

General instructions to be followed to pass essay

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

Topic:

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

The Evolving Role of women in leadership and decision-making.

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

Progress, challenges, and way forward.

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

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

"Brain Storming"

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

1) Historical context: from marginalization to participation

7- Do not add new idea or point in Conclusion

No need to provide

2). Progress in women's leadership

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

3). Global & local perspectives

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

4). Barriers to women's leadership  
Benefits of women in leadership

and decision-making.

5). way Forward: Strategies for Empowerment.

## Outline

### 1 Introduction

a) Hook

b) Background

c) **Thesis statement:** while women have made significant strides in leadership and decision-making, systemic barriers persist; empowering women in those roles is essential for inclusive and sustainable development.

Provide proper headings

Follow the tone of the topic

### 2) Body

Provide proper heading otherwise the examiner would fail you directly

1) **Historical Context: From Marginalization to Participation**

a) Traditional gender roles confined women to domestic spheres (in Pakistan)

b) Key milestones (for example,

Suffrage movements, first female leaders like Indira Gandhi, Benazir Bhutto)

c)

Early resistance to women in leadership (cultural, religious, and societal norms)

## 2). Progress in women's Leadership (Global and local perspectives)

Are these your arguments?

### a) Political Leadership:

i) Examples: Angela Merkel, Jacinda Ardern, Samia Marini Kamala Harris (first female US VP).

2) Rising number of women in Parliament (for example, Rwanda 61% female representation).

3) First female Supreme Court Judge: Justice Aysha Malik.

### b) Corporate Leadership:

i) More female CEOs (e.g. Mary Barra - GM, Ginni Rometty - IBM).

2) Studies showing companies

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Must work in your argumentation.  
You don't have any idea  
regarding argumentation

with women leaders perform better  
(McKinsey reports).

### c) Grassroots & Community Leadership:

i) Women in NGOs, social activism  
(Malala, Greta, Thunberg).

3)

### Barriers to women's Leadership

#### a) Structural Barriers:

i) Glass ceiling, wage gap,  
lack of mentorship.

#### b) Sociocultural challenges:

i) Stereotypes ("women are too emotional to lead").

2) Family-work balance expectations.

#### c) Institutional Hurdles:

Lack of political quotas,  
corporate gender biases.

This is not the asked part

#### 4) Benefits of women in leadership & decision-making

##### a) inclusive policies:

women prioritize education, healthcare, and social welfare.

##### b) Economic growth:

Gender-diverse companies are 21% more profitable (Harvard Business Review).

##### c)

#### Conflict Resolution and Peacebuilding:

women's participation leads to more sustainable peace (UNSC Resolution 1325).

#### 5) The way Forward: Strategies for Empowerment

##### a) Policy interventions:

- i) Gender quotas in legislatures and corporate boards

2) Stronger enforcement of anti-discrimination laws.

b)

## Cultural Shift:

Encouraging male allyship,  
media representation of female  
leaders.

## c) Education & mentorship:

Leadership training, scholarships

for women in STEM management.

D)

## Workplace Reforms:

You are just beating around the bush.

1) Flexible hours, parental  
leave, anti-harassment policies.  
Must work on your topic  
comprehension.

## b) Conclusion:

Must work on your outline making  
, phrasing, and words selection.

Must attend the tutorial session  
for further suggestions and  
mistakes.

## Essay:

"women hold only 28% of managerial positions globally" (UN Women). Women's political participation is critical for a well-functioning democracy. Their inclusion is a matter of justice and a key factor in creating more effective governance. Having more women in policymaking has shown to help advance legislation on crucial issues such as health, education, child care, infrastructure and ending violence against women and serve as an inspiration for girls to pursue higher education and career opportunities. Yet, women's voice are missing from decision-making in every region of the world. The most significant gap in women's political representation is found at the highest levels of power. Today only 27 countries are led by women, a modest increase from just 13 countries a decade ago.

You are not supposed to provide any information in your introduction

and 17 countries have never had a woman leader. Globally, representation of women in Parliament stand at 28% and parity is not expected to be achieved for another 39 years. At local level, women constitute 35.5% of elected members as of this year. In Pakistan representation of women in parliament 17% which include both National and Assembly and Senate. Mexico and Rwanda are the only two countries with 50% and 68% of seats held by women. While women have made significant strides in leadership and decision-making, systemic barriers persist. Empowering women in these roles is essential for inclusive and sustainable development.

You don't have any idea regarding the introduction. Must work on your introduction.

In Pakistan, a woman's primary identity is often tied to her roles as a daughter, wife, and mother rarely as an

Topic is not specific to Pakistan.  
Besides work on your  
argumentation

independent individual. Despite progress in women's rights, deep-rooted gender roles in Pakistan countries to limit women's participation in public life, reinforcing their confinement to domestic spheres through societal expectations, economic dependency and institutional barriers. Pakistan ranks (118th) in the political empowerment. (Gender Gap Global report 2025).

traditional. The Suffrage movement, which fought for women's right to vote, had many influential female leaders long before figures like Indira Gandhi (India's first female prime minister) and Benazir Bhutto (Pakistan's first female prime minister) emerged in politics. These leaders built upon the work of earlier suffragists who fought for women's political participation.

In other hand, Early resistance to women in leadership

stemmed from deeply ingrained cultural, religious, and societal norms that viewed governance and authority as inherently male domains. Many traditional societies believed in strict gender roles where women were confined to domestic duties, while men controlled political, religion, and public life. Religious text and interpretation often reinforced that positioned men as natural leaders. In some cultures, myths and folklore portrayed women in power as unnatural or dangerous, fueling fears of social disorder.

In the other hand, The rise of female political leaders like Angela Merkel (Germany), Jacinda Ardern (New Zealand), Sanna Marin (Finland), Kamala Harris (USA) and Maryam Nawaz Pakistan reflects both progress

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You are just providing me the information. Your own thoughts are missing.

M T W T F S

and persistent challenges in women's leadership. Historically, politics was dominated by men due to cultural, religious, and institutional biases, but these leaders broke barriers through resilience, policy expertise, and public appeal. Maryam Nawaz (Pakistan's first female chief minister of Punjab, 2024 election) represents a shift in conservative South Asian politics, though dynastic politics and gender biases remain hurdles. Despite their achievements, these leaders often face harsher scrutiny, sexist double standards, and stereotypes. From media focus on their appearance to questions about "emotional" decision-making. Their successes, however, inspire future generations, proving that leadership has no gender.