

GENDER EQUALITY IN

MODERN WORKPLACE



GENDER EQUALITY IN A BANK...

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What is gender equality?

- *The view that both men and women should receive equal treatment and not be discriminated against based on their gender.*

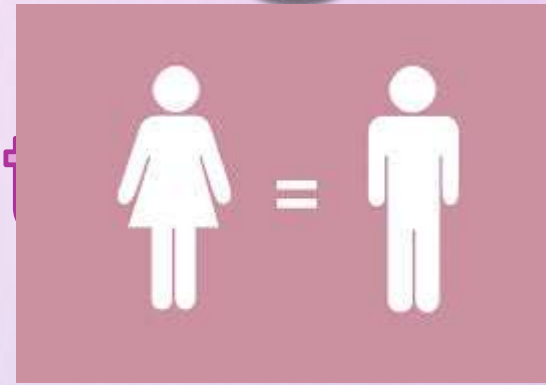


-United nations universal declaration of human rights-

Contd.,

- Also known as sex equality , gender equalitarianism, sexual equality or equality of the genders.
- The process of being fair to women and men.
- Requires equal enjoyment by women and men of socially valued-goods, opportunities, resources and rewards.
- It doesn't mean men and women being the same

Importance of Gender Equality



- Enhance economic development
- Improves prospects for future generations and strengthens political and social systems
- Companies with a female board representation outperform those who has no women on their board.
- Businesses who include females in leadership do better than those who do not.
- Organizations with gender diversity practices, attract and retain the best talent.

Stages in Evolution of Modern Workplace

Few women, too many restrictions and full focus on work (1900)

Higher number of women , introduction of gender sensitivity and separation of work from personal life (1950)

Increased number of women, demand for gender equality and work spills into personal life (1970)

Large number of women in fields previously reserved for men, rise of gender equity advocacy and work-life balance (1980)

The rise of third-wave-economy women with tall and daunting professional profiles, The need to keep up with challenges at home front causes personal life to spill into work (2000)

Evolution of modern workplace

The modern workplace is characterized by increasing number of women which gave rise to the following challenges.

1. *Gender equality*
2. *Equal pay*
3. *Glass ceiling at top echelon*
4. *Gendered stereotypes*
5. *Gender reassignment*
6. *Responsibility of birthing and lactation*

Further issues in workplace

- Lack of cooperation between men and women
- Prevalent mindset about lower capability of women
- Misinterpretation of religion
- Low awareness of women rights
- Non-availability of breastfeeding facility



GENDER EQUALITY IN A BANKING INSTITUTION

The aim of gender equality,

To achieve broadly equal outcomes for women and men, not exactly the same outcome for all individuals.



To Achieve this in the banking sector requires:

-To provide equal pay for women and men for work of equal or comparable value

The removal of barriers to the full and equal participation of women in the workforce

-access to all occupations and industries, including leadership roles, for women and men

Ex: providing equal promotion opportunities both men and women employees.



Advantages of Gender Equality

- **Gender equality attracts top talent**
- **Gender equality can reduce expenses**
- **Companies with gender equality perform better**
- **Gender equality improves national productivity and competitiveness**
- **Gender inequality wastes resources**



Conclusion...

- Gender equality must become a lived reality.
- It will come from determination, guts and heart.
- It will come from the men and women who believe they can make a difference.
- We must close the gender gap.



**"Gender equality is
not a woman's issue,
it is a human issue.
It affects us all."**

