

## 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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