

Women remain on losing side in Professional life.

1 Introduction

Thesis statement

Due to economic pressure, the role of women is changing but the societal attitude regarding gender responsibilities is not. That is why women remain on losing side in professional life.

2 Women and Professional life.

3 Problems faced by women in professional life.

a) Dual responsibilities of outside and inside home.

b) Women Professionals are facing harassments in working places.

c) Women ~~are~~ have limited opportunities and face biasness.

d) They are paid less as compared to males.

e) Women remain stressed and depressed due to extra responsibilities.

f) Large number of professionals remain unemployed.

g) Socio-cultural barriers, restrictions and expectations is a challenge for women professionals.

4) Measures needed to improve condition of women professionals

not, still
one side

critical in women's movement
life

- a) Implementation of laws related to women protection in true sense.
 - b) Massive awareness is needed to change ^{the} attitude of society.
 - c) Government should ~~pro~~ start welfare programs for development of women professionals.
 - d) Removal of biasness and discrimination in recruitment process and ensuring meritocracy.
 - e) Conclusion.
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A thirty years old female school teacher works in a model school and do a second time job as a receptionist to bear the expenses of her house. She returns in the evening and gets busy in looking after her children and household chores. Her husband is jobless and she is the only breadwinner. This shows the condition of Professionals and working women in Pakistan who are bearing double burdens on their shoulders.

Women remain on losing side in professional life because they have to bear dual responsibilities, not properly paid, ~~severe~~ harassments in working places, and limited employment options. They have to fulfil societal expectations ~~with~~ having little flexibility in sharing their burdens. In order to enhance their participation in country's economy the Government should provide ^{better} ~~more~~ employment opportunities, implementation of laws regarding women safety in true sense is needed. Mass Awareness is required in order to remove sociocultural barriers in society. Due to economic pressures, the role of women is changing but the

attitude of society regarding gender responsibilities is not. That is why women remain on losing side in professional life. Efforts are needed to improve ^{working} conditions and remove hurdles for women professionals.

The women labour force participation in Pakistan is 24% as compared to 84% of men. The percentage of women participation in economy is very low; still it has increased from 10% of 1995 to 26% in 2018. The women are working in various fields in Pakistan and all over the world. They are involved in teaching, medical, Information technology, media and space as well. The women working as professionals are facing various challenges with very little support available. Due to these challenges, the large number of professionals are not able to continue their work for job and failed to contribute to in the economic progress in countries like Pakistan as compared to other countries like Bangladesh. Quaid-e-Azam Muhammad

Ali Jinnah said "No struggle would ever succeed without women participating side by side with men."

Women are facing different challenges in professional life. The biggest challenge is the dual responsibilities of outside and inside home. The traditional roles remain unchanged in Pakistan. Families allow them to work to share economic burden but they are not flexible to share household responsibilities with her and ~~look after~~ care of children.

Working women in Pakistan are like machines having no time for themselves and working in a tough routine. They have to bear the burden of dual responsibilities on their shoulders.

Professional women are facing another challenge of harassments in their working places. According to annual report of the Federal Ombudsman secretariat for Prevention of sexual harassment, 5008 cases have reported between 2019 and 2022. This shows the increasing number of cases in working places. Fouzia Saeed in

her book "Working with sharks", explains that ^{working} women are facing different types of harassments in their jobs. Most of time, they are forced to remain silent in order to secure jobs and results in no action against the culprits. So, harassment is a great challenge for women professional.

There are limited employment options and gender discrimination for women in different areas. Women are mostly offered pink collar jobs e.g. receptionist etc and are not properly paid as well. Women also face gender discrimination in recruitments as well. Many multinational companies prefer male workers over females. Amazon recruiting tool was found to prefer male candidates over females showing gender biases. This shows that women professionals face unequal opportunities and gender discrimination.

Women professionals are not paid properly in various areas as compared to men. Mostly, they do extra work to earn money. The concept of "Home slavery" was

given by Angela Davis. According to this concept, women work free of cost in homes like a slaves. If society allow the women to work outside home, it is not ready to share her ~~responsibility~~ burden inside home to enable her to work easily outside home and caring her children.

Due to extra responsibilities, women professionals are under stress and depression mostly. This is due to working pressures and family's pressures and societal expectations.

A study showed that 40% of working women in UK having two children are found to have stress. This shows that ^{women} professionals are under stress of fulfilling the job demands and family expectations as well affecting their mental health.

Societal expectations and cultural barriers and restrictions are also a challenge for women Professionals. Due to ^{rural to} ~~urbanization~~ migration and changing of family structure from extended family to nuclear family, women lacks ~~can~~ support in house hold activities.

from any female family member. The society demands that women should look after children, home and along with the job. The concept of "Chaar Dewari" still prevails. The ~~some~~ women also bear husband's insecurities as well while working. This is also a challenge for working women. Large number of women professionals are unemployed in Pakistan. According to a recent survey reported in Dawn, 35% of medical women professionals are not working. Another article "The myth of ~~some~~ doctor brides" shows that many girls adopt medical profession in order to find good marriage proposals. Many female doctors are not allowed to practice after marriage and failed to pursue their profession. The number of ^{female} educated unemployed is 3.8 times greater than males. In this way, many educated female professionals are failed to contribute in the progress of country.

Practical steps are needed to improve working conditions for women professionals. The Government should take some practical steps. Although parliament has passed many laws and Acts including Harassment of women in the workplace Act 2010, but true implementation of these laws and acts is required. The Committees to investigate the harassment complaints should be established and ensured in all departments. The cases of harassments should be solved on urgent basis with daily hearings. Timely and rapid justice should be provided to the victims and strict punishments should be given to the culprits to make them example for the future.

The Government should provide opportunities for career enhancement for working female professionals. The biasness in the recruitment process should be removed ~~and~~ and system of merit should be ensured. The recruitment system should be ~~base~~ made well organized and efficient providing equal opportunities

for all.

Mass awareness is needed to change the attitudes of society. Noam Chomsky in a book "Manufacturing Consent" shows that media portrays women as house wife and doing household activities and portrays men as a home king having no involvement in household activities. This perception needs to be changed. Media should provide awareness via films, dramas, and advertisements regarding sharing of burden in looking after children and household care so that working female professionals are encouraged to work. The civil society, government and media can do programs for awareness in this aspect. If society want educated female professionals for a marriage proposal, it should bear responsibility to allow him to pursue her career and share her responsibilities.

The Government should take measures for the welfare and development of women including Youth business loan schemes,

mobile applications for easy reporting of complaints ~~key~~ for working women professionals and health programs for women. Pakistan can prosper only by ~~not~~ utilizing the half women population properly so that they can play their role for economic progress of country.

In conclusion, the number of women professionals are very small. Women remain on losing side in professional life because they are working like machines outside and inside home. The traditional roles of women remain unchanged and she has to bear different challenges in working environments too. We need to learn from Bangladesh and Philippines which utilize the women making them able to contribute in the country's development. According to Swami Vivekananda, "There is no chance for welfare of the world unless the condition of women is improved. It is not possible for bird to fly on only one wing."