South Asian Feminism, History, challenges, and New Developments

Under Guidance of Dr. Payel Pal

Work Done Till Now

- What is Feminism
- History of Feminism
- Important personalities and movements in South Asia

Waves of feminism

First wave

- 19th and early 20th century
- USA and Europe
- Worked for the voting rights and equal opportunities

Second wave

- During 1960s to 1980s
- Western countries
- Worked for equal education and employment opportunities

Waves of feminism

Third wave

- During 1990s to 2000s
- Global impact
- Worked for women empowerment

Fourth wave

- Since 2010's
- Global impact
- gender equality and LGBTQ+ rights

Important Figures in South Asian Feminism



Savitribai Phule

- Educationist and the first female teacher in India
- Co-founded the first girl's school in India
- Fought for the rights of women and marginalized people



Malala Yousafzai

- Pakistani activist and Nobel Prize laureate advocated for girls' education
- Worked for women's rights, gender equality, and education in Pakistan and South Asia



Sarojini Naidu

- An Indian independence activist and women's rights advocate
- Worked for women's suffrage in India and Indian National Movement

Important Movements in South Asia

- Aurat march
- #MeToo
- Nirbhaya case
- Baccha posh







Pay Gap in India

- **Widespread Discrimination:** Women encounter various forms of discrimination in workplaces.
- **Defining the Gap:** The gender pay gap signifies the disparity in earnings between men and women.
- **BRICS Comparison:** India exhibits the largest Gender Pay Gap among the BRICS nations.
- **Industry Polarization Impact:** A key factor in the wage gap is the gender-based polarization of industries.
- **Education vs. Earnings:** Women often earn less than men, even when possessing equivalent educational qualifications.
- **Societal Influence:** The pay gap is significantly shaped by entrenched societal norms and expectations.

Historical Perspective

- **India has a Patriarchal Society.**
- **Colonial Impact:** British colonial policies exacerbated gender biases, marginalizing women from education and skilled work.
- **Post-Independence Shifts:** Despite constitutional guarantees of gender equality, societal attitudes and limited opportunities continued to affect wage equality.
- **Early Labor Trends:** Women predominantly engaged in lower-paid sectors like agriculture and unskilled labor, with stark gender-based wage disparities.
- **Professional Sector Growth:** Gradual increase in women's participation in professional sectors, yet disparities persist in pay and leadership roles.

Factors Contributing to the Wage Gap

- **Occupational Segregation**
- **Educational Disparities**
- **Workplace Discrimination and Bias**
- **Motherhood Penalty:**
- **Barriers to Senior Positions**

Global Trends & India’s Challenge

- **High-Income Countries:** Often have smaller gender wage gaps
- **Emerging Economies:** Economic growth not always correlating with reduced wage gaps.

India's Unique Challenges:

- **Cultural and Societal Norms**
- **Workforce Composition**
- **Rural-Urban Divide**

Government Policies & Corporate Initiatives

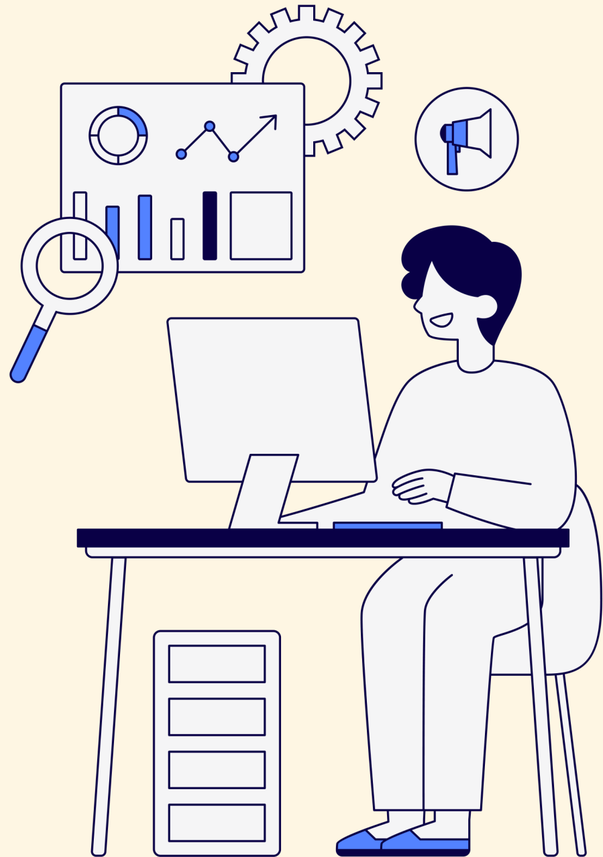
- Equal Remuneration Act 1976
- Maternity Benefits and Policies
- Gender-Responsive Budgeting
- Pay Equity Assessments
- Training and Awareness
- Return-to-Work Programs

Opportunities

- Fixing Inadequate enforcement of equal pay laws.
- Better labor protections for women in informal sectors.
- Challenge Cultural and Societal Norms.
- Collect comprehensive data on the gender wage gap.
- Combat unconscious biases in employment and pay decisions.
- Foster Women's Entrepreneurship.



