Supriti
Founder & Chief Lead, *sarvam*
A Diversity Management Consulting Group
UN Expert Group Meeting
Work-Life Policy, Practice and Potential

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Balancing Act

Personal Decisions
- To study
- To work
- To marry
- To have children
- Family care

Professional Impact
- Qualification
- Nature of job
- Sustainability
- Stratification
- Glass Ceiling
Work-Life Effectiveness

- Snowflake
- Not 50:50 always

Personal

Professional
Work-Life Harmony

Ability of an organisation to allow each employee to be in equilibrium

Leveraging Uniqueness

Enhancing Productivity

High organisational EQ
Ability of the organisation

- Empathetic
- Responsive to employee’s needs
- Identify collective needs
- Create policies and practices
FWAs

- Improve job satisfaction
- Contentment re personal responsibilities
- Freedom from guilt
FWA Readiness

- Training managers to increase usage of FWAs
- Competencies Framework - Leaders
- Lead By Example: Role Models
- Improve Boardroom Diversity
- Off ramping and on-ramping policies
  - No burn-out
- Changing mindset
  - longer hours = sincerity, loyalty
Role of religion/ social/ cultural norms

- Restrictions on mobility: Technology helps.....!
- Taboos.....

Diagram:
- Culture
- Subculture
- Social norms, values & behaviours
- Laws
- Social rules
- Religion
- Social class
- Special needs
- Sexuality
- Gender
- Education
- Experience
- Age
- Individual culture
Indian Government

- 33% seats reserved for women in Parliament
- Woman President
- Woman heads the largest political party
- Woman heads the Opposition party
- Woman Speaker of the Parliament
- 12 weeks maternity leave
- Flexi-work options being considered in Union Home Ministry

... BEYOND SUCCESS
80% of women in agricultural labour are employed.
51% of total employed in forest-based small scale industry are women.
11% of 240 companies headed by women CEOs

But not good enough........
Of successes spotted with struggles of managing home and work responsibilities.
Paradox ???

- Coexistence of two opposite paradigms
Do women have power??
What hinders Boardroom Diversity?

- Every study shows positive correlation between women in Board positions and better performance.
  - McKinsey & Co’s Women Matter research
  - Lehman Brothers Centre for Women in Business at London Business School
  - Univ of Helsinki research
  - UNICEF’s State of the Children 2007 Report
  - Guardian’s Survey
  - Catalyst Survey
  - International Labour Organization
PITFALLS

- Women aping men
- Work on women’s strengths
- Get men to want FWAs
Self-worth = Successful @ work
Families got taken for granted.
UN Women creates self-worth around personal AND family growth
ALONGWITH growth @ work.
The Rationale

**Good to Do**

Good hearted

**Must Do**

Legally mandated to have a policy

**Wise to Do**

Incentivises desired action
Any Questions?

Thank You

Supriti
Diversity & Inclusion Consultant
supriti11@yahoo.co.in
+919845005113