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## Women deliver talent

WOMEN may provide the answer to the talent shortage that is likely to arise when the current downturn ends.

In a paper, *The Underworked Solution: Women and the Talent Crunch*, Manpower Inc outlines its recommendations for the future of the workforce. The paper calls upon governments and corporate leaders to make it easier for women to participate in the workforce. Greater choices in achieving work-life balance will be a good start, the paper says, arguing that leaders must act now in order to create a more competitive nation.

Women are under-represented in administrative and managerial positions — there are three times the number of men as women. Among generalist managers women comprise 13 per cent, and among specialist managers 27 per cent. Redressing these imbalances will prepare the nation to face the future, the paper says.

Changes that will facilitate the participation of women will also encourage the younger generation, since work-life balance and flexibility are sought by both, Manpower says.