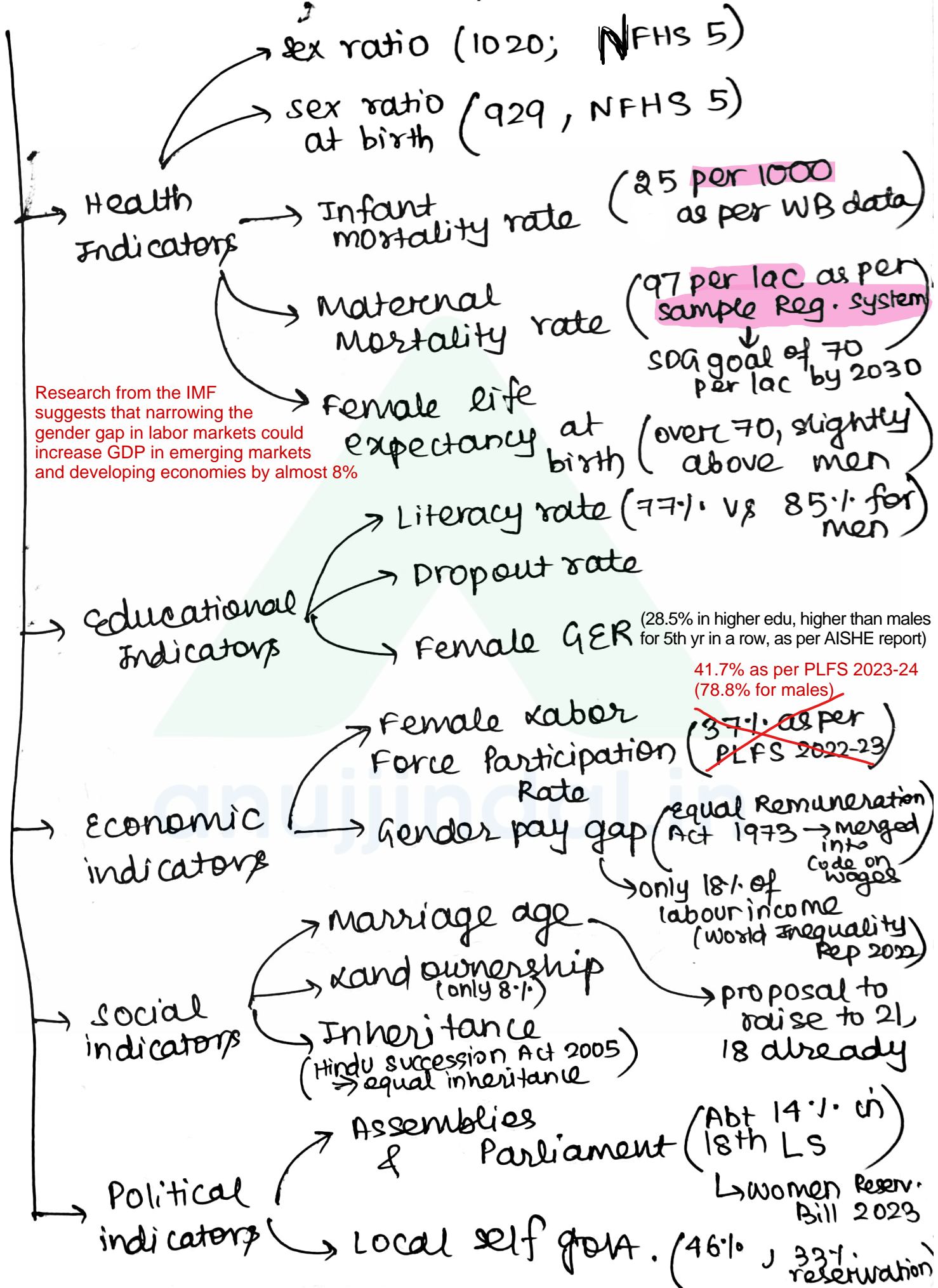


Gender Equality

- Indicators (elaborate / recall data for each)



Research from the IMF suggests that narrowing the gender gap in labor markets could increase GDP in emerging markets and developing economies by almost 8%

41.7% as per PLFS 2023-24 (78.8% for males)

