



The study of Gender Equality and Professional Empowerment in
Modern Business World

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ABSTRACT

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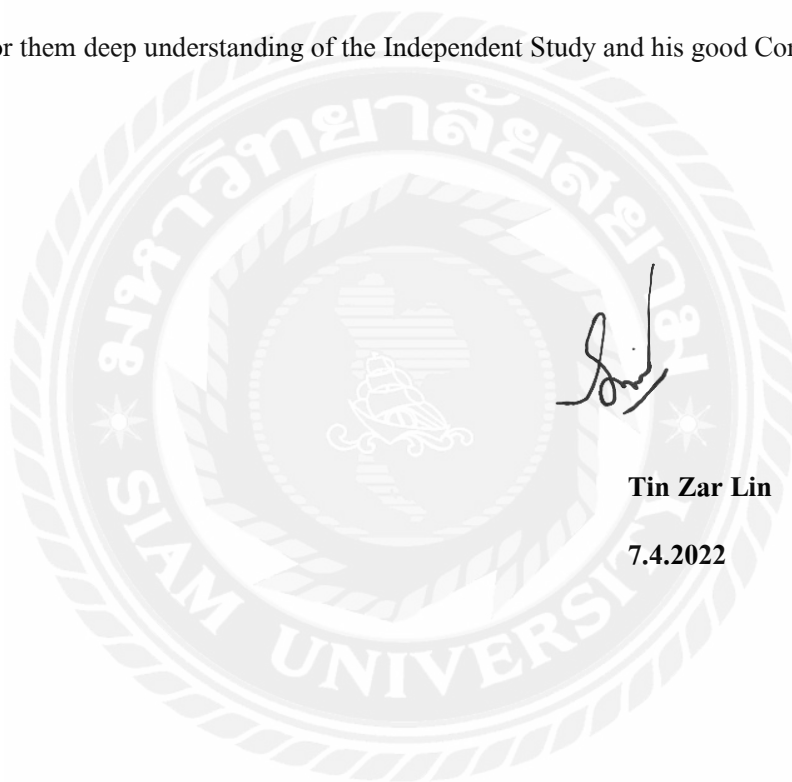
Gender equality is when people of all genders have equal rights, responsibilities, and opportunities. Gender inequality impacts everyone including women, men, trans and gender-diverse people, children, and families, of all ages and from all walks of life. Gender equality helps to protect women and girls from abuse. Women and men are valued equally in societies that are safer and healthier and equality between men and women is a fundamental human right. There are two approaches to fight gender inequalities in today's society: 1) to take adequate measures; and 2) to bring the issue of inequality to the forefront among diverse communities. When we are unable to engage in addressing inequities within networks, awareness-raising campaigns can help. Human development and education are critical for societal transformation in gender equality and women's empowerment. From this study, people can learn to eliminate gender-related issues and how it impacts daily life. The purpose of this research analyzed the relationship between gender equality and women's employment in the workplace. This study investigated and discussed why gender equality is essential and the benefits and impact of gender inequality in the workplace and business. This paper was documentary research, based on past studies of multiple types of research such as journals, articles, and electronic sources. Each had been analyzed about Gender Equality, professional empowerment, and employee performance in the workplace.

Keywords: Gender Equality, Women Professional Empowerment, Employee Performance in the Workplace



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Introduction

Research Background

In early 19th American society, women were primarily cooks, wives, mothers, and general homemakers in a predominantly rural setting. Women had little to no access to education and almost no opportunities for success in the workplace. In addition to the long hours and difficult working circumstances, pregnant women were expected to work until their due date and then return to work practically immediately. Because of tiredness and poor medical care, most women had a short life expectancy and practically worked themselves to death (Curtis,2013). However, as the First World War and the Industrial Revolution approached, the demand for employees to manufacture commodities outstripped the number of men available in the United States. As a result, women were able to enter the workforce, and from that grew to establish gender equality within the United States permanently. The 19th century was a significant period in the development of women's rights in the United State (Browne, 2018).

