

# **Aggressive Behavior among Working Women: A Remedy in Shariah**

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**Abstract.** The study aims to investigate the determinants of aggressive behavior in working women. Data for the study was collected from written, e-material, women school teachers, and official ladies through structured interviews. Findings suggest that working women in Pakistan lack resources, and are neglected by their life partners which develops aggressive behavior among these women. Especially lady teachers in Pakistan have a distorted work-life balance. The media should come forward to play their role in creating awareness regarding women's psychological and emotional issues. The life partner should be a helping hand. He should be caring and loving. There should be an atmosphere of cooperation at home and women should be trained in religious and moral affairs. A good mother can produce a good citizen if women are beyond aggressive with sound spiritual and physical health. She can nurture her children as positive and peaceful citizens.

**Keywords:** Aggressive Behavior; Working Women; Shariah Remedy; Psychological Problems; Islamic Solution.

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## **1. Introduction**

Allah says that He created the Human with “His Two Hands” (Haider, 2002). In the present study term “aggressive behavior” refers to behaviors like a) complaining about the workload at both places (b) grudges with colleagues, c) depression, anxiety, and tension due to the partner's negligence d) behavior of the boss, e) single parent, f) no tolerance for criticism, g) unwilling to accept weak areas, h) health issues, i) in-law issues.

### **1.1. Problem Statement**

The aggressive behavior of women is creating a huge disturbance in Pakistani society and the question is that are all women behaving aggressively or only working women are behaving more aggressively in frequency than those household women.

### **1.2. Objectives of Research**

- To highlight the interpretations of Verses and Hadith about aggression.
- To describe the aggressive behavior in working women.

### **1.3. Research Questions**

- What are aggression and aggressive behavior?
- What are the Quranic and Shariah stances on Aggression?
- Is Aggression permissible on different occasions in the light of Shariah?
- What are the ways to control aggression as suggested by Islam?
- How does aggression affect human beings?
- What are the major causes of aggressive behavior?
- What is a possible solution to minimize it according to Shariah?

## 2. Significance of the Research

It will critically analyze Aggression in the light of Shariah whether it is or it is not according to Shariah. The findings of the study have implications for working women in particular and for policymakers and readers in general to understand the reasons in the light of Shariah.

## 3. Research Tools

The data for the present study was obtained by conducting structured interviews with secondary school teachers as working women. The collected data about the presence of aggressive behavior in teachers as working women has been analyzed separately for married women, unmarried women, and single parents to find out the age and status-wise answer to each question.

### 3.1. Population

Female teachers of secondary private and public schools of Rawalpindi were considered as the population of this study.

### 3.2. Sample Data

Female teachers (75) from public and private secondary schools teaching 9th and 10th classes are a sample population from 20 schools of the Rawalpindi division.

## 4. Literature Review

Aggression can be caused by various triggers, from frustration due to blocked goals and lack of patience (William et al., 2009). Most of the work had been done on the aggressive behavior of students. Islamic researchers had done work on how to control anger according to Shariah. This study aims to fill the gap by identifying the causes of aggressive behavior of working women and using Shariah as a remedy. Data on Aggression and aggressive behavior has been gathered from Primary sources, Qur'an,

Hadith and scholars' views are also gathered from secondary sources such as different books of psychology, articles on aggression, and interviews from secondary school (RMS) (Glenn, 2007).

### 4.1. Aggression and Aggressive Behaviour

Roland and Idsoe, (2001) defined that aggressive behavior involves conflict between individuals of equal levels (Roland and Idsoe, 2001). According to F. Gerard Moeller, (2001), aggressive behavior is known as wrong emotions that are part of antisocial behavior (Moeller, 2001). According to Ali (2016), there is a conflict of interests between individuals. Minton(2010) has studied the contribution of genetic, biological, temperamental, family, social, and cultural factors in causing aggressive behavior (Ali, 2016; Minton, 2010).

### 4.2. Aggression according to the Islamic perspective

Islamic teachings on humanity have been mentioned in Quran, Islam is what the Quran has instructed to do and how Muhammad has put them into practice (Philips, 1990). These sources are Primary sources of Shariah. In Al Qur'an (42:37):

وَالَّذِينَ يَجْتَنِبُونَ كَبَائِرَ الْإِثْمِ وَالْفَوَاحِشَ وَإِذَا مَا غَضِبُوا هُمْ  
يَغْفِرُونَ

"And those who avoid the major sins and immoralities, and when they are angry, they forgive" (quran.com42/37).

In sura Ale-Imran Allah SWT Himself describe the reason of being aggressive, Al-Quran (3:162)

أَفَمَنْ اتَّبَعَ رِضْوَانَ اللَّهِ كَمَنْ بَاءَ بِسَخَطٍ مِنَ اللَّهِ وَمَأْوَاهُ جَهَنَّمُ  
وَبُئْسَ الْمَصِيرُ

“Is one who followeth the pleasure of Allah as one who hath earned condemnation from Allah, whose habitation is the Fire, a hapless journey's end” (quran.com/3:162).

