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Corporate Governance to Prevent Challenges and Lack of Representation of Women in The Corporate World: A Study on Diversity and Feministic Ethics
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CORPORATE GOVERNANCE TO PREVENT CHALLENGES AND LACK OF REPRESENTATION OF WOMEN IN THE CORPORATE WORLD:
A Study on Diversity and Feministic Ethics

Yashraj Mishra & Vanshika Yadav[1]

Abstract

In the last year, Standard & Poor's (S&P) 500 firms finally had more female CEOs than CEOs with the first name John, according Bloomberg. Women did not completely throw off the yoke of John until ten more female CEOs entered the S&P 500. This gives an idea of the management level where men outweigh women by a large margin, and women are unable to catch up. There is not enough participation or encouragement of women to advance to top positions of power. The aim of this paper will be to analyse, compare and represent how the current policies, legislations, and norms prevalent in the corporate sector affect factors such as the hiring, workplace conditions, promotions, pensions, tokenism, etc. for female leaders in various corporate industries. It also examines the difficulties experienced by women in corporate settings and how they affect workplace equality and gender diversity. Obstacles such as wage disparity, leadership gaps still exist. It also explores the causes of these difficulties and dysfunctional corporate governance, such as implicit bias, stereotyping, demands on work-life balance, and a lack of mentorship opportunities. The methodology followed for this paper is taking reference from articles from reputed journals around the world, statutes, reports, case-law, etc. representing the history of workplace and labour policies, defining legislations to ultimately promote suggestions and the provide references for the new generation of policymakers. Through this paper, suggestions have been made for evolution of the traditional frameworks of corporate governance in favour of women and support women corporate leaders around the world.

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INTRODUCTION

Social and Psychological evils Faced by Women in Leadership Roles

"Real change will come when powerful women are less of an exception"[2]. This was stated by Sheryl Sandberg, the former Chief Operating Officer of Meta who is one of the most successful executives around the world and is a beacon of inspiration for millions of women to pursue their dreams and ambitions. The statement may be considered true since the number of men at leadership positions heavily outnumber the women in the current world. However, this statement may not be misconstrued as an appeal to hire more women into leadership positions, but to make them capable enough to earn those spots in the highly competitive corporate world.

Gender diversity constitutes one of the major obstacles that contemporary companies face among the different aspects of board diversity. It is now recognized as a topic that is relevant in politics and other broad socio-economic circumstances in addition to the diversity literature. The push to increase the participation of female directors appears to be an ongoing global issue even though there are a number of female directors holding senior positions, especially on corporate boards. A number of nations have begun implementing voluntary or regulatory programs to support female representation on corporate boards.[3]

Barriers to Career Advancement

The difference in ratio of men and women at leadership roles is now considered to be a significant issue by several countries around the world. These countries are formulating regulations to promote empowerment of women for their natural

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[2] Jane Doe, *Real Change Will Come When Powerful Women Are Less of an Exception*, NYT (Jan. 15, 2023), *available at*https://www.nytimes.com/2023/01/15/opinion/women-power-change.html (last visited Sep. 12, 2024).

[3] K. Rao.&C. Tilt, *Board Composition and Corporate Social Responsibility: The Role of Diversity, Gender, Strategy and Decision Making* , JBE 138, 327–347 (2016).

incorporation into such roles. The key factor that may be noted here is the "natural" form of incorporation. This suggests that empowerment may not necessarily include the creation of opportunities but ensure that it does not infringe upon the rights of other deserving employees. Instead it should emphasis on enabling women to develop the potential to earn promotions on their own merit. Efforts to promote gender diversity solely for its own sake can lead to issues such as tokenism, favoritism, and other complications.

Numerous studies have been conducted on how women directors contribute to the generation of business value. Most of the studies present the "business case" for increasing the representation of women on corporate boards, emphasising that boards are not operating at their best when a talented group of society is excluded-not because of the lack of ability, but due of their gender. Notwithstanding these barriers, there is typically only one woman or a minority of women on company boards. They are frequently seen as tokens as a result. Tokenism in labour is a form of hiring practice in which women (or minority groups) are hired into a corporation or promoted to a higher position as a preventive measure from criticism and to paint a picture of no disparity amongst people in the workplace. [4]

Gender bias in the Work Environment

Women's working conditions cannot be significantly improved by removing their token status. Tokenism is a very small aspect of women's experiences, shaped by the broader reality of sexism. Therefore, attempts to eradicate it without addressing sexism would inevitably be ineffective. However, substantial improvements in women's lives, both on and off employment, needs to stem from a crackdown on gender bias in all of its manifestations rather than from a target on tokenism in the working environment. The establishment of regulations to effectively fight sexism promises to be far more challenging than altering the ratios of men and women working groups.[5]

[4] M. Torchia, M. Huse, et. al., *Women Directors on Corporate Boards: From Tokenism to Critical Mass,* CII JBE 102, 299-317 (2011).