Analysis of dataset



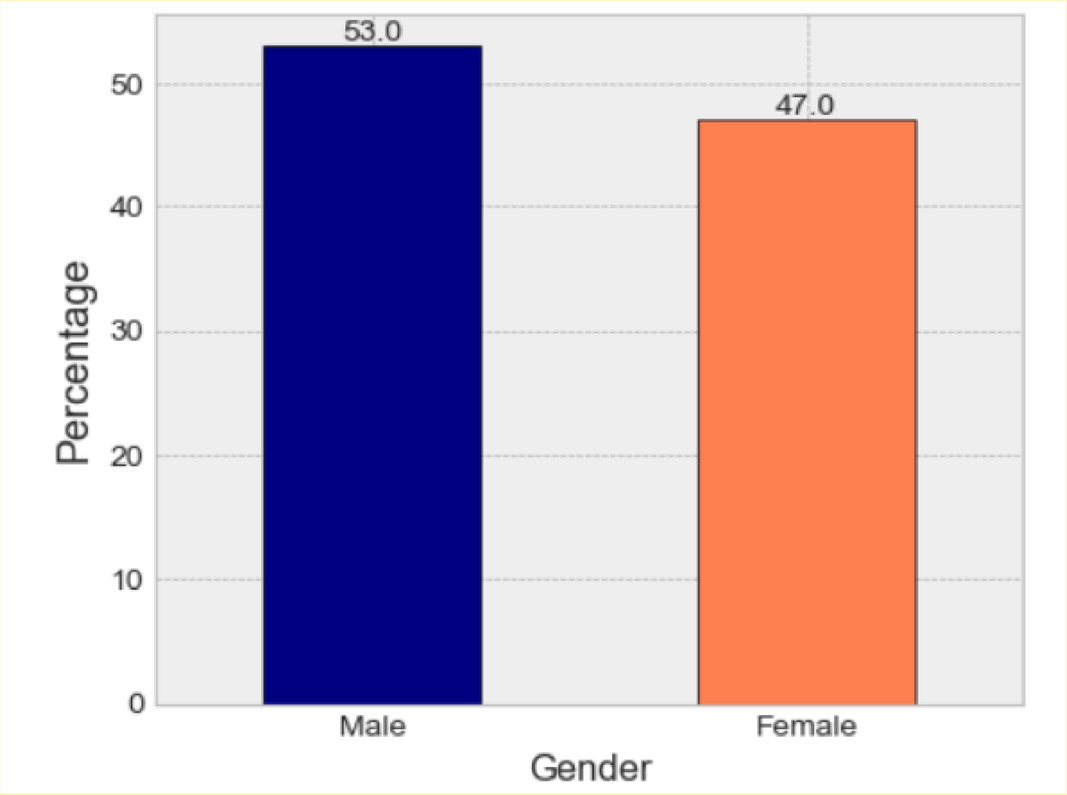
Description of Dataset

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Gender         2
Age           48
PerfEval       5
Education      4
Dept           5
Seniority      5
BasePay      992
Bonus        941
dtype: int64
```

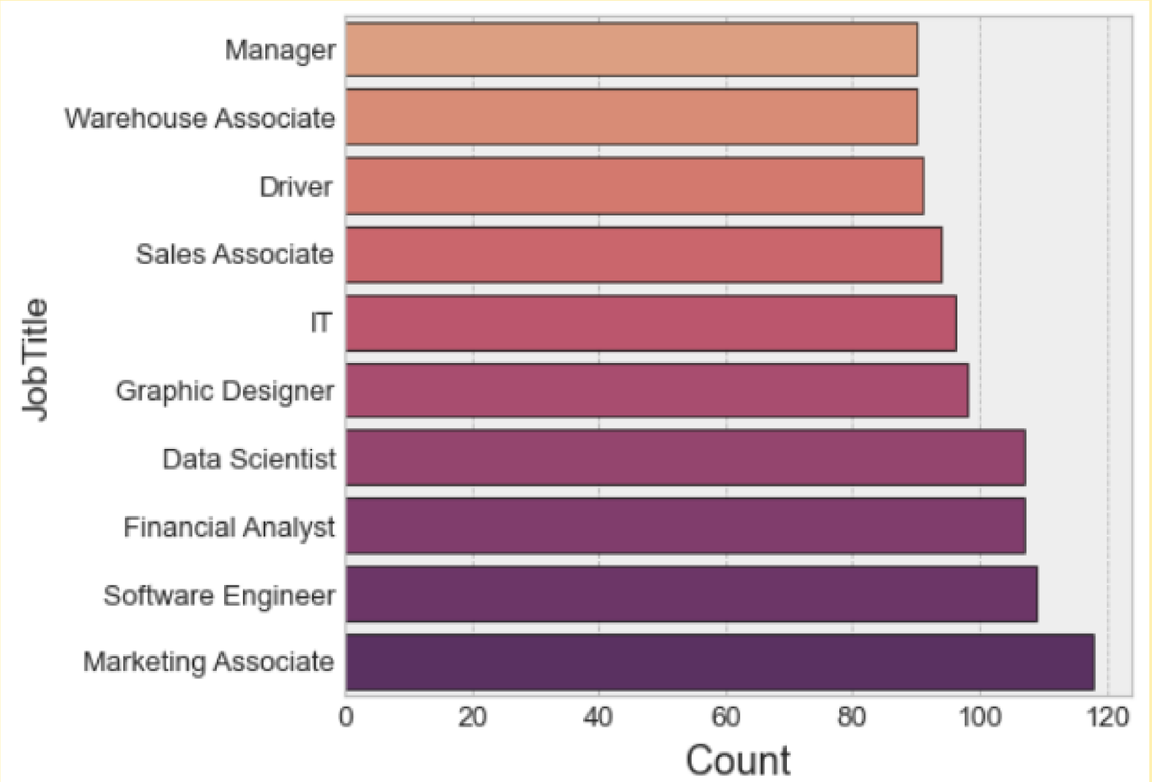
```
JobTitle     [Graphic Designer, Software Engineer, Warehous...
Gender                                          [Female, Male]
Age          [18, 21, 19, 20, 26, 33, 35, 24, 30, 27, 23, 3...
PerfEval                                        [5, 4, 3, 2, 1]
Education                  [College, PhD, Masters, High School]
Dept         [Operations, Management, Administration, Sales...
Seniority                                       [2, 5, 4, 3, 1]
BasePay      [42363, 108476, 90208, 108080, 99464, 70890, 6...
Bonus        [9938, 11128, 9268, 10154, 9319, 10126, 10541,...
dtype: object
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Distribution of Variables in Dataset

