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An exploratory investigation of women leadership in developing economies with special reference of India

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Abstract---Gender, religion, and culture all come together in this research, which aims to find out what it's like for women in leadership roles. The study investigates the effect religion and cultural norms have in Pakistani women rising to positions of leadership based on an inductive-qualitative analysis. And the study investigates women's leadership in India and how is the women's increase the economies. Rather than holding liberal or socialist/Marxist feminist ideals, Pakistani women leaders, according to the study, have an Islamic feminist worldview instead. It looked as though women's leaders were attempting to recover their religious faith from those who supposedly hold it prisoner to monolithic theological views. For the last two decades, researchers have been looking at how women may lead in higher education. This review of 64 articles from throughout the world, with a particular emphasis on India, Pakistan, Sri Lanka, Indonesia, and Malaysia, was conducted.

Keywords---women, leadership, economic development, Asian country.

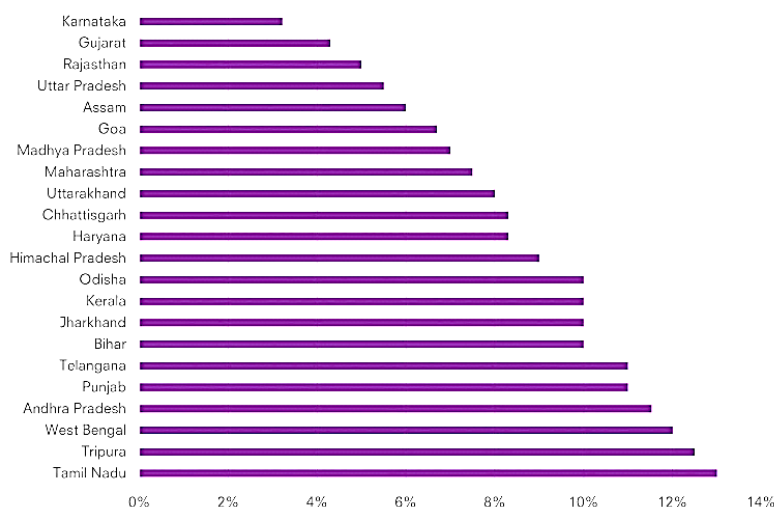
Introduction

In the last several decades, Asian economies have grown tremendously, but the role of women has gotten less attention. Asian civilizations have a long history of discrimination against women and a failure to fully use the full range of female potential. As part of the 2016 World Economic Forum Gender Gap Report, China was ranked 99th out of 144 countries, along with India at 87, Indonesia at 88, Japan at 111, Korea at 116, Malaysia at 106, Sri Lanka at 100, and Thailand at 71. Since 2014, Asia's political empowerment performance has improved, although it still ranks second-to-bottom in terms of overall index and economic involvement, according to this data. Because of Asia's rapid growth, the region's gender gaps are concerning. While women's political and economic participation has expanded across Asia, such as in India and Japan, the proportion of women

in senior government posts has almost halved in the last decade; this low status reflects the drop in women's economic involvement across the region.

Women as political leaders

Women's political participation has emerged as a key element of the discourse around the upcoming state elections in India. In this post, Nalini Gulati and Ella Spencer explore the evidence on various aspects of women's political engagement in the country – representation in government, women as political leaders, and women as active citizens. Anecdotally there is a view that female political representatives in local government are merely a front for their male relatives. If this were so, we should see no difference in the policy choices made by political leaders based on their gender – as these would be controlled by men even in the case of female leaders holding reserved seats.

