

**EXPLORING THE PHENOMENA OF WORK LIFE BALANCE
OF WORKING MOTHERS FROM MEDICAL SETTINGS**



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MOTHERS FROM MEDICAL SETTINGS**



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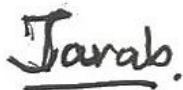
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It is assured that research work is original and has not yet been published anywhere else.

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Jarab

Abstract

This research study was conducted with the aim of exploring the challenges of working mothers belonging from medical settings in achieving their work-life balance. This study was unique in its nature because it explored the challenges of working women who worked out of their sheer passion and determination, whereas studies conducted in this domain mostly discuss the reasons behind working mothers quitting their workforce.

This study constituted of four participants, the research design for this study is qualitative and the methodological approach used for this study is interpretive phenomenological approach (IPA). All interviews conducted were semi-structured on phone calls considering the convenience of participants and individually. Data analysis revealed that participants revealed that work-life balance is the ability to handle both responsibilities completely regardless of it being a very haphazard phenomenon. They acknowledged the support of their family and spousal support without which maintaining this balance would have been even more challenging; they accepted experiencing mom-guilt was part of the process. Their most significant challenge was the transition between a doctor and a mother, juggling between the two roles and having no time for one own self.

This research study will help to inspire those women who want to pursue their dreams and goals, learn from the experiences of other women and try to untap their potential and talents that they are bestowed with. It will also help to enhance and improve the mental health of working mothers or even homemakers with their stresses, exhaustion and burdens and how do they deal with their routine stresses and exhaustion in a better and more healthy way.

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Chapter I

Introduction

Women are the backbone of any society and have an integral role to play in the development and progress of our country, as a society or as a nation. No country in the world would advance and progress without the equal contribution of both, men, and women. Traditionally, women were only expected to be homemakers and men were the breadwinners of the house especially in the sub-continent but with the advancement of time, awareness, and realization of importance of the education of girls, the increasing financial demands of the family and most importantly, financial independence of their own, women are choosing to make a career and have started opting to make a living for themselves. Today, women can be seen participating and contributing to almost all professional domains even the professions that were connotated with men only such as sports, military, politics, corporate businesses and what not. They are equally or it won't be wrong to say, even more in some cases working harder than men to provide the best of lifestyles for their own self and their children.

Pakistan has one of the lowest labor female force participation rates in South Asia; approximately 22% (Xu et al., 2021) and there are multiple reasons behind this; very less availability and assurance of safe transport, sexual harassment at work place, social norms attached with women that they are expected to stay at home and take the best care of their husband, children, parents-in-law and other household responsibilities, preventing them to step out and make a career for themselves and contribute to the economic sector of the country. According to the UN Women (2021), 53.6% of women are deprived of education, training and employment in Pakistan compared to only 7.4% of men.

Reports from 2019 found that 85,000 female doctors from Pakistan are not working (Bhatti, 2019). On the completion of their education, they get married and then it is upon the

decision and will of their husbands and families-in-law whether they allow them to join the workforce or not. In most cases, parents are determined and encourage their daughters to enter the medical field only in hope for a good potential match but with no intention or aim of their daughters continuing their studies and making a career for themselves.

Also, even in 21st century, the matter of the fact is that we live in a patriarchal society where men dominate women in almost all the aspects of life and the social, political, economic and religious structures are the fundamental means that are also molded and twisted in a way to serve and strengthen the authority and dominance of Pakistani men in the larger part of the society which deprives women of their personal, economic, social and legal development and rights (Tabassum & Dr. Naima, 2016). A huge number is not allowed to work while others quit due to other reasons like childbirth, lack of family support system, finding it difficult to maintain their work-life balance. However, 23% of women choose to work and are given the support required even after their marriages and childbirths. Irrespective of the challenges and difficulties they experience and must face on a day-to-day basis, they choose to rise higher than their struggles and go to work and practice their profession.

One of the main and most fundamental challenge that we witness all over the globe and not only in our society is that craft of maintaining work-life balance which can simply be defined as the art of managing both the work and family domains effectively and efficiently. The balance suggests that work should not interfere with other components of personal lives such as spending quality time with family, taking out time for oneself etc. The concept of maintain work-life balance is not only confined till the West anymore even though majorly the work done on this construct is within western contexts but due to globalization this concept is also making its way in the eastern culture and even though there is a long way to go, at least it is making a start.

Work and family are two important facets of an individual's life and both demand a proper balance between the two (Decieri & Dowling, 2006). This balance is mostly expected from working women than men, especially women who choose to work on their own will and choice and not because of situational factors and circumstances that they had no other choice but to step out and earn to make a living for themselves. It is commonly and unfairly expected from married working women to take their professional and personal lives hand-in-hand. They are expected to take care of the needs of their children, their husbands, perform all the house hold chores, give quality time to not only their children but also, they're in laws especially women who live in a joint family system which is a very common family system in Pakistan and India show up to events and family functions and the list can go on. Balancing work professional and personal lives is often more difficult and challenging for men than for women due to the unequal and disproportionate burden of family responsibilities.

Cross and Linehan (2006), stated that women face an uneven distribution of childcare and other domestic responsibilities which become major barriers in advancement of their career. Simultaneously, they are ought to give their best performances at work, prove their competence at every step and every now and then, show their capabilities at every step of the way they choose. They are still judged and questioned for the choices they make and many people in our surroundings have this notion that working women are not as good as mothers in comparison to those women who homemakers are. A similar notion can also be seen in workplaces where women may be deprived of many opportunities and chances because it is assumed and rightly so in many cases especially in medical settings that women would quit their work and careers after getting married and having children.

Substantial number of research and studies (Adikaram, 2016; Sultan, Aftab. Amin & Anjum, 2016; Cain, 2015) have already been conducted with the aim of exploring the factors that affect work-life balance and the impact of improper balance has on the professional and

personal lives of people. The ratio of working women has increased in Pakistan in the last twenty years (Bhowon, 2013). Working women especially married women and mothers must always maintain a balance between their work and family roles. Dedicating time, resources, energy, and concentration equally to both aspects has been and continues to grow as a significant challenge in today's world (Allen, Cho & Meier, 2014) and studies have shown that family and career roles gives female employees highest volume of conflict, distress and finding meaningful, realistic, and practical balance. Substantial number of research have been done on the work-life balance of women working in large organizations like in banking and education sectors and on women who are single mothers and are forced to work to earn a living for their children.

However, there is scarce research available on the challenges and struggles young working mothers face in medical settings which is also the main objective of conducting this qualitative research. Doctor and dentistry are considered a very noble job for females in Pakistan apart from teaching and women belonging to this disciple are considered of great veneration and reverence, if compared with other professions but despite this deep respect and adoration for female doctors, significant number of people still disapprove of them working after their marriages. Moreover, a number of studies have addressed and discussed extensively the reasons why young working mothers quit to choose their careers, but little research is available on what are the driving factors and motivations that women uptake that they continue to work even after childbirths and how are they able to strike that balance between their professional and personal lives and which reasons and factors keep them going. The research design process in qualitative research begins with philosophical assumptions that the researchers make. The topic of this study fulfills the assumption of epistemology where the researcher spends as much time as they can with the participants to collect as much data as possible and based on that construct's themes; the topic of the study falls under the

category of social constructivism and the qualitative approach used to design this research study was interpretative phenomenological analysis.

Work-life Balance

Work-life balance refers to individual capability to properly manage personal and professional life (Kofodimos, 1993). The concept of work-life balance was initially used in UK in the late 70's (Prasad, 2012). However, this notion became popular in America in 1986 whereas in the late 80's and early 90's companies started introducing and implementing work-life balance policies (Lockwood, 2003) as a result of employees showing a high disregard for not being able to take out time for their families which led to their failure to achieve the organizational goals. But this balance is not only confined to giving time to family members, it includes taking out time for oneself such as managing studies simultaneously, travel, sports, personal development which explains why the former term of work-family balance has been substituted with work-life balance.

Work-life balance can simply be defined as the art of managing both the work and family domains effectively and efficiently. The balance suggests that work should not interfere with other components of personal lives such as spending quality time with family, taking out time for oneself etc. Work and family are two important facets of an individual's life and both demand a proper balance between the two (Decieri & Dowling, 2006). However, literature on this topic reveals that there is little agreement on accepting one definition for this term. Devi & Ravi (2013) observed that most definitions define work-life balance as the need to give equal priority to their work and life demands. However, a second group of authors define work-life balance as the level of individual satisfaction when they achieve harmony between all life areas (Joshi et al, 2002; Greenhaus, 2003; Grady et al, 2008). Clarke, Kock & Hill (2004) gave another interesting definition for work life balance

as, “Equilibrium between amount of time and effort somebody devotes to work and personal activities, in order to maintain overall sense of harmony in life.”

Working Mothers

Within the past few years, many women are seen working in different professions. They are making breakthroughs in the world of sports, technology, science arts and what not. They are a source of inspiration for many little girls as they make a name for themselves and make us all proud. However, it is also true that lives of working mothers are highly influenced by their families and their workplace (Khokhar et al., 2020). Especially, in eastern Asian countries, even in this time, most families adapt a joint family living style which is why women are always under the influence of their husbands and in laws who frown upon their wives or their daughter in laws to step out and bring some money home. With that, they automatically have less time on their hands to spend time with their children and family members which also becomes a source of conflict in many families.

Working women are expected to fulfil dual roles, if they are working for economic and financial stability or because of their own choice, it will still be expected from them to take care of not only their children but of their in laws as well. Family remains a primary priority for women (Hertz & Marshall, 2002). Even in industrialized countries, women are fundamentally responsible for taking care of their children and other household tasks (Voydanoff, 2005) which leaves them with very less energy and time at hands. Situations can also lead them to become emotionally exhausted and strained by overloading themselves which becomes a major reason why women chose to quit from workforce as well. Firmin & Pathammavong (2012), mentioned in their article that balancing between their two roles of professional and caregiver to their children is one of the most fundamental challenges working women have to face, along with separating house and work, lack of sleep causing

them to become agitated and irritable were some other common challenges these women had to experience on daily basis. However, spousal and family support are some common determinants that can help working mothers to achieve this balance more smoothly. Williams et al., (2016) mentioned that working mothers would be able to feel more relaxed and calmer when working both at home and at work if they have support of their spouses. Their work outcomes improve, their mental stability enhances when their spouses provide them with the required emotional and moral support, exudes feelings of empathy, care and love (Lu et al., 2009). Extensive research also reveals that family support can lead to positive consequences such as employee satisfaction at work, physical and psychological well-being which helps in solving conflicts that arise in professional and personal domains of lives of employees. Instead, if they have pressures from their family, they would be unable to give their best performances at work (Chavan et al., 2021).

Speaking in reference to Pakistan, which is an Islamic country where women are expected just to stay at home and do household chores; the working mother dilemma can clash with the traditional and cultural values of the society which can also lead to marital adjustments (Azeem & Akhtar, 2014). Their responsibility towards their family can act as huge obstacle to their advancement and promotion (Adogbo, Ibrahim & Ibrahim, 2015) which is also why they would have to refuse high earning positions. However, many Pakistani women are making far-reaching progress in every field during the last decades. The participation rate of working mothers has increased in the labor force of Pakistan, creating more conflicts and problems for them in balancing their personal and professional lives responsibilities.

Theoretical Background

Multiple theories exist that attempt to explain the relationship between work and life domains, however these theories have not been integrated into one comprehensive theory that can be put forward to serve as a guide to research on related issues. Different theoretical approaches exist in relation to work-life balance some of which include, spill-over, compensation, work-family conflict, resource drain, enrichment, congruence, segmentation, integration and ecological theories (Clark, 2000; Edwards & Rothbard, 2000; Frone, 2003; Frone, Russell & Cooper, 1992; Greenhaus & Powell, 2006). Apart from these theories, many researchers have proposed new theories such as border theory, boundary management theory, gender inequality theory, work-life management theory that attempt to explain work-family relationships.

Spill-over theory is an interesting theory that explains the relationship between the work and life balance. Spill-over is said to happen when one domain starts affecting the other domain in a similar manner, irrespective of having prefixed and established boundaries between the work and life aspects of individual. It can also be explained as a process by which work and family affects one another and that in turn generates similarities between both the aspects of life (Edward & Rothbard, 2000). Before 1970's both these domains were taken as mutually exclusive domains but Kanter (1977) stated that both these domains are highly interconnected and highlighted on how one domain affects the other. Pleck (1995) defined spillover as a phenomenon where work role affects the family role and vice versa, he also said that women experience a spillover from family to work, whereas men's experience of spillover is contrary to this. The proficiencies in one role can affect the proficiencies in another role; negative family experience is linked with negative work experience and vice versa. So, contentment and achievement in one domain can bring contentment and

achievement in the other domain as well (Xu, 2009). Individuals transfer their skills, emotions, attitudes and behavior.

Illies, Wilson & Wagner (2009), identified two types of spill-over, affective and instrumental where affective is related to one's mood. It can be defined as, "work-related moods or attitudes are carried to home or family related moods are carried to work." Contrary to this, instrumental spill-over includes a particular set of skills and behaviors that one carries from one domain to another. Spill-over can happen in both directions.

Literature Review

A study was conducted in Yektati-12 Hospital, Ethiopia on addressing the challenges of work-life balance and coping strategies among married women doctors with children. The study intended to assess the lived experiences of married women doctors in relation to work life balance. The participants belonged to the age range from 30-45 and had at least 2 children with a work experience for more than 4 years. The major themes that emerged from the study were inflexible working schedule, not having ample time to balance both domains of life, work overload and burden and lack of policies implementation. However, the participants major support systems were immediate supervisor support, co-worker support and maternal leaves and the coping strategies that they mentioned were planning ahead of time, support of family and the support of husband. To personally planning for activities of the work and other life issues in order of their importance have helped some participants to balance their work and other life. In addition, for some participants, support from their husband would have helped in accomplishing their work and house hold responsibilities, but only one participant got help from extended family (Teshome et al., 2019).

The results of a study that was conducted by Verma (2018) with the aim of mentioning the challenges and issues working women experience in the 21st century. The

results showed that among gender biases, balancing personal and professional life, mental and physical harassment, negligible personal space, insufficient maternity leave are the most common challenges that women have to face. Women have always been underestimated which is represented in context of their recruitments, unequal salary gap, promotional opportunities. In many South-Asian families, even if women work, they are expected to give their salaries to their husbands or the eldest in her family so her independence is on a superficial level. Career and jobs are still considered a secondary for women and are not given prime importance, they lack emotional and motivational support from their families and simultaneously, official and job expectations and deadlines have to be fulfilled as well. This dual role responsibility can become really stressful for women taking a toll on their mental and physical health. Moreover, women feel they have to perform better than male colleagues which creates a strain for women. Women are even asked for sexual favors from their male superiors in return for promotion. Many women in want to achieve independence and success in their lives try increasing their work power which results in less sleep duration, further resulting in them to be easily agitated. Insomnia and depression are the two major mental problems that Indian working women usually suffer from. Studies have shown that majority of working women in India are stressed because of their conflict of multiple roles like managing work and life balance and fulfilling social responsibilities causing many physical ailments such as frequent occurring headaches, hypertension and obesity (Mittal, 2015).

A research study that was conducted in 2021 by Mahi Uddin with the purpose of addressing the work-life balance challenges of working women during covid-19 and aimed to explore or analyze the challenges working women explored related to their work-family balance during covid-19 and the strategies they adopted to manage this balance and boundaries during that critical time. The study revealed that in context to work life balance,

participants considered the quality of life, stereotypical gendered perspectives, societal and family norms and marriage constitutes work life balance. The option to work from home, flexible working hours, family and spousal support, organizational support are the reasons that motivate women to work-family interface. The main challenges that women encounter to maintain this balance are the socio-cultural traditions, gendered stereotypes, the enormous pressure to manage multiple work-family commitments and negative attitudes and perceptions that people still have towards working women.

Indigenous Research

Sohail, Imtiaz & Iqbal (2018) studied the issues faced by working mothers in Lahore and the impact of job stress on their relationship with their adolescent children and their study yielded some very interesting aspects and themes. The sample for this study included 20 mothers out of which ten were working mothers and ten were stay at home mothers belonging to the age range of 30-45 years and adolescent boys of grade 8 were chosen. Some of the common themes that emerged from the study were perceptions of mothers and adolescents regarding the employment of mother, relationship of mothers with their adolescents, social support and differences in achievement.

A thematic study on work-life balance of working women particularly regarding their perceptions and coping strategies was conducted by Kibriya, Hassan & Kouser (2021). The data was collected from 16 working women belonging from different professions such as police officers, bankers, doctors, nurses, professors and lecturers; using semi-structured and face to face interviews. Thematic analysis showed that participants perceived work-life balance as a personal philosophy and the most common coping strategy that emerged was reliance and depending completely on Allah which gave them the epitome of faith and strength to manage all their problems. Other common coping mechanism that Pakistani

working women use are their family support systems, effective time and stress management skills, making a priority life and task crafting.

Rationale

Work-life balance is a phenomenon that is growing and is indeed very difficult to achieve especially for young married mothers as they are expected to take the best care and give their best performances in both the domains of their lives; their professional and personal life. In Pakistan, 77% of female medical graduates take an exit route from the workforce (Laiba, 2022), which not only wastes a seat of a student who might have been more passionate and skilled but also, they also put their own talent, potential and capabilities at waste which has an obvious negative impact on our economy and educational sector. Women graduates are pressurized to get married immediately after done their bachelors and then are left upon the will and decision of their future husbands and in laws to decide for them if they can work in the future or not; parents also do not encourage their daughters to study with the aim of making a career but to find a potential, wealthy match for their daughters. However, this narrative and mindset has been changing in the past few years but can still be witnessed in many parts of our society.

This study was designed with the aim of exploring the challenges of those young married women who have their family support, women who choose to work out of their mere passion, the factors that keep them motivated and the drive behind their determination and passion towards their job that keeps encouraging them to work irrespective of the daily challenges they have to face and how do they strike that work-life balance

This study was unique in its nature as it aimed to explore their struggles, their motivating and zest factors, their coping strategies so it paves a way for the coming generations on how can that balance be achieved and an appreciation for the doctors who

serve the humanity, serve us, irrespective of the daily issues they experience. This research proved to be beneficial for a country like Pakistan where women are already deprived of education; according to Kamal (2022) only 46.5% of women are literate and even smaller is the percentage who pursue their jobs and careers after getting married and becoming mothers.

This research study will help to inspire those women who want to pursue their dreams and goals, learn from the experiences of other women and try to untap their potential and talents that they are bestowed with. Clinical implications of this study will be that it will help to enhance and improve the mental health of working mothers or even homemakers for that matter of fact as one of the main objectives of this study were to explore the coping strategies or mechanisms that women use to cope with their stresses, exhaustion and burdens and how do they deal with their routine stresses and exhaustion in a better and more healthy way.

Research Objectives

- To explore the challenges that working women experience in accomplishing work-life balance
- To learn about the driving and motivating factors that keeps working women driven to their work
- To know about the coping strategies working women use or practice when dealing with stresses
- To investigate the ways organizations or hospitals can introduce in making this balance easier to achieve for working women

Research Questions

The research questions of the study are:

1. What challenges are working mothers from medical settings experiencing in accomplishing work-life balance?
2. What are the driving and motivating factors that keeps working women driven to their work?
3. Which coping strategies or skills do they use to cope with their routine stresses?
4. How can organizations or hospitals help in making this balance a little easier to achieve or maintain for working women?

Chapter 2

Method

Research Paradigm

A paradigm or worldview is a “basic set of beliefs that guide action.” (Guba, 1990). Paradigms guide and structure the qualitative research. These worldviews vary with the set of philosophical assumptions brought by the researcher into the study. Researchers can also use multiple but compatible paradigms within the same study.

The topic of this study falls under the category of social constructivism based on the core idea that people create their own realities through social interactions, relationships and experiences (Pryce, Spencer & Walsh, 2014). The data collected under this paradigm does not reveal anything in themselves, it is just the way the researcher interprets and uses the data that holds meaning and creates an impact. Participants seek the understandings of the world in which they live and work developing subjective meanings of their experiences. Every participant creates their own reality based on their unique understandings and meanings as it is possible for two different people to perceive and react in two different ways even when in a similar circumstance giving that every individual has their own history of social interactions and meanings of experience.

The goal in this kind of research is to rely and depend on the participant’s perspective of the situation. The data collected should reveal and strongly portray the opinions and interpretations of the participant. The questions also then accordingly become broader and more general with the aim of the participants constructing the meaning of the phenomenon. The more open-ended the questions are, the more it is better. The line of questioning moves from general to a specific nature. Researchers seek to understand the meaning and interpretation of the participant that holds regarding the situation and aims to explore their opinions and beliefs as was the purpose of this research study as well where female doctors

struggling to achieve a work life balance were asked questions regarding the challenges, they have to experience from day to day in achieving that balance and what coping strategies do they practice in accomplishing that balance.

Philosophical Assumptions

The research design process in qualitative research begins with philosophical assumptions that the inquirers make in deciding to undertake a qualitative study (Creswell, 2009). Researchers might not be aware of it, but they always bring certain beliefs and philosophical assumptions into their research study. These beliefs and assumptions can be the strong perspectives and views about the types of problems that need to be studied, what kind of research questions need to be asked or what methods to use in data collection. These beliefs and assumptions come into formation during our educational training through different books and articles that we read, through different suggestions we receive from our supervisors and advisors and through different scholars we engage with and interact with during conferences and meetings.

The five main philosophical assumptions that majorly influence the researcher's choice of quality research are ontology, epistemology, axiology, rhetorical and methodological assumptions (Creswell, 2013). The researcher initiates by choosing one assumption based on the practical implications that assumption holds in terms of designing and conducting the research.

Ontology is the study of the nature of reality. Speaking strictly in context of qualitative research, ontology addresses the topics relevant to "universal truths" and objectivity. Reality is context and multiple realities can exist simultaneously (Gergen, 1996). Researchers when fulfilling this assumption in their research assume that the phenomenon they are studying about or intent to investigate is seen and perceived differently by different

individuals in accordance to their thoughts, interpretations and meanings (Ahmed, 2008). Their investigation and methods of data collection in this kind of assumption is aimed to interpret the thoughts and their deep-rooted emotions and feelings about the relevant phenomena of the participants which is mostly done through interviews. The main characteristic of this kind of research is that the reality is subjective and multiple as perceived by the participants of the study and the researcher intention should be to report all those multiple realities with evidence. Evidence can be presented in form of verbatims and multiple quotes given by that participant.

This study fulfils the ontological assumption where the issue is related to the nature of the reality and its characteristics. Researchers embrace the idea of multiple realities; evidence is important and a compulsion to provide when interpreting the experiences of the participants through different quotes and verbatims given by the interviewees. This is the most common assumption when the study is based on interpretive phenological analysis where the researcher collects extensive information and data and tries to cover every aspect of their topic mainly through conducting interviews and on the basis of the information received the researcher then develops themes for data analysis.

Method of Inquiry

The methodological approach used for this study is interpretive phenomenological approach (IPA), where the researcher interprets the lived experiences of each and every participant and to have a deeper and true understanding of that experience and for that the researcher is required to put themselves in the shoes of the participant. The primary goal of the IPA is to investigate, explore and try to make sense of the meanings of participants experiences.

According to Creswell (2013), the focus in IPA is to describe and report the commonalities and differences experienced by every participant in reference to experiencing a particular situation. When the nature of an approach is of this kind then the researcher is required to suspend all the judgements about what is real which is called bracketing or “*epoche*” defined by Husserl as, “setting aside the personal beliefs and assumptions and try to explore the conscious reality.” Moustakas (1994) stated that its very important for the researcher to understand the underlying dynamics of the experience of the participant for which he encouraged and suggested for the researchers to bracket themselves away from the issue that they are exploring in order to capture the true essence of the phenomenon. It is important to keep our prejudices, pre conceived notions and judgments and ideas aside especially about the things we are trying to understand which can be a great challenge in itself. The intent of an IPA research approach is to tell the true ‘lived experience’ stories of the participants, so that when readers reflect on them, they can equally say to themselves what Polkinghorne (1989) altered in his book, “I understand better [now] what it is like for someone to experience that.”

Types of Phenomenology

The research design for conducting this study was *transcendental* interpretive phenomenological approach where all participants share a common phenomenon or experience and the intent of this research study is also to explore the lived experiences of working mothers in medical settings and in what ways they achieve their work life balance.

In this kind of approach, as stated by Moustakas (1994) the researcher pays less attention on their own interpretations and focuses more on the description of the experiences of the participants. Husserl encouraged to use *epoche* which means bracketing stating that during the whole process of understanding the lived experiences, it is important for the

researcher to ignore all the preconceived notions and opinions they have regarding the research topic (Creswell, 2013).

Sample and Sampling Strategy

The main concern of IPA is to ensure that every participant is given full appreciation and attention to their own experience and journey which is why it is suggested and encouraged to keep the sample small allowing the research to go through and analyze every case individually and thoroughly. There is no rule regarding how many participants should be included. Even there is no right or wrong answer when it comes to determine a sample size in IPA but Morse (1994) suggests that by minimum six participants should be required, however there are other researchers who suggest that a range from three to maximum eight participants should be more than enough. It is believed in IPA that the aim should be focused on getting a deep and rich amount of data from their interviewee than the actual number of participants. Factors determining the sample size can be the richness of the individual cases, depth of analysis of a single experience, how the researcher chooses to analyze the data and the pragmatic limitations along with the time availability and access to participants. IPA studies with a sample size of minimum of 4 to a maximum of fifteen participants have been published. The aim of IPA researchers is to focus on the depth of the study and not on the breadth. The richer and more meaningful data collected, better would be the analysis of the data later.

