

THE EVOLVING ROLE OF WOMEN IN LEADERSHIP AND DECISION-MAKING

OUTLINE

1. Introduction

a. Hook: An empowered women uplifts generations through her vision and values.

b. Thesis statement: The role of women is rising in every field of the world. It is only possible through empowerment that women are on leadership roles and decision-making.

2. How role of women have emerged as compared to past norms.

3. Role of women in leadership and decision-making.

a. Women role in leading global movements - suffrage movement, feminism and Aurat March.

- b. Women in military - first female Major General - Aighat Nigar Johar
- c. Women in Journalism - Martayr Amna Hussayn from Gaza ; Arifa Karim
- d. Women in Media - oscar winning Sharmeen Obaid Chenoy
- e. Women in Judiciary and advocacy - Ayesha Khan first ~~chief~~ female Judge of Supreme Court
- f. Women in entrepreneurship - CEO of Spanx (Sara Brakely) ; Ainaima Mushtaq (CEO of upmark Pakistan)
- g. Women in entertainment industry and culture - Angelina Jolie ; Abida Perveen. 4.
- h. Women in Politics - Geogia Meloni (Prime Minister of Italy) ; Shaheed Benazir Bhutto (first female Prime Minister of Islamic country) 5.
- i. Women in Policy-making bodies - fehmda Mirza (chairman Senate); 6.

Amina Mohammad (Deputy Secretary General of Nigeria)

j. Women in social welfare - Mother Teresa from Albania.

k. Women in civil services - Dr. Sassi Malik Sher

l. Women in science and research - Madam Marie Curie.

m. Women in diplomacy - foreign Secretary of Pakistan Amna Baloch, Former ambassador ^{Aleska Simkic} Maluha Lodhi,

n. Women for women empowerment -
- Michelle Obama (foundation for girls education); Malala Yousufzai (advocating for girls' education; Malala foundation)

4. Challenges for women on leadership and decision-making roles

5. Solutions : way forward to integrate more women into leading roles and decision-making bodies.

6. Conclusion.

An empowered woman uplifts generation through her vision and values. Thus an envisioned woman not only revolutionize the society but also the entire generation and establish new norms of the society by breaking barriers. Throughout the history women has been oppressed and confined to the specific roles and duties. The first revolutionary measure in this regard was observed through suffrage movement which later on, driven into feminist movement. Perhaps many societies still limit the women, but it can be seen that women are expressing their potential in every field of the world. The stereotypes are gradually breaking and new norms are emerging. Despite their background belonging from any society, it may be from first-world country or the fourth-world country,

this is not barrier anymore. Woman are seen in wars, welfare, politics, civil-societies and in every leader-ship and decision-making role. Women flied to the mars and moon, yet ~~was~~ their potential is to be unlocked. The time has came when the roles and duties would not be confined ~~to~~ and more woman will be seen in the dominant fields of the world. However, still in the twenty-first century, one women ~~step~~ ~~on the~~ goes to the mars and other walks mile away to fill the bucket of water. These harsh realities must be acknowledged in order to address this disparity. It is only possible through empowerment as women are seen on the leader-ship roles and decision-making.

During nineteenth-century, woman was only considered as a role born for domestic sphere. Its duties

limited to perform household chores or woman was only seen as nurturing and carrying the generation. These were the only perspectives and expectations that were related to woman in the past. However, the roles evolved, not by war, but by words. Through voices all over the world, the integration of women in the multiple fields, outside their homes, were witnessed. And, it took time to become a norm. At first, it was a "taboo" but later on, the empowerment of women became the part of life, society, state and at global arena.

In late 1800s, a new voice raised for the voting rights of women. ~~At~~ The women rights of voting was not part of society. Woman was not considered rational enough to cast the vote for the country. Thus, there were ~~restricted~~ franchised

voting process. Mary Wollstone through her book "The vindication of women rights" states that "I do not wish women to power over men, but power of themselves". Thus rooting the suffrage movement which later subsequently shaped the feminism movement all over the world. In Pakistan, an annual celebration is witnessed on the women's day in march - widely known as Aurat March. This evidently portrays the role of women in carrying out leading the movements around the world.

Perhaps, it is still considered that women are physically weak and fragile, yet they have not seen women in military and preparedness for war and protection for its country. An example is the first-female Major General of Pakistan - Nigar Johar. She portrays an image of bravery and

courage. She has set an example and became the role model of many throughout the world. Such leadership role shapes not only the generation, but the whole society as well.

The menace in Gaza, where people are ~~down~~ fighting for life and sacrifices their loved ones everyday. To show world the realities of the land of Gaza, a journalist rised. Amna Hussayn sacrificed her life while raising her voice for the atrocities in Gaza and became martyr. Besides that, in the sphere of journalism - Arifa Karim is one of the prominent journalists in Pakistan. She has wrote number of articles and conducted various programs to advocate the issues faced by Pakistan. Thus, these female journalists rises her voice for the injust.

There are several oscar award winning women around the world who have through her brilliant work and exceptional talent, reached the stage of oscar and won the award. One such example is from Pakistan- Shermeen Obaid Chenooy. She unmasked the harsh realities of the society and portrayed them through her films. The decision of her led her to change the lives of hundreds and effort to change the society as well.

Similar, in the judicial ~~me~~ sphere, woman are emerging ~~as~~ ⁱⁿ their role as lawyer, barrister, judge and also, Chief Judge. One of the Chief Judge of Pakistan is female- Justice Ayesha Khan. She plays her role in ^{the} key decisions of Pakistan's issues. She is one of the role model for every women who aspire to get the respected role as a Chief justice.

of Pakistan.

Besides this, women as an independent entrepreneurs are drastically emerging. The businesswomen are increasing from the level of startups to the higher level of International and Multinational companies' CEO.

