



International Journal of Research Publication and Reviews

Journal homepage: www.ijrpr.com ISSN 2582-7421

Review of Literature on Women Inclusiveness

Maryam Fathima^{*1}, *Sarvashri Gaonkar*^{*2}, *Swathi Gudoor*^{*3}, *Sowjanya Shetty*^{*4}

^{*1,2,3,4} 1st year MBA students, RV Institute of Mangement, Bangalore, India

Doi : <https://doi.org/10.55248/gengpi.5.0824.2212>

ABSTRACT

Review of literature is a process where the existing research work on the particular topic is being studied, analyzed and interpreted. This will help to identify the research gap and to construct conceptual framework. This review-based article focuses on Women Inclusiveness which talks about equal opportunities given for women in terms of education, job, politics and life as a whole. 13 articles were reviewed and submitted with important points.

Keywords: Women, Inclusiveness, Education, Politics and Life..

INTRODUCTION

A literature review is a critical evaluation and synthesis of previous studies done on a certain subject. It gives a summary of the state of knowledge at the moment, points out knowledge gaps, and emphasizes important research findings. A literature review serves to place your own study in the perspective of previous scholarly works, showcasing your command of the subject and highlighting the ways in which your work advances the field's current discussion. Writing a literature review is a crucial skill for every successful research project. Your capacity to condense and integrate earlier studies related to a certain subject, shows that you understand the subject matter and facilitates learning. Women Inclusiveness ensures that women have equal opportunities and participate fully in all facets of life, including job, education, politics, and social activities, is a key component of women's inclusivity. It is about making sure that women don't face obstacles or prejudice and may contribute to society without being treated unfairly or having their voices ignored.

Creating situations where women feel appreciated, respected, and enabled to realize their full potential is another aspect of inclusivity. Inclusion of women is crucial to creating a fair and harmonious society. It encourages diversity, which can result in increased originality, inventiveness, and improved judgment. Important components of inclusivity include guaranteeing women's access to equal wages, healthcare, education, and protection from harassment and assault. It also entails dispelling myths and modifying viewpoints that restrict the options and positions available to women. We can build an egalitarian world where everyone has the opportunity to achieve by assisting women and girls.

OBJECTIVE:

To identify and understand the women inclusiveness in different industries as it is need of an hour.

METHODOLOGY:

It is a review-based paper where previous published papers are reviewed on the topic Women Inclusiveness and summarised in a systematic pattern.

REVIEW OF LITERATURE ON WOMEN INCLUSIVENESS:



Isike's (2016): To the study on women's involvement in governance in Nigeria's Niger Delta, although Shell's community development programs have improved infrastructure and the economy, their effects on female participation have not equalized. Although gender-focused initiatives have been implemented, complete inclusion and empowerment are still impeded by deeply ingrained gender norms, few opportunities for women to make decisions, and a lack of support for women in leadership positions.



Chioma Toni-Duruaku (2017): By reflecting established norms and promoting social change, literature can question gender inequities and fight for gender equality, as demonstrated by the analysis of J.P. Clark's *The Wives' Revolt*. The play represents a larger battle for women's rights by showing women in the Erhuwaren village rising up against marginalization.



Franziska Schmitt (2020): Women's full participation is nevertheless hampered by issues including capacity, authority, and incentive discrepancies even though the GMoU model effectively fosters equity, inclusivity, and collaboration. All things considered, the model works well for tackling issues of development and governance in resource-rich regions, which promotes improved natural resource management and harmonious coexistence.



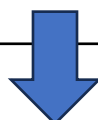
Navjeet Kaur¹, Dr. Pallvi Arora² (2020): The body of research on gender diversity and inclusion emphasizes how important it is for improving problem-solving, creativity, and corporate performance. The research indicates that organizations with more female diversity, especially in leadership roles, typically have stronger financial results and innovate more successfully.



