

Topic: Women Remain on the losing side in Professional life.

Outline

(1) Introduction

Women face persistent challenges including early marriages, lack of educational opportunities, adhering to societal norms which reduces their confidence, and impacts their professional life. Hence, overcoming these challenges is important to achieve true gender equality.

(2) Role of Women in Professional life

(3) How Women remain on the losing side in professional life?

- (a) Lack of representation in politics
- (b) Lack of representation in law.
- (c) Not able to pursue their career after marriage
- (d) Under represented in leadership.

(4) Obstacles that does not allow them to flourish in professional life.

- (a) Early marriages
- (b) Work life imbalance
- (c) facing harassment and violence at workplaces
- (d) lack of educational opportunities
- (e) Adhering to societal norms
- (f) Unequal wages.

(5) Repercussions of women losing in professional life.

- (a) Lack of confidence
- (b) Gender inequality
- (c) Hindrance in overall societal progress.

(6) Way forward: How to Things to consider to help Women Succeed in their professional life.

- (a) Empower them to step forward, and counsel them
- (b) Create educational opportunities for them
- (c) Division of work equally and equal wages.
- (d) Safe and Inclusive Environment.

(7) Conclusion

The Proponents of the argument that women are taking over the world at work need only to look at statistics on employment, equal pay, and political representation of men and women to see just how wrong they are. They are loosing side in their professional life due to lack of representation in politics, law and leadership. Moreover, they are not able to persue their careers after marriage, and face imbalance between work and life. Besides, if they step forward breaking societal norms then they face issues of harrasment, violence at workplaces. Unequal wages is also one of the problem that doesn't allow women to flourish in professional life. As a result, they lose confidence and there is a hinderance in overall societal progress. In this way, gender inequality is promoted, affecting young minds to adhere to specific roles designated for women. Therefore, ^{one} ~~we~~ should empower women to step forward, create educational opportunities for them. Also, there should be equal division of work ~~and~~ to help women to succeed in their professional life. A safe and inclusive environment should be created for them. To summarize, women face persistent challenges including early marriages, lack of educational opportunities, adhering to societal norms which reduces their confidence, and impacts their professional life. Hence, overcoming these challenges is important to achieve true gender equality.

The role of women in the workplace is important for the economic development of the country. They bring skills and knowledge needed in the workforce. They bring unique perspectives and solutions. Also, they bring unique emotional connections that are valuable and should be reversed. Moreover, women's position in society focus on human growth and social justice and influence political reform. Although, in the 21st century, there is gender bias and discrimination in women have to work twice as hard as men. Therefore, it is important that organizations must recognize the role of women in a workplace, increase their talent pool to improve their performance -

These are numbers of factors that show ~~that~~ women's ~~are~~

lack of representation in different domains - One of the factors is these lack of representation in politics - Acc. Only twenty-one percent of government ministers is women. Besides this, only ten countries have a women head of state - (PEW Report) - They face issues as a voters, as a candidate, and representative - As they face ideological hurdles due to patriarchal society and if they get selected as a candidate then they face financial constraints in campaign - They face structural discrimination in party on the basis of gender. Our political culture is dominated by men, and doesn't allow them to perform. One also gets to see that 95% of bills are introduced by men. In "Steering towards change" by Uswa Hameed, we get to see that how women are exploited when they are the part of political structure, they are the victim of the system - In short,

Secondly, women face lack of representation in law - There are numerous laws that are just on the paper but not implemented properly; for example, "~~Dowry and Bridal gifts Restriction act~~", Anti 'Sexual Harassment act', 'Domestic Violence Bill', 'Maternal and Paternal leave act'. But still in the 21st century, women are the victim of violence & harassment. As according to policy brief released by NHCR: 63000 women subjected to gender based violence over past 3 years from which 4000 were in first half of 2020 when lockdown was imposed to prevent Covid-19. (NHCR, March 8th, 2023)

Another factor showing lack of representation of women is that they are not able to continue their careers after marriage - There are number of women studying medicine but still shortage of female doctors just because they are not able to practice medicine after their marriage. In most cases, their family members or in-laws forbid them from doing jobs. A lot of people want their daughter-in-law to be a doctor ^{from} but rarely they support them. This overall impacts the societal (doctor bahu) well-being

Also, women are underrepresented in leadership. They face social and cultural hurdles. People think they are emotional and are not able to take decisions properly. They do not receive any recognition. Sometimes this demotivates women and they are less likely to move into leadership roles.

