

Human Resource and Diversity Management

Managing gender diversity in the workplace



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SESSION PLAN

- I. Learning objectives
- II. True or false?
- III. A global overview of inequalities
- IV. A legal arsenal to promote equality
- V. Some sources of inspiration

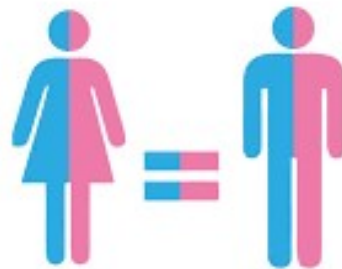


I. Learning objectives



LEARNING OBJECTIVES

- Identifying the **nature** and **origin** of professional inequalities between women and men in France.
 - Designing **concrete actions** that can promote real equality between women and men in companies.
- Limiting the influence of gendered representations



II. True or false?

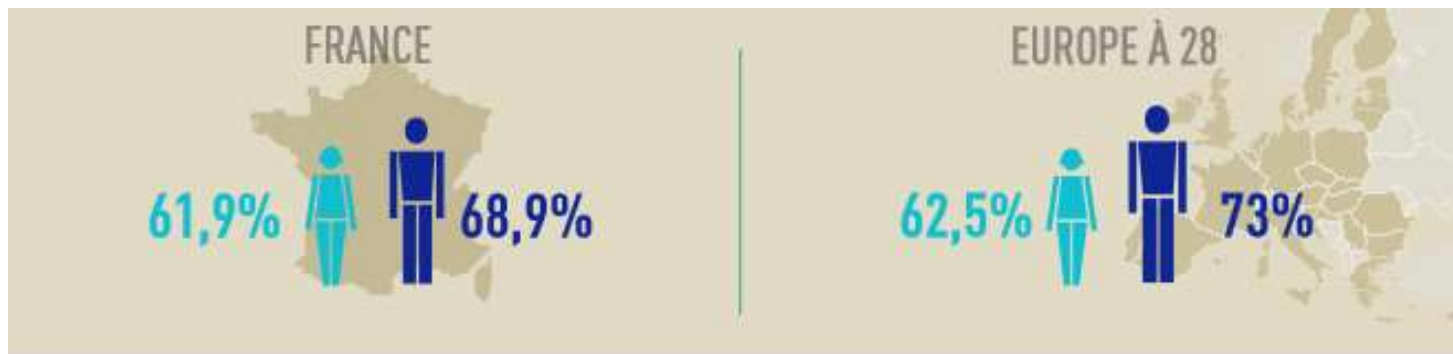


TRUE OR FALSE?

- The employment rate for women is gradually catching up with that of men in France.

TRUE. Nonetheless, there is still a gap between the employment rate for women ages 15-64 in 2018 (61.9%) and the employment rate for men (68.9%).

Employment rate of 15-64 year olds, by gender, in 2018



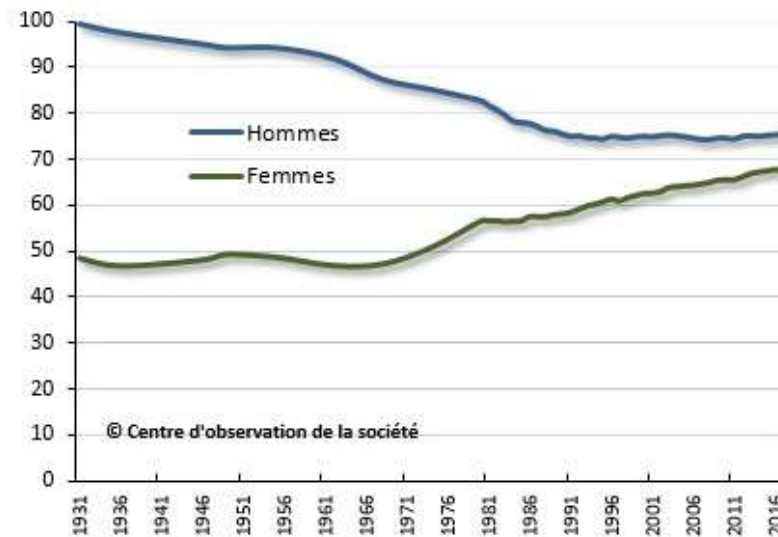
Champ : population des 15-64 ans, France entière hors Mayotte.
Source : Eurostat et Insee.

