GENDER INEQUALITIES AS A GLOBAL ISSUE AND ITS EFFECTS ON WORLD DEVELOPMENT

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Abstract

We are born in a world full of stereotypes, from the moment we are conceive both boys and girls are subjected to be a stereotype. Gender inequality has been seen in every sector and every norm of life and has a major impact on world development. Inequality is one of the most sensitive topics of all time and has an economic phenomenon that has existed in human history. Gender inequality is considered to be one of the most important issue which has been thoroughly highlighted globally and we as a nation have seen its worst impact on world development. The article is a blended study of qualitative and quantitative analysis regarding gender issues and its impacts on the development of different sectors of the world. The dimensions of women empowerment and economic development are the main focuses in this writing. The results found that women play an important role in the development of the world, either it is economic or

social or political. It also found that the underdeveloped countries are facing more concerns regarding gender inequalities as compare to the developed world.

Keywords: gender inequality, world development, global issue, women empowerment, economic development

Introduction

If we talk systematically, we have seen more inequality in poor countries rather than rich countries. Man is always put in front whether it's education, health, or personal autonomy department in the countries with low GDP disparities in education, health, and many other sectors. Gender Inequality often is the root cause of underdevelopment as country development starts from both genders working together. Gender inequality is interlinked with economic development as well. Talking about education it has been seen merely only half a million girls get primary education. The major area which reflects world development where inequality plays a role in declining growth is found in education, health, employment, and gender-based violence. (Jayachandran, S. 2015).

Throughout the world, it has been seen that women have been push backward and receive less education, and have been given less pay as compared to their male colleagues. In a study, it is found out that in the United States there are twice no. of men as compare to women with a professional degree. There are many causes of inequality such as societal values and gender discrimination. Due to this inequality gap the whole world has to bear its consequences. The gender gap in education and workplaces often leads to a decreasing world economic development ratio. By eliminating women from the different important sectors, the region reduces their productivity ability. The difference between gender leads to underutilization of human capital which leads negative impact on economic competence. There is the evidence that women are better at handling financial decisions which leads towards more saving and less corruption, these savings are then used in the health and education sector which leaves a positive impact on economic growth.

Gender inequality not only has an impact on women's life but also left a profound impact on the social-economic development of the entire population. (Wiley, S. 2014). The word or the phenomenon behind gender can be easily pushed aside and is not considered to be important enough to be a talk of the town for economic and development region, but gender provides an insight of development as equality effect development growth. Equality leads to the development of equal labor and equal position in education and health department is directly reciprocal towards economic growth. According to

WEFGGR (World Economic Forum Group Gap Report), it is found out that in total 108 years will take to reach the height of gender equality. All these years inequality exists just because we don't believe in equality we do not consider women as a helping hand to reach towards the growth of development. (School of Politics and International Relations January 12, 2020).

Gender inequality is a matter which holds significant importance worldwide no matter how much it is measure to make gender equality a matter of fact both national and internationally. Sexual abuse, violence, murder, and rape are such crucial horrendous crime which causes a major rave in inequality. Force sex-selective abortion is considered to be one of the major disasters of root cause of gender inequality as summing up all the matter of root cause of inequality it fuels out major area of concerned. Most major countries have a wish of having a boy rather than having a girl, the sad reality is inequality starts from home. If we shade light observing the economical perspective it is found that gender discrimination fuel up one of the burning causes of gender inequality which has an interlinked connection with an impediment to growth as it leads to potential productivity growth. Beyond the concept of economic cost, the idea of inequality have severe losses which cause harm to individual self as well society and a dangerous consequences for whole nation and always brings a hurdle for development. (Kamrany, N. M., & Robinson, C. (2012).

Looking upon world development as research it is found out that worldwide one out of three women have faced sexual violence or physical violence in their lifetime. Gender-related abuse exists everywhere but when we talk about inequality these are some points that need to be looked upon. To some existence careers, jobs opportunity, and equal wages are the topics that fall in gender inequality for some countries but in developing countries, the word gender inequality is much dangerous and considered to be a severe problem.