IPA researchers aim for a fairly homogenous sample (Pietkiewicz & Smith, 2012). In this kind of methodological approach, the researcher attempts to point out the psychological similarities and differences and then analyze the data within a group that has been defined as similar according to important variables. Therefore, it is suggested and appropriate to use purposive sampling where the researcher develops and designs a fixed criterion, according to

which they then select the participants. The criterion designed should have relevance and significance to the research problem.

This study incorporated four research participants approached on the basis of purposive sampling and snowball sampling. Snowball sampling can be defined as when the researcher approaches a participant through one of the participants by their provision of the contact information (Noy, 2008). The sample pool consists of four research participants. Two of my participants were approached through a friend of mine who had a sister fulfilling the criteria (PI, PIII). The first and third participant were approached through a social media platform WhatsApp; I posted a status describing the inclusion and exclusion criteria and the purpose of my study. A fellow acquaintance's sister fulfilled the criteria of my sample and approached me, she asked me to write a formal message describing the purpose of the study briefly, where to conduct the interview and the approximate duration of the interview. Giving all the details in a message, she forwarded the message to her sister who then gave the consent for participating in the interview, thankfully. However, we had to reschedule the interview because both of her sons had chickenpox. My second and fourth participant was a colleague of my first and third participant respectively which is referred as snowball sampling.

All these participants were doctors working at an average for 8 to 10 hours. The demographics collected from the participants were their ages, their marital status, their family systems, number of children and their respective ages. All four interviews were conducted through telephone after finalizing the dates and time through WhatsApp. The reason why the interviews were conducted on the phone were because two of my participants resided out of city therefore the travel constraints did not allow a face-to-face interview. Another participants' children had chicken pox and claimed that it can become extremely challenging to make out time for an interview with such hectic routines. Each interview lasted for a

duration of approximately 40-45 minutes except for one which lasted for 20 minutes. The interviews were conducted individually.

Inclusion Criteria

Inclusion criteria are the characteristics that the research participants should have in order to be eligible for participating in the study. Common inclusion criteria can be demographic or clinical in nature.

For particularly my study, I was looking for young female doctors who were working in hospitals and were mothers of at least two normal children below the age of 7. This was required because mostly children of this age require the utmost attention of their mothers and are more dependent on their guardians for attention, love and even for getting their tiniest of jobs done. Also, it was important to mention that children of the participants were mentally and physically fit and were free from any kind of disabilities since such children require more attention making it even more challenging for the mothers and their struggles and lived experiences can be completely different and presenting a new picture from the mothers of children who have healthy children. The next criteria were that all the participants should be working in government or semi-government institutes to maintain homogeneity in the sample pool. Lastly, the criteria were rigid to include participants who were married and who were working out of sheer passion and ambition; they had no financial burdens because women who work out of financial pressures can have a different narrative to share also creating a heterogeneity in the sample pool. The inclusion criteria for my study are:

- Female doctors belonging from the age group of 25-35
- Female doctors who have at least two normal healthy children below the age of 8
- Female doctors working for an average for 8 to 10 hours
- Female doctors working out of their own choice and free will

Exclusion Criteria

Exclusion criteria includes characteristics and attributes used to recognize participants who are not eligible to participate in the study. My study excluded all female doctors who were working because of financial constraints, doctors whose husbands were either unemployed, doctors who were widows, separated or divorced from their husbands because such participants experiences would take the course of the study into a different direction which is not required in this research study and their challenges would also be different from the rest of the participants.

- Doctors who are working because of financial stresses and burdens.
- Doctors divorced, separated or were widows.
- Doctors whose husbands are unemployed.

Demographics Form

The demographic form is designed to help the researchers to maintain essential information of the participants relevant to their study and to determine if the participants fulfill the criteria of the inclusion and exclusion criteria. Common examples of demographic variables are age, race, gender, ethnicity, religion, income, education, sexual orientation, marital status, health, and family size (Salkind, 2010).

The demographic variables that were asked by the participants for this research topic was the participants age, the number of children, their family styles, their specializations and the duration of their work-life experience. These variables were important to ask because they were relevant to the study and to ensure that the participants chosen fulfilled the inclusion and exclusion criteria or not.

Table 2.1: Participant's Demographics

Participant No.	Specialization	Age	No. of children	Work-life experience	Family Styles
1	Pediatrician	32	2	6 years	Joint Style
2	Gynecologist	34	2	5 years	Joint Style
3	Gynecologist	31	3	8 years	Nuclear/elementary Style
4	Pediatrician	32	2	6 years	Joint Style

Semi-structured Interview

Semi-structured in-depth interviews are most commonly used in qualitative research. This method usually comprises of a dialogue or a formal conversation between the researcher and the participant, aided by flexible interview guide and consists of follow up, probe questions and comments. It combines pre-determined set of open-ended questions with the aim of prompting a discussion with the participant to explore particular themes or responses. Interviews of such a nature are most commonly used by qualitative researchers because of its flexibility and allowing the researcher to prompt the discussion further, encouraging to look for more interesting themes. This method allows the researcher to explore the opinions, thoughts and emotions of the participants and to delve deeply into their sensitive and personal concerns. Semi-structured interviews can be conducted in multiple ways such as face-to-face, telephone, text/email, individual, group, brief, in-depth (DeJonckere & Vaughn, 2019).

Semi-structured interviews are designed in a way to collect and gather maximum and rich amount of information from the key participants who have personal experiences and perceptions and opinions relevant to the topic of the study. Researchers use this nature of questioning to collect new and exploratory data. However, the problem with semi-structured interviews can be that they require a lot of time of the researcher and the participant both, it is

labor intensive and requires great skills of interviewing and ethics on behalf of the researcher especially. Interviewers need to be intelligent, sensitive, poised and knowledgeable regarding the topic. They need to have the required skills to deal with participants who can become sensitive during the process of interview. It is very important to develop rapport with the participant before you initiate the key interview. The researcher needs to be sensible regarding the boundaries between themselves and the participant itself. Noon and Hallam (2018) asserted that interviews can become intense which is vital for the interviewers to possess skills such as active listening, empathy and the ability to build a strong relationship of trust and rapport so one can yield as much information from the participant as possible, extracting important and rich amount of information.

However, semi-structured interviews can be very useful as well and if conducted in a wise and appropriate way, it can come with many benefits, allowing the researcher to extract a substantial amount of information from their participants. These interviews are the most powerful type of interviews especially in qualitative researches which allows interviewers to acquire an in-depth information from the interviewee (Ruslin & Alhabsyi, 2022). It is flexible and adaptable yet it holds direction. Rubin and Rubin (2005) said that a good interview should be a balance between main questions, follow-up questions and probes. The open-ended questions in semi-structured interviews can introduce or offer a new line of discussion relevant to the topic which was not explored before.

For this study, semi-structured interview was opted too which was the most valuable option when the purpose is to gain an insight of lived experiences of a particular population, in my case which was young female doctors and their day-to-day challenges in achieving and maintain their work life balance. I conducted my interview with 5 participants, each interview lasting for approximately 45 minutes except for one which lasted for 25 minutes. The language medium that was used for the interview was a combination of English and Urdu.

There was no restriction on language, the participants were allowed to use and communicate in any language they personally found comfortable and confident. The priority was too able to communicate their opinions, perspectives and beliefs in an articulate manner regardless of whatever language they preferred. Before the interview initiated, they were informed about audio recording as also one of most important ethical guidelines that is an obligatory on the researcher to adhere to. Their informed consent was taken, the nature and purpose of the study was explained even before taking their consent and approval for participation for the interview.

The interviews were conducted individually. Group interviews were not suitable for the topic of my study because my population sample already were living a very hectic, busy and fully occupied life running back and forth between their professional and personal lives. Also, since they all are doctors, it was challenging enough for them to take out time for an hour that too on phone call let alone, gathering all the participants at one setting and at one time. For instance, I had to reschedule two of my interviews at the last moment as one my participant's children had chicken pox and she got busy in taking care of them and another participant of mine was called for an emergency consultation. Therefore, the appropriate choice was only to conduct interviews individually that too on telephone calls. This is another huge advantage that semi-structured interviews have to offer which is that they can be conducted in various styles and traditions. Ruslin et al., (2022) wrote in their article that there is no one way to conduct a semi-structured interview. They can be conducted one-to-one interactions, large group interviews or focus group or on Internet and online platforms such as WhatsApp, Instagram and Twitter.

Interview Guide

The interview guide or also commonly known as interview schedule is merely a list of questions that the therapist intends to ask their client in an interview (Merriam, 2009). The guide can comprise of a number of very specific questions in a chronological order or few topics jotted down with no structure or specific order. Most interviews in qualitative research are semi-structured, implying that the guide may constitute of some questions that are open ended followed by probes while there may also be some topics and issues that the interviewer would like to explore but may not have enough information. Questions in the interview guide should be neutral and clear; avoid asking leading questions. Also, the questions should be designed in a way that easily understandable for the participant, avoiding complex sentence structure, difficult vocabulary and in a language which the participant will be familiar with. All your questions should be relevant to the topic and arranged in a tentative order.

Interviews should begin with easy, relaxing questions that support building a rapport and a friendly relationship between the participant. Of course, before starting the interview, the researcher would summarize the purpose of the study, would inform their participants of maintaining their confidentiality and ensuring them to refuse answering a question if they are not comfortable or hesitant. The interview guide is categorized into introductory questions where information regarding demographic variables can be asked such as their age, profession, family styles, number of children, work-life experience duration. The second category is the opening questions which allows the researchers to grasp a holistic, detailed and comprehensive outlook of the issue that they intend to study because the interviewee gives their opinions and beliefs regarding the problem which brings more diversity and information than a closed-question or survey measure would provide. The interviewees share their perceptions and tells their story in detail via opening questions. It is also an extension of introductory questioning where the aim more or less is still to establish rapport and maintain

it so the interviewee feels comfortable and open in sharing their experiences and stories like the questions asked as opening questions were the perception and how the participants define work-life balance and do they think they meet that standard of balance that they have set and asked them to share their daily routines.

Key questions are those significant questions that are designed and structured for the purpose of collecting and gathering information and data in context to the research question. Without these questions, many important aspects of the research question will remain unexplored and undiscovered. Probes are also used in this step of interview to elicit more details from the interviewee. The key questions of my study were the significant challenges and issues that the interviewee faced, what are the techniques that adapt to achieve this balance, what are the motivating factors behind their passion. The next category in the guide is of probe questions These questions are used to get more information about an answer or when to clarify a confusion. These questions are designed to have a deeper, more comprehensive and better understanding of the information, for instance I asked questions related to their work environment, if their organizations provide support to young working mothers or not. And lastly are closing questions allows interviewees to share any further information, opinions or thoughts or any additional point that they might have forgotten to mention before. It also adds a fresh, new perspective to the interview; suggestions on how employers and organizations can make this experience a little pleasing and better.

Considering the nature of this research study, it was convenient and appropriate to conduct an in-depth, one-on-one interview with every participant to have a deeper understanding of their unique challenges. The major domains and aspects that the interviewer aimed to cover was the unique challenges of young working mother experience in medical settings, the strategies and techniques they used to maintain and achieve their work-life balance, how do they cope with their challenges and in what ways do they suggest can

families and organizations can play a role in easing this balance and making their lives slightly comfortable and less hectic.

Interview Guide:

Research Questions

1. What challenges are working mothers from medical settings experiencing in accomplishing work-life balance?
2. What are the driving and motivating factors that keeps working women driven to their work?
3. Which coping strategies or skills do they use to cope with their routine stresses?
4. How can organizations or hospitals help in making this balance a little easier to achieve or maintain for working women?

Introductory Questions

- What is your age?
- How many children do you have and their ages?
- Where are you working?
- What is your field of specialization?
- Are you living in a joint family system or nuclear?
- How long have you been working for?

Opening Questions

- Give an account of your educational and work background?
- Have you been working out of your own choice?
- How would you define work and life balance?

- Give an insight of your daily routine
- What are your average working hours?

Key Questions

- How supportive is your husband?
- Do your family/in laws support you? In what ways?
- Do you have any domestic help?
- What is the most significant challenge that you have to face on day-to-day basis?
- Maintaining this balance can be quite challenging in itself. Has this impacted your physical and mental health?
- What have been your driving factors to in accomplishing this balance?
- What coping strategies do you use to maintain this balance or when this balance gets disturbed?
- How is your work environment like?

Probing Questions

- Mom-guilt is a very common phenomenon experienced by working mothers. Have you ever felt it?
- What are your views on gender-based discrimination and or workplace sexual harassment in workplaces? Have you ever been a part of such an encounter?
- Does your organization have any policies or services regarding making this work life balance easier for mothers especially?
- How contented and satisfied are you with your struggle to accomplish this balance?

Closing Questions

- What do you suggest how can organizations make for their female employees easier to achieve this work life balance?
- Anything that you would like to change about your life in context to making these challenges easier to overcome?

Main Study

Data collection is a series of interrelated steps and activities aimed at gathering good information to answer emerging research questions (Creswell, 2013). The very first step of data collection is to find people or locations to study, gain access to those participants, establish rapport with them in order to collect a rich and good data. In IPA, the researcher aims to look for participants who have experienced the same phenomenon. My population sample targeted married female doctors belonging to an age group of 25-35, with at least two children and by most three less than the age of 8 who are also physically and mentally fit, mothers who have a work-life experience of at least two years and mothers who are working out of their own free choice and sheer passion and ambition. Another important criterion that was followed was all these participants worked on average in 8-10 hours. All those doctors were excluded who were either widowed, divorced or separated from their husbands, doctors who were working in private sector, doctors whose husband were unemployed or weren't earning enough to bear the household and childcare expenses.

Six participants were selected for this study in total, 4 were incorporated in the main study while one was chosen for the pilot study who only had a one child while the sixth participant had to be excluded from the study because of the inability to gather rich data from the participant. Pilot study can refer to so-called feasibility studies which are small-scale versions or trial runs done in preparation for major study (Polit et al., 2001). Pilot studies are conducted to give a warning beforehand regarding the possible shortcomings or failures that a

research study can face, where research protocols may not be followed. Pilot study was conducted for this research as well. Questions regarding the environment of the workplace and challenges experienced in workplace like gender discrimination were added in the study after conducting the pilot study however, the results were similar.

Two of my participants were approached through a friend of mine who had a sister fulfilling the criteria (PI, PIII). The first and third participant were approached through a social media platform WhatsApp; I posted a status describing the inclusion and exclusion criteria and the purpose of my study. A fellow acquaintance's sister fulfilled the criteria of my sample and approached me, she asked me to write a formal message describing the purpose of the study briefly, where to conduct the interview and the approximate duration of the interview. Giving all the details in a message, she forwarded the message to her sister who then gave the consent for participating in the interview, thankfully. However, we had to reschedule the interview because both of her sons had chickenpox. My second and fourth participant was a colleague of my first and third participant respectively and fifth participant was a colleague of a family friend relative whom I had to exclude from my study because the duration of her interview lasted for less than 17 minutes and was unable to collect rich information from her that would qualify for this study.

All the interviews were conducted on telephones after scheduling the interview time on WhatsApp. The average duration for each interview was 45 minutes except for one interview which lasted for 21 minutes. The reason for conducting interviews on telephone was because my sample population consisted of working women who were already living a very hectic and busy life routines who barely had time to scratch their heads let alone taking out time for an interview that required at least an hour of their time. All the participants were more comfortable and felt like more at ease to conduct the interview via call which was this mode of communication was chosen. All the participants were informed about the nature and

purpose of the study, the potential benefits of the study and their ethical right to withdraw from the study at any point without any penalty and their right to refuse to answer any question if they felt uncomfortable even though, every question was designed carefully keeping in mind the boundaries of the participant and after approved by the supervisor.

Data Analysis

Data analysis in qualitative research is defined as the process of systematically searching and arranging interview transcripts, observation notes, or other non-textual materials that the researcher accumulates to increase the understanding of phenomenon (Allyn & Bacon, 1982). The process of data analysis predominantly involves coding and categorizing data by reducing huge and large amount of raw information through making sense out of it, followed by identifying and making themes and patterns and eventually interpreting the data. The steps of data verification for this study were followed using Pietkiewicz & Smith's (2012) article where they thoroughly explained the whole data analysis process.

The initial stage of data analysis involved multiple reading of transcripts and if its audio recorded then listening to the audios multiple times to sense the tone of the participant, focusing not only what they were saying but what they were feeling also. Reading transcripts over and over again was suggested to gain and look for new insights for the researcher that were previously missed. Special focus was on statements that were repetitive and distinctive. Next, notes were transformed into important and significant themes. Looking and seeking for connections between the emerging themes and grouping themes according to conceptual similarities and providing each cluster with a code or descriptive label was the next step. Some themes that did not fit with the emerging themes were dropped out, leaving with a final

list including major themes with its respective subthemes and relevant short extracts from transcript.

The last step of data analysis was to write a narrative account of the study which usually involves taking themes identified in the final table and then writing them one by one. Each of them was described and exemplified with verbatims from interviews. Using verbatims is beneficial because it allows the reader to assess the pertinence of interpretations and retains the voice of participants' personal experience. The final paper included the account of the participant in their own words along with the interpretation of the researcher. The narrative account was followed by discussion section which related to the identified themes to existing literature. Implications of the study, limitations and suggestions or recommendations for further studies were also be mentioned in this section.

Data Verification

Verification is the process of checking, confirming, making sure and being certain. In qualitative research, verification can be defined as the mechanisms used during the process of research to incrementally contribute to ensuring reliability and validity and thus the rigor of the study (Morse et al., 2002). Verification strategies aid the researcher in realizing when they should stop, continue, or modify their research process to achieve reliability and validity.

There are fundamentally four criteria used in verifying the research study: credibility, transferability, dependability, and conformability. Dependability is a verifying strategy where the researcher relies on their supervisor and seeks their help in the whole research process from data collection till interpreting and reporting the results. For this particular research study, this verification strategy was used and the supervisor checked and guided throughout the whole process, gave their suggestions and recommendations on when and where modifications and improvements were required.

Ethical Considerations

Ethical considerations were strictly followed and adhered to. The participants were informed about the purpose and nature of the interview before initiating the interview, their permission was sought to audio record the interview which would help later the interviewer in transcribing the data and analyzing it. All the participants were informed that the data that is being collected would have clear benefits and would serve the public in a good way especially the young working mother community. Moreover, the participants were informed that their confidentiality would be protected at any cost, their identity would not be revealed except for the interviewer and their supervisor. The risks and limitations of using new technology in the data collection method were considered which approved the recognized standards of integrity and quality of data collection.

The participants were also instructed that they can withdraw from the interview at any point without any penalties and can without any hesitation refuse to give an answer to any question if they feel hesitant or uncomfortable in sharing or answering. Finally, the interviewer did not share their personal experiences with the participants which is common to happen in interview settings, limiting the risk of bracketing which is essential in order to construct the meaning of participants in a phenomenology.

Chapter 3

Results

Table 3.1: Initial Themes Table:

Initial Themes	Significant Statements/Verbatims
1. Work-life balance perspective	<p>Participant I: “define mein as such nehi kar sakti lekin it is very difficult to maintain your balance between work and home kyunke bachon ka bhi bohat hota hai, unhe dekhna hota hai unki pareshani like theek hai meri mother-in-law ne bohat support kiya hai, unho ne dekha Salar ko aur mere husband bhi bohat supportive hai aur aisa time bhi hota tha jab husband bhi dekh lete thay lekin at the end maa toh mein hu pareshani toh hoti hai, thakay haray kaam se aate ghar, bachon ko dekhna phir unke ilawa ghar kay kaam dekhna, yeh sara kuch toh obviously difficult toh hou jata hai lekin shayad Allah ne maa mein kuch rakha hua hai aisi khasoosiyat who badi strong hoti hain sab manage kar leti hain kisi na kisi tarah.</p> <p>Participant II: “mere khiyal se bachay, matlab utni jitni mehnat ki hoti hai na parhai mein jaisay doctors ya professors hou gaye toh unke liye unkay bachay aur profession equally important hota hai kyunke apna goal achieve karne kay liye apni sari zindagi lagayi hoti hai aur bachpan se lekar jawani thak bas parhai mein guzar dete hain, o ya a levels ya phir bachelors bhi aur phir parents ki khuwahish hoti aur thab jab apnay shadi aur bachay plan nehi kiye hotay aur jo cheez apnay 20 saal sochi hoti aur waoh aisay in build hoti hai kay meine yeh karna hai toh jab aik dum se apki shadi hoti hau aur bachay hotay hain toh jab who bacha hota hai toh who 20 saal ki motivation aur passion aik hou jaati hai kyunke itna pyar ataa hai uss par itni attention demand karta hai aur bas zindagi ka markaz ban jata hai aur phir apka profession aur bacha equal hou jata hai aur gradually apka bacha apki priority ban jata hai apkay kaam ki nisbat.”</p> <p>Participant III:</p>

	<p>“Doing everything completely and wholesomely and if one thing is affecting the other and ofcourse there will be days jab who affect bohat obvious hota hai jaisay aj kal because my kids have chicken pox toh I cant go to work but mostly, if you are managing both together, you think you are being a good mom and you are staying sane by going to work toh I think that’s very important.”</p> <p>Participant IV: “work life ko define karu gi mein kay aik totally chalti hui cheez hai, aik haphazard toh chali hai hee jaisay apko foran foran next cheezein plan karti hain, you have to be on the go at all times but regardless of that har cheez ko systemized reakhna aur har task ka time hona is equally important aur agar aisa karein get oh hee work life balance hota hai, zindagi settled rehti hai nehi toh bada challenging hou jata hai.”</p>
2. Spousal Support	<p>Participant I: “Hai aur aisa time bhi hota tha jab husband bhi dekh lete thay bachon ko” “Husband bohat achay hain bohat supportive hain, unka kehna hai kaam kanra hai toh bhi theek hai nehi karna toh bhi theek hai jaisay theek lagta hai tumhe balkay kehte hain mein chahta hu tum bohat achi doctor bano aur wohi kehte thay kay please training kar lou aur abhi bhi who kaafi keh rahay hain kay training finish karo jo mujhe bara azab lagta hai kyunke bara mushkil hai aur who bhi bachon sath toh who kehte hain nehi tum apply karo, mein aa jaoun ga wapas hum mil kar lein ge maid bhi hai, mein bhi aa jaoun ga toh ab himmat ki hai June/July mein session start hona hai InshAllah.” “Yaar mein apnay husband se share kar leti hu aur thodi nok jhok hou gayi phir who samjhate hain waisay toh he is a good therapist kay mein agar kisi problem mein hoti hu toh who baday achay se samjhati hain mujhe aur samjh bhi jatay hain.”</p> <p>Participant II: “Nadeem ki bhi commitments aisi thi kay 15 15 din exercises hoti thi wahan chalay jana.”</p>

“Nadeem free hotay thay toh who bhi bachay rakh lete thay lekin unki bhi commitment apni hoti thi apni zyada.”
 “Nadeem ko koi problem nehi hua balkay unki waja se yahan thak pohanchi hu kyunke jan shadi hui thi unhe bara shoq tha mein apna MBBS complete kar lu, who guilty feel karte thay kay jab mere exams thay aur Yahya tha aur Daud honay wala tha aur unho ne Swat mein guest room mein book kar ke diya tha 3 maah kyunke mein kehti thi bari distraction, parha nehi jata ghar mein anaa jana laga rehta hai toh phir unho ne 3 maah mujhe udhar lekar gaye thay kay final hai profs ka Jahan sirf parhai hoti thi. Yahya chota tha toh maid bhi ley gayi thi aur khana bana banaya mil gya tha, kaprey dhobi par jaa rahay hain aur safai sweeper karta tha toh koi responsibility nehi thi toh Yahya ko bhi bas feed karna hota tha aur baki maid dekhti thi toh khud bhi available thay aur har time unki support thay aur parhai aur kaam humari shadi ka part tha aur aisay hee unho ne easy kiya tha aur koshish karte thay har time bas asani mein lagay hotay thay. Aisay hee jab Maryam hui thi thab meri night shifts hoti thi aur mein Khariyan thi toh 15 din ki exercises kay baad woh jab aaye thay toh hafta aa kar who bachon sath aa kar sotay thay phir who chalay jatay thay aur bight duties thab lagwati thi jab who aate thay to bohat farq parr jata hai.”

Participant III:

“haan, bachon kay mamlay mein jaisay if he is at home toh he can supervise them while I can do other stuff. He can bottle feed the younger but the older one can be hard.”

