

Empowering Women Towards Leadership Global Issues Affecting Women Leadership

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Abstract: *This research paper aims to explore the challenges and opportunities surrounding the empowerment of women in leadership roles on a global scale. While progress has been made in recent years, there are still significant barriers that hinder women's access to and success in leadership positions. This paper examines the systemic issues, cultural factors, and discriminatory practices that affect women in leadership, and it proposes strategies and solutions to promote gender equality and empower women in leadership roles. The research draws on a combination of quantitative and qualitative methods, including case studies, surveys, and interviews, to provide a comprehensive understanding of the current state of women in leadership and the key issues they face. Ultimately, the goal is to contribute to the ongoing dialogue on gender equality and leadership and to provide insights that can inform policies and initiatives aimed at empowering women globally. Women's empowerment can be defined as promoting women's sense of self-worth, their ability to determine their own choices. One way to offset negative conceptions is to expose women to exemplifications of women leaders who succeed, therefore disconfirming the conception. This strategy has proven to be successful in stereotypically mannish fields similar as calculation and wisdom, in which successful part models tend to have positive goods on women's performance. For some women, embarking on a leadership path in their career can feel like a delicate trip. This is because the rise up the commercial graduation is veritably different for men and women. Although women have made great strides in the plant, inequality and double- norms still live, and these types of challenges can stifle a woman's desire to strive for a leadership position.*

Keywords: Top leadership positions, managerial decision-making, negotiating, difficult journey, inequality, double-standards, Harassment.

I. INTRODUCTION

Women's empowerment can be defined in several ways, including accepting women's viewpoints, making an effort to seek them and raising the status of women through education, awareness, literacy, and training. Women's empowerment equips and allows women to make life-determining decisions through the different societal problems. They may have the opportunity to re-define gender roles or other such roles, which allow them more freedom to pursue desired goals. Women's empowerment has become a significant topic of discussion in development and economics. Economic empowerment allows women to control and benefit from resources, assets, and income. It also aids the ability to manage risk and improve women's well-being. It can result in approaches to support trivialized genders in a particular political or social context. While often interchangeably used, the more comprehensive concept of gender empowerment concerns people of any gender, stressing the distinction between biological and gender as a role. Women empowerment helps boost women's status through literacy, education, training and awareness creation. Furthermore, women's empowerment refers to women's ability to make strategic life choices that were previously denied them. Nations, businesses, communities and groups may benefit from implementing programs and policies that adopt the notion of female empowerment. Women's empowerment enhances the quality and the quantity of human resources available for development. Empowerment is one of the main procedural concerns when addressing human rights and development. Several principles define women's empowerment, such as, for one to be empowered, one must come from a position of disempowerment. They must acquire empowerment rather than have it given to them by an external party. Other studies have found that empowerment definitions entail people having the capability to make important decisions in their lives

while also being able to act on them. Empowerment and disempowerment are relative to each other at a previous time; empowerment is a process rather than a product.

Our Priorities

We believe that movement building is key to long-lasting change. To this end, we support organizations that:

Build capacities, strengthen women's leadership and ensure adequate financial resources;
Create and maintain safe spaces so that feminist agendas and perspectives are amplified and become more influential;
Support the creation and dissemination of knowledge to generate shared agendas and support evidence-based advocacy;
Strengthen connections, cooperation and collaboration within the women's rights sector and with other movements; and
Support increased mobilisation to strengthen the base, build collective and generate support across other movements (e.g., environment, health, etc.)

Objective of Research

- To improve accessibility and quality of maternal and child health care services;
- To identify the evidence on how women's empowerment affects important development outcomes such as health, education, fertility behavior, income levels, etc.

Limitations of the Study

- The study is completely based on the secondary's source.
- No Quantitative data were collected.

The leadership Challenges Women at work

Harassment

In the U.S., 37% of women reported being harassed in the workplace ranked second highest among countries. 53% of the working women in India think that they will make their complaints to authorities about harassment. Women leaders have to face a lot of work issues like offensive comments, threats to sexual assaults and other sexual advantages. Under these circumstances, women have a feeling of insecurity when they go into public office. The negative consequences of the harassment tend to be more severe, which ultimately lead to a loss of leadership.

Choose family or work

Why is it a matter of career or family for women? The choice of saying 'no' or 'yes' to family and work is hard for women leaders. It's hard to choose between two, and both of them call for sacrifice. Strict decision making is required to manage both issues and take the best course of action. It makes it difficult to meet the demands of society and family when you spend long hours at work. When women have a baby, it can be hard for them to go to work.

Marketing problems

For women it's a bit intimidating to come into the area that was taken over by men. As far as the marketing zones are concerned, men have been ruling them for a long time. Consequently, women in the area of marketing seem to have a disadvantage. In order to win big advertisers who must get a major part of their profits, women have to subcontract jobs when they're marketing their businesses. This has a negative effect on their success and results in them relying on others for growth

Less Mobility

Because of the absence of societal norms, women's mobility is very limited. Women are having a hard time finding work away from home in some cities. They have to work nearby their home and avoid work tour and travel. Over the course of her life, distance has remained a barrier to women and they find it hard to deal with teams. And for this reason, women have given up the idea of continuing to work as a leader.

Credit Issues

Women must confront issues related to work not only at the workplace, but also in other areas. The lack of collateral is why they are often denied credit by the banks. Because of difficulties with bank loans and delays in getting credit, a lot of women don't take up business. With women still pushing to reach the top, they are They faced a number of challenges that their colleagues, most of whom are female chief executives, did not understand. The problem for many women is that they cannot achieve their ambitions of being leaders in the company and be able to gain a greater degree of business success.

