

# Women

in Modern Workplaces

2024 Report



# Preface

This International Women's Day, we are shedding light on the experiences and aspirations of women in modern workplaces in India. This survey, titled "**Modern Workplaces for Women - 2024**," is an attempt to delve into the challenges and opportunities encountered by women as they navigate their professional journeys, whether they are embarking on new paths, re-entering after a hiatus, or striving for advancement in their careers.

The overarching objective of this survey is to gain insights into the dynamics of upskilling and career development for women in the workplace. With a particular focus on **factors influencing career progression, upskilling initiatives, and the elusive balance between work and life**, our survey aims to assess the support systems and resources available to women professionals. Furthermore, we seek to explore the impact of career breaks on their professional trajectories and the opportunities, if any, for skill enhancement and development.



# Preface

Through this survey, comprising thoughtful inquiries aligned with our objectives, we aim to capture the **nuanced experiences and perspectives** of women professionals across sectors.

We extend our gratitude to all participants for their invaluable contributions to this vital dialogue.

**Together, let us strive to create a more inclusive and empowering workplace environment for women across all sectors and industries.**



# Understanding our audience:

## Women Professionals and Job Seekers Reflect on Modern Workplaces in India

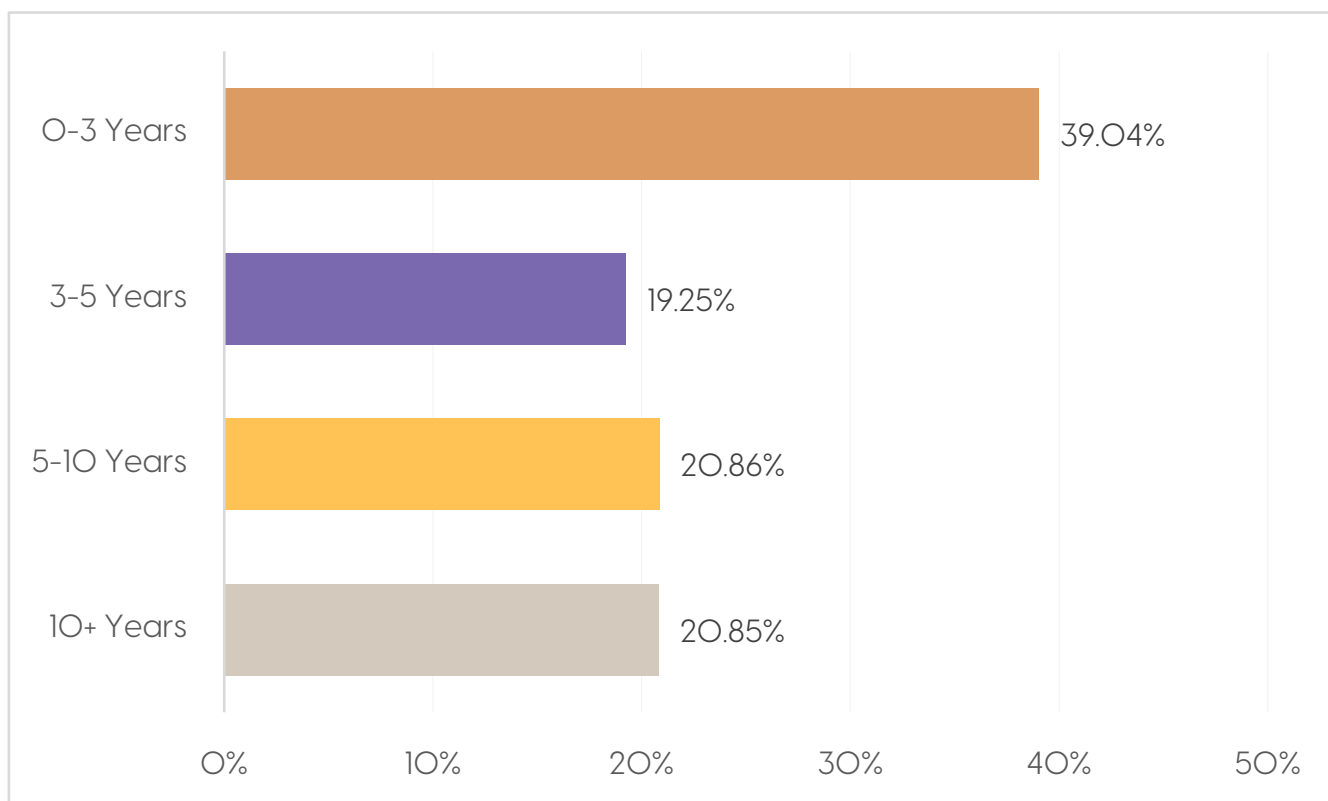
Our comprehensive survey captures diverse viewpoints from women professionals spanning industries such as IT, Education, Media and Entertainment, etc in a bid to discover the **common threads and unique insights** shaping the future of work for women across India.

Age-wise, the data highlights a significant presence of individuals in the **25-34 age bracket**, constituting 45.5% of the participants, while those in the 18-24 age group make up 23.5%.



# Understanding our audience:

Upon examining work experience, we found a **well-distributed spectrum**. 39% of respondents had 0-3 years of experience, while 19.2% fell within the 3-5 years bracket. Additionally, 5-10 years and 10+ years of professional experience constituted 20, respectively. This diverse range of experience levels enhances the survey's insights, offering a nuanced understanding of various career stages.



