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Addressing the gender pay gap is a great opportunity in achieving social justice for the country. Examine.

The Gender wage report by the International Labour organization says pandemic has affected the women's wages and gender pay gap has risen.

India's gender pay gap As per World Inequality report men in India earned 82% of the income. The gender pay gap reduced from 48% in 1993-94 to 28% in 2018-19.

As per Periodic Labour Force Survey the pandemic witnessed the wage gap by 7% between 2018-19 to 2020-21. It will take 70 years to close the gender gap in India.

Indian measures

India's Conventions India is a part of ILO's CEDAW - convention against discrimination against women to end gender based discrimination and Beijing Plan for action to empower women.

⑤ Legislation India revised the code on Wages bill to relax the labour laws which can increase women employment. The Maternity Benefit act increased the maternity leave from 12 to 26 weeks.

③ Wages the MGNREGS has increased wages of rural women manifold.

### Additional required measures

Indian care economy (unpaid work) is valued at 3.1% of GDP. Formalising jobs for 2.5 million Anganwadis and ASHA workers can enable financial independence to women.

The Women's reservation bill must be included with clauses subjecting to closing gender gap and considering the care economy.

Women constitute almost half of India's population. Closing the wage gap can help us achieve SDG-5 - gender equality and

Article 43 - secure living wage.