The critical agents that affected the character of women's labor were social and economic developments. For example, growing public education necessitated more teachers, while expanding industrial and commercial companies needed more office workers and salespeople. Employers discovered hiring women for teaching and clerical jobs that men at cheaper salaries had previously filled. Furthermore, most women who entered the workplace in the United States before World War II were unmarried and did not have children to support, which allowed them to be paid less. Even for equivalent labor, pay scales between men and women remain (Kranzberg & Hannan,2017). Economic growth is necessary for poverty reduction, but it is not sufficient in and of itself. Gender equality has improved in most countries as a result of economic development. Meanwhile, cultures that improve women's access to education, health care, employment, and credit and minimize economic issues of gender inequality have accelerated economic progress and reduced poverty. As a result, gender equality is both a cause and a consequence of economic growth. Consequently, an active gender equality policy can be considered an essential component of growth and poverty reduction measures (Sida,2010). Since March 2020, there has been an increase in the need for working flexibility, which has intensified mothers' rate of housework in several ways. Flexibility has been proposed as a means of minimizing gender inequality and enhancing the lives of women. However, when activities and working time are not adequately scheduled, evidence shows that telecommunicating or wise working have minimal effects in eliminating gender imbalance. Surely, they have been shown to improve job satisfaction, but they also increase working hours compared to low wages. Women wanted to work from home prior to the Covid-

19 pandemic in the hopes of better managing their private lives while keeping their economic independence. However, we should examine both the positive and negative effects of intelligent work on women. Technological advancements are allowing them to combine maternity leave and work. Women are now engaged in higher positions due to telecommunication, and there is an increasing number of female founders and cofounders, CEOs, and executives of organizations functioning both locally and globally. However, such practices may increase already existing gender gaps in household labor and patriarchal society (Zucca et al, 2021).

Research Problems

Gender equality will not be achieved overnight. Everyone, even men, is affected by gender inequity. Stereotypes of "rules" about how women, men, girls, and boys should behave start in childhood and continue throughout adulthood. Inequality does not affect everyone in the same manner. People subjected to multiple forms of discrimination have a more complex situation, which is often unique (State Government of Victoria, 2021). Removing barriers that keep women and girls from reaching their full potential can be a top priority for everyone. Unfortunately, many of these obstacles still exist globally. Today, it is more critical than ever that companies stand up and demonstrate their commitment to addressing gender inequality globally. However, Women's rights and gender equality are still ongoing fights occurring worldwide (Cornwall & Rivas, 2015). In recent years, the Human Rights Council's Universal Periodic Evaluation (UPR), which involves a regular review of the human rights records of all 193 UN Member States, has focused on the subject of gender discrimination in nationality laws. From 2008 to 2020, at least 51 recommendations were made to eliminate gender-discriminatory restrictions from 18 states' nationality laws. Ten of the proposals were 'supported' by the state in question, 39 were 'noted,' and two have yet to receive a response. Barbados, Brunei Darussalam, Burundi, Malaysia, Nepal, Sierra Leone, and Tunisia are among the countries that support the recommendations presented to them. In research from United Nations High Commissioner for Refugees (2021), at Swedish politics, gender equality is a priority. One may argue that, at least for the time being, the discourse on gender equality has attained dominance, meaning that nearly no one opposes it. Many political issues are being debated in terms of gender equality due to the meaningful discourse on gender equality and gender mainstreaming. As a result, violence against women has been on Sweden's political agenda for the past 30 years, and it is framed as a severe issue of gender inequality. Gender equality consequently occupies a key position and is the primary political expression of violence against women. The studies are based on feminist theory, which views violence against women as contributing to the maintenance

of an uneven and gendered power structure that encourages or excuses violence (ÖHman, Burman, Carbin, & Edin, 2020). Women's economic and political empowerment is key to achieving gender equality. Even though women make up more than half of the world's population, they only hold 1% of the world's wealth. Women and girls throughout the world do unpaid household labor for long periods. In certain regions, women still do not have the right to own land or inherit property, acquire credit, generate an income, or advance in their careers without facing prejudice. Women are underrepresented as decision-makers at all levels, both at home and in the public sector. Women outnumber males 4 to 1 in legislatures worldwide, yet their political engagement is critical for achieving gender equality and genuine democracy (Peace Corps, 2017). Women still experience discrimination in the workplace as per these statistics; 23% of women have experienced sexual harassment at work, yet just 8% of them have reported it. During their pregnancy, 43% of mothers experienced discrimination, 1 in 8 employers says they would be hesitant to hire a woman they suspected would have children in the future. Sexual harassment has been reported by 55% of women in top leadership roles. Hiring managers are 13% more likely than females to click on a male candidate's application. Women are twice as likely as men to have been mistaken for a lower-level employee (Woodward, 2019).

