

ENGLISH ESSAY

4. Women remain on the losing side in Professional life. (argumentative)

OUTLINE

1- Introduction

Thesis Statement: Women mostly remain unable to impart their role fully in Professional life. This is mainly due to gender gap. However by establishing equality in society; men and women can play their part for the well-being of society, indiscriminately.

2- Women remain vulnerable to low performance in professional life

3- Why women could not perform well in professional life

- a- Domestic life burden
- b- Fragile and weak as compared to men
- c- Gender Gap; mostly not promoted to administrative levels; pay gap.
- d- Security issues; prone to several social evils
- e- Less participation due to less freedom of motion in society and profession for women.

4- Women do not always remain on the losing side in Professional life

- a- It depends on Management^{ment} skills of women to create balance
- b- There is no difference in mental abilities

of men and women

c- Modernization of society has created equal opportunities for both genders.

d- ~~Departments~~ ~~working~~ law and enforcement departments to be contacted in time of need.

e- Companies and states are working for security of their people.

5. In spite of huge development around globe, women are still struggling in professional lives.

a- Responsibility of women to do household activities on priority basis.

b- ~~Most of the world is not developed yet, a huge Gender Gap still exists.~~

b- Physically men and women are not equal.

c- Most of the world is not developed yet, a huge Gender Gap still exists.

d- Societal ~~constraint~~ dilemma attached ~~to~~ with consulting courts by women.

e- ~~Exercis~~ Familial as well as societal pressure hinders the free movement of women.

6. Conclusion

"The professional realm, instead of a level playing field, often resembles an uphill battle for women, with systematic barriers impeding their progress." [UN Women ED, Sima Bahous at Women Conference 2023]. This quote reflects that ~~after~~ in spite of huge developments at global level, gender equality in professional life has not been achieved yet. Men and women do not hold equal status in professional lives. Women mostly remains unable to impart ~~there~~ role fully in professional life. This is mainly due to gender gap. However by establishing equality in society, men and women can play their part for the wellbeing of society, indiscriminately. There are certain reasons due to which women could not perform in professional life. These include the domestic life burden over women along with her profession. Also women are thought as weak and fragile creatures, unable to be at par with men. This leads to gender gap in professional life as well. Women are prone to security issues in underdeveloped societies as well ^{leading} as less participation and less freedom of movement in professional arena. One can argue that women do not always

remain on losing side as it depends on one's ability to manage and create work-life balance. Also there is no difference in mental capabilities of both men and women. Globalization and modernization around globe has created more working opportunities for women. There are law and enforcement agencies and state as a whole is working for security of people. But inspite of all this women are still lagging in professional life due to huge gender gap, societal as well as familial constraints, physical differences among men and women and women roles associated with domestic life on priority basis.

As Women have entered work force but still they are on the losing side. Men and women are wheels of a society, but if one wheel gets faulty, it leads to the ~~collapse~~ collapse of whole society. Among 7.7 billion people in the world, women ~~number~~ are 3.8 billion showing an equal proportion of both genders but only 45% of women ~~are~~ are in work force. mostly concentrated in developed nations. [International Labour Organization]. Women are still unable to play their role at fullest in professional life. However globalisation has increased employment opportunities for women, enabling

them to control income. For instance in 2021, female workforce was 1.28 billion but in 2023 it increased to 1.34 [Statista, Economy and Politics participation by gender]. This depicts that ~~gender~~ gender equality which was once a myth could be changed into reality.

Among some major constraints ~~that~~ ~~are~~ regarding the participation of women in professional life is the burden of domestic life on women. This is because of the gender roles associated by society for every gender so strictly, that almost unable to change them. Women during most of ~~her~~ life remains involved in household activities which creates hindrances in participation as well as to perform tension-free in professional life. For example in most of the developing and underdeveloped nation a woman is regarded successful if she is good at home but her professional skills are mostly neglected. ^[Dawn, 2021: Gender Equality] So burden of domestic life on women affects her professional career.

Also Women are mostly treated as fragile and weak. This is due to their natural body characteristics. They are not as powerful

as men to be at par with them. This creates a sense of discrimination in society and women are not encouraged to do any tasks which require physical ~~work~~ input and also women are not promoted to administrative level jobs instead they are employed as secretaries, helpers and ~~not~~ not the site jobs. According to a report only 66 countries around globe has 50% women in parliament in single or lower houses. [UN Women: Facts & Figures 2023]

There is gender gap showing the gender inequality, pay gap and gender based disparities in different departments. This is due to the unchanged mindset of people and societies collectively. It leads to less participation of women in workforce.

