



**Original Article**

## **Empowering Women in Leadership**

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### **Abstract**

**Manuscript ID:**  
RIGJAAR-2025-020607

**ISSN:** 2998-4459  
Volume 2  
Issue 6  
Pp. 35-38  
June 2025

**Submitted:** 10 May 2025  
**Revised:** 15 May 2025  
**Accepted:** 10 June 2025  
**Published:** 30 June 2025

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Quick Response Code:



Web: <https://rlgjaar.com>



DOI:  
10.5281/zenodo.17877136

DOI Link:  
<https://doi.org/10.5281/zenodo.17877136>



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With the progress of society and growing awareness of gender equality, more and more women are emerging as leaders in various fields. However, women still face many challenges and difficulties in leadership positions. The aim of this study is to conduct an in-depth study of the difficulties and challenges faced by women leaders in organizations, and to provide useful explanations and suggestions to organizations and society to promote gender equality and the growth and development of women leaders. This study used qualitative research methods to conduct an in-depth study of shaping and empowering women's strategic leadership: Leadership for equality. The results show that the role and status of women leaders, capabilities and strategies, growth and promotion, leadership style and culture is a broad and multi-layered topic. In organizations, women leaders play the role of decision-makers and team builders, paying attention to detail and emotions, while facing the challenge of balancing family and career. They demonstrate excellent communication, decision-making, innovation and change capabilities as well as a focus on long-term impacts and sustainable development. However, gender discrimination and family responsibilities remain obstacles to their promotion and development. To empower women leaders, organizations must provide training and development opportunities, build inclusive leadership teams, and society needs to strengthen gender equality education and break stereotypes. Overall, by working to promote the development of women leaders, we hope to achieve gender equality and drive organizational prosperity and progress.

**Keywords:** women, gender equality, leaders, leadership

### **Introduction**

The promotion of women's self-worth, their autonomy, and their right to affect societal change for both themselves and others is known as women's empowerment. It is directly related to female empowerment, which is a basic human right and essential to creating a world that is more wealthy and peaceful. In Western nations, particular stages of the history of the women's rights movement are frequently linked to female empowerment. Suffrage was a major component of the first wave of this movement, which started in the late 19th and early 20th centuries. The sexual revolution and women's place in society were part of the second wave of the 1960s. Many people believe that third wave feminism started in the 1990s. The empowerment of women and the advancement of their rights have become integral components of a significant global movement, making substantial progress in recent years. Observances such as International Women's Empowerment Day are also gaining traction. In this research paper, we will explore the theme of "Empowering Women in Leadership." Despite encountering numerous challenges and barriers in leadership roles, women have the potential to emerge as effective leaders, contributing to societal development and personal growth.

### **Objectives:**

1. To recognize and advance the robust leadership and personal development of women as distinct individuals.
2. To enhance women's self-assurance in expanding their capabilities.
3. Educating women to share information regarding available opportunities and resources for obtaining support.

### **Methodology:**

This Research Paper is purely based on "Doctrinal From".

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### **How to cite this article:**

Adhwaryu, N. (2025). Empowering Women in Leadership. Royal International Global Journal of Advance and Applied Research, 2(6), 35–38. <https://doi.org/10.5281/zenodo.17877136>



## Result and Discussion:

### What should do for "Empowering women in Leadership?"

#### 1. Successful Mentoring in Advancing Women in Leadership Positions:

- Overcoming Professional Obstacles

Work-life balance, lack of promotion chances, and gender bias are some of the specific career barriers that women encounter. By sharing experiences and methods for overcoming these challenges, a mentor offers vital support. Mentees could learn how to deal with gender bias or self-advocacy in performance reviews and promotion talks from their mentors. Mentors may be better prepared to assist mentees in overcoming these obstacles if they provide specific examples and advice.

- Fostering Confidence and Competence

The degree of confidence significantly influences career progression. Mentors are crucial in cultivating and strengthening confidence in women. Through regular engagement, mentors offer positive reinforcement, acknowledge achievements, and provide constructive feedback to facilitate skill enhancement and boost self-assurance. Participants in mentorship initiatives also cultivate vital leadership abilities, including decision-making, strategic analysis, and proficient communication.

