

# The Role of Women in Global Leadership

Breaking Barriers and Shaping the future.

① Introduction

Thesis Statement: -

Women are breaking barriers and shaping the future by successful achievements. Despite the achievements women still face challenges comprises of biasness and lack of representation. However, today, women in leadership are transforming societies and shaping the future like never before.

② Historical context of women in leadership  
(Elizabeth I and Cleopatra)

③ Women in Global Leadership

a) Jairopa Jindan and her zero-COVID strategy.

b) Sana Mariri and her feminine force to change trans act.

c) Benazir Bhutto and her strong advocacy of women empowerment

d) Sarah Gilbert - co-founder of Vaccitech.

- e) Kamala Harris changing history for Indian Americans.
- f) Kamala Harris and Malala Yousafzai and their never ending activism.
- g) Margaret Thatcher the Iron-lady

#### ④ Challenges faced by women in global leadership

- a) Lack of representation and glass ceiling.  
(UN-Women report)
- b) Patriarchal culture and misogyny force women to give up on their careers.
- c) Gender stereotypes and institutional barriers.
- d) Work-life balance dilemma.

#### ⑤ How global women leadership breaks barriers and shape the future.

- a) Women in leadership addresses the socio-economic issues affecting the vulnerable people
- b) Gender sensitive policies and skills development.
- c) Economic growth and sustainability

#### ⑥ Conclusion

"While women have shattered glass ceilings in boardrooms and parliaments, countless still face unyielding walls of inequality and stereotypes. The journey of women in leadership is both triumph and a challenge." This quote reflects how women in leadership bring change and prosperity to the nation. From Jalinga Jagan to Sara Main women in leadership have paved the way of traditional politics and policies that were centered on men only. Women in leadership open new avenues for sustainability and address the concern of vulnerable population. The ground breaking achievements of women by breaking the barriers has shaped the prosperous future with equal participation. From being an activists like Kamla Devi to Malala Yousafzai; women goals lies in creating a world for all. Despite the achievements women have conquered in leading positions, they still face resolute walls of inequality and injustice. Women often face gender biasness and institutional barriers in reaching the higher positions. The

absence of women in top tier position further exacerbate the situation for women. However, the inclusion of women leadership in global sphere incorporates gender sensitive policies and collaborating in issues like climate and gender disparity. The objective lies in creating a world a better place to live. Women of today are breaking barriers and shaping the future by remarkable achievements. Notwithstanding women still face many challenges. However, women of today are breaking barriers by transforming the society and shaping the future.

Women have proven to be leaders in every centuries to come. History is filled with women who have not only been leaders but also break the barriers and stereotype by crafting the future. Elizabeth I and Cleopatra are one of the few examples. Elizabeth known as the virgin queen and marked by her immense culture, politics and economic growth. She challenged the

established gender norms and adept in diplomacy and military strategies. Under her leadership, England defeated Spanish Armada asserting her influence as maritime power. On the other hand Cleopatra, a name that no introduction is renowned for her intelligence, political acumen and an ability to wield power in male dominated world. She forged alliances with powerful Roman leaders and expanded empire. Hence, both Elizabeth I and Cleopatra broke barriers for women in leadership by demonstrating strength, intellect and strategic foresight.

Today, women are leading in global leadership by breaking the barriers and influencing the future for a more inclusive world. Jacinda Ardern is one of the few women pioneers in leadership - who have proven to be the great women leaders for her empathetic leadership. She is known for decisive leadership in Christchurch attack (2019) and COVID-19.

Arden united the country through her compassionate response in solidarity with muslims by declaring "They are us." Jacinda's "Go Home" and "early strategy" for New-Covid has been widely appreciated. Her clear communication and daily briefing earned her widespread trust and transparency in leadership. Thus, leaders like Jacinda are not defined by their gender but by their achievements and trust.

Along with it, Jacinda Arden's remarkable leadership is renowned widely, Sanna Marin's changing of policy for transgender people has earned her great respect. Sanna Marin, former prime minister of Finland challenged the Trans Act, which requires transgender people to undergo mental health screening and long process of sterilisation, if they want to acquire a legal position. The then country's prime minister affirmed an changing act by saying people have their right to self-

identify themselves and it's not her job to identify people. Her support for ending the trans act is an assertion of feminism, which seeks to dismantle outdated notions of gender norms and ensure everyone has the right to self-identify themselves.

Benefes Sana

Marrin, Benazir Bhutto has remained a powerful figure in advocating for women empowerment. Benazir

Bhutto remains a symbol of resilience breaking barriers in deeply rooted patriarchal society and inspired future generations of women leaders.

Benazir Bhutto is renowned for strong advocacy for women education and, she arranged the women conference in Beijing to highlight the women suffering and setting out measures to curb it. She is also known for modernizing the economy by privatization and investment, and championed polio-vaccine campaign and her initiative of first women Bank in the country.

needs of introduction. Hence, leadership like Benazir Bhutto has changed the years old politics by representing the women of a nation.

Aside from Benazir-Bhutto the first-ever female prime minister of a patriarchal society, Sarah Gilbert the co-founder of vacii-tech is close to a super hero. Sarah Gilbert and her team developed the COVID-19 vaccine can protect 90 percent against the virus. The vaccine created by Sarah Gilbert and her team is much cheaper than the Pfizer and BioNTech. Sarah Gilbert having twenty five years of experience in developing vaccine for the flu, Ebola and Middle-East Respiratory Syndrome, she and her team played a pivotal role in the amidst of crisis. The vaccine created by Sarah and her team is one of the most widely distributed vaccine and affordable globally, particularly in low-income countries. Women in key position does not discriminate rather open



the new ways for a united and peaceful world.

