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Women remain on the losing side in professional life.

In the period of ignorance, women were not respected and accepted and as a result they were buried alive. And this practice was never considered as sin or unlawful. When Prophet Muhammad P.B.U.H. came and started preaching of Islam, then this practice was abandoned and considered as sin. Prophet Muhammad (SAW) said, "If thy abide by your right then to them belongs the right to be fed and clothed in kindness. Do treat your women well and be kind to them for they are your partners and committed helpers." Despite having a dark history of women, still they are not treated well and not considered as asset for the world. In today's age, women remain on the losing side in professional life because they are neglected and they are not given their due rights. Despite existence to women related laws, measures taken to ensure the availability of rights, they are still suffering and bearing hardships in their professional life. Women lack opportunities even in 21st century, they lack basic skills and education and therefore, they are not promoted to leadership roles. In this modern era, they are less-paid and harassed verbally and sexually. We witness today that women are serving in different sectors and in different capacities. They are in armed forces, they are leading the top companies in the world and countries are also encouraging them by setting minimum wages, passing harassment laws and arranging different workshops to equip women with modern skills. Despite all of these efforts, large number of women still lack opportunities and still companies are male dominated. Large number of women still are not equipped with modern skills. Wages and harassment laws exist on papers not on grounds.

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Is professional life not suitable for women?

The role of women is very significant in the progress of every society. But still women are restricted to specific fields like nursing and teaching. Professional life is a life where you enter and show your capabilities and perform different tasks in different capacities. Around 80 percent of women say that they regularly lack confidence when it comes to speaking up at work and in their careers in general. It is also noted that female employees on average were 14 percent less likely to be promoted than their male colleagues. This is the reason that women are losing confidence and remain on the losing side. Along with it they face different challenges in daily life which make situation much worse.

3- How Women remain on losing side in professional life

- a) Women lack opportunities in professional life
- b) Women lack leadership roles
- c) Women are less-paid
- d) They are insecure and harassed
- e) They are not equipped with modern skills by which they can flourish in their fields.

4- Women play vital role in development of nations and their achievements can not be ignored.

- a) Women are given opportunities even today they are in armed forces.
- b) Women are leading top companies in the world.
- c) Minimum wages are set by the state and there is no discrimination between men and women.
- d) Harassment laws ensure the protection of women.
- e) Many workshops are arranged to facilitate women only

5- Despite all of the efforts, women still remain on losing side in professional life.

- a) Giving opportunities to few women doesn't mean that all women have equal opportunities.
- b) Still companies are dominated by men
- c) Even men are not paid under the law how women can be paid under the law
- d) Without accountability and provision of justice, laws remain on papers
- e) Arranging one or two events does not mean that all women are equipped with modern skills

Women don't get many opportunities in professional life. And the reason is that it is a misconception in our society that women lack skills, they are emotional and they are not as strong as men to perform specific tasks. Therefore, we don't see that large number of women are participating in professional life. According to International Labor Organization, only 21% of female participate in economy ^{of Pakistan} which is the lowest in South Asia. It shows women participation in professional life remains low because they are not given as many opportunities as men.

Women does not only get fewer opportunities but their involvement in leadership role is also low. The reason is that, it is considered that women are not good decision makers and therefore their leadership abilities are questioned. It is also believed that they are not good managers and they can not take pressure. It is evident by data that only 35% of women are having leadership roles in the world as comparison to men who have 65% leadership roles. It reflects that women lack leadership role and have low percentage in decision making role.

On the contrary of leadership role, most of the women work as labor and as a laborer, they are less paid as comparison to men. And the reason is that, because women lack opportunities and not every organization prefer women for every task, therefore it becomes hard for women to find a job which are highly paid. Along with it, companies understand their compulsion of finding a job therefore they manipulate them and offer them low salary because they know that women have no other way but

to accept their offer. As per Forbes, women earn 17% less than men. It shows that women not only get fewer opportunities but they are less-paid too.

Moreover, women lack protection and secure environment at workplace. Therefore, they face issues like harassment. Harassment has become part and parcel of every workspace. Women are considered compelled and therefore they are spoiled and exploited at every stage of life. They face gender harassment and unwanted sexual attention from the same workspace where they work. Only in Pakistan, there were 5,008 cases reported of harassment from 2011 to 2022. This rise in number of harassment cases shows that how unsecure women are ~~at~~^{at} workplace and how often they are exploited and harassed.

Along with all of these issues, women are not trained and they are not provided relevant skills and scope by which they can flourish in their field. The reason is that, when they are less paid, harassed and not given equal opportunity, fellow workers and management don't take them into consideration for any role and they are always looked down upon as they are incompetent and they are born to work as laborers. As a result, sometime women also feel neglected and they leave their hopes to flourish in their fields and get promotion to reach higher positions. According to MIT University research, female employees on average are 14% less likely to be promoted than their male colleagues. It shows that how female workers are given less importance and training by which they can flourish in their respective fields.