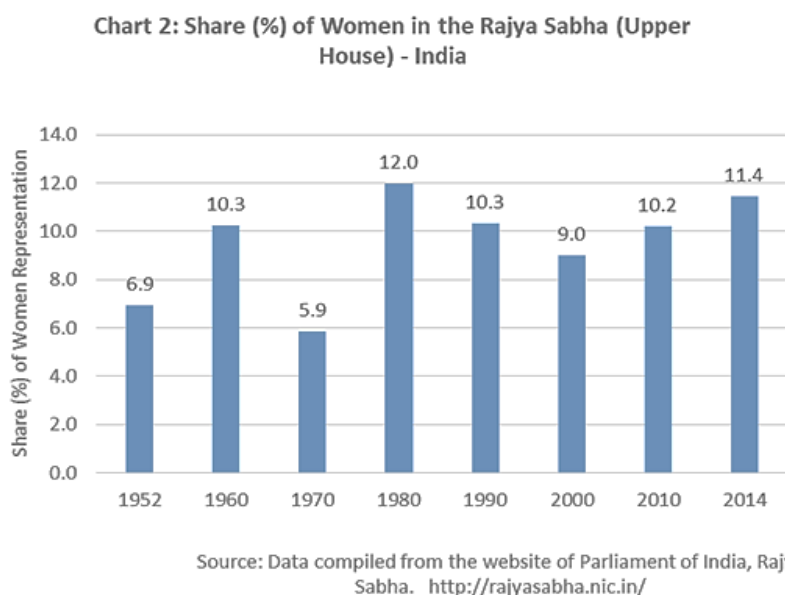
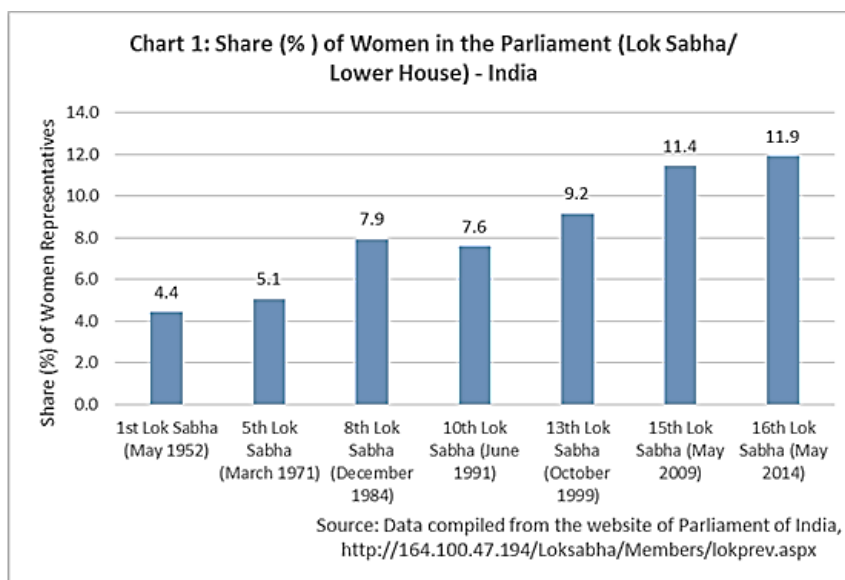


Note: The graph excludes states with no female ministers

The IGC has collected data on the composition of state government leadership from their websites, as of 30 March 2021.

Women representation in political decision making

The 2011 UN General Assembly resolution on women's political participation reiterated that *“women in every part of the world continue to be largely marginalised from the political sphere, often as a result of discriminatory laws, practices, attitudes and gender stereotypes, low levels of education, lack of access to health care, and the disproportionate effect of poverty on women.”*



India's performance on female representation in parliament is also not satisfactory compared to the global average of 23.4 per cent and Asian average of 19.6 per cent of women's representation in parliament, as shown in the Women in Politics Map 2017. In this global mapping, India's 148th rank is very low; and even several Asian countries, viz., Nepal (48th), Afghanistan (54th), Pakistan (89th), Bangladesh (91st), United Arab Emirates (96th), and Saudi Arabia (98th), among others, have fared far better than India. Out of 47 Asian countries, India holds the 31st position. Among 8 SAARC countries, India's position is 5th and India holds the 4th rank among 5 BRICS countries. A relatively poor performance

is evident, if India (11.9 per cent) is compared to the best performer Rwanda (61.3 per cent) in terms of women's representation in the parliament.

Literature Review

GREENI MAHESHWARI (2021) Research on women's leadership in higher education during the last two decades is the focus of this study. As part of the study, it will be examined if there are any variations between Vietnam and the industrialized countries in terms of the obstacles and facilitators of women in higher education leadership. There were only six research in Vietnam till 2019 and two studies prior to 2017 reporting on women's leadership in higher education in the United States and Canada. As a result of family support, women leaders in industrialized nations and Vietnam confront comparable challenges, although these disadvantages are diminishing. Vietnam is yet to uncover the benefits of mentorship, which has been found in other industrialized countries. The rise in female workforce participation and GDP growth rates in Vietnam may be influencing the study of women's leadership in higher education in the country. The future of female leadership in Vietnam is bright, in part, due to increased educational attainment among women. There are just a few studies comparing the hurdles and facilitators faced by women leaders in higher education in rich and developing nations. This is why the current study aims to fill this void by looking at how women leaders in industrialized countries compare to those in Vietnam in terms of the facilitators and restrictions they face.

