

Gendered Imbalance In Workforce As

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Challenge to Economic Progress

Outline

1. Introduction

Thesis statement: "The gendered imbalance in the workforce stands as a multifaceted challenge to sustained economic progress, as it perpetuates wage disparities, stifles innovation, and reduces productivity. Thus, addressing this issue through policy reforms and diverse workforce is driving economic growth."

2. An overview of Gender imbalance in Workforce that is a challenge to economic progress

3. Factors in gendered imbalance in workforce, that are hurdles in growth of economy

- Disparities in wages and wages gap
- Entrepreneurship Barriers
- Occupational Segregation
- Less concentration on females education
- Patriarchy based society
- Limited access to leadership
- Lack of education ^{trainings} and awareness ^{programms} related to gender equality.

4. Repercussions of gender imbalance in workforce on economic progress

- Reduced economic output
- Increase wage gap
- Reduced tax Revenue
- Underrepresentation in leadership
- Mental health impact
- Less participation in GDP

5. How to maintain gender balance in workforce as reducing the challenges to economic growth

- Equal pay for equal work
- Anti-Discrimination law
- Education and training
- Transparency in Recruitment

6. Conclusion

Essay

"Gender diversity is not an option, it is an economic imperative. Without women's participation and contribution, economies suffer, and opportunities are lost". Saadia Zahidi, Managing Director, World Economic Forum. In this way the gendered imbalance in workforce is a challenge to economic growth. It is cause of disparity in wages and entrepreneurship barriers. In addition it is occupational segregation with less concentration on females education. Furthermore gender imbalance promotes patriarchy based society and limited access to leadership for female, alongwith it lack of trainings and awareness programmes related to gender equality. Besides of factors, there are impacts of these issues, due to gender imbalance on workforce economic output is reduced and increased wage gap. Moreover, Reduced tax revenue and increased underrepresentation in leadership. Due to that mental health issues ^{are} highlighted in females. Last but not least, there is less participation in GDP. Every

problem has a solution, so there are few way forwards are given to mitigate the hurdles in economic progress. There should be equal wages and attention. Some sort of trainings, and awareness programmes and anti-discrimination laws should be introduced by government. There should be transparency in Recruitment. The gender imbalance in the workforce stands as a multifaceted challenge to sustained economic progress. It perpetuates wage disparities, stifles innovation. Thus, addressing this issue through policy reform, workplace equity and diverse workforce in driving economic growth.

Disparities in wages are big issue in gender imbalance in workforce as a challenge to economic growth. There is not equal salary for man and woman. According to International Labour Organization the global wage report is a flagship publication highlights that women earn 20 per cent less than men globally. In this way there is unequal distribution in wages.

Entrepreneurship barriers related to gender equality encompass obstacles that disproportionately affect women entrepreneurs. Women often face challenges in securing venture capital or business loans due to biases in financial sector. Stereotypes about women's abilities in entrepreneurship can affect investor confidence. In 2022, an average amount of \$497, which is almost 50% less than a business run by men. Report by: www.entrepreneurstoday.com. Hence, it proves that there is not equality in entrepreneurship for female.

There is entrepreneurship barriers are on gendered imbalance in workforce, on some way there is a huge occupational segregation also a big hurdle on economic growth. Gender based employment segregation refers to the unequal distribution of female and male workers across and within job types. In occupational segregation females are doing jobs on lower paid salary bases. According to World Economic Forum, 2022: Pakistan is the second-worst country in terms of occupational segregation ranking: 145th out of 146 nations. In this way employment segregation is a most prominent factor in economic growth.

Along with occupational segregation, the other factor is less concentration on females education. In male dominant society there is no equal right of education for female from down to top level. The ratio of women's as compare to men are least. According to ILM.com.pk, 2023: From 59.13% literacy rate, male are 71% and females are 48%. In this way the less concentration of females education is also a cause of gendered imbalance in workforce which is also a challenge of in economic growth.

Less concentration in females education is a big factor but patriarchal based society is bigger than that. In patriarchy based society there are male dominant which old traditional way of dominant on female everywhere from home to workplace. It is a complicated issue which

is main hurdle to participate females in social, political and economic issues. For example: In 76 years period of Pakistan's independence era only one female participate as a leader in politics. Hence that is true the male dominant society is a big issue as a challenge in economic growth of any state.

Patriarchal based society. is a barrier but along with it, there is limited access leadership for female. Through out the globe there is less leadership participation as compare to men. Women has tea authoritarian qualities, they can perform well but due to gender imbalance in workforce there is less access. According to United Nations' UN women division, 30 women were serving as heads of state in september 19, 2022. In this way, the inequality can be proved. That .. there is a less and limited access of leadership for female.

Not only occupational seg limited access of leadership but the lack of trainings and awareness programmes are also another factor. With economic growth in perspective of gendered imbalance. Trainings and programmes for females empowerment and gender equality con. promote are hurdles. Though awareness programmes gendered imbalance can changed in better way. According to World Economic Forum's 2022, Global gap index Pakistan ranks 145th out of 146 countries. Hence, there is lack of concentration towards trainings and awareness

Programmers to make it balance.

