

Women remain on the losing side in professional life. (Argumentative Essay)

Outline:

- 01) Introduction
- 02) State of Women in professional life
- 03)

01) Introduction:

Thesis Statement: Although women are achieving higher levels in their professional life. But there are numerous women, in contemporary times, who are on the losing side in professional life. Therefore, a viable structure and unbiased policies will help in reducing the loss of the women.

02) Present state of women in professional life.

03) Women remain on the losing side in professional life (Thesis):

- a) women are often underrepresented in leadership position across various sectors.
- b) Gender pay gap: women earn less than their men counterparts for same work.
- c) Women may face challenges balancing personal and professional life due to huge burden on them.
- d) Gender discrimination persists in workplace, affecting women opportunities for advancement
- e) Patriarchal mindset considers women as an easy target of harassment outside the home boundary wall

04) Women are not on losing side in professional life: (Anti-the

- a) Women are breaking barriers, in contemporary times, and achieving leadership positions.
- b) Numerous firms are working to reduce gender pay gap and provide equal pay to men and women
- c) Maternal leaves and child care are provided to women to balance work-family life.
- d) Women friendly policies are making made to reduce discrimination at workplace.
- e) Certain workplaces are providing resistent environment and prevent male dominance

05) Despite women friendly environment, they are still on losing side (Synthesis)

- a) Bias systematic policies are hindrance for women in achieving leadership roles.
- b) Despite progress, gender pay gap persists and reflect dominance of men
- c) Family-friendly policies are not diminishing the burden from women's shoulder
- d) Discriminated policies are used as a tool for glass ceiling towards women
- e) Sexual favors from women at workplace still harm their career growth.

06) Conclusion

Many argue that women remain on the losing side in professional life. One of the arguments they made that women are often underrepresented in leadership positions. This phenomenon of underrepresentation prevails across the world. Globally, women are less in leadership positions. Even in sectors with a majority female presence, like education and health, women struggle to reach senior positions. According to the World Economic Forum states of 2023, less than 31% of leadership roles across various sectors are held by women, despite them comprising nearly 50% of the global workforce. Therefore, women participation and leadership role at higher position are underrated.

Not only underrepresentation in leadership role but also gender pay gap prevails for women. Women are earning less than their men counterparts for the same task. In professional life, females are always facing hurdles and challenges due to prevailing gender stereotypes and male dominance. According to Pew Research Centre data, women ~~are~~ earn 17% less for every dollar earned by men. Therefore, women are struggling in their professional lives in terms of wages as well.

Women are also facing challenges in balancing their personal and professional life. The

reason behind this imbalance is huge burden of responsibilities on them. They have to care about their family life, children responsibilities and other house hold work along with handling professional and job responsibilities. Their male counterparts are not helping them with in house duties. According to United Nations (UN) Women data, women spend almost twice time on housework and childcare as men globally. Thus, it frustrates women and they are more prone to leave their jobs as compare to men.

Moreover, women are facing gender discrimination issues in their professional life. This prevailing gender discrimination is affecting women opportunities for advancement in their careers. Women, across the world, are struggling for their basic rights of financial freedom, political rights and freedom of speech. Unfortunately, they are still facing discrimination and challenges. According United to the United States report by Pew Research Center, 2017, almost 42% of working women ^{are} experiencing discrimination at work. Hence, women remain on losing side in professional life, despite advancement and acts for their protection.

Apart from this, Patriarchal mindset prevails at workplaces. ~~the~~ The male counterparts consider women as an easy target of harassment outside. Due to prevailing male dominance in the

society and at the workplace, women are unsafe and are facing sexual abuse, objectification and body shaming in their professional life. The reason behind such challenges faced by women is the male centric thinking process for women and considers them as means not the end. According to the International Labor Organisation (ILO) study, 42% of women, globally, have experienced workplace violence or harassment. Thus, it lowers the women confidence and hinders their career development.

However, some argue against this notion that women remain on the losing side in professional life. They make counter-argument that women are breaking barriers, in contemporary time. They are achieving leadership positions as well. Globally, there are plethora of states which are choosing women on higher and top-positions. The recent example is Biden has chosen Adm Lisa to lead the US Navy, a first woman in the US to serve in military chief position. Therefore, women are enjoying leadership positions in many regions and states.

