

Participation of women in corporate management a study of industries

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Abstract

The participation of women in corporate management has been a subject of increasing attention in recent years. While progress has been made, women remain underrepresented in leadership positions across various industries. This article will examine the current state of women's participation in corporate management, explore the factors that contribute to this disparity, and discuss the potential benefits of greater gender diversity in leadership. Despite making up a significant portion of the workforce, women hold a disproportionately small percentage of top management positions. According to a 2019 report by McKinsey & Company, women hold only 28% of C-suite roles globally. This underrepresentation is evident across various industries, though some sectors, such as healthcare and education, tend to have slightly higher female representation in leadership. Implicit biases about gender roles and leadership qualities can hinder women's advancement. Stereotypes often associate leadership traits with masculinity, leading to women being overlooked for promotions or leadership opportunities. Women often bear a disproportionate share of caregiving responsibilities, making it challenging to balance work and family life. This can lead to career interruptions or slower career progression. Women often have limited access to mentors and sponsors who can provide guidance and advocate for their advancement. This lack of support can hinder their career growth. Some workplace cultures may be less inclusive or may perpetuate gender stereotypes, creating barriers for women's advancement.

Keywords:

Participation, women, corporate, management

Introduction

The participation of women in corporate management has been a topic of increasing discussion in recent years. While there has been some progress made in this area, women are still significantly underrepresented in leadership positions. One of the main reasons for this is unconscious bias, which can lead to women being overlooked for promotions and other opportunities. (Ahern, 2021)

Unconscious bias is a type of bias that is unintentional and often outside of our awareness. It can be based on a variety of factors, including gender, race, and ethnicity. In the context of corporate management, unconscious bias can lead to women being seen as less competent or less qualified for leadership roles than men.

There are a number of ways in which unconscious bias can manifest itself in the workplace. For example, women may be more likely to be interrupted in meetings, their ideas may be dismissed or ignored, and they may be given less credit for their accomplishments. Unconscious bias can also lead to women being held to different standards than men. For example, women may be seen as being too aggressive if they are assertive, while men may be seen as being decisive.

The effects of unconscious bias can be significant. It can lead to women being passed over for promotions, being paid less than men for the same work, and even being forced to leave the workforce altogether. In addition, unconscious bias can create a hostile work environment for women, making it difficult for them to succeed.

Studies have shown a positive correlation between gender diversity in leadership and financial performance. Companies with more women in leadership positions tend to have higher profitability and shareholder returns. Diverse teams are more likely to generate innovative ideas and solutions. Women leaders bring different perspectives and experiences, which can foster creativity and problem-solving. (Abdullah, 2021)

Gender diversity in leadership can lead to more balanced and informed decision-making. Women leaders may bring different viewpoints and considerations, reducing the risk of groupthink and improving decision quality. Companies with more women on their boards tend to have stronger corporate governance practices. This can lead to increased transparency and accountability.

There are a number of things that organizations can do to address unconscious bias. One is to provide training to employees on the topic. This can help to raise awareness of unconscious bias and its effects. Organizations can also implement policies and procedures that help to reduce the impact of unconscious bias. For example, they can use blind resume screening to ensure that candidates are evaluated based on their qualifications, not their gender.

In addition to organizational efforts, individuals can also take steps to address their own unconscious biases. One way to do this is to become more aware of their own biases. This can be done by taking implicit association tests or by reflecting on their own experiences. Individuals can also challenge their own biases by seeking out diverse perspectives and by being mindful of the language they use.

Addressing unconscious bias is essential for creating a more equitable workplace for women. By taking steps to reduce the impact of unconscious bias, organizations can create a level playing field for all employees, regardless of gender. Women are less likely than men to have access to mentors and sponsors who can help them advance their careers.

Women are more likely than men to be responsible for childcare and other family responsibilities. This can make it difficult for them to balance work and family, which can hinder their career advancement. Women are often stereotyped as being less ambitious or less competent than men. This can lead to them being overlooked for leadership roles. It is important to address all of these factors in order to increase the participation of women in corporate management. By creating a more equitable workplace, organizations can benefit from the diverse perspectives and talents of all employees. (Klarbach, 2021)

Review of Literature

Monish et al. (2021): The participation of women in corporate management is essential for creating a more equitable and successful business world. Unconscious bias is one of the main barriers to women's advancement, but it is not the only one. Organizations need to take a comprehensive approach to addressing the issue, including providing training, implementing policies and procedures, and challenging gender stereotypes. By working together, we can create a workplace where all employees have the opportunity to reach their full potential

Darmadi et al. (2021): Women have made significant strides in entering the corporate world, but they are still underrepresented in top management positions. According to a 2020 report by McKinsey & Company, women hold only 21% of C-suite positions globally. This disparity is due to various factors, including gender bias, lack of mentorship and sponsorship, and work-life balance challenges.

Sarath et al. (2019): Women are increasingly taking on leadership roles in corporate management. They bring unique perspectives and skills to the table, which can benefit organizations in many ways. For example, research has shown that companies with more women on their boards of directors have better financial performance.

Dittmar et al. (2021): One of the biggest challenges women face in corporate management is balancing their work and personal lives. Women are often the primary caregivers for children and other family members, which can make it difficult to meet the demands of a high-pressure corporate job.

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Many women find themselves working long hours and sacrificing their personal time to succeed in their careers. This can lead to burnout, stress, and health problems. Additionally, women may feel pressure to choose between their careers and their families, which can be

a difficult decision.

