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MGMT1007: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

ASSESSMENT I : REPORT

Question 1:

Why do organisations advocate for increasing women's participation in the workforce?

In recent years, participation of the women workforce has witnessed a great surge globally, this means that a greater population of women are receiving training through education which has resulted in the increment of women workforce population (Backhaus, 2021). Equating the gap of participation in the workforce between men and women is one direct way observed by The United Nations (2018). Pay for work of equivalent worth, portrayal of women in lucrative occupations and administrative positions, and the dispersion of neglected care work are some persistent disparities which still remain between the male and female workforce.

Moreover, portrayal of women participating in the labour force keeping in consideration higher levels/ranks of occupation classifications varies across organizations in G7 nations. Organizations in Canada, the United States and Japan have the minimal extent of females in the labour force. In France and Italy, these extents improve as women move into more significant level positions like directorships, while these numbers are low for Japan across all levels. The best test for organizations in G7 nations in this space is the advancement of women to leader and senior administration position (Empowering Women At Work, 2021).

Furthermore, with constant increment in competitive pressures, organisations and multinational corporations are generously looking for the best talent. Enhanced service of the consumer markets, addressing demographic change in the future, retaining talent and augmentation of diversity and overall performance in the workplace are several reasons why organisations advocate for women participation in the workforce. An increasing segment of women account for the talent evolving from the education structure, even though with slow progress, the number of women with science degrees have increased significantly. In order to eliminate the risk of losing out, organisations generally try to leverage this talent pool as the search for

talent is growing a lot of importance and selecting women for administrative and managerial positions is posing as a solution (William Adena, 2014).

Organisations which are unable to deal with gender parity in the workplace also pose as a possibility of not being recognised as appealing career prospects by the forthcoming group of talent. (Hsieh, 2013) suggests that in order to accelerate economic growth, taking on new and improved talent pools is necessary. However, hiring greatest talent alone is not the only purpose why organisations advocate for increasing women participation in the workforce as women also play a great role in diversity enhancement which enables organisations to solve problems on diverse perspectives and leadership thus being crucial for an organisation's performance in the competitive global market (Beauregard, 2009).

To conclude, the female workforce represents a huge portion of the worldwide purchaser market and buying choices in households. Organisations - specifically those serving purchaser markets - may in this manner search out women to better comprehend purchasing behaviours and help create and advertise items focused on them. Organisations may likewise search for other non-monetary advantages, for example, a superior goodwill or influential feminine role models and mentors that can promote the tactics/approaches of a particular organisation.

Question 2:

What are the issues or barriers for a greater participation of women in the workforce?

The glass walls within hierarchical systems that repeat occupational segregation continue to build imperceptible obstacles, resulting in separate career paths for men and women. Around the world, some occupations are still seen as "appropriate" for women, while others are seen as more suited to males. In the past, management and decision-making have been seen as men's employment, whereas service jobs that represent women's domestic reproductive functions have been seen as feminine (Women in Business and Management Gaining Momentum, 2015).

Life can be challenging for women when there are prejudices and barriers for entry in the workforce. Social traditions and conventional orientation jobs in numerous nations and certain locales enormously impact the job women can play in labour markets and in decision-production for the most part. Moreover, single mothers and other women considered family reasons as the primary obstruction to labour force re-emergence, trailed by balance between pleasure and professional activities, individual, and work environment reasons, which stayed genuine whether or not single mothers expect or do not mean to get back to the labour force (Weng M. Lim, 2020). Such standards are frequently assimilated in the realm of business and become piece of the texture of corporate culture.

There are a few variables and strategies that add to females not coming to high-ranking positions in more prominent numbers. The greatest obstructions are widespread standards and social practices inside nations, corporate culture, and the absence of good mentors (The Corporate Gender Gap, 2010). Nevertheless, varied factors like an absence of work/life balance (parental leave, return to work after labour, or reasonable quality childcare choices), basic work insight, an absence of organization obligation to variety or nonattendance of goal-setting, the non-existence of network and tutoring options additionally perform a crucial part.

The same chances, criticism, mentoring, and training must be given to women as to males. Making sure that this occurs from graduation to recruiting, to the first assignment or project, and to lower level and middle level management is a crucial task. (The Corporate Gender Gap, 2010) demonstrates how women continue to "drop out," reducing the number of female candidates for high-level positions. If the young people are to succeed, it is essential to comprehend the causes of women's attrition and put measures in place to address them.

To conclude, understanding the gender imbalance and the rights of women depends heavily on the participation of women in the labour sector. Women's income levels rise along with output levels when they have more opportunity to participate in economic activities outside the home (Pursuing Women's Economic Empowerment, 2018). For instance, it was discovered in a nation like Sweden that boosting women's labour force participation increased the OECD GDP by \$6 trillion (USD), while closing the employment gap increased the GDP by \$2 trillion (USD) (PwC, 2019).

Question 3:

How do organisations address these issues or barriers?

Over the past years, there have been significant improvements in both the existence and position of female managers. Moreover, the study to date makes it abundantly evident that women in executive and administration roles across a range of professions continue to encounter numerous internal hurdles that impede their ability to advance in their careers (Fagenson, 1994). Numerous studies have found a wide range of organisational cultural and structural constraints that have contributed to the well-documented absence of representation of females at the higher level (Powell, 2003).

The fact that so many organisations are actively working to advance women's roles implies that they believe the advantages outweigh the drawbacks (AmCham/BIAC, 2012). (McKinsey & Company, 2011) proposes that these goals are more frequently tracked by organisations that already have a sizable proportion of female managers, and they are frequently motivated by a solid assurance from the chief executive and top management. Companies hold managers accountable by defining goals and monitoring performance, whether voluntarily or compelled. Middle and senior managers benefit from this focus, which makes it possible for gender initiatives to be considered in all decisions made by the company.

In order to eliminate any biases against women, many organisations also concentrate on modifying human resources policies, practises and procedures in recruitment, promotion, compensation, flexible work, mobility, and re-entry. Such measures could include educating managers and recruiters on the value of diversity, strengthening the female focus of recruitment drives, or increasing the percentage of women on lists of top management candidates who are female (OECD, 2004). Organisations may also implement family-friendly workplace initiatives to draw and retain workers as well as lower worker turnover. Although there is no proof that these policies have direct financial advantages, they do not appear to have a negative impact on financial performance and may even have the effect of making the company a more desirable place to work for employees at all levels (Bloom, 2010).

By expanding the scope and impact of civic interferences pointed at bettering the conditions of small and medium-sized businesses' admittance to bank credit, improving women's entree to equity and venture funding, and thwarting discrimination in lending marketplaces, civic policy can improve the funding forecasts of female-owned businesses. The most popular tools used to help small and start-up enterprises are subsidised loans and loan guarantees. Women can notably gain from enrolling in established seminars where they understand how to correspond with casual investors and effectively promote their financing initiatives. The training programme designed by the "European Ready for Equity" project, which is aimed at both entrepreneurs and angel financiers, is one pertinent example (Piacentini, 2013).

To conclude, it would be beneficial to have more women in the angel and venture investment communities. Not only would they diversify the knowledge and experience of the investing community, but more opportunities would also be opened for female entrepreneurs, especially those who run high-growth businesses. Less discriminatory practises against female borrowers may be possible with improved governmental and private credit registries in terms of both quality and coverage. To avoid any prejudice, banks and public assistance programmes should implement strict oversight. In this respect, the Consumer Financial Protection Agency in the United States gathers information on the availability of small-scale business credit by gender, colour, and ethnicity and administers credit rules to guarantee that financing is given to small company owners equally (William Adena, 2014).

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