Juan Meng (2021): Women continue to experience undervaluation in decision-making, a lack of leadership possibilities, and salary disparities despite diversity management initiatives. In order to solve these issues, the research suggests inclusive leadership, highlighting the necessity for leaders to value each person's contribution.



Mbukanna (2021): Significant gender gaps are highlighted by the study on women's inclusivity in South African foreign policy decision-making, despite the presence of a female minister in the Department of International Relations and Cooperation. The study identifies the main obstacles to women's participation as cultural standards, religious practices, financial limitations, political barriers, and family duties using intersectionality theory and Kanter's theory.



Hemanth Kumar Shiva (2021): The body of research emphasizes how important it is for companies to put gender equality and women's career advancement in marketing into practice. Some of these methods include mentorship programs, flexible work hours, and leadership development.



Sunaina Kumar (2022): The literature on women's financial inclusion in India emphasizes advancements made possible by programs like microfinance and the Pradhan Mantri Jan Dhan Yojana (PMJDY), which have facilitated better access to credit and savings. Studies reveal that even while more women are opening bank accounts, they still have trouble getting and managing credit.



Carmen Maganda (2022): Achieving sustainability requires inclusive leadership because it creates varied teams that solve difficult problems creatively. Kauffer and Ros Cuellar (2022) claim that this kind of leadership advances wider social and environmental goals in addition to improving organizational performance.



J. Suresh Kumar (2023): India's welfare schemes, such as BBBP and NREGS, have raised household incomes, improved children's education, and increased economic participation—all of which have greatly boosted women's empowerment. Research by Molyneux (2018) and Kabeer (2015) highlights these beneficial effects.



Emmanuel Ugbedejo Ameh (2023): Studies underscore the pivotal function of women in Nigeria's peacekeeping and sociopolitical leadership, associating their engagement with enduring peace and national unity. Research highlights that although women play a major role in community development, conflict prevention, and settlement, they are frequently left out of official peace procedures.



Abraham Adera & Lamessa T. Abdisa (2023): Ethiopian women's access to savings and credit has increased as a result of initiatives to support financial inclusion, allowing many of them to launch enterprises. However, obstacles like poor infrastructure, societal hurdles, and limited financial literacy—particularly in rural areas—hinder full financial inclusion.

Emmanuel Ameh (April 2023) In their study for the paper "Women Inclusiveness in Socio-Political Leadership and Peacebuilding as Panacea to National Development and Cohesion in Nigeria," Conceptual Clarification, Peacebuilding, and National Development are stated in the technique. Inclusion of Women in Peacebuilding The goal of scholarly works that have begun to examine the vital role that women play in international peacebuilding is to evaluate the role that women play in peacebuilding and to promote women's involvement in peace negotiations and conflict resolution processes, recognizing their distinct perspectives and contributions. The literature, especially in Nigeria, emphasizes how important it is for

women to be included in peacebuilding and sociopolitical leadership for the growth and cohesiveness of their country. Studies show that peace sustainability and gender parity in political leadership are correlated (Gizelis, 2009).

Women's significant contributions to conflict prevention, resolution, and post-war reconstruction are emphasized by the UN, which links their active involvement to more fruitful and long-lasting peace initiatives (UN, 2000; 2016). Though they are deeply involved at the grassroots level and have unique perspectives on community development and human security, women are frequently systemically excluded from peacebuilding processes (Does & Elliogott, 2012; O'Reily et al., 2015). The efficacy of peace initiatives is impeded by this exclusion. Women's leadership and views can be incorporated into negotiations and policy implementations to produce more complete and credible peacebuilding outcomes that support national development and sociopolitical stability (Randall, 1987; Anderson, 2016). Therefore, in order to improve Nigeria's social cohesion and development, the present discourse advocates for operationalizing women's inclusion.

