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Subject : English Essay

Topic : Women remain on the losing side in professional life.

Outline :

1. Introduction

Thesis statement : In all the fields of professional life, it is visible from the data that women are under acknowledged. So they remain on the losing side.

2. How women lose in the professional fields

3. Discrimination against women in professional life (Thesis)

a. Data shows least enrollment of women in professional fields

b. Women are underpaid in

Professional life

- c. Women have additional responsibilities like family care side by side with professional life.
- d. Women are often harassed in professional fields.
- e. Women face additional stress if their family is conservative to protect their honour during professional work.

4. Women not always lose in professional life (Antithesis)

- a. Women may not join professional life as they don't feel the need to do so.
- b. The pays of women are less as they are not overburdened like their male counterparts.
- c. Women are supported by in-laws or parents and daycare centres are also available.
- d. Harassment is not due to

- their gender as men also face it due to competition.
- c. Liberal families allow freedom to their women to work freely in professional lives.
5. Women face far more losses as compared to gains in professional lives.
- a. If they want to join a professional field, they face resistance questioning why they feel the need to do so.
- b. As equal human beings, women must be paid equally irrespective of their gender.
- c. At the end of the day women are asked whether their family is satisfied with them or not irrespective of their professional achievements.
- d. Even if men also face harassment, why do women

have to face it in the first place. This does not justify it.

e. What about the women of conservative families. How would they lead a successful professional life.

6. Conclusion

Essay :-

"No nation can rise to the height of glory unless your women are side by side with you." (M.A. Jinnah)

In all the fields of professional life, it is visible from the data that women are under acknowledged. So they always remaining on the losing side. The data and facts show that women enrollment in professional fields is very less as compared to men. They are underpaid and don't get maternity benefits they require due to their additional family care responsibilities. Women are also harassed in professional fields as they seem weak

mentally. Some families overburden their females to protect the family's honour while leaving the home. Many patriarchal societies argue that women don't join professional fields by choice as they are unable to put in as much efforts as men so eventually are underpaid. They also argue that professionally working women are supported by their families for child care duties. In a nutshell, even professionally successful women are judged by the amount of satisfaction their family has from them. Their personal achievements are secondary.

The global trends show that women are hesitant to join professional

fields as initially they have very less career choices. Once they choose a career path, they have to convince families that following this path would result in success and not dent the honour of the family. Additional responsibilities like child care are also to be thought of. If somehow women overcome all these challenges and join a professional field, they are not considered equally capable as men and neglected. They are used as display products by companies and customers are attracted due to them. But at the end of the day they are written off on meagre salaries which are inadequate. According to International Labour

organization, 70% of the women worldwide are not given the tasks of their choice and capabilities.

Women do not join diverse jobs as they believe seeing their immediate family is more important than succeeding individually. They look at their family's achievements as their achievement. According to a report published by World Bank, female participation in workforce rose due to liberalization of economies in the developed countries. Whereas it dropped in underdeveloped states which control the economy tightly. This shows that women lose if they lived in such a state due to the economic decisions made by

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someone else. Women agree on doing jobs which have less social values as they are easily exploited thus leading to non-recognition of women in professional life.

This non-recognition of women leads to underpayment which is commonly visible. Only in Pakistan, the ratio of male to female salaries for the same white collar jobs is 2:1 (Pakistan Census Bureau). Moreover in South Asia, women are underpaid owing to social factors. Male dominant South Asian societies find it easy to suppress women and underpay them. Additionally, women have to pay extra expenses on transport as they have to look expensive

care services for a secure transport. So a large portion of their income goes to transport and what is left is demanded by their families. So after working hard women eventually lose. The underpayment also causes mental issues like stress and women have to spend on medical care. All of this shows that the torchbearers of gender equality remain silent on this issue.

Along with financial issues women face, they also have to face family responsibilities. To \therefore of Pakistani men believe that their wives must zoom to their children till the age of 18 and then focus on their

personal work. Patriarchal societies also force their women to work from home or leave house when inevitable.

