



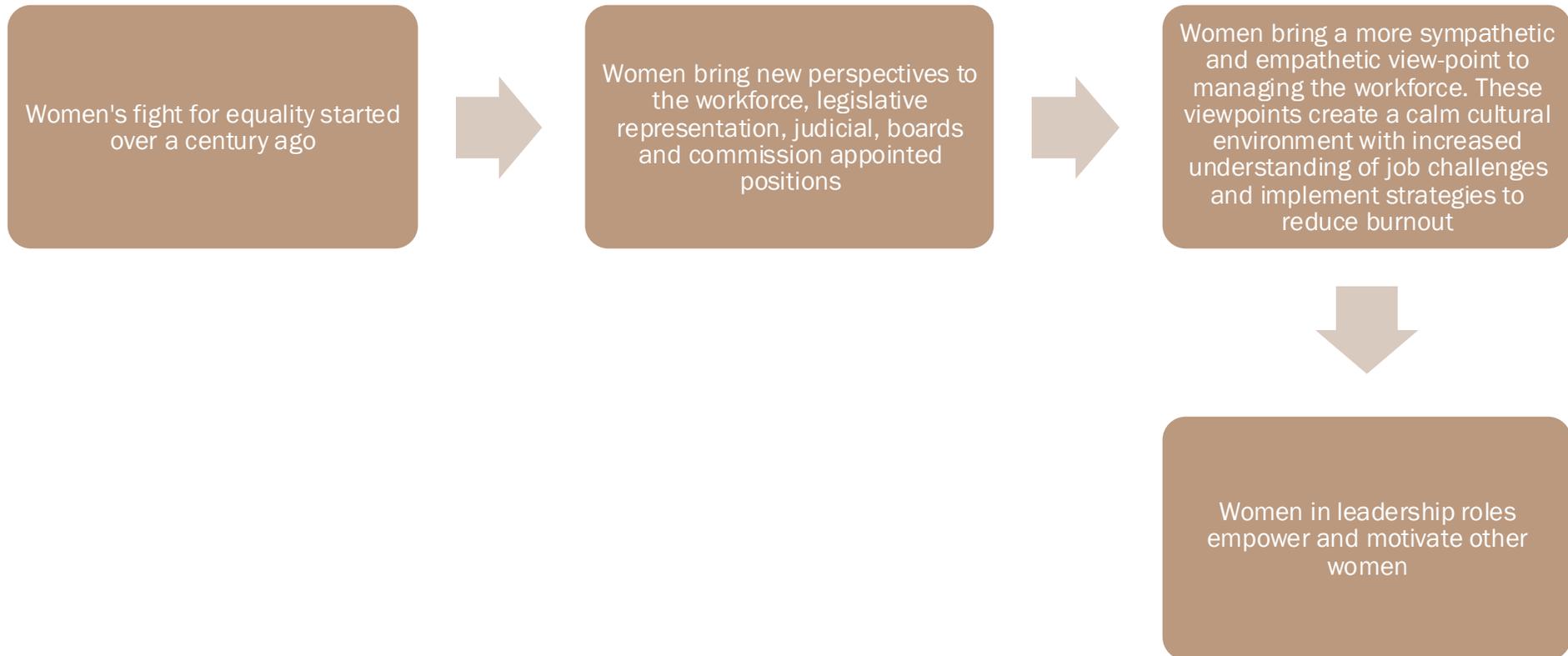
GENDER EQUITY IN THE WORKFORCE THROUGH HUMAN RESOURCE STRATEGIES

BY: CAROL CUADRADO

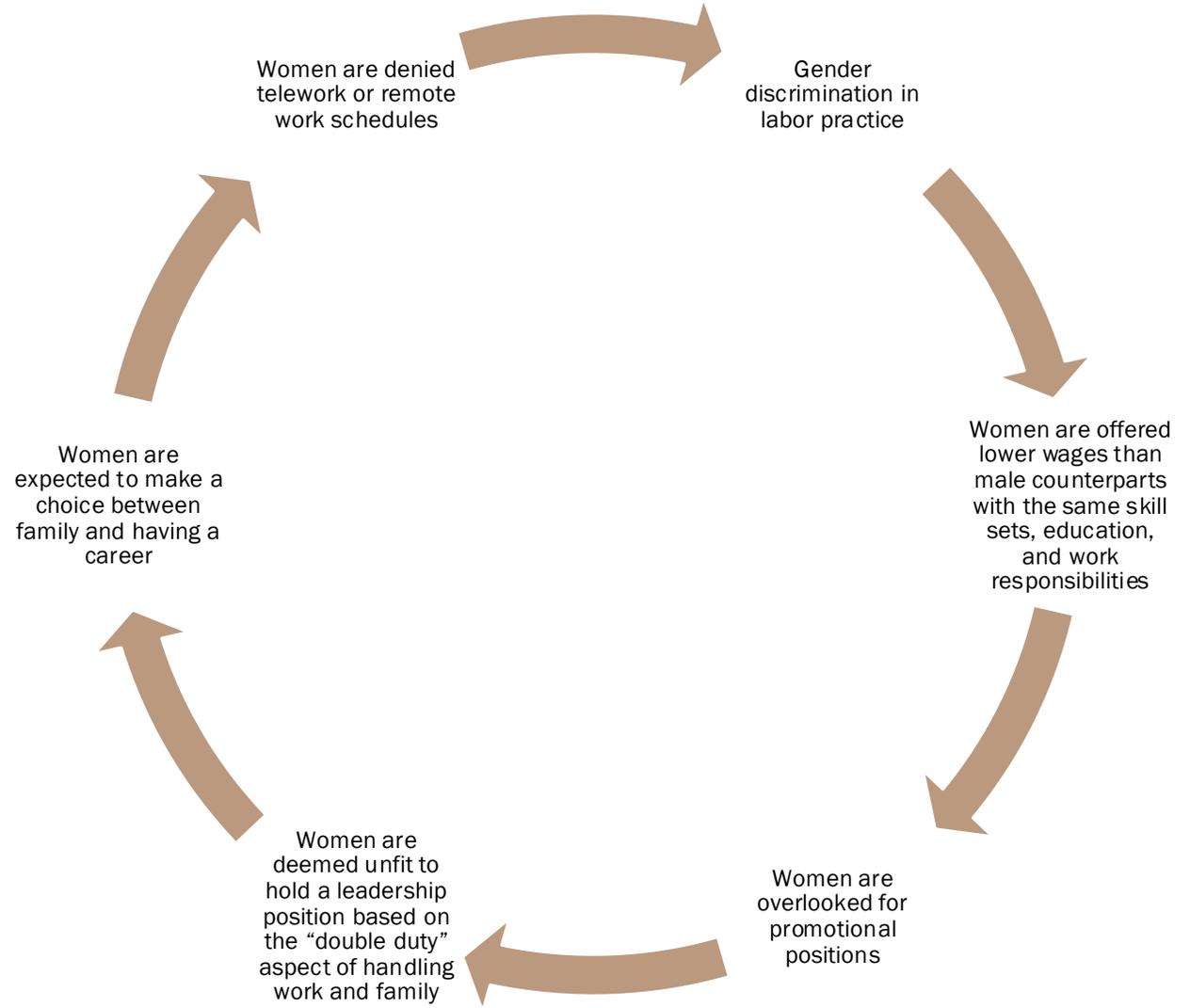
NICOLE FAIRBAIRN



WOMEN TIPPING THE SCALES



