South Asian Feminism: History, Challenges & New Developments

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in
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by

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CERTIFICATE

This is to certify that the project entitled "**South Asian Feminism: History, Challenges & New Developments**" , submitted by **Aneesh Khunteta - 20UCS020**, **Mihir Mishra - 20UCS118** and **Vinay Sunil Bhagwat - 20UCS227** in partial fulfilment of the requirement of degree in Bachelor of Technology (B. Tech), is a bonafide record of work carried out by them at the Department of Humanities and Social Sciences, The LNM Institute of Information Technology, Jaipur, (Rajasthan) India, during the academic session 2022-2023 under my supervision and guidance and the same has not been submitted elsewhere for award of any other degree. In my/our opinion, this report is of standard required for the award of the degree of Bachelor of Technology (B. Tech).

_____ _____

Date Adviser: Dr. Payel Pal

Dedicated to Dr. Payel Pal and our Family and Friends.

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Abstract

Right from the start of civilized society there has always been discrimination based on gender. Although there were individual movements for equality the focused struggle dates long back to early nineteenth century, where women fought for their right to vote and have say in the decision making. While this movement was directed towards only selected privileged women, but it is still called as an important step towards feminism. In early twentieth century, rights for women were demanded which ensured cultural and social equality for women. In the late twentieth century, the third wave concentrated on broadening the definition of feminism to include more diverse identities and experiences, such as racial, class, and sexuality. The fourth wave, which started in the 2010s, was mostly driven by social media activism and focused on problems including intersectionality, online harassment, and gendered violence.

In South Asia, there have been many such movements and the fight for equality for South Asian women was very different from the western movements. It sought independence for women to go to school and take formal education. In Afghanistan, feminists demanded for women's rights and political participation in Afghanistan. In Pakistan, movements such as aurat march were run for girls' education and women's rights in Pakistan. In India, there has been many movements for stopping sati, triple talaak and other cultural practices which were suppressing women. In Afghanistan many movements were organized for spreading awareness regarding bachcha poshi. In Sri Lanka, there were many movements which ensured equal education and voting rights to women.

While all these waves focused on ensuring equal representation of men and women in society and demanded equal rights for both there is a need to see if the society has adopted these changes and how far these movements have ensured no discrimination based on gender. There are many places where women face discrimination based on gender and even after proper law are reformed. One such field is the modern-day workspace, where many people get employment and salary based on gender. This needs to be studied, that how gender pay gap effect and how gender pay gap still exists in the society. In modern day discrimination based on gender still exists in many developing nations and it is affected by the cultural beliefs and societal norms.

Our work basically studies the gender pay gap in the modern day and how it is spread across the industry and to what extent it has improved in recent times. With the help of a dataset of employees, we have analyzed the extent to which gender pay gap is spread across the industry across the roles.

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Introduction

What is Feminism?

'Feminism' is used to define a movement/evolution which targets legal justice by ending gender inequality and providing equal rights and protections for women. The issue, which is political, cultural and economical equality stands out to have the oldest concern in worldwide history and will continue to do so in the upcoming time for sure. Feminism does not have any single fixed definition, but all sets of definitions point to a single motive of ending gender discrimination and bringing gender equality in the society. The meaning and definitions of 'feminism' will keep changing over time.

The word 'feminism' was first draft in 1837 by Charles Fourier, the French philosopher, Initially it referred to 'feminine qualities' but at the end of 19th century, the meaning of word came to refere equal rights for women. It was also chosen as Merriam Webster's dictionary word of the year (2017), indicating "the theory of the political, economic and social equality of the sexes". However, towards the latter of the 19th century the word was used to indicate equal rights for women instead of feminine qualities or characters.

All these incidents proves that this words gain potential beforehand of 1970s, but terms 'feminism' and 'feminist' did not gain widespread use until the 1970s, but still it was used in one form or another, like Katherine Hepburn an actress in the movie Women of the year (1942) spoke about the feminist movement, Mary Wollstonecraft the author of **A Vindication of the Rights of Women** is considered as the founder of feminism as she draws attention to the class and personal properties are the base pillars of injustice done to the women and not only women but men acquires the same equivalent rights.

Definition

Feminism is basically a belief in full economic, social, and political equality for women. feminist thoughts have different global appearances and differences across various parts in the world.

Feminism is a social, political and cultural movement that pursues to create and encourage equal rights, equal opportunities and same treatment as men. The important motive of feminism is to challenge and dismantle the patriarchal structures in the attitude of society, this kind of mentality has always downgraded women and preserved gender inequality.

These feminism movements cover a diverse range of principles, ideologies, theories by various activists and practices that address various aspects of women's lives, which include educational rights, political representation, employment opportunities, healthcare support and reproductive rights.

Feminism has affected and changed a wide range of perspectives within western society from culture to law.

Four waves of feminism

- **First wave**
    - period - during the 19th and early 20th centuries.
    - In the United States and Europe.
    - concerns with the achieving voting right(suffrages), equal opportunities, and other legal rights of women.
- **Second wave**
    - period - during 1960s and till 1990s
    - Initiated by both white and non-white women of Western countries as well as in developing countries.
    - It worked for equal education and employment opportunities, maternity leave, birth control and abortion rights, etc. and fought against domestic violence issues, marital rape issues, sexual harassment, and rape, etc.
- **Third wave**
    - Period - extents from the 1990s to 2000s
    - All over the world
    - women find themselves as strong and rebellious, and working women in various occupations are not subjected to a sexist patriarchy.
- **Fourth wave**
    - period - started around 2012
    - All over the world.
    - new feminism that depends on online social media, such as Facebook, Twitter, Instagram, YouTube etc , to communicate and share their feelings and to create awareness among women.

First Wave Feminism

The First wave of feminism was associated with the abolitionist movement which was aroused in the USA. The main motto of both the movement was to transform social amendments and independence from oppression of all kinds. Earlier it was based on male domination, sexism, and gender bias followed with racism.

The start of this wave was differentiated with the signing of agreement at the first women's right convention which was held at **Seneca falls convention**. This under-signed declaration was indicated as '**Declaration of Sentiments'** which was made when Elizabeth Cady Stanton and Lucretia Mott was restricted to participate at world anti-slavary convention which was held in London in 1840. Many anti-slavary activists were supporting feminism which gradually resulted into the rise of this movement and vice versa.

The electoral rights of the women also known as **suffrage** became the main motto of the movement. In 1866 this wave led to the development of American Equal Rights Association. In 1869 **National Women Suffrage Association (NWSA)** was formed when American equal rights association was disintegrated. This association worked towards the development and growth of the roles of women in social progress and society on the national level. It also aimed towards the oppressed black women and their rights to vote. However, it became white women centric. Later in 1869, **American Women Suffrage Association (AWSA)** was also formed which was dedicated on acquiring the legal rights of women in the electoral process at the state agreement. Development in electoral process and in higher education were the consequences of the separation of the above two associations. With time when these association developed in two years it was eventually combined and **National American Woman Suffrage Association (NAWSA)** was formed. Wyoming became the very first state to grant suffrage to women in 1869.

A feminist from NAWSA named Alice Paul was abstracted from this association which then led to the formation of **National Woman's Party (NWP)** in 1916. where this revolutionary act was energized by the militants which belonged to the British and was also steady outside the White house. NWP mainly focused on acquiring the electoral rights of women in constitutional level instead of state level. The agreement declared, "The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex." This agreement was considered to be the movement which was the end of first wave. There were many oppositions from the legislator which belonged from the southern democrat's side. However, on 4th june of 1919 this amendment was carried out at senate and was authorized on 18th aug 1920 by the feminist Tennessee. The first wave stigmatized the injustice done on racism and sexism.

Authority of this associations saw this racism and sexism as the burden and accountability of the black women which was thus proved to be the cause of restrictions in this revolution.

Due to this hurdles, white women were frighten to give the social and political leads to the black women in societal status which therefore resulted into a separate organization for black women suffrage. National Association of Coloured Women (NACW) and Alpha Suffrage Club was one of the

associations which was taking lead in 1896 and 1913 respectively. These committees rose the consciousness among the black organizations.

White women communities declared that their right for electoral process as they explained the higher education would make them more political conscious and acquire them with the right electoral decision unlike the black women. An argument used in support of white female suffrage was that of the "educated voter". Hence this led to the more of suppression of the black women in the nineteenth amendment.

Nineteenth century and the early twentieth century were the duration of the first wave feminism mainly focused in United Kingdom and the United States, where feminists like s Voltairine de Cleyre and Margaret Sanger were actively participating in this process. Florence Nightingale authorized female nurses in the military during 1854.

The main branch of feminism associated with the goals of first-wave feminists is liberal feminism.

Liberal feminism : -

liberal feminism which is generally aimed to achieving gender equality by making political and legal changes in the system using equal contract and property rights, suffrage rights, marriage rights, by doing this regardless of gender biased acts and racism. Men and women's liberty was the very goal of this movement.

Key Themes and Goals

Women's Suffrage: The main goal of first wave of feminism was to acquire and give justice, equal rights on the electoral decisions regardless of gender discrimination and racisim. In brief, the first wave was about liberal feminism and women's rights to electoral process specifically in political interpretations as it was considered to be a major part which would help them model declarations and policies which affected women lives. The women citizens which were the followers of this very movement carried out various approaches and schemes by providing a formal documentation of the request to the higher authority, claiming avow, social strikes etc to establish consciousness in the society and promoting the right for suffrage.

Legal Rights and Property Rights: First wave of feminism was not only about women's suffrage, but it was also about the gender discrimination and injustice acts done to them. Women suffered injustice in most of the domains where property rights and legacy of birthright was one of the major issues which stands out. Their right to the estate, their right to take over their inherit personal possessions were mainly dependent on their partners decisions and thought process. However, this issue was taken into considerations by womanism to assure legal rights and encourage independence in both the social and the private sectors of the society.

Access to Education: As women understood that access to education was not just a human right but it was also a powerful weapon to unlock their potential in the professional fields of the society as well. Education would not just encourage women to empower themselves but it will also add up to the economic advancement of once nation. And hence, agreements and legal requests were made to

establish several universities and colleges for women which will aim by not just empowering them with education but also encouraging them to stand up for their rights.

Challenging Gender Roles and Social Norms: First wave of feminism also interrogated about the stereotypes (which was customed on traditional inherit thought process) considered and claimed upon a woman. In this, gender inequality was considered to be one of the major cause for integrating injustices done to them. As woman was expected to be responsible for playing domestic roles such as being the homemaker of the house and was humiliated and bounded for not actively participating in the outside professional world. Thus, Feminists debated these stereotypes and spread awareness about the involvement of women in several politica to educational sectors.

Key Figures

• **Susan B. Anthony**



Susan B. Anthony played an outstanding role in the women's suffrage movement. Susan B. Anthony was an American activist who organized several campaigns, was a part of public speaking. She was not just active in participating the campaign but became a co-founder of National Woman Suffrage Assocation (NWSA) with the help of Elizabeth Cady Stanton in 1869 and carried out till her responsibilities of NWSA till her 80s. First wave of feminism stands out to be a heat of the moment and thus it revealed many of the precious/invaluable abolitionist. Susan B. Anthony stands one of them. When black women were deprived from their electoral rights because of racism, Susan B. Anthony was a leader who supported them actively. She not only published articles describing women's rights but also consistently opposed misconduct and judgemental acts. She was always firmed on her belief and had clarity about the situation which was clearly seen when she issued a vote in a protest for electoral rights of a woman at Presidential Election in 1872 and was arrested immediately and was fined with some penalty cost which was rejected by her for the same. Irrespective of this incident, She urged a request in Congress. Susan B Anthony Amendment was declared after 14 years of her death in the Nineteenth Agreement

• **Elizabeth Cady Stanton**



Elizabeth Cady Stanton was the other American reformer and a social advocate who was an active part of the first wave. She was very good at drafting amendments of sentiments and a creative writer which contributed to Women's right movement by describing requests and demands of the women to restrict the injustice and illegal acts done with them. Accompanied Susan B. Anthony for establishing National Woman Suffrage Assocation (NWSA) in 1869 which aimed for Women's Suffrage. In 1848, Elizabeth Cady Stanton mainly contributed by arranging Seneca Falls Convention in United States. She was author of History of Woman Suffrage (1881-85) by collabing with Anthony and Matilda Joslyn Gage of which 3 volumes where published.She also published Woman's Bible (1895, 1898) and her autobiography Eighty Years and More.

• **Emmeline Pankhurst**



Emmeline was a Bristish reformer. In 1903, She establised Women's Social and Political Union (WSPU). This association played a major role for Women's Suffrage in the british. Emmeline with her two daughters Christabel and Sylvia were key figures during this revolution. They spreaded awareness

and consciousness about Women's right to vote and thus brought focus of this issue at the national level. Later on, Christabel took the responsibility of WSPU. Christabel and Sylvia then stagnated a urgent militant threat with the help of the british government. The key point to be considered and is unique about the WSPU organization is its military strategy and tactics. She encouraged and highlighted the invaluable work of women participation in war fields ,this was organised and showcased in Women's Right to Serve demonstration.

• **Sojourner Truth**



Sojourner Truth, an advocate was a feminist and a reformist who contributed for black Women's Suffrage right. She was mesmerizing and was expressive about her thoughts and in her speeches. In 1830s, She became a missionary. Her speech "Ain't I A Woman ?" was given at Women's Rights conference where she aroused a voice saying that she is not given equal rights unlike White women. It then heighted this issues around and thus attention was brought upto the black women at the same. During the wars, Truth took the initiative with the young men to serve the black troops and thus was recognized and called out at the White house conference.