Participant IV:

“Allhamdulillah, mein apnay apko bohat blessed samjhti hu kay mere husband bohat zyada supportive hain. Especially jab bachay infants thay when they need a lot of attention toh who mere sath raaton ko jaagte thay aur din mein sotay thay. And throughout my pregnancies and deliveries, I had his constant support jaisay bachon ko feed karna, if they are crying toh chup karana, pampers change karna and kabhi mujhe kis cheez se mana nehi karta and he

	<p>makes sure to support me emotionally too. Even in doing home tasks toh he doesn't mind helping me at all. Unhe hesitation nehi hoti."</p> <p>"It also really depends on the people around you and especially your partner, apki zindagi mein jo doosre log hain unka support bohat matter karta hai."</p>
<p>3. Family Support</p>	<p>Participant I:</p> <p>"Woh bhi kaafi supportive hain balkay jab Salar hua tha thab mein house job kar rahi thi aur practice kar rahi thu toh peeche se Salar ko kaafi dekha and she took care of him."</p> <p>"Ghar walon ne meri ami ne help kiya hai toh bachon ki taraf se mein bohat relieved thi."</p> <p>"Mera profession aisa hai kyunke yeh aik bada sacred profession samjha jata hai female's kay liye toh koi itna judgmental nehi hua kay kaam kyun kar rahi hou toh shayad who edge mil gya hai mujhe. Balkay jo meri phuphos hain who bhi supportive rahi hain aur hamesha unho ne appreciate aur encourage kiya hai aur kaha hai kay hamesha parhna hai aur kaam karna hai. Thoda sa yeh bhi tha kay meri family educated rahi hai kay meri ami teacher thi, meri nani principal thi, meri phuphos bhi teacher thi aur meri tayi bhi professor thi aur aage se unke bachay engineers aur doctors hain toh sab ko yehi hota hai kay baita kaam karna hai chahay jitna bhi paisay hain peeche se aur ghar nehi baithna."</p> <p>"Phir jab mein trust hospital gayi thi thab meri ami mere sath gayi thi toh who kaafi dekh leti thi bachon ko."</p> <p>Participant II:</p> <p>"Nadeem army mein thay toh unki postings hoti rehti thi toh family support bhi nehi itni avail kar paati thi because family apki kahin hoti hai aur postings kahin hoti hai toh Nadeem ki bhi commitments aisi thi kay 15 15 din exercises hoti thi wahan chalay jana toh bachon ko nanny kay paas nehi chod sakte thay toh bachay mein sath hee lekar jati thi dono ko toh ICU mein koi bed khali hota toh wahan night hoti toh bachon ko wahan litha leti thi toh usually duties mein</p>

ward lagti thi toh koi na koi kamra mil jata tha khali toh bas aisay hee aur morning mein bhi jab jaati thi toh bachay sath jatay thay aur sath aik hire kiya tha bacha toh who sath hotay thay.”

“unhe problem toh as such nehi tha kyunke mein aur Nadeem alag reh rahay thay postings mein toh who Lahore hotay thay aur hum kuch arsaa Bahawalpur thay. Jab MBBS kar rahi thi thab toh Lahore mein hee thi thab meri behan aur ami chalo Yahya ko rakh lete thay all the time aur maids bhi thi jo chota mota kaam kar leti thi toh unki help bhi hou jaati thi. Lahore mein masla nehi tha bas parhai ka tha obviously MBBS ki parhai kaafi tough hoti hai toh babysitting ka issue nehi hota tha kyunke who behan mama mulazmein kar leti thi lekin phir jab Lahore se chali gayi thi aur job shuru kar di thi thab zyada mushkil hou gya tha because wahan help nehi thi aur dekhne wali mein akeli thi, Nadeem free hotay thay toh who bhi bachay rakh lete thay lekin unki bhi commitment apni hoti thi apni zyada. Bachon ko college bhi ley jaati thi kyunke teachers bhi bara co-operate karte thay aur Yahya chota tha toh class mein hee laith jata tha toh Lahore mein masla nehi tha bana koi.”

“Nehi balkay jab Nadeem fout hue toh mein permanently aonay in laws mein toh 6-7 maahine baad zahir si baat hai log dekh rahay hotay hain toh mujhe mere father-in-law hee lagay unho ne mujhe kaha kay humne na Nadeem ko itni dair hou gayi fout hue aur bachon ko dekh kar yeh nehi lagta kay bachay yateem hain kay tum itna acha manage karte hou. Meri jhetani aur nand kay bachain Aitchison hostel mein hain aur taqreeban humari family kay 12-13 bachay Aitchison mein aur mujhe bhi kehte thay kay daal dou aur meine nehi dalay aur wohi Chachoo ne kaha kay unn maaoun ko zaroorat parti hai khud focus nehi karte lekin tum toh itna tawajo deti hou itna groomed hain toh who lagta nehi hai kay kami hai koi iss tarah se. yeh bas personal effort hoti hai ap jitna bhi put in karein balkay mothers mujhe idealize karti hain kay tumhare bachon aur mere bachon mein

	<p>bara farq mehsoos hoti hai toh family encourage hee karti hai bas.”</p> <p>Participant III: “haan unka bas itna hee support hai kay when I am not around toh they take care of the kids when I am work toh I leave my kids with them when I am not at home. Toh jaisay their grandmom feeds them, changes their diapers lekin nihlana meine hee hota hai.”</p> <p>Participant IV: “MashAllah, family and in laws bhi bohat supportive hain. Jab mein hospital hoti hu toh my mother-in-law takes over my kids, especially mera chota baitay ka sona jaagna khana peena ahr cheez dadi ne karni hai. Even though, aik side help bhi hain jo 10 bajay aa jati hain and then she helps too aur thab jaati hain jab mein ghar aati hu. Meri beti ko pick karna school se drop karna who mere father-in-law karte hain. Bachon ko bahar lekar jana to parks ya stores toh who mere susar karte hain. Mere susar retired hain and meri mother-in-law who bhi government teacher thi toh they know very well kay working environment kaisa hota hai and kis kisam kay challenges face karnay par saktay hain toh they are very co-operative and they encourage me a lot kay if you want to, toh you should definitely do it. Bohat supportive hain.”</p> <p>“Lekin ab Allhamdulillah, family ne bohat acha manage kiya hua hai, bojat achi tarbiyat ki hai and sab bohat smooth chal raha hai uss hawalay say.”</p>
4. Domestic Help	<p>Participant I: “Domestic help thi, pehle shuru mein Salar kay time par nehi thi, balkay thi Ali tha aik chota bacha tha lekin mostly rahi hui hai help aur yeh Ibrahim ki dafa aik aunty hire ki thi phir aik bachi rakhi thi who bhi achi thi toh domestic help hai usske bina toh shayad impossible hou jata aur phir jab mein trust hospital gayi thi thab meri ami mere sath gayi thi toh who kaafi dekh leti thi bachon ko.”</p> <p>“Trust hospital mein baday mazazy thay kyunke wahan cook tha aur meri maid bhi thi toh ai aur help bhi thi wahan kaafi help thi toh wahan stress nehi tha bilkul bhi.”</p>

	<p>“Pta nehi kya karti hao peeche se kyunke mein wapas aati thi toh diaper waisay parra hona aur phir mein dant thi kay diaper kyun nehi change kiya sara din aur yeh kay feeder peeche se pilaya kay nehi toh iss kisam ke issues hotay thay toh thab bohat guilty feel karti thi.”</p> <p>Participant II: “Chalo Yahya ko rakh lete thay all the time aur maids bhi thi jo chota mota kaam kar leti thi toh unki help bhi hou jaati thi.”</p> <p>Participant III: “I have a little girl who is 13 or 14 years old and she helps me and their grandmom like cleaning the mess and toys the kids make but nothing more than that.”</p> <p>Participant IV: “woh mere bachon se pehle hee aati thi lekin pehle ghar kay kaam karti thi jo typical kaam hotay hain lekin ab jab se bachay hue hain toh I pay her separately too. Who MashAllah bohat achi hain aur ab who ghar kay kaam bhi kar leti hain aur bachon ko bhi daikh leti hain but its not like kay humne un par zimedari chodi hui hai kay bachon ko hum khud daikhte hain aur manage karte hain, saray kaam hum bachon kay khud karte hain. Aisa nehi hota kay un par chod kar bahar chalaye gaye. Usse toh bas yeh kay kabhi bachon kay kabhi kaprey press karwa liye, lekin khana khilana ya nihlana woh bachon ki dadi ya mein hee karti hu.</p>
5. Daily routine challenges	<p>Participant I: “Lekin raat ko mushkil lagta tha kyunke phir raat ko 9 bajay pohanchti thi aur phir yeh haal hota tha kay mujhe chedho na lekin obviously Salar ko dekhna hota tha aur yeh bohat ajeeb difficult routine thi.”</p> <p>“Mein wapas aati thi toh diaper waisay parra hona aur phir mein dant thi kay diaper kyun nehi change kiya sara din aur yeh kay feeder peeche se pilaya kay nehi toh iss kisam ke issues hotay thay toh thab bohat guilty feel karti thi.”</p> <p>“Yahan Pakistan mein toubah halaat kharab hain, yahan yeh worth nehi rahi doctors ki, badi patients insult karte hain humare. Yahan aisay patients dekhe kay humari</p>

	<p>badtameezi aur insult karte thay lekin Dubai mein aisi jurat nehi hoti.”</p> <p>“Ghante ki travelling thi.”</p> <p>nanny kay paas nehi chod sakte thay toh bachay mein sath hee lekar jati thi dono ko toh ICU mein koi bed khali hota toh wahan night hoti toh bachon ko wahan litha leti thi toh usually duties mein ward lagti thi toh koi na koi kamra mil jata tha khali toh bas aisay hee aur morning mein bhi jab jaati thi toh bachay sath jatay thay aur sath aik hire kiya tha bacha toh who sath hotay thay.</p>
<p>6. Most significant challenge</p>	<p>Participant I:</p> <p>“Sab se bada challenge jo mere nazdeek tha ummm lekin personally mujhe cooking bohat buri lagti hai (laughingly) mujhe hota hai jitna dur reh sakti hu rahu, badi majboori se karti hu toh yeh bada mushkil lagta tha kay kaam se aa kar jo kitchen mein ghusne ka kaam tha wo bada zehar lagta tha.”</p> <p>“Ab jab wapas aa gayi hu toh stress hota hai kaafi kyunke help kay bawajood, khana meine banana hota hai upper se meri ami ne kabhi kitchen mein ghusne nehi diya kay bas parho.”</p> <p>Participant II:</p> <p>“Sab se challenging mujhe laga tha bachon kay sath time spend karna hota hai kay quality time mujhe feel hota hai nehi dey paati kyun ke job kay baad khud bhi exhaust hue hotay, 5-minute dou lekin quality time dou aur ghanta dou lekin uss mein frustration nikalo toh who nehi hona chahiye. Bas yehi challenging lagta tha kay bachon kay liye fully available nehi hou paati chahay thaki hui hu ya jo bhi aur agar job ka stress hai toh ghar kay bahar hee rakhu. Yeh thoda hou jata tha kay patient koi aisa dekha hai jo apko thang kar raha hai toh who aik distraction ban jati hai toh who zara mahol mein ley anaa, Maryam sath khelna hai, Daud ki copy check Yahya ko parhana toh who aik transition challenging lag jata tha aur time consuming bhi doctor se mother se baki toh bachay balkay itne achay hormones release karte hain kay itna relax karte hain aur jab bhi ghar anaa unki baatein sun’na, unke maslay masail sun’na aur who positive feeling hee aati hai.”</p>

	<p>Participant III: “primary caretaker somehow mother hee hoti hai toh stuff like when my kids fall sick and I am forced to take days off because I am supposed to take care of my kids which is why my job suffers aur phir obviously male chauvinism hona hee hai. And I get to hear in the hospital too kay if you wanted to be a doctor toh you have to do this full time and you cant take days off. Toh this is really often and its unfortunate. Like every month I have to take at least two days off because my kids get sick often and because of that when I am sick, I cant rest kyunke who chutti unn par hee already lag jaati hai. Secondly, working hours can be a bit tiring especially jab nights and evening shifts hoti hain with kids and in laws toh who aik alag masla hai because at night time nobody is willing to take care of your kids.”</p> <p>Participant IV: “sab se challenging toh yehi lagta hai kay even though apko sab se pehle apni diet dekhni chahiye thakay apko chronic exhaustion na hou lekin nehi hou pata aisa. Apko matlab mentally aur physically strong rehne kay liye, saray challenges ko tackle karne kay liye, routine achi karne kay liye you need to keep a healthy diet which is hard, challenging hou jata hai. Even though its very hard, chal so chal lagi rehti hai, bachon ko daikhna, ghar ka daikhna, kitchen daikhna lekin apnay apko priority daina is very important. Thodi management required hoti hai bas aur jaisay chalo shortcuts thoday istemal kar lou, khana jaisa bach gya hai toh freeze kar lou thakay next time use hou jaye.”</p>
7. Mom guilt	<p>Participant I: “Haan hoti thi, bilkul hoti thi jab mera doosra baita hua tha thab honestly bohat feel hota tha kyunke thab mother-in-law ne jawab de diya for unknown reason kay bas ab mere sar par daal dena, I don't know waisay kya issue tha unka phir meine maid rakhi thi aunty si. Unka matlab yeh tha all the time bacha unke paas hota aur thab mujhe thoda hota tha kay pta nehi kya karti hao peeche se kyunke mein wapas aati thi</p>

	<p>toh diaper waisay parra hona aur phir mein dant thi kay diaper kyun nehi change kiya sara din aur yeh kay feeder peeche se pilaya kay nehi toh iss kisam ke issues hotay thay toh thab bohat guilty feel karti thi.”</p> <p>Participant II: “Bilkul feel hota hai aur yeh rehta hai, jab bachon kay sath hotay hain toh thab bhi hota hai kay pta nehi sahi hou raha hai aur aik tarah se yeh positive cheez hai kay yeh relation ko improve karta hai.”</p> <p>Participant III: “Leaving my kids at home, maybe I could have scolded them less or fed them better or treated them better. Maybe they fell sick because of me because I was careless. Even like I take time eating too toh who bhi guilt hota hai.”</p> <p>Participant IV: “I feel like this is part and parcel of this whole process. It is inevitable. Jaisay meri beti kay time par mujhe tha kay beti ko mother feed kaisay karaoun gi kyunke 10-12 hours kaam karne kay doran ap nehi kara saktay aur phir itnay veham kay bachay kaisay hou ge? Thang toh nehi kar rahay hou ge? Toh haan guilt hota hai lekin phir ap kya kar saktay hou? Breast pumps phir meine istemal shur kiye kyunke who mujhe bada bother karta tha. Har cheez ka solution hota hai bas thoda daikhna padta hai.”</p>
8. Physical Health	<p>Participant I: jab kaam karti hu thab nehi hota literally balkay kaam karte hue mujhe yaad hai kya kya multivitamins lene aur hair care aur skin care bhi badi karni lekin ghar mein reh kar mein bilkul tawajo nehi deti khud ko bas ajeeb anxiety frustration mein rehti hu kay khud ka khiyal karna ka dil nehi karta. Aur compare bhi karu toh ab meri backache zyada hai, yakeen karo when I was pregnant with Ibrahim aur last day jab meine resignation de diya balkay sorry maternity leave start karni hai toh iss had thak mein gayi kay akhri jo meri date thi who itni qareeb thi kay akhri din kaam par mere 2 din baad Ibrahim hou gya, literally aur mein travel karti thi aik ghanta subah jati thi aur sham jati thi.”</p> <p>Participant III:</p>

	<p>“I have to skip meals mostly especially lunch because I have no time and I don’t have enough sleep. Meri average sleep duration is 5 hours on average almost daily. Baki, stress eating kaafi hoti hai and that obviously impacts my health especially my weight gain jaisay hospital mein chai par chai pee leni kabhi kabhar biscuits bhi kha laina. Toh you don’t have much time to take care of yourself but then you worry kay ab beemar bhi nehi parna kyunke who zyada bada masla hai.”</p> <p>Participant IV: “bas energy low feel hoti hai jaisay aj thoda fever hai, gala kharab hai and I took a leave from hospital toh burdensome lagna shuru hou jata hai.”</p>
9. Mental Health	<p>Participant II: “Ab kyunke mein pichle kuch maah se kaam par nehi jaa rahi toh mein itna depressed feel kar rahi hu kay why am I sitting home idle aur frustration shuru hou jaati hai kay why am I wasting my time.” “haan yeh toh bohat socha tha, therapy bohat dafa meine consider ki thi lekin Allhamdulillah doston ka group bohat acha hai jinke sath bachelors kiya tha toh WhatsApp par group hai hum teen doston ka toh toh zyada thar mein unke aage vent out kar leti hu aur saari problems hum aik doosre se share kar lete hain aur jab bhi psychiatrist ka sochti hu toh who kehte hain koi zaroorat nehi hai, hum hain humse share kar liya karo toh har baat phir hum aik doosre se kar lete hain toh frustration bhi kam hou jaati hai. Itne halaat bure nehi hue kabhi kay psychiatrist ki zaroorat paray aur agar hue bhi toh bas yehi tha kay chaltay jao.” “Haan, who nikaalti hai aur mostly bachon par nikalti hai aur husband par bhi nikal jaati hai but aik time ayaa tha kay cheekhna shuru hou gayi thi aur maarnay bhi lag gayi thi lekin phir mere husband ne mana kiya aur meri amaa ne bhi sakhti se mana kiya kay khabardar jo hath lagaya toh ab waisay mein behtar hou gayi hu kaafi, sabar aa gaya hai aur thodi bardasht aa gayi hain thoda doosron ka samjha kar aur thoda khud ko samjhati hu. Self-talk important hai.”</p>

	<p>Participant III: “haan and isske ilawa, there are days jab apki anxiety aur depression apnay pinnacle par chala jata hai.” “depression in a sense kay obviously clinical depression ki taraf toh nehi magar you start questioning your whole identity and your role because everything is in split, you know? Jaisay hospital mein I am an employee and as soon as I step at home, I am a mom and changing diapers, feeding kids and that’s about it. Toh I don’t have time for myself, I don’t have time to meet my friends, I start questioning my whole personality toh woh aik factor hai. Aur anxiety iss tarah hoti hai kay you are so stimulated throughout the whole day kay by the end of the day who bas kisi na kisi par nikal ataa hai.”</p> <p>Participant IV: “haan, depression toh working life ka aik hissa ban jata hai, involuntary hissa.”</p>
10. Coping Strategies	<p>Participant I : ‘Allhamdulillah doston ka group bohat acha hai jinke sath bachelors kiya tha toh WhatsApp par group hai hum teen doston ka toh toh zyada thar mein unke aage vent out kar leti hu aur saari problems hum aik doosre se share kar lete hain aur jab bhi psychiatrist ka sochti hu toh woh kehte hain koi zaroorat nehi hai, hum hain humse share kar liya karo toh har baat phir hum aik doosre se kar lete hain toh frustration bhi kam hou jaati hai. Itne halaat bure nehi hue kabhi kay psychiatrist ki zaroorat paray aur agar hue bhi toh bas yehi tha kay chaltay jao.’ "meri friends aur literally aik humara keh lou aisa group hai jis mein hum 3 log hain kay hum apni life ki har baat share karti hain aur phir mashwary mil jatay hain, himmat mil jaati hai, haan kay matlab woh zyada acha understand karti hain aur dost jo hain woh family members se zyada acha se samjhte hain kyunke woh bhi milte julte conditions hain aur same hee problems hain aur difficulties hain toh woh relate kar sakte hain zyada achay say.’ ‘Self-talk important hai.’</p> <p>Participant II :</p>

“Aisay hee positively leti hu aur jab kaam par hoti hu toh bachay yaad aa rahay hotay hain aur yehi soch rahi hoti hu kay jaisay Yahya ko gariyan ka shoq hai usska show room banana hai aur mein zyada focused hu, dihyan bchon mein hota hai aur ghar aa kar zyada achay se attend karte hou aur jab ap sara time 24/7 bachon paas hotay hou toh bachay apko waisay charming nehi lagte phir say who aik mundane kaam lagta hai, who urge nehi rehti kay bachon paas jaoun, unhe galay lagaoun. Ap fed up hou jatay hou, unke ronay dhonay say, mothers cranky hou jaati hain lekin agar ap work kar rahi hou toh ap unke tantrums ko bhi baday positively aur khushi se lete hou. But all the time ghar rehne se ap bother aur frustrate hou jatay hou.

“bas yehi kahu gi kay zindagi mein kabhi under estimate na karein aur yeh na sochein kay bhai mein housewife hu toh kuch nehi hu, ap homemaker hain aur yeh bhi in itself aik bohat bada kaam hai balkay jab ap maa ban jatay hou toh Allah apko itna bless kar deta hai aur itna empower karta hai kay apnay jaan banayi hai toh yeh inki itself aik bohat bari achievement hai aur compare nehi karna chahiye kisi aur aurat se kay who kaam kar rahi hai aue bachay sambhal rahi hai kay who koi superwoman hai balkay ap apnay potential ko acknowledge karein kay apkay andar aisi kya quality hai and focus on yourself. Aur ‘me’ ka concept bohat important hao, thoda sa time dein khud ko toh zehani thor par grow karte hain aur jo burdens lagte hain unse nikalta hain aur apnay apko bhi quality time dein lazmi thakay ap life kay challenges ko deal karne ki himmat aa jati hai aur bas positive rahein aur bachon ko bhi dikhayein aur bachon ko bhi btayein kay har bacha unique hai jaisay har Khatoon unique hai aur sab ka apna potential hai toh apnay apko under estimate aur undermine naa karein.”

Participant IV:

“Usse ghabrana nehi chahiye aur banday ko apnay apko khud sambhalna paray ga kyunke koi bhi apko waisay nehi deal kar sakta jaisay khud kar saktay hou. Toh Allah se dua karti hu, namaz parhti hu aur sabar se

	<p>kaam laina chahiye apko aur therapy bas yehi hoti hai kay neend poori karein, diet achi karein, health issues avoid karein aur time ko effectively manage karein. Kisi cheez ko hurry nehi karti, short tempered nehi hoti hu toh bas phir manage hota hai. Kuch din hotay hain jab depression bohat sever hou jata hai when you feel ike quitting too lekin guzar jata hai time by relying on Allah and showing some patience and positivity.”</p>
<p>11. Cultural and Social Norms</p>	<p>Participant I: “Haan aisay log exist toh karte hain lekin shayad kyunke mera profession aisa hai kyunke yeh aik bada sacred profession samjha jata hai female’s kay liye toh koi itna judgmental nehi hua kay kaam kyun kar rahi hou toh shayad who edge mil gya hai mujhe. Balkay jo meri phuphos hain who bhi supportive rahi hain aur hamesha unho ne appreciate aur encourage kiya hai aur kaha hai kay hamesha parhna hai aur kaam karna hai.”</p> <p>Participant II: “Bachay humari society bhi aisi hai kay aik aurat kay liye apka bacha for example, God forbid nasha karta hai drugs karte hain toh phir chahay ap doctor hain ya jo marzi hai toh society apko failure kay thor par leti hai kay yeh kaisi aurat hai. Jitna bhi grow kar liya hou agar ap kay bachon ki tarbiyat achi nehi, established nehi, groomed nehi toh humari society aurat ko hee blame karti hai toh kya fayda isske parhne ka ya doctor honay ka agar bachon ko kuch nehi seekhaya toh who phor society aur deen kay point se maa par bohat zimmedari hai, sirf paida nehi karna hota aur tarbiyat karni hoti hai aur yehi essence hai aur sab se important hai. Kal ko apki identity apka profession hoti hai lekin humari society mein oulad identity hoti hai kay who kaisi nikli hai kay agar beti achi nehi hai toh maa achi nehi hai iss tarah toh society blame karti hai. “Chachoo ne kaha kay unn maaoun ko zaroorat parti hai khud focus nehi karte lekin tum toh itna tawajo deti hou itna groomed hain toh who lagta nehi hai kay kami hai koi iss tarah se. yeh bas personal effort hoti hai ap jitna bhi put in karein</p>

	<p>balkay mothers mujhe idealize karti hain kay tumhare bachon aur mere bachon mein bara farq mehsoos hoti hai toh family encourage hee karti hai bas.”</p> <p>Participant III: “Especially, jab night shifts thi toh everybody in in-laws and even my mother-in-law suggested me to take a break and not to work. Your priority should be your children, at least take a break till your kids are school-going. How will you manage everything? Jaisay bemar hou jatay hain toh yehi sun’ne ko milta hai kay haan dihyan heir akh paati zyada, bachon ko chod jaati hai and stuff like that toh bas hota rehta hai on and off, chalta hai.”</p> <p>Participant IV : “ nehi, aisa toh kabhi nehi experience hua. Even though, I am the only working woman lekin mein koshish karti hu to help everybody, to be nice with everybody and aik tarah se sab mujhe pasand karte hain. Toh aisa kabhi koi masla nehi hua, Allhamdulillah. Mindset iss family ka aur jis family se mein aayi hu nobody looks down upon working women.”</p>
12. Family Commitments	<p>Participant I : “Haan aisa hota tha lekin yeh zyada duties par depend karta hai kay agar morning duty thi aur event sham ko tha toh mein chali jati thi kyunke mein khud social hu aur acha lagta hai lekin agar duty hai toh evening shift hai toh phir mein family commitment par comprises kar leti thi toh who skip kar leti thi because of the job lekin I am very social koi aisa event hou toh mein pohanch jaati hu.”</p> <p>Participant II : “Ab jo mere husband hain unki sari family idhar hoti hai toh kisi se interact karna hota hai toh who bachon ko sulane jay baad karti hu kyunke jab jaag rahay hotay hain toh mujhe hota hai 100% bachon ko time du.”</p> <p>Participant III : «Jaisay mere in laws mein its very common to have brunches lekin phir yehi hota hai if I can take a day off toh I do but if I cant toh I cant but it also depends kay if its my family matter toh I miss it but if its in my in-laws</p>

	<p>toh I try my best kay attend hou hee jaye kisi tarah.”</p> <p>Participant IV : « koi wedding thit oh meine excuse kar diya, bachon ko tayar kiya and unhe bhej diya lekin when it comes to events of my daughter toh who I don't miss. Who phir yeh hota hai short leave le leti hu ya apna cover de deti hu jaisay kisi colleague se keh daina kay meri jaga duty kar lou thodi si.”</p>
13. Driving & Motivating Factors	<p>Participant I: “Bas pta nehi career-oriented thi mein aur yeh kay bachon kay liye karna hai. Aur yeh bhi kay meri waldah ne mujhe bohat mehnat se parhaya hai kyunke mere waalid ki death hou gayi thi when I was in 8th grade and my mother is a teacher aur hum 3 behanein hain aur mein sab se bari hu toh mere par bohat pressure tha kay bas parhana hai aur meri beti ne doctor ban'na hai toh meri maa ne mujhe bohat mushkil se parhaya hai toh yeh bhi hota hai kay ami ne itni mehnat kar ke parhaya toh who ghar baith kar zaya kar du toh who sense nehi lagti mujhe. Waisay bhi jab adaat hou jaye toh ghar baithna bara mushkil lagta hai.”</p> <p>Participant II: “meri na shuru se nature iss tarah ki hai kay mein sakoon se reh nehi sakti, mein baith nehi sakti, mujhe bas hota hai kuch na kuch aur kisi na kisi cheez mein involved rakhna hai aur phir as a doctor jab ap patients sath interact karte hain aur jo feedback ataa hai aur jo respect detay hain patients apko aur apko dekhte hain toh who bohat motivating factor hota hai mere liye kay apko lagta hai zindagi mein kisi kay liye behtar lekar aaye hain, kisi mareez ki takleef kam kar di hai toh ghar farigh baithay toh isse compare karo kay zindagi badal rahay hou toh bas mere patients mere liye motivating factor hai.”</p> <p>“Outcome bohat rewarding hai iss profession ka, balkay dua itni dey rahay hotay hain bachon ko aur shayad unki dua se sab manage hou jata hai aur sab kuch worth it lag raha hota hai aur bachon se itna pyar dekh rahay hotay hain aur maa ko dekh rahay hotay hain kay maa ki itni izzat kar rahay hotay hain aur phir bachay bhi maa ki</p>

	<p>izzat karte hain as compared to maa ghar par baithay Netflix dekh rahi hai aur kuch nehi kar rahay toh bachon ki personality mein bohat farq parr jata hai.”</p> <p>Participant III: “Independence, financial independence. Ive never been the one to ask money even though my husband is quiet well off but mein apnay personal expenses khud cover karti hu. And doosra, it gives me a sense of self, a sense of worth. Teesra, I feel like your children will respect you too when they grow older, knowing and seeing that you have done your share of struggles in life. I mean, stay at home mothers also do a lot of work but they get no credit for their efforts and hard work toh I think this way, they might appreciate us for our hard work seeing our contributions and baaki mera line of work bhi aisa hai kay its very rewarding, ut gives you a sense of satisfaction and purposefulness.”</p> <p>Participant IV: “Sab se pehli baat toh yeh hai kay mera profession medical life ki aik addiction hoti hai yakeen janein, kay agar apko khidmat khalq ki adat hou jaye aur mareezon ka jab ap ilaj karte hain aur mareezon kay chahre mein Khushi dekhte hain toh you would want to help them aur phir humse oath bhi liya jata hai once we are doctor’s kay apnay mareezon kay help kay liye zindagi spend karni hai. And naturally, pressure nab hi hou lekin financial independence aik compulsion ban gayi hai considering inflation aur economic halat kitne kharab hain. Phir, my kids motivate me too kay I want a better future and better education for them and I want to work for them aur phir I believe kay working mothers kay bachay zyada groomed hotay hain and are able to manage their time more effectively. Stay at homes mothers zyada frustrated rehti hain, kyunke they have no social circle aur bohat petty issues mein involved rehti hain. Jab ap kaam karte hou toh you don’t have the time or the energy to deal with these little issues. A busy life is a happy life.”</p>
14. Techniques/suggestions	<p>Participant I: ’self-talk important hai,’</p>

Participant II:

‘Jab bachon ki chutiyan hoti hain jaisay winter aur summer break hou gayi toh meine lazman 15 dino ki break leni hoti hai jaisay bachon ko ab Islamabad lekar jana hai toh aisay ap kaam kay liye bhi recharge hou jatay hou aur bachon sath family trip bhi hota hai toh yehi breaks le leti hu mein lazman. Bchon sath movie dekh li koi unke sath time spend karne kay liye aur kabhi kabhi half day ki chutti bhi le leti hu.’

