

Let's End Gender Inequality

Gender inequality is the discrimination in treatment between men and women. For many years, gender inequality has been a challenge in society despite the efforts of addressing it. Women are the most affected by this issue, where men are considered more superior in society. Inequality treatment may result from issues in the society, which are psychologically, biologically or culturally related. The most common forms of gender inequality women and girls face are sexual violence, discrimination in education, marriage or pregnancy among children, and heavy domestic chores (Heise et al., 2019). In most cases, gender inequality is contributed by the poverty rate where most women are exposed to. Although it may be a challenging task for nations to create equality in the current society, it should be a top priority to address the effects of gender inequality if individuals, organizations and governments want to increase productivity, reduce poverty and improve the economy.

Addressing gender inequality is essential at both individual and societal levels. Even though many nations have addressed gender equality for a long time, the issue is yet to get alleviated from society completely. Psychological factors are among the conditions that society has yet to understand that they largely contribute to gender inequality. Most people have the mindset that women are inferior and are not given the opportunity to get involved in major societal activities such as jobs, leadership or decision making. Cultural norms are also among the factors that contribute to prolonged gender inequality (Heise et al., 2019). One of the cultural beliefs is that women are supposed to take full responsibility for domestic works, such as looking after the children, while men are the breadwinners. These beliefs do not allow sharing of house chores.

Gender inequality is an important issue to be addressed worldwide, especially in the employment sector. With the high rate of human trafficking globally, which affects both

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genders, women and girls are more affected than men. Therefore, addressing gender inequality is important because it leads to better healthcare for women. In most cases, women get poor healthcare treatment compared to men. According to Heise et al. (2019), inadequate medical care in women primarily results from low income and insufficient or lack of education. Generally, many diseases affect women more than men, like chronic pain problems. Medical professionals do not take these diseases seriously and thus, there are no deep researches about them. With equality between men and women in society, health care condition will be considered for positive impact.

Addressing gender inequality is also important because people can understand how essential it is to provide women with education and job opportunities for business purposes.

Women can perform the same tasks that men do towards the improvement of an organization's performance. Diversity in gender and sexual identity within an organization is very important because it contributes to the general performance of an organization. When women are involved at the top leadership positions in a company, the organization's activities, such as innovation and decision-making, perform better than those led by men only. The contribution of women in the business sector leads to the improvement of the economy (Wodon & De La Briere, 2018). Participation of women in businesses leads to increased productivity of an organization. Therefore, when more women are employed or engaged in business, the gross domestic product rises, boosting the economy.

Gender inequality highly contributes to increased poverty, especially among young girls. When the issue of gender inequality is addressed, the rate of poverty among women is more likely to reduce by a more significant percentage (Agarwal, 2018). The poverty gap between men and women increases as they continue to get older. The poverty gap is contributed by men having higher opportunities to get an education than women. Addressing gender inequality is important because more women will get a

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better education and gain skills and knowledge to build themselves. More women and girls will also get employed as much as men get the opportunities hence creating a source of income. Better standards of living will be achieved as well as medical care. Most of the poverty cycles occur when marriage or pregnancy among children in low-income families arise. Therefore, investing in gender inequality will provide more opportunities for women hence reducing the poverty levels (Agarwal, 2018).

Several literature researches have been carried out to address the gender inequality issue since it has been a challenge in society for many years. Some studies have also been undertaken to explain the reason for gender inequality persistence. A study focused on determining the effect of children in careers between genders was conducted. According to Kleven et al. (2019), gender inequality persists everywhere in the world, where women are more affected than men due to the impact on children. Women participate more in taking care of children and this makes them spend less time working. Hence, women end up having low wages and lack exposure to opportunities due to their unavailability. Children do not affect men in the labor market, which increases their (men) chances for self-development. Gender inequality creates a difference in productivity. Participation of women in work increases the productivity levels of institutions. Women also impact careers even though they are limited in participation due to low education and employment opportunities (Huang et al., 2020).

Gender inequality contributes to women's lack of volunteering ability in environmental sustainability (Agarwal, 2018). The economic gap between the genders creates a constraint in women's participation. In most cases, women have a lower economic endowment compared to men. Women lack enough resources that contribute to encouragement in voluntarily participating in environmental sustainability. The existing social norms and perceptions also contribute to a lack of cooperation from women. Social perceptions and norms contribute to the lack of women participation in environmental

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participation, such as not being able to withstand certain pressure or maximumly cooperate at the workplace. Women are limited in engaging themselves in certain activities like leadership or making significant decisions (Kalpazidou et al., 2017). Therefore, women lack senior positions in major institutions to lead in production or development. Gender inequality contributes to poor healthcare among women. Little attention is focused on women despite them being affected by more diseases than men. Women lack access to better medical care due to the higher poverty rate, which exposes them to significant risks such as death (Heise et al., 2019).

According to Wodon and De La Briere. (2018), reducing gender inequality can lead to higher economic development around the globe. Gender inequality leads to women discrimination in the labor workforce, where they are not permitted to secure jobs. The women who get lucky to secure employment get lower pay, especially in the informal sector. The gender earnings gap increases hence decreasing their ability to have the power to fight for their voice or alleviate poverty. Poverty is also a significant contribution to poor performance in education. The rate of women and girls who acquire education is lower compared to men. As a result, many illiterate women in society are primarily contributed by social norms. The rate of gender violence at home and work is high and this affects women most since they have the most significant domestic responsibilities. Therefore, lower opportunities for women lead to increased economic costs at personal, household, and national levels, hence creating gender equality (Wodon & De La Briere, 2018).

Several solutions can be implemented to help address gender inequality issues, such as giving women opportunities for employment. Providing women with job opportunities, especially in the formal sector, provides higher income (Casad et al., 2021). An increase in income leads to better livelihood hence poverty eradication. However, many men have no jobs and the availability of employment opportunities is rare. Women need to be empowered

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by ending domestic violence. Domestic violence and sexual assault can be done through rights that protect women. Recently, there have been multiple cases of gender violence, where men are reported as the victims. According to Casad et al. (2021), women can be provided with senior leadership positions to exercise their abilities. It is a challenge for women to attain top positions due to their commitments, especially with children.

The most effective solution to gender inequality is giving women and girls access to education. Generally, many girls in the world have no opportunity to attend school. Education is very important because it contributes to the depreciation of early marriage and pregnancies (Casad et al., 2021). Education also gives women the opportunity to engage themselves in the formal labor market where they can earn a higher income. When women receive education, they gain skills to make bold decisions and get into careers to improve their livelihood. Education is also essential because it contributes to the economic success of a country because more women enter into the labor market hence reducing the dependency rate. As a result, the GDP also increases.

Gender inequality is where men and women have no equal opportunities to carry out activities in society. Several studies have been conducted and the results indicate that women are most affected by gender inequality. Addressing gender inequality is important because it helps minimize poverty levels and better healthcare for women. Women can get an opportunity to utilize their skills in businesses and help boost the productivity level of organizations. As a result, the economic status of a country is increased. Gender inequality can be addressed by fighting against domestic violence and sexual assault (Casad et al., 2021). Women can also be given access to education, which improves their skills and provides them with the opportunity to secure a formal labor market.

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