Major Achievements

Women's Suffrage: First wave of feminism was in brief a liberal feminism in which women's suffrage that is right of women's electoral right stands to be one of the issue that was considered. The first country that allowed and acquired the agreement of Women's Suffrage was in 1893 followed by 1920.The first country that supported Women's Suffrage was New Zealand and was followed by Australia respectively. In 1920, the 19th agreement was approved and sanctioned in United States. Not just this but European countries were also included in the list of granting the voting right to the women. Earlier, Electoral Rights were bounded by an age constraints. For example, Women over 30 years age was allowed for the right to vote in 1918 in United Kingdom whereas women over 21 years age was allowed in 1928.However, if we observed age constraints for electoral rights for women varied with respect to time.

Legal Reforms: First wave of feminism also withdrawed the attention to the authorization and permission to property rights of women specifically the right of ownership and martial rights. In late 19th century, agreement was passed for marital status women to permit them to have their independent decisions unlike considering the wholesome decision of their husbands. This resulted into exponential progress not only in their legal ownership decisions but also in economical stability and decisions. This issue was taken into considerations by womanism to assure legal rights and encourage independence in both the social and the private sectors of the society.

Access to Education: First wave of feminism indicated an exponential growth in participation of women in educational sector. This also included agreements of having the coeducational institutions and colleges. This also broaden the professional opportunities for the women irrespective of racism. As women understood that access to education was not just a human right but it was also a powerful weapon to unlock their potential in the professional fields of the society as well. Education would not just encourage women to empower themselves but it will also add up to the economic advancement of once nation.

Changing Social Norms: The first wave of feminism also described gender discrimination issues. First wave of feminism also interrogated the stereotypes (which was based on traditional inherit thought process) considered and claimed upon a woman. In this, gender inequality was considered to be one of the major causes for integrating injustices done to them. A woman was expected to be responsible for playing domestic roles such as being the homemaker of the house and was humiliated and bound for not actively participating in the outside professional world. Thus, Feminists debated these stereotypes and spread awareness about the involvement of women in several political to educational sectors.

Timeline

- 1840 : - This event happened in 1840 which is marked as the beginning of the first wave of feminism. Elizabeth Cady Stanton and Lucretia Mott attended the World Anti-Slavery Convention in London and they were not allowed to sit in the room because they were women.

- 1848 : - Stanton organized the first Women's Rights Convention in the US. Hundreds of attendees convened at the Seneca Falls Convention to discuss the various political, social, and religious issues that affected women in the US. leading to the Declaration of Sentiments, This document reiterated the need for equality and outlined sixteen other grievances regarding suffrage, government representation, marriage and divorce laws, and employment.

- 1851 : - Prominent Black American author and abolitionist Sojourner Truth delivered her famous "Ain't I A Woman" speech at the Women's Rights Convention in Akron, Ohio.

- 1866: - Elizabeth Cady Stanton and Susan B. Anthony formed the American Equal Rights Association (AERA) during the Eleventh National Woman's Rights Convention, which focused on women's voting rights.

- 1869 : - Elizabeth Cady Stanton and suffragist Susan B. Anthony left AERA to form a new organization, the National Woman Suffrage Association (NWSA), The remaining conservative

feminists of AERA, including Julia Ward Howe and Lucy Stone, formed their own organization—the American Woman Suffrage Association (AWSA).

- 1872 : - Susan B. Anthony was arrested by police along with dozens of other women for illegally voting in the presidential election.

- 1890 : - The NWSA and AWSA merged to form the National American Woman Suffrage Association (NAWSA). The main goal was to get states to pass enough amendments toward gender equality to force Congress to create a federal amendment guaranteeing equality nationwide.

- 1914 : - Unhappy with the "state-by-state" method of reformation by fellow first-wave feminists, Alice Paul split from the NAWSA, forming the National Women's Party. Over the next few years, Paul organized picketing and protests, primarily outside the White House in Washington DC.

- 1918 : - It wasn't until 1918 that the president, Woodrow Wilson, announced his support for suffrage, leading to the ratification of the Nineteenth Amendment in 1919. Historians largely view this as the end of the first wave of feminism.

Criticism

The first wave of feminism took place primarily in the late 19th and early 20th centuries, it faced various forms of criticism from different parts of the world.

- One of the biggest criticisms of first-wave feminism is it primarily focused on the plight of white women. According to critics' black women and transgenders were totally ignored during the first wave of feminism. Many early feminists, which were involved in this movement were middle class, white and focused demonstrations and discourse on women as a oppressed category. This movement ignored the plight of Black women—some of whom had been enslaved—and Asian women—who were barred from obtaining citizenship and voting rights in the Chinese Exclusion Act of 1882.

- The movement was often criticized for mainly representing the issues and perspectives of middle-class and upper-class white women, and it neglected the intersecting issues faced by women of colour and working-class women.

- Another criticism of the first wave focused on its racial bias and encouragement of exclusions. It perceived exclusivity of the first wave in terms of race and class. However, the movement largely ignored the racial bias many women of colour faced in addition to their gender. Some women who ran the movement shirked true inclusivity and segregated their demonstrations for fear of alienating conservative white women who could join the movement and strengthen their cause.

- Some suffragettes did not support the passage of the Fifteenth Amendment, which would have given Black men the right to vote before them. The actions and progress of Black women like Maria Stewart and Frances E. W. Harper were also largely ignored and left out of the narrative. Even after the vote was granted to American women in 1920, voters had to pay a fee or complete literacy tests to vote, which means that those who were poorer or without a high enough level of education would not have been able to vote.

Second wave Feminism

The second wave of feminism which mainly focused on important issues like equality and discrimination took place in 1960s and 1970s.Initially the second wave movement started in USA by American women, and soon the movement spread into the other countries in the western world, and later into east part.

The first wave failed to identify varied set of ideologies and social movements it only focused on single path, which resulted in reduced reach of the movement, but the second wave of feminism is a term which itself identified both diverse set of ideologies and social movement encouraging women's political, social, and legal rights.

The National Organization for Women (NOW) was formed in the year 1966, which marked the agenda for the movement. The Friedan outlined the purpose, and the agenda began by announcing National Organization for Women's goal to make possible women's participation in all aspects of American life, to gain equal rights to women as men. One of the many specified goals of NOW was the passage of the Equal Rights Amendment (ERA), the ERA was not new as it was first introduced by congress in 1923. It had proposed equal rights for women in constitution. The ERA was passed in 1972 but it failed to receive the 38 sate ratifications, as per the law it was necessary to get ratification from 38 states to include it into constitution.

The first wave was ended long before but it was not until the second world war, the lives of women in developed countries were changed, after the second world war the women's presence and rights in every field increased significantly. The technologies were on boom, and technologies were making everything smoother and time saver, as a result burdens of homemaking was reduced. The service sector was also seeing a booming growth, thousands of new jobs were opening, people requirement was increasing for work, and important point in it was newly opening positions were not dependant on physical strength, as a result it was possible for service sectors to hire as many women they can.

Now despite of all these socioeconomic changes, the cultural attitudes and legal instances still reinforced sexual inequalities. French writer and philosopher Simone de Beauvoir voiced these oppressive notions and their effects in her book Le Deuxième Sexe (1949; The Second Sex). It became a worldwide bestseller and elevated feminist consciousness by stressing that liberation for women was liberation for men too

The second wave of feminism started in the 1960s and continued till 1980 mostly centred in the western countries. It continued the progress made by the first wave of feminism, but this time the movement focused on the broader range of issues. Many issues like reproductive rights, gender-based discrimination at workplace, and the gender roles at workplace were seeking attention during the second wave. During this wave the thought of radical feminism was also at rise, it helped deal with patriarchal structure of society and tried to pull apart them. During second wave of feminism various kinds of feminist organizations were formed, which contributed to achieve equality and getting equal rights for the women in several parts of the world.

According to the scholar Estelle Freedman the comparison between first and second-wave feminism can be done as the first wave mainly focused on rights such as suffrage, which was basic need for women, whereas the second wave was mostly concerned with other issues of equality, such as ending gender-based discrimination in the places. Both the waves brought important changes in the society which helped and contributed in achieving equality for all genders.

Literature

The author Simone de Beauvoir, a prominent French author and philosopher, wrote novels, which helped feminist movements, she engaged in diverse genres such as monographs on philosophy, politics, and social issues, essays, biographies, and an autobiography. She is now well-known for her metaphysical novels, including She Came to Stay and The Mandarins, and for her influential treatise The Second Sex, it is a detailed analysis of women's oppression and a foundational tract of contemporary feminism.

Another influential author during second wave was Betty Friedan, she wrote a novel named **The Feminine Mystique** (1963) which criticized the idea that women could only find fulfilment through childrearing and homemaking. The Betty Friedan's work The Feminine Mystique is considered as catalyst for the second wave feminism movement. It had a far greater reach as a result it brought attention of feminism movements to everyday women, housewives and mothers. It mainly criticized the old beliefs such as women's role was to marry and bear children. As a result of this catalyst the feminist movement took up speed, it focused on public and private injustice caused to women, like rapes, reproductive rights of women, domestic violence and harassment at workplaces.

The second-wave feminists extended the agenda of feminist movements to incorporate a more comprehensive understanding of social justice, it not only encouraged the gender equality but also helped in pulling apart the racial barriers and other forms of discrimination. This progress marked a crucial step in the development of feminist thought.

Key themes and Goals

Reproductive rights

During the second wave of feminism which was active in the 1960s and 1970s, played a pivotal role in encouraging for women's reproductive rights, for the first time the reproductive rights to women was considered as an important right for women. Feminists highlighted the importance of women's control over their reproductive health, encouraging the right to access contraception, safe and legal abortion, and comprehensive sex education. The feminists claimed that reproductive freedom was vital to women's autonomy and full participation in the society, as it is fundamental to achieving equality, it allowed women to make choices about their bodies, careers, and lives on their own terms.

Workplace discrimination and economic equality

The second wave happened after the second world war, at the time women were also started to be included into the workforces, but discrimination based on gender was one major issue, equal pay for

equal work was also needed at that time. The second wave feminists struggled against workplace discrimination and demanded equal pay for equal work, it aimed to break down barriers that limited women's economic opportunities. They also supported policies such as paid maternity leave and affordable childcare, which would enable women to better balance work and family responsibilities. The collective efforts of second-wave feminists in these parts contributed to significant advancements in workplace equality.

Gender Roles and Sexuality

The feminist criticized the traditional gender roles, they also criticized the expectations from the women, like women should always prioritize marriage and motherhood over their careers or personal goals and ambitions. They also challenged societal attitudes toward female sexuality, they argued that women should have the same freedom to express and explore their sexuality as men.

Legal Reforms

Building on what the first wave of feminists achieved, the second wave kept working to make laws that would make things fairer for everyone. They wanted rules against violence based on gender, stopping sexual harassment, and criminalizing marital rape. By speaking up and pushing for these changes, these feminists helped make society more equal and fairer for everyone.

Radical Feminism

The emergence of Radical feminism was one of the significant developments during the second wave of feminism, it sought to challenge and dismantle the patriarchal structures that perpetuated gender inequality. Radical feminists argued that the oppression of women was deep-rooted in society and required transformative change to achieve true gender equality.

Key Figures

- **Betty Friedan**



Betty Friedan was a important figure in the second wave feminist movement, she left an permanent mark on the journey of gender equality. As an American writer, activist, and feminist theorist, Friedan is best known for her groundbreaking work, "The Feminine Mystique", which ignited the second wave of feminism in the 1960s.

The Feminine Mystique was widely credited, it also sparked the second wave of feminism. The book critiqued the post-World War II idealization of women as happy homemakers, arguing that it left many women feeling unfulfilled and frustrated. Friedan also co-founded the National Organization for Women (NOW) in 1966, which became a leading feminist advocacy group. Betty Friedan's dedication to dismantle old gender stereotypes and encouraging women's rights has left a legacy in feminist movements. she also wrote several other books like "The Second Stage" and "The Fountain of Age," which addressed the issues related to aging and the evolving feminist movement.

Betty Friedan's courage in challenging societal norms and her dedication to advancing women's rights have set her place as a crucial figure in the history of feminism.

Gloria Steinem



Gloria Steinem is a well-known American feminist, journalist, social-political activist, and author who has played a significant role in advancing women's rights and social justice during second wave of feminism. She co-founded Ms. magazine in 1972, which provided a platform for feminist voices and helped to raise awareness of women's issues, She also played a key role in the formation of various feminist organizations and campaigns. Gloria Steinem's lifelong activism has always inspired women of all ages to fight for their rights, to take risks, and to defend the rights of others.

Simone de Beauvoir



Simone de Beauvoir (1908-1986) was a French existentialist philosopher, writer, and feminist who made significant contributions to philosophy, literature, and feminist theory. Her most famous work is "The Second Sex" ("Le Deuxième Sexe") was published in 1949. In this seminal work, de Beauvoir applied existentialist philosophy to feminist thoughts, she explored through her book, the ways through which women have been historically oppressed and argued for their liberation. "The Second Sex," is considered aa a foundational text for modern feminist thought.

her contributions to feminist theory have always had a lasting impact, it influenced subsequent generations of feminist thinkers. Her ideas on gender, freedom, and social justice continue to be studied and debated, as a result she left a legacy and impact in the world.

Major Achievements

Reproductive rights

The second wave of feminism saw significant advancements in reproductive rights, including the legalization of abortion in the United States with the 1973. Activists engaged in discussions and actions at global level to challenge restrictive reproductive policies and encourage women's autonomy over their bodies. Access to contraception also expanded during this period, with the introduction of birth control pills and other contraceptive methods. During this period, women's health organizations emerged to address reproductive health issues.

Workplace Discrimination

The second wave brought attention to workplace discrimination and contributed to the passage of legislation such as the Equal Pay Act of 1963 and Title IX in 1972 in the United States. These laws aimed to address wage disparities between men and women and promote gender equality in education and employment.

Legal Reforms

Second wave feminists successfully advocated for legal reforms addressing gender-based violence and discrimination. In the United States, for example, the 1974 Equal Credit Opportunity Act prohibited credit discrimination based on sex or marital status, and the 1994 Violence Against Women Act provided funding and support for programs aimed at preventing and addressing domestic violence and sexual assault.

