

Why hospitality sector needs women leaders to ensure continuous growth?

The surge of women leaders and entrepreneurs across diverse sectors in India is remarkable. Approximately 20.37% of MSMEs in the country are led by women entrepreneurs, showcasing a significant rise in female ownership of startups. This trend is particularly pronounced in the hospitality sector, where a double-digit growth trajectory is expected in the coming years, offering a prime opportunity for innovative female entrepreneurs to make their mark.

As women continue to shatter glass ceilings and challenge societal norms, their pivotal role in the hospitality sector becomes evident. For sustained industry growth, it is crucial for women leaders to assume and retain challenging decision-making roles.

Expanding Opportunities for Women Decision-Makers in Hospitality

Despite the substantial increase in female decision-makers across various industries, the hospitality sector still faces a significant gender gap in top managerial positions. A notable report reveals that only one woman attains the CEO position compared to twenty men in the country's leading hotels. This trend is not unique to India but reflects a global challenge, where women often face obstacles in ascending to the highest leadership roles. While women easily reach managerial, directorial, and vice-president levels, breaking through these barriers remains a formidable challenge. Increasing the number of women decision-makers can contribute to addressing gender bias in overall employment within the sector.

Addressing Gender Bias through Women Leaders

While top hotels and restaurants in India are hiring more female staff, a substantial gender gap persists, with an estimated 30-35% of women employees across all positions in the hospitality industry. The rise of women decision-makers at the helm of leading hotels is expected to significantly reduce this gender bias. As women ascend the organizational hierarchy, they challenge

stereotypes and demonstrate that every role in the sector can be effectively performed by female workers and leaders.

Constructive Leadership by Women in Hospitality

In the swiftly evolving post-Covid hospitality landscape, female leaders are proving to be more constructive than their male counterparts, particularly in problem-solving and dispute resolution. As top hotels and restaurants aim to diversify their workforce and leadership, the positive impact of female decision-makers on management practices is becoming evident.

Creating Inclusive Work Cultures

The influence of female leaders extends beyond individual success stories to the organizational culture of hotels and restaurants. Hotels with women in top management witness a more inclusive and nurturing work environment. Female CEOs in leading hotels exhibit democratic and transformational leadership styles, fostering a positive workplace culture.

In Conclusion

The ascendancy of women leaders in the hospitality sector signifies not only an opportunity for industry growth but also a catalyst for fostering inclusive and dynamic work cultures. As women continue to break barriers and assume top managerial positions, their unique perspectives and leadership styles will shape the future of hospitality. By championing diversity, addressing gender bias, and promoting constructive management practices, female leaders are laying the groundwork for a resilient and prosperous hospitality industry, ready to meet future challenges with innovation and inclusivity.