

# 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](#)

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