# Summary



## Positive Headwinds

78%

Believe more women in leadership positively promotes **workplace diversity & inclusion**



## The Upskilling Opportunity

85%

Believe that upskilling can help women **keep pace with upcoming opportunities** in the modern workplace



## The Balancing Act

69%

Women feel that **lack of time** is the primary barrier faced by them in pursuing upskilling opportunities



## Need for Change

55%

Believe that organizations should offer **specialized upskilling programs** for women returning to work after a career break

# Increasing Representation of Women at Workplace

An overwhelming majority of surveyed women (77%) have observed a **significant uptick in the representation of women in leadership roles** within their organizations compared to previous years. They attribute this positive shift to several key factors:

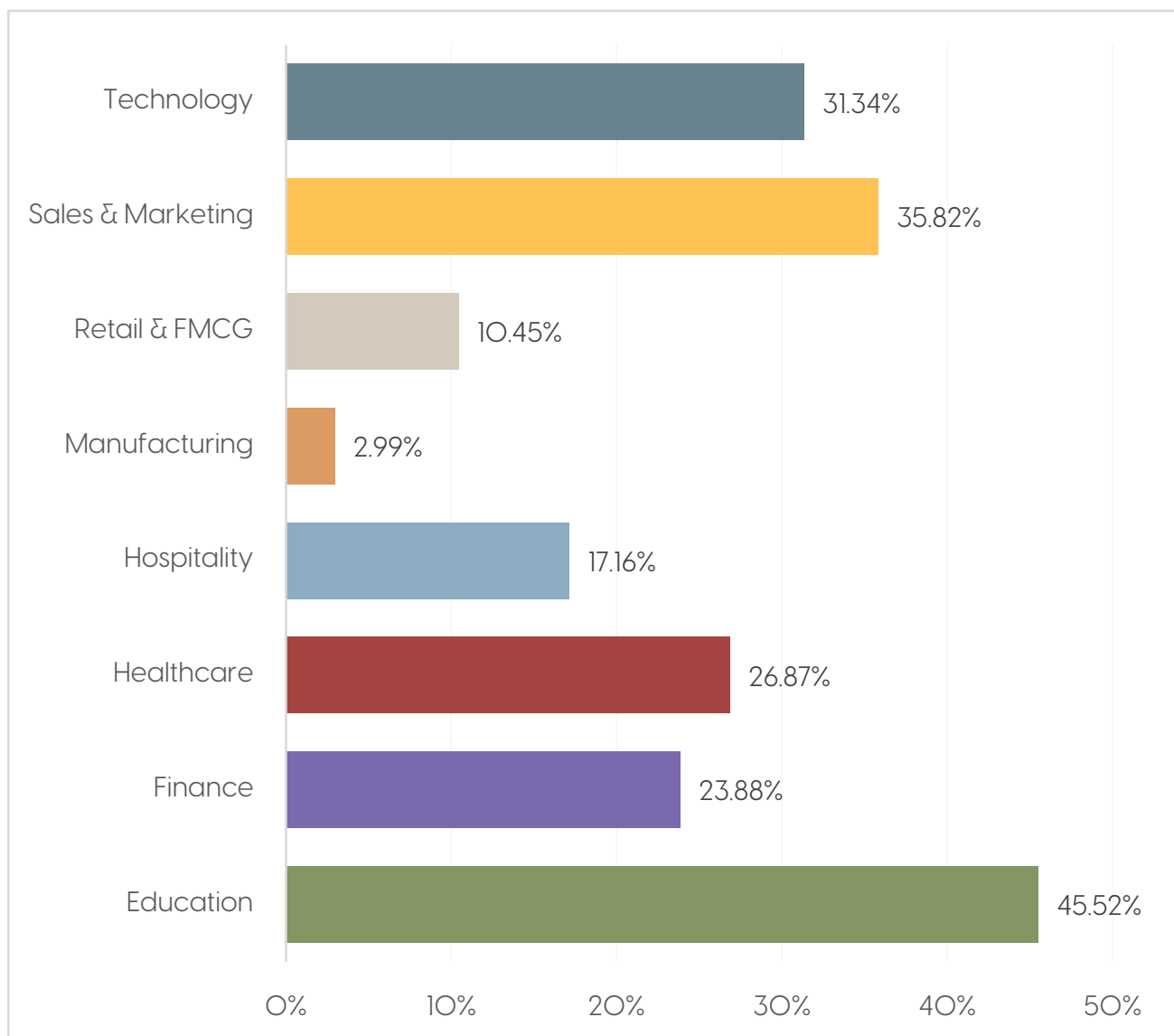
- Implementation of diversity and inclusion initiatives by the organization - **47.76%**
- Heightened emphasis on gender equality in both hiring and promotion practices - **47.01%**
- Supportive leadership actively promoting gender diversity and inclusion - **48.51%**
- Dedicated efforts to combat gender biases and stereotypes in the workplace - **43.28%**

The respondents believed that these factors collectively contribute to fostering a more inclusive and equitable environment, facilitating the rise of women into leadership positions.