Changing Social Attitudes

The second wave of feminism played a significant role in challenging and reshaping societal attitudes toward gender roles and women's rights. It helped in raising awareness of the issues facing women and advocating for change, second wave feminists helped to create a cultural shift that covered the way for continued progress toward gender equality.

Growth of Feminist Organizations and Activism

The second wave saw the establishment of numerous feminist organizations, such as the National Organization for Women (NOW) and the Women's Liberation Movement. These organizations played a crucial role in advocating for policy changes and providing support for women's rights activism. Second-wave feminism saw the rise of public women's liberation groups. These groups often formed in response to specific issues. Also, feminist publications played an important role in circulating ideas and involving activists from different parts of the world like Magazines like Ms. Which was co-founded by Gloria Steinem in 1972 provided a platform for feminist voices and discussions.

Conclusion

The second wave of feminism expanded on the achievements of the first wave. it brought attention to wider range of issues affecting women's lives. It marked a period of significant achievements and lasting impacts on society, and the status of women. The second wave supported and demanded reproductive rights, workplace equality and legal reforms for the betterment of women in the society. It also took substantial steps towards gender equality. The second wave of feminism helped in reshaping the cultural landscape by challenging societal attitudes and promoting radical change. It also helped in putting the foundation for the next wave of feminism.

Third Wave Feminism

The third wave started in the 1990's and has had an impact all around the world. It took into account the critiques of the second wave and improved upon them. It initially gained popularity in the United States but then later spread to other parts of the world like Europe, Asia, and other countries. It influenced feminists all around the world.

It shifted the focus of feminism mainly from women empowerment to a more intersectional view. The second wave mainly focused on the needs of middle class white women. It ignored the needs of women of color, LGBTQ+ people and women from different social classes and backgrounds. This wave focused on the needs of these people. It emphasized intersectionality, to represent the interconnected nature of race, class, and gender.

Key Themes and Goals

Intersectionality and Diversity

Intersectionality is the cornerstone of the third wave. It put focus on the fact that women of different social classes and backgrounds have different perspectives. That feminism should not be just focusing on the needs of white women.

Body Positivity

It fought back against the rigid beauty standards of society. It promoted the acceptance of bodies of all shapes, sizes and skin color. It put focus on health over appearance and encouraged pursuing fitness that is inclusive of all body types.

LGBTQ+ Rights

Third wave emphasized that every individual has different experiences. Similarly, LGBTQ+ women have unique struggles that this wave puts a focus on.

Workplace Equality

It sought to break the glass ceiling that women face. It pushed for more women in traditionally male dominated fields and leadership roles. It also emphasized that women need support in the workplace like maternity leave, work life balance and easily accessible childcare.

Violence Against Women

It broadened the scope to include not just physical abuse but also psychological, emotional and economical abuse. It increased focus on how cultural norms and media perpetuate violence against women. That societal attitude needs to be changed.

Key Figures

Rebecca Walker:



She is credited with coining the term “Third Wave”. She is an American Writer. In 1992, in a article published in Ms. Magzine, called for a new approach to feminism that embraced diversity and individuality. She also edited the anthology "To Be Real: Telling the Truth and Changing the Face of Feminism," which presented a range of voices and experiences within the feminist movement.

Anita Hill:



Anita Hill is an American lawyer and writer. In 1992, she accused US Supreme court nominee Clarence Thomas of sexual harassment. She testified in front of congress against Thomas's nomination. Although he was appointed to the US Supreme Court, the televised hearings brought sexual harassment to the national news and public discourse.

Eve Ensler:



Eve Ensler is an American Playwright. She is known for her play "The Vagina Monologues," Ensler's contributions elevated discussions of female sexuality and sexual assault to a wider public forum. Her writing and action, particularly regarding body politics and sexual liberation, had a significant influence on Third Wave feminist ideas.

Gloria Jean Watkins (bell hooks):



Gloria Jean Watkins was an American novelist, thinker, educator, and social critic. She was better known by her pen name Bell Hooks. The work of prominent feminist theorist bell hooks, which addressed gender, capitalism, and race, had a big influence on Third Wave feminist theory. Her works, which include influential pieces such as "Ain't I a Woman? "Feminist Theory: From Margin to Center" and "Black Women and Feminism" examined how race, class, and gender intertwine.

Major Achievements

1. Changes in Culture and Society

Body Positivity Movement: The Third Wave was largely responsible for the rise of the body positivity movement. This movement pushed for acceptance of diverse body shapes and questioned conventional notions of beauty, which resulted in more inclusive media and advertising portrayal.

Discussions About Sexual Harassment: The Third Wave was significant in promoting open discussion of issues related to sexual harassment and assault. Anita Hill's testimony in 1991 marked a turning point in the conversation about workplace sexual harassment, as it raised awareness of the issue widely.

Diversification of Feminist Voices: This wave brought in a greater number of voices to the feminist conversation, with a focus on the experiences of LGBTQ+ and women of color.

2. Progress in Representation and Media

Increased Diversity in the Media: A determined effort was made to question and alter how women are portrayed in the media. As a result, women are now more varied and nuanced portrayed in movies, television shows, and other media.

Feminist Media Outlets: The widespread use of the internet made it possible for a variety of blogs, social media channels, and online platforms devoted to feminist discourse to be established, greatly extending the audience and impact of feminist concepts.

3. Impact on Learning

Sexual Education and Consent: This movement brought attention to the significance of thorough sex education in schools, encompassing conversations about consent and positive relationships. As a result, certain areas of the curriculum were modified.

Promotion of Women in STEM: Encouraging girls and women to seek careers in traditionally male-dominated fields like science, technology, engineering, and mathematics (STEM) has received more attention.

4. Worldwide Feminism

International focus: The Third Wave had an impact on movements and advocacy for women's rights all over the world, especially in developing nations.

Focus on Global Issues: There has been a greater focus on and advocacy for issues like female genital mutilation (FGM), child marriage, and global education for girls.

Timeline

It all started with Anita Hill's historic 1991 testimony against Clarence Thomas, which raised awareness of sexual harassment among the public. Rebecca Walker's article in Ms. Magazine in 1992 is credited with coining the term "Third Wave Feminism," which embodies a novel and multifaceted approach to feminist activism. Also, during this time, important cultural works were released, including Eve Ensler's "The Vagina Monologues" in 1996 and Naomi Wolf's "The Beauty Myth" in

1992. One of the legislative achievements was the 1994 enactment of the Violence Against Women Act (VAWA) in the US. The popularity of Kimberlé Crenshaw's "intersectionality" concept in 1998, the late 1990s saw feminism reach a wider audience. By the year 2000 the wave was termed finished.

Early 1990s: The Emergence of Third Wave Feminism

1991: Anita Hill's testimony against Clarence Thomas brings the issue of sexual harassment into the national spotlight.

1992: Rebecca Walker publishes an article in Ms. Magazine titled "Becoming the Third Wave," officially marking the beginning of Third Wave Feminism.

1990s: Cultural and Literary Contributions

1992: Publication of Naomi Wolf's "The Beauty Myth," which critiques how beauty standards are used to control women's bodies.

1996: Eve Ensler performs "The Vagina Monologues" for the first time, a play that becomes central to discussions about female sexuality and empowerment.

1998: The term "intersectionality," coined by Kimberlé Crenshaw, gains wider recognition, and becomes a key concept in feminist theory.

Criticism

Despite being significant and revolutionary in many ways, the Third Wave of Feminism has encountered many obstacles and critiques. These criticisms, which originate from both outside and inside feminist circles, draw attention to the challenges and complexities of advancing an inclusive and diverse feminist movement.

Absence of unity and defined objectives
Opponents argue that the Third Wave's emphasis on individuality and diversity occasionally resulted in a lack of cohesive objectives or a distinct agenda. Because of the Third Wave's broad focus, it was more difficult to mobilize around particular issues than it was for earlier waves, which had more specific goals (like workplace equality or suffrage).

Western-Centric
The Third Wave comes under scrutiny for being primarily Western-centric in its understanding of feminism, even despite its stated goal of inclusivity. Critics contend that it frequently disregards the difficulties and viewpoints that women in non-Western societies face.

Commercialization and Media Co-optation
The Third Wave's engagement with popular culture and media led to accusations of commercialization. Critics contend that the movement's messages were sometimes co-opted by consumer culture, diluting its political impact, and leading to the commodification of feminism.

Fourth Wave Feminism

The 2010s saw the emergence of the Fourth Wave of Feminism, which is the most recent development in the lengthy history of feminist movements. This wave is unique in that it uses digital technology, especially social media, and the internet, to address gender inequality and promote women's rights. The Fourth Wave emphasizes intersectionality and inclusivity while building on the accomplishments and addressing the criticisms of the Third Wave. It also highlights the role of technology in both upholding and subverting gender norms and power structures.

As of 2023, the wave is still ongoing and is under progress and changes.

Key Themes

Digital Activism
The use of social media platforms like Twitter, Facebook, and Instagram for feminist activism has been a hallmark of this wave. Online campaigns, viral hashtags, and digital communities play a central role in spreading awareness and organizing.

Intersectionality
Building on the Third Wave, the Fourth Wave places a strong emphasis on intersectionality, recognizing the varied experiences of women based on race, sexuality, class, and other social categories.

Global Reach
The internet has allowed the Fourth Wave to have a global impact, connecting feminist movements across different countries and cultures.

Major Events

As the wave is still ongoing there are no defined achievements. So, we will list here the major events that have happened so far.

#MeToo Movement: One of the main components of the Fourth Wave of Feminism has been the #MeToo movement, which gained international attention in 2017. Following high-profile accusations of sexual misconduct in Hollywood, particularly against film producer Harvey Weinstein, it became an international phenomenon. The #MeToo hashtag gained popularity on social media thanks to actress Alyssa Milano, who inspired women to share their stories and highlight how widespread the issue is. The movement quickly expanded throughout several industries, sparking debates in public, court cases, and a larger social reckoning about gender inequality, power relations, and sexual harassment.

Aurat March: The Aurat March is a noteworthy feminist movement that started in Pakistan in 2018 and has gathered a lot of steam recently. Every year on March 8th, International Women's Day, the Aurat March is a platform to bring attention to the challenges faced by Pakistani women in the face of entrenched patriarchal norms and institutionalized gender discrimination. In addition to fighting against economic injustice, gender-based violence, and restrictions on abortion, the march has developed into a potent forum for promoting women's rights and the empowerment of marginalized groups, including transgender women. The Aurat March has persisted in growing despite opposition and controversy in a society that leans conservative, signifying a fearless and tenacious movement for social justice and gender equality in Pakistan.

Feminism in South Asia

In South Asia, feminism is a multifaceted and intricate fabric of movements and struggles that fight ingrained patriarchal traditions and promote women's equality and rights. Cultural, religious, and socioeconomic factors have always been complex intersections that feminism has historically navigated in nations such as India, Pakistan, Bangladesh, Nepal, and Sri Lanka. Numerous issues, such as gender-based violence, repressive cultural practices, economic inequality, political representation, and girls' education, have been taken up by activists in these regions.

Here are some notable South Asian Feminists and Movements.

Savitribai Phule



In the 19th century, Savitribai Phule was a well-known poet, educationist, and social reformer in India. she is well known as one of the first feminists in Indian history. Savitribai was born in Maharashtra in 1831, and she devoted her life to fighting for the rights of women and marginalized people despite countless social and gender-based obstacles. In India, Savitribai and her husband Jyotirao Phule were influential in advancing women's education. In Pune, they opened the city's first school for females in 1848, defying social conventions and the prevailing belief that women could not pursue higher education. She worked to emancipate women from the oppressive societal conventions that they faced. Her educational programmes gave women the confidence to reject gender norms and make meaningful contributions to society.

In India, people who support social justice and gender equality continue to draw inspiration from Savitribai Phule's life and contributions. Her solid pursuit of women's liberation and education established the groundwork for the nation's succeeding feminist movements.

Sarojini Naidu



Sarojini Naidu was a key figure in the feminist movement and the Indian independence movement. Having been born in Hyderabad on February 13, 1879, she spent a long time supporting for women's rights and developing Indian feminism in the political and social spheres. Sarojini Naidu actively participated in the women's suffrage movement in India, advocating for women's right to vote. She believed that political empowerment was essential for women to bring about broader social and economic changes.

Malala Yousafzai



The Pakistani education campaigner Malala Yousafzai has made a major impact on South Asia's larger conversation about feminism. Despite coming specifically from Pakistan, her advocacy, and the attention she has received on a global scale have affected issues pertaining to women's rights, gender equality, and education throughout the South Asian region. Malala is primarily an activist for girls' education. Girls' access to education has at times been hampered by cultural and societal norms in many parts of South Asia, including Pakistan and its neighbouring nations. Malala's voice

and advocacy have raised awareness of these problems, igniting debates and motivating action to remove obstacles preventing girls in the area from receiving an education.

Malala's campaign has brought attention to the intersectionality of problems that South Asian women and girls face. Education barriers are frequently intertwined with cultural norms, poverty, and geopolitical challenges. Malala's work addresses these problems and adds to a broader understanding of feminism that considers the various difficulties that women in the area face.

Major Movements

South Asian feminism has a rich and diverse history, marked by various movements that have aimed to address issues related to gender equality, women's rights, and social justice. From early suffrage efforts to contemporary events like the Aurat March, these movements reflect resilience and adaptability. This history, rich with progress and transformative impact, celebrates the continuous pursuit of a more equitable society in South Asia.