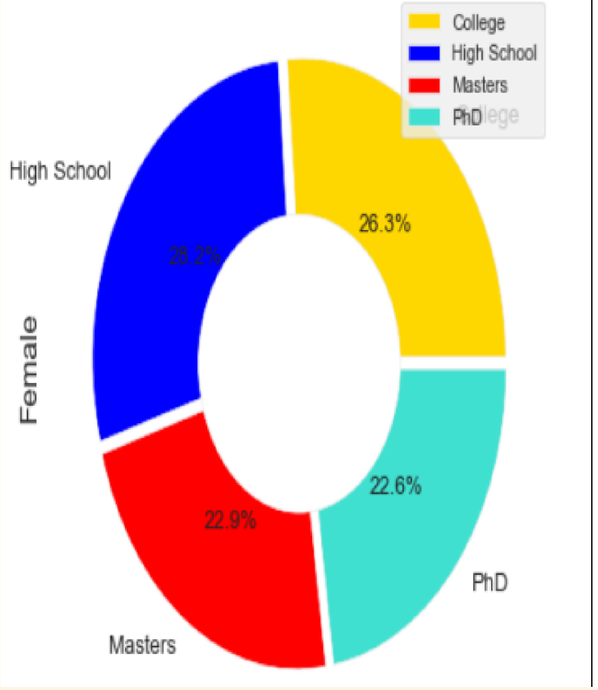
Gender

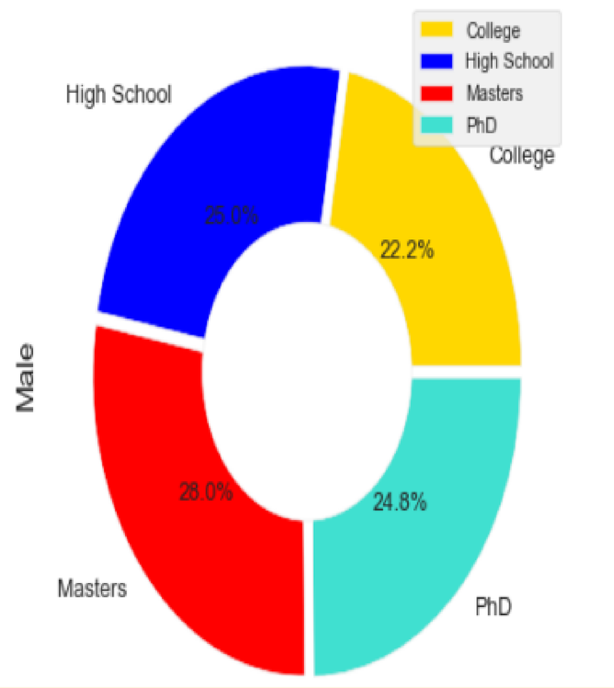


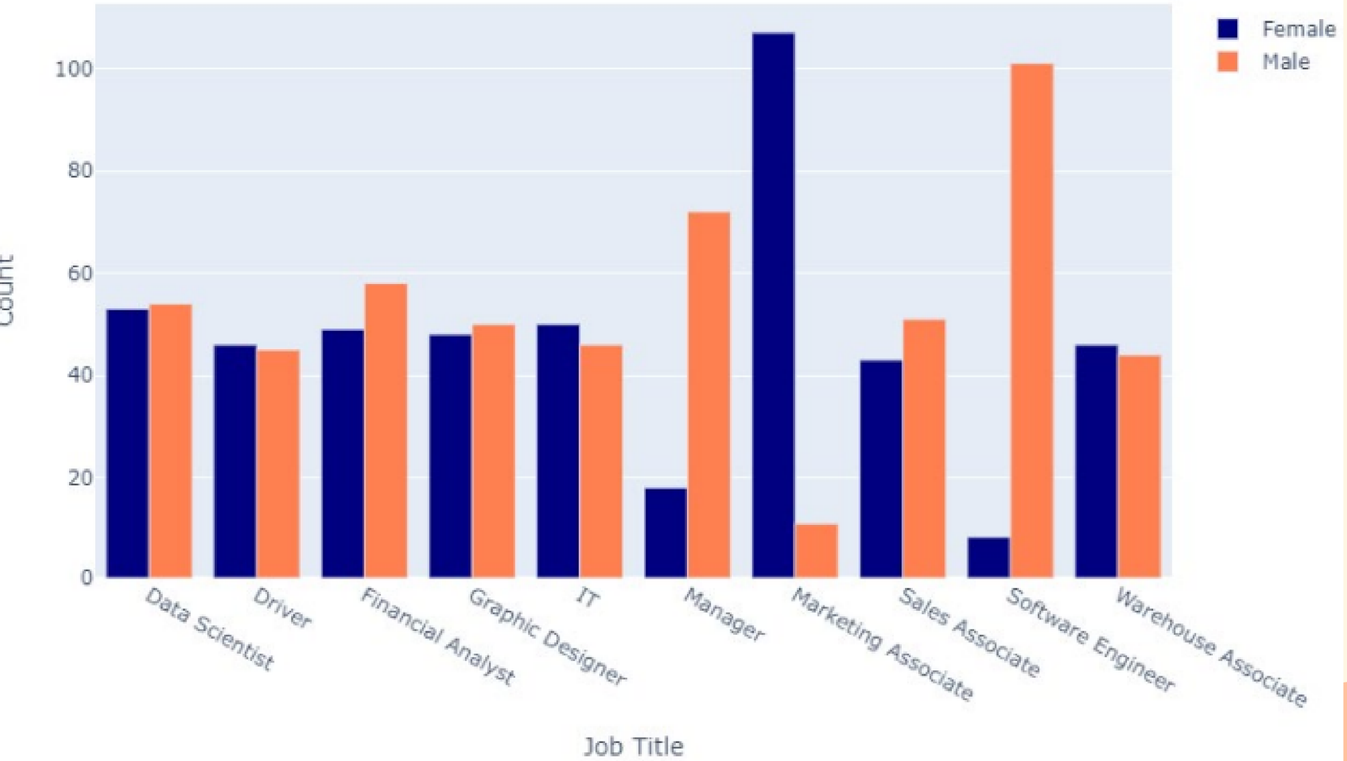
Job Title



Job title distribution with respect to education level

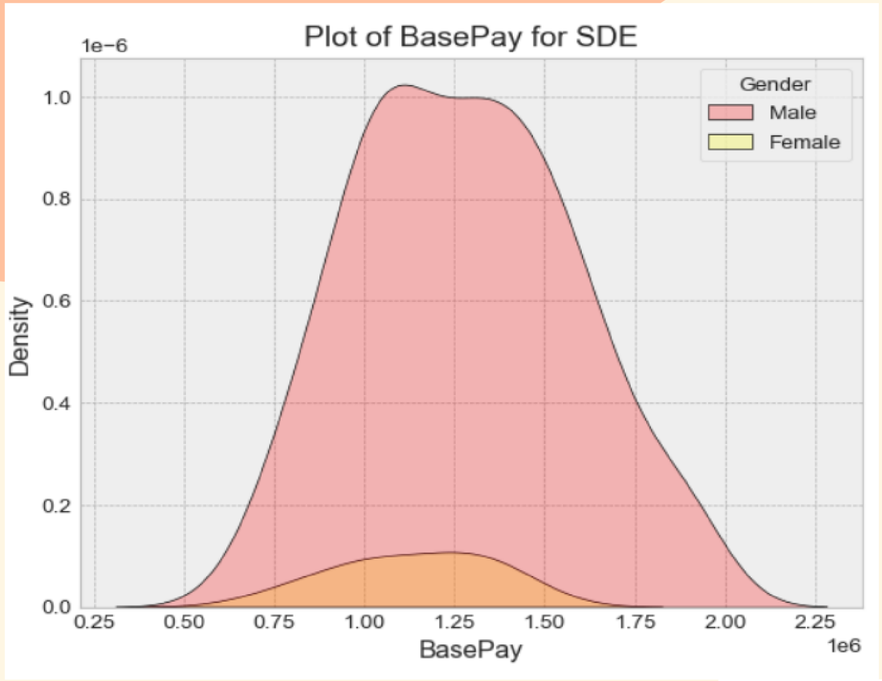


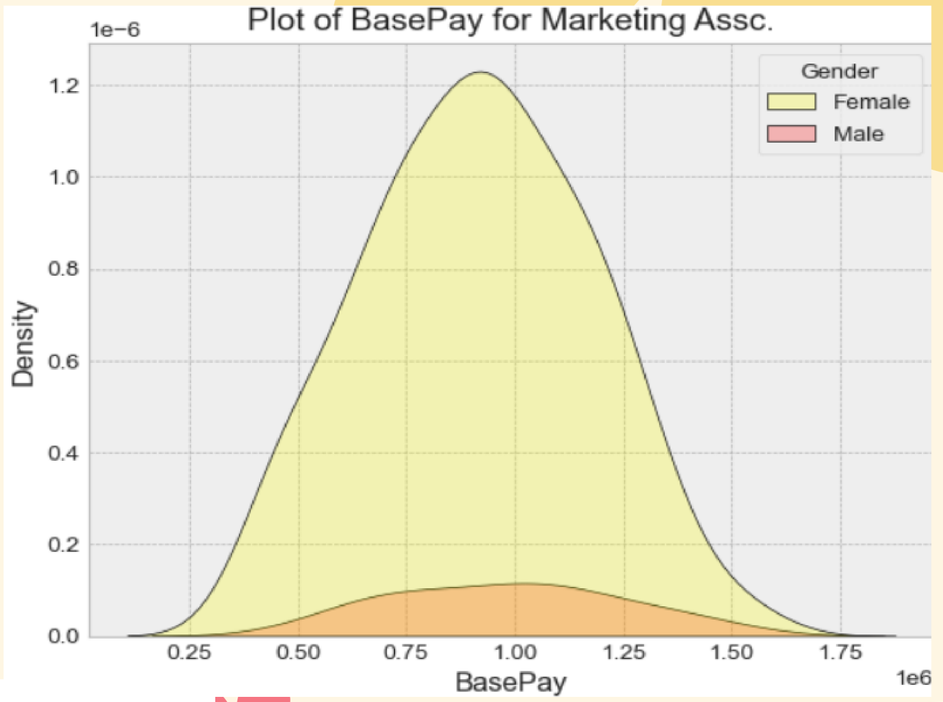


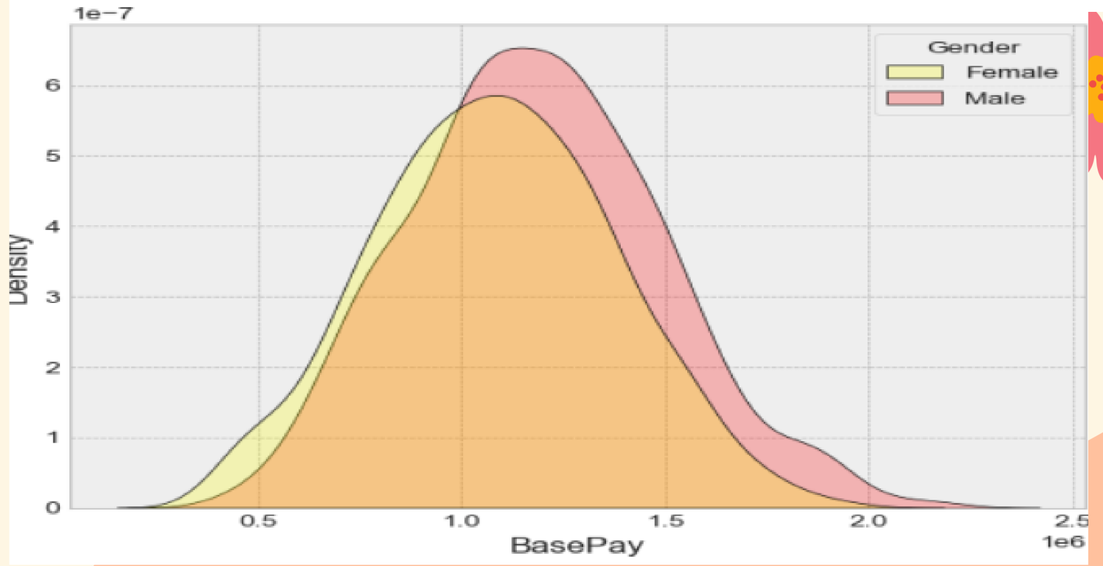


Job title distribution with respect to gender

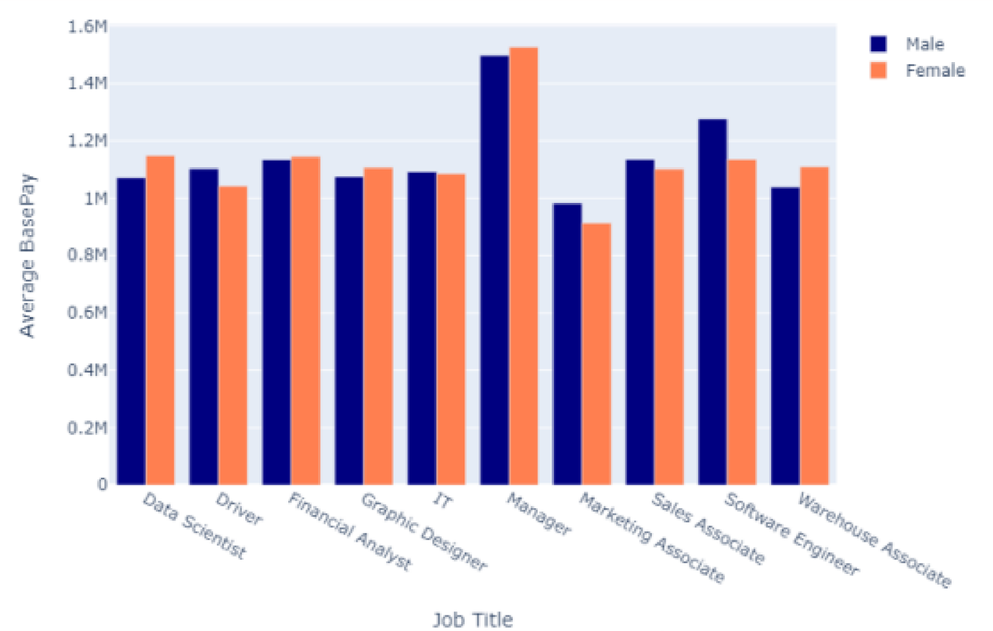
Density plot distribution of basepay

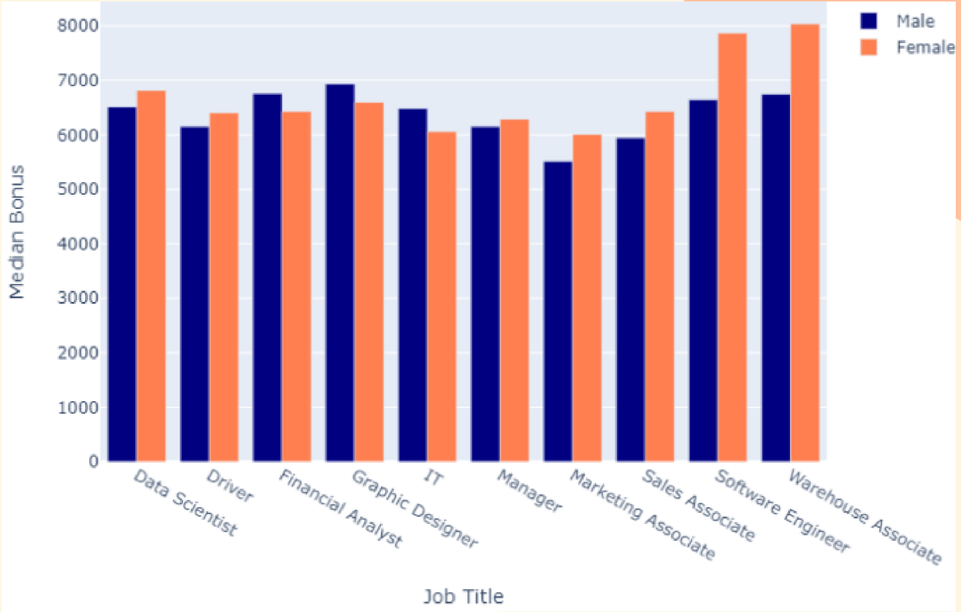


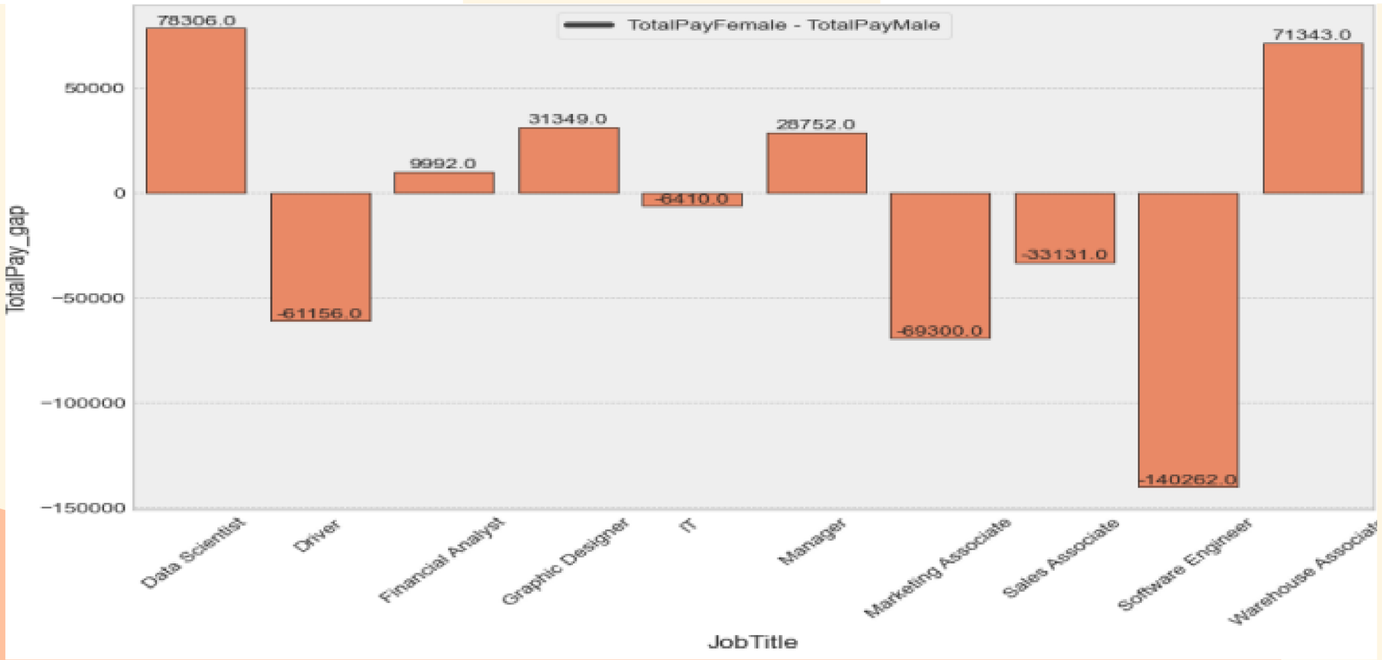




