

Topic:

1

Women remain on the losing side in professional life:

Outline.

1. Introduction:

Thesis Statement:

women are losing their jobs because of various reasons. The momentum of losing jobs is taking dimension everyday. However, certain measures are needed to address these problems of women effectively.

2. Women are losing professionalism:

3. Governance issues which taken away women's professionalism in Pakistan:

a. Negation of women's concerns in the national and domestic legislation.

b. The safety/security concerns ban their inclusivity in professionalism.

c. Women's harassment at work places has increased exponentially.

d. Wage disparity discourages women and their contributions in development.

e. The gender gap is widening rapidly.

2

4. How society and economy stop women's way to professionalism.

- a. Women are subject to social and cultural norms.
- b. Religious extremism limit the exposure of women.
- c. Early marriages of women affect their professionalism.
- d. The role of women in domestic economic production is underrated.
- e. Women are facing severe health problems.

5. Educational and technological setbacks of women and their professional life.

- a. Educational institutions of women are waning away.
- b. Less budget allocation to the professional sectors of women.
- c. The economic crises of family forced women to stay inside home.
- d. Women professionalism is affected by digitalization.
- e. Women are sidelined to acquire modern technology.

b. way forward to restore the professional life of women.

a. Eradication of patriarchal system from the society.

b. Inclusivity in both national and domestic legislation.

c. Financial and educational support to women to make them self-sufficient.

Conclusion:

The role of women in Pakistan is overlooked which is contrary to the teaching of the prophet Muhammad who fully encouraged the role of women in all the spheres of life. Additionally, all the great leaders of the world appreciated the inclusivity of women in the prosperity of a nation. According to Gandhi, "90% peace be the gift of the world, then future is with women" which shows the importance of women's role in both national and domestic life. Unfortunately, women are sharing a dark picture in Pakistan, especially their productive skills are badly overlooked. There are several reasons which contribute towards the reversal of women productivity. It includes political, social, religious, financial and educational. Not only they are overlooked but their trajectory of development and their contributions for the nation are declining rapidly which can cause a problem of even higher profile in the future. The dire need is to address this problem with haste.

measures to curb the melting down of women trajectory. And avoid the women from going below their line of the role which they occupy.

Moreover, women are losing professionalism in Pakistan which suffered from social, religious, cultural and financial reasons. Not only their productive skills are overlooked but their existence are at risk. Rapidly, they are leaving their place in the development of nation and domestic life alike. Their losing professionalism is exacerbated by several reasons. And those reasons are needed to be addressed on time. In otherwise, it would lead towards a problem of high profile,

The acute problem of women losing their professionalism is the negation of them from both national and domestic life decision making. In Pakistan, the total turnout of women is lesser than all the countries across the world. Women in Pakistan cannot get the edge which other women

of the world enjoy. In other cases their importance is miserably ignored. In totality, the developing countries are showing a dark picture of women trajectory. Moreover, the domestic life of women in Pakistan, ~~are~~ is suffering a bleak future. The gender inequality is at its peak in Pakistan. Covid-19 has exacerbated even more and widened the gap between men and women. The exclusivity of women in both national and domestic life carry grave repercussions which endangers the interests/concerns of men and women alike.

Another important and serious problem with women losing professionalism is the security concerns which bar their stepping out of home. In this era of war everywhere across the world in which the neighboring countries pose security issues and their women segment is the most vulnerable to such chaotic situations. And then in post conflict era, women are kept aside in decision making and peace-building then it leads to a problem of severe profile for women and their work place. According of UNSC,

Almost 45% women lost their jobs in war on Terror from 2001-2020 in Pakistan. which is a big deal of loss and trickle down the development of Pakistan. So to say, women are needed to include in post war conflict decision making to cap further subjugation of the women in professionalism.

One of the leading problems which impede women participation in public life is harassment at work place. Cases are reported all across the country in between 2001-2020. which avoid women to give their essence in the workplace. In order to curb the harassment of women, Ministry of women studies was established in 2010, to study the concerns of women and their nature of working. According to Ministry of women, about 41% of women are harassed in workplaces in which the women related to medical professions are more vulnerable. The dire need is to curtail the harassment of women, otherwise, it's leading to a problem of even higher profile and control.

Amidst these problems, wage disparity is another big problem which results in women losing their professionalism. Pakistan is one of those developing countries which offers high wage disparity. It discourages women participation in both private and public life. The patriarchal society of Pakistan gives less edge to women to attain the maximum education as compared to men members of the society. In fact, the national life of women also keeps the disparity constant. According to Iqbal Institute of Policy Studies, gender wage gap in Pakistan is estimated to be 34% much higher than the global average of 23%. Moreover, women account for only 4.5% of Pakistan's senior, managerial and legislative positions. which is a dilemma for women and a hurdle in the development of Pakistan. The need is to set in place equal pay legislation and encouragement of women to fight and challenge their pay gap.