- Establishing a Supportive Network

Networking plays a crucial role in advancing one's career and fostering professional growth. Mentors and coaches often connect their mentees with their own professional networks, providing access to a variety of new opportunities, resources, and valuable connections. Such networks enhance the visibility of mentees, open doors for potential collaborations, and present diverse career pathways. The proactive networking efforts of mentors ensure that these resources are accessible to their mentees, thereby aiding them in cultivating a robust professional network that supports their career advancement.

#### 2. Establish connections between women and mentors as well as role models.

A highly effective method for empowering women in leadership roles is through mentorship. The support and guidance from seasoned female leaders and supportive male allies can assist women in maneuvering through the intricacies of leadership, offering valuable advice and essential backing. Research indicates that women who have robust mentorship are more inclined to seek and attain leadership positions. Structured mentorship programs are particularly impactful as they offer a framework and consistency in fostering these vital relationships.

### Mentorship provides numerous benefits for women, including the following:

- Professional guidance: Mentors assist women in maneuvering through the corporate hierarchy, providing valuable advice on overcoming obstacles and capitalizing on opportunities.

- Enhancement of self-assurance: The presence of a mentor can empower women leaders to cultivate the confidence necessary to assert themselves in

demanding situation.

- **Broadened networking opportunities:** Mentors can connect female leaders with essential networks that will facilitate their sustained career advancement.

- 3. Eliminate Bias

The adage "The best man for the job is a woman" often reduces the value of women to a punchline. To foster a more equitable workplace, it is essential to remove gender-based distinctions and assess each candidate for leadership roles based solely on their education and prior achievements. While men and women may have traditionally been assigned different roles—men as hunters and women as gatherers—these outdated perceptions can lead to confusion in contemporary society. Consequently, when seeking the most qualified individual for a position, women frequently face underrepresentation in senior roles.

- Establish a Nurturing Workplace Atmosphere

To foster an exceptional work environment, it is essential to maintain transparent and sincere communication. Employers and organizations should actively listen to their employees and dedicate time to engage in constructive conversations. This includes being receptive to feedback and suggestions from staff members. Additionally, it is crucial to create a supportive environment for women, ensuring they feel secure and protected, thereby enabling them to work safely and with confidence.

- Advocating for Gender Diversity

- Eradicate all instances of discrimination directed towards women and girls globally.
- Abolish all forms of violence against women and girls in both public and private domains, encompassing trafficking, sexual exploitation, and other forms of abuse.
- Eliminate detrimental practices, including child marriage, early and forced marriage, as well as female genital mutilation.
- Acknowledge and appreciate the significance of unpaid care giving and domestic responsibilities by providing public services, developing infrastructure, implementing social protection policies, and fostering shared responsibilities within households and families, tailored to national contexts.
- Guarantee women's comprehensive and effective involvement, as well as equal opportunities for leadership across all tiers of decision-making in political, economic, and public spheres.
- Ensure universal access to sexual and reproductive health services and uphold reproductive rights, in alignment with the agreements established in the Programme of Action from the International Conference on Population and Development, the Beijing Platform for Action, and the resultant documents from their review conferences.
- Implement reforms to secure equal rights for women regarding economic resources, including access to land ownership, property control, financial services, inheritance, and natural resources, in accordance with national legislation.
- Promote the utilization of enabling technologies, particularly information and communications



technology, to facilitate the empowerment of women.

- Formulate and reinforce effective policies and enforceable laws aimed at advancing gender equality and empowering all women and girls at every level.
- **Enhancing Support for Girls and Women in Crisis**
- Augment financial resources to eradicate violence against women and girls.
- Regrettably, the protection of women and girls is not given adequate attention on a global scale. In 2023, only 18.9% of the total funding requirements for the prevention and response to gender-based violence were fulfilled. In contrast, 40% of all funding needs were addressed, highlighting that initiatives aimed at preventing and responding to gender-based violence continue to be significantly underfunded.
- **Enhance funding to eliminate violence against women and girls**

Regrettably, the safety of women and girls is not given adequate attention on a global scale. In 2023, only 18.9% of the total funding needs for gender-based violence prevention and response were fulfilled. In contrast, 40% of overall funding requirements were met, highlighting the significant underfunding of programs aimed at preventing and responding to gender-based violence.

