

# Gender Inequality





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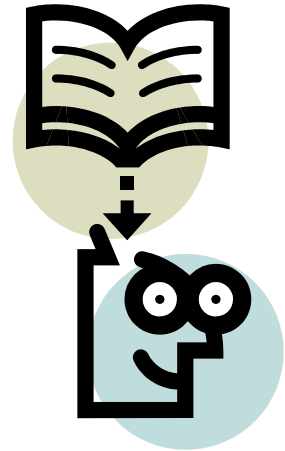
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# Gender Biases



# OBJECTIVE

- Reason for low level of women's workforce participation
- Effect of gender biases on employees and the company
- How can workplaces promote gender equality



# PROBLEMS FACED BY EMPLOYEES DUE TO GENDER BIASES

- Unequal pay
- Diminished responsibilities
- Glass ceilings
- Positional bias
- Sexual harassment



# **PROBLEMS FACED BY THE COMPANY DUE TO GENDER BIASES**

- **Loss of talent**
- **Increases expenses**
- **Subpar performance**
- **Decreases national productivity and competitiveness**
- **Wastes resources**
- **Gives rise to legal Issues**



# STEPS TO ADDRESS GENDER BIASES

Individual Level



Organizational Level



Country Level



# HOW TO PROMOTE GENDER EQUALITY



- Sincere efforts are required by human resources, and business leaders:
- Check your own biases.
- Institutional structure- equal male and female representation, committee to review the complaints of gender biases.
- Flexible work arrangements.





# HOW TO PROMOTE GENDER EQUALITY (CONTINUED)



- Leave and Reintegration Programs
- Development Programs- mentoring and training opportunities
- Equal employment opportunities
- Employee Inclusion Efforts- make sure that every body is heard and equally given importance.



# HOW TO PROMOTE GENDER EQUALITY (CONTINUED)



- Routine surveys, interview research, mediation and other organisational evaluations.
- Reducing the gaps in wages.
- Measurement tools to analyse an individual's participation in tasks.



# ALTERNATE STRATEGIES



- Mandate a quota for number of females in the organization.
- Make law which requires companies without women on their boards to disclose the reasons in their annual reports.
- Providing paternity leave so men also participate in care giving responsibility.





THE ILO HAS ESTIMATED THAT FEMALE EMPLOYMENT CAN ALMOST DOUBLE IF WOMEN ARE GIVEN EQUAL ACCESS TO EMPLOYMENT IN THE SAME INDUSTRIES AND OCCUPATIONS AS THEIR MALE COUNTERPARTS.



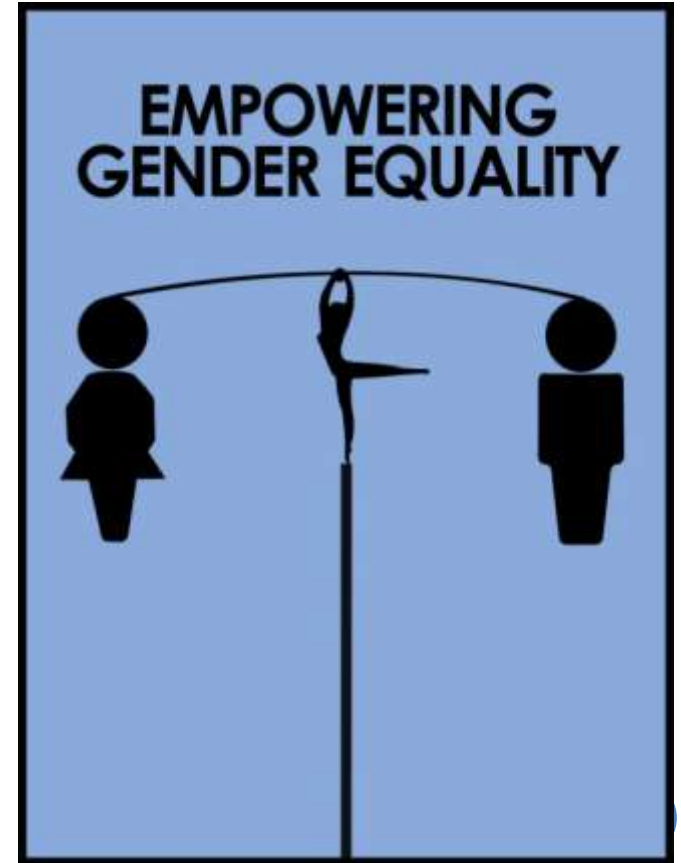
***“WE NEED TO DE-BIAS  
ORGANIZATIONAL PRACTICES AND  
PROCEDURES. MINDSETS WILL FOLLOW.”***

***— IRIS BOHNET***

(PROFESSOR, HARVARD UNIVERSITY)



*“WE DON’T JUST NEED  
TO COUNT THE  
NUMBER OF WOMEN IN  
JOBS, WE NEED TO  
MAKE THE NUMBERS  
COUNT.”*





Thank You!

**Have a nice day!!**