Aurat March



The Aurat March in Pakistan is an annual event organized by women, trans, and non-binary individuals to raise awareness about gender-based violence, discrimination, and other issues affecting women in Pakistan. "Aurat" means "woman" in Urdu, and the march has gained prominence as a platform for feminists in Pakistan to voice their concerns and demand equality. The Aurat March places a strong emphasis on an intersectional perspective, recognizing that a variety of intersecting factors, including class, caste, religion, and ethnicity, influence women's experiences. This inclusivity, which acknowledges the variety of difficulties faced by Pakistani women, has been an essential component of the march.

the Aurat March in Pakistan has been a pivotal event in South Asian feminism, providing a platform for women to voice their concerns and advocate for gender equality. Its impact extends beyond national borders, influencing feminist movements and conversations in the broader South Asian region.

Other movements

In Afghanistan and some regions of South Asia, a custom known as "Baccha Posh" involves families without male heirs dressing and rearing their daughter as a boy. The societal preference for male children for cultural, economic, or social reasons frequently influences this choice. The deeply ingrained gender norms and expectations that affect family dynamics and societal structures are illuminated by Baccha Posh. The practice exposes the obstacles and limitations faced by girls in patriarchal societies and reflects the unequal value placed on male and female children.

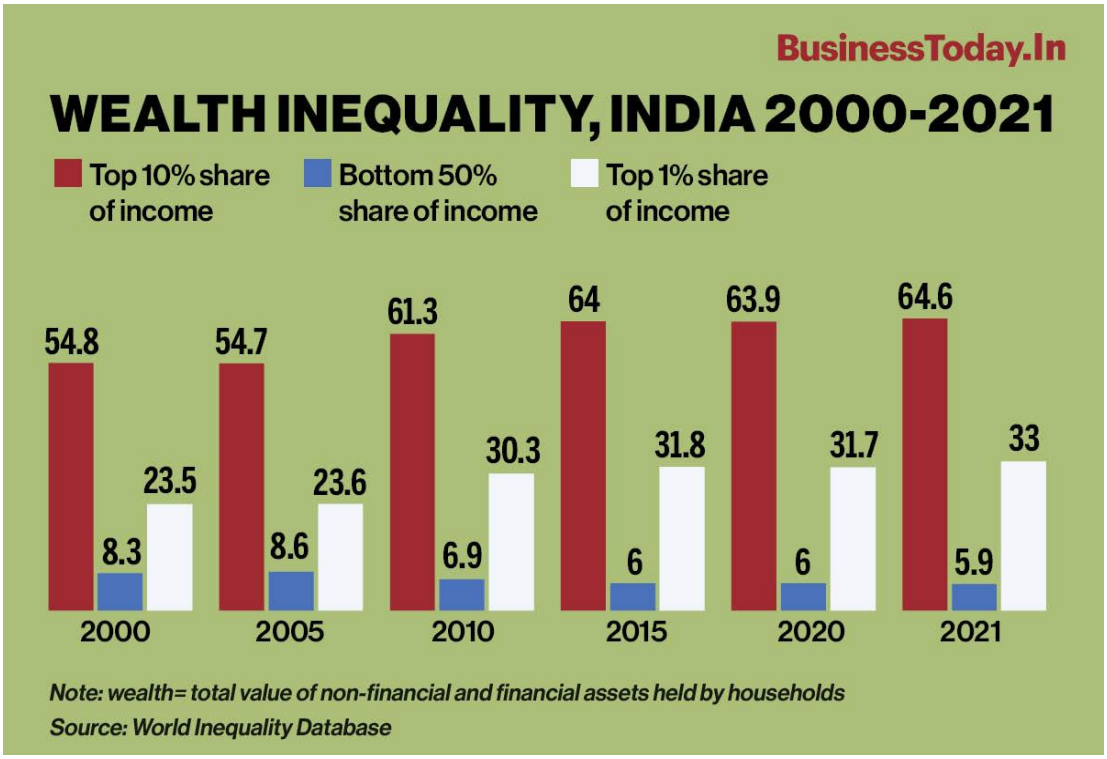
By addressing practices like Baccha Posh, they contribute to a broader movement seeking gender equality and challenging societal norms that perpetuate gender-based discrimination. Sarojini Naidu was a key figure in the feminist movement and the Indian independence movement. Having been born in Hyderabad on February 13, 1879, she spent a long time supporting for women's rights and developing Indian feminism in the political and social spheres. Sarojini Naidu actively participated in the women's suffrage movement in India, advocating for women's right to vote. She believed that political empowerment was essential for women to bring about broader social and economic changes.

One more incident which caused significant the "Nirbhaya" case refers to the brutal gang rape and murder of a 23-year-old physiotherapy student on December 16, 2012, in Delhi, India. The incident sparked widespread outrage and led to significant developments in the feminist movements in India. The Indian government moved quickly because of the tremendous public pressure. Significant legal reforms, including changes to the criminal laws pertaining to sexual offenses, were implemented in response to the protests. To reinforce the laws pertaining to sexual assault, harassment, and crimes against women, the Criminal Law (Amendment) Act, 2013 was passed.

Nirbhaya case sparked feminist movements that resulted in real legislative changes and raised public awareness. The incident and its fallout highlight the activists' continuous attempts to confront and change the systems that support violence against women.

PAY GAP IN INDIA

Gender discrimination has always been there in the world in different forms at different times. In the modern day one such form is differential payment for labor market service between men and women. While this is present in every country irrespective of nature and structure of country's economy, it has grown exponentially in many growing countries and furthermore among social groups. Even though many countries have passed numerous laws for ensuring minimum wage criteria and preventing discrimination based on gender wage gap is still the biggest problem of market. Among BRICS nation India has highest wage discrimination between gender. Below picture shows the trend of wage distribution in the 21st century.



According to ILO's Global Wage Report 2018-19, the reason behind wage gap across gender are occupational segregation and polarization of industries based on gender. There are many male dominated industries and women are underpaid irrespective of their experience and educational accomplishments. This ILO study reveals that the driving factor behind discrimination at workplace on terms of gender is associated with the societal role rather than their educational qualification.

There have been many surveys which shows that wage gap differences are present in society and are not changed even when female employees are educationally qualified. Workplace discrimination is majorly affected by the way gender is constructed in society and pre-defined image of a particular gender makes it hard to reduce it. For example, a male candidate will be considered before a female candidate when it comes to a job of finance Manager, but a female candidate will be considered before male candidate when it comes to marketing. This is because males are good with money and females considered good when it comes to convincing someone.

Historical Perspective

The verifiable patterns and changes in orientation-based wage variations in India mirror a mind-boggling exchange of social, social, monetary, and political elements. While thorough information on verifiable pay differentials is restricted, certain patterns and changes can be surmised from more extensive cultural movements and accessible examination.

Traditional Societal Norms:

Historically, India has been deeply rooted in patriarchal societal norms. These norms often dictated the roles and responsibilities of men and women, with women predominantly confined to household and caregiving duties. This significantly limited women's participation in the formal workforce and influenced the types of jobs they could take, thereby impacting wage differentials.

Agricultural and Unskilled Labor:

In the early periods, many women were primarily engaged in agriculture and unskilled labor. These sectors often paid lower wages compared to industries where men were predominantly employed. Gender-based wage disparities were stark in these sectors due to the undervaluation of women's work.

Colonial Legacy:

During the colonial period, the British policies often reinforced gender roles. Women were marginalized from formal education and skilled occupations. The wage differentials were significant, reflecting the prevailing gender biases of that era.

Post-Independence Reforms:

Post-independence, efforts were made to encourage gender equality through policy reforms and constitutional provisions. The Indian Constitution guarantees equal rights to men and women. However, in practice, gender-based wage disparities persisted due to ingrained societal attitudes, limited access to education and employment opportunities for women, and traditional gender roles that affected job choices and earning potentials.

Rise of Women in Professional Sectors:

Over time, there has been a gradual increase in women's participation in professional sectors, such as healthcare, education, and certain segments of the service industry. However, even within these sectors, there are disparities in pay, with men often occupying higher-paying positions or roles of authority.

Legal and Policy Interventions:

Various laws have been enacted to address gender-based wage disparities, such as the Equal Remuneration Act of 1976, which mandates equal pay for equal work. Despite these legal interventions, implementation and enforcement have been challenging, leading to continued wage differentials.

Contemporary Trends:

In the last many years, there has been expanded mindfulness and support for orientation equity, prompting a few positive changes. Ladies are entering different fields and possessing higher positions; however, the pay hole remains a determined issue.

Factors Contributing to the Wage Gap

There are many factors which contribute to discrimination at work based on gender:

Occupational Segregation:

Women in India often face occupational segregation, meaning they are concentrated in certain industries or specific roles, which are typically undervalued and offer lower wages. Male-dominated fields or leadership positions tend to offer higher salaries compared to sectors where women are more prevalent.

Educational Disparities:

While there has been significant progress in women's education in India, there are still disparities in access to quality education. Women, particularly in rural areas, may have limited access to higher education or may be encouraged towards certain fields of study that lead to lower-paying jobs.

Discrimination and Bias:

Deep-rooted gender bias and discrimination persist in the workplace. Studies have shown that women, despite having similar qualifications and experience, often receive lower salaries compared to their male counterparts. This bias can be explicit or implicit, affecting hiring, promotion, and salary decisions.

Motherhood Penalty:

Women often experience a 'motherhood penalty'—a decline in wages due to taking time off work for child-rearing or being perceived as less committed to their careers. Re-entering the workforce after a career break also tends to result in lower-paying or lower-status positions.

Lack of Access to Senior Positions:

Glass ceilings and limited access to senior or executive positions are significant contributors to the wage gap. Women often face barriers in accessing top managerial or leadership roles, impacting their earning potential.

Cultural and Societal Norms:

Deeply entrenched cultural and societal norms dictate gender roles, influencing career choices, expectations, and work-life balance. These norms often lead to women being primary caregivers, resulting in career interruptions and part-time work, affecting their overall earnings.

Addressing these factors requires a multifaceted approach. Encouraging gender-neutral educational opportunities, implementing policies that support work-life balance, ensuring equal opportunities for career advancement, and challenging societal norms that reinforce gender roles are essential steps to reduce the gender wage gap. Additionally, creating awareness about the impact of bias and discrimination in the workplace and enforcing equal pay policies are crucial in achieving pay equity.

Government Policies and Legal Framework:

The government has taken many steps to reduce the gender wage gap and have enforced many laws in this direction with the due course of time these have been modified and refined to serve the purpose efficiently.

Equal Remuneration Act (ERA) of 1976:

The Equivalent Compensation Act was one of the first huge regulative measures in Quite a while pointed toward guaranteeing equivalent compensation for equivalent work for all kinds of people. It restricts segregation in wages and enrollment in view of orientation.

Maternity Benefits and Policies:

The Maternity Advantage Act gives maternity leave and different advantages to female workers. Be that as it may, while these strategies mean to help ladies in the working environment, there are conversations around whether stretched out maternity leave could prompt unseen side-effects, for example, a "motherhood penalty" where ladies could confront diminished open positions or lower compensation because of profession breaks.

Labor Laws and Compliance:

A few work regulations and guidelines by implication influence the pay hole. The execution and consistency of these regulations, for example, the Production lines Act, Least Wages Act, and the Modern Questions Act, impact fair and equivalent wages for the two sexual orientations.

Gender-Responsive Budgeting:

The government's budgetary allocations and spending on programs and initiatives that promote gender equality, education, skill development, and employment opportunities can significantly impact the wage gap. Analyzing and allocating funds specifically to address gender disparities can be a powerful tool for change.

National and State-Level Initiatives:

Various governmental programs and schemes aim to empower women economically and socially. For instance, the National Rural Livelihood Mission and the Skill India Mission have components that focus on enhancing women's participation in the workforce through skill development and entrepreneurship.

Workplace Diversity and Inclusion Policies:

The government, through various bodies and policies, encourages and promotes diversity and inclusion in workplaces. Encouraging companies to adopt diverse policies and ensuring their implementation is a step towards reducing the wage gap.

In any case, despite these approaches, the viable execution and requirement frequently face difficulties. There's a requirement for additional severe measures to guarantee that these strategies are really implemented and consented to by bosses. Occasional audits and updates of existing regulations to make them more comprehensive and to address contemporary difficulties are additionally vital.

Notwithstanding lawful structures, cooperative endeavors between the public authority, confidential area, and common society are fundamental for addressing the foundational issues adding to the orientation wage hole and to guarantee viable approach execution.

Corporate Practices and Initiatives

The impact of corporate practices and activities is crucial in mitigating the gender wage gap in India. Businesses can promote pay equity and foster a more diverse workplace by taking a number of actions. The following are a few business policies and programs that can help close the gender pay gap:

Pay Equity Assessments:

To find and address any gender-based salary gaps inside the company, pay equity assessments should be conducted on a regular basis. To guarantee equal compensation for equal labor, this entails examining incomes for men and women in comparable roles.

Transparent Salary Structures:

By putting in place transparent salary structures, wage inequalities can be closed. Biases in wage negotiations and promotions can be lessened by clearly outlining pay scales and price ranges for different roles.

Equal Opportunity Employment Policies:

Guaranteeing parity in recruitment, advancement, and advancement in one's career regardless of gender. This entails developing and implementing regulations that assist impartial hiring procedures and promotions determined by merit.

Flexible Work Policies:

Encouraging work-life balance, particularly for women juggling caregiving obligations, can be achieved by providing flexible work arrangements like job-sharing, flexible hours, and remote work. These regulations help close the pay gap and keep talented female workers.

Leadership Development Programs:

Putting in place leadership development initiatives with the goal of advancing women into more senior roles. Through these programs, women can enter senior positions, where salary differences are frequently more noticeable.

Training and Awareness Programs:

Offering workshops and training sessions to increase knowledge of gender sensitivity, inclusive workplace policies, and unconscious biases. This promotes a more equal workplace environment

Assistance in Going Back to Work Programs:

Developing initiatives to assist women who have taken professional interruptions and are ready to rejoin the workforce. To enable a more seamless return to work, these programs offer skill development opportunities, mentorship, and training.

