

Analyzing Global Trends for Good Governance" on Thursday & Friday i.e., 16 & 17 March, 2017 at AP HRDI, Bapatla.
Gender Roles in Governance Structures"

C S Rama Lakshmi IFS (rtd)

csrlakshmi@gmail.com

Mobile 9849903399

Governance

- "all of processes of governing, whether undertaken by a government,
- Market
- or network,
- whether over a family,
- tribe,
- formal or informal organization
- or territory and whether through the laws, norms, power or language.
- It relates to "**the processes of interaction and decision-making** among the actors involved in a collective problem that lead
- to the **creation, reinforcement, or reproduction of social norms and institutions**

Governing process

- **governing bodies** can govern
- most formal is a **government**, a body whose sole responsibility and authority is to make **binding decisions** in a given geopolitical system (such as a state) by **establishing laws**.
- Other types of governing include an **organization** (such as a corporation recognized as a **legal entity** by a government)
- **a socio-political group** (chiefdom, tribe, family, religious denomination, etc.),
- **another**, informal group of people. In business and outsourcing relationships, governance frameworks are built into relational contracts that foster long-term collaboration and innovation.

Governance structure

- Governance is the way the rules, norms and actions are structured, sustained, regulated and held accountable
- **a government** may operate as a democracy where citizens vote on who should govern and the public good is the goal,
- while a non-profit organization may be governed by a small board of directors and pursue more specific aims.

Government works

- Through networks involving public-private partnerships (**PPP**) or with the collaboration of community organisations;
- Through the use of market mechanisms whereby market principles of competition serve to allocate resources while operating under government regulation;
- Through **top-down methods that primarily involve governments and the state bureaucracy.**

Global governance

- "the complex of formal and informal institutions, mechanisms, relationships, and processes between and among states, markets, citizens and organizations, both inter- and non-governmental, through which
- **Collective interests** on the global plane articulated
- right and obligations are established,
- and differences are mediated“
- COP, Common wealth, G20, EU, SAARC, ASEAN

Governance types

- Non profit governance
- Corporate governance
- Project governance
- Environmental governance
- Land governance
- Internet governance
- Information technology governance
- Regulatory governance
- Participatory governance
- Multilevel governance
- Collaborative governance
- Fair governance
- Good governance- **manner in which power is exercised in the management of a country's economic and social resources for development.**

Global trends in poverty alleviation

- **Feminisation of poverty**
- **Wage gap**
- **Wealth**
- **Paid work**
- **Illiteracy**
- **Work burden**
- **Culture and customs**
- **Violence**
- **Discrimination**

No Empowerment without Rights, No Rights without Politics: Gender-equality,

- **Food security (PDS)**
- **RTI**
- **Right to education**
- **Right to employment (MGNREGS)**
- **Right to property**
- **Freedom of Speech**

Women rights are Human rights

- **Gender equality** and women's empowerment in the development agenda requires a **human rights-based approach**, and requires support for the women's movement to activate and energize the agenda—Chipco/FCA,1980
- **Anti arrack—Prohibition**
- **Violence-Nirbhaya act**
- **Empowerment requires agency along multiple dimensions—sexual, reproductive, economic, political, and legal.**

Multiple dimensions

- recognizing the multiple interdependent and indivisible **human rights of women**, the goal of empowerment is distorted and “**development silos**” are created.
- Women's organizations—CBOs and NGOs are key actors in pushing past such **distortions and silos** at all levels, and hence crucial to pushing the gender equality agenda forward.

Gender equality in sync with political agenda

- **politics of agenda** setting also influences funding priorities such that financial support for women's organizations and for substantive women's empowerment projects is limited.
- Names change but themes remain .
- **Disconnect** and lack of continuation and ideologies

