



Why The World needs more women leaders

AIMA Lead**HER**ship Retreat

Colombo
Jan 2024



Let's look at the...

- **Parliament**
- **Gender gap**
- **Workforce Trend**
- **Managerial Roles**
- **Entrepreneurship**
- **Truisms**
- **Pew India Research**



Women in Political Leadership Roles : India vs World

Proportion of seats held by women in national parliaments (%)

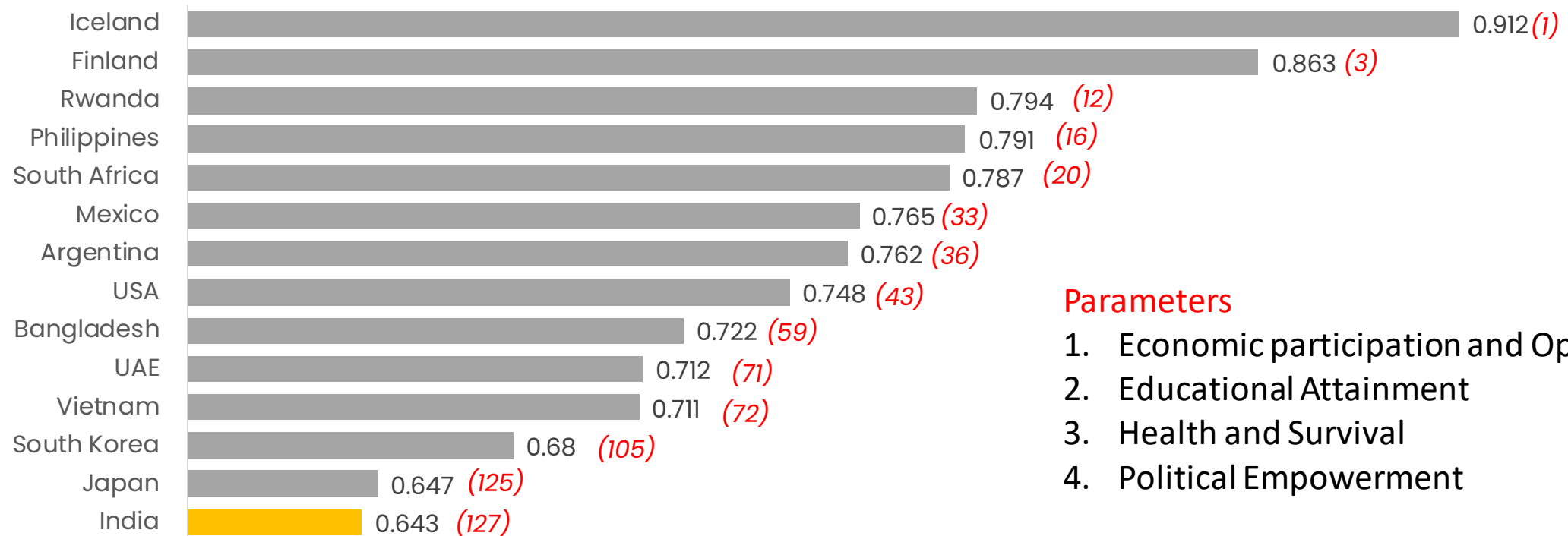
Country Name	2002	2007	2012	2017	2022
Latin America & Caribbean	16.1	21.1	24.5	29.7	35.7
United Kingdom	17.9	19.5	22.5	32.0	34.6
Euro area	19.1	24.7	27.4	31.2	34.2
Vietnam	27.3	25.8	24.4	26.7	30.3
Heavily indebted poor countries (HIPC)	13.5	17.6	21.5	24.3	26.6
Sub-Saharan Africa	13.5	17.3	21.4	24.0	26.3
China	21.8	20.6	21.3	24.2	24.9
Low & middle income	13.7	16.4	19.8	22.2	24.8
India	8.8	9.1	11.0	11.8	14.9
Japan	7.3	9.4	7.9	10.1	9.9
World	15.2	17.9	20.8	23.6	26.5



1. Regulation is needed for public office

India continues to rank lower than regional and global peers on the gender gap front

WEF's Global Gender Gap Scores 2023: Select Countries (Ranks out of 146 in the bracket)



Parameters

1. Economic participation and Opportunity
2. Educational Attainment
3. Health and Survival
4. Political Empowerment

The Global Gender Gap Index measures scores on a 0 to 100 scale and scores can be interpreted as the distance covered towards parity (i.e. the percentage of the gender gap that has been closed). For India, it may be interpreted as 64.3% closing of the gender gap in 2023.

Gender disparity in labour income worse in lower-income countries

Gender Income Gap: If a man earns ONE \$, women earn ... in cents	
World	51.0*
World: Low income	32.7
World: High income	58.0
Africa	34.9
Sub-Saharan Africa	46.6
Americas	63.0
Latin America and the Caribbean	58.3
Asia and the Pacific	42.7
EU	61.3
G20	52.8
ASEAN	50.3
BRICS	46.3
G7	59.9