Franziska Schmitt (November 2020) In the study of the paper "Spotlight on Women in Tech: Fostering an Inclusive Workforce when Exploring and Exploiting Digital Innovation Potentials" the aim is to assess the level of women's representation and participation in Niger Delta community government institutions. The study assesses the performance of 19 GMoU clusters based on SPDC's Community Transformation and Development Index (SCOTDI) from 2009 to 2013, using the Global Memorandum of Understanding (GMoU) from Shell Petroleum Development Company (SPDC) as a reference. This study used a qualitative research methodology appropriate for its descriptive and exploratory nature to examine women's representation and engagement in community government institutions in the Niger Delta.

Data collection: Five Shell employees involved in the implementation of GMoU were interviewed. Ten NGOs who mentored the clusters were represented in the focus group discussions (FGD). It involved: NGOs: Reneva International, Lite-Africa, SHERDA, Accord for Development, Pro Natura International (Nigeria), Youth Advancement Initiatives.

Clusters: RA, Bassan, Abuo/Odual, Emohua, Degema I, Etche I, Nembe, Ikwere, Andoni, and so on. Explored Themes: The GMoU's usefulness in inclusive government. Difficulties in putting GMoU into practice

. Women's involvement and ways to improve it. Analysis: To be in line with the goals of the study, content analysis was used to examine data from FGD and interviews. With a particular emphasis on women's engagement, the study assessed the effectiveness of GMoU clusters based on inclusivity, governance, and transparency. Important conclusions consist of: The study used the GMoU model from SPDC as a case study to examine women's representation and participation in Niger Delta community governance institutions. A strong correlation between inclusion, transparency, and good governance in the highest-performing clusters suggests that integrating women into governance structures enhances governance and development. But issues like capacity, authority, and incentive disparities affect how well women are represented. In general, the GMoU model successfully tackles issues of development and governance in areas wealthy in natural resources, such as the Niger Delta. Through the acceptance and participation of all society groups, it promotes equity, inclusivity, and collaboration, which in turn advances natural resource management, national growth, and peaceful coexistence.

Juan Meng (2021) In their study for the paper "Inclusive leadership and women in public relations" This literature discusses the barriers to women's leadership in public relations and explores inclusive leadership as a potential solution to these challenges. Women, particularly women of color, face significant obstacles in advancing to leadership roles due to historical and societal factors rooted in gender and racial stereotypes. Despite efforts in diversity management, such as recruiting and retaining diverse individuals, women still encounter pay gaps, limited leadership advancement opportunities, and struggles to be valued in decision-making processes. Inclusive leadership has emerged as a theoretical construct emphasizing the importance of leaders' inclusive behaviors in welcoming and valuing individual contributions. However, its application to public relations, especially for women and racial minorities, remains limited. The document proposes inclusive leadership as a framework to address these diversity challenges and develops a theoretical model to predict its role in shaping organizational environments, enhancing diversity climate, and practicing participative leadership. This model aims to demonstrate the impacts of inclusive leadership on women's perceptions of empowerment and career growth opportunities. The literature review highlights the need for more research on inclusive leadership's impact on women in public relations and its potential in empowering historically marginalized and underrepresented groups in the field.

Mbukanma (May 2021) In their study for the paper "Theoretical Exploration on Improving Women's Inclusiveness and Participation" The literature review in the provided document discusses the Study of South African Foreign Policy Decision-Making, published in *Gender & Behaviour* Vol 19 No 1 in May 2021, addresses the persistent under-representation of women in South African foreign policy decision-making. The review highlights the significant gender disparity within the Department of International Relations and Cooperation, despite the appointment of a female minister. Theoretical frameworks such as Intersectionality Theory and Kanter's Theory are utilized to explore the barriers to women's inclusiveness and participation, identifying challenges like cultural norms, religious practices, financial constraints, political impediments, and family responsibilities. The literature suggests that improving women's representation in decision-making roles requires a multifaceted approach, including the implementation of gender quotas, women's empowerment initiatives, and increased activism. The review underscores the need for policy changes and the adoption of inclusive practices to enhance women's participation in both political and foreign policy spheres in South Africa.

