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Topic: Women remain

On The losing side

In Professional

Life

(1) Introduction

“Women are not now remained in the losing side in professional life as in the past but there are several problems which women are facing in their professional life.

These problems do not allow them to move toward success.

Various kinds of measures and implementation of legislative

measures may ^{prove} ^{helpful} help them

in raising the status of women in professional life.”

(2) Women and their status in professional life.

(3) How women remain in the losing side in professional life.

(a) Wages discrimination on gender basis at workplace.

(b) Provision of low job quota in various professional areas.

(c) Harrasment at workplace does not allow them to move towards success.

(d) Women's undrepresentative role in various fields.

(e) Glass ceiling create a major hindrances for them.

4 Various measures which prove helpful in rising the status of women in professional life.

(a) Government's initiatives at the issue of gender wage's gap
Provision of ^{Women's} representatives role in various field

(b) Increment in job quota in various fields.

(c) Law about workplace harassment
Women's participation in various kinds of jobs.

5 Women's low representation at labour force despite of having legislative measures.

(a) Gender wage's gap is still remained high at private sector

(b) Inclusion of little increment does not resolve the issue of quota.

(c) Absance of the implementation of laws which provides protection to women.

(d) Women's underrepresentative's role is exists due to social stereotype in society.

(e) Specification of jobs according to gender.

Conclusion

1.1.2021

"Women are thy the name of frailty" was the major concept which prevailed for many century. With the industrial revolution everyone ^{began to} aware about his duties and rights. Although women's struggle for right is the movement which started from 1800s century but yet unfortunately they do not get proper right from the society. It becomes a topic of debate whether women is rising or upgrading their status in professional life or losing. Women try to empower themselves but unfortunately they are not safe. Although, women are not now remained in the losing side in profession yet there are several problems which do not allow them to move towards the realm of success. Various kinds of measures and implementation of legislative

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legislative measures may help in raising the status of women. Women remain in the losing side on the basis of their gender in wage, job quota, representation and prohibition in participation in various kinds of jobs. Although government takes various legislative measures for raising the status of women such as raising job quota representative role, reduction measures for the reduction of wages' gap, harassment and initiatives for the inclusion of women in various fields.

Despite of having such measures women are still feel insecure at workplace. This insecurity is only because of not proper implementation of proper laws about wages, workplace harassment, representative role and inclusion of a little amount of quota in various fields. Therefore women are still facing

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the problems in professional life.

Women's struggle for right is the journey of a century. They are always remained the victim of exploitation at the name of social taboos and stereotypes. They got the right to jobs in various fields but they do not receive proper security. "Women are facing various problems in her professional life. Women's movement are the name rights which are still under the process of struggle since 1900s" (Elenor Joseph. Women's Right, 2002) Women does not feel secure even after fighting a long war for right which are known as the feminism movements.

There are various problems which answers a give the answer of a question that "How women are remain in the

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losing side of profession? There are various kinds of reason. The first one is that the discrimination of wages on the basis of gender at work place. Men and women both are human beings they do the same work, but they do the same effort for the accomplishment of a task. They give the same time. Unfortunately the men receive more salary than women. The industries gives allowances to the men rather than women. They receive very little amount of allowances. According to the report various kinds of sectors has gender-wage gap. This is the exploitation of women's right. Women are always exploited at every sphere of life. Whether at domestic or professional. (Sylvia Plath) However women does not move upward

basis of their gender.

Women's do not remain in the losing in professional life in the wages but they also remain losing side on the basis of quota. Women have very little or having the absence of quota in various fields. Women are the population of the almost half of the world but the requirement of quota is very low. Which becomes the main cause of Women's lower status in the professional life. They do not have proper opportunity for ~~for~~ getting the goal then they remain in the confinence of the availability of jobs. The low job quota in various countries for women is one of the major reason for the lowering the status of women in every fields (Thon Churchill). Hence the provision of low job quota is one of the major reason.

reason for having lower status in professional life

Although women do not only remain in the losing side in the term of job quota and wages but they also do not have proper security. Women do not feel secure because of not having protection. Workplace harassment becomes the one of the main reason for women's losing side in professional life. When women do not feel secure then they do not work properly. They always try to confine herself within certain specific areas. As Accordind Human Right Commission Report 2020 there are 30,000 cases about Women's Workplace harassment in Pakistan. The women do not move upward when they do not feel properly safe. So, workplace harassment is one of the major reason evident about women's losing

side in professional life.