Women work for their family as well as their professional jobs but for the former they receive no financial or social recognition and for the latter, they receive meagre ones. Even if they decide to use daycares for their children, their families demand them to pay the expenses as they themselves are devolving their responsibility.

To add insult to the injury of family problems, women are harassed at workplaces. The example is the Pakistan women cricket team. Whenever the team performance

is not upto the mark, men criticize the female players to go to the kitchen and stay at home and not to waste public money. But why does the same criteria not suit the mens cricket team. This causes stress among the female players. Another example can be harassment at workplaces where peers or seniors ask for physical favours in exchange of promotions or pay rises. According to Gallup survey, 80% of Pakistani working women say that during their jobs, they face physical demands of male employees and 40% females say they do not tell their families about it or else they will

ask us to stay at home. This causes fearlessness among such men and they repeat their behaviour.

In addition to harassment, women face mental pressure of protection of the family's honour. Women cannot fully concentrate on productive actions because of this and it leads to decline in their performance both at work and at home. This pressure is more dominant in patriarchal societies and threaten the well being of women.

The supporters of opposite point of view say that women may not participate in workforce as they may not feel the need of doing

so, they may be supported by their families so they believe staying at home is better. Women choose rationally whether focusing on their family or their personal goals would be fruitful. They apply rational choice theory and decide not to work. So the facts of women's under representation in workforce is not correct.

Others add to this debate by saying that women are paid less as men have more ability to take stress and work for longer hours. So who works more will get more. Women have time limits set by their families and have to

return from home but men can work overtime. So the argument that women are underpaid is not true.

In addition to financial responsibility being shared by their families, women are also supported in child care by in-laws. Women can freely leave their children at home with peace of mind and focus on their work. Society has developed institutions like in-laws to support women so women cannot argue that they lose in their professional lives due to family care issues.

If family supports women, another problem is harassment at workplace.

Critics argue that harassment is not gender related rather it is due to competition. It is basic human nature that to achieve something humans may belittle other colleagues be it male or female. Moreover women must have a strong character so that no one dares to harass them. Women can report it to the seniors or anti harassment cells and get rid of this problem.

Another argument is that women feel the need to protect the family's honor. But critics say that liberal families allow utmost freedom to their women to work so, women cannot complain that their family

is overburdening them as they have career choices and leave a job if it harms their true honour. The families which ask women to protect their honour in reality want their safety to be safeguarded. Not to burden them to save themselves from the world's abstract enemies.

People who argue in the favour of women say that women are asked about the need they feel to join professional fields when their basic needs are fulfilled. They forget that according to social recognition theory, humans have the desire to be recognized and want to leave a positive

impact on the world. Females want personal freedom and equality in professional life just as men do. Females just ask for equality which is a basic human requirement. Moreover international law also calls for equality in workplaces and wages.

The question of the reason of underpayment must be answered and firms must be pushed to equally pay both the genders. Moreover, extra paid leaves to females must be given as they require them during pregnancy. Article 32 of the constitution of Pakistan calls for ^{for} From all, according to their ability to each, according

to his work".

And in addition to financial recognition, social recognition of females must be there. They must be given importance according to their personal achievements rather than how their family views them. At the end of the day, women are treated as personal servants of the family and not valued due to their careers. Family satisfaction is always prioritized.

In addition to recognition, people argue that even if harassment is due to competition at workplaces, this not justify the maltreatment of women. They are harassed just due to the fact that they

are women. They cannot express the agony they feel due to it.

Moreover, how do the women of conservative families live a professional life when their families do not allow them. With the family pressure over their heads, how can they optimally perform. Family training programs must be established to teach people to respect the choices of their women.

To conclude, women lose a lot while carrying out their professional work. There are dedicated institutions to protect women from workplace maltreatment but at the end we see that women are not satisfied. Awareness

in this regard is necessary to allow women personal success leading to community success.

“The measure of progress of a society is calculated by the measure of success its women have made”

(Dr. Ambedkar)