

Gender Gap Trends and policy considerations

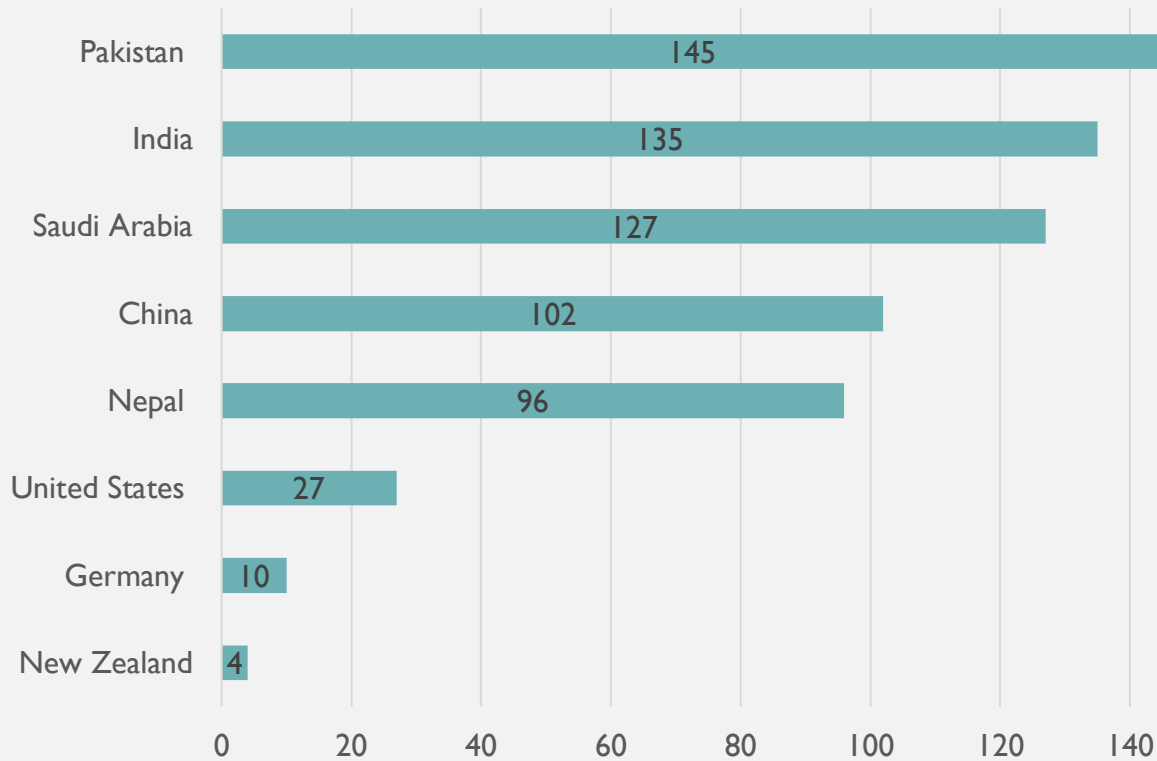
SANKHYA (संख्या)

“There cannot be a good plan for economic progress without adequate data and there cannot be adequate data without a good plan for collecting them...”

P.C Mahalanobis, Member, First Planning Commission of India & Scientist

BENCHMARKING GENDER GAP: A GLOBAL SCENARIO

Global Gender Gap Index 2022

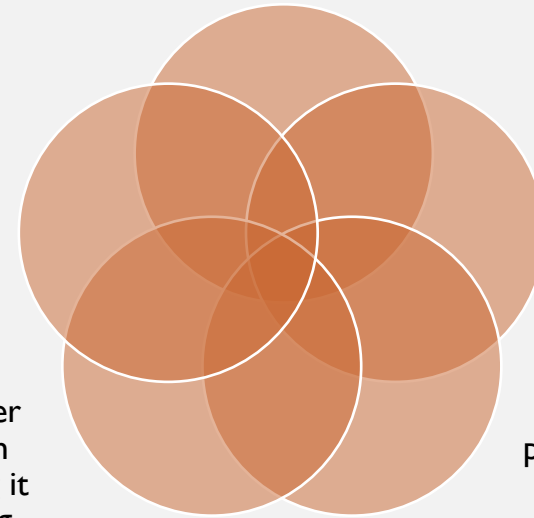


Source: Global Gender Gap Report 2022

As per the Global Gender Gap Index of 2022, it shall take 132 years for the world to reach full parity.

The major challenges to gender parity in the global scenario has been observed in the sphere of political empowerment, and economic participation and opportunity.

