

# General instructions to be followed to pass essay

Mock Exam 2024  
39000 - Maryam Nawaz - 077

Topic #2: The Evolving Role of Women in Leadership and Decision-Making

## Outline

1- Spend time on rightly comprehension of the topic, you won't pass the essay unless and until you addressed the asked part

### 1: Introduction

1.1: Hook Statement

1.2: Topic Interpretation

1.3: Thesis Statement

2- Try to make your main heading in the outline from the words in the question statement

3- Try to add hook in the introduction. The length of introduction must be of 2 sides

## 2: Deciphering the Concept of Leadership and Gender

4- your topic sentence in your argument must be aligned with the ending sentence

2.1: What is Leadership and Decision-Making?

2.2: How gender inclusion enhances Leadership:

5- Avoid firstly, secondly, thirdly etc. in outline

2.2.1: Promotes diversity of thought and inclusive governance

2.2.2: Leads to more transparent, empathetic, and equitable outcomes

6- add references in your arguments with proper source. Go for diversification of

7- Do not add new idea or point in Conclusion

2.3: Case in Point:

8- You won't pass the essay if make more than 4-5 grammatical mistakes

9- outlines that are not self explanatory or does not aligned to with the essay statement are liable to mark 0 and the essay would become null and void



### 3: Political and Legislative Leadership: Women

#### Reshaping Power Corridors

##### 3.1: Global Perspective:

3.1.1: New Zealand: Jacinda Arden's compassionate crisis leadership during COVID-19

3.1.2: Finland: Sanna Marin led a cabinet with 12 out of 19 ministers being women

3.1.3: Rwanda: Women hold 61% of parliamentary seats

##### 3.2: Pakistan's Trajectory:

3.2.1: Benazir Bhutto: First Muslim female prime minister (1988)

3.2.2: Reserved Seats: 60 for women in Pakistan's National Assembly

3.2.3: Notable Leaders: Hina Rabbani Khan, Shireen Mazari, and Dr. Fehmida Mirza

##### 3.3: Case in Point:

Despite representation, only 8.1% of key political party leadership positions in Pakistan are held by women (PILDAT, 2023).

### 4: Corporate and Economic Leadership: Women Steering the Business World

##### 4.1: Global Landscape:

4.1.1: Mary Barra and Krisbalina Georgieva are examples of women redefining leadership in male-dominated sectors.

##### 4.2: Pakistan's Progress:

4.2.1: Sima Kanil; a first woman to lead a major Pakistani bank (UBL).

4.2.2: Shazia Syed headed Unilever Pakistan, becoming a role model in FMCG

##### 4.3: Case in Point:

As per IFC (2022), only 5% of board seats in Pakistan's top 100 listed companies are occupied by women.

First your phrasing doesn't portray any idea.

Second, you are supposed to provide arguments regarding how women's role is evolving nothing else.

Third must improve your outline making

Must attend the tutorial session for further suggestions and mistakes



## 5: Legal, Judicial, and Bureaucratic Leadership: Women at the Helm of Governance

### 5.1: Global Milestones:

5.1.1: Brenda Hale, first female president of UK's Supreme Court.

5.1.2: Michelle Bachelet, Former UN High Commissioner for Human Rights

### 5.2: Pakistan's Breakthroughs:

5.2.1: Justice Ayesha Malik, first female judge in Supreme Court

5.2.2: Suhail Aziz Talpur, first women ASP to lead anti-terror operation in Larkana

### 5.3: Case in Point:

According to a report by Women in Law Initiative Pakistan (2023), women constitute only 11% of total judges in all courts combined.

## 6: Grassroots and Social Leadership: Women as Change Agents in Society

### 6.1: Local to Global Impact:

6.1.1: Wangari Maathai (Kenya): Nobel Laureate for environmental justice

### 6.2: Pakistan's Local Champions:

6.2.1: Malala Yousafzai: Nobel Peace Laureate for education activism

6.2.2: Rural women in Balochistan and Chitral lead microfinance and education campaigns.

### 6.3: Case in Point:

A UNDP Pakistan (2022) report found that female-led social projects had a 35% higher success rate than male-led counterparts in rural Sindh and KP.



## 7: Key Challenges Hindering Women's Leadership

- 7.1: Socio-cultural conservatism and gender stereotypes
- 7.2: Legal loopholes in implementation of gender-equal laws
- 7.3: Lack of mentorship and institutional support

## 8: Policy Recommendations

- 8.1: Strengthen gender-quotas in all governance institutions
- 8.2: Ensure gender-sensitive budgeting in public policies
- 8.3: Introduce leadership training programs for aspiring women in bureaucracy and corporate sectors

## 9: Conclusion

### The ESSAY

Your language is good. Maintain it

When women lead, economies grow, societies thrive, and peace prevails is a timeless quote reflecting that in today's rapidly changing world, leadership and decision-making are no longer confined to patriarchal hierarchies. Women have emerged as powerful agents of change, reshaping the landscape of governance, economics, justice, and community development. Their rising involvement in leadership roles is not just symbolic, it is substantive and transformative. For decades, women's leadership was obstructed by cultural norms, institutional barriers, and gendered stereotypes. However, legislative reforms, educational access, economic participation, and global advocacy have catalyzed a paradigm shift. The evolving role of women in leadership and decision-making is now a cornerstone of inclusive governance and sustainable development. Although women have been marginalized in leadership, the evolving global and national dynamics driven by legislative reforms, educational access, and social movements are empowering



women to take decisive roles in political, economic, legal, and grassroots sphere. These changes have not only enhanced gender equity but also improved institutional outcomes and democratic quality.

## No need of it

Leadership refers to the ability to influence, guide, and direct individuals or groups towards a common goal. Decision-making involves selecting the best course of action from multiple alternatives, especially in complex and high-stakes environments. Traditionally dominated by men, these domains are now gradually becoming inclusive. Gender inclusion in leadership enhances decision-making through the integration of diverse perspectives. Women leaders often bring collaborative, empathetic, and people-centered approaches that balance efficiency with ethics. Their involvement leads to more transparent governance, social justice, and responsiveness to marginalized communities. A UNDP report (2022) highlights that countries with higher gender representation in parliaments have better development indices and peace indicators.

Globally, women have begun to occupy critical positions in political leadership. In New Zealand, Jacinda Ardern gained international recognition for her crisis management during the COVID-19 pandemic and her empathetic leadership following the Christchurch terrorist attack. In Finland, Sanna Marin led a cabinet with 12 out of 19 ministers being a woman. In Rwanda, post-genocide reconstruction included radical gender reforms. Today, women hold 61% of the seats in the Rwandan Parliament. In Pakistan, the late Benazir Bhutto made history in 1988 by becoming the first female

You are providing me the information. Work on your argumentation



Muslim Prime Minister. Since then, women have played an increasingly active role in national politics. The National Assembly currently reserves 60 seats for women, and women leaders like Hina Rabbani Khar, Shireen Mazari and Dr. Fehmida Mirza have held key ministerial positions. According to PILDAT (2023), only 8.1% of key political party leadership roles in Pakistan are held by women, despite constitutional reservations.