

# **ANALYZING THE ISSUES OF EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN IN PRIVATE SECTOR OF KARACHI (PAKISTAN)**

By

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of the MBA degree



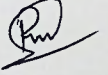


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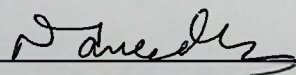
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**APPROVAL FOR EXAMINATION**

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at -----12%----- that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

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## Abstract

**Purpose:** The purpose of this study was to analyze the Equal Employment Opportunity practices in private banking and the hospital sector of Karachi, Pakistan and also get to know about the issues of Equal Employment Opportunity for women in banks and hospitals Karachi Pakistan.

**Research Design/Sampling:** The study is descriptive in nature and data were collected through questionnaires from private six banks and six hospitals of Karachi Pakistan. The methodology used quantitative approach and SPSS Statistics 22 version software used to analyze the results. The total sample size was 300 respondents, 150 respondents from banks and 150 respondents from hospitals and sampling technique was used non-probability inconvenience.

**Findings of the Research:** The findings revealed that women face some issues in the workplace, such as barrier of glass ceiling which restrict women to occupy a top management position, gender discrimination in terms of low status job, gender stereotypes also creates a barrier in the advancement of women's career and women face sexual harassment issue more in hospitals as compared to banks.

**Limitations of the research:** This study was conducted only in six banks and six hospitals by the private sector due to lack of time and lack of references researcher could not conduct this study in other sectors.

**Practical Implications of the Research:** This study is supportive for the women who working in private sectors, HR managers, NGOs and also helpful for the Government to know about the issues facing women at workplace and with the help of this study they must try to avoid these issues.

**Key words:** Equal Employment Opportunity, Issues for Working Women, Private Sector, Banks, Hospitals



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