Objective of the study

This study focuses on investigating the challenges of gender equality and how it impacts the employment workforce and performance. And in addition to this, in this time of pandemic situation, this research will study how women in the workplace are impacted together with the state of women hanging in the balance. This study will highlight the positive benefits to the organization for having gender equality. This research will also investigate the harmful effects of gender inequality that can lead the organization into failure. This paper aims to enhance appreciation towards women's empowerment to achieve sustainable development goals (SGDs) and improve knowledge on critical international and regional instruments in protecting and promoting women's rights. Deepen understanding of the progress and setbacks made by countries of participants in combating gender-based discrimination and the role of women in society.

Scope of the study

This study covers the impact of gender equality and professional empowerment. Also, the challenges of women's workforce hang in balance in the age of covid-19 and how to overcome those challenges with the suitable strategy. This research will include Gender Stereotypes concepts, women's participation in the Labour force. Furthermore, there will be highlights of the benefits of gender equality in the workplace,

women's empowerment, sustainable development goals, and statistical data. This paper is documentary research based on past studies of various scholars from journals, magazines, books, newspapers, etc., and other electronic sources that have been studied about gender equality.

Research Significance

The report signals the crucial factors from gender inequality to gender equality on women's economic empowerment, navigating from the question of why policy should support women's economic empowerment to how it can do so. This research will redound the benefits to the organization, considering that gender equality plays an essential role in managing the employees to produce the best productivity. This research will help the organization to be engaged with employees to have higher revenues than before. These findings will prove that gender equality helps prevent violence against women and girls and makes our communities safer and healthier. It is a human right, and it is also good for the economy. It will also help to improve national productivity, economic growth, and increase organizational performance. This study will enhance the ability of companies to attract talent, retain employees, and have organizational reputations.

Literatures Review

Gender Equality

Gender equality, also known as sexual equality or sex equality, is the state of having equal access to resources and opportunities, including economic participation and decision-making, regardless of gender; and equally valuing different behaviors, aspirations, and needs, regardless of gender. Gender equality involves more than equal representation; it is intimately connected to women's rights and frequently requires policy changes. As of 2017, the global movement for gender equality had not considered the idea of genders other than women and men or gender identities that did not fit neatly into the gender binary. On a worldwide scale, achieving gender equality necessitates abolishing harmful practices against women and girls, such as sex trafficking, femicide, wartime sexual violence, the gender wage gap, and other forms of oppression. Gender equality is the fifth of the United Nations' seventeen sustainable development goals (SDG 5) as of 2017(Wikipedia contributors, 2021).

Gender equality means that people of all genders are free to pursue whatever career, lifestyle choice, or abilities they wish without fear of being discriminated against. Their gender has no bearing on their rights, prospects, or access to society. Gender equality does not imply that everyone receives the same treatment. Their various wants and desires are equally valued. Men have many advantages because society has historically favored men. Equity fills in the gaps, allowing women and minorities to "catch up" to men. It

targets social inequity and injustice for equality to become a reality. Achieving gender equality will have a significant positive impact on the world. Here are just a few of the benefits.

Better Business - Gender diversity boosts an organization's innovation and productivity, according to studies. When women are given equal access to school (and thus equal work opportunities) as men, the firms flourish.

Better Economic - The economy performs better when women can engage in the economy in the same way as men. Closing the salary gap between men and women is a big part of that. According to studies, OECD (Organization for Economic Co-operation and Development) countries' GDP would grow by \$6 trillion if their female employment rates mirrored Sweden's (Soken-Huberty, 2020).

Gender equality is crucial because it is "the right thing to do," but it can also benefit the company significantly. Here is why the researcher wants it in the workplace. Companies frequently declare their dedication to gender diversity, but this commitment has yet to generate accurate results. While there has been progressed, female workers continue to be paid much less than their male counterparts and are underrepresented in senior management roles. Only 5% of Fortune 500 CEOs are women, yet according to the US Census Bureau (2017), women earn only 80% of what men do. This issue is not exclusive to the United States; the national gender wage gap continues at 14% in Australia. Only 7% of the CEOs of the FTSE (The Financial Times of Stock Exchange) 100 firms in the United Kingdom are women (Woodward, 2021).