FORTUNE GANDA (2020) since 2010, this research has looked at how corruption impacts environmental sustainability in Africa's southern area, which includes South Africa. The Corruption Index and Corruption Ranking are two proxies for corruption utilised in this research. Comparable results were found between the Dumitrescu and Hurlin (2012) Granger causality test and the Generalized Method of Moments (GMM) technique when it came to causation and association. When it comes to environmental sustainability in Southern Africa, two corruption indices show that corruption Granger is a major factor, and vice versa. In both regression models that included the two corruption variables, the short-term impacts on environmental sustainability were shown to be present. Over the long haul, the two anti-corruption measures had conflicting outcomes. Although it may sound counterintuitive, the long-term negative consequences of corruption ranking outweigh the positive ones by roughly three times in the long run. This shows how detrimental corruption is to the ecology. It is clear from the content of this article that conditions in Southern Africa are deteriorating as a result of widespread corruption, which is being blamed for the devastation.

LINA M. BARRIOS ET.AL (2020) Sustainable development must be prioritised in coastal areas that have historically relied on natural services. With an emphasis on natural resource management and UN Sustainable Development Goals, Colombia has gone from bottom to top of the ODA rankings, fueling growth in Colombia. Even in nations with excellent economic indicators, there are worries about gender inequality, marginalization, and other social issues. We used participatory research methodologies and six-day residences to study characteristics of women's leadership that may help vulnerable Colombian Caribbean fishing communities achieve sustainable livelihoods. Sustainable

development and leadership were examined by women leaders, who linked the two concepts to an emotional connection between the two. Gender discrimination, limited educational opportunities and difficult familial situations stifled their sense of self-worth and empowerment. Women's perceived leadership skills and education or network expansion have reciprocal positive feedback loops. However, despite the natural riches that empowered them, Women's leadership in sustainable development and a service-oriented mindset failed to provide concrete advantages for their communities' communities'. benefits for their communities'. They failed to lead. Women's empowerment necessitates providing them with the tools they need to think strategically and develop long-term plans. Women's leadership has been acknowledged by male leaders as well. When it comes to the development of female leaders, their support is essential. With the help of the community, these elements may be investigated in more detail in order to plan for the future of community well-being.

FAIZA MANZOOR ET.AL (2019) The travel and tourism industry is one of the most well-known and fastest-growing segments of the global economy. Economic development depends on this sector. In terms of GDP and employment creation, nations may benefit economically from an increase in tourist visitation. Growth in South Asian economies depends heavily on tourism, which has a significant impact on GDP. In this research, we investigate the impact of tourism on Pakistan's economic development and job opportunities. Study began in 1990 and lasted until 2015. Testing for stationarity using Dickey-Fuller and Phillips-Perron tests was done to see whether the variables under examination were. Regression and the Johansen cointegration approach were used to evaluate the data. In the long run, travel and tourism benefit Pakistan's economy and employment sector, according to the findings of this research. Legislation aimed at boosting the nation's tourist industry should be a top priority for lawmakers, their data suggest. There is also discussion of the study's policy implications and future research recommendations.

PALLAVI MAHAJAN (2019) Women must live up to society's expectations on what it takes to be a leader while still adhering to certain gender norms." Women have been considered as deficient in leadership skills since femininity has been characterized as reliant, subservient, and conforming throughout the years. The mistaken notion of leadership as simple command or control reflects the masculine bias. More women are being recognised as leaders as the concept of leadership as a process of leaders engaging and mobilising their followers' human needs becomes more widely accepted. Women in leadership roles have been a hot topic in the previous two decades as a consequence. To better understand the issues women confront in traditionally male-dominated economies, this article analyses the difficulties encountered by women in established nations. In addition, the goal of this article is to have a better knowledge of the similarities and contrasts in leadership difficulties encountered by women in the two kinds of economies.