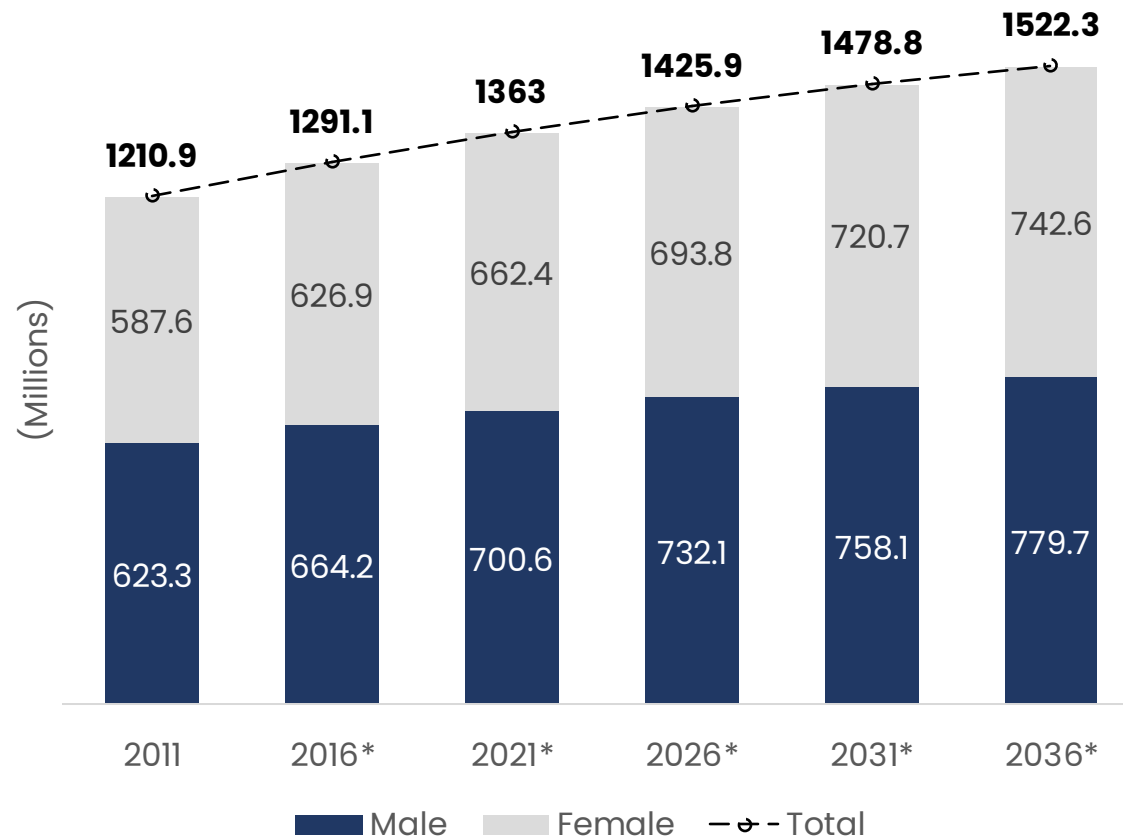
* For each dollar of labor income men earn, women earned only 51 cents

2. India has to move faster

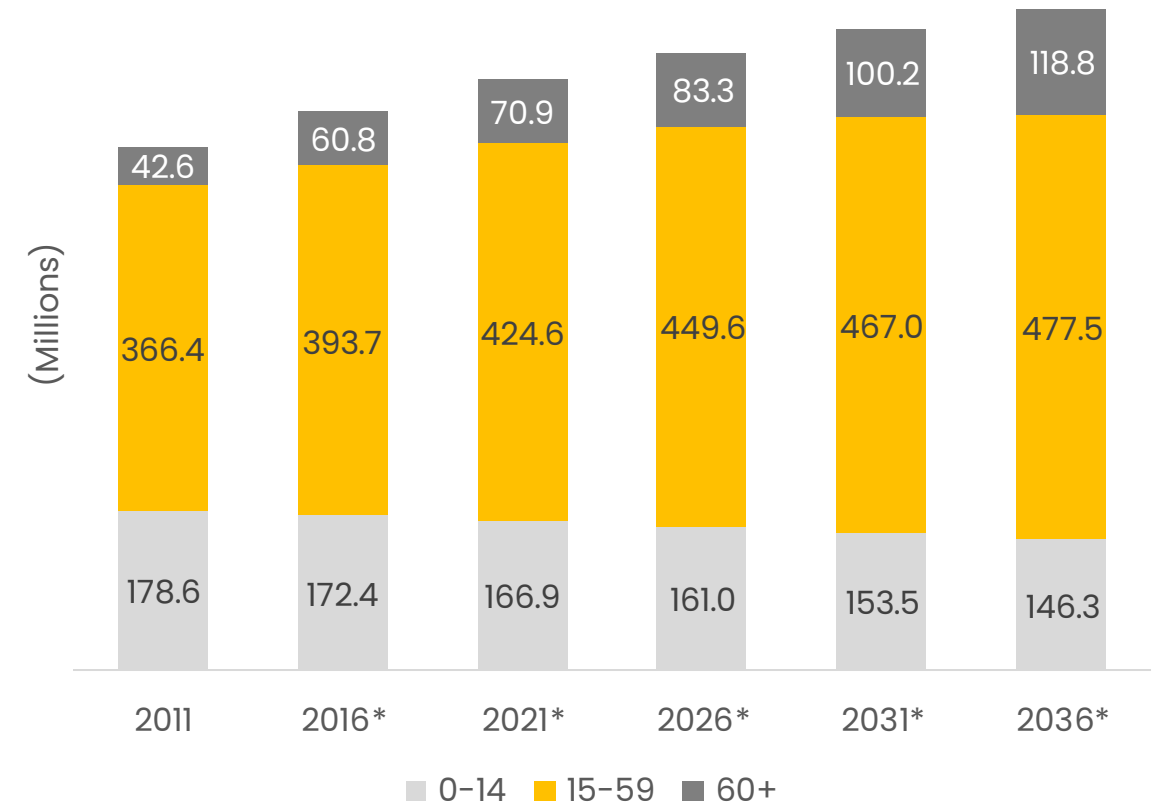


Population of working-age females is projected to increase by ~35% during 2011-36