Progress would have occurred with a redundant focus on gender equality in recent years. According to Payscale.com's research, the "uncontrolled gender pay gap," which measures the difference between women's versus men's median salaries without accounting for other compensable factors, has only decreased by \$0.07 since 2015. Women will earn \$0.81 for every dollar earned by males in 2020 (Heathfield, 2020). Finally, while working women now get higher wages than in the past, they earn less than their male colleagues. According to US Census Bureau data, a woman earns 80.5 cents for every dollar earned by a man. When it comes to the top wages, Adzuna, a job aggregation website, discovered that only 11% of individuals earning more than \$100,000 per year are women. These days, everyone is talking about Diversity & Inclusion in the workplace. However, the figures mentioned above, tell a different story. People seem to want to increase the number of women in leadership positions, but unsure how to accomplish it (Pavlou, 2021).

The global pay gap between men and women reflects long-standing issues of gender inequality in our cultures and workplaces. The societal and cultural conventions that cast men's roles as decision-makers and women's roles as caregivers have a significant role in the type of paid labor that women are directed into and how that work is valued remunerated. Although women in male-dominated businesses earn more than women in female-dominated industries, the gender pay gap exists across all industries. In general, women in formal employment are centered in a smaller number of industries and occupations. In a 2016 analysis of trends in women at work, the ILO confirmed that the female workforce is concentrated in teaching, nursing, health care, office and administrative jobs, and sales and service industries in high and upper-middle income countries. Because of the large number of women working in these fields, they are frequently undervalued and underpaid (King, 2017).

Professional Empowerment

Professional empowerment occurs when employees believe that their input and contributions positively impact organizational goals and outcomes. They have the freedom to take charge of their development by collaborating with colleagues and taking responsibility for their professional development. Access to information, the ability to make decisions, assertiveness, and self-esteem were highlighted as crucial characteristics of empowerment. In fact, according to a survey of over 7,000 employees, those who felt disempowered rated in the 24th percent of engagement, while those who felt empowered performed in the 79th percent. Thankfully, any firm can empower its people with the appropriate attitude and resources. When someone is empowered, they know they can accomplish something and are confident in their abilities to do so. Employee empowerment refers to how firms give their employees whatever resources they require to succeed. Leaders, HR professionals, and employees all play essential roles in creating a supportive, empowering atmosphere. All parties must build confidence, be willing to take chances, and set clear expectations and guidelines. It is truly impossible to empower employees without this collaboration (Wong, 2020). A psychological quality that makes a person cheerful, integrated, and committed to his or her professional tasks, with the ability to overcome challenges due to his or her feeling of duty and competence. This concept is defined procedurally in the study as an organized and purposeful process to give female educational supervisors sufficient powers to carry their work responsibilities. It also gives individuals the flexibility to execute their jobs in their way, without interference from the administration, while also giving the administrative, organizational, and professional growth and materials they need to accomplish the job professionally and behaviorally (Ibrahim, 2021). Employee empowerment is a valuable strategy for

improving the employees' performance and productivity. Employees will not only be more productive, but they will also be happier and more loyal at work. Furthermore, empowering employees to operate more independently will benefit the organization through employee innovation and ideas. Employees who are empowered are more likely to be trusted by their peers. They have been entrusted with performing their duties to the best of their abilities, and they expect others in the company to do the same. Employees feel encouraged, recognized, and valued by their supervisors, which builds trust. They have more faith in their leaders and are more willing to work since they are not afraid of being exploited (Valerie, 2021).

Empower, but Expect Accountability - This may be one of the essential ideas for ensuring a happy and productive staff. Push decision-making as far down as possible in the business and empower the staff to take acceptable measures to achieve the company's stated goals. Allow employees to shine, succeed, and make errors. However, expect the staff to be responsible for their decisions and actions. These are essential principles, but if followed correctly, they can lead to increased efficiency and productivity. Employees will feel pride, accomplishment, contribution, and respect if they empower them and expect them to perform. It does not get any more crucial than this (Karp, 2018). While women are slowly gaining traction in the workplace, Women can only do so much to promote themselves; businesses and their leaders must step in and begin eliminating bias while supporting and promoting female employees. Leaders have the power to make people feel comfortable, included, and supported. Employees that feel empowered at work are more likely to have better job performance, job satisfaction, and organizational commitment.

Recognize that gender diversity is crucial - this is a significant issue that must be addressed. There should be a sense of urgency to address and remedy this problem. **Diversity Management** - Having talented women in leadership positions can help build and grow aspirations for those just starting in the workforce or looking to advance. Encourage women to take advantage of opportunities at all levels. Demonstrate to women that they and their skills are valued assets by promoting them at the same pace as men (Spencer, 2021).

