



**Vyasadeva Educational
and Charitable Trust**



National Commission for Women

WEBINAR REPORT



Unequal Pay: Gender Discrimination at Workplace

28 NOVEMBER 2021

**Webinar on the theme
'Unequal Pay: Gender Discrimination at Workplace'**



Organised By
**Vyasadeva Educational
and Charitable Trust**
Gunnath, Bankura, West Bengal



With the support of
National Commission for Women
Government of India, New Delhi

WEBINAR REPORT

Issues of Gender Discrimination in Wage Payments in Unorganised Sectors of Rural Bengal

বাংলার অসংগঠিত ক্ষেত্রে মজুরি প্রদানে লিঙ্গ বৈষম্য : প্রসঙ্গ ও প্রশ্ন

28 November 2021
Gunnath, Bankura, West Bengal

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30 pages

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Preface and Acknowledgements

'Unequal Pay: Gender Discrimination at Workplace' is a contemporary and imperative theme of discussion at the State, National and International Level. The Gender Gap including wage inequality has declined during the last three decades but is still high among developing countries. India is no more exception. The Indian labour market is characterized by a social stigma of feminization of work and dominance of the informal sector without provision for social security. Social attitude towards women employment is still a major barrier for improving female workers participation rate which is miserably low in India. Therefore, it is important to make people aware of the problems and challenges of gender discrimination in the workplace. The Webinar topic is quite relevant to address these issues.

The initiative undertaken by the National Commission for Women (NCW) to spread out the discussions and arguments on the issues of gender wage discrimination at the grassroots level is praiseworthy. Vyasadeva Educational and Charitable Trust is grateful to the NCW for providing this opportunity to take up the Webinar and get involved with a wide range of participants, especially personnel from academic fields. We convey our gratitude to the NCW and concerned staff members for their support and guidelines. We sincerely thank Mr. Ashutosh Pandey, SRO, NCW and Mr. Gourav Agarwal of NCW for their help and guidance.

We felt proud to present the activities of the NCW to the participants and recent initiatives undertaken by the NCW under the leadership of the Chairperson Mrs. Rekha Sharma. She inspired us to be more concerned about women empowerment and rights.

During the initial stages of the preparation for the Webinar, we had consulted Professor Purnendu Sekhar Das of IIT Kharagpur to design the structure and points of discussion. He was requested to Chair the session too. Dr. Sebak Kumar Jana, Professor of Economics, Vidyasagar University was also consulted to schedule the programme and accumulate the knowledge resources. We owe Dr. Sudin Bag and Dr. Krishna Dayal Pandey for their deliberations, discussions and support to the Trust in organising the webinar.

We also convey our heartiest thanks to Dr. Sajjilul Islam for his constant support since the inception of the programme. He played a major role in campaigning and attracting the target audience. He was also requested to act as Rapporteur of the Webinar. The major part of this present report is prepared on his observations and notes.

We would like to express our special thanks to the President of VEC Trust, Shree Mrinal Kanti Bhuin, Board Members and Volunteers for their support and assistance.

Looking forward.

DR. PIJUS KANTI BHUIN

Secretary, Vyasadeva Educational and Charitable Trust
and

MR. PULAK KANTI BHUIN

Jt. Secretary, Vyasadeva Educational and Charitable Trust

Message from the Chief Guest



Dr. Purnendu S. Das
Professor (Retd.)
VGSOM, IIT Kharagpur

Dear Pijus,

Because of my eye sight problem I could not be present in your Webinar held today, i.e. 28 November, 2021 at 10:00 A.M. However, I had the opportunity to see your video. I was impressed by the quality of discussion on the Topic - Gender Wage Discrimination in Indian Unorganized Sector. The discussions and, particularly, the question-answer session were very lively. Your own presentation, topic of the arguments and some policy suggestions have been very much thought provoking and inspiring. Prof. Sebak Jana, Prof. Sudin Bag and some other persons (speakers) spoke very nicely - their speeches were laced with data and their personal experience in the area under discussion. The number of participants was quite significant till the end of your Webinar.

All the participants were highly benefited. Your attempt to make the people aware of the problem met with success. Thanks to all of you. I feel sorry I could not be present at such an interesting Webinar.

Purnendu Sekhoo Das
Professor (Retd.), VGSOM, IIT,
Kharagpur - 28/11/21

Webinar Poster

Webinar on the theme 'Unequal Pay: Gender Discrimination at Workplace'



With the support of

National Commission for Women

Government of India, New Delhi

Organised By

Vyasadeva Educational and Charitable Trust

Gunnath, Bankura, West Bengal



**A State-Level Webinar On
Issues of Gender Discrimination in Wage Payments in
Unorganised Sectors of Rural Bengal**
বাংলার অসংগঠিত ক্ষেত্রে মজুরি প্রদানে লিঙ্গ বৈষম্য : প্ৰসঙ্গ ও প্ৰশ্ন

**28 November, 2021 Sunday
(10 AM- 1 PM)**

Objectives of the Webinar

1. To create awareness about gender wage discrimination in unorganised sectors
2. To disseminate the legal, social and ethical issues of gender wage discrimination
3. To obtain multiple views regarding the major issues and challenges of gender wage discrimination
4. To develop a strong spirit among the participants to fight against gender pay discrimination

Chief Guest



Dr. Purnendu S. Das
Professor (Retd.), VGSOM,
IIT Kharagpur

Speaker



Dr. Sebak Kumar Jana
Professor, Dept. of Economics,
Vidyasagar University

Speaker



Dr. Sudin Bag
Asst. Professor,
Dept. of Bus. Administration
Vidyasagar University

Speaker



Dr. Krishna Dayal Pandey
Asst. Professor, DDE,
Vidyasagar University

Organizer



Dr. Pijus Kanti Bhuin
Secretary, VEC Trust

Organizer



Mr. Pulak Kanti Bhuin
Jt. Secretary, VEC Trust

Rapporteur



Dr. Sajjilul Islam
Asst. Professor,
Shrikrishna College, Bagula

Participation: Students, teachers, researchers, industrial and administrative personnel are invited to participate in the programme and contribute with domain knowledge. Please register yourself free of cost on or before **27th November, 2021, 11 AM**. You may visit the VEC Trust website for registration: www.vectrust.org.in or click on the registration link: <https://forms.gle/DI5JfNKGCTvSa4fj7>

Certificate: All the participants will be issued e-certificates on successful participation in the programme.

Contact for any Query to Dr. P. K. Bhuin, Mobile: 09232786237, e-mail: vectrust.org@gmail.com

Executive Summary

Gender inequality has a direct impact on human development and is a barrier to social justice. India's performance to tap the women labour force is miserably low in comparison to all other South-Asian nations. Although India is experiencing deceleration in the Gender Pay Gap it is still high. Overrepresentation of the women labour force in the unorganised sector is primarily causing wage inequality and the pay gap in India. Apart from the gender pay gap, India is also facing a huge pay disparity between organised and unorganised sectors, rural and urban areas, and regular and casual workers.

Since the women Labour Force Participation Rate (LFPR) is falling, national income is getting lost. Could more women join the labour force, the GDP of the nation would go up. Higher earnings would also lead to an increase in the consumption level of the bottom strata and reduce consumption inequalities as well. Moreover, as economic empowerment is instrumental to social empowerment, improvement in female LFPR (which is drastically low at 17% now) will foster women development and social advancement.

In West Bengal, women participation in the workforce is majorly confined to unskilled agricultural activities. But interestingly, unlike India, rural women of West Bengal are more inclined to the formal sector than getting engaged in the unorganised sector. But, work avenues for skilled and educated employees are limited for women, especially those living in rural areas.

Recently, India has undertaken a great reform in labour laws to include three Codes of Law, viz., Codes on Wages, 2019, The Code on Social Security, 2020 and The Occupational Safety, Health and Working Conditions Code, 2020. These Codes will be instrumental to rationalising the wage payment in both organised and unorganised sectors.

The discussion has produced six recommendations to combat gender wage discrimination and restore gender pay equality and equity, namely, (i) Labour Market reform to remove the stigma of feminisation of work, (ii) Change in social attitude towards the role of women (iii) Strong workers union in the unorganised sector, (iv) Implementation of the new codes of law, (v) Network for women empowerment, rights and justice, and (vi) Formalisation of economic activities. A multilateral approach imbibing the suggested measures can address the challenges of gender pay discrimination in the workplace.

Contents

| | |
|---------------------------------------------------|-----|
| <i>Preface and Acknowledgements</i> | iv |
| <i>Message from the Chief Guest</i> | v |
| <i>Webinar Poster</i> | vi |
| <i>Executive Summary</i> | vii |
| 1. Introduction | 2 |
| 1.1 Background | |
| 1.2 Objectives | |
| 1.3 Welcome Note and Inaugural Address | |
| 1.4 Programme Schedule | |
| 1.5 Introduction to the Trust and NCW | |
| 2. Deliberations | 5 |
| 2.1. Deliberation by Prof. (Dr.) Sebak Kumar Jana | |
| 2.2 Deliberation by Dr. Sudin Bag | |
| 2.3 Deliberation by Dr. Krishna Dayal Pandey | |
| 3. Panel Discussion | 16 |
| 4. Conclusion and Recommendation | 19 |
| <i>References</i> | 22 |

1. Introduction

1.1 Background

Vyasadeva Educational and Charitable Trust (VEC Trust) is keen to conduct research and educational programmes which touch lives. The Trust responded to NCW invitation for proposals for conducting a webinar for the financial year 2021-22 on the area of 'Unequal Pay: Gender Discrimination at Workplace'. NCW approved the proposal and released the sanction order against of submission of all the required documents. This is the first sponsored project carried out by Trust and NCW is thanked for supporting the program.

