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re-wiring.eu

RE-WIRING: Realising Girls' and Women's Inclusion, Representation and Empowerment

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Participant organisation name	Country
Utrecht University (UU)	Netherlands
Katholieke Universiteit Leuven (KUL)	Belgium
University of Portsmouth (UoP)	UK
Centre for Inclusive Leadership (CFIL)	Netherlands
Universidad de la Iglesia de Deusto Entidad Religiosa (UDEUSTO)	Spain
University of the Western Cape (UWC)	South Africa
Uniwersytet Gdański (UG)	Poland

Project Goals

Advance scientific theorisation and knowledge of the gendered power relations across the political, social, economic and cultural spheres, and the key underlying intersectional dynamics and causal mechanisms that shape them

Develop innovative tools and practical solutions by empirically elaborating sets of actions that not only target women and girls but engage relevant actors and stakeholders

Synthesise findings into **tangible policy recommendations** for targeted and pragmatic programmes that empower women and girls

Contributing to **effective change** – ‘re-wiring’ institutions, not fixing women

WP4 Goals

Work Package 4: Gender Gaps in Employment & Enterprise
Led by the University of Portsmouth Team

Objective

Explain the continued existence of **intersecting gender gaps in employment and the continued resistance** to gender equality laws and policies by looking behind the numbers.

Co-create and co-deliver (with stakeholders) innovative and practical solutions to eliminate intersecting gender gaps in employment and enterprise

WP4.1: Better Practices Addressing Women's Representation in the Workplace

Literature survey and review: 273 studies published between 1998 and 2023

Why? To develop an evidence-base of what works in improving the representation of women: better practices in recruitment, retention, promotion and leadership

Results?

Mentoring, coaching, sponsorship, role modelling, family support & flexible work, training, networking, quotas, opt-out mechanism, and transformation of the gendered organisational culture

WORKPLACE SURVEY

The [REWIRING survey](#) is designed to learn what works, what does not work and why in terms of:

- improving representation and leadership,
- work-life balance,
- gender pay gap, and
- sexual harassment in the workplace

It is open to **all employees across sectors**,
completely **anonymous**
takes only **7-10 minutes**

available in **Dutch, English, French, German, Italian, Polish, and Spanish**

Join our research!



THANK YOU FOR YOUR
ATTENTION 😊

Impactful Practices

1. Sponsorship (programme)

*“A mentor is someone who talks to you but a sponsor talks **about** you.”*

e.g. Deutsche Bank, PwC, The Society of General Internal Medicine’s Career Advising Programme

2. Opt-out Mechanism

Suggested as **the new default approach** in promotion and leadership: *all qualified individuals are automatically considered for leadership positions; but one can opt-out if they think they are not ready*

e.g. Hewlett-Packard (HP) in the early 2000s; Deloitte

3. Quota

Proved to be most efficient way to improve women’s representation in many areas (e.g. elected public office, company boards). Quotas do not contradict the principle of meritocracy. **e.g. Accenture, T-Systems, DNB ASA (financial services), Novo Nordisk (healthcare), GM, ...**

4. Flexible Work Arrangements? – Disputable.