

# Chapter 2


## Strategic HR Interventions for Gender Equity: Policies, Practices, and Organizational Impact

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### **ABSTRACT**

*Achieving gender equity in the workplace requires strategic HR interventions that address systemic biases, promote inclusive policies, and drive organizational change. This chapter explores the role of HR in fostering gender diversity through targeted policies, leadership development, equitable pay structures, and bias-free performance management. It highlights the best practices that organizations can implement to create an inclusive culture, ensuring that gender equity is not just a compliance requirement but a strategic advantage. Through case studies and empirical insights, the chapter examines the long-term impact of HR-driven initiatives on employee engagement, productivity, and organizational sustainability. It also discusses the role of leadership commitment and cultural transformation in making gender equity an integral part of business strategy, offering actionable recommendations for HR professionals and policymakers.*

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## **INTRODUCTION**

Gender equality has become a global priority, shaping workplace policy, leadership, and culture by industry and geography. With legal and representational progress, however, gender differences persist manifested in unequal pay, limited leadership roles, and uneven training. These inequalities are systematic, driven by socio-cultural norms, unconscious bias, and organizational practices worldwide.

Despite the progress, most organizations, both developed and emerging economies, continue to struggle with translating equity aspirations into enduring behaviour. What was implemented as compliance-driven programs has become a strategic imperative, as diversity has come to be linked with innovation, performance, and long-term success. World Economic Forum (2023) and McKinsey & Company (2020) reports quote that gender-diverse companies outperform their peers not only in terms of profitability but also in terms of employee engagement. Implementation of good programs continues to be patchy and symbolic.

HR professionals are now more than administrative experts. Today, they shape culture, build leadership pipelines, and craft inclusive systems. With strategic levers, gender-sensitive recruitment, equal performance management, leadership development, and flexible work arrangements; HR leads in driving gender equity far beyond cosmetic change.

The success of such interventions also varies across nations, based on HR maturity, organizational readiness, and socio-economic context. Scandinavian countries have embraced new family policies and boardroom quotas. In contrast, economies like India, where rapid industrialization cuts across very ingrained gender roles, need culturally sensitive, strategic HR interventions.

### **Problem Statement**

Although one can discover broad goodwill for gender equity as a cause of organizational performance, most businesses do not create strategic HR interventions that have a sustaining impact. The persistence of the intention-action gap serves to indicate the need for context-driven, evidence-driven strategies.

### **Purpose of the Chapter**

This chapter looks at how strategic HR interventions can facilitate gender equality in the global workplace. It interlaces theory, best practices, and cross-cultural insights, and presents a global view with region-specific issues.

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