“Strategies toh as such nehi bas yehi self-satisfaction aur faith hona chahiye apnay ap mein aur satisfied hou with whatever you do aur who bohat important hain chahein ap housewife ya homemaker hou aur focus karo and give your 100% in whatever you do and depends on your personal capacity kitni hai aur agar apko lagta hai balance nehi kar pa rahay toh usse chod dena chahiye aue who karo jis par ap ka dil raazi hai, ap mutmayin hou. Toh bas self satisfaction, motivation hai sab se bari aur technique bh yehi hai.’

Participant III:

‘I don’t know, I just try not to think much about it. You just keep yourself busy in your routine and you move from one thing to next because you can’t do much about it. I have to leave them at home, I have to go at my work. What can I possibly do about it?’

‘but I just take a deeo breath and tell myself its fine. You prove your mettle and talent with your hard work. It fine, Janay dou bas.’

“I think cheezon ko schedule karna beforehand, priority list banana and also having a good communication with your partner. I think that’s very important to make them understand and convey them what you are going through and what you expect from them. But scheduling is most important for me, I feel like beforehand apka din completely scheduled hona chahiye kay itnay bajay yeh wala kaam hou jana hai. That keeps my anxiety off too.

Participant IV :

‘Usse ghabrana nehi chahiye aur banday ko apnay apko khud sambhalna paray ga kyunke koi bhi apko waisay nehi deal kar sakta jaisay khud kar saktay hou. Toh Allah

	<p>se dua karti hu, namaz parhti hu aur sabar se kaam laina chahiye apko aur therapy bas yehi hoti hai kay neend poori karein, diet achi karein, health issues avoid karein aur time ko effectively manage karein. Kisi cheez ko hurry nehi karti, short tempered nehi hoti hu toh bas phir manage hota hai. Kuch din hotay hain jab depression bohat sever hou jata hai when you feel ike quitting too lekin guzar jata hai time by relying on Allah and showing some patience and positivity.’</p>
<p>15. Work-based environment</p>	<p>Participant I: “Mein na aik baat btati hu, jo humare bosses hain na agar hum aisi discussion karein toh who offend hou jatay hain aur Pakistan mein toh hum report bhi nehi kar saktay because that would be damaging for your career.” “DHA hospital mein kaam kiya Faisalabad mein kay male dominance thi, unho ne apni convenience kay according duties deni morning evening aur night kay, jo females hoti thi jaisay unki wives thi jo wahin par kaam karti thi unki night laga dena lekin night par bulana na aur attendance laga deni aur sari raat bulana na kay bas peeche staff ne kaam kar diya aur bas jee hou gya.” “Haan toh aur kya lekin isske ilawa work environment friendly tha, acha tha, Allhamdulillah. Yahan Pakistan mein toubah halaat kharab hain, yahan yeh worth nehi rahi doctors ki, badi patients insult karte hain humare. Yahan aisay patients dekhe kay humari badtameezi aur insult karte thay lekin Dubai mein aisi jurat nehi hoti.”</p> <p>Participant II: “Nehi as such kyunke humara profession aisa hai kyunke mein pehle army related institute se kaam karti thi toh aisa nehi hota tha aur apna zehan hota hai kyunke mera focus patients hee hotay thay aur agar aisi koi politics chal bhi rahi hoti kaam par tog mera dihyan nehi jata tha kyunke mujhe tha kaam kar ke bachon paas jaoun. Aur ab bhi yahan nehi hota, aik doosre ko encourage hee karre hain aik doosre ko kay family aur kaam ko balance karte hain toh hum bas</p>

	<p>yehi feel karate hain kay yeh achievement hai kay doosron patient's kay life mein acha impact hai aur bachon ki zindagi mein toh bas who mujhe encourage karti hain aur mein unhe.”</p> <p>Participant III : “work environment moderate hai.”</p> <p>Participant IV : “Work environment bohat healthy hai, Alhamdulillah. It's very positive and healthy. Koi masla kabhi paish nehi aya. Koi fighting ya politics ya aisi leg pulling waali baat hoti hou. Bas chain of commands ko follow karein toh working environment mein acha survival hou jata hai.”</p>
16. Gender Discrimination	<p>Participant I: “DHA hospital mein kaam kiya Faisalabad mein kay male dominance thi, unho ne apni convenience kay according duties deni morning evening aur night kay, jo females hoti thi jaisay unki wives thi jo wahin par kaam karti thi unki night laga dena lekin night par bulana na aur attendance laga deni aur sari raat bulana na kay bas peeche staff ne kaam kar diya aur bas jee hou gya.” “Nehi, humare profession mein aisa nehi hai kyunke humare profession mein females ko zyada preference di jaati hai yaa preference naa bhi toh equality hai, meine kabhi nehi feel kiya kam se kam, especially gynecology walay field mein females zyada comfortable feel karte hain.”</p> <p>Participant III: ‘a lot of male doctors take us for granted. Kay I feel like they perceive us kay yeh bas subah subah tayar hou kar aa jati hain and inhe toh koi kaam nehi karna hota kyunke inki priority toh bchay paalna hai bas.’ ‘aur phir obviously male chauvinism hona hee hai. And I get to hear in the hospital too kay if you wanted to be a doctor toh you have to do this full time and you cant take days off. Toh this is really often and its unfortunate.’</p> <p>Participant IV: ‘nehi, fortunately kyunke I belonged to Fatima Jinnah Hospital toh poori lot girls ki hoti thit oh women power bohat highlighted thi which served as a confidence booster for</p>

	<p>me kay kabhi neglection feel nehi hui. Aur yahan aa kar bhi females bhi bohat hain kyunke bachon ki baat toh hai females zyada acha se deal kar leti hain.’</p>
<p>17. Harassment Experience</p>	<p>Participant I: “Dekho waisay toh colleagues baday cooperative hotay hain, usually gender ki cheez nehi lekar aate lekin males phir apna ap dikhte hain toh pta nehi shayad hum immune hou gaye hain jaisay OT mein khaday hain toh fazool comments pass karna yaa baatein shuru kar dena ya kisi ko embarrass karne lekin wahan par stand lena parta hai khud kay liye khamosh nehi rehna chahiye.</p> <p>Participant III: ‘nehi Allhamdulillah never. Very long ago, shaadi se pehle jaisay koi flirt kar lay, inappropriate compliments daina and they tend to cross the boundaries but you keep them in line by giving them a shut-up call once toh baki sab khud set hou jatay hain.’</p> <p>Participant IV: ‘personally, toh kabhi nehi lekin hospital hai toh har kisam kay log aate hain aur pooray mulk se log aate hain toh kuch garma garmi hou jaati hai kabhi kabhar jaisay parents ko gussa aa jata hai ya hyper hou jata hai aur humein bhi aa jata hai lekin who bhi resolve hou jata hai kyunke administration achi hai who aisi cheezein achi handle kar letay hain. Harassment khair kabhi nehi experience hua kyunke apna qibla darust rakhna chahiye aur agar kabhi aisa bhi hou toh apko shut up call de deni chahiye aur security bhi humari achi hai kay har room kay bahar security hai jo daikh baal kar logon ko andar bhajte hain.’</p>
<p>18. Organizational Support</p>	<p>Participant I: “Nehi, not really. Salar kay baad jab meine kaam kiya tha toh koi aisi favor nehi di gayi thi even pregnant thi jab Ibrahim sath toh koi aisi leniency nehi show ki gayi, haan, shayad aik dou dafa yeh hua tha jab mein last trimester mein thi toh uss mein yeh duties ka hua tha kay mein nehi aa sakti thi, night nehi kar sakti hoti thi balkay morning nehi kar sakti thi aur night duties di thi two months toh meri duties mere se pooch kar rakhi thi lekin end par jab meine resign diya</p>

	<p>tha toh thoda corona issue bhi tha lekin majorly meri jo duties dete thay unke sath ann ban hou gayi thi kyunke Ibrahim ko mein breast feed karti thi toh kuch nights aisi thi kay use sath lekar jana parta tha kyunke meri duties mere according nehi rakh rahay thay mere bachay kay according kyunke din mein toh chalo kuch manage kar lou lekin raat ko mushkil hou jata tha kay kisay dey kar jaati thi aur maid bhi nehi thi.”</p> <p>“Hospital mein bohat mushkil hui thi, colleague’s kay sath hours divide karti thi kay itne hours ap kaam kar lein aur itne hours mein.”</p> <p>Participant II: “Nehi daycare facility nehi thi, lekin phir aik staff thi who aik dou ghante baith jaati thi phir usska bhi obviously apna ghar aur duty hoti thi lekin phir bhi help kar leti thi meri. Phir issi liye thang aa kar mein resign kar diya kyunke Ibrahim bohat disturb hou raha tha.”</p> <p>Participant III: ‘daycare hona bohat zaroori hai like my hospital does have a daycare but there is barely any space in the daycare because there are more than 300 working mothers working in the hospital whereas my daycare will only take 16 kids at a time toh there is almost never space.</p>
19. Suggestions and Recommendations	<p>Participant I: yaar day care ki facility honi chahiye jo baday hospitals mein available hain lekin phir bhi acha arrangement nehi hai unka. Daycare hee de dein badi baat hai isske ilawa thoda sa flexible hours denay chahiye aur duties zara mothers ki convenience kay according deni chahoye baki doctors ki struggles chalti rehti hain kyunke hum apni marzi se iss profession mein aaye hain, even though insano wala haal nehi samjhte upper se kehte hain kay inki apni choice hai kay bachon se kaam karte hain. Lekin maternity leave 3 months ki milti hai with pay toh who ayashi mein guzarti hai baki toh bas aisay hee hai, chal raha hai kaam.</p> <p>Participant II: “Lahore CMH mein daycare tha lekin ap bohat zyada trend aa gya hai daycares, jo</p>

	<p>pehle nehi tha aur phir bhi quality walay daycares ki phir bhi bohat kami hai lekin daycares arrange karna chahiye achi quality walay thakay bachon ko cater karna asaan hou aur bachay neglect na hou kam se kam kaam kay sath. Isske ilawa flexible working hours aur night shifts nehi hona chahiye yaa kam hona chahiye kyunke who bada mushkil hota hai manage karna kyunke 36-48 hours thak who duty chalti hai toh uss condition mein adjust kar lein kay yeh working hours kam hou jayein aur iss haal mein phir ap kaam par bhi concentrate nehi kar patay sahi say.”</p> <p>Participant III: “Also, I think working mothers ko pooch lena chahiye kay ap konsi duty karna chahte hain and adjustable hours hona chahiye because its easier for men to show up rather than men. And if I say that because my kids are sick toh instead of 8 I can come at 10 but I will sit for two more hours lekin aisa nehi hota. Aur kabhi hou ga bhi nehi.”</p> <p>Participant IV: ‘Adjustment working hours honsy chahiye awal toh, ap unse pooch lein kay unhe kya hours suit karte hain kyun staff itna hota hai woh manage hou skta hai. Phir, doosra daycare centres lazman hona chahiye. Bas yehi aik dou cheezien hain.’</p>
<p>20. Personal Satisfaction and Contentment</p>	<p>Participant I: “Mein bohat satisfied thi kyunke in sab phases mein jitna bhi kaam kiya hai mere ghar walon ne meri ami ne help kiya hai toh bachon ki taraf se mein bohat relieved thi. Yeh hota hai agar ap working woman hou na toh ap ghar nehi baith sakti, aik yeh satisfaction thi ki kay kyunke mein kaam kar rahi hu aur mera survival hee kaam karne se ab kyunke mein pichle kuch maah se kaam par nehi jaa rahi toh mein itna depressed feel kar rahi hu kay why am I sitting home idle aur frustration shuru hou jaati hai kay why am I wasting my time. Ab meine apply kiya hai toh InshAllah next month se shuru hou jani hai toh who alag challenges hou gi. Kaam toh obviously karna hai lekin abhi mujhe yehi lagta hai kay mera time bilkul waste hou raha hai toh</p>

mein satisfied hu kaam karte hue lekin ghar baith kar mein unsatisfied rehti hu.”

Participant II:

“haan, ab behtar lagta hai sara kay bachay chalo thoday baray hou gaye hain kay mein ghar ko bhi time deti hu aur bachon ko bhi time de deti hu, initially mushkil lagta tha aur rou bhi parrti thi kay mere se nehi hou raha hai sab manage aur fazool choti choti cheezon par issue hou jata tha meri side se kyunke frustrate bohat houti thi aur exhaustion alag hoti thi kyunke na bachay chod sakti thi aur na house job chod sakti thi lekin house job meine bohat breaks lekar ki thi aur taqreeban 3-4 saal mein khatam kiya tha kyunke manage karna mushkil tha aur Nadeem ki postings par bhi depend karta tha. Nadeem kay fout honay par saal poora kaam nehi kiya lekin ab saal hou gya hai march mein join kiya tha last year aur ab Allah ka shukar hai sab kuch in place hou gya hai, kay travelling ka ab masla nehi hai kyunke bilkul ghar kay paas hai. Bachon ka issue nehi hai, who samjhdar hou gaye hain toh uss hawalay se bhi problem nehi hai toh satisfied hu mein.”

“Mein bohat khush hu kyunke ab manage kar leti hu aur 100% satisfied hu.”

Participant III:

“I think, 1-100 mein se I am 55% satisfied (laughingly) but again its very challenging and also very natural to keep blaming yourself for certain things no matter how good you are balancing it or trying your best.”

Participant IV:

“Allhamdulillah, mein bohat zyada satisfied hu kyunke kabhi koi itna bada masla mere liye bana nehi hai. Har cheez smoothly manage hou hee jaati hai especially agar spousal aur husband support hou toh Allah ka shukar hai I am highly satisfied with this life.”

Table 3.2: Masters Themes Table:

Master Themes	Initial Themes
Work Life Balance	<ul style="list-style-type: none"> • Work life perception • Personal satisfaction and contentment • Techniques and suggestions to maintain this balance
Personal Life Challenges	<ul style="list-style-type: none"> • Family support • Spousal Support • Domestic help • Mom guilt • Family commitments
Well being	<ul style="list-style-type: none"> • Mental health • Physical health • Coping strategies • Cultural and Social Norms • Driving and motivating factors • Daily life challenges
Work-based Environment	<ul style="list-style-type: none"> • Gender discrimination • General environment of workplace • Harassment experience • Organizational support

Interpretation

The study aimed to explore how participants perceive work-life balance with other aims as well. They defined work-life balance as the ability to be satisfied with both domains and putting in their best efforts in both aspects as quoted by a participant:

PIII: *“Doing everything completely and wholesomely and if one thing is affecting the other and ofcourse there will be days jab who affect bohat obvious hota hai jaisay aj kal because my kids have chicken pox toh I cant go to work but mostly, if you are managing both together,*

you think you are being a good mom and you are staying sane by going to work toh I think that's very important."

PIV: *"work life ko define karu gi mein kay aik totally chalti hui cheez hai, aik haphazard toh chali hai hee jaisay apko foran foran next cheezein plan karti hain, you have to be on the go at all times but regardless of that har cheez ko systemized reakhna aur har task ka time hona is equally important aur agar aisa karein get oh hee work life balance hota hai, zindagi settled rehti hai nehi toh bada challenging hou jata hai."*

Participants acknowledged their spousal and familial support which were the main sources of their support and gave them the courage and relief to focus and pay attention only on their work while they are away of from their children. As most of the participants lived in a joined family system where they left their children under the supervision of their in-laws who would cater the needs of the child in the absence of the mother as quoted by participants:

PI: *"Woh bhi kaafi supportive hain balkay jab Salar hua tha thab mein house job kar rahi thi aur practice kar rahi thi toh peeche se Salar ko kaafi dekha and she took care of him."*

"Ghar walon ne meri ami ne help kiya hai toh bachon ki taraf se mein bohat relieved thi."

PIV: *"Allhamdulillah, mein apnay apko bohat blessed samjhti hu kay mere husband bohat zyada supportive hain. Especially jab bachay infants thay when they need a lot of attention toh who mere sath raaton ko jaagte thay aur din mein sotay thay. And throughout my pregnancies and deliveries, I had his constant support jaisay bachon ko feed karna, if they are crying toh chup karana, pampers change karna and kabhi mujhe kis cheez se mana nehi karta and he makes sure to support me emotionally too. Even in doing home tasks toh he doesn't mind helping me at all. Unhe hesitation nehi hoti."*

“MashAllah, family and in laws bhi bohat supportive hain. Jab mein hospital hoti hu toh my mother-in-law takes over my kids, especially mera chota baitay ka sona jaagna khana peena ahr cheez dadi ne karni hai. Meri beti ko pick karna school se drop karna who mere father-in-law karte hain. Bachon ko bahar lekar jana to parks ya stores toh who mere susar karte hain.

Participants who had no access to family support relied on domestic help which wasn't very satisfying as the participants always felt like the helper might not be able to cater the needs of the child the same way a mother would do or their grandparents would do which developed great sense of mom guilt in them;

PI: *“Haan hoti thi, bilkul hoti thi jab mera doosra baita hua tha thab honestly bohat feel hota tha kyunke thab mother-in-law ne jawab de diya for unknown reason kay bas ab mere sar par daal dena, I don't know waisay kya issue tha unka phir meine maid rakhi thi aunty si. Unka matlab yeh tha all the time bacha unke paas hota aur thab mujhe thoda hota tha kay pta nehi kya karti hao peeche se kyunke mein wapas aati thi toh diaper waisay parra hona aur phir mein dant thi kay diaper kyun nehi change kiya sara din aur yeh kay feeder peeche se pilaya kay nehi toh iss kisam ke issues hotay thay toh thab bohat guilty feel karti thi.”*

However, for some participants domestic help was a supplementary help in achieving work-life balance, as they would help the grandparents in cleaning the toys and doing little chores;

PIII: *“I have a little girl who is 13 or 14 years old and she helps me and their grandmom like cleaning the mess and toys the kids make but nothing more than that.”*

Speaking of mom guilt, a participant took this feeling in a positive way by pointing out that this guilt is what makes her bond with her children even more special and strong and she doesn't mind feeling guilty at times, she tries to give her best quality time to her children

and whatever she can make out of it. While the other two participants commenting on the topic had to say, mom guilt is a very natural feeling to happen and every working mother is bound to feel this way, however with the support and encouragement of good mentors and supervisors, that guilt is minimized or at least forgotten for a little while which helps one to concentrate more properly on your patients as quoted by:

PII: *“Bilkul feel hota hai aur yeh rehta hai, jab bachon kay sath hotay hain toh thab bhi hota hai kay pta nehi sahi hou raha hai aur aik tarah se yeh positive cheez hai kay yeh relation ko improve karta hai.”*

PIV: *“I feel like this is part and parcel of this whole process. It is inevitable. Jaisay meri beti kay time par mujhe tha kay beti ko mother feed kaisay karaoun gi kyunke 10-12 hours kaam karne kay doran ap nehi kara saktay aur phir itnay veham kay bachay kaisay hou ge? Thang toh nehi kar rahay hou ge? Toh haan guilt hota hai lekin phir ap kya kar saktay hou?”*

The significant daily challenges that participants experienced were the juggling and managing time between work and personal life with absolutely little or no time left for one own self and the expectations held by mother-in-law, expecting from them to take care of babies and kitchen household work after coming from the job as said by a participant,

PIII: *“primary caretaker somehow mother hee hoti hai toh stuff like when my kids fall sick and I am forced to take days off because I am supposed to take care of my kids which is why my job suffers aur phir obviously male chauvinism hona hee hai. And I get to hear in the hospital too kay if you wanted to be a doctor toh you have to do this full time and you cant take days off. Toh this is really often and its unfortunate. Like every month I have to take at least two days off because my kids get sick often and because of that when I am sick, I cant rest kyunke who chutti unn par hee already lag jaati hai. Secondly, working hours can be a*

bit tiring especially jab nights and evening shifts hoti hain with kids and in laws toh who aik alag masla hai because at night time nobody is willing to take care of your kids.”

While another participant said her biggest challenge was spending qualitative time with her children and the transition between a mother and doctor and vice versa.

PII: *“Sab se challenging mujhe laga tha bachon kay sath time spend karna hota hai kay quality time mujhe feel hota hai nehi dey paati kyun ke job kay baad khud bhi exhaust hue hotay, 5-minute dou lekin quality time dou aur ghanta dou lekin uss mein frustration nikalo toh who nehi hona chahiye. Bas yehi challenging lagta tha kay bachon kay liye fully available nehi hou paati chahay thaki hui hu ya jo bhi aur agar job ka stress hai toh ghar kay bahar hee rakhu. Yeh thoda hou jata tha kay patient koi aisa dekha hai jo apko thang kar raha hai toh who aik distraction ban jati hai toh who zara mahol mein ley anaa, Maryam sath khelna hai, Daud ki copy check Yahya ko parhana toh who aik transition challenging lag jata tha aur time consuming bhi doctor se mother se baki toh bachay balkay itne achay hormones release karte hain kay itna relax karte hain aur jab bhi ghar anaa unki baatein sun 'na, unke maslay masail sun 'na aur who positive feeling hee aati hai.”*

Speaking in context of coping strategies that what strategies they used to cope with their everyday stress levels and how do they manage their anger frustrations, they responded that they vented out in front of their husbands, spend time alone or talk to friends and colleagues belonging to the same field who would relatively understand them better and would relate to their struggles,

PI: *“Allhamdulillah doston ka group bohat acha hai jinke sath bachelors kiya tha toh WhatsApp par group hai hum teen doston ka toh toh zyada thar mein unke aage vent out kar leti hu aur saari problems hum aik doosre se share kar lete hain aur jab bhi psychiatrist ka*

sochti hu toh woh kehte hain koi zaroorat nehi hai, hum hain humse share kar liya karo toh har baat phir hum aik doosre se kar lete hain toh frustration bhi kam hou jaati hai.”

Another participant posited that because she stays away from her kids all day long so when she meets them, they channelize the happiest and comforting hormones and her children are also proud of her for what she does and how she does which gives her the strength and encouragement to deal with her challenges.

