

## HR Law Hotline

February 27, 2020

### VIEWPOINT: GENDER PAY GAP IN INDIA - LEGAL CONSIDERATIONS

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During a women's football championship match in Brazil, the scoreboard displayed 0.8 instead of 1 after the first goal by one of the teams, to highlight research proving women earn 20 per cent less than men for the same work.<sup>1</sup> The US Women's Soccer Team has incidentally filed a lawsuit that seeks equal pay and employment conditions as compared to the US Men's Soccer Team.

As per the International Labour Organisation (ILO), gender pay gap refers to the difference in average wages between all women and all men who are engaged in paid employment.<sup>2</sup> Based on its analysis, gender pay gap is used as a common indicator of gender inequality in the world of work and is also used to monitor progress towards gender equality at the national or international level.<sup>3</sup>

Wage inequality remains a serious challenge not just globally, but also to India's path to achieving decent working conditions and inclusive growth, states the India Wage Report prepared by the ILO in 2018.<sup>4</sup> The IBA Global Employment Institute's Eighth Annual Global Report, which provides national regulatory trends in human resources law, states that gender-related developments in discrimination laws and practices are most prevalent.

For complete article, please click [here](#).

— Archita Mohapatra & Vikram Shroff

You can direct your queries or comments to the authors

<sup>1</sup> <https://sportstar.thehindu.com/football/women-football-score-reads-08-after-goal-to-show-pay-gap/article29998971.ece>

<sup>2</sup> [https://www.ilo.org/wcmsp5/groups/public/-dgreports/-dcomm/-publ/documents/publication/wcms\\_650553.pdf](https://www.ilo.org/wcmsp5/groups/public/-dgreports/-dcomm/-publ/documents/publication/wcms_650553.pdf)

<sup>3</sup> *Ibid.*

<sup>4</sup> [https://www.ilo.org/wcmsp5/groups/public/-asia/-ro-bangkok/-sro-new\\_delhi/documents/publication/wcms\\_638305.pdf](https://www.ilo.org/wcmsp5/groups/public/-asia/-ro-bangkok/-sro-new_delhi/documents/publication/wcms_638305.pdf)

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