Women leadership development

It's vital to know that the gender and leadership viewpoint demanded a new development plan, finally clearing the road for women to hold leadership roles. It

is clear that gender stereotypes have a significant influence on women's capacity to lead successfully. Theories suggest that the first step to becoming a leader is to form and adopt the identity or characteristics of a leader (Scott DeRue & Ashford, 2010). However, due to gender bias behavior from others, most women were unable to recognize leadership qualities within themselves, and the result is self-explanatory: Low statistics and underrepresentation of women. Women in leadership positions are a result of deep-rooted institutions and archaic mindsets that cannot question the status quo and hence back men's desire for power. However, other academics contend and feel that, regardless of gender prejudice, women must learn leadership positions via leadership development programs, trainings, and workshops.

These trainings may aid in the launch of a public awareness campaign on the kind of senior and top leadership jobs that women can effectively fill. Such advancements may assist women in more sensibly choosing their jobs, so adding value to their portfolio. Furthermore, scholars have a feminist leadership viewpoint that may improve company outcomes in many areas such as corporate, governance, economics, and human rights. He also discussed the need of transformational and feminist leadership in boosting a country's commercial line. Women have contributed more than anything else to the success and finances of businesses all over the globe, according to history. As a result, underestimating a woman's strength will not be justified or assessed unless she is supplied with training programs that may help her grow as a leader both individually and collectively.

Women leadership in India

Women's contributions to the creation of the world and the birth of life in the world have been celebrated throughout Indian history. In their religious text, the Manu Shashtra, they believe that God is delighted when women are revered. Despite the prevalence of the devdasi system, female infanticide, and child marriages in India's less developed regions, the status of women is elevated. There has been an increase in prospects for women in late twentieth-century America thanks to international and non-governmental organizations and extensive transmission of human rights information. State lawmakers can implement specific regulations for the protection and safety of women in accordance with Article 15's clause 3. There are particular references to women's empowerment in Articles 16, 23, 39, and 42. It's hard to argue with these numbers, yet India has just 12 percent female representation in parliament, which is below the global average of 22 percent. First time in 15 years, the Women Reservation Bill (which guaranteed 30% female seats in parliament) is still on the table.

In the following piece, we'll look at how Indian women are leading the way in informal support, professional development, and work-life balance. A number of new pieces of legislation, including the "National Commission for Women Act (1990)," the "Protection of Women from Domestic Violence Act 2005," and the "Sexual Harassment of Women at Workplace Act (2013)," have been passed by the Indian government to address this issue. Various seminars, conferences, and public gatherings were held in order to raise awareness of women's empowerment and to raise their social status. Bombay's Street Muktisanghata, Puna's

Purogaminstree Sanghtan, and Dehli's socialist women's group all emerged as feminist organisations in 1991. Examples of Indian women who have made important contributions in a variety of fields include P.T. Usha; Bechandri Pal; Kalpana Chawla; Aroondhaty Roy; Y. Kookhay; and more. In order to strengthen the status of women in society, the Indian government has implemented and is continuing to implement effective frameworks. It is one of the Indian government's successful strategies for women's empowerment, the Mahila Kosh Yojna Training and Employment Strategies for Women. Increasing the number of women who can work for themselves, improving their self-esteem so that they are more open to social and economic change, and increasing economic output by making loans available in several disciplines are the goals of these efforts. There are a number of programmers, like the Rajiv Gandhi Adolescent Girls Scheme and the Central Social Welfare Board and Indira Gandhi Matritva Sahyog Yojana that provide financial aid to women in the form of empowerment opportunities and self-help organizations.

From 2012-2013 to 2013-2014 to 2015-2016, women's employment in India's various states is clearly shown in the above table and figure. When it comes to encouraging women's empowerment, Mizoram has the highest ratio (51.7 percent in 2012-2013, 61.3 percent in 2013-2014, and 59.0 percent in 2015-2016), while in Jammu and Kashmir, the rate is the lowest (7.9 percent of the state's total population), even though it differs from 12 percent in 2012-2013 and 16.4 percent in 2013-2014. As a result, it's clear that after 2014, women's participation in the labour declined dramatically due to state and national political concerns.

Models of women leadership and economic development

Three Dimensional Models

Women empowerment is viewed as a long-term process in which women take charge of their own lives, deciding what they want and how they want to spend their resources (Lee-Rife, 2010). Choosing a career, getting married, and starting a family are all first-order decisions that have an impact on subsequent, less significant choices (instilling values in children, making everyday home decisions, and overseeing the family's well-being).