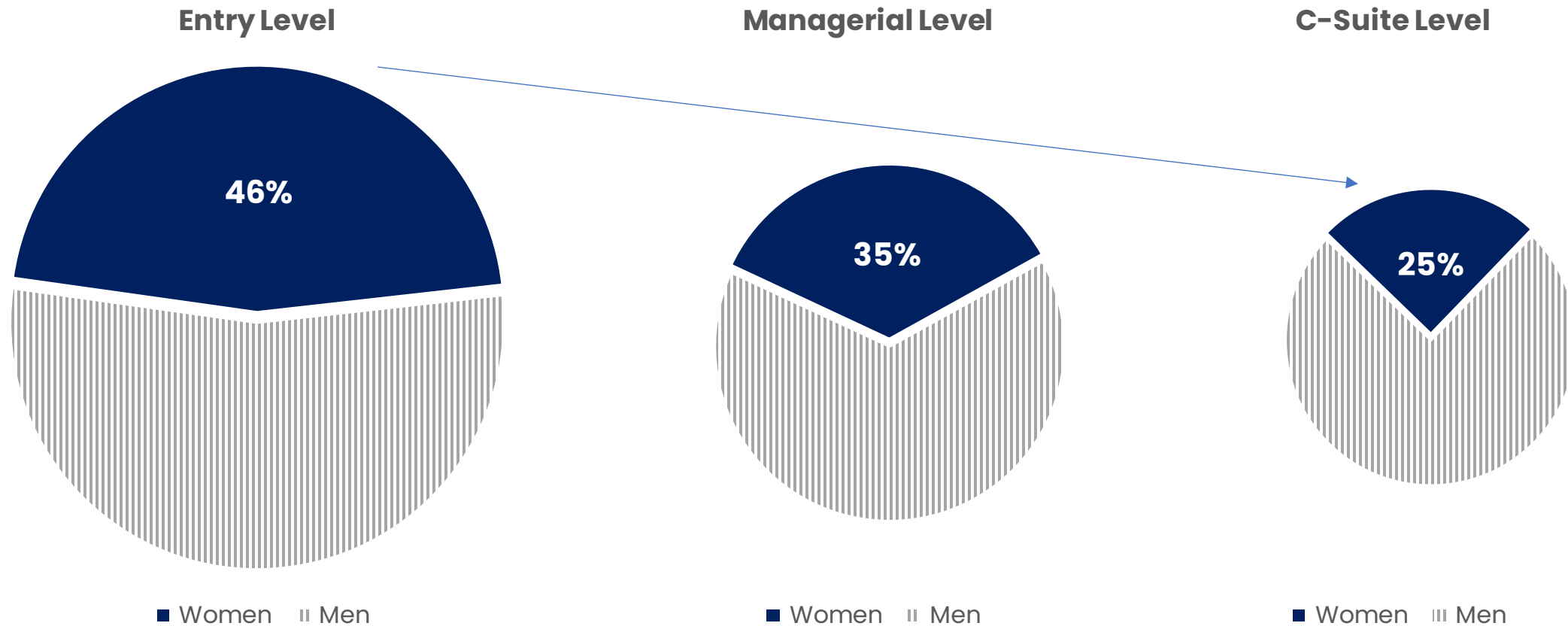
India's population projections: 2036



Age band Distribution

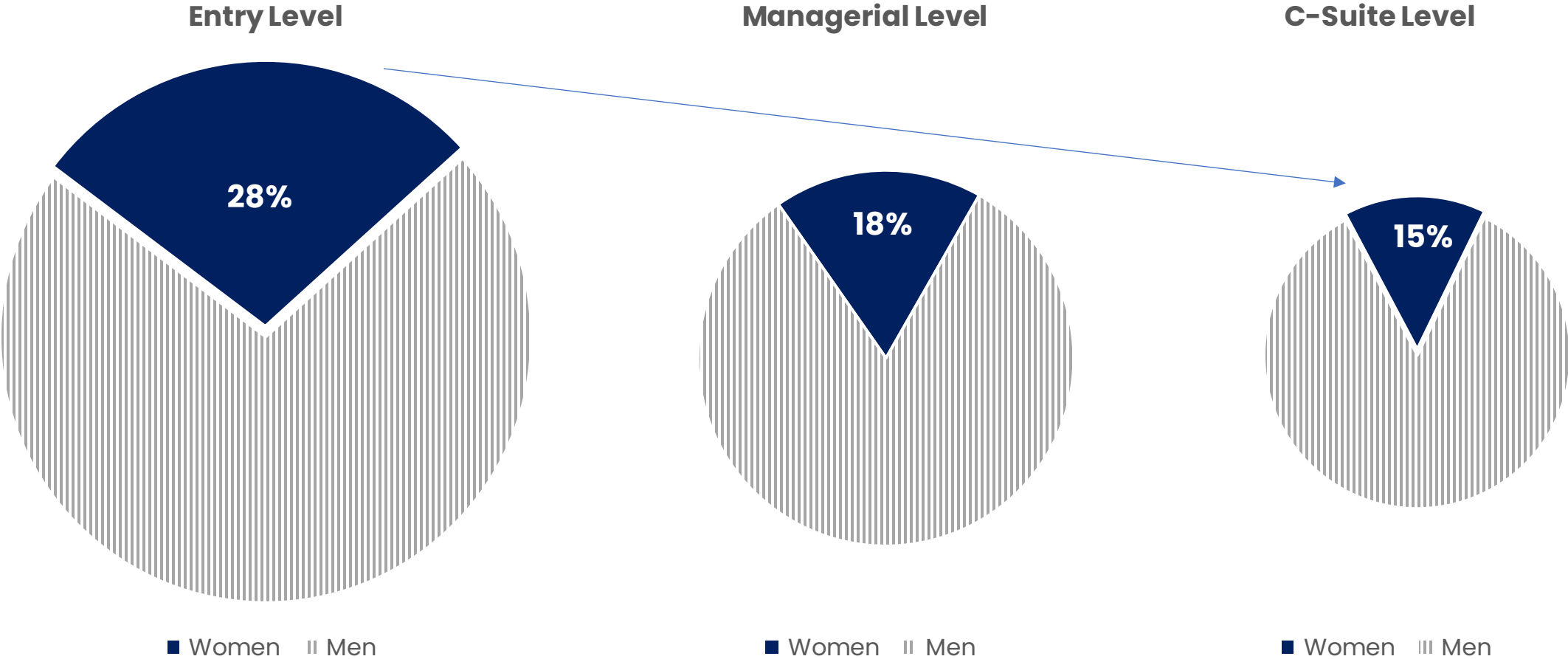


Women in the workforce : Levels of Seniority :: Global