Pakistan is ranked 145th out of 146th countries on World Economic Forum's 2022 Global Gender Gap Index. [UNDP - Gender Equality in Pakistan. Report 2022]. This shows gender disparity.

There are also certain security issues for women working in different professions. This is due to lack of education and psychological disorders ~~of~~ among people. This leads to harassments, body shaming, mocking, stalking and in some situations

rape as well. Many cases are heard on daily basis regarding these social evils. This creates deterrence to perform or participate well in professional activities from women side.

Also there are certain constraints from state, society and family ^{over} ~~are~~ ^{women} ~~particular~~ to participate as well as perform well in professional life. Some orthodox states have not modernized yet. Also due to familial issues, many women are not allowed to go on business trips that are essential for their learning as well as active participation in professional life. This mostly happens in orthodox, conservative and less developed societies. So less freedom of participation and motion are reasons for women struggling in professional life.

In spite of all these hinderances, women can perform well in professional life. It depends on the management skills of women to balance both domestic as well as professional duties. This is the characteristic of human nature. Indulging themselves both in domestic and professional affairs would boost their

confidence as well as management skills. As
in Queen Allau says "We never burden
a soul more than he can bear" [Queen]
So ~~one~~^{women} could opt balancing approach to create
work-life balance.

There is no difference between mental
capabilities of men and women. This is
because both are human beings. Both
men and women could take decisions.
For instance in schools usually girls
score higher than boys. Federal board
exam 2022 result showed that all top
positions were taken by girls [FBISE]
Also the globalization has provided the
opportunities to get women ~~to~~ at the table.
(Kofi Annan)

In addition ~~of~~ ~~to~~, Developed countries
are able to lower the gender gap
through ~~several~~ different reforms. This is
because women can't be neglected in
workforce as they make up 50% of
world population. For instance in 2021,
female workforce was 1.28 billion but
in 2023 it increased to 1.34 bn [Statista;
Economy and Politics report: 2023]. Also
inflation and increasing population has made
every person of a house to earn. So modern

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has increased women labour force.

In case of harassment and inappropriate treatment, a woman can approach law enforcement agencies and different governmental institutions. This is due to increased number of rape, harassment and assault cases that government are taking these steps. This has emerged and ensured women safely in work field. For instance, Government of Punjab has created a toll free helpline to contact in case of any inappropriate behaviour toward women i.e., #1043 [Government of Punjab].

Besides protecting women against social evils, States are also ensuring human rights. This is because of increased voices for freedom and security from women side. These steps led to an increase in women participation in work force. For instance, constitution of Pakistan guarantees free education from 8-15 years in Article 25-A of [Constitution of Pakistan 1973]. Also, ~~the~~ ~~is~~ ~~made~~ ~~mandatory~~ ~~for~~ ~~political~~ ~~of~~ quota of 5% is also reserved in National Assembly of Pakistan. The state and society

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has provided freedom of motion ~~and space~~
to a great extent

All the arguments given by opponents have flaws in certain ways. So in spite of many years on globe, women are still struggling for equality. In most of the societies women are associated with household activities and tasks on priority basis. This is because of gender inequality and social norms. This leads to gender discrimination and less participation of women in workforce. So men are still not able to divide the burden of household activities among them and women.

Men and women are equal mentally but physically women is weak as compared to men. This is due to natural characteristics. Physical differences has increased to the misconception of mental differences as well. So women are not engaged in professional life. This social dilemma remains a hurdle.

The whole world has not developed yet. This is due to unequal and dissimilar system of governments and administration in developing and developed countries. Developed

world has been able to close gender gaps to a large extent but most of the world is not developed yet. According to a study only 17% of the world population is developed in 2023. (Investopedia: Top 25 developed countries) So most of the countries still have gender gap.

In case of consulting law and enforcement department ~~in case of~~ ^{due} to harassment, there is a social dilemma attached to it. This is because of some societal norms and culture. This leads to the degradation of women. For instance in countries like Pakistan, it is not considered as good if a female approach police station and courts. So this is a hindrance to approach higher authorities.

There are certain legal as well as societal barriers from state and society in the way of participation and freedom of motion of women. This is because of ~~various~~ unequal development level in different societies and states. It is the reason that most of women face issues in professional life. For instance Afghanistan,

inspite being an Islamic State has banned girls education, and their participation in my workforce. Also at familial level, most families do not consider it good for women to move freely. So these legal and societal constructs hinders women participation and effective role in professional life.

In nutshell, ~~over~~ ~~as~~ women are still unable to achieve equality in professional life due to some legal, societal and social barriers and hindrances. But women are also making their way in professional life by increasing their participation day to day. ~~From~~ one day whole world would be developed and the clouds of despair and sadness would be replaced with happiness and equality.