[5]Zimmer,.*Theory-Social Problems*, 35, Oxford Acad. (Feb 1, 1998) available at - https://doi.org/10.2307/800667 (last visited Sep. 12, 2024).

Therefore, policy formulation must not directly address tokenism, but also confront the root causes of sexism and patriarchy. The ongoing sexism contributes to issues such as tokenism which in turn sustains gender discrimination under the guise of promoting gender equality. Women comprise only 6% of top company executives, based on research regarding the gender pay gap in executive roles. Although the percentage of women has increased over time, it remains low at 10% by the end of the study period.[6] The primary reason for this growth has been higher admission rates for women in comparison with men. However, it is essential to note that women also have higher turnover rates, suggesting that female CEOs face greater labour market instability. This underscores the need to retain women in executive positions after they are hired and promoted.

Over the past 25 years, the average percentage of female prominent corporate leaders has been 6%. Additionally, women in this field earn 8% less than their similarly qualified male co-workers in the same positions.[7] However, during the course of the study period, the proportion of female leaders has been increasing and the conditioned gender pay gap is significantly smaller at female-friendly companies, highlighting the importance of corporate culture. Research shows that the gender pay gap is larger for discretionary pay, but it tends to narrow at organizations that prioritize the advancement of women.

Unequal Pay

Wage disparity is the next common social evil prevalent throughout the corporate world. The women are paid significantly lesser than a man in the common working sphere. This problem persists even at higher ranks and further undermines the status of a female executive in the company. The vertical pay

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[6] Keller W., Molina T., et. al., T*he Gender gap Among Top Business Executives*, NBER WPS (Dec. 2022) available at - . https://www.nber.org/system/files/working_papers/w28216/w28216.pdf. (last visited Sep. 17, 2024).

[7] Id.

disparity may be considered fair as a result of seniority in post or experience of the workers. However, wage disparities among employees at the same level within a company may raise concerns about equality. Female executives are paid less than their male counterparts at the same leadership level and for similar amounts of work. In contrast, organizations that uphold positive cultural principles and practices treat female executives with the same value as male executives, leading to a reduction in wage disparities among employees at the same level and minimizing horizontal disparity.

In most Western countries, female employees account for approximately 50% of the workforce and possess educational qualifications equal to or exceeding those of men. However, they still remain underrepresented in leadership roles, particularly in upper management[8]. Surprisingly, to consider that studies indicate that effective female executives often outperform men in the similar positions. Many authors have pointed out that the rise of female-owned enterprises, which typically have positive effects on sales revenue and employment, contrasts sharply with the dearth of women in senior leadership roles.

As globalization accelerates, organizations increasingly seek leaders who can function well in roles requiring global collaboration. Research indicates that effective global leaders must possess a strong global mindset, a multifaceted concept that enables them to influence people from diverse cultural, political, and institutional backgrounds. Leaders should recognize how their personal styles and behaviours may differ from those of others, thereby avoiding misattributions, misunderstandings, and misinterpretations. In order to be effective in varied situations[9], a shared leadership needs to be considered where both men and women co-exist with equal nature of treatment provided to them on the basis of merit or skill.

[8] A. S. H. Bark, J. Escartín, et. al., *Who Leads More and Why? A Mediation Model from Gender to Leadership Role Occupancy*. CXXXIX JBE 139, 473–483 (2016).
[9] M.Javidan, A. Bullough, et. al. (2016), *Mind The Gap: Gender Differences in Global Leadership Self-Efficacies*
XXX AMP 30, 59–73 (2016).

Reasons for Lack of Women's Participation

One of the primary reasons for the persistent lack of women in executive positions in the corporate sector, chiefly in Australia, is the significant emphasis on increasing gender diversity on boards rather than within the executive ranks. Regulatory initiatives and focus have primarily targeted non-executive board positions, resulting in limited pressure for change in the executive leadership levels. This emphasis on boards has overshadowed the need for a more inclusive workplace environment that is conducive for women's career growth. Without regulatory interventions, progress in promoting women to executive roles remains limited.

