

Topic: Women remain on losing side in professional life.

I Outline:

Thesis statement: There are number of factors that are contributing to place ~~keep~~ women ~~there~~ on losing side in professional life. However, certain measures ^{more and more} can be taken to inculcate women in professional life. By spreading awareness and educating people, women will be on winning side in professional life.

II An overview of gender disparity in professional life.

III Women remain on losing side in professional life:

- (a) Lack of political empowerment.
- (b) Glass ceiling in patriarchal society.
- (c) Pink collar jobs associated with women only.
- (d) Discrimination in acquiring profession of her own choice.
- (e) Wage gap between male and female employers Gender pay gap.
- (f) Sexual harassment at work place.
- (g) Work life balance challenge.
- (h) Societal taboos attached to ~~women's~~ profession.

I Ratio of women is low in policy making process.

J Lack of family support.

* Wrong interpretation of religion.

IV Measures that can be taken to keep women on winning side in professional life:

a) By ensuring a reasonable ~~number~~ quota of women in policy making process.

b) By implementing laws against sexual harassment at workplace.

(c) By establishing day cares at workplace.

(d) By ensuring a decent transport system for female employees.

V Conclusion.

In the realm of professional life, women have long contended with systematic challenges that place them on losing side. In modern era gender parity is a popular slogan yet far from being achieved. Women lag behind men in almost every profession. Glass ceiling in businesses sphere is not a new phenomenon. Women in professional life are on losing side because there are various social taboos attached to women profession. Pink collar jobs are considered as only jobs for women. Women face discrimination in acquiring profession of their own choice. Sometimes, women also face lack of family support in doing their jobs. If they are allowed to do jobs, sexual harassment would be waiting ~~at~~ at work place. Sexual harassment causes depression and anxiety among female employees. In some cases they are not allowed to speak vehemently about sexual harassment. In like manner, there is a

need of decent transport system for female employers. There are number of cases when female employers get harassed by taxi drivers. So it is not an easy job to go out from home and do jobs. There are number of factors that are contributing to place women on losing side. However, certain measures can be taken to inculcate more and more women in professional life. By spreading awareness and educating people, women will be on winning side in professional life.

About 50 percent of ~~the~~ Pakistan's population is comprised of women yet, as of 2022, they form only 22pc of its labour force. Women continue to face a multitude of barriers to entry and staying employed. This can be chalked up to cultural perceptions, which limit women to childbearing and care giving, as well as primarily responsible for domestic work. In the era of economic and technological

advancement, women must contribute equally to the country as of men. Women empowerment is necessary for socio-economic development of a society. Women are making half of the population, so it is a wake up call for concerned agencies to incorporate more and more women in professional life for the socio-economic development of any society.

To begin with, a glass ceiling became the symbol of discrimination during the struggle of women's rights in western democracies. Glass ceiling refers to an invisible barrier that can limit the advancement of individuals, especially in the workplace. It represents obstacles and biases that prevent them from reaching higher position despite their qualifications and skills. In the modern world, where there is a technological and economical advancement, women are still facing glass ceiling. Women are denied of acquiring higher position in workplace specially in business spheres.

only because they are women. In a nutshell, it can be said that glass ceiling is an obstacle in acquiring women as ~~winning~~ winning side in professional life.

Similarly, lack of political empowerment is also a contributing factor in placing women on losing side in professional life. Political empowerment of women is necessary for ending gender disparity at workplace. It is necessary for a woman to take active part in the decision making process. On the other side, in rural areas of Pakistan it is still considered as a taboo for females to take active part in politics. Elected members are the representative of people. So it is necessary and effective that female should be representative of females. Thus, it can be concluded that political empowerment of women is a need of hours.

In like manner, pink collar jobs are jobs that are associated with women only.

The reason behind this is women are still considered 'as weak'. They are considered as weak in mental capabilities as well. For example nurses, Receptionist are considered to be female only. Being a receptionist, a woman is considered as a show piece to attract customers. In such kind of jobs, women is considered as a commodity to attract more and more customers. So it can be said that pink collar jobs are only jobs that are welcomed for women in society.

Meanwhile there is also a discrimination in acquiring profession of her own choice. There is no compulsion on man in choosing their career. On the other hand, Women are still facing problems in choosing profession of their choice. For example, if a female from ~~the~~ rural area of Pakistan is allocated in police service of Pakistan, the first step before her allocation would be to convince her parents. Because profession of police is still considered as a taboo for women in Pakistan. Doctor and

teacher are two profession that are considered best for women. So it can be concluded that there is ~~de~~ discrimination in acquiring profession of her choice in various societies.

In like manner, wage gap is also a serious issue that women are facing in their professional life. There is a broad consensus that no country can progress without the full participation of women in public life. Women can participate in economic sphere as well. The problem that is faced by women is pay gap. Gender pay gap is defined as the difference between women's and men's average full time equivalent earnings expressed as a percentage of men's earnings. The gap between the earnings of men and women is a composite of many factors including the women's level of schooling and skills, social stereotypes, motherhood, unpaid care work or family responsibilities leading to part time or flexible work, and direct or indirect discrimination on the basis of sex. Pakistan rank.

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88th among 145 countries when it comes to wage equality for similar work while Bangladesh stands at 126 and India even lower at 129.

According to the World Economic Forum, the global pay gap between men and women is here to stay until another 118 years so, till then we countries better keep struggling and nursing the things with feathers called hope.

In addition to, sexual harassment at work place is a gravious issue that can not be neglected. Sometimes, female employers face sexual harassment in a way that they can not express this vehemently. This situation caused depression and anxiety among female employers.

And also has a serious implications on mental health. There is always a need of healthy environment for the progress of any organisation. But female employers face sexual harassment at work place. This lead to destruction of their health and often they end up with their professional life. Between 2019 and 2022, 500+ cases of

sexual harassment were registered, a vast majority involve female victims. These are reported cases, however many cases remain unreported in Pakistan. In a nutshell, it can be said that sexual harassment is a devastating factor for career oriented women.

Work life ~~is also~~ a balance is also a major issue that is being faced by female in professional life. In many societies, the work of women is associated with only child bearing and rearing. Women are considered to do household perfectly. The title of 'motherhood' is like a whole world to them. Reproduction is also another phenomena that is creating hurdles in their professional life. For example, in many multinational companies, a married women is not considered suitable for jobs. Because after some time she will take maternal leaves and company cannot afford maternity leave. In the like manner, females are often denied of late night jobs because of family pressure.

thus, it can be said that work life balance is also creating obstacles in professional life of a women.

Furthermore, there are certain societal taboos attached to some profession. These are the profession that are considered not suitable for women.

If a female get enrolled in such profession, society does not recognize them as a noble profession for women. In many stereotypic societies, the enrollment of women in army, police is considered as a taboo. Because of social stigmas attached to these profession. In such kind of societies, men is considered as a aggressor and stronger so for them these jobs are only suitable for men. So in a nut shell;

it can be said that there are certain taboos attached to some profession in a stereotypic societies that is creating an obstacle in professional life of a women.

In addition to, the ratio of women in policy making

process is low. Male are in majority in senate and national assembly of Pakistan. So how they can know the root causes of female issues. Male ~~are~~ have not gone through those processes and situation through which females have passed. So male are often not familiar with the ^{gravity} situation.

The number of women in decision making posts in political parties or in government is miniscule. Most parties pay lip services to female representation at the time of elections: not only do they barely meet the mandatory requirement of 5% quota for female candidates, they also tend to win seats. Meanwhile, a reserved seats, while they do give women a voice in parliament are largely seen as a political favour bestowed on the female relatives of male parliamentarians. So, it is a wake up call that to increase the ratio of women in policy making process.

Similarly, in every religion a great emphasized is on female education and work. It is the society

that wrongly ~~interpreta~~ ~~or~~ interpretate & interperate religion for their own sake. For example in Pakistan many people are referring Islam to keep women in home. They often quote that in Islam the best place for women is her house. This is totally wrong interpretation of religion. If a person look at the Islamic history, he would come to know that Hazrat Ayesha was first muslim female scholar. Hazrat Ume-E Rajeeda was first female Voyage. Hazrat Uhadija was a strong businesswomen. So referring Islam to keep women is totally a wrong interpretation of religion.

However, By ensuring a reasonable quota of women in policy making process would be beneficial to place women on winning side in professional life. Women know the problems of other female worker in society. A concept of sisterhood can explain this concept in best possible way. For example if a reasonable number of women are in policy making

process. Laws and policies will be made according to wishes of female worker. These female workers keep themselves motivated in running the machinery of state. So this increase in quota would be beneficial in their professional life as well.

There is a need of strong implementation of rule of law at workplace. State should take an active part in implementing laws that are strictly punishing those who are involved in sexual harassment at workplace. Sexual harassment is a phenomena that every third women face in workplace. So it is important to strictly establish and implement sexual harassment laws. So that no one dare to harass women at workplace.

Another, important factor is establishing day cares at workplace would be beneficial for women in workplace. No one can deny the process of reproduction. In many societies child bearing and child

rearing is a skill that is only associated with female. female workers often face emotional damage when they leave 3 months old son at home. so it is necessary to establish day cares at workplace. so that the whole focus of female employers is on the work. They need no worry about their child care.

In the same manner, decent transportation is also need of hour. female employers below 14 grade often face difficulty in transportation. Sometimes, they get harassed by taxi drivers. so it is necessary to establish a decent transportation for working women. By doing so they will remain in their comfort zone and need no worry about their pick and drop services. In the like manner, during inflation it is difficult for working women to book a cab for their transport. so decent transportation would be beneficial in this regard.

So it can be concluded that, Women are facing difficulties in pursuing their carrier. There are ~~obstacles~~ hundred of obstacles in their way to continue their professional carrier. On the other hand man are known to any obstacles to continue their career. It is important to note that in patriarchal society women remain on losing side because social structures are established on patriarchal lines. However, by spreading awareness and educating people safe work place and cooperative environment can be created for women. Women have important position in the development of any society. It is the women who build a nation. So this important contribution of women can not be denied. Women also play key role in socio-economic development of a society.