Violence and other abuses everywhere which are interlinked with gender but as a comparison gender inequality in developed countries revolved around job opportunities, wages, same income and careers. But countries who are on developing stages, there inequality is giant and worst problems as for equality they have to fight for basic needs, health policies, education and manifestation of human rights.

The relation between gender inequality and world development correlates with each other. Economic growth and gender inequality reflect the main cause of development throughout the world. Gender inequality in education, health, employment, and payment, industrial labors are all sources of underdevelopment in any country. The average amount

of human capital reduces due to inequality which causes harm to economic performance. Women are not trained for the field of economic participation and political empowerment, due to lack of exposure and practical performances and information causes a downfall in economic growth, no growth causes harm to world development. (Ahang, 2014).

In the future, gender inequality is becoming one of the biggest challenges for world development. It's a fact that developed countries have more opportunities than developing nations just because they considered inequality as a severe problem they eliminate this problem by giving equal rights to each gender and have very lower inequality levels, gender inequality exists between nations rather than just inside the countries. (Partal Gajardo, 2016).

Gender inequality is considered to be a global issue and always plays a part in political conflict. Gender inequality is harmful to long-term growth. Gender inequality impacts universally human capital, fertility, income, and productive effects and causes major hurdles in the development of the world. (Edwards, R. B. 2010).

Literature Review

Gender inequalities and its impacts on society

Klasen, S. (2018), discusses in his following paper the impacts of gender inequality in the fields of education, health, workplace, and pay on the development of the world. Here he opted for three types of methodologies; cross-country econometric analysis, theoretical reviews, and meta-analysis. Klasen argues that excluding the education domain there has not been any major progress for the last 20 years in the rights, health, politics, social institutions, economics and the opportunities regarding gender inequality in most of the developing countries as well as some of the developed countries. Furthermore, he states that all of the studies prove that the above-mentioned factors are in a negative correlation with gender inequality except for a few theoretical and empirical studies in the domain of economic which claimed the gender gaps have positive impacts on the economics of the world. In the end, Klasen concludes that no method of study can fully encompass the impacts of gender inequality on development. All of these methods bear different drawbacks which restrain them from giving firm and concrete results.

Dormekpor, E. (2015), in his research he tries to examine the causes and effects of gender inequality and poverty in developing countries through literature analysis of various trusted published papers about the gender gap and developing globalized world. The

paper states that the poorer the regions the more gender inequality will it face for example the countries belonging to South Asia, Sub-Saharan Africa, North America and the Middle East is considered an extremely poor area, therefore, the statistics of gender discrimination in these regions have come out very strong. Another factor contributing to this unfairness is the traditionally plus culturally powerful countries with a prime influence of religion. These countries have declared gender-specific role for every gender and are strict about it which then contributes to serious issues in the overall development of the said countries and societies for instances females highly suffers from harassments, politics, lack of education, the inadequacy of right and the freedom, low-level of participation in any decision making, the difference in income and injustice at the workplace.

The literature further explains that since female contribution in the labor force helps grow a country's economy, therefore, non-participation will harm the economy in hindsight, on the whole, the development. In addition, this suggests that in the future it is crucial to focus on the socio-economic wellbeing of women and their health inequality in the various developing countries from different regions so that a general model for the developing world can be built.

Globalization and Gender Inequalities in Developing Countries

Bali moune-Lutz, M. (2006), the study examines the relation of globalization and development on gender inequality and investigates, if its impacts in the developing countries are the same across all the developing countries or not? It further explores if the effects of increased trade inclusivity and development on the domain of gender inequality in Africa differ from other developing countries. The paper uses cross-sectional data (an average of 05 years). The empirical data suggest that globalization and development have on measurable effect on gender discrimination in the non- Sub-Saharan Africa (SSA) developing countries. However, the following study also found a vast amount of statistical shreds of evidence that indicated the effects of trade openness and growth on gender inequality in the SSA developing countries. To conclude, it was also brought into notice the significance of socioeconomic policies for the wellbeing of females, especially women's literacy policies, should work side by side with the policies of trade and development.

