Maximization of Female Contribution in Global Workforce

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July 30, 2021

Abstract

The global gender inequality in the decision-making roles is generally associated with women's behavioral, socio-economic, and cognitive abilities. This agenda is in local, international, and global prospect for more than a decade and still, parity is in question. The research undertaken for this thesis endeavors to classify the antecedent of the phenomenon while examining the developments made by governing bodies in- and outside an organizational framework. A Difference in Difference estimation approach is employed to two different panel data samples with ordinal scales. The aim is to identify and measure the relevance of factors implemented by local and global bodies to promote female contribution at the decision-making level. The first sample consists of panel data from the year 2015 to 2019 based on a sample group of 154 female participants. Thirty-three factors are classified through primary and secondary research, and causality among these variables and women’s motivation to work in decision-making roles is analyzed. The second sample consists of 43 countries from high and Upper-middle-income countries from the year 2000 to 2019. Five policies promoting gender equality implemented by governing bodies and their significance on female participation in decision-making hierarchies are analyzed.

Findings indicate that thirty factors from the first sample significantly influence women's motivation to work in executive roles. In the second sample, three policies have significantly influenced the proportion of women in middle and senior management in sample countries after the year 2015.

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