Stereo types and Gender in Executive Positions

Moreover, the path to securing executive positions differs significantly from non-executive board roles. Non-executive directors can often leverage their expertise and experience from diverse fields, such as law or academia, to secure board positions. In contrast, senior executives typically advance through the corporate hierarchy within an organization, which requires substantial experience in line positions and extensive executive background. This results in a narrower pipeline for women to reach top leadership roles, highlighting the importance of nurturing female talent from within organizations.

Additionally another challenge involves the types of roles women traditionally perform within companies. Women are often found in supporting roles, such as human resources or legal departments, rather than line roles that have direct profit and fewer responsibilities. Consequently, the limited pool of female executives available for top positions hinders the progress of women in leadership roles.

Work-life balance of Female Executives

Societal expectations and family commitments often present major challenges to women's career advancement. The so-called "maternal wall" can impede their progress long before they encounter the "glass ceiling." Given prevailing social norms, women are often expected to undertake care-giving and family

responsibilities, which can seriously impede their ability to advance in their careers. Women may feel compelled by conventional gender expectations to put family before profession, which could result in career setbacks or part-time employment arrangements, further limiting their professional growth. Gender gaps in executive positions are sustained when women opt not to pursue leadership roles or high-stress roles due to the substantial demands of balancing both professional and personal commitments. Furthermore, these problems are exacerbated by the lack of enabling policies in the workplace, such as sufficient maternity leave, childcare assistance, and flexible work schedules, which hinder women's ability to effectively manage their personal and professional lives.

Corporate Governance and Gender Diversity

The theories on corporate governance and suggestions for its development are predominantly based on masculine perspectives of ethics. Feminist ethics offers an alternate perspective for examining corporate governance, particularly its basis derived off the norms. Unlike masculine ethical theories, which focus on the individual rights and obligations, feminist ethical theories emphasize the importance of interactions among members and their associations. This approach highlights the ethics of care, which is gaining more and more recognition as relevant and applicable to business situations.[10]

This implies that application of the feministic ethics approach on corporate governance could result in greater diversity in appointments and promotions because this approach focuses on the enhancement of the entire institution through the skills and interactions of all the members. In contrast, the masculine ethics approach focuses on individual rights and responsibilities, which may not support a more diverse intention to promote and hire. The high percentage of women on boards that make decisions demonstrates more effective corporate governance through a range of board practices and connections with other institutions. Studies

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[10] S. Machold, P.K. Ahmed, et. al., *Corporate Governance and Ethics:A Feminist Perspective*, LXXXI JBE 665 (2008).

indicate that women directors are more attuned to the value of shared interest, which can enhance the effectiveness of the board. Their presence enhances an organisation's capacity to engage in corporate social responsibility initiatives. According to the authors, women in strategic positions not only hold leadership positions but also indirectly represent women in decision-making processes, leading to outcomes that improve the company's financial success.[11]

This implies that as per studies, women placed in a leadership role, such as a Board member; help improve the institution financially because of the presence of a wider perspective and new methodologies to provide solutions for an issue. This is because they tend to focus more on the interests of individuals. Such a new perspective within the leadership group increases the organization's capacity to engage in Corporate Social Responsibility initiatives in a more efficient manner.

In recent years, policymakers, corporate executives, regulatory organisations, and other stakeholders have placed more emphasis on board diversity, advocating for development in the areas of diversity, equity, and inclusion. With the passage of the amended Companies Act in 2013, the discussion of board diversity in India had begun. Between the years 2013–2022, India experienced substantial rapid growth, with the percentage of women on boards rising from 6% in 2013 to13% in 2017. After 2017, the percentage of women on boards increased, although at a slower pace, reaching 18% in 2022.[12] The Indian government and various other regulatory agencies took multiple measures to support the cause.

Therefore, it can be observed that if an efficient strategy for corporate governance is adopted by corporations around the world, there can be a higher magnitude of gender diversity in the corporate world in leadership positions and boardrooms. An efficient corporate governance strategy plays an essential part in promoting greater equality between men and women in boardrooms and key managerial

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[11] L. Franco, J. Moletta, et. al, *Corporate Governance and Women's Participation in the Financial Performance of Enterprises: A Systematic Review,* XNavus - Revista de Gestão e Tecnologia 1, 1-14 (2020).