Together with Sarah Elbert, a woman who saved many by her vaccine, Kamala Harris broke the barriers by being the first Indian-American woman to be a vice president of United States of America. Harris has long history of remarkable achievement, she served on key committees, including Judiciary, reforms and intelligence. Kamala Harris advocated for criminal justice reform by amending the bill to reduce the sentence for non-violent offenders. She believed punishment is not always the option, but rehabilitation is. She has been a strong supporter for affordable health care fees and addressing racial inequality and discrimination. Kamala is known her strong support for reproductive rights and women empowerment. Hence, color of women change the ways people view them.

Along with, Kamala Harris, a woman who championed for

legal reforms and development, Danjula  
ofuwa and odunayo ewunji and  
Malala yausufai are the true fighters  
in the cause of empowering women  
through activism. For years Nigerian  
women activists used online tool  
to organize social change - whether it  
be Chibok girls kidnapped by terrorist  
or creating awareness on gender-based  
violence. Danjula ofuwa and  
odunayo ewunji formed a feminist  
coalition to improve the lives of  
women in Nigeria. On the other hand -  
Malala yausufai - the youngest Nobel  
prize laureate for her advocacy for  
girls education. Her remarkable  
achievements by challenging the customs  
has alter the ways for girls education.

lastly, Margaret  
Thatcher the United Kingdom's first  
female prime minister, served the  
longest tenure in the history in the  
20<sup>th</sup> century. Her leadership style  
and policies earned her the nick-  
name of Iron lady for her strong

approach. Thatcher advocated free market principles, reduced government intervention and privatisation of state-owned enterprises for better productivity. Her decisive military action led Britain to victory in the Falklands war against Argentina, bolstering national pride and her leadership credibility. Margaret Thatcher's education reform by introducing the National Curriculum increases the accountability in the schools. Hence, her strong leadership and reforms crafted the future of stability and growth.

Despite women achievements in global sphere as the leaders, they still face challenges in order to be seen. The absence of women representation in key positions like business, politics, legislation and judiciary reduces the chances of women being heard. Today, the world has advanced in the new avenues of connectivity and technology, gender disparity remained a crucial topic. Funding the United Nations women

report of 2024, women only constituted to 27% in key positions as compared to their male counterparts, glass ceiling remained an area untouched for women representation. Thus, lack of representation and glass ceiling poses a significant challenge for women leadership in global sphere.

Aside from lack of representation and glass ceiling, patriarchal culture and misogyny force women to give up on their careers. In spite of world has change its ways of conducting businesses, women still believe to be a care-giver and her freedom lies within the four walls of home. According to ILO 63% women have to give up on their careers because of societal norms and patriarchal culture. The women of today can not break barriers and challenged stereotypes, if the patriarchy oppresses them and deny them the right to participate.

Along with patriarchal culture and misogyny that forces women to give up on their career, gender stereotypes and institutional barriers further exacerbate the situation. The deep rooted perception of the world that leadership is the masculine domain and women are not fit for taking the stress required by the job has made the situation worse for women. Moreover, the gender wage gaps and biasedness in evaluating women for key positions undermine the leadership qualities of a woman. Hence, the gender stereotypes and barriers created by the institutions underrepresent the women in top tier positions.

Combined with gender biases and institutional barriers, women get criticised for inability in creating work-life balance. The dilemma of work-life balance is one of the most significant challenges faced by the women in leadership.

Women in leadership frequently face the expectation to excel both their professional roles and domestic responsibilities. In many societies women are expected to take primary responsibility of caregiving, even when they hold high leadership positions. This double burden and lack of spousal support often forced her to compromise on professional role and led a life of dependency.

However, today's women global leadership proven to be remarkable in breaking the barriers and crafting the future for the generations to come. Women leadership addresses the concern of marginalized people by overcoming the socio-economic issues. Women connect with people not like the leader who lead them but a listener to address their grievances and create an environment of trust and belongingness. Leaders like Jacinda and Margaret has been the pioneer of shaping the future for better connectivity and

create a sense of nationalism.

Together with women in leadership address the concern of the people, women in top tier position ensure the policies are gender sensitive and help in the development of the country. Women in leadership ensure men and women have equal opportunities in the workplace regardless of their gender. They also introduce non-discriminatory laws like New Zealand and Nordic Countries. which protect women from being exploited, by creating a fair playing field for everyone. Women in leadership promote participation through parental leaves, remote working and flexibility in hours. Thus, women in leadership encourage policies that do not discriminate among genders.

Lastly, women in global leadership promote economic growth and sustainability. Women leaders are often more inclined to the needs of people,

advocating in promoting social equity and reduce poverty. By prioritizing gender equality, access to education and health-care leading to more inclusive economic policies. Women in leaderships frequently prioritize the long-term approach in decision making - which aligns with the goal of Sustainable development. Women consider the impact of policies for the generations to come, hence, resulted in economic prosperity and growth.

In a nutshell, women leadership have breaking the barriers and shaping the future. The history is filled with remarkable examples of women leaders who challenged the dynamics of world and proven to be the great leaders. Elizabeth I and Cleopatra both have been the exceptional leaders of their time.

The women in leadership alter the ways people view the world. From Sallustia Ordea to Margaret



Thatcher, the renowned political leaders who reform the economies and left their marks of success. Also from Benazir Bhutto to Sarah Gilbert, women have proven to be the pioneer of saving the world. Nevertheless, despite of advancement in the world, women faces myriad challenges from lack of representation to institutional barriers. These challenges serve as a road block for the women. Alternatively women leaderships open the new avenues for development and creating a world a better place to live. Women of today, albeit the challenges they faces, they are transforming the societies and crafting the future for the generations yet to come.