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## **Gender Inequality Today**

### Introduction

The issue of gender inequality affects people, communities, and society on a continuous basis. It manifests itself in a variety of ways, including disparities in access to economic opportunities, educational opportunities, health care, and political representation, and is frequently rooted in societal norms, assumptions, biases, and structural barriers. To solve this difficult problem, it is crucial to appreciate its root causes and investigate potential solutions. The resources listed in this annotated bibliography include TEDx Talks, papers, books, and articles that offer insights into the topic of gender inequality. These sources provide analytical examinations of the causes and consequences of gender inequality as well as workable recommendations for promoting gender equality in a range of contexts, including the workplace, the school, and society at large.

### Sources Entries:

Carter, Rosie. "Tackling Gender Inequality." YouTube video, 9:38. TEDx Talks, November 29, 2018. [https://youtu.be/ad2gJVrB\\_rk](https://youtu.be/ad2gJVrB_rk).

The numerous causes of gender inequality are covered by Rosie Carter in her TEDx Talk. She investigates societal expectations, prejudices, and stereotypes that contribute to gender

inequality and emphasizes its effects on people and society. Carter also makes suggestions for ways to address gender inequity, such as by questioning gender stereotypes, fostering diversity and inclusion, and pushing for legislative changes. In this Ted Talk Rosie Carter states “Gender Norms and roles have been created due to traditions and our ancestors and they are therefore quaking a barrier for men and women who are alike “. I truly agree with this quote, and this is very relevant to my paper because it shows how traditions and gender norms put a halt on our society growing passed gender inequality, old traditions have changed mindsets of people in society making them believe that gender inequality is a good system to have in place.

Ely, Robin J., and Irene Padavic. "What's Really Holding Women Back?" Harvard Business Review, March-April 2020. <https://hbr.org/2020/03/whats-really-holding-women-back>.

The obstacles that prevent women from advancing in the workplace are examined in this Harvard Business Review article by Robin J. Ely and Irene Padavic. In addition to offering advice for people, leaders, and legislators on how to address these issues and advance gender equality in the workplace, the authors give insights into how corporations might establish more inclusive workplaces. “They are expected to embrace an intensive, “my family is all-important” approach to parenting, a stance encouraged by the firm’s readily accessible accommodations. But a family-first stance comes at a significant cost to their careers and flies in the face of their professional ambitions.” In this quote is basically states that from the results that they pulled from this firm the men and women had a hue contrast, where the men were more so focused on the job with a “My job is my top priority”

mindset, while on the other hand the women were more on the “My family comes first” mindset.

World Economic Forum. "The Global Gender Gap Report 2021." Geneva: World Economic Forum, 2021. [https://www3.weforum.org/docs/WEF\\_GGGR\\_2021.pdf](https://www3.weforum.org/docs/WEF_GGGR_2021.pdf).

This report, which the World Economic Forum releases every year, offers a thorough examination of gender inequality across all nations and areas in the world. With scores for more than 150 nations, it evaluates gender inequalities in categories like economic participation, education, health, and political empowerment. In this Economic Forum it states a statistic on how the United States is trying / working on a way to narrow the gender wage gap “The United States places 30th in this edition, 23 places higher than one year ago, thanks to a progress of 3.9 percentage points relative to the previous edition. So far, the country has closed 76.3% of its gender gap. This step forward is mostly explained by narrowing gaps on the Political Empowerment front, which has doubled to a score of 32.9% (67.1% is yet to be closed). As of January 2021, women in ministerial positions jumped from 21.7% to 46.2%, and the share of women in the congress increased from 23.6% to 27.3%.”. In this quote It shows that the United States is doing a phenomenal act to close the gender wage gap as proven in the statistics of “women in ministerial positions jumped from 21.7% to 46.2% “and “women in congress increased from 23.6% to 27.3%”.

## Conclusion

In conclusion Gender Inequality is an ongoing present issue today. It has always been a topic of discussion and many people have tried to get to the bottom of it. For example, every evidence I used in this annotated bibliography. Many countries in this world have been trying to

shift gender inequality into abolishment, while many other countries are making gender inequality even worse by adding certain laws, and other systems. In short, gender inequality is something that needs to abolish, and abolishing that will help lead us in the right direction as a society.