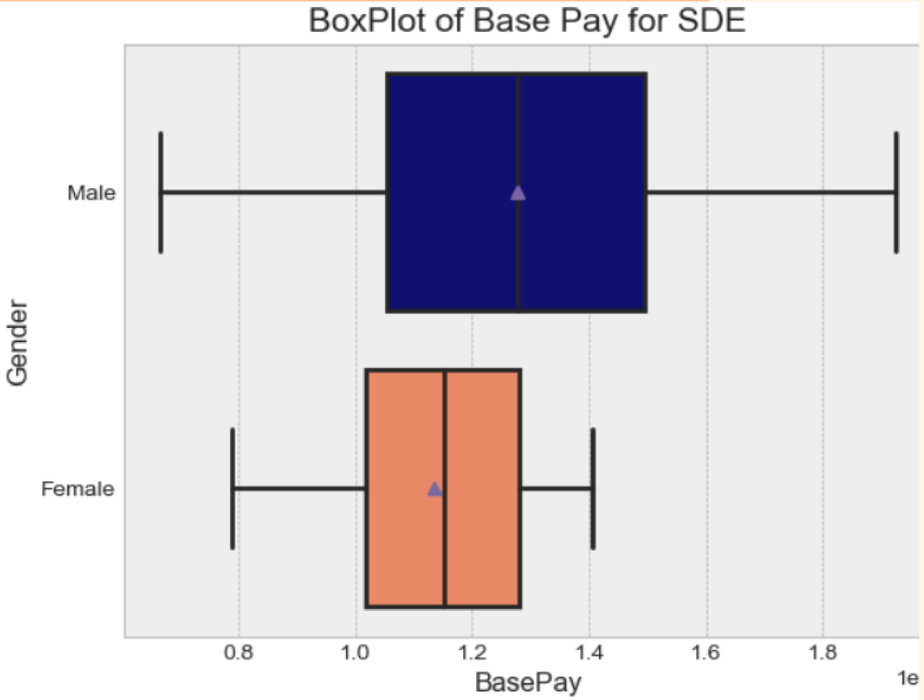
Average base pay, total pay, bonus pay

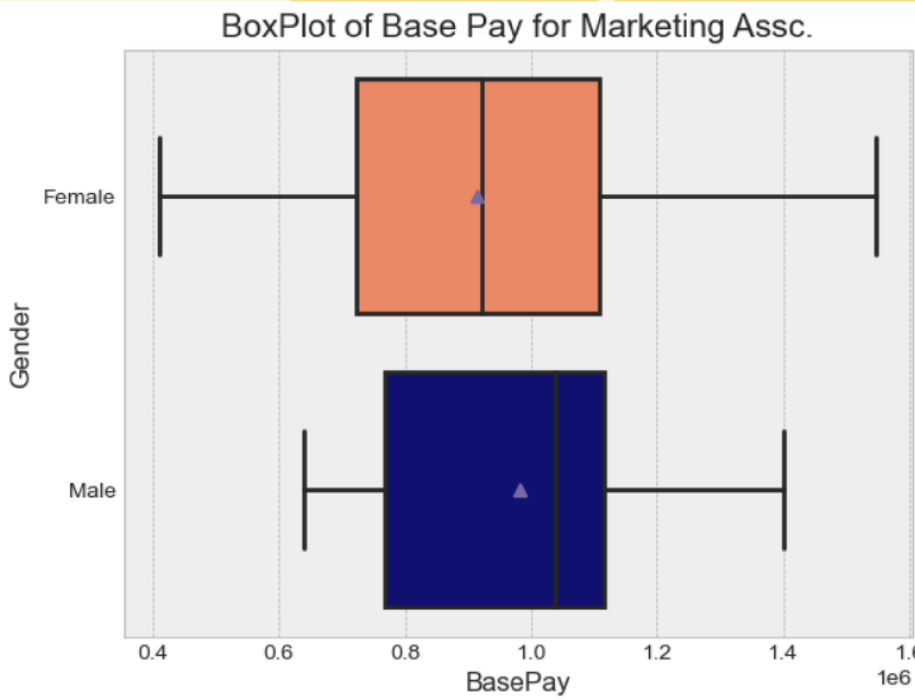


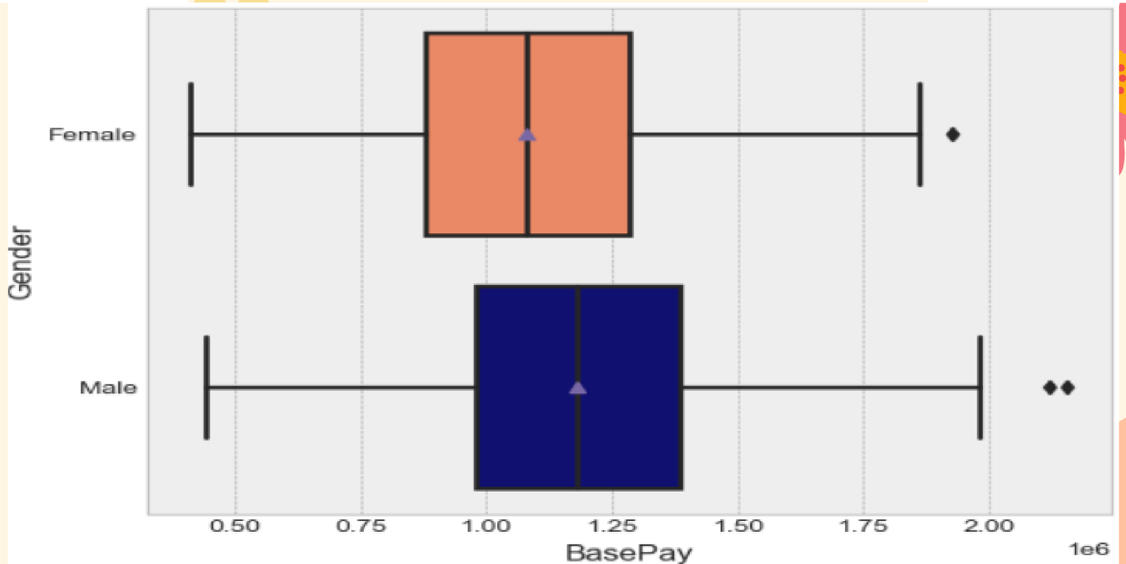




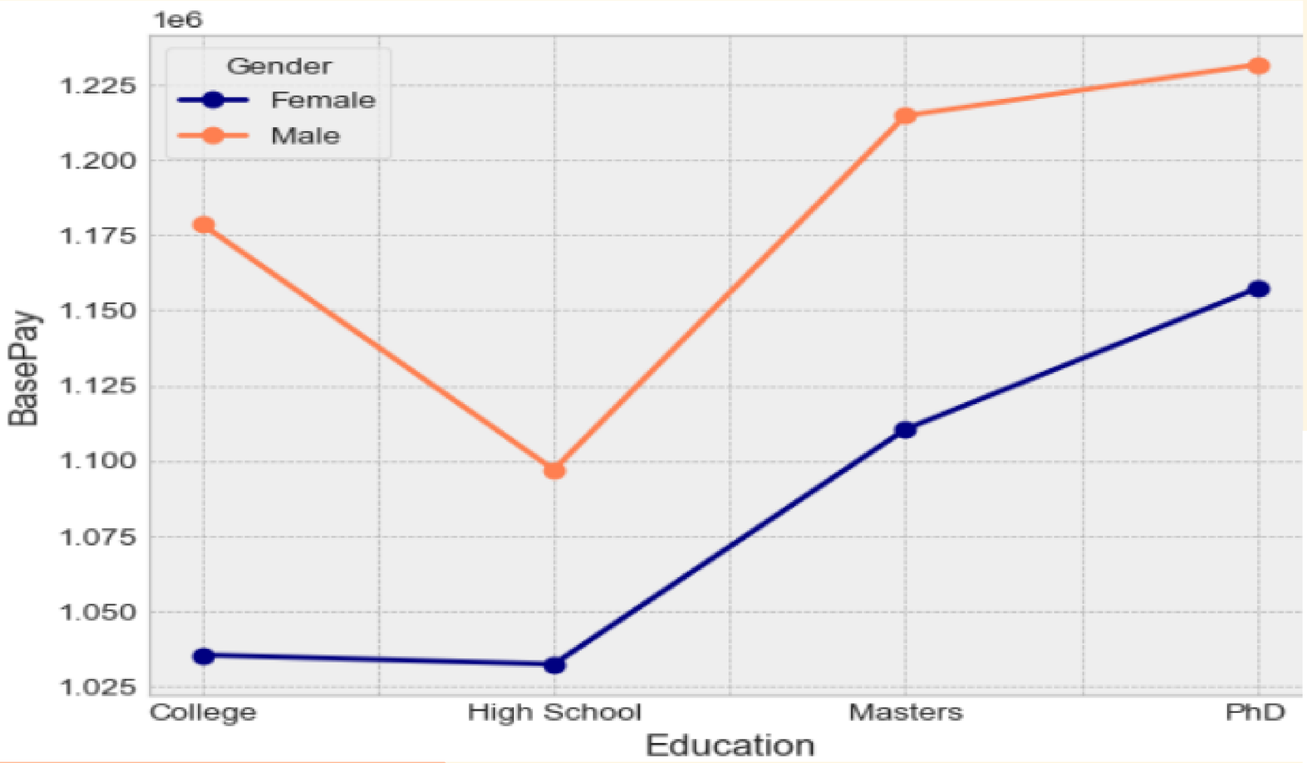
Base pay by gender – Boxplot





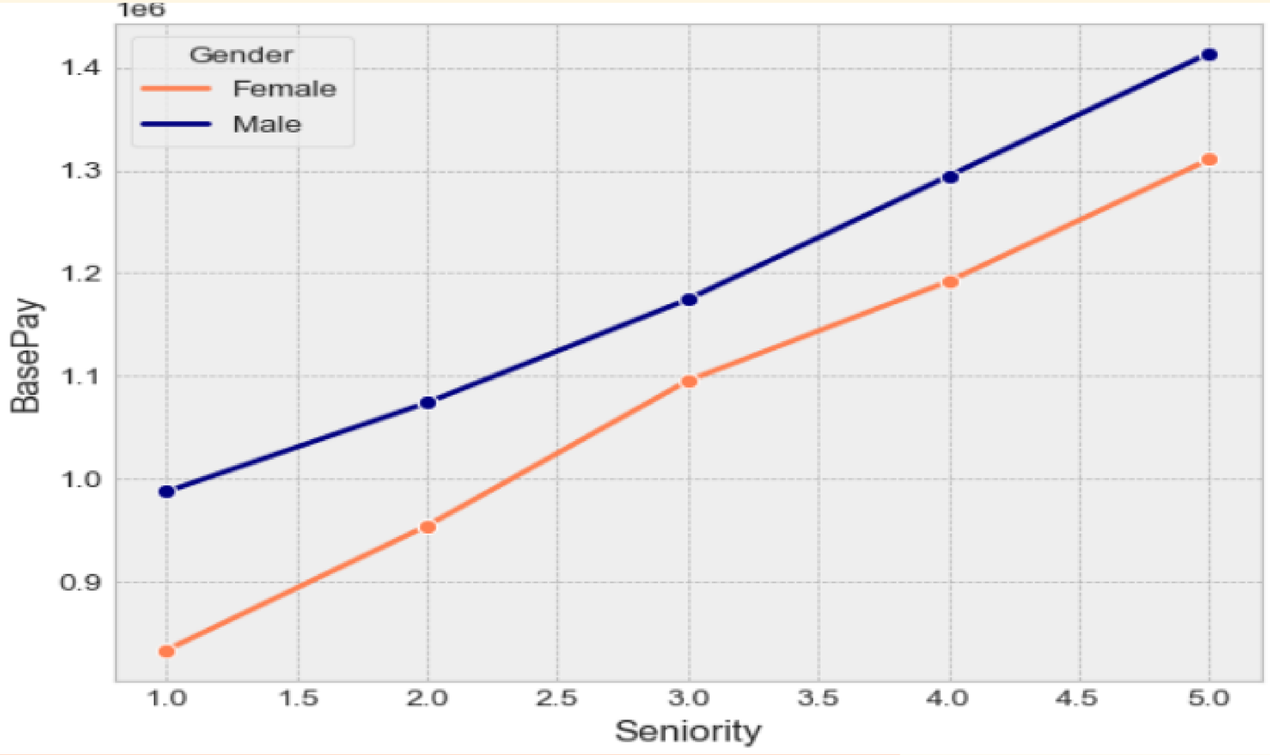


Distribution of base pay by Education level & Seniority



Education Level

Seniority



Chi-Square Test

- This test is performed to compare observed results with expected results.
- Assumptions: Expected Counts Assumption of (>=5) for Chi-square Test of Independence

