

# UPSC

Candidate must adhere to the word limit specified in the question.  
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1. Narrowing the gender pay gap is a great opportunity in achieving social justice for the country. Examine.

India is important when it comes to economic growth and structural transformation. Its Labour market has great potential. But due to its size and diversity the asymmetry still seen in Labour market.

Gender pay

September 18 - 3rd International <sup>Equal</sup> Pay day 2022 was celebrated. Folly: 'Equal pay for Equal work for men and women.'

Impact of pandemic.

It is not to be denied that pandemic has affected the progress of Global growth prospects. In this regard, the assessment of equal pay gap brings importance.

Full recovery of growth requires Human-centred recovery. In this backdrop the opportune case, was the addressing gap

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of women's wage.

The narrowing of gap is important since pandemic affected the employment opportunities for women more than men, pushing someone reversed to child health care.

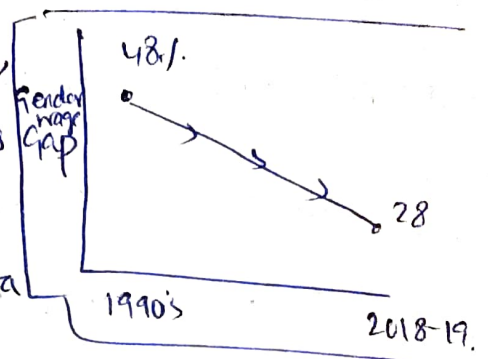
widening gap

Global wage gap report of ILO 2022, points out the reduced wage is more skewed towards women.

NSSO data manifest, this,

Reduction in gap is

Due to pandemic, PLFS data



Shows this progress, has been destroyed, with over 7% gap widening between 2018-19 to 2020-21

Discriminating factors

Pandemic being one factors, other are socio-economic factors.

इस हाशिए में केवल प्रश्न संख्या लिखें।  
Only write question number in this margin

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उम्मीदवारों को इस हाशिए में नहीं लिखना चाहिए।  
Candidates must not write on this margin.

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Motherhood wage gap - more wage for non-mother than mother.

## Government initiatives

1. MNREGA, 2005 - benefited more women in rural area <sup>directly</sup> ~~equally~~ indirectly than men

2. Legislations like Minimum wages Act, Equal Remuneration Act. A comprehensive code on wages for Labour

3. updation → amendment to 26 Maternity benefit Act increasing Maternity leave to 28 weeks

4. Signatory to ILO convention '100' equal remuneration

Current pace is slow and it requires 70 years to narrow the gap. Government must take into account Act 39 of Ppsp to provide ~~So~~ welfare, so that social justice of women and Economic welfare of nation is addressed,