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<https://doi.org/10.52337/jsers.vli3.46>

### Article Information:

#### To cite this document:

Dr. Maryam Bibi, Yumna Rehman, & Prof. Dr. Muhammad Amin. (2021). Ethical Dilemma among University Professionals and Workaholic Discord . Journal of Socio-Economic and Religious Studies, 1(3). <https://jsers.org/index.php/jsers/article/view/46>

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## Ethical Dilemma among University Professionals and Workaholic Discord

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Received: 30 August 2021; Accepted: 15 August 2021; Published: 30 September 2021

**Abstract:** Ethical dilemma or Work-life balance is the state when an individual is at peace with his personal life, family and job. Today, occupational stress and a dis-balance between personal life and work is a major problem in almost every country of the world. Work-life balance is now a major concern for all the working people especially women. Gone are the days when only men had to go through the struggles of earning bread for the family and fulfilling all the financial needs of the family. Women of today are equally independent and stand side-by-side along with men to support their families. It is, in fact quite difficult for females to cope up with workload as well as their families and children. This article specifically revolves around female university professionals. It aims to investigate the effect of work on the personal lives of female university professionals and whether they have a work-life equilibrium or not. This study determines how female university professionals balance their professional and personal life, what the factors that cause occupational stress are and how they take out time for their families. For this study data was collected from 22 female university professionals. They were given survey questionnaires consisting questions about whether or not they are living an ideal life, how they manage their jobs when they are over-burdened, do their family problems distract them from work etc. The article is also based on previous researches carried out in Pakistan, India, Japan, Malaysia, Nigeria, Croatia, UK, USA and Canada related to Work-life balance and occupational stress.

**Keywords:** Work-life balance, job satisfaction, occupational stress, workload, women academics, university professionals, work-family discord.

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**Introduction:** For women it has never been an easy task to balance a prosperous working career and a happy personal life. Working women, especially wives and mothers go through serious stress for not being able to manage equal hours for their family and work-place. They are more likely to undergo depression and other mental issues. Female university professionals are no exception to the occupational stress and concerns. This article will sum up the difficulties faced by female university professionals in balancing their job and families.

According to Hussain (2008), the number of women working outside in Pakistan is very few as compared to western countries to support their families financially. [1]. Before

proceeding with the problems faced by female university professionals, we will discuss some of the key words used in this article: Work-life is commonly referred to as work and family, which are two of the key elements of a person's life. [2] Work Life Balance is a person's ability to create an equilibrium stage between the responsibilities of their workplace, family, friends and their own self. It also about individuals having a command over when, where and how they serve at their jobs. A balance between jobs and personal life will help in minimizing occupational stress and gives job satisfaction.

Spending more time at work place may create problems in the individual's personal life because your personal life also demands attention. Being a working female, you still have to look after your kids, your husband, old parents. Also you have to make time for your friends and relatives. That is why to balance between the family responsibilities and work responsibilities has become an obstacle for many individuals. Work Stress/ Job stress/ Occupational stress, by definition, stress is a feeling of emotional or physical tension. Work stress is a reaction to an elicitation at work-place that leads to negative effects on an individual.

**Scope of the Study:** The article implementation of the study is to morph and suggest out the factors that cause stress among university professionals and how they manage their personal and professional life when there is excessive workload. It's strategically possible to find out sub objectives related to female working capability and financial work sentences.

#### **Research Objectives:**

1. To find out whether or not the female university professionals are living an ideal life.
2. To accumulate the effects of workaholic circumstances and family prudence in career sanitation and building of an individual in a competitive society.
3. What are the proceeding problems claimed by females working in a stiffen adjournments facilitated in the university through professional and non –professional means?

**Research Methodology:** This study aimed to investigate the work-life balance among female university professionals and to explore about the life female university professionals are living. This article adopts a qualitative approach through open ended questionnaire consisting of 8 questions. The sample size for this article was 22 university professionals, in which purposive sampling technique has been used. The age of the professionals is ranged from 24 to 40, in which 15 are married and 8 are single.