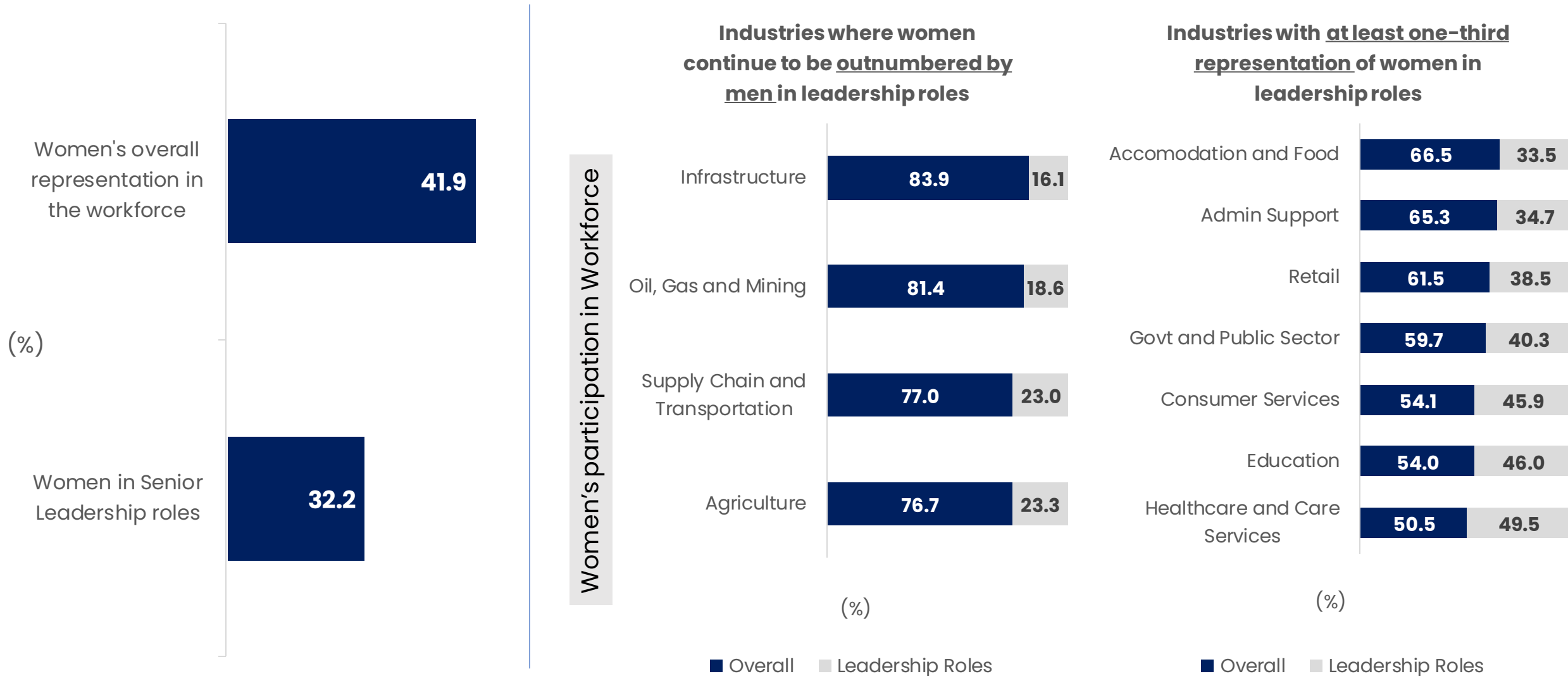


Comparing the global average for men and women in 2021, men were 33% more likely to receive an internal leadership promotion than women.

