

## SIDE IN PROFESSIONAL LIFE

### OUTLINE:

#### 1) Introduction

Thesis Statement: Women have been facing difficulties and obstacles in professional life since long. There are many factors that stifle the performance of women in professional life. These factors then have grave effects on society and ~~the~~ <sup>lives</sup> of women. Concerted efforts are needed ~~to~~ for ameliorating the professional lives of women.

#### 2) Why women should pursue a profession

#### 3) Factors keeping women on the losing side in professional life

a) Women receive unequal salaries as compare to their male counterpart for same work

b) Women faces unequal opportunities in hiring

c) Many institutes and companies feel reluctant to place women at leadership positions

d) Women often face harassment at workplace that stifle their performance

e) Women have double burden on their shoulder of family life and professional life

f) Cultural and societal barriers hinder

g) Women's progress in professional life  
 Religious barriers stymie women performance

4) Effects of being on the losing side in professional life

a) It causes surge in gender inequality

b) Women get disappointed and quit professional life

c) Erosion of self-confidence in women

d) It causes harm to women's independence

e) Obstacle in the ~~initia~~ initiation of women centric policies at professional life

f) Augmentation in gender violence

5) Suggestions for ameliorating women's position in professional life

a) Enactment of laws regarding provision of equal salaries and opportunities to women

b) Fixing quota for women for leadership position

c) Establishment of complain center and harassment unit for lessating the exploitation of women

d) Easing the professional condition for women

b) Conclusion

It was Pakistan and India's match in Indian stadium. Pakistani team reached Indian airport. First, they were mistreated at airport. Second, they received frost welcome from Indian side. Third, when they reached stadium, they were treated very unprofessionally. Crowd and spectators were doing everything for torturing the Pakistani players. If the above condition is modified in a way that Pakistan represents women's side and India represent men's side and change the scenario with professional life, instead of of sport event then it can be said that women remain on losing side in professional life. There are many factors that keep women on losing side in professional life. These include unequal salaries, unequal opportunities, absence of women at leadership role and prevalence of harassment at work place. Furthermore, it also includes double burden of family and professional life on women, cultural, societal and religious barriers stifle their progress in professional life. There are numerous effects of being on losing side. It includes surge in gender inequality, quitting of professional life, erosion of self confidence. It further harms the independence of women, creates obstacle in initiation of women centric

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policy in professional life and augmentation in gender violence. However, this can be solved by taking certain steps like enactment of laws for provision of equal salaries and opportunities, fixing quota for women for leadership position, establishing complain centers and harassment units and easing the professional life of women. In a nutshell, women have been facing difficulties in professional life since long. There are many factors that stifle the performance of women in professional life. These factors then have grave effects on society and on women's life. Concerted effort are needed for ameliorating the professional life of women.

It is very important for women to pursue a profession. When women pursue a profession, it will make them financially independent. ~~The~~ This will reduce their dependence on men for each and every necessity of life. It will also reduce the ~~and~~ ~~the~~ violence on women. Women will be able to make independent decision. It will also have sound effects on women health. She can then afford ~~to~~ good hospital. It will improve the pecuniary condition of whole family. Children will be able to receive good education. They will be able to have nutrient rich food.

This will have good impact on their cognitive ability. Social evils like child labour and beggary will also diminish. It will prove beneficial for entire country. Therefore, if women pursue profession then it will have good impacts on personal life of women, family life and on country as well.

There are many factors that keep women at losing position in professional life. Women receive unequal salaries as compare to their male counterpart for same work. It is widespread belief that women are considered less productive than men. Their rational abilities are not considered same as that of men. Due to these beliefs, women are ~~exploited~~ exploited in professional life. Women earn considerably lower than that of man. According to Forbes advisor, in 2022, women earned 17% less than that of man. The fault of women behind this is only that she is women. She is judged in terms of her physical weakness not in terms of her sound knowledge and acumen. Therefore, women are at losing position due to unequal salary.

Women also face unequal opportunities in hiring. In ideal environment, men and women should have equal opportunities for a job. This would flourish

The society and cause surge in institution progress as well. However, women face discrimination in hiring process. This process of discrimination starts from the advertisement of job to last step of hiring. Some jobs are only reserved for men. Women are not even called for them. Some institutions, for showing themselves as gender unbiased ~~and~~ ~~also~~ ~~for~~ call for CVs of both men and women. However, women are rarely called for interview. Other institutions reject them after interview. Women are 30% less likely to be considered for a hiring process than men (University of Pompeii, PHY ORG, March 2019). Hence, women are sidelined in hiring process. Many institutes and companies feel reluctant to place women at leadership positions. Women are mostly hired for receptionist position. This is the dilemma of society that men feels ~~reluctant~~ reluctant to work under the supervision of a woman. Other reason for absence of women at leadership position is that women are considered inferior to men in rational abilities. She is considered incompetent in taking effective decisions at higher position. She is considered incompetent to handle pressure at leadership position. Many think that women would be unable to keep the house in order. There are less

number of women CEOs of Companies. According to Forbes Advisor, only 8.8% of Fortune 500 CEOs are women. Thus, women are seen in less numbers at leadership position.

