

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.

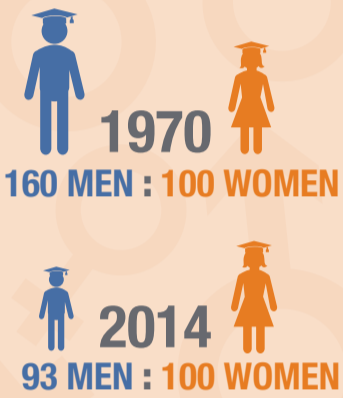
MALE AND FEMALE GLOBAL LABOR FORCE PARTICIPATION RATE ^{2, 3}



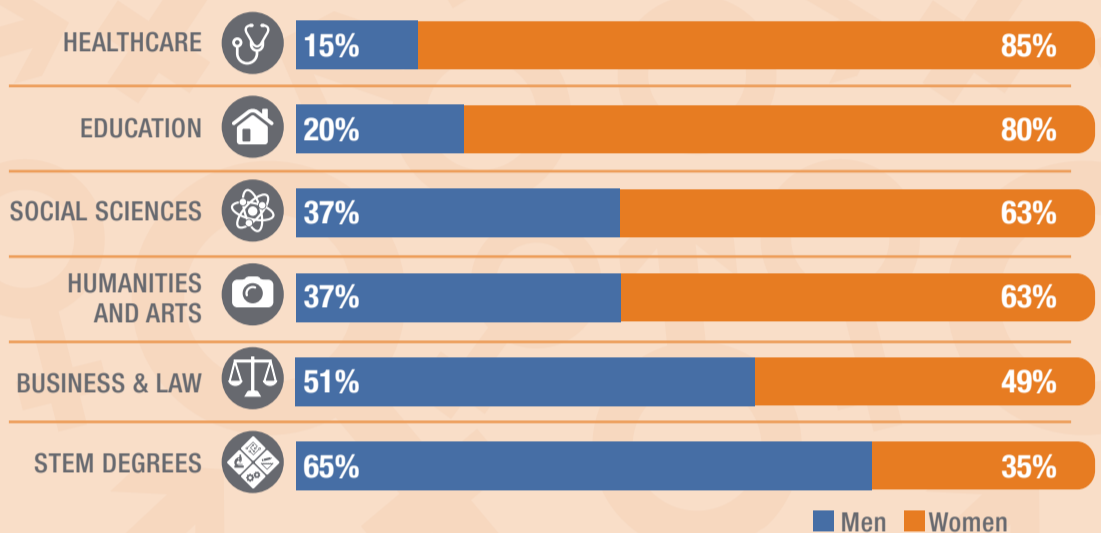
WE ARE MISSING OUT ON TALENT

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