Women in the workforce : Levels of Seniority :: India



Women representation in Senior Leadership

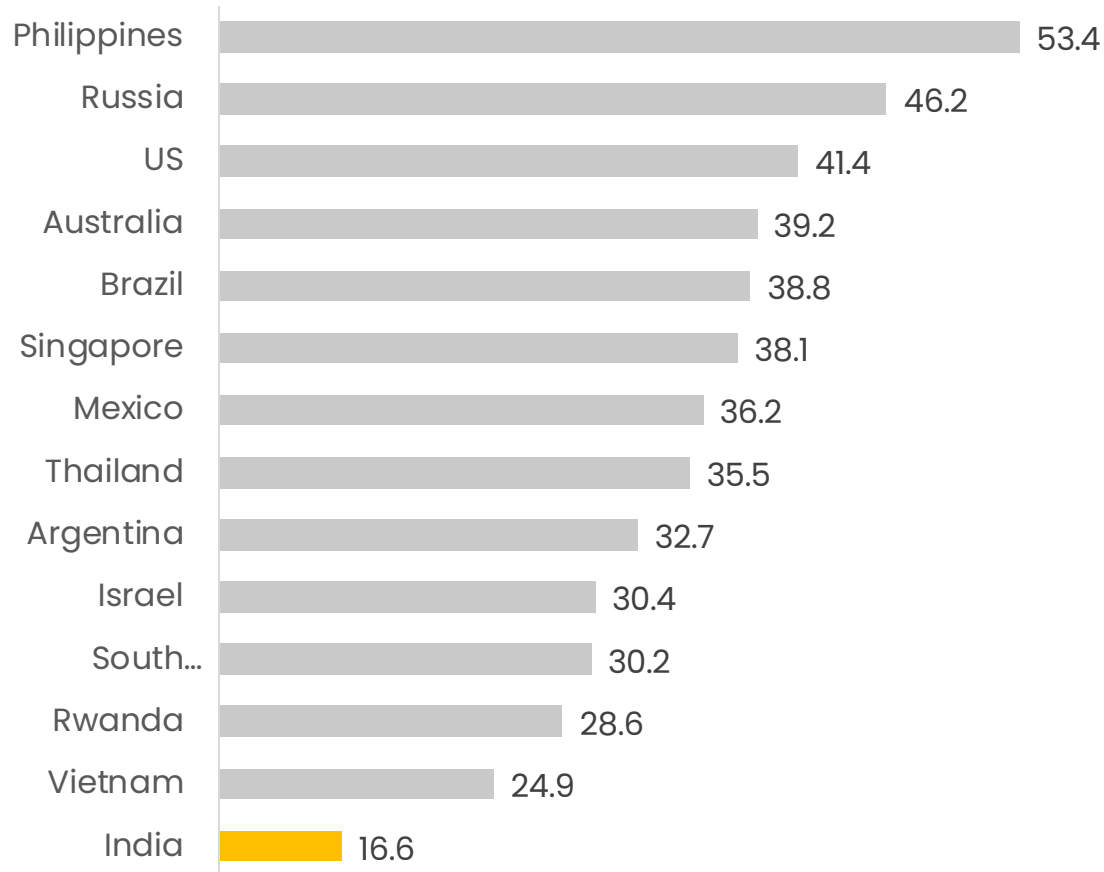


Shiv Keynote

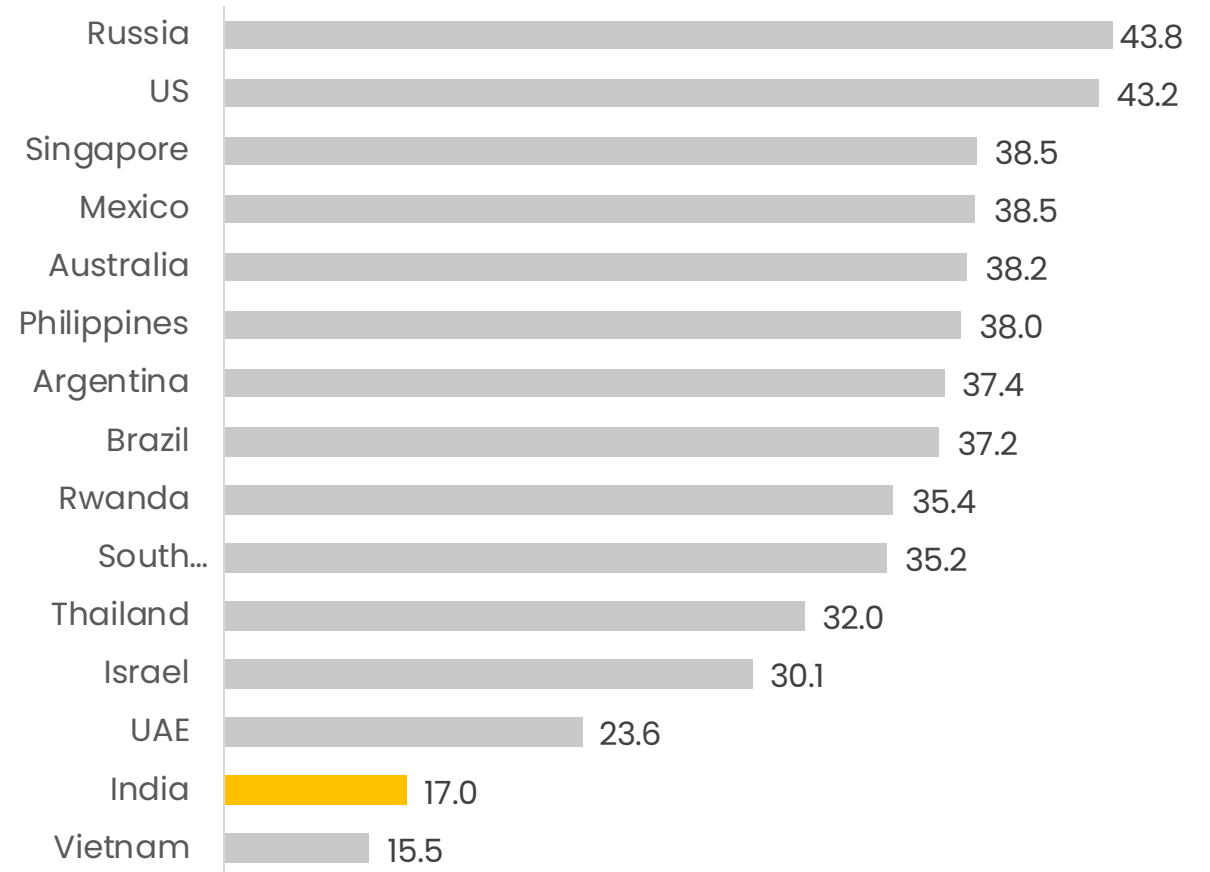
Source: WEF Global Gender Gap Report 2023 (LinkedIn Data); Senior Leadership defined as: Directors, VPs or C-suite executives

