



INDIAN WOMEN ON BOARD: A MYTH OR REALITY

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ABSTRACT

As per the World Bank data 2019, women comprise 48 percent of the Indian population but there is only 26 percent participation of women in labour force as against a global average of 49 percent, making it one of the lowest in the world. In 2013, a World Bank study reported that only 27 percent of the female population aged over 15 years is working in India. Gender Diversity Benchmark Asia report (2014) found that Indian women are poorly represented in corporate world and India ranked the lowest among China, Hong Kong, India, Japan, Malaysia and Singapore in terms of the average representation of women at different levels across multinational organisations. The average representation of women in the total workforce is 26.6 percent as against the regional average (RA) is 47.5 percent, while the female participation rate at senior levels are 10.6 percent (24.3 RA) respectively. In order to make women a part of the corporate boards, regulatory push has been made towards gender diversity through changes in the Corporate Act.

KEYWORDS: *Diversity, Parliament, Commencement, Prescribed, Counterparts, Inclusivity.*

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