

# WOMEN REMAIN ON THE LOSING SIDE IN PROFESSIONAL LIFE

## OUTLINE

### 1. Introduction

Thesis statement: To get ahead in the workplace, every individual have to be seen. But for women, the importance of visibility creates conundrum. Despite advancements, women continue to face challenges and disparities in various aspects of professional life that made women to remain on the losing side. Hence, the matter must be seriously realize as women's success is society's success.

### 2. Present state of women in Professional sphere

### 3. why women are remaining on the losing side in Professional life

a) Perspective of gender wage gape to keep behind men

b) Phenomenon of glass ceiling to limit

## Women

- c) Challenge of work-family balance in women's life
- d) Role of caregiving responsibilities restricts women from professional responsibilities
- e) Social expectations and stereotypes, limits women to get higher jobs
- f) Persistent workplace discrimination despite legal frameworks
- g) Lack of representation in leadership
- h) Limited access to opportunities for women

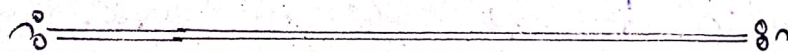
## 4. Effects of leaving women on losing side of professional life on women and on society

- a) Absence of women in professional life leads to economic instability
- b) Limitations on women will negatively affect on human development of state
- c) Discrimination on women negatively portray the legal frameworks
- d) Lack of representation of women discourage other women to come forward
- e) Social stereotypes made women to live as secondary workers.
- f) Gender wage gap discourage women to come forward.

5. How women can come forward in Professional life

- a) Proposals must be implemented for addressing gender wage gaps.
- b) Strategies must be drawn to break the glass ceiling and promote women's career advancement.
- c) Actions must be taken to increase women's representation in leadership positions.
- d) Measures must be made to combat discrimination and bias in the workplace.

6. Conclusion.



Essay:

In a prominent tech company, despite equal qualification, women consistently faced overlooked opportunities for promotions. A case in point was Sarah, an experienced Software Engineer whose innovative contributions went unnoticed, while her male counterparts received recognition and advancement. This example underscores the subtle biases and systemic

Challenges that contribute to women remaining on the losing side of the workplace dynamics, calling attention to the need for equitable practices. The challenges women face in the professional life include the wage gap between male and female workers that has now become the tradition in the workplace. Further, glass ceiling and social stereotypes challenge women's progress, keeping them behind men. However, these challenges not only affect women but also the society drastically. Leaving women behind in the workplace affects the economy of the state and its international image on the Human Development Index. Hence, policy makers and society's each member must support women. Though everyone wants to be seen in workplaces, women face multiple challenges to be visible, which results in state loss as well as women loss. This can be only solved through effective measures and with a liberal mindset.

Men and women should possess same status as they are the most important pillar of any society; without their equivalent involvement in every sphere of life, no civilization can progress. The Kinnaird College for Women, Lahore, Pakistan published a Research paper, 'The Work-life challenge faced by Women in Our Society'. The paper states that Despite Women are fulfilling their role as doctors, teachers, lawyers, and others but still society has not provided them equitable position. They are not encouraged to higher position and they are disregarded when it comes to making decision. The paper also discussed that the natural belief that women are not capable of performing strenuous work or are less resourceful than men rules this prejudice of unsatisfactory salary packages. Thus, accomplishing balance in work-and home life and government must play their role for growth of society.

By seeing women behind in the workplaces, the question may arise that what are the reasons of women's backwardness. Following points shows general views on answering that question.

Firstly, traditional perspective of gender wage gap keeps women behind men. Historically, women are getting less wages than men counterpart. This historical phenomenon is now become the global traditional most of the countries are following this trend. The World Economic Forum issued its Global Gender Gap report 2023, in which it is stated that 146 countries of the world has 68.4 percent gender gap. This is a prove that how world is treating women in the era of advancement.

Secondly, the phenomenon of glass ceiling also limits women to come forward in professional life. Glass ceiling is an unacknowledged barrier to advancement in a profession, specially affecting women. The above mentioned case

of Sarah is quite best. Sarah <sup>despite</sup> being an skilled professional women she is facing less encouraged in decision making at workplace. This unacknowledged treatment of women keeps them behind in professional life.

Thirdly, Women face challenges of work-family balance. This burden makes them inferior in professional life. Family responsibilities not only limit employment opportunities but may also affect the health status of women. The National Institute of Health issued a report - Women's Family Care Responsibilities, Employment and Health - which states that women have been bearing the primary burdens of housework, childcare, and other family responsibilities that compromising her health. Hence, the report shows that how the imbalance of work and family life leads to Unhealthy life for women.

Moreover, the role of caregiving responsibilities restrict women from professional responsibilities. Women are considered to be more emotional than men and society - specially family - depends on their role.

The American Sociological Review states that women role as wife and mother are keeping them less efficient in their worklife. Thus, family's responsibilities are keeping women on the losing side of professional life.

Additionally, social expectations and stereotypes limit women to get job. Patriarchal norms of the society encourage women only for domestic work. Majorly, in developing and underdeveloping states women stays at home ~~for~~ as considering the natural role. The regions such as Latin America and Caribbean, where culture possess significance for building their values, have 10% unemployment rate of female, as female considered to be born for easing domestic work. Hence, culture values of society limit women to come outside from the home and compete in the workplace against men.

