**Submitted By: Submitted To:**

**Name: Shoaib Gul Awan Teacher Name: Mr. Zeeshan Ibrahim**

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**Q.No.1**: **Write review of the following paper.**

**Answer:**

**INTRODUCTION:**

Workforce diversity could be a complex phenomenon to manage in an organization. The management of workforce diversity as a tool to extend organizational effectiveness can't be underscored, especially with current changes sweeping across the world. It's argued that organizations that value diversity will definitely will certainly cultivate success and have a future during this dynamic global labour market (Jain and Verma, 1996). Workforce diversity management has become a basic issue for both governments and personal private organizations. Its importance has mainly been led to by the free movement of labour because of globalization and also the fight for human rights by certain minority groups who feel excluded from the use sector. The workforce diversity emerged mainly to further the supply equal opportunities within the workplace. This civil right philosophy is aimed toward at ensuring that organizations make the foremost out of the difference from a various workforce instead of losing talent which could assist the organization to be more efficient and effective. The increased mobility and interaction of individuals from diverse backgrounds as a result of the improved economic and political systems and also the recognition of human rights by all nations has put most organizations fraught to embrace diversity at the work place. Diversity brings with it the heterogeneity that must be nurtured, cultivated and appreciated as means of skyrocketing.

**REVIEW OF PAPER:**

The subject of workforce diversity has not been a crucial problem in India before the maximum amount because it is today. The concept of diversity management gained attention with globalization and also the need for more organizations to spread globally to success in customers across the planet. Nowadays there is a need to understand more about workforce diversity, which is deeper than what we see at the surface level. This could give a manager an understanding on what can fail in a unique diverse team. The 1990s saw the event of a brand new trend within the style of workforce diversity mainly thanks to the liberalization and globalization of markets (Jain and Verma, 1996). At the identical time the liberalization of economies and structural adjustment policies led to by the Brentwood institutions opened the doors to free market economies especially in India. These free market economies brought within the free movement of labour as a commodity which has resulted within the diverse workforce across the continent. The privatization of most of the state-owned enterprises in India also created an open door for migration of labour from all over the planet.

**Q.No.2: Being an employee/business man/ student did you face any discrimination and at your work place due to your age/gender/race/cast. Kindly share your experiences in brief and tell me the solutions to overcome this discrimination and victimization.**

**Answer:**

Work place Discrimination is prejudicial treatment within the workplace, which could affect hiring, firing, promotions, salary, job assignments, training, benefits and/or layoffs, supported an individual's age, gender, sexual orientation, race, religion, national origins or disabilities.

Personally, I've got never faced any workplace discrimination ever. But I may prefer to propose some guidelines so as to beat the issue.

Here are some general guidelines for managers to follow when confronted by any kind of discrimination:

1. Listen to what you do not always see.

2. Don't promote favoritism.

3. Keep your personal beliefs personal.

4. Watch out and be careful of what you say and to whom you say it.

5. Respond quickly and effectively.

6. Educate yourself

**Q.No.3: Explain all the dimensions of Work Force Diversity and give examples from your experiences.**

**Answer:**

1. *Age:*

There’s a research on the varying characteristics of various generations: Baby boomers, generation X, millennials, and so on.

While a number of these categories are often over-simplifications, it’s certainly true that individuals of various ages tend to think differently and have very different experiences.

My father, for instance, was born during World War II. His views are shaped by growing up in an age of shortages and rationing, becoming an adult within the turbulent times of the Sixties, struggling through the economic crises of the Seventies, and so on. That’s very different from my very own experience growing up within the 80s and 90s. And my nephews, who have not never known a world without the net, smartphones and social media, have yet one more perspective.

As we saw within the last tutorial, a key advantage of diversity is that employees with different perspectives are better at things like innovation and decision-making.

Having people of various ages could be a great way to achieve that the younger employees can keep you update with the new technology and see possibilities that the number of people stuck in 20th-century models might not appreciate. And older employees can draw on a broader range of experiences, including their memories of all the days that the “next big thing” has come crashing down. So, it’s worth gazing the balance in your business. Do you have a good mixture of ages among your employees? If not, you will study changing your hiring practices, perhaps using more traditional venues like print ads and recruiters if you would like more experience, and newer ones like online forums and social media if you would like to search out younger people. Also take an honest assessment of your workplace culture: is it too stuck within the mud to interest tykes, or too juvenile for the older crowd?

*2. Race and Ethnicity:*

OK, let’s be clear: race is a social construct, not a valid scientific category. The modern-day scientific consensus is that racial variations are very negative proxies for people’s real genetic diversity. They’re categories from an older, much less superior time, when we noticed that human beings looked specific and arbitrarily ascribed character characteristics to pores and skin shades and hair types, frequently for the cause of asserting power over different groups.

