What can we do to promote gender equality around the world?

Your at home, your excited. You are thinking of how far your daughter has come, all the hard work and years she has spent to get to this point. She has gone all the way through school, four years at uni, And finally her opportunity has come. She has been through a lengthy interview process You are waiting for the big news as she drives home from her Job offer. You wait and wait until she bursts through the door with emotions all over her face. You say "what's wrong" as she comes over to you. She says what salary she has been offered and what the job involves. You say that’s entry level and normal She explains to you, that a male student she went to uni with has got the same job but is getting paid $5,000 more a year. She says it's because of he's gender. You think it could not be possible and maybe he has more qualifications or experience, she disagrees and explains further. In the end you know it's because of his gender. You can't believe that gender equality would be a issue in a first world country in this day and age. You couldn't be more disappointed. all the time she has spent and effort to get paid, less because of gender. How **DISAPOINTED** could you feel as a parent.

Today I am going to prove that Gender inequality is a real problem and how we are going to fix it.

lady's and gentlemen this is what is happening almost every day in today's society. gender equality is a urgent problem that needs to be fixed.

Statistics say:

 The Full-time average weekly earnings of women is 1,307.40.

The Full-time average weekly earnings of men is 1,591.60

That is a difference of $284.20 , 17.9%

As we see in these in these statistics, Something needs to Change.

Gender equality is achieved when people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they are a woman or a man.

Many countries worldwide, including Australia, have made significant progress towards gender equality in recent decades, particularly in areas such as education. However, women continue to earn less than men, are less likely to advance their careers as far as men, and are more likely to spend their final years in poverty. At the same time, men often find it more difficult to access family-friendly policies or flexible working arrangements than women.

The aim of gender equality in the workplace is to achieve broadly equal outcomes for women and men, not exactly the same outcome for all individuals. To achieve this requires:

-workplaces to provide equal pay for women and men for work of equal or comparable value, The removal of barriers to the full and equal participation of women in the workforce, Access to all occupations and industries, including leadership roles, for women and men based on qualifications and ability. Elimination of discrimination on the basis of gender, particularly in relation to family and caring responsibilities for both women and men.

Achieving gender equality is important for workplaces not only because it is ‘fair’ and ‘the right thing to do’,  it is also vitally important to the bottom line of a business and the productivity of our nation.

**Gender equality attracts top talent**
A workplace that is equally appealing for women and men will provide organisation's access to the entire talent pool. As women are increasingly more highly educated than men, a workplace that is not attractive to women risks losing the best talent to competitors.

**Gender equality can reduce expenses**Replacing a departing employee can cost 75% or more of their annual wage. As both women and men are more likely to remain with an organisation they view as fair, employee turnover for an organisation offering gender equality can be reduced, thereby decreasing the high expense of recruitment.

**Companies with gender equality perform better**A considerable body of research suggests a link between gender equality and better organisational performance. While there are a range of reasons to explain this link, one factor is that diversity brings together varied perspectives, produces a more holistic analysis of the issues an organisation faces and spurs greater effort, leading to improved decision-making.

**Gender equality improves national productivity and competitiveness**
The World Economic Forum has found a strong correlation between a country’s competitiveness and how it educates and uses its female talent.  It states: “…empowering women means a more efficient use of a nation’s human talent endowment and… reducing gender inequality enhances productivity and economic growth. Over time, therefore, a nation’s competitiveness depends, among other things, on whether and how it educates and utilizes its female talent.”

In the Australian context, the Grattan Institute has argued that removing disincentives for women to enter the workforce should be an economic reform priority. It has found that increasing female workforce participation by 6% has the potential to add $25 billion each year to the Australian economy.

**Gender inequality wastes resources**
While gender inequality exists, Australia is not only missing out on the important contributions women make to the economy, we are also wasting the years of investment in the higher education of young women. Around 58% of Australia’s university graduates are women but only 67% of working aged women are currently in paid work, compared to 78% of men, indicating Australia is failing to capture the substantial economic contribution tertiary educated women offer.

By balancing the scales of equality, men and women will have an equal chance to contribute both at home and in the workplace, thereby enhancing their individual wellbeing, and that of society.

Is this Because men have more muscles and can multitask or are more committed to work than woman. No this is not the case it is strictly because men are men and woman are woman. In today's society people think men are the more dominate gender and will get the job done unlike many woman but it is not the case. Woman can do exactly the same. We need to stop this theory by stoping men getting the job over woman and men getting paid more. We should make all jobs 50-50 gender split and make all salary even for each gender. Another way to solve this problem is We could also make all woman's rights more of a priority by thinking, ladies first when we walk in the door or maybe pull out a chair. All these little choices make a difference. Another simple way is We should Make gender equality part of training and education by making young people choose stable and suitable careers no matter of what gender they may be. And make schools participate in teaching the children about it. These are a few of the many reasons we can make gender inequality, equality.

Ladies and Gentleman gender inequality these days is a massive issue that needs to be solved in every way possible in society. Remember being a male is a matter of birth, being a man is a matter of age, But being a gentleman is a matter of choice.