Women empowerment in the workplace during the covid-19 pandemic -Women have made significant gains in representation, particularly in senior leadership, after a year and a half of the COVID-19 pandemic. However, the pandemic is still doing damage. Women are now much more burned out than males, and this trend is continuing. Even though it added stress and tiredness, women are rising to the situation as stronger leaders and taking on the additional responsibilities that come with it: when compared to males at the same level, women are doing more to support their teams and advance diversity, equity, and inclusion

efforts. Despite the challenges posed by the COVID-19 crisis, women's presence in the corporate pipeline improved in 2020 at all levels. It is a positive sign and one worth celebrating after such a trying year. Women's representation has increased across the pipeline since 2016. However, women, especially women of color, remain significantly underrepresented in leadership (Burns et al., 2021).

Employee Performance in the Workplace

Employee performance refers to how a staff member performs their job responsibilities, completes essential tasks, and performs in the workplace. The quality, quantity, and efficiency of work are all factors in determining performance. When leaders keep track of employee performance, they can get a sense of how they are doing. This information emphasizes what companies can do now to improve their business and feeds into future growth strategies. Performance is also a factor in determining how valuable an employee is to the company. Because each employee represents a considerable investment for a firm, the return on that investment must be significant (Ciner, 2021). Employee performance is vital to the company's overall success. Thus, business owners need employees who can get the job done. To build consistent and reliable methods for evaluating employees' performance, business leaders must first understand the real benefits of employee performance. It helps to identify the business's strengths, weaknesses, and potential managerial gaps. Although performance assessments are never enjoyable, they are necessary for business management to determine the level of performance for each employee. Morale in the workplace boosts when employees are doing their jobs well. Employees who are not motivated to complete tasks on time might bring an entire department down. It is critical to creating a good, positive work environment. Cultivate a decent work environment by giving rewards to high-performing staff and recognizing them as a group during meetings. Because the workplace feels alive and is striving toward goals, high-performing offices attract talented individuals in recruiting (Leonard, 2019).

The famous quote "Clients do not come first. Employees come first. If the company take care of the employees, they will take care of the clients." by Richard Branson. Focusing on the employees will surely benefit the customers since the customer experience is founded on the employee experience. Employees are our most valuable customers since they can provide crucial information on the overall customer experience. However, they are frequently disregarded or ignored, and most businesses do not regard them as essential assets either as sources of customer information or as brand ambassadors. The employee experience is rarely considered a significant factor since it is seen as separate and distinct from the customer experience, even

though the two are strongly linked. Companies that recognize this are well on their way to achieving a 360-degree solution that includes happy staff and happy customers (Boezak, 2019).

Gender equality should be considered as a business tool that can help businesses and individuals improve their performances, as well as diversify their consumer base and expand their market. When it comes to pay, however, women are still lagging behind men. Employers who implement equal opportunity policies profit in terms of productivity, as well as attracting and retaining talent. HR specialists can assist in addressing gender inequality so that the benefits of improved employee and business performance can be realized. These HR strategies can be adopted to enhance employee performance in the workplace.

1) Adopting targeted recruitment programs for women 2) Pay gap studies among men and women 3) Flexible workplace rules that appeal to both men and women, such as: Offering choices such as paid parental leave or introducing 'shared care' parental leave, so that all parents have equal paid time off and may take advantage of the flexibility. Providing childcare assistance (on and offsite) and incentives to encourage women to return to work after a period of maternity leave. The aim is to eliminate this discourse and create a working culture that helps women rather than hinders them. (Welsby, 2019).

An engaged employee works with a sense of purpose, which manifests itself not just in excellent performance but also in extra-role conduct. The contextual performance is based on employees' "feelings and perspectives" about their colleagues, which is referred to as team spirit. Through team spirit, employees can freely and willingly share their challenges and problems, enhancing a sense of belonging. Team spirit is an excellent activity for achieving organizational success and increasing team spirit within a company leads to improved employee performance and a happier workplace (Pradhan & Jena, 2016). Measuring employee performance can help identify flaws in employee training programs and point in the right direction for improvement. Employees will not perform well if they are working in a vacuum. Employee performance is influenced by a variety of factors, including the employer, personal preferences, and various other external influences. There are three most important factors that companies should focus on to increase employee performance. **Training and Development-** Training focuses on immediate improvements, such as mastering a significant upgrade, whereas development focuses on long-term goals. Training can boost the profit margin by 24 percent or more by making employees better at their tasks. Training also helps in employee retention and turnover reduction. **Employee Engagement-** According to the Workplace Research Foundation (WRF), increasing employee engagement investments by 10% can boost profitability by \$2,400 per employee per year even though the numbers indicate that employee engagement is critical to income development.

