

ABSTRACT

Civil services are not a bed of roses for female officers. Their ordeal project a gloomy picture, where they are in continuous struggle to perform their professional duties in a male dominated profession. The study using inductive thematic analysis, generated and analyzed themes out of the experiences of the interviewees of the 18 female officers. Although there are few opportunities of Economic empowerment, taking women-friendly initiatives, personal growth, service delivery but challenges outnumber them. This study argued that they face challenges on every step of their professional career. They endure sexism in varying manifestations of gender discrimination at workplace, gender inequality, minority female officers faced double barriers and matrix of domination. They infrastructure of the secretariat was not female-friendly. Transport posting among others surfaced as a challenge for females they were to go extra mile to prove their abilities sometimes endangering their lives while carrying out raids. They faced tokenism, and remained in the spotlight. The patriarchal society of Balochistan, where tribal values are still in practice, assign female an inferior position but at the same time give some regard but that is hollow as per experiences of female officers. They faced the challenge of acceptance from the staff who did not lose any chance of indulging in character assassination. Male chauvinism is at its highest level. Women officer work in a suffocating environment which is mainly because of their gender identity.

Key Words: Civil Servants, Sexism, Patriarchy, Workplace Discrimination, Harassment