

Outline

Women remain on the losing side in professional life.

1. Introduction

Thesis statement: Society provides full opportunities for the development in all fields of life to both men and women.

Despite this, women remain on the losing side in professional life, as evidenced by the enduring gender pay gap, limited representation in leadership roles, and imbalance between personal and professional life.

2. Role of women in professional life.

3. Women remain on the losing side in professional life (thesis)

a. Paucity of women in government and private institutions.

b. Lack of participation in legislative process

c. Glass ceiling and limited leadership opportunities

d. Intersectionality and multiple identities are beyond professional life lackness.

4. Women are on the winning side in the professional life (Antithesis).

a. Fixed quota in government and private institutions other than general seats

b. Allotted seats for women in legislative other than general seats

c. Leadership opportunities depends on capability not on gender.

d. Uniform approach for gender equality throughout the world in professional life.

5. Even being closely linked but women remains on losing side in Professional life
(Antithesis) (Synthesis)

a. For billions only few representative never means equal chance.

b. Party and dynasty politics never give equal chance.

c. Patriarchal society only promotes male not female in professional life.

d. Only in few country provide this opportunity not all in the world.

6. Conclusion.

A girl named Maria lived in Africa. She had always dreamed of soaring to new heights. Armed with degrees and determination, she entered the professional arena. But, the gender pay gap loomed like a shadow over her accomplishments. She did a lot of work to achieve high post in office but patriarchal culture opposed it. As, Maria faced such circumstance because of female. Similarly, uncounted number of women face such hurdles in their professional life. Society provides full opportunities for the development in all fields of life to both men and women. Despite this, women remain on the losing side in professional life, as evidenced by the enduring gender pay gap, limited representation in leadership roles, and imbalance between personal and professional life. Lack of women in government and private institutions, in legislative process show the losing side. Moreover, glass ceiling and limited leadership opportunities, intersectionality and multiple identities are factors that put women in losing side. Although, fixed quota in public and private institutions are fixed but, billions are not adjusted in quota. Also, the leadership opportunities favour male not female because of patriarchal society culture. There are few countries in the world where.

equal job opportunities are given, but only few in two hundred countries are not preferable to suit the women in winning side. Moreover, party and dynasty politics never give equal chance to women.

Women are more in number than men in world. But, lack of participation in economic, political and social activity shows that they are on losing side in professional life. The participation in these fields are restricted from men ends. The factors are societal norms, patriarchal society, and bad mindset of men. Women are mostly involved in hard work field like in agricultural sector. Women are marginalized on social as well as on professional life.

Paucity of women in government and private institution are the sign that they are on losing side in professional life. Country like Pakistan where government empolys are 3.2 million, but women are in thousands. Same conditions in other Asian countries. For private institutions, women participation are less as compared to men. Moreover, the pay gap between men and women. According to UN, women perform 66% of world's work, produce 50% food, but earn 10% income and comprise world's 70% poor beings.

Dearth of women representation in public and private sector show that women are on losing side in professional life.

The participation in legislative process from women's end is almost negligible as compared to men. In 2008, average participation of women in parliament was 17.8% around the world. There were nine female president and five women were on prime minister post. More than four billion women in the world having representation in small number show that how they are and their level in society. In Pakistan, only 17% women are in legislative purpose. Patriarchal society, male mentality level, and lack of professional skills put the women in this level. Legislative required professionalism, but in Pakistan, women are restricted to homes. Lack of part in legislative process is the witness of having women on losing end in professional life.

Glass ceiling and limited leadership opportunities are the factors that manifest the losing side in professional life from women's end. Women are although qualified but don't get promotion because of racism. Moreover, leadership capabilities are enhanced with time, but company policy never promotes women in their leadership program. Data shows that

men hold 62% of manager positions to women's 38%. These 62% are in company leadership programs and after a decade many among these becomes future leader. Lack of opportunities in companies for women in leadership program put women on losing side in professional life.