Figure 1. Three Dimensional Model in India

As resources strengthen a person's capacity to exercise free will, the researcher underlined that having access to these resources was a necessary precondition for empowerment. Having access to resources is not enough, women must also be able to recognize and make use of such resources. Empowerment both a goal and

a means to an end. For example, one status is obtaining a college degree, another status is finding a job that pays a living wage, and a third status could be taking charge of personal or family decisions. It is possible to use education as both an aim in and of itself, but ultimately the goal of empowerment is the acquisition of the skills necessary to realise one's goals.

The Commission on Women and Development's Conceptual Framework

DAWN women's movement influence on the Commission on Women and Development's empowerment concept and methodology on an individual and societal level, the commission held that empowerment happened. In contrast, the prior approach focused on the empowerment of individuals and recognised the four basic principles of empowerment as assets, knowledge, will and capability. In this concept, assets are separated into two groups. When it comes to making choices and taking on responsibilities, a person's will is defined as the psychological strength or power they have inside to make their own judgements.

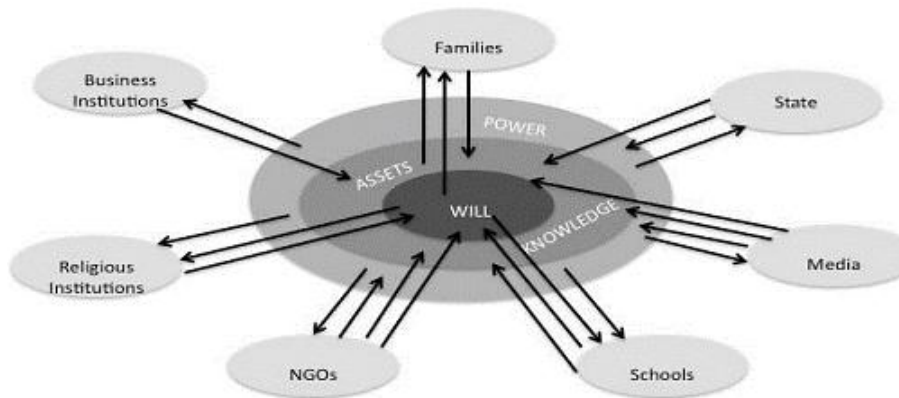
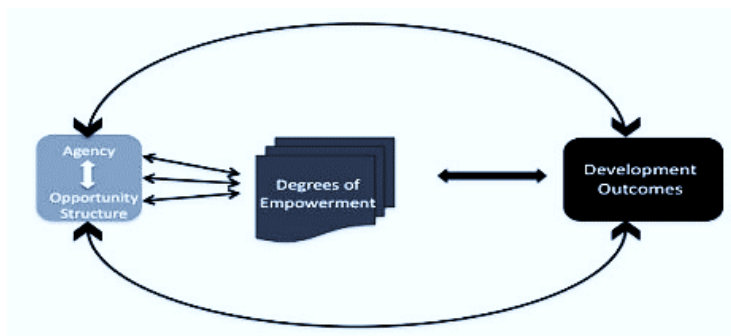


Figure 2. Commission on Women and economic Development

Empowerment as a catalyst for social change is shown by concentric rings of will, assets, and knowledge. (power with others and power within). It also takes into account the institutional framework, which includes the family, the government, the media, educational institutions, NGOs, religious institutions, and corporate establishments, among other entities. To show how different components can be affected, the diagram shows arrows that point in and out.

World Banks Agency and Opportunity Structure Model in India

Agency and opportunity structure are two of the most important variables in empowering people to make wise decisions. Using this approach, assets are the markers of agency, and they can be classified as either psychological or informational. Individuals and groups must also have access to and be able to use their assets in order for this model to work. Individuals and organisations must also examine the opportunity structure, which is described as the rules, regulations, frameworks, and norms of conduct in which they operate. As a result of the author's research, he hypothesizes that agency and opportunity structure have a direct impact on how empowered people and groups are.

Figure 3 World Bank Model in India

Women empowerment is a complex process that has various inputs and influences, and the final product of these characteristics must be quantified in order to quantify it. Measures of women's agency and empowerment can be taken in a wide range of ways, including their ability to make decisions about their sexual and reproductive health, household management, economic activities, participation in community decision-making bodies and national politics, and the gender norms and women's motivations for their actions. There are minor differences in the sub-divisions of these dimensions depending on the study's topic.