Besides factors, there are its impacts on gendered equality which are hurdles to progress in economy of state. Lack of training and awareness, the other impact is reducing economic output. Economic output is very necessary for GDP growth. It is possible to become balance when gendered imbalance will be reduced in workforce. According to world bank report September of 2023, Labor force, female in Pakistan was reported at 23.31% in 2022. In this way, the impact of gendered imbalance in workforce is affected on economic output.

When reducing economic output, there will be increased wage gap. Wage gap is the difference between the average pay of two different group, like men and women. This is Furthermore, wage gap impacts on economic growth and create imbalances in workforce. The Global Gender Gap score in 2023 for all 146 countries included is at 68.4% closed. Thus the economic out is reduced by gendered imbalance in workforce and impacts on increased wage gap.

As so far increased of wage gap, on other hand the issue of decreasing tax revenue impacts negatively. Tax revenue collection is very low due to less participation of genders. Moreover, less than half of population are not able to pay their taxes which is impact negatively

on GDP. In Pakistan only 2 percent of females pay taxes, (www.paychecke.pl). Hence, that there is a huge difference in tax revenue which is affected by gendered imbalance in workforce.

Along with decreasing tax revenue, the other impact is ~~is~~ underrepresentation in leadership. Representation is important in leadership which determinant equality and remove discrimination from gender. Underrepresentation proves that females are still not in empowerment. According to Economic graph: In the United States and Canada, there are only 37% to 35% of leadership positions are held by women. Thus the situation of underrepresentation in leadership is not good globally.

Besides of underrepresentation in leadership the other impact is mental health disturbance. Due to imbalance in workforce females are stressed out through many issues. Gender disparity is a problem which directly hit on mental health. According to the World Health Organization: Globally, 350 million people are affected with depressive disorders in perspectives of gender imbalance. In this way the mental health impact is a very big issue through out the world.

On one side mental health impacts due to gendered imbalance in workforce, besides of it there is less participation in GDP is a prominent impact. Gender imbalance prom-

notes very low ratio of females is included in country's GDP. Furthermore, the females are approximately half of the ratio of total population so, their participation in GDP is very important. According to a website (www.beige.org): Globally 38.8% of the labour force, but just around 20% in Pakistan participate in GDP of country.

There are havoc effects of gendered imbalance in workforce as challenge in economic progress, which demands urgent remedies to solve the issue from reaching to the far end of consequences. Pay should be equal for everyone as per requirement of work and time. It is basic issue which is cause of wage gap. Equal salary is key factor of many issues. According to Georgia's "Equal pay act" requires employers to pay employees of the opposite sex equal wages for equal work. (GA Code Sec. 34-5-1) Hence, the problem can be solved to give equal wages for equal work.

Where as the above equal wages for equal work, government should introduce anti-discrimination law. This law will control gender discrimination from workforce which is beneficial for economic progress. This law should be implemented for all and put some penalties if anyone violent against the law. UAE, Anti-discrimination law, Article 4 of UAE labour law: It prohibits forced labour and discrimination basis of gender, race and religion. In this

every anti-discrimination law is best solution to combat gender imbalance in workforce.

In addition to introduce anti-discrimination law, government should introduce special trainings and programmes for gender equality, not only in workforce but also in educational institutes. Trainings and programmes will reduce the gender gap when people will aware that both gender are equal and they need to work together for state as well as for their family's betterment. For example, if a woman do job, she facilitates not only their family but also their state. In this way trainings and programmes will decrease problems in gender imbalance at workplace.

When people aware by trainings programmes about equality of gender then will be the increased transparency in recruitment. In all administrative and other department there should be transparency in recruitment. Equal seats for male and female should be announced. Transparency in recruitment is very initial step to enter in workforce. United nation and other organisations always emphasis about transparency and equal job opportunities about all genders. Hence, there is a vital step to reduce gendered imbalance in workforce as challenge to economic growth.

Last but not least gendered imbalance in workforce is a challenge to economic progress. It is burning issue through

out the globe. The wages gap, low participation ratio of female is caused of many issues. It is affecting economy directly because, less participation in taxes and GDP is a crucial thing. Instead of all the problems there are many solutions of every problem. These issues will be resolve with taking some measurable steps. Rick Gomez, CEO, Tupperware Brands quotes: "Some things just cannot wait. Men must stand up now for women's equality." In this way not only any single state but also all states of the world will get innovative change in economic programs. It is hope for all in 21st century, because women of this era is not less than men. Women can equally participate in every field side by side with men and can grow their big lives and as well as country's GDP. It is not only a issue of third world countries but also developed and developing countries. It is only a issue which need little bit concentration and taking few authentic and measurable steps for mitigation. In present era gendered based issues are more high-lighted than the previous era, so in future it will be diffinately removed.
