

A study about gender economic equality in India

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■ **ABSTRACT :** The term 'Gender equality' narrates the equal valuing of the different roles assumed by men and women. The theme strives to overcome stereotype barriers and prejudices so both men and women are capable of equally reaping benefits and contributing towards social, political, cultural and economic developments within society. When men and women enjoy equality, the direct outcome is an instant and stable growth in economy. The educated and healthy women in a society are more supportive and accommodating towards their families and nations. but Gender pay gap in India refers to the difference in earnings between women and men in the paid employment and labor market . A report by the World Economic Forum highlights that in the corporate sector in India, has been economic participation and opportunity too ranked 136th out of 144 countries on the Global Gender Gap Report 2016. India has climbed 3 spots from 139th position in 2015. a woman is paid only one-third of what a man in the same position is paid. Thus, in addition to unequal pay, there is also unequal representation, because while women constitute almost half the Indian population (about 48% of the total), their representation in the work force amounts to only about one-fourth of the total.

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■ **KEY WORDS:** Economic participation, Opportunity, Gender gap, Economic empowerment

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Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviors, aspirations and needs of women and men are equally valued and favored.

The Global Gender Gap Index was first introduced by the World Economic Forum in 2006 as a framework for capturing the magnitude of gender-based disparities and tracking their progress over time. The Index benchmarks national gender gaps on economic, education, health and political criteria, and provides country rankings that allow for effective comparisons

across regions and income groups. The rankings are designed to create global awareness of the challenges posed by gender gaps and the opportunities created by reducing them. The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps.

Last (2016) year's edition marked the 10th anniversary of the Index and examined the changing patterns of gender-based inequities in India.

Equal Remuneration Act, 1976 :

In 1976, the Equal Remuneration Act was passed with the aim of providing equal remuneration to men and

women workers and to prevent discrimination on the basis of gender in all matters relating to employment and employment opportunities. This legislation not only provides women with a right to demand equal pay, but any inequality with respect to recruitment processes, job training, promotions, and transfers within the organization can also be challenged under this Act.^[16] However, its scope does not extend to situations where: (i) a woman is attempting to comply with the requirements of laws giving women special treatment; and (ii) a woman is being accorded special treatment on account of the birth of a child, or the terms and conditions relating to retirement, marriage or death. Companies and individual employers can both be held accountable to maintain the standards prescribed under this Act. In various cases, the Supreme Court of India has also held that discrimination on the basis of gender only arises when men and women perform the same work or work of a similar nature. However, it clarified that a flexible approach is required to be taken while deciding which kinds of work may be similar by considering the duties

actually performed as a part of the job, and not the duties potentially capable of being performed.

Objectives of the study :

To compare the level of gender economic equality in India.

RESEARCH METHODS

The analysis of gender pay-gap in India presented in this report is based on a voluntary Online Salary (work Income) Survey conducted by Paycheck India. Analysis is based on randomly selected 250 data collection of online Observations method, out of which 125 were males and 125 were females. Data was collected over a period of last year *i.e.*, 2016 year. The data came from employed in India, and Second data was income equality of Indian players and actors.

RESEARCH FINDINGS AND DISCUSSION

Table 1 Show that difference factor of Private and Private Limited Companies work are equal but salary is

Table 1 : Gender pay-gap indifferent sector of private and private limited companies in India		
Work	Maximum salaries of one month	
	Man	Women
Management	1,50,000 Rs.	90,000 Rs.
Sales	1,10,000 Rs.	60,000 Rs.
Transportation and material moving	75,000 Rs.	55,000 Rs.
Production	50,000 Rs.	35,000 Rs.
Installation, maintenance and repair	90,000 Rs.	60,000 Rs.
Food preparation and serving	35,000 Rs.	25,000 Rs.
Business and financial operations	1,30,000 Rs.	85,000 Rs.
Personal care and service	80,000 Rs.	55,000 Rs.
Healthcare practitioner and technical	1,45,000 Rs.	85,000 Rs.
Education, training and library	90,000 Rs.	65,000 Rs.
Office and administrative support	60,000 Rs.	35,000 Rs.

Table 2 : Top 10 highest paid Bollywood actors and actresses in 2016	
Salman Khan - 60 Crores	Deepika Padukon-15 Crores
Aamir Khan - 50 Crores	Kangana Ranaut - 11 Crores
Shahrukh Khan - 40 to 45 Crores	Kareena Kapoor Khan - 9 to 10 Crores
Akshay Kumar - 40 to 45 Crores	Katrina Kaif - 9 Crores
Hrithik Roshan - 40 Crores	Priyanka Chopra - 9 Crores
Ajay Devgan - 22to 25 Crores	Anushka Sharma - 6 Crores
Ranbir Kapoor - 25 Crores	Bipasha Basu - 5 Crores
Ranveer Singh - 20 Crores	Vidya Balan - 4 Crores
Amitabh Bachhan - 18 to 20 Crores	Alia Bhatt – 4Crores
Shaheed Kapoor - 15 to 18 Crores	Sonakshi Sinha – 4 Crores

Table 3 : Indian Cricket Player's Salaries

Man	Woman
Grade A: 4 cricketers will get salary of Rs. 1 crore per year	Grade A: 4 cricketers will get salary of Rs. 15 lakh per year
Grade B: 7 cricketers will get salary of Rs. 50 lakh per year	Grade B: 7 cricketers will get salary of Rs. 10 lakh per year

not equal. and So it can be said that the result was Man's salaries was higher than the women's salaries.

Table 2 Show that the one film fees of Indian actors income was different but work is equal. So it can be said that the actors fees was higher than the actresses fees ratio.

Table 3 show that the Indian cricket team association of India is pay for salary is over cricketer and gender pay gap Laval was very high . So it can be said that the man's Cricketers salaries was higher than the women's Cricketers.

Conclusion :

Economic inequality is directly related to the monetary and financial conditions of women. More than seventy per cent of poor in the Indian women, while the number of females living in poverty has significantly and disproportionately increased as compared with men. Women also have unequal access to major economic resources like credit, capital, land and labour. Restricted opportunities for career advancement and employment are available for women. These limitations restrict the

capabilities of women to improve their monetary and economic scenario. And all factor are view of this research and work are man and women are equal but income was not equal.

Acknowledgement:

I have duly acknowledged all the sources used by me in the preparation of this research paper.

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