

Socio-Cultural Factors Affecting Livelihood of Staff Nurses in Lahore, Punjab Pakistan

MUHAMMAD NAFEES¹, MADIHA NAZ¹, FAIZA ANJUM², MUNTAZIR MEHDI³, SAFDER ABBAS⁴, AAMIR IQBAL⁵

¹Lecturer Sociology, Department of Sociology, Riphah International University Faisalabad Campus

²Assistant Prof. of Sociology, National Textile University Faisalabad

³M. Phil Scholar, Department of Sociology, Bahauddin Zakaryia University Multan

⁴PhD Agri. Extension, Institute of Agricultural Extension, Education and Rural Development, University Agriculture Faisalabad

⁵PhD Scholar, Department of Rural Sociology, University of Agriculture Faisalabad

Corresponding author: Dr. Faiza Anjum, Email: faiza@ntu.edu.pk

ABSTRACT

Introduction: The working women in under-developing nations face multiple issues due to their conservative socio-cultural setup. It not only affects the status of women but also hinders regional socio-economic development. Despite being significant contributors to healthcare, nurses are not treated well in society and also at their workplace. The maltreatment adversely affects their livelihood which ultimately affects the efficiency of healthcare.

Objectives: Major objective of the study was to examine the socio-cultural factors affecting the livelihood of staff nurses, and to suggest suitable policy measures to address the issue.

Material and methods: Using a qualitative research approach, this study was conducted in Lahore, the capital of Punjab province, Pakistan. Through multistage sampling, one hundred and fifty staff nurses were conveniently interviewed for data collection using a well structure Interview Schedule. The data collection tool was designed according to the Sustainable Livelihood Framework of DFID. The data were analyzed using descriptive statistics, and multivariate linear regression analysis using Statistical Package for Social Sciences (SPSS) version 21.

Results: The irritating behavior of the patients, coworkers, and relatives, inability to attend social gatherings and harassment were negatively associated with the livelihood of the respondents.

Conclusion: The socio-cultural factors had a negative impact on the livelihood of staff nurses. There is a dire need to make policies to change the attitude of the people towards this profession.

Keywords: Staff Nurses, Socio-cultural factors, livelihood, Lahore

INTRODUCTION

The extreme shortage of nurses was observed in Pakistan by (The World Health Organization) at 1:50,000 nurses to the patient [9]. The problems of nurses in accordance with employment and retention in the region were explored to be associated with a multifaceted blend of organizational culture issues, that comprising disappointing coworker relations [1], the poorer status of the profession, and insufficient rewards [7] negative identity of the profession, and the elevated number of incidences of violence against them [10]. Also due to the conservative socio-cultural setup, the females are less preferred to carry out economic activities rather than expected to accomplish domestic home tasks and are thought to be good wives or mothers after completion of their formal education [8][11]. Even before birth, daughters are less preferred than sons, after birth, the parents prefer to spend more on their sons [6]. Department for International Development (DFID) developed the Sustainable Livelihoods Framework (SLF) which encompasses the activities, assets, and capabilities, comprising both the social resources and materials needed for living. The livelihood is considered sustainable if it is capable of coping with and able to recover from shocks and stress and enhancing or at least maintaining its assets and competencies in present as well as in the future, but not undermining natural resources based [3]. In face of the socio-economic situation of the females in the region, the current study was designed to explore the socio-cultural factors affecting the livelihood of staff nurses in Lahore, Pakistan.

Objectives:

1. To study the socio-cultural and economic attributes of the respondents
2. To find out the effect of socio-cultural factors on the livelihood of the respondents
3. To suggest suitable policy measures in accordance with the conclusion of the study

METHODS

A Quantitative approach was employed to conduct this study among the staff nurses working in the public sector hospitals in the capital of Punjab Province, the Lahore city, in January 2022. Using multistage sampling public sector hospital (General Hospital

Lahore) from all hospitals in Lahore was randomly selected at first. Subsequently, one hundred and fifty staff nurses having at least one-year of working experience were conveniently recruited for data collection using a well-structured interview schedule. The objectives of the research were communicated to the respondents, and their consent was taken before conducting the interviews. The livelihood was measured through a compound variable that was designed according to the SLF of DFID. The data were analyzed using descriptive statistics, and multivariate linear regression analysis using Statistical Package for Social Sciences (SPSS) version 21.

RESULTS

Data in table # 1 establishes that most respondents were between the age of 21 years to 40 years. The Demographic profile also narrates that 60.7 percent of participants were married, and 36.7 percent were single. Regarding family structure, data shows that 63.3 percent of respondents belonged to a joint family, 27.3 from a nuclear family, and 9.3 percent from extended family structures. 71.3 percent of respondents were living in the urban areas compared to 28.7 percent in the rural area. Per month household income of 37.3 percent of respondents was between "Rs.50001 to Rs. 100000", and the family income of 31.4 percent of respondents was up to Rs.50000, also the family income of the same number of respondents was above Rs.100000.

The analysis according to the table above reveals 0.550 scores of standardized coefficient beta which is about the inability of the respondents to attend social gatherings (X_1) which shows the impact of 0.550 units on the livelihood of the respondents as one unit of this variable an increase or decrease. 0.403 scores of X_2 explains the negative impact of a job on the relationships of the respondents with their family members effect of 0.403 units on livelihood when one unit of this variable increases. 0.203 score of X_3 reveals the effect of the irritating behavior of the patients on the livelihood of the respondents. X_4 which represents the impact of the behavior of coworkers on respondents' livelihood shows up to 0.774 units on the livelihood of the respondents. The experience of harassment through X_5 narrates the impact of 0.360 units on the livelihood as to the scores observed during the analysis.