# The Rising Stars for Women Workers

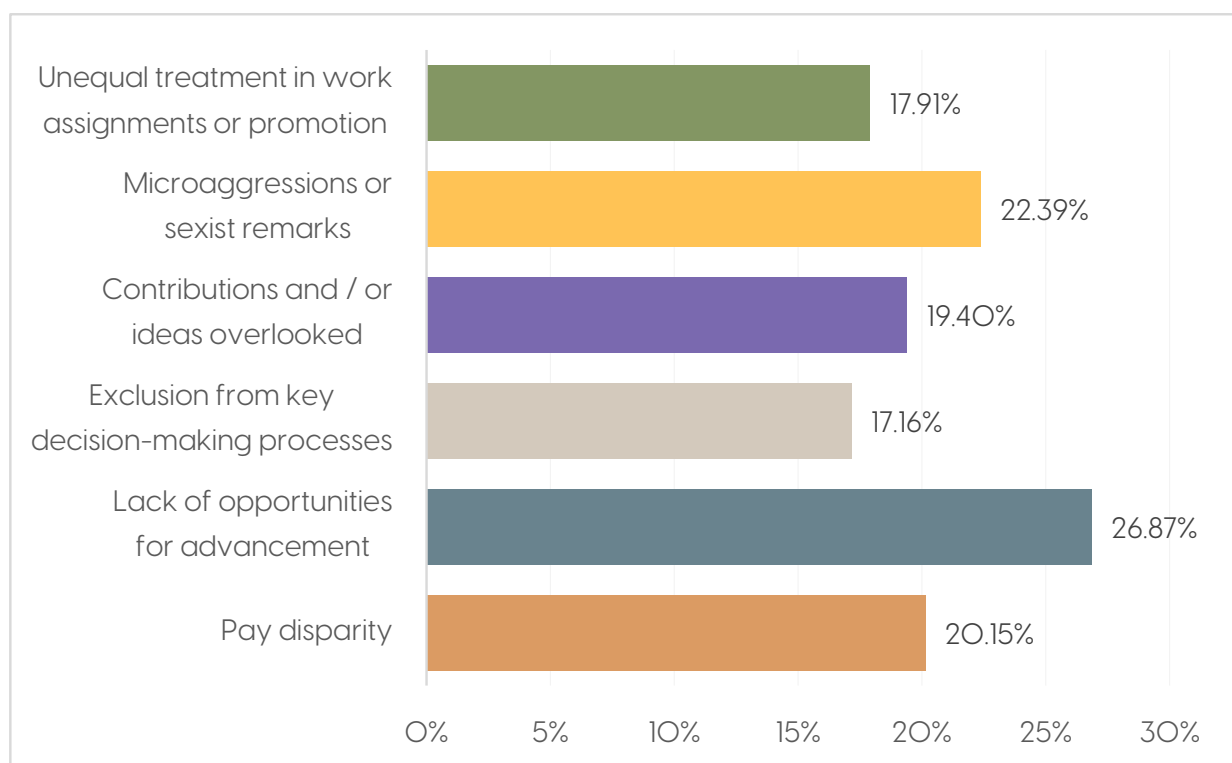
Surveyed young women professionals noted a **consistent increase in women's representation** across various industries, including Education, Sales & Marketing, Technology, Healthcare, Finance, Hospitality, and Retail & FMCG. However, they identified Manufacturing as the industry with the least noticeable growth in women's representation.





# The Changing Workplace for Women

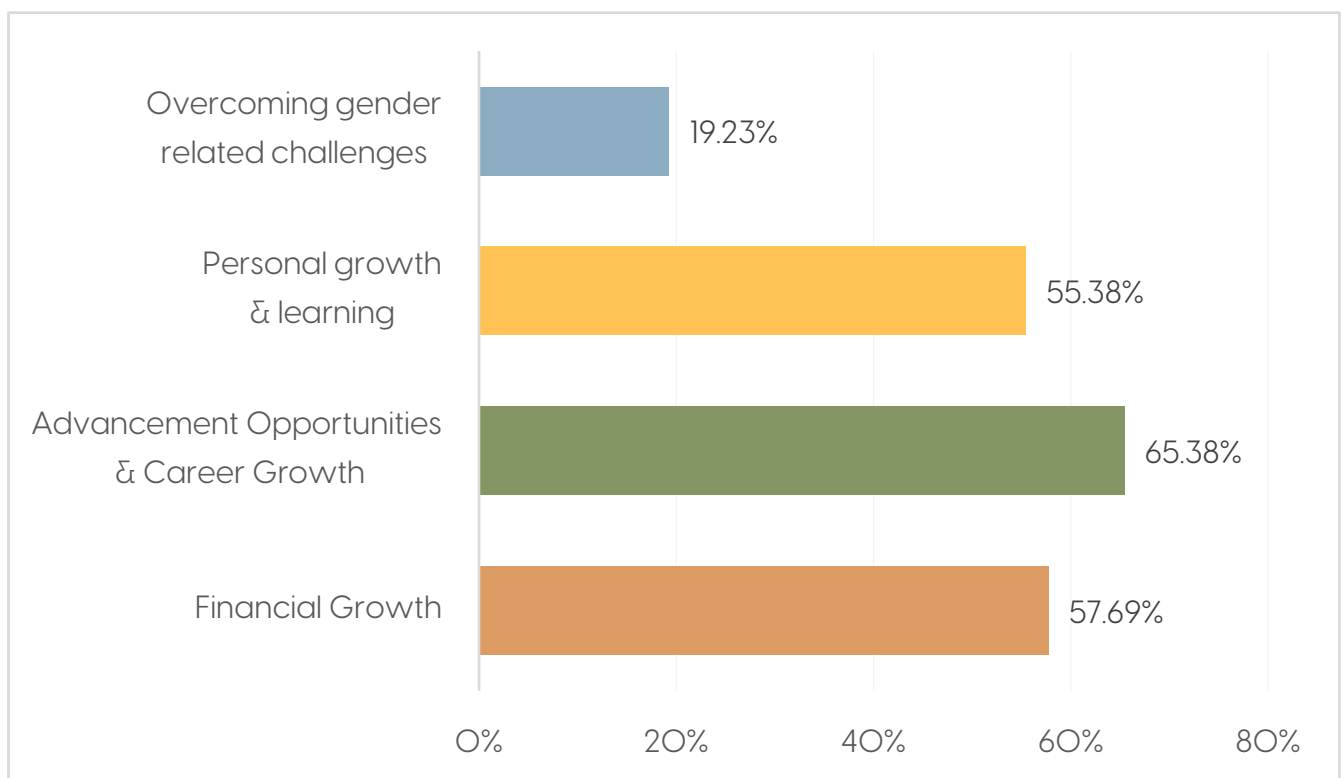
While a significant portion of women professionals (79%) acknowledges the positive impact of higher female representation on workplace culture and dynamics, there's also widespread recognition of the **prevalence of gender biases and discrimination**. These biases manifest across multiple levels, including but not limited to pay disparities, **limited opportunities** for advancement, exclusion from key decision-making processes, overlooking contributions or ideas, and experiencing microaggressions or **encountering sexist remarks**. These challenges underscore the ongoing need for concerted efforts to foster inclusivity and equality in the workplace. At the same time, an overwhelming majority did not feel that discrimination was a concern in the modern workplace.



