

Topic: Gendered imbalance in workforce as challenge to economic progress

Outline

1. Introduction

Thesis statement: Gendered imbalance affect both developed and developing economies, and women in all regions. However, this preference is heavily influenced by socio-economic constraints and pressure to conform the traditional gender roles. Across the world, adequate care system can improve the gender gap.

2. What is gendered imbalance.

3. Understanding the root causes of gender imbalance

(a) Gender differences in laws

(b) Lack of access of quality education and training

(c) Evolving gender gap in the global labour market

(d) Workforce representation across industries

(e) Economic costs of gender-based violence and harassment

(f) Feminism undermines traditional gender roles

4. (a) Unconscious biases and discrimination
The impacts of gender imbalance on economic progress

(a) Women remain less likely to participate in the labour market than men

(b) Increased poverty and inequality

(c) Less contribution of women in economic empowerment

(d) Gender gap creates social distances

(e) Fear of being physically and mentally abused

(f) Decreased innovative capacity

5. Comprehensive solutions to bridge the gender gap

(a) By promoting gender equality through legislation and policy

(b) By expanding access to quality education and training

(c) By ensuring secure environment for women

(d) By eliminating unconscious biases and promoting diversity

6. Conclusion

Essay

A supervisor may continuously interrupt a female employee during meeting or comment her physical appearance in a way that sets her apart from male employees as not being a fully participating equal in the organization, or by making such statements as "women do not belong in the boardroom." However, many women still face problems when it comes to their careers. It is not secret that females have faced and continue to face many difficulties in the workplace. Understanding the root causes of gender imbalance are the gender differences in laws, lack of access of quality education and training, evolving ~~global~~ gender gap in the global labour market, economic costs of gender-based violence and harassment, feminism undermines traditional gender roles, and unconscious biases and discrimination. There are also some impacts of gender imbalance on economic progress; women remain less likely to participate in the labour

market, increased poverty and inequality, less contribution of women in economic empowerment, social distance because of gender gap, fear of being abused, and decreased innovative capacity. The comprehensive solutions to bridge the gender gap are; providing equality through legislation and policy, expanding access to quality education and training, ensuring secure environment for women, and eliminating conscious biases and promoting diversity.

Gendered imbalance affects both developing and developed economies and women in all regions. However, this preference is heavily influenced by socio-economic constraints and pressure to conform the traditional gender roles. Across the world, adequate care system can improve the gender gap.

Gender equality is not about the transfer of power from men to women, it is about equality, and everybody having their rights in access

to economic opportunities. According to the Global Gender Gap Index 2022, Pakistan ranks second to last in terms of gender gap, with only 56.4% of its gender gap closed, a 0.8 percentage point increase from 2021. By percentage, men form about 48.54% of the total population of Pakistan. We are living in the society, where men and women are discriminated on the basis of their roles, duties, responsibilities, and opportunities in the various fields of life.

Gender differences in law affect the women in all regions. Historically, many legal systems have been biased against women, with law that restricted their rights, and opportunities in various ways. Globally, over 2.7 billion women are legally restricted from having the same choice of jobs as men. Of 189-economies assessed in 2018, 104 economies still have laws

preventing women from working in specific jobs, 59-economies have no laws on sexual harassment in the workplace, and in 18-economies, husband can legally prevent their wives from working (Facts and figures: Economic Empowerment, 2018). Laws can be enacted or revised to ensure equal opportunities and protect women from discrimination.

The gender gap in access to quality education and training is a deeply entrenched issue. This disparity arises from various factors, including cultural norms, economic constraints, and discriminatory practices. According to UNESCO estimates around the world, 129-million girls are out of schools, including 32-million of primary school age, and 97-million of secondary school age. Efforts to improve access to education and training for women are crucial for promoting gender equality and empowering women world-wide.

Because of lack of access of quality education and training, gender gap is evolving in the global labour market. It perpetuates gender disparity and limits women's ability to pursue careers and contribute to their communities. Between 2019 and 2020, the global women's labour force participation rate declined by 3.4%, as compared to 2.4% for men. Between 2022 and 2023, parity in the labour force participation rate increased from 63% to 64% (Global Gender Gap Report, 2023). This limits the ability to grow business and contribute to economic development.

The evolving of gender gap in the global labour market constrains the workforce representation across industries. Women are facing systemic barriers that limit their access to employment opportunities. The drop in women's workforce representation between 2022 and 2023 is observed across industries.