Company culture-Employee engagement does not happen overnight; companies must focus on their employees' needs and wants over time and foster a positive culture. Company morale and culture go hand in hand with performance (Periyasamy, 2021).

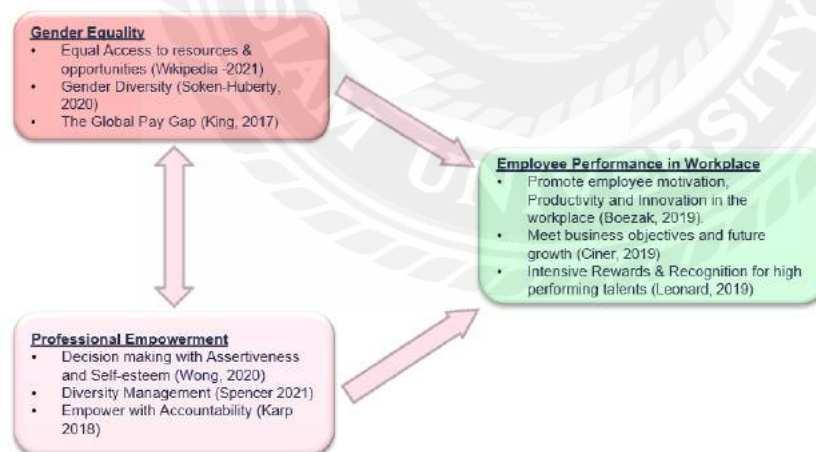
Past Research

Economists, policymakers, and the public are giving closer attention to the persistent gender inequities in the developed and developing worlds. According to economic research, women's education and participation in the workforce contribute to social and economic well-being, whereas their exclusion from the labor market and managerial positions affects overall labor productivity and income per capita. Many bodies of literature (e.g., business, economics, development studies, sociology, and psychology) take diverse approaches to achieve gender equality, often focusing on specific and narrow issues. The majority of research on women's positions dealt with compensation issues rather than the obstacles and discriminations women face in getting a job, especially in the hiring, appointment, or career progression to these apical jobs. Scholars specifically raise attention to the wage gap between men and women, both in general and concerning board directors, CEOs, and executives (Belingeri, Chiarello, Fronzetti & Rovelli, 2021). According to the studies of (England, Levine & Mishel, 2020) in the past half-century, social scientists have observed a substantial shift in gender inequality, which is frequently referred to as a "gender revolution." They show that progress toward gender equality increased dramatically between 1970 and 2018 but has slowed or stalled in recent decades. Some indicators have slowed, and others have stalled, showing that continued development will require significant institutional and cultural reform. Employment trends for men and women, from 1970 to 2018, including the proportion of persons aged 25 to 54 who were employed in the week of the survey in each year. Women's employment increased steadily from 1970 to 2000, rising from 48% in 1970 to 75% in 2000. It declined, plateaued, and fell some more during the Great Recession, hitting a low of 69 percent before rising to 73 percent in 2018. Despite the recovery following the recession, it was no more significant in 2018 than in 1996. In research from Huis, Hansen, Otten & Lensink (2017), They highlighted that Women's empowerment is considered in the field of development economics as the process by which women can make strategic life decisions in situations where this ability was previously denied. A recent study looked at how women might be empowered through collective rather than individual business ownership, sticking to cultural norms emphasizing collective rather than individual progress. There is an unexplained gender wage gap in Iceland, and women continue to be underrepresented as directors, chairpersons of boards, and board members. Organizations must have a gender equality statement by law, but

they may also be taking proactive measures to achieve equality. In addition to a wage gap between men and women, several research and experiments show that gender stereotyping or unconscious bias on the part of management impacts decision-making in organizations. It is significantly more challenging to identify and eliminate bias in less easily measured decision-making, such as hiring, promotions, training opportunities, and other non-monetary rewards than measuring salary differences. As a result of one experiment - two teachers, one male and one female, each taught two groups, one as their gender and the other as the opposing gender, in an online course. Although the courses were taught similarly, students rated the male instructor's identity as higher than the female instructor's identity, regardless of the instructor's gender. That proves the high prevalence of gender biases once more (Einarsdóttir, ÓLafsdóttir & Nesaule, 2018).