TRUE OR FALSE?

- The employment rate for women is gradually catching up with that of men in France.

TRUE although there is still a gap to the disadvantage of women.

Evolution of the female-male activity rates



Source : Le travail en France, Marchand et Thélot, Nathan, 1997. Actualisation Insee. Rupture de série en 1980.

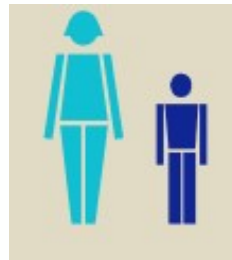
TRUE OR FALSE?

- Men and women don't face the same working conditions in France.

TRUE. Women and men are exposed to different work constraints due to, among other things, the segregation of jobs (1/3 of women are part-time).

Share of underemployment, by gender, in 2018

8.6% of
working women
are
underemployed



3.5% of working
men are
underemployed

A BIT OF HUMOR

- Andrew Schulz - Gender Inequality isn't ALL bad (2018)



A BIT OF HUMOR

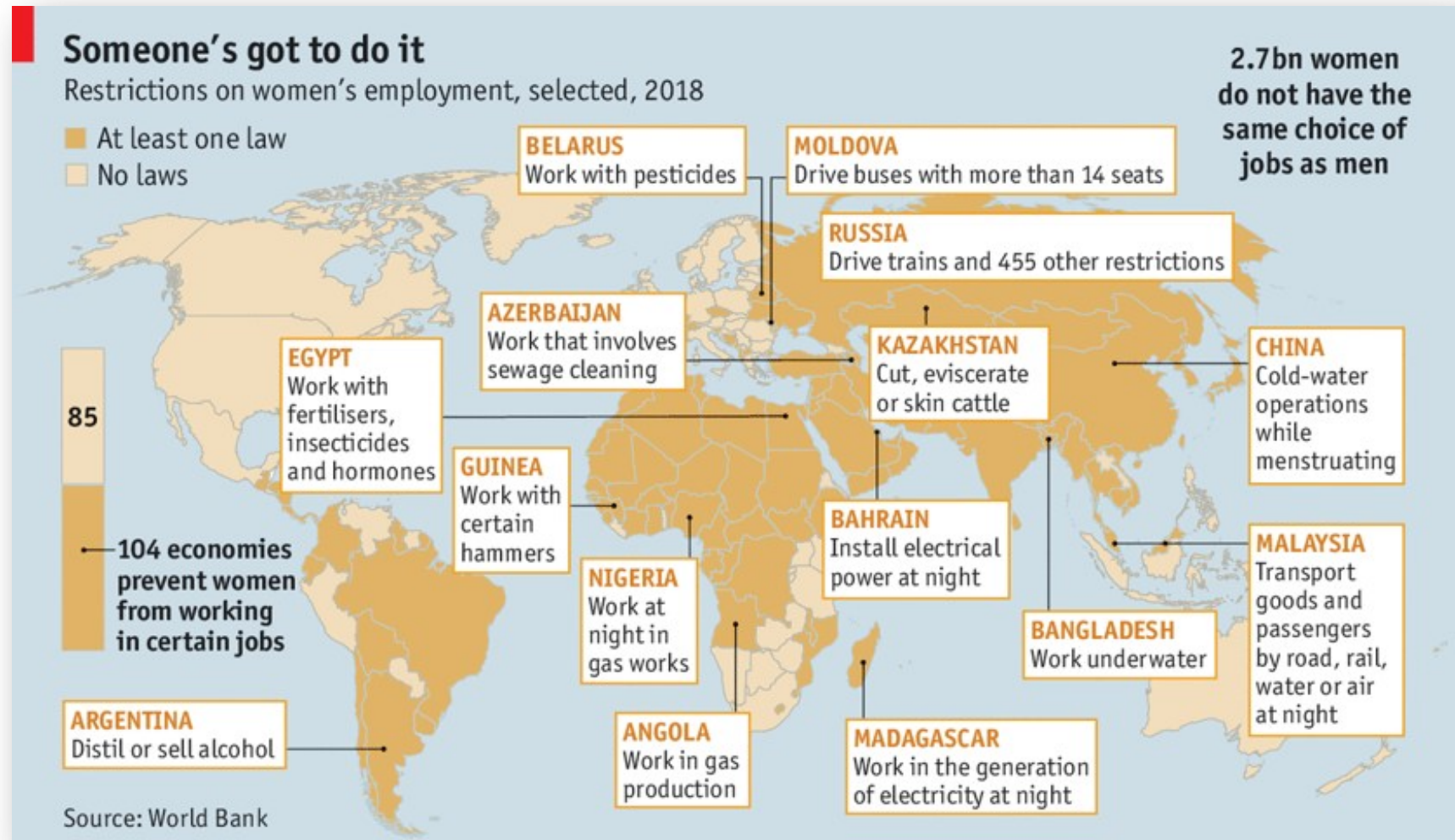
- Andrew Schulz - Gender Inequality isn't ALL bad (2018)



