

FIGHT BIASNESS FOR AN EQUAL WORLD

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INTRODUCTION

Equal treatment of women and men is not just the right thing to do – it is also good for business. The full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. We encourage business leaders to join us and use the Principles as guidance for actions that we can all take in the workplace, marketplace, and community to empower women and benefit our companies and societies.

AIM:

The Global Gender Gap Index report talks about different disparity factors including Health and Survival subindex, Educational Attainment subindex, Economic Participation and Opportunity subindex, Political Empowerment subindex.

MATERIALS AND METHODS:

Different countries participated to know the scores in different factors by considering a proportion of male and female into the survey in different levels of management and different positions. There are three basic concepts underlying the Global Gender Gap Index, forming the basis of how indicators were chosen, how the data is treated and how the scale can be used. First, the index focuses on measuring gaps rather than levels. Second, it captures gaps in outcome variables rather than gaps in input variables. Third, it ranks countries according to gender equality rather than women's empowerment.

RESULTS:

The Gender Gap report reveals that the greatest challenge preventing the economic gender gap from closing is women's under-representation in emerging roles. In cloud computing, just

12% of professionals are women. Also in engineering and Data and AI, the numbers are 15% and 26% respectively. In the past 50 years, 85 states have had no female head of state. In terms of economic participation, the gender gap will take 257 years to close (compared to 202 years in the 2019 report). Globally, only 55% of women (aged 15-64) are engaged in the labour market as opposed to 78% of men. There are 72 countries where women are barred from opening bank accounts or obtaining credit

CONCLUSIONS:

There is a sobering finding of the Global Gender Gap Report 2020, which reveals that gender parity will not be attained for 99.5 years. There are pathways to strengthen women's leadership and participation in the COVID-19 response and recovery like ensuring that decision-making bodies are gender-balanced, harnessing existing gender equality institutions and mechanisms

KEYWORDS:

Empowerment, Diversity, Inclusion, Biasness.

BIOGRAPHY:

Madhusmita Nayak is a Registered Organization Excellence Specialist and a certified KPI professional, an engineer by qualification. She has more than 10 years of experience in field of Strategy, Enterprise performance evaluation and driving culture of excellence. She has volunteered for many local and international Quality and Business excellence awards.