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GENDER STRUCTURE OF THE TALENT POOL AT THE METALLURGICAL COMPANY IN RUSSIA

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Abstract. The discrimination issues are paid special attention within the sustainable development concept framework, including gender discrimination. Particular attention should be paid to gender equality issues in the traditionally “male economic sectors”, which include the metallurgical industry. The article analyzes the gender staff structure, and the talent pool structure at the metallurgical enterprise SinTZ PJSC - a major federal pipe manufacturer. There was revealed the lack of gender balance in the talent pool structure in the company, where the share of women in management is less than 10%. The reasons and consequences of gender inequality in the talent pool formation are revealed. The authors have developed and proposed solutions to overcome gender and gender-age discrimination in the selection, training and promotion of talented employees. A talent pool management mechanism for SinTZ PJSC has been proposed in compliance with the gender equality principle. Indicators have been identified that can be improved as a result of gender balance maintaining in the talent pool management.

Keywords: talent pool; talent pool management; career development; gender approach in management; HR strategy; gender equality.

JEL codes: J 16; M 12.

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