Chioma Toni-Duruaku (2017) In their study for the paper "Literature for women inclusiveness: the example of J.P. Clark's *The Wives' Revolt*". The review emphasizes how literature serves as a reflection of societal norms and an instrument for social change. By analyzing "The Wives' Revolt," the paper highlights the potential of literary works to challenge gender disparities and advocate for gender equality. The play portrays the struggle of women in the Erhuwaren community who revolt against their marginalization, thereby symbolizing the broader fight for women's rights. This analysis underscores the importance of integrating women's perspectives and experiences into societal development efforts, aligning with the fifth Sustainable

Development Goal of gender equality. The review concludes that achieving gender equality in Nigeria necessitates the active participation and collaboration of both men and women, as exemplified in Clark's literary work.

Navjeet Kaur¹, Dr. Pallvi Arora² (2020) The literature on gender diversity and inclusion shows how important it is for businesses to recognize the role that gender performs in promoting growth and performance. Studies reveal that companies that welcome and value gender diversity usually do better financially and in terms of creativity and problem-solving skills. Research shows that more gender diversity in leadership positions is positively correlated with improved company performance. Examples of these studies are those conducted by McKinsey & Company (2019) and Catalyst (2020). Diverse teams are frequently more adept at understanding and satisfying the various wants of their customers, which increases their market share and encourages innovation. In addition, inclusive organizations have greater rates of employee retention and satisfaction.

Shore et al. (2018) discovered that a welcoming atmosphere fosters a sense of value and respect among others, which raises morale and lowers turnover. Better decision-making processes are also associated with the implementation of gender diversity and inclusion policies. Multiple perspectives upend preconceived notions and create deeper and useful answers (Page, 2007). Recent events highlight the necessity it is for organizations to go beyond symbolic gestures and make real, significant adjustments that promote diversity. In order to do this, it is necessary to eliminate systemic prejudices, increase representation, and foster an environment whereby every employee can succeed. The evolving marketplace implies that the ability of businesses to use gender diversity and inclusivity as strategic assets will become increasingly crucial when assessing organizational growth in the future.

J.Suresh Kumar (2023) The body of studies on women's empowerment in relation to India's welfare programs highlights the way particular policies may have an unprecedented impact on inclusive growth. According to research, gender equality welfare programs including the National Rural Employment Guarantee plan (NREGS), the Beti Bachao Beti Padhao (BBBP) plan, and different microfinance programs have had a major impact on social advancement and economic participation. Studies by Kabeer (2015) and Molyneux (2018), for example, show that women's increased economic participation has improved household incomes and children's educational outcomes. In addition, there are broader cultural benefits tied to such endeavors, such as lessened gender gaps and improved community resilience.

For example, investigations conducted in 2021 by Das Gupta and Sivasankaran demonstrate that women's participation in charitable groups and local government has. However, these courses' efficacy varies and frequently rely on sociocultural aspects and implementation obstacles unique to the local area. Despite advancements, research from recent assessments indicates that systemic problems including bureaucratic inefficiency and patriarchal attitudes continue to impede these programs' potential from reaching its full potential. In summary, the current discussion highlights the fact that although India's welfare initiatives have made significant strides towards women's empowerment, more work has to be done to guarantee that these policies are successfully carried out and refined in order to ensure that inclusive growth is encouraged.