Employee Resource Groups (ERGs):

Forming ERGs with a gender diversity and inclusion focus can offer a forum for mentoring, networking, and policy advocacy on behalf of gender equality.

Supplier Diversity Programs:

Women-owned enterprises can be economically empowered and gender inequities in economic possibilities can be reduced by supporting and encouraging them to join the supply chain.

Public Reporting and Accountability:

A few businesses freely share information about their gender pay gap and other diversity and inclusion indicators. Public accountability and transparency can motivate businesses to actively close these gaps. Implementing these practices requires commitment from company leadership and a cultural shift within the organization. Companies that prioritize gender equality and take proactive steps to address the wage gap can set an example for others and contribute significantly to creating a more equitable work environment.

Comparison with Global Trends

Analyzing and contrasting India's gender wage gap with those of other nations or areas can provide important insights into the difficulties and advancements encountered in various global locations. It's crucial to remember that there might be a lot of variation in methodology and data gathering procedures when measuring the gender wage gap. However, the following broad observations are made:

Global Differences in the Wage Gap by Gender:

- **High-Income Countries:** When compared to middle-class or low-income countries, high-income countries often have a smaller gender wage disparity. Scandinavian nations like Sweden, Norway, and Iceland are frequently mentioned as having narrower gender wage discrepancies because of their strong social standards and gender equality laws.
- **Emerging Economies:** South Africa and Brazil are two examples of emerging economies that encounter difficulties akin to India in relation to differences in gender pay. The gender wage gap may not always be close proportionately to rapid economic development.

The following factors affect the gender wage gap:

- **Occupational Segregation:** Women are disproportionately concentrated industries or occupations due to occupational segregation, a problem that many nations, including India, face. This adds to the global wage disparity.
- **Educational Attainment**: In certain developed nations, women have made more educational progress than men. Higher education levels may not, however, guarantee that women do not still experience salary gaps because of things like bias in hiring and promotion decisions and occupational segregation.
- **Parental Leave Policies:** Gender income disparities are frequently less in nations with more progressive parental leave laws. Men's paternity leave should be encouraged in order to balance caregiving obligations and lessen the "motherhood penalty."

India's Particular Difficulties

- **Cultural and Societal Norms:** Gender roles in India are shaped by deeply rooted cultural and societal norms, which have an impact on the gender wage gap. Disparities arise partly from traditional expectations about women's duties in the home and in the workforce.
- **Workforce composition:** A sizable percentage of women in India's workforce labor in low-skilled, informal jobs, and the country has a sizable informal sector. This may lead to a larger pay disparity.
- **Rural-Urban Divide:** The gender wage gap may differ in rural compared to urban locations. Women living in rural areas may have distinct obstacles, such as restricted access to job and educational possibilities.

Policy Reactions:

- **Government Interventions:** To alleviate the gender wage gap, certain nations have put in place focused policies and initiatives. Nordic nations, for example, have robust parental leave laws and safety nets for society.
- **Legal Framework:** Across the world, there are differences in the sturdiness and application of laws against discrimination and equal pay. Strong legal systems are typically associated with greater success in closing the pay gap.

Global Developments & Trends:

- **Global Movements:** Talks and initiatives to address gender-based disparities around the world have been sparked by international movements like the #MeToo movement and the rising attention on gender equality in the workplace.
- **Corporate Initiatives:** By implementing international standards for diversity, inclusion, and pay fairness, many multinational corporations are influencing the gender wage gap across many geographies.

In conclusion, cultural norms, economic institutions, and the makeup of the workforce provide difficulties for India when it comes to resolving the gender wage gap. While international initiatives and trends might provide ideas and motivation, a customized strategy taking for the gender wage gap to be effectively reduced, India's unique context is essential.

Challenges and Opportunities

There are various obstacles to closing the gender wage gap in India, which stem from social, cultural, and economic issues. Determining these obstacles is essential to developing workable solutions. The following are some major issues and possible areas for development:

Separation by Profession:

- **Challenge:** Because of prejudices and societal expectations, women are frequently concentrated in lower-paying industries and roles.
- **Opportunity:** Support educational and career-training initiatives that dispel gender norms and advance inclusion across industries.

Variations in Education:

- **Challenge:** Women's access to and options in higher-paying sectors may be restricted by disparities in educational opportunities.
- **Opportunity:** Encourage women to explore a variety of career options by promoting gender-neutral education, scholarship programs for girls in STEM professions, and career counseling.

Discrimination and Implicit Bias:

- **Problem:** Inadvertent prejudice and discrimination in decisions about employment, advancement, and pay worsen the disparity in pay.
- **Opportunity:** Establish training initiatives to encourage diversity, increase knowledge of prejudices, and guarantee impartial and open hiring and advancement procedures.

The Mother Penalty:

- **Challenge:** After taking maternity leaves, women frequently experience lower pay and fewer job options.
- **Opportunity:** Improve rules around maternity and paternity leave, encourage workplace adaptability, and dispel myths regarding moms who work. Promote the sharing of caregiving duties.

Inability to Obtain Senior Positions:

- **Challenge:** Women's access to leadership positions is restricted, which affects their ability to earn as much as they could.
- **Opportunity:** Create leadership development plans, mentorship programs, and goals or quotas for women in positions of leadership. Establish a climate that is encouraging for professional advancement.

Social and Cultural Norms:

- **Challenge:** Gender norms and expectations that are deeply ingrained might impact job decisions and uphold conventional roles.
- **Opportunity:** Carry out awareness programs that dispel preconceptions, interact with communities to alter attitudes, and highlight accomplished women in a range of professions.

Restricted Application of Policies:

- **Challenge:** It's possible that current equal pay legislation and practices aren't properly enforced or supervised.
- **Opportunity:** Boost fines for non-compliance, strengthen enforcement procedures, and carry out frequent audits to verify compliance. Urge businesses to freely release information on the gender pay gap.

Unformal Sector Difficulties:

- **Problem:** A large percentage of women work in the unorganized sector, where there may not be adequate labor laws or equitable compensation policies.
- **Opportunity:** Provide social security benefits and legal safeguards to unregistered workers, encourage formalization, and offer skill-building initiatives to improve employability.

Opposition to Change:

- **Challenge:** Some communities or organizations may be resistant to programs promoting gender equality.
- **Opportunity:** Promote the financial advantages of gender diversity, stress the value of equality, and use successful case studies to motivate constructive change.

Data Gathering and Openness:

- **Problem:** Precise evaluation and focused solutions are impeded by scant and irregular data regarding the gender wage disparity.
- **Opportunity:** Enhance data gathering methods, push businesses to share gender pay gap information, and fund studies to comprehend difficulties in other industries.

A comprehensive and cooperative strategy involving the government, businesses, communities, and individuals is needed to address the gender wage gap in India. India can make enormous progress toward attaining greater gender pay fairness by taking on these issues head-on and seizing the chance for improvement. Increasing awareness, changing policies, changing cultural norms, and education are all crucial parts of this continuous work.

Analysis of gender pay gap

We have done an analysis of a Glassdoor dataset which comprises of data of many employees with different types of jobs and in different positions. We are going to use this dataset and draw inferences from it by conducting some statistical analysis and see the trends with the help of different types of plots.

Description of dataset:

This dataset, which is based on gender and covers a variety of job titles, is taken from Glassdoor. This data collection will be useful in measuring the extent of the gender-based pay gap because numerous studies have shown that women are paid less than their male colleagues in the same field.

```
JobTitle       10
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
```

Features of the dataset:

- Job Title
  Different titles of jobs in this dataset for example: - Software engineer, Graphic Designer, Marketing associate, etc.
- Gender
  Gender of every employee Male or Female.
- Age
  Age of every employee.
- PerfEval

This is the measure of there Performance Evaluation Score based on how they perform in their job on the scale of 5.

- Education
  This holds the info of the highest education acquired by the employee example: - College, PhD, Masters, High school.
- Dept.
  This column depicts the department in which a particular employee works. it can be Management, Engineering, Sales, Operations, Administration.
- Seniority
  It tells the YOE (year of experience) of an employee.
- Base Pay
  It has basic annual pay for every employee.
- Bonus.
  It has a bonus of every employee.

The purpose of the analysis is to:

Determine whether there is a difference in the average pay between men and women in the same profession, and if so, investigate whether gender plays a role.

To do this, analysis was done to respond to the following queries:

(1) Data Distribution by Gender

- Distribution of Gender
- Title Distribution for Jobs.
- Levels of Education Distributed.
- Departmental Distribution according to Gender.

Investigating the trends in base pay for men and women based on seniority, department, and educational attainment.

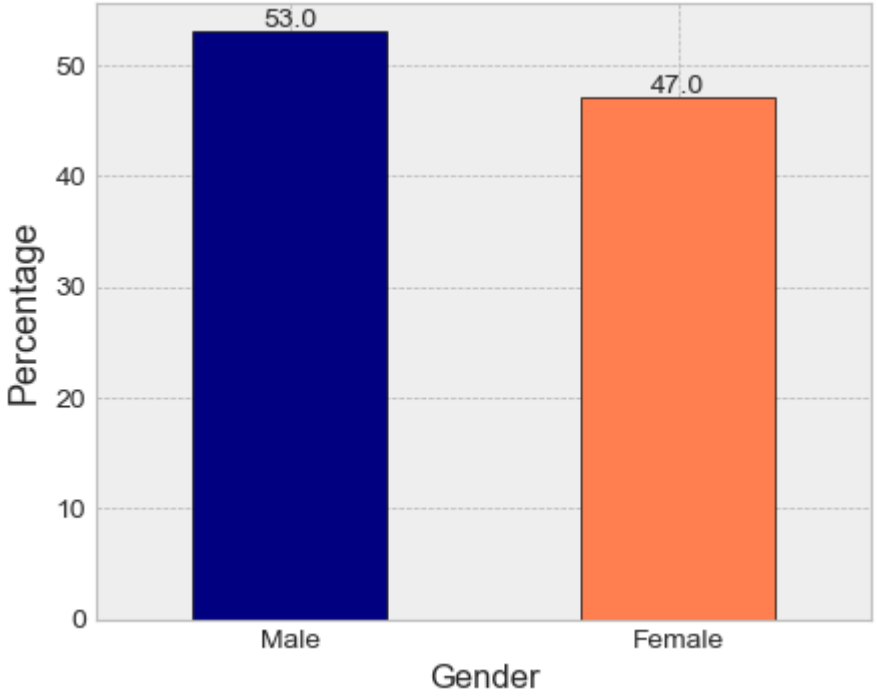
(2) Base Pay Distribution by Gender and Job Title

- Base pay distribution for both genders in general.
- How each job title's base pay is split between men and women.
- For every job title, the average difference in total pay (base pay plus bonus) between
- both men and women.
- What is the average bonus by gender for each job title?
- Base pay median for both men and women.
- Base pay trend for men and women based on educational attainment.
- Department-reported average base pays for men and women.
- The distribution of average base pays by number of years worked for men and women.
- Which job title has the highest pay for men and women?
- Scores on the performance evaluation and gender relationship.
- Are there any notable differences between the average base pay for men and women? - To compare the claim of differences, or lack thereof, between the Mean Base Pay of Males and Females, use the Independent Samples T-test.

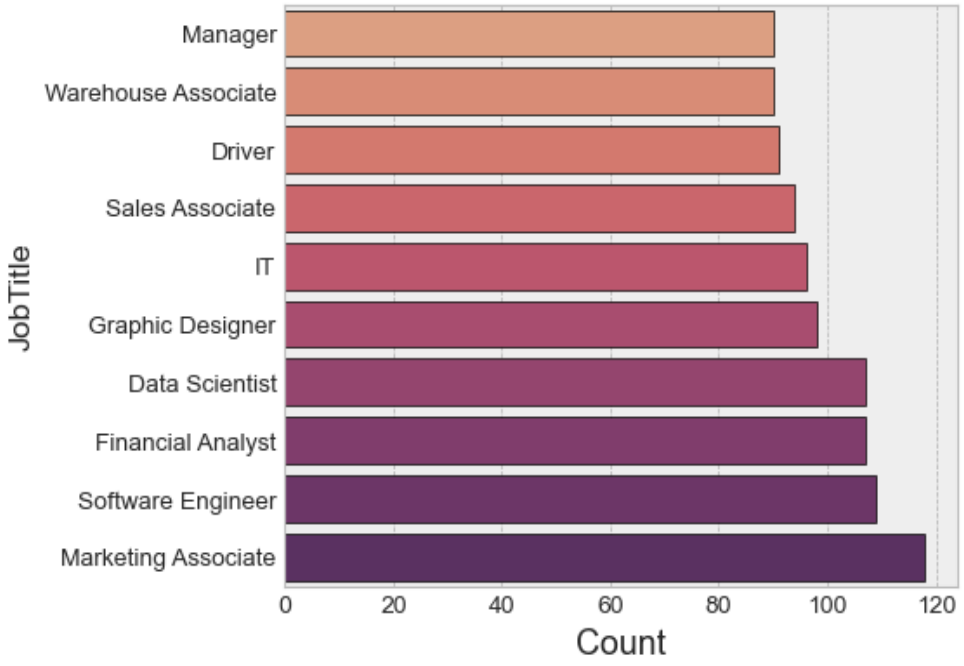
As a result, the analysis helps us understand what a typical male job title X earns, on average, more than their female counterparts who have the same job title.