Women in managerial positions: At a Glance

Proportion of women in managerial positions (%)



Proportion of women in senior and middle management positions (%)



10 % Women CEOs on the Fortune 500 in 2023

- In 2023, 52 companies out of 500 were led by female CEOs – an increase of 18% from 44 in 2022.
- Twelve CEOs were hired to their jobs within the past year, reflecting the rapid pace of executive turnover post-pandemic.

What holds women CEOs back? (Insights from a 2023 survey by Pew Research Center)

- 50% respondents say that it would be unlikely that female representation will ever catch up with male representation
- One in six respondents said that one “major” obstacle was that women have to *“do more to prove themselves”* compared to men,

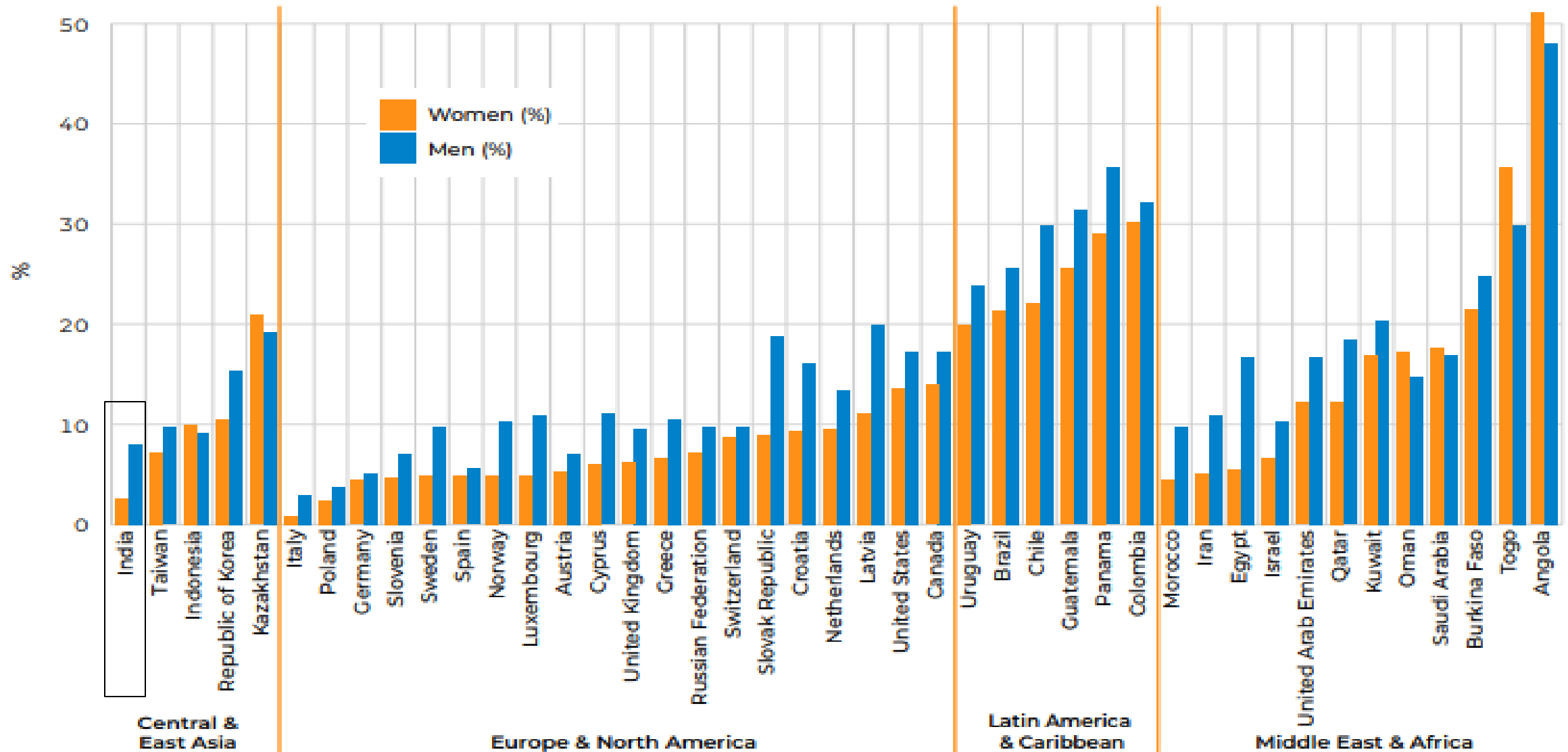
3. India ratios are at half the global level

