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Women

The Power of Female Leaders in Ethnically Diverse Countries

New research shows that countries with a lot of ethnic diversity experience greater economic growth when they have a female head of state. Countries with a lot of ethnic diversity generally show weaker economic growth than homogeneous countries. A new study, however, discovered a variable that strongly reverses the trend: women leaders. Management professor Susan Perkins of Australia and her colleagues compared the economic growth rate of 139 countries over 55 years. They found that diverse countries did significantly better when a woman was at the helm. The more diverse the country, the stronger the effect. In countries with a lot of internal conflict, oftentimes people are looking for signals that the person in charge is going to be collaborative and not dictatorial or self-interested. Women's gender role is symbolic of collaboration, that they're going to empower marginalized voices. Because of gender stereotypes, women may seem more trustworthy. Meanwhile, real differences in leadership style may affirm those expectations and be more effective in practice. (Pacific Standard)

UAE women thrive in leadership positions

Compared to countries such as the US, the UAE is "far ahead" in terms of including women in leadership positions. The country has embraced diversity by including a high number of women in its aerospace and political industries but experts said it was essential to level opportunity between men and women. "In the UAE, it's compulsory for all public and private sector organisations to include a woman representative on their board of directors," "That is quite far ahead of where the US is in that regard." Diversity is increasingly being seen as key to optimal performance of teams." A recent study published in the Harvard Business Review found that the single most important factor in making a team more successful was the presence of additional women. "The

qualities that women bring to the table like listening, sharing criticism constructively, having an open mind and being democratic, were increasing the collective intelligence.” (The National)

Global women leaders to address seminar in Lahore

A organisation New World Concepts is organizing the International Women Leadership Seminar at Lahore. “After an overwhelming response to the International Women Leaders Summit in Karachi, New World Concepts is excited to organize the International Women Leadership Seminar in Lahore. This seminar is a unique chance for women delegates in Pakistan to learn about broadening horizons and overcoming personal and professional barriers from global and national success stories” The Seminar will aim to focus on ‘Inspiring Insights’ by bringing 150 women professionals and entrepreneurs together by inspiring them through success stories of global women leaders. The summit will explore ways through which women as entrepreneurs and corporate executives can reshape the business world and redefine leadership globally, while working to create sustainable future. (Pakistantoday)

Woman professionals are in short supply in India

Women professionals are in short supply, as they drop out at various levels of education in India, says a new report. This problem is compounded by the fact that even after higher studies, a large number of women do not join the organized workforce, says ICICI Bank’s report titled ‘Women in Leadership’. Companies should hire women right from the initial stages, so that there are enough women who can move up the ladder to the middle and senior management positions, says Chanda Kochhar, managing director and chief executive of ICICI Bank. “It is important to clearly convey that they are purely merit-oriented and women are rewarded on the basis of their performance.” Organizations also have to deal with the sensitivities of woman employees who stop working at some stage of their career - owing to reasons such as motherhood, among others - and then seek to come back. The report says that by the time these women re-enter, their former colleagues might have already moved up the corporate ladder. (Business Standard)

Population

Pakistan Needs to Empower Women to Boost Its Economy

The original version of this article, by Kaja Jurczynska, appeared on Population Action International’s All Access blog. Pakistan is at a crossroads, and not for the reasons you might think. Data from the latest Pakistan Demographic and Health Survey show the country has an opportunity to seize an economic boost, but only if it can accelerate fertility decline and women’s empowerment through increased access to voluntary family planning and other strategic investments. The boost is known as the demographic dividend – the accelerated economic growth that results from changes to a country’s age structure, namely a decrease in the share of young dependents (net consumers), relative to an expanding proportion of working-age adults (net producers). With a relative increase in the working-age population, if educated and productively employed, these changes can usher in better living standards for families, increased

production per capita, and higher rates of savings and investment. With a population exceeding 184 million. (NewSecurityBeat)

Iran leads Muslim countries in fertility decline

You might be surprised to know that in recent years Iran has experienced one of the most steeply falling fertility rates in the world. The average number of births per woman back in the early 1980s in Iran was 6.08. That dropped to just 1.8 births per woman in 2007. So 'successful' was the Family Planning Program introduced in 1966, that the government is now worried that population growth could reach zero within twenty years' time and that one working age person will soon be required to support seven retired persons. Needless to say, they are attempting to do a quick about turn! Iran leads Muslim countries in fertility decline. In 2030 Iran will have the lowest percentage of population aged 15-24 in the Muslim world. Iran's parliament is now seeking to ban vasectomies and tighten abortion rules in an attempt to increase the birth rate. However, last year the supreme leader, Ayatollah Ali Khamenei, criticised the existing contraception policy, describing it as an imitation of western lifestyle. He is encouraging the government to tackle the ageing population problem and made it clear that he would like to double the number of people in Iran from 77 million to at least 150 million. (mercatornet.com)

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Message for Leaders

“Everyone thinks of changing the world, but no one thinks of changing himself.”

Leo Tolstoy



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