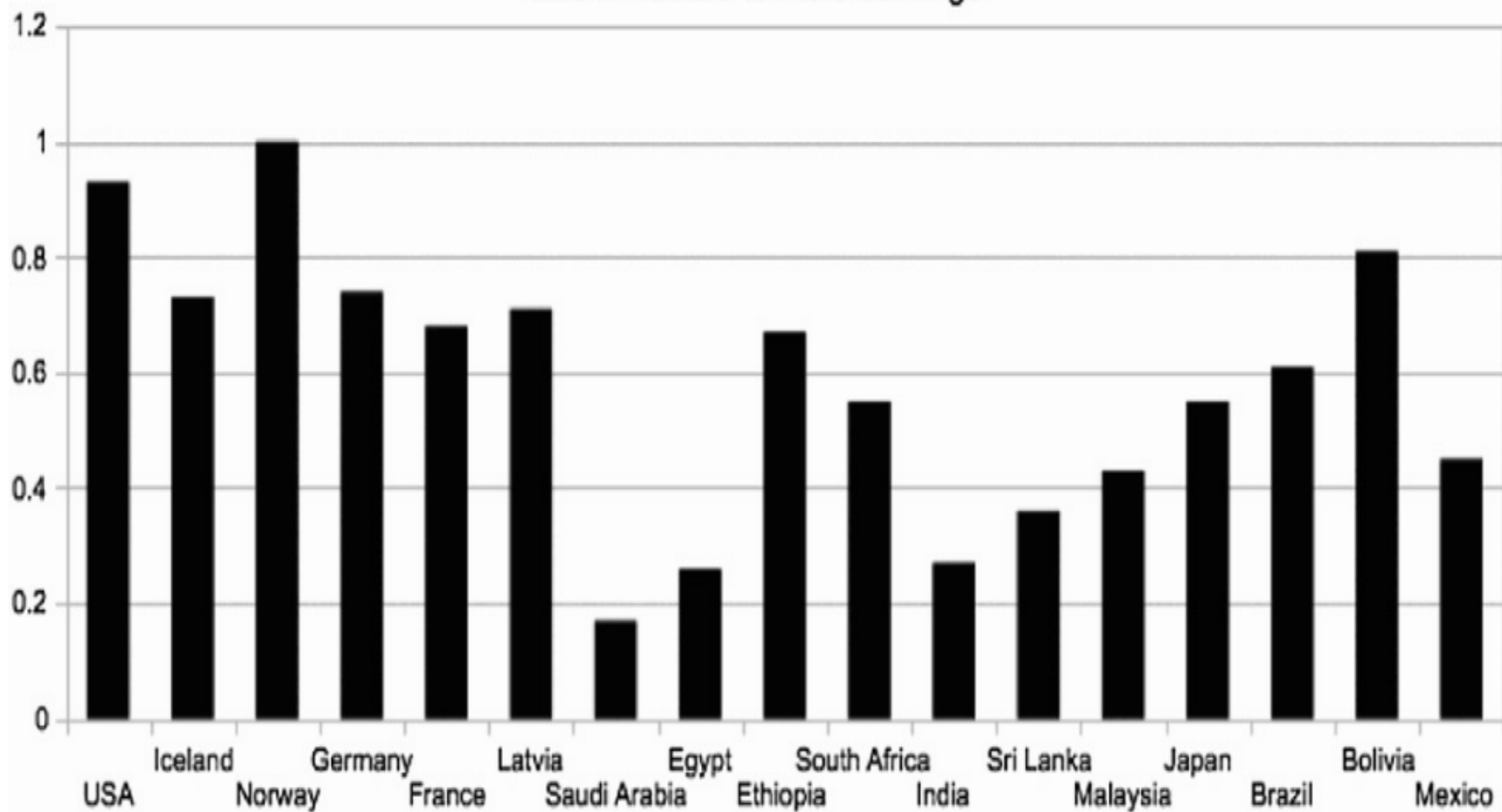
Global Gender Gap Index (GGGI)

- GGGI being a weighted average of achievements in **education, economic participation and opportunity**; health and survival **and political empowerment**
- Malawi, Cuba, China, Latvia, France and the USA, have similar Global Gender Gap Index (GGGI) scores
- GGGI and GDP may not be proportionate—
punjab- -sex ratio

