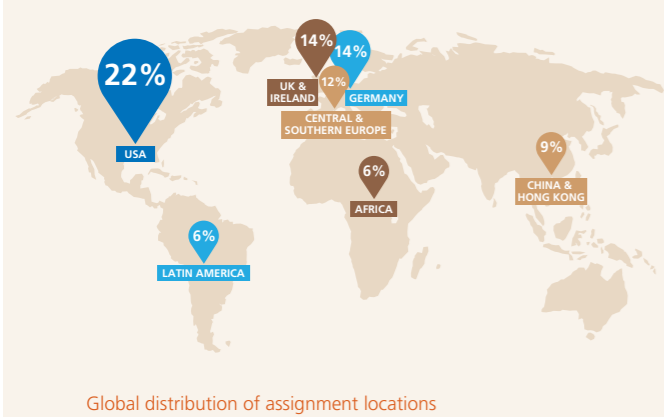


# Dynamics of Differences Gender Diversity in Global Mobility

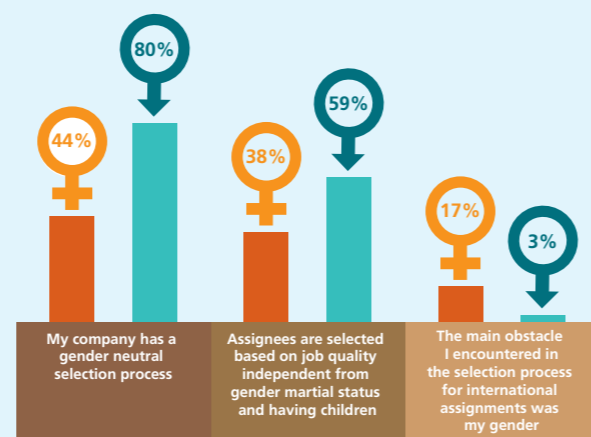


## 1 A few words on the respondents



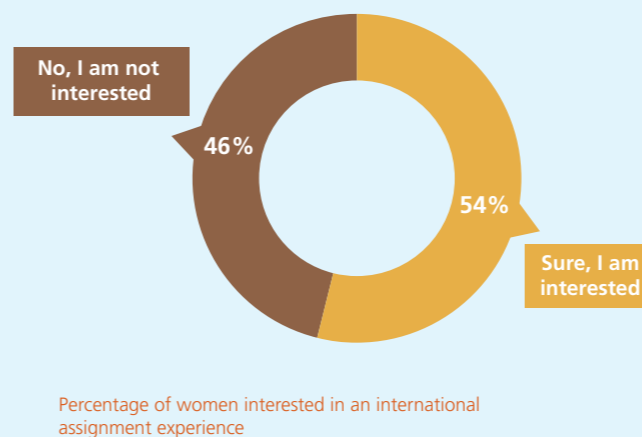
## 2 Key Insights

### 2.1 Women are facing obstacles and are coming up against a brick wall – Coping with corporate resistance



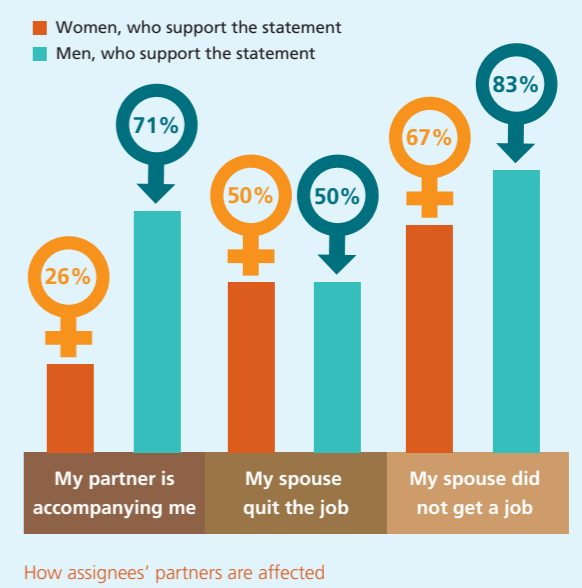
Views on gender equality in the selection process for international assignments

### 2.3 Women are being overlooked - Misperceptions about disinterest among female managers



Percentage of women interested in an international assignment experience

### 2.5 Lack of social support or support from the family



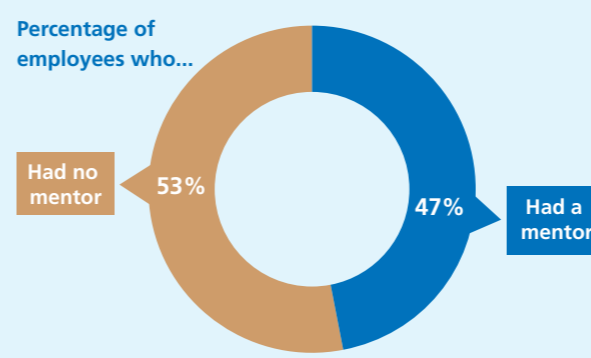
How assignees' partners are affected

### 2.2 Women struggle to communicate their interest in going abroad to their managers



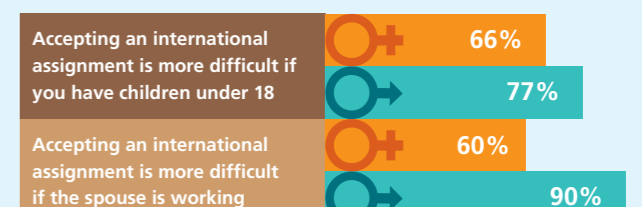
Career development (current role following repatriation vs. last role prior to commencement of the international assignment)

### 2.4 Women rely on organisational support and official programmes but there is still room for improvement



Distribution of mentor support among the respondents

### 2.6 Family relations may make it more difficult for employees to accept international assignments



How family relations impact the acceptance of international assignments

## 3 Implications

### Reduce the gender bias in the selection process

- Improve communication between managers and employees.
- Selection processes should be less gender sensitive.

### Increase organisational support

- Formalised mentoring structures can help to increase communication and allow individual career planning.
- Clear goals for the assignment period will make the investment of time and effort more measurable.

### Fostering interest and empowering women

- When designing assignment packages, increased flexibility and more open structures may help to make an assignment period more attractive for women.
- Women within organisations should be encouraged to actively communicate their interest in going on international assignment.

## 4 Discussion topics

How will you ensure that the organisation focuses on output (what has changed in terms of diversity within our organisation) rather than input (what we are doing to help the diversity agenda within our organisation)? How will you evaluate the success of policies that you implement?

How will you encourage support for new initiatives from females within the organisation who appear to have found it easy to progress despite a lack of positive discrimination initiatives?

How will employees in your organisation react to positive discrimination in the workplace towards females? Are there pre-emptive action steps you can take that will positively affect reactions?

What steps will you take to change elements of the corporate culture within your organisation that may make it difficult for employees to accept change such as flex working policies, positive discrimination etc. to make them (corporate) culturally acceptable?

