

ing is not finished today, there is always tomorrow. Work is determined by nature, not by the clock.

Punctuality

Given its rural, agrarian history, it is not surprising that being on time is much less important to Pakistanis than Canadians. People frequently turn up late for work and meetings, particularly in the public sector. Punctuality is, however, more highly valued in the private sector. Although it is the prerogative of Pakistanis, especially senior bureaucrats, to be late, foreigners should never be late, except for social engagements connected with work where it is polite to arrive 15-30 minutes past the appointed hour.

Since your Pakistani counterparts will be eager to make a good impression, they may adopt Canadian standards of time while you are there. You will need a lot of patience when conducting and attending meetings. Do not be shocked or angered if after waiting two hours, you are informed that your meeting is canceled or rescheduled for another time. The best advice is: stay cool.

A man's family obligations make it impractical to adhere to western work schedules. For example, with few exceptions, it is unacceptable for women to do things in public alone. Men must accompany their wives

when visiting the doctor and husbands or servants must do the shopping. It is common for a husband to shop for his family's clothing. These family obligations consume a good deal of time during the work day.

Logistical problems also cut into work time. When you see Pakistani buses, referred to locally as flying coaches, you will understand why most Pakistanis prefer to transport their children to and from school themselves. School buses are almost unheard of. With no western-style, one-stop supermarkets, shoppers must go to many small stores and vendors for food. Since government employees work a six-day week and almost everything is closed on their day off, workers have to do their banking and other personal business during the work week. Using work time for personal errands is not frowned on as it is in Canada. It is part of the system and must be accepted.

Fate

You will hear Pakistanis say *inshallah*, God willing, almost every time they refer to something in the future. When someone says, "See you tomorrow, *inshallah*," the implication is, "Who among us can be absolutely sure we'll see tomorrow?" Inherent in *inshallah* is the belief that fate influences outcomes more than humankind. If someone doing a job for you says, "It