PII: *“Aisay hee positively leti hu aur jab kaam par hoti hu toh bachay yaad aa rahay hotay hain aur yehi soch rahi hoti hu kay jaisay Yahya ko gariyan ka shoq hai ussaka show room banana hai aur mein zyada focused hu, dihyan bchon mein hota hai aur ghar aa kar zyada achay se attend karte hou aur jab ap sara time 24/7 bachon paas hotay hou toh bachay apko waisay charming nehi lagte.”*

Another participant asserted on spiritual and religious reliance; she believed praying to Allah and asking Him for help builds innate strength and confidence in her to deal and face all her challenges with great patience. Apart from that, she suggested self-counseling is very beneficial, when one starts changing their mindset and cognitions, their actions will naturally be bounded to change.

PIV: *“Usse ghabrana nehi chahiye aur banday ko apnay apko khud sambhalna paray ga kyunke koi bhi apko waisay nehi deal kar sakta jaisay khud kar saktay hou. Toh Allah se dua karti hu, namaz parhti hu aur sabar se kaam laina chahiye apko aur therapy bas yehi hoti hai kay neend poori karein, diet achi karein, health issues avoid karein aur time ko effectively manage karein.”*

The motivating and driving factors behind the participants were either their own will and passion for their profession and they believe by staying at home they would engage in petty issues and problems that are not worth mentioning so to avoid to be involved in similar

issues, they preferred staying out of house and work to keep their mind and energy away from such acts, while another participant's motivating drive was the outcome of her job which she believed is very rewarding and it's the prayers and blessings of her patients that she is able to manage everything so well and is happy and contented with her life. Financial independence was a common motivating factor that was seen in all five participants.

PII: *“phir as a doctor jab ap patients sath interact karte hain aur jo feedback ataa hai aur jo respect detay hain patients apko aur apko dekhte hain toh wo bohat motivating factor hota hai mere liye kay apko lagta hai zindagi mein kisi kay liye behtar lekar aaye hain, kisi mareez ki takleef kam kar di hai toh ghar farigh baithay toh isse compare karo kay zindagi badal rahay hou toh bas mere patients mere liye motivating factor hai.”*

“Outcome bohat rewarding hai iss profession ka, balkay dua itni dey rahay hotay hain bachon ko aur shayad unki dua se sab manage hou jata hai aur sab kuch worth it lag raha hota hai aur bachon se itna pyar dekh rahay hotay hain aur maa ko dekh rahay hotay hain kay maa ki itni izzat kar rahay hotay hain aur phir bachay bhi maa ki izzat karte hain as compared to maa ghar par baithay Netflix dekh rahi hai aur kuch nehi kar rahay toh bachon ki personality mein bohat farq parr jata hai.”

PIII: *“Independence, financial independence. I've never been the one to ask money even though my husband is quiet well off but mein apnay personal expenses khud cover karti hu. And doosra, it gives me a sense of self, a sense of worth. Teesra, I feel like your children will respect you too when they grow older, knowing and seeing that you have done your share of struggles in life. baaki mera line of work bhi aisa hai kay its very rewarding, ut gives you a sense of satisfaction and purposefulness.”*

PIV: *“Sab se pehli baat toh yeh hai kay mera profession medical life ki aik addiction hoti hai yakeen janein, kay agar apko khidmat khalq ki adat hou jaye aur mareezon ka jab ap*

ilaj karte hain aur mareezon kay chahre mein Khushi dekhte hain toh you would want to help them aur phir humse oath bhi liya jata hai once we are doctor's kay apnay mareezon kay help kay liye zindagi spend karni hai. And naturally, pressure nab hi hou lekin financial independence aik compulsion ban gayi hai considering inflation aur economic halat kitne kharab hain.”

Techniques and suggestions that the participants presented were making a priority list where they listed all their tasks in an order of importance and would try to accomplish those goals, while another suggested self-talk really helps and another participant suggested that she takes leaves from work to recharge herself and spend time with her children.

PI: *'self-talk important hai,'*

PIII: *I think cheezon ko schedule karna beforehand, priority list banana and also having a good communication with your partner. I think that's very important to make them understand and convey them what you are going through and what you expect from them. But scheduling is most important for me, I feel like beforehand apka din completely scheduled hona chahiye kay itnay bajay yeh wala kaam hou jana hai. That keeps my anxiety off too.*

Speaking of work environment, a participant shared that gender discrimination exists and misuse of power and authority also exists but there is nothing that can be done about but by just improve your own quality of work. Male chauvinism was also rampant.

PI: *“unho ne apni convenience kay according duties deni morning evening aur night kay, jo females hoti thi jaisay unki wives thi jo wahin par kaam karti thi unki night laga dena lekin night par bulana na aur attendance laga deni aur sari raat bulana na kay bas peeche staff ne kaam kar diya aur bas jee hou gya.”*

PII: *'a lot of male doctors take us for granted. Kay, I feel like they perceive us kay yeh bas subah subah tayar hou kar aa jati hain and inhe toh koi kaam nehi karna hota kyunke inki priority toh bchay paalna hai bas.'*

'Aur phir obviously male chauvinism hona hee hai. And I get to hear in the hospital too kay if you wanted to be a doctor toh you have to do this full time and you can't take days off. Toh this is really often and it's unfortunate.'

While the remaining three participants asserted that they never experienced any kind of gender discrimination in their workplace and shared a very healthy bond with their authority figures who were considerate towards them and never felt any gender discrimination.

PII: *'Aur ab bhi yahan nehi hota, aik doosre ko encourage hee karre hain aik doosre ko kay family aur kaam ko balance karte hain toh hum bas yehi feel karate hain kay yeh achievement hai kay doosron patient's kay life mein acha impact hai aur bachon ki zindagi mein toh bas who mujhe encourage karti hain aur mein unhe.'*

PIV: *"work environment bohat healthy hai, Alhamdulillah. Its very positive and healthy. Koi masla kabhi paish nehi ayaa. Koi fighting ya politics ya aisi leg pulling waali baat hoti hou. Bas chain of commands ko follow karein toh working environment mein acha survival hou jata hai."*

When asked about suggestions and recommendations that they suggest regarding organizations and hospitals in what way can they make the lives of working mother slightly easier, all participants suggested the dire need of setting up day cares with professional babysitters and nannies so mothers can have a check and balance on their kids while focusing on their work. Apart from this, they urged for flexible working hours and additional holidays with short leaves were also proposed.

PI: *“Yaar day care ki facility honi chahiye jo baday hospitals mein available hain lekin phir bhi acha arrangement nehi hai unka. Daycare hee de dein badi baat hai isske ilawa thoda sa flexible hours denay chahiye aur duties zara mothers ki convenience kay according deni chahoye baki doctors ki struggles chalti rehti hain kyunke hum apni marzi se iss profession mein aaye hain, even though insano wala haal nehi samjhthe upper se kehte hain kay inki apni choice hai kay bachon se kaam karte hain. Lekin maternity leave 3 months ki milti hai with pay toh who ayashi mein guzarti hai baki toh bas aisay hee hai, chal raha hai kaam.”*

Another participant also mentioned,

PIII: *“Also, I think working mothers ko pooch lena chahiye kay ap konsi duty karna chahte hain and adjustable hours hona chahiye because its easier for men to show up rather than men. And if I say that because my kids are sick toh instead of 8 I can come at 10 but I will sit for two more hours.”*

Regardless of all the challenges the participants had to face on day-to-day basis, participants were happy and satisfied with their work-life balance approach as quoted,

PI: *“Mein bohat satisfied thi kyunke in sab phases mein jitna bhi kaam kiya hai mere ghar walon ne meri ami ne help kiya hai toh bachon ki taraf se mein bohat relieved thi. Yeh hota hai agar ap working woman hou na toh ap ghar nehi baith sakti, aik yeh satisfaction thi ki kay kyunke mein kaam kar rahi hu aur mera survival hee kaam karne se ab kyunke mein pichle kuch maah se kaam par nehi jaa rahi toh mein itna depressed feel kar rahi hu kay why am I sitting home idle aur frustration shuru hou jaati hai kay why am I wasting my time. Ab meine apply kiya hai toh InshAllah next month se shuru hou jani hai toh who alag challenges hou gi. Kaam toh obviously karna hai lekin abhi mujhe yehi lagta hai kay mera time bilkul waste hou raha hai toh mein satisfied hu kaam karte hue lekin ghar baith kar mein unsatisfied rehti hu.”*

PII: *“Mein bohat khush hu kyunke ab manage kar leti hu aur 100% satisfied hu.”*

PIII: *“I think, 1-100 mein se I am 55% satisfied (laughingly) but again its very challenging and also very natural to keep blaming yoursrself for certain things no matter how good you are balancing it or trying your best.”*

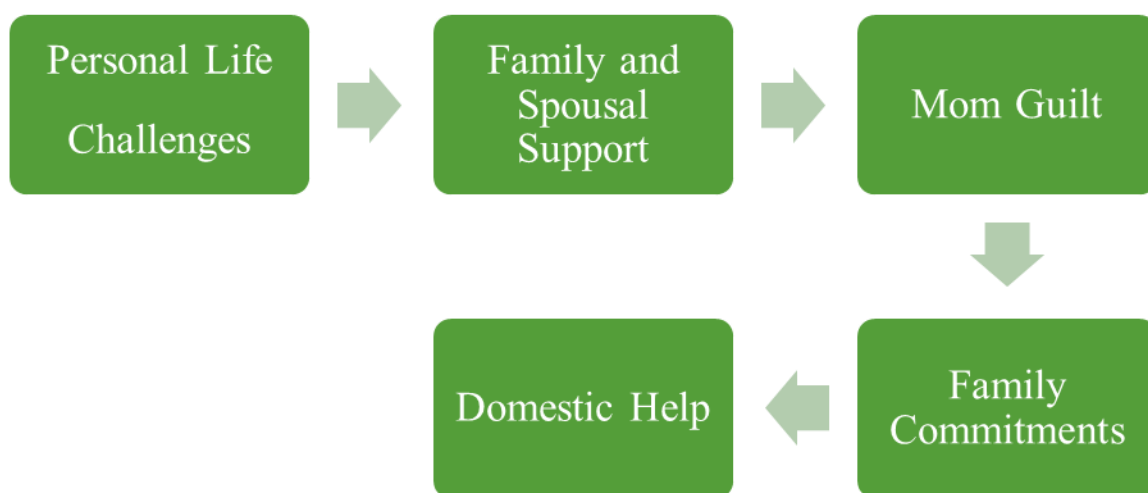


Figure 3.1: Personal Life Challenges

This figure portrays the most commonly mentioned personal life challenges that almost every participant experienced in their daily lives. All participants strongly asserted that and gave credit to their spouses and family, especially in laws for showing utmost support not only emotionally but also by helping them in taking care and assisting the needs of their children while they were away from homes. Mom guilt, every participant believed is part and parcel of the whole process and is inevitable to feel, however, they have learnt with time and experience on how to deal with it. Domestic help was a supplementary determinant in making work-life balance easier to achieve.

Chapter 4

Discussion

The purpose of this qualitative study was to explore the challenges and issues young working women explore on their daily basis; what strategies they use to achieve the work-life balance and the motivating and driving factors that keep them encouraged to overcome those challenges on a daily basis and practice their professions in the medical sector where a significant percentage of married women quit the workforce in the Pakistani context. The findings reveal that if given a healthy environment, having a strong spousal and family support, the percentage of working women in medical sectors quitting would reduce to a great number. It adds to the previous literature about how Pakistani young working mothers in different professional sectors view work-life balance and their coping strategies and motivating drivers.

Working women also reported that they face a disproportionate balance between childcare responsibilities and domestic work and are expected to take care of house chores on days that are off which results in the deterioration of their physical and mental health. The socio-cultural norms of Pakistan are very different from the western norms and where they are being encouraged and are supported throughout their careers and education, they also feel like they are sometimes let down because of the unrealistic and unfair expectations associated with them and organizations have good work-life balance policies, child care facilities, flexible working hours whereas in Pakistan, the child care is prime responsibility of the woman herself who also has to be work on full-time and considering the sensitive and vulnerable nature of the profession medicine is; one mistake can cause grave consequences, providing no facility on the behalf of the organization is unfair and inconsiderate on so many levels. Additionally, it would also be helpful and a source of great relief and support for working mothers in the medical sector to be considerate towards the flexible working hours

of especially new mothers and setting up a day-care center with professional nannies and babysitters hired so mothers can check on them during their jobs and be relieved at the same time that there are in good hands. Moreover, participants also reported that gender discrimination also exists in working sectors, where the supervisors and colleagues that encourage young working mothers and are considerate towards their situations and try to make their lives as easy as they can but then it was also reported that supervisors would deprive working women of the opportunities to practice because they believed that they would exit the workforce after childbirth and are just wasting resources of the hospital. Also, participants suggested that flexible working hours and additional holidays can be of great help so a woman can keep up with both the roles of being a mother and a doctor.

Pakistan is an Islamic country where women are expected to stay at home and take care of the needs of their children and husbands and in laws as well if living in a joint family system and in order to work and make a career for themselves, they have to adopt several numbers of coping strategies to manage this balance. Women living in joint family systems, rely strongly on their parents and in-laws and credit parental supports as the safest and most reliable choice for child care. This social and family system of compassion behaviors makes the support system of Pakistan distinctive from other societies. This is in line with the study conducted Rehman & Roomi (2012). The results also suggested that participants would prefer and rely on their friends belonging to the same field because they can better understand and relate to the problems and challenges faced of one another along with the guilt of not giving proper time to their children and upon asking how they dealt with the mother guilt; respondents addressed that they practiced self-talk and would give themselves the credit for what they are trying to do while a participant also said that they tried taking this guilt as positively because it makes their relationship more beautiful and stronger with their children. A prominent coping strategy that emerged from this study was making a priority list and

ordering the tasks and goals to be achieved in a day in both work and life domains in order of importance.

The major challenges that emerged from the analysis of data is the transition between a mother and doctor and sometimes it can be more difficult than rest of times especially when participant dealt with a sensitive case and would be worried and thinking about them even when spending time with kids which would affect the quality and already so little time they spend with their children while another participant reported was to manage her time because she had no domestic help as her mother in law condemned of it and had to do all the household chores on her own such as cleaning, cooking, washing and taking care of her baby once she was back from her work.

Conclusion

This study aimed at exploring the work-life balance perceptions, challenges that young working mothers faced on daily basis, the motivating factors that encouraged them to keep up with their work and in what ways can the organizations or hospitals they are working in can make their work life easy. Participants defined work life balance as the ability to their best potential to manage both personal and professional lives and being satisfied and contended with their efforts and with being okay that with the minor ups and downs happen.

The coping strategies that emerged as making a priority list, talking to friends belonging to the same profession, venting out and discussing with husbands, family support, spending some time along from work and baby. The driving factors that result showed were that natures of the participants that would not allow them to sit at home and sitting at home felt like they are wasting their time and potential, also its their passion and love for their job that drives them to rise above the challenges and continue to work. A participant also responded that even though they are financially stable and her husband doesn't require her to

work and earn for herself but the growing inflation in the country is concerning which is also why they opt to go for work. Participants also revealed that the outcome of their work is extremely rewarding and it's when they are not working, they feel depressed, exhausted, idle and start questioning their worth and self-esteem and their work was a mean to their mental stability, relief and enjoyment.

Participants also suggested that there is a dire need of good, professional and reliable day care systems within hospitals where they can leave their children and check on them even during working hours and can trust the nannies and babysitters that their children are in good hands. Apart from that, flexible working hours, a bit of consideration and additional holidays would also be of great help and could benefit the working mothers at great levels.

This study also attempts to fill the gap of Pakistani working mothers, their work life perceptions, their coping strategies, their motivational drivers in medical sectors that hasn't been studied before. It would also contribute from an Islamic cultural perspective to work-life balance literature of working women.

Strengths

This study is unique in its nature in a way that there is little or no information or qualitative research study available on young working women and the challenges they experience in achieving their work-life balance in medical sectors; women who are working out of their choice. Also, there are researches available that addresses the coping strategies that working women apply to achieve that balance and the innumerable reasons explaining why women have to exit or quit their work after their marriages and childbirth but there is very scarce information available on what are the motivating or driving factors that encourages these young, passionate women to overcome these challenges and continue to go to work in spite of all the challenges and conundrums they face on a regular basis.

Limitations

The biggest limitation of this study is that it is based on only four participants from a geographical location (Lahore and Faisalabad) of Pakistan. Conducting a study with larger sample from extensive and far stretched geographic areas of Pakistan can yield more information regarding the challenges, coping strategies and motivational drivers of working women in medical sectors. Validity is limited and interpretations of interviews of the responses can be contaminated by the researcher's bias.

Recommendations

This study can be conducted on more participants belonging from not only different geographic areas but working women belonging from different walks of life and professions who choose to work as a result of pure passion for their job and the motivating factors behind that. This study can also extend by including male participants into the sample to compare their experiences with women which might give an interesting insight on the gender issue in balancing work and family and do men try as hard as women in maintaining that balance.

Research Implications

The research implications of this study will be that it will serve as a motivational tool and guidance for the current employed working mothers belonging to all fields as well as for the coming generations on how they can overcome their challenges of handling and managing their professional and personal lives side by side, what coping mechanisms they can use when things get really challenging. This research study will also help to inspire those women who want to pursue their dreams and goals, learn from the experiences of other women and try to untap their potential and talents that they are bestowed with. More the women pursue their respective careers, more will our economic sector become stronger,

women of our society and country will become more financially independent making them stronger and confident.

Clinical Implications

Clinical implications of this study will be that it will help to enhance and improve the mental health of working mothers or even homemakers for that matter of fact as one of the main objectives of this study was to explore the coping strategies or mechanisms that women use to cope with their stresses, exhaustion and burdens and how do they deal with their routine stresses and exhaustion in a better and more healthy way. Even though this study was confined and limited to young female doctors but women irrespective of their marital status, their nature of job, their age can relate and learn different skills.

Suggestions

Based on this research study the following suggestions can be made:

- Hospitals should set up and arrange day care systems for working women with professionally hired babysitters and nannies
- Hospitals should provide additional holidays and flexible working hours for working young mothers.
- Coping strategies such as self-talk, scheduling and prioritizing tasks, spiritual reliance can be practiced to manage daily stresses in a healthier way.
- Families including in-laws and husbands should be applauded and appreciated for showing courage and overcoming the societal and cultural norms of still believing that women should stay at home; these men should be highlighted on media so families who refuse and condemn the working of mothers could gain some encouragement and might help in changing the way they think.

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APPENDIX A

Interview Guide

Research Questions

5. What challenges are working mothers from medical settings experiencing in accomplishing work-life balance?
6. What are the driving and motivating factors that keeps working women driven to their work?
7. Which coping strategies or skills do they use to cope with their routine stresses?
8. How can organizations or hospitals help in making this balance a little easier to achieve or maintain for working women?

Introductory Questions

- What is your age?
- How many children do you have and their ages?
- Where are you working?
- What is your field of specialization?
- Are you living in a joint family system or nuclear?
- How long have you been working for?

Opening Questions

- Give an account of your educational and work background?
- Have you been working out of your own choice?
- How would you define work and life balance?
- Give an insight of your daily routine
- What are your average working hours?

Key Questions

- How supportive is your husband?
- Do your family/in laws support you? In what ways?
- Do you have any domestic help?
- What is the most significant challenge that you have to face on day-to-day basis?
- Maintaining this balance can be quite challenging in itself. Has this impacted your physical and mental health?
- What have been your driving factors to in accomplishing this balance?
- What coping strategies do you use to maintain this balance or when this balance gets disturbed?
- How is your work environment like?

Probing Questions

- Mom-guilt is a very common phenomenon experienced by working mothers. Have you ever felt it?
- What are your views on gender-based discrimination and or workplace sexual harassment in workplaces? Have you ever been a part of such an encounter?
- Does your organization have any policies or services regarding making this work life balance easier for mothers especially?
- How contented and satisfied are you with your struggle to accomplish this balance?

Closing Questions

- What do you suggest how can organizations make for their female employees easier to achieve this work life balance?

- Anything that you would like to change about your life in context to making these challenges easier to overcome?

APPENDIX B

Transcription

Participant I:

Duration: 44 minutes

Interviewer: Assalam o Alaikum baji, kya haal hai?

Interviewee: Wa Alaikum Asalam, mein theek hu ap sunao?

Interviewer: Allah ka shukar, sou gaye bachay?

Interviewee: han jee sou gaye hain, sorry itna late hou gya hai. Bachay jaag rahay hotay toh sakoon se baat na karne dete.

Interviewer (laughingly): I can imagine lekin koi baat nehi, its completely alright, thank you for taking out the time, idea hai kitna hectic schedule hai apka so this really means a lot.

Interviewee: nehi nehi, koi baat nehi hai.

Interviewer: acha baji mein na Kinnaird se Applied Psychology kar rahi hu toh mera project hai qualitative ka jis mein basically mein working mothers hain jo medical settings se belong karti hain aur unke jo work-life balance hai usske challenges explore karna chah rahi hu toh iss silsilay mein meine apko approach kiya kyunke I knew ap kaam kar rahi hain aur Salar ka toh mujhe pta hai lekin ab shayad aik aur baita hou gya hai.

Interviewee: haan, Ibrahim jo Salar se daidh saal chota hai.

Interviewer: acha interview conduct karne se pehle mein apko inform karna chahti hu kay yeh audio record kar rahi hu as an ethical consideration follow kar rahi hu aur jaisay yeh project ki submission hou jayega toh yeh bhi delete kar du gi.

Interviewee: haan theek hai koi masla nehi.

Interviewer: apki age kya hai?

Interviewee: age meri 34 hai.

Interviewer: educational background kya hai apka?

Interviewee: bachelors meine kiya tha Faisalabad say, Madinah University se 2013 mein nehi 2012 mein aur '13 mein meine apni house job complete ki aur phir meri shadi hou gayi hai '13 kay end mein.

Interviewer: apki shadi ko kitni dair hou gayi hai?

Interviewee: 8 saal hou gaye hain taqreeban.

Interviewer: toh shadi kay foran baad kaam shuru kiya tha?

Interviewee: shadi kay aik saal thak taqreeban break liya tha aur phir meine kaam shuru kiya tha. Meine Jinnah Hospital mein kaam kiya for 2-2.5 years usske baad meine thoda sa break liya tha kyunke mein preparation kar rahi thi Dubai kay health authority kay liye phir test pass kar ke Dubai gayi wahan kuch arsa kaam kiya aur phir wapas aa gayi.

Interviewer: shadi kay baad jo apne kaam kiya tha who ap apni marzi se kar rahi thi ya kisi aur waja se jaisay financial halaat thode kamzor thay?

Interviewee: nehi nehi, mein apni marzi se kar rahhi thi kyunke zahir si baat hai itna parha tha toh zaya toh nehi karna tha na toh husband ki taraf se pressure nehi tha kay kaam karo ya ghar baitho bas apni marzi karo.

Interviewer: family style kya hai apka?

Interviewee: han jee

Interviewer: toh in laws kitne supportive thay?

Interviewee: who bhi kaafi supportive hain balkay jab Salar hua tha thab mein house job kar rahi thi aur practice kar rahi thi toh peeche se Salar ko kaafi dekha and she took care of him.

Interviewer: apkay joint family mein hai kon?

Interviewee: meri mother-in-law hain, upper walay portion mein Bhabhi hain matlab jhetani aur unki family. Husband mere bahar hotay hain Bahrain mein. Pehle ikhate hota tha lekin ab who alag hou gayi hain upper.

Interviewer: ages kya hain apkay bachon ki?

Interviewee: Salar 5 saal ka hai aur Ibrahim 3 saal ka hai.

Interviewer: work background apka kya hai?

Interviewee: acha jab mein Dubai se wapas aayi thi thab meine aik saal DHA mein kaam kiya tha ya daidh saal shayad phir meine break liya tha kyunke covid aa gya tha toh meine resign de diya tha kyunke mere husband bahar thay aur who concerned thay kaafi kay covid na ley aaoun aur mein khud bhi uncomfortable thi kyunke bachay chotay thay toh unhe kis ne dekhna tha aur yeh na hou kay mein contract kar lu. Phir pichle saal meine kaam kiya tha keh lou meri jhetani kay relative hain aage who Australia hotay hain toh unho ne idhar Saharanpur kay paas gaaon hai wahan trust aik banaya hua hai toh ussko phir meine run kiya tha aur woh abhi start hee kiya tha aur kyunke unhe doctor nehi mil raha tha toh mein available thi toh phir meine wahan trust hospital mein kaam kiya aur wahan bhi aik saal taqreeban kaam kiya aur who bhi mujhe chodne para kyunke Salar ka school tha even though wahan unho ne mujhe residence bhi provide ki hui thi. Abhi 3-4 maah hou gaye hain meine kaam karna choda hua hai.

Interviewer: baji ap kay nazdeek work-life balance kya hota hai?

Interviewee: define mein as such nehi kar sakti lekin it is very difficult to maintain your balance between work and home kyunke bachon ka bhi bohat hota hai, unhe dekhna hota hai unki pareshani like theek hai meri mother-in-law ne bohat support kiya hai, unho ne dekha

Salar ko aur mere husband bhi bohat supportive hai aur aisa time bhi hota tha jab husband bhi dekh lete thay lekin at the end maa toh mein hu pareshani toh hoti hai, thakay haray kaam se aate ghar, bachon ko dekhna phir unke ilawa ghar kay kaam dekhna, yeh sara kuch toh obviously difficult toh hou jata hai lekin shayad Allah ne maa mein kuch rakha hua hai aisi khasoosiyat who badi strong hoti hain sab manage kar leti hain kisi na kisi tarah.

Interviewer: toh apki daily routine kya hoti thi jab kaam karti thi?

