

CONTINUING TO CRACK THE CASE:

ACCELERATE TO BRIDGE



GENDER GAP

It's time to stop talking about breaking down gender stereotypes and **start acting**. ManpowerGroup has identified solutions to help organizations **bridge the gender gap** and maximize the full potential of the entire talent pool.

WHERE WE ARE NOW ¹

The world's population is split evenly between men and women, yet organizations globally are far from reaching gender equality.

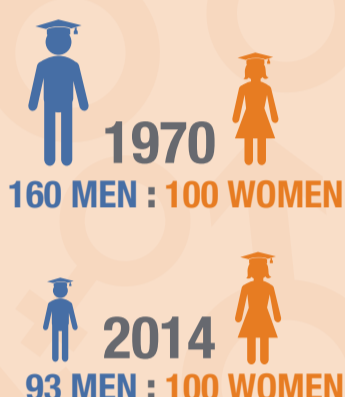
MALE AND FEMALE GLOBAL LABOR FORCE PARTICIPATION RATE ^{2, 3}



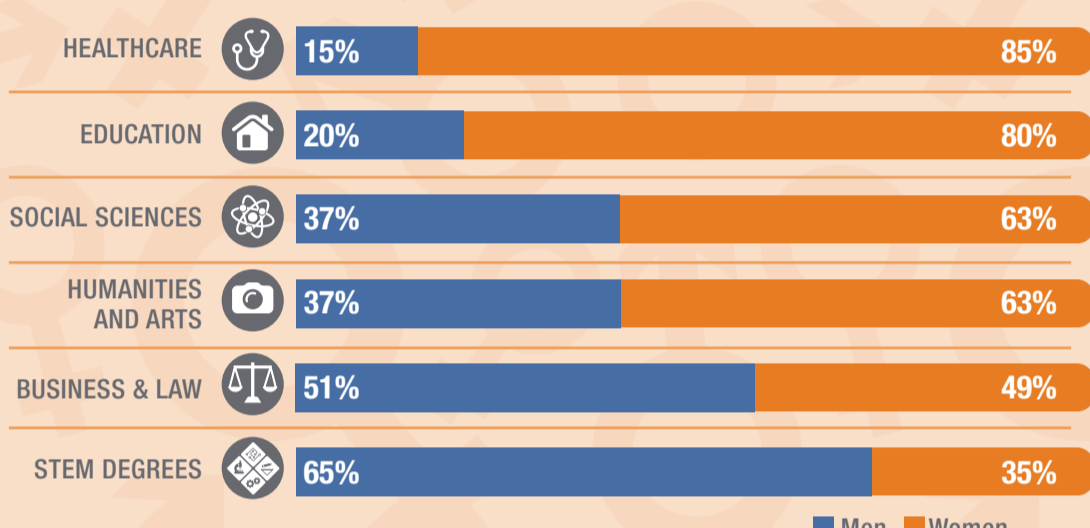
WE ARE MISSING OUT ON TALENT

More women than men graduate from universities though **women are more drawn to some subjects than others**.

UNIVERSITY ENROLLMENT GLOBALLY ⁴



PERCENTAGE OF DEGREES EARNED IN 2010 ⁵



WOMEN AND MEN BRING DIFFERENT AND UNIQUE SKILLS CRITICAL TO BUSINESS SUCCESS ⁶

1



INCLUSIVE TEAM MANAGEMENT & PEOPLE LEADERSHIP

2



FLEXIBILITY & ADAPTABILITY

3



TEAMWORK & COOPERATION

These 3 leadership skill sets were identified by employers as **3 of the top 7 managerial strengths** considered critical for business success.

WE MUST GET DIVERSITY RIGHT TO DRIVE BETTER BUSINESS RESULTS ^{6, 7, 8, 9}



CHANGE CULTURE

56% of employers say senior executives are actively involved in diversity programs

15% of employers link bonuses to diversity gains



ACTION

Leadership should be outcome-focused prioritizing productivity over presenteeism. Drive change from top-down to eliminate organizational gender bias and diversity.

INVEST IN UNDERUTILIZED TALENT POOLS

36% of employers struggle with talent shortages

25% of employers seek to recruit from alternative talent sources, with only **2%** of them actively recruiting women



ACTION

Unleash potential by recruiting from alternative talent pools (e.g. women, migrants, youth, and veterans).

PROVIDE FLEXIBLE WORKING OPTIONS

28% of employers provide flexible work models

65% of women say flexible work models are important



ACTION

Embrace technology to help manage work and personal life. Offer support around maternity, paternity, childcare, eldercare, healthcare and more.

OFFER PROFESSIONAL DEVELOPMENT

30% of employers admit women lack development opportunities

47% of women say they lack development opportunities



ACTION

Apply a "one-size-fits-one" approach when developing talent. Engage women in development opportunities — at the right time for them.

“Gender participation doesn't need justification – it needs action.”

Jonas Prising
CEO, ManpowerGroup

Just 5% of Fortune 500 CEOs are women and only 7% of FTSE 100 directors are women. Yet the facts show **diversity improves organizational performance**. Organizations with higher representation of women in top leadership see **34% increase** in total return to shareholders.

**Why wait any longer?
Let's crack the case now!**



ManpowerGroup™

SOURCES:

1. Indexmundi
2. Seeking Alpha
3. IMF
4. American Review Magazine
5. HRPolicy.org
6. Mercer When Women Thrive, Business Thrive
7. LinkedIn: What Women Want
8. ManpowerGroup: 2014 Talent Shortage Survey
9. ManpowerGroup: Cracking the Case