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English Essay Mock -7

Women remain on the losing side in professional life.

### 1. Introduction

Despite decades of relentless struggle for women rights, till date workplaces are ridden with discrimination harassment and significant barriers against women. Thus, positioning women at a disadvantage.

### 2. An overview of women in professional life.

### 3. How do women remain on the losing side in professional life?

#### 3.1 Difference in the wages of men and women.

↳ According to axias women earned 40% less than men earned.

#### 3.2 Women lose job during maternity.

↳ 54000 Lose job each year as per maternity discrimination, reported by Guardian.

#### 3.3 Rampant workplace harassment.

↳ 3/5 women experience

Work place harassment:

3.4 Responsibilities at home hold Women back.

↳ The phenomena of double shift.

3.5 Often Women are denied promotions.

↳ Out dated and stereotypical thinking causes barriers.

3.6 Under-representation of Women in Executive position.

↳ Only 31.7% of Women in top executive position.

3.7 Workplaces are not Female friendly.

↳ Less than 0.9% of Companies have menstrual leave policies.

3.8 In technical fields Women are discriminated against.

↳ More than 50% of Women in tech report gender inequality and discrimination.

3.9 Low rate of education attainment, less job opportunity.

3.10 Lack of availability of Transportation for Women.

4. Conclusion.

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Decades ago Women could not imagine entering the workplace. Today women have a significant percentage in work. Nonetheless, it cannot be denied that traces of inequality exists till date. Comparatively men are at a ~~at~~ more advantageous position. The barriers for women range from wage gap to work place harassment. The idea that women are domestic creatures persists till date due to which women have to do double shift. Furthermore, work places tend to be ~~for~~ female unfriendly, which means women have a tougher time navigating through work place. Adding on, although men and women do the same job, but their pays are starkly different. Due to out-dated thinking the idea persists that men are the bread winners of family and women aren't. These are a few mentioned obstacles in the way of women in the work. Thus, these obstacles make women remain on the losing side of the professional life.

The entry of women in paid has been a major factor in the world's prosperity. Despite the progress, evidence suggests that many women are unable to reach their goals. The wage gap between men and women although small persists till date. Furthermore, women advancement in their careers have been hampered by the barriers to equal opportunity and workplace rules and norms that fail to support a balance-work balance. The barriers persisting can weigh heavily on growth.

The above section understood the plight of women in the workplace. The section will have a deeper dive into how women remain on the losing side of professional life.

Firstly, women are paid significantly lesser as compared to men. Although the job done by both of the genders is same. A study conducted by Axios revealed that women earned 40% less compared to men. The reason for differential in pay is cited that men are the breadwinner of family.

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However, in various households women are the sole breadwinners. Thus, the discrimination in pay scale of both genders have kept women on the losing side of the professional life.

Secondly, women lose their jobs when they are bearing children. Employers do not cater to the pregnant women, they are considered to make loss for the company.

A report in the Guardian revealed that each year 54,000 women lose their job because of maternity.

Companies often do not hire married women fearing that they ask for leaves during pregnancy.

Hence, the lack of adjustment and ease of pregnant women have kept them of the losing side in the professional life.

Thirdly, women often report experiencing harassment at the workplace. The unsafe environment at work makes them weary of staying late hours which reflects badly upon them. In a report-

3 out of every 5 women reported of experiencing workplace harassment.

The unsafe environment reduces productivity and motivation to work for women. Therefore having significant and adverse implications on the career progression of women. Thus, incidents like work place harassment have kept women on the losing side in professional life.

Fourthly, women expected to work as well as, do all the household chores. In sociological terms this is called the double shift. Women have to do all the household work without without any remunerations and after working 8 hours at the office. Often, women do not have capacity to do both the works. Therefore, it leads to a significant loss of productivity on the behalf of women. Hence, the societal expectations also play their role at positioning at a on the losing side in the professional life.

Furthermore, women have to significantly out-performing their male counter-part in order to get promotions. Men are preferred to be in managerial

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position. The employer often believe that men make better leaders. Therefore, prefer to promote men. The stereotypical thinking of women being emotional and lacking objectivity. Further exacerbate the situation of female career progression. Thus, women are at ~~the~~ losing side of the professional life.

Adding on, women not being promote has the direct consequence of lesser women being on the executive position. One of study shows that only 31.7% of women are ~~at~~ at the executive position. This under-representation of women at the work place further shapes the overall culture of the organisation. Therefore, often hardworking do not get credit for the work they do. Hence, the lack of women in executive position women at a disadvantageous position.

Additionally, with lack of women in Executive position the policies of workplace are not female friendly. It is reported that only 0.9% of the workplaces

have menstrual leave policies. The 99.1% of the companies do not offer any leave for the menstruating women. Therefore, place women at a difficult position to work when they are in pain. It can lead to reduce performance and making an impact <sup>to</sup> their work. Hence, the no menstruating leave policies put the women at a disadvantageous position in the work place.

Furthermore, there exists a discriminatory mindset that women are not "made" for technical roles. The women who work in tech more than 50% reported about discrimination. Technology is not considered a female field, therefore, the ideas of women working tech are often looked down upon. It is automatically assumed that the women doing the job has no idea about what they are doing. Thus, the discriminatory in the tech industry keeps women on the losing side of the professional life. Moreover, at large in the world women do not have



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access to education as much as men do. Even as children ~~the~~ girls have to leave school to take care of their younger siblings. Therefore, lower the women attainment of education. The men have more time to invest in their education, as well as, in other skills. Therefore, it puts them at an automatic advantage in the workplace. Thus, lower education attainment puts women at the losing side of professional life.

Lastly, commute is an issue for women. The transportation options available for women are more expensive as compared to men. Leading for women to spend more percentage of their salary on transportation. While men comparatively earn way more than women. Often commute can be unsafe for women also. There are various taboos attached women driving motor-bikes which is an affordable option for the women. In a conservative societies it is even harder to travel for women to

work place. Hence, even travelling to the work place puts women on the losing end of the professional life.

In conclusion, it is important to acknowledge that women are on the losing side of professional life. There exist several barriers including the wage gap, lack of promotions, work place harassment and societal expectations. All of these weigh women down in their career progression. They do have a larger impact on professional growth. Additionally if 50% of the population is facing significant barriers, there is also a loss to the economy. Therefore, it is the need of the hour to make work-places more female friendly. In order, to create a balance between men and women in the workplace and to have overall growth and prosperity in the world.