

# Unpacking Gender-Equitable Leadership in Organisations: Insights and Strategies

This report aims to identify the core challenges faced by women in India's social sector and proposes strategic solutions to address these barriers, fostering their leadership development. From targeted skill development and structured mentorship programs to organisational policy reforms and sector-wide initiatives, the report offers comprehensive range of best practices, solutions and recommendations to enhancing women's workplace experiences and enabling them to reach their full potential in the social sector.

- [Women's Leadership, Gender Integration and DEI in the Impact Sector](#)

# Women's Leadership, Gender Integration and DEI in the Impact Sector

Gender diversity drives productivity, innovation, and retention, yet a significant gap persists. Despite higher educational attainment and a growing economy, many urban Indian women continue to exit the workforce. While female labour force participation rose from 20.4% in 2017-18 to 23.8% in 2021-22 (PLFS), the share of urban women in salaried jobs **fell to a six-year low**, from 54% in Q1 to 52.8% in Q2 (Business Standard). Even when women stay, they often face unequal environments designed for male success.

To address these barriers, EquiLead conducted *"Unpacking Gender-Equitable Leadership in Organisations"*. Phase one (Dec 2022-June 2023) surveyed 70 organisations, followed by phase two (Aug-Oct 2024) expanding to 128 organisations. This report consolidates findings from both phases, offering insights into advancing gender equity in leadership.

[You can read the full report here](#)