Principles of Management

Gender Equality Assignment

**Global Issue Overview**

Around the world, women and girls are discriminated against in health, education, political representation, and the work force. On average, women do three times as much unpaid care and domestic work as men. Women earn more bachelor’s degrees than men but are less likely to be hired for entry level jobs. Women remain underrepresented in leadership and management level positions in the public and private sectors. According to the United Nations, less than one third of senior and middle management positions are held by women.

Gender equality provides unique perspectives and skill sets in the workplace and an increased available talent pool. Current efforts to address inequality include companies ensuring that hiring and promotions are fair through external performance reviews each year. There are also efforts to build leaders and managers who advocate for diversity and foster an inclusive and respectful culture. Additionally, there is a growing understanding that employees need the flexibility to fit work into their lives.

Women and girls have continued to make strides in achieving gender equality, yet discrimination remains. To counter this, the United Nations has suggested it will require more vigorous efforts, including legal frameworks that promote equality for men and women, and empowering women by addressing the unfair social norms and attitudes still in existence.

The Gender Inequality Index Map (GGI) reflects disadvantages in three dimensions: reproductive health, empowerment, and the labor market. It sheds light on the position of women in 160 countries. Each student will represent a real company’s Human Resources (HR) department. Each company has locations around the world and in each, differences exist in how women are treated. As the HR department representative, students must make a recommendation on how to address, and fix, the situation specific to their company’s circumstances.

This will require that students dive into gender inequality issues globally along with the potential causes. Students will research what laws are in place for each country their company has offices in. Students will identify which country has the most effective laws and which country has the least effective laws with regard to gender equality. Next, students will identify the potential causes for gender inequality in that country. They’ll research what organizations or resources are available to assist women who are discriminated against. Finally, they’ll research the media involvement and impact on the issue

Sample companies and locations include:

* Proctor & Gamble: Algeria, Belgium, Chile, China, Denmark, Egypt
* Whirlpool: Italy, Poland, Slovakia, Russia, South Africa
* Toyota: Australia, Kenya, Mexico, France, Turkey

**Objectives:**

* Research what countries have effective gender equality laws in place and what countries lack them.
* Identify causes for gender inequality for a specific country.
* Research what resources are available to help women who have been discriminated against.
* Research media coverage of gender equality in the country.
* Interview local HR departments on what they have seen or experienced.
* Develop a recommendation to communicate to the company based on research.
* Model potential impact.
* Communicate the solution in a creative way.

**Assignment**

Choose an existing company that has at least two different international locations. You may choose one of the three sample companies listed in the project description **or** choose a company that sparks your interest. You are an employee in the Human Resources (HR) Department of the company you chose. You’ve started to notice different rules for women at some of your international locations. You decide to investigate how you can improve workplace policies for women to remove gender inequality. You will:

1. Research what laws are in place for each location of your company
2. Identify which country has the most effective laws and which have the least
3. Research the potential causes of gender inequality in both countries your company is located in.
4. Research what organizations and resources are available to assist women who face discrimination in the workplace.
5. Look into how the media covers gender inequality in both countries and how that impacts the issue.

Once those steps are complete, create a recommendation to improve company HR policies globally, taking into consideration the laws of the various countries. (Policies may need to differ by country). Draft a recommendation to present to the management of your company in a creative way.