

FEMALE EXECUTIVE SEARCH



ERC Female
Executive Search

Gender parity is not just good for women, it is good for societies

THE SEARCH IS ON!



The advancement of policies that understand the challenges faced by women workers have immense business value starting from the recruitment process. In a 2019 survey, only 6 out of 323 organisations worldwide reported doing any of the following: defining diversity goals, including different and efficient panels for recruiting and promotions, setting consistent and clear assessment requirements before appraisal processes and providing implicit bias awareness for employees engaged in recruiting and performance activities.

The World Gender Gap Report 2020 saw countries in the Gulf region rank low when it came to economic participation and opportunities for women. In terms of educational qualifications, women across the Gulf region dominate men, but this does not translate into important pathways of employment force.

ERC is on its venture in searching for female executives focusing on bridging the gender gap through the inclusion of C-level female employees in emerging organisations.

THE RIGHT STRATEGY

Another survey shows us that about 61 per cent of women look at the diversity of the leadership team when assessing a potential employer of an organisation. To win the fight for female talent, it's not enough for an employer to have an attractive talent brand: it's also vital to have an inclusive talent brand.

The path to changing the perception of the C-suite is not only to identify the gender disparities that are still visible in the upper corporate hierarchy, but also to carry out a very purposeful transformation strategy.



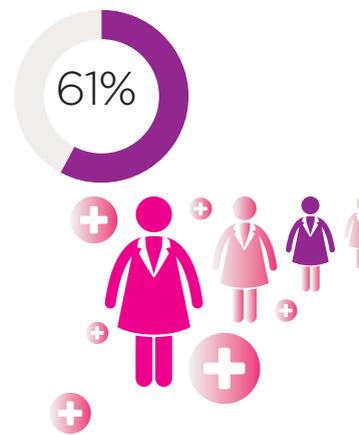
THE UNADDRESSED DEMAND



As of September 2020, 36 female CEOs were working at the 500 highest grossing companies in America, which is just over 7 per cent. This clearly demonstrates what the need of the hour right now is. Globally, for every 100 men promoted and hired to manager, only 72 women are promoted and hired.

This broken rung results in more women getting stuck at the entry level, and fewer women becoming managers. Not surprisingly, men end up holding 62 percent of manager-level positions, while women hold just 38 percent. About a third of companies set targets for the representation of women at first-level management, compared to 41 percent for senior levels of management

Provided that the competitiveness among employees has increased manifold and employee scarcity effects the overall efficiency within the organisations, the demand for skilled and efficient women in top management positions are always a necessity.



ADDRESSING GENDER DISPARITIES

Female managers are exiting their jobs at nearly twice the rate of men while women who are higher-level managers and at executive/C-suite levels are leaving at nearly four times the rate. When 79% of men believe their organisations are actively raising awareness to support women's careers, only 49% of women reported the same. Similarly, while 83% of men believe their organisations help women achieve work-life balance, only 45% of women reported the same.

While several companies have adopted measures to encourage women through inclusion as well as diversity initiatives, women workers often report being disempowered in the workplace and trying to fight an unfair position whenever it comes to meeting their professional goals and performance.



OUR APPROACH

About 71% of employers who said they had adopted diversity practices said they could see a positive impact on their recruitment efforts. While organisations are making considerable strides, it is also obvious that major change is still needed, as in most instances, less than half of organisations have implemented many of the fundamental practises defined as essential to promoting inclusive recruitment.

At ERC, we strive to recognize the most crucial aspects of barriers in female executive attraction and selection procedures. We then approach to address those barriers and analyse the effect of our approach so that every aspect of difficulties are spoken and given attention.



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