Women's leadership in India

However, in spite of a very patriarchal culture, India has produced numerous national and organization-level women leaders over time. First female Prime Minister of India, Pratibha Patil, Kiran Bedi, Indira Nooyi, and Chitra Ramakishna are just a few examples of prominent Indian women leaders who have held high-level positions in both the public and private sectors. Among them are Indira Gandhi, Pratibha Patil, Indira Nooyi, and Chitra Ramakishna, all of whom served as CEOs of leading Indian corporations. With their success at the top of their fields, these women leaders are role models for all young Indian women. More Indian women hold high-ranking positions of authority than their counterparts in other areas of the globe.

Informal support

Female executives and politicians in India's economic and political spheres can thank a number of different forces for their success. Since ancient times, Indian women have been expected to live up to a rigid set of expectations that include being perfect daughters, housewives, in-laws, and wives. More Indian women hold high-ranking positions of authority than their counterparts in other areas of the globe.

Professional development opportunities

Gender diversity has been more accepted in India's organizations due to the economic liberalization of the 1990s as well as the presence of major overseas

firms in India. Leadership jobs in India are becoming more gender-neutral as a result of the success of female executives in international corporations (Ganesh & Ganesh, 2014). Despite the fact that there is still a long way to go in many Indian companies to increase the percentage of women in leadership roles, the objective is to provide more opportunities for female workers. Although the number of women in leadership positions is steadily increasing in India, there are few programmes expressly designed for women leaders. As a result, there is a shortage of female mentors in the workplace because men have traditionally dominated leadership positions. More than three-quarters of Indian-based enterprises lack a comprehensive development plan for female employees, compared to nearly eight in ten Indian subsidiaries of international corporations (Kulkarni & Bakhare, 2011). The Indian government and organisations, on the other hand, are beginning to offer greater prospects for growth for its female executives as public awareness grows. When it comes to women's advancement, for example, the Indian government has taken concrete steps to ensure that one-third of the seats in both the central and state legislatures are reserved for female leaders. As in the non-profit sector, structured mentoring programmes for developing Indian women leaders are making inroads in many organisations. Additionally, Many Indian businesses encourage their female workers to participate in skill-building programmes and take on increasingly difficult roles. For the benefit of female employees, companies are also implementing internal networking tools.

Work-life balance

There was no such thing as work-life balance in Indian slang a decade ago since traditional values like as patriarchy, joint family institutions, full-time access to domestic help, and spouses who lived to serve their families were still deeply ingrained in Indian society (Chaudhuri, 2016). There was no need for work-life rules in this domestic environment. Things began to change in the late 1990s, when women began to enter the workforce in greater numbers, particularly during the IT boom of 1995 to 2000. More and more people are splitting their time between work and family, which has led to the rise of nuclear families, which have less social support and are thus under more stress (Joseph, Gautam, & Bharathi, 2015). As a result, achieving a healthy work-life balance has become increasingly important, particularly for female employees. According to Rajadhyaksha (2009), Indian firms "tended to follow Western work-life norms in form but not in spirit.". A real goal for stress reduction and staff retention is the driving force behind today's work-life programmes" (p. 6). Some of India's most prominent companies are taking a variety of measures to help their female employees achieve work-life balance. Numerous Indian companies have adopted Western principles including shortened 4-day work weeks, telecommuting, working from home, and other flexible work schedules. In India, the public sector is leading the way in implementing a wide range of work-life policies that specifically target women employees (Rajadhyaksha, 2009).

Work-life policies and practices in the private sector have recently become more prominent following this trend. For example, Johnson & Johnson India launched the Women's Leadership Initiative (WLI) in 2002 to help its female employees break through the so-called "glass ceiling" and move up the corporate ladder.

Similarly, Women's Action Network (WAN) is a new initiative from Cisco that provides a wide range of activities, including mentoring, community outreach, a role model leadership series, a bring your kid to work day, and networking opportunities for women in the tech industry, among other things. Many Wipro employees are familiar with the company's Hindi name for its volunteer "Mitr" counseling programme. This programme trains Wipro employees to confide in a small group of specially selected volunteers who are then tasked with providing therapy to other stressed-out Wipro employees. An employee hotline for stress-related difficulties is also offered by one of India's most prominent software companies, Infosys Technologies. Women workers commonly make advantage of these services.

According to Munn and Chaudhuri (2015), in order to achieve a healthy work-life balance, female professionals should rely on a variety of support systems, including extended family, domestic help, and friends. However, it is nearly hard for women to break through the patriarchal and family social circumstances in which they find themselves to break out of their dual roles at home and in the office (Srinivasan, Murty, & Nakra, 2013). As a result, many Indian women want to put off getting married and having children until they have more stability in their professional lives. Indian women's leadership in informal support, professional growth, and work-life balance will be examined in the next section.

