



Work-Life Policy

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A Diversity Management Consulting Group
UN Expert Group Meeting
Work-Life Policy, Practice and Potential

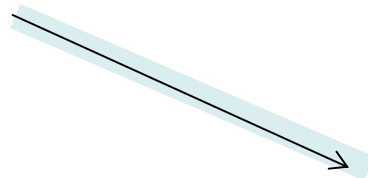
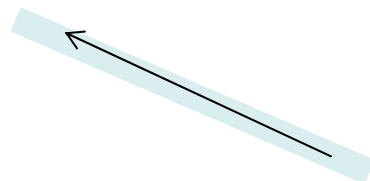
Balancing Act

Personal Decisions

- ⦿ To study
- ⦿ To work
- ⦿ To marry
- ⦿ To have children
- ⦿ Family care

Professional Impact

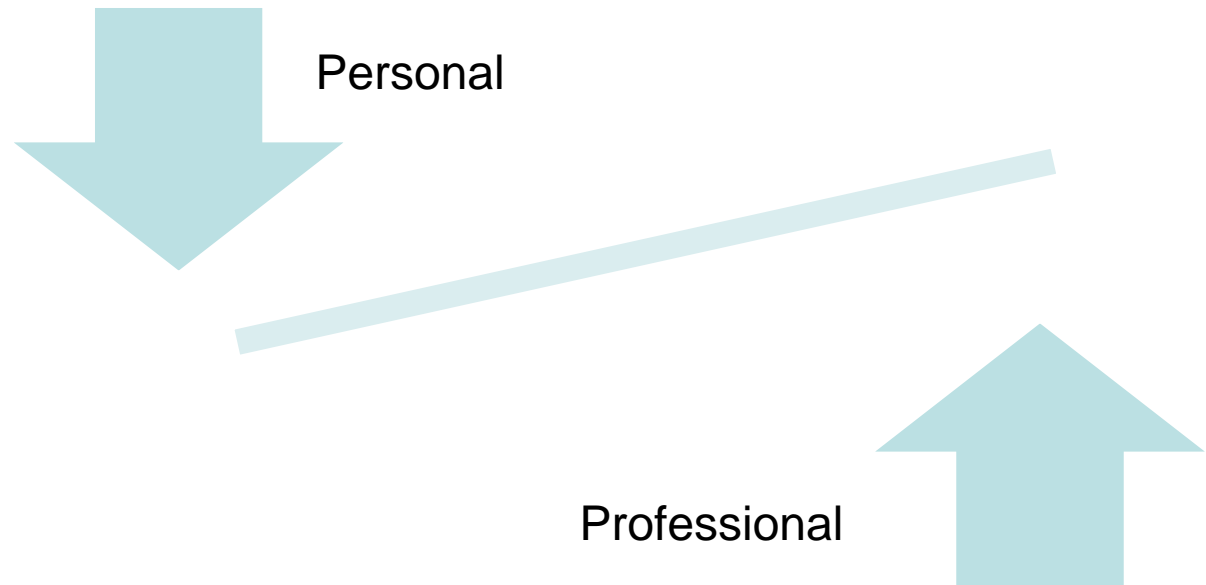
- ⦿ Qualification
- ⦿ Nature of job
- ⦿ Sustainability
- ⦿ Stratification
- ⦿ Glass Ceiling