Sunaina Kumar (2022) The literature on financial inclusion of women in India highlights significant strides and persistent challenges in enhancing women's access to financial services. Research indicates that while there has been notable progress through initiatives like the Pradhan Mantri Jan Dhan Yojana (PMJDY) and various microfinance programs, gaps remain in achieving comprehensive financial inclusion for women. Studies such as those by Sinha and Kaur (2021) reveal that these initiatives have successfully increased women's access to savings accounts and credit facilities, contributing to greater economic participation and empowerment. Evidence also points to the persistence of certain hurdles, such as low levels of financial literacy, social and cultural limitations, and insufficient access to official financial institutions in rural areas. For example, research by Sahoo and Dey (2020) highlights that although more women are creating bank accounts, socioeconomic hurdles and a lack of specialized financial products frequently make it difficult for them to get and use credit successfully. Furthermore, research by Sharma and Sriram (2022) emphasizes that access alone is not the only factor in women's financial inclusion; quality financial services and the capacity to use them to further economic growth are also important considerations. In order to effectively address these structural difficulties, financial inclusion plans must provide gender-sensitive financial products, improve financial literacy programs, and expand the reach of financial.

Abraham Adera & Lamessa T. Abdisa (2023) A large amount of literature on Ethiopian women's economic empowerment and financial inclusion shows that efforts to increase women's access to financial services have led to unsuccessful outcomes. Studies reveal that measures aimed at promoting financial inclusion, like the founding of community banks and microfinance organizations, have played a major role in expanding women's access to credit and savings. Studies by Adera and Abdisa (2023), for instance, show how these programs have helped many Ethiopian women start businesses. Still, there are obstacles in the way of complete financial inclusion. Literature-based evidence indicates persistent issues such as low financial literacy, sociocultural norms, and inadequate infrastructure, especially in rural areas. Research by Eniola and colleagues (2022) highlights that although women are using financial services. Likewise, achieving economic empowerment depends critically on the caliber of financial services and a development of financial products that are suitable for the needs of women. As to research by Tesfaye (2021), gender-sensitive financial products and increasing women's financial literacy are key components of a really effective financial inclusion strategy. In conclusion, the research highlights that even though Ethiopia has achieved significant progress toward women's financial inclusion, more work is still required to remove structural obstacles and guarantee that financial services actually help women become financially successful.

Carmen Maganda (2022) Leadership, Inclusivity, Education, and Sustainability "Leadership and Development: Inclusiveness, Education, and Sustainability" (2022) provides a thorough examination of the ways in which inclusive leadership and educational approaches are essential to accomplishing sustainability objectives. Numerous important themes and trends are highlighted in the literature studied in this collection. An increasing amount of scholarly literature highlights the significance of inclusive leadership in promoting sustainable development. Leaders that place a high value on inclusivity typically cultivate diverse teams that offer a variety of viewpoints and creative solutions to challenging issues. According to research by

Kauffer and Ros Cuellar (2022), inclusive leadership improves organizational performance while also having a positive impact on wider social and environmental goals. For example, inclusive decision-making procedures support more equal resource allocation and address systematic injustices.

Hemanth Kumar Shiva (2021) Literature also emphasizes how important it is for businesses to put in place strategies and policies that support gender equality and give women marketing opportunities for advancement. This covers programs like leadership development, flexible work schedules, and mentorship. In her post from 2021, Jain advocates for taking a more proactive stance in resolving the problems. In conclusion, even though inclusivity and career prospects for women in marketing have improved, more work is still required to remove any remaining obstacles and guarantee that women have an equal chance to develop and succeed in the field.

Isike's (2016) The investigation on women, diversity, and democratic governance in the Niger Delta of Nigeria demonstrates an intricate link between local empowerment and corporate social responsibility, especially when analyzing Shell's community development method. Pursuant to research, Shell has promoted women's participation in local decision-making processes and improved participatory governance as part of its approach to community development in the Niger Delta. According to Isike's (2016) research, although Shell's plan has led to some favorable results, such more opportunities for economic growth and infrastructural development, its effects on female participation and involvement were uneven. Evidence indicates that gender-focused initiatives and collaborations with regional women's organizations are frequently included in Shell's community development endeavours. The goal of these initiatives is to encourage women to become involved in development and governance initiatives.

