

Indian Muslim Women in the Corporate World: A Study with Reference to India

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ABSTRACT

In this paper an attempt has been made to outline and study professional presence of Indian women in the corporate world in various capacities of management like managerial positions, administration etc. Efforts have also been made to highlight the issues and challenges facing Muslim women for their nil presence in the management field still after 75 years of independence. Present Paper on the basis of literature review undertaken, answer these questions, suggestions have also been provided to increase the presence and role of Indian Muslim women to bring them on the forefront of management.

Key Words: Management, Corporate, Managerial, Women, Indian.

INTRODUCTION

The present paper focus to highlight and identify the presence of Indian Muslim women in the corporate world in terms of their managerial role and management of public and private sector in India. The study on the basis of literature review undertaken will try establishing this. Issues and challenges for almost nil presence of Indian Muslim women in managerial roles and management will also be presented on the basis of already published sources of data. From times immemorial, women's have played a key role in the sustainment of this world along with their counterpart's males. The role of a woman begins with being a housewife, sister, mother to Prime Ministers, Presidents, academicians, managers, directors, space, and in every sphere of human life. In all these roles women's have demonstrated efficient and wise management skills whether with management education or no management/business education. With special reference to India, Indian women play and have played a key role in different professional walk starting from pre independence period and post independence era. After independence women's started getting equal share and role in different fields like education, academics, business, industry, science and technology etc and attained higher positions but on the contrary Muslim women in India are still lacking behind in terms of education, business, management, education, industry participation and specially their presence in business and industry is nil at higher levels of management of the corporate sector. hereas women from other religions are much more advance in professional and management fields as compared to Indian Muslim women. A number of Indian business women, Entrepreneurs' are playing a key and important role and are on the top levels of management of companies whether in public or private sector. We can name some Indian business women like Kiran Mazumdar Shaw, Indra Nooyi, Chandra Kochhar, Ninana Lal Kidwai, Shikha Sharma, Mallika Srinivasan, Preetha Reddy and more to name are heading top most Companies and business houses of the country with their management leadership skills and efficient business knowledge and experience and putting India on the corporate globe however participation, presence and contribution of Muslim women in the management and industry is negligible as such the paper examines and try to find out reasons for this nil presence of Indian women in the management of companies whether in public or private sector of the country on the basis of literature review and other secondary sources of data.

The paper is divided into the following sections.

- 1) Literature Review
- 2) Research Methodology
- 3) Interpretation
- 4) Discussion & Conclusion
- 5) Directions For Future Study

Literature Review

Literature review in the present paper covers the earlier studies on Women's role in Management and corporate world in India and abroad in order to set the objectives of the topic under study. Some of the studies are mentioned below. Rizzo, Abdel Latif & Maeyer (2007) found that issues relating to Muslim women in middle east and Arabian countries was just similar to problems and issues facing women in western countries and especially to Muslim women who seeks to attain management roles. I L O (2015) & World Bank (2012) surveyed 108 countries & reported significant advances in women's proportion in middle and senior management roles. Carter & Silva (2010) found that only 3 % of Fortune 500 countries were headed by a female CEO. Women with business/management education were appointed general to lower managerial roles. Metcalfe (2010) in her study on Muslim women in management professions who took leave on a routine basis were not likely selected to higher managerial positions. Helgeson (2018) argued that women management style may have a socio biological and women think differently, perceive differently when compared to their male counterparts. Phoenix (2006) & Shen et.al (2009) investigated the problems of women in management professions and found that the problem of inter sectionality like gender discrimination, ethnicity, migration etc.

Omar (2018 & 2010) study showed that in UAE that women managers are not regarded to equal with men managers. Parmar (2014) & Gordon (2016) in their study showed that women lack an innate drive to control & subjugate, they want to avoid conflicting management situations and tend to resign from top management positions and role and this may be the reason of dearth of women in top management ranks. Bullough, Moore & Kalafotaglu (2017) question why if women as group have excellent management skills then why they are underrated, discriminated against in western enterprises.

Research Methodology

In this part of the paper is given which includes the objectives of the study, scope of the study, methodology of research and limitations of the study.

Objectives of the Paper:

- 1) To study the presence & role of Indian Muslim women in management of Corporate Sector.
- 2) To highlight the issues and challenges faced by Indian Muslim women in getting management oriented professions.
- 3) To suggest measures in increasing participation of Muslim women in Corporate Sector.

Scope of the Paper:

The scope of papers covers presence and role of Indian Muslim women in management and corporate role.

Methodology of Research:

Paper is based on secondary data source of literature review covered and on the basis of it objectives of the paper have been satisfied and Interpretation made.

Limitations:

The paper is conceptual in nature and it is not based on empirical findings which can be regarded as limitation of the paper and lack of time can also regarded as limitation in undertaking empirical study.

Discussion & Conclusion

On the basis of literature review done in the paper following discussion & conclusion is arrived at and which are given below. It is evident from the literature review that there are no studies undertaken in India by researchers specially to study the role of Muslim women in the Indian management and Corporate sector till the present date although there are studies done whether in India or abroad which focus on studying the role of women other than Muslim women in business, industry, corporate sector. Some foreign researchers have studied the presence of Muslim women in management and corporate sector in western, Arabian and middle east countries and have concluded that the participation of Muslim women in the management /corporate Sector is bare minimum and various social, psychological, gender religious factors are there which hinders Muslim women to take higher roles in the field of management and industry. The studies undertaken by different researchers on participation and role of Muslim women in western, Muslim countries is limited and confined to smaller management role and they face difficulties of gender, religion, male domination etc. Still no such studies are there which show us that what are the issues which are responsible for lack of management education among Muslim women although there are various studies conducted on the subject of education among Muslim women which gives us number of reasons , issues and factors responsible for lack of education among Indian Muslim women.

In order to bring Indian Muslim women in the field of management education and create opportunities for them in management and corporate sector they need to be encouraged to pursue management / business oriented education after basic education in colleges, encouragement from family, removing negative image of corporate sector from their minds created by society, making them aware of the global and professional opportunities after management education. From the introduction of the paper, it is evident that number of Women other than Muslim are occupying and holding top level management positions in the corporate sector of India and efficiently managing big business houses and companies whether in public sector or private sector but not a single Indian Muslim woman can be named in this race.

Directions for Future Study:

Present study suggests that researchers should focus to undertake studies on studying the participation and role of Indian Muslim Women and corporate sector in management and they should also try to find out what different issues and challenges Muslim women face for their nil presence in the management and corporate sector in India. Further studies can be also undertaken to highlight the core issues and challenges facing Indian Muslim women on the basis of Primary data collection by researcher by creating a database of Muslim women who possess business and management education but are lacking presence in management and corporate picture of India.

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