



## UNEQUAL GENDER RATIO IN CORPORATE SECTORS: CHALLENGES AND INITIATIVES

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### **Abstract**

*The term "gender inequality" in the workplace refers to the unequal opportunities or treatment that women experience in comparison to their male coworkers. The talent of women remains underutilized in the corporate and professional sector, though on average women are more educated than men when compared to global statistics. The onset of upcoming laws and hiring systems is now helping them to uptake the profession creating new hiring job roles and transforming as well as narrowing down the global gender gap.*

**Keywords:** *Gender Inequality, Underutilized, Hiring Systems.*

### **Introduction**

According to some studies, several entry-level workforces were equal for men and women but dropped at each level of role. This makes it more important to focus on the advancement of the career rather than requirement procedures. So it becomes more essential to aim the development of the principle to equalize the ratio at each level than just in requirements. Women's representation is higher in higher post levels but becomes lower as the level of post increases. Putting up an equal ratio should mean if 37% of women are entry-level, 37% should be women managers, directors, etc. In this way, the gender ratio will be valuable and just to hierarchy and diversity over time.

### **Why Narrowing the Gap is Important**

The gap is not only to provide equality but also boosts the economy of a business or institution. Studies have proven that a sector with more diversity makes better business that can ultimately earn more money and have exponential economic stability. Companies with a poor number of men and women diversity and racial environment are 29% more likely to be slow in profit race and long-term value.

Greater job satisfaction is yet another component; corporate companies with a balanced workforce can reduce poverty and financial disputes among families, leading to an increase in economic independence. In Australia, narrowing down their gender employment gap made 11% growth in GDP. Employees prefer working for diverse corporate companies, especially new generation. It attracts new and diversified skills, strengths, talents, creativity, etc. This can lead to innovations and business performance. Apart from attracting talent, companies build a positive impact on seeking the world capturing the mindset of employees environments. When evaluating a company, the factor of equal gender balances.

Gender diversity increases competitiveness and productivity as the working environment is open and encloses complementary skills. Leading companies exhibit a significant hold on this ratio of equal representation of both gender in the workforce and therefore this invisible gap, also affects corporate work in the long run.



Despite of the business view, too needs to be defendable, confident and self-earners to live in a valued position in society. Work interaction may directly or indirectly be affecting the lifestyle by enhancing the personality and decision-making of women in their personal life. Working women are more respected, work-oriented, and endure level in society, inspiring the younger generation to pursue this part of their life and excel in it as well.

### **What Causes the Gender Gap in Corporate Sector**

Only 23% of director's level jobs hold women globally. If analyzed from an education perspective, the percentage of passing degree remains equal but declines in the number of workforce applicants. Some reasons why corporate lack women employees, especially in higher roles are:

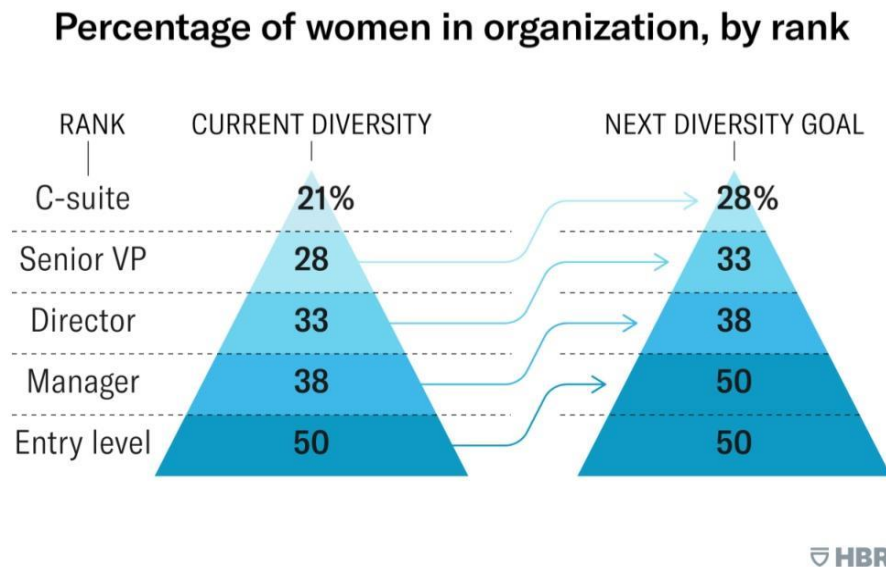
- **Improper Work-life balance:** Women rarely get the liberty to opt for their priorities and breadwinners in corporate sectors to find it tiring to balance the family and workload and are ingrained by society with the guilt of prioritizing work before the house. Thus working in small roles seems less work responsibility giving space to balance personal life. Men are thought to be breadwinners making women's employment act as an option and as a mark of liberty or not even an option in some households.
- **Mindset and working biology:** "The neurobiology of both genders differently like the cultural training "(Dr. Louann Brigendine's Books). Research claims that the thinking pattern of gender differs which impacts progress (Australian University). Women are more transparent and exposed for their personal life which is defended by men saying it is an inappropriate attitude for the corporate environment and ethics. They clash in risk-taking making bold decisions, providing empathy, and independent leadership skills.
- **Job segregation:** Women dominate in certain sectors like baking, research occupation, retail, HR management having less scope of promotion. The top roles, most already acquired by opposite gender. Toxic and political culture inside the doors of companies provide more push to small role jobs to some and executive roles to other. Lack of support, professional help , acceptance and blind judging is seen.

