Empowering women leadership

What is the issue?

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- India has improved in the rate of women graduates.
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- Yet, India lags in women participation in senior level management roles across different sectors.
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What are the factors limiting women workforce?

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- **Hiring -** 42% of new graduates are women but only 24% of entry - level jobs are held by them.
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- This shows that either women are being pressurised to opt out of the workforce or they are simply not being hired.
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- **Work culture -** The work culture of women is very different from men, but the work - life environment for women has not changed sufficiently.
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- **Under estimation -** Many leaders still display clear biases and preferences for having men in critical roles.
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- **Second generation bias –** The above mentioned are some of the less obvious discrimination, which is harder to deal than the obvious ones.
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- **Masculine traits -** Job descriptions and growth paths are designed for men. This drains motivation of women to aspire for leadership roles.
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How can this issue be addressed?

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- **Hire more women -** Training must be offered to managers, both men and women, to recognise their unconscious bias.
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- **Diversify interview panel -** Firms must make it mandatory to include women in interview panels.
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- **Offer incentives -** Few companies offers its employees 150% referral bonus for every successful female candidate, such steps encourage employees to refer more women candidates.
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- Specific gender equality Indicators can be assigned to the managers, relating to increasing gender diversity.
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- UNDP launched Disha—an initiative to make a million educated but underprivileged college girls employable. Similar initiatives should be undertaken.
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Source: Financial Express

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