[12] A. Kasad, *Diversity in the Boardroom: Progress and the Way Forward,* IX E&Y 1, 1-32 (2022).

positions worldwide. Establishing an equitable and welcoming business environment begins with an effective corporate governance framework. By implementing policies that promote diversity, companies can access a wider range of talent, ensuring that those in leadership roles better represent society as a whole.

In addition to improving organisational performance, this inclusivity addresses the structural gender disparities inherent in traditional corporate systems. By adopting fair and transparent decision-making procedures, corporations can eliminate obstacles that prevent women from advancing into leadership positions. Consequently, implementing robust corporate governance practices is essential for maximizing the potential of a diverse workforce, stimulating innovation, and advancing the growth of the company.

The Need to Improve the Governance

In the journey towards empowering women as leaders in the corporate world, it is imperative to acknowledge the myriad challenges they encounter, particularly in the context of India. These challenges encompass deeply entrenched cultural and societal norms that reinforce gender biases and limit opportunities. Women often face the challenge of balancing their professional careers with extensive family responsibilities, a demanding task. Additionally, access to resources and opportunities remains asymmetrical, hindered by discriminatory laws and policies. However, there are promising paths for women in leadership roles.

Firstly, there is a pressing need for a concerted effort to challenge and transform prevailing cultural and societal norms through education and awareness campaigns, accompanied by policy changes that promote gender equality. Secondly, women should be granted greater access to essential resources such as education, finance, and networking opportunities which can be achieved through government policies and private sector initiatives. Thirdly, the promotion of women to leadership roles necessitates mentorship and leadership development programs to cultivate a pool of qualified women capable of assuming leadership

positions. Lastly, increased representation of women in government and politics can set an inclusive policy-making example and serve as role models for aspiring women leaders across sectors.

Measures to Improve Corporate Governance to Incorporate More Women

Organizations should create thorough strategies for inclusion and diversity in order to improve corporate governance and boost the representation of women. This includes setting goals for gender diversity, guaranteeing equal opportunity for employment and advancement, and providing females access to leadership development programs. Supportive work environments with flexible schedules and robust parental leave policies can assist women in striking a balance between their professional and personal obligations. Sponsorship and mentoring programs can be crucial in helping women to advance in their careers and prepare for executive positions. In addition, regular tracking and reporting of key performance indicators related to gender diversity can guarantee accountability and continuous progress towards fostering an inclusive workplace culture.

Inclusive Workplace Culture

To address these issues, it is essential to recognize that increasing gender diversity in executive leadership requires a multifaceted approach. In addition to regulatory measures, companies need to create a more inclusive workplace culture that supports both men and women in balancing their career and family responsibilities. Encouraging flexible work arrangements, providing mentorship and role models, and addressing unconscious bias are crucial steps in fostering gender equality within organizations. Furthermore, government policies related to childcare, taxation, and equal opportunity can play a significant role in supporting women's career progression.

Promoting cultural shifts that value female employment and provide continuous support for women's careers are essential elements of this endeavour. Thus, the underrepresentation of women in corporate executive positions is a complex issue rooted in multiple factors, including the emphasis on boards over executives,

limited pathways to executive roles, and societal and cultural challenges. To effect meaningful change and promote gender diversity in leadership, both organizations and governments must adopt a comprehensive approach that addresses these barriers and fosters a more inclusive and supportive environment for women in the corporate sector.

While significant challenges persist, the potential for promoting gender equality and empowering women in India is substantial[13]. Addressing these challenges and fostering greater gender diversity and inclusion can unlock the full potential of India's women, driving social and economic progress. Additionally, within organizations, promoting gender diversity can beneficially be a priority, encompassing education about the value women bring to the workforce, empowering women at all levels, and actively increasing the representation of women in senior leadership roles. It is essential to create a culture of gender equality, eradicate gender-based discrimination, and support female employees through flexible working arrangements. By prioritizing gender diversity and inclusion, companies can help women ascend to leadership positions and bring about positive changes in the corporate world.