### **Research statistics of the ratio**

Statistics show that every year if three women are promoted to executive, one woman plans to quit job, unlike men. A steep drop rate was seen in India from 26% to 19% in working women (World Bank). The contribution to GDP and economy remained 17% though 48% population surrounds them. The workforce, despite gender, completes nearly 70% of assigned work while females when provided 10% extra load hits the same targets to complete it, an unexpected turn is when the extra task given not low promotable. Females are less likely in believing equal opportunities and success rates in the institution. Two out of five women respond in favor of taking high-level responsibility and tasks while balancing the family.



**Figure: Statistical graph of women diversity in various roles**



Source: <https://hbr.org/2021/11/achieving-gender-balance-at-all-levels-of-your-company>

#### Measures for narrowing the gender gap

- Supporting women in business and profession by spreading awareness in households
- Promoting work-life Balance and taking equal responsibility for house cores and children
- Reduce bias-based selection and promotion to executive roles granting promotion work to only some teams.
- Set a fair implementation of the working principle inside the company without imaginary segregation of roles oriented to gender.
- Build a workplace with sufficient space for women to take leaves such as maternity leave and resume their job at the same level or switch to work-from-home mode.
- Set up an interview panel with interviewers of diverse backgrounds, expanding and drawing space for changing social questions.
- Build strict policies for harassment, discrimination, and gender-based treatment inside teams and between higher professionals.
- Reserve and encourage some leadership roles for women by providing equal learning and training experience.
- Making global principles and acts directly under government for smooth interrelation and working environment.



**Figure: Principles For Maintaining Balance In Gender Ratio Inside Companies**

Principle 1		Establish high-level corporate leadership for gender equality.
Principle 2		Treat all women and men fairly at work – respect and support human rights and non-discrimination.
Principle 3		Ensure the health, safety and well-being of all women and men workers.
Principle 4		Promote education, training and professional development for women.
Principle 5		Implement enterprise-development, supply-chain and marketing practices that empower women.
Principle 6		Promote equality through community initiatives and advocacy.
Principle 7		Measure and publicly report on progress to achieve gender equality.

Source: <https://www.weeps.org/>

Setting up proper procedures needs first understanding the environment of companies as it differs variably. Once the data is received aspects such as increment cycle, areas of action, and spontaneous or long-term changes can be decided. Peak areas to work on includes balancing work with families, companies can develop leave and hybrid days for workers in need. A special section can be set up for babysitting infants, it can boost several females to stop dropping out due to caretaking of kids. Fair relations between co-workers and managers strike reputation between co-workers and manager strikes reputation of corporate companies in which women biased- free and comfort-promising cultures have opted more. Not only implementing principle is important but showing value and maintaining transparency is equally necessary. Summing up, policies and implementation, the nature of the workplace, and equalizing leadership roles for both genders in a non-biased way should be the ultimate aim to narrow down such gaps.

### Conclusion

In the end, it takes a concerted effort from employers, policymakers, and society at large to achieve gender equality in the workplace. We can make sure that women are able to realize their full potential and fully contribute to the success of their organizations by advocating for equal opportunities and fostering an inclusive and supportive workplace culture. There are a number of measures companies can take to promote gender equality in business, such as implementing diversity and inclusion policies and practices, providing training on unconscious bias and sexual harassment, and setting measurable goals to increase gender diversity in leadership roles. Companies can also prioritize flexible work arrangements and parental leave policies that benefit both men and women and promote a healthy work-life balance.



It is important to note that achieving gender equality in the work of companies is not only the responsibility of individual companies but also requires systemic social change, including changes in cultural attitudes and government policies supporting equality.

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