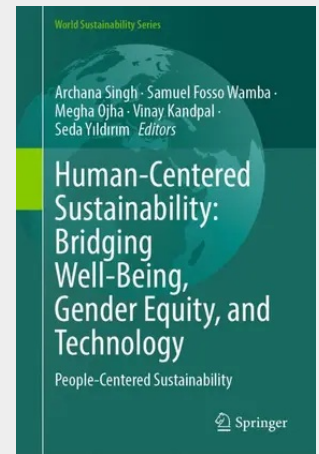


Human-Centered Sustainability: Bridging Well-Being, Gender Equity, and Technology

People-Centered Sustainability

This book provides a comprehensive exploration of how sustainability-driven HRM practices can advance employee well-being, quality education, and gender equality in the workplace. By aligning human resource strategies with the Sustainable Development Goals (SDGs)—particularly SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), and SDG 5 (Gender Equality)—this book highlights the crucial role HR plays in fostering inclusive, equitable, and thriving work environments. Organizations today face increasing pressure to balance profitability with social responsibility. Employee well-being is no longer a secondary concern but a key driver of productivity, engagement, and retention. Providing lifelong learning opportunities ensures that employees remain adaptable in a rapidly evolving job market, while gender equality initiatives create diverse and innovative workplaces that reflect societal progress. Despite growing awareness, many companies struggle to implement effective and measurable policies that integrate these critical aspects of sustainability into their HR frameworks. This book shows how sustainability affects human-centered development through workplace health, learning, gender fairness, and technology usage. This book reveals that sustainability needs to focus on human needs before environmental concerns so developments become inclusive and serve people over the long term. This book shows researchers and students from many global backgrounds how organizations can use technology to make their institutions more social and sustainable. This book sets out to solve this challenge by offering research-backed insights, case studies, and actionable strategies that organizations can implement to foster sustainable growth. It explores—Employee Well-being and Mental Health—strategies for fostering a culture of well-being, including workplace wellness programs, psychological safety, and work-life balance initiatives. The Role of HR in Lifelong Learning—How organizations can bridge the skills gap through corporate training, digital literacy, and continuous education programs.

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