Moreover, there are numerous firms which are working to reduce gender pay gap. Their mandate is to provide equal pay to women and men. The argument of many analyst that women

are facing gender-pay gap disparity has no significance in a number of regions. Because, the sectors are advancing and breaking the traditional norms and values regarding women. They are providing comfort and ease to ~~of~~ both all genders in their professional advancement. Such as Microsoft, Salesforce and Accenture are implemented pay audits, unconscious bias training and established "equal pay principles" to reduce pay gap disparity. Therefore, women are not the losing side in their professional life with the advancement in the world.

Similarly, women are also having leverage to balance their work-life-work-family life in contemporary times. The workplaces are providing maternal leaves and child care facilities to working women across the world. During women pregnancy, the sectors provide care-centres incentives to them and paid leaves for their newly born child care. Finland, Spain, Iceland Germany and many more states are providing 9-6 months paid leaves to pregnant employees and 4 weeks paid leaves for child care. Therefore, in recent times, workplaces are taking care of their employee's family life.

Besides, sectors and industries are working to reduce workplace discrimination for better productivity and growth. They are making women friendly policies to provide safe working

environment and career development. The notion that discrimination against women is prevailing at workplaces prevails at workplaces is fragile. In contemporary times, women are empowered enough and are career oriented. Also, the industries and sectors are themselves encouraging women to join and start their professional life. Therefore, women are also on the safe side in their professional life due to less discrimination.

Even certain industries and sectors are providing resilient environment to women to enhance their careers. In recent era, the world is focusing on diverse inclusion of genders to uplift the economic growth and productivity. To achieve this, they are focusing on removing all the stereotypes and male-dominance to provide comfort and ease to women. Such as Iceland and Sweden such as Iceland consistently ranked top position in gender equality, as it offers parental leaves and applies strong anti-discrimination laws. Hence, women are having resilient environment to boost their careers.

Despite the provision of women friendly policies and acts, women are still on the losing side in professional life. Such as, the policies and systems are biased which becomes a

hindrance for women in professional life. The prevailing nepotism and unethical norms and values become an obstruct for women to achieve leadership roles.

The system is biased and which only favor those women who are fulfilling their standards and expectations and as a result a few women enjoy top positions and leadership roles. According to UN Women data, only 15 countries have a woman as their head of states. Hence, Skepticism in policies becomes an issue for women in their professional life.

In addition, gender pay gap still persists despite struggle of many activists to provide equal wages to women. The progress is happened only in developed world, women in deprived areas and developing countries are still facing pay-gap challenges. The male-dominance is still reflecting in many regions across the world which becomes an obstruct for women career development. According to McKinsey and Company studied, women are still earning less than men in the globalised and advanced world. Therefore, women are on the losing side despite progress in a few regions.

Work-Family imbalance is still persist for women. Family friendly policies are not reducing the burden from women's shoulder. The notion

that women are the character-builder of a child becomes a hurdle in this advanced world for women career development. Because the male parent is not taking responsibility and sharing burden of their wives in nourishment and character building of the children. Therefore, women become exhausted and frustrated due to heavy responsibility and huge work load.

~~The disor~~ The anti-discrimination policies are still not workable for women to reduce workplace discrimination. The policies, themselves, are used as a tool for glass ceiling towards women. Glass ceiling is basically an unacknowledged barrier to advancement in a profession and affecting women and minorities at workplaces. The subjective or unclear promotion criteria create an unconscious bias and disadvantaging women across the world. This is exemplified by Japan workplace culture which is rigid and having limited childcare option makes challenge for women promotion. Thus, policies, themselves, become hindrance in women career development.

Last but not least, women are facing sexual abuse at workplaces due to male-dominance. Women are asked to give sexual favors in order to promote and advance in their career development. This cheap mentality is still hounded the growth

of professional career for women. Globally, especially women are struggling due to this and as a result they opt not to pursue career and confined to four walls of homes. Also, sexual favors contribute to toxic work environment and perpetuate gender inequality towards women. It is exemplified by the survey of stop street harassment that almost 40% women are sexually harassed at workplaces. Therefore, women condition at workplace show a creep and grim picture.

To conclude, women are facing challenges and hurdles in their professional and career development. There are two narratives prevail about this, some argue that women remain on disadvantageous side in professional life because of workplace discrimination, male dominance and gender stereotypes. However, some argue against this that in contemporary times, women are enjoying perks at workplaces through parental leaves, childcare leaves and resilient work environment. But the reality is, female gender is facing huge challenges to grow ~~the~~ her career. Therefore, a viable option and strategy can resolve the issues of women and they can help in economic growth. As Malala Yousafzai said, the power of women lies in their collective strength as their voices become unstoppable, when they come together.