The report is prepared on the deliberations made by the resource persons, discussions over the issues raised by the participants and observations of the rapporteur.

1.2 Objectives

Objectives of the present webinar can be stated as –

1. To create awareness about gender wage discrimination in unorganised sectors
2. To disseminate the legal, social and ethical issues of gender wage discrimination
3. To obtain multiple views regarding the major issues and challenges of gender wage discrimination
4. To develop a strong spirit among the participants to fight against gender pay discrimination

1.3 Welcome Note and Inaugural Address

Dr. Pijus Kanti Bhui, Secretary of the VEC Trust, welcomed all the dignitaries, speakers and participants to the webinar. Chief Guest of the programme Dr. Purnendu Sekhar Das was not able to attend due to his sudden accidental injury in his eye (unfortunately, he has lost the eyesight of the left eye when this report is prepared). Dr. Sebak Kumar Jana, Professor, Department of economics, Vidyasagar University was requested to chair the session.

Dr. Sebak Kumar Jana officially inaugurated the Webinar on time. In the inaugural address, he remarked that ‘Gender inequality has a direct impact on Human Development and it is a barrier to social justice’.

1.4 Programme Schedule

| Programme Schedule | | | |
|---------------------|-----------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------|
| Timings (IST) | Topic | By | Resource Person(s) |
| 10.00 AM – 10.05 AM | Welcome Note | Host | Dr. Pijus Kanti Bhuin Secretary, VEC Trust |
| 10.05 AM – 11.10 AM | Inaugural Address | Chairperson | Dr. Sebak Kumar Jana Professor, Dept. of Economics, Vidyasagar University |
| 10.10 AM – 10.30AM | Introduction to The Trust and NCW | Host | Dr. Pijus Kanti Bhuin Secretary, VEC Trust |
| 10.30 AM – 11.10 AM | Gender Gap, Inequality and Wage Discrimination: Present and Future | Speaker | Dr. Sebak Kumar Jana Professor, Dept. of Economics, Vidyasagar University |
| 11.10 AM – 11.40 AM | Gender Pay Gap in West Bangal | Speaker | Dr. Sudin Bag Asst. Professor, Dept. of Bus. Administration Vidyasagar University |
| 11.40 AM – 12.00 PM | Panel Discussion - I | Speakers | Dr. Sebak Kumar Jana and Dr. Sudin Bag |
| 12.00 PM – 12.30 PM | Socio-economic and Legal Aspects of Gender Wage Discrimination | Speaker | Dr. Krishna Dayal Pandey Asst. Professor, DDE, Vidyasagar University |
| 12.30 PM – 12.50 PM | Panel Discussion - II | All | Dr. Sebak Kumar Jana, Dr. Sudin Bag and Dr. Krishna Dayal Pandey |
| 12.50 PM – 12.55 PM | Concluding Remark | Host | Dr. Pijus Kanti Bhuin Secretary, VEC Trust |
| 12.55 PM – 1.00 PM | Vote of Thanks | Rapporteur | Dr. Sajjilul Islam Asst. Professor, Shrikrishna College, Bagula |

Note: The webinar was conducted through Google Meet Web-link: meet.google.com/trj-btdt-eyw

1.5 Introduction to the Trust and NCW

With the due permission of the Chairperson, Dr. Bhui, Host of the webinar, acknowledged the support of NCW, present speakers and team members. He introduced Vyasadeva Educational and Charitable Trust and the National Commission for Women with the help of a vivid presentation. Dr. Bhui gave a brief introduction about the functional areas of the Trust.

He also introduced legal and social aspects of NCW explaining its roles and functions for women of India. Participants are demonstrated how to lodge complaint in the NCW website. Dr. Bhui explained the nature of complaints already lodged on the NCW website in 2020 through relevant distribution graphics. He explained the new initiatives undertaken by NCW like the 24X7 helpline and invited the audience to come forward against any violence against women or violation of laws.

2. Deliberations

2.1 Deliberation by Prof (Dr.) Sebak Kumar Jana

On Gender Gap

Dr. Sebak Kumar Jana presented on the topic ‘Gender Gap, Inequality and Wage Discrimination: Present and Future’. At the outset, he defined the Gender Pay Gap as the difference in average wages between all women and all men who are engaged in paid employment. It’s the common indicator of gender inequality in the world of work. Wage inequality remains a serious challenge not just globally, but also to India's path to achieving decent working conditions and inclusive growth. Apart from the gender pay gap, India is also facing a huge pay disparity among the categories of organised and unorganised sectors, rural and urban areas and regular and casual workers. He argued that inequalities within the various category of workers, reflected in ‘wage inequalities’, often contribute to overall inequality to a significant extent. Higher earnings would also lead to an increase in the consumption level of the bottom strata and reduce consumption inequalities as well.

On Gender Inequality Index (GII)

Dr. Jana pointed out the position of India in terms of the Gender Inequality Index (GII). India positioned herself at the bottom of the global ranks in 2021 in four parameters of GII, i.e., Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. If we compare with 2006, the situation is decelerating. There appeared a huge discrepancy between male and female workers in wage payments and all other dimensions Economic Participation and Opportunity. The situation is akin the work participation and leadership. In 2021, a strong incongruity is observed in an organised sector where the percentage share of firms with female top managers and firms with female-majority ownership is far below that of the male. The exception is the informal sector where the share of workers is nearly equal.

On Women Unemployment

Eventually, the structure of employment in the Indian economy, 2011–12 reflects that women employment is mostly casual. During the last forty years (1978 to 2019), we

have noted that the unemployment rate for rural female workers is similar to male but the urban female unemployment rate is higher than the male. Therefore, urban women are having more difficulties in getting the job of their choice.

Real wage rate data for 1993-94 to 2011-12 shows rural sector real wage rate has increased more than the urban sector. If we consider the Real Wage Rate in India (Table 1), Gender Gap in wage payments is reflected for both regular and casual workers.

Table 1: Real Wage Rate in India (2011-12)

| | | Male | Female | Male-Female Ratio |
|---------|-------|------|--------|-------------------|
| Regular | Urban | 470 | 365 | 105 |
| | Rural | 324 | 201 | 123 |
| Casual | Urban | 184 | 112 | 72 |
| | Rural | 151 | 104 | 47 |

Source: *ILO (2018)*

Table 2 represents time-series data for the period of ten years (2008 to 2018) of the Gender Pay Gap (GPG) experienced by India.

Table 2: India Gender Pay Gap (2008- 2018)

| <u>Year</u> | <u>Percentage</u> |
|-------------|-------------------|
| 2008 | 42.5 |
| 2009 | 35.3 |
| 2010 | 28.6 |
| 2011 | 32.9 |
| 2012 | 23.8 |
| 2013 | 24.8 |
| 2014 | 24.1 |
| 2015 | 27.2 |
| 2016 | 24.8 |
| 2017 | 20% |
| 2018 | 19% |

Source: *Multiple resources from Wikipedia, Newspaper Reports, Monster Salary Index survey, etc.*

Much research has attempted to interpret the gender wage gap; the factors that have been advanced by ILO and other researchers include: (i) an undervaluation of women's work and discrimination in pay; (ii) workplace characteristics (e.g. how substitutable workers are for each other, the value of face time, etc.); (iii) gender segregation channelling

women into low value-added jobs; (iv) the overall wage structure in a country – which may be shaped by wage-setting mechanisms that may have been designed with a focus on workers in male-dominated sectors); (v) the view of women as economic dependants; and (vi) the likelihood that women are in unorganized sectors or not represented in unions and (vii) family behavioural patterns where motherhood can play a major role.

But the gap is falling. Figure 1 shows that how India is experiencing deceleration in the Gender pay Gap but it is still high.

Figure 1 Gender Wage Gap in India (Percentage)

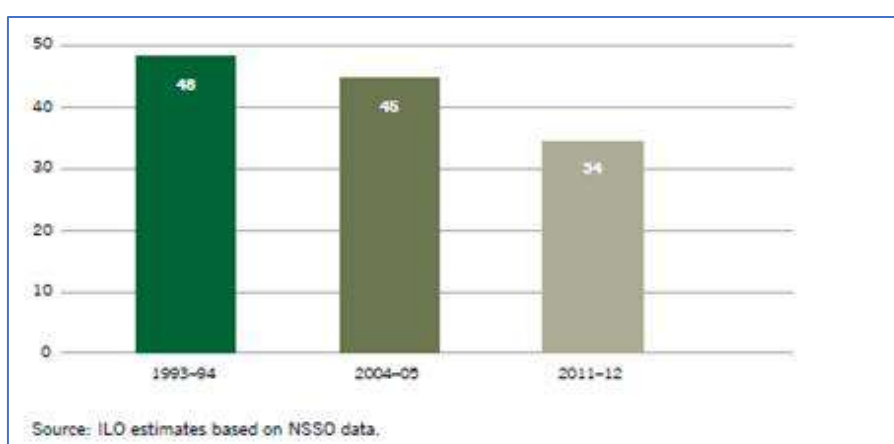


Table 3 shows the occupation-wise Gender Pay Gap for the year 1993-94 and 2011-12 using Gender Wage Ratio[^].