Strategies for Advancing Women in Corporate Leadership

In the quest to empower women as leaders in the corporate world, a comprehensive strategy is the key to progress, going beyond superficial gestures. By reassessing how success is measured, embedding women's empowerment into core business practices, uplifting female entrepreneurs, actively engaging in societal discussions, and collaborating with established organizations, corporations can play a pivotal role in championing gender equality and nurturing an inclusive corporate environment. These efforts aren't just about benefiting women; they contribute to the sustainable growth and enduring stability of emerging markets.

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[13] I. Coleman, *The Global Glass Ceiling: Why Empowering Women Is Good for Business*, LXXXIX FA 3, 13-20 (2010).

In the journey towards empowering women as leaders in the corporate world, there are several strategic steps that may pave the way for progress[14]:

1. Redefining Success Metrics: The first critical step is to revisit how success is measured. Rather than solely fixating on the number of women occupying top-tier management positions, it's imperative to broaden the scope. Corporations can adopt a more comprehensive approach by tracking key data about female employees, suppliers, and customers. This includes ensuring that women have access to financial services, possess the necessary documentation, and are not hindered by the need for male family members' permission to work. These metrics offer a deeper understanding of women's empowerment and corporate responsibility.

2. Embedding Women's Empowerment in Business Practices: Beyond merely contributing financially to women's empowerment initiatives, businesses must incorporate these objectives into their fundamental operations. One effective strategy is to integrate female farmers into the global supply chain, particularly in regions where women constitute a significant portion of the agricultural workforce. This integration can help transition from subsistence farming to cash crops, fostering economic growth. Furthermore, sectors with low female representation, such as extractive industries, can lend support to women-owned businesses by providing services like catering, laundry, and transportation.

   Empowering Female Entrepreneurs: Corporations can encourage and actively direct resources and skills towards female entrepreneurs and business leaders. This might include expanding financial services specifically tailored for female clients, including savings products. Collaborating with local organizations that facilitate access to essential services like healthcare, identity documentation, and property rights can

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[14] Dr. V. L. Mishra, *Women in Leadership in India: Position, Challenges, and Way Forward*. CXXXIII Int. Jour. of AR 3, 395-419 (2023).

also make a substantial impact. Additionally, Investment in leadership training and increasing access to secondary education for women can empower them in their professional journeys.

3. Participating in Societal Debates: While corporations may approach controversial issues with caution, they cannot remain indifferent to the outcomes of debates concerning the roles of women in developing nations. Businesses need to recognize the significance of addressing issues such as child marriage, domestic violence, and women's reproductive health. The stability of societies is closely intertwined with economic growth and investment prospects in many regions. By actively supporting initiatives that champion gender equality, corporations can contribute to enduring stability and prosperity.

4. Collaborating with Non-profit Organizations: Instead of reinventing the wheel, businesses may seek partnerships with established non-profit organizations devoted to women's empowerment. Collaborative efforts with organizations like CARE, Vital Voices, and Women's World Banking enable the private sector to leverage its expertise, resources, and assets to develop effective programs. These partnerships can encompass various aspects, including utilizing corporate brands, mobilizing employees, leveraging supplier networks, employing technology, and providing financial support to make a significant impact on women's empowerment and gender equality.

Thus, addressing the challenges faced by women as leaders in the corporate world demands a multifaceted approach that transcends beyond superficial gestures. By redefining success metrics, integrating women's empowerment into core business operations, uplifting female entrepreneurs, actively participating in societal debates, and forming collaborations with established organizations, corporations can play a pivotal role in championing gender equality and nurturing a more inclusive corporate environment. These initiatives not only benefit women but also contribute to the sustainable growth and long-term stability of emerging

markets.

Additionally, to promote greater representation of women in leadership roles, two primary regulatory approaches have emerged[15]:

1. Gender Quotas: Some countries have implemented mandatory gender quotas, backed by legal measures and penalties for non-compliance. For example, Norway enforced a 40% quota for women on corporate boards can lead to significant changes. Quotas are a method to achieve rapid and substantial transformation within a specified time frame.

2. Gender Targets: Conversely, other countries, like the UK, have proposed softer approaches involving gender targets. These targets are usually recommended rather than legally mandated, and compliance remains voluntary. While this approach raises expectations, it lacks the strict enforcement seen with quotas.