Work-Life Effectiveness



- ❖ **Snowflake**
- ❖ **Not 50:50 always**





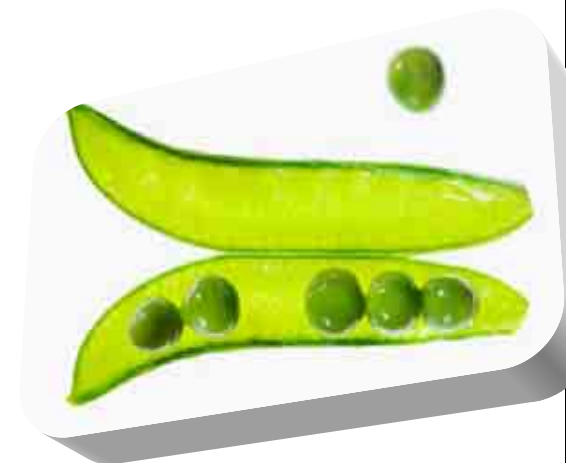
Work-Life Harmony

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

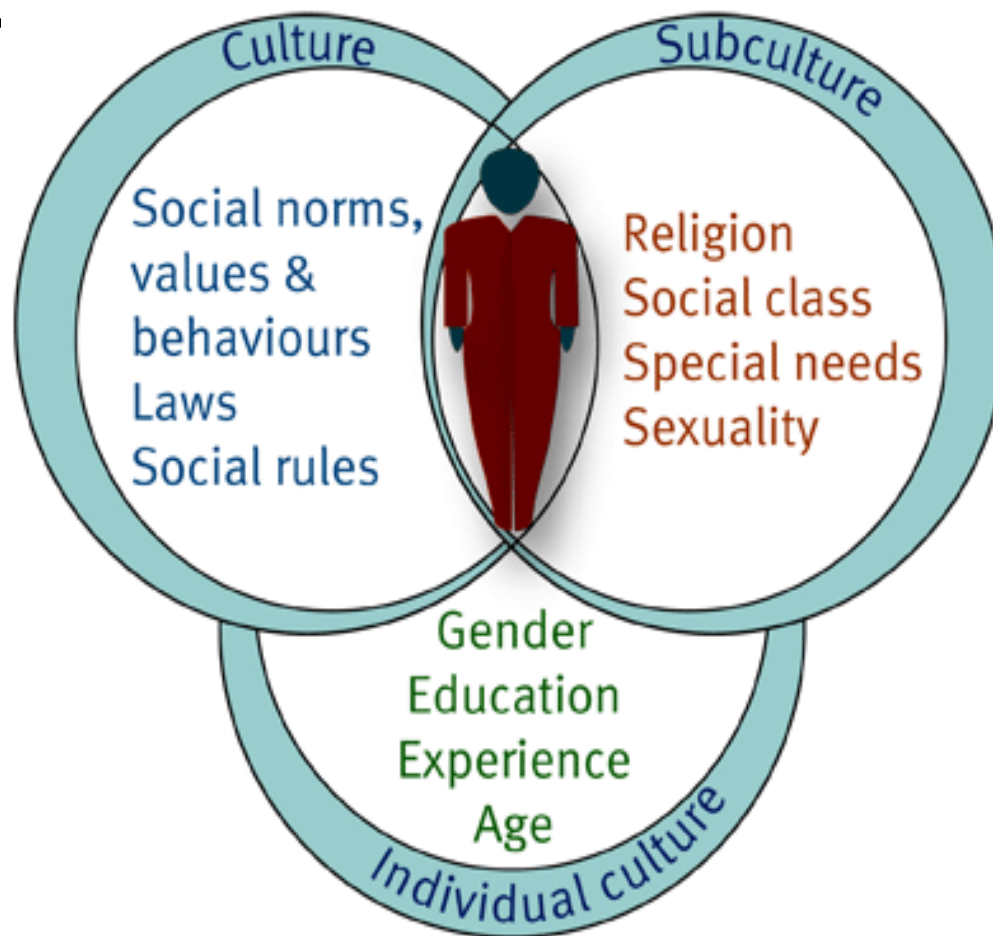


- **Training managers to increase usage of FWAs**
- **Competencies Framework - Leaders**
- **Lead By Example: Role Models**
- **Improve Boardroom Diversity**
- **Off ramping and on-ramping policies**
No burn-out
- **Changing mindset**
longer hours = sincerity, loyalty



Role of religion/ social/ cultural norms

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





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

Seemingly successful

- ❖ **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.....

Same story in China and Japan.



- **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**





MOTIVATION WAY

- ❖ **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

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