Hermína & Yosepha (2019), studied for the impact of employee performance in the workplace. An employee's performance in a firm is necessary for both employee performance and the company's success in the development of human resources. Improving these employees' performance is beneficial to the organization and the employees themselves because good performance can theoretically lead to higher levels of employee professional advancement. Individual skills, abilities, and traits determine performance in carrying out its responsibilities, which is always related to employee work satisfaction and the reward level.

Conceptual Framework



Findings and Conclusion

From this study of Gender Equality, there are many reasons why Gender Equality is suitable for everyone. Gender equality ensures that everyone has the same opportunity. Education is the key to achieving equal opportunity. Everyone has the opportunity to improve their lives when gender equality begins with education. Gender equality benefits both girls and women, but it also benefits males. Men have more freedom to express themselves when there is gender equality. That applies to the workplace, as no position is deemed "exclusively for women." Men are not discriminated against when it comes to parental leave and family time. Happiness is a result of increased freedom of expression and

flexible employment options. Fewer pressure tend to conform to stereotypes due to gender equality the economy as a whole benefit from this success. Closing the salary gap between men and women saves the government money, equal access to education and employment reduces poverty rates dramatically, lifting an entire nation and enhancing GDP. While global gender equality may take some time to achieve, we have made enough progress in observing its benefits in action. The goal today is to continue to promote gender equality while eliminating discriminating practices and outdated beliefs (Soken-Huberty, 2020).

As the finding from **Case study: Jordan** - Syria's civil war caused the world's worst displacement crisis, with far-reaching consequences for neighboring countries. Since 2011, millions of people have migrated into Turkey, Lebanon, and Jordan. Over ten percent of Jordan's population consists of Syrian refugees. Outside of camps, 81% of the nearly 654,000 Syrians formally registered with UNHCR in Jordan remain. Jordan is host to the world's second-largest refugee camp, Za'atari, despite the fact that refugees living in camps are in the minority. Women and girls face their own set of challenges and vulnerabilities in this situation. In Jordan, 30% of Syrian refugee households are headed by women. Gender-based violence (GBV) and intimate partner violence (IPV) are more common among women, and communities in Jordan regard sexual harassment in public spaces as a major threat to refugee women and girls. Survivors are afraid of being humiliated and facing honor killing if they disclose these abuses when they happen. Psychological abuse, physical assault, and denial of resources, usually by intimate partners/husbands, are the most reported kinds of violence, whereas sexual violence and rape are underreported. 10 Over 46% of women and 69% of males aged 15 to 49 say it is acceptable for a husband to beat his wife. In 2017, 20% of Syrian women aged 20 to 24 in Jordan were married before they turned 18. Syrian refugee women have a greater unemployment rate (46%) than men (23%), though this has dropped from a startling 88 percent jobless rate for women in 2014. Limited transportation, lack of information of services and/or rights, significant stigma towards survivors, and fear of honour killings continue to be barriers to reporting for women and girls. Syrian women and men have similar educational attainments, yet 40% of Syrian refugee children in Jordan are not formally enrolled in school. Syrian women have a greater jobless rate than men, although it has dropped from 88% in 2014 to 46% in early 2018. Professional/technical/managerial employment (29%) are the most popular among Syrian women, followed by domestic service (26%), and sales and services (26%). (18 per cent). Job creation for young women is a major concern in Jordan, and their involvement in the labor sector is minimal. Low wages, a lack of childcare, insufficient public transportation infrastructure, and cultural and sociological restraints are all factors that discourage or prevent young women from reaching their economic potential and contributing to the Jordanian economy (UN Women & UNFPA, 2020).

(United Nation Global Impact, 2020) The United Nations Global Compact and Business for Social Responsibility (BSR) have worked with companies to inform their practices and accelerate progress toward gender equality and women's empowerment. Business as usual is not working for either women or men, but new solutions for women can help us move beyond the status quo and toward a gender-equal workplace. The data shown here is a snapshot of the Gender Gap Analysis Tool results, and it demonstrates significant gaps in all areas.

