

pioneer

FLO urges women to maintain healthy work-home balance



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Three leading ladies of the corporate world - Naina Lal Kidwai, Manisha Girotra and Dipali Goenka - on Wednesday held out a multi-pronged 'mantra' for overcoming the challenges of competition and societal pressures in achieving high stations at the workplace.

At a panel discussion on 'Rising Power of Women in the Corporate Sector: The Journey, Issues and Challenges' organized by FICCI Ladies Organisation (FLO) the corporate divas felt that in order to carve a niche in a male-domi-

nated corporate world, women need to work out and maintain a work-home balance where they are able to collaborate with peers and their family members in a gender-neutral environment.

Flexible work culture, quota in manufacturing and marketing companies to encourage women employees to take up leadership roles, a supportive family structure and the use of technology advancement, were highlighted as some of the essentials for women to be successful in the corporate world. Speaking on the subject of women-centric policies in corporates,

Immediate Past President, FICCI, Executive Director on the Board of HSBC & Country Head HSBC India Naina Lal Kidwai said that "Her organization formulates policies which are gender neutral to avoid discrimination."

For instance, HSBC offers the alternative of working in flexible hours to both men and women. Besides maternal leave, her organization offers paternal leave to male employees who want to take time off to be with their newborns.

Moelis Investment Bank India Head Manisha Girotra, believes in outsourcing of work.