

Essay

Women remain on the losing side in professional life

1. Introduction

Women only make 26 percent of the workforce, despite constituting 49 percent of total population. This is because of existence of gender disparity, patriarchal norms, harassment and disallowment of maternity leaves, at workplaces. However, by providing women rights and obeying the laws properly can ensure women protected inclusion in professional life.

2. Crunch paragraph

3- Yes, women remain on the losing side in professional life (Thesis)

a- Evident from less percentage of female employees in organisation

b- Existence of patriarchal society

c- Discrimination against women in workplace

d- Women get dismissed from jobs during pregnancy period

e- Due to harassment at workplace

4- Women do not remain on the losing side in professional life (Anti-thesis)

a- Evident from increased women quota of employment by Government

b- Emergence of women in every sector

c. Article 3, 25, 27 and 34 of constitution provide non-discriminatory and protective environment to women in services

d. Existence of Maternity benefit Act, 1958

e. Establishment of Protection against sexual harassment of women at workplace Act, 2010

5. Although, laws exist still, women are found on losing side in professional life (Synthesis)

a. Due to presence of unrealistic standards set for women at organization level

b. Allotment of inferior positions to women

c. Gender disparity - apparent from Gender gap index

d. Laws or Acts are not followed properly

e. Disobeying of harassment acts at workplace

5. Conclusion