

ENGLISH ESSAY

WOMEN REMAIN ON THE LOSING SIDE IN PROFESSIONAL LIFE:

1. Introduction.

No country has succeeded in the world in closing the gender gap in all aspects in social, political, and economic life. Women always remains on the losing side in professional life in all aspects, and face gender inequality or gender gap in every field. The progress of a country is only possible by empowering women and giving them opportunity in every profession.

2. How women remain losing side in professional life.

3. Due to political discrimination against women.

- a. Under representation in political parties.
- b. low participation in electoral process
- c. Under representation in decision making process
- d. Very few women as a head of state
- e. Very few women involve in trading or have private own companies.

4. Due to economic inequality faced by women.

- a. Wage disparity
- b. Glass ceiling and hurdles in the promotion to top hierarchies
- c. Unequal access to resources
- d. Lack of Job opportunities
- e. Uneven employment opportunities

5. Due to social injustice towards women

- a. Social expectations and fixed roles assigned to women
- b. violence against women
- c. early marriages
- d. Discriminatory social norms & customs
- e. patriarchal society pushing women to subservient roles

f. Restricted only for household & taking care of children's

6. Biological Reason.

- a. lesser muscular strength compared to men
- b. Can't managed outdoor duties because of biological Reason
- c. Only for beauty and for Jobs making people attract toward them because of body shape.

7. How Women can take part in the professional life

- a. Women's Role in Politics

- b. Women as Administrators
 - c. Women proving their Mettle in every field
 - d. To provide education & Awareness to Masses
 - e. To Break the Gender stereotypes in work places and build Diversity
 - f. To encourage men's Role in supporting women around them
 - g. To help marginalized women become financially independent
 - h. To set up pro-women laws in both letter & spirit
8. Why professional life of women is a distant dream in India
1. Pronounced gender-based violence in society
 2. low participation of women in electoral process.
 3. an inappropriate distribution of inheritance
 4. low business opportunities & low wages

9. Conclusion

Undoubtedly, life owes its colour to the existence of women. As a mother, as a sister, and wives, they are the builders and breakers of the society, and it is not for them, life will cease to exist. Despite of these facts women are always remain marginalized in every field of life and always remain on the losing side in every profession. No. country in the world has succeeded in closing the gender gap in all aspect of life like social, political, and economic life. Even the USA, the world power, has never given proper rights to women. This reflects that political discrimination, social injustice, and economic oppression against women exist everywhere in the world regardless of the level of development attained by the state. Women face political discrimination world wide as they are under represented in political parties, and their low participation in electoral reforms and are not given their due shares in the decision-making process. It is 'evident' that only few women act as Heads of state though they constitute half of the world population. Not only in political domain, women also faced economic inequality by wage disparity and unequal access to resources.

and low business opportunities, only few women's are in trading and owned private companies. Furthermore, women's also face social injustice because of patriarchal society and violence against women and also because of early marriages women become burdened and can't hold both indoor and outdoor duties at a time. There are also some biological reasons with social problem is that women's have lesser muscular strength compared to men and can't walk like a man. If some steps has taken by United Nations to tackle this issue then this problem will have been solved. Nevertheless, the emancipation of women still requires concrete steps, including providing proper education and awareness to masses and to break Gender stereotypes in workplaces and build diversity also to encourage men's role in supporting women around them and sewing up pro-women laws in both letter and spirit. By walking on all these measure the problem can be solved and women's moved out from the gender gap and moved towards the professional life.

To begin with, it is pertinent to understand how women's remains losing in professional life, because women's don't have equal

opportunities. Women are discriminated in social, political and economic domain. Because of patriarchal society women are dependent on men in the form of father, husband, and brother. Women are not free to work independently in professional life.