Distribution of Variables in the dataset:

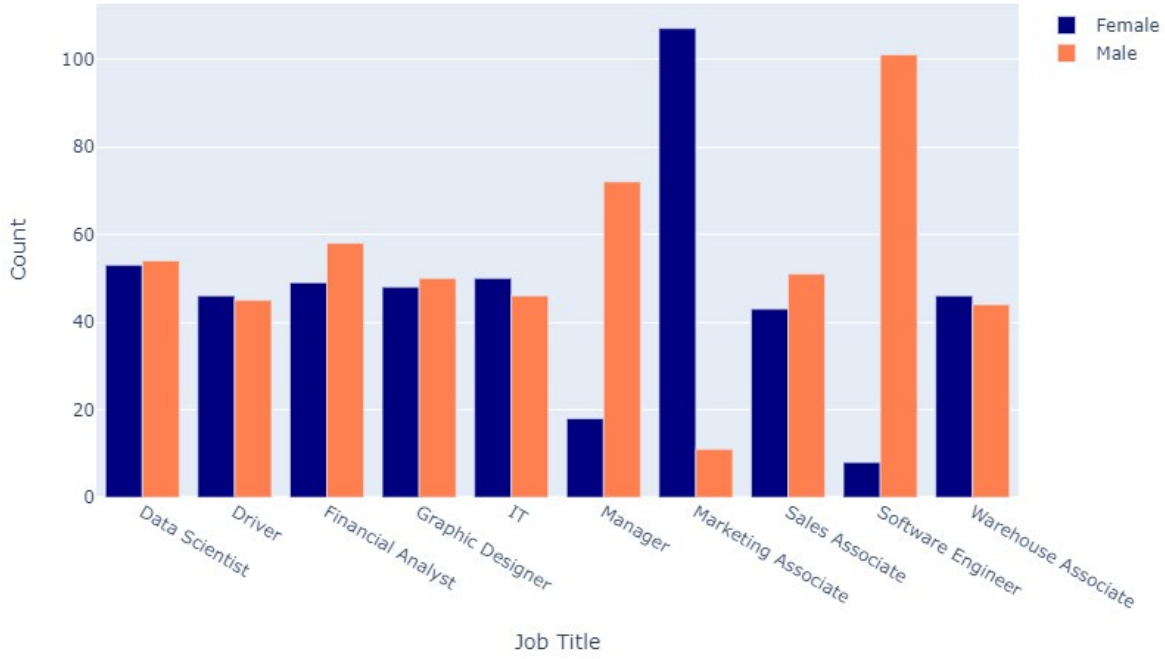
1. **Gender**
   Male entries are just 6% more than female entries which makes this data fit for analysis.



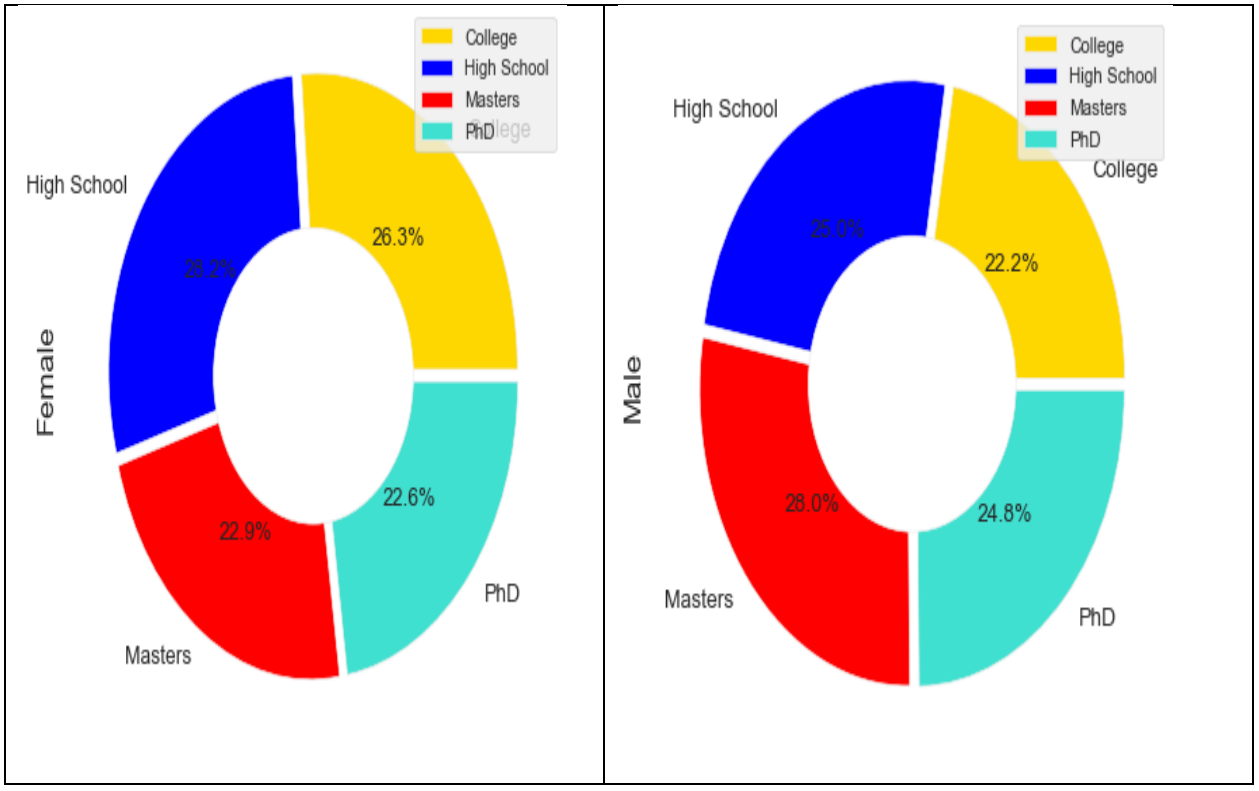
2. **Job title**
   All the job titles have their entry count close to average entry count.



3. **Job title distribution with respect to gender**
   All job titles have approximately same number of employees in the gender but there is a huge difference in case of managers, Marketing Associate, Software engineer.

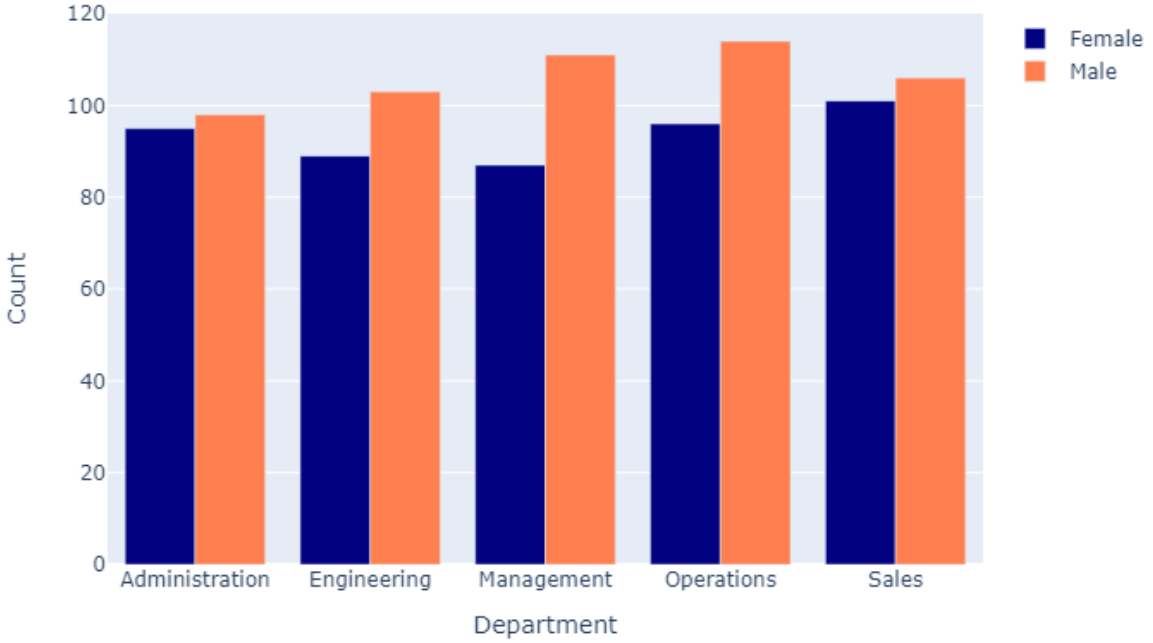


4. **Education level distribution with respect to gender**
   The data is well distributed across educational levels for genders, where majority females have high school education and majority males have master's education.



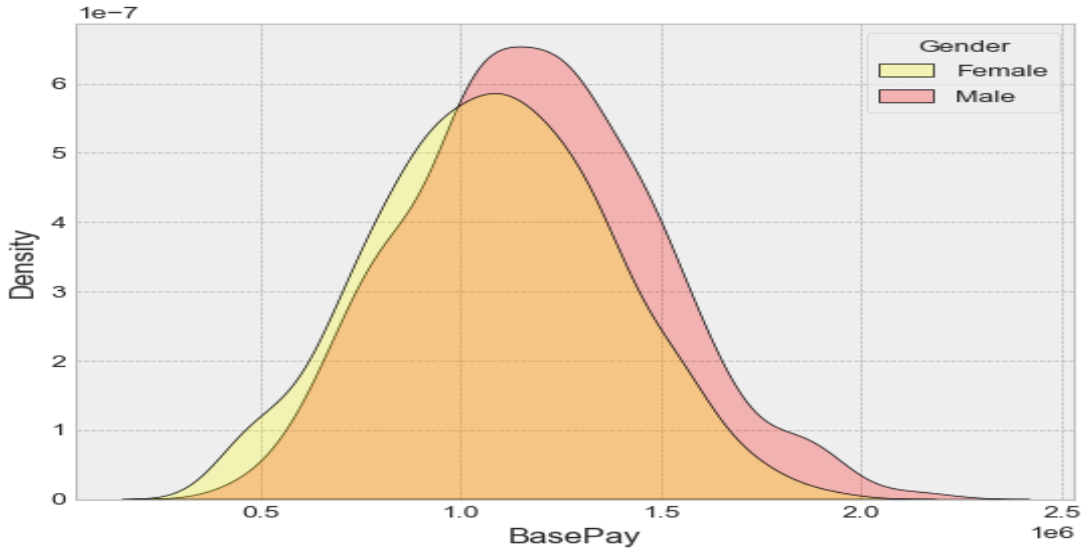
5. **Distribution of gender within departments**

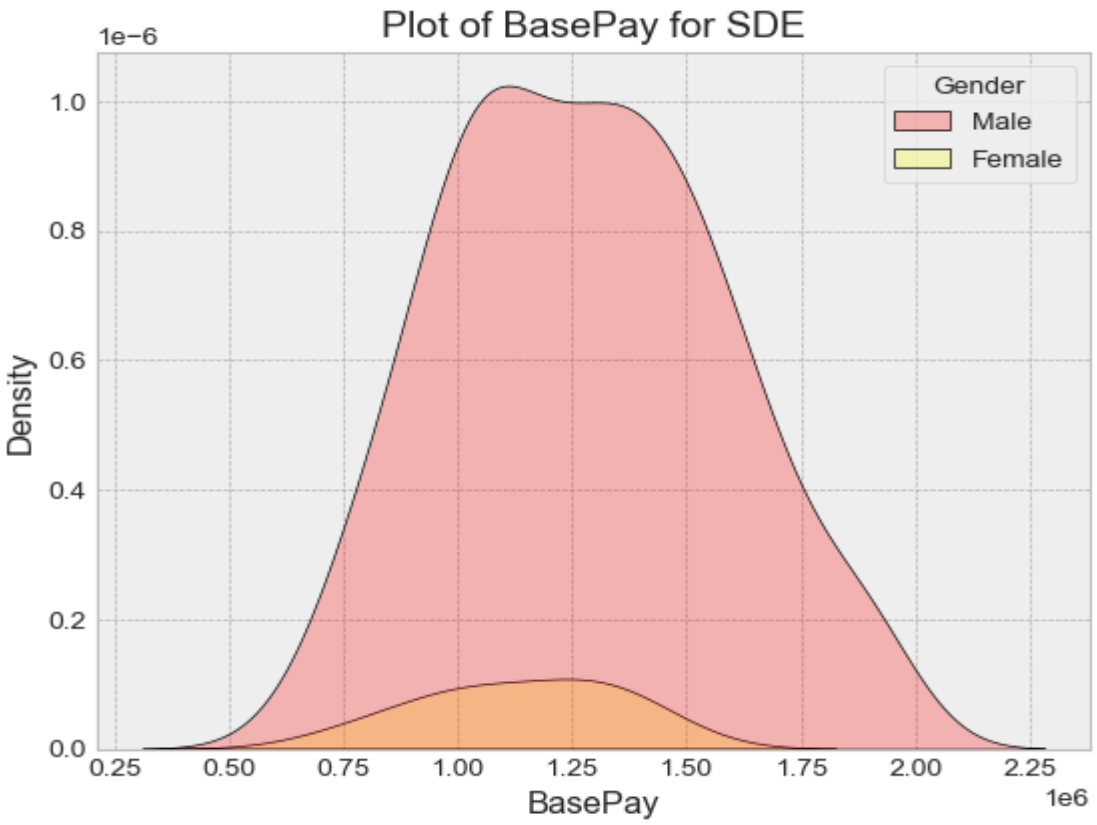
In all the department male are more than female, In some the differences are marginal while management department has the maximum difference.