Only 62.3% gender gap was closed in South Asia making it the lowest among eight regions reported.

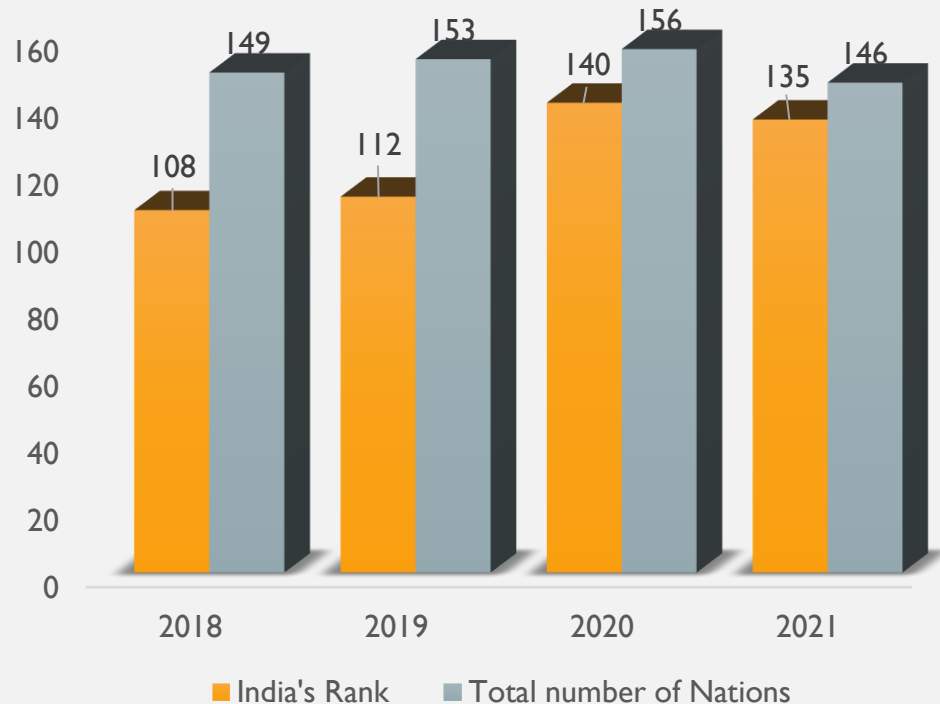


The timeline for closing gender gap has increased to 132 years from previous 100 years in 2020.

The level of gender parity in labour force stood at 62.9% which is the lowest since the index was first compiled.

INDIA AND IT'S WOMEN

INDIA'S RANKING ON GENDER GAP
OVER THE YEARS



Source: World Economic Forum

1

As on 2022, India is one among the five countries in the world with gender gaps larger than 5%.

2

India scores the least in terms of economic participation and opportunity with only Iran, Pakistan and Afghanistan below it's rank.

3

However, there has been increase in participation of women in professional and technical scores.

4

There is lack of data with respect to the amount of time spent on unpaid domestic and care work by women in India.

POLICY CONSIDERATIONS

Evidence – based policy formulation

Although several initiatives and social campaigns have been undertaken by the government to empower women, there is need to develop policies that can quantify the impact in terms of change in mindset in the social fabric of the country.

Capacity Building and Reforms in Law and Order

Crimes against women has increased over the years. Yet, several major crimes such as sexual assault are not being reported. It is necessary for the government to garner trust of the public. Hence, awareness and education for dealing with complaints raised by women and police reforms must be prioritised.

Economic empowerment as a tool

Although women have fared well in terms of in the primary and higher education segment, the same has not transcended into jobs and financial independency. Economic empowerment for women and LGBTQ community may be allowed through exemption from taxes for investments and with higher income tax exemption slab.

Incentives for companies with female and LGBTQ workforce

In order to promote gender parity and reduce discrimination against women and LGBTQ community, the government should create incentives for increasing female workforce in private companies.

Awareness of Rights

A large segment of women in the country are unaware of the rights and facilities available for their use. Awareness classes should be conducted in classes and schools. Further, it should be incorporated in curriculum.

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Sankhya* is an initiative of Bridge Policy Think Tank to create interface snapshots in statistics and policy analysis while promoting critical thinking and analysis.

* Sankhya means numbers and is also a school of rationalist Indian philosophy. According to Sankhya philosophy reliable knowledge comes from only three pramanas (proofs)- pratyakṣa ('perception'), anumāṇa ('inference') and śabda (āptavacana, meaning, 'word/testimony of reliable sources').