Table 3: Gender Wage Ratio by Occupation in India

| | 1993-94 | 2011-12 |
|-----------------------------------------------------|---------|---------|
| 1 Legislators, Senior Officials, and Managers | 0.77 | 0.92 |
| 2 Professionals | 0.84 | 0.75 |
| 3 Technicians & Associate Professionals | 0.73 | 0.62 |
| 4 Clerks | 0.97 | 0.88 |
| 5 Service Workers and Shop and Market Sales Workers | 0.64 | 0.52 |
| 6 Skilled Agricultural and Fishery Workers | 0.56 | 0.60 |
| 7 Craft and Related Trades Workers | 0.43 | 0.53 |
| 8 Plant and Machinery Operators and Assemblers | 0.37 | 0.48 |
| 9 Elementary Occupations | 0.64 | 0.69 |
| All occupations | 0.52 | 0.66 |

Source: ILO (2018)

[^]Gender Wage Ratio = Wage of Female worker/Wage of Male workers

Gender Pay Gap is highest among the Plant and Machinery Operators and Assemblers, and Skilled Agricultural and Fishery Workers. Therefore, skill appears as an important factor in Gender Gap formation

On West Bengal

Female unemployment rates in West Bengal (2018-19) are 1.4 for the rural and 3.7 for the urban against the all-India rates of 3.5 and 9.9 respectively. Bengal appeared in a better position if we compare the unemployment rate with the Indian average. Female Worker Population Ratio* (Table 4) is lower in rural Bengal against India average, but more urban women are working in West Bengal than the rest of India.

Table 4: Worker Population Ratio for 2018-19

| | Rural | | Urban | |
|-------------|--------|------|--------|------|
| | Female | Male | Female | Male |
| West Bengal | 16.0 | 60.4 | 19.4 | 57.9 |
| India | 19.0 | 52.1 | 14.5 | 52.7 |

Source: *PLFS, 2018-19, MoSPI*

Likewise, in West Bengal, Female Labour Force Participation Rate[§] is lower for the rural area than the Indian average and higher for the urban area, whereas, Male LFPRs are ahead of the Indian average in both rural and urban sectors.

Public Labour for Survey 2019-19 Annual Report revealed that Rural Bengal has an interesting fact – rural female workers (15.5%) in West Bengal earning regular wage/salary more than the male (12.3%) and India average (11%). Therefore, we observed a tendency that, unlike India, rural women of West Bengal are more inclined to the formal sector than getting engaged in the unorganised sector.

Average wage-earning (in Rs.) received per day by casual labourers in works other than Public Works (Jul.-Sep., 2018) exhibited that both in rural and urban women of West Bengal are paid less than the all-India average, and less than men in each sector.

*Worker Population Ratio (WPR) is defined as the number of persons employed per thousand persons.

§Labour Force Participation Rate (LFPR): LFPR is defined as the percentage of persons in the labour force (i.e., working or seeking or available for work) in the population.

Gender Gap in Agricultural activities (in terms of real wages) shows that the Wage Ratio is declining in West Bengal at a faster rate than in India (Table 5). The ratio is almost static for the country.

Table 5: Trends in Wage Ratio in Agricultural Activities

| | 1998–99 | 2008–09 | 2016–17 |
|-------------|---------|---------|---------|
| West Bengal | 1.35 | 1.29 | 1.25 |
| India | 1.24 | 1.23 | 1.23 |

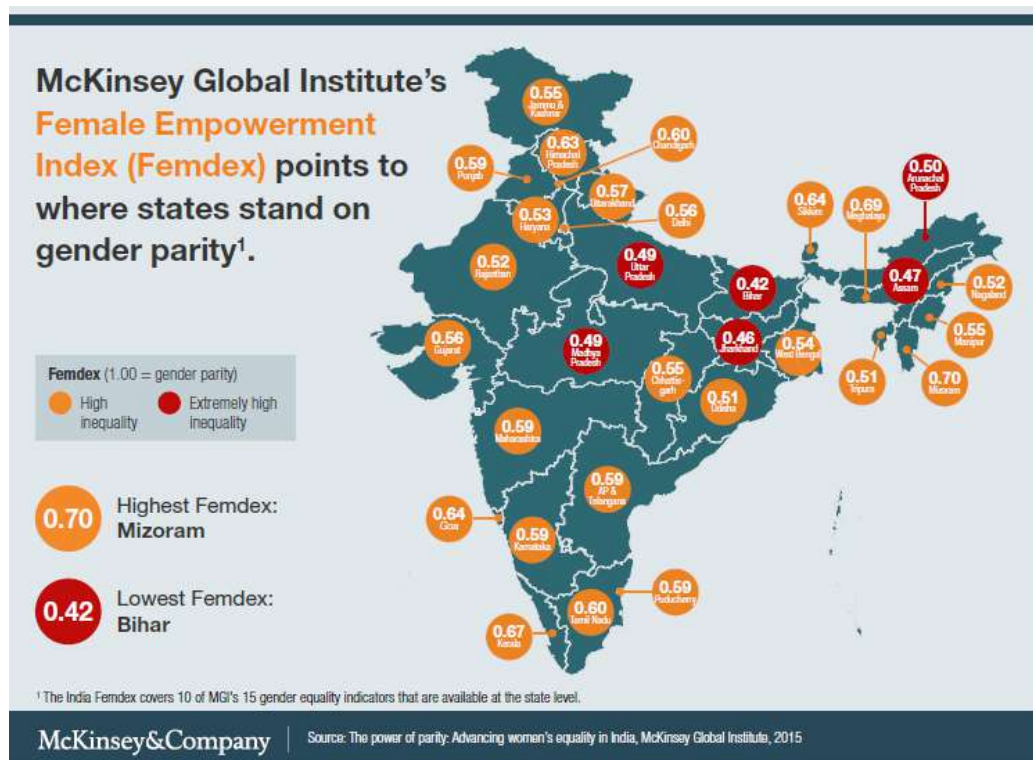
Source: PLFS, 2018-19, MoSPI

Therefore, we note that in the agriculture sector Gender Gap (Wage Ratio) is declining for the State faster than in the country.

On Gender Parity

Dr. Jana referred to the McKinsey Global Institute's Female Empowerment Index 2015 (Femdex 2015) to make the participants understand the relative position of the State West Bengal (Figure 2). It is a state of high inequality in gender parity (Index = 0.54).

Figure 2 Relative Position of West Bengal in McKinsey Femdex



Conclusion

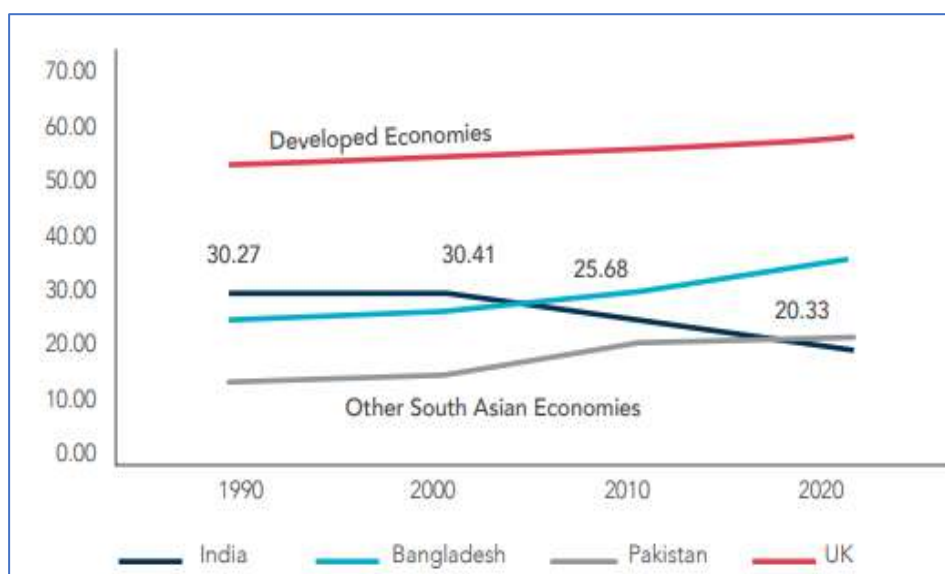
Dr. Jana concludes that since pay disparity is also noticed in India's massive unorganised sector, it is imperative to conduct regular awareness programs among the workers enlightening them about their rights. Additionally, efforts need to be made by the government to formalise the unorganised/informal sector by framing effective wage policies applicable to them and implementation the same. India can certainly learn from smaller but more progressive countries such as Iceland, which has topped the WEF ranking by closing more than 85.8% of its overall gender pay gap. India needs to change in social attitude towards the role of women.

2.3 Deliberation by Dr. Sudin Bag

On Wage Differentials

Dr Sudin Bag began in his deliberation entitled 'Gender Pay Gap in West Bengal' has brought back the Gender Pay Gap issue in the global perspective. Periodic Labour Force Survey 2018-19 reported that the Female Labour Force Participation Rate (LFPR) was only 19.7% in rural India and 16.1% in urban India which is far below the developed economies and declining over decades (Figure 3). India's performance to tap the women labour force is miserably low in comparison to all other South-Asian nations.

Figure 3 India's Labour Force Participation in Global Perspective



Source: NSSO data, Author's calculation

He pointed out that the labour force participation rate is declining over the last decade (23.04 million in 2012 to 20.79 million in 2019) which is a matter of concern.

Dr. Bag made a comparison between rural and urban women participation in different sectors and noted that during the period 1977 to 2017 rural women are more or less engaged in the agricultural sector which is primarily unorganised whereas urban women were able to expand their work area from agriculture to service-oriented jobs. It implies that, unlike rural women, urban women have more opportunities to channelize their workforce from the primary sector to the tertiary sector.

On West Bengal

West Bengal being an agro-based economy draws most of the women labour force. However, with the expansion of the service sector in the State, more females are coming up to service industries and the gender gap is gradually declining. District-wise Female Work Participation Rate in West Bengal shows that three districts, viz., Maldah, Purulia and Bankura have the highest rate of the female participation rate. These districts are economically backwards and sources of agricultural labourers to other districts. In West Bengal, women participation in the workforce is confined to unskilled agricultural activities. The work avenues for skilled and educated employees are limited for women, especially those living in rural areas.

