

Gender Parity By Deepak Bharara

LEVERAGING PEOPLE FOR TOMORROW...

What is Gender Parity



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A Gender pay gap is the difference between Women's & Men's earning for equal work, expressed as a percentage of men's earning

Unadjusted Pay Gap

Adjusted Pay Gap

The pay gap is a comparison between women's & men's typical earnings. It can be compared by weekly earning or annual earning

It can be measured by GPI, Gender Parity Index

How Do You Calculate the Pay Gap?

The earnings ratio and the pay gap are calculated using these formulas:

$$\text{Earnings ratio} = \frac{\text{women's median earnings}}{\text{men's median earnings}} = 80\%$$

$$\text{Pay gap} = \frac{[\text{men's median earnings} - \text{women's median earnings}]}{\text{men's median earnings}} = 20\%$$

(Note: The men's median earning is based on 2016 indices)

The Pay Gap, Disability, & LGBT People

- Workers with disabilities are paid less overall than workers without disabilities.
- Women with disabilities are paid even less than men with disabilities.
- Sexual orientation and gender identity are connected to discrimination and harassment in workplaces and may also impact pay.

Global Gender Gap Index?

Ice land is most gender- equal country with score of 0.878 followed by Norway 2nd Rank & Finland 3rd Rank Rwanda 4th Rank Sweden 5th Rank, Ireland 8th Rank New Zealand 9th Rank & Philippines 10th Rank

Overall 68% of global gender gap has been closed but it is slight deterioration compared to 2016 where gap closed was 68.39%.

At the current rate of progress global gender gap will take 100 years to bridge, compared to 83 last year. The case is worse in terms of workplace gender divide as it will take 217 years to close

Gender Parity in India ?

As per World Economic Forum Global Gender Gap report 2017 state that India fell 21 places on the index to 108, out of 144 countries in GGGR, far below the global average and much behind its neighbours China & Bangladesh.

India has lost out mainly because of lower participation of women in the economy & low wages. In 2016 India rank was 87

India does not provide a favorable environment for women to work to their full potential. The Gender pay gap for full time employees between 2010 & 2015 is close to 60%

Most of women's are trapped in Low Productivity jobs & in the informal economy, where wages tend to be below market

India has closed 67% of its Gender Gap but the challenges are in the economic participation & opportunities for women . There are very few startups headed by Women

Gender Parity in India ?

The crime rate against women in India rose from 42.7% to 53.9% per 100000 females as per National Crime Records Bureau studies. Girls are more likely to be aborted as fetuses & do receive less nutrition in India & are less likely to go to school. The female child mortality rate is 17% higher than that of boys & the male literacy rate 82% is far higher than the female rate of 65%

Significant investment in healthcare education, safety & equal opportunities for women & various level is needed to sort of concrete impact.. When women progress & participate in nation building agenda, the nation progress & prosper

What Causes the Gender Pay Gap?

- Women are more likely than men to care for children
- Women are more likely than men to work part time or take time out of the workforce due to family pressures
- Employers still prefer “traditional” work schedules with long, continuous hours
- When it comes to having children, mothers typically are paid less (the “motherhood penalty”) while fathers typically are paid more (the “fatherhood bonus”).
- Women experience gender bias and discrimination that are likely responsible for a significant pay gap, even after controlling for other factors.

Gender Discrimination and Bias

- Few women ascend to the highest positions of leadership, which means losing out on pay
- When women start working in an industry, wages in the industry fall, even for men due to high supply of trained manpower
- Researchers have found that discrimination and bias are responsible for gender pay gaps of between 6 and 12 percent.

Reasons for Un-equal Pay...

Undervaluation of women's employment is caused by three interrelated factors ...


- Gender discrimination in the ways in which jobs are graded & paid
- Widespread occupation segregation by Gender
- Difference in the Labour supply & Labour market that allow the difference to be perpetuated

Basic Reasons...




Pay Parity Concept ...