~~37% as per PLFS 2022-23~~

equal remuneration Act 1973 -> merged into Code on Wages

only 18% of labour income (World Inequality Rep 2022)

proposal to raise to 21, 18 already

Abt 14% in 18th LS

Women Reserv. Bill 2023

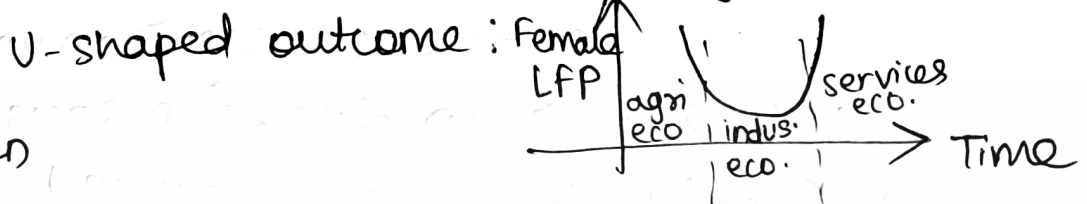
33% reservation

2023 Economics Nobel laureate Claudia Goldin's work

- Topic → understanding women's labour market outcome
 → women's lab. mkt. participation & wages over the decades

→ 200 yrs of US economic history

- observation



→ No consistent relation b/w women LFP & eco growth

→ Agri → Industry ⇒ fixed working hrs & deadlines ⇒ family resp.
 Industry → service ⇒ flexibility + expectations ⇒ women work ↑ (change)

Factors affecting WLFP: ability to juggle paid work & family, decisions & expectations related to edu/job vs family, tech innovation, laws & norms

- Explanation → Industrialization ↓ physical differences b/w men & women but sociological diffs. remain until service age
 ↓ structural transformation of eco