Inspite of the region-specific charter of minimum wage rates issued by the Government of India, it is hardly implemented since the informal sector is not recognized. Hence, the disparity in gender payment is obvious. The State Government has also fixed the wage rate for skilled, unskilled and semi-skilled workers across two zones – urban and rural. The policy on discriminatory minimum wage rate itself may cause gender wage inequality.

Conclusion

Since women labour force is mostly unskilled and semi-skilled, they rely upon an unorganised and informal sector where gender discrimination is significantly present. This is not merely a State-level issue rather a global phenomenon. Educating the women with modern technology may resolve the issue, partially. Studies show that Australia can remove the Gender Pay Gap by the year 2048. Dr. Bag raised a question in his

concluding remark- when India will set herself free from any gender inequality at the workplace?

2.3 Deliberation by Dr. Krishna Dayal Pandey

Dr. Krishna Dayal Pandey raised a question on the concept of gender equality before beginning his session on ‘Socio-economic and Legal Aspects of Gender Wage Discrimination’. He explained that gender inequality should not be confused with gender difference or preference. He further clarified that we must admit the fact that men and women are considerably different both biologically and physiologically which sometimes make one more suitable for a particular nature of work than another. But, so far as getting opportunities and social acceptance is concerned, there must not be any discrimination.

On Legal Provision of Discrimination

Directive Principles of the Indian Constitution has also advocated for equal opportunity for men and women. As long as the opportunity or exposure is concerned, men and women should not be differentiated in the workplace. This is important to distinguish between ‘discrimination’ and ‘difference’ in the eyes of law. He introduced a few examples to establish the fact:

- (a) When a man is not allowed to travel on ladies’ compartment of train or to enter lady’s toilet, it is neither a dominance of women nor discrimination against a man. This is a difference.
- (b) When women are employed for plucking the tealeaves or nursing job in medical facility centre, it is neither a dominance of women nor discrimination against a man. This is a difference or a preference.
- (c) Some jobs are exclusively earmarked for men in the Indian Army. This is not discrimination rather a difference or a preference for a particular dimension of physiological suitability.

On Background of Legislature against Discrimination at Workplace.

Dr. Pandey brought to the notice of the audience that “Equal pay for equal work” is not expressly a constitutional right. It has been included in the Constitution under Articles

14, 15 and 16 – which guarantee equality before the law, protection against discrimination and equality of opportunity in matters of public employment. In 1976, the Equal Remuneration Act was passed to provide equal remuneration to men and women workers and to prevent based on gender in all matters *relating to discrimination in employment and employment opportunities*. The legislation additionally provides women with the legal right to challenge any kind of inequality concerning recruitment processes, job training, promotions, and transfers within the organization. There are a few other legislations like the Maternity Benefit Act, 1961 and the Factories Act, 1948 that do not directly address the issue of equal pay for equal work but provide certain additional benefits to women. The Maternity Benefit Act applies to all establishments with more than ten employees.

On International Law

ILO Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), countries should progressively extend minimum wage protections, in law and practice, to workers in the informal economy through the process of formalization. Recommendation No. 204 guides to facilitate the transition of workers and economic units to the formal economy while ensuring the preservation and improvement of existing livelihoods during the transition. Apart from the ILO compliance, India has adopted the sustainable wage policies recommended by the United Nations 2030 Agenda to address wage gaps.

On recent Development of Indian Laws

India, at present, has amalgamated numerous labour laws into three important Codes to address the issues of wage discrimination, social security, and occupational health and safety concerns, in particular, too unorganised sector. These three Codes are:

- Codes on Wages, 2019
- The Code on Social Security, 2020
- The Occupational Safety, Health and Working Conditions Code, 2020

The Code on Social Security, 2020 is a code to amend and consolidate the laws relating to social security to extend social security to all employees and workers either in the organised or unorganised or any other sectors. For the first time, provides the benefits and welfare schemes that were earlier available only to organised sector

workers to the workers in the unorganised sector. It brings the unorganised sector under the ambit of social security schemes, including life insurance and disability insurance, health and maternity benefits, provident fund and skill up-gradation, etc. The act amalgamates nine central labour enactments relating to social security. It consolidated The Employees' Compensation Act, 1923, The Employees' State Insurance Act, 1948, The Employees' Provident Funds and Miscellaneous Provisions Act, 1952, The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, The Maternity Benefit Act, 1961, The Payment of Gratuity Act, 1972, The Cine Workers Welfare Fund Act, 1981, The Building and Other Construction Workers Welfare Cess Act, 1996, Unorganised Workers' Social Security Act 2008.

The Occupational Safety, Health and Working Conditions Code, 2020 is a code to consolidate and amend the laws regulating the Occupational safety and health and working conditions of the persons employed in an establishment. The Act replaces 13 old central labour laws. It amalgamated The Factories Act, 1948, The Plantations Labour Act, 1951, The Mines Act, 1952, The Working Journalists and other Newspaper Employees (Conditions of Service and Miscellaneous Provisions) Act, 1955, The Working Journalists (Fixation of Rates of Wages) Act, 1958, The Motor Transport Workers Act, 1961, The Bidi and Cigar Workers (Conditions of Employment) Act, 1966, The Contract Labour (Regulation and Abolition) Act, 1970, The Sales Promotion Employees (Condition of Service) Act, 1976, The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, The Cine Workers and Cinema Theatre Workers Act, 1981, The Dock Workers (Safety, Health and Welfare) Act, 1986 and The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

Codes on Wages, 2019: The Code on Wages Act 2019 amalgamates, simplifies and rationalizes the relevant provisions of four central labour enactments relating to wages, namely: (i) The Payment of Wages Act 1936 (ii) The Minimum Wages Act 1948 (iii) The Payment of Bonus Act 1965 (iv) The Equal Remuneration Act 1976. With Wage Code intends to cover 50 crore plus employees and ensure "Right to Sustenance" for every worker by increasing the legislative protection of minimum wage.

The 2019 Code has provided for the formulation of minimum wage based on the skill of the workers and the conditions of work under Section 6. The Code seeks to remove the

concept of ‘scheduled employments’ thereby, bringing into its ambit a larger number of workers. This may be a huge step in including unorganised workers such as domestic workers, who are predominantly women, to be governed by the legislation. The Code provides for provisions relating to the prohibition of discrimination against employees on the grounds of gender in matters connected to the payment of wages. This provision has a wider application due to the use of ‘gender’ instead of the use of ‘men’ and ‘women’ as it was in the earlier provision. The Code provides for the establishment of the Central and State Advisory Board to provide increased employment opportunities to women and to advice on the extent to which women may be employed in establishments.

Seeks to regulate wages and bonus payments in all areas of employment where any trade, business, or manufacturing is carried out including organized and unorganized sectors. The minimum wage fixation would now primarily be based on geography and skills. It will substantially reduce the number of minimum wages in the country. Section 3 has included the word ‘gender’ to widen the duty of an employer to pay equal wages to its employees, thereby promoting gender equality. The amendment will ensure no discrimination in the payment of wages amongst males, females and individuals falling within the definition of ‘transgender’.

Conclusion

Dr. Pandey concluded that 62% of the workforce is made up of casual workers who need a right to the minimum wages. Reforms in labour laws through the three Codes, viz., Codes on Wages, 2019, The Code on Social Security, 2020 and The Occupational Safety, Health and Working Conditions Code, 2020 will rationalise the wage payment structure in the Indian organised sector. These Codes of Law would be instrumental to bring gender wage equality to the formal sector as well as the informal sector as a result of the trickle-down effect from the formal sector.

3. Panel Discussions

A panel discussion was taken place in two phases – Panel Discussion- I and Panel Discussion – II. In this present report, both the phases of discussions are clubbed together and presented herewith.

Sujit Mandal raised the question that what is the linkage of unpaid labour work/care-work into national Statistics as this exclusion causes the widening of the gender gap.

Dr. Bag responded that different statistical and research organisations are trying hard to obtain information regarding unpaid labour works or non-recognised labour works. But, unless the information is substantial, it is difficult to establish any linkage on that issue.

Dr. Jana agreed that earnings from unpaid works are not counted in our national income accounting system. This is a major drawback. On the other hand, since the labour force participation rate is falling, non-participation of the women labour force is dampening the national income. More women should join the labour force to improve the GDP of the nation.

Dr. Bhuiin raised an issue in the context of women employment. Due to mother-care activities, many women quit jobs and dislike to join back due to child care or home care necessities. This is a loss of human resources. These women are sacrificing their income against the satisfaction that they are investing their time and energy in building up future citizens. How these two phenomena can be reconciled?

Dr Jana responded to the question that inspite of loss in national income, social welfare is not decreasing if we measure the welfare of the nation in terms of the Happiness Index. Secondly, an opportunity cost is created for the other human resources who replaces the said women. However, there should be refinement in the National Income Accounting method where some value can be imputed against the works of unpaid/non-recognised. This measure will take up the gender pay gap issue too.

Mr. Arupam raised the questions that how we can fight against the gender pay gap? Dr. Bag responded that most of the gender pay inequality is occurring in the unorganised sector where the minimum wage rate is not honoured by the employer. If more and more economic activities are brought under the purview of formal structure, gender inequality

can be reduced. He also suggests that women education is important for uplifting the women workers in the Indian labour market. Dr. Jana also emphasised the point that informal organisations are required to bring under the purview of formal structure. Government has to play a proactive role in this formalisation process. Alongside, we need to change our attitude towards women workers and enhance awareness across all the sections regarding women rights.