Pakistan has one of the lowest female labour-force participation rates in Asia. According to the global gender gap report 2022, Pakistan ranks 145th out of 146 nations (World Economic Forum, 2022).

Promoting gender equality across industries is essential for creating more inclusive society.

Gender-based violence and harassment in the workplace have significant economic costs. Such behaviour results in reduced productivity, absenteeism, and increased turnover rates. Moreover, the fear of harassment can discourage women from pursuing certain career paths. Globally, it is estimated that one in three women has experienced physical or sexual assault in her life. (WHO, 2018). These abuses result in missed opportunities for economic growth as women are unable to fully utilize their talents and skills.

Feminism is a socio-political and cultural movement, has indeed been associated with challenging and re-evaluating traditional gender roles. Feminists emphasize that individuals should have the freedom to choose their life paths, careers and roles. Feminism has played significant role in promoting the idea that both men and women should have equal opportunities and rights. However, a common thread among many feminists is the desire to create a more inclusive and equitable society by challenging and redefining their roles.

Unconscious biases and discrimination are pervasive issues in society. These biases can affect decision making in various aspects of life. Discrimination, whether conscious or unconscious, results in unequal treatment and opportunities for any individual. Individuals can also work on recogni-

zing their own biases and actively challenging them, fostering empathy, and advocating for equality.

The disparity in labour market participation between women and men has been persistent global issue. Addressing these disparities requires comprehensive efforts, including promoting gender equality in the global labour market. Labour force participation rate for women aged 25-54 is 63 per cent compared to 94 per cent for men (Facts and Figures: Economic Empowerment, 2018). When women have equal opportunities and support, they are more likely to participate fully in the labour market, contributing to economic growth.

Increasing poverty and inequality are pressing concerns. Poverty is often a result of systemic issues, including unequal access to education, employment opportunities, and essential services. When gender inequality grows

it can exacerbate poverty, as resources and opportunities become concentrated among a privileged few. Increase in the cost-of living are set to remain elevated, with baseline global inflation expected around 7% in 2023, significantly above traditional central bank targets of 2%. (World Economic Forum: 2023). The consequences of increasing poverty and inequality are significant, including reduced social mobility and ~~are~~ diminished over all economic growth.

The underrepresentation of women in economic empowerment is a critical issue that has several contributing factors. Empowering women in the economy and closing gender gap in the world is a necessary goal. When more women work, economies grow. Women's economic empowerment boosts productivity, increases economic diversification and income

equality in addition to other positive development outcomes.

Because of the issue of gender gap, there is also an impact in the form of social distances. When unequal opportunities and treatment persist based on gender, it can lead to several negative consequences. Effort to reduce these social distances include promoting gender equality in all sectors, implementing policies that address gender disparity, and fostering a more inclusive and equitable society where individuals of all genders have equal opportunities and respect.

Fear of being physically and mentally abused is the consequence of gender which constraints the women's work force to contribute in the economic progress. Abuse, whether it is physical or psychological, can have severe and lasting

negative effects on an individual's physical or mental well-being. Violence against women can cost up to 3.7% ~~of GDP~~ of GDP in some countries (The World Bank report, 2018).

It is important to remember that no one should have to endure abuse and the fear of being abused directly hit the economic progress because of gendered imbalance.

A decreased innovative capacity often resulting from a gender gap in a society. Innovation is a driving force behind economic competitiveness. When there is a gap in the abilities of individuals or communities to innovate, a country may lose its competitive edge in the global market. Innovation leads to diversification of industries. A lack of innovation can lead to economic vulnerability when industries become stagnant or obsolete.

There is also some comprehensive solutions to bridge the gender gap is the promotion of gender equality through proper legislation and policy. It is a fundamental step towards creating a more equitable society. Various countries have implemented laws and policies aimed to addressing gender disparities and promoting equal opportunities. These legislations help to create a legal framework that promotes gender equality.

Expanding access to quality education and training is another solution to solve the issue of gender gap. Quality education ensures that both girls and boys have equal opportunities to acquire knowledge and skills. Education empowers individuals by increasing their confidence and ability to make informed decisions. Improved access to education can directly reduce gender

Addressing the gender imbalance in the workplace is not just a matter of social justice; it is imperative for sustained economic progress. Gender equality in the workforce fosters innovation, diversifies perspectives, and maximizes the use of human capital, all of which are crucial for economic growth. To overcome this challenge, proactive measures ~~such~~ have been taken, which are discussed in previous.