Furthermore, Despite having legal frameworks in every state for female worker at workplace, women are facing persistent discrimination. Women are treated unfairly or unequally



Just because of being a woman. Despite having some qualification, skills and abilities women are treated inferior than that of the man counterpart. The above mentioned case of Sarah is one of that women who is facing workplace discrimination. This inequality in the professional life is keeping women behind the men.

In the same way, lack of representation in leadership or in higher ranks of women is exist in each society of modern world. Men is holding every higher position of all organization. This huge difference is the main reason that women are in the losing side of the professional life. Mostly, every multinational company's highest positions are occupied by men. Thus, absence in higher position is keeping women behind in their professional life.

Moreover, one of the main reason that women are remaining in the losing side of the professional life is their limited access to opportunities. As compare to males, female has

lesser options for their careers. Whether it is a question of getting education or do any kind of job, women do not enjoy freedom as of men. A man can go anywhere for higher studies and to do job at any far flung area but as far as woman is concerned she is limited, as she has to choose what others decide for her. Thus, lack of opportunities creating difference between male and female whose consequences negatively affect only to female.

Patriarchal treatment, glass ceilings, wage gaps and other mentioned reasons are keeping women on the losing side in professional life which has negative effect on women as well on society.

Absence of women in professional life has negative effective on society. As it leads to instability in the economy. Women constitutes a major chunk of world population - hence, uses a <sup>large</sup> share of resources - thus necessary to contribute in labor force.

However, as per world bank the female labor force participation rate is 68% as compare to male that is 75%. Hence, this difference resulted in economic stability where women are major in population and unemployed.

Further, limitation on women in professional life will negatively effect on the human development of a state. Human development shows how a state maintain living standards by providing equality to citizens. The countries which has less women labor force participation are falling into lower rank of the Human development Index issued by United Nation development program. Such as Yemen which has lowest women labor force participation in the world has ranked 183 out of 191 countries in the Human Development Index. Hence, limit on women means limit on Human development growth.

Furthermore, limitation on women will effects legal frameworks. The persistent

discrimination on women at workplace will negatively portray the legal frameworks. The international community has provided multiple policies to safe women work force. Such as Article one of the charter of United Nations states about achievement of international cooperation without distinction as to race, sex, language, or religion. However, discrimination practices in workplaces are showing less effectiveness of legal frameworks.

Likewise, lack of representation of women discourages other women to come forward in workplaces. By seeing women at lower ranks other women feel insecurity to participate actively. This is the reason that today each sector is gender specific. Such as female doctors merely go any other department except gynecology - as this is the only department that female doctors are encouraging on their work. Hence, gender specific stereotypes are keeping women behind and discouraged.

Similarly, social stereotypes made

Women to live as secondary workers. Secondary workers means being employed in clerical positions, factory work, retail, sales, and service jobs. This kind of work makes women inferior in professional life, thus in domestic life too. The myth of fitting women as secondary workers is followed almost in every sector. Thus, social stereotypes are leaving women behind men.

Similarly, gender wage gaps between male and female labor is also a key factor that negatively affects women's professional careers. The wage gap discourages women to come forward and participate actively. The mentioned case of Sarah who is equally qualified but getting lower pay than that of her male counterpart is an example that might discourage other women of society to do jobs as that of Sarah. Hence, tradition of wage gap is keeping women on the lower side of professional life.

Following are some recommended steps that could be helpful to put women success side on professional life.

Firstly, Proposals must be implemented for addressing gender wage gaps. Addressing the gender wage gaps required multifaceted approach encompassing policy changes, workplace initiatives, and societal shifts. Implementing equal pay legislation and enforcing stringent anti-discrimination measures are essential steps towards narrowing the gaps.

Secondly, strategies must be drawn to break the glass ceiling and promote women career advancement. A concerted effort to dismantle systemic barriers is required. Companies can implement transparent promotion process, mentorship programs, and leadership training to empower women and ensure equal opportunities for professional growth. By fostering an

environment that recognizes and values talents of all individuals can break the glass ceiling practices.

Sequentially, actions must be taken to increase women's representation in leadership positions. It requires a comprehensive strategy that addresses both systemic and cultural barriers. Organizations can implement targeted initiatives, such as mentorship programs and leadership development opportunities. By doing such efforts, the gender diversity in leadership can be increased to harness the full spectrum of talent for organizational success.

Further, measures must be made to combat discrimination and biases in the workplace, which requires a holistic approach that requires involves both organizational policies and cultural shifts.

Companies can implement diversity and inclusion training programs to promote awareness and sensitivity among staffs, fostering a more inclusive environment.

Embracing diversity as a source of strength rather than a potential source of division is key to cultivating workplaces free from discrimination.

In a nutshell, the persistent challenges faced by women in professional spheres underscore the urgent need for comprehensive and sustained efforts to rectify systemic inequalities. From the gender wage gap to limited representation in leadership roles, women continue to navigate barriers that hinder their full participation in the professional landscape. Addressing this issue demands a collective commitment from governments, organizations, and society at large to dismantle ingrained biases and discriminatory practices. Initiatives programs are essential components of fostering an environment where women can thrive professionally. As women succeed is society's success.