

Gender Wage Pay Gap

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ARTICLE ID: 26

Abstract

Gender wage pay gap mean when there is discrimination in salary of men and women for doing the same work in same organization. This is occurring on a large scale nowadays. In unorganized sector and agricultural sector this biasness can be seen easily. In agriculture, it can be seen that the women who are working in our field (during sowing, weeding, harvesting etc.) getting less wages as compared to men. Even in professional games like in cricket women batters are paid less than men batters. This is a big issue that for doing the same work, same business, even sometimes for doing better job than men why this discrimination is being done on gender by society and management. Here in this article, it has discussed about gender pay gap. In this article scenario of India has shown in term of gender pay gap according to different reports and study. At last, it has given the ways that how it can be improve.

Keywords: Gender pay gap, discrimination, biasness, unorganized sector, agriculture

Introduction

“Stop in justice against women”, this word has been listening more in last two decades for sure. Men get more respect as compared to women in our society; this notion is not only found in household but also in labor market. Let understand through an example. A boy and a girl working together in same company. They are also in same team and at similar position as well but the salary of boy is more than girl i.e., 20 to 25 per cent more. This situation is called unequal pay. When it is found in a society then it is called gender pay gap. In another word “gender pay gap is average difference between pay scale of working man and woman”.

Scenario of India

India ranks 108th out of 149 nations in the World Economic Forum's 2018 Global Gender Gap Report on the gender pay gap index. It means 107 countries handle gender pay gap situation better than India. In this list, Iceland ranks first with 85 per cent overall pay gap



closed. Such types of reports have come many times in two decades but rather than improving ourselves we neither take it seriously nor learning from it. According to the report of Monster Salary Index, March 2019, Indian women are paid 19 per cent less than men. And from the report of a survey, medium gross hourly salary in 2018 was given bellow:

For men: Rs. 242.49

For women: Rs. 196.3

But why this happens? Is it because of political reasons or because of our thinking? Let's know its reason. Even in this modern era of 21st century, most of the people getting unhappy on the birth of girl child instead of boy child. Many times, the newspaper covers the news that girl child have been killed or disowned. Mostly in rural areas, usually girls don't get education. If someone got education luckily; they are not allowed to get higher education. According to Times of India, 40 per cent girls of ages between 15 to 18 years don't attend the school. In an Indian Bollywood movie viz. *Swadesh* in which this same problem has highlighted. When girl's age gets ready for marriage then the family of bridegroom prefer to do the household work by the bride. It is like their religion and culture will going to destroy if they will let the girl do labor work. Rest of the girls who are doing jobs they have to get maternity leaves, child care leaves and health care leaves with the time which affect them in their promotions and pay hikes. If we talk about unorganized and agricultural sector, girls kept away from work just because they are not physically strong. For this they will of course not going to start body building at all. These are some factors which are keeping females behind than males.

In terms of pay scale, do women really deserve the respect and equal pay? Yes, period. Whenever the opportunity has given to women, they have always proved that are capable of doing work with men with shoulder to shoulder and sometimes they perform better than men. Here is the **list of top 10 women entrepreneurs in India** who boldly proved this claim-

- ❖ Vandana Luthra – Founder of VLCC
- ❖ Kiran Majumdar Shaw – Founder of Biocon Limited
- ❖ Priya Paul – Chairperson of Park Hotel
- ❖ Ritu Kumar – Fashion Designer
- ❖ Indra Nooyi – Board member of Amazon
- ❖ Aditi Gupta – Co-founder of Menstrupedia
- ❖ Falguni Nayar – Founder of Nykaa



- ❖ Shahnaz Husain – Founding chairwoman of The Shahnaz Husain Group
- ❖ Vani Kola – Founder of Kalaari Capital
- ❖ Radhika Ghai Agrawal – Co-founder & CMO of ShopClues.com

Now come to know that what our government is doing to reduce the pay gap. Overtime Indian government has made many rules to reduce pay gap. Most important is the

- **Equal Remuneration Act, 1976**, prohibits different pay gap for men and women for doing same work.
- Recently the **Code of Wages Act 2019** has passed which consolidated the four laws act
 - ✓ Minimum Wages Act 1948
 - ✓ Payment of Bonus Act 1965
 - ✓ Payment of Wages Act 1936 and
 - ✓ ERA.

They are functioning for reducing pay gap.

Supreme Court of India has also given direction on this issue and demanded strict action against those employers who are promoting gender pay gap.

Future of gender pay gap in India

According to the current situation, strong moves are required to reduce pay gap.

- Indian government should promote the issue actively.
- Starting with its own structure, strict anti-disparities law should be imposed so that there will a fear in mind of employers for promoting gender pay gap.
- Unequal pay is mostly famous in unorganized sector. So, from the side of government, awareness programs have to be implemented so that female workers come to know about their rights.
- Similarly effective wage policies are required to formalize the unorganized sector.
- On the international front, India is a part of G20 another groups which is working on gender pay gap since many years, if India have to move ahead in suitable and responsible front internationally so it must take seriously to gender pay gap. And have to give equal right to female workers by taking inspiration from small countries like Iceland.

Hopefully it will be seen in future that our daughters proudly like to do work in labor market without any backlash.