



# Stereotyping and Bias, Work-Life Balance and Flexible Policies

MARIA CAMILA CASTRILLON FRANCO.

Energy sector is one of the least diverse sectors today. Women in the sector represent 16% of worker.





THERE IS AN URGENCY FOR COUNTRIES TO ATTRACT AND RETAIN A DIVERSE WORKFORCE IN THE ENERGY SECTOR TO ENSURE INNOVATION AND THE INCLUSIVE PERSPECTIVES.

# Stereotyping and Bias:

- Gender stereotyping can influence hiring practices and workplace dynamics, contributing to underrepresentation of women.
- Specific factors within technology engineering and physical sciences relate to a widely held perception of gender stereotypes such as engineering is 'for men' and the perception by some females that they do not have the necessary attributes to succeed as a scientist or engineer
- Females may believe that their mathematical abilities are not strong enough and hold themselves to a higher standard compared to the males

# Stereotyping and Bias:

- Although progress is being made to reduce stereotypes and bias, some subtle or unconscious bias still persist.
- Unconscious bias occurs when our brains make quick judgements and assessments of people without us realizing it. Females have some gender bias which they may or may not be conscious about which could influence decisions made knowingly or unknowingly.

*“She is also aware of being ‘female’ in a male dominated environment and taking care not to be ‘labelled’ as a ‘the feminist’ yet still challenging gendered language and attitudes”*

Professor Rebecca Strachan, Northumbria University, UK.

# Work-Life Balance and Flexible Policies

- Work–life balance is defined as an employee’s perception that multiple domains of personal time, family care, and work are maintained and integrated with a minimum of role conflict
- Challenges related to work-life balance and inadequate family-friendly policies can disproportionately affect women.
- Historically, women have overseen household and care work, which in many cases forces them away from their careers.



# What can you do to overcome this gap?

- Making working days more flexible and creating policies to support working mothers.
- Understand the conscious or unconscious bias and change the way in which women are assessed
- Encourage women to study STEM careers.
- Encourage women to express their ideas and have a positive mindset because such attitude can lead to achieve better results.
- Listen to the ideas of all workers regardless of gender or background.
- Have a clear salary scale according to each position and the abilities required.

There is growing evidence that heterogeneous (diverse) teams are more creative and innovative than homogeneous ones and that organizations that are more diverse tend to outperform and are more successful than less diverse organizations.



# Sources

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