


# Chapter 3


## Gender Equity Policies and Practices for Creating an Inclusive Work Environment

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### **ABSTRACT**

*The industries across the globe are becoming dynamic and embracing changes which require a diverse workforce to cater to their different needs. It gives emphasis to the need for gender equity in work environment in terms of adequate representation, compensation, leadership opportunities and recognition. The chapter aims to explore the role of gender equity policies and practices in fostering an inclusive and productive work environment. After discussing the common barriers to gender equity at workplace, the chapter will discuss the best practices for integrating gender equity. Additionally, the chapter will also highlight the role of leadership in developing such work culture where genders are treated equally and provided equal opportunities. The study will help the global business leaders, human resource professionals, or anyone involved in organizational development to strategize and implement gender equity at workplace for comprehensive development and growth of businesses at the same time providing job satisfaction to the workforce.*

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## INTRODUCTION

The term gender equality denotes equal opportunities, equivalent rights and similar responsibilities assured to men and women both by ensuring them comprehensive and comfortable working environment (Kabeer, 2021). The idea of gender equivalence originated with the fact that men being treated as superior gender from the period of prehistoric age itself. As the first sign of gender inequality was observed in Neolithic age or Copper age in the form of cultural practices and biological factors (Leacock, 1983).

Gender equality is a significant principle to achieve global peace, prosperity and sustainable development of a global society as it advocates on growth prospect to every individual regardless of any gender (Benschop & Verloo 2011). As stated by international labour organization workers being men and women as labors are eligible for equal remuneration and fringe benefits exhibits the essence of gender equality (ILO, 2004). The notion of gender equality promotes women participation by ensuring women rights to social, economic and personal welfare of women in male dominated world (Arat, 2015). It strengthens social cohesion and stability to constitute inclusive global society by eliminating social barriers among men and women (Pandey et.al., n.d.) Gender equality is a part of global agenda being recognized as sustainable development goal no 5 (SDG 5) aiming to achieve equivalence among the genders and advocating women empowerment to attain social and economic growth for women destined to be accomplished by 2030 (Matthyse, 2020).

However, the global gender gap index (GGGI) score has been recorded 68.5% in the year 2024 comprising of 146 nations worldwide indicating that no country has achieved full-fledged gender equality (World Economic Forum, 2024). The measurement of gender gap is calculated based on primary key areas such as health, education, economy and politics. In absence of gender equivalence women as a second leading gender in society oppressed physically and mentally by men in various segment of life by family members and peers in their social life as well as by employer or superior in her professional life (Oswald, 2023). The tale of women sufferings and oppression is prolonged occurrence can be referred in past life.

Women tend to face discrimination from her birth as a human in the name of basic sacrifices and compromises at various time frame (Shastri, 2014). Females being deprived of education, not given basic rights to follow her own choices instead her family members take decision and make choices on her behalf (Williams, 1991). Women are socially and economically disempowered by not given access to power to make decisions and own a property or economic resources in male dominated society (Kabeer, 1999). Females were under privileged from multiple dimensions such as socioeconomic, health, household and political scenario indicating gender inequalities (Moss, 2002).

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