



## Marginality and women's struggles in leadership through a feminist lens

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### Summary:

Marginality is a term used to describe individuals or groups who exist on the periphery of society, often facing exclusion, oppression, or marginalization due to various factors. Women's struggles in leadership are deeply rooted in systemic marginalization, perpetuating gender inequality. Feminist perspectives provide a critical framework for examining these challenges. Women's struggles in leadership are deeply rooted in systemic marginalization, perpetuating gender inequality. Feminist perspectives examine these challenges, highlighting the intersectional nature of women's experiences.

### Important:

This research on marginality and women's struggles in leadership from a feminist perspective is crucial for several reasons:

In 1 in 3 women experience physical or sexual violence (WHO). Women hold only 24% of parliamentary seats globally (IPU). Women earn 77% of men's wages (ILO). 2/3 of illiterate adults are women (UNESCO). Recognize and challenge marginalization. Support women-led initiatives. Advocate for policy change. Engage in respectful dialogue. Amplify marginalized voices

Various point of view in social level can easily study the Women's Struggles. India is a country where women are given the status of a goddess. However, the problems they have to face just show the opposite of this concept. On hand they worship them as goddesses and on the other, they abuse them endlessly and consider them inferior. India women always had some problem or the other to face in society. People evolved and so did the problems, they did not go away but changed from one to another. We need to realize these problems and act on them fast to help our country thrive.

Moreover, education must be stressed upon gravely. It must be made a compulsion to educate every girl and woman for a better future. We must join hands to protect and safeguard our women in India. It will help us thrive as a country and make the world a better place.

Therefore, each one of us must be ready to treat women as equal counterparts. We must help them at every stage and more than that empower them to make their own decisions. After that, these issues can be eliminated so women need not face discrimination in the name of gender.

### Objectives:

- To understand the women's struggle in leadership
- To understand the Feminist lens about marginality and women's.

### Research Objectives:

1. To study the Women's Feminist lens which is experienced by women in society
2. Barriers for women's leadership in general level.

### Approaches:

1. Advances feminist theory: Contributes to understanding intersectional marginalization.
2. Challenges patriarchal structures: Highlights power dynamics and gender inequality.
3. Informs leadership theories: Integrates feminist perspectives into leadership studies.
4. Informing policy changes: Supports diversity and inclusion initiatives.
5. Leadership development: Guides training programs for women leaders.
6. Organizational change: Encourages inclusive cultures.

### Literature Review :

Butler, J. (1990). Gender Trouble: Feminism and the Subversion of Identity.

Cotter, D. A., et al. (2001). The glass ceiling effect.

Crenshaw, K. (1989). Demarginalizing the Intersection of Race and Sex.

Eagly, A. H., & Carli, L. L. (2007). Women and the Labyrinth of Leadership.

Freeman, J. (2001). The Women's Liberation Movement.

Heilman, M. E. (2001). Description and prescription: How gender stereotypes influence women's careers.

**Discussion:**

1. Marginalization: Women leaders experienced marginalization, feeling excluded from decision-making.
2. Stereotyping: Participants reported being stereotyped as “emotional” or “weak.”
3. Tokenism: Women leaders felt pressure to represent all women.

The findings support feminist perspectives on marginality and women’s struggles in leadership.

An additional conceptual problem can be stated as follows: If women are to be seen as persons rather than as appendages to males, how do we define their social status, particularly if they are not working for pay and cannot be categorized on the basis of their own occupation and income? Can value be assigned to productive work which is not paid labor? This is a broader problem which also arises in trying to define the status of retired persons, of young people who are still students, of volunteers, and of the unemployed. It may eventually become a problem even in determining the status of adult men who are in the work force. If long-range predictions about the declining centrality of work and the increasing importance of nonwork activities in cybernated societies become reality, the relevance of paid occupation for class placement may decline, and other, unpaid activities may become more important as a source of social identity. Even if all females had no independent, status-creating resources, the

equality of their status with that of their husbands would still be in question. Equality can be assessed on numerous dimensions. Prestige in the community, style of life, privileges, opportunities, association with social groups, income, education, occupation, and power might all be considered in evaluating the equality of husband and wife in the class structure. Occupation, equated by the functionalists with full-time, functionally important social role, is often used as the indicator of position for men. However, the full-time occupation of many women, that of housewife-mother, is never considered as a ranking criterion in stratification studies. Are we to conclude that this role is either not functionally important or not

a full-time activity, or are we to conclude that only those activities which are directly rewarded financially can bestow status upon the individual or the family? Perhaps this is another question which could be explored through empirical research. There is some research evidence to suggest that housewives whose husbands work in a given occupation have less prestige than women who themselves are employed in the same occupation (Haavio-Mannila 1969). However, the evidence to support or refute the assumption of

equal status in regard to the class structure is unfortunately sparse

**Conclusion:**

Women’s experiences in leadership are shaped by intersectional marginalization. Challenging dominant discourses and promoting inclusive leadership are crucial. Also women’s have very bordered Feminist lens in society. Make female slum dwellers visible from a Statistical standpoint. This is a first step in Ensuring that their realities are brought to the fore. And considered in the formulation of strategies. For achieving gender equality and sustainable. Urbanization. Targeted interventions and Policymaking at large require greater availability. And understanding of the gender profiles of slum. Settlements, which are increasingly inhabited by Women and girls. This calls for strengthening national capacity to Generate, analyse and disseminate data on SDG Indicator , and to incorporate intra-urban Disaggregation in individual, gender-specific Outcome indicators, moving beyond the binary Rural-urban classification. There is also a need To improve and adopt methodologies that Produce urban land tenure security estimates Disaggregated by sex. Increase the provision of durable and adequate Housing and equitable access to land.

Women in Urban settings face steep barriers in exercising their. Housing rights. Addressing discrimination embedded In marriage and inheritance laws is key to expanding. Women’s possession of assets, including land and Housing. Better regulation of housing prices/rents And provision of social housing are also needed. Additionally, the lack of legal protections for Women’s housing rights must be addressed. This is Crucial, especially since land and property in towns And cities are accessed more through the market Than inheritance.<sup>50</sup> Ensure that women are included in urban Planning and development processes. Where Cities are designed ‘by men and for men’,<sup>51</sup> women Face multiple disadvantages, such as greater risk Of being left out of compensation-based housing And other residential provisions. Legal protections For women’s housing rights based on nonDiscrimination and equality are essential.

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