#### 4.3. Hadith of Holy Prophet Muhammad ﷺ

On the authority of Abu Hurayrah, “A man said to the Prophet, ‘Give me advice’, Do not get angry.” Through the teaching of the Holy Prophet Muhammad, we get the remedy of avoiding aggression which has a negative impact on human nature (Sahih Bukhari, Hadith 3). The Prophet ﷺ said, “Anger comes from the devil, he should make wudu” (Jami at Tirmidhi 3452, Hadith 3452)

The Prophet of Allah said, "When one of you becomes angry while standing, he should sit down. If the anger leaves him, well and good; otherwise, he should lie down" (Bukhari, 1320, Hadith 12).

##### 4.3.1. Effects of Aggression

Aggression is the temptation of Shaitan and also a root of all evil; it weakens the person's faith. Aggression is a natural feeling experienced by every normal person due to displeasure or unacceptable situation (Tariq, 2018). It is natural; aggression can have serious consequences for us as well as the people around us. In marital life over aggression leads to divorce, in some tribes, it leads to murder, in sectarian societies it leads to target killing (Subramanian, 2017).

##### 4.3.2. Why should we control our anger or aggression?

Because the aggression displeases Allah and pleases Shaitan when a person becomes angry, he has the choice to control his aggression by responding the way

as Allah and Prophet Muhammad ﷺ recommended, or he could give away emotion and behave in a way that displeases Allah but delights Shaitan-

##### 4.3.3. Different ways to control aggression: According to Al Qur'an

The only way to manage your anger is to show restraint in your reaction toward the offender. He has mentioned this specifically in the Quran (3, 133-134) when He says:

الَّذِينَ يَنْفِقُونَ فِي السَّرَّاءِ وَالضَّرَّاءِ وَالْكَاطِمِينَ الْغَيْظَ وَالْعَافِينَ  
عَنِ النَّاسِ وَاللَّهُ يُحِبُّ الْمُحْسِنِينَ

“Those who spend (in Allah's Cause) in prosperity and adversity, who repress anger, and who pardon men; verily, Allah loves Al-Muh'sinoon (the good-doers)” (quran.com/3/133-134).

##### 4.3.4. Different ways to control aggression: According to Sunnah

The angry situation is the position of the devil, the devil is fire and in an aggressive position, a person is in a burning and firing situation so the Hadith is that the person should drink water in this situation.

a) *Seeking Refuge with Allah From The shaitan*  
Mu Adh Bin Jabl narrated a hadith of the last prophet in these words that if someone is suffering from anger and behaving in an aggressive attitude, the person should read or say these words, and the anger will be finished. Hazrat Muadh bin Jabl asked, what are these words, then the last prophet Muhammad said, “Astagh ferullah ha Rabbe min Kulle Zambinve Wa Atoobo Aleh” (Jami at Tirmidhi 3452, Hadith 3452).

**b) Keeping Silent**

Prophet Muhammad ﷺ said: If any of you becomes angry, let him keep silent (Saheeh al-Jaami', 693, 4027). The second remedy is to keep silent during the situation of anger. Silent is a great remedy to save you to face any negative feedback or interaction.

In another Hadith, we come to know that once the Prophet faced such kind of situation that his forehead became full of sweat due to some anger but he controlled himself by remaining silent and calm (Langrial and Shah, 2014).

**c) Change in position**

Here is another Hadith of the last prophet Muhammad Peace be upon him, which is also related to the defusion of anger. He said these words as a remedy in Arabic. "If you are standing and become angry, you should immediately sit down and if you are in a sitting position and have anger or aggressive attitude, you should immediately lie down and take a long breath (Imam Ahmad).

**d) When you get angry, make wudu**

The next Hadith is related to another effective remedy for aggressive behavior and that is ordered by the last Prophet Muhammad in these words, "If you have anger, you should perform ablution" (Abu Dawood).

**e) Anger is a form of madness**

The Last Prophet Muhammad peace be upon him said that Anger is a kind of madness so if anyone feels anger or aggressive behavior, he should express regret for it and if he does not feel any regret for his/her anger, then it is confirmed that the person is mad (Nahjul Balagha, 255).

**f) The Strongest One**

Abu Huraira reported: The Holy Prophet said ﷺ that the best wrestler is not the strong person but the strong person controls his anger and does not be

in aggressive mode (Ṣaḥīḥ al-Bukhārī 5763, Ṣaḥīḥ Muslim 2609).

**g) Remembrance of hereafter life**

Once a man came to Prophet Mohammad ﷺ and said O Prophet of Allah Almighty, please teach me some words that can help me for leading a good life and please don't teach me so many tasks that it will be difficult for me. The last prophet said that you should not be angry, you should control yourself and remain far from the position and behavior of aggressiveness (Ṣaḥīḥ al-Bukhārī, 572).

## **5. Data Analysis and Interpretation**

In the study, data was collected about the presence of aggressive behavior, and frequency of aggressive behavior among female secondary school teachers. The data is analyzed separately for married, unmarried, and single-parent women, and some status-wise answers to each question are collected and analyzed.