Not Applicable - 45.52%

# Why Women Want to Upskill

An overwhelming 85% of respondents firmly believe that **upskilling is pivotal for staying abreast of emerging opportunities** in today's rapidly evolving workplace landscape. They identify key motivators for upskilling, including aspirations for financial growth, advancement opportunities, career progression, and personal development through continuous learning. These findings underscore the critical role of upskilling in empowering individuals to thrive amidst dynamic professional environments and achieve their full potential.



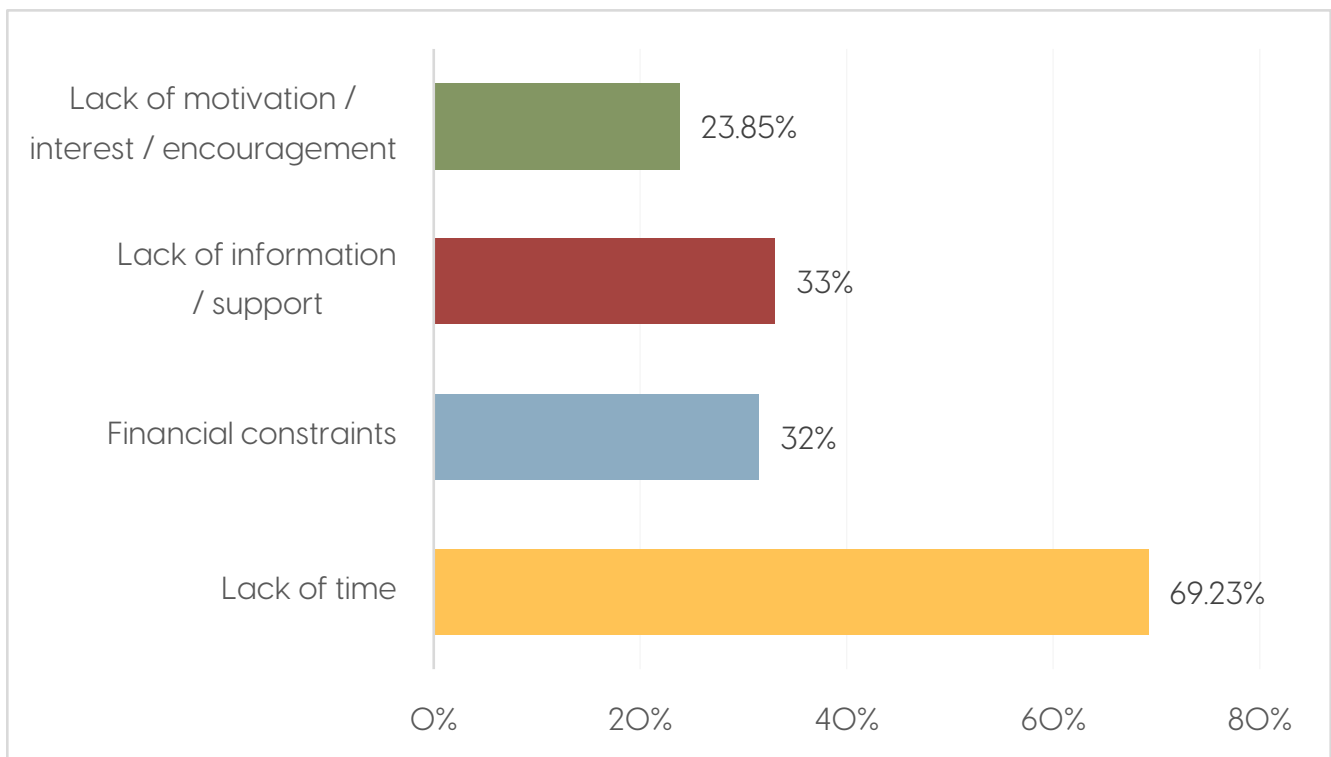
# The Challenges Women Face while upskilling

The consensus among respondents highlights several key factors contributing to the **persistence of the glass ceiling for women in professional spheres**. They cite gender perception bias, the scarcity of mentorship or sponsorship opportunities, challenges in maintaining work-life balance, and discrimination rooted in familial responsibilities as prominent barriers inhibiting women's advancement.