III. A global overview of inequalities



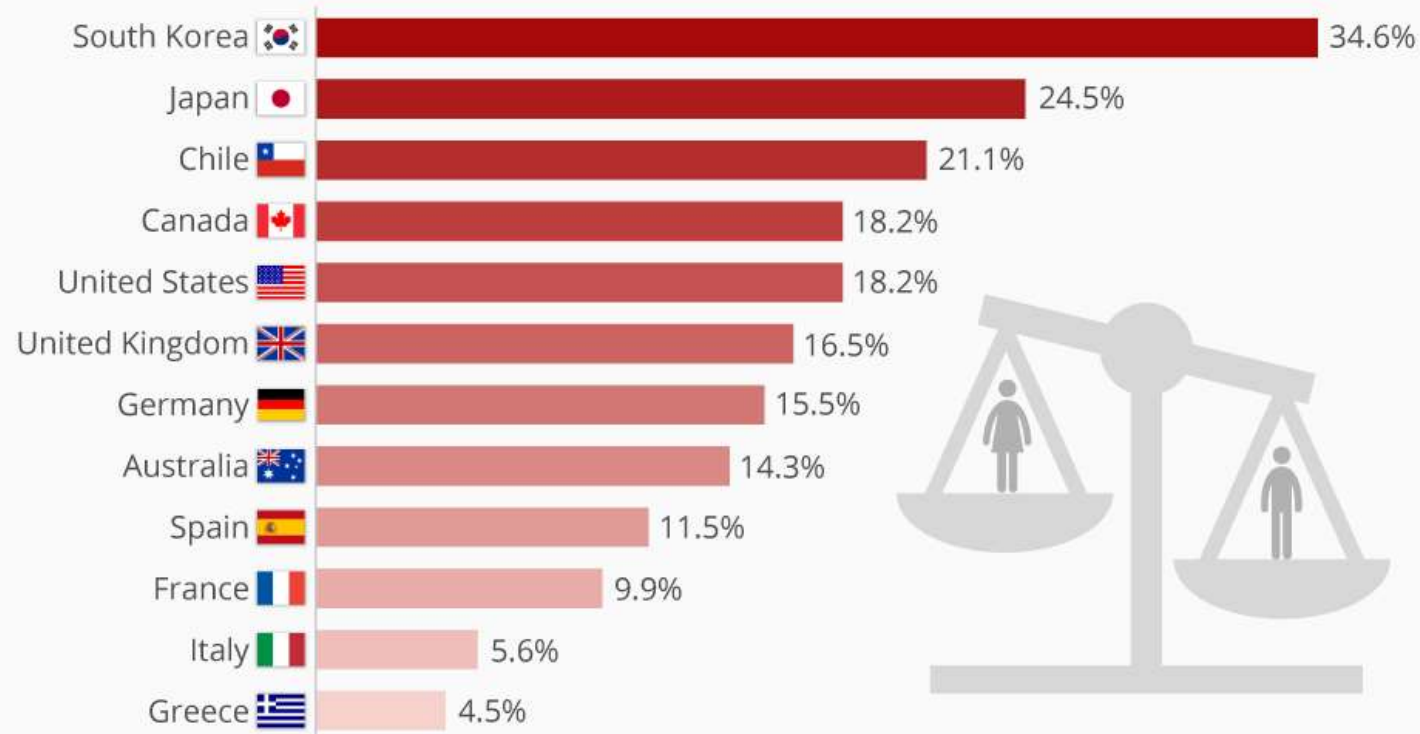
RESTRICTIONS ON WOMEN'S EMPLOYMENT



THE GENDER PAY GAP IN OECD NATIONS

Where The Gender Pay Gap Is Widest

% difference in full-time earnings between men/women in selected OECD nations*



CC BY ND
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* As a % of the earnings of men. 2017 or latest available year.

Source: OECD

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GENDER INEQUALITY IN THE WORLD

- The future of gender equality at work (ILO, 2017)