Work place harassment, gender-wages and low job quota are those issues which ^{are} highlighted that women taking participation. While on the other hand. Women's underrepresentative's role is one of the main reason for not moving upward in professional life. They work properly but their role is based on the representation of another male's identification. She does not perform actively in various fields. Having certain issues like workplace harassment women always try to remain subjugate themselves. They do a lot of work but their role remains under the representation of a boss. Therefore. Women do not work properly and if they work properly then their role remain under the representation of a boss. In this way. she loses

her identity: So, under representation is one of the major evident of the women's losing side in professional life.

Although underrepresentation role is one aspect which shows the subjugation of women. While on the other hand the glass ceiling is one of the major barrier in rising the status of women in professional life. The women cannot do all kinds of jobs. There are certain only specified for men.

They cannot show their abilities in such a kind of professional areas. As "Glass ceiling acts like a border which does not allow women to upward." (Andrine Rich.

Women's Status in Society. 1969)

Hence glass ceiling is one of the major example of women's don subjugation in professional life.

It is fact that women are always remained a third persons in all fields of life. Whereas, there are various

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initiatives which governments are taken for elevating the status of women in society. It is the fact that various measures proves helpful in raising the status of women in society. One and most crucial aspects is the raising the issue of gender wages gap. The governments of various countries take initiatives for the rights of women. They are aware about such problems that women are doing the same effort as men but they receive less reward. Therefore various countries take step for the protection of this right. As the government of Pakistan pass the bill 2020 for the equal pay and allowances for women. In this way, the women receive equality at professional life.

The government does not elevate the status of women on the basis of salary at professional level but they also took initiative for the inclusion.

and representative role in professional life. Women are now becoming representative of those fields which did not allow to hold representation. They are now handling various matters at administrative levels. As; Women are now becoming the justice and Lieutenant General etc. Justice Musarat Hilali, Justice of Lahore High Court ^{Alia} Neelum ~~Munir~~ and ~~at~~ in the field of army Lieutenant General Nigar Johar are the women who are handling administrative level and show their proper representation. So, now women do not remain in the four walls of house. So, the concept of underrepresentative role has ~~it~~ does not remain longer.

Abolition of Gender wage gap and the representative role of women are the good initiatives but the another most crucial aspect of the government's initiative is that they increase the job quota

in various kinds of fields. Women can show their abilities in various kinds of fields. They can now participate in various kinds of jobs. As the government increase the 20% quota in various kinds of jobs. In this way the concept of job quota which provides ^{for} less number of women in performing their abilities does not remain longer. Increment in job quota give the empowerment to women which helps in boosting their status in society." (Hina Khan, Job quota and the Status of Women In Society, 10.11.2019) In this way women remains at in the struggle of getting their higher status in professional life.

It is the fact that when a person feels safe then he will be able to show their abilities. The Act about Workplace Harassment which is the true evident of

of the government's initiatives for the protection of at workplace. Women could not work properly because of the harrasment.

The safety of the women at workplace shows that the Women are now becomes the priority of the professional admenistration. The initiatives about workplace harrasment shows that the status of Women is rising in every field. The industrialists are now considered that women are as important as men for running a firm. (John Linkin.

The new era And the Women)

So, ^{protection of} women are now considered as the priority of firms. In this way the fear about workplace harrasment has gone.

Glass cieling concept had become one of the major issues for women. They do not enter in the various kinds of fields like politics, games, and detence's areas etc. This.

problem has shun with the help of certain initiatives.

The women's inclusion in various kinds of field help them in elevating their status.

