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Context to the nugget

Zia talks about the small things that a spouse could do to ensure that the women could re-enter the workforce effectively after a maternity break.

Transcription

Deepak Jayaraman (DJ): To make it tactical, specifically the role of the spouse, any headlines thought on what have you seen supportive spouses do just to make it real for men out there?

Zia Mody (ZM): Well firstly I think there are very few supportive spouses, they say they are supportive but they are not supportive in the real sense, what do I mean by the real sense? The real sense is, the first thing is to make your wife happy, if you are just going to crib about it or act so sanctimonious s to what a great favour you are doing about it, it's not support. So the first thing is to actually appreciate the physical and mental trauma that a women goes through and the guilt that she asked to face and bare and therefor so the spouses, especially today's generation spouses that actually appreciate women much more in that sense than maybe a two generation ago for sure. For what your grandfather thought of role of the woman and what you think could got, I mean you couldn't compare but I think to put that into practice in terms of physical support, mental breaks, happy encouraging conversations or short vacations, standing up in front of your parents square her, when required. Understanding she could also have as hard a day as you could for many rights running and that is okay I think that's where the men can really make a difference. So speaking for myself, I think my husband by some lucky streak I got by the grace of god just never had a problem with a successful wife, there was no sense of insecurity because he was a very successful husband, and he was so sure in his skin of who he was that my much more publicly visible profile amused him, rather than bothered him, but how many men do you get like that? Not only in India, but in the world and so I think it's a combination of choosing the right partner if you can and finally if you can't. Training him to be the right partner with affection and love and therefor giving back as much as you get. Nobody is going to do it if you smack your husband but if he loves you and he knows how important it is to you and you don't become over bearing and it's not my way or the highway either and it works, it's a partnership.

Reflections from Deepak Jayaraman

DJ: The key takeaway for the women who are listening in is "please don't smack your husband". I didn't say it. Zia did. Be nice to us and we will try and be nice to you. But on a more serious note, The big takeaway for me was its not just about the woman entering the workforce back but a lot of the hidden enabling factors that need to be in place for her to recover physically and psychologically

Podcast Transcript [17.04 Zia Mody - Role of a spouse around maternity](#)

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as she plugs back into work after a maternity break. A related theme about how you solve for leverage at home and at work came up when I spoke to Vedika Bhandarkar. If that is of interest, do tune into nugget 15.04 in my conversation with Vedika.

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End of nugget transcription

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About Deepak Jayaraman

Deepak seeks to unlock human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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