

# Problem Statement

*The underrepresentation of women in leadership and power roles in a variety of fields, including politics, business, academia, and others, causes gender inequality and limits the potential for diverse, inclusive, and effective decision-making. Goryunova and Madsen (2024) talk about the current status of women in political and business leadership globally, highlighting progress and data on women in corporate boards, CEO roles, and senior management. They highlighted the importance of gender parity initiatives and the need for concrete action, with insights from global leaders, and emphasized that understanding women's leadership status could advance theory, overcome barriers, and develop more women leaders. Although there has been improvement in recent years, many obstacles still stand in the way of women obtaining leadership positions. These include pay gaps, career disruptions brought on by family obligations, and widespread gender biases and preconceptions. These obstacles have a detrimental effect on societal advancement, economic expansion, and organizational performance in addition to impeding women's career advancement and financial security (OpenAI, 2024).*

*Historical legal discrimination, educational obstacles, and gender norms that have traditionally supported men in positions of power are the main causes of this issue. The problem is made worse by economic issues including the gender wage gap and the difficulties women entrepreneurs face in obtaining funding. Political systems frequently display gender prejudice, and cultural norms and beliefs perpetuate gender role stereotypes, which further contributes to the persistent underrepresentation of women in leadership positions. Despite the need for agility in response to rapid change, biases, power dynamics, and bureaucratic structures can hinder progress, but aligning leadership theories with transformational leadership styles may provide women leaders with an advantage (Chin, 2011). To add to this, Schuh et al. (2014) think that research on female underrepresentation in leadership helps expand formal knowledge and identifies measures for promoting gender*

*equality, contributing to theory development and practical interventions on gender and power motivation.*

*According to Chikwe et al. (2024), navigating the double bind and overcoming stereotypes are critical challenges for women leaders, who can thrive by developing assertiveness, building supportive networks, enhancing emotional intelligence, and leveraging diversity as a strength. The authors conclude that organizations must promote gender diversity, inclusive cultures, and leadership development programs to create equitable workplaces where all individuals can succeed, fostering environments where women leaders are empowered and respected.*

*Addressing this problem is crucial to achieve gender equality, enhance decision-making processes, and foster a more inclusive and prosperous society. The anticipated results are equal pay for equal labor, an enabling climate that allows women to pursue and thrive in leadership roles without encountering disproportionate impediments, and a balanced representation of men and women in leadership positions.*

Chikwe, C. F., Eneh, N. E., Akpuokwe, C. U., Chikwe, C. F., Eneh, N. E., & Akpuokwe, C. U. (2024). Navigating the double bind: Strategies for women leaders in overcoming stereotypes and leadership biases. *GSC Advanced Research and Reviews*, 18(3), Article 3. <https://doi.org/10.30574/gscarr.2024.18.3.0103>

Chin, J. L. (2011). Women and leadership: Transforming visions and current contexts. In *Forum on Public Policy Online* (Vol. 2011, No. 2). Oxford Round Table. 406 West Florida Avenue, Urbana, IL 61801.

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