#### **Literature Review:**

According to Malik (2011), Job requirements are a major cause of stress at workplace in which the employees are unable to manage themselves and carry out their duties to fulfill the necessities of the job. Work stress always leaves negative effects on the employee as well as the organization. [3] Speaking for the university professionals, they have a number of duties to fulfill, such as carrying scientific research, teaching, preparing lecture notes, grading and checking assignments and exam sheets and carrying out various types of social

work. These duties creates work stress on professionals, especially females who have to manage their household chores as well.

According to Deter, Caravels, Derision, & Duquesne (2006), other causes of occupational stress among female university professionals include work load, strenuous relations with colleagues, discipline problem, time pressure, unfit working condition, pressure and inadequate support from family etc. <sup>[3]</sup> <sup>[4]</sup> Job satisfaction is a significant feature to determine the efficiency of the organization.

<sup>[5]</sup> According to Hop pock (1935), Job satisfaction is when an individual is psychologically, environmentally and physiologically happy and satisfied with the work or job at hand.

- a. <sup>[6]</sup> Work-family Discord, when family pulls an individual on one side and the job pushes him/her to another side, this creates work-family discord.
- b. Work-Life Programs: they are the programs organized by the job institutions to discuss the employees' job and family related issues.
- c. Work-Life Culture: work-life culture is created when the organization knows about the family issues and duties of its employees and respects them. It also motivates the employees to meet both the demands of the work as well as the family.
- d. Work-Life Initiative is when the job organization takes initiatives to address its employees on how to do their work properly and discuss their family problems as well.

<sup>[7]</sup> Lockwood (2003) suggests three main factors that affect work-life balance in different organizations. They include increase of business competition worldwide, development of interest in the values of family and the development of an aging workforce. According to Luna (2013), when individuals interact with their families during the job hours, it affects their job performance and duties.

Mayday (2013) says that an equilibrium between professional and personal life gives more satisfaction when all the work is done.

<sup>[8]</sup> According to Perry-Jenkins, et al., (2000), today majority of women are entering into the professional fields. They usually come from middle class families with kids. Getting out of the comforts of the home and into the hardships of the professional life, women have directly or indirectly influenced every person in the society as mothers, wives, sisters, daughters and friends.

As stated by Kinmen & Jones (2004), when women are not able to balance their jobs, every feature of their life is affected. The work-family stress has negative impact on psychological and physical well-being.

Patterson (2001) thinks that individuals are no longer able to separate their job from their personal life because job without any difficulty can captivate our minds and thoughts. <sup>[8]</sup>

According to Grant-Valona and Enter, (2001) and Karim, (2006), as the number of females at workplace is increasing day by day, it means that now more females have to look after both the family as well as work.

Walker, Wang and Redmond, (2008) state that both males and females face inter-role conflicts. However, females find it more difficult to cope up with their family as well as work duties.

Meyerson & Kolb (2000), Shriver, (2009), Anna B. (2010) feel that organizations were initially built for males only. But since the industrial revolutions duties of males changed with the passage of time and the obstacles faced by females in these male-dominated organizations got little to no importance. But now there is a huge number of women in these male-dominated organizations. And these job organizations are compelled to recognize the worth of women at workplace.<sup>[8]</sup>

<sup>[9]</sup>Behr and Newman (1978) conceptualizes occupational stress as a condition in which work affects a person in such a way that his/her physiological or psychological states are changed and the person is not able to function normally.

Higgins, Duxbury & Lyons (2001) defined Work-life Conflict as a form of inter-role conflict in which work and family life is not compatible and it is difficult for people to fulfill duties of both work and family.

Rout, Lewis and Kagan (1999) discovered that Female professors undergo a huge amount at stress and pressure in the morning to do all the work at workplace and in the evening to do all the work at home. <sup>[9]</sup>

**Factors Affecting Work-Life Balance:** Factors that influence work-life balance include many things like number of working hours, smoothness of work, audio-visual aids available at the workplace, policies of the government and organization a person is working at, the culture of the particular country an individual is living in also deeply affects the work-life balance of an individual. Then comes family and family issues that are the most important key elements in creating or disrupting a person's work life balance. Factors affecting work life balance have been divided into three categories:

- i. Individual factors influencing work life balance.
- ii. Organizational factors influencing work life balance.
- iii. Societal factors influencing work life Balance.

