



REVIEWER'S REPORT

Manuscript No.: IJAR- 56487

Title: Women in Leadership Role: Shifting from Women's Development to Women-Led Development.

Recommendation:

Accept after minor revision.

Rating	Excel.	Good	Fair	Poor
Originality	✓			
Techn. Quality			✓	
Clarity		✓		
Significance		✓		

Reviewer Name: Dr. Bishwajit Rout

Reviewer's Comment for Publication.

(To be published with the manuscript in the journal)

The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.

- Significance:** This study contributes to the growing discourse on gender equality and leadership by highlighting the evolving paradigm of women-led development in India. It emphasizes the importance of empowering women as decision-makers rather than beneficiaries of welfare policies. The topic is particularly significant for policy research, sustainable development studies, and gender leadership scholarship within emerging economies.
- Strength:** The paper's primary strength lies in addressing an important policy shift in India's gender development narrative. It draws attention to government initiatives and the broader developmental implications of women's leadership. The study attempts to connect women empowerment with sustainable development goals, offering a relevant perspective for policymakers, development practitioners, and scholars interested in inclusive development.
- Key Insight:** The key insight of the study is that sustainable development outcomes improve when women actively participate in leadership and decision-making roles. Moving beyond welfare-oriented approaches, women-led development emphasizes agency, participation, and institutional empowerment. Such a paradigm shift can enhance social inclusion, economic productivity, and governance effectiveness, ultimately strengthening national development strategies and gender equality initiatives.

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Reviewer's Comment / Report

The paper titled “*Women in Leadership Role: Shifting from Women's Development to Women-Led Development*” conceptual paper traces India's policy evolution from “women's development” (welfare-oriented support in education, health, and skills) to “women-led development,” where women act as active drivers of social, economic, and political change. It highlights enabling initiatives Beti Bachao Beti Padhao, Stand-Up India, women's entrepreneurship schemes and aligns the shift with SDGs and inclusive growth. Persistent barriers (patriarchy, violence, economic disparities, under-representation) are acknowledged. While insightful and policy-relevant, the discussion remains largely descriptive, lacking empirical data, case studies, or quantitative evidence of outcomes. A solid introductory overview suitable for gender and development studies.

Suggestions for Improvement:

1. Define key concepts such as women-led development and leadership transformation more clearly.
2. Present specific research questions or hypotheses guiding the study to strengthen conceptual clarity.
3. Expand discussion of historical evolution from women's development approaches toward women-led development frameworks in policy discourse.
4. Incorporate more recent peer-reviewed studies on women leadership and gender development policies.
5. Critically compare theoretical perspectives explaining women empowerment and leadership outcomes in developing economies.
6. Clearly describe research design, including qualitative or quantitative approach adopted in study.
7. Provide justification for chosen methodology and explain how it effectively addresses research objectives and theoretical framework.
8. Present findings using structured subsections to improve clarity and logical interpretation.
9. Summarize main findings clearly to reinforce contribution of women-led development perspective.
10. Ensure consistent citation style following APA or journal-specific referencing guidelines.
11. Add more recent scholarly publications related to gender leadership and development studies.

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The manuscript addresses an important topic concerning the transition from women's development to women-led development in India. While the theme is relevant and policy-oriented, the paper requires significant improvement in theoretical framing, methodological clarity, and empirical support. Strengthening literature integration, providing systematic analysis, and improving academic writing quality will substantially enhance the paper's scholarly value and suitability for publication in IJAR. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.