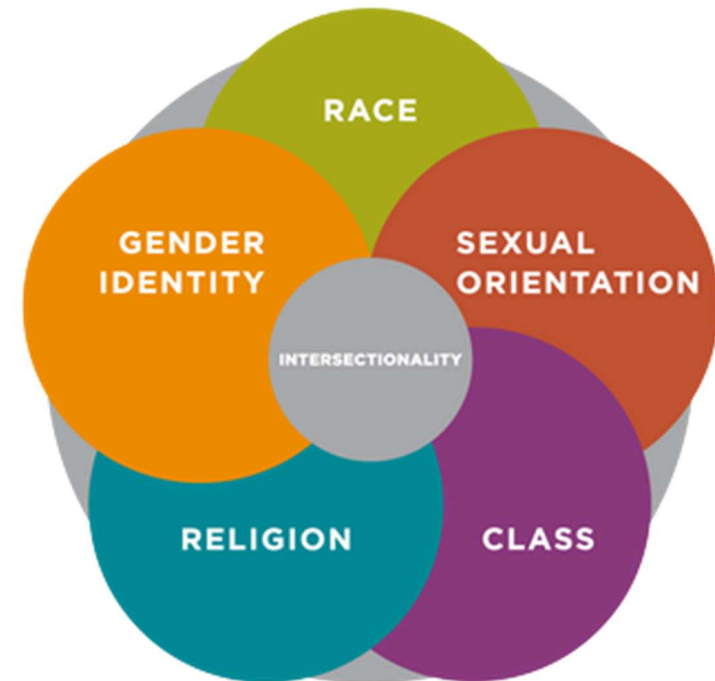


THE ISSUE OF INTERSECTIONALITY (CRENSHAW, 1989)

- Definition
- A sort of multiple discrimination

For example, the experience of being from an ethnic minority background and also a woman is not just the sum of the two disadvantages (ethnicity and sex) but rather the product of the interaction between these two characteristics.

- The interaction represents a **greater disadvantage** that is distinct from a specific category and reinforce social inequalities.



