

# 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."

Keep the thesis statement general. do not mention specific details in it

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

Manifestation of gender imbalance in the work force.

#### 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 positions
- Lack of education and awareness related to gender equality

elaborate more, make the heading more specific

Very generic and vague. All of the above are manifestations of patriarchal society

In what aspect? how does that relate to the imbalance in the workforce

#### 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

Something cannot be the cause and the effect

How do these relate to economic progress

overlaps with (a)



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

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

Outline lacks in depth analysis of the topic. Very superficial overview of the topic. There are 2 aspects of your outline, Gender Imbalance and Economic Progress. First discuss how Gender Imbalance is manifested, or visible in the workforce. then address how it hampers economic growth

## 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.

it comes to front in the form of

It is occupational segregation with less concentration on females education. Furthermore

these neither read like causes nor manifestations

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.

Incorrect. Patriarchal society promotes gendered imbalance in the workforce.

Besides of factors, there are impacts of these issues, due to gender imbalance on workforce economic output is reduced and increased.

Incorrect use of the word

wage gap. Wage gap is something that shows the imbalance, it is not the effect of imbalance

Moreover, Reduced tax revenue and increased underrepresentation in leadership.

Due to that mental health issues <sup>are</sup> highlighted in females. Last but not least,

there is less participation in GDP. Every

How is that different from economic output?



ways forward

problem has a solution, so there are few ways forward 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.

What sort of? You are suggesting something, so your suggestion be proper

Sentence structure: The gender imbalance in the workforce is a multifaceted challenge to the economic growth

The gender imbalance in the workforce stands as a multifaceted challenge to sustained economic progress. It perpetuates wage disparities, stifles innovation's innovation. Thus, addressing this issue through policy reforms, workplace equity and diverse workforce in driving economic growth.

Sentence structure: semantics

Where is Overview paragraph?

Topic sentence is unclear. What is it about? does it highlight the gender imbalance or is it about the economic challenge?

Disparities in wages are big issue in gendered imbalance in workforce as a challenge to economic growth. There is not equal salary for man and woman.

Where is the supporting point or your analysis?

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.

for the same job? in general? what criteria are you applying. clarify it.

What is the purpose of the paragraph? It should be evident from the topic sentence. For example, Gender based barriers in entrepreneurship are one of the manifestations of gendered imbalance in the workforce.

Over-complicated sentence. Does not really say anything.

Entrepreneurship barriers related to gender equally 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.

Sentence is incomplete.

In 2022, an average amount of \$497, which is almost 50% less than a business run by men. Report by: [www.entrepreneurstoday.com](http://www.entrepreneurstoday.com). Hence, it proves that there is not equality in starting entrepreneurship for female.

in



There is entrepreneurship barriers are an 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 a 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.

Do not define terms in your essay.

the paragraph is purposeless. It does not prove anything, there is no analysis.

Unclear concluding sentence.

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.

factor of what? Incorrect use of the word factor. Definition of factor is a circumstance, fact, or influence that contributes to a result.

How does that relate to workforce imbalance?

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

Sentence structure

You are explaining what occupational segregation is and how it is prevalent in the workforce.



Sentence structure: semantics

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 participated 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.

Irrelevant. Unrelated to workforce imbalance. Too many factors other than employment and segregation involved in the woman being a head of the state.

Expression

Along with patriarchal society, limited access to leadership positions is another manifestation of gender imbalance in the workforce. 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

You need two entities for comparison, there is only one in this sentence.

compare to men. Women have an authoritarian quality, they can perform well but due to gender imbalance in workforce there is less access. According to United Nations

It is unclear throughout the essay that whether you are discussing the cause or the impacts of gender imbalance.

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.

Leadership positions in workforce does not mean statehead. It means leadership position in organisations such as CEOs, CFOs, CTO. General and executive managers and other such positions.

Not only occupational segregation limited access of leadership but the lack of trainings and awareness programmes are also another

what sort of training programmes? how do they effect workforce imbalance gender wise.

factor. With economic growth in perspective of gendered imbalance. Trainings and programmes for females empowerment and gender equality Govt promote are hurdle.

Sentence is incomplete.

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

You cannot repeat evidence



Programmers to make it balance.

Besides <sup>sentence structure</sup> factors, there are its impacts on gendered equality which are hurdles to progress <sup>the</sup> a economy of state. Lack of training

That is not a complete sentence. Each and every word should have a purpose.

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

Incoherent sentence

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.

The example does not relate to economic output

sentence structure?

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.

You can either discuss something as a cause or an effect. Not both.

expression is not suitable

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 ~~Latvia~~ 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.

Alongwith decreasing tax revenue, the other impact is ~~so~~ 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 under representation 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 on 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.ibeigc.org](http://www.ibeigc.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 <sup>how to make it equal way forward should be around that</sup> principle 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 violate 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



way 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 women 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.

very generic. Not specific to workforce imbalance not economic growth

When people aware by trainings programmes about equality of gender then will be de. 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. Transp.

parency in recruitment is very important step to enter in workforce. United Nations 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.

the paragraph is purposeless. It does not prove anything, there is no analysis.

Last but not least gendered imbalance in workforce is a challenge to economic progress. It is a 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 resolved 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 highlighted than the previous era, so in future it will be diffinately removed.

This is unrelated to your topic



	<b>Category</b>	<b>Total marks</b>	<b>Obtained marks</b>
<b>Content</b>	Qualitative analysis	10	1
	Quantitative analysis	10	1
	Validity & Reliability	10	1
	Relevance	10	1
<b>Language</b>	Sentence structure	5	0
	Vocabulary	5	1
	Clarity	5	0
	Command of language	5	0
	Expression	5	0
<b>Structure</b>	Outline	5	1
	Introduction	5	1
	Body paragraphs	5	1
	Conclusion	5	0
<b>Coherence</b>	Cohesion	5	0
	Coherence	10	0
<b>Total</b>			<b>8</b>