



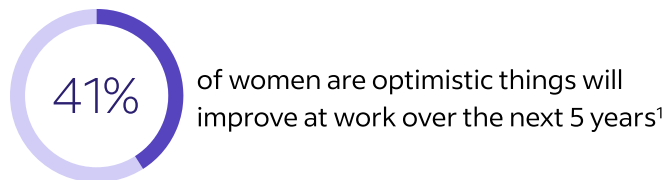
Breaking down barriers for women at work

Strategies for employers



Challenges facing women at work

Indeed asked women around the world for their perspectives on the current and future state of their place at work, surveying more than 14,500 individuals who identify as women across 11 countries: Australia, Canada, France, Germany, India, Italy, Japan, the Netherlands, Singapore, the United Kingdom and the United States of America.



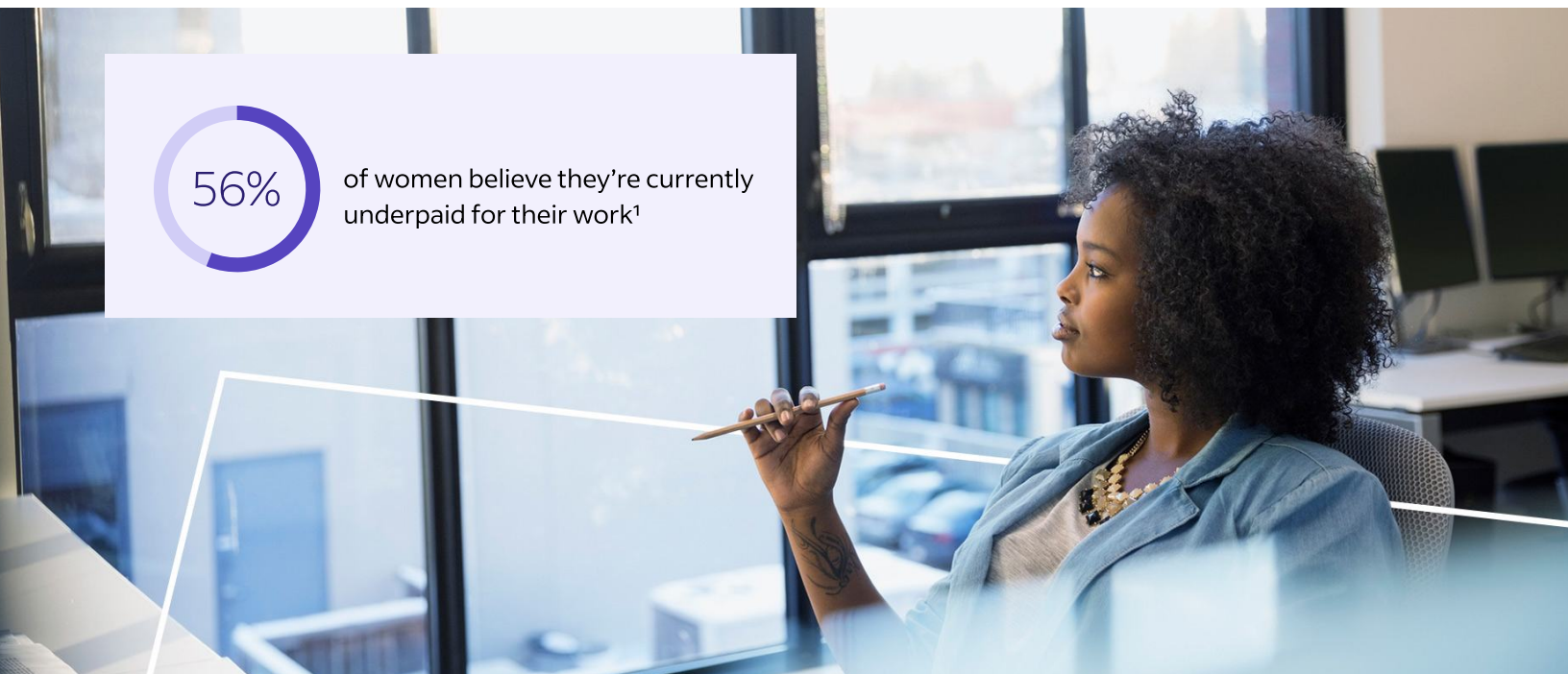
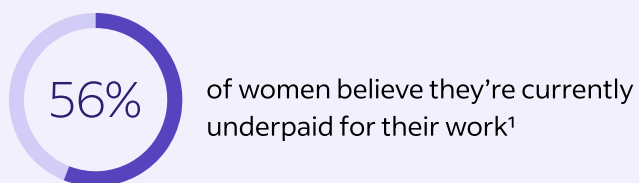
However, only one third (27%) of respondents believe that professional inequalities will completely disappear in the future.¹ Employers, industries and governments have an opportunity to take action on a global scale.

