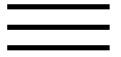


talent shortages and untapped female potential: The relevance of gender quotas for talent management in high growth potential economies of the Asia Pacific region.

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An unrequited affinity between talent shortages and untapped female potential: The relevance of gender quotas for talent management in high growth potential economies of the Asia Pacific region

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Abstract

We demonstrate that gender quotas have not attracted due interest as a talent management formulation in the Asia Pacific region. Drawing on a literature review, this paper illustrates the utility of gender quotas for talent management in the context of high growth potential economies in the Asia Pacific region, i.e. China, Singapore, Thailand, Hong Kong and Taiwan. These five economies are characterized with talent shortages on the one hand, and untapped female potential on the other. We show the necessity and legitimacy of considering gender quotas as part of talent management

strategy in the region in order to leverage untapped female potential for addressing talent shortages.

Highlights

• We highlight the lack of research that combines talent management, utilization of female talent and gender quotas. • We explain the link between talent shortages and under-utilization of female talent. • Asia Pacific economies feature both talent shortages and untapped female talent. • Gender inequality is a key barrier to affective talent management in the region. • We illustrate the relevance of gender quotas as a talent management strategy for both local and multinational firms.



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Keywords

Asia Pacific region; Talent management; Gender equality; Talent shortages; Gender quotas; Merit

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