Interviewee: subah uthna partha tha around 6:30 toh thab hospital bhi dur tha ghanta lagta tha kam se kam DHA hospital, usske baad tayar hou kar mein chali jati thi, Salar chota tha toh aunty dekh leti thi jo bhi usske khanay peene. Mein wapas aati thi toh 3 baj jatay thay jab day shifts hoti thi kyunke thab evening aur night shifts dono hoti thi phir wapas aa kar bachay dekhna, kitchen ka bhi dekhna, phir bas aisay hee kaam mein. Pehle morning shift toh meri 8 hours ki hoti thi subah 8 bajay se lekar 2 bajay thak phir evening shifts mein bhi yehi hours hotay thay aur phir night mein raat 2 bajay se subah 8 bajay thak hoti thi who zyada difficult lagti thi kyunke din ko toh manage kar letay hou lekin raat ko mushkil lagta tha kyunke phir raat ko 9 bajay pohanchti thi aur phir yeh haal hota tha kay mujhe chedho na lekin obviously Salar ko dekhna hota tha aur yeh bohat ajeeb difficult routine thi lekin chalo hou gya hai manage.

Interviewer: ghar par koi domestic help hai?

Interviewee: domestic help thi, pehle shuru mein Salar kay time par nehi thi, balkay thi Ali tha aik chota bacha tha lekin mostly rahi hui hai help aur yeh Ibrahim ki dafa aik aunty hire ki thi phir aik bachi rakhi thi who bhi achi thi toh domestic help hai usske bina toh shayad impossible hou jata aur phir jab mein trust hospital gayi thi thab meri ami mere sath gayi thi toh who kaafi dekh leti thi bachon ko.

Interviewer: iss sab mein apko sab se bara challenge kya laga tha, sab se mushkil cheez kya lagi thi deal karne mein?

Interviewee (thinking): sab se bada challenge jo mere nazdeek tha ummm lekin personally mujhe cooking bohat buri lagti hai (laughingly) mujhe hota hai jitna dur reh sakti hu rahu, badi majboori se karti hu toh yeh bada mushkil lagta tha kay kaam se aa kar jo kitchen mein ghusne ka kaam tha wo bada zehar lagta tha. Trust hospital mein baday mazazy thay kyunke wahan cook tha aur meri maid bhi thi toh ai aur help bhi thi wahan kaafi help thi toh wahan stress nehi tha bilkul bhi lekin ab jab wapas aa gayi hu toh stress hota hai kaafi kyunke help kay bawajood, khana meine banana hota hai upper se meri ami ne kabhi kitchen mein ghusne nehi diya kay bas parho parho kuch ban jao toh mbbs kay liye waisay hostelise thi toh wahan kya khana banana toh who kabhi mouqa hee nehi mila kay kitchen ka kaam karu aur na practice hui kabhi. Toh roti toh meri saas ne banana sikhaya hai toh majorly mujhe yeh sab se bara challenge laga hai lekin baki toh choti moti baatein hoti rehti hain aur who deal bhi hou jaati hain.

Interviewer: ap kitna satisfied thi ap kay ap yeh balance acha maintain kar rahi hain?

Interviewee: mein bohat satisfied thi kyunke in sab phases mein jitna bhi kaam kiya hai mere ghar walon ne meri ami ne help kiya hai toh bachon ki taraf se mein bohat relieved thi. Yeh hota hai agar ap working woman hou na toh ap ghar nehi baith sakti, aik yeh satisfaction thi ki kay kyunke mein kaam kar rahi hu aur mera survival hee kaam karne se ab kyunke mein pichle kuch maah se kaam par nehi jaa rahi toh mein itna depressed feel kar rahi hu kay why am I sitting home idle aur frustration shuru hou jaati hai kay why am I wasting my time. Ab meine apply kiya hai toh InshAllah next month se shuru hou jani hai toh who alag challenges hou gi. Kaam toh obviously karna hai lekin abhi mujhe yehi lagta hai kay mera time bilkul

waste hou raha hai toh mein satisfied hu kaam karte hue lekin ghar baith kar mein unsatisfied rehti hu.

Interviewer: kabhi ‘mom guilt’ feel hua hai?

Interviewee: haan hoti thi, bilkul hoti thi jab mera doosra baita hua tha thab honestly bohat feel hota tha kyunke thab mother-in-law ne jawab de diya for unknown reason kay bas ab mere sar par daal dena, I don’t know waisay kya issue tha unka phir meine maid rakhi thi aunty si. Unka matlab yeh tha all the time bacha unke paas hota aur thab mujhe thoda hota tha kay pta nehi kya karti hao peeche se kyunke mein wapas aati thi toh diaper waisay parra hona aur phir mein dant thi kay diaper kyun nehi change kiya sara din aur yeh kay feeder peeche se pilaya kay nehi toh iss kisam ke issues hotay thay toh thab bohat guilty feel karti thi.

Interviewer: phir ap ne kaisay deal kiya iss situation sath?

Interviewee (laughingly): thab Allah ka shukar hai mein ghar baith gayi corona ki waja se, mere liye toh covid blessing in disguise tha aur phir ghar baith kar bachay palay lekin thab bhi mein depressed bohat thi aur bohat pareshani thi, koi 7-8 maah ka time period tha aur Umer bhi yahan nehi thay. Working women kay liye ghar baithna bara azab hota hai kasam se na poocho. Toh bas iss period kay baad mujhe trust hospital mein kaam mil gaya toh thab bachon ki nani paas aa gayi toh sath aik bachi thi jo bohat help karti thi bohat achi thi bara acha khiyal rakha ussne Salar aur Ibrahim ka aur phir sakoon aa gya.

Interviewer: jab yeh frustration kay peaks aate thay toh quit karne ka sochti thi ya therapy lene ka socha?

Interviewee: haan yeh toh bohat socha tha, therapy bohat dafa meine consider ki thi lekin Allhamdulillah doston ka group bohat acha hai jinke sath bachelors kiya tha toh WhatsApp par group hai hum teen doston ka toh toh zyada thar mein unke aage vent out kar leti hu aur

saari problems hum aik doosre se share kar lete hain aur jab bhi psychiatrist ka sochti hu toh who kehte hain koi zaroorat nehi hai, hum hain humse share kar liya karo toh har baat phir hum aik doosre se kar lete hain toh frustration bhi kam hou jaati hai. Itne halaat bure nehi hue kabhi kay psychiatrist ki zaroorat paray aur agar hue bhi toh bas yehi tha kay chaltay jao.

Interviewer: toh baji kis cheez ne apko itna motivated rakha hua apko yeh drive kahan se milti hai?

Interviewee: bas pta nehi career-oriented thi mein aur yeh kay bachon kay liye karna hai. Aur yeh bhi kay meri waldah ne mujhe bohat mehnat se parhaya hai kyunke mere waalid ki death hou gayi thi when I was in 8th grade and my mother is a teacher aur hum 3 behanein hain aur mein sab se bari hu toh mere par bohat pressure tha kay bas parhana hai aur meri beti ne doctor ban'na hai toh meri maa ne mujhe bohat mushkil se parhaya hai toh yeh bhi hota hai kay ami ne itni mehnat kar ke parhaya toh who ghar baith kar zaya kar du toh who sense nehi lagti mujhe. Waisay bhi jab adaat hou jaye toh ghar baithna bara mushkil lagta hai?

Interviewer: spousal support kitni hai?

Interviewee: husband bohat achay hain bohat supportive hain, unka kehna hai kaam kanra hai toh bhi theek hai nehi karna toh bhi theek hai jaisay theek lagta hai tumhe balkay kehte hain mein chahta hu tum bohat achi doctor bano aur wohi kehte thay kay please training kar lou aur abhi bhi who kaafi keh rahay hain kay training finish karo jo mujhe bara azab lagta hai kyunke bara mushkil hai aur who bhi bachon sath toh who kehte hain nehi tum apply karo, mein aa jaoun ga wapas hum mil kar kar lein ge maid bhi hai, mein bhi aa jaoun ga toh ab himmat ki hai June/July mein session start hona hai InshAllah.

Interviewer: toh baji kabhi kisi ne apko comment kiya hai extended family jaisay koi conservative member hou family mein?

Interviewee: haan aisay log exist toh karte hain lekin shayad kyunke mera profession aisa hai kyunke yeh aik bada sacred profession samjha jata hai female's kay liye toh koi itna judgmental nehi hua kay kaam kyun kar rahi hou toh shayad who edge mil gya hai mujhe. Balkay jo meri phuphos hain who bhi supportive rahi hain aur hamesha unho ne appreciate aur encourage kiya hai aur kaha hai kay hamesha parhna hai aur kaam karna hai. Thoda sa yeh bhi tha kay meri family educated rahi hai kay meri ami teacher thi, meri nani principal thi, meri phuphos bhi teacher thi aur meri tayi bhi professor thi aur aage se unke bachay engineers aur doctors hain toh sab ko yehi hota hai kay baita kaam karna hai chahay jitna bhi paisay hain peeche se aur ghar nehi baithna.

Interviewer: that's an interesting approach. Toh apko aisa feel hua hai kay physical health par koi affect hota hai iss sab mushkilon se?

Interviewee (laughingly): mujhe migraines aur headaches aur anxiety thab hoti hai jab mein ghar baithi hoti hu, jab kaam karti hu thab nehi hota literally balkay kaam karte hue mujhe yaad hai kya kya multivitamins lene aur hair care aur skin care bhi badi karni lekin ghar mein reh kar mein bilkul tawajo nehi deti khud ko bas ajeeb anxiety frustration mein rehti hu kay khud ka khiyal karna ka dil nehi karta. Aur compare bhi karu toh ab meri backache zyada hai, yakeen karo when I was pregnant with Ibrahim aur last day jab meine resignation de diya balkay sorry maternity leave start karni hai toh iss had thak mein gayi kay akhri jo meri date thi who itni qareeb thi kay akhri din kaam par mere 2 din baad Ibrahim hou gya, literally aur mein travel karti thi aik ghanta subah jati thi aur sham jati thi.

Interviewer: khud travel karti thi?

Interviewee: haan kabhi khud bhi kar leti thi lekin zyada meri friend hee pick and drop ki service deti thi. Bas Allah ne himmat de hi di thi.

Interviewer: toh aisa feel hota tha kay ap apni family commitments aur usske liye time nehi nikalta tha? Work preference thi ya family preference?

Interviewee: haan aisa hota tha lekin yeh zyada duties par depend karta hai kay agar morning duty thi aur event sham ko tha toh mein chali jati thi kyunke mein khud social hu aur acha lagta hai lekin agar duty hai toh evening shift hai toh phir mein family commitment par comprises kar leti thi toh who skip kar leti thi because of the job lekin I am very social koi aisa event hou toh mein pohanch jaati hu.

Interviewer: koi techniques ya strategy jo ap suggest kar sakti hain to maintain this balance, koi aisa practice jo ap use karti hu to keep yourself motivated jo ap apply karti hain?

Interviewee: Yaar mein apnay husband se share kar leti hu aur thodi nok jhok hou gayi phir who samjhate hain waisay toh he is a good therapist kay mein agar kisi problem mein hoti hu toh who baday achay se samjhate hain mujhe aur samjh bhi jatay hain aur isske ilawa mera social circle, meri friends aur literally aik humara keh lou aisa group hai jis mein hum 3 log hain kay hum apni life ki har baat share karti hain aur phir mashwary mil jatay hain, himmat mil jaati hai, haan kay matlab who zyada acha understand karti hain aur dost jo hain who family members se zyada acha se samjhate hain kyunke who bhi milte julte conditions hain aur same hee problems hain aur difficulties hain toh who relate kar sakte hain zyada achay say.

Interviewer: ab mein work environment kay baray jan'na chahu gi kay woh kaisa environment hai?

Interviewee: work environment kuch jagon par toxic bhi raha aur kuch jagon par bohat acha.

Interviewer: toxic kis sense mein?

Interviewee: jaisay DHA hospital mein kaam kiya Faisalabad mein kay male dominance thi, unho ne apni convenience kay according duties deni morning evening aur night kay, jo females hoti thi jaisay unki wives thi jo wahin par kaam karti thi unki night laga dena lekin night par bulana na aur attendance laga deni aur sari raat bulana na kay bas peeche staff ne kaam kar diya aur bas jee hou gya. Toh bas iss cheez se humein chirr hoti thi kay bhai hum pagal hain kay itna kaam karein

Interviewer: complain nehi karte thay?

Interviewee: kis kay aage karte thay, sab mile hotay hain aur who sunte hee nehi thay toh kya fayda hona tha bhala?

Interviewer: yeh toh badi ziadati hai bhai.

Interviewee: haan toh aur kya lekin isske ilawa work environment friendly tha, acha tha, Allhamdulillah. Dubai mein jo kaam kiya tha who bhi acha tha, overall aik pleasant experience raha hai mera, wahan toh bohat hee acha raha hai aur doctors ko bohat izzat di jaati hai, mahan hai kay bas jo inho ne kaha hai wohi hona hai. Yahan Pakistan mein toubah halaat kharab hain, yahan yeh worth nehi rahi doctors ki, badi patients insult karte hain humare. Yahan aisay patients dekhe kay humari badtameezi aur insult karte thay lekin Dubai mein aisi jurat nehi hoti.

Interviewer: isski kya waja isske peeche?

Interviewee: meine na aik jaga tehsil mein bhi kaam kiya hai toh wahan log jahil bhi thay, tameez nehi thi aur kuch logon ki anaa bohat unchi hoti thi jaisay aik dafa kya hua tha kay bohat rush tha aik patient ayaa, mere sath aik colleague thu toh unhe kisi ne kaha kay humara bp check kar lein, toh colleague ne blood pressure check kiya aur sath medicine di kyunke high thaaur at least 40 minutes wait karein aur usske baad phir urine aayega toh phir dekhein ge. Acha ab usske exact 10 minutes baad wapas aa gaye aur rush bohat zyada tha aur kehte ka

bp check karein aur colleague ne kaha kay abhi baithein kay abhi toh meine bp check kiya hai aur abhi toh bp neeche nehi ayaa hou ga toh patient ne badi badtameezi shuru kar di kay ap hoti kon hain, yeh ap kay baap ka hospital nehi hai, ap samjhti kya hain khud ko toh who abda ajeeb fuss aur badmazgi paida hou gayi phir mein beech mein aayi aur meine kaha chalein dafa karein, chodo, tum lado na, colleague bhi zid mein aa gayi kay bas theek hai jao yahan aur kabhi na anaa toh aisay hou jata hai, badtameez aur jahil logon ko bhi dekhna parta hai. There are different types of people aur unhe differently deal karna hota hai lekin yeh badtameezi meine Dubai mein kabhi nehi dekhi, who bohat respect karte hain.

Interviewer: harassment ka kabhi experience hua hou ap kay sath chahay baday chotay level ya minor tareeqe se hua hou?

Interviewee: as such harassment toh nehi keh saktay but mardon ki duniya hai toh apna ap toh dikhayein ge aate jatay chotay motay toh hou hee jaaty hain lekin baday level par bhi nehi.

Interviewer: chotay motay mein kya ataa hai?

Interviewee: sochna paday ga kyunke dekho waisay toh colleagues baday cooperative hotay hain, usually gender ki cheez nehi lekar aate lekin males phir apna ap dikhate hain toh pta nehi shayad hum immune hou gaye hain jaisay OT mein khaday hain toh fazool comments pass karna yaa baatein shuru kar dena ya kisi ko embarrass karne lekin wahan par stand lena parta hai khud kay liye khamosh nehi rehna chahiye.

Interviewer: ap kay sath lekin yeh experience nehi hua kabhi?

Interviewee: nehi, mere sath nehi hua.

Interviewer: acha baji, ap kay hospital ne koi support ya leniency kisi hawalay se show ki thi?

Interviewee: nehi, not really. Salar kay baad jab meine kaam kiya tha toh koi aisi favor nehi di gayi thi even pregnant thi jab Ibrahim sath toh koi aisi leniency nehi show ki gayi, haan, shayad aik dou dafa yeh hua tha jab mein last trimester mein thi toh uss mein yeh duties ka hua tha kay mein nehi aa sakti thi, night nehi kar sakti hoti thi balkay morning nehi kar sakti thi aur night duties di thi two months toh meri duties mere se pooch kar rakhi thi lekin end par jab meine resign diya tha toh thoda corona issue bhi tha lekin majorly meri jo duties dete thay unke sath ann ban hou gayi thi kyunke Ibrahim ko mein breast feed karti thi toh kuch nights aisi thi kay use sath lekar jana parta tha kyunke meri duties mere according nehi rakh rahay thay mere bachay kay according kyunke din mein toh chalo kuch manage kar lou lekin raat ko mushkil hou jata tha kay kisay dey kar jaati thi aur maid bhi nehi thi.

Interviewer: toh hospital mein kon dekhtha tha?

Interviewee: hospital mein bohat mushkil hui thi, colleague's kay sath hours divide karti thi kay itne hours ap kaam kar lein aur itne hours mein.

Interviewer: toh day care ki facility nehi thi?

Interviewee: nehi daycare facility nehi thi, lekin phir aik staff thi who aik dou ghante baith jaati thi phir usska bhi obviously apna ghar aur duty hoti thi lekin phir bhi help kar leti thi meri. Phir issi liye thang aa kar mein resign kar diya kyunke Ibrahim bohat disturb hou raha tha.

Interviewer: apko kya lagta hai yeh working situations kaisay behtar ki jaa sakti hain? Koi recommendations agar dey sakti toh kya hou sakti hain who?

Interviewee: yaar day care ki facility honi chahiye jo baday hospitals mein available hain lekin phir bhi acha arrangement nehi hai unka. Daycare hee de dein badi baat hai isske ilawa thoda sa flexible hours denay chahiye aur duties zara mothers ki convenience kay according deni chahoye baki doctors ki struggles chalti rehti hain kyunke hum apni marzi se iss

profession mein aaye hain, even though insano wala haal nehi samjhte upper se kehte hain kay inki apni choice hai kay bachon se kaam karte hain. Lekin maternity leave 3 months ki milti hai with pay toh who ayashi mein guzarti hai baki toh bas aisay hee hai, chal raha hai kaam.

Interviewer: acha aisa hota hai kay kabhi kabhi badi frustration hou toh phir who kis par nikaalti hain?

Interviewee: haan, who nikaalti hai aur mostly bachon par nikalti hai aur husband par bhi nikal jaati hai but aik time ayaa tha kay cheekhna shuru hou gayi thi aur maarnay bhi lag gayi thi lekin phir mere husband ne mana kiya aur meri amaa ne bhi sakhti se mana kiya kay khabardar jo hath lagaya toh ab waisay mein behtar hou gayi hu kaafi, sabar aa gya hai aur thodi bardasht aa gayi hain.

Interviewer: isske ilawa baji kuch add karna chahti hain ap kyunke interview ap close hou raha hai toh anything that I'm missing yaa you want to add?

Interviewee: nehi, I think bas yehi kay bas kaam karein aur ghar na baithein, apna potential aur talent waste na karein, excel karein har cheez mein. Auraton ki badi zaroorat hai jo humari economy ka haal hua para hai toh bas yehi.

Interviewer: chalein theek hai baji thank you so much for taking out time for this interview. Honestly, bohat motivating aur inspiring thi apki baatein, Allah apki mushkil asaan karay aur aisay hee himmat diye rakhay.

Interviewee: thank you so much baita.

Participant II:

Duration: 54 minutes

Interviewer: Assalam o Alaikum Api kaisi hain?

Interviewee: Wa Alaikum Asalam, theek hu, ap kaisi hou tarab? Sorry, time hee nehi milta bilkul bhi, mehmaan aa gaye iss waja se late hou gya.

Interviewer: koi masla nehi Api, bilkul koi problem nehi hai. Apki aur aaima ki awaz bari mitlti hai.

Interviewee: apki dost toh Canada gayi hui hai apni moujon mein, usski call aayi hui thi ussne mere se koi haal chaal nehi poocha bas yehi kay Tarab se hui baat hai meine kaha yaar mein kar leti hu usse baat bilkul time nehi laga. Ussne btaya tha mujhe apkay Project kay baray.

Interviewer: haan bilkul, mera na darasal project tha jis ka topic tha challenges jo young working mothers hain na who explore karna chah rahi hu kay who kaisay balance karti hain apna work life balance mein toh iss silsilay mein questioning karni thi aur inform karna tha kay yeh audio record hou raha hai aue jaisay kaam khatam hou gya toh mein delete kar du gi.

Interviewee: chalein theek hou gya

Interviewer: apki age kya hai?

Interviewee: mein abhi 31 years ki hu.

Interviewer: aur apka educational background kya hai?

Interviewee: meine MBBS kiya hai CMH, Lahore se aur first year mein thi jab mera Nikah hou gya tha aur third year mein shadi hou gayi thi, 4th year mein bara baita hua tha Yahya aur final year mein chota baita hua tha Daud aur phir bachelors kay baad meine 6 months ki house job ki thi aur phir chod di thi kyunke bara difficult hou gya tha kyunke night duties thi aur bachay baday chotay thay aur inka apas mein zyada difference nehi tha kyunke Yahya 3 months ka tha jab meine phir se conceive kiya tha toh aik daidh ka saal farq hai dono kay beech mein toh iss waja se house job chod di kyunke bada hectic tha aur phir sath parhai karna who aik task tha. Kaafi struggle kay baad, Nadeem army mein thay toh unki postings hoti rehti thi toh family support bhi nehi itni avail kar paati thi because family apki kahin hoti hai aur postings kahin hoti hai toh Nadeem ki bhi commitments aisi thi kay 15 15 din exercises hoti thi wahan chalay jana toh bachon ko nanny kay paas nehi chod sakte thay toh bachay mein sath hee lekar jati thi dono ko toh ICU mein koi bed khali hota toh wahan night hoti toh bachon ko wahan litha leti thi toh usually duties mein ward lagti thi toh koi na koi kamra mil jata tha khali toh bas aisay hee aur morning mein bhi jab jaati thi toh bachay sath jatay thay aur sath aik hire kiya tha bacha toh who sath hotay thay.

Interviewer: apki family supportive kitni thi apkay in laws?

Interviewee: unhe problem toh as such nehi tha kyunke mein aur Nadeem alag reh rahay thay postings mein toh who Lahore hotay thay aur hum kuch arsaa Bahawalpur thay. Jab MBBS kar rahi thi thab toh Lahore mein hee thi thab meri behan aur ami chalo Yahya ko rakh lete thay all the time aur maids bhi thi jo chota mota kaam kar leti thi toh unki help bhi hou jaati thi. Lahore mein masla nehi tha bas parhai ka tha obviously MBBS ki parhai kaafi tough hoti hai toh babysitting ka issue nehi hota tha kyunke who behan mama mulazmein kar leti thi lekin phir jab Lahore se chali gayi thi aur job shuru kar di thi thab zyada mushkil hou gya tha because wahan help nehi thi aur dekhne wali mein akeli thi, Nadeem free hotay thay toh who bhi bachay rakh lete thay lekin unki bhi commitment apni hoti thi apni zyada.

Bachon ko college bhi ley jaati thi kyunke teachers bhi bara co-operate karte thay aur Yahya chota tha toh class mein hee laith jata tha toh Lahore mein masla nehi tha bana koi.

Interviewer: abhi current kya kaam kar rahi hain?

Interviewee: abhi haan mein kaam kar rahi hu, mein WMO mein officer hu Hafizabad mein hu, jab se Nadeem fout hue toh idhar aa gayi thi, phir saal aik kaam nehi kiya kyunke iddat thi phir jab shadi ki toh ab phir saal hou gya hai kaam shuru kar diya tha kyunke apni mental health kay liye aur distraction kay liye aur sab ne kaha, Nadeem ki family ne bhi kaha kay tum kar lou kaam. Toh yeh naya ghar jo banaya hai Nadeem ka toh who bilkul hospital kay saamne hai toh who humare ghar ka gate aur hospital ka gate bilkul aamne samne hai sirf road cross karni hoti hai toh ab toh koi issue nehi hai kyunke teeno bachay school going hai aur 8-2 who school hotay hain aur mein hospital mein hoti hu aur sath sath ghar supervise kar leti hu toh mulazim aa kar bula leti hai kuch poochna hou, koi patient aa jaye toh ghar se bula lete hain toh ab bohat convenient hou gya hai. Woh kehtay hain na, “after the darkest hour of the night comes the sun,” mushkil kaat kuut kar ab toh shukar hai Allah ka bohat halaat behtar hou gaye hain. Bachay independent hou gaye hain, school going hou gaye hain, koi problem hou toh bta detay hain, dar nehi lagta phir kyunke who complain kar lete hain kay class mein aisa hua, kay maid ne aisa kiya driver ne aisa kiya toh supervision ki zaroorat nehi hoti uss tarah se ulta who apko mashwara dey rahay hotay hain kay mama aisay karna hai aur aisay karna hai.

Interviewer: ap generally define kar sakti hain kay apke liye work-life balance kya hai?