Intersectionality and multiple identities are beyond on professional life lackness. Intersectionality includes ethnicity, education, class, language, religion, and ability. These factors contributes at high level to put women at this level of profession. World is full with different identities and personalities. Some like racism and others not. Women are prone to these ideas first because of patriarchal society. Moreover, world's wealth in male control and using this, they marginalize the women. Racism, ethnicity etc are popular factors and circumstance that women face in western culture. Gender inequality due to identities are the sign that women are on losing side in professional life.

World's population one-third part belong to men and more than this to women. But fixed quota and options in general selection is available for women in public and private jobs as well as in institutions. In fact, in modern world, the ability and skills matter during jobs selections.

and gender inequality is nothing but a miss use of words. In competitive exams, government jobs, private jobs etc are totally based on ability level and often promotes women during selections. The involvement of women in UN peace keeping mission and in heighest institution is a sign that women are not on losing side in professional life.

Allotted seats for women in the legislative process and also allow them to take part in general seats during elections means that women are on winning side. In Pakistan, federal as well as provincial assemblies have full and almost one-third representation of women. Moreover, women are fully active in legislative process around the globe. Women are free in direct election participation and faced no restrictions are the sign of winning side in professional life. Women have full permission to cast their votes and allow to hold the public office is evidenced on winning side in professional life.

Leadership opportunities depend on capabilities not on gender. The world is entered in AI era where everyone gets high post on their ability. Number of women in IMF executive board are the sign of leadership capabilities and win of women rights. No. of women are

in US top diplomatic as well as administrative positions because of their leadership skills. Women like Rosalind Brewer, CEO, Walgreens etc are leading the world in business because of her leadership skill. It is nothing, but a myth that women have no leadership opportunities because world respects and promote the talent not gender.

Uniform approach for gender equality throughout the world in professional life. All western countries have passed laws to ensure the uniform approach for gender equality in the professional like. Like Equal pay act in 1963, passed by US and some in other western states. Although, some Asian countries are lagging in equal pay, but it does not mean that all women face unequal pay. According to UN, the gender gap is closing with every coming days in western states. Uniform approach is properly maintained around the globe is a sign of a winning side in professional life from women's end.

For billions only few percent of representation never means of equal chance. In Pakistan as well as in other countries, every company prefers male employ than female. Although, there are some places that follow these equal gender but not the whole world. There are double men that are.

employed than women in the world. According to World Statista, there were estimated 3.3 billion people employed worldwide in 2022, about which only 1 billion women were employed. The few in jobs show that women are on losing side in professional life.

Women participation in legislative process are nothing but just few. The world is facing different types of ruler like kings, PMs, Presidents. The party and dynasty politics never give equal chance to women for professional life. In China, one party system which is total man control. Same in other countries. Only few countries in European Union that have female representation more than men. These parties are on patriarchal cultural and only promotes men not women. These system and control on world main resources shows that women are on losing side in every field.

Preliminary, society was depend on women and after industrialization it is depending on men. When wealth and power are in hand of one gender then it form and runs the process of formation of society in according to own rules. In this way, society becomes male-dominated where everything is under the control of man. It can be seen that

all world top institutions are headed by male. Either it is IMF or World Bank, either United Nations or European Union, either OPEC or other treaties, the leaders are male. When whole society is directly controlled by male, then how women are on the winning side in professional life.

Uniform approach related to gender is given in just a few countries like Norway, Switzerland and some other EU countries, but there are more than two hundred countries in the world. It means equal pay and equal professional opportunities are not provided around the whole globe. Like, about 70% of the population is living in other regions except EU and American states. These women are facing oppression due to state policies as well as due to society customs and norms. These are reasons that prove that women are on the losing side in professional life.

In conclusion, women are facing oppression in personal, social and in economic fields. How one can say that women enjoy equal rights in all fields when more than billions of women are facing difficulty regarding professional life. That's why women remain on the losing side in professional life. Their representation proves the writer's stance.