

Women remain on the losing side in the professional life.

• Introduction

Thesis statement: Women have progressed and have been part of professional life. But they have not been preferred in high-ranking posts due to stereotypical cultural thoughts and patriarchal society. However, by reforming laws, their status could alleviate in professional life.

- What is professional life?
- Conceptualising women on the losing side in the professional life?
- ~~Star~~ Aspects of professional life in which women remain on losing side
 - (a) Finance sector considered as a male sector.
 - (b) In law department, women can't be a judge.
 - (c) High-Ranking jobs in offices
 - (d) Only male can make robot in A.I sector.
 - (e) Engineering is a profession of male only.
- Current status of Pakistani women in professional life.
- What type of discrimination faced by Pakistani women in professional life?
 - (a) Harassment at the workplace
 - (b) Stigmatization of women in the offices.

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- ③ Blackmailing of women in the professional life
- ④ Receiving threats from male employee.
- Why they remain on losing side?
 - ① Stereotypical cultural psychology/practices
 - ② To keep their honour / respect / To keep themselves safe.
- How women would prefer in the professional life?
 - ① ^{Conduct} Awareness Programmes
 - ② ~~Conduct~~ legal Reforms
 - ③ Make Committees to keep check on institutions that doing discrimination.
- Critical Analysis
- Conclusion.

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Disparities in the professional life casts a looming threat for the women. Women have been facing discrimination in different fields of their professional life. Many sectors have been involved including Finance, Law, A.I sectors. Even in offices women have been given low-ranking post. Because they have not been considered equal to men. As Engineering field is considered the field of male. Their ratio in professional life is becoming lower due to the discrimination they face.

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in the professional life. Harassment, blackmailing and threat letters have been received by women. They don't raise their voice to keep themselves safe and prefer to remain in losing side in the professional life. However, they can raise voice against discrimination in the professional life by conducting awareness seminars and through legal reforms their status in professional life could be better. To wrap up, women have progressed and have been part of professional life. They have not been preferred in high-ranking post due to stereotypical cultural thoughts and patriarchal society. However, by reforming laws, their status could be better in the professional life.

The professional life consists of experiences, hardwork. In professional life, a person is dedicated to his profession and work sincerely for the welfare of the society. For example, teaching is a professional life. So, teacher will provide knowledge to students and make them contribute to work for the betterment of the society.

Women have been remained on the losing side in the professional life. To elaborate it, women have been given a post of ~~Asst~~ secretary or personal secretary, while men have been given the post of director. For instance, the ratio of men at the post of director is 85% while women ratio is 2%. So, women have considered less than men.



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Finance sector is one of the sectors where male had given the preference. To elaborate it, Finance Minister is a male. For example, Ishaq Das is a Finance Minister. So, since inception, the ratio of male in finance sector is more and women have been neglected in this sector. Therefore, women remain on the losing side in the professional life.

Law department is one of the other department where women have been remained on the losing side. To elaborate it, women can't be judge because ~~the~~ women are emotional and unable to give order on the basis of rationality. To give you an idea, The ratio of women ^{as judge} is less than the male. Thus, male is considered rational and as a judge male is preferred, while women remain discriminated in this professional life.

High ranking jobs in offices of male is another form of discrimination. To expound it, the post of director is given to male and women are given the post of assistant or personal secretary, e.g; The ratio of male at director post is 85% while women ratio at the post of director is 2%. Hence, women remain at a periphery when time to ~~the~~ select a person at a higher post.

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In A.I sector, male seats are allocated for only males. To elaborate it, the advertisement for hiring in A.I sector only male is given the preference and no seats have been allocated for women. It is considered that A.I is a sector of male and women are unable to make robot. To suppose that, 3 seats are available for males only in AI field, so, women are on the losing side in the professional field.

Engineering is one of the professional field in which women remain on losing side. To flesh out, software, cyber security and mechanical engineers are male. For instance, 45 seats in engineering jobs are available for men while 2% jobs of Engineering is for women. So, the ratio of female in this field is low. Female for this reason do not select this field in professional life.

Pakistani women makes 50% of the population. They are ranked at 143/156 countries in economic sector according to world economic forum. According to gender parity Index, women status in professional life is low, so, they are less contributing to the GDP of the country and almost population consist of women. That's why Pakistan is not on the way to progress.

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Harassment at the workplace is one of the discriminations faced by Pakistani women due to which women remain on the losing side in the professional life.

To expand, they remain on a periphery ~~below~~ in the field they are working in. They can't raise voice, because if they do they had to face harassment. For instance, According to the latest figure, 56% of the women faced harassment at the workplace. That's why, they lag behind in the professional life.

Stigmatization of women in the offices is another form of disparity due to which, women is unable to gain/achieve higher post in the office. In detail, bad characteristics are associated with women character. e.g; A woman has extramarital affair with other. So, in offices, due to bad character stigmatization they are unable to say anything and deprived of their rights.

Blackmailing of women in the professional life, robb women voice. Due to the fear they are unable to get high-ranking post. In detail, a woman is going to get higher post, before getting it, she is being blackmail through his picture/many other ways. For example, the FIA receive many calls of women. They are crying and feel helpless. Therefore, they are unable to get high-ranking post.

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Receiving threats from male employee if they have chances to be promoted. This is another way of inequality/duparity/discrimination. To explain, they receive threats of assassination if they give any test that increase their chances to promote at higher post. For example, F.I.A receives many complaints of women regarding threats. Hence, they feel fear to raise voice against discrimination.

Stereotypical practices are still common. Because of these thoughts and practices they remain on losing side in professional life. To flesh out, women are considered having less brain than male. Male are considered more intelligent than female. E.g; 20% male^{brain} have more intellectual abilities than female. So, they are unable to solve problems and lag behind in many fields due to this stereotypical thinking.

To keep themselves safe, women face discrimination and remain at the post of secretary or assistance or teaching and low paid job. In details, women remain silent so that they^{can} spend their life with honour and respect. For example, many cases hadn't been reported. Therefore, women, in professional life remain at periphery.

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Government of Pakistan Conduct awareness programme that people can file the complaint online. To flesh out, certain action would be taken against the discriminatory person/Institution and women will remain safe. Government spread awareness that by file the lodging the 'Complaint', they will remain safe.

Government of Pakistan Reform the law that are discriminatory and proper system should introduced to take actions against those institutions due to which women have been neglected and remain on lose side in professional life. By doing that, women would participate and raise voice without fear and will prefer on high-ranking post.

Government of Pakistan should make Committees to keep an eye on those discriminatory gender-based institutions, so that they committee make report and transfer it to the police to take action against those Institutions. In this way more women will become active and will contribute to the progress of country.

Due to patriarchal society, and stereotypical the minds, women progress is halted by these 2 aspects. Still in 21st Century, they are considered inferior due to this stereotypical thinking, and they remain at lose side in professional life.

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~~In Conclushi~~

To wrap up, Pakistani women faced discrimination in the professional life and many fields are not clear with this impunity. ^{there are} Many causes of this discrimination and different aspects of this discrimination faced by women. Due to fear they remain silent and remain on the losing side in the professional life. Certain measures need to be taken to address these issues.