- **Ensure girls remain in school**

In crisis-affected areas, girls are less likely to complete their education due to factors such as early marriage, teenage pregnancy, and societal norms that compel them to forgo their schooling to assume household duties. It is essential to address the obstacles that hinder girls from accessing education. Education is a pathway to enhanced safety, security, health, and self-determination.

- **Promote women's economic empowerment**

The economic disenfranchisement of women restricts their freedoms and opportunities. This situation is exacerbated by violence, crises, and displacement, which inflict trauma, limit women's mobility, and negatively affect their access to the labor market and financial services. Women globally deserve safety and protection from discrimination, harassment, and violence. Economic empowerment initiatives for women in crisis-affected areas must tackle these interconnected barriers to economic opportunities.

- **Provide women with cash assistance**

Direct cash assistance should be extended to women to enhance their autonomy during crises. Cash transfers enable women to prioritize their own needs and those of their families according to their preferences. We also collaborate with banks, governments, and other financial institutions to facilitate safe and user-friendly options, such as prepaid debit cards and mobile transfers, whenever feasible.<sup>10</sup>

- **Involve women and girls in decision-making processes**

Women are often underrepresented in leadership roles and as coordinators of humanitarian response initiatives. It is crucial to ensure the meaningful involvement of women and girls from diverse backgrounds at all levels of decision-making.

## 1. Equal Education

- **Non-Judgmental Environments:** Educational institutions must cultivate spaces where students are free from judgment. Confidentiality in student rankings is essential to prevent any child from feeling inferior or superior due to their academic achievements.
- **Confidentiality of Academic Records:** Academic performance should remain private and disclosed only with the child's explicit consent, including to parents and educators. Any breaches of this confidentiality, such as public announcements or competitive comparisons, should incur penalties.
- **Ban on Peer Comparisons:** Encouraging children to measure themselves against their peers should be ethically prohibited; as such comparisons can harm early cognitive development and self-esteem.
- **Acknowledgment of Individual Aspirations:** Each child possesses distinct goals, and it is a societal obligation to honor and facilitate education that aligns with their skills and interests.
- **Sanctions for Imposed Interests:** Individuals who impose academic, financial, or career pressures on children, leading to mental distress and diminished academic performance, should face consequences.
- **Equal Access to Opportunities:** All students should have equitable access to academic conferences, international exchanges, specialized workshops, and professional networking events. A trained student representative should be involved in the selection process to ensure fairness.
- **Fostering Peer Equality:** Students should be educated to treat their peers with equality, avoiding labels such as poor, inferior, weak, vulnerable, or threatening.
- **Discourage Superficial Comparisons:** It is essential to avoid comparisons that focus on clothing, physical appearance, language, and lifestyle choices.
- **Promote Socio-Economic Equality:** Conversations regarding students' socio-economic backgrounds or personal circumstances should be minimized in both academic and social environments.
- **Integrate Ethics into the Curriculum:** The curriculum should incorporate elements of ethics, morality, virtue, and law as fundamental components.
- **Enforce a Zero-Tolerance Policy on Abuse and Humiliation:** Any form of abuse or humiliation must be unequivocally banned within educational institutions.
- **Foster a Culture of Humility:** Each lesson should commence with the perspective of "I have much to learn," promoting an environment of humility and ongoing education.

## Conclusion:

Through this research paper, can get output that can Recognized and advanced the robust leadership and personal development of women as distinct individuals, Enhanced women's self-assurance in expanding their capabilities and educated women to share information regarding available opportunities and resources for



obtaining support.

#### Acknowledgment

I am Ms. Nidhi Adhwaryu thankful to Dr. K.C. Bharatiya, Associate Professor, Anand Law College for granting permission to carry out the work.

#### Financial support and sponsorship

Nil.

#### Conflicts of interest

The authors declare that there are no conflicts of interest regarding the publication of this paper.

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