Women are facing political discrimination as they are underrepresented in political parties worldwide. Women face both formal and informal barriers to participation in politics, including problems in nomination, and these are even worse in parties with hyper-masculine culture. Not to speak of the third world, even the most advanced states cannot bridge that gap with the structure of their political parties. For example, according to the Center for American Women and Politics report, only 29% of women candidates were nominated by both Democratic and Republican parties of US House of Representatives in 2020 election. This reflects the political marginalization of women even in most advanced states of the world. Thus, women are underrepresented in political parties worldwide, and their worldwide political marginalization highlights the fact that women remain on losing side in professional life.

Moreover, Women's vote turnout ratio is lower as compared to men in many developed states, along with developing ones. This is due to the fact that women are considered less politically literate and active as compared to men. Such thoughts reduces the importance of voting for women, which decreases their participation in electoral process. In developing world, the turnout ratio of female voters is disturbing, as in some constituencies of Pakistan, it was even less than 10 percent of the total polled votes. Even in developed countries like the UK, women are given less importance in electoral process, which reflects that their votes are termed as 'women's votes'. Not only this women turnout ratio significantly decrease during presidential election in USA 2018, according to PEW research institute. This reflects that women considered less politically aware would wide due to their participation in election is not encourage worldwide in the developing as well as developed country, thereby, strengthening the fact that women remain on the losing side in professional life.

Further more, women are underrepresented in the decision making process and are not given their due share. In positions of powers across the globe. Due to this, women problem are not

addressed, and women related policies are also made by men sitting in the corridors of power. As a result, men get the opportunity to decide the fate of half of the world population, which results in further marginalization of women from the decision making process. This phenomenon is prevalent in both the third world and developed world. For example, in Myanmar, the Aung San Suu Kyi government was toppled by military dictatorship to keep her from the decision-making process. In developing countries, women are less visible in decision making process. Even the most developed nation like USA, has never elected a female president since its independence. In addition, in many developed states women are given low-profile ministries to keep them away from decision making process. Thus, women are under-represented in decision-making structure world wide. In making women remain on the losing side of the professional life.

In addition, only few countries of the world have women as a head of the state. The developing and developed countries are giving fewer leadership opportunities to women. According to UN Women only 13 women are acting as Heads of state world wide. This reflects the

glaring gender bias as women are denied the right to rule just for being women and are considered politically less active than men. Such stereotypes are not only prevalent in developing countries but also in developed countries. Even the USA, the world champion of women rights, has not witnessed a female president since it came into being. Also, Hillary Clinton faced character assassination in the and abusive language from her opponent Donald Trump while running for the presidential elections in 2018. This reflects that women face political discrimination through out the world. Thus, world has a few head of state reflecting the fact that women remain on the losing side in the professional life.

In the political sphere and economic domain, women face discrimination, inequality, and marginalization through out the world. Women are denied by their economic rights and paid less in the world; however, the situation is no better in developed countries. According to the UN women make 77 percent of every dollar made by men around the globe. In the USA women make 88 percent for every dollar earned by men.

This wage disparity results in income inequality between men and women worldwide. This gender gap wage gap arises because women are considered undervalued and less worthy than their male counterparts even though they both performed the same job. Many According to the USA Labour Department, women in USA are paid less than their men for same work. Many women face penalty of getting sacked after becoming pregnant. Thus, this wage disparity reflects women remain on the losing side in professional life.

Moreover, women face a structural barrier in the form of the glass ceiling that hinders their upward mobility to senior-level position in an organization. Apart from ceiling, women also face inflexible working hours and wages 15% more than male. These structural barriers arise due to gender stereotyping that women are not good decision-makers but handwringing, double labour force. According to OECD Research, women hold only 5.9 percent of CEO positions in companies worldwide. In developing state like pak, many companies have admitted to having

Pushed women to the wall, as 95% of the managerial cadres are occupied by men. Not only developing states but also developed states like USA, Europe also face some phenomenon. According to USA Labour Department, only 5% women become CEO of the companies and only 19.9% hold corporate board seats. This reflects that women are remain on the losing side in professional life.

