

Study on Past and Future of Women in the Profession from an International Standpoint

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Abstract: *In the context of commerce and management, the representation of women has evolved from nuanced discussions to powerful narratives of achievement and ambition. The commerce system, renowned for its rigorous traditions, has always been a bastion of male dominance. Nevertheless, by the display of tenacity, expertise, and an unwavering commitment to equity, women have progressively attained a position of high status and respect inside its esteemed confines. This article aims to analyze the progression of women in the commerce profession, beginning with pioneering individuals from the past and continuing to contemporary advocates who are actively striving for parity and equitable rights. This article explores the difficulties, significant achievements, and future opportunities for women in the commerce profession, based on insights from renowned commerce authorities Monika McCarthy, Danielle Hall, Valerie Hletko, Jonice Gray Tucker, and Lynette Hotchkiss. The panel discussion, titled "See Her, Hear Her: Historical Evolution, Advocacy, and the Path Ahead," occurred during the American Bar Association's Business Law Fall Meeting in Chicago on September 8, 2023. The analysis is set in the broader framework of societal transformation and the continuous quest of gender equality.*

Women have made significant advancements in the commerce profession. However, there is still a need for additional efforts, especially in terms of transitioning from law school to becoming a practicing lawyer and in obtaining higher positions within law firms. Women, with the assistance of mentors, representation, and progressive workplace dynamics, are in a favorable position to not only navigate but also assume leadership in the future commerce landscape.

Keywords: Women, Commerce, future prospects, gender diversity