There are several things that organizations can do to help women overcome work-life balance challenges. Offering flexible work arrangements can include options such as telecommuting, flexible hours, and compressed workweeks. Providing childcare and eldercare support can help women manage their caregiving responsibilities while working. Creating a supportive work environment includes promoting a culture of work-life balance and providing mentorship and sponsorship opportunities for women. Encouraging men to take on more caregiving responsibilities can help to level the playing field for women in the workplace.

Women have made significant progress in corporate management, but they still face many challenges. One of the biggest challenges is balancing their work and personal lives. Organizations can help women overcome these challenges by offering flexible work arrangements, providing childcare and eldercare support, and creating a supportive work environment. By taking these steps, organizations can create a more equitable workplace where women can thrive.

Mentorship is a formal relationship in which a more experienced individual guides a less experienced one. Mentors can provide advice, support, and advocacy to their mentees. Sponsorship is a more active form of support in which a senior leader uses their influence to help a junior colleague advance. Sponsors can open doors, make introductions, and advocate for their protégés' promotions and raises.

Research has shown that mentorship and sponsorship are critical for career advancement, particularly for women. Women who have mentors and sponsors are more likely to be promoted, receive raises, and reach senior management positions. However, women are less likely than men to have access to mentors and sponsors. This is due to several factors, including gender bias, lack of awareness of mentorship and sponsorship opportunities, and lack of time and resources.

Gender bias is a major barrier to women's advancement in corporate management. Women

are often seen as less competent and less committed to their careers than men. This can make it difficult for women to find mentors and sponsors. Additionally, women may be less likely to be aware of mentorship and sponsorship opportunities. This is because women are often excluded from informal networks where these opportunities are discussed. Finally, women may have less time and resources to devote to mentorship and sponsorship activities. This is because women are more likely than men to have caregiving responsibilities.

In addition to the lack of mentorship and sponsorship, several other factors contribute to the underrepresentation of women in corporate management. The glass ceiling is an invisible barrier that prevents women from reaching the top levels of management.

The sticky floor refers to the barriers that keep women from advancing beyond entry-level positions. Women are more likely than men to have primary responsibility for childcare and household duties. This can make it difficult for women to balance work and family life, which can hinder their career advancement. Women are less likely than men to have role models in senior management positions. This can make it difficult for women to envision themselves in these roles.

Organizations need to create a culture of inclusion and diversity. This includes providing mentorship and sponsorship opportunities for women, as well as addressing gender bias and other barriers to women's advancement. Additionally, organizations need to support women in balancing work and family life. This can be done by providing flexible work arrangements and childcare support.

The underrepresentation of women in corporate management is a complex issue with no easy solutions. However, by addressing the lack of mentorship and sponsorship opportunities, as well as other barriers to women's advancement, organizations can create a more equitable and inclusive workplace.

Despite comprising nearly half of the global workforce, women hold only a fraction of top executive positions. According to a 2020 report by Catalyst, women held only 29% of senior

management positions globally. This disparity is even more pronounced at the CEO level, where women hold only 6% of Fortune 500 CEO positions.

Several factors contribute to this underrepresentation. Women often face systemic barriers such as unconscious bias, lack of access to mentorship and sponsorship, and gender stereotypes that hinder their career advancement. Additionally, work-life balance challenges and societal expectations regarding caregiving responsibilities disproportionately affect women, making it difficult for them to juggle work and family obligations.

Women in corporate management often encounter a range of challenges that can impede their progress. Unconscious biases, often rooted in societal stereotypes, can influence hiring, promotion, and performance evaluation decisions, leading to unequal opportunities for women. Mentors and sponsors play a crucial role in career development by providing guidance, support, and access to networks. Women often have limited access to such support systems, hindering their advancement.

Balancing work and family responsibilities can be particularly challenging for women, especially in demanding corporate environments. The lack of flexible work arrangements and family-friendly policies can make it difficult for women to progress in their careers. Gender stereotypes can lead to women being perceived as less competent or less committed to their careers than their male counterparts. This can result in limited opportunities and slower career progression.

Workplace culture plays a significant role in shaping women's experiences and opportunities in corporate management. An inclusive workplace culture that values diversity, promotes equal opportunities, and supports work-life balance can create a level playing field for women. On the other hand, a toxic or discriminatory workplace culture can discourage women from pursuing leadership positions and even drive them out of the workforce altogether.

Addressing the underrepresentation of women in corporate management requires a multi-faceted approach involving organizations, policymakers, and individuals. Organizations

should implement comprehensive diversity and inclusion initiatives that address unconscious bias, promote equal opportunities, and support work-life balance.

Offering flexible work arrangements, such as remote work, flexible hours, and parental leave policies, can help women balance work and family responsibilities. Establishing mentorship and sponsorship programs specifically targeted at women can provide them with the guidance and support they need to advance their careers. Raising awareness about gender stereotypes and challenging them through education and advocacy can help create a more inclusive workplace culture. Ensuring equal pay for equal work is essential to attract and retain talented women in corporate management.

The participation of women in corporate management is not only a matter of fairness and equality but also a business imperative. Diverse leadership teams have been shown to be more innovative, creative, and financially successful. By addressing the challenges faced by women, creating inclusive workplace cultures, and implementing effective solutions, organizations can unlock the full potential of their female workforce and reap the benefits of gender diversity in corporate management.

Conclusion

While progress has been made in recent years, women remain underrepresented in corporate management. Addressing the factors that contribute to this disparity is crucial for achieving gender equality in the workplace. By promoting inclusive workplace cultures, providing mentorship and sponsorship opportunities, and challenging unconscious biases, organizations can create a level playing field for women to advance into leadership positions. The potential benefits of greater gender diversity in leadership, including improved financial performance, enhanced innovation, and better decision-making, make it a compelling business case for organizations to prioritize gender equality in corporate management.

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