In addition, economic inequalities between men and women manifest themselves in terms of assets owned, as the latter do not equal access to economic and financial resources compared to their male counterparts. Women Worldwide lack ^{land} ownership as most of the land and property owned by men. This give control to the hand of males and give them authority to decide the fate of the women. In developing state like Africa only 25% women owned their own land and have control over their income. Not only developing states but developed also. According to UN report, women in USA faced difficulty in divorce as most men control family finances and resources. This reflect that women remain on the losing side in professional life.

Further more, women face discrimination in job market across the world. They are either concentrated in low paying, low skilled and precarious jobs or completely excluded from market place, which reflect lack of job opportunities available for women. Apart from this pregnant women are fired from jobs. According to world bank report, only 10% are working in the formal sector in Pakistan while majority are concentrated in informal sector. According to ILO women's empowerment is not considered worthy even in developed countries. This reflect that women remain on the losing side in professional life.

Beside political and economic disparities, women also face social discrimination worldwide. The gendered dimension of the world resulted in social expectations and fixed role assigned to women. These gender roles and social expectations have robbed million of girls of their bright future. According to the Save Children reports, fixed gender roles & social expectations have affected the lives of around 175 million girls in developing states, deprived them of the right of education, and limited their career opportunities. Not only developing

countries but also developed countries. According to the economist report, women in Europe face a double burden due to fixed gender roles.

Apart from that gender based violence every where in the world, irrespective of the level of development attacked by the state.

gender based violence including harassment, domestic violence, sexual molestation, and emotional abuse, which is directed against women.

Women even face online violence and cyber harassment through trolling, cyber stalking, cat fishing and doing highlighting that women are not safe.

According to UNFPA, roughly every one in three women have experienced violence and abuse in developing world. According to Amnesty Intl, more than 35% of women in USA have experienced rape, physical violence, or stalking by an intimate partner. This all reflect that women remain on the side of in professional life.

Moreover, early marriages of girl dash their hopes of getting an education and having an independent life. It hypostises them in the deep ditch of patriarchy and inequality where freedom is complicated and impossible to achieve. According to human Right watch reports, the underage marriage

of the girls end their education, exposes them to domestic violence and grave health-related issues due to early pregnancies. This social injustice against women is prevalent not only in developing countries, but also in developed states. According to report published in Unicef, At last, nearly 300,000 teen girls, with a few as young as ten, were married legally in the USA between 2015 and 2020. It is disturbing the so-called champion of women's rights has child marriage laws in 46 of its states.

Nevertheless, despite all the hurdles mentioned earlier, some steps are taken to solve this issue. The most crucial task is to raise awareness and educate the masses. It would help broaden people's horizons & they would be able to respect and appreciate women's hard work, leading women empowerment around the globe. Next to it, gender stereotypes need to be broken in workplace allowing women leadership. Traditional profession like field work, Manual business should be made more inclusive & diverse so that more female workforce inducted.

General awareness and collective action are important, men's supporting for women!

around them equally critical. Thus, if all men stand up to back the women of their household. Finally women can help other women by providing financial support. When women with strong personalities & power come forth to help the marginalized it would create huge impact for financially independent women would not burden to the country.

"We cannot all succeed when half of us are held back"

Malala Yousafzai

Similarly in Pakistan professional life of women is a distant dream because of pronounced gender based violence and low participation of women. Five percent of votes were cast in Shalagla and 9.94 percent in North Waziristan in general election 2018 - Report of election commission of Pak.

In a nut shell, women face inequalities and discrimination in all social, political and economic aspect. They face political discrimination as they are underrepresented in the political parties and underrepresented in the decision-making structure throughout the world. Also their participation is discouraged in the electoral process as their votes are considered less valuable. Additionally, women face wage disparities,

glass ceiling that hinders mobility to upper hierarchies, unequal access to economic resources, and lack of job opportunities to women. Further more, women experience social injustice due to fixed gender roles and societal expectations, gender based violence, and underage girls marriages. All factors reflect that women remain losing side in professional life.