But the lack of scientific basis doesn’t mean that we must pass race as a category. It is a highly effective social construct, and it impacts people’s lives in myriad one of a kind ways such as:

* Life expectancy
* Ability to personal a home
* Access to healthcare
* Treatment through the crook justice system

and a great deal more

(Note: These studies and information are from the U.S., but of direction racial disparities additionally exist in many different nations round the world.)

Ethnicity is often used as a synonym or even a euphemism for race, however its proper definition is fairly different—it places extra emphasis on tradition than biology. The way human beings self-identify can be very complex, regularly encompassing multiple racial and/or ethnic categories.

How does all of this have an effect on you? Well, McKinsey research shows that corporations with the most racial and ethnic range are 35% more possibly to have above-average economic returns.

So, think about whether or not your workplace reflects the racial and ethnic range of your consumer base. If it doesn’t, we’ll appear at some ways to rectify that in future tutorials in this series.

*3. Gender:*

This is one of the simplest categories. Roughly 1/2 of the people in the world are women. If ladies don’t make up round half of your workforce, you need to examine why that is and take motion to reap a better balance.

By the way, if you’re questioning that women make up a smaller proportion of the labour pressure due to their position in the family, in many nations that’s simply not the case anymore. In the U.S., for example, the labour pressure is 52.7% men and 47.2% women—pretty close to half.

In some countries, of course, matters are different. A World Bank record located that women face job restrictions in a hundred of the 173 economies monitored, and there are 18 nations in which girls can’t get a job barring their husband’s permission.

But even in nations in which women’s roles are extra restricted, business proprietors can still make the preference to appoint extra ladies to the extent that the regulation allows. And in international locations the place female is willing and, in a position, to be a part of your company, there honestly is no excuse.

Gender equality is not just about illustration either. It’s nothing to boast about if your enterprise employs a lot of women, but they’re normally in junior positions or earning less than men. Despite development in current decades, women nevertheless earn solely eighty cents for each and every greenback earned via men in the U.S.—and giant gender pay gaps exist in many different countries.

Gender is also about extra than simply addressing disparities between guys and women. An estimated 1.4 million people in the U.S. perceive as transgender.

Is your place of business welcoming for transgender people? In your HR policies and your organization communications, do you use inclusive language that avoids making assumptions about people's identities? Do you definitely reflect on consideration on the needs of transgender human beings and avoid splitting the world into two categories?

With regular gender classes having dominated our thinking for so long, you can in reality set your commercial enterprise apart by way of showing more consciousness of humans who pick out with an exclusive part of the gender spectrum.

*4. Sexual Orientation:*

A person’s sexual orientation refers to:

"an individual's enduring physical, romantic and/ or emotional enchantment to participants of the same and/or contrary sex, such as lesbian, gay, bisexual, and heterosexual (straight) orientations"

So, it’s an inherently non-public matter, a matter of how you sense and whom you are attracted to. What could it maybe have to do with business?

Actually, quite a lot. Check out this Harvard Business Review article detailing some of the research on the cost of closeted employees—both to the personnel themselves and to the corporations they work for. When people sense secure adequate to categorical their sexual orientation, they are extra productive and acquire greater in their careers. The strain of retaining secrets, on the other hand, tends to hamper their growth and make them more in all likelihood to depart the company.

So, something your private beliefs, it is vital for you as a company to recognize that you have a responsibility to create a workplace in which all people feel protected to express their own identity. If you do, your enterprise will additionally benefit as a result.

*5. Religion:*

Religious discrimination in the place of business is an actual problem. Consider this experiment, in which researchers dispatched out 9,600 job purposes with resumes that have been the same except for one detail: whether or not the person’s experience was with a spiritual or non-religious pupil group.

The results? Résumés that made no religious reference obtained 20% more favorable responses from employers. Those bringing up a Muslim scholar crew fared the worst, and the other religions came somewhere in the middle.

The trouble goes past hiring practices. Does your place of work make allowances for spiritual observances? Is there a place where people can pray or meditate, and can they take the time away from work besides being penalized? Does your dress code enable people to put on items of garb necessary to their faith? Do you take a strong stand on discrimination and harassment?

With so many world religions, each with their own practices, it can be tough to accommodate everyone. But if you do, the payoffs can include:

* Employees are less probable to be searching for a new job.
* Employees are more than twice as possibly to say that they appear ahead to coming to work.

Overall job delight is higher.

*6. Disability:*

Is your place of work inclusive of human beings with disabilities? There are a couple of different dimensions to be conscious of here.

