

## Women in business: Propelling women into senior leadership in the post-pandemic world

### About the index

For more than 15 years, Grant Thornton has been reporting on gender diversity in senior management among the world's mid-market businesses. In 2019, we used that data, and knowledge gleaned from a global campaign, to set out the Blueprint for Action. Composed of six pillars, the Blueprint is designed to give companies the tools to deliver positive change in creating gender parity.

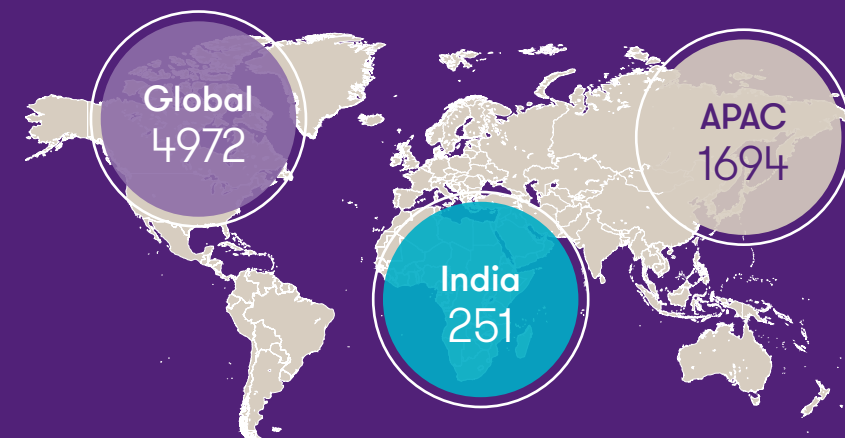
These pillars comprise: championing the business case; knowing your diversity data; identifying and sourcing talent; opening up development and enhancement opportunities; retaining diverse employees; and creating an inclusive culture.

Data for the Women in Business report is taken from Grant Thornton's International Business Report (IBR) - a survey of both listed and privately held businesses. Launched in 1992, the IBR now provides insight into the views and expectations of around 10,000 businesses across 29 economies.

Questionnaires are translated into local languages and fieldwork is undertaken on a biannual basis, through both online and telephone interviews. The data for this release is

from interviews conducted from October to December 2020 with chief executive officers, managing directors, chairperson or other senior executives from all industry sectors.

#### Sample Size



Grant Thornton has been reporting on gender diversity in senior management among the world's mid-market businesses for more than 15 years. The findings from Women in Business report are a testimony to the changing outlook of businesses in India as the country stands ahead of global average in promoting gender inclusivity at workplaces.

With 39% of women in senior management positions, India ranks third in the world. Globally, the average stands at 31%. Seeing the proportion of women leaders rise to 31% is encouraging, given the global figure remained stubbornly stuck at 29% for the previous two years.

Another encouraging find is the type of roles women are occupying in leadership roles. Our research reveals higher numbers of women across operational C-suite roles compared with last year. Here too, India fares well with 47% of the businesses having women CEOs or managing directors on board compared with 26% globally.

With more women in senior management positions and diversity on board, businesses will open new opportunities for growth. For Grant Thornton Bharat, diversity and inclusion has always been a top-to-bottom business strategy. We have been at the forefront of challenging the status quo and ensuring an environment for its people to rise above the challenges.