LACK OF GENDER EQUITY IN HUMAN RESOURCES



GENDER INEQUITIES IN THE WORKFORCE

POOR REPRESENTATION OF WOMEN IN MALE
DOMINATED JOBS

WOMEN ARE CONCENTRATED INTO GENDER-
SPECIFIC ORGANIZATIONS OR PARTICULAR
CAREERS

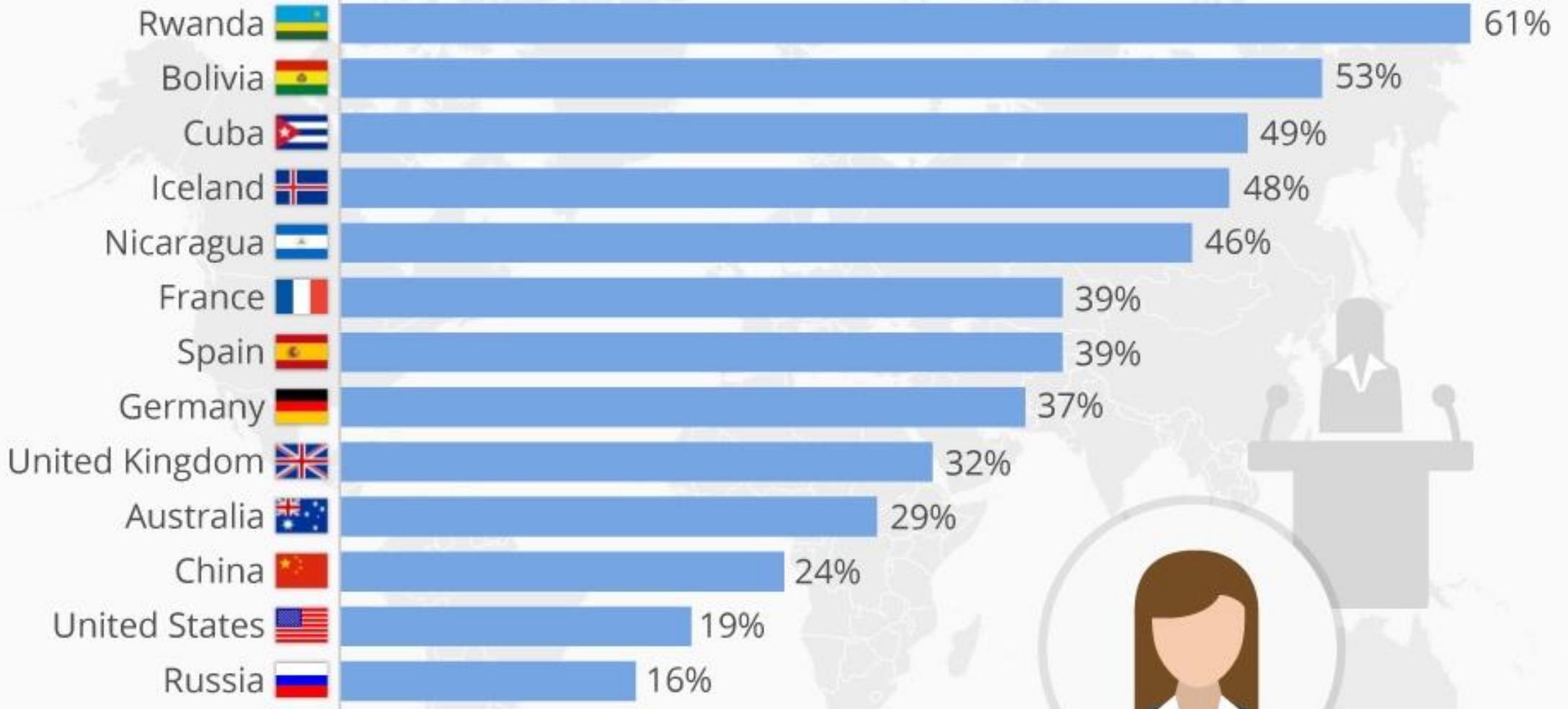
WOMEN ARE GEARED TOWARDS JOBS THAT
REQUIRE CARETAKING ROLES

THE UNITED STATES PERCENTAGE OF WOMEN
HOLDING POLITICAL OFFICES OR POSITIONS IS IN
CLOSE PROXIMITY WITH THE PERCENTAGES
SHOWN IN COMMUNIST COUNTRIES LIKE RUSSIA

