

HR Law Hotline

February 27, 2020

VIEWPOINT: GENDER PAY GAP IN INDIA - LEGAL CONSIDERATIONS

This article was originally published on February 17, 2020 by:



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.¹ 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.² 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.³

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 2018.⁴ 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

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

² https://www.ilo.org/wcmsp5/groups/public/-dgreports/-dcomm/-publ/documents/publication/wcms_650553.pdf

³ *Ibid.*

⁴ https://www.ilo.org/wcmsp5/groups/public/-asia/-ro-bangkok/-sro-new_delhi/documents/publication/wcms_638305.pdf

DISCLAIMER

The contents of this hotline should not be construed as legal opinion. View detailed disclaimer.

This Hotline provides general information existing at the time of preparation. The Hotline is intended as a news update and Nishith Desai Associates neither assumes nor accepts any responsibility for any loss arising to any person acting or refraining from acting as a result of any material contained in this Hotline. It is recommended that professional advice be taken based on the specific facts and circumstances. This Hotline does not substitute the need to refer to the original pronouncements.

This is not a Spam mail. You have received this mail because you have either requested for it or someone must have suggested your name. Since India has no anti-spamming law, we refer to the US directive, which states that a mail cannot be considered Spam if it contains the sender's contact information, which this mail does. In case this mail doesn't concern you, please unsubscribe from mailing list.

Research Papers

New Age of Franchising

June 20, 2025

Life Sciences 2025

June 11, 2025

The Tour d'Horizon of Data Law Implications of Digital Twins

May 29, 2025

Research Articles

2025 Watchlist: Life Sciences Sector India

April 04, 2025

Re-Evaluating Press Note 3 Of 2020: Should India's Land Borders Still Define Foreign Investment Boundaries?

February 04, 2025

INDIA 2025: The Emerging Powerhouse for Private Equity and M&A Deals

January 15, 2025

Audio

CCI's Deal Value Test

February 22, 2025

Securities Market Regulator's Continued Quest Against "Unfiltered" Financial Advice

December 18, 2024

Digital Lending - Part 1 - What's New with NBFC P2Ps

November 19, 2024

NDA Connect

Connect with us at events, conferences and seminars.

NDA Hotline

Click here to view Hotline archives.

Video

Vyapak Desai speaking on the danger of deepfakes | Legally Speaking with Tarun Nangia | NewsX

April 01, 2025

**SIAC 2025 Rules: Key changes &
Implications**

February 18, 2025

