

Perspectives:

Has a Woman's Role in the Indian Corporate Environment Really Evolved?

By Mrunal Pandit

Manager, Underwriting

Cholamandalam MS General Insurance Company

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Overview

- Introduction
- Women in India's workforce
- Challenges Galore
- What (working) Women Want
- Future Challenges & Opportunities
- Conclusion



Introduction

- The story of two Women
- Takeaway:
The breadth of sectors in which women can contribute to the economy has increased, but the depth of roles for women has not.

Challenges Galore

- The “Leaking Pipeline”

Stage of Woman’s Career	Percentage of Women in the Organized workforce
Women as a % of graduates	Approx. 37%
Women in Entry & Junior Level	25%
<i>Middle Management Roles</i>	15%
Senior Management Roles	10%

Source: Corporate Gender Gap Report, World Economic Forum (2010), Gender Diversity Asia (2011), Economics Journal (2011)



Challenges Galore (Contd.)

- Family & Societal Pressure
 - Many roles are “No Go” for women
- Marriage
- Motherhood
- Work Life Balance
- Lack of Professional Network & Mentoring
- Wage Disparity
 - MNREGA is a positive step!

What (Working) Women Want

Enabling a Better Work/ Life Balance

(Survey of IT Companies by Catalyst, 2011)

Flexible Work Hours

Sexual Harassment Policy

Flexible Leave Policy

- But Above All:
 - Active Role of Senior Management
 - Recognition by male peers that women can not only be peers, but also bosses!

The Pillars for a woman's success

- Organizational Support

Targeted hiring of women e.g. Schneider Electric

- 9% women in workforce in 2009, 20% in 2011.
- Employee strength doubled to 15,000
- Roughly 2,000 new women employees in 2 years!

(Source: Economic Times, 2012)

- Governmental Support

- Family & Spousal Support



Success Stories

- The Entrepreneur
- The Back to School Professional
- The Change Agent
 - Social Sector



Future Challenges

- 110 million new employees in India's workforce by 2020 (Goldman Sachs, 2011)
 - Increased competition in an already competitive market
- New opportunities in Education & Social Sectors



Conclusion

- Role of the working woman has evolved, but long way to go.
- Contribute not just for today's family income, but also for post-retirement life.
- Employers, Government and Family three pillars to enable a woman's professional development



Thank You!

Beauty lies in the eyes of the beholder, but a woman's success lies in the hands of her stakeholders!