9 March, 2023

GS-3 - Economy.

3. The gender parity has not got the required attention in the top echelons of the Indian financial sector. Substantiate.

'Gender parity has not yet take roots in Reserve bank of India & Securities & Exchange board of India' says renowned Newspaper. Similar is the case with Banking sector.

Issue of Gender parity.

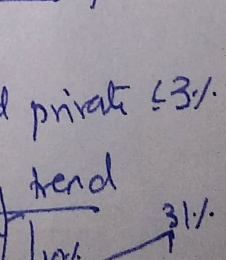
Indian banks are still ~~Bale~~ Male Bastion - despite Government Initiatives for gender ~~pa~~ parity.

Opportunities - for women

Post 1991 reforms - women's - found increasing employment opportunities in banking sector.

15 year assessment → pattern of employment of women in Banking sector
↓
Findings 1. women's proportion increased barely.
eg: Schedule commercial banks → < 10%
public sector bank → ≃ 13% and private ≤ 3%.

2. Though women's proportion → increasing trend
↓
Still total proportion ~~Less only~~ = < 25% Less than quarter



Global comparison.

Developed economies ⇒ eg: US, France = >50%.
~~Eve~~ Developing economies ⇒ eg: brazil close to 50%.

Importance of gender parity.

Studies shows Gender parity is prerequisite for Inclusive, sustainable - banking sector.

~~Concern~~. Concern.

Still no. women Chief Economic. officer in banks. only 13 women in boarding position that too due to compulsion of Section 49 of companies Act, 2013.

Questions raised

Socio- culture factors - affecting - Glass ceiling to women

Is Government initiatives → maternity leaves, child care leaves → affecting women's upward mobility

Way forward

Best practices → Federal & HDFC bank - introduced Diversity & inclusive factors in their policy for women. Such policies must be followed by other banks to make it true narisakti movement