Accelerating progress towards gender parity

According to our estimates, the Asia-Pacific region's GDP might reach \$4.5 trillion annually by 2025 if it performs at its regionally highest level. This is 12% larger than current GDP projections for 2025 suggest. China has the highest absolute potential, worth \$2.6 trillion, or a 13% growth over current GDP. India has the greatest relative opportunity, with a potential boost in GDP of 18%, or \$770 billion, above business-as-usual. According to MGI, the additional GDP that may be created by closing the pay gap between men and women is estimated from the supply-side. Among other things, it examines the percentage of men and women in the workforce, gender differences in work schedules and the percentage of people who work part-time vs full-time. In order to generate more employment for women, we need both supply-side and demand-side approaches. The rapidly changing nature of work need education and training facilities to keep pace with the fast advancements in technology. Boosting the percentage of women working in high-productivity industries and increasing their labor-force participation, paid hours, and productivity will all be necessary if the area is to achieve this considerable economic increase. Increasing the percentage of women in the workforce to the global average would account for 58% of the \$4.5 trillion GDP growth potential. For every 17 percent increase in paid hours for women, another 25 percent increase in the number of women working in high-productivity sectors would contribute to GDP.

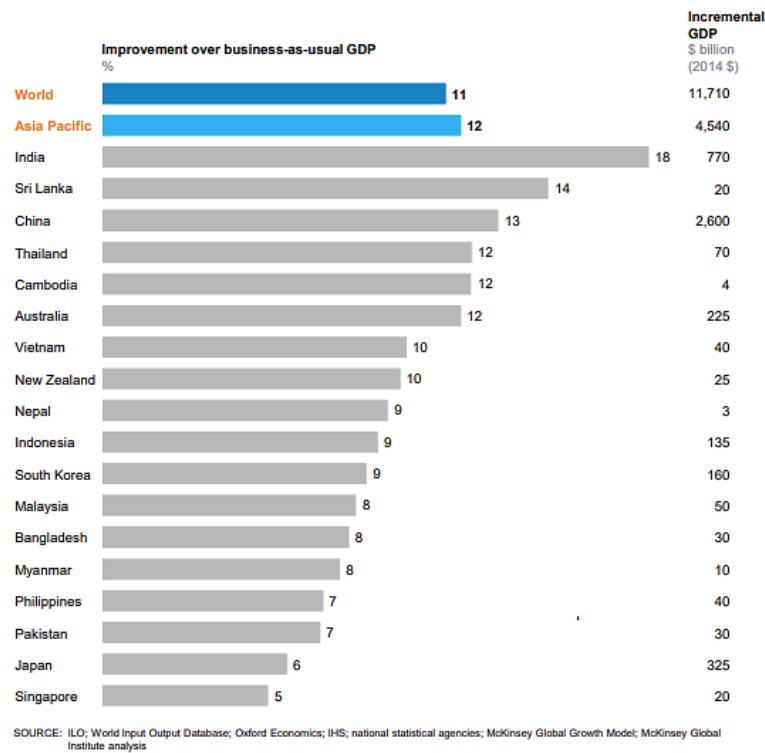


Figure 4. Asia Pacific could add \$4.5 trillion to annual GDP by 2025

It's tough to put a number on the processes that allow women to participate more fully. It is evident, however, that women who are released from unpaid care duties will have greater opportunities to utilize and enhance their abilities, as well as seek higher-paying professions, raising GDP. As a result, we exclusively evaluate the economic effect in terms of GDP, while admitting that this lens does not account for overall wellbeing or economic activity. The effects of unpaid employment on economic activity and well-being should be investigated further. Dividing between the sexes when it comes to economic opportunity; this covers everything from academic success to health and survival to political clout., is the second highest of the four core disparities, at 58.3 percent, and it will take another 267.6 years to fill (World Economic Forum 2021). Similar to overall performance, Central Asia and Eastern Europe are ranked second, with a narrow gender gap of 73.5 percent in economic participation and opportunity, behind North America (75.3 percent) and Western Europe. chevalier (70.0 percent). East Asia and the Pacific comes in fourth place (69.6 percent). Unfortunately, South Asia has the greatest gender gap, at 33.8 percent, roughly a quarter points below the global average.

