FEMALE INCLUSION AND DIVERSITY

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Case Exercise

A father and son were involved in a car accident in which the father was killed and the son was seriously injured. The father was pronounced dead at the scene of the accident and his body was taken to a local morgue. The son was taken by ambulance to a nearby hospital and was immediately wheeled into an emergency operating room. A surgeon was called. Upon arrival and seeing the patient, the attending surgeon exclaimed, “Oh my God, it’s my son!”

Can you explain this?
Female Inclusion and Diversity

1. Good for business

2. Governments Obligations

3. Business Obligations
1. Female inclusion is good for business

The Bottom Line

- Performance
- Labor supply
- Greater profitability
- Work styles
- Public & investor demand
Female inclusion = diverse work styles

Diverse Workstyles

- communication
- teamwork
- creativity
Female inclusion = better performance

Safer

Better performance

Less injuries
Female inclusion = labor shortages

Labor shortage

Qualified female workers
Female inclusion = meets demand

Diversity

+ Transparency

Investor confidence and public demand
2. Governments have legal obligations
Governments’ Legal Obligations

- Laws that ban
- Laws that restrict
- Women are not allowed to work
3. Businesses have obligations

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Can you explain this?
Business Obligations

- Recruitment
- Retention
- Advancement
Recruitment
Retention
Advancement

Women workers

Formal work

Unpaid labor
Recommendations

- Repeal laws that discriminate against women
- Change stereotypes and behaviors that discriminate
- Conduct a gender audit
- Top-down commitment
Contact

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