Table-1 Socio-economic attributes of the respondents (n=150)

Socio-economic Characteristics	f	%
Age Group		
21 to 30 Years	54	36.0
31 to 40	55	36.7
41 to 50	27	18.0
51 to 60	14	9.3
Marital Status		
Single	55	36.7
Married	91	60.7
Divorced	3	2.0
Widow	1	0.7
Family structure		

Nuclear	41	27.3
Joint	95	63.3
Extended	14	9.3
Residential Area		
Rural	43	28.7
Urban	107	71.3
Monthly Household income		
Up to Rs. 50,000	47	31.4
Rs. 50,001 to Rs. 100,000	56	37.2
Above Rs. 100,000	47	31.4

The socioeconomic background of the respondents is articulated in the above table.

Table # 2 Multiple Linear Regression Analysis

Sr #	Variables	Standardized Coefficients Beta	T	Sig.
1	You are not able to attend social gatherings X ₁	0.550	6.602	0.000
2	Job negatively affects your relationships with the family members X ₂	0.403	5.025	0.000
3	The behavior of the patients irritates you. X ₃	0.203	2.809	0.006
4	The behavior of your co-workers irritates you. X ₄	0.774	11.431	0.000
5	Did you ever experience harassment? X ₅	0.360	5.307	0.000
R ² 0.539				

The variables affecting the livelihood of the respondents with Standardized Coefficients Beta

DISCUSSION

The majority of the respondents were married and living in a joint family system. It was the result of their preference to live in the joint family systems due to the inability to look after household work and to look after their children. The majority of the respondent was living in the urban areas because most people prefer to live nearby their workplace to minimize their traveling issues. Socio-economic, background of the respondents was not affecting their livelihood of the respondents; however, the irritation caused by the behavior of the patients was a significant factor influencing their livelihood as to the data analyzed. The behavior of the coworkers was also irritating to many of the respondents, and it was also a significant factor affecting their livelihood. Such problem incidences have an adverse impact on the performance of healthcare because caring is a basic concept of nursing, and its quality can affect the quality of healthcare [4]. The majority of respondents reported that they faced the incidence of harassment at the workplace, and some also experienced the same during traveling. Also, some previous studies found that travel is thought to be a threat for females particularly deter girls from higher education and paid jobs far from their residences due to the possibility of the incidence of harassment and sexual abuse [11] [12]. Another significant factor that influenced the livelihood of many respondents was their inability to attend social gatherings due to their jobs. Many respondents also reported that their relationships with their family members were negatively affected due to their jobs. Socio-cultural status of working women is poor that ultimately has a negative influence on their livelihood. Although women are assigned equal rights in Islam, [2] patriarchal socio-cultural norms constrain Pakistani women to spend a limited life as they are perceived as physically and mentally inferior [5].

CONCLUSION

The livelihood of most respondents was negatively affected due to the irritating behavior of the patients, coworkers, and relatives along with the inability to attend social gatherings. Also, the majority of respondents experienced the incidence of harassment which was fueling the fire. In such a situation, their performance at the workplace can also be destructively influenced hence threatening the lives of the patients being nursed by them.

Hereafter there is a dire need to address the issues of staff nurses in Punjab Pakistan.

Recommendations: To ease the discomfort of practicing nurses, pick and drop facilities should be provided to the staff nurses, also awareness should be spread among the masses to highlight the significance and honor of the nursing profession. The necessary arrangements should be made to control the irritation caused by the patients, and coworkers, and also to control the incidences of harassment at the workplace.

REFERENCES

1. Ali RM, Wajidi FA. Factors influencing job satisfaction in Public Healthcare Sector of Pakistan. *Global Journal of Management and Business Research*. 2013 Aug 17.
2. Cohen MF. The condition of women in developing and developed countries. *The Independent Review*. 2006 Oct 1; 11(2):261-73.
3. Chambers R, Conway G. Sustainable rural livelihoods: practical concepts for the 21st century. *Institute of Development Studies (UK)*; 1992.
4. Ilkafah and Hamiah. Nurses ' Caring Behaviour and Patients ' Satisfaction at Private Care Centre Ward in Dr. Wahidin Sudirohusodo Hospital Makassar. 2017; 8:138–46.
5. Isran S, Isran MA. Patriarchy and women in Pakistan: A critical analysis. *Interdisciplinary Journal of Contemporary Research in Business*. 2012 Oct; 4(6):835-59.
6. Khan, A. Gender issues in higher education in Pakistan: Islamabad, Pakistan: Maktaba Jadeed Press. 2007.
7. Khawaja K. Healthcare systems and care delivery in Pakistan. *JONA: The Journal of Nursing Administration*. 2009 Jun 1; 39(6):263-5.
8. Maqsood F, Maqsood S, Raza H. Getting higher education: Is it really a challenge for females in Pakistan?. *Academic Research International*. 2012 May 1; 2(3):352.
9. Organization WH. Health statistics and health information systems: World Health Organization; 2012 Retrieved on 30-12- 2012 from <http://go.worldbank.org/K9L01MQLOO>
10. Shahzad A, Malik RK. Workplace Violence: An Extensive Issue for Nurses in Pakistan— A Qualitative Investigation. *Journal of interpersonal violence*. 2014 Jul; 29(11):2021-34.
11. Islamabad UNESCO. Why Gender Equality in Basic Education in Pakistan 2010.
12. World Bank. Implementation Completion and Result Report: Third Education and Training Project 2007.