A Sustainable Model for Women's Leadership

Why in news?

It is the right time to build a sustainable model for women empowerment considering *900 million adolescent girls* across the world.

What is the status of women's leadership?

- According to the Women's World Atlas, *only four countries* have achieved parity between women and men in parliament.
- The world is home to 900 million adolescent girls and young women poised to shape the future of work and growth.
- The World Bank notes that over 43% of Indian STEM (science, technology, engineering and mathematics) graduates are women.

How significant is women's leadership?

- Women leadership is crucial to tackling *climate crisis.*
- Women leadership leads *to peaceful foreign diplomacy* cutting across borders.
- In government at national and more local levels, women leaders are associated with fewer deaths and *faster action.*
- In companies, women leaders have proven to be *motivating* and communicative during any crisis.

What are the key elements for women's leadership?

- **ICT** - Women at all levels of society must have inclusion in the Information and Communications Technology (ICT).
- **Bodily autonomy** – Women need to be empowered to make decisions about their bodies.
- **Shared responsibility within the household** – It is crucial for us to recognize, reduce and redistribute unpaid care and domestic work, so that women may enjoy economic opportunities and outcomes on an equal footing to men.
- **Educational Technology solutions** - gives us tools to *bridge part of the accessibility gap* in education through hybrid learning models.
- **Beyond comfort zone** - Moving beyond one's comfort zone is critical for women leaders as it helps build resilience and confidence.
- **Dismantling stereotypes** - Actively countering stereotypes and advocating for the inclusion of women in all fields.
- **Sporting activities** - The inclusion of adolescent girls and young women in sports can build their self-confidence, strengthen self-belief, and impart the nuances of teamwork.
- **Providing employability** - multi-pronged approach is needed in enhancing women's employability.

What are the barriers to women's leadership?

- Gender norms that disproportionately allocate domestic and care responsibilities to women
- Representation of men as leaders of STEM (Science, Technology Engineering, and Mathematics), finance, and entrepreneurial fields
- Inadequate maternity leave
- Lack of childcare facilities in the workplace

References

1. The Hindu | Women's Leadership
2. UNFCCC |Women Climate Champions

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