IV. A legal arsenal to promote equality



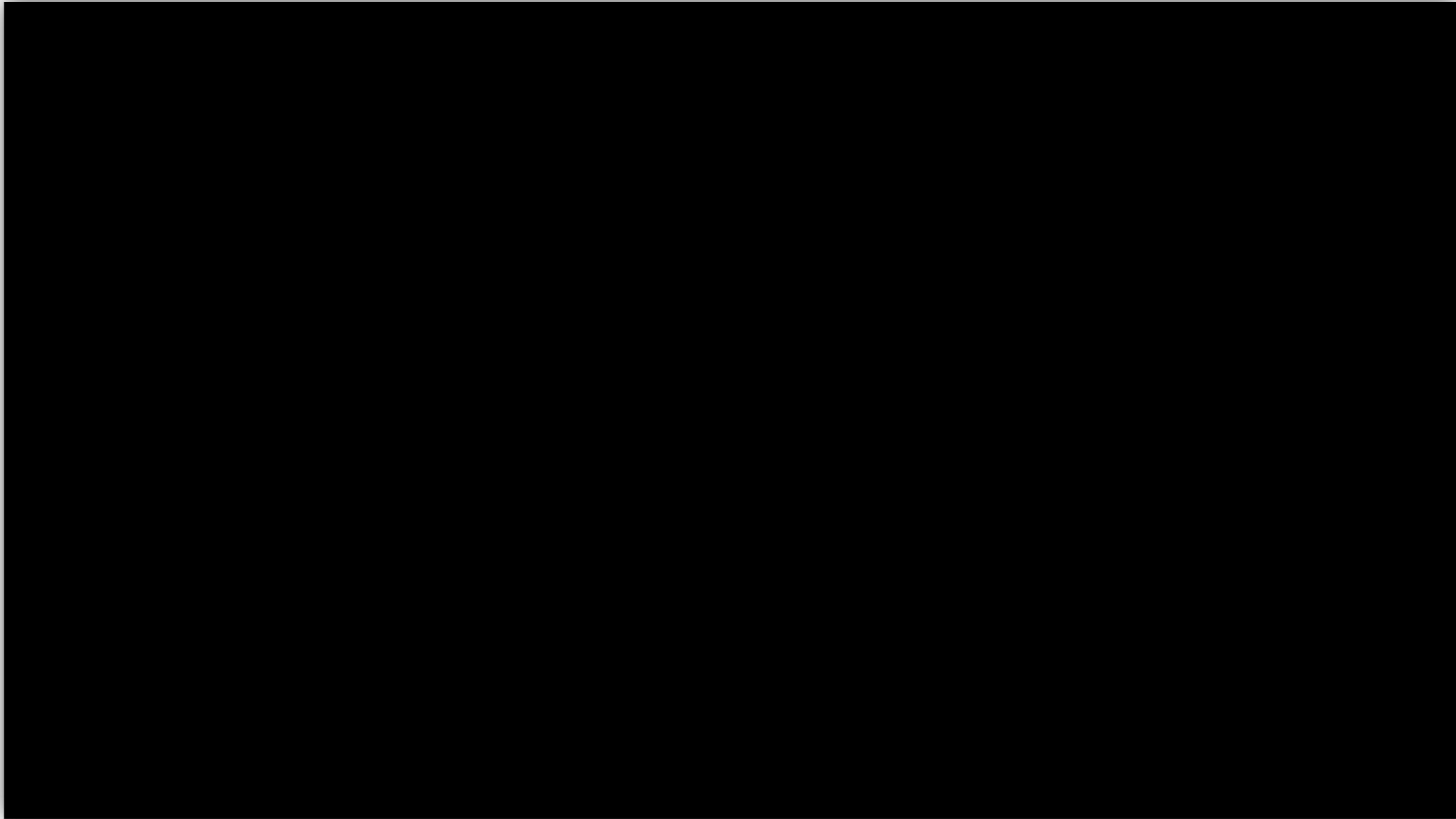
A BASIC PRINCIPLE: “EQUAL PAY FOR EQUAL WORK”

- 1948: The Universal Declaration of Human Rights (UDHR)



A BASIC PRINCIPLE: “EQUAL PAY FOR EQUAL WORK”

- The Right to Equal Pay for Equal Work (The White House, 2013)



EQUALITY LAWS AROUND THE WORLD

- Gender equality laws around the world: How can you help to ensure equality? (Inter-Parliamentary Union, 2020)



