



CEO's Note



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In a country that continuously strives towards modernism and development, gender pay disparity hampers workplace prosperity and overall growth of women in the country. It's about time we address the issue by bringing in robust gender policies in the workplace.

The pay disparity scenario in India is quite daunting. According to a report Women in India earn 20 per cent less than men, indicating that gender plays an important parameter while determining salaries in India but why is it that we are unable to bridge this gap. The explained gaps in pay disparity are due to different personal circumstances, childcare, marital status, career choices, and education. However, the research proves that over half of this gap is unexplained. This unexplained gap sparks an important concern, where, women workforce are considered inferior to men leading to disparity in economic opportunities. It is seen that the gender pay gap widens as one gain in work experience resulting in glass ceiling phenomena across companies.

I feel it is time that we address pay scale gaps across multiple fronts – right from greater formalization in creating better job opportunities and pay scales for women, to streamlining laws and changing societal attitudes within the country. Representation of women at decision-making level like boardrooms, Government and communities is the call of the hour.

Fiinnovation In The News

Pay Disparity: A Gender issue ignored for too long! [View More](#)

Understanding the farmer's march – a movement and not a mob [View More](#)

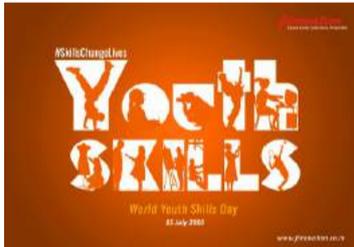


Tweets Of The Month

Across various hierarchical levels in #Businesses, it's been a common norm to have women be paid lesser than men. If we believe capability does not depend on the #gender, why a difference in remuneration? #Equalrights #TuesdayThoughts #GenderPayGap2018

Time and again, we have realized that the inclusion of #women in #Workforce, esp in top management contributes unprecedentedly to an #organization's growth. Seeing meager percentage of women across various roles calls for major action. #womenontop #WomenEmpowerment

Fiinobservation Days



Best Policies Globally

Iceland is the first country in the world to legally enforce equal pay. The law requires companies with 25 or more employees to obtain certification on the basis of an equal pay standard to prove that they offer equal pay for work of equal value, regardless of gender.

Canada too has provinces like Manitoba, New Brunswick, Nova Scotia to name a few which have enacted specific pay equity legislation. Other provinces have developed policy frameworks for negotiating pay equity with some specific public sector employees.

All of Canada's provinces and territories also have human rights legislation which prohibits discrimination in employment generally and which, in the absence of or in addition to pay equity legislation, can be a tool for addressing discrimination at pay.

European Commission too had proposed a two-year plan last year for closing the gender pay gap after finding little improvement in the past five years. The proposal includes setting minimum sanctions for companies that do not provide equal pay and monitoring the diversity policies of Europe's largest companies.

About Fiinnovation

Innovative Financial Advisors Pvt. Ltd. (Fiinnovation) is a global consulting company operating in multiple disciplines of social development sector with emphasis on Corporate Social Responsibility (CSR) and Sustainability.

Fiinnovation offers end to end CSR consulting services and simplified solutions that has helped various corporations channelize their resources for the upliftment of community on societal, economical and ecological aspects in accordance to their CSR charter. Since 2009, Fiinnovation has grown phenomenally and has made a benchmark in the sector through its service quality. It has been able to bridge the gap between businesses and communities through value based CSR programmes in association with credible civil society organizations on Pan India basis in the field of health, environment, education and livelihood.

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DATA SPEAKS

INDIA RANKS **120TH** AMONG **131** NATIONS IN WOMEN WORKFORCE



- World Bank report

THE WOMEN LABOR FORCE PARTICIPATION RATE IS JUST **27%**



- World Bank report

THE LEVEL OF WOMEN LABOR FORCE PARTICIPATION IN INDIA HAS FALLEN SINCE **2005**



- World Bank report

PAY GAP OBSERVED IN THE IT SECTOR IS A WHOPPING **38.2 %**



- Monster Salary Index.

WOMEN EARN 20% LESS THAN MEN, WHO EARN A GROSS HOURLY SALARY OF RUPEES 231, WHILE WOMEN ARE PAID ONLY RUPEES 184.8.