If intake is the issue, then it will correct itself this decade

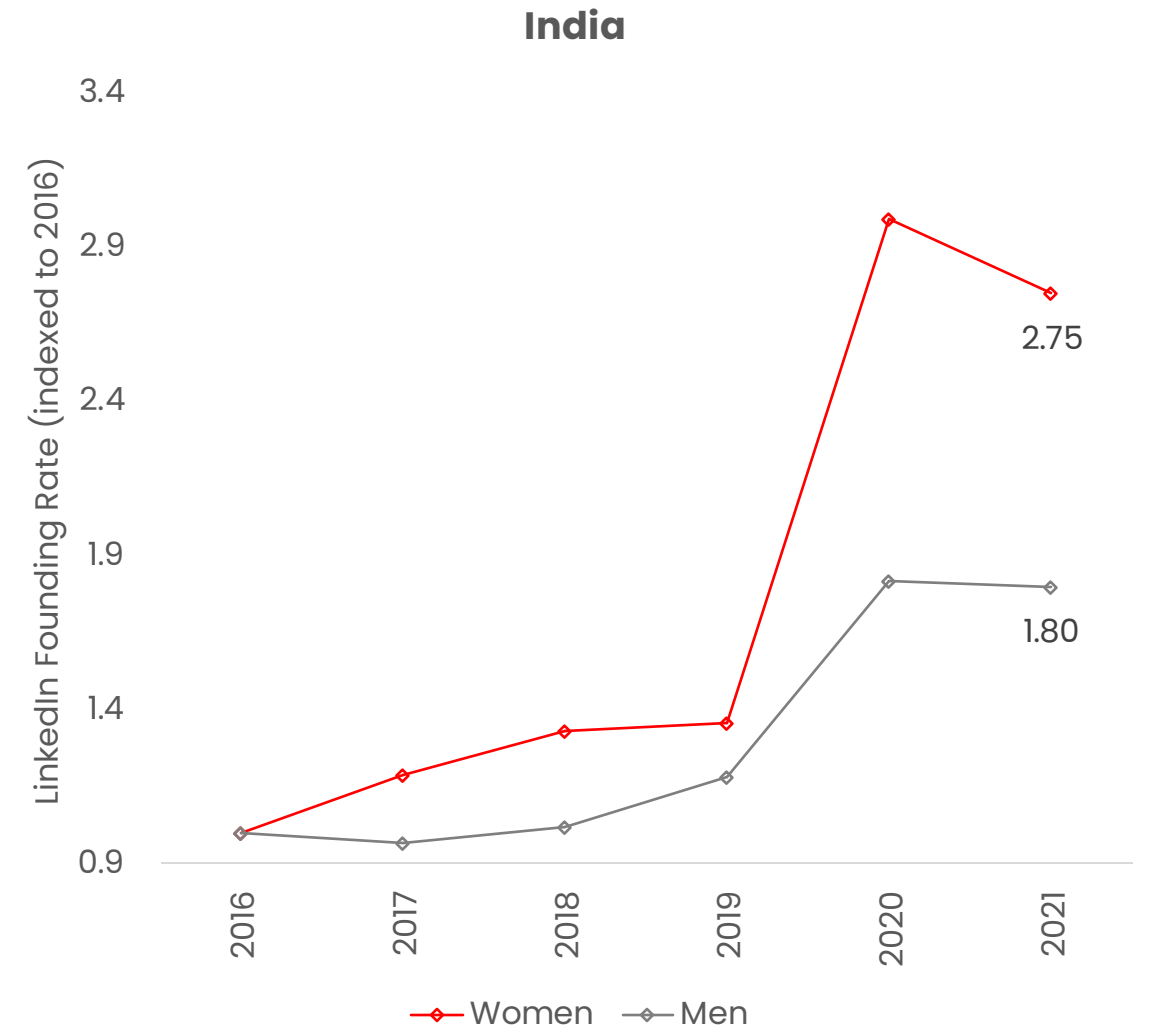
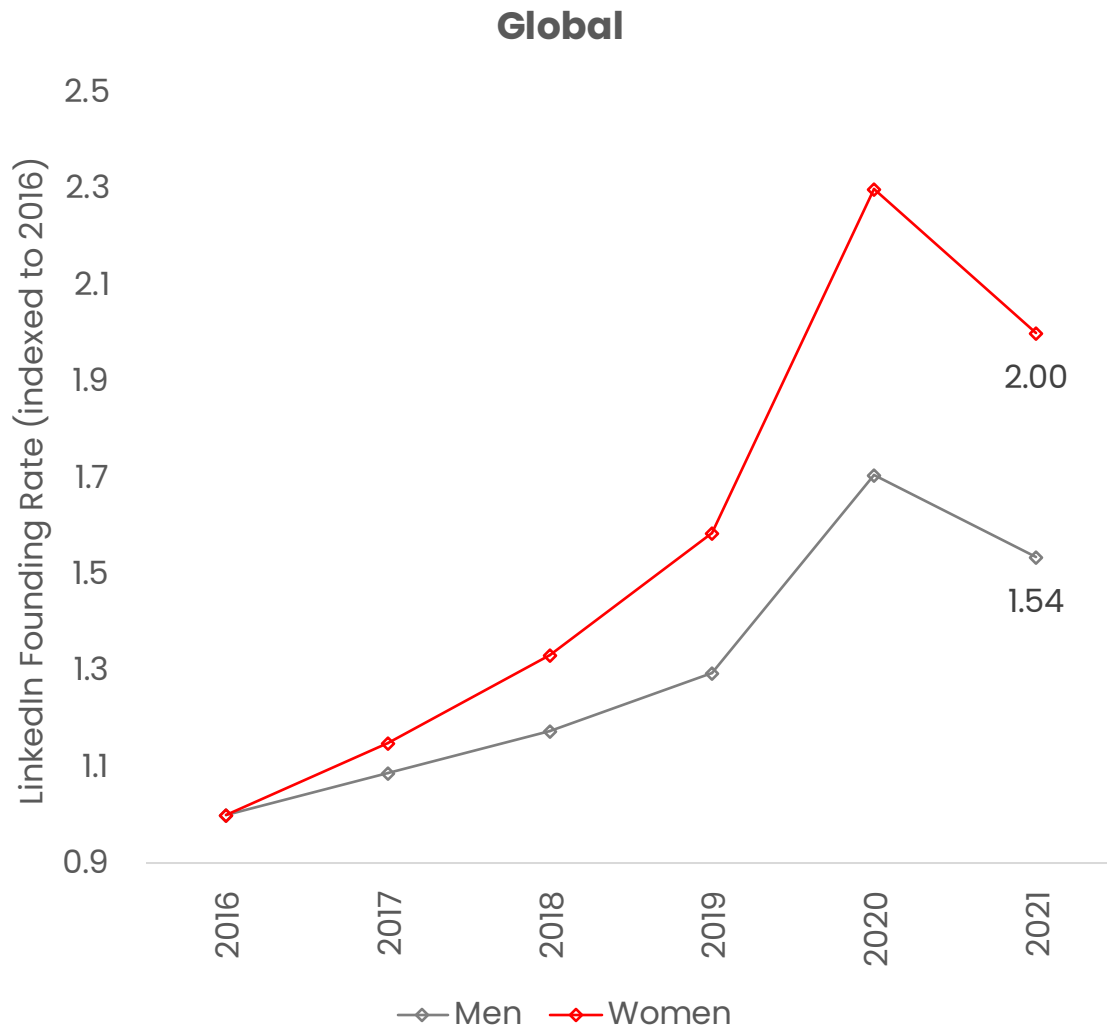
If attitude is the issue, then we have work to do