One of the leading companies - Spanx in United States, its CEO is a female. Sara Brakely is one the self-made millionaire who started her company from the scratch and built an empire by her own. Besides that Aamna Mushtaq from Pakistan started her company and runs a welfare foundations as well. She is not just an entrepreneur but a social worker as well. Thus, such leading roles portrays the potential of women in all domains of the world.

In the entertainment and

cultural industry, many International and National figures are one of ~~see~~ the exp exemplars of talent and hardwork. In Hollywood, Angelina Jolie is an important image. In the entertainment industry of Pakistan, many actresses, singers and performers are yet to discuss, but Abida Perveen is such a finest epitome of Art and Culture of Pakistan. She represented ~~her~~ the culture of Pakistan beautifully throughout the world. Such women who impart message, lesson ~~and~~ through her work which could change the society, are leading the generations with ~~her~~ them.

The Politics!, which is considered a man dominated fields ~~are~~ ^{have} now, women as an integral part of them. Even in politics, the leadership and decision-making role of President are Prime Minister is not insubstantial by

woman. For instance, the Prime Minister of Italy - Georgia Meloni and Benazir Bhutto. Their bold, charismatic personality brings charm to the politics of the world. Benazir Bhutto was the first female ~~was~~ Prime Minister of Pakistan as well as the whole Muslim Nations. Thus, she not only represented and lead the woman of Pakistan through her decision-making role, but also for the whole muslim woman around the world. She established woman-banks, Women-led Police Stations for the empowerment of woman of Pakistan.

Similarly, the woman in policy-making bodies like Senate and Parliament of Pakistan, are also leading in their roles. The ex-Chairman Senate of Pakistan - Jehmida Mirza. ~~She~~ Her impeccable abilities led the house for years. She perfectly handled

all the affairs of the Senate. A woman at a significant seat of policy-making shows the evolved role of women in the society. Similarly, the role of Deputy Secretary General in Nigeria is also led by a female. Amina Mohammad from Nigeria performs and set an example for the whole country as well as the whole world.

In terms of social welfare of the world. One leading personality is Mother Teresa from Albania. She served her whole life for the humanity. She also won the Noble Prize for her work. ~~She~~ Besides, the charity, she also founded many schools, orphanages, old-age homes and special places for the people who had terminal illnesses. For this stance, the title of "mother" and "saint" is given to her. In a nutshell, she set an example that the welfare work can also be done by a

at an extraordinary scale.

In the same manner, another Noble Prize winner, who had sacrificed her life for the betterment of the society. Madam Mary Currie ~~is~~ has led the foundation of the modern radioactivity scientific ~~reas~~ researches and in scientific fields. The scientific research field was mainly man dominated at that time. Despite that, Mary Madam Mary Currie made a significant development that subsequently emerged the modern day science. Thus, her role is crucial to bring into discussion whenever there is a debate upon the role of woman in leadership and decision-making arenas.

Besides that, the field of diplomacy is not devoid of women. The evolving role of women in

diplomacy can be examined by the ~~exa~~ fact that the foreign Secretary of Pakistan is not a men, but a women. Currently, Amna Baloch is the Foreign Secretary of Pakistan. Besides that, Maleeha Lodhi, a well-known figure and author of many books that involves the Pakistan's foreign Policy, was also the ~~exa~~ former Ambassador of Pakistan to United Nations, United States and United Kingdom of Britain. Moreover, the European Union delegate to Youth development is also a woman. Aleska Simkic leads the youth development programs of EU all over the world. This significantly portray the evolving role of woman in all spheres of the world.

Last, but not least, Women for the uplift of woman plays a crucial role. Women does not only uplift herself and her ~~g~~ but the whole

generation and other woman with herself. Thus for this empowerment, many woman are working for the fundamental rights of ie. right to education. In many third-world countries, educating girls is not a common practice. Or, the lack of infrastructure is the barrier for the children to get education. For this purpose, many foundations of schools are established and run by women. In this regard, the two prominent figures are, Malala Yousafzai and Michelle Obama. Advocating for girls' education, Malala set schools in rural areas of Pakistan and also provides funds under the name of "Malala funds". In the other hand Michelle Obama also run a foundation for girl's education to eliminate the barriers of gender disparity and discrimination.

Indubitably, the role of women has evolved in all aspects including their role in the leadership and decision-making spheres. Still the ~~re~~ women in all fields are increasing. But, there are few hurdles that are barriers to their potential. To unleash the full potential of women, pragmatic steps must be taken for the empowerment of women around the world.

The main hurdles that limit the women to enter or play their part in leadership and decision-making are - social norms, character assassination and family barrier. The social norms limit women to achieve her goals, her aims are rather degraded by society or ~~not~~ labelled as a "dream" that can not be fulfilled by a woman. If any woman somehow manage to break the chain of norms set by the society, she

get discouragement and has to face immense derogation. Before facing all of these, women step back from the decision she had taken, despite knowing that after all those negative comments, she can achieve what she wants. Lastly, after the marital life, women is only held responsible for the upbringing of the family. This diverts her time and attention towards her goal.

The only solution to the above mentioned challenges to the women is to change the norms, change the mindsets. It is evident from the history that women raised their voice, struggled to break the norm of having the role confined to domestic affairs household affairs. Similarly, the norms can be change by changing the mindsets and teaching

children the role of women and her potential.

To conclude the above analysis, it can be said that women are not limited or restricted to any boundary. She is now leading the world and making the global decision. From the social, political, economical, media to the roles of judiciary and global roles are played by women. The potential of women is only undermined by the society. The time has come when the women will be more visible in the role of leadership and decision-making. The Government as well the global players are playing their part to empower women and integrate more women on to the influential roles of the society. It is because the world now see the actual abilities of women other than the domestic and nurturing.