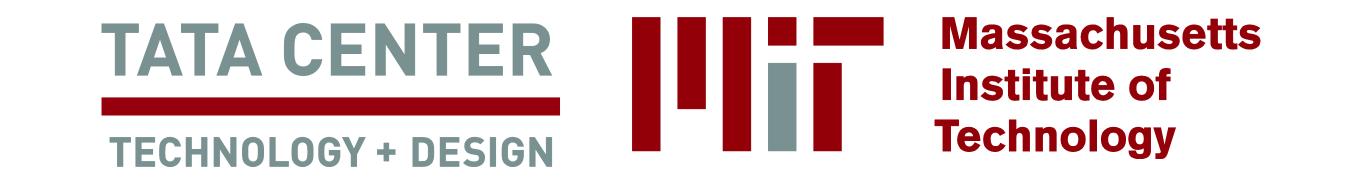
Effects of managerial practices on workplace performance and health of female factory workers in India

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Data/Results

Methodology: Grounded Theory, Methods: Mixed Methods

Iterative phases of data collection and analysis:

Abstract/Opportunity

- Growth of manufacturing in India
- More women in traditionally male shop-floors - 25% of working women in urban and peri-urban areas
- More women in managerial positions

 32% in India (Forbes, 2014) but no
 research on its effects



Results:

- Causal identification of statistically significant effect of supervisor gender on four variables listed above
- Identification of mechanism to explain this phenomenon
- Current Work:
 - Identifying supervisor characteristics that enable workers to be more productive and access healthcare at the workplace in better ways
 Translating findings into policy to enable better supervisory practices

Garment sector in India

- 59% world market share
- \$223 billion industry by 2020
- Currently contributes 4% tp GDP, 13% to export earnings
- Over 45 million people employed

Proposed Solution

- Identifying factors that positively affect workplace performance and health for female factory workers
- Crafting specific policies that can be

Value Proposition/Next Steps

Value Proposition: Win-win for all stakeholders

- Healthier, more productive workforce for factories. Improved productivity of 4-5%. 1% increase corresponds to:
 - 2 days/ year: reduced sick leave
 - 5 min/ day: reduced breaks/ increased time at work
 - 1% increase: effectiveness of work (Fitz & Rosenfeld, 1997)
- Better relationships between supervisors and their workers
- Improved workforce experience for women: better earning,

implemented at the factory level, to be scaled to industrial association and state levels at later stages ripple effect of benefits extending to women's families

Next steps:

- Formulating and implementing specific policies
- Exploring avenues for greater outreach and impact

Acknowledgments

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References (Non-exhaustive List)

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