The article by Batra, R., & Reio Jr, T. G. (2016), focuses upon gender inequality specifically in the setting of India. It emphasizes the problem that in India, gender inequality is not present in just education or economic growth; it is can be found even in the roots of its cultures, traditions plus history and pillars of its religion. This deepness

and firmness of the concept of discrimination has caused it to spill over to other sectors as well such as social, labor force and politics. For this document to be constructed, both the writers researched various social studies debates and Google scholar for related papers and, in the end, finalized 49 articles. In the end, the solution provided was that although there has already some legislation been passed which improved the situation but it still needs work to be done. Human Recourse Development (HRD) can play a vital role in ending this inequality in Indian organizations. Different policies can be issued, training and development exercises and reward system, etc. should demote this injustice. HRD can also develop some career counseling/development and training programs for the same genders and in the future possibly cross genders.

Littlefield, M. B., McLane-Davison, D., & Vakalahi, H. F. (2015), in their following study they highlighted gender inequality as a global issue. They state that a planned, structured system is present globally to strengthen the position of men in the families, societies, countries and the world. Further holds this system the core of all the gender-based inequalities. This paper presents its points concerning gender equality rather than inequality. It communicates that the first step to eradicating gender equality is to understand the importance of women in societies and to make sure of their good health plus well-being. Their predefined roles, according to the said system, affect women's roles in the economic, societal, educational, health and political development.

There is also a dire need to focus on the traditional roles assigned to women as cultural, behavioral and societal norms because these roles decide whether the human being is the one to take all the decisions or should all the decisions should be taken on their behalf without even concerning them. While there have been some efforts made for the betterment of womanhood but still the many females for example the ones suffering from any disabilities, lower-class background and ethnicity, etc have the same conditions as before and have experienced none noticeable improvements around the globe. In addition, the present study states some of the impacts of gender inequality- the decrease in economic development, stability in the empowerment of human beings, poverty, health, freedom of speech and justice

Economic effects of gender inequalities

Ahmed, N., & Hyder, K. (2006), also conducted a study that has principal focus to understand the effects of openness of trade on gender equality. For this, they hold three factors the roots of gender inequality- health, education and labor force. These three dimensions are explored in this paper by evaluating the data from the year 1973 to 2005. The grounds on which this was analyzed were the ratio of the number of girl's

educational institutes to boys, number of female professors in the educational institutes, the GDP ratio, per capita GDP and gender inequality in the labor force.

Victimization the female fragment of the general public has acquired a lot of significance in the plan of advancement establishments and benefactor organizations, and all things considered. Winning social, customary, and financial rigidities in less created social orders make contortions that expansion the predisposition against females. The examination additionally outlines that exchange advancement altogether affects decreasing generally speaking sex imbalance explicitly in the work market. Nonetheless, sex disparity in instruction achievement is clarified essentially by the awkwardness present in the arrangement of training offices. Changes in per capita pay alongside the proportions of young ladies and young men schools and the quantity of female instructors to the quantity of schools have likewise assumed a fundamental part in diminishing the gender orientation disparity in Pakistan.

Klasen, S., & Minasyan, A. (2017), in this article, focus on gender injustice and its impacts on development in concern with Europe. The dimensions of the inequality are the difference in pay, the difference in employment rate, the difference in education ratio, inequality in decision- making positions and inequality in politics. This paper also analyzed the other literature reviews and policies around the world regarding gender inequality and its impact. It also found out its connection to Europe. It proves that, in Europe's situation, the educational gender gap does not impact its economic growth to a measurable amount, but the employment injustice affects the region's economy to a large extent, especially in Ireland.