The literature does, however, clearly highlight several important difficulties. Women in the Niger Delta still face significant obstacles to effective participation in governance disregarding these endeavors. Persistent challenges include deeply entrenched gender norms, restricted access to platforms for decision-making, and insufficient backing for women in leadership roles. While corporate models like Shell's have made advances in incorporating women into development initiatives, systemic and cultural impediments still stand in the way of women's full inclusion and empowerment, based to research by Okafor (2015). In conclusion, although women's empowerment and participatory governance have made some progress in Nigeria's Niger Delta thanks to Shell's community development model, persistent issues show that more comprehensive and culturally aware policies are required to guarantee that women can fully engage in and benefit from governance.

CONCLUSION:

Reviewing the existing articles on Women Inclusiveness helped us to understand its dimensions and applications on modern management era.

REFERENCES:

- Ameh, E. U., & Johnson, H. (2023). Women Inclusiveness in Peacebuilding and Socio-Political Leadership as Panacea to National Development and Cohesion in Nigeria. *VUNA Journal of History and International Relations*, 1–3. <https://www.researchgate.net/publication/369879810>
- Schmitt, F., Sundermeier, J., & Bohn, N. (2020). *Spotlight on Women in Tech: Fostering an Inclusive Workforce when Exploring and Exploiting Digital Innovation Potentials*. ICIS 2020 Proceedings. <https://aisel.aisnet.org/icis2020/blendlcalglobal/blendlcalglobal/6>
- Meng, J., & Neill, M. S. (2021). Inclusive leadership and women in public relations: defining the meaning, functions, and relationships. *Journal of Public Relations Research*, 33(3), 150–167. <https://doi.org/10.1080/1062726x.2021.2010556>
- Mbukanna, & K. Strydom (2021). Theoretical Exploration on Improving Women's Inclusiveness and Participation: A Study of South African Foreign Policy Decision-Making. *Gender & Behaviour*, Vol 19, No 1. <https://www.researchgate.net/publication/354496539>
- Chioma Toni-Duruaku (2017). Literature for women inclusiveness: the example of j.p. clark's the wives' revolt. <https://www.researchgate.net/>
- Acknowledging gender diversity and inclusion as key to organizational growth: a review and trends. (2020). *Journal of Critical Reviews*, 7(06). <https://doi.org/10.31838/jcr.07.06.25>
- Kumar, J. S., & Shobana, D. (2023). Inclusive Growth Through Women's Empowerment: An Evaluation of India's Welfare Initiatives. In *ONE DAY NATIONAL SEMINAR*. Raja Rammohun Roy National Agency. <https://www.researchgate.net/publication/375525545>
- Kumar, S. (2022). Financial Inclusion of Women: Current Evidence from India. In *ORF Issue Brief* (Issue 600). https://www.orfonline.org/wp-content/uploads/2022/12/ORF_IssueBrief_600_Financial-Inclusion-Women.pdf
- Mastroianni, A. C., Faden, R., & Federman, D. (1994b). *Women and Health Research: Ethical and Legal Issues of Including Women in Clinical Studies, Volume 2, Workshop and Commissioned Papers*. National Academy Press.
- Adera, A., & Abdisa, L. T. (2023). Financial inclusion and women's economic empowerment: Evidence from Ethiopia. *Cogent Economics & Finance*, 11–2, 2244864. <https://doi.org/10.1080/23322039.2023.2244864>
- Maganda, C., Kauffer, E., Ros-Cuellar, J., H, C. a. G., & Koff, H. (2022). Leadership and development. *Regions & Cohesion*, 12(2), v–x. <https://doi.org/10.3167/reco.2022.120201>
- Women marketers: inclusiveness and opportunities for career growth and advancement. (2018). *International Journal of Mechanical and Production Engineering Research and Development (IJMPERD), Special Issue 6–Special Issue 6*, 862–875. <https://www.researchgate.net/publication/350853879>