# The Challenges Women Face while upskilling

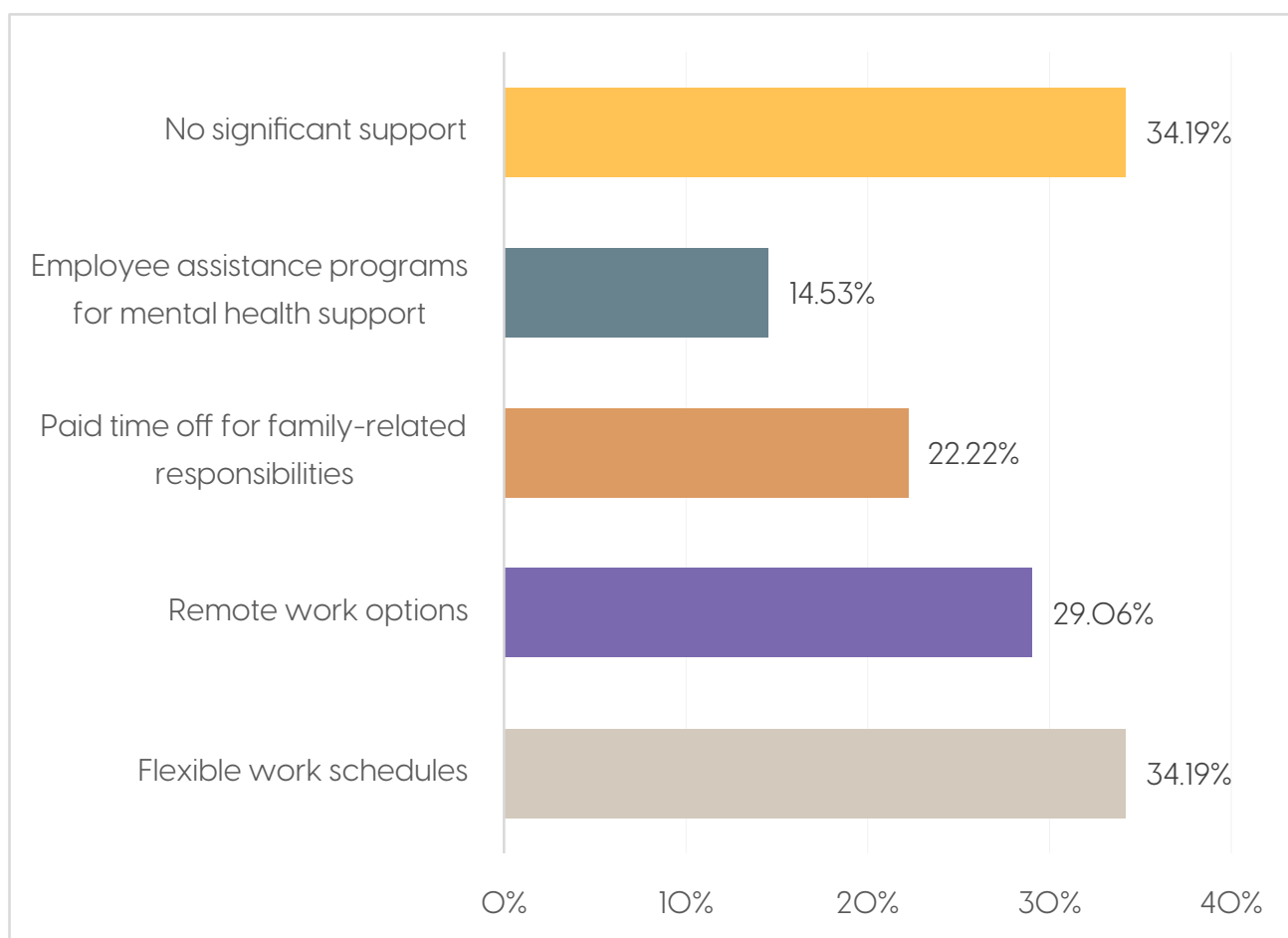
Furthermore, respondents also identify **significant hurdles in accessing upskilling opportunities**. These include the scarcity of time due to familial obligations, a lack of information and awareness regarding suitable courses, and financial constraints that hinder their ability to pursue further education and skill development. Addressing these multifaceted challenges is crucial for fostering a more equitable and inclusive professional landscape.



# Need for a supportive Ecosystem

While many respondents expressed belief that organizations offer flexible working schedules to facilitate participation in upskilling programs and trainings, a majority also perceive a **lack of proactive support from their employers** in this regard.

69% the women also feel that **lack of time is the primary barrier** faced by them in pursuing upskilling opportunities.



# Returning to the Workplace after a break

Upskilling post-career break offers multifaceted benefits, as evidenced by survey responses. The majority recognize its role in **keeping skills relevant in a fast-changing job market**, boosting confidence and competence, and unlocking new career advancement opportunities.