Seguino, S. (2005), emphasizes gender injustice in the globalizing world. He argues that the recent growth policies and economic strategies have provided serious harm to gender inequality at a global level. He further states that the region like East Asia countries that are considered as "late industrializers" adopted various strategies to promote industrialization and modernization but these strategies were of no help in improving the gender discrimination situation in fact in most the developed countries these policies worked to create an even more visible gap in the pay and labor force. Thus, there is a dire need of coming up with new policies and strategies of development that are positive for the growth as well as the gender inequalities.

Jayachandran, S. (2015), also discuss the relation between gender inequality and economic development. Gender imbalance means favoring males in every aspects of life like education, health, employment and individual independence. Gender inequalities are larger in poor countries as compared to rich countries. The connection between

development and gender inequality imbalance can be clarified by the process of advancement and society-express factors are also influencing everything. Numerous nations that are poor today show favoritism toward males. Poor parents have a strong desire to have a son, because they believe that men earn more than women in societies. In addition, inequalities ratio tend to be more in counties with low Gross Domestic Product per capita.

Gender Rights and Economic Development

Lawson-Remmer, T. (2012), finds a strong connection between gender rights and countries development. The connection between gender inequality and development results not is a separate direction. Gender inequality imbalance is declining as nation gets richer. Proposing that economic development is could also be lead to better gender outcomes. Research shows that expanding social and economic opportunities for women, and exposure of women to politics has a profound impact on health, education, social and economy all through society and for the future.

Lorber, J. (2001), explains about the effects of gender inequality on women rights. The objective of woman's rights is to make women strong socially, and culturally. Gender inequalities have distinctive forms. And it is depending on economic structures, a particular culture and society. Women have disadvantaged in society as compared to men. Women get lower pay for the similar or equivalent work and women has less chances of advancement. Gender inequality can likewise appear as girls are getting less schooling as compared to boys. Around 66% of the world's uneducated populace is of women's.

Mustafa, S., Khan, M. S. A., & Zafar, A. (2016) explores the role of women in the development of society. The advancement of women is important in the world for development process. Statistics showed that in the process of developed economics like as China, United States, Hong Kong, Thailand and European countries, participation of women plays a vital role. The development of the nation and empowerment of women are directly linked. Societies should have to maintain equality among men and women and it will be possible only by effective policies and strategies for economic development.

The use of women's skills on an equal footing with men has increased productivity. This shows that women play a significant part in expanding of business activity. East Asian countries increase the number of women labor force in industries. This is the sign that

education, training and health environment for women is a major factor for economic growth.

Thorin, M. (2001), argued that sustainable development cannot be achieved without solving the issues of gender inequality. Gender equity is not only important factor of development process, but yet additionally it's important for poverty eradication in the world. Gender equality is economically viable and upgrades improvement over time. The effectiveness contention is incredible and critical to expand on as it could serve to impact the people who don't comprehend the worth of gender equality. The vision of the global economy must not replace the vision of women's rights, but rather complement it.

When poverty is denied gender equality is improved. Policy makers should not only focus to improving the condition of women in society only, however they should maintain a playing field for both gender for their prosperity and economic improvements. Reducing family poverty or wanting to help it with crises, could work on the government assistance for welfare of women.

It's a general perception that women do not work outside the home; there might be an insight that they do not need a proper schooling. Meetings of guardians in five states in north India presume that 57% wanted to study their son, while just 28% guardians needed something similar for their girls. India's entrance into the world economy is another outline of economy advancement which pivoting the fortunes of youngsters and young ladies, it happens simply because of the improved gender equality.

Gender Inequality and Women Empowerment

Duflo, E. (2012), defines the impacts of gender inequality on women education. The inspiration for teaching youngsters is to upgrade their work opportunities, then, at that point further developing the chances accessible to women in the work market would provide a chance to women for their better future. United Nations Secretary-General, say that women interest assumes an essential part being developed and also participation of women in decision-making is a fundamental human right.