Challenges

Many problems have developed in the process of achieving gender equality in the context of women's economic empowerment. This policy brief focuses on three topics discussed at the Asian Development Bank Institute's "Virtual Policy

Dialogue on Women's Economic Empowerment in Asia: Challenges and Ways Forward," which took place on the 30th and 31st of August 2021.

Women in business

From the views of all women and women entrepreneurs, a number of problems for women in business have been recognized. Lack of financial access is the most prevalent and important problem for women in business, arising from inadequate financial literacy and a lack of related skills training. Existing gender-biased laws in banking goods and financial services may make it difficult for women to get credit. The problems for women entrepreneurs are more complex, including corporate and commercial procedures such as gender-responsive procurement policies and investment plans.

Lack of formal financing

Women's access to meaningful and affordable financial goods and services that fulfill their requirements is commonly referred to as financial inclusion in the gender context. Despite a rise in global financial inclusion and an increase in the percentage of individuals having a bank account or a mobile money account, gender discrepancy in account ownership persists. While 72 percent of males in the world have a bank account,

Table 1
Regional Performance 2021, by Subindex (%)

	Overall Index	Subindexes			
		Economic Participation and Opportunity	Educational Attainment	Health and Survival	Political Empowerment
Western Europe	77.6	70.6	99.8	96.7	43.8
North America	76.4	75.3	100.0	96.9	33.4
Latin America and the Caribbean	72.1	64.2	99.7	97.6	27.1
Eastern Europe and Central Asia	71.2	73.5	99.7	97.7	14.2
East Asia and the Pacific	68.9	69.6	97.6	94.9	13.5
Sub-Saharan Africa	67.2	66.1	84.5	97.3	20.8
South Asia	62.3	33.8	93.3	94.2	28.1
Middle East and North Africa	60.9	40.9	94.2	96.5	12.1
Global average	67.7	58.3	95.0	97.5	11.8

0 100

Only around 65% of women do. The disparity is 9 percentage points greater in emerging economies (World Bank 2018). Financial inclusion is intended to benefit the whole public, particularly underprivileged people and small and medium-sized businesses (SMEs). In practice, the application processes are sometimes too onerous for the individuals who are meant to benefit from them, such as impoverished women in rural regions. Adults who are not banked have a lower level of education and are less comfortable with technology. As a consequence, the difficult and time-consuming application procedure effectively forces women to use unofficial credit. Information technology has become a critical instrument for effective application and access to financing as technology has evolved in

recent years. Mobile banking, debit and credit cards, which allow make direct payments from an account, and the internet have become alternate channels for financial transactions. For impoverished and less-educated women, the digital divide and limited access to mobile phones worsen an already challenging position. The economic circumstances of poorer women and adverse financial conditions have created a vicious loop; since banks presume that women in poverty have little or limited ability to pay, banks impose extra constraints on these women seeking bank credit or loans. Co-borrower and significant assets or property for collateral are among the conditions. These restrictions may aggravate women's financial difficulties, pushing them out of the formal banking system.

Gender-inclusive entrepreneurship ecosystems

Women-owned SMEs account for 30–37 percent of all SMEs in developing nations, according to the International Finance Cooperation (IFC 2017). According to the International Finance Corporation, over 70% of women-owned SMEs in the formal sector in developing nations are neglected by financial institutions. Because SMEs are a crucial engine of economic development, especially in developing countries, creating gender-inclusive entrepreneurship ecosystems will help women succeed in business, avoiding business opportunities from being lost and resulting in better economic growth.

Conclusion

The link between worldwide feminism, gender stereotypes, and women's leadership is investigated in this research. The findings indicated that there is nothing wrong with a woman who wants to control her home, be a strong leader, and win in all aspects of life. People should get rid of the idea that women can't run organizations effectively. Women leaders have shown their ability to lead in a variety of situations in the past, and there are several examples to back this up. We are in the twenty-first century, and everything around us is changing, from basic mechanisms to cutting-edge technology. It is no longer possible to link organizational performance to taboos, cultures, norms, or prior behaviors. In emerging countries like Pakistan, there is a widespread belief that only males can be successful because they devote their complete attention to their job. However, since this is a misconception that has yet to be disproven, it is necessary to include everyone, including women, without discrimination. Without considering gender, make advantage of ability, abilities, and experience. It is time to mainstream women, and they may be granted leadership positions.

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