Total early-stage Entrepreneurial Activity by Gender (%)



Entrepreneurship among women on the rise globally



The *LinkedIn Founding Rate* measures the growth of the share of founders in the LinkedIn platform since 2016. Globally, the growth rate of women in entrepreneurship outweighs the growth rate of their male counterparts, especially in countries that have a lower representation of women in leadership roles.

4. We need to make it easier for women entrepreneurs



Universal Basic Income (₹ 10k per month) for Women in Tamil Nadu: 2023

- Two primary objectives of the scheme are:
 - To recognize the life-long relentless selfless work of women and to eradicate poverty by complementing their livelihood with an annual aid of ₹12,000
 - To ensure their self-respect and improve their standard of living in the society
- Key beneficiaries: Road-side women vendors, fisherwomen, those into construction work, workers in minor commercial establishments, domestic helps employed in multiple households



UNIVERSAL BASIC INCOME FOR OVER 1 CRORE WOMEN

5. UBI for housewives can be both good and bad

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6. We need more women to help women

I spoke to at least 50 working women at various levels for this session.

My key message ATTITUDE needs to change faster in MEN. It is definitely changing with Gen Z.



What holds the Indian professional woman back?

- 1. Early marriage**
- 2. Lack of support – Spouse/Parents/In laws**
- 3. Societal bias – Time of work, type of work, safety, unequal pay**
- 4. Feel awkward to network**
- 5. Foul Language at work**
- 6. Support system at work**

The constant message to
women-

*Fly high but be grounded for
household priorities*





Some truisms:

Women choose Home > Work

Men choose Work > Home

Some truisms:

When challenged on time

Women choose Family >
Friends

Men choose Friends >
Family





I am sure you are thinking, is this just a few lines or are there facts to back this?

Pew Study India 2022

1. 54 % say that men and women should both have careers
2. 43 % say that the man must be the primary income earner
3. 61 % of women say they are OBLIGATED to listen to their husband.
Karnataka is 34 %, Tamilnadu is 36 % , UP is 82 % and Bihar is 81 %
4. 62 % believe that caring for children is a joint responsibility
5. Everyone agrees that looking after aged parents is the man's responsibility

The S H E mantra

Stand up, Help each other, Educate Kids

Questions?
Thank you