

# It's Time for a New Discussion on Woman in India under the perspective of Gender & Leadership issues

Palak Jain<sup>1</sup>, Gazala Yakoob<sup>2</sup>, Dr. Rakesh Gupta<sup>3</sup>

Student, Poornima University, Jaipur, India  
Associate Professor, Poornima University, Jaipur, India

**Abstract**— *In the Indian society, one can observe numerous ways in which inequality envisages a figure, gender, class, caste, religion being a few of them. For the purpose of this paper, the researchers would like to delve into the question of gender and analyze it viz-a-viz the current condition of leadership in India. The paper begins by asking important questions as to whether gender matters in becoming a leader in India. The conceptual category of gender is explored through a thorough analysis of how is leadership conceptualized as well as the ways in which rituals, beliefs, and cultural practices essentialise gender roles. The paper aims to chart out the existing gender gap in the corporate sector and offer negotiations to deal with that. Cases of Indian woman leaders are taken up as methodological tools to unpack the gendered dynamics in leadership. The paper attempts to flag the lacunae created in the Indian leadership realm due to sometimes subtle and sometimes not so subtle functioning of patriarchy by unraveling the nuances of working in the corporate sector. Woman empowerment has become a generous subject of concern for our society. Although it is prominently related to social aspect in prevailing scenario it has gained importance in terms of technological and political factors also.*

**Keywords**— *Gender equalization, Woman empowerment, Leadership.*

## I. INTRODUCTION

The study is about gender and leadership issue. This study aims to clarify the various ways and leadership styles among men and women.

How men and woman work differently in different areas and how they behave in different situations, according to their own style and behavior.

In today's time, we believe that men and woman have equal rights and they are independent in their work and lifestyle; they can choose what they want to choose.

It is clear that leadership by men is more dominant over the leadership by women, having advantages and disadvantages, also prejudice and leadership style that differs from the opposite sex.

It is known that woman want to reach top management and have some barriers to achieve this goal. At the same time, it is common knowledge that men have been the position of political leaders and dominate over the sphere of education. Here we are going to discuss many ideas about the gender and leadership issue in today's time it is a very offensive topic to relate our society cultural on the basis of gender is this right or wrong? I think it is wrong a man and woman both are born by a woman then why a woman always demean by others because of her sex is female why people forget that a woman made a society she is only the one who births a man if society wants to prove that a man can do anything then why the finding a girl for marrying their sons why they want a girl for tie rakhi on her brother's wrist why? Why not a man can birth a child why not a man can tie rakhi on another man hand why? When culture society rituals believe that woman cannot equal rather than a man than a society has to build a man dominant society. Basically, it is impossible for men and woman both equally need of society to take generation forward. Without a man, woman cannot survive and vice-versa they both are interlinked with each other. Our society needs to change their mind on this issue.

## II. AIM OF STUDY

Our aim of the study is totally based on the research that we must do something to find and reach at some point of the level to make better understanding for everyone as to how in today's time, man and woman both can be a leader. I look at today's time, we find that woman also participate in every field of work and prove themselves better than a man does lead.

Many woman set an example for rest of woman that they can do without feel any kind of fear they can also reach the same level where today they reach.

The part of lady worldwide is experiencing an emotional change. Lady today share the platform with men in all fields, be it the kitchen or in barrier. Working lady are never again an irregularity and are currently acknowledged as a basic piece of the working power. Indian association has encountered an enduring increment in the quantity of lady workers and this example will undoubtedly proceed later on too. Lady as of late joined the positions of chiefs in huge numbers. Be that as it may, lady at the best administration positions are as yet an uncommon animal groups.

All inclusive, they contain just 10 percent of senior supervisors in Fortune 500 organizations, under 4% are in the highest positions of Chief, president, official VP and COO and under 3% of them are top corporate workers. In India as well, it is the same. Perhaps the circumstance is more regrettable.

### III. OBJECTIVE OF STUDY

- To understand how cultural, beliefs and rituals can influence leader behavior.
- To understand how to provide equal rights and opportunities to man and women.
- To understand in today's democratic and interdependent time there is still a serious issue about gender and leadership.
- To understand woman are still dominating by man that they can't be a good leader or they can't lead from the front to a team
- To understand the balanced society so as to make a bright future.
- To understand it actually help in growth development of a country.

### IV. METHODOLOGY

The study descriptive in nature based on secondary data. The study focuses on extensive study of secondary data collected from books, national & international journals, publications from various websites which focused on various aspect of gender and leadership issues.