The main cause that does not allow women to flourish in their professional life include work life imbalance ~~as a~~. As discussed before they are not able to pursue their careers after marriage. And, if they step forward they face discrimination and burden of home. No one supports them, encourage them. They do free labor, home slavery, and at workplace, they face unequal wages. According to PEI Research Report, women are paid twenty-five percent less than men for the same amount of work. They work twice as hard as men, but still not receive equal wages.

~~This~~ Another cause is the increasing level of harassment and violence facing at workplace. According to Human Right Watch Report, Seventy percent of women in Pakistan suffer from some form of abuse, and an estimated 5000 women were killed by domestic violence. The figures represent an alarming state for women. As a result, women face psychological stress and unable to continue their work.

Furthermore, they also face health issues like depression, malnutrition, Maternal mortality rate, breast cancer etc, for example. According to Pakistan Association for mental health, 34% of women in Pakistan are mentally depressed. Another report by Pakistan medical association shows that 83000 cases of breast cancer reported every year. Maternal mortality rate have also increased due to hospital conditions which do not allow women to continue their professional life.

Another factor or cause which no one can deny is lack of

educational opportunities. As ~~of~~ for example, Malala was shot down when she raised her voice on education. They face security threats. About 2 million more ^{for} girls than boys are out of school in Pakistan - or about 12 million girls in total. They are restricted to education just because of their gender that they have to adhere to household chores so there is no need for education for them. They are the victims of people's typical thoughts.

As a result of this, women feel discouraged and lack of confidence. They are further suppressed and subjugated owing to the endangered health and education system. Those who still remain in the workplace are struggling between childcare, housework, increased workloads. They doubt their abilities and accomplishments.

~~Therefore~~ The consequence of all this is increased gender inequality. According to UN Women, ~~between~~ between 1992 and 2019, women represented on average 13 percent of all negotiators, 6 percent of mediators, 6 percent of signatories in significant peace processes worldwide. However, 7 ~~per~~ percent of every 10 peace processes did not include women mediators or signatories. Also, in 2020, they were represented in only 23 percent of the delegations in UN supported peace processes. This also impacts the young generation who think limited to specific roles designated for women, and then they do not think out of the box.

When women lose side in professional life, this also affects the overall societal progress. Women bring unique perspectives and creativity. So, when their interests are not met and they face threats, this poses threat to societal progress.

~~One should consider~~ Therefore, we should empower women to step forward. Global Initiative should be taken to ensure gender equality. Institutions should play a positive role in strengthening legal system - financial autonomy should be given to them.

There should be a foreign policy to emancipate them, and properly socialize them. so they feel more confident and encouraged. According to Global Gender Gap Index Report, 2023, it will take 131 years before full parity exists between men and women². For Pakistan, it will take even longer. Women are still the victim but some positive changes are made to ensure their participation in professional life.

Secondly, more educational opportunities should be created for women. They should be empowered in decision making also. This can also happen by their increased political participation. According to Coursera, Global skills report 2023, Pakistan ranks 92 out of 100 countries, in terms of skill proficiency, it has 4th highest enrollments globally for STEM skills. But girls make up 16 percent of learners in Pakistan. So they should be given equal opportunities to ensure their part succeed in their professional life. Also, with the help of proper education, they can protect theirself; for example. According to domestic health survey, ~~lastly, a safe and inclusive~~ 46% of women with higher education attainment are more likely to seek help and report and 25% of women with no education. This shows how important education is for the safety of women.

Lastly, a safe and inclusive environment should be ensured at workplace. Judiciary should ensure that equal right should be given to everyone. In this way, every woman will feel confident and empowered enough to take stand for themselves.

In a nutshell, women face various obstacles, and they are regarded as weak. They face criticism at workplace, from society which have restricted their participation at different domains. Hence, taking proper steps to ~~ensu~~ like educating them, emancipating them, creating safe and inclusive environment can help to overcome the issues and ensure participation of women in the professional life.