

Thesis # . Women struggle to secure jobs in various sectors

Antithesis# Women quota for jobs ensure gender equality in different sectors.

Synthesis # Job quotas for women may not align with their population proportion.

3:54 PM ✓

Another argument ~~is that~~ ^{of} 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.

An opposing viewpoint argues that gender equality is ~~not~~ present because women's quotas for jobs ensure gender equality. These quotas promote equality address historical disparities and increased representation for women in work force. By setting quotas, there is a deliberate effort to increase the number of women work force. Such quotas ensure a more balanced ^{and} diverse ~~and~~ representation across various sectors. The existence of the European Union's 40 percent quota for women on corporate boards by 2026 strongly indicates that concerted efforts persist to uphold and advance gender equality in job representation. (Euro news, EU strikes deal to impose 40% quota for women). In short, women quotas for jobs ensure gender equality, confirming its existence.

However, critics argue that gender equality is not achieved through job quotas for women. These quotas do not genuinely represent women representation according to their population. The fact that women still face more challenges in the workforce despite quotas implies. This highlights issues beyond numerical representation that contribute to gender inequality. According to Pakistan's Federal, out of 649,176 sanctioned government positions 78,623 are vacant. Despite 36 percent increase in women employees their number is still less than the vacant positions. This shows women are not according to their population. (Dawn, Women, Minorities have minor, 2018). In a nutshell, gender inequality persists as job quotas for women do not result in achieving gender equality.