Despite notable progress made over the past decade, the COVID-19 pandemic triggered a decline in gender parity on a global scale, and a gender gap persists in the workforce, spanning industries and countries. Although [recent data](#) shows progress, the majority of women surveyed report experiencing a disparity in pay.¹

Strategies for breaking down barriers

Salary and pay

Women have a firm grasp on the value of their work and want to be paid fairly. However, the majority of women experience a disparity in pay.



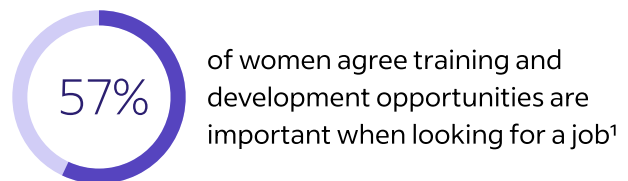
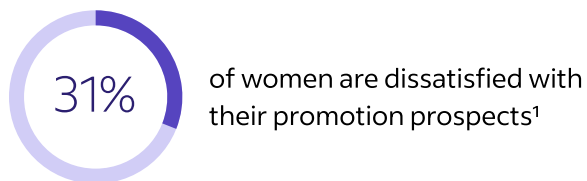
Women cite transparent promotion, pay and reward processes (72%); pay transparency (71%); and legislation mandating pay equity (71%) as the most effective methods for closing the gender pay gap.¹

These results vary by region. European countries consider legislation the most effective way of closing the gap, while respondents from India consider using structured, skill-based assessment tasks in recruitment as the most effective measure.

As an employer, you might consider disclosing pay structures within your organisation and include salary or salary ranges in job postings. Employers globally are responding to the trend to help reduce discrepancies in pay. In fact, 86% of new jobs posted directly on Indeed provide salary information.²

Career progression

Promotions are an important element of career progression, yet less than one third of women are satisfied with the promotion prospects in their current role. Employers should implement a structured strategy through active career planning and development and be clear about what employees need to advance to the next level or a new role that meets their professional goals. Employers may even consider offering stretch or lateral roles, where women can fill in for a position outside of their skill set. These tactics are great for retention and talent management and allow women to progress in their careers quickly in a non-linear way.



“

When the diversity of your team increases, so does the quality of your output, with teams that have age, gender, race and ethnic diversity outperforming the rest.”

Jessica Hardeman
Senior Director of Human Resources, Indeed



Mental health and wellbeing

A healthy workplace is one in which employees and their leaders actively work together to create an environment that promotes and protects the health, safety and wellbeing of all employees. The study's results indicate that employers can act to promote and support women's mental health. Employers might consider implementing clear health and safety guidelines, creating employee assistance programmes, providing mental health training and making mental health resources more accessible for women.

As technology becomes an increasingly prominent part of our lives, employers may also consider being mindful of the pros and cons of technology in the workplace. Some considerations could include respecting clear and contracted work hours and encouraging employees to mute their work phones and computers during personal time to help workers disconnect.

A sense of belonging

When asked what employers are doing to create a welcoming work environment for women, an unwaveringly high proportion of women cite 'None of the above' (40%).¹ This signals an opportunity for employers to consider implementing some of the following strategies and programmes to help employees feel heard, respected and included:

- ✓ Create a women's task force
- ✓ Provide training on unconscious biases
- ✓ Provide mentorship and allyship programmes
- ✓ Launch an inspirational speaker series



Working together to promote all women

Overall, women around the globe are hopeful things will get better for them in the workplace sometime in the future. However, there are many ways that employers can address inequalities to improve women's experiences at work right now, especially in the areas of pay, career progression and wellbeing. Let's work together to support and promote all women in the world of work.



Sources

1 Indeed survey: *Beyond empowerment: promoting women for better work*

2 Indeed data (worldwide)

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