**Vishesh C. Chandiok**  
CEO  
Grant Thornton Bharat LLP

### Women in leadership roles



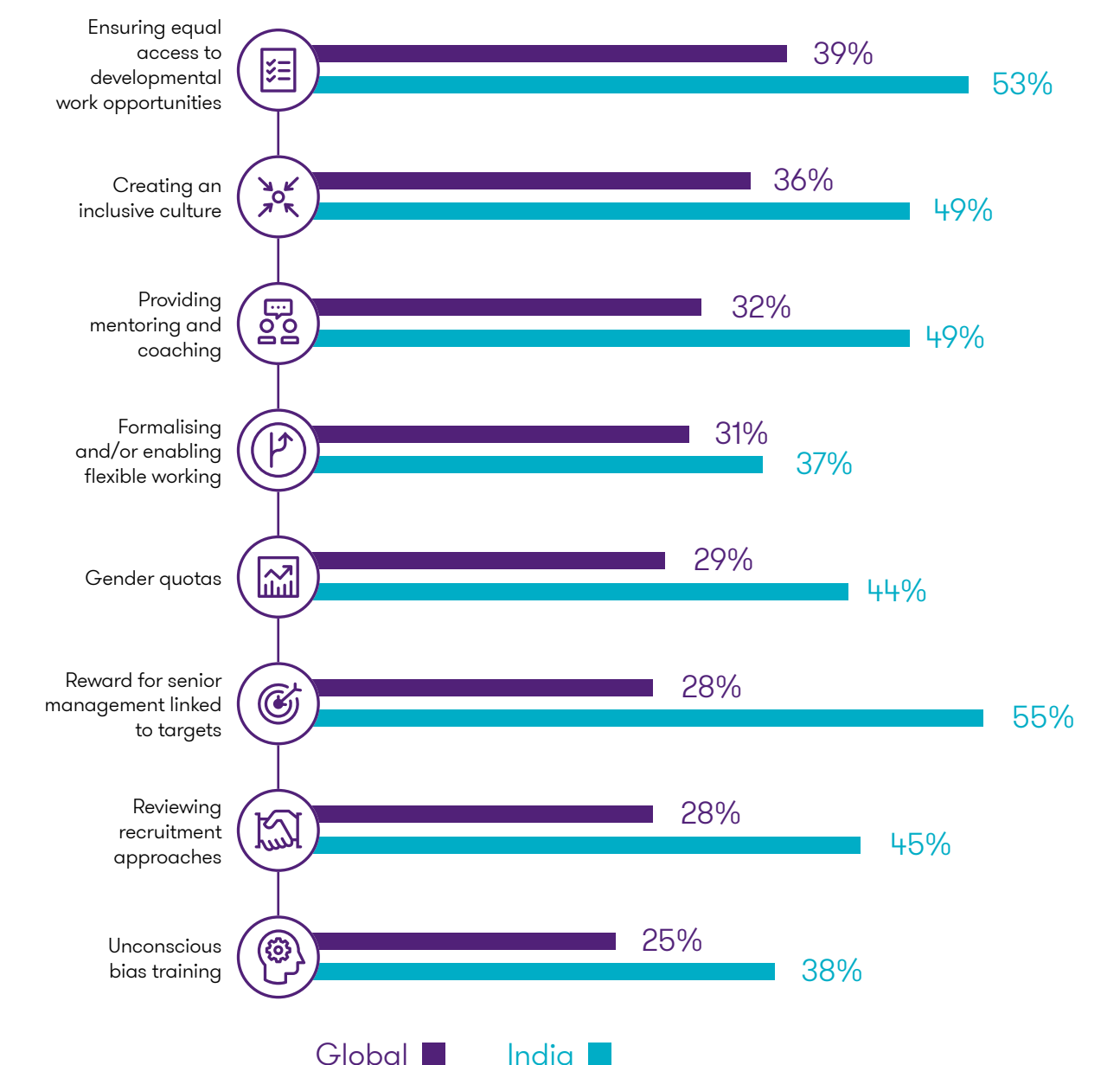
### Impact of COVID-19



### Promoting gender balance

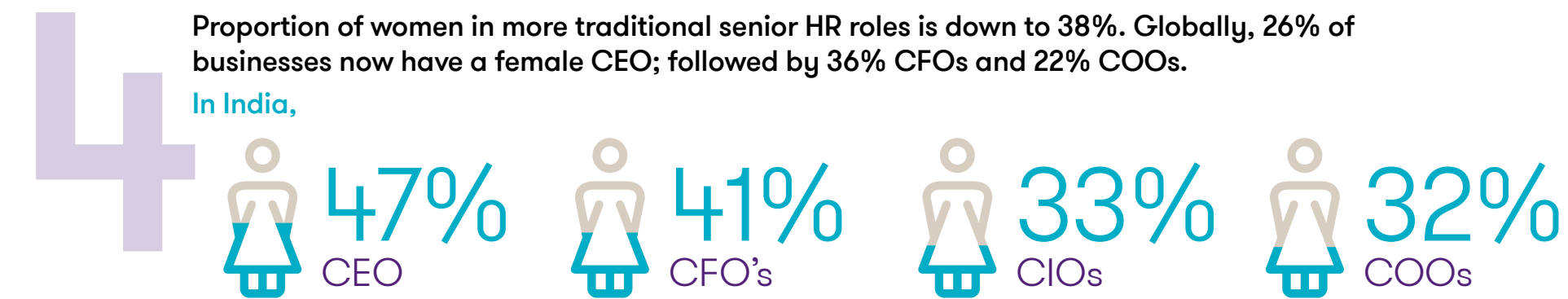


#### Actions organisations have taken to promote gender balance



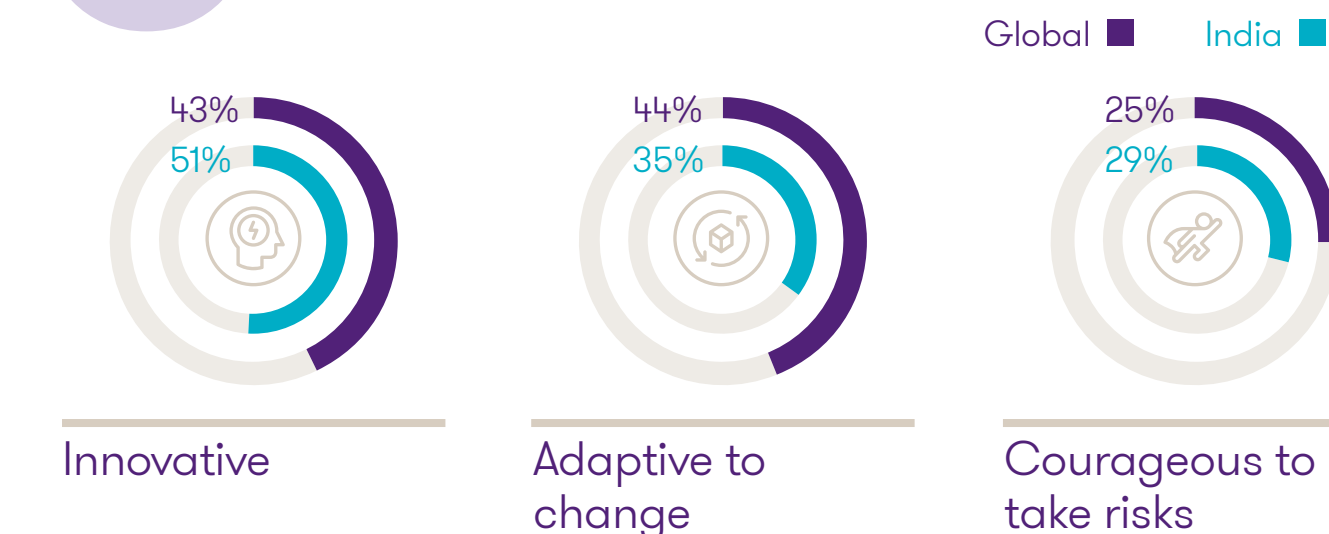
## Women in business: India ahead of global average

### Changing roles of women



### Top 3 important leadership traits in 2021

5 Diversity in every sense is good for businesses. It encourages different ways of thinking and opens new opportunities for growth.



**Pallavi Bakhru**  
Partner  
Grant Thornton Bharat LLP

Under the challenging circumstances of 2020, the boundaries between work and home have blurred.

The findings from Grant Thornton's Women in Business report reflects how both men and women can leverage each other's strengths to create a gender inclusive work environment. Those businesses that want to reap the benefits of a better gender balance, must champion the cause of gender diversity and create inclusive cultures in which a wide range of voices are listened to.

