

Date: **Topic: Women remain on the losing side in Professional Life.**

Thesis Statement:

"A woman's place is in home," is a buzz phrase surrounding women empowerment; ~~which~~ ^{it} has done the amount of damage which the sophisticated weapons could not achieve. Through constant nurturing and indoctrination, our society has created a space which is naturally unwilling to accept women outside the four walls. Hence, women are forced to be on a losing side in a professional life.

Professional life and Women:

There are multiple theories which explain the role of individuals in their society; Functionalism being one of them. According to this theory, men and women are like a 'lock and key' that fits perfectly creating harmony. In order to ensure this harmony and stability, every individual has to perform a particular role which can be decoded as their 'profession'. As in earlier times, there was no distinction of roles, the profession of men and women was same. With the evolution of time, human learned to define ~~role~~ and associate roles with gender; making a job previously available to

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both genders, a far cry for one. In contemporary times, this stratification has reached to an all-time high making profession polarized and inaccessible more than ever now. The only gender benefitting from the status quo is men, while on the other end, women suffer by facing the brunt of division of labor.

History of Women in Profession:

Historically, men and women both participated in all activities such as agriculture, hunting, nurturing and teaching. With the advent of Industry in eighteenth century, they started moving from farms to the industry. While realising their importance in textile industry, "the lowel girls" often protested against intolerable conditions said Lowel Mills. By the end of nineteenth century, the concept of "feminine frailty" took toll causing the divide between working women. Women working in factories were looked down upon by the elite women. Moreover, it was homemaker responsibilities to which women started to aspire. Was also played part in redefining women professional roles limiting it to pink collar jobs such as typewritest, nursing as well as teaching.

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Women are on losing side in professional life.

- 1- The ratio of women to men in every profession represents a gloomy picture.
- 2- Prioritization of men's education is preferred over women.
- 3- The role of women is limited to housemakers.
- 4- The difference in the wages of men and women add fuel to the fire.
- 5- Unequal opportunities and accessibility options.
- 6- Little to no representation in the political system.

Factors responsible for making women lose professionally.

- 1- Lack of education is making women to lose professionally.
- 2- Harassment at the workplace and transportation also hinders women advancement.
- 3- Concept of pink collar jobs and glass ceiling makes the situation worst for women.
- 4- Societal burden of limiting women to home and expectation of homemaker also serve as an obstacle.
- 5- The wage gap between men and women doing the same task also contribute to the women professional loss.
- 6- Lack of inclusive and participatory environment also aggravate the situation.

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How to make situation better for women:

- 1- Education should be free and accessible to all genders according to the Article 25 of the constitution.
- 2- Committees like "federal ombudsman secretariat for protection against harassment" should be ensured in all institutions.
- 3- Inclusion of women in White and Blue collar jobs can make the situation better.
- 4- Revisiting the societal norms and awareness can create a positive change.
- 5- Bridging the wage gap can also improve women professional life.
- 6- Inclusive government should be formed.

Conclusion: