

Women remain on the losing side in professional life

Outline

I- Introduction

Thesis Statement:

Women are in the continuous struggle to thrive in the professional life. This unjust practice threatens the very existence of women in the patriarchal society by further marginalizing them. Therefore, proactive strategies are required to ensure an inclusive workforce environment.

II- Understanding the significance of women's participation in the professional life

III- How do women remain on the losing side in professional life?

(a) Women earn less than men for the same work

Case in point: Women globally earn 77 cents for every dollar men earn for the same job

as per the World Economic Forum

(b) The glass ceiling hinders women's access to leadership positions

Case in point: Global Gender Gap Report depicts the meagre proportion of women in the senior posts

(c) Subtle biases affect hiring decisions, promotion opportunities and performance evaluation

Case in point: Study of Yale University (USA) about the unconscious perception of male officers

(d) Limited mentorship and support hinder women's career advancement

Case in point: Harvard Business Review's report in 2020 "Why Men Still Get More Promotions Than Women"

(e) Women bear a disproportionate burden of caregiving responsibilities

Case in point: The World Economic Forum's 2024 report about the burden of caring

for children or women

(f) Networking gaps prevent women from accessing valuable career opportunities
Case in point: According to Herminia Ibarra, women are excluded from informal networks

IV- What are the challenges that hinder women participation in the professional field?

(a) Traditional gender stereotyping discourages women from pursuing career path

(b) Organizational barriers impede the constructive role of women in the workforce

Case in point: The absence of family-friendly policies, flexible working hours

(c) Gender norms shaping educational choices and skill development limit women's entry into the high-growth fields

Case in point: UNESCO report that only 35% of women enrolled in STEM fields

(d) Discriminatory behavior and harassment create hostile environment for women.

Case in point: Study by Journal of Applied Psychology about the reduction in the satisfaction level by 40% due to harassment

V- What are the impacts of women being underrepresented in the professional sphere?

(a) The limited participation of women in the professional field reduces economic growth.

(b) Excluding women from leadership and decision-making roles results in a lack of varied perspective

Case in point: More innovative solutions by the inclusion of women

(c) The undervaluation of women contributes to social and cultural implications

(d) Insufficient women in the workplace cause psychological problems and emotional distress

Case in point: American Psychological Association explains the enhancing cases of psychological issues in the male dominated workplaces

VI- What strategies can be implemented to increase women's participation in the professional life?

(a) Facilitating women's entry into the workforce requires fundamental reconfiguration in society about gender roles

(b) Making national policies are necessary to develop an inclusive environment

(c) Providing an equal access to career development opportunities helps eliminate biases against women

VII- Conclusion

Woman has the potential to uplift the socio-economic domain of a country by encouraging their participation in the professional life. Undoubtedly, they hold the ability to cater any problem, inculcate innovative strategies and undertake analytical approach to accomplish a given task. However, despite having enormous capabilities, their contribution to the practical life are hindered due to the patriarchal mindset of the world. According to the Global Entrepreneurship Monitoring Gender Report (2021-22), globally, women represent about one in three high-growth and innovation entrepreneurs. Such meagre participation of women in business sector displays the sorry state of the society that discourages women to pursue career opportunities. There are various events that endorse the marginalized role of women in the professional life. Unequal wage distribution, limited mentorship and support, and disproportionate burden of care giving responsibilities on women are some obstacles to prevent them from acquiring respectable profession. These factors compel women to perform traditional tasks being decided

by the rigid society. Similarly, harassment in the workplaces, the prevalent gender norms, and organizational barriers impede the constructive role of women in professional fields.

Due to these challenges, the economic sector of a country experiences a major setback.

Moreover, the absence of women from decision-making roles does not yield different and diverse perspectives. Therefore, it is crucial to

determine strategies that foster active women's participation. Fundamental reconfiguration

of society's outlook about gender roles could navigate the problem; Likewise, creating national policies to appreciate an inclusive practical environment are the need of the hour.

These measures, if ~~not~~ taken sagaciously, can direct the world towards encouraging women's role in the professional life.