Most studies have tracked down a positive connection between women employment and economic development. Gender inequalities imbalance in employment and the educational gap have similar effects on economic development. We are making difficulties for women to enter in labor market. Subsequently, Due to lack of presence of fewer skilled workers, the workforce capacity is reduced. And gender inequality in the workplace is harmful in the process for development.

Alam, A. (2011), highlights the role of gender inequality in increasing poverty in the region. Poverty is a growing global issue, especially in South Asia. According to his research women do not have a share or lower share in family income. Females and males were accepting that there was no equivalent status of women in society. Poverty affects everyone but unfortunately women are at greater risk, because they were not permitted to work outside home. If family and productive responsibilities share equally they can help in fight against poverty. At the point when both male and female earn, it can be reduced household poverty and good step toward poverty alleviation in the world.

Horowitz, J., & Fetterolf, J. (2020), analyzed the different views on women empowerment and gender inequalities worldwide. Now, the movement of women empowerment and concept of removal of gender inequality is strong worldwide. As because of surveyed of 34 countries, 74% people says that it is important to remove discrimination against women's and 94% of people believe that women should have to provide equal rights in society. Similarly, served showed most of the people believe that man have a better life because men have more opportunities in society as compare to women.

Findings and Conclusion

Throughout the study of this topic several questions and problems arise in young people's life due to gender inequality issues around the globe. As discussed above a large number talented pool of young professionals faces unbiased behavior in corporate sectors while recruitment. It happens by default due to the country's national level interest to promote male candidates for further progression, be it in further studies or jobs on national level. Women's right directly jump to 50% when it comes to male promotion and dominated sectors. Women get lower pay for the similar or equivalent work and women has less chances of advancement.

In European countries, most of the fin tech countries are dominating due to its gender equality agenda. They are providing equal rights, to the right candidate for the right job. Therefore, they are being transitioning from male dominant countries to female dominating countries due to it's over powering system on gender equality. For Example, Prime Minister of New Zealand is being respected for incapacitating the deadly pandemic COVID19 massively although other superpower countries are still managing the epidemic such as U.S.A, China and Russia etc. We can assess from this situation that female in specific matters can think sharply in order to control the situation. Research shows that expanding social and economic opportunities for women, and exposure of

women to politics has a profound impact on health, education, social and economy all through society and for the future.

Most studies have tracked down a positive connection between women employment and economic development. According to United Nation Organization Sustainable Development Goals (SDGs) for 2030, it is clearly instructed to work on gender inequality to minimize the role of favoritism across the globe. From schools to higher education, students are being prioritized over the teacher's liking or disliking or sometimes the influence of the famous parents or wealthy guardian also came into the favoritism issue. Research shows that students are less likely to perform when they are being compared with their mates or when their mates are prioritized during the classroom learnings.

Many of the religious wars have been conducted due to this liking and disliking of any religion. It's in human nature, that they dislike the person who are outside their race or religion. The war of knight Templars and Roman's empire, the war of Hindu's and Sikhs, and multiple wars, they all are linked with gender inequality, people wants to fight for power which triggers the world to fight for the power. Coming back to the era of digital weapons, people are using this gender equality trump card in their favors to make their agenda workable. (OIC Kashmir Session outcomes, 2019) Now, the movement of women empowerment and concept of removal of gender inequality is strong worldwide. For Example; due to lack of presence of fewer skilled workers, the workforce capacity is reduced. And gender inequality in the workplace is harmful in the professional development.

Also as discussed above, by overlooking the world development, worldwide one out of three women have faced sexual violence or physical violence in their lifetime. Gender-related abuse exists everywhere but when we talk about inequality these are some points that need to be looked upon. But countries who are on developing stages, there inequality is giant and worst problems as for equality they have to fight for basic needs, health policies, education and manifestation of human rights.

