

THE GENDER & BUSINESS DIGEST

Curated quarterly top news, trends and research related to gender equity and women's empowerment throughout the value chain

JANUARY 2018

BUSINESS LEADERS AND
BOARD MEMBERS

EMPLOYEES

GLOBAL SUPPLY
CHAIN ACTORS

CONSUMERS

COMMUNITY
MEMBERS

TRENDS & TOP NEWS

1 Understanding "equal pay" and how to achieve it

"Equal pay" is a term that is often confused. In this SSIR article, ICRW Advisors explores and outlines what "equal pay" means, three common ways the pay gap can be measured, what leading companies are doing about it, and best strategies to consider today. [READ MORE](#)

2 Getting women out of the middle management trap

Many women rise early in their careers only to get stuck in middle management. Increasingly, Fortune 1000 companies are trying to fix this issue by taking steps to move female managers into the executive suite. Read more and explore company initiatives and experiences from female employees at IBM, Chevron Corp., Xerox Corp., and Intuit Inc. [READ MORE](#)

3 Sensors show that men and women are treated differently at work

Researchers tracked in-person behavior at a large multinational firm, where women were underrepresented in upper management. According to the data collected, gender differences may lie not in how women act but in how people perceive their actions (a.k.a., bias). [READ MORE](#)

4 The tech industry's gender discrimination problem

The dramatic imbalance in pay and power has created conditions for abuse. While gender discrimination isn't anything new, more and more, women are pushing for change. [READ MORE](#)

5 Training programs and reporting systems won't end sexual harassment. But some things will – including promoting more women.

Research highlighted in this HBR article suggests that hiring and promoting more women will address the two root causes of harassment: power imbalance and women not holding "core" jobs in certain industries where sexual harassment flourishes. What else can be done in the meantime? Fix the process of handling complaints and CEOs must take a strong public stand. [READ MORE](#)

Even though training isn't enough, the New York Times notes that it's still essential. As are other effective methods to create a more equitable workplace, such as empowering the bystander and encouraging civility. [READ MORE](#)

6 Ford apologizes for sexual harassment at Chicago factories

Ford's president and CEO, Jim Hackett, [RELEASED AN APOLOGY](#) in response to a [NEW YORK TIMES ARTICLE](#) that detailed sexual harassment claims at two of Ford's Chicago factories. In the article, more than 70 current and former employees revealed their accounts of sexual harassment and retaliation at the Chicago Assembly and Chicago Stamping factories.

7 Turning #MeToo into real policy change - including in factories

Sexual harassment within factories is particularly problematic because it is rarely defined or acknowledged. According to the workers and managers ICRW interviewed, gender-based violence is narrowly defined as physical violence, and more commonly as rape. Any other form of physical, mental or verbal harassment is not considered violence, and as a result becomes "invisible." But #MeToo is a step towards ending that violence. [READ MORE](#)

8 There's a gender gap in Internet usage. Closing it would benefit women, companies and the global economy.

The proportion of women using the Internet is 12 percent lower (32 percent in the least developed countries) than the proportion of men, and even when a woman gets online she might experience hostility and harassment. What can be done? Makers of digital technologies should focus on creating products and virtual environments where women feel included – benefitting women, companies and the global economy. [READ MORE](#)

9 Here's how the gender gap applies to retirement

The National Institute on Retirement Security found that women are much more likely to face poverty in retirement than their male counterparts (80 percent at age 65 and older). The study, "Shortchanged in Retirement," attributes women's higher likelihood of poverty to part-time employment, higher rates of caregiving, longer lives and the wage gap. [READ MORE](#)

10 'Forget about the stigma': Male nurses explain why nursing is a job of the future for men

Women have been entering male dominated fields for decades, but it's less common for a predominantly female occupation to have a substantial increase in its share of men. Yet the jobs that are shrinking tend to be male ones, and those growing are mostly female. For some men, the notion that caregiving jobs are women's work is outdated – while only 13 percent of nurses in the United States are men, that share has grown steadily since 1960 – and continues to grow. [READ MORE](#)

FEATURED RESEARCH & SOLUTIONS

INSIGHTS FOR CURIOUS MINDS

Private sector engagement with women's economic empowerment: Lessons learned from years of practice

This report brings together the collective learning of nine companies engaged in women's economic empowerment programs globally. Explore lessons learned from these multinationals that seek to empower women through partnerships, research and programs. [READ MORE](#)

New research reveals society's attitudes about gender differences in the United States

In asking what traits American society values most in men and women – responses highlight that the most highly valued trait for women is attractiveness (35 percent), then empathy and nurturing (30 percent). For men, honesty and morality topped the list at 33 percent, followed by professional/financial success at 23 percent, and ambition/leadership at 19 percent. [READ MORE](#)



Time Magazine named "THE SILENCE BREAKERS" - individuals who have spoken up against sexual harassment and abuse in 2017, which includes Ashley Judd of the ICRW Leadership Council who is pictured above at ICRW's 2017 Champions for Change event - its person of the year. The #MeToo hashtag has provided "an umbrella of solidarity for millions of people to come forward with their stories." In response, the #TIMESUP MOVEMENT seeks to address systemic sexual harassment in Hollywood and workplaces.

SPOTLIGHT

IT'S OFFICIAL! Iceland makes it illegal for companies to pay men more (in the same positions)

On January 1, 2018, Iceland implemented a [NEW LAW](#) that will make it illegal for male employees to be paid more than women doing the same job at any company or government agency with 25 or more staff members.

This is a wonderful step, but it's critical to not forget about the larger pay gap at the organizational level – which reflects that men still outnumber women in managerial and leadership positions.

DID YOU KNOW?

According to a 2017 survey by Pew Research Center, about 4 in 10 working women (42 percent) in the United States say they have faced discrimination, ranging from earning less than male counterparts for doing the same job to being passed over for important assignments, on the job because of their gender. [READ MORE](#)

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