Sujit Mandal again wanted to know the reasons behind decreasing women participation rate in the agriculture sector and its impact on production? Dr. Bag explained that the nuclearization of a family is a reason for the low women participation rate. Dr Jana argued that apart from social reasons like family nuclearization, growing mechanisation in the agricultural sector is also reducing the scope for unskilled employment. Secondly, alternative employment opportunity in the non-farm sector is also falling.

Chittaranjan Behra asked that can we conclude that the difference in pay structure in rural and urban areas arises due to the gender pay gap. Since the question is not well defined, Dr. Jana clarified the concept of the Gender Pay Gap again with examples.

Shyamali Jana asked: How does the Pay gap affect the economy? Chairperson Dr Jana reiterates the issue by explaining the gender role in economic development. The low pay gap indicates higher participation of women in the workforce and more income. Higher-income enhances the consumption of the economy which leads to more demand for goods and services. Higher demand increases the income and employment of the country. Therefore, a reduction in the pay gap makes the economy better.

Dr. Pandey added a point here that if the gender pay gap persists for a long time, the distribution of wealth will be biased towards men. Women will enjoy less economic entitlement than men which will create an imbalance in society. Economic empowerment is instrumental to social empowerment in terms of decision making. Therefore, decision-making power will be more vested in men.

Usha Rani Patra wanted to know about the political system. Since the question is not specific to the seminar topic, it's not discussed here.

Chittaranjan Behra again asked that in the entertainment industry the gender pay gap increases with age, especially for female artists. How that issue can be addressed? Dr. Bag addresses the question by arguing that the payment of artists in the entertainment

industry is based on the performance of artists in attracting and satisfying the target audience. Dr. Bhuiin used the jargon ‘competency-based pay’ to explain the same. Dr. Pandey argued that payment of artists depend upon the experience of the artists and age is not a determinant to payment.

Dr. Bhuiin wrapped up the program since no more question was raised by the participants. The chairperson officially declared to end the webinar. Dr Sajijul Islam conveyed vote of thanks to all the Trust authorities, organisers, participants, dignitaries, supporters, technical assistants and the National Commission for Women.

4. Conclusion and Recommendation

Having a thorough discussion in the Webinar on the theme *Unequal Pay: Gender Discrimination at Workplace* over the issues of gender discrimination at the workplace in wage payments with a special reference to West Bengal, we have come to the conclusion that gender wage discrimination is substantially high in the country and one of the major challenges for socio-economic development. Overrepresentation of the women labour force in the unorganised sector primarily causes wage inequality and the pay gap for India.

The resource persons of the webinar touched on the issues of gender discrimination in wage payment from different angles - legal, social and ethical. They pointed out the audience how deep-rooted the problem of gender pays inequality and gender pay gap was and discussed how to confront it in a developing country like India.

As long as the objectives of the webinar are concerned, it was a huge success to create awareness about gender wage discrimination in unorganised sectors. 126 college and university students, teachers, researchers, industrial and administrative personnel across the country took part in the webinar. Interactions with the resource persons provided room for discussions on several issues regarding gender pay, inequality, and discrimination. Most of the feedback of the participants is constructive and they are looking for similar programs to be conducted. Their responses and enthusiasm indicate that the webinar had generated a good spirit among the participants to fight against the challenges of gender pay discrimination.

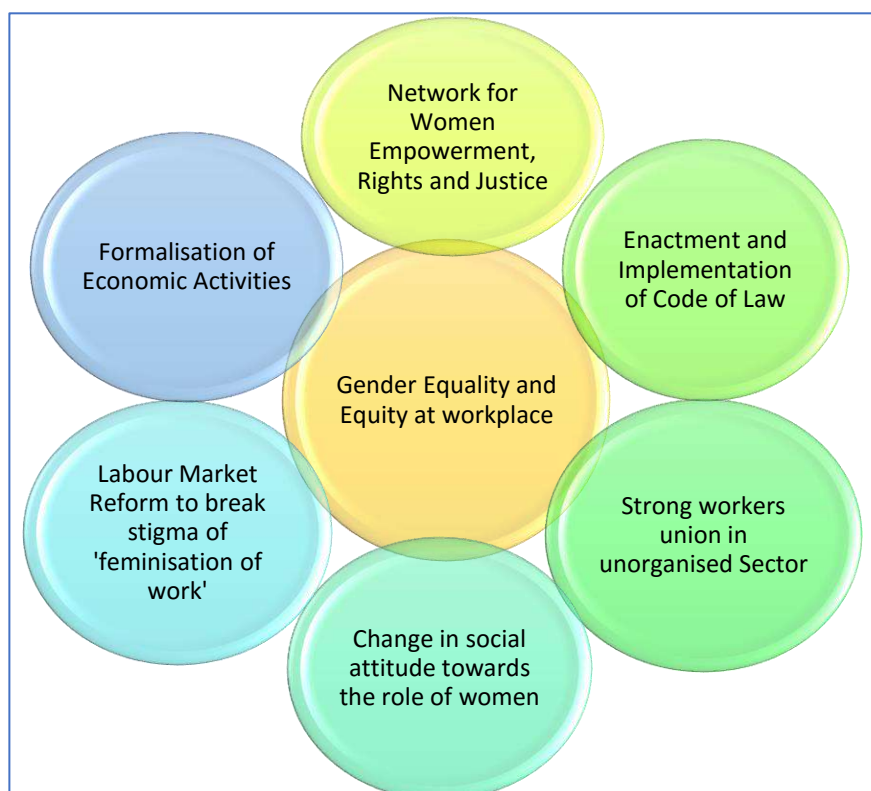
The limitation of the webinar was the English language as a mode of communication since many students were not accustomed to the language as a medium of instruction.

Recommendations

In connotation with the National Policy for the Empowerment of Women (2001) which aims at bringing about the advancement, development, and empowerment of women, wage inequality at the workplace turns as a major drawback against women development and empowerment.

We need to work in a lateral process to face gender wage discrimination. Figure 4 exhibits the proposed recommendation termed as ‘360 Degree Approach towards Gender Equity and Equality’ to combat the issue.

Figure 4 360 Degree Approach towards Gender Equity and Equality



The following recommendations are outlined to combat gender wage discrimination and restore gender equality and equity.

1. *Labour Market Reform to remove the stigma of Feminisation of work:* The gender wage gap cannot be reduced unless more women come forward and join the so-called works restricted for males only. India’s societal stigma against women as ‘capable of doing mainly unskilled and semi-skilled works’ and ‘women’s job’ needs to be altered. Rural labour markets are strongly structured and regulated by gender, caste and class identities. Therefore, we need to break the social stigma of feminised work and enhance women competency to perform skilled jobs having due consideration of gender differences. Therefore, transforming the Indian women worker to human resources is of utmost importance through expansion of skill, education and technical know-how.

2. *Change in social attitude towards the role of women:* A key empirical observation about female wages in development economics is a negative correlation between fertility and female wages. This observation points to the fact that women's fertility is valued more than their employments. Women were working during times of economic distress to support the family and the participation rate gradually reduced with higher income earned by the men. Unless social attitude towards working women is altered, it would be difficult to improve women labour force participation rate. We need awareness at all levels to change this attitude.
3. *Strong workers union in unorganised Sector:* Studies have noted that unionisation of wage-workers is more empowered to acclaim the employee rights than the un-unionised workers' group. We need sensitive, active and accountable trade unions in the unorganised sector. However, we are quite aware of the negative impacts of trade unions. Therefore, the movement of unions to acclaim the workers' rights should not be at the cost of employment itself.
4. *Enactment and Implementation of Code of Law:* Monitoring and penalties for non-compliance should be decided and enforced by each industry. This would work in consonance with proactive efforts to hire and promote inclusively, offering training and mentoring as needed. Second, when gender equality becomes the social norm, the gender gap in wages will close.
5. *Network for Women Empowerment, Rights and Justice:* A collaborative, strong and active network of Specialised Organisations, NGOs, NPOs, Research Institutes, Voluntary Organisations, etc., is needed that will voice out for the empowerment, rights and justice of the women across the world. For example, in 2010, the National Commission for Women drafted the Domestic Workers Welfare and Social Security Act to address various problems faced by domestic workers. Taking cognizance of the issues particular to domestic work, the Act notes, "...Only a Comprehensive Central Legislation specifically designed to meet the working condition of the domestic workers...can ensure the end of the exploitation of these domestic workers." a global level; the ILO's Congress passed the Convention for Domestic Work in 2010. The document outlines a desirable, basic minimum standard in terms of employment, wages, minimum hours, occupational safety, social health and social security for domestic workers.

6. *Formalisation of Economic Activities:* A monitoring system is needed to be developed so that the employment of unorganised workers can be documented and tracked. An incentive for informal employers may be a solution to the problem. For example, farmers may be paid a subsidy/incentive against the wages paid to agricultural labourers during the farming of his/her cultivable land.

