

" Equal Pay good, Equal Opportunity more important."



Weekly Learnings 35 / 2023

The English cricket board announced equal pay for women after a successful Ashes series. It's taken time but it's happened. This issue at work is my learning note, please do share it with women in your circle as it's important for them.

1. Pay equity is one consideration for women. Others are culture, safety, maternity and parental policies, inclusion, and flexibility. Meta India gives security escort for a woman at any airport after 7 p.m.
2. For women to succeed, they need education, but men need sensitivity. Women find the four-letter word language disturbing, and non-inclusive. This happens in sales and sales managers opine that's the way in sales. Nothing more rubbish. We must educate men not to ask the wrong questions in an interview, e.g. When do you plan to get married, when do you plan to start a family, what happens if your husband gets transferred?
3. The data is poor after so much rhetoric. Globally, Women earn 37 pc less than men for the same job. I was checking my bag at Hyderabad airport and saw a woman baggage handler, Sunita Devi. Her biggest challenge was men telling her that she had taken away a man's job!!
4. According to Statista, a composite index of 14 measures including economic, political, education, health etc., the Gender gap is the best in Iceland at 0.91, the UK at 0.79, Australia at 0.77, the USA at 0.74, Brazil at 0.72, Bangladesh at 0.62, UAE at 0.71, China at 0.67, Sri Lanka at 0.66, Nepal at 0.65, India at 0.64 and Pakistan at 0.57. There is distance to cover.
5. Many countries mandate women on business boards. The best is Austria where 34.6 pc of board members are women and 40.4 pc of parliamentarians are women, followed by UK with 37.8 pc and 34.5 pc, Argentina has 44.8 pc women in parliament. Globally women in parliament are 26.5 pc today, the same in 1995 was 11 pc. There is progress, however, it will be 2063 before it touches 50 pc.
6. Having more women leads to better innovation, a more inclusive culture, and better soft skills at work. It also has a challenge. I remember in one company I led, we put a 70 pc target for all new hires for women. The HR manager did a super job and achieved 77 pc. A lot of the men would jokingly ask me if there were enough opportunities in the future for men in the organisation!! I think it's important to ensure that equal opportunity exists.

7. For women to flourish, they need role models and mentors, and to take operational roles or projects to showcase their talent. The highest proportion of Women's representation is in the Education sector 46 pc, personal services, and well-being 45 pc, Healthcare 42 pc, and Government and public service 40 pc.

My observation at senior levels is that men and women have the same propensity for insecurity, arrogance, poor teamwork, and one-upmanship.

Women should be themselves to do well. They are in competition with their own potential and not other men!!!

Enjoy

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