Women face harassment at workplace that stifle their performance. Sound working environment are essential for progress of one's career. Women, because of their gender, are harassed in workplace. There are many ways which are adopted for harassing women. Sometimes, institutes higher ups demand undue advances for promotion. If woman refuse them, she is remained at the same position for many years. Sometimes, women are harassed by using foul and gender based language. Many a times, women are refused to have their due share in incentives and bonus. Many times, they were denied of their excellent performance incentive. All the factors cause harassment of women.

Women have double burden of family and professional life on their shoulders. Women have large families to support. They have to rear their children. Many job going women have small babies which they left at home under ~~some one~~ someone's custody. This keeps their attention diverted from the workplace. Many women have to





Religious barriers stymie women performance as well. It is not actual religion that preclude women performance but misinterpretation of religion. Islam has given freedom to women to great extent. Many Sahabiyyat (R.A) and spouses of Muhammed (SAW) had pursued professional life. Hazrat Khadija was a working women. However, the teachings of religion are distorted to create hurdles for women. It is said that religion has restricted women from leaving the confines of homes. Many times women are restrained from starting in profession because religion has forbidden from starting such carrier by women. Women are even deprived of receiving education by citing false references of religion. Thus, misinterpretation of religion is pushing women from starting a profession.

All the aforementioned factors have grave effects on women's life and society. One of the most harmful effect is that it cause surge in gender inequality. Gender inequality is already prevailing in the society. These factors are further fanning the flame. When women are denied of their right to work then they would be unable to compete men. They remained dependent on men and men keep on exerting its authority on women. There will be less women and more men in policy making. There

would be surge in gender based violence. Women will be restricted to confines of their homes. Therefore, isolating women from professional life cause surge in gender inequality.

There is a high probability that women get disappointed and quit their professional life. Every creature has endurance limit. If something exceeds that limit, then that creature would either react or die. Facing harassment for long time may force women to quit their job. Getting salaries that do not commensurate their efforts may force women to leave job instead of wasting their energies. The dual responsibility of home and professional can exhaust women to the extent where they may opt for ~~cho~~ continuing the home life. Therefore, these factors can compel the women to abandon the professional life.

It will also cause erosion of self confidence in women. Women facing discrimination start feeling that ~~there~~ there might be some lucanas and weaknesses in their personality. They start ascribing these as a reason for biased treatment in workplace. It is very difficult for <sup>any</sup> woman to reach at the stage where she can join any profession. She has surmounted

many barriers before reaching at this position - when women face discrimination at this stage, it result into fading of their confidence - They start blaming themselves for this - They might fall prey to inferiority complex - Therefore, women lose self confidence due to discrimination.

When women remain at losing position then it causes harm to women's independence - Financial emancipation of women is very effective way for making women independent - Women's disadvantaged position keep them dependent on women for even a penny - When there are less number of women at higher position in institutes then it will be very difficult for women to remain independent - Women will be unable to make independent choices - All his moves will be dictated by man - Thus, this ultimately create obstacles in the emancipation of women -

It will also result in the creation of obstacle in the initiation of women centric policy at professional life - It is a fact that women can better understand the ~~policy~~ problem of women - Absence of women at leadership position make it difficult for addressing women related issue - ~~The~~ ~~to~~ ~~the~~ Committees for policy formation that do not have women member cannot understand the

The ~~poor~~ effect of policies on women- Moreover, it is difficult for women to express their concerns to men comfortably. Therefore, women issues remain unaddressed due to absence of women leadership role.

Surge in gender based violence is seen when women are remain at disadvantaged position. Women often quit their job due to disadvantaged position which worsen the financial condition of family. Men often vent their violence on women due to shortage of food and resources. When women earn money, it make ~~them~~ <sup>them</sup> less dependant on men. When women loss ~~to~~ their job, the probability of family brawls also increases. When women run-  
an at home, there are ~~less~~ <sup>more</sup> chances of in-laws atrocities on women. This can vary from physical to psychological. Thus a augmentation in gender based violence occur due to disadvantaged position of women in professional life.

Some steps need to be take for ameliorating women's position in professional life. First step that can be taken is to enact laws regarding provision of equal salaries and opportunities to women. After ~~at~~ framing laws, there must be strict enforcement of laws. Government instituter should independly ask the

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The women employees of firm about their salary<sup>ies</sup> - There must be visible process of hiring - Hiring committees must give reason for rejecting or approving any candidates - There must be ~~more~~ fixed criteria of hiring - Government should form such criteria and issue it to firms and companies - This criteria should be different for different companies due to different nature of jobs - This step has a potential to improve women's professional position