5. References

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Weblink for the Webinar:

<https://www.youtube.com/watch?v=43Lulcu3yJM>

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The End

ANNEXURES

- A. Programme Schedule
- B. List of Resource Person
- C. List of Participants
- D. Feedback and Data Analysis
- E. Copies of PPT Presented

Annexure – A. Programme Schedule

| Programme Schedule (Actual Time Table followed) Date: 28.11.2021 | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|-------------|----------------------------------------------------------------------------------------------------------------------|
| Timings (IST) | Topic (Tentative) | By | Resource Person(s) |
| 10.00 AM – 10.05 AM | Welcome Note | Host | Dr. Pijus Kanti Bhui Secretary, VEC Trust Gunnath, Bankura, West Bengal |
| 10.05 AM – 11.10 AM | Inaugural Address | Chairperson | Dr. Sebak Kumar Jana Professor, Dept. of Economics, Vidyasagar University Midnapore, West Bengal |
| 10.10 AM – 10.30AM | Introduction to The Trust and NCW | Host | Dr. Pijus Kanti Bhui Secretary, VEC Trust Gunnath, Bankura, West Bengal |
| 10.30 AM – 11.10 AM | Gender Gap, Inequality and Wage Discrimination: Present and Future | Speaker | Dr. Sebak Kumar Jana Professor, Dept. of Economics, Vidyasagar University Midnapore, West Bengal |
| 11.10 AM – 11.40 AM | Gender Pay Gap in West Bengal | Speaker | Dr. Sudin Bag Asst. Professor, Dept. of Bus. Administration Vidyasagar University Midnapore, West Bengal |
| 11.40 AM – 12.00 AM | Question-Answer Session | Speakers | Dr. Sebak Kumar Jana and Dr. Sudin Bag |
| 12.00 PM – 12.30 PM | Socio-economic and Legal Aspects of Gender Wage Discrimination | Speaker | Dr. Krishna Dayal Pandey Asst. Professor, DDE, Vidyasagar University Midnapore, West Bengal |
| 12.30 PM – 12.50 PM | Panel Discussion | All | Expert Panel |
| 12.50 PM – 12.55 PM | Concluding Remark | Host | Dr. Pijus Kanti Bhui Secretary, VEC Trust Gunnath, Bankura, West Bengal |
| 12.55 PM – 1.00 PM | Vote of Thanks | Rapporteur | Dr. Sajjilul Islam Asst. Professor, Shrikrishna College, Bagula Nadia, West Bengal |
| Note: The webinar was conducted through Google meet Weblink: meet.google.com/trj-btdt-eyw | | | |

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Speaker
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Rapporteur
Dr. Sajijul Islam
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Host
Dr. Pijus Kanti Bhui
Secretary, VEC Trust



Organiser
Mr. Pulak Kanti Bhui
Jt. Secretary, VEC Trust

Annexure – C. List of Participants
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| 67 | Mr. | A.HABIBULLAH | Research scholar | Jamal Mohammed college | Madurai | 9003914113 | raby36@gmail.com |
| 68 | Ms. | Mou Jana | Student | Ramnagar collage | Ramnagar | 9382556180 | janapinki27@gmail.com |
| 69 | Ms. | Beauti parida | Student | Ramnagar college | Purba medinipur, kismath thiar | 8145972500 | paridabeauty2@gmail.com |
| 70 | Ms. | Arpita Maity | Student | Ramnagar collage | Dandabalboni | 9883907606 | arpitamaity175@gmail.com |
| 71 | Ms. | Uttara singha | Student | Ramnagar college | Purba medinipur, nachimpur | 8116910463 | uttarasingha168@gmail.com |
| 72 | Ms. | Priyanka Mondal | Student | Ramnagar college | Sabitrapur | 7384730325 | mandalpriyanka738473@gmail.com |
| 73 | Ms. | Moumita Mula | Student | Ramnagar college | Uttar gopalpur | 7670456059 | moumita2003mula@gmail.com |
| 74 | Ms. | Amrita shit | Student | Ramnagar college | Bagpura | 7585822211 | shitamrita2@gmail.com |
| 75 | Ms. | Usha Rani patra | Student | Ramnagar college | Bhunijabarh | 9144833722 | usharani2002patra@gmail.com |
| 76 | Ms. | Sunita das | Student | Ramnagar college | Chirulia | 6295016105 | sunitadasbabu786@gmail.com |
| 77 | Ms. | Shyamali Jana | Student | Ramnagar College | Egra | 9932350814 | shyamalijana76@gmail.com |
| 78 | Ms. | Kakoli Karmakar | Student | Srikrishna college, Bagula | Payradanga Raypara | 8101913388 | pkarmakarls16@gmail.com |
| 79 | Ms. | Sukanya patra | Student etc | Ramnagar collage | Haropur | 7063226063 | sukanya123patra@gmail.com |
| 80 | Ms. | Sangbrita Bhowmick | Student | Sri Krishna College Bagula | Krishnanagar | 8101628158 | sangbrita912@gmail.com |

| Sl. No. | Salutation | Name | Designation | Institute/ Organization Name | City/Town/Village | Contact Number | E-mail ID |
|---------|------------|--------------------|---------------------|----------------------------------------------------------|-------------------------------|----------------|------------------------------|
| 81 | Dr. | SATARUPA DATTA | ASSISTANT PROFESSOR | DINABANDHU ANDREWS COLLEGE | KOLKATA | 8420162802 | satarupadatta10@gmail.com |
| 82 | Ms. | Suvanita maity | Student | Ramnagar college | Purba Medinipur, Thiar | 9382446592 | suvanitamaity@gmail.com |
| 83 | Mr. | Priyaranjan Patra | SACT | Bhatter College, Dantan | DANTAN | 7001791099 | priyaranjanp893@gmail.com |
| 84 | Ms. | SOVA SAU | Student | Ramnagar College under Vidyasagar University | Ramnagar, purba medinipur | 8370863345 | sausova20@gmail.com |
| 85 | Ms. | Soma sau | Student | Ramnagar College | Ramnagar (purba Medinipur) | 9564686600 | somasau03@gmail.com |
| 86 | Ms. | Sutanu bera | Student | Ramnagar college | Ramnagar (purba Medinipur) | 9564791005 | sutanumitu@gmail.com |
| 87 | Ms. | Nilima giri | Student | Ramnagar collage | Ramnagar purba medinipur | 9883084617 | girinilima51@gmail.com |
| 88 | Ms. | Archana Sahoo | Student | Ramnagor college | Village-kadua,post-sisusadan, | 8167342313 | Archana8167342313@gmail.com |
| 89 | Ms. | Radha Rani das | Student | Ramnagor college | Dharas | 8945517809 | dasradharani827@gmail.com |
| 90 | Ms. | Sayanti Karan | Student | Ramnagar college under Vidyasagar university | Ramnagar, Purba medinipur | 8597762775 | rituliza7551@gmail.com |
| 91 | Ms. | Maya Mondal | Student | Srikrishna college, bagula, Nadia | Village | 8101929312 | mayamondal69944@gmail.com |
| 92 | Ms. | Tuhina Mandal | Village | Srikrishna College bagula nadia | Chhoto chupria | 9800282568 | tuhinam680@gmail.com |
| 93 | Mr. | Alapan Ghosh | Student | Ramakrishna Mission Vivekananda Centenary College Rahara | Sheoraphuli | 9330061515 | alapanzico10@gmail.com |
| 94 | Ms. | Madhumita ghanti | Student | Ramnagar college | Ramnagar (purba medinipur) | 8145633986 | madhumitaghanti641@gmail.com |
| 95 | Ms. | Sukanya patra | Student | Ramnagar collage | Haropur , Alankarpur | 7063226063 | sukanya123patra@gmail.com |
| 96 | Mr. | Sk Firdosi Sultana | Student | Ramnagar College | Bararankua | 9735013713 | sk.guddu5675248@gmail.com |

| Sl. No. | Salutation | Name | Designation | Institute/ Organization Name | City/Town/Village | Contact Number | E-mail ID |
|---------|------------|------------------|---------------------|------------------------------------------|-----------------------------------|----------------|-----------------------------------|
| 97 | Ms. | Juthi Roy | Home maker | Unknown | Georgia,USA | 9232786237 | juthiroybhuin@gmail.com |
| 98 | Mr. | SATYAM BHANDARI | STUDENT | VIDYASAGAR UNIVERSITY | KHARAGPUR | 7319315572 | satyambhandari100@gmail.com |
| 99 | Ms. | Swati Singh | Student | Vidyasagar University | Kharagpur | 8297803394 | singhswati36kqp@gmail.com |
| 100 | Mr. | ARUPAM MANDAL | Student | Vidyasagar University | West Midnapore | 8967486066 | arupammandal123@gmail.com |
| 101 | Ms. | Debangan Pal | student | vidyasagar university | vill: Temathani paschim medinipur | 8617669475 | debangnapal07302@gmail.com |
| 102 | Ms. | Komal Kumari | Student | Vidyasagar University | Jamshedpur | 9304837438 | komal05527@gmail.com |
| 103 | Ms. | Keya Mallick | Student of MBA | Vidyasagar University | Midnapore West | 9647143193 | keyamallick169@gmail.com |
| 104 | Mr. | Koushik Dutta | Student | Vidyasagar University | Midnapore | 8972831637 | duttakoushik19@gmail.com |
| 105 | Ms. | TANIYA PODDAR | STUDENT | VIDYASAGAR UNIVERSITY | HOWRAH | 7980963584 | taniya.poddarr27@gmail.com |
| 106 | Ms. | Biswanath Mondal | Student | Vidyasagar university | Nischintapur | 9609143587 | biswanathmondal02061999@gmail.com |
| 107 | Ms. | PABITRA NAYEK | Student | Vidyasagar University | Jhargram | 9002819984 | pabitranyekinfol@gmail.com |
| 108 | Ms. | Debosree Sahoo | Student | Vidyasagar university | West Midnapore | 8250138584 | debosreesahoo12@gmail.com |
| 109 | Ms. | Reshmi Biswas | Student | Vidyasagar University | Bankura | 8250382177 | biswasreshmi895@gmail.com |
| 110 | Ms. | Ishani Aich | Student | Vidyasagar University | DURGAPUR | 9851189011 | aichishani10@gmail.com |
| 111 | Ms. | Puspita Mahata | Assistant professor | Srikrishna college | kalyani | 9433557570 | pusipogo@gmail.com |
| 112 | Mr. | SANDIP CHOWDHURY | STUDENT | Vidayasagar University | Radhaballavpur | 8116891573 | sandipchowdhury1999@gmail.com |
| 113 | Ms. | Ananya Manna | Student | Ramnagar college (VIDYASAGAR UNIVERSITY) | Ramnagar | 7477382112 | ananyamanna22@gmail.com |