*i. Individual Factors Influencing Work Life Balance:* Individual factors that affect work life balance include personality, wellbeing and emotional intelligence. Different type of people have different personalities. People who are extrovert will find it a lot easier to deal with their issues related to work with their bosses and solve the matter at hand. However introverted people are less likely to discuss their problems with their management and will probably take these problems to their homes.

According to Parasuraman and Greenhaus (2002), personality traits can be affected by the capability of people to interact and react to different conditions and situations at hand and help in shaping up the surrounding environment accordingly.<sup>[10]</sup>

Health and well-being of an individual plays a vital role in influencing work life balance of an individual. Both mental health and physical health are important to fulfill work and family responsibilities. Emotional intelligence is also a key factor in creating or disrupting work life balance of an individual. Emotional intelligence is the capability to control one's emotions. According to Thorndike, (1920), Emotional intelligence is the ability to perceive and manage people and to act with efficiency in human relationships. It is pretty much necessary to have emotional intelligence in order to have work life balance because only with emotional intelligence, you would be able to deal with situations with maturity and face the outcomes with a positive point of view. <sup>[11]</sup> According to Mayer & Salovey, (1997) Individuals having high emotional intelligence will be able to control their own emotions as well as understand the emotions of other employees around them at the work place. <sup>[11]</sup>

*ii. Organizational Factors Influencing Work Life Balance:* Work life balance is not only the duty of the people hired but also of the ones who are hiring. Job institutions are equally responsible to look after their employees and workers and help them in creating an equilibrium between their work and family life. According to Wiesenberger, Huntington, Hutchison, & Sowa, (1986) Organizational support is important because providing support means that firms value the contribution of their employees and cares for their employee's wellbeing. <sup>[11]</sup> According to McCarthy, Cleveland, Hunter, Darcy, & Grady, (2013) Job institutions that do not care about the balance between work and life of an individual are toxic and are abusing the hard work of their workers. On the other hand organizations that look after their employees' health and wellbeing develop policies to help them in maintain an equilibrium between their professional and personal life. [11] McCarthy et al. (2013) found that such effort have a positive impact on employees balance between work and life.<sup>[11]</sup> Wayne et al. Said that reducing work hours can help employees to increase the balance between work and their family life. <sup>[10]</sup>

*iii. Societal Factors Influencing Work Life Balance:* A number of cases have revealed that family is the key factor in creating or disrupting an individual's work life balance. The number of members especially kids in a family can cause a dis-balance at work and in the fulfillment of family related goals. Increased number of kids require more attention and this diverts the attention of parents at work place.<sup>[10]</sup> Elliot (2003) determined the main problems that were the cause of dis-balance among parents who are employed included kids of a young age usually below six years and parents were not able to provide complete care to their kids. This problem created emotional distress more in women than men.[10] According to Ross and Milosky, (1998) working women especially mothers who were facing problems in arranging child care were more prone to depression. <sup>[10]</sup>

Other factors influencing work life balance include, age, gender, marital status, parental status, experience, job type, income etc. <sup>[12]</sup> Factors affecting work life balance

Individual Factors	Organizational factors	Societal factors	Other factors
<ul style="list-style-type: none"> <li>• Personality</li> <li>• Well being</li> <li>• Emotional intelligence</li> </ul>	<ul style="list-style-type: none"> <li>• Work arrangements</li> <li>• Work life balance practices and policies</li> <li>• Organization support</li> <li>• Superior support</li> <li>• Colleague support</li> <li>• Job stress</li> <li>• Role conflict</li> <li>• Role ambiguity</li> <li>• Role overload</li> <li>• Technology</li> </ul>	<ul style="list-style-type: none"> <li>• Child care arrangements</li> <li>• Spouse support</li> <li>• Family support</li> <li>• Personal and family demands</li> <li>• Dependent care issues</li> </ul>	<ul style="list-style-type: none"> <li>• Age</li> <li>• Gender</li> <li>• Marital status</li> <li>• Parental status</li> <li>• Experience employee level</li> <li>• Job type</li> <li>• Income</li> <li>• Type of family</li> </ul>

### Work Life Balance and Ethical Dilemma Cases among Teachers:

*i. Work-Life Balance Among University Teachers in Different Countries Globally:* After going through a number of cases from different countries like Pakistan, Japan, India, Malaysia, Nigeria, Europe, USA, and Canada, we found out that balancing work and personal life is a major cause of stress among teachers locally as well as globally. Here are the results of the researches:

*ii. Work-Life Balance among the University Teachers of Pakistan:*

**CASE 1:** The research was conducted at the University of Gujrat. This study was carried out to determine the relationship between work-life balances, job stress and job satisfaction among university professionals. The study has been undertaken among teachers of university with reference to city of Gujrat. A sample of 172 teachers were selected and the random sampling purpose was used and questionnaires were used to collect data According to this study relationship among the factors mentioned above does exist. <sup>[13]</sup>

**CASE 2:** This study dealt with work and balance among male and female university professionals. This study concluded that male professionals were more satisfied as compared to the female professionals. <sup>[14]</sup>

- I. *Work-Life Balance among the University Teachers of India:* This study determined job stress and work-life balance among female professionals of central universities of Delhi, India. The study concluded that job stress exists among female professionals. <sup>[15]</sup>
- II. *Work-life balance among University Teachers of Croatia:* This study was conducted with the aim to determine exposure to stress at work among university professionals and see if there were differences between men and women as well as between positions. Results showed that
  - a. A number of university professionals had to cope with excessive workload.
  - b. Women were more prone to work stress.

- c. Professionals at middle positions (assistant professors and associate professors) were the most exposed to job stress.
  - d. Professionals at higher positions were least exposed to stress in the universities.<sup>[16]</sup>
- III. *Work-Life Balance among the University Teachers of Japan:* This study worked on what the university professionals want in their profession and analyzed the data on social-psychological perspectives. Since researching on what the English teachers want and what motivates them is an under estimated area in Japan, so the researcher decided to investigate the least popular area. The results concluded that Japanese university EFL teachers tend to seek intrinsic needs and wants such as autonomy, self-growth, and seeing students' growth through daily interaction in English classes. The study provided a clear insight by suggesting specific factors that motivate and demotivate English teachers. [17]
- IV. *Work-Life Balance among the University Teachers of Nigeria:* The aim of this research was to determine how work-life balance has an effect on the academic performance of the university professionals. The target population for the study consisted of university professionals in the University of Ilorin, Kara State University and Al-hikmah University who have been purposefully selected. Hypothetical sampling technique was adopted to select a sample size of 165 university professionals from the three selected universities. According to this research, the managements of the Nigerian universities should provide smooth working environment so that the university professionals can have a balance between their jobs and personal lives. The study showed that work-life balance does seriously affect the academic performance of the university professionals. [18]
- V. *Work-Life Balance among the University Teachers of Malaysia:* The study was carried out to determine the relationship of workload, stress and distress towards work-life balance. In Malaysia, according to the researcher, occupational stress is mild but due to a number of factors there are chances of increment in occupational stress. Therefore, work life balance must be maintained. The present paper discussed both, positive and negative interaction in the two domains, work and life. This study concluded that Malaysian university professionals were exposed to high workload which was creating problems in their personal lives as well. <sup>[19]</sup>
- VI. *Work-Life Balance among the University Teachers of UK, USA and Canada:* Research to determine the level of Job satisfaction were carried out in five different universities of USA, UK and Canada. Individuals with low job satisfaction were in a greater number. The most negative responses were for areas such as personal/Work-life balance, work demands/workload, university direction, and whether the individuals would want to work in that organization again and would they suggest it to other people. Results of the study revealed that the aspirations were high. Faculty working conditions were seen to be superior to those of the staff. Junior faculty was more prone to stress than staff <sup>[20]</sup>

**Result:** In each of the questionnaire, 8 questions have been asked about, in which their general feeling of the work-life balance, work load, occupational stress and strategies they

used to manage their family and work their self , also asked about what makes their life ideal.