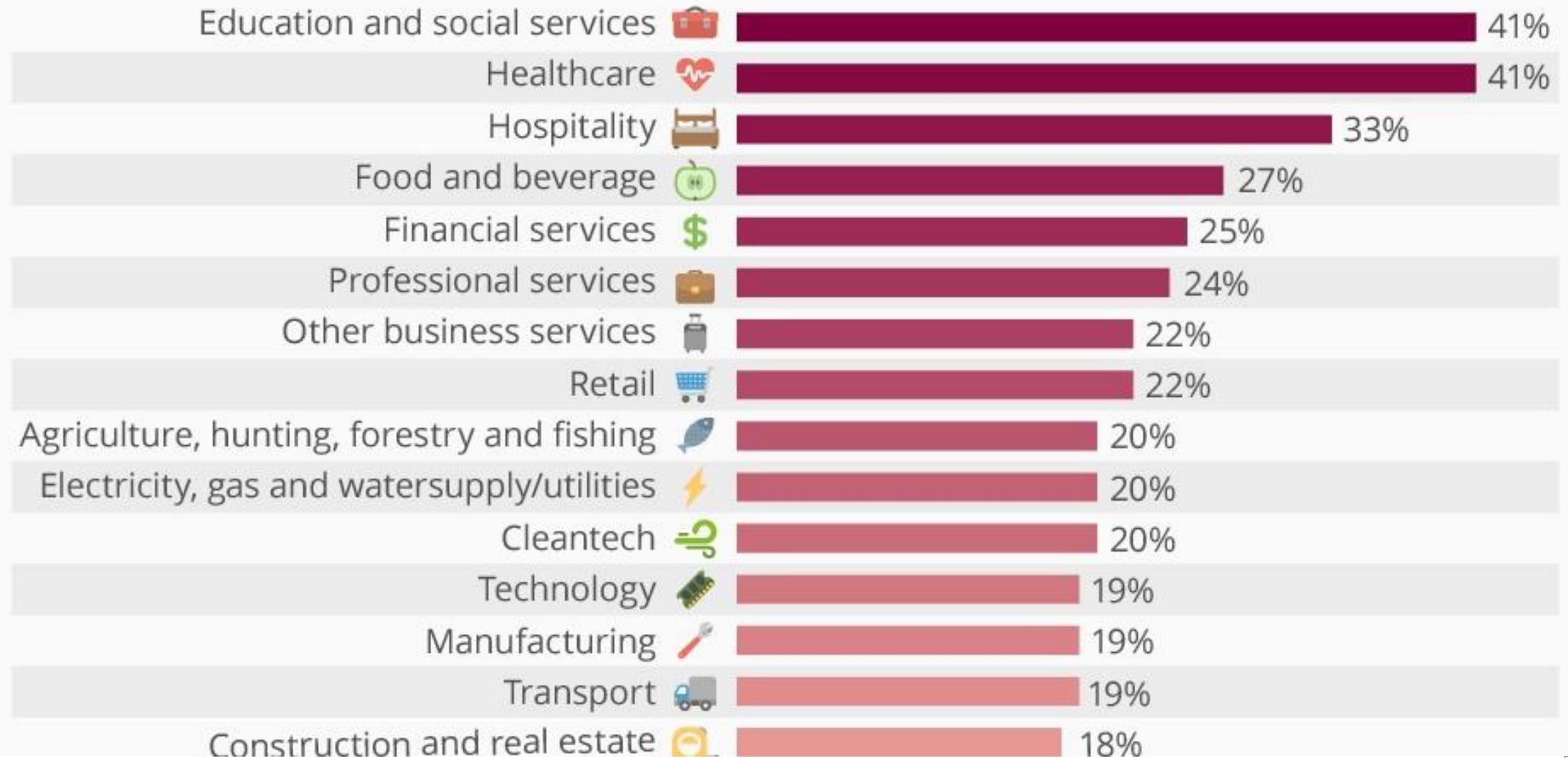


WHERE DO WOMEN HOLD POLITICAL OFFICE?

