

Women remain on the losing side in professional life
As the United States of America cherish the 19th Amendment, giving women right to vote, they should also celebrate the major strides their women have made in the labour market. The entry of women in the paid market has been a major factor in boosting the economy of America over the past century. "When girls are educated, their countries become stronger and more prosperous.", has been proclaimed by Michelle Obama. Despite this progress, evidence suggests that many women remain unable to achieve their goals. The breach in earnings between men and women - although smaller than it was years ago - is still worthy of attention. Women continue to be suppressed and underrepresented in all spheres of life including economical, political and industrial. Furthermore, it has been observed that barriers to equal opportunity and workplace rules have failed to support a reasonable work life balance. If the obstacles persist and women are treated with disparity, any state would incur a substantial loss to the productive capacity of their economy. Despite the fact that people are well-aware of the perils that this discrimination brings to a society still they are pertinent enough to belittle women in their professional walk of life.

o Introduction

o History of Women in Labor Force

- (i) Early 20th Century : Women were Housewives
- (ii) Professional Women either young or unmarried
- (iii) Home Production of Agricultural Goods
- (iv) Women left work upon marriage

- o Cultural Obstacles

- o Housekeeping and Child rearing

- o Difficult work-life balance

- o Nature of Job.

- (v) Low income jobs due to low education

- o Piece Workers in factories

- o Domestic House workers.

- (vi) Dirty and unsafe jobs

- o Toilet Cleaning

- o Sweeping

o Current Work Place Environment for Women

- (i) Harrassment

- (ii) Gender Pay Gap

- (iii) Domestic Restrictions

- (iv) Lack of Childcare Support

- (v) Are usually perceived as aggressive

- (vi) Biasness / unequal Opportunity / favoritism

- o Promotions

- o Interviews

- (vii) Grooming Gap

- o Abide by certain beauty standards

- o Physical Appearance

o Participation of Women in Labor Force against the widespread sentiment

- (i) 1930 - 1970 : women participation in economy continued to rise

- o After WW-II : labor force required

- o First wave of feminism

(ii) After 1970 : More participation

- Recognition of Sexual Harassment
- Access to birth control
- Although the participation of women accelerated at a significant level but is still below prime working-age men (which is 89%)

◦ Way Forwards

- (i) Safe working place for women
 - strict law and order
 - Penalties for harassers
 - Complaint Portals
- (ii) Ensure work-life balance
 - Day cares for children
 - Reduced office timings as compared to men
 - Flexible working hours
- (iii) Equal Salary
 - No discrimination on the basis of gender
 - Promotion on the basis of performance
- (iv) Amplify the female voice
- (v) Out of work Activities that empower women

◦ Conclusion