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## Women Remain On the Losing Side of Professional Life

### Outline:

#### 1. Introduction

- Women comprise half of the world population but still remain on the losing side of professional life due to multiple factors.

#### 2. Current Status of Women in the World

(2.1) Case in point: Global Gender Gap Report 2023

#### 3. Manifestations that Women Remain on the Losing Side of Professional Life:

(A) Large income gap between males and females

(a) Case in point: Report of the World Bank

(B) Unequal career opportunities for women

(b) Case in point: Al-Jazeera's report

(C) Victim of harassment at workplaces

(c) Case in point: Report of Digital Right Foundation 2023

(D) Cultural hurdles for sports women

(d) Case in point: Patriarchal mindset

(E) Less participation of women into labour force

(e) Case in point: Report of Labour Force Survey 2022

(F)

Women Remain on the losing side

(B)

Quitting jobs after marriages

Case in point: The DAWN Report

~~Challenges in the way of women~~

~~to remain on losing side of~~

~~professional life:~~

(4)

Why Women Remain on the losing side of Professional Life:

(A)

Burden of Domestic Responsibilities

(B)

Cultural Norms of Society

(C)

Gender Biasness is a hurdle

(D)

Unsafe Environment at Workplaces

(S)

Recommendations for leveling up women on the Professional side:

(A)

Digital Inclusion of Women

(B)

Legislation of Pro-Women laws

(C)

Progressive Role of Media

(D)

Ensure safety at Workplaces

(6)

Conclusion

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Time is ticking towards the 2030, the deadline set by the United Nations to achieve global women rights. Yet the world has still to do more to achieve goal. Women around the world are loser in many fields and professional life is one of them. According to the United Nation's report, the pace at which the world is working for global women rights, it would not fulfill its target till 2151. Currently, we are in 21<sup>st</sup> century, every thing has advanced and updated upto modern requirement but women around the world is still facing issues in every sphere of life, particularly in professional life.

The progress of any country is linked with the progress of women as Vidya Kirishna, an author, said that we have a future of peace lead by women or we do not a future at all. This statement of vidya Krishna depicts the importance of women in progress. Women is marginalized all over the world and manifestations of professional marginalization are

large income gap between male and female, unequal career opportunities for women and victim of harassment at workplaces. Moreover, cultural hurdles for sports women, less participation of women into labour force and quitting of jobs after marriages are showing that women remain on the losing side of professional life.

Women remain on the losing side of professional life has contributory factors like burden of domestic responsibilities, cultural norms of society and gender biasness. Another factor is unsafe environment for women at workplaces. However, there is always a room for optimism and improvement. The digital inclusion of women, legislation of pro women laws, progressive role of media and ensurance of safety at professional places can level up participation of women into professional life. Women comprise half of the

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World population but still remain on the losing side of professional life due to multiple factors.

Currently, women all around the world, is facing challenges. According to Global Gender Gap report 2023, women ~~are~~ ~~face~~ faces three type of biasness: ~~Sexual~~ economical, political and educational. The UN 2030 goals include fulfillment of rights of women in its manifesto. The world has advanced to next level but women still behind all.

Following paragraphs will shed light on the manifestations that women remain on the losing side of professional life.

Firstly, there is a large income gap between males and females. Although education and experience are same but gap in incomes is still there. Its per ~~the~~ report of the World Bank, males are earning 51% more than females. Thus, a large gap in incomes makes women

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to remain on the losing side of professional life.

Secondly, women has less opportunities for career growth as compared to men. According to the report of Al-Jazeera, in Arab countries, women have<sup>x</sup> has limited opportunities for growth of their professions; An unequal career opportunities<sup>x</sup> are pushing back women to homes.

Thirdly, women is victim of harassment at workplaces.

This leads to resignation ~~from~~<sup>x</sup> jobs<sup>x</sup> of women from jobs.

The Digital ~~to~~<sup>x</sup> Right Foundation 2023 created report that 2400 women in Pakistan ~~is~~<sup>x</sup> filed a complaints against men for harassment. So, harassment at workplaces is another manifestation of women remaining on the losing side of profession life.

Moreover, women face cultural hurdles in growth of her sports profession. The patriarchal mindset of society and religious misinterpretation halt the growth of professional

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Careers of women. It is mostly seen in the South Asian and Middle Eastern women where cultural hurdles stop them to pursue their careers in sports.

Apart from cultural hurdles, for sports women, another manifestation is less participation of women into labour ~~survey~~ force. The report of Labour Force Survey 2022 painted a grim picture of low participation of women. It revealed only 17% participation of women in labour force. Thus, women are economically marginalize here too.

Lastly, women quit jobs after marriages in large numbers. As per report of the DAWN newspaper, professional degree holder in medical, engineering, information technology mostly left out jobs due to domestic responsibilities and high burden of work. They are not getting paid in handsome amounts. Therefore, women quit their professional lives.

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Women remain on the losing side of professional life has contributory factors which are as follows.

Firstly, a burden of domestic responsibilities left hobson's choice for women. Woman has to look after one family in every culture of the world. This burden of chores of house and taking care of family compel her to quit job.

Secondly, a cultural norms of society is contributing factor in losing women their professional careers. Some cultures of the world want women to work in isolated environment.

With the cultural norms, a ~~paternal~~ patriarchal mindset also halt the professional growth of women. Many women do not avail bigger opportunities in professional growth due to cultural restricted environment.

Moreover, gender biasness is a hurdle in professional



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growth of women. Gender biasness leads to economic marginalization of women. Gender biasness is by product of patriarchal mindset of society. So, gender biasness is another aiding factor.

Lastly, the unsafe environment at workplaces around women compel her to quit job. The sexual and physical violence at offices are growing in numbers which ultimately affect professional life of women. Hence, unsafe environment around women is contributory factor.

The above mentioned challenges can be addressed to level up women in professional life. The recommendations are as follows.

The foremost need is digital inclusion of women. It is the need of hour as we are in the digital age. The inclusion of women creates professional opportunities for women all around the

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less developed world. Also, it aids in growth of her careers.

Secondly, there is a need of legislation of pro-women laws. The United Nation should address this issue constructively and make sure pro-women legislation around the world, particularly in less developed world and the third world countries. The pro-women laws give confidence to women and economic security.

Thirdly, the media should play progressive role in creating awareness among societies. It should appreciate professional and economical participation of women into different sphere of life. It also interpret religious explanation in a correct way as no religion in the world halt women's way of professional life.

Lastly, the governments should ensure the safety of women at work places.

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The legislation of pro-women laws are helpful in this regard. The assurance of safety lead more professional participation of women.

In a nutshell, women all over the world are facing discrimination and biasness.

There are multitude of factors behind this menace. The United Nation has added achievement of rights of women in its 2030 agenda but still a lot to do. Women are professionally on lose side. A ~~lot~~ ~~of~~ ~~many~~ number of initiatives are taking all around the world to bridge the gender gap. There is an optimism that in the world would acheive its targets of acheiving this equality. It needs collective effort as Martin Luther King said;

“You can do things  
I can not do. I  
can do things you  
can not do. Together  
we can do many  
things.”