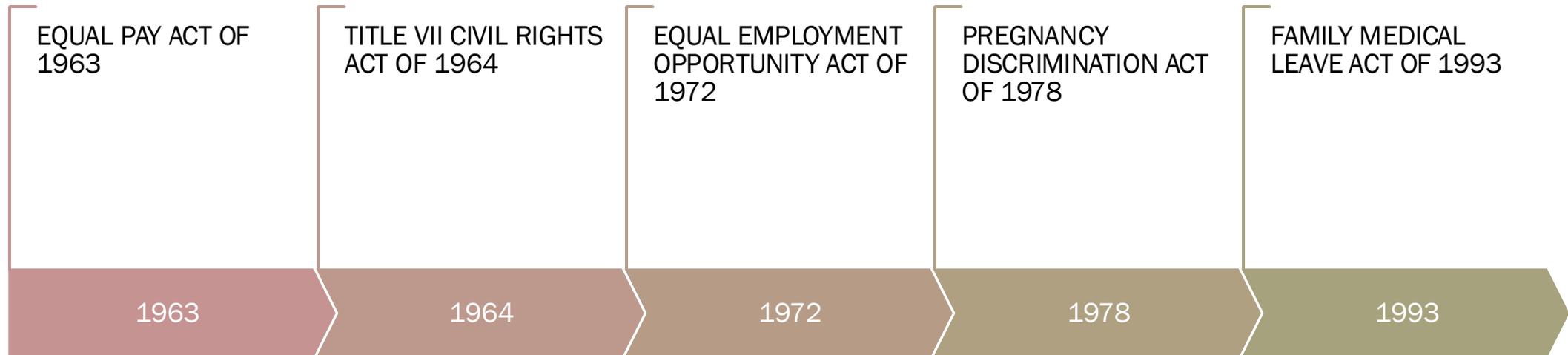
Proportion of seats held by women in national legislatures in 2017



Proportion of senior management roles held by women worldwide in 2015



LAWS AND POLICIES



REVAMPMENT OF LEGISLATION

- LANGUAGE IN THE CURRENT LAWS AGAINST GENDER INEQUITY ARE OUTDATED OR HAVE LANGUAGE THAT ALLOWS COMPANIES TO CREATE LOOPHOLES TO CONTINUE PRACTICING INEQUALITY
- LEGISLATION NEEDS TO BE CREATED WITH LANGUAGE THAT ELIMINATES THE GENDER PAY GAP AND PROMOTE JOB EQUALITY FOR WOMEN
- LEGISLATION SHOULD CONTINUE PROMOTE TELEWORK OPPORTUNITIES AND REMOTE WORK SCHEDULES. THE COVID-19 PANDEMIC HAS PROVEN THAT THIS WORK SCHEDULE IS EFFECTIVE
- REAPPROPRIATING STATE FUNDS TO COLLECT MUCH NEEDED DATA THAT DEMONSTRATES THE IMPORTANCE OF WOMEN IN ELECTED AND APPOINTED POSITIONS



ADVANTAGES

WOMEN IN LEADERSHIP OR
DECISION-MAKING ROLES CREATE
MOTIVATION FOR EFFECTIVE
CHANGES ON GLOBAL SCALE

WOMEN DISPLAY A MORE
EMPATHETIC AND SYMPATHETIC
APPROACH TO EMPLOYEE NEEDS
AND CONCERNS, CONFLICT
RESOLUTIONS, AND APPLYING A
MORE ANALYTICAL STRATEGY FOR
PROMOTIONAL ADVANCEMENT
AND WAGE EQUALITY

WOMEN HOLD ABILITIES TO
CROSS OVER TO MALE
DOMINATED PROFESSIONS, ABLE
TO MULTI-TASK, AND BALANCE
WORK-LIFE DYNAMICS



DISADVANTAGES

DISADVANTAGES ARE CREATED THROUGH LOOPHOLES, UNFAIR WORK PRACTICES AND MANAGEMENT, OUTDATED OR DISCRIMINATORY POLICIES

LACK OF PROFESSIONAL DEVELOPMENT AND TRAINING WITHIN THE ORGANIZATION

THESE DISADVANTAGES ARE CREATED WITHIN THE ORGANIZATION AND NOT BASED ON FAULT OF THE FEMALE EMPLOYEE



CONCLUSION

CREATE	CREATE ORGANIZATIONAL AND LEGISLATIVE POLICY CHANGES
COLLECT	COLLECT DATA TO DRIVE POLICY INITIATIVES
CHANGE	CHANGE THE HUMAN RESOURCE INFRASTRUCTURE
ELECT AND APPOINT	ELECT AND APPOINT MORE WOMEN TO LEADERSHIP POSITIONS
ENFORCE	ENFORCE PENALTIES ESTABLISHED THROUGH LEGISLATION FOR ORGANIZATIONS VIOLATING WOMEN'S CIVIL RIGHTS