Moreover, the gender gap is widening rapidly in Pakistan. The gender parity is exacerbated by poverty and lawlessness. Before Covid-19, Pakistan was doing great to overcome the gender parity but post Covid-19 has given an impetus again and which is currently all times high. Pakistan is currently ranked as the worst countries in the world in terms of gender parity except performing better than Iraq, Yemen and Afghanistan. According to Global Gender Report 2021, published by World Economic Forum (WEF), Pakistan ranked 153rd out of 156 countries on the gender parity index. which is an alarming situation for women in Pakistan. Moreover, Pakistan is needed to work upon gender parity as has done by Bangladesh and is successful so far. Pakistan is needed to address this acute problem with the present available resources and give a ray of hope to women. Because more than half of population is women in Pakistan.

women are subject to social and cultural norms which ban their exposure to the outward society. Pakistan's society is patriarchal and thus strictly observe the codes set for women. Due to socio-cultural norms, women are facing problems in getting education and searching for a good job. Not only that but also deprive women from their inherited property. They (women) are exploited and discriminated in both national and domestic life. According to Pakistan Research Repository, reported in 2021, among hundred percent twenty percent women are passing through socio-cultural norms and exploitation. And it is common perception that any nation cannot make a remarkable success as long as the discrimination of women are taking place. Because of socio-cultural norms women exposure is baned and thus they are on the losing side in professional life.

Religious extremism in Pakistan ban the exposure of women in both public and private life. Because the religious leaders are the exponents.

of divine religion and observe strictly the teaching and principles mentioned in the spiritual books. They observe those principles and also try to generalise those principles in the society. when it comes to society then women are sanctions as mentioned in the teachings. But Islam condemns the total sanction and ban on women in society. Islam treats the women moderately. And extremists take those principles into a higher level.

According to "Pakistan The Garrison State" by Ishfaq Ahmad, the inspiration for Pakistani religious extremists is always Afghan extremists. In real they are centered in pre-Islamic era. which is the reason of their ban on women. The government of Pakistan must take a note of extremism and provide opportunities for women as soon. otherwise, their prosperity is bleak and will remain on the losing side in both private and public life.

The women of Pakistan get early marriages which affect their professionalism. The early marriages avoid them from acquiring education and well paid jobs. when a girl of 12 years

12
is married then she becomes a woman and handles all the responsibilities of the home. She does not have enough time to resume education and also give time to job. This practice is common in Pakistan, Middle East and North Africa. The ~~early~~ early marriages of girls not only affect the financial life but also has adverse effect of health and maturity. They come up under the familial complications which causes mental issues. According to the latest report of Awar Foundation, higher level of education leads to mature marriage, strong partnership, healthy living and greater gender equality. But sadly in Pakistan, the early marriage of women becomes a hurdle in getting higher education. which is one of the prime reasons of women on the losing side in professional life.

Moving on, the role of women in domestic economic production is under-estimated. They are not given edge in both production and distribution of wealth. Nor they are included in the decision making regarding wealth and financial issues.

They are deemed as immature and only suitable for bringing up children and doing household activities. According to United Nations Development Programme, only 20% of women in Pakistan are taking part in domestic economy. which shows a high margin of failure in regard to women. They are contributing to more than half of population, their industry in economic production is inevitable. But through force and codes their proportions are limited and they are losing in professionalism.

Furthermore, women in Pakistan are facing severe health and mental issues. Physically they are weak and mentally immature. The first reason is that women cannot get proper education which affect their future jobs. For instance, a woman of such weak education became doctor then she cannot diagnose the problems of her women patients. Another reason of women health issues is that women hospitals are turning off rapidly. Lastly, the patriarchal society does not allow women

4

to consult a male expert doctor. So to say, women are not self-sufficient to get proper health services including diet. All these issues contribute to the women and their losing professionalism. According to Global Gender Gap Index report 2020, Pakistan ranks 143 out of 156 for severe women health and survival. Women participation and inclusion in all spheres of life is necessary to enhance their survival and prosper the country.

Moving on, the education institutions of women in Pakistan is waning away. Their buildings are expired or else they are turned off. Because the girls are not sent to school in most of the regions in Pakistan. They are put for labor force or else embraced the fate of early marriages. While the existing schools have not proper teaching staff and also not fully experienced faculty. which causes decreased enrollments in the existing schools and other occasional institutions. which

altogether effect the future of women and their professional skills.

less budget is allocated to the uplift of women's educational institutions and professional sectors. The reasons for turning off the educational institutions is the dearth of funds to reconstruct the infrastructure and also buy modern tools of education along with highly expert and skilled teachers. In the budget making process, the concerns of women are overlooked in Pakistan which deteriorates the women situations in Pakistan.

