

Women's Employment ♦

- 12.1 It is fact that Islam lays much emphasis upon strengthening family system. In view of this goal it has divided the family responsibilities between male and female. Man is supposed to shoulder the responsibility of earning livelihood for the family while woman (wife) will have to manage the domestic affairs (house hold). This is the ideal division of responsibilities that exists in the Muslim society even today, to a great extent and guarantees the integrity of the family system. So under this system, earning livelihood is the responsibility of men and not women. To force women to earn, when it is not warranted under economic conditions in the name of liberty and progress, is indeed a sort of repression that woman will have to discharge their house hold duty social responsibility and then shares the burden of this sort along with their husband.
- 12.2 The Shariah under general conditions has not made women responsible to earn livelihood for the family but it is allowed to them to earn restricting them within the limits of the Shariah.
- 12.3 The Shariah has not, in principle made women responsible to earn for the maintenance of their family but under certain circumstances they are supposed to shoulder this burden.
- 12.4 Economic activities are permissible to women provided they observe the norms of the Shariah in this respect.
- 12.5 A woman may opt for some domestic business but such activities should not adversely affect the right of her husband and children.
- 12.6 (a) If husband or guardian providing maintenance /subsistence to a woman, she must seek consent of them to go outside the house for job whether distance of the place of work is long or short.
- (b) If a woman goes on duty at night, she should be accompanied by her husband or a close relative.
- 12.7 While going outside to perform their duty, ladies must have regard to the following:
- 1- Permission from husband or the guardian except in the cases where no maintenance is provided by either of the two and she has no option but to go herself for earning.

- 2- She should observe Hijab as enjoined upon by the Shariah.
 - 3- She should not put on attractive dress.
 - 4- She should not use perfume etc.
 - 5- No mixing up with males.
 - 6- No meeting with male strangers in privacy.
 - 7- There should be no neglect in regard to the rights of the husband and children.
- 12.8 Working women should prefer such institutions where only females are on duty. If males are at the helm of affairs in that institutions it should be taken care of that no male offices contacts a female worker in seclusion. If women workers have to interact with the male officers they should ensure that such a meeting is held with women behind pardah /curtain woman workers should not be polite in their talk and no pleasantries with the male officers.
- 12.9 It is not permissible for women to work in an institution where males are their colleagues.
- 12.10 It is not permissible for a woman to stay away from her family permanently. If she has no alternative she should approach a Mufti (Jurist) to seek redressed of her problem.
- 12.11 This seminar demands the government to ban night duty for women, going out to attend the night duty is perilous for her life and feminine dignity and against the social values of our society.
- 12.12 This seminar urges the government educational institutions and welfare organizations, particularly under Muslim administration to establish separate school/colleges for girl students and exclusive hospital for women separate counters should be opened for women in various institutions. So that girls/women can study in a safe and chaste atmosphere. Such an arrangement will ensure more employment opportunities for women.