#### **Criteria to become a good leader and does gender really play a crucial role in this generation?**

International Women's Day was celebrated every year on 8th March, and a huge number of woman' gatherings around the globe made occasions to commend the positive advances taken this last year comprehensively for all woman. Some centered around sex equity, some on positive

activity and others picked autonomous topics that influence a lady's life in particular regions. Notwithstanding theme, all regions of a lady's life are essential to the positive change this planet needs, in these basic circumstances of progress. The essential face of this worldwide change is that lady are urged to step into influential positions, a region of life that still in this new thousand years numerous lady bashful far from, and genuinely need to lose their dread of authority. A standout amongst the most essential arrangements of abilities required in a changing world are the aptitudes of administration. In this advanced world. Authority is rising as a vital angle in the work environment and in addition in individual life. In the event that we see our own particular predetermination and order on it and guide the fates of our families, groups, associations and our planet, the need of successful initiative capacity has turned out to be progressively self-evident. Viable initiative is one of the keys to our future achievement and survival. Men and lady have a tendency to concede to the relative significance of the best level of authority qualities. Almost equivalent offers of each men. Sex holes are developing in bigger frame these days. Sympathy truly is a profitable disposition that lady are probably going to have more than men: 66% of lady say this, in examination with 47% of men. The esteem framework produced by lady are more than men in the work environment. Around 61% of lady consider that authority is more significant than 61% of the men

#### **Woman education in India and gender always create problem for women.**

In whole over the world if we count the woman population then we find the result that woman are half of the total population of the world. But a girl by birth never find a right word for their own identity because and woman or girl always remain the same they are not equivalent to the man because they are the woman and that tag is patent right for them is this right? No, I don't think so this is a right thing which most of woman or girls faces I mean why all this restriction for woman why this not for man why a man does not stay at home after 8 pm why not man hide their faces why? This question put on the all society face why society not giving equal rights to man and women. Woman not even get a proper and basic education in rural areas still woman are backward because of ancient time virtual which comes forward generation to generation.

In the present time, the Indian government has built up various foundations for the instructive improvement of lady and young woman. The administration intends to set up for development assist and are worried about the advancement

of woman. In the advanced society, lady additionally comparable appropriate to venture forward with the man and discover same open doors like the man found in India have made considerable progress. Indian lady are as of now square with aggressive with men in a wide range of undertakings like achieving the moon, vanquishing Mount Everest, and taking part in all fields. This is conceivable on account of training and the significant effect it has had on woman.

### **Women's Education in Ancient India**

In the ancient time, woman restricted for education right then the man because of social norms which are play very important role at that time. That time society made up some rules regulation for man and woman they think man can go out and earn money and womanist at house and they can do only house work in Vedic time woman are not even allowed to show their faces in front of others man if they show their faces to other then people judge them for their character but also at that time royal family come up with different mentality they give education and training to their girl child to being a good leader in future if choices come in their life and for that RANI LAKSHMI BAI is the best example for that she is the woman who fight for the right of her own people.

### **Women's Education in Modern India**

To understand at where they stand in the world and what is the power of women in today's time woman are doing better than man at every field i.e. games field, corporate world, woman reach to the moon woman in army force woman in education woman in business society woman in parliament woman in public speaker woman in media woman in entertainment world, not a single field is available where woman did not compete with the man and done better than man. With the goal that we can't overlook the importance of training in reference to lady strengthening India is ready to turning into a superpower, a created nation by 2020. This lone can be conceivable when lady really end up solid rationally physically when they got essential need. India by and by represents the biggest number of ignorant people on the planet. Proficiency rate in India has risen stridently from 18.3% of every 1951 to 64.8% out of 2001 in which enrolment of lady in training has likewise risen pointedly 7% to 54.16%.

In India, on the off chance that we see the past record lady training shockingly just 39% of lady are educated among 64% of the man. Inside the structure, numerous arrangement rules laws just spotlight on lady instruction in late time to give square with rights to lady as the man. From the fifth

five year design (1974 - 78) onwards has been denoted that lady training assume a critical part in development and advancement of the economy of India on the off chance that we contrast Indian lady and other countrywomen. As of late, lady strengthening has turned into an imperative worry in deciding the status of lady in the Indian culture. The National Commission of Lady was set up by a Demonstration of Parliament in 1990 to protect the privilege and lawful qualifications of woman. The 73rd and 74th Changes (1993) to the Constitution of India have given to reservation of seats in the neighborhood groups of Panchayat and Districts for woman, laying a durable reason for their commitment in basic leadership at the nearby level.

