


Chapter 10


Bridging Generations: Enhancing Collaboration Through Gender Equity in the Workplace

N. Sathyanarayana

 <https://orcid.org/0000-0002-4185-7751>


Jain University, India

Usha Prabhu

 <https://orcid.org/0000-0001-6219-5358>


Jain University, India

G. Srividhya

 <https://orcid.org/0000-0002-5216-546X>


Jain University, India

Rachana Saxena

 <https://orcid.org/0000-0003-3514-2757>

Jain University, India

R. Shilpa

 <https://orcid.org/0009-0002-9805-1481>

RJS Institute of Management Studies, India

ABSTRACT

This chapter explores the intersection of gender equity and generational diversity in the workplace and their roles in facilitating collaboration, innovation, and organisational success. As workplaces become increasingly multi-generational—stretching from Baby Boomers through Gen Z—knowledge of how gender equity can create more inclusive and stronger teams is essential. The chapter explores the development of gender equity from legalistic entitlements through proactive

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approaches to addressing structural inequalities. It also examines how differences in generational experience and perspectives can be used to facilitate collaboration, enhance communication, and enhance productivity. The chapter uses case studies and organisational efforts to highlight the value of embracing gender equity and intergenerational collaboration in building a vibrant, sustainable workplace culture. It concludes by affirming the necessity of policies embracing diversity, inclusion, and respect if long-term success is to be achieved.

1. INTRODUCTION

The success of an organisation and the development of a thriving workplace depend on gender equality and collaboration between different generations in a diverse workforce. The chapter demonstrates that gender equity is a cornerstone for intergenerational collaboration while providing equal opportunities for all genders and generations of workers to contribute and succeed. The workforce age span from baby boomers to Gen Z necessitates understanding how gender equity influences communication dynamics, collaborative efforts, and leadership effectiveness.

Workplace relationships and expectations over recent decades have been based on pivotal social and organisational theories, which form the foundation of gender equity and intergenerational collaboration principles. The feminist movements of the 20th century gave rise to gender equity through demands for equal opportunities and treatment across politics, education and workplaces for all genders. The workplace equality movement intensified during the 1960s and 1970s when women began to fight for equal pay and leadership roles while opposing workplace discrimination. Organisational culture evolved because workplace equity demands led to creating diverse and inclusive workforces that remain fundamental to today's work environments. However, in recent decades, gender equity has evolved from being focused on legal entitlements and anti-discrimination policies to broader and more proactive steps to eliminate structural inequalities and foster an inclusive work environment.

The principle of intergenerational collaboration is rooted in the demographics of the workforce changing over time. With the emergence of new age groups in the workplace—Baby Boomers, Generation X, Millennials, and currently Generation Z—organisations soon realised that there was a need to devise strategies to allow them to leverage the different viewpoints and skills each generation had to offer. Workplaces were dominated by Baby Boomers and reflected in their structured design of a linear hierarchy and traditional management style that dominated the initial set of working relationships and norms. However, with the entry of younger age groups into the workplace, especially Millennials, fresh attitudes towards collaboration, innovation, and technology displaced the traditional forms. Through the

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