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Spreading false speculations don't change the reality. In the same world, women are given a lots of opportunities. The reason is that women are encouraged and prioritized in even difficult jobs such as armed forces. Women have proved many times that they can excel in any type of job. Therefore, we witness today that huge number of women are serving in armed forces whether it is in police, army, air force and navy. And specially, many women are becoming fighter pilots and considered as an asset of air force. According to Firepower Index, there are more than 400 female fighter pilots are serving in the world. It shows that women are given opportunities in every walk of life.

Along with serving in armed forces, women have also proved their abilities to lead top companies in the world. Women are always valued and respected in corporate sector too. Many companies prioritised women to men to hold key positions. Today, a large number of women are working in corporate sector and they are considered as the best and committed employees. With the passage of time, a woman who joins as junior level employee, becomes Chief executives of the same company. There are 53 CEOs who are women, are leading fortune 500 companies and proving their leadership skills. It shows that women have leadership roles in the world.

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Moreover, many questions arise that women are less-paid as compare to men, which is false statement. The reason is that every country in the world fixes wages for workers and no one can pay less than minimum wage, set by the state, to anyone. Therefore, women are not discriminated in terms of wages. They are given equal importance as men. And if law is violated, women have access to justice they can go to courts and demand their due rights. It shows that wages are not set by any individual but by state and it ensures that no citizen should be paid less than minimum wage. This law applies equal to women.

Law also ensures the protection of women against any act of harassment. The reason is that no country allows any individual to harass female citizens because this act restricts women to participate in economic activities and it also invites stigma to that country. As a result countries ensure the protection of women. Even countries have introduced many laws by which women feel protected and secure. More than 150 countries have passed laws against any kind of harassment. It shows that women are protected and feel safe in any kind of environment.

Furthermore, workshops are arranged to equip women with modern technology and skills. The reason is that countries don't want that their half workforce remain unskilled and specially companies, where women work, they arrange training programs. Many times these programs are arranged within the companies and many times they are sent abroad where they polish their abilities and learn new skills which make them relevant to industry needs. These training programs does not only benefit companies but they also benefit women. ~~Therefore~~ Those skills enable women to progress in life and achieve many milestones in life. It shows that women are given training by which they can excel in their careers.

one can not paint a rosy picture by citing few women examples. Still women are less than to get opportunities as per their needs. Women are not welcomed by every sector or every employees. Still women have limited space to show their capabilities. Even in many societies, women are not preferred to join armed forces. And mentioned above that there are 400 fighter female pilots. If this number is compared to the number of men fighter pilots then this number will remain negligible. Men fighter pilots are in thousands. It reflects that still even armed forces are dominated by men. And women remain on losing side.

And when it comes to corporate sector, a large number of multinational companies are dominated by men also. The reason is that when women are not given opportunities and they are neglected by every company. And men are welcomed by open arms, it makes situation worse for women. As mentioned above that out of 500 fortune companies only 53 are led by women. What ^{does} this statement tell? It tells that around 10 percent women are on leading positions and around 90 percent men are leading top companies. It makes picture very clear that women are neglected when it comes to leadership role.

Moreover, an argument with that the state sets minimum wages and everyone, whether it's men or women, is paid accordingly. These laws and legislations are just for record keeping, the actual ground realities are far more different. Under these laws or regulations, even not all the men are paid accordingly. As far as women are concerned, there are no special departments which ensure the minimum payment to women. And even women can not complain anywhere because they know that they will be fired from the job and as they lack opportunities, it makes difficult for them to find another job. It shows that law does not ensure availability of minimum wages to women.

Furthermore, whenever they demand their rights and demand increase in salaries, they are harassed verbally and sexually both. There are many laws which exist ^{for} hundred of years, they are useless and they are unable to ensure the protection of women at workplace. As mentioned above that there are 150 countries passed laws against women harassment. One should also see the number of victims in those countries and provision of justice to them. Laws are just for citation and they are used for covering up short comings of countries. If implementations are not done women will remain unprotected.

Along with lack of protection, women are not equipped with modern skills and arranging one or two workshops or event for few women, will not bring revolution. As far as trainings is concerned, it is not given to every women in every company or any sector. Those, who receive training and attend workshop, can be calculated on finger tips. It is tantamount that one pie of cake is arranged for thousands of guests. And it is evident that the pie can not satisfy everyone. It shows that in every walk of life women remain on losing side.

Conclusively one can not ignore the fact that women are always been on losing side in professional life. When they are ready to serve the society, they lack opportunities and those who get opportunities, they are unable to exploit those opportunities completely. The reasons are, they lack skills, education, training and the scope. As women are still neglected and considered as incompetent to be hired whether in private or public sectors. And these sectors also exploit women by giving them low salaries just because women are compelled to work, employers take undue advantage of their compulsion and if women raise their voice against injustice, they are fired. And keeping in mind the threat of losing job, women remain quiet. The injustice does not end here, but they are also harassed at workplace by their colleagues. And the state is unable to trace these cases and provide justice to women. Women play a very significant role in any society and no society can progress socially, politically and economically without the participation of women.