

Some think gender equality is like a story, not reality due to salary distribution disparities. Such unequal distribution<sup>of</sup> wages exacerbates gender-related issues. When one gender consistently earns less than another for similar work. Consequently, it perpetuates financial imbalances and affecting individuals economic well-being. According to the United Nations Women Asia and the Pacific, on average though, men earn 71 percent more than women which indicates the financial disparities among genders. (UN Women Asia and the Pacific, 2023). In a nutshell, gender equality is a myth because of ~~a~~ salary disparities between genders.

Another argument ~~is that~~ <sup>of</sup> gender equality is a myth is that women face difficulties to secure jobs in various sectors. In hiring process women often face gender discrimination. Notably, the biased judgments of hiring women managers may have preconceived notions about traditional gender roles. Consequently, it goes against principles of equality and fairness hindering individuals particularly women. According to the Gender Bias in Hiring report 2021, even when having the same qualifications people judged women as less capable and less likely to be hired compared to men. Even though men were offered higher starting salaries (Gender Bias in Hiring statistics, report 2021). In short, securing jobs in various sectors poses challenges for women.

Along with women struggle to secure jobs, social stigmas are attached with women's role. These stigmas are connected to the traditional women roles, influenced by societal perceptions and expectations.

Unfortunately, in some societies when husband passes away, the societal stigma emerges that widows should not seek employment. Resultantly, women remained in extreme poverty due to limited opportunity and the belief that they are not capable of supporting themselves. According to International Widows, there are estimated 258 million widows around the world, and nearly one in ten live in extreme poverty. (International widows, United Nations, 2023). To sum up, gender inequality persists as social stigmas continue to be associated with women's roles.