PROGRESS OF PROFESSIONAL EQUALITY ON THE LEGAL FRONT IN FRANCE



➡ **2018:** law for the freedom to choose one's professional future

➡ **2021:** increase in paternity leave from 14 to 28 days

➡ **2021:** Rixain law

FOCUS: THE “PROFESSIONAL FUTURE” LAW OF 2018 (FRANCE)



Objective: eliminate wage gaps

- **Obligation** for companies with at least 50 employees to:
 - **Negotiate an agreement** or, failing that, set up an action plan on gender equality in the workplace.
 - Publish an “**equality index**”.
 - Implement **measures** to eliminate pay gaps between women and men.



REMINDER OF THE LEGAL FRAMEWORK IN FRANCE

Equal treatment of women and men in the workplace requires the employer to respect several principles:

1. **Prohibition of discrimination** during the recruitment process.
 2. **Lack of differentiation** in compensation and career progression.
 3. **Obligations towards employee representatives** (provision of information on professional equality in the economic and social database, negotiations).
 4. **Information** to employees and candidates for employment and implementation of measures to prevent sexual harassment in the company.
- **Civil/criminal remedies and sanctions are provided for in the event of non-compliance with gender equality.**

V. Some sources of inspiration



THE BEST AND WORST COUNTRIES FOR GENDER EQUALITY

Best and Worst Countries for Gender Equality

Global Gender Gap Index 2020 rankings
(1.0=full gender parity)



Based on the following: Economic participation and opportunity, educational attainment, health and survival, political empowerment.
Source: World Economic Forum

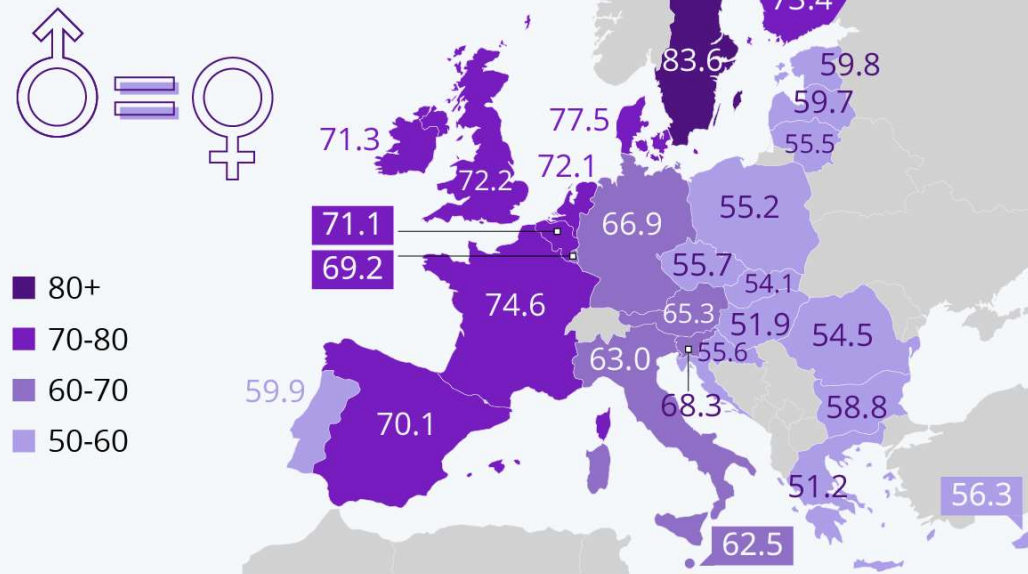


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GENDER EQUALITY IN EUROPE

The State Of Gender Equality Across Europe

Results of the 2019 Gender Equality Index
(100= full equality)