Interviewee: mere khiyal se bachay, matlab utni jitni mehnat ki hoti hai na parhai mein jaisay doctors ya professors hou gaye toh unke liye unkay bachay aur profession equally important hota hai kyunke apna goal achieve karne kay liye apni sari zindagi lagayi hoti hai aur bachpan se lekar jawani thak bas parhai mein guzar dete hain, o ya a levels ya phir

bachelors bhi aur phir parents ki khuwahish hoti aur thab jab apnay shadi aur bachay plan nehi kiye hotay aur jo cheez apnay 20 saal sochi hoti aur waoh aisay in build hoti hai kay meine yeh karna hai toh jab aik dum se apki shadi hoti hau aur bachay hotay hain toh jab who bacha hota hai toh who 20 saal ki motivation aur passion aik hou jaati hai kyunke itna pyar ataa hai uss par itni attention demand karta hai aur bas zindagi ka markaz ban jata hai aur phir apka profession aur bacha equal hou jata hai aur gradually apka bacha apki priority ban jata hai apkay kaam ki nisbat kyunke apko pta hai ussne kaam khud nehi karna, ussne doodh nehi piya toh ussne khud nehi peena who toh masoom hai, he is totally dependent on you. Toh yeh scale thoda change hou jata hai aur bachon ki taraf zyada tilt hou jata hai aur profession thoda peeche reh jata hai. Bachay humari society bhi aisi hai kay aik aurat kay liye apka bacha for example, God forbid nasha karta hai drugs karte hain toh phir chahay ap doctor hain ya jo marzi hai toh society apko failure kay thor par leti hai kay yeh kaisi aurat hai. Jitna bhi grow kar liya hou agar apkay bachon ki tarbiyat achi nehi, established nehi, groomed nehi toh humari society aurat ko hee blame karti hai toh kya fayda isske parhne ka ya doctor honay ka agar bachon ko kuch nehi seekhaya toh who phor society aur deen kay point se maa par bohat zimedari hai, sirf paida nehi karna hota aur tarbiyat karni hoti hai aur yehi essence hai aur sab se important hai. Kal ko apki identity apka profession hoti hai lekin humari society mein oulad identity hoti hai kay who kaisi nikli hai kay agar beti achi nehi hai toh maa achi nehi hai iss tarah toh society blame karti hai. Aur phir doosra bachon kay hawalay say jaisay mere bachay hain kay maa star plus nehi dekhti, kaam karti hain, films nehi dekhti, time pass nehi kar rahi, time waste nehi kar rahi toh unhe pta hai humare ghar ka mahol aisa hai mehnat karne wala toh at times bachay mujhe join kar lete hain hospital mein toh yeh cheez mujhe achi lagti hai, kay mein professional hu aur mere bachay bhi yehi samjhte hain kay parhna hai kaam karna hai aur aurat mard ka aisay difference nehi hai kay humari maa kaam karti hai aur patients respect karti hai, izzat kamati hai paisay kamati hai toh bachay yeh motivation

letay hain. Aksar ghar mein main yeh note kar rahi hoti hu kay bachay proudly bta rahay hotay hain kay humari mama toh kaam karti hain toh who khush hotay hain kay humari mama hospital jaati hain.

Interviewer: yeh baat apki sahi hai kyunke bachpan mein main khud bara impress hoti thi aisi maaoun se jo kaam karti thi, unka aura hee alag hota hai. Acha, Api yeh baat poochni thi kay apki daily routine kya hoti hai?

Interviewee: mera bada unique sa timetable hai kyunke bachay mere hue thay jab mein parh rahi thi toh meine jaldi uthna tha toh 7 bajay uthna tha kyunke 8 bajay class hoti thi, consciously nehi lekin jab mein uth'ti thi tayar hoti thi toh bacha bhi uth jata hai phir usse sath ready karna kyunke ussne sath jana hota tha aur phir zahir si baat hai who aur Ibrahim bhi baad mein 6 bajay subah uth jatay thay lekin phir yeh tha kay routine seedhi karne ke liye kay dopehar ko nap nehi lene deti thi koshish karti thi distract kar lu aur jab nap nehi lete thay toh sham 6 bajay sotay thay. Jab baday hue thoda toh darmiyan wala nap bilkul khatam hou gya aur ab bhi yehi routine hai kay teeno subah uth jatay hain aur sham 6 bajay hee sou jatay hain. Issi liye bhayon ki shadi par bhi nehi thay kyunke sarbhalay sou rahay thay. Ab thoda stretch kar leti hu kay jaisay koi event hai, aur inkay father ki death hou gayi hai toh kahin anaa jana hua toh ab kar leti hu toh 9 bajay thak jaagte bhi rahein toh 6 bajay uth jatay hain aur school going hai jo enough time hota hai unhe khana khilnay ka aur nehlanay ka toh 7:45 thak school chalay jatay hain aur mein phir hospital chali jaati hu aur phir ghar ka kaam aur bas aisay hee ghar se hospital aur hospital se ghar aisay hee hota hai. Mujhe albata time lag jata hai kyunke jab sou jatay hain phir mein apnay zaati kaam kar leti hu, ghar ko dekh liya, ab jo mere husband hain unki sari family idhar hoti hai toh kisi se interact karna hota hai toh who bachon ko sulane jay baad karti hu kyunke jab jaag rahay hotay hain toh mujhe hota hai 100% bachon ko time du. Ab recently meine parhai shuru ki hui thi toh iss time parh bhi leti thi, fall semester liya tha toh freeze karaya hua hai kyunke phir job kay sath hectic tha aur

classes kay liye Lahore jana parta hai aur bachay toh chalo class kay bahar baithe rehte hain, university mein ghoom phir liya toh thab sardi thi toh relatively easy tha cover karna lekin ab garmi bohat zyada hai aur ab polio aur corona ki red campaign shuru hou gayi toh phir iss mein hospital ka kaam zyada hou gya tha. Pehle Saturday ko evening ki class le leti thi lekin ab campaigns shuru hou gayi hain toh who hectic hou jata hai aur mousam ab aisa hou gya hai upper se toh who bada masla ban jata hai.

Interviewer: sab se bara challenge kya laga apko work-life balance ko sath lekar chalne mein?

Interviewee: sab se challenging mujhe laga tha bachon kay sath time spend karna hota hai kay quality time mujhe feel hota hai nehi dey paati kyun ke job kay baad khud bhi exhaust hue hotay, 5-minute dou lekin quality time dou aur ghanta dou lekin uss mein frustration nikalo toh who nehi hona chahiye. Bas yehi challenging lagta tha kay bachon kay liye fully available nehi hou paati chahay thaki hui hu ya jo bhi aur agar job ka stress hai toh ghar kay bahar hee rakhu. Yeh thoda hou jata tha kay patient koi aisa dekha hai jo apko thang kar raha hai toh who aik distraction ban jati hai toh who zara mahol mein ley anaa, Maryam sath khelna hai, Daud ki copy check Yahya ko parhana toh who aik transition challenging lag jata tha aur time consuming bhi doctor se mother se baki toh bachay balkay itne achay hormones release karte hain kay itna relax karte hain aur jab bhi ghar anaa unki baatein sun'na, unke maslay masail sun'na aur who positive feeling hee aati hai.

Interviewer: 'mom guilt' feel hota hai apko?

Interviewee: bilkul feel hota hai aur yeh rehta hai, jab bachon kay sath hotay hain toh thab bhi hota hai kay pta nehi sahi hou raha hai aur aik tarah se yeh positive cheez hai kay yeh relation ko improve karta hai.

Interviewer: kaisay deal karti hain iss feeling sath?

Interviewee: aisay hee positively leti hu aur jab kaam par hoti hu toh bachay yaad aa rahay hotay hain aur yehi soch rahi hoti hu kay jaisay Yahya ko gariyan ka shoq hai usska show room banana hai aur mein zyada focused hu, dihyan bchon mein hota hai aur ghar aa kar zyada achay se attend karte hou aur jab ap sara time 24/7 bachon paas hotay hou toh bachay apko waisay charming nehi lagte phir say who aik mundane kaam lagta hai, who urge nehi rehti kay bachon paas jaoun, unhe galay lagaoun. Ap fed up hou jatay hou, unke ronay dhonay say, mothers cranky hou jaati hain lekin agar ap work kar rahi hou toh ap unke tantrums ko bhi baday positively aur khushi se lete hou. But all the time ghar rehne se ap bother aur frustrate hou jatay hou.

Interviewer: Api kabhi quit karne ka socha hai frustration ki waja say?

Interviewee: yaar quit karne ka socha nehi lekin breaks zaroor le letay hain especially jab bachon ki chutiyan hoti hain jaisay winter aur summer break hou gayi toh meine lazman 15 dino ki break leni hoti hai jaisay bachon ko ab Islamabad lekar jana hai toh aisay ap kaam kay liye bhi recharge hou jatay hou aur bachon sath family trip bhi hota hai toh yehi breaks le leti hu mein lazman. Bchon sath movie dekh li koi unke sath time spend karne kay liye aur kabhi kabhi half day ki chutti bhi le leti hu.

Interviewer: toh kya cheez apko motivated rakhti hai aur yeh drive intact rakhti hai?

Interviewee: meri na shuru se nature iss tarah ki hai kay mein sakoon se reh nehi sakti, mein baith nehi sakti, mujhe bas hota hai kuch na kuch aur kisi na kisi cheez mein involved rakhna hai aur phir as a doctor jab ap patients sath interact karte hain aur jo feedback ataa hai aur jo respect detay hain patients apko aur apko dekhte hain toh who bohat motivating factor hota hai mere liye kay apko lagta hai zindagi mein kisi kay liye behtar lekar aaye hain, kisi mareez ki takleef kam kar di hai toh ghar farigh baithay toh isse compare karo kay zindagi badal rahay hou toh bas mere patients mere liye motivating factor hai.

Interviewer: outcome bohat rewarding hai.

Interviewee: haan exactly yeh words apnay bilkul sahi kahein hain kay outcome bohat rewarding hai iss profession ka, , balkay dua itni dey rahay hotay hain bachon ko aur shayad unki dua se sab manage hou jata hai aur sab kuch worth it lag raha hota hai aur bachon se itna pyar dekh rahay hotay hain aur maa ko dekh rahay hotay hain kay maa ki itni izzat kar rahay hotay hain aur phir bachay bhi maa ki izzat karte hain as compared to maa ghar par baithay Netflix dekh rahi hai aur kuch nehi kar rahay toh bachon ki personality mein bohat farq parr jata hai.

Interviewer: spousal support kitna raha hai?

Interviewee: Nadeem ko koi problem nehi hua balkay unki waja se yahan thak pohanchi hu kyunke jan shadi hui thi unhe bara shoq tha mein apna MBBS complete kar lu, who guilty feel karte thay kay jab mere exams thay aur Yahya tha aur Daud honay wala tha aur unho ne Swat mein guest room mein book kar ke diya tha 3 maah kyunke mein kehti thi bari distraction, parha nehi jata ghar mein anaa jana laga rehta hai toh phir unho ne 3 maah mujhe udhar lekar gaye thay kay final hai profs ka Jahan sirf parhai hoti thi. Yahya chota tha toh maid bhi ley gayi thi aur khana bana banaya mil gya tha, kaprey dhobi par jaa rahay hain aur safai sweeper karta tha toh koi responsibility nehi thi toh Yahya ko bhi bas feed karna hota tha aur baki maid dekhti thi toh khud bhi available thay aur har time unki support thay aur parhai aur kaam humari shadi ka part tha aur aisay hee unho ne easy kiya tha aur koshish karte thay har time bas asani mein lagay hotay thay. Aisay hee jab Maryam hui thi thab meri night shifts hoti thi aur mein Khariyan thi toh 15 din ki exercises kay baad woh jab aaye thay toh hafta aa kar who bachon sath aa kar sotay thay phir who chalay jatay thay aur bight duties thab lagwati thi jab who aate thay to bohat farq parr jata hai.

Interviewer: ap satisfied hain iss balance se?

Interviewee: haan, ab behtar lagta hai sara kay bachay chalo thoday baray hou gaye hain kay mein ghar ko bhi time deti hu aur bachon ko bhi time de deti hu, initially mushkil lagta tha aur rou bhi parrti thi kay mere se nehi hou raha hai sab manage aur fazool choti choti cheezon par issue hou jata tha meri side se kyunke frustrate bohat houti thi aur exhaustion alag hoti thi kyunke na bachay chod sakti thi aur na house job chod sakti thi lekin house job meine bohat bohat breaks lekar ki thi aur taqreeban 3-4 saal mein khatam kiya tha kyunke manage karna mushkil tha aur Nadeem ki postings par bhi depend karta tha. Nadeem kay fout honay par saal poora kaam nehi kiya lekin ab saal hou gya hai march mein join kiya tha last year aur ab Allah ka shukar hai sab kuch in place hou gya hai, kay travelling ka ab masla nehi hai kyunke bilkul ghar kay paas hai. Bachon ka issue nehi hai, who samjhdar hou gaye hain toh uss hawalay se bhi problem nehi hai toh satisfied hu mein.

Interviewer: koi techniques ya strategies suggest kar sakti hain iss balance ko maintain karne kay liye?

Interviewee: strategies toh as such nehi bas yehi self-satisfaction aur faith hona chahiye apnay ap mein aur satisfied hou with whatever you do aur who bohat important hain chahein ap housewife ya homemaker hou aur focus karo and give your 100% in whatever you do and depends on your personal capacity kitni hai aur agar apko lagta hai balance nehi kar pa rahay toh usse chod dena chahiye aue who karo jis par ap ka dil raazi hai, ap mutmayin hou. Toh bas self satisfaction, motivation hai sab se bari aur technique bh yehi hai.

Interviewer: apka work environment kaisa hai?

Interviewee: nehi as such kyunke humara profession aisa hai kyunke mein pehle army related institute se kaam karti thi toh aisa nehi hota tha aur apna zehan hota hai kyunke mera focus patients hee hotay thay aur agar aisi koi politics chal bhi rahi hoti kaam par tog mera dihyan nehi jata tha kyunke mujhe tha kaam kar ke bachon paas jaoun. Aur ab bhi yahan nehi

hota, aik doosre ko encourage hee karre hain aik doosre ko kay family aur kaam ko balance karte hain toh hum bas yehi feel karate hain kay yeh achievement hai kay doosron patient's kay life mein acha impact hai aur bachon ki zindagi mein toh bas who mujhe encourage karti hain aur mein unhe.

Interviewer: gender discrimination kabhi feel hua hao?

Interviewee: nehi, humare profession mein aisa nehi hai kyunke humare profession mein females ko zyada preference di jaati hai yaa preference naa bhi toh equality hai, meine kabhi nehi feel kiya kam se kam, especially gynecology walay field mein females zyada comfortable feel karte hain.

Interviewer: kabhi kisi extended family ne apko koi comment ya judgment pass ki hou?

Interviewee: nehi balkay jab Nadeem fout hue toh mein permanently aonay in laws mein toh 6-7 maahine baad zahir si baat hai log dekh rahay hotay hain toh mujhe mere father-in-law hee lagay unho ne mujhe kaha kay humne na Nadeem ko itni dair hou gayi fout hue aur bachon ko dekh kar yeh nehi lagta kay bachay yateem hain kay tum itna acha manage karte hou. Meri jhetani aur nand kay bachain Aitchison hostel mein hain aur taqreeban humari family kay 12-13 bachay Aitchison mein aur mujhe bhi kehte thay kay daal dou aur meine nehi dalay aur wohi Chachoo ne kaha kay unn maaoun ko zaroorat parti hai khud focus nehi karte lekin tum toh itna tawajo deti hou itna groomed hain toh who lagta nehi hai kay kami hai koi iss tarah se. yeh bas personal effort hoti hai ap jitna bhi put in karein balkay mothers mujhe idealize karti hain kay tumhare bachon aur mere bachon mein bara farq mehsoos hoti hai toh family encourage hee karti hai bas.

Interviewer: this is very inspiring waisay, MashAllah. Acha ap koi suggestions dey sakti hain kay organizational support kaisay asan kar saktay hain working women ki lives.

Interviewee: yaar Lahore CMH mein daycare tha lekin ap bohat zyada trend aa gya hai daycares, jo pehle nehi tha aur phir bhi quality walay daycares ki phir bhi bohat kami hai lekin daycares arrange karna chahiye achi quality walay thakay bachon ko cater karna asaan hou aur bachay neglect na hou kam se kam kaam kay sath. Isske ilawa flexible working hours aur night shifts nehi hona chahiye yaa kam hona chahiye kyunke who bada mushkil hota hai manage karna kyunke 36-48 hours thak who duty chalti hai toh uss condition mein adjust kar lein kay yeh working hours kam hou jayein aur iss haal mein phir ap kaam oar bhi concentrate nehi kar patay sahi say.

Interviewer: kitna satisfied aur contended hain apni life say?

Interviewee: mein bohat khush hu kyunke ab manage kar leti hu aur 100% satisfied hu.

Interviewer: kuch bhi add karna chahti hain yaa anything you want to say?

Interviewee: bas yehi kahu gi kay zindagi mein kabhi under estimate na karein aur yeh na sochein kay bhai mein housewife hu toh kuch nehi hu, ap homemaker hain aur yeh bhi in itself aik bohat bada kaam hai balkay jab ap maa ban jatay hou toh Allah apko itna bless kar deta hai aur itna empower karta hai kay apnay jaan banayi hai toh yeh inki itself aik bohat bari achievement hai aur compare nehi karna chahiye kisi aur aurat se kay who kaam kar rahi hai aue bachay sambhal rahi hai kay who koi superwoman hai balkay ap apnay potential ko acknowledge karein kay apkay andar aisi kya quality hai and focus on yourself. Aur 'me' ka concept bohat important hao, thoda sa time dein khud ko toh zehani thor par grow karte hain aur jo burdens lagte hain unse nikalta hain aur apnay apko bhi quality time dein lazmi thakay ap life kay challenges ko deal karne ki himmat aa jati hai aur bas positive rahein aur bachon ko bhi dikhayein aur bachon ko bhi btayein kay har bacha unique hai jaisay har Khatoon unique hai aur sab ka apna potential hai toh apnay apko under estimate aur undermine naa karein.

Interviewer: thank you Api for taking out time. Bachon ko boahat pyar dena.

Interviewee: koi masla nehi tarab baita. Zaroor, khiyal rakho apna.

Participant III:**Duration: 21 minutes****Interviewer:** Assalam o Alaikum! How are you, Dr Rameeshay?**Interviewee:** Wa Salam, I am great Allhamdulillah

Interviewer: How are your sons doing now?

Interviewee: ahh, they are a little better than before.

Interviewer: Allhamdulillah. Dr Rameeshay I am one of Shanzey's class fellows and I got her number through her. And before conducting the interview, I just want to give a brief introduction of myself. I am a student from Kinnaird, Applied Psychology and 8th semester. I am working on my thesis for which I needed to conduct an interview with you. So, my topic is work-life balance of working mothers belonging from medical settings and ask questions related to how they strike their work life balance, what are the challenges they face on daily basis and what are the driving factors that motivate them to continue their profession regardless of those challenges. Acha, I just needed you to know if you are uncomfortable in answering any question, you can let me know without any hesitation and also, I would be audio recording the interview so its easier later for me to transcribe the data. This is super confidential and will remain only between me and my supervisor. I hope that's not a problem.

Interviewee: No, not at all. Can you hear me? My kids start crying in between.

Interviewer: that's fine. Okay, firstly I would want to know your age?

Interviewee: 32 almost.

Interviewer: and your specialization?

Interviewee: I am working in peds surgery for almost 5 years.

Interviewer: which hospital?

Interviewee: children's hospital.

Interviewer: is that a government hospital?

Interviewee: yes.

Interviewer: how many children do you have?

Interviewee: 2

Interviewer: ages?

Interviewee: one is 2 years old and the other one is 8 months old.

Interviewer: oh MashAllah! Quiet young. How long have you been married for?

Interviewee: 5 years.

Interviewer: for how long have you been practicing for?

Interviewee: ive been practicing since 2017 so six years.

Interviewer: family style?

Interviewee: joint

Interviewer: kon kon?

Interviewee: parents in law, brother-in-law and his wife. My husband kids and me.

Interviewer: okay, perfect. Dr Rameeshay, apna educational background kay baray bta sakti hain?

Interviewee: acha haan, I did my primary school from City School and the O levels from there too and Fsc from Kinnaird and Medical education from Fatima Memorial and then that's it.

Interviewer: and your work background?

Interviewee: I worked in Fatima memorial for a year and then since then ive been working in children's hospital.

Interviewer: are you working completely out of your own choice yaa financial pressures ya some other reason?

Interviewee: no, I started working out of my own choice, I wanted to have experience but now with kids, I want to. Finances I think is a natural reason even though there is no pressure but you want to be financial independent, right? So yeah, you can 90% is because I want work and 10% keh lou because of the finances.

Interviewer: okay, great. I would want to ask how would you define work-life balance generally?

Interviewee (kids screaming): umm, doing everything completely and wholesomely and if one thing is affecting the other and ofcourse there will be days jab who affect bohat obvious hota hai jaisay aj kal because my kids have chicken pox toh I cant go to work but mostly, if you are managing both together, you think you are being a good mom and you are staying sane by going to work toh I think that's very important.

Interviewer: True! Can you give me an insight into your daily routine apart from Ramadan?

Interviewee: acha, I wake up around 6:15 and then I get ready and I wake my husband and kids up. I get my kids ready and I give them breakfast and when they are done with that then I leave for work at 8 and I am in the hospital from 8-3:30 and I come home back home

around 4. I feed my kids and then put them to nap for around 2 hours, phir thab thak mein ghar kay saray kaam kar leti hu. And then they wake up and my husband comes and then its all chai time and play time. Then we have dinner around 9 and then out them to sleep by 10 and I sleep by 12.

Interviewer: Okay, that's sweet. Can you talk about spousal support? How supportive your husband has been throughout this journey and if he has any responsibilities ascribed towards kids?

Interviewee: haan, bachon kay mamlay mein jaisay if he is at home toh he can supervise them while I can do other stuff. He can bottle feed the younger but the older one can be hard. Mera bada baita khana mere se hee khata hai. Baki diaper changing is my job and when I am not around toh its their grandmom.

Interviewer: and what about your family support?

Interviewee: haan unka bas itna hee support hai kay when I am not around toh they take care of the kids when I am work toh I leave my kids with them when I am not at home. Toh jaisay their grandmom feeds them, changes their diapers lekin nihlana meine hee hota hai.

Interviewer: that's nice. And do you have any domestic help?

Interviewee: I have a little girl who is 13 or 14 years old and she helps me and their grandmom like cleaning the mess and toys the kids make but nothing more than that.

Interviewer: Theek hou gya. Dr Rameeshay apkay daily working hours average mein kitne hotay hain?

Interviewee: it can be from 8-10 hours. Mostly from 8-4 ya kabhi kabhar late hota hai depending on patient load.

Interviewer: do you have any leaves off?

Interviewee: only Sundays.

Interviewer : acha, kabhi aisa hua hai kay kaam ki frustration ghar par nikli hou ya vice versa ?

Interviewee (laughingly): bohat dafa, daily basis par tog nehi but bohat hota hai like when I have a very tiring day at work toh if my son is irritating me toh I scold him kay bas kar dou, thang kiya hua hai. Daant par jaati hai. But nothing major. Initially, aisa hota tha jab I gave birth to my elder son toh kaam par gayi thi and it got really challenging dealing with both roles and aksar hospital mein kaam karte hotay hue I had tears in my eyes and exhaustion bohat zyada hou jaati thi but Allhamdulillah overall it was fine.

Interviewer: what would you suggest, what was your most major challenge in achieving your work life balance?

Interviewee (takes time to think): primary caretaker somehow mother hee hoti hai toh stuff like when my kids fall sick and I am forced to take days off because I am supposed to take care of my kids which is why my job suffers aur phir obviously male chauvinism hona hee hai. And I get to hear in the hospital too kay if you wanted to be a doctor toh you have to do this full time and you cant take days off. Toh this is really often and its unfortunate. Like every month I have to take at least two days off because my kids get sick often and because of that when I am sick, I cant rest kyunke who chutti unn par hee already lag jaati hai.

Secondly, working hours can be a bit tiring especially jab nights and evening shifts hoti hain with kids and in laws toh who aik alag masla hai because at night time nobody is willing to take care of your kids.

Interviewer: toh thab kon karta tha?

Interviewee: thab yeh tha kay I would leave them at my mom's mostly. She would take care of them.

Interviewer: has this affected you physically or mentally?

Interviewee: umm, after kids yes; I have to skip meals mostly especially lunch because I have no time and I don't have enough sleep. Meri average sleep duration is 5 hours on average almost daily. Baki, stress eating kaafi hoti hai and that obviously impacts my health especially my weight gain jaisay hospital mein chai par chai pee leni kabhi kabhar biscuits bhi kha lina. Toh you don't have much time to take care of yourself but then you worry kay ab beemar bhi nehi parna kyunke who zyada bada masla hai.

Interviewer: haha, true. Such a struggle waisay!

Interviewee: haan and isske ilawa, there are days jab apki anxiety aur depression apnay pinnacle par chala jata hai.

Interviewee: would you like to talk more about that?

Interviewee (baby cooing at the background): depression in a sense kay obviously clinical depression ki taraf toh nehi magar you start questioning your whole identity and your role because everything is in split, you know? Jaisay hospital mein I am an employee and as soon as I step at home, I am a mom and changing diapers, feeding kids and that's about it. Toh I don't have time for myself, I don't have time to meet my friends, I start questioning my whole personality toh woh aik factor hai. Aur anxiety iss tarah hoti hai kay you are so stimulated throughout the whole day kay by the end of the day who bas kisi na kisi par nikal ataa hai.

Interviewer: apka mostly kis par nikalta hai?

Interviewee: mostly husband par.

Interviewer: that's sweet. Acha, what are the motivating factors that drive you to work regardless of all these challenges?

Interviewee: independence, financial independence. I've never been the one to ask money even though my husband is quiet well off but mein apnay personal expenses khud cover karti hu. And doosra, it gives me a sense of self, a sense of worth. Teesra, I feel like your children will respect you too when they grow older, knowing and seeing that you have done your share of struggles in life. I mean, stay at home mothers also do a lot of work but they get no credit for their efforts and hard work toh I think this way, they might appreciate us for our hard work seeing our contributions and baaki mera line of work bhi aisa hai kay its very rewarding, ut gives you a sense of satisfaction and purposefulness.

Interviewer: that's a very valid point. Have you ever experienced mom guilt?

Interviewee: yes! Everyday. Leaving my kids at home, maybe I could have scolded them less or fed them better or treated them better. Maybe they fell sick because of me because I was careless. Even like I take time eating too toh who bhi guilt hota hai?

Interviewee (laughingly) how do you deal with it then?

