

Gendered imbalance in work force as challenge to economic progress.

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Gendered imbalance in work force as challenge to economic progress.

"Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance." (Kofi Annan). It means that achieving a high level of general quality is not just a goal on its own, but a necessary condition for addressing issues like sustainable development, and establishing effective governance. Gender imbalance in the work force poses a significant challenges to economic progress on multiple fronts. One key issue is the under utilization of skills and talents. When women are underrepresented in certain fields or position due to gender bias, a considerable pool of expertise remains untapped, leading to a loss of potential economic growth. Limited representation of women in leadership roles further exacerbates the problems. Diverse perspectives

are essential for innovation and effective decision-making. Another aspect is the unequal distribution of household tasks. The burden of unpaid domestic work often falls disproportionately on women, limiting their availability for paid employment and career advancement. The challenges of gender imbalance goes beyond social justice concerns. It hampers economic competitiveness as industries miss out on a diverse range of viewpoints, skills, and talents. The impact of Gender imbalance in the work force on economic progress.

This issue arises from persisting gender stereotypes influencing career choices, unequal access to education, training and biases in hiring and promotions. Addressing this challenge entails implementing inclusive policies, providing equal educational opportunities, and encouraging shared responsibilities for household tasks.

Gender imbalance in the work force poses a significant challenge to economic progress. Despite advancements, women continue to be underrepresented in various industries and leadership positions, limiting

their potential contributors. When a significant portion of the population is under-represented or marginalized in employment opportunities, innovation, and creativity are stifled. This imbalance restricts the diversity of thoughts, ideas, and perspectives that are essential for driving economic growth.

Gender equality in the workplace could add \$4.3 trillion to the US economy by 2025. The McKinsey Global Institute conducted research that demonstrates with increased female employment, the country could potentially gain \$2.1 trillion by raising its female employment ratio from 64% to 74%. (World Economic Forum's Global Gender Gap, 2016).

One of the major factors contributes to gender imbalances in work force as challenge to economic progress is gender and racial disparities. The reason is that, women and people from minority racial groups often face unequal access to education, mentorship, and networking, resulting in fewer opportunities for career advancement. The median weekly earnings for Black women were lower

than those of white women and men of all races. (The US Bureau of Labor Statistics, 2020). Similarly, the intersection of gender and race can create a "double disadvantage" leading to even fewer opportunities for women of color. It's important to implement policies that promote diversity.

Another factor that contributes to gendered imbalance in work force is challenge to economic progress is unequal access to education and training. The rationale behind is that, when women have limited access to quality education and training, they are less likely to enter high-demand fields and leadership roles. The lack of education can limit women's access to higher-paying jobs and opportunities for advancement. According to Sheikhha Lubna Al Qasimi, "It estimated that, 130 million school-age girls around the world are not even in school. The main reasons are, existing financial resources for education, especially for girls." (Take the next step for girls education, 2018). Government need to invest in equitable access to education and training

for all genders.

An additional aspect that adds to gendered imbalance in the workforce is the presence of discriminatory hiring practices. The reason is that, when qualified candidates are overlooked due to their gender, it restricts the talent pool and hinders economic progress. Such practices not only impede the advancement of qualified women but also curtail the overall growth of the economy. Discrimination in hiring also perpetuates stereotypes and biases, further entrenching the unequal distribution of roles and responsibilities. Gender discrimination can also affect consumer behavior. When a significant portion of the population faces discrimination in the workplace, their purchasing power may be diminished, affecting markets and economic growth. Rectifying discriminatory hiring practices is essential for achieving gender equality and economic progress on a global scale.

Moreover, the lack of workplace flexibility significantly adds to the gendered

imbalance in the work force, posing a formidable challenge to economic progress. The absence of flexible work options such as remote work or adaptable hours disproportionately affects women, as they still tend to bear a larger share of caregiving responsibilities at home. This lack of adjustable places an additional burden on women, making it harder for them to pursue their careers to the fullest extent. Due to this, women face difficulties in advancing their careers, obtaining leadership positions, and achieving equal pay. Traditional gender roles have often relegated women to caregiving responsibilities, making it difficult for them to participate in the workforce on equal terms with men. To address this challenge, businesses and policymakers must promote workplace flexibility through policies such as flexible working hours, remote work options, and parental leave policies that are equally accessible to all gender.