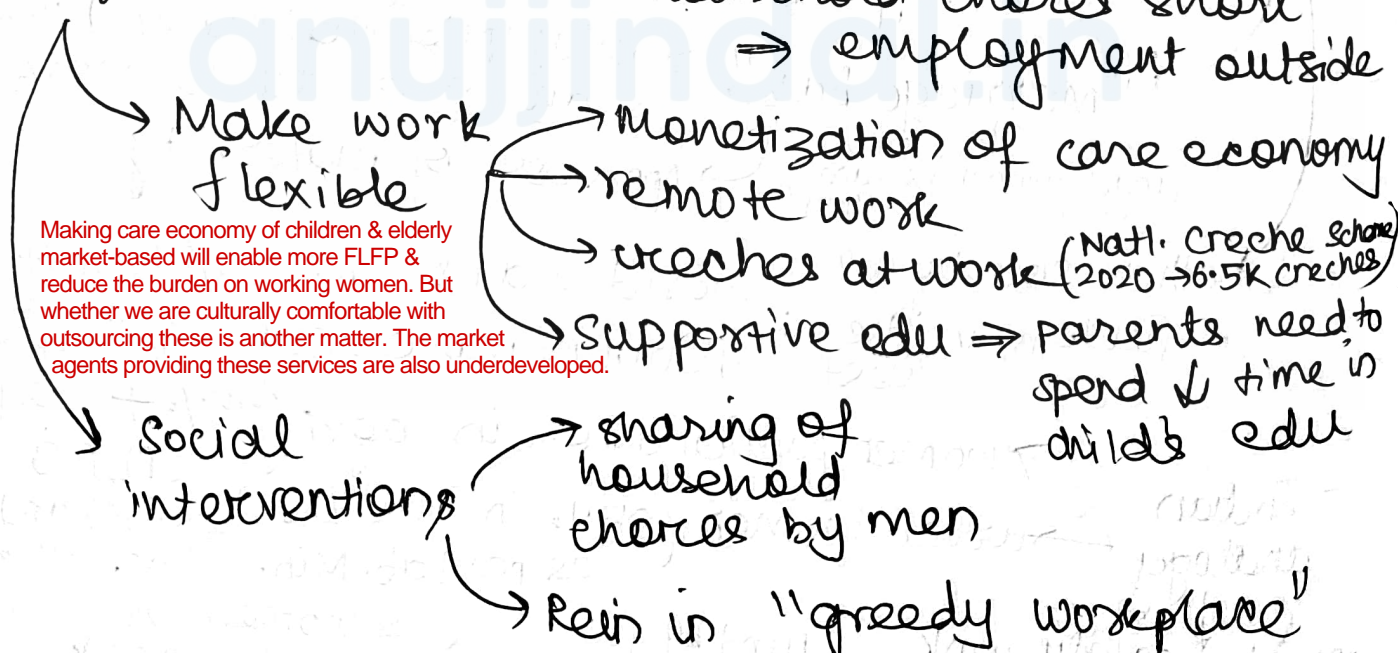
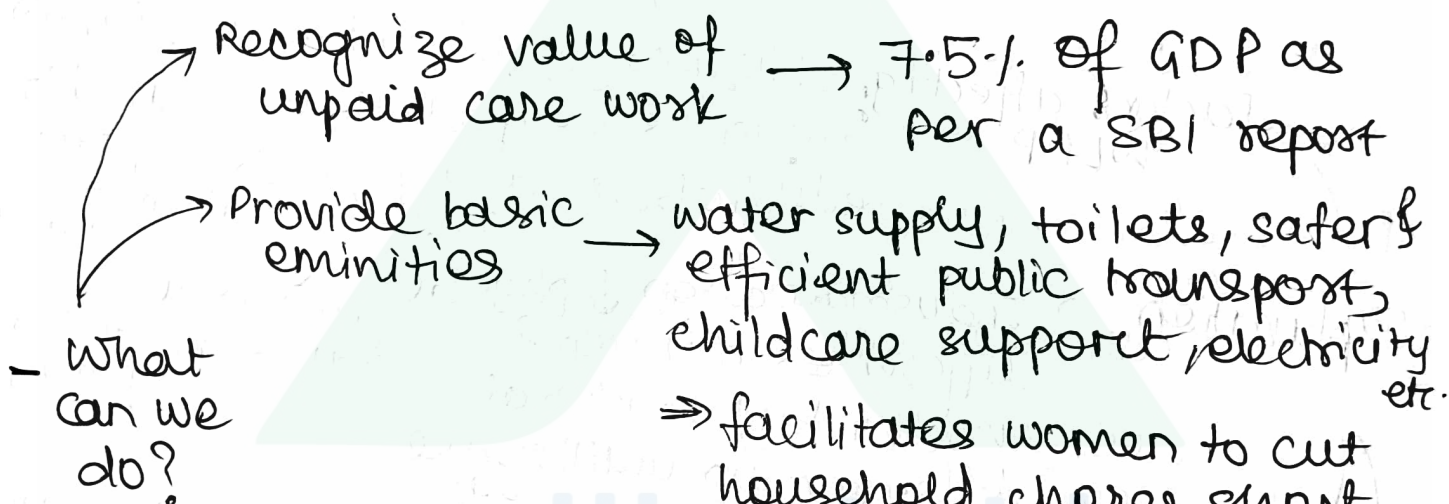
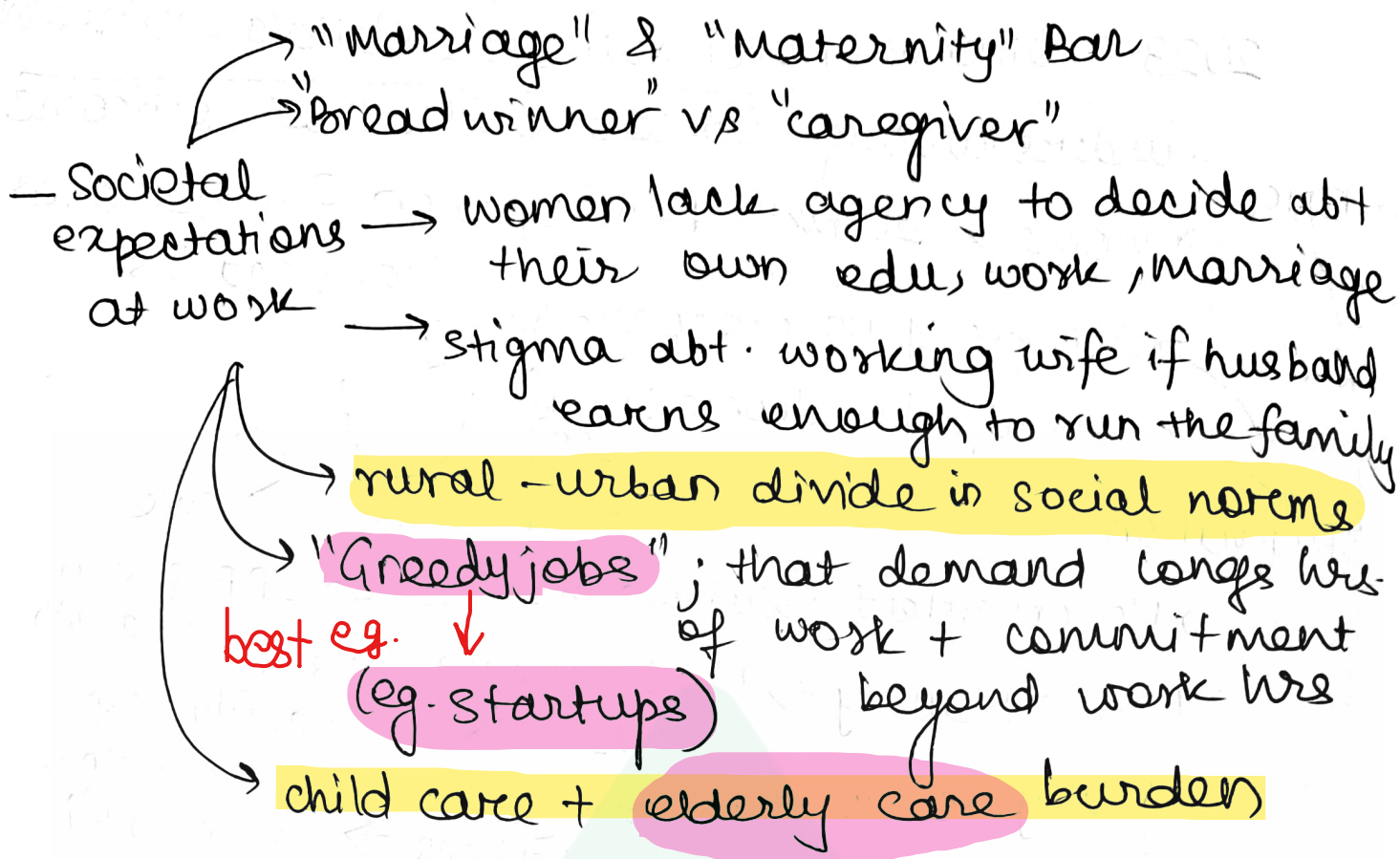
→ "marriage bar" → assumption that married women can't give all to work
 ↓ "bread-winner" vs "care-giver" → opp. cost of maternity