| Sl. No. | Salutation | Name | Designation | Institute/ Organization Name | City/Town/Village | Contact Number | E-mail ID |
|---------|------------|---------------------|----------------------|------------------------------------------|--------------------------|----------------|-------------------------------|
| 114 | Mr. | Majrul Sk | PhD Research Scholar | Raiganj University | LALBAGH | 8509712299 | skmajrul2014@gmail.com |
| 115 | Mr. | Suprio Bhuiin | Industry Personnel | Saldiha college | Vill.Rowtara | 6294758698 | bhuinsuprio123@gmail.com |
| 116 | Mr. | Ajoy buuin | Student | Saldiha college | Vill_ rowtara | 9064918139 | bhuinajoy057@gmail.com |
| 117 | Mr. | Soumya Kanti Bhuiin | Student | Bishnupur Public Institute of | VILL-ROUTARA | 6295408462 | bhuin.soumya440@gmail.com |
| 118 | Mr. | Sanjay Bhuiin | Student | Saldhia College | Vill-Routara | 7679143653 | sanjoybhuiin963@gmail.com |
| 119 | Mr. | Koushik bhuiin | Industry personnel | TCR ENGINEERING SERVICES PRIVATE LIMITED | Village routara | 8967945015 | bhuin.koushik28@gmail.com |
| 120 | Mr. | Suprio Bhuiin | Industry Personnel | Saldiha college | Village.Rowtara | 6294758698 | supriobhuiin18@gmail.com |
| 121 | Ms. | ISHITA KUNDU | Student | Vidyasagar University | Puruliya | 8001563359 | kunduishita70@gmail.com |
| 122 | Mr. | SUMAN DAS | Student | Vidyasagar University | Kendur, Purba Bardhaman | 7718358904 | suman713427@gmail.com |
| 123 | Mr. | Avijit Bhowmik | Student | Vidyasagar university | Barisha | 9382103931 | avijitbhowmik721155@gmail.com |
| 124 | Ms. | Moumita Panja | Student | Vidyasagar University | Uchalan, Purba Bardhaman | 8597369816 | moumita.rs04@gmail.com |
| 125 | Mr. | NISITH HUI | Student | Vidyasagar University | Belda, paschim mednipur | 7364037551 | nisithhui40@gmail.com |
| 126 | Ms. | Susmita Pati | Student | Ramnagar Collage | Khairanda | 8695200221 | patisusmita380@gmail.com |

Annexure – D. Feedback and Data Analysis

1. General Feedback of the Participants About the Webinar

| Sl. No | Name | Institute/ Organization Name | Your take away from the webinar | Your suggestion for future similar programme |
|--------|---------------------|-----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Madhumita Setua | Midnapore College | Nice | Wanted |
| 2 | Dr. P. Ramakrishnan | Gedu College of Business Studies, Royal University of Bhutan | Learn to respect women | Welcomed |
| 3 | Mr. Sujit Mondal | Vidyasagar University | Learnt a lot on different aspects of Gender Pay Gap. | Conduct more and more of webinars on different aspects of socio economic developmental issues. |
| 4 | Moumita Panja | Vidyasagar University | About women wages | I am totally agreed, included various type of women wages |
| 5 | ISHITA KUNDU | Vidyasagar University | Yes | Very good webinar |
| 6 | Lopamudra Ghosh | World Forum for Welfare Geopolitics (WFWG) | I got introduced to many different ideas on how to curb socio- economic inequality and gender inequality. | The World Forum for Welfare Geopolitics (WFWG) is interested in collaborating with this organization and organizing such wonderful events. |
| 7 | SATYAM BHANDARI | VIDYASAGAR UNIVERSITY | There should not be any wage or any gender discrimination | Please arrange more such webinar for us so that we can get more exposure to understand the concept of various topics. |
| 8 | SANDIP CHOWDHURY | Vidayasagar University | Good knowledge | This type of program increases our knowledge, so we want to attended this type of program more and more time..... |
| 9 | Lopamudra Ghosh | World Forum for Welfare Geopolitics (WFWG) | Very insightful | Interested in future collaboration. |
| 10 | ARUPAM MANDAL | Vidyasagar University | They should not any wage or any gender discrimination. | Please arrange more such webinar for us so that we can get more information, exposure to understand the concept of various content |
| 11 | Shyamali Jana | Ramnagar College | I learn very much from this meeting | I found this meeting really helpful. One of the most informative seminars I have ever attended . Thank you for organizing and a very special thanks to the great speakers ! In future I wish to attend all these types of programme. |
| 12 | Swati Singh | Vidyasagar University | How we can fight against gender gap. How gender gap effects the society. What laws are there for gender gap. | This session is very informative and interactive would love to join those session in future. |
| 13 | Dr. Madhumita Basu | Victoria Institution (College) | Very enriching | There should be more webinars like this one |

| Sl. No | Name | Institute/ Organization Name | Your take away from the webinar | Your suggestion for future similar programme |
|--------|---------------------|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 14 | Chittaranjan Behera | Brainware University | Updated with lot of informations. I enriched my knowledge and witnessed a wonderful webinar. | National and International level can be arranged. |
| 15 | Joyeeta Das | Victoria Institution (College) | Very informative and insightful | Webinar on women empowerment |
| 16 | PRALAY KUMAR BERA | Kharagpur Ashattoron Foundation | Insightful | More resource persons needed |
| 17 | Reshmi Biswas | Vidyasagar University | Gain knowledge about gender discrimination in wage payment | This type of webinar should be conducted for awareness |
| 18 | RAJIB DAS | Brainware University | The session was very insightful and interactive. We learned many aspect of gender biases and its probable solutions. | There are many international participant known to me who probably be eager to join similar kind of seminar. |
| 19 | Alapan Ghosh | Ramakrishna Mission Vivekananda Centenary College Rahara | I gained a lot of information on unemployment rates, wage gap based on gender. It was also good to know, how education and participation of women can eradicate gender wage gap and also help in our country's economic development. Also, it was quite astounding to know that gender discrimination and gender difference are different subjects. | First of all I would like to say that, It was an informative and well organized webinar. It will be really nice to join more webinars on such socioeconomic topics. Hope such webinars are conducted on much more larger scale. |
| 20 | Supriyo Biswas | Srikrishna College, Bagula Nadia | Women empowerment | Yes |
| 21 | Aparna maity | Ramnagar college | Very good | Good |
| 22 | Sandip Kumar Bhuiin | VEC Trust | Great experience | More programme is needed like this. |
| 23 | Itu Chakraborty | Vidyasagar University | Knowledgeable | Interested |
| 24 | Sandip Gharui | Oriental Institute of Science and Technology | Good | No |
| 25 | PURNENDU BASU | Gedu College of Business Studies (Royal University of Bhutan) | Developed better understanding on the topic. | Include research paper in the webinar. |
| 26 | Soma Sanyal | Michael Madhusudan Memorial college | Perfect knowledge about wage discrimination | Nothing |
| 27 | Rabindranath Dey | Srikrishna Bagula college | This webinar is so much learning to me in rural development subject | This pogramme also excellent and I hope the next programme and the content will be more exvillent. |