Furthermore, the constrained presence of women in leadership positions also causes

as a contributing factor to gender imbalance within the workforce, posing challenge to economic stability or progress. The rationale behind this is that, with fewer women in leadership, there is a lack of diverse perspectives and expertise in decision-making processes, potentially leading to less informed choices. A lack of women in leadership means fewer role models and mentors for aspiring female employees, limiting their career growth and development. Thus, gender imbalance in leadership roles not only hampers inclusivity but also stifles economic progress. Almost nine out of 10 people hold fundamental biases against women. Half of people globally still believe men make better political leaders than women (CNN, 2023).

Gender inequality in the distribution of job roles across industries is a significant contributor to gender imbalances within the workforce, presenting a formidable challenge to economic progress. ~~the~~ The reason is that, when certain industries or job

roles are dominated by one gender, it perpetuates unequal opportunities and income disparities. Women, often relegated to lower-paying or traditionally female dominated sectors, face limited access to leadership positions and higher wages. This imbalance not only undermines individual economic growth by underutilizing a substantial portion of the workforce's talent and potential. Achieving gender balance in job roles and industries is vital for promoting economic inclusivity and prosperity.

Another factor that contribute to gendered imbalance in work place as challenge to economic progress is sexual harassment in the work place. Sexual harassment in the work place is a serious and pervasive issue that poses significant challenges to both employees and organizations. It encompasses unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that create a hostile or intimidating environment.

This conduct can have profound negative effects, including emotional distress, reduced job satisfaction, and hindered career advancement for victims. Moreover, it can lead to increased absenteeism, decreased productivity, and even legal liabilities for employers. To address this issue effectively, organizations must implement and enforce comprehensive anti-sexual harassment policies, provide education and training, and foster a culture of respect and inclusivity.

The major consequence of gendered imbalances in the work force, is the under-utilization of skills and talents. The reason is that, Gender imbalance lead to lower participation of women in the work force, resulting in reduced economic activity and potential growth.

When a significant portion of the work force, particularly women, is not able to fully utilize their skills and talents, it leads to a waste of human capital.

According to Ed Yang, when 1700 biology undergraduates at the University of Washington

were asked to name classmates they were "strong in their understanding of classroom material," the male students underestimated their female peers, over-nominating other men over better-performing women (Sad Loss of talent, 2016).

By ensuring equal opportunities and removing barriers, we unlock people's full potential, and a stronger economy.

Gender imbalance in the workforce poses a significant challenge to economic progress, and one of its notable consequences is economic inefficiency. The rationale behind is that, when a society restricts certain segments of its population from fully participating in the labor market based on gender, it squanders valuable human resources and potential. This inefficiency arises from missed opportunities to harness diverse skills, perspectives and talents that women bring to various industries. By addressing gender imbalances and promoting equal opportunities in the work force, economies enhance their efficiency and competitiveness, which driving greater economic progress.

Moreover, gendered imbalance in the workforce have significant consequences, including labour shortages. The reason is that, many industries have been characterized by a gender divide, with certain professions dominated by men and others by women. This imbalance stems from various factors, including societal norms, stereotypes, and limited access to education and opportunities. If

traditionally male-dominated sectors like construction or technology fail to attract female workers due to gender biases, these industries struggle to find enough skilled labor.

According to Karin Kimbrough, "As the latest jobs numbers continue to show a resurging labor market, women have seen an uneven and slower recovery. While men have already recouped their pandemic job losses, there are still about 1.1 million women missing from the labor force."

Furthermore, the lowering of GDP exacerbate gendered imbalance in the workforce and pose a significant challenge to economic progress. It means that, when

a country experiences a decline in GDP, it often results in reduced job opportunities, wage stagnation, and increased job insecurity. Women are more likely to work in vulnerable and informal sectors, which are particularly susceptible to economic downturns. Therefore, addressing gender disparities in employment, investing in affordable childcare, and promoting policies that support work-life balance are crucial steps in mitigating the adverse effects of GDP decline and advancing sustainable economic progress.

