iJRASET
International Journal For Research in Applied Science and Engineering Technology



# INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

**Volume:** 13 **Issue:** X **Month of publication:** October 2025

**DOI:** https://doi.org/10.22214/ijraset.2025.74336

www.ijraset.com

Call: 08813907089 | E-mail ID: ijraset@gmail.com

International Journal for Research in Applied Science & Engineering Technology (IJRASET)
*ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.538*
*Volume 13 Issue X Oct 2025- Available at www.ijraset.com*

# The Role of Women's Leadership in India's Progress

Asso Prof. Dr. Najukram Bankar
*Vidarbha Arts & Commerce College Lakhani. Dist: Bhandara*

***Abstract:*** ***In India, where approximately 663 million women reside, with 450 million within the working age range of 15 to 64 years, the landscape of women in leadership is evolving. Today, women in India are better educated and highly aspirational. According to a survey conducted by CII with 700 working women, more than 40% of the respondents expressed aspirations to rise to the top of their respective companies. Enabling women's entry and retention in the workforce has been a focal point of efforts towards women's economic empowerment in India. The government has implemented numerous policies supportive of women at work, including Equal Pay for Equal Work, the Prevention of Sexual Harassment Act, the Maternity Benefits Act and the establishment of hostels for working women. These initiatives aim to create a more inclusive and secure work environment for women across different sectors. It's important to note that India is not a homogenous space, and more than 90% of women in the country are engaged in the informal sector, often with limited job security. Recognizing this disparity, India's extensive network of women's Self-Help Groups (SHGs) in both rural and urban areas becomes crucial. These groups, supported by both government and non-government organizations, provide a ray of hope for promoting women's economic empowerment, particularly through entrepreneurship.***

***Keywords: Approximately, retention, maternity, disparity, prevention.***

## I. INTRODUCTION

The government has initiated various programs to advance women's entrepreneurship through these SHGs. Programs like the Skill Development and Entrepreneurship Promotion (SVEP) and the National Rural Entrepreneurship Transformation Program (NRETP) offer funding and training for women-led non-farm enterprises. Additionally, schemes such as Mudra Yojana, Annapurna, and Udyogini provide collateral-free finance options, aiming to empower and uplift women entrepreneurs across the nation.

The corporate sector in India is another ballgame all together. It has undergone a notable shift in recognizing the importance of gender diversity and actively empowering women within the workforce. Various companies have instituted programs and policies to not only promote women's participation but also facilitate their progression within organizations. These initiatives extend beyond mere tokenism, aiming to create an inclusive environment where women can contribute meaningfully and advance in their careers.

Mentorship programs and leadership training initiatives have become pivotal components of the industry's efforts towards women's empowerment, as well as, creating a supportive work culture, equal opportunities for career advancement and fostering a culture of diversity and inclusion. These initiatives go beyond gender and encompass aspects such as ethnicity, age and background. Leading corporations in India extend their commitment to women's empowerment beyond the confines of their offices through community engagement and social impact programs. Such initiatives actively contribute to the upliftment of women in the broader society, including providing skill development programs, especially for women in the informal sector, supporting women-led businesses and participating in community development projects targeting the welfare of women.

## II. LINGERING CHALLENGES AND THE NEED FOR MORE

The Indian industry, government, and non-governmental organizations (NGOs) collectively play a crucial role in generating livelihood opportunities for women, engaging in diverse activities ranging from skill development programs to establishing market and financial linkages. Despite the progress made in advancing women in leadership roles in India, there persists an ongoing need for collaborative efforts to co-create ecosystems that empower women to realize their complete economic potential.

### *A. Creating a Dedicated Centre on Women Leadership*

CII is proud to announce the launch of its Centre on Women Leadership in partnership with The Bill and Melinda Gates foundation.

©IJRASET: All Rights are Reserved 

The centre proposes creates a multi-stakeholder platform which aims to inspire leadership in thought and action to drive transformation and break barriers to the entry, retention, and growth of women as leaders in the economy, both within the formal and informal sectors. It will co-create ecosystems to enable women to achieve their full economic potential with the following as focus areas of work:

*B. Breaking Barriers: Indian Women in Leadership*

Indian society, steeped in patriarchal norms, has historically hindered women's progress in leadership positions. However, dynamic Indian women have shattered these barriers, claiming their rightful place in various sectors. The G20 Presidency witnessed leaders like Meera Patel, a visionary entrepreneur, emerge as formidable forces, steering critical discussions on global issues.