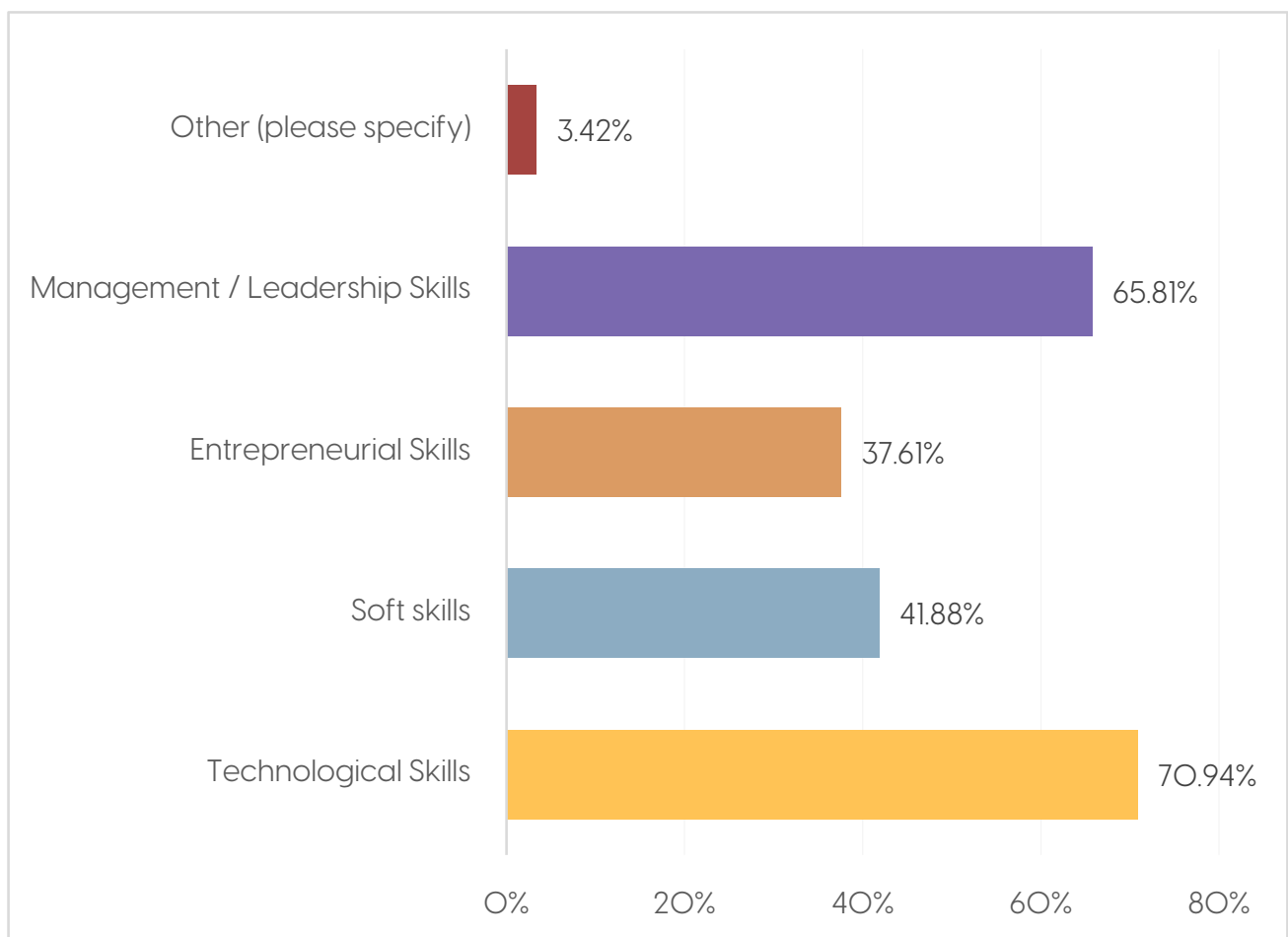
Additionally, upskilling is seen as a **demonstration of commitment to professional growth**, a means to bridge resume gaps, and a way to expand networks and increase market value. These insights underscore the pivotal role of continuous learning in enhancing career prospects and competitiveness after returning to work from a break.

When considering specific upskilling areas for individuals returning to work after a career break, respondents prioritize technological skills, recognizing their paramount importance in navigating a rapidly evolving job market.



# Returning to the Workplace after a break

Additionally, management and leadership skills are deemed crucial for seizing new career advancement opportunities and effectively managing professional responsibilities. Soft skills are also valued, contributing to overall workplace effectiveness and collaboration. Entrepreneurial skills emerge as another valuable area, fostering innovation and adaptability in an ever-changing work environment.



# Challenges Faced by Women Reentering the Workplace

Returning to the workplace after a career break presents unique challenges for women, as highlighted by survey responses. The top concerns include the struggle to find suitable job opportunities, **feeling out of touch** with technological advancements and work processes, as well as apprehensions about skill degradation during the hiatus.

Additionally, there's a notable **difficulty in reconnecting with colleagues** and rebuilding professional relationships, indicating the need for supportive reintegration strategies and resources tailored to address these specific hurdles.