UP1	Ideal life
UP2	Ideal life
UP3	Ideal life
UP4	Ideal life
UP5	Ideal life
UP6	Ideal life
UP7	Ideal life
UP8	Ideal life
UP9	Ideal life
UP10	Ideal life
UP11	Ideal life
UP12	Ideal life
UP13	Unideal life
UP14	Unideal life
UP15	Unideal life
UP16	Unideal life
UP17	Unideal life
UP18	Unideal life
UP19	Unideal life
UP20	Unideal life
UP21	Unideal life
UP22	Unideal life

*Note: UP=University Professionals*

According to the finding, (UP1 to UP12) these twelve professionals mentioned that they are living an ideal life balancing their professional and personal life. They are able to manage their personal and professional life superlatively and independently. While, (UP13 to UP22) have unideal life, they have some complications in their work-life but they are contended with their life and achievement, and working hard to make their life ideal

1. What are the factors that give you satisfaction in your personal and professional life?

*UP03: "I am grateful from the respect that I receive from my students. My students are enthusiastic and very passionate about learning."*

*UP10: "In personal life, the satisfaction would be peace of moral, love, money, good relationship. However in professional life, it would be good salary package, good environment, and good professional growth."*

*UP5: "working environment, fair policies, appreciation in both personal and professional life, caring organization and family."*

*UP13: "Confidence, patience, trust on ALLAH, trust on myself honesty."*

*UP12: "First thing is appreciation, second thing to make people happy and smile."*

2. How do you balance your work-load when you are over-burdened?

*UP3: "It is said that if you love what you do, you will never have to work a single day so, I love to work that is the reason that I am not over-burdened."*

*UP9: "I try to calm down myself first, and try to do extra work at home."*

*UP5: "When I am overburdened in my daily work load then I maintain daily check list which is easy to maintain my work timely."*

*UP7: "Try to manage it by doing some work at home. Extra hour's consumption."*

UP8: *"I try to take additional work at home or spend more time at work after working hour"*

UP3: *"Yes as I am enthusiastic and independent learner and I try my best to lead my students for the best."*

UP13: *"I always manage things through organization and time management. As I am well organized person."*

3. Do your job give you occupational stress? What are the factors that tire you out?

UP3: *"No, I love to work, work and work."*

UP8: *"Extra workload, additional tasks which are not relevant to my job."*

UP2: *"Sometimes I am stressed if I am overburdened."*

UP12: *"Yes, sometimes it has happened factors that exhaust me is having a weekend on."*

UP11: *" Yes my job gives me occupational stress extra and unnecessary work, extra time, late sitting is the factor that tire me."*

4. What strategies do you adopt to take care of your family members and manage to spend time with them?

UP2: *"with proper time management."*

UP3: *"Discipline, schedule and organized life is important."*

UP2: *"Arrange a picnic once in a month, and tea gathering, stories and gossips"*

UP5: *"I try to complete my given tasks on time so that I don't have to take any additional task at home."*

UP8: *"I spend time with my family only at dinner time or at weekend."*

UP11: *"By always keeping them as my top priority, spend quality time on weekend."*

UP20: *"Outing with them, doing my work earlier for spending more time"*

5. How do your elders manage to look after your home in your absence?

UP16: *"I don't have responsibilities at home"*

UP15: *"My mother looks after the home in my absence and presence as well."*

UP3: *"I really don't have much of the duty at home to organize things or to make them straight away."*

UP22: *"My mother in law manage the things sometimes I drop my kids at my mother's house so that everything get managed properly"*

UP21: *"my mother manages house chores."*

6. How do you take out time for your self-care in your busy routine?

UP21: *"I usually go to salon once in a week for my self-care or nothing else."*

UP3: *"I use to go off time with my friends, where we can relax. I take nap time to relax after long duration of working"*

UP22: *"It's sometimes difficult for me I most of the time neglect myself for the sake of my job."*

UP 15: *"Through self-talk, increase prayers and recitation."*

UP3: *"It is very important to work for other."*

UP12: *"I can't take time for myself in busy routine. Otherwise on weekend I try to take care of myself"*

7. Do your family problems distract you from your work? If yes, how?

UP3: *"No, both are separate. I am trying my best to prove myself best at both positions."*

UP14: *"No, I am grateful for not having any kind of problem in family that affects my job. Everyone is supportive."*

UP13: *"No, because my family is so cooperative and they do all work by themselves."*

UP22: *"Yes, most of time, when my kids are sick or husband or mother in law is not well, I get distracted I can't focus on my work."*

UP 21: *"yes, sometimes when I am overburdened from home and things from job makes me overburdened at that time it was difficult for me to cope up the things."*

UP20: *"yes definitely family plays a very important role and support for professional life or work if any one of family member is disturb then definitely it effect the potential to do work."*