They are now been performed their duties as a parliamentarians, pilots, police officer etc. Inclusion of women in all fields is like a good Omen for them which will bring progress and prosperity in their life and country" (John Adam, Class Crieding: Women). In this way women can elevate their status in both professional and social life.

It is to be considered that various kinds of initiatives helps in elevating the status of women. There are various kinds problems which are still exists in society despite of legislation in society. There are certain issues like 'gender gap is still remain high in the society' at private sector. Pakistan has adopted a capitalist

system of economy. There are a great number of private sectors. The greater number of population is working in private sectors. The government imposes its policies on government sector. Gen Wages discrimination is based on gender is still remain a kind of great problems. The private sectors are receiving the same result and outcomes from both gender. They do the same work and same duration but they owner treats the labour with discrimination on the basis of their gender. Wage discrimination is the great issue of the private sectors' labour force. As "Wages* discrimination on the basis of gender rather on the abilities of the person is one of the major exploitation of Women's right. (Khalida Naseem. Exploitation of Women Right. 21 Aug. 2024)". Hence the gender wages' discrimination is still exists in our society.

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It is argued that the government includes the women in the labour or various kinds of fields and provides them quota but the inclusion of lower increment in the quota is not the solution of the problem. As women are now becoming the half of the population of the world and also our country. They do not get utilization from this little amount of quota. It is like a pinch of salt. As according to World Bank report the quota does not fulfill the requirements of Pakistani women. Only little amount of women can facilitate from the available provision of quota. Therefore, it can be observed that the lower increment of quota in the various kinds of field does not resolve these issues.

Although ^{all} the governments of the world makes various laws for the protection of women. but they do not implement properly. When the implementation of law does not implement properly then we cannot resolve the existing issues. Women are still becoming the victims of harrasment at workplace. They do not do work properly without the fear of harrasment. As the murder of Indian doctor on 8th August is the solid fact of improper implementation of laws. As Pakistan also has 2200 harrasment cases at workplace (WB report). If the laws do not implement properly then how the individual can feel protect in society. While On the other hand the representative role of women in society can

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can be observed. Unfortunately, various kinds of fields which do not provide proper representation in Women are still facing subjugation. There are a number of women which perform their abilities under the representation of male. It is also reported that women are showing their abilities at a smaller number.

World Bank has reported that there are very little representation of women at various sectors. "Pakistan should improve its the inclusion of women at various sectors. So, the little representation of women at few sectors of employment does not mean that women are performing their representative role.

It is considered that women are performing various kinds of jobs and the concept of glass ceiling - is no more.

It is also like a kind of a little amount in a thing. It is the fact that that the government takes initiatives for performing their role in various fields.

There are various kinds of fields which do not allow the large number of women.

As the Parliament only demands the 33pc of women's representation when the women represents bill about women's right it may not passes because of having the little amount of representation. This creates a kind of barrier for women for fulfilling their demands. In this way, the concept of glass ceiling can be observed in various kinds of fields.

To be curt, the women's status at professional field is not obvious. The women always remain under the subjugation of male

patriarchal society. It + They are also exploited at the workplace through various kinds of aspects like the specification of jobs, low job quota and workplace harassment. In this way women cannot perform her duties properly. As Although the government takes proper initiatives for the improvement of the status of women in professional life. They make legislation at the issue of wages, protection and provision of quota. an go Although these efforts proves helpful in raising the status of women. Although women are not facing the problems of like 19th century's women yet there are various kinds of problems which are still existing in society. The efforts of government are good but these are looks like the form of little 'drops'.

of water from a ocean.
and the problems of women
are like an ~~exig~~ ^{existing} barrier in our
society. The women do not
feel properly protected, they
receive low wages, glass ceiling
and issue of under representation
are still existing in professional
side. It is no doubt to say
that the society does not
provide proper platform for women.
Therefore, they remain in the
closing side in professional life.

"To empower women is not
the solution of discrimination" ---

To protect and raising the
status of women are the
solution of the gender discrimination.

(Elinor Julian. Women as
a labour". 11 Aug 1980s)

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