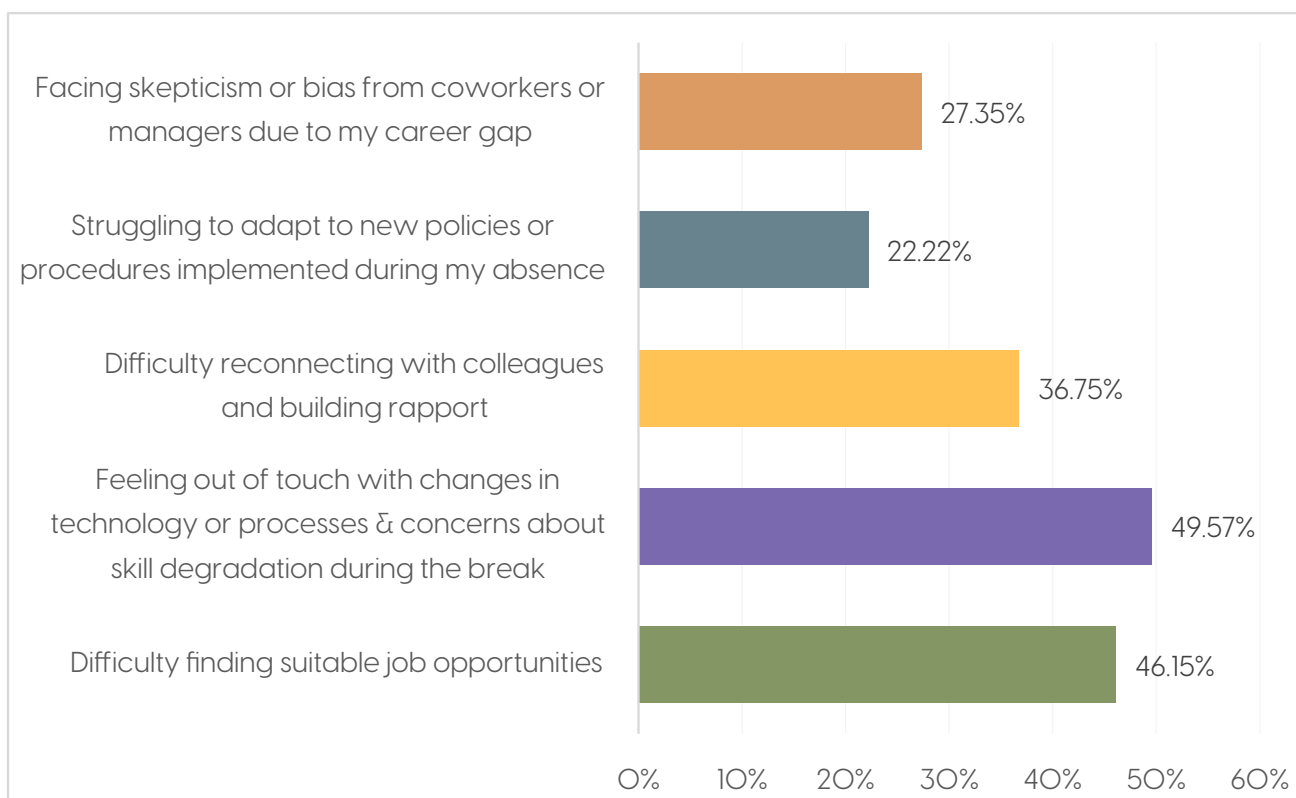




# Challenges Faced by Women Reentering the Workplace

Recognizing and addressing these challenges can contribute to a smoother transition back into the workforce for returning women professionals, fostering a more inclusive and supportive workplace culture.

The majority also confirmed that they were **not confident about returning to work after a hiatus**. The same set also strongly feels that organizations should offer specialized upskilling programs for women returning to work after a career break.



# Challenges for Women Upskilling in Non-Metro Cities

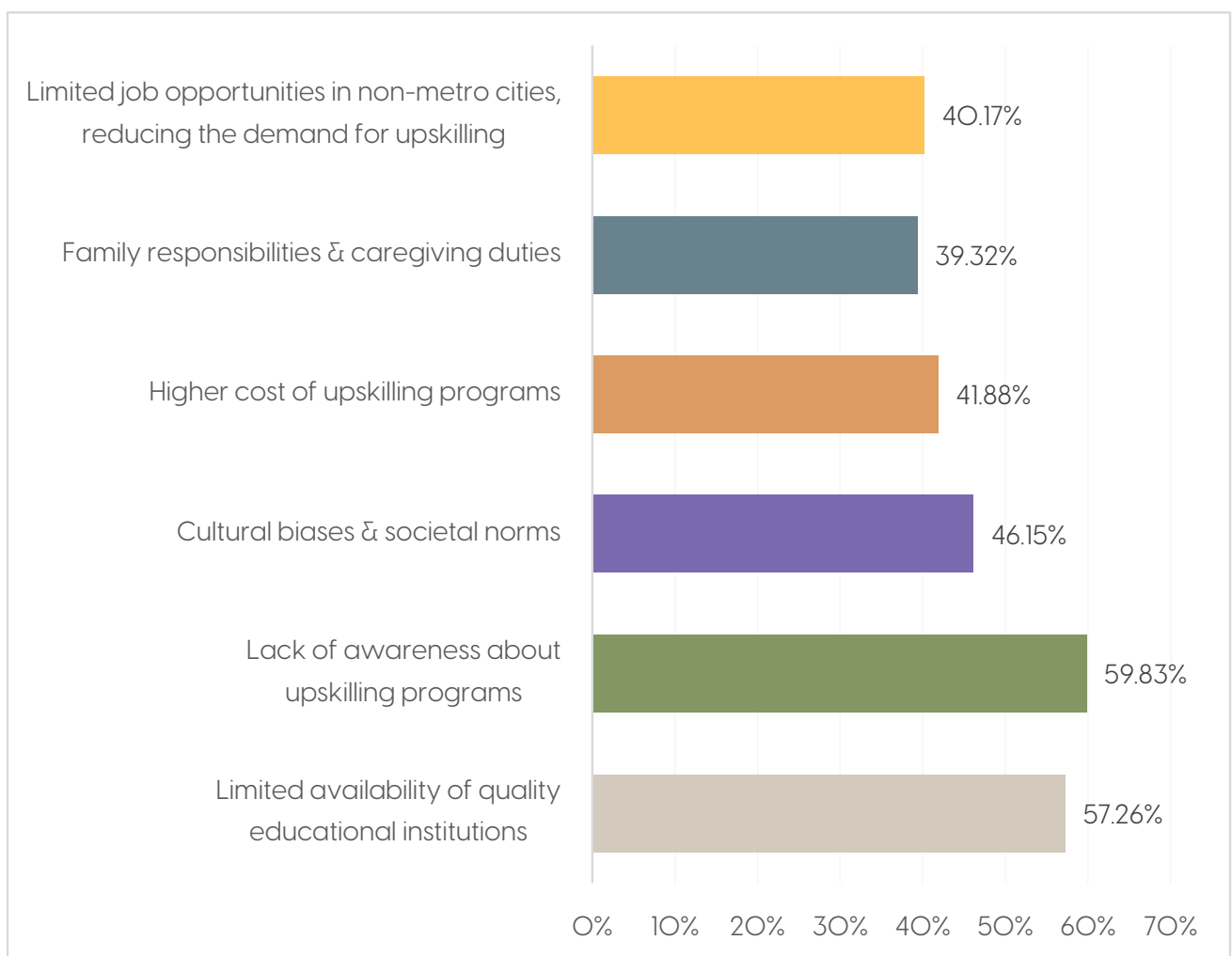
Women from non-metro cities encounter unique challenges in accessing upskilling opportunities compared to their counterparts in metro areas. **Limited availability of quality educational institutions** restricts their access to reliable learning resources, while a lack of awareness about upskilling programs further hinders their ability to pursue additional education and skill development. Additionally, **cultural biases and societal norms** may create barriers to women seeking to enhance their qualifications and pursue career advancement.