Being Treated Equally

Equal pay at work is one of the biggest challenges facing my female clients today. It's my advice to all female leaders that they go for what they want in their careers and don't give up. You must have the necessary skills, such as communication skills, leadership development, and emotional intelligence, to take advantage of these opportunities. At the meetings, raise your hand. Speak up and you will be listened to.

Building A Sisterhood

You know, the biggest challenge for my client's females today is getting their support from others. I am encouraging women all over the world to support and empower each other on our core principles of what we're: morality, values, integrity. We must be just. Be humbled, show togetherness, passion, through our work excellence and enthusiasm toward laying the foundation for our progress

Generating Revenue

Acquiring more revenue for my female customers is one of the greatest challenges I've ever faced. Everything's solved by money; you get to make your own choices. It's all about what brings in the money wherever you are, my advice. You don't have a business if you don't make money. This is called a hobby for entrepreneurs.

Being Confident

The confidence of women is one of the most challenging things I see in my conversations with them. I'm telling them they should get used to the fact no one ever tries to take you off your game or doesn't like you for whatever reason. If you're aware of it, but clearly understand your purpose and what you intend to do, then you will succeed in getting what you want.

Speaking Up

Being in the role or sitting at a desk isn't enough. Even if the odds are stacked against you, it's also important to speak confidently. Women's leaders are afraid to be shunned or dismissed; but when their voices are heard, they gain respect. I'm coaching leaders on sharing their views and thoughts, so that it can have an impact in politics, the workforce or perspective.

Building Alliances with Decision-Makers

My female clients come to me because they've been put down, pushed aside, or told they don't belong at the table. It isn't easy getting bullied, but there is a way to get over it. I would like to see women develop positive relationships with their advocates, establish a credible public reputation, set guidelines for each project before it is implemented, place themselves as experts in the field and speak highly of one another.

Becoming A Member of the C-Suite

In the workplace, women all over the world are moving in the right direction. They're taking more risks and preparing for the harder roles ahead of them. As a matter of fact, getting to the Suite is one of the greatest obstacles they're facing. I'd advise them to take the bull by the horns, know what you want, and be relentless in your preparation. Equivocation will always be your worst enemy.

Asking for Money

For over 32 years, I have led women entrepreneurs to their next levels in business, and often the challenge is sales and anything related to income — not charging enough, being afraid to ask, underpricing, marketing, promoting, “bragging” to establish authority, and giving away services for free. I’m suggesting that you learn the art of selling, get comfortable with your sales skills and price yourself correctly so as to be respected.

Standing in Their Success

Some women leaders shy away from speaking on their accomplishments for fear of being boastful or conceited. Women tend to think that it’s needed to shrink themselves to seem non-intimidating. I advise clients to gain the confidence to know that if they’re in the room that means they deserve to be there. Shrinking does nothing but delay your voice from being heard and taken seriously.

Tackling Imposter Syndrome

The biggest challenge I face with my female clients is that they don't have the courage to internalize their achievements. To understand why this belief is there, we first have to determine how they were able to do it and adjust their locus of control based on precise assessment of their performance, then receive feedback from other leaders who will confirm their strengths. They can develop their leadership through the management of impostor syndrome.

Overcoming Perfectionism

Most women's leaders who I train are paralyzed by their perfectionist tendencies. I'm always recommending reflection in cases where clients are really disappointed. It might be a shorter pause, such as a few deep breaths or short meditation, or a longer activity like a walk, journaling exercise, or a Brené Brown book excerpt or TED Talk. To help with the perfectionism, all of these approaches have been successful.

Trusting Their Own Voice

There's a recurring theme in our discussions with leaders that haunts me to this day. It is the virtually inaudible question I hear women asking themselves too often: “Who am I to...?” I say to my clients that they're among the richest, smartest and hardest working women in the world at this point. They've never been able to climb into the title they have now. They've got to trust and use their own voices!

Shifting Their Word Choice

Women share the challenge of reconciling an internal conflict between being perceived as a respected leader versus a bossy woman. It is possible for a professional woman to resolve this issue, take on the responsibility of respected leader by turning from judgmental words into neutral ones. The way in which listeners react to the message and their understanding of the speaker's authority and leadership are influenced by this gradual shift.

Dealing with Negative Thoughts

The biggest challenge for my female clients is that they allow negative thoughts to take over their lives. It is my advice that women everywhere take control of their thoughts by consciously knowing them and replacing them with a more positive, uplifting thought or accepting them so they can choose to move forward in spite of them.

Re-Entering The Paid Workforce

It is difficult to restart a career after a long break as a fulltime caregiver for children or aging parents. In order to do this, it requires combating ageism, restoring trust, rebuilding networks, dusting off old skills or creating new ones and catching up with technology. Women leaders — help these relaunchees advance themselves, even if your path was different and didn't include a career break.

II. CONCLUSION

There are both challenges and opportunities brought by changes in the workplace. The way we work is being transformed by forces such as technological convergence, globalization, rapid economic changes, worker mobility and increased longevity and diversity. The new world of work can be challenging: Competition for jobs and customers is intense, it's grown globally; workers have to acquire the skills they need in order to remain up to date with evolving technologies and business practices. Based work, collaboration, innovation, employee empowerment, more flexibility and a balance of work and life. In this new world of work, women are perfectly suited for the leadership role. We talked to more than 200 female leaders from across the United States and they shared an abundance of advice on navigating tomorrow's workplace. Although the messages, notes and tales they told each other included a variety of different topics, several overarching themes have come up over time. These themes are six essential skills and attributes that must be developed in order to pursue your career path:

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