other sociological factors in the west: world wars, civil rights mvt (1960s), feminist movement, availability of contraceptives

- Indian analogy → women participation in agri (75%+ as per PLFS)
 → urban women (25% in work-force) as per Lab. Min. ⇒ Husband inc. > 40k/mnth → women less likely to work

commute, safety, work env. etc. decide whether to work for women much more than men

Found by State of Working India Rep 2023 by Azim Premji Univ ⇒ 3.2% for each nationally ⇒ women less likely to work
 → women work for survival alone
 Societal norms: men: agri → industry (better) women: agri → no work



Making care economy of children & elderly market-based will enable more FLFP & reduce the burden on working women. But whether we are culturally comfortable with outsourcing these is another matter. The market agents providing these services are also underdeveloped.

Women working outside also has an implicit cost to the family, in terms of child care, elderly care and home-making. The economics of it has to be made justifiable to boost FLFP. Care economy & care infra for children and elderly needs to be ramped up and human resources need to be prepared for this.

Gender pay gap

- While individual characteristics such as education, skills or experience explain part of the gender pay gap, a large part of the gender pay gap can still be attributed purely to discrimination based on one's gender or sex.
- Gender-based discriminatory practices include: lower wages paid to women for work of equal value; undervaluation of women's work in highly feminised occupations and enterprises, and motherhood pay gap — lower wages for mothers compared to non-mothers
Here the govt. remains a bright spot but pay gaps remain in pvt. sector, esp. in lower & middle levels.
- When women decide to resume their professional careers upon marriage, they tend to exhibit a preference for some employment opportunities that offer enhanced flexibility and are situated in close proximity to their residences.
- The findings indicate that married women exhibit the lowest levels of labour market participation as compared to widowed, divorced and unmarried women.
- Another issue is of gender gaps in terms of pay. This has historically held across all sectors, with breaks taken for childbirth marking points of divergence for women. Such breaks in career have been responsible for restricting upward mobility for women, widening pay gaps.