Pay equity concepts



Equal pay for equal work


Women and men should receive equal remuneration for work that is the same or similar.



Gender pay gap by occupation

Equal pay for work of equal value

Women and men should receive equal remuneration for work that may be different in many ways but is equal in value.



How can we assess the value of work?

Legal Framework

The principal of equal work to men & women workers has been gaining increasing acceptance all over the world. Law has been passed prohibiting discrimination between men & women in matters relating to payment of wages for similar work

Article 39 (d) of the constitution of India envisages that the state shall direct its policy, among other things towards securing that there is equal pay for both men & women

Article 16(2) makes a special mention that no citizen shall on the ground only of sex be ineligible for or discrimination against in respect of any employment or office under state

Introduction of LAW

Equal Remuneration Act -1976 requires that men & women be paid the same amount of money for the same amount of work, when in the same establishment

According to Act, the jobs do not need to be identical, but substantially equivalent to each other

The Act prevents employers from compensating differently on the basis of sex

Duty of Employer to pay Equal remuneration (Section 2(h))

Same Work or work of Similar nature

The Act defines “work in respect of which the skill, efforts & responsibility required are the same, when performed under similar working condition, by a man or a woman & the difference, if any between the skill, effort & responsibility required by a man & those required of a woman are not of practical importance in relation to the terms & condition of employment”

Achieving Equal remuneration ...

- Use an analytical job evaluation scheme that is free of bias
- Ensure that discrimination or bias does not occur in operating the job evaluation scheme
- Design a grade & pay structure that is free from bias
- Ensure that the process used for grading jobs in the structure are free from bias
- Check the policy & practices on positioning employees within a pay range in a graded pay structure
- Review policy & practice on upgrading & promotions to ensure that discrimination is not taking place
- Ensure that Managers are aware of their responsibility for avoiding pay discriminations

Defending an equal pay claim...

The Three most common grounds for defending a claim are:

1. Proving that the work is not equal
2. Even if work is equal, there is a genuine material factor that justifies the difference in pay as long as the justification is objective
3. Take an Independent Expert views...

Independent Expert role is to..



evaluate the jobs concerned analytically;



take account of all information supplied and representations that have a bearing on the question;



before reporting, send the parties a written summary of the information and invite representations;

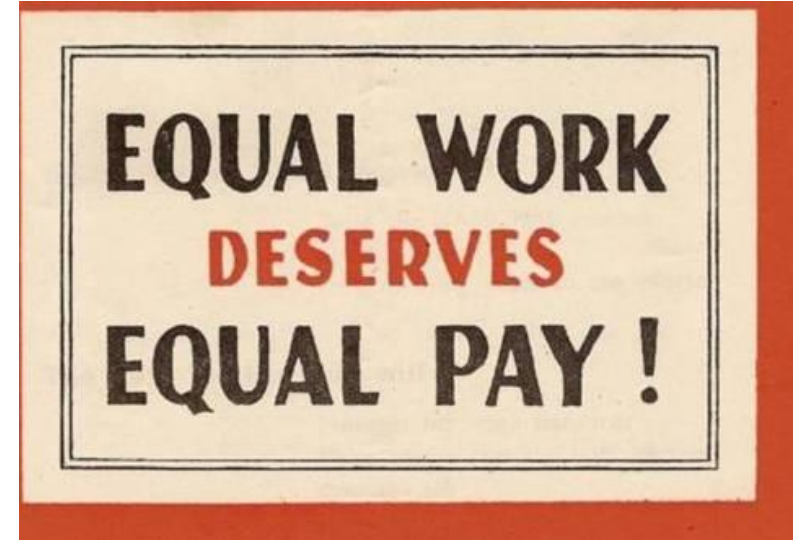


include the representations in the report, together with the conclusion reached on the case and the reason for that conclusion;



take no account of the difference in sex, and at all times act fairly

Equal Work deserves Equal Pay...







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