Source: European Institute for Gender Equality



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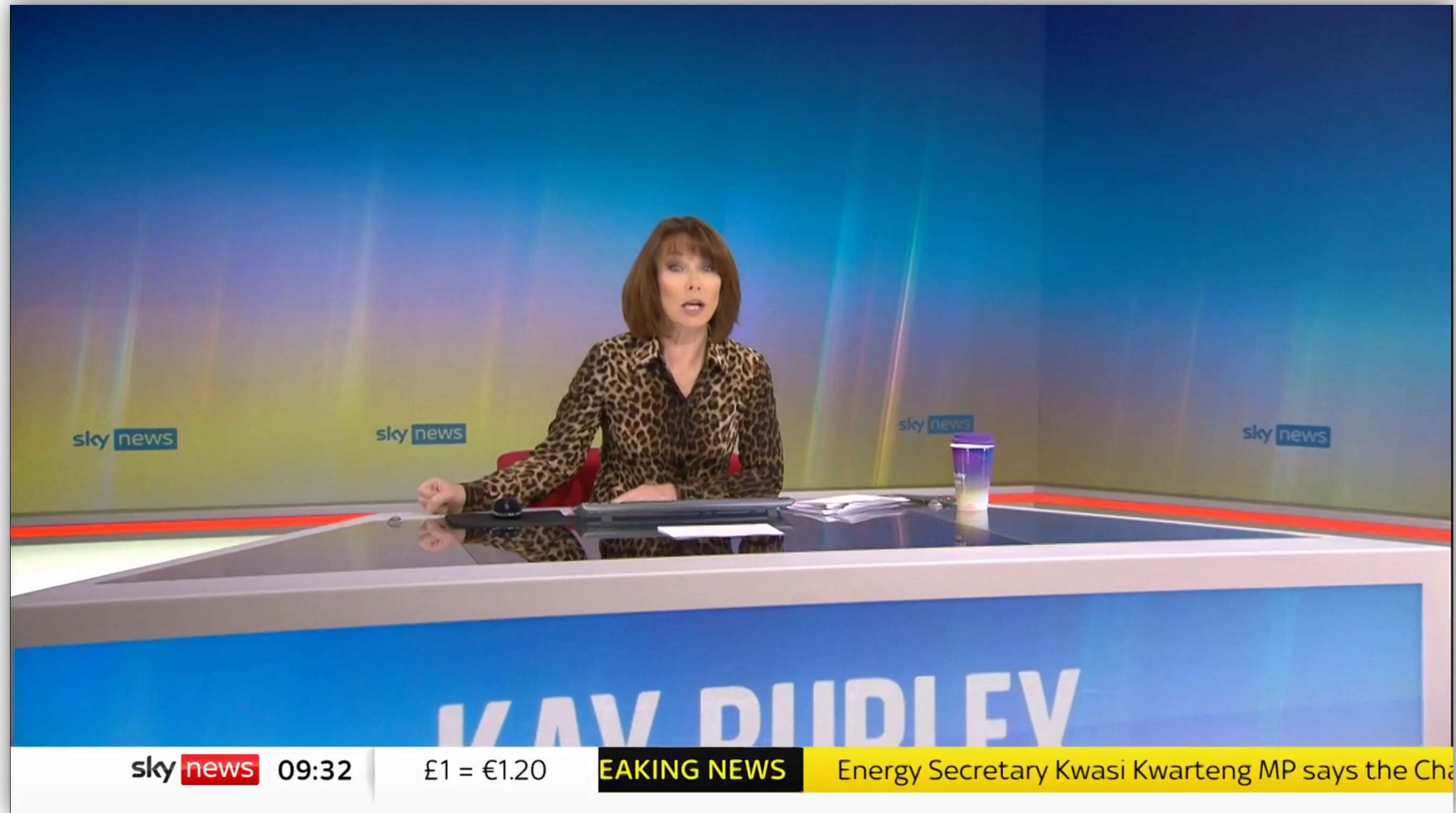
THE CASE OF NORWAY

- Gender equality: Norway encourages men to work in female-dominated sectors (France 24, 2019)



THE CASE OF ICELAND

- Iceland's First Lady explains why the country leads in gender equality (Sky News, 2022)



FOUR TIPS FOR BEING AN INCLUSIVE MANAGER