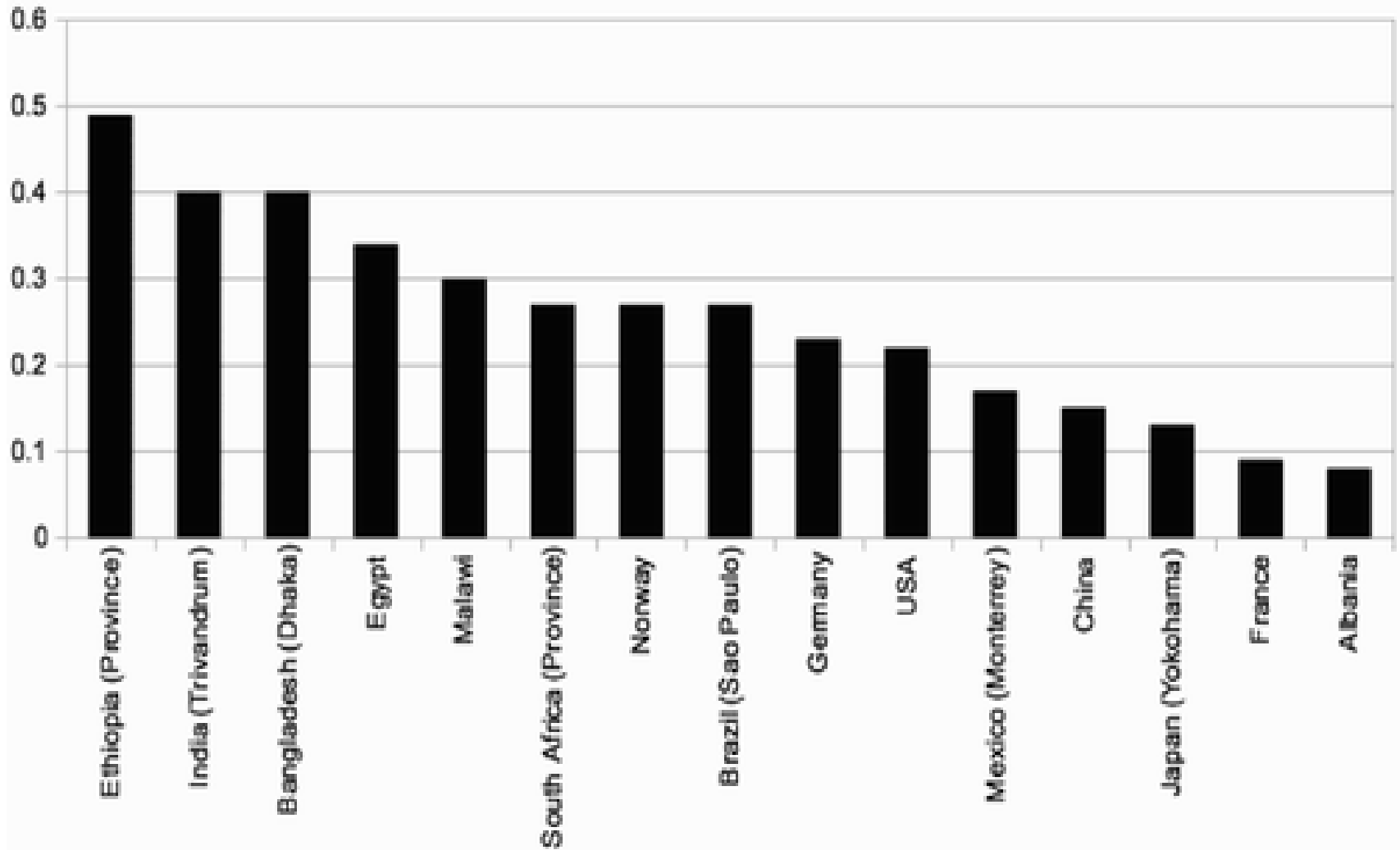
The GGGI

- is a weighted average of sub-indices on **educational achievement** (literacy rate, primary, secondary and tertiary enrolment rates),
- **economic participation**
- opportunity (**labour-force participation**; wages;
- estimated earned income;
- Decision makers-- number of legislators, senior officials and managers; number of professional and technical workers);
- **health and survival** (sex ratio at birth, life expectancy)
- **political empowerment** (seats in parliament, ministerial positions, number of years as head of state/government).

Ratio of female to male earnings



Share of women have experienced intimate partner violence ever in their lifetime



Interdependent strategies

- Studies show that when **women are more educated** and have greater control over household expenditure, child **malnutrition tends to be lower**.
- (World Bank [2003](#) *Gender Equality & the Millennium Development Goals*. Washington, DC:

Interdependent strategies

- Given the **feminization of agriculture** in regions that hold a large share of the world's poor (such as India and China), development of both agricultural and non-agricultural livelihoods with women as empowered participants of the process is necessary.
- Improving women's access to adequate **finance, appropriate technologies** and the know-how to use such technologies would raise productivity, **reduce hunger** and **reduce poverty**

Importance of gender friendly technologies

- When **voice recognition software** for the automotive industry was launched, it had a fundamental flaw – the software barely recognized women's voices.
- What went wrong? **The original design team was overwhelmingly male and calibrated the voice recognition systems to their own voices and speech patterns.**
- The value of their **innovation was harmed** as a result.

