

INDUSTRY WEEKLY DIGEST

YOUR WEEKLY DIGEST OF CONTEMPORARY INDUSTRY TRENDS



ADVANCING WOMEN

into senior roles and leadership positions

As part of the Fourth Annual Advancing Gender Equality in the Workplace conference by the Institute of Government and Public Policy, Dr Sumeetra Ramakrishnan spoke on the state of women in senior roles, their circumstances, challenges and opportunities to progress and thrive in leadership positions.

In this digest, Dr Sumeetra Ramakirshnan reflects on the continuing need to talk about gender equality at work and how education, society, organisations and policy makers can support and empower women towards leadership.

Have a great weekend!



ADVANCING WOMEN INTO SENIOR ROLES AND LEADERSHIP VIA SUPPORT, EDUCATION AND CONSCIOUS CHANGE

Dr Sumeetra Ramakrishnan

Participation of women in the labour market remains challenging especially from the perspective of equal opportunities, levels of remuneration and work life balance according to a [European Commission Report in 2022](#), intersectionality of age, ethnicity, culture and other factors exacerbates those barriers. There is still an overwhelming bias and preference for men in senior leadership positions. According to [50/50 women on boards](#), the percentage of women in boards have gone down from 40% in 2019 to 36% in 2022. These challenges gain more significance as women progress to more senior roles.

The conference explored the current organizational landscape with regards to the participation and progression of women in leadership positions. It took a Diversity and Inclusion perspective, to look at organisations and policies that empower women and help overcome challenges women face in senior leadership positions. Senior industry leaders, politicians, civil servants, academics, trade union representatives and social entrepreneurs came together to share best practices, personal experiences, support networks, research and resources, and offer strategies to overcome obstacles at various levels of leadership progression.

The contribution of women in leadership roles towards financial success as well as their role in empowering inclusive work environments through their leadership skills and nurturing qualities that benefit wider society was highlighted throughout the conference. Key issues affecting women around sexual harassment and bullying were discussed alongwith policy changes of interest for women in employment. There is a need to need to press for tangible measures for organisations- investing in inclusive training and succession planning, having measurable comparable metrics that shareholders and other stakeholders can hold companies responsible for.

The key take away from the conference was a need to foster a culture of change across the employment landscape through education, change in societal attitudes & organisational culture, investment and supportive policies that empower and enable women to become successful leaders and successful contributors to society.

[Unrealized Potential: The High Cost of Gender Inequality in Earnings](#)

[Global Gender Gap Report 2022](#)



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