### **Gender Equality**

Gender equality means equality between man and woman without any kind of difference create in their choice of life they both equal in the society and at every level, they should treat as same right. The theme equality is actually correctly defined the two men and lady are able to do similarly receiving rewards and contributing towards social, political, social and monetary improvements inside society. Whenever men and lady appreciate balance, the immediate result is a moment and stable development in an economy. The informed and solid lady in a general public are more steady and pleasing towards their families and countries.

Despite the fact that man and lady are unique by their physical body highlights and its make the gender difference in the society by birth but somehow this dissimilarity also effect people mentality some of person belief that a woman cannot do such type of activity which a man can do they both get equal right through political, social and cultural but their virtual which say a man takes birth to do go out and work for his family and a woman take birth for taking care of her child managing her family and fulfill all desire which housemate asks to her in this matter gender equality proof wrong.

Gender equality is actually better to understand by both man and woman feel when they both get same treatment and find equal responsibility and opportunity which actually help to feel same freedom same right and when they both feel same equality in society then Indian economy actually reach the actual development and also this is the actual freedom and independence of our country and we proudly say that we are living in an actual independent country.

### **Inequality for Women**

Man and woman both are created by the god. God makes them the difference and gives both of them a different type of quality. Man is mentally and physically strong rather than women. This dissimilarity cannot hide or dismiss

easily. These gender discriminations create the gender issue in society certainly not in the workplace

Women are totally different from a man and society provide them different kind of health and services. In present time child marriage cases seen very less rather than past time but still in some backward town or villages follow old tradition rituals which made by their grandparents because they believe a woman should stay in-house and she has to do all work of the house if they go out for working they might affect their respect in the society. Child marriage is not good for a girl before she is not ready mentally or physically it is harmful to her health it indirectly affects in development of the society. Where a man can do whatever he wants to do because he is a man but woman cannot live her life according to her choice she even cannot wear her choice of western cloth because she is woman this difference which creates by the society it shows the inequality for women.

#### **Girl's mortality in India**

As we already discuss the gender inequality here one more a bold topic elaborate our word how in India gender inequality seeing at peak level.

All over the India 2000 girls killed every day if we see a 2000 rs note than I agree on it just a small figure but if we see this figure as 2000 girls killed every day than I think it's a slap on our faces where we are living is we actually independent country.

Why female is that much burden for family why a family does not accept a girl child why they killed in womb of mother why it's a question for everyone is that girl life that much cheaper for a person who takes decision to killed a baby because she is girl this is the reality of independent country like India.

This is the gender inequality if a father not accepts her daughter than how can we think that another give respect to our sister mother daughter.

This fact is actual scare us to seeing our future in this country where a girl cannot take birth because she is a girl because a person think girl is burden for him lifelong because a person decide the future of that girl because a person thinks they have to spend lots of money on her as dowry why people forget a girl carry forward a family life long a girl only the one who takes care of the family a girl in this country where people understand them, god.

After a long fight against the girl mortality in India recent government of India start a campaign for save a girl life and make a bright future for all the girl they usually launch "BETI BACHAO BETI PADHAO" on December 12, 2017 to create a society where girl also has equal right to breath

in congested society in this campaign government of India encourage girl for study make them equal to a man or a boy can do

## **V. OVERVIEW OF LITRETURE**

### **Past independent of India**

**Lakshmibai, the Rani of Jhansi (1828-1858)**:-was the leader of India's Jhansi Country, at that point one of the pioneers of the Indian Protection of 1857, excessively acknowledged as India's First War of Opportunity contradicted to English run the show. Alluded to as "the Indian Joan of Circular segment", Rani Lakshmibai got the opportunity to be a symbol of protection for driving her warriors in first direct experiences with the occupiers.

### **Indira Gandhi (1917-1984)**:-

The first and final woman Head administrator of India, serving 4 terms among 1966-1984, while she was executed by her Sikh guardians. She was a disputable yet exceptionally predominant picture, winning a war with Pakistan, which happens in the formation of Bangladesh. She was killed by her guardians over her request to storm their heavenly sanctuary amid an insurgency four months past