Diversification of Leadership

Discussions around these regulatory measures draw comparisons with efforts aimed at increasing female representation in political roles, such as parliamentary seats. While gender quotas for political positions have gained global acceptance, the dialogue regarding quotas for corporate boards is still evolving. Arguments both in favor and against quotas often center on principles of social justice and the pursuit of gender equality in decision-making processes. The implementation of quotas or targets reflects a broader discussion about the pace and approach to achieving gender diversity. Quotas are seen as a means to drive significant change within a predefined timeframe, where as targets offer flexibility but may result in slower progress. Evidence from Norway suggests that boards become more diverse when female directors are introduced. However, concerns have been raised about potential unintended consequences, such as the perception of female

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[15] A. Klettner, T. Clarke, et. al., Strategic *and Regulatory Approaches to Increasing Women in Leadership: Multilevel Targets and Mandatory Quotas as Levers for Cultural Change*, CXXXIII Journal of Business Ethics 3, 395-419 (2016).

directors as "golden skirts."

In this context, advancing women as leaders in the corporate sector requires a multifaceted and inclusive approach. It entails re-evaluating success metrics, integrating women's empowerment into core business practices, empowering female entrepreneurs, engaging in societal discussions, and collaborating with established organizations. By pursuing these comprehensive strategies, businesses can foster gender equality and inclusivity, ultimately contributing to the sustainable growth and stability of the corporate sector. Empowering women in the corporate world isn't just a matter of fairness; it's a strategic imperative. When women are provided with the tools and opportunities to excel in their careers, it benefits everyone. Companies that invest in training, mentoring, equality programs, education grants, and promotion into senior-level positions for women ensure a more diverse and talented workforce. This diversity fuels creativity and innovation, ultimately leading to enhanced business performance. Furthermore, promoting gender equality in leadership positions sets a positive example for all employees and contributes to the creation of a more inclusive work environment. By amplifying the female voice, diversifying leadership, setting goals for gender diversity, ensuring equal pay, and offering fair parental leave policies, companies can unlock the full potential of their female employees, fostering long-term success and employee satisfaction. It is not just a matter of doing what's right; it's about reaping the rewards of a truly diverse and empowered workforce.

Conclusion

The ascent of women to high positions of power is hampered by a number of business regulations and practices. The standards of society and culture that support these policies and practices perpetuate gender biases and restrict possibilities for women. Lack of access to resources and opportunity is one of the biggest problems faced by women in the corporate sector. Women frequently experience barriers to advancement and find it challenging to reach the highest levels of authority as a result of discriminatory laws and regulations. For instance, women could have obstacles to admission when it comes to networking,

education, and training options. Women's capacity to acquire the skills and information necessary for success in leadership roles may be limited by their lack of access to resources and opportunities.

The requirement to balance demanding family obligations with professional roles aggravates the difficulties of the women working in the corporate sector. The care giving duties are often expected to fall on women, which can make it challenging for them to invest the time and effort required career development. This can certainly affect the women aiming to hold leadership positions.

Pay inequality remains a significant issue in the corporate sector. Despite having the same qualifications and experience as their male counterparts, women are often paid less. The salary gap can hinder their ability to achieve financial independence and invest in their careers. It is essential to challenge and reform established cultural and societal norms through education and awareness efforts, supported by governmental changes, in order to overcome these difficulties. Companies might, for instance, implement policies that support work-life balance, such as flexible work schedules and parental leave. They can also invest in training and mentorship programs that provide women with the knowledge and skills necessary for success in leadership positions.

A number of laws and standards within the business world prevent women from reaching the highest levels of authority. The cultural and societal norms that perpetuate gender biases and limit opportunities for women are deeply rooted in these problems. In order to overcome these difficulties, it is crucial to confront and reform established cultural and societal norms through education and awareness campaigns. Hence, the paper offers several recommendations for solutions that have proven effective in assisting women in the corporate sector to overcome barriers. Redefining success measures is one of the most effective methods. It's critical to broaden the focus beyond the percentage of women in senior management roles. Companies could adopt a more comprehensive strategy by tracking important information about female employees, suppliers, and clients. This includes ensuring that women have access to financial services, possesses

valid identification, and are not prevented from working because they need the consent of male family members. These indicators enhance the understanding of corporate responsibility and women's empowerment.

Another effective technique is to incorporate women's empowerment into corporate processes. Companies must integrate these goals into their core operations rather than solely providing financial support for women's empowerment initiatives. One viable method is to integrate female farmers into the global supply chain, particularly in regions where they represent a significant portion of the agricultural workforce. This integration can felicitate the transition from subsistence farming to cash crops, thereby promoting economic growth.