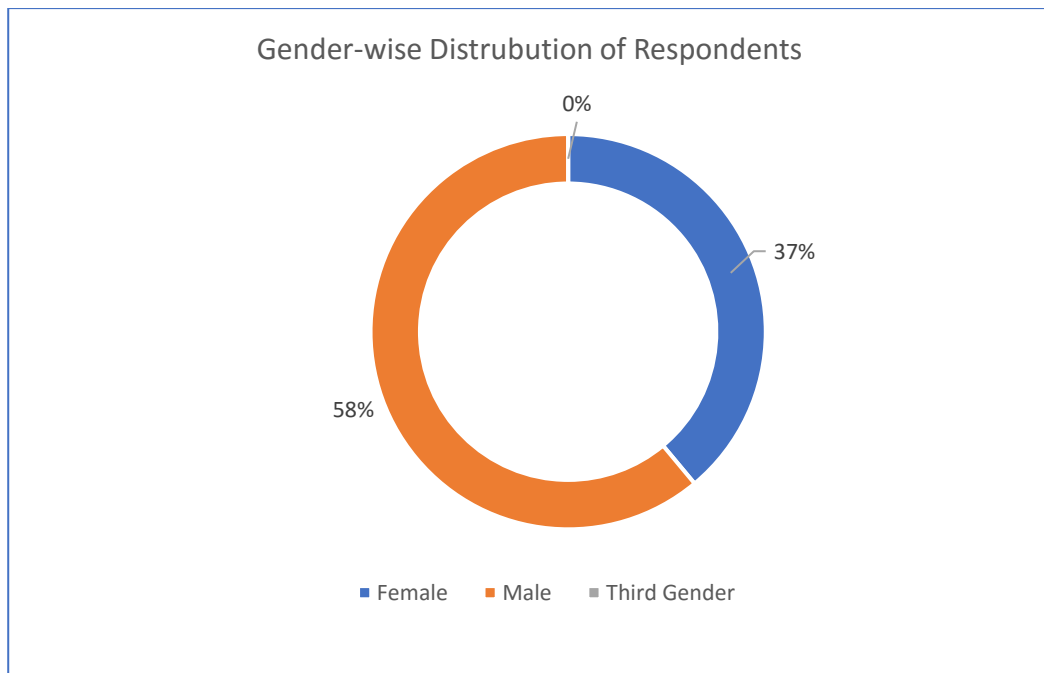
| Sl. No | Name | Institute/ Organization Name | Your take away from the webinar | Your suggestion for future similar programme |
|--------|----------------------------|------------------------------------------------------------|-----------------------------------------|----------------------------------------------------------------------------------------|
| 28 | Kakoli Karmakar | Srikrishna college, Bagula | Yes | I shall participate |
| 29 | Beauty parida | Ramnagar college | Very good | Suggest for international webinar |
| 30 | Dr. Ashis Adhikary | Vivekananda Mission Mahavidyalay | Very good | Yes |
| 31 | Sangbrita Bhowmick | Sri Krishna College Bagula | Knowing about rural development | This program is good but next time I can hope will be better |
| 32 | Dr.A.Subha | Sri Sarada College for women (Autonomous) Salem -16. | yes | Over all very well |
| 33 | Anamika Chakraborty | Ramnagar college | Very good | Suggest for international webinar |
| 34 | Manjusri panchadhyayee | Ramnagar college | Very good | Very good |
| 35 | Soumya kanti Bhuin | Bishnupur Public institute of engineering | Excellent | Yes, |
| 36 | Pulak Kanti Bhuin | CTS | Great | Nothing |
| 37 | Arpita Maity | Ramnagar college | Very good | suggestion for internationl webinar |
| 38 | Riyazul Islam Mondal | Srikrishna College Bagula | Very good | Hopeful |
| 39 | K. J. ANNIE | Padmavani Arts and science college for women Salem | Gender discrimination | It's vry useful to me |
| 40 | Ashraful Islam | Srikrishna College, Bagula | Nice | Try to Increase more participants. |
| 41 | Usha Rani Patra | Ramnagar college | I learn very much from this meeting | In future I wish to attend on this types program |
| 42 | Debanjan Gupta | Midnapore college | Nice | Good |
| 43 | MOUSUMI MUKHERJEE | Ramakrishna Sarada Mission Vivekananda Vidyabhavan | NA | NA |
| 44 | Dr. Md Aminuzzaman | Dr. Gour Mohan Roy College | I faced with technical problem | It was good lots of things learn but suggest for high speed internet connection. |
| 45 | Sk Firdosi Sultana | Ramnagar College | I learn very much from this meeting | In future I wish to attend all these types of programme |
| 46 | Priyanka Mandal | Ramnagar college | Nice | Yes |
| 47 | Kakoli Karmamar | Srikrishna college , Bagula | Yes | I shall do participate. |
| 48 | Amrita shit | Ramnagar college | I learn very much from this meeting. | In future I wish to attend all these types of programme |
| 49 | Sunita Das | Ramnagar college | Nice | Yes |
| 50 | Sukanya patra | Ramnagar collage | Very good | Suggestion for international webinar |
| 51 | Ajoy Bhuin | Saldiha college | Like it | Yes |
| 52 | Suprio Bhuin | Saldiha college | Like | Yes |
| 53 | Sayan Bhuin | Vyasadeva Educational and charitable trust | Good | Yes |
| 54 | Kakoli Karmakar | Srikrishna College, Bagula | Yes | I shall participate. |
| 55 | PRIYARANJAN PATRA | BHATTER COLLEGE, DANTAN | Very good | Every things is all right |
| 56 | Dr. SWAPAN KUMAR BARMAN | Prabhat Kumar College,Contai | Excellent | Arrange same in future |

| Sl. No | Name | Institute/ Organization Name | Your take away from the webinar | Your suggestion for future similar programme |
|--------|---------------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 57 | Koushik Bhuiin | TCR ENGINEERING SERVICES PRIVATE LIMITED | Good | Yes |
| 58 | Soubhik Bhuiin | TCR ENGINEERING SERVICES PRIVATE LIMITED | Women rights are known to me. | Similar program is wanted |
| 59 | ANKITA GHOSH | VYASADEVA EDUCATIONAL AND CHARITABLE TRUST | NCW is a strong forum for women empowerment and gender equality. New development in the legal aspect of gender discrimination is path breaking | I want to attend similar program. Organisation is very Good. |
| 60 | Dr. Swagata Bhattacharjee | Vivekananda Mission Mahavidyalaya | Friends | Good |
| 61 | Sanjay Bhuiin | Saldhia College | No | Yes |
| 62 | Dr. Ashis Adhikary | Vivekananda Mission Mahavidyalaya | Good | Yes |
| 63 | RAJIB DAS | Brainware University | Very informative session. | We can expect more participation if you make it as International Seminar. |
| 64 | Sk Firdosi Sultana | Ramnagar College | I learn very much from this meeting | In future I wish to attend all these types of program |
| 65 | Debosree Sahoo | Vidyasagar University | Yes | Yes |
| 66 | Arup Kumar Mandal | Srikrishna College | Yes | Very good |
| 67 | Komal Kumari | Vidyasagar University | Very good area was covered, there should be fair wage system and equal wage system for the women, there should not be any discrimination. | I would like if the programme should be organised in the international level also. |
| 68 | Kartick Chandra Mandal | Rabindrabharati University | Valuable information regarding the topic | Overall session is excellent to me. This type current issue base webinar will expect form you. |
| 69 | PINKI JANA | Rabindra Bharati University | Learn lot of things. | We need many webinar on this topic and spread them every family and every people mind. |
| 70 | Dr. P. Ramakrishnan | Gedu College of Business Studies, Royal University of Bhutan | Fair Wage Payments | Conduct more event simliar to this |
| 71 | Dr. Ashis Adhikary | Vivekananda Mission Mahavidyalaya | Very good | Yes |
| 72 | Prerona Chakraborty | Srikrishna College | I have learned a lot about the Bengal farm laborers, which I did not know before. | The third wave of corona is a catastrophe in the life of ordinary people. |
| 73 | Bijoya Saha | Calcutta Girls'College | Yes | Na |
| 74 | GOPAL ROY | JANGIPUR COLLEGE | Information | 2nd |
| 75 | Dr. SABU P.J | St.Thomas College (Autonomous), Thrissur, Kerala | Knowledge | Good work |

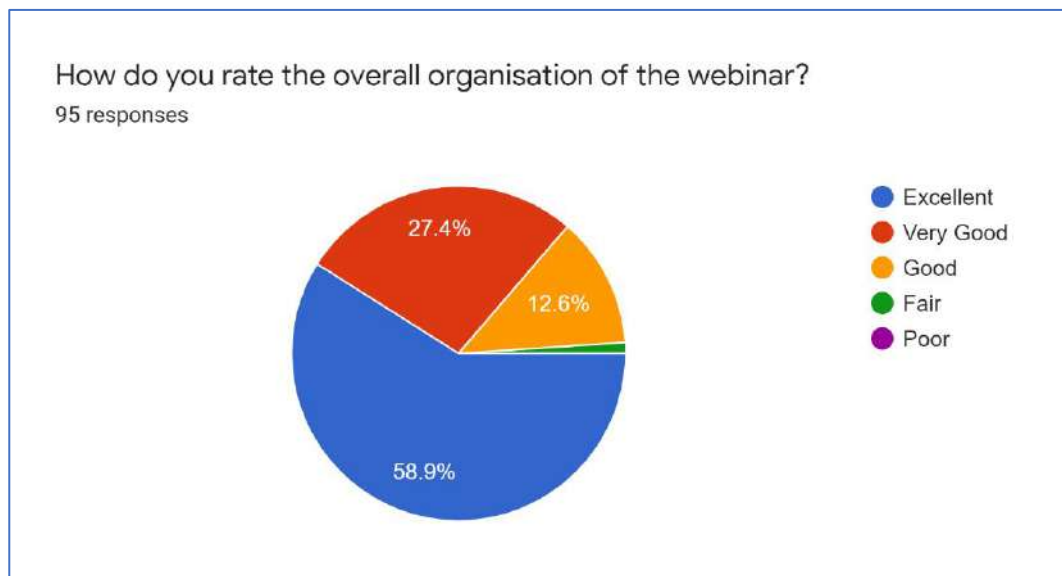
| Sl. No | Name | Institute/ Organization Name | Your take away from the webinar | Your suggestion for future similar programme |
|--------|---------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| 76 | Supriyo Biswas | Srikrishna College Bagula Nadia | Yes | Yes |
| 77 | Sanjoy Bhui | Saldhia College | No | Yes |
| 78 | Nayan Dolui | Vivekananda Mission Mahavidyalaya | Knowledge | Very good |
| 79 | Sanjoy Bhui | Saldhia College | Dress, | Yes |
| 80 | Priyanka Tiwari | Tilak Dhari P G College Jaunpur (VBSPU) | The seminar was very informative in which the condition of rural women was explain thoroughly. | Please include the other aspects about life in rural areas. |
| 81 | Dr. Ashis Adhikary | Vivekananda Mission Mahavidyalaya | Good | Yes |
| 82 | K. J. ANNIE | Padmavani Arts and science college for women Salem | Bengal rural | Yed |
| 83 | Dr P KUMARAN | C Abdul Hakeem College Melvisharam Ranipet | Good | Good |
| 84 | Passang Doma Bhutia | Maharaja Sris Chandra College | Excellent | Hoping for more |
| 85 | Debosree Sahoo | Vidyasagar University | How to fight against gender gap | Yes sure |
| 86 | Nayan Dolui | Minerva Academy B.Ed. Collage | Knowledge | Very good |
| 87 | Suvanita maity | Ramnagar college | Very good | Suggest international webinar |
| 88 | Dr