


# Chapter 1

# The Role of Human Resources in Creating Gender Equity in an Organization

**Rahmath Nisha A.**

 <https://orcid.org/0009-0001-5146-2411>

*Saveetha School of Management, Saveetha Institute of Medical and Technical Sciences, India*

**Subramani A. K.**

 <https://orcid.org/0000-0003-0783-7113>

*Saveetha School of Management, Saveetha Institute of Medical and Technical Sciences, India*

**S. Harini**

 <https://orcid.org/0000-0002-3856-7390>

*Saveetha School of Management, Saveetha Institute of Medical and Technical Sciences, India*

## **ABSTRACT**

*Human resources (HR) is important in promoting gender equity in organizations by the implementation of well-organized diversity, equity, and inclusion (DEI) programs. These efforts expect to foster equity while also functioning as strategic instruments that trigger employee engagement, effectiveness, and overall organizational productivity. HR oversees significant duties like to creating and implementing workplace policies. A crucial component in the effectiveness of these initiatives is the way employees view gender equity in the workplace. When employees sense that their environment is just and inclusive, they tend to be more engaged and productive.*

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*Consequently, HR needs to be dynamic and motivated not just in forming policies but also in ensuring their successful implementation. By consolidating gender equity into the organizational culture, HR helps in the overall success and sustainability of the organization.*

## **INTRODUCTION**

This globally developed modern workplace, gender equity is underscored by the persistent disparities in pay, promotion, and representation, which not only affect individual employees but also organizational performance and societal progress. The gender disparities facilitate the barriers, biases and discrimination which have been the predominant role played in historically certain groups. The human resource role in this pressing issue is highly amplified by various ways and archives economic growth, human justice, and encourages educational and learning advancement. This could also help to improve the well-being by fostering sustainable development in the organization. Gender equity aligns with United Nations Sustainable Development Goal (SDG) 5, which emphasizes gender equity as a critical factor for achieving overall sustainable development (Khurana & Verma, 2023).

Firstly, gender equity explores how effective leaders can enhance business growth and sustainability by implementing inclusive practices. Notably, effective leadership is crucial for implementing gender diversity, highlighting that leaders must practice effective communication, emotional intelligence, and better decision-making to promote gender equity, which directly influences business growth and long-term sustainability (Velar & Kee, 2024). Competent leadership is crucial for quality management decisions, and gender diversity in top management enhances decision-making effectiveness, thereby supporting the adoption of gender-equity focused diversity management and improving overall company performance (Izmaylova et al., 2023). Hence, the role of company leadership is crucial in fostering gender-equity-focused diversity management, as it directly influences organizational culture and decision-making processes.

Secondly, the management decisions are heavily influenced by the quality of the decisions taken by the top executives. so, the effective managers must be able to adapt to the dynamic and unstable external environment, which is crucial for making informed decisions. Having women in top executive positions can lead to better financial outcomes, which is indicative of improved decision-making processes. The combination of male and female mentalities in management allows for a broader range of ideas and solutions. This innovative approaches in decision-making leads to diversity in organization which will help companies to achieve their goals more effectively (Izmaylova et al., 2023).

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