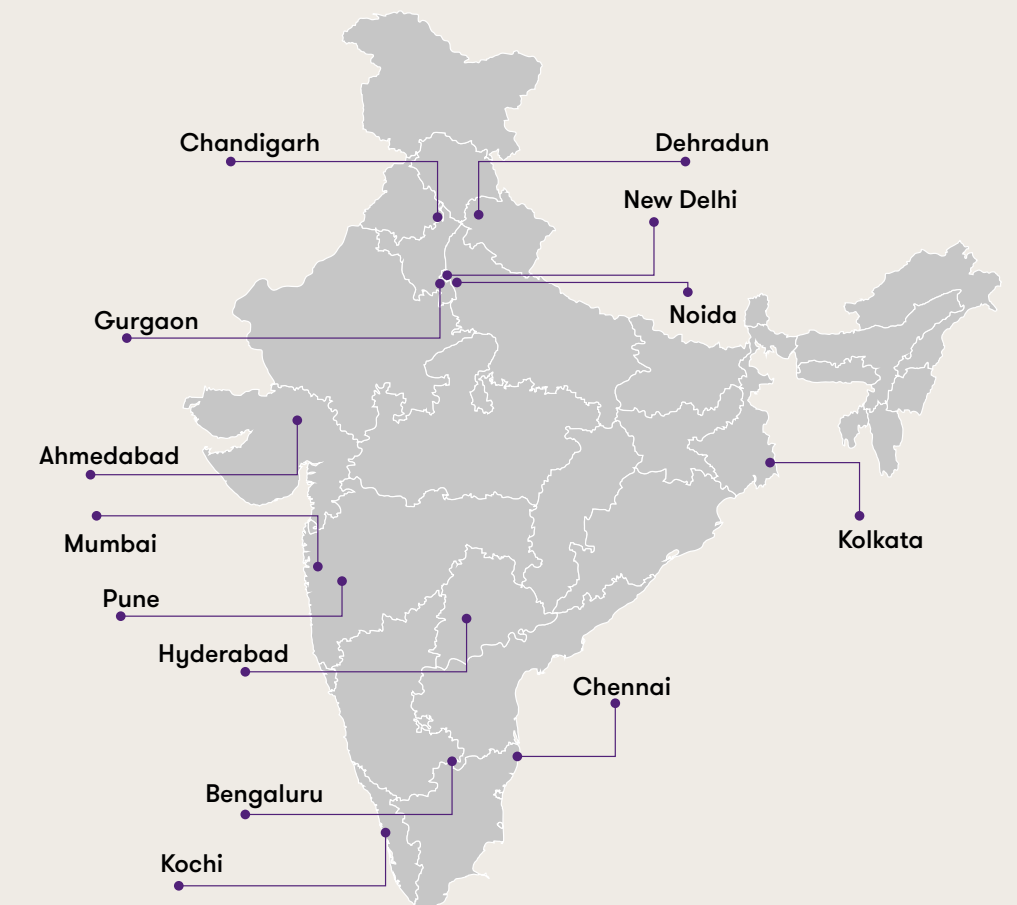
Under the challenging circumstances of 2020, the boundaries between work and home have blurred. In this scenario, it is good to see action being taken by businesses to ensure employee engagement and inclusion. 59% businesses in India are promoting work-life balances and flexibility as well as creating an environment where all colleagues can speak up with ideas, issues and questions compared with global average of 45% and 43% respectively. The businesses are also actively working on their gender balance. 55% of the Indian firms are creating equal opportunities at workplace while 49% are building an inclusive culture, providing mentoring and coaching.

With COVID-19, there is a greater need to be flexible and imaginative. Business leaders need to champion the cause of gender diversity and create cultures in which diverse voices are listened to.

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- 4,500+ people
- 15 offices in 13 locations
- One of the largest fully integrated Assurance, Tax & Advisory firms in India



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