Moreover, the higher cost of upskilling programs poses a significant financial obstacle for individuals from non-metro areas, exacerbating existing disparities in access to educational opportunities. Furthermore, family responsibilities and caregiving duties often place additional constraints on their time and resources, making it difficult to prioritize professional development.



# Challenges for Women Upskilling in Non-Metro Cities

Lastly, the limited job opportunities in non-metro cities reduce the demand for upskilling programs, creating a **cycle of limited access to career-enhancing opportunities** for women residing in these regions.



# Women rooting for women!



"Prioritize continuous upskilling & professional development"



"Seek out mentorship from successful women leaders in your field"



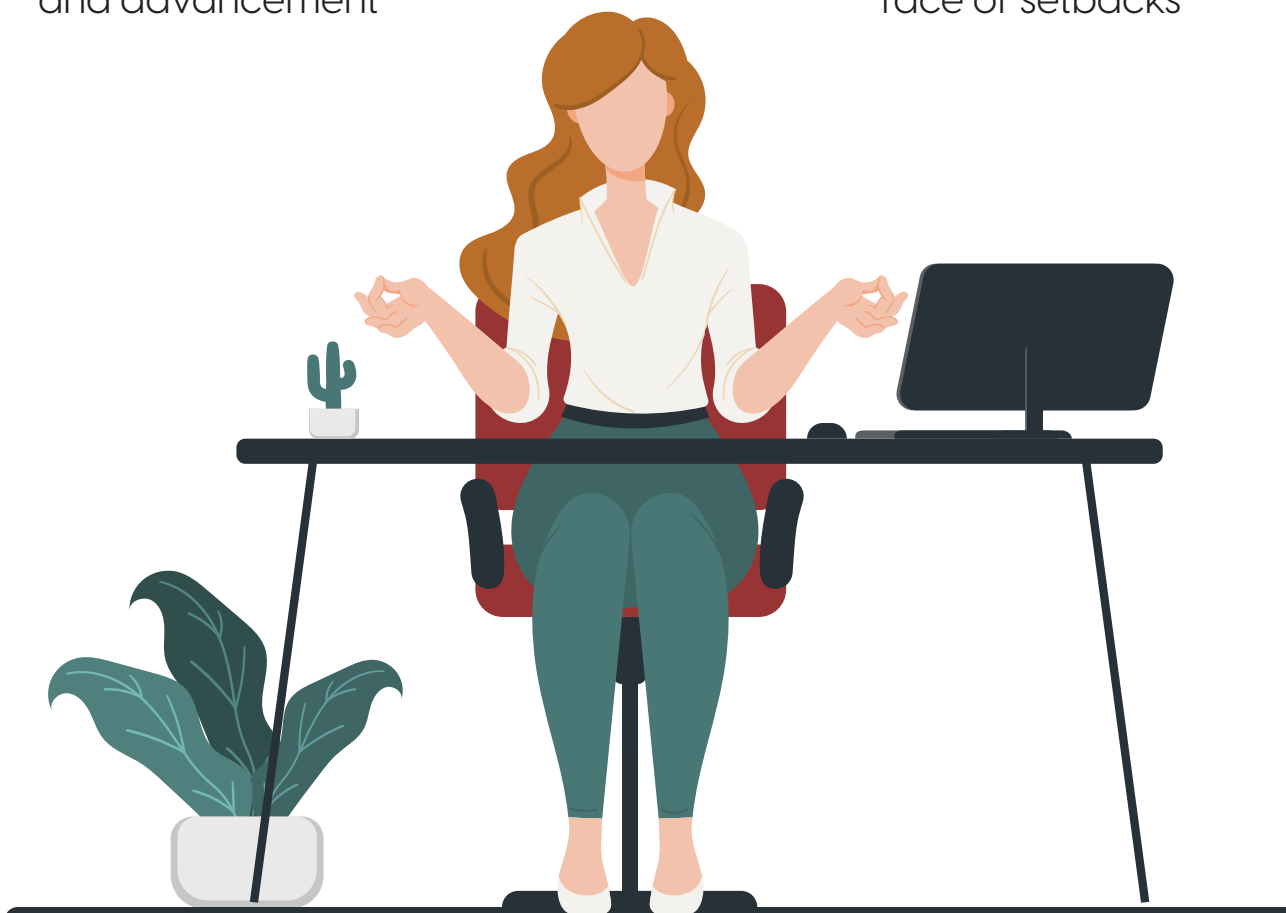
"Build a strong network of support both within & outside your organization"



"Advocate for yourself and actively pursue opportunities for growth and advancement"



"Embrace challenges as learning opportunities & maintain resilience in the face of setbacks"



# 25%

scholarship for **women learners**  
across all our programs\*



\*Applicable for programs starting in March/April '24.  
Offer not applicable on deferment cases.

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