Throughout our research, we have identified massive key points that are the road blocker for world's development and gender inequality is one of top 10 issues found in development issues of Globalization. When poverty is denied gender equality is improved. Policy makers should not only focus to improving the condition of women in society only, however they should maintain a playing field for both gender for their prosperity and economic improvements. It is one of the biggest crises of our time. It has disrupted every sector of our economies. The gender inequality of work combined with a global challenges influenced major nations in the world to develop the concept of a

feminism against the opposition parties on domestic and international level, who support gender inequality. The ongoing shift in the division of labor between women and man. According to research, man have displaced 30 million Job roles for women since 1950 in the world. Apart from this there are few critical issues as well which hindrance the world as a disgusting place. Recent researches shows that the poorer the regions the more gender inequality will it face for example the countries belonging to South Asia, Sub-Saharan Africa, North America and the Middle East is considered an extremely poor area, therefore, the statistics of gender discrimination in the regions have come out very strong.

According to World Economic Forum, Jobs of Tomorrow Report, 2019 by 2025, corporations are expecting to replace approximately 10% of their total workforce. 1 in 2 workers will be needing reskilling, and the remaining ones who are in their existing roles will need to reskilling themselves i.e. 40% of their skillset to compete with the labor market. As future prediction shows that human capital will be compromised by AI and Deep learning, the role of women in the workforce would by default gets minimize according to various sources. However, in the current climate, not only in the corporation's in fact in national level interest women are being used as a massive power for getting things under controlled. There is a way to collectively benefit from these challenging times.

As far as the meaning of development in the world is concerned, we human beings are facing this process from the start of the human generation. However, a number of women can get their hands on this opportunity in order to sustain themselves in the future development through multiple reskilling and up skilling courses on which many NGOs and corporations are working on to support the generation of women. It will take on average between 04 weeks and 06 months for workers skills, allowing them to move into these new roles. While two third of employers expect to get a return on investment in employee reskilling programs within just one year, governments will also need to step in to update and fund girls education and training systems, and to ensure displaced workers have adequate safety nets. (World Economic Forum, Jobs of Tomorrow Report, 2019)

To conclude, many recommendations have been come forward to up-skill the role of women in different sectors, however very few initiatives are being properly working for the interest of gender inequality. As development is needed in any expect of life and intangible things, I believe it can even go beyond people's welfare. It's in human nature that he/she needs more and more necessities as they can get to make their lifestyles better but obviously the process is completely in the hands of the people who are controlling them in terms of governmental aspects. As the global community moves toward planning

and implementing the 2030 agenda, the development method remains valuable to expressing the objectives of development and developing people's well-being by confirming an impartial, sustainable and environment friendly planet.

Just as United Nations Organization (UNO) human rights sector OHCHR is better than multi- stakeholders' organization who are currently taking care of this issue globally. We all should work together and help them in achieving their goals for the betterment of the society. Along with it one of the SDG's aim to work on gender inequality for the progressive development of the world.

These examinations recommend that, in economies represent considerable authority in sends outthat are serious in female work, the training of that area of the labor force is a vital factor in boosting intensity. Also, in reality, a high connection between the instruction of ladies and tradeshas been discovered. There is minimal exact proof for this line of contention, nonetheless, chiefly in light of the fact that there is a data issue concerning intensity and homegrown usefulness. In rural economies, the impact of sex related variables on development is all the morefirmly connected to imbalances in land possession and admittance to credit than to disparities in schooling. In these cases, the most useful pointers for gender disparity are differentials in essential instruction, admittance to credit, and property rights. Studies on compensation and business disparities are less in number, and their outcomes have been defined inside various hypothetical structures, all of which have brought about a broad discussion regarding the matter. A portion of these investigations center around long haul determinants of efficiency development and supply, while a portion of the model the boost of makers' benefits dependent on the determination of a reasonable degree of human resources.

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