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Assessing The Impact of Key Enablers of Women's Leadership Advancement in Mauritius

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Abstract

The study was undertaken with the purpose of assessing the impact of key enablers such as organisational policies, gender-sensitive frameworks, leadership support, career counselling, and role modelling on the advancement of women's leadership in Mauritius, since it has been observed that women are still inequitably contributing to major decision-making positions in organisations. This research aims to identify the extent to which some key enablers contribute to bridging the leadership gap and fostering inclusive governance in the Mauritian context. The study was ex post facto research which was conducted on 399 women executives in Mauritius and data was collected through questionnaire which were distributed online. A non-probabilistic convenience sampling method was adopted to determine the representative sample. Results showed that policies and initiatives significantly impact on women's leadership advancement leading to an environment where women are provided with opportunities to ascend to leadership roles and contribute equitably to organizational success. A strong correlation was observed between gender-sensitive policies, such as flexible working hours and childcare support and women's leadership advancement. The results further revealed that there is a moderate relationship between support from top management and women leadership growth. Moreover, it has been found that there is a strong correlation between career counselling and women leadership progression. Finally, the presence of women role models has been found to contribute substantially in women leadership development.

Keywords: Leadership, Enablers