Additionally, demographic challenges play a pivotal role in contributing to the gendered imbalance in the workforce, which presents a substantial challenge to economic progress. The reason is that, one key demographic factor is the aging population in many countries. As the workforce ages, there is an increased demand for healthcare and eldercare services. This often falls on the shoulder of women, who, due to cultural norms and societal expectations, disproportionately bear the burden of caregiving responsibilities.

In the 59 countries where women are now more highly educated than men, the average gender income gap remain 39% in favor of men. (CNN, 2023).

Moreover, social and cultural effects play a significant role in contributing to the gendered imbalance in the workplace, posing a challenge to economic progress. The rationale behind is that traditional gender roles and stereotypes deeply ingrained in many societies perpetuate the idea that certain jobs are more suitable for men, while others are reserved for women.

This bias limits women's access to a wide range of industries and leadership positions, leading to a talent pool that remains underutilized.

Addressing these social and cultural barriers is essential for achieving gender equality and unlocking the potential of economies world wide.

One of the powerful step towards solving the issue of gendered imbalance in the work force as challenge to economic progress

is ensuring equal access to education. The reason is that education lays the foundation for career opportunities and economic independence. When girls and young women have the same educational opportunities as boys, they are better equipped to pursue a wide range of professions, including those in high-paying fields traditionally dominated by men. This is not only expands the talent pool but also fosters diversity in industries.

Furthermore, eliminating biased hiring and promotion practices is instrumental in addressing the issue of gendered imbalance in the workplace as a challenge to economic progress. The explanation behind this is that, when employers embrace fair and unbiased recruitment processes, they ensure that individuals are selected for roles based on their qualifications, skills, and merit rather than their gender. According to Workplace Gender Equality Agency (WGEA), an Australian government agency responsible for promoting and improving gender equality in Australian workplace, the starting point for developing a

gender strategy is to undertake a gender assessment.
(*Breaking down barriers*, Dawn, 2023).

Promoting flexible work arrangements offers a promising solution to the gendered imbalance in the workplace, which in turn addresses the challenge to economic progress. It means that flexible work options, such as remote work, part-time schedules or job sharing, provide women with greater opportunities to balance their professional responsibilities with family obligations. This flexibility empowers women to remain in or rejoin the workforce, preventing talent from going untapped due to rigid work structures.

Moreover, enforcing legislations that promotes gender equality in the workplace is a vital strategy for addressing the gendered imbalance as a challenge to economic progress. The reason is that, such legislation establishes clear guidelines for fair employment practices, prohibiting discrimination on the basis of gender and ensuring equal

opportunities for all. "Using a sample of industry-employment data on emerging market and developing economies in the 1990s from UNIDO and a country-level composite index on gender inequality (GII), constructed by Stolyarov and others, shows that high-female share industries grow relatively faster in countries that are more gender equal." (IMF, 2020).

In summarization, the gendered imbalance in the work force represents a significant challenge to economic progress worldwide. The perpetuation of gender stereotypes, biased hiring and promotion practices limited women's participation in the workforce. However, addressing this issue is not only a matter of social justice but also an economic imperative. "Indeed, the Muslim men and Muslim women, the believing men and believing women, the obedient men and obedient women, the truthful men and truthful women, the patient men and patient women, the humble men and humble women, the charitable men and charitable women, the fasting men and fasting women, the men who guard their private parts and the women who do so, and the men

remember Allah often and the women who do so -
for them Allah has prepared forgiveness and
a great reward." (Surah: Al-Ahzab, 33-35).

This verse from the Quran underscores the
equal spiritual worth and potential of both
men and women, encouraging their active
participation in all aspects of life, including
the economic sphere. It aligns with the
broader message that gender equality is
not only a societal value but also
a principal supported by religious teachings.
By embracing this perspective and working imbalance,
societies strive for both social justice and
economic advancement.