- Average Leadership 31% are women
- 68% has leadership commitment or support for gender equality and women's empowerment

- 41% advocates for gender equality and women's empowerment in public forums
- 28% has time-bound, measurable goals and targets
- 25% reports publicly on progress and outcomes

Gender diversity has a favorable impact on employee performance, and most employees feel optimistic about gender diversity practices in both the public and private sectors. This study concluded that businesses and corporations should strive to enhance female employee representation in leadership positions in teams to comply with affirmative action regulations and as a beneficial gender diversity practice (Odhiambo, Gachoka, & Rambo, 2018).

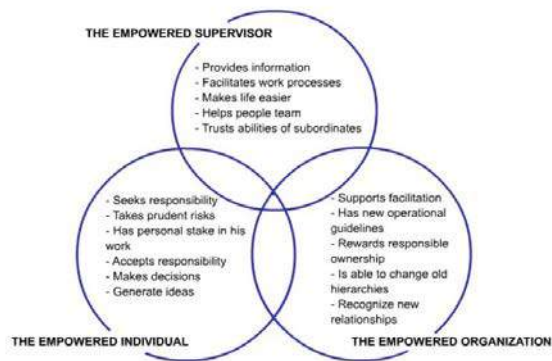
Recommendation

As per the above study, despite attempts to increase workplace gender equality, women earn much less than their male counterparts and are underrepresented in senior positions. According to the World Economic Forum, the global pay gap between men and women was 50% in 2020. Here are some approaches to increase workplace gender equality; **Remove the pay gap between men and women**- Employers may encourage gender equality in the workplace by being transparent about salaries, ensuring that women in comparable roles are not paid less. Pay brackets can help female job candidates, and employees negotiate their pay by indicating what is expected in a particular role. **Use skill-based evaluations** - Organizations can assess candidates' eligibility based on their performance by asking them to perform tasks they would be expected to accomplish in the post they are applying. These tasks must be uniform among all applicants to ensure fairness. Unconscious bias is reduced when responses are graded using uniform criteria. **Women should mentor men**- Allowing women to mentor men is another strategy to enhance gender equality in the workplace. By allowing people to understand more about different working and leadership styles, women mentoring men could benefit both parties and society. **Prioritize work-life balance**- Both men and women can benefit from bettering their work-life balance (Marchant, 2021).

Companies committed to gender equality should promote change and action that promotes diversity and inclusion at all levels, helping to reform business culture in general. The following are strategies for encouraging women to enter and stay in business and management: **Diversifying company talent and the executive pipeline** -Greater diversity in talent pipelines is required to increase women's presence at all levels, particularly in the middle and senior ranks of management and on boards. **Gender-sensitive hiring processes**, as well as promotion and succession planning, should be prioritized. Employee empowerment in the workplace is a fantastic approach to boost employee engagement and keep the best employees. To put it another way, allowing people to take charge of their jobs has a significant impact and long-term benefit for both the firm and the employees. Employees are more closely integrated into the company mission when organizations provide adequate individual and professional assistance.

3 Levels of Employee Empowerment in the Workplace

- Empowerment at the organizational level
- Empowerment at the executive level
- Empowerment at the individual level



(Jouany, 2019)

An organization that fosters employee empowerment will do the following: **Change, such as digital transformation**, should be welcomed. Recognize employees for their contributions to the company. In the workplace, recognize and reward responsible ownership. Encourage workplace collaboration, particularly cross-departmental collaboration. Encourage a culture of employee involvement. Retaining excellent employees is a must. On the Executive Level, the following are some of the things that empowered team leaders can do: **Support** the team more effectively and assist each team member in achieving their goals. **Provide** the teams with the information they require when they require it. **Motivate and inspire** the employees. Assist employees, even those who work remotely, in becoming more connected. Streamline work procedures instill a sense of belonging in the workplace. Better express the company's long-term vision and ambitions and make the teams more effective. Employees that feel empowered and trustworthy are more likely to go above and beyond for the team and the company. They take charge of their work and come up with new ideas. Know how to take risks in order to take the company to the next level. They find meaning and purpose at work and are proud of the organization where they work. They are more motivated and engaged at work (Jouany, 2019).

In Thailand, several businesses already have policies and practices in place to encourage gender equality in workplace. There include banning gender specific job ads to prevent sexual harassment, providing paternity leaves to promote gender-equal childcare responsibilities, devoting funding to women-led business to address gender gaps in entrepreneurship, and CSR activities that build capacities of vulnerable women and girls. In order to build a more inclusive society, the government, education, and the media all play critical roles (Asia, 2021).

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