As a field of science, social policy is the term that deals with the problems which appeal to all the units of the society including both men and women. In other words, as the concept of umbrella term, social policy within the framework of gender discrimination develops strategies and analyses data on both sexes in regards to employment, education, health, and so forth. In parallel to the objectives of social policy, it tries hard to close the gap between the women and men by laying an emphasis on the term equality which is actually a hard topic. Since the twentieth century, the magnitude of the female labor force has been developing rapidly, but the problem is the fact that they haven’t been matched to the men in most of the developing and even the developed countries yet. Therefore the main purpose of the study is to analyze the conditions of the women employees by bringing the term gender discrimination to the fore. Additionally, the other dimension of the study is to assess the statues of the women labours by using the parameters of the social policy discipline.

Key Words:

Social Policy, Glass Ceiling Effect, Women Labours, Gender Discrimination