

## **Bridging gender gap in India**

### **What is the issue?**

\n\n

India's gender gap is best bridged by improving ease of doing business for women and increasing their political empowerment.

\n\n

### **What does the report say?**

\n\n

\n

- According to the McKinsey Global Institute, India's economy could earn an additional \$700 billion to \$2.9 trillion by 2025 by enabling its women to participate in the economy on par with men.

\n

- But India's ranking in the recently released World Economic Forum's 2018 Gender Gap Index remained stuck on 108th position for the second year in a row.

\n

- Also, we ranked lower than last year on the 'Economic Participation of women in the economy' and 'Political Empowerment' parameters within the index.

\n

- However, there are a bunch of opportunities that the government can leverage to improve India's rankings and bridge some part of the 33% gender gap.

\n

- This will require raising the political commitment on the issue significantly, building a strong public-private partnership and initiating government actions on a war-footing.

\n

\n\n

### **What should be done?**

\n\n

\n

- **Increase women's representation in Parliament** - At present in India, the proportion of women in Parliament is 12% and women in ministerial positions is 19%.

\n

- Women legislators are needed because they are likely to advocate changes that promote women.

\n

- Also, according to UN University, they have also proven to improve the economic performance of their constituencies 1.8% more than male legislatures.

\n

- Hence, the Women's Reservation Bill should be immediately passed by the Lok Sabha.

\n

- Also, the parties can voluntarily reserve quotas for women when drawing up their list of candidates.

\n

- According to the World Atlas of Gender Quotas, such voluntary quotas have proved to be the single most effective tool for 'fast-tracking' women's representation in elected bodies of government.

\n

- **Implement pending policy actions** - Implementing the proposed national programme for crèche and day-care facilities will make subsidised day-care options available to working mothers.

\n

- Evidence shows that a 50% reduction in the cost of childcare increases the labour supply of young mothers by 6.5-10% (IMF).

\n

- Also, paid paternity leave can be mandated by either passing the proposed Paternity Bill or amending the Maternity Act to split the existing 26-week paid maternity leave into maternity and paternity or family leave.

\n

- This will ensure that women are not the sole "cost-burden" on employers.

\n

- The government could also bring in further policy reforms by taking inspiration from recent policy initiatives by other countries.

\n

- For example, Malaysia's tax-incentive given for women re-joining the workforce after a break, France's fine on companies that underpay women, or Tunisia's domestic violence law that protects women from abuse and bans harassment in public could be emulated.

\n

- **Improvements in Ease of Doing Business** - An engendered approach to

improve the ease of doing business should be made by addressing specific problems of women entrepreneurs.

\n

- For instance, since several female-run businesses are in the informal sector and lack access to information.

\n

- Hence, the government will need to run strategic media campaigns to educate business women about information sources and answer frequently-asked questions.

\n

- Also, dedicated women's help desks at the relevant government departments can help in addressing complaints.

\n

- Additionally, the mindset barriers that women face should be addressed by conducting gender sensitivity training programmes for government and banking officials.

\n

\n\n

\n\n

**Source: Business Line**

\n