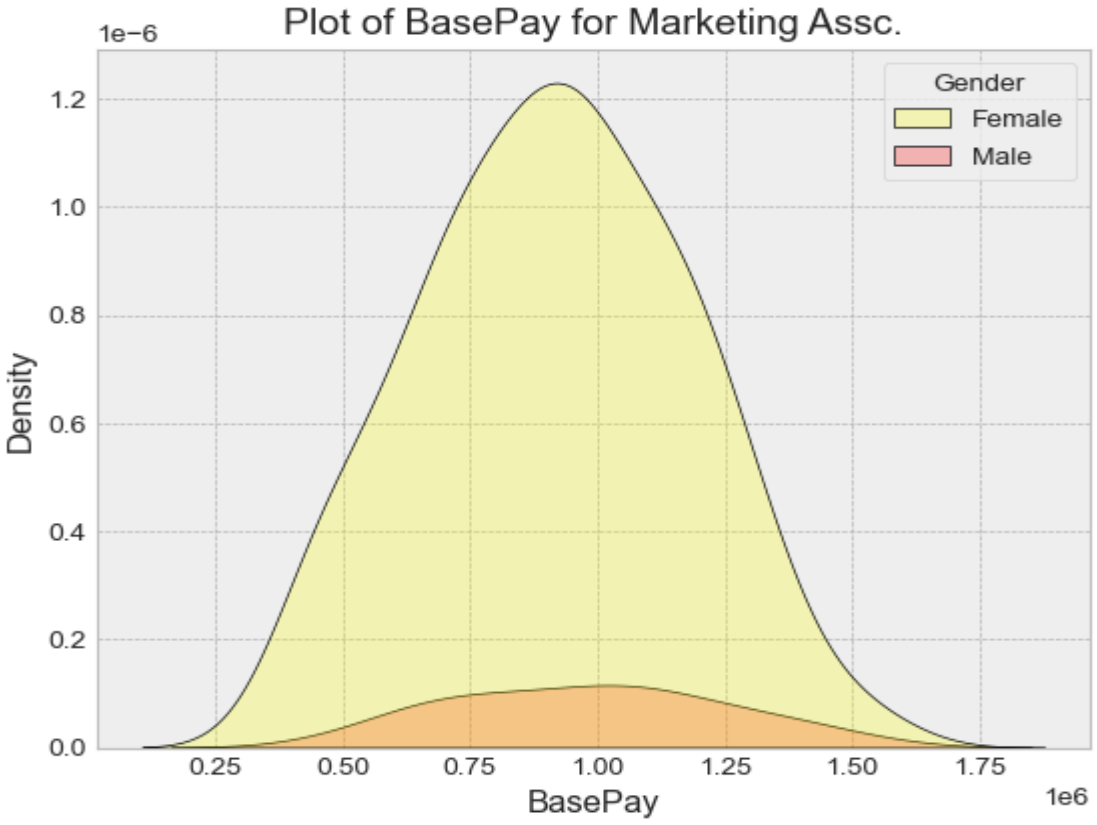


6. **Density plot of distribution of base pay by gender**

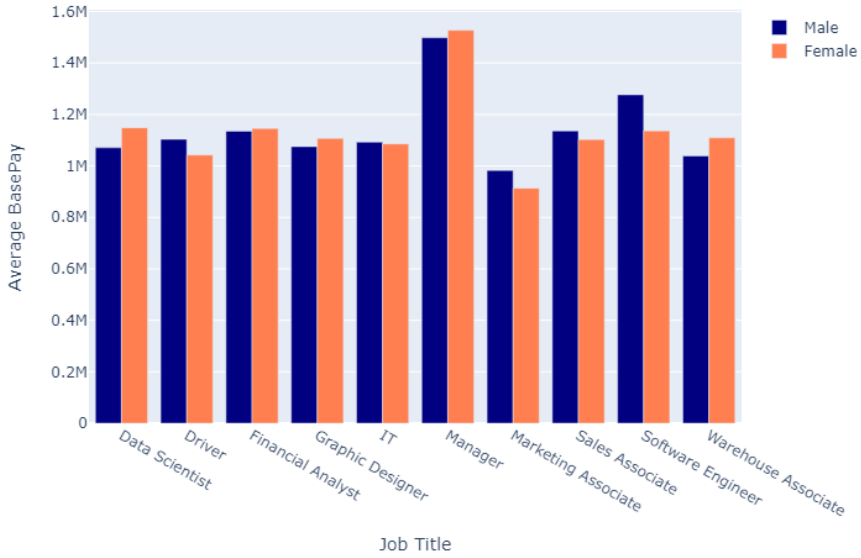
- Males have a denser curve with a center, peak, or mode that is roughly 100,000 higher than females 80,000. The bulk of the dispersion is located at this point.
- According to the density curve, more men than women have base salary of at least $85,000.
- In comparison to women, who typically make between $62,500 and $112,500, most men make between roughly $75,000 and $125,000.
- Furthermore, women outweigh men in the lower pay range of 25,000–50,000 on the base pay scale, while men exceed women in the higher pay range of 125,000 and above.
- In case of software engineer and marketing associates, even though software engineers have high number of males and marketing associate have high number of females, females have average less than males in both cases.




Plot of BasePay for SDE
1e−6
Gender
Male
Female
Density
1.0
0.8
0.6
0.4
0.2
0.0
0.25
0.50
0.75
1.00
1.25
1.50
1.75
2.00
2.25
BasePay
1e6


Plot of BasePay for Marketing Assc.
1e−6
Gender
Female
Male
Density
1.2
1.0
0.8
0.6
0.4
0.2
0.0
0.25
0.50
0.75
1.00
1.25
1.50
1.75
BasePay
1e6

7. **Average base pay, total pay, bonus pay comparison for every job title.**
It can be noted that on an average manager out earn every other profession and female managers earn more than male managers even though there number is less as compared to males. It can also be noted that even though there is a huge difference in number of female and male marketing associate males have higher average base pay.

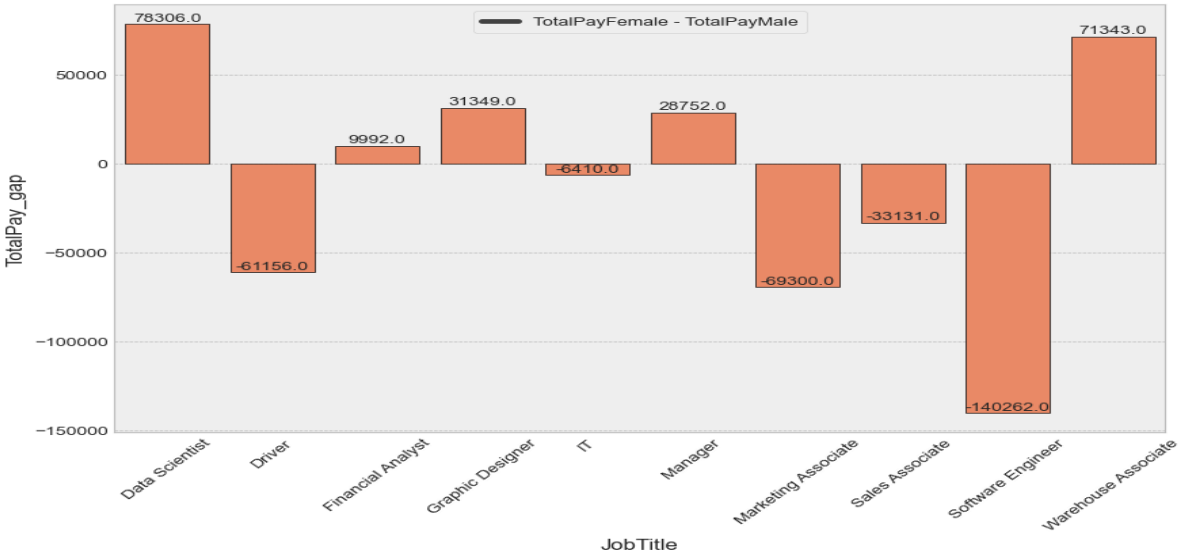


In the following areas, men earn more than women:

- 5,220 for drivers
- 401 for IT
- 5,910 for marketing associates
- 2,673 for sales associates
- 11,886 for software engineers (the biggest pay gap of all professions)

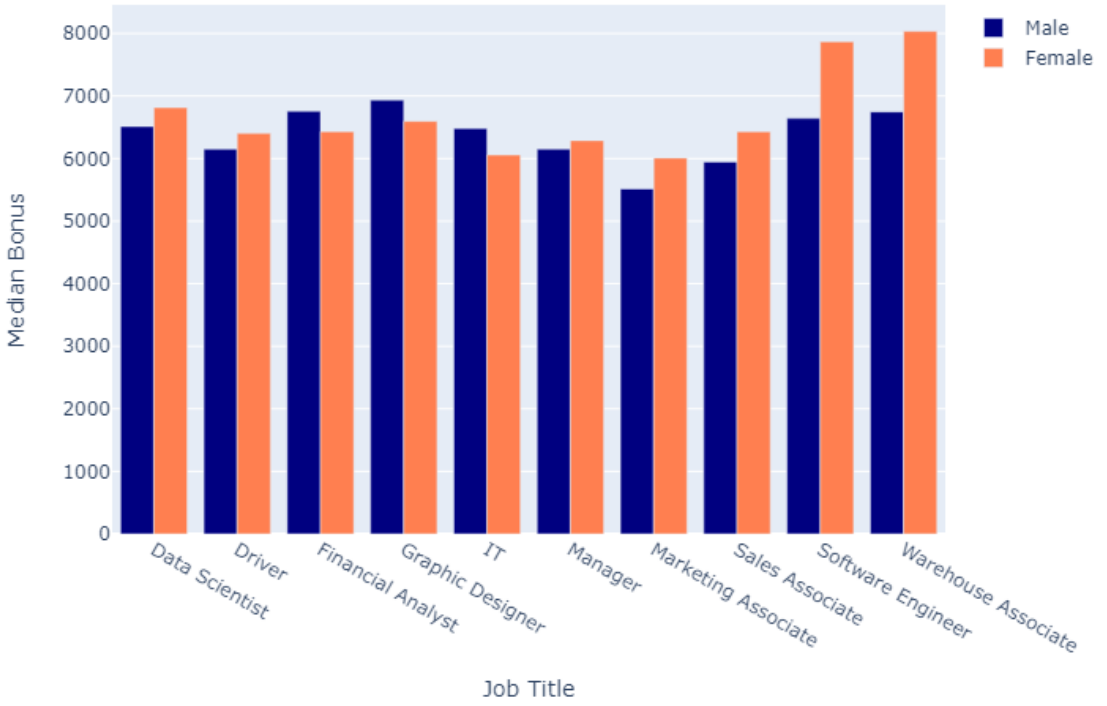
In the following occupations, women earn more than men:

- 6,720 warehouse associates
- 627 financial analysts
- 7,002 data scientists
- 2,226 graphic designers
- 2,315 managers



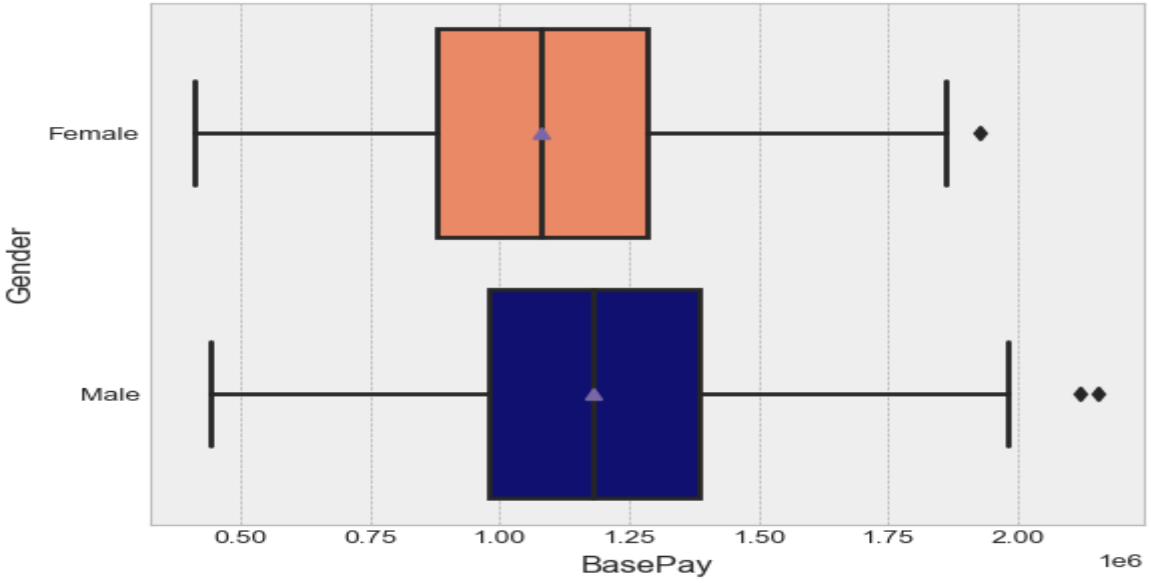
Following inferences can be drawn by the bonus pay comparison:

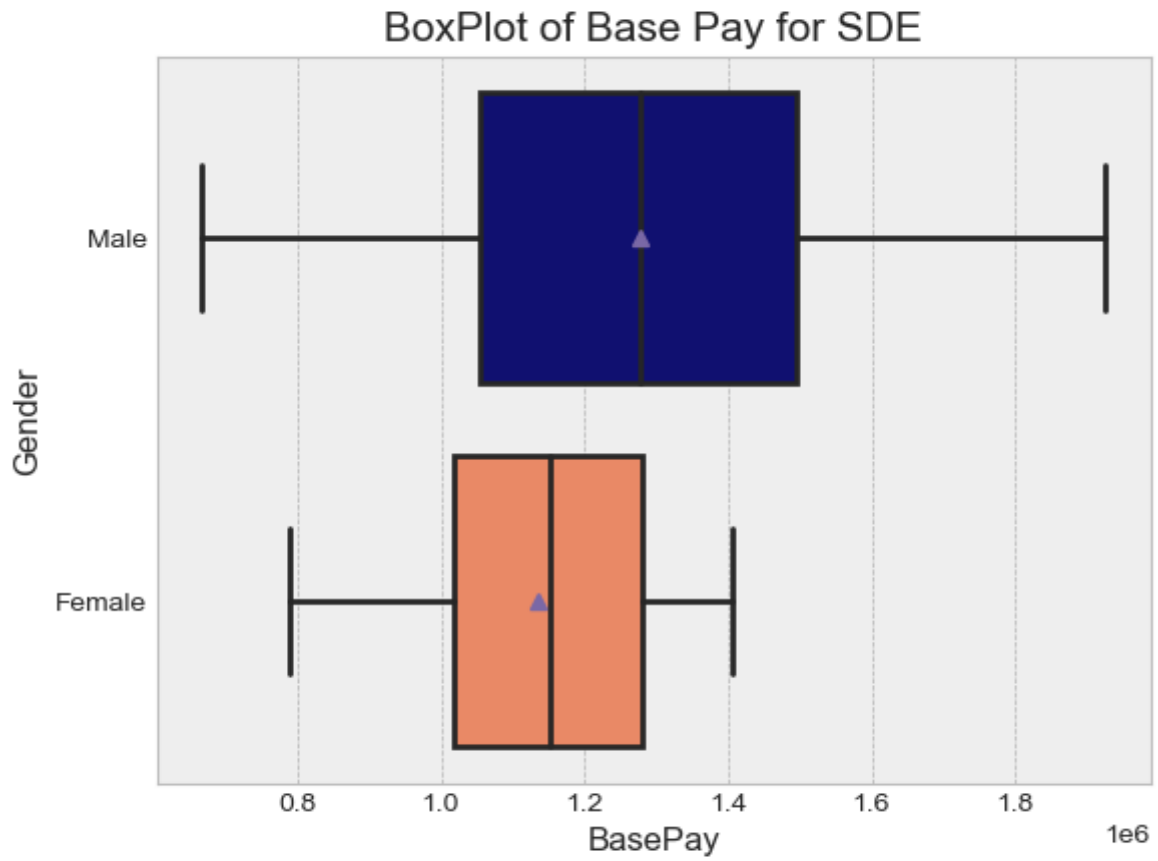
- Male employees receive more bonuses than female employees in the following fields: drivers, financial analysts, graphic designers, managers, marketing associates, and software engineers.
- However, compared to their male colleagues, female employees in fields like data science, information technology, sales, and warehouse management receive significantly larger bonuses.

