

Women@Work. India Inc's DEI initiatives and the meritocracy debate

When providing opportunities to women through gender diversity initiatives, do organisations compromise on candidate selection?

[By Vasanthi Srinivasan](#)



At every event that I address on gender diversity, one question gets asked: “Our organisations have made commitments on gender diversity goals. Senior management performance evaluation and bonuses are tied to meeting these goals. We do not find enough women professionals in the labour market. To meet the goal, we will end up bringing women not necessarily only on merit. Don’t you think this compromises meritocracy?”.