### **5.1. Findings Related to Aggressive Behaviour among Working Women**

After analyzing the collected data, the following heads related to Aggressive behavior among working women are found.

#### **5.2. Home and Family background**

The majority of teachers have the opinion that the most important causes of aggressive behavior are negative parental behavior and family background. It is further discussed in interviews and found that if the atmosphere of domestic matters is not peaceful and relieved, the attitude of working women will be aggressive and non-peaceful.

The domestic atmosphere is first related to the husband if the husband is not giving proper time and importance to the working woman and she is feeling

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that she is not respected and loving her and disturbing domestic matters due to extra engagements in official or educational life, then the attitude becomes irrelevant, non-cooperative, and non-loving which ultimately generates aggressiveness among working females.

According to working women, it is their constraint to give proper time to their working environment so there is some misadjustment but husbands should cooperate with them and understand that they are contributing to their household financial matters so husbands should adjust with them.

### ***5.3. Parents' behavior with the teacher as a slave***

'Nuclear family' concept and the implication is prevailing in our societies and the concept of a joint family system is vanishing. This trend is also generating many new horizons in family life especially related to parent and sibling relationships (Sharma, 2013).

Collected data refers to that the parents of working women are behaving as if they are slaves and do not give importance to their work or earning and expect to work more for them also side by side with their official duties. Working women opined that the behavior of our parents is very demanding with us and they behave as if we are just only for doing work and not human beings. They said that parents and families demand to complete their tasks along with the responsibilities of school and offices so this behavior is also a cause of aggression among us. Respondents said that unnecessary strict behavior of parents, harsh remarks, and direct complaining is also major causes of aggressive behavior.

### ***5.4. The Behavior of Authorities with Working Women***

In the aggressive behavior of working women, the behavior of their authorities also has a major part. According to the data collected through the survey, there is a very high ratio response which indicated the strict, autocratic, and non-compensating dealing of authorities in the official environment. The respondents opined that discriminating behavior, the inability of understanding others' problems, and the degradation of minor mistakes by their bosses and authorities are also the causes for their aggressive behavior (Maqsood, 2016).

### ***5.5. Too Much WorkLoad***

The majority of respondents also have the view that too much workload is also a cause of their aggressive behaviors. They shared that lengthy official timings, extra workload, additional responsibilities, and out-of-office official responsibilities also put pressure on their nerves and they got aggressive. They expressed that, in a stressful atmosphere, it is impossible to maintain their mental condition and remain relaxed without an aggressive attitude.

## **6. Solutions for Aggressive Behaviour**

The respondents were asked about the solution to the aggressive behavior and their suggestions and views are as follows;

### ***6.1. Good Incentives***

Good incentives make employees work hard, and work on to e.g., handsome amount of salary, children's education should be free.

### ***6.2. Respect of teachers***

From both sides, students and parents should give them respect as they are not ordinary commodities. Whether they are paying a high fee they need to give respect and follow Islamic teachings.

### **6.3. Boss Attitude**

The boss should understand his or her employee's emotions and treat them equally. There should be no discrimination, no favoritism. The head should not pressurize them with the deadline of tasks, she should not adopt insulting behavior.

### **6.4. Media Participation**

A new aspect was invented during the research that media has also a crucial role in generating and promoting aggressive behavior among working women in Pakistan. Respondents viewed news on different TV channels in Pakistan, and maximum stories and messages are revolving around violence, abuse, propagation of western feminism and negative impression of In-Law's families. This continuous feeding also inclines them towards negative behavior or negative understanding towards society so they felt themselves in an aggressive attitude.

### **6.5. Religious and Moral Education**

Being Muslims, the maximum number of respondents also opined that they have a less moral and religious education. They said that Islamic education puts them in a balanced life and inclines them towards a peaceful progressive life. They viewed that the educational system does not have Islamic or moral education as per its need so their attitude has developed beyond a peaceful atmosphere so they behave aggressively unintentionally.

## **7. Conclusions**

The conclusions of this research indicate that the external factor and negative behavior of others are the main causes of aggressive behavior among working women. Female teachers are teaching students but there is a very low level of tolerance for students and their parents. Working women are feeling aggressive due to the non-ethical behavior of authorities and families. It is also found that the frequency of

aggressiveness among working women is more than 70 percent on account of the unfair behavior of others towards them. It means they control themselves in about 30 percent of incidents and behavior but in about 70 percent of incidents and behaviors, they become aggressive.

## **Recommendations**

Make Islamic teachings compulsory in our life and apply them in daily life and teach the students as well. On the other hand, women should be focused on the positive role. In the case of media, it can change its policies. Emphasize the importance of a good domestic environment, trust-based relationships, the head or boss's good behavior and positive attitude towards the employee, and regular moral and religious education to prevent and treat aggressive behavior with employees, especially women. As per the conclusion of this research and the experience gained through research, it can be recommended that Muslims should give priority to Islamic teachings to adopt Islamic ethics. As it is good tiding for tolerating each other, being patient, forgiving others, and following the Sunnah of the Holy Prophet Muhammad ﷺ. There is a dire need to change this capitalist approach that life is not to live but to love humanity.

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