The first is physical: Does your place of job have the crucial lodging for humans with reduced mobility? Do you grant the technological know-how that some disabled human beings may additionally want in order to do their jobs, such as cell phone headsets or display screen readers and other computer software?

But the second factor is attitude, and there’s a long way to go there. A survey by using the UK charity Scope located that two-thirds of people feel uncomfortable speak me to disabled people, and over a 1/3 of humans tend to think of disabled humans as not as productive as absolutely everyone else.

This has actual consequences in the workplace. Research by the Employers Network for Equality & Inclusion observed that:

"Over one in three humans exhibit an unconscious bias in opposition to those with a disability, higher than ranges of bias on the basis of gender or race."

As with many of the different classes we’ve looked at, training is key. Inform your self about the challenges confronted by using disabled people as properly as the contributions they can make, and get education for your workforce to ensure that they don’t repeat the patterns of bias and fallacious assumptions that forestall so many disabled people from doing the jobs they are successful of.

*7. Personality:*

Since personality checks like the Myers-Briggs Type Indicator first gained recognition in the 1960s, employers have been obsessively trying out candidates and employees—it’s estimated that greater than 50 million human beings have taken Myers-Briggs.

While psychologists may additionally quibble over the validity of the bucket’s humans are put into, the precept is sound. Personalities are necessary in business, and getting a wholesome combine is beneficial.

Having a mix of personalities is additionally a challenge, of course. It can lead to clashes and conflicts. But sometimes, out of those clashes, new thoughts or insights can form. It receives to the heart of the primary argument for range in general: Difference can be tough to deal with, but it tends to lead to higher consequences than uniformity and conformity.

So, mix things up a little and enjoy a number of contributions that all those distinct personalities can bring. It may additionally simply make your administrative centre an extra enjoyable and fascinating place too!

*8. Socioeconomic Status:*

Pretty a good deal each and every society has classification divisions. They’re more said in some countries than others, but they exist nearly everywhere.

People from exclusive socioeconomic backgrounds tend to have exclusive attitudes and outlooks on life as well. As with other forms of diversity, that can be both a task and an advantage to your business.

Here’s an instance from an article primarily based on the e book Hidden Rules of Class at Work:

"Do your employees apprehend the organization’s unstated policies about money? Those from poverty grew up with the thinking that cash used to be to be used, spent. Middle class norms propose that money is to be budgeted and managed closely. Wealth suggests that one have to conserve and invest money. What’s right? Each is a manageable use for money, but do your personnel apprehend the views of your organization?"

Think about the socioeconomic history of your employees. Do they come from comparable or numerous backgrounds? Will they undertaking or strengthen present beliefs? How can you reach out to people from distinctive backgrounds in your future hiring?

*9. Education Level:*

This is an intricate one, because skills are necessary for many jobs, and frequently you want people who’ve attained a sure training level.

But I’ve also considered lots of job descriptions the place a college degree used to be covered as a requirement, even although it certainly wasn’t quintessential at all to do the job. For example, a few years in the past I used to work as a freelancer for banks and different giant firms, making their PowerPoint displays appear pretty. The solely real requirement for the job was being properly at PowerPoint, but many agencies demanded a degree.

By traumatic useless qualifications, you are apart from people who may additionally definitely be perfect for the job. You’re additionally making your workforce greater homogeneous and less diverse.

So, ask yourself what schooling stage is truly required to do the job. If a qualification is surely necessary, then of direction you can demand it. But if you’re the usage of a university degree or different instructional requirement as a form of proxy for the abilities you consider university graduates will have, then drop the training requirement and listing the capabilities you want instead.

Removing training necessities doesn’t have to suggest losing your standards. Its capability focusing more precisely on what you need, and giving a danger to human beings who weren’t in a position to pursue formal education but who may additionally be the ideal new employees for your company.

*10. Life Experience:*

This is a more customary category. I’ve included it because administrative centre range is most high quality when it’s much less about the categories and extra about the human beings and the diverse insights and perspectives that they bring.

The nine dimensions listed above seize the foremost types of range applicable to a business, however what about personnel with lifestyles experiences that are radically distinct from these of the relaxation of your staff? They can still convey the gain of new ideas and difficult the fame quo.

Personally, I be aware of that travelling significantly has taught me many new things about the world and has made me more precious as an employee than I was before. But all kinds of experiences ought to provide any individual new insights—including experiences that people might not list on a CV due to the fact they don’t appear applicable or productive.

So, when you’re hiring your subsequent employee, don’t always go for the individual with the most applicable skills or job experience (although of direction these things are important). Consider the complete individual and what they can convey to your organization.