

The evolving role of women in leadership and decision-making

Outline:

1. Introduction

Thesis statement: Women's evolving role in leadership and decision-making plays an important role in promoting inclusivity and progress of nations.

2. Factors contributing to women's role in leadership and decision-making

2.1 - Education paves a path for women's participation.

2.2. Policy and regulation paves a way for women's to play their role in leadership and decision-making.

3. Evolving role of women in leadership and decision making

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3.1. Women's participation in politics reflects their evolving role in leadership and decision-making.

C.I.P → Female Prime minister in Ukraine at the time of war

3.2. Women's evolving role in military reflects their good leadership and decision-making skills.

C.I.P Ayesha Farooq, First Pakistani female fighter

3.3. Women play important role in promoting education reflect their role in leadership and decision-making.

C.I.P Malala Yousuf Zai

3.4. Women play crucial role in promoting sports by surpassing difficult challenges show their leadership and decision-making skills.

C.I.P - India Mary Kom boxer

3.5. Women's participation in corporate sectors show their role in decision making and leadership.

C.I.P Indra Nooyi Ex CEO of

PepsiCo

3.6. Women's play important role in legal and Judicial leadership which shows their good leadership and decision making skills.

Justice Ayesha Malik

3.7. Women's role against war crimes reflect their role in leadership and decision-making

C.I.P France activists Greta Thunberg to provide humanitarian aid to Gaza

4. Challenges in women's participation

4.1- Gender disparity and cultural barriers

4.2 Legal inequalities

5. Solution to overcome challenges

5.1- Social equality

5.2-

6. Conclusion

The evolving role of women in leadership and decision-making plays an important role in the progress of nations. Women once confined to homes have now transcended barriers and they are ready to show the world their true leadership and decision-making skills. With access to education and women's right policies, women around the globe are its own way to leadership. Moreover, women's participation in politics and military reflect their evolving role in leadership and decision-making. Similarly, women play an important role in education which show their good leadership and decision-making skills. Women's evolving role in sports show their leadership and good decision-making skills. Besides, women's participation in corporate and judicial sector not only reflect their evolving role but also determine their leadership and decision-making skills. Women's voice against war crime also reflect their evolving role in

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leadership and decision-making. However, there are some challenges in women's empowerment. These include lack of education in developing countries and cultural barriers. These challenges can be mitigated by some adopting measures. Thus, women's evolving role in leadership and decision-making skills plays an important role in progress of nations.

To begin with, there are some factors which contribute to women's empowerment. They are given below:

First, education paves a path to women's empowerment. The education imparts decision-making and leadership skills in women. It is the education which teaches the women their rights and instills a sense of confidence. Moreover, women engage in debates and presentation which not only imparts skills but also boost confidence. The knowledge and experiences gained through education plays crucial role in women's influencing women's decision making. With profound education,

they are able to solve problems efficiently. According to UNESCO 2023, women with higher education are three times more likely to hold leadership position. Thus, education plays an important role in evolving role of women.

Similarly, policy and regulation plays a path for women's participation. The government regulations and policies provides guidelines and encourage women's role in different field. Moreover, the improved global policies regarding gender gap disparity has opened avenue for women's participation. For instance, in Pakistan, a reserved quota for female is announced in each job and educational institutions, encouraging women's participation and their role in different field. Thus, policy and regulation plays an important role in opening way for women's evolving role.

Besides, there are many sectors in which women are showcasing their potential in leadership and decision-making.

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First, women's important role in politics reflect their leadership and decision-making skills. With great high farsightedness, they play an important role in resolving the disputes and making a country developed. It is because of the fact that women are more inclusive, empathetic and solution-oriented in their approach to governance. Their presence in political spaces leads to more balanced approaches which contributes to ~~make~~ country's development. For instance, in July 2025 at the time of war crisis, the elected female prime minister in Ukraine reflects public trust and on women's leadership and decision-making skills. Thus, women's role in politics reflect their evolving role in leadership and decision-making

Similarly, women play an important role in education which reflects their evolving role in leadership and decision-making. Women, ^{while} passing through the challenges, know the importance of education. They make

efforts to provide education to every girl. Moreover, knowing the difficulties of access to education, women are good advocates of education. Malala Yousafzai - a renowned education advocate got a bullet in her head while serving her role. Thus, women's evolving role in education reflects their leadership and decision-making skills.

Moreover, women's role in military reflect their evolving role in leadership and decision-making. Women are being recruited in military. Moreover, they make important decisions for the benefit of a country. Women fight till end with great passion. Due to their enthusiasm, recruitment of women in military is done. For instance, Ayesha Malik first female pilot in Pakistan aviation. Thus, women's participation in military reflect their evolving role in leadership and decision-making. In addition to this, women's participation in sports

also reflect their evolving role in leadership and decision-making. They are surpassing traditional barriers and get international recognition. Moreover, women due to their capabilities are winning global championship. India's Mary Kom boxer not only play at international level but also won six time championship. Thus, women's participation in sports reflect their role in leadership and decision-making.

Similarly, women's remarkable performance in corporate sector also show their evolving role in leadership and decision-making. Women are significantly play an important role in company's policies planning and implementation. Their role in high productivity with low cost ~~sector~~ in corporate sector promotes

them and they hold a significant position. For instance, CEO of Pepsico - a multinational brand - was a woman. Thus, women's position in corporate sector reflect their evolving role in leadership.