Business benefits of gender diversity.

- Researchers from MIT and Carnegie Mellon found teams that included women were more successful at logical analysis, coordination, planning and problem solving.¹
- A recent report from the Peterson Institute found that **30% female representation on Boards could add up to six percentage points to a company's net margin**

Build Entrepreneurship -Mentoring & counseling skills- **close the gender gap(women can do)**

- **Communication Skills**
- **Shoulder tapping**
- **Team work skills / Ability to take everyone together**
- **Mentoring and Facilitations skills**
- **Counseling**
- **Appreciative Enquiry skills**
- **Great listening capacity**
- **Time management**
- **Persuasion Skills**

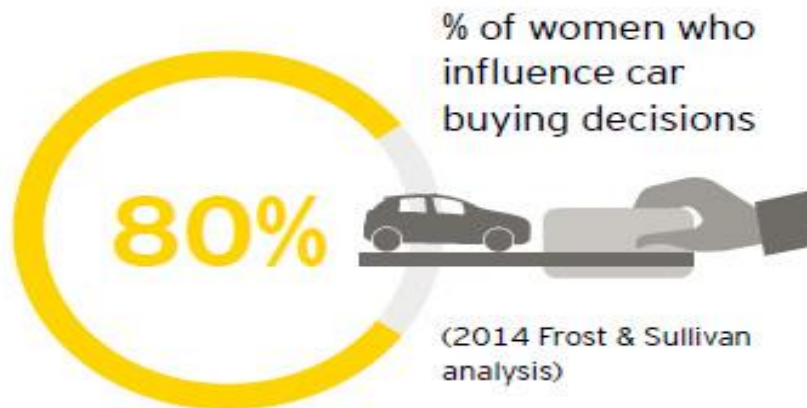


of respondents agree that new technologies, new market entrants and globalization are bringing significant challenges and opportunities



of leaders agree that diversity of thought and experience will be the key to navigate sector transformation; however, women agree more strongly

Women in auto



% of women who influence car buying decisions



Women
89%

vs.



Men
56%



of leaders acknowledge women as a critical source of underutilized talent; among the 50 largest publicly held suppliers operating in North America, less than 10% are women