Hypothesis Assumption:

Null Hypothesis: Gender and Performance Evaluation Scores are independent.

Alternate Hypothesis: Gender and Performance Evaluation Scores are dependent.

PerfEval	1	2	3	4	5
Gender					
Female	106	90	88	96	88
Male	92	102	106	111	121

Result and Conclusion

- X2= 5.634564094743166, p-value= 0.2281519592902259 4
- As p-value> α(0.05), we cannot reject null hypothesis.
- **Hence, gender and performance of an individual are independent of each other.**

Levene’s Test

- This test is done for checking equality of variance
- Hypothesis Assumption:
  - Null Hypothesis: Simple variance of base pay for males and females are equal.
  - Alternate Hypothesis: Simple variance of base pay for males and females are inequal.
- Levene’s test results:
  - L-statistic value= 0.6747326671419795
  - p-value= 0.4116026121328914
- Conclusion:
  - As p-value> α(0.05), we cannot reject null hypothesis.
  - **Hence variance of base pay of male and female are equal.**

This test was done to check the equality of variance of base pay of male and variance of base pay of females as it is important for this condition to satisfy in order to conduct compare means test on it.

Compare means test (T-test)

- This test is used to check whether there is a significant difference between mean of two data.
- **Assumptions:**
  - This test requires that variance of the concerned data must be equal
  - We have checked for this condition on the previous slide using levene's test.
- T-test Hypothesis:
  - Null Hypothesis: mean base pay of males is equal to mean base pay of females.
  - Alternate Hypotheis: mean base pay of males is not equal to mean base pay of females.
- T-test result:

Independent Samples			Test for equality of means			
	coef	std err	t	P>|t|	[0.025	0.975]
subset #1	-8514.7267	1583.810	-5.376	0.000	-1.16e+04	-5406.747

- Conclusion:
  - As p-value<α (0.05), we can reject null hypothesis
  - **Hence, we have concluded that there is difference between mean base pay of males and females.**

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Thank you

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