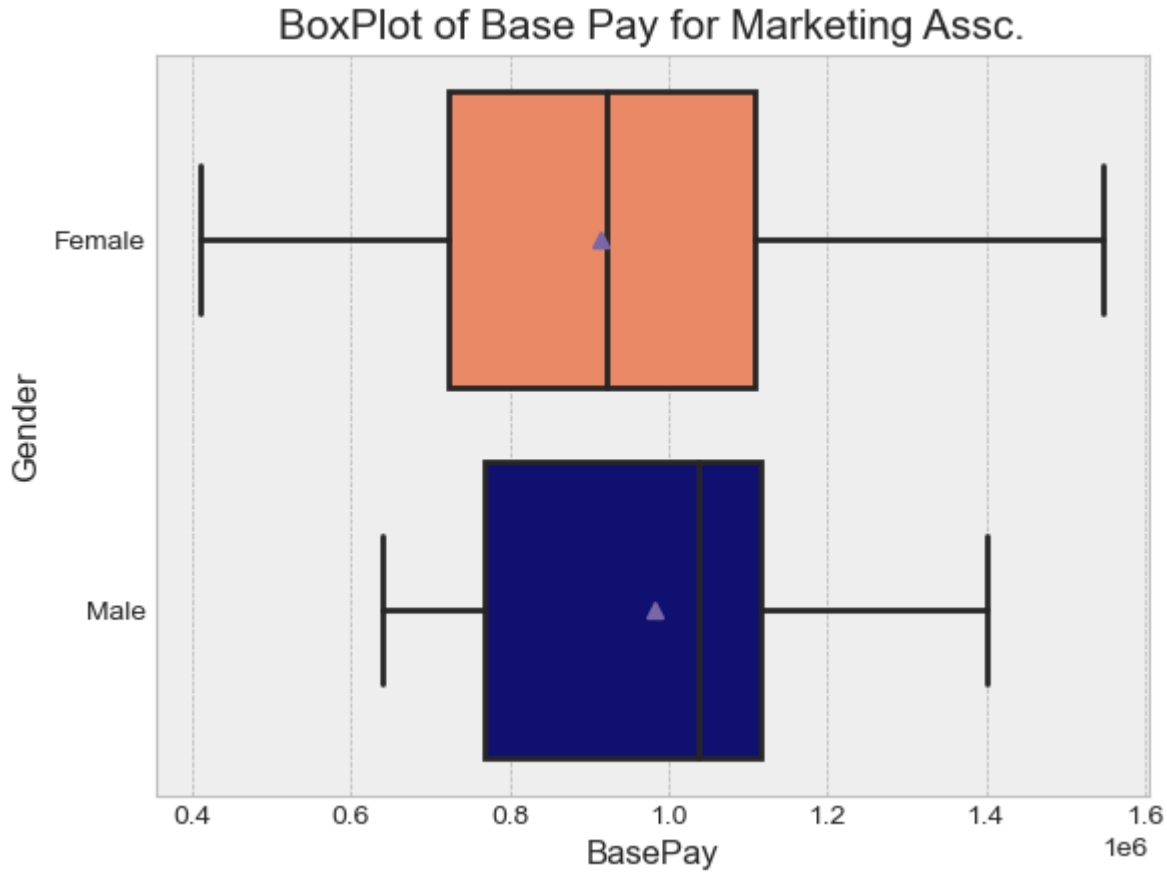


8. Distribution of base pay by gender – boxplot

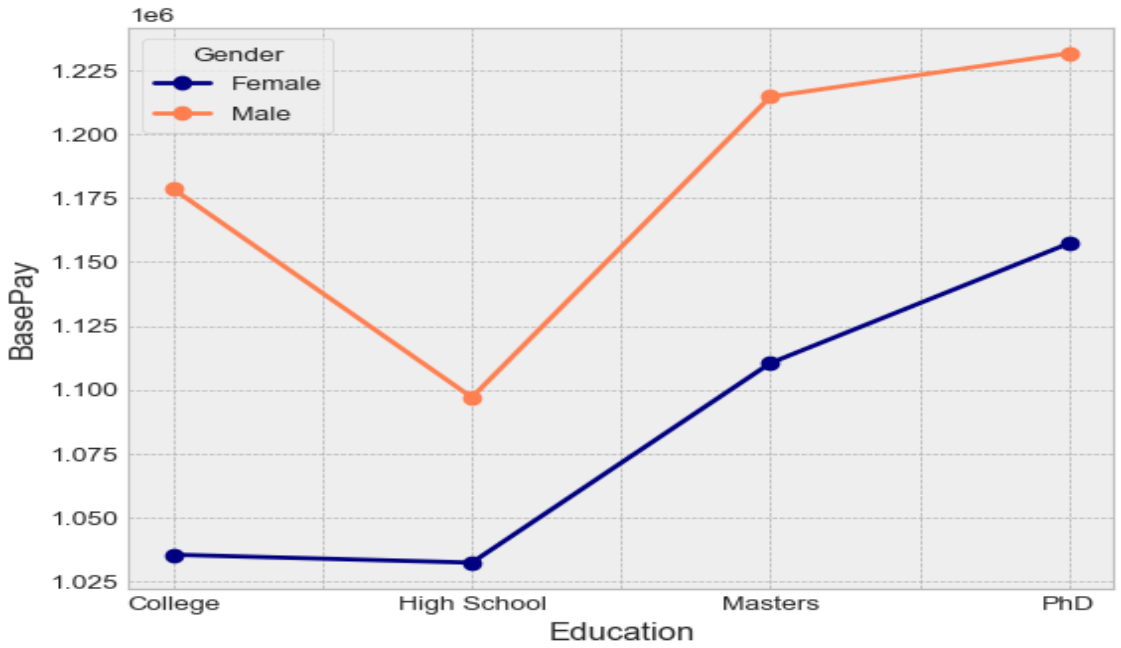
- Average of base pay of male is higher than that of females and high paying female is close to average male salaries than that of high paying male salaries.
- In case of software engineers, the highest base of females is equal to average of males.
- In case of marketing associate, even though the number of female employees are very high their box plot is same to that of males.



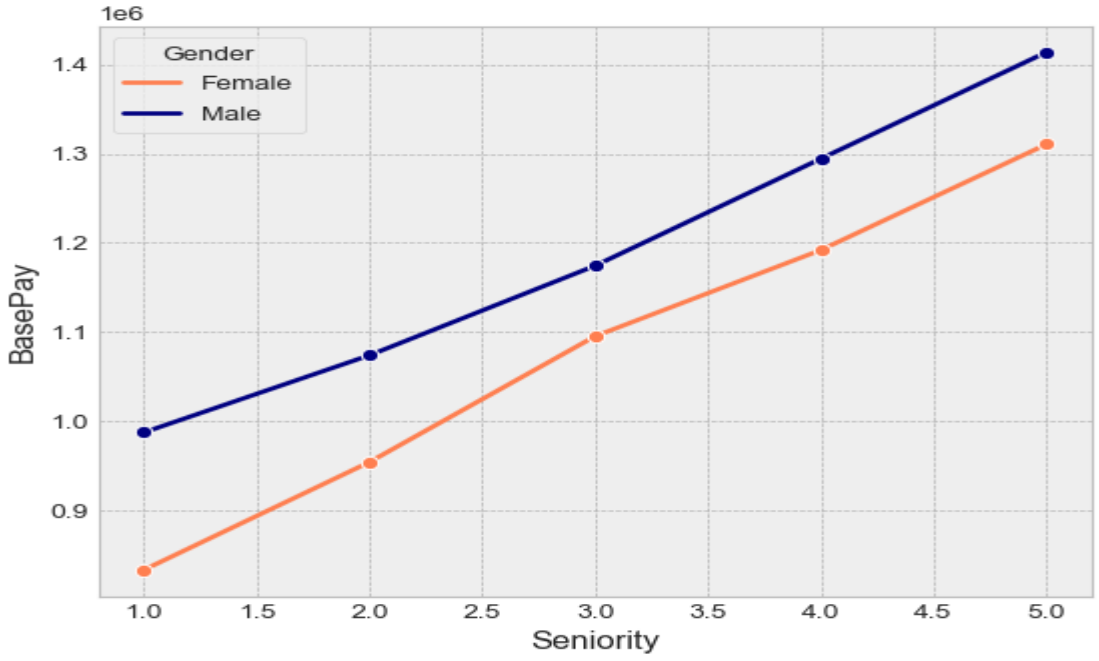

BoxPlot of Base Pay for SDE
Male
Female
Gender
0.8
1.0
1.2
1.4
1.6
1.8
BasePay
1e6


BoxPlot of Base Pay for Marketing Assc.
Female
Male
Gender
0.4
0.6
0.8
1.0
1.2
1.4
1.6
BasePay
1e6

9. **Distribution of base pay by education level**
    - In general, men earn more on average than women do throughout all educational levels. for both genders, this difference peaks at the PhD level and falls at the high school level.
    - Males with college educations begin to receive far higher base pay than females, who only see a slight increase in pay.



10. **Distribution of average base pay by seniority**
    - The line plot suggests that, The average "Base Pay" for both genders rises gradually in proportion to the "Number of Years worked" (i.e., Seniority).
    - Nonetheless, there are differences in pay between men and women with equivalent levels of expertise. At every level of seniority, men make slightly more money on average than women do.



Ad-Hoc tests

1. **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.
    - According to the table below, the test for independence's assumptions are met because the sample size is sufficient and every predicted count is at least five.

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

    - Hypothesis Assumption:
        - Null Hypothesis: it states that there is no association between variables.
        - Alternate hypothesis: It states that there is an association between variables.
    - In our case:
        - H0: Gender and Performance Evaluation Scores are independent.
        - H1: Gender and Performance Evaluation Scores are dependent.
    - Chi-Square test results:
        - X2= 5.634564094743166, p-value= 0.22815195929022594
        - Degree of freedom = 4 (r-1*c-1).
    - Conclusion
        - As p-value> α(0.05), we cannot reject null hypothesis.
        - Hence, gender and performance of an individual are independent of each other.
2. **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 approximately equal.
        - **Levene's Test for checking the equality of variances.**
        - Hypothesis Assumption:
            - H0: Simple variance of base pay for males and females are equal.
            - H1: 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.
    - T-test Hypothesis:
        - H0: mean base pay of males is equal to mean base pay of females.
        - H1: mean base pay of males is not equal to mean base pay of females.
    - T-test result:

p-value = 0.000

```
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.

Conclusion

To sum up, the examination of the gender wage gap in the Indian labor market has illuminated the enduring differences that persist despite the progress made by feminist movements. After analyzing an extensive dataset, we were able to identify some clear trends that demonstrate the persistence of gender-based wage disparities across several industries. This paper traces the growth of feminism from the first wave's emphasis on suffrage to the present wave's emphasis on intersectionality and inclusivity, attempting to situate these findings within the larger narrative.

Even with the combined historical efforts of feminists, closing the gender pay gap is still a difficult task. Some of the persistent barriers that contribute to this inequality are discriminatory policies, engrained cultural norms, and occupational segregation. The complexity of the situation is increased by the intersections of gender with race, ethnicity, and socioeconomic class, calling for a sophisticated strategy to address the difficulties that each group faces.

Calling for action on several fronts is essential as we proceed. Our comprehension of the complexities of the gender wage gap in India will grow with more investigation and data gathering. Businesses need to take the initiative to promote diversity and inclusion, open pay practices, and positive work cultures. In addition, legislators oversee passing and upholding laws that ensure everyone has fair access to opportunities and remuneration.

Despite ongoing difficulties, hope is not out of the question. Success stories of programs and businesses promoting gender parity show that change is not just required but also attainable. We can all work together to close the gap and create a workforce where a person's gender does not influence their earning potential by accepting the past, comprehending the present, and pledging to be inclusive in the future.

To sum up, this research is a clear call to action for all parties involved, including individuals, organizations, and legislators, to work together to remove the obstacles that support the gender wage gap. We can build a more just and equitable future for the Indian workforce—one in which merit is gender-neutral—by working together.

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