According to world Economic Forum 2023, Pakistan is ranked 142 out of 146 countries with 57.7% gender parity and economic inclusiveness of women, which is ever high in the history of Pakistan. which is against the teachings of the founder of Pakistan, Sir Quaid-e-Azam. The development of Pakistan is at risk until women are not given equal status in all walks of life.

Furthermore, the economic crises of a family forced women to stay inside home. The covid-19 has given more impetus to the problems of women. Because covid-19 channelized the economy and taken away the soft jobs of women. They are either replaced by men or else evaluated the positions of jobs. According to a survey held by Awar Foundation Pakistan in 2021, if a father can accommodate to pay the fee of one person, then he has choosed boy to be educated. Thus the global economy is shattered by the endemic to which the most vulnerable community is women. Women participation ~~in economy~~ has given a considerable boost to the economy, according to USAID report 2003. Down the history in Pakistan, women are facing financial issues which are direly needed an address.

Beside financial issues, women professionalism is expected by the digitalization. 21st Century is marked by the explosion of advance technologies and digital developments.

On one it replaces the mini-software jobs which were deemed suitable for women. On other hand, it has posed learning issues for women. Very less women are used to consume digital tools in their day-to-day affairs otherwise, majority of women are out of using digital instruments. Additionally, industries has, all of a sudden took a paradigm shift from women to digital tools. Because digital instruments do more job than a women could do in a day long. So in order to fill their deficit gap, industries took up machineries which replaced the human force of work.

Down the chapter, women are sidelined to acquire the knowledge of modern technology. The primary reason comes from the family of women, who is ~~not~~ unable to work in public place because of social and patriarchal hurdles. The secondary reason is that to give knowledge to the entrepreneurs is expensive. The industries want to train and educate man for future. Because, he is less venerable

Social and political norms, which can increase the efficiency of the industries. According to United Nations Development Programme, only 50% of women in Pakistan own mobile compared to 81% of men holding mobile phone. The percentage of women using mobile phone only for calls and messages without getting connect to the internet, which is again a huge hurdle to the women of Pakistan. Thus the women of Pakistan owing to lose their remaining jobs-

As has been discussed the reasons, different as educational, political, religious, financial, social and technological, for women and their professionalism is at risk. There are some corrective measures which can ensure women equal status and can make women to fill the deficit gap in the professionalism.

One of the leading problems is patriarchal system in Pakistan. Women equal status is possible only if the eradication of patriarchal system is ensured. This will not only allow

away social hurdles to women but also will provide full participation of women in national and domestic spheres alike. One of the reasons in under-developed countries including Pakistan, is the exclusion of women in economic production and other quality control positions. In the current economic scenario of Pakistan, the eradication of patriarchal system is the dire need, because economically Pakistan has various challenges, in which women are able to play a decisive role. Thus, both officially and socially, the patriarchal system is to be eradicated, in order to provide full edge to the women in all walks of life.

Full participation and inclusion of women in both national and domestic life is needed. On national level, central legislation is needed to provide population based quota to women and their productive skills are appreciated and promoted. Formulation for the work place so that, women may not face any danger while working. On domestic levels, both male and female should be treated alike.

And there should be no superiority of either biological sex. They are to be the participant in all the decision making of a house. They are to be given equal financial opportunities as men. Then the prosperity of women is possible and it can help women to restore their professionalism.

Both educational and financial supports are the contention of women self-sufficiency. Women are needed in Pakistan to be self-sufficient, because due to financial issues they are also subject to psychological and health issues, which affect their total efficiency in the workplaces as well as child rearing. Unfortunately, Pakistan is one of those under-developed countries, which fails to give attention to the education and financial needs of the women, which compels women to stay back to family for their needs. So, the dire need is to support women both educationally and financially to make them self-sufficient.

In a nutshell, women in Pakistan is the most vulnerable section. They are rapidly losing their jobs and become dependent on other members of the family for their needs. Their professionalism is overlooked in both national and domestic spheres. They are facing exploitation in all across the world, but, an impetus is given by poverty in under-developed countries. Various factors contribute to the women's losing professionalism; social, political, religious, financial, educational and technological, which affected women and their skills of production. Moreover, in domestic life, women are used as mere commodity of power impulse and for care taking of children. Beyond which women cannot give their essence. Furthermore, women deserve a more suitable place where they can play a decisive role despite their biological differences to men. All the great leaders of the world have appreciated the role of women in society and politics. They are equal human beings and poses equal consciousness as men. So, equal opportunities should be given to them in all spheres of life.