8. Do you think you are living an ideal life? If yes, what make your life ideal?

*Ideal life Respondents: 12 of the respondents answered that they are living an ideal life; they have command on their work-life balance.*

UP5: *"Yes, I am living an ideal life because an ideal life style is meant to protect you from danger and destruction so my husband makes my life happy and easier".*

UP7: *"Yes, my life is ideal because I have a job. Some people are still unemployed even after highest qualification"*

UP14: *"The support of my in laws and my husband for being a working women makes my life ideal."*

UP13: *"ALHUMDULILLAH, I am living an ideal life because of inner satisfaction and good blessing"*

UP1: *"Yes, I am living an ideal life. Just because of my husband. He is so cooperative. Whenever I need his help he is always there."*

*Unideal Life Respondents: 10 of the respondents answered, they are living an unideal life, but the complications they usually face in their work-life motivate them to do better and make their life ideal.*

*UP13: "I think not an ideal but satisfied life Alhamdulillah"*

*UP21: "My life is satisfied because of my kids but sometimes stress from job makes me want to run away and spend some time alone but of course life is not perfect so just being thankful and that's it."*

*UP22: "I am not living ideal life but to have peace in our life is most important to be contended on everything makes you to live satisfied life"*

**Suggestions and Recommendations:** Through this article we are able to determine the ethical dilemma and workaholic life and balance in nature of following 2 metamorphic objectives of the research i.e.:

- a. Factors that cause stress among university professionals and how they manage their personal and professional life when there is excessive workload.
- b. Whether or not the female university professionals are living an ideal life.

Survey conducted showed varying levels of work-life and ethic balance among different university professionals. Details of the survey questionnaire are given below in a form general recommendations.

1. Satisfaction in personal and professional life: Respect, working environment, appreciation, good salary, love, trust, honesty, good relationships are among the few factors that give people satisfaction.
2. Balancing workload: This is the first main objective of our study. University professionals manage excessive workload by making daily schedules and doing everything accordingly. However some of them spend their time at home which is supposed to be their family time, doing their excessive work of the organization. This is one of the reasons of work-family conflict.
3. Factors causing occupational stress: This is one of the main objectives of our article. Many factors were found to be responsible for occupational stress. Most of the answers show that stress among university professionals is created when there is excessive workload, when they have to work on weekends and when they have to do tasks that are not related to their jobs.
4. Elders managing homes: When asked about how the elders of these university professionals manage to look after their homes in their absence, most of them said that they do not have much work to do at home. However, others said that usually their mothers or in-laws are supportive and do the chores of home quite happily.
5. Spending time with family: University professionals take care of their families and make time for them with proper discipline, management and organization of their work. They try their best that their job does not come in between their family life. However, some of the university professionals are mostly able to spend time with their families only at meal time or weekends. Some of them arrange a picnic or outing with their family to spend quality time with them.

6. Time for self-care: Most of the university professionals are not able to make for themselves in their busy routine. However, some of them hang out with friends or take short naps to relax themselves. Few of them visit salon at least once a month. Some of them only have weekends to spend time on themselves.
7. Distraction from work due to family issues: Some of the university professionals do not mingle their work and family problems and do not allow their family problems to distract them from work. However, a number of them get mentally as well as physically disturbed when a member of family falls sick and they are not at home to look after them.
8. Ideal/Unideal life: This is the third objective of our research. 12 of the respondents are leading an ideal life. However, 10 of the university professionals are leading an unideal life.

**Conclusion:** To conclude, we can say that, work-life balance is one of the fundamental elements in leading a happy personal life and professional life. Without work-life balance, there will be minimum or no job satisfaction. Occupational stress is prevalent at almost every workplace. Female employees are most likely to suffer from stress and depression than males. Female university professionals face a lot of difficulties in managing their personal as well as professional life.

Our own personal opinion is that, for our women to succeed in their career as well as family life, they should be provided support, love and care. Family members especially husbands and parents should give them the attention they deserve and should try to understand their problems. Family members should keep on checking on their physical and mental health so they do not suffer from stress. At workplace they should be provided with a comfortable working environment. Some women are not comfortable in working with men, so men at workplace should also act like gentlemen and should not create additional problems for their female colleagues. Job organizations should not discriminate between women and men on the basis of their genders but should give women the salary and respect they deserve.

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