*C. Upholding Inclusivity and Empowerment*

India's G20 Presidency emphasized creating an inclusive environment where the voices of women, especially from developing nations, were amplified. Leaders such as Anjali Sharma, a passionate advocate for women's rights, championed initiatives like the "Empowerment for All" forum, focusing on economic equality and financial inclusion. Dedicated dialogues urged G20 counterparts to mainstream gender considerations in policymaking.

*D. Advancing Climate Action and Sustainability*

Sustainability and climate change took center stage during India's G20 Presidency. Leaders like Aisha Khan, a renowned environmentalist, played a pivotal role in shaping the discourse on the pressing issues. Recognizing that women disproportionately bear climate change's impact, they advocated gender-sensitive climate policies, renewable energy adoption, and support for women-led initiatives addressing climate challenges.

*E. Championing Education and Innovation*

Leaders like Dr. Vidya Rao, an influential educationist, demonstrated a strong commitment to education and innovation. They recognized education's potential to empower women and drive socioeconomic progress and advocated for increased access to quality education for girls and women worldwide. Moreover, they stressed the importance of investing in research and innovation to tackle global challenges effectively.

*F. Navigating Challenges and Prejudices*

Despite their remarkable contributions, Indian women leaders faced challenges that often accompanied their ascent to leadership positions. Leaders like Ruchi Desai, a trailblazing tech entrepreneur, navigated gender bias and stereotypes, inspiring a new generation of women leaders.

*G. Fostering International Cooperation*

Diplomats like Ruchira Kamboj, India's Permanent UN Representative, played a crucial role in fostering international cooperation among G20 nations, emphasizing upon the significance of collaboration and multilateralism to address global challenges. Through diplomacy, she is trying to build bridges between nations, advancing shared goals.

*H. Driving Social Change*

Women leaders in India have been at the forefront of driving social change. They have spearheaded campaigns against gender-based violence, female infanticide, child marriage, and dowry practices, pushing for legal and social reforms. Their efforts have increased awareness, improved legislation, and strengthened support systems for women facing such issues. Ms. Reema Nanvaty, a strong women's rights activist and the director of SEWA, which helps women to be self-employed and learn skills to earn a healthy living, is indeed an inspirational Women Leader, motivating thousands of women to survive better.

*I. Strengthening Women's Leadership Networks*

India's G20 Presidency emphasized nurturing women's leadership networks. Leaders like Dr. Deepa Menon, a social activist, promoted mentorship programs and platforms where women leaders could exchange experiences and expertise. Strengthening such networks ensures sustainable leadership growth.

©IJRASET: All Rights are Reserved | SJ Impact Factor 7.538 | ISRA Journal Impact Factor 7.894 |

*J. Driving Economic Growth*

Women's leadership has also contributed to India's economic growth. As entrepreneurs, business leaders, and professionals, women have played a crucial role in various sectors, driving innovation, and creating employment opportunities. Research shows that diverse leadership teams, including women, lead to better business outcomes, increased profitability, and greater sustainability. Indian women leaders, including Neha Kapoor, a pioneering businesswoman, drove economic inclusion initiatives. They advocated for policies promoting women's economic participation, entrepreneurship, and access to finance, recognizing their potential to boost economies.

*K. Empowering Next-Gen Women*

Women leaders serve as role models for the next generation of women and girls in India. Their achievements and successes inspire young girls to dream big and pursue their aspirations without fear of societal barriers. By empowering young women with education, skills, and opportunities, women leaders are contributing to a more empowered and capable future workforce.

Leaders like Smita Reddy, an advocate for rural development, recognized the importance of empowering rural women. Her initiatives focused on providing access to resources, education, and healthcare for women in rural areas.

*L. Enhancing Digital Inclusion*

In an increasingly digital world, leaders like Priya Verma, a tech innovator, emphasized digital inclusion. She advocated for policies to bridge the gender digital divide and provide equal opportunities in the digital economy.

## III. ENGAGEMENT & CONTRIBUTION OF W20

One of the key priorities of the W20 is to advocate for women's economic empowerment. They highlight upon the significance of women's participation in the workforce, equal pay for equal work, and access to finance and resources for women entrepreneurs. The W20 urges the G20 member countries to adopt policies that promote women's economic inclusion and address the barriers that hinder their economic participation.

The W20 raises awareness about gender-based violence and its devastating impact on women's lives. They urge G20 nations to prioritize efforts to eliminate violence against women, including domestic violence, sexual harassment, and trafficking. The group also called for implementing comprehensive measures to protect and support survivors of gender-based violence.

Recognizing the importance of women's representation in decision-making roles, the W20 pushed for increased women's leadership in all sectors. They encouraged G20 countries to take measures to increase the representation of women in political, corporate, and public leadership positions, fostering an inclusive and diverse governance structure.

The W20 also highlighted the significance of women's health and education in promoting overall social and economic development. They advocated for increased access to quality healthcare and education for women and girls, aiming to break the cycle of poverty and improve overall well-being.

Recognizing that climate change disproportionately affects women, the W20 emphasized the importance of gender-responsive climate policies. They called for greater representation of women in climate action and environmental decision-making, promoting sustainable practices that consider women's unique needs and contributions.

Throughout India's G20 Presidency, the W20 actively engaged in policy dialogues with G20 leaders and policymakers and presented recommendations and policy briefs that reflected the diverse perspectives and priorities of women, urging G20 countries to consider these inputs in their policy formulation.

The Women 20 (W20) engagement group is playing a significant role during India's G20 Presidency, advocating for gender equality, women's empowerment, and inclusive policies. Their contributions are instrumental in advancing the gender agenda within the G20 framework, driving discussions on women's economic empowerment, gender-based violence, women's leadership, healthcare, education, and environmental justice. By collaborating with G20 leaders and policymakers, the W20 has amplified the voices of women, influencing policies that promote gender equality and women's rights. Their dedication and advocacy efforts during India's G20 Presidency highlight the crucial role of women's leadership in shaping a more inclusive and sustainable global agenda.

## IV. CONCLUSION

Overall, Women's leadership in India has resulted in numerous positive outcomes. In politics, women leaders have worked towards legislation for women's rights, healthcare, and education, thereby amplifying the voice of women at both the local and national levels.

©IJRASET: All Rights are Reserved | SJ Impact Factor 7.538 | ISRA Journal Impact Factor 7.894 |

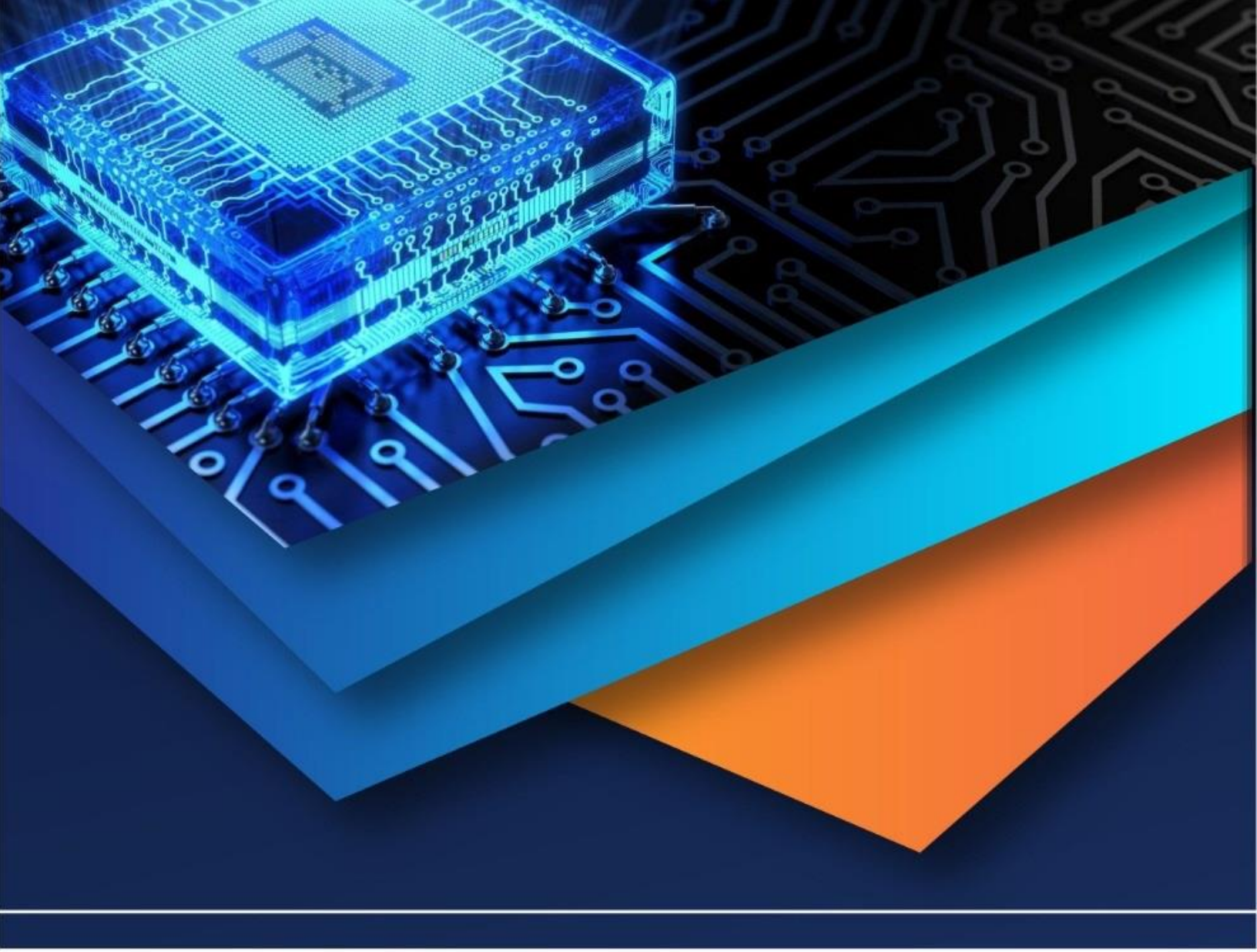
In the corporate world, women leaders have shattered the glass ceiling, contributing to the growth and success of various industries. Moreover, women-led initiatives in social and grassroots organizations have brought significant changes in education, healthcare, and women's empowerment at the grassroots level. Indian women leaders have also played an influential role on the international stage. By representing India in global forums, they advocate for the nation's priorities, including gender equality, climate action, and sustainable development. Their leadership contributes to shaping global policies and frameworks, making India's voice heard in international discussions.

The role, importance, significance, and outcomes of women's leadership in India are profound and far-reaching. Women leaders are agents of change, driving social, economic, and political progress in the country. Their influence is evident across various sectors, from grassroots organizations to boardrooms and parliament halls. As India continues to embrace women's leadership and promote gender equality, the nation stands to benefit from a more inclusive, equitable, and sustainable future. Empowering women and supporting their leadership aspirations are essential steps towards building a stronger and more prosperous India for all. India's G20 Presidency served as a transformative moment, celebrating the extraordinary contributions of Indian women in leadership roles, who have exemplified their role in shaping a more inclusive, sustainable, and equitable world.

To ensure continued progress, governments, organizations, and societies must support and empower women in leadership positions. By breaking barriers and fostering an environment that values diversity and inclusivity, we can harness the full potential of women leaders, creating a more prosperous, sustainable, and harmonious world for all. As we move forward, the legacy of Indian women leaders during the G20 Presidency must inspire future generations, propelling them toward a future where women's leadership is celebrated and embraced worldwide. Only then can we achieve the transformative changes needed to address global challenges and create a better world for everyone.

## REFERENCES

[1] Ahl, H. (2006) ‘Why Research on Women Entrepreneurs Needs New Directions’, Entrepreneurship Theory and Practice 30.5: 595–621
[2] Amatucci, F. and Crawley, D. (2010) ‘Financial Self-Efficacy Among Women Entrepreneurs’, ICSB World Conference Proceedings, Washington DC: International Council for Small Business (ICSB)
[3] Amin, M. (2014) The Critical Importance of Data Collection Efforts in Developing Countries: The Case of Gender Enterprise Survey Series, Enterprise Note 31, Washington DC: World Bank Group
[4] Arenius, P. and Minniti, M. (2005) ‘Perceptual Variables and Nascent Entrepreneurship’, Small Business Economics 24.3: 233–47
[5] Baker, T. and Nelson, R.E. (2005) ‘Creating Something from Nothing: Resource Construction through Entrepreneurial Bricolage’, Mobilization and Entrepreneurship 50.3: 329–66
[6] Banerjee, A. et al. (2015a) ‘A Multifaceted Program Causes Lasting Progress for the Very Poor: Evidence from Six Countries’, Science 348.6236
[7] Banerjee, A.; Karlan, D. and Zinman, J. (2015b) ‘Six Randomized Evaluations of Microcredit: Introduction and Further Steps’, American Economic Journal: Applied Economics 7.1: 1–21



10.22214/IJRASET

45.98

IMPACT FACTOR: 7.129

IMPACT FACTOR: 7.429

# INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Call : 08813907089 (24*7 Support on Whatsapp)