

(Please do not write anything except the question number in this space)

कृपया इस स्थान में प्रश्न संख्या के अतिरिक्त कुछ न लिखें।

UPSC

Answer Questions in NOT MORE THAN the Word Limit specified for each in the Parenthesis.
Content of the Question is more important than length.
(Specimen Answer Booklet - For Practice Purpose Only)

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19/09/2022

Society

Q.

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

Across the world, women earn 23% less than men doing the same job — This data published by the United Nations child organisation UN Women that deals with gender equality and women empowerment shows the extent at which women faces gender pay disparity. India, a leading global economic powerhouse also suffers from the asymmetries surrounding gender pay gap.

Issues leading to gender pay gap.

- Discrimination based on one's sex can be attributed as the main reason.
- Undervaluation of work done by women in women-centric enterprises and occupations.
- Discrimination on the basis of child bearing — lower wages to mothers compared to non-mothers.
- Impact of the pandemic ~~lead to~~ the affected mostly the sectors represented by women. Also they were forced to choose between their occupation and family responsibilities

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Data from the National Sample Survey Office (NSSO) shows that women earned 48% less than men during the 90s. This gap declined to 28% in 2018-19 period which was followed by the pandemic which raised the gap slightly.

Steps taken by India to narrow gender gap

- Enacted ~~the various~~ ^{various} legislations that facilitated the growth women centric jobs — Minimum Wages Act, 1948, Equal Remuneration Act 1976.
- Implementation of MGNREGA benefited rural women more than the men and reduced the gender pay gap.
- Reduction of Motherhood pay gap — The government amended the Maternity Benefit Act, 1961 and increased maternity leave with pay from 12 weeks to 26 weeks.
- The Skill India mission is in an effort to render women with skills to compete in the economic market.

Steps taken by the International Community

- One target of UN SDG-8 is equal pay equal work regardless of work.
- Equal Pay International Coalition was launched to seek equal pay globally.

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As enshrined in the Constitution of ILO—" Equal pay for work of equal value, is necessary to close the gender pay gap which further facilitates the process of achieving social justice."