Interviewee: I don't know, I just try not to think much about it. You just keep yourself busy in your routine and you move from one thing to next because you can't do much about it. I have to leave them at home, I have to go at my work. What can I possibly do about it?

Interviewer: coming to my next question, (baby crying at the background) if you need time to assist him toh its okay.

Interviewee: no no, its fine. Thank you.

Interviewer: humari society aisi hai kay abhi itna open nehi hue to see women working that too because of their own choice toh have you ever experienced kay apki extended family ya social circle nay koi judgment ya comment pass kiya hou?

Interviewee: haan, its very common and happens very often. Especially, jab night shifts thi toh everybody in in-laws and even my mother-in-law suggested me to take a break and not to work. Your priority should be your children, at least take a break till your kids are school-going. How will you manage everything? Jaisay bemar hou jatay hain toh yehi sun'ne ko milta hai kay haan dihyan heir akh paati zyada, bachon ko chod jaati hai and stuff like that toh bas hota rehta hai on and off, chalta hai.

Interviewer: acha apka abhi bada baita bhi school toh nehi jata hou ga?

Interviewee: no. not yet

Interviewer: acha has this ever happened that aik time par you had to attend a family event and you had to go to work as well happening at the same time?

Interviewee: haan, hou jata hai. Jaisay mere in laws mein its very common to have brunches lekin phir yehi hota hai if I can take a day off toh I do but if I cant toh I cant but it also depends kay if its my family matter toh I miss it but if its in my in-laws toh I try my best kay attend hou hee jaye kisi tarah.

Interviewer: that's sweet! Hows your work environment?

Interviewee: work environment moderate hai.

Interviewer: kis sense mein? Koi experience hua hou?

Interviewee: haan, woh toh basically generally jaisay patients aate hain OPD's mein toh they are blaming you for messing their kids lives up and a lot of male doctors take us for granted. Kay I feel like they perceive us kay yeh bas subah subah tayar hou kar aa jati hain and inhe toh koi kaam nehi karna hota kyunke inki priority toh bchay paalna hai bas. And haftay mein aik adhi dafa aisa scenario ban hee jata hai but I just take a deeo breath and tell myself its fine. You prove your mettle and talent with your hard work. It fine, Janay dou bas.

Interviewer: and gender-based discrimination kabhi experience kiya hou?

Interviewee: haan, very unfortunate but it happens definitely. I won't have much to add except for what I said above. But har kism kay log hotay hain which is disturbing but you just shrug it off.

Interviewer: hmm, acha I am going to ask a very personal question; have you ever experienced work place harassment?

Interviewee: hmm, nehi Allhamdulillah never. Very long ago, shaadi se pehle jaisay koi flirt kar lay, inappropriate compliments daina and they tend to cross the boundaries but you keep them in line by giving them a shut-up call once toh baki sab khud set hou jatay hain.

Interviewer: Hospital ki taraf say koi support hai to make this work life balance easier to achieve?

Interviewee: nopes, nothing, no short leaves, no flexible timings nothing.

Interviewer: how contended are you with this balance?

Interviewee: I think, 1-100 mein se I am 55% satisfied (laughingly) but again its very challenging and also very natural to keep blaming yourself for certain things no matter how good you are balancing it or trying your best.

Interviewer: what ways can you suggest kay ap jis hospital mein kaam kar rahi hain how can they make this balance easier?

Interviewee: daycare hona bohat zaroori hai like my hospital does have a daycare but there is barely any space in the daycare because there are more than 300 working mothers working in the hospital whereas my daycare will only take 16 kids at a time toh there is almost never space. Also, I think working mothers ko pooch lena chahiye kay ap konsi duty karna chahte hain and adjustable hours hona chahiye because its easier for men to show up rather than

men. And if I say that because my kids are sick toh instead of 8 I can come at 10 but I will sit for two more hours lekin aisa nehi hota. Aur kabhi hou ga bhi nehi

Interviewer: Dr Rameeshay, the interview is almost coming to an end toh would you suggest some strategies that using these techniques would help one to achieve a work life balance can be easier? Kuch jo ap personally apply karti hou toh who suggest karna chahein agar?

Interviewee: I think cheezon ko schedule karna beforehand, priority list banana and also having a good communication with your partner. I think that's very important to make them understand and convey them what you are going through and what you expect from them. But scheduling is most important for me, I feel like beforehand apka din completely scheduled hona chahiye kay itnay bajay yeh wala kaam hou jana hai. That keeps my anxiety off too.

Interviewer (baby cooing): okay, thank you Dr the interview has come to an end. Would you like to add anything jo shayad mere se miss hou gya hou ya koi aspect jo meine cover na kiya hou and you would like to mention?

Interviewee: I would just say that society gives very little margin to working mothers and new moms in general and I think they should give more margin kay jaisay agar ghar ganda hai agar bachay ganday hain toh its okay, like its not the end of the world because you know they are juggling with so many things at a time. And also, I think compare nehi karna chahiye stay at home moms ko aur working moms ko kyunke dono kay apmay apnay challenges hain lekin time constraints working moms kay liye bohat zyada hain. Toh phir jab who comparison hota hai kay usska ghar aisa hai aur usske bachay toh aisay hain toh its pretty unfair.

Interviewer: would you want to elaborate on this?

Interviewee: no, was just talking generally.

Interviewer: okay great. Theek hai Dr if there is anything else that I would want to know I would message you on WhatsApp toh ap phir message ka reply kar daina, okay?

Interviewee: okay, sure.

Interviewer: Thank you so much dr rameeshay for taking out time for me. This means so much. Allah Hafiz.

Participant IV:**Duration: 41 minutes**

Interviewer: Assalam o Alaikum. Kya haal hai Dr Saba?

Interviewee: Wa Alaikum Asalam. Allah ka shukar hai, ap sunayein?

Interviewer: Allhamdulillah, mein bhi behtareen. Dr Saba mein interview se pehle apna introduction daina chahu gi.

Interviewee: jee jee

Interviewer: mera naam Tarab hai and I am student at Kinnaird College enrolled in Applied Psychology from 8th semester. I need to conduct interviews for my thesis jis ka topic hai work life balance of working mothers from medical settings toh ussi lehaz se I will be asking questions jaisay unke challenges, unkey coping mechanism. Toh interview start karne se pehle, mein audio recording kar rahi hu thakay baad mein transcription mein asani hou. Toh I hope that's not a problem.

Interviewee: nehi, koi problem nehi hai bas yeh hai kay mera bait ana jaag jaye who soya hua hai abhi.

Interviewer (laughingly): who koi masla nehi hai. Whats your age?

Interviewee: I am 32 years old.

Interviewer: how many kids do you have?

Interviewee: I have 2 kids; a girl and a boy who will be turning 5 in July and the other one will be turning 3 years soon respectively, InshAllah.

Interviewer: MaShAllah apki specialization kya hai?

Interviewee: Peds surgeon hu mein.

Interviewer: Where are you working?

Interviewee: children's hospital

Interviewer: how long have you been practicing for?

Interviewee: it's been 5 years.

Interviewer: 5 years acha great and shadi ko kitn dair hou gayi hai?

Interviewee: shaadi ko 5 saal hou gaye hain MashAllah.

Interviewer: great aur apka family system kya hai?

Interviewee: joint family system hai. Mere saas susar hain, devar hai who is unmarried and then mein mere husband aur bachay.

Interviewer: Dr Saba are you working out of your free will, I hope there are no other reason or any other pressure?

Interviewee: its completely out of my choice, with no pressure at all whatsoever. Zahir si baat hai agar I wanted my knowledge to use and apply this at a better place for the betterment of the society. Ghar baith jana yeh toh apki profession kay sath ziadati hai.

Interviewer: Absolutely.

Interviewee: aur mujhe lagta hai females ko financially independent hona chahiye chahay who professional hou ya nonprofessional hou chahay miyan jitna marzi kamayein lekin yeh apkay self-confidence kay liye bohat zaroori hota hai kay apkay hath mein apkay paisay honay chahiye jise ap apni marzi without any ownership or explanation from anybody else you can spend it.

Interviewer: Absolutely. How long do you work for on average per day?

Interviewee: Filhal I am working for 8 to 10 hours from 8am to 3-4pm yaa zyada bhi hou jata hai.

Interviewer: Can you give me an insight into your daily routine?

Interviewee: I get up at 6am kyunke meri beti school jaati hai. She is in KG. Toh mein ussko tayar karti hu aur khana and lunch bana kar 7Am thak usse rowana karti aur usske baad phir mein apni tayari pakarti hu. Chota baita mera soya hua hota hai kyunke I make sure raat ko mein late thak sulati hu thakay subah late uthay aur humare Janay thak bhi he is sleeping. Apnay husband ki tayari kar leti hu, jaisay unka aur apna nashta bana laina toh usske baad apnay kapray press waghera kar liya toh 8AM mera reaching time. Breakfast kar ke my husband drops me off and he himself is an electrical engineer and he's been working for more than 10 years toh he works from 10 to 5 toh after dropping me off he leaves. Phir mein 3pm balkay ab zaroori nehi kay itnay bajay hee free hou, it depends on number of patients we have to check kyunke apkp pta hai government hospitals mein bohat zyada rush hota hai aur koi aisa nizam nehi hai and we have to check all the patients jo aate hain toh 4 bajay yaa usse zyada late bhi hou jata hai to reach home toh usske baad ghar aate sath bohat bhook lagi hoti hai. Phir koshish hoti hai lunch kar lein jo kabhi hospital mejo bhi hou jata hai magar agar kabhi bohat rush hota hai toh phir beti kay sath hee lunch kar leti hu jab usse khana khilati hu. Dono bachon ko fresh karti hu, khud bhi change kar ke fresh hoti hu, beti ko homework karti hu aur aisay 5-6 baj jatay hain aur namazein sath sath chalti rehti hain. Meri mother-in-law is waisay very cooperative MashAllah, khana shana who bana leti hain. Aur help bhi sath hai side kay kaam phir mein thab kar leti hu. Usske baad phir mere husband aa jatay hain toh unka khana shana daikhna ya chai shaye peeni hou. Usske baad agar koi hospital ka kaam hui toh who kar leti hu jaisay aj kal ab mera thoda aage parhne ka plan ban raha hai toh who cheezein dekh leti hu usski tayari kar leti hu. Phir dinner ka time hou jata hai around 9 toh who tayari kar li aur phir meri koshish hoti hai bachon ko 9.30 thak sula deti hu and unhe

sula kar phir subah ki tayari shuru kar leti hu jaisay kaprey nikaal laina ya poora din schedule karna kay kal kya kya karna hai. Jaisay agar groceries karni hou ya kisi ghar jana hou toh who raat ko hee plan kar laitay hain. Toh bas yehi hai.

Interviewer: MashAllah, badhi achi routine hai. Apka mind kaafi occupied rehta hou ga.

Interviewee: haan bas aisa hee hai, basically yeh bohat hota hai kay agar bachay beemar hou jayein aur agar aik bacha beemar hota hai toh doosra bacha foran beemar hou jata hai aur aj kal ab sab beemar hain ghar mein, sab kay galay kharab hain.

Interviewer: Oho, Allah Paak sehat day jald az jald Ameen. Dr. how would you define work life balance generally?

Interviewee: work life ko define karu gi mein kay aik totally chalti hui cheez hai, aik haphazard toh chali hai hee jaisay apko foran foran next cheezein plan karti hain, you have to be on the go at all times but regardless of that har cheez ko systemized reakhna aur har task ka time hona is equally important aur agar aisa karein get oh hee work life balance hota hai, zindagi settled rehti hai nehi toh bada challenging hou jata hai.

Interviewer: theek hai. How supportive is your husband in all this? And in what ways does he lend your support to you?

Interviewee: Allhamdulillah, mein apnay apko bohat blessed samjhti hu kay mere husband bohat zyada supportive hain. Especially jab bachay infants thay when they need a lot of attention toh who mere sath raaton ko jaagte thay aur din mein sotay thay. And throughout my pregnancies and deliveries, I had his constant support jaisay bachon ko feed karna, if they are crying toh chup karana, pampers change karna and kabhi mujhe kis cheez se mana nehi karta and he makes sure to support me emotionally too. Even in doing home tasks toh he doesn't mind helping me at all. Unhe hesitation nehi hoti.

Interviewer: that is great MashAllah. How is your family support?

Interviewee: MashAllah, family and in laws bhi bohat supportive hain. Jab mein hospital hoti hu toh my mother-in-law takes over my kids, especially mera chota baitay ka sona jaagna khana peena ahr cheez dadi ne karni hai. Even though, aik side help bhi hain jo 10 bajay aa jati hain and then she helps too aur thab jaati hain jab mein ghar aati hu. Meri beti ko pick karna school se drop karna who mere father-in-law karte hain. Bachon ko bahar lekar jana to parks ya stores toh who mere susar karte hain. Mere susar retired hain and meri mother in law who bhi government teacher thi toh they know very well kay working environment kaisa hota hai and kis kisam kay challenges face karnay par saktay hain toh they are very co-operative and they encourage me a lot kay if you want to, toh you should definitely do it. Bohat supportive hain.

Interviewer: Allhamdulillah. Dr aik sawal karna tha pehle but I forgot issi liye ab pooch rahi hu kay ap thoda educational and work background history bta sakti hain.

Interviewee: Starting from my nursery class toh I did that from Crescent School Association till my primary education. Phir I did my Metric from The Educators, Wahadat Road and then Fsc from Lahore College. And medical ki parhai Fatima Jinnah se ki aur phir wahin par kaam kiya hai house job jo hoti hai for two years 2017 thak. I got married during my house job, meri last rotation thi and shaadi kay baad phir meine job hunt shuru kiya tha, I wanted to get a job as soon as possible kyunke bas ghar nehi baithna tha. Different hospitals mein apply kiya toh Children's mein mera hou gya tha aur kyunke mere ghar kay kaafi paas tha 15 minutes ya usse bhi kam time tha. Toh phir thab se wahin par kaam kar rahi hu, its been almost 6 years now. Meine 24 hours waali duty bhi ki hui hain and night shifts bhi ki hain.

Interviewer: Wow MashAllah. Toh apki domestic help bhi hai? Toh who bachon se pehle bhi thi yaa bachon kay baad rakhwayi hain?

Interviewee: woh mere bachon se pehle hee aati thi lekin pehle ghar kay kaam karti thi jo typical kaam hotay hain lekin ab jab se bachay hue hain toh I pay her separately too. Who MashAllah bohat achi hain aur ab who ghar kay kaam bhi kar leti hain aur bachon ko bhi daikh leti hain but its not like kay humne un par zimedari chodi hui hai kay bachon ko hum khud daikhte hain aur manage karte hain, saray kaam hum bachon kay khud karte hain. Aisa nehi hota kay un par chod kar bahar chalaye gaye. Usse toh bas yeh kay kabhi bachon kay kabhi kaprey press karwa liye, lekin khana khilana ya nihlana woh bachon ki dadi ya mein hee karti hu.

Interviewer: great! What is your most significant challenge in all this?

Interviewee: sab se challenging toh yehi lagta hai kay even though apko sab se pehle apni diet dekhni chahiye thakay apko chronic exhaustion na hou lekin nehi hou pata aisa. Apko matlab mentally aur physically strong rehne kay liye, saray challenges ko tackle karne kay liye, routine achi karne kay liye you need to keep a healthy diet which is hard, challenging hou jata hai. Even though its very hard, chal so chal lagi rehti hai, bachon ko daikhna, ghar ka daikhna, kitchen daikhna lekin apnay apko priority daina is very important. Thodi management required hoti hai bas aur jaisay chalo shortcuts thoday istemal kar lou, khana jaisa bach gya hai toh freeze kar lou thakay next time use hou jaye.

Interviewer (laughingly): yeh acha suggestion hai waisay khana freeze karnay wala.

Interviewee: haan toh aur kya.

Interviewer: kabhi aisa feel hua hai kay iss sab ne apko physically ya mentally impact kiya hou?

Interviewee: han jee! Aj kal mein uss era se guzar rahi hu kay mujhe baqaidah sab bohat hectic lag raha hai kyunke mere dono bachay chotay hain aur bas energy low feel hoti hai jaisay aj thoda fever hai, gala kharab hai and I took a leave from hospital toh burdensome

lagna shuru hou jata hai. Lekin yeh hai kay waqt jaisa bhi hou guzar jata hai. It also really depends on the people around you and especially your partner, apki zindagi mein jo doosre log hain unka support bohat matter karta hai and even apka workplace. Jaisay Allhamdulillah hospital ak decorum acha hai, koi leg pulling ya taunt wala koi nehi hai. They deal us with great co-operation, matlab duties toh ab duties hain lekin who consider kartay hain jaisay maternity leave kay ilawa 2 holidays per month allowed hoti hain. Isskay ilawa medical leave alag say hoti hai.

Interviewer: mentally strain kabhi feel hua hai?

Interviewee: haan, depression toh working life ka aik hissa ban jata hai, involuntary hissa. Usse ghabrana nehi chahiye aur banday ko apnay apko khud sambhalna paray ga kyunke koi bhi apko waisay nehi deal kar sakta jaisay khud kar saktay hou. Toh Allah se dua karti hu, namaz parhti hu aur sabar se kaam lina chahiye apko aur therapy bas yehi hoti hai kay neend poori karein, diet achi karein, health issues avoid karein aur time ko effectively manage karein. Kisi cheez ko hurry nehi karti, short tempered nehi hoti hu toh bas phir manage hota hai. Kuch din hotay hain jab depression bohat sever hou jata hai when you feel like quitting too lekin guzar jata hai time by relying on Allah and showing some patience and positivity.

Interviewer: Yeh toh apnay MashAllah bohat achi baat ki hai aur yeh toh sab ko apply karni chahiye in their lives chahay who working women hain ya nehi hain kyunke zindagi waisay hee bohat taiz hou gayi hai kay mother's kay liye tough hou gya hai in general hee. Acha, Dr Saba apkay motivational factors kya hain? Jaisay you mentioned kay sometimes you feel like quitting toh what keeps you motivated?

Interviewee: sab se pehli baat toh yeh hai kay mera profession medical life ki aik addiction hoti hai yakeen janein, kay agar apko khidmat khalq ki adat hou jaye aur mareezon ka jab ap ilaj karte hain aur mareezon kay chahre mein Khushi dekhte hain toh you would want to help

them aur phir humse oath bhi liya jata hai once we are doctor's kay apnay mareezon kay help kay liye zindagi spend karni hai. And naturally, pressure nab hi hou lekin financial independence aik compulsion ban gayi hai considering inflation aur economic halat kitne kharab hain. Phir, my kids motivate me too kay I want a better future and better education for them and I want to work for them aur phir I believe kay working mothers kay bachay zyada groomed hotay hain and are able to manage their time more effectively. Stay at homes mothers zyada frustrated rehti hain, kyunke they have no social circle aur bohat petty issues mein involved rehti hain. Jab ap kaam karte hou toh you don't have the time or the energy to deal with these little issues. A busy life is a happy life.

Interviewer (laughingly): kabhi aisa hua hou kay ghar ki frustration hospital par kisi par nikli hou ya hospital ki frustration ghar par nikli hou?

Interviewee: yeh toh human nature hai kay agar jahan gussa ayaa hou aur wahan na nikla hou toh mood kharab rehta hai. Mein avoid karti hu waisay lekin Zahir si baat hai jab aate haon hospital say toh I am very hungry aur bohat kaam piled hotay hain, bachay cheekh rahay hotay hain unki apni demands hoti hain and sar par aur itnay kaam hotay hain toh mein bas bohat koshish karti hu to keep a control over myself and my emotions especially shuru shuru mein bohat short tempered thi aur gussa beti par nikaal deti thi lekin phir samjh aa gayi kay yeh bohat ghalat baat hai kyunke wohi apki top most priority hee who honay chahiye. Kaam ap apnay liye kar rahay hain apnay bachon par Ehsan nehi kar rahay. Toh deep breathing bohat karti hu, thoda mindset ko change karein toh actions khud badalna shuru hou jatay hain. Patients kay sath albata aisa kabhi nehi hota. Kyunke koi bhi shoq se nehi aata, majboori se nehi ataa and I am a parent myself toh obviously I understand and koshish yehi hoti hai to help them aur unki zaroorat poori ki jaye. Toh apka apna total 100% wahin par daina chahiye. Jab hospital mein hou toh be a doctor and when you are at home toh be a mother.

Interviewer: kabhi mom guilt feel hua hou?

Interviewee: a lot of times. I feel like this part and parcel of this whole process. It is inevitable. Jaisay meri beti kay time par mujhe tha kay beti ko mother feed kaisay karaoun gi kyunke 10-12 hours kaam karne kay doran ap nehi kara saktay aur phir itnay veham kay bachay kaisay hou ge? Thang toh nehi kar rahay hou ge? Lekin ab Allhamdulillah, family ne bohat acha manage kiya hua hai, bojat achi tarbiyat ki hai and sab bohat smooth chal raha hai uss hawalay say. Baby boy toh hai he is very naughty toh who kaafi entertained rakhta hai khud ko. Toh haan guilt hota hai lekin phir ap kya kar saktay hou? Breast pumps phir meine istemal shur kiye kyunke who mujhe bada bother karta tha. Har cheez ka solution hota hai bas thoda daikhna padta hai.

Interviewer: acha Dr kabhi aisa hua hai kay kisi extended family member ya social circle mein se kisi ne kabhi koi judgmental comment pass kiya hou ya negative comment?

Interviewee: nehi, aisa toh kabhi nehi experience hua. Even though, I am the only working woman lekin mein koshish karti hu to help everybody, to be nice with everybody and aik tarah se sab mujhe pasand karte hain. Toh aisa kabhi koi masla nehi hua, Allhamdulillah. Mindset iss family ka aur jis family se mein aayi hu nobody looks down upon working women.

Interviewer: kabhi aisa hua hou koi experience kay jaisay beti ka school function hou ya family ka function hou magar kaam par bhi jana zaroori hou toh what would you do then?

Interviewee: haan yeh aik dafa hua tha kay koi wedding thit oh meine excuse kar diya, bachon ko tayar kiya and unhe bhej diya lekin when it comes to events of my daughter toh who I don't miss. Who phir yeh hota hai short leave le leti hu ya apna cover de deti hu jaisay kisi colleague se keh daina kay meri jaga duty kar lou thodi si.

Interviewer: apka work environment kaisa hai?

Interviewee: work environment bohat healthy hai, Alhamdulillah. Its very positive and healthy. Koi masla kabhi paish nehi aya. Koi fighting ya politics ya aisi leg pulling waali baat hoti hou. Bas chain of commands ko follow karein toh working environment mein acha survival hou jata hai.

Interviewer: kabhi koi gender discrimination kabhi feel ki hou?

Interviewee: nehi, fortunately kyunke I belonged to Fatima Jinnah Hospital toh poori lot girls ki hoti thi oh women power bohat highlighted thi which served as a confidence booster for me kay kabhi neglecton feel nehi hui. Aur yahan aa kar bhi females bhi bohat hain kyunke bachon ki baat toh hai females zyada acha se deal kar leti hain.

Interviewer: kabhi harassment experience kiya hou?

Interviewee: personally, toh kabhi nehi lekin hospital hai toh har kisam kay log aate hain aur pooray mulk se log aate hain toh kuch garma garmi hou jaati hai kabhi kabhar jaisay parents ko gussa aa jata hai ya hyper hou jata hai aur humein bhi aa jata hai lekin who bhi resolve hou jata hai kyunke administration achi hai who aisi cheezein achi handle kar letay hain. Harassment khair kabhi nehi experience hua kyunke apna qibla darust rakhna chahiye aur agar kabhi aisa bhi hou toh apko shut up call de deni chahiye aur security bhi humari achi hai kay har room kay bahar security hai jo daikh baal kar logon ko andar bhajjte hain.

Interviewer: apka hospital kis tarah se new ya young working moms ko kis tarah se facilitate kar sakti hain? Koi suggestion hai apki?

Interviewee: adjustment working hours honsy chahiye awal toh, ap unse pooch lein kay unhe kya hours suit karte hain kyun staff itna hota hai woh manage hou skta hai. Phir, doosra daycare centres lazman hona chahiye. Bas yehi aik dou cheezien hain.

Interviewer: ap kitna contended hain iss balance say?

Interviewee: Allhamdulillah, mein bohat zyada satisfied hu kyunke kabhi koi itna bada masla mere liye bana nehi hai. Har cheez smoothly manage hou hee jaati hai especially agar spousal aur husband support hou toh Allah ka shukar hai I am highly satisfied with this life.

Interviewer: Allah paak mazed asani karay. Koi aisi cheez jo ap change karna chahti hain jise zindagi shayad asan hou jaye mazed?

Interviewee: haan, jaisay mein ab private institute ya apna clinic kholne ka soch rahi hu.

Interviewer: the interview has almost come to an end toh I want to ask is can suggest some techniques aur strategies that you practice in your daily life toh achieve this work life balance?

Interviewee: being a doctor, mein yehi kahu gi kay itna parha hai toh isse zaya na karein isse society kay betterment kay like guzarein. Ap Allah par tawakul rakhein, shadi wahan karayein jo support karein apkay kaam ko aur career ko aur kaam karne se ap apni aik worth banwate hain society mein toh zabardasti nehi but women who want to work they definitely should.

Interviewer: okay theek hai Dr saba thank you so much, iske ilawa mere zehan mein koi sawal aaye toh I will whatsapp you ap phir message kar dijiyega. Iske ilawa ap kuch add karna chahti hain?

Interviewee: nehi baita, I think sab cover hou gya hai achay say.

Interviewer: chalein theek hai. Allah hafiz. Apna bohat khiyal raikhyega.

Interviewee: Allah Hafiz.

APPENDIX C

Plagiarism Report

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