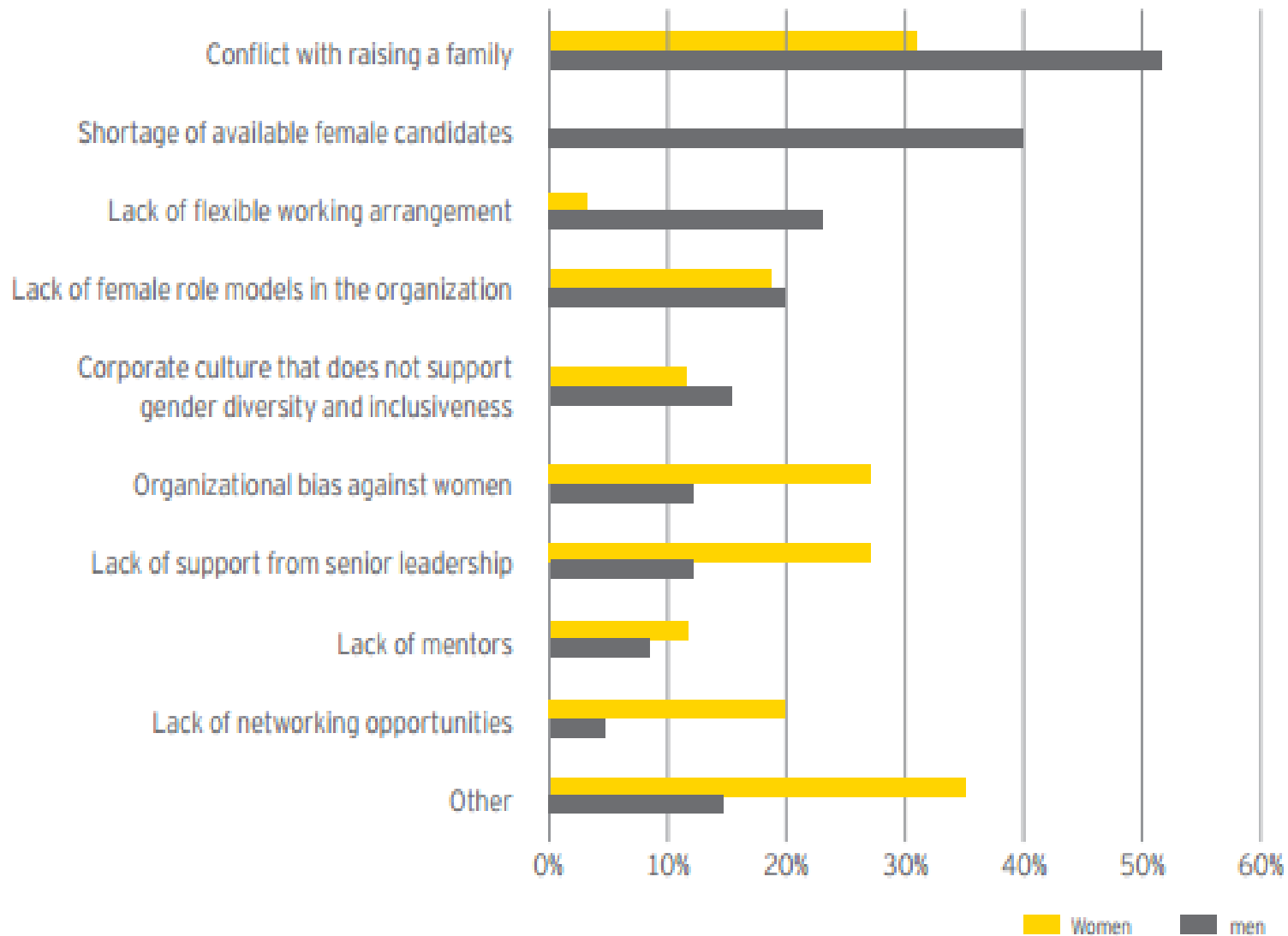
Consumer products retail (CPR)

- Women occupy just **16% of seats** on the **executive boards** of the world's **top 200 consumer products and retail (CPR)** companies.
- While this is just one example of the gender gap that exists throughout the global workforce, the urgency for female C-suite representation is particularly stark across CPR given that the **majority of consumer goods buying decisions are made by women globally.**

In your view, what are the biggest barriers preventing women from reaching senior leadership positions in your organization?



In your view, what are the biggest barriers preventing women from reaching senior leadership positions in your organization?



Increasing women leaders

- Automotive & Transportation
- Consumer Products & Retail
- Financial Services (includes Wealth & Asset Management, Banking & Capital Markets, and Insurance)
- Government & Public Sector
- Health
- Life Sciences (includes Biotechnology, Medical Technology and Pharmaceutical)
- Media and Entertainment
- Mining & Metals
- Oil & Gas
- Power & Utilities
- Private Equity
- Real Estate, Hospitality & Construction
- Technology—Space and Defence
- Telecommunications

7 strategic priorities to achieve gender equality

- **1. Strengthen opportunities** for post-primary education for girls while simultaneously meeting commitments to universal primary education.
- **2. Guarantee sexual and reproductive health and rights.**
- **3. Invest in infrastructure** to reduce women's and girls' time burdens. (Malleham –asu machine)

7 strategic priorities to achieve gender equality

- 4. **Guarantee women's and girls'** property and inheritance rights.
- 5. **Eliminate gender inequality** in employment by decreasing women's reliance on informal employment, closing gender gaps in earnings, and reducing occupational segregation.
- 6. **Increase women's share of seats** in national parliaments and local governmental bodies.
- 7. **Combat violence against girls and women."**

- **“My advice to younger women? Even if you are the only woman in the room, which sadly many times we still are, you don’t have to do it alone.**
- **There are a lot of people around you that want to help.**
- **You just have to go to ask.**
- **Male dominated spaces in organisations**
- **Your own fears and attitude limits**