### **Post independent of India**

**Indira Nooyi**:- Will be an Indian-born American business official right now serving as those executive Furthermore CEO from claiming PepsiCo, a standout amongst those biggest sustenance and refreshment organizations in the reality. Nooyi is a standout amongst those Main female executives in the United States Furthermore will be reliably positioned around those World's 100 mossy cup oak capable woman. She need been instrumental molding in the broadening and development of PepsiCo's brands which needed principally been more centered for delicate drinks. Referred to a chance to be An Exceptionally innovative, energetic, Also tough attempting person, Nooyi need climbed to get to be a standout amongst those top banana the vast majority female executives in the universe from a humble starting. Conceived under A white collar class crew for Chennai, Nooyi need generally been somebody who declined should follow of the preservationist standards of the pop culture. A splendid student, she finished her mba starting with the Indian organization for management done Calcutta, Also acted with Johnson & Johnson. At that point she continued of the Yale school about administration to further her instruction also acted with Boston Consulting gathering (BCG), Motorola Furthermore Asia tan Bovary. She picked up substantially noticeable quality as a strategist What's more gained employment offers from a few

prestigious organizations including all electric and PepsiCo. She picked on join PepsiCo in 1994 and fast rose up those ranks on make named its president over 2006.

**Ms. Chanda Kochhar:** -Will be those manager ship & president of ICICI bank restricted. She will be generally perceived for her part on molding the retail saving money division clinched alongside India Also for her administration of the ICICI Group, and also her commitments will Different forums over India Also Comprehensively.

Ms. Kochhar started her career, for that recent ICICI constrained on 1984 also might have been raised of the top managerial staff about ICICI bank for 2001. She might have been instrumental molding in Building ICICI bank Throughout the 1990s. She hence went ahead will head those base back and corporate saving money business in those bank. Done 2000, she took on the test about fabricating the early retail business, centering for technology, innovation, transform reengineering and scaling dependent upon for appropriation and bringing those bank should an administration position in this business. Throughout 2006-2007, she headed the Bank's corporate also worldwide saving money organizations throughout a period about heightened movement Also worldwide extension by Indian organizations. Starting with 2007 with 2009, she might have been the joint manager ship & CFO of the bank. This might have been a discriminating time which saw fast transform in the worldwide monetary scene. She might have been raised similarly as the manager ship & president of ICICI bank done 2009 Furthermore from thatpoint forward need to be been answerable for those Bank's different operations On India and abroad. She additionally chairs those sheets of mossy cup oak of the Bank's vital subsidiaries, which incorporate India's heading private segment life Furthermore general protection operator organizations.

#### **Conclusion:-**

When more, our try need confirm that truth that the idea for authority is progressively paramount over today's benefits of the business nature's domain. Every last one of late progressions needs to be called for another take a gander at those heading qualities that assurance prosperity in the business universe. We can't reason that men's authority abilities are All the more capable What's more a greater amount imperative contrasted with those ones of the woman or vice versa, At it may be reasonable that sex contrasts would exist and individuals ought further bolstering underwrite ahead them. Business Furthermore social progressions need additionally demonstrated that, in place to profit starting with economic development, associations

necessity a parity As far as masculinizing What's more femininity, and this might make attained through a correct seeing about these ideas. Another methodology starting with those a standout amongst a one-gender authority style (masculine alternately feminine) absolutely needs, for our opinion, will make traded for a dream about both genders complementing one another. This may be superbly reasonable when taking a gander at the present initiative styles and the way that they need aid extremely infrequently In light of universal abilities, rather being portrayed Eventually Tom's perusing advancement skills, flexibility, intuition, Also a people-oriented approach.

One of our fundamental concerns was to not change this content into a show to help woman in their calling and society. Our approach was to be as unbiased and goal as conceivable in light of the fact that we think this subject isn't a pattern however a fundamental one: would we be able to stay settled in our customary approach, in spite of the fact that we know that present financial substances uncover certain abilities that woman have at an abnormal state? The logic which describes the majority of the specialists will influence them to pick effective answers for the organizations they run and, if this will prompt an all the more intense nearness of woman in top administration, at that point our general public will turn out to be more strong and adjusted.

#### **REFERENCES**

- [1] **Ruth Igielnik and Jens Manuel Krogsta.** (2015) "Woman and Leadership" in pew research Centre.
- [2] **Malkin, S.** (2005) "Gender Bias, Gender Discrimination, Gender Equality". Retrieved October 19, 2008, from in custom research Centre.
- [3] **Shelby et al.** (2010) gender and leadership, does still gender matter? March 13, 2015 by team celebration.
- [4] **Paul Ratner** "Top most powerful woman in history" over a year ago bigthink.com/paul-ratner/top-15-most-powerful-women-in-history
- [5] **Editors, TheFamousPeople.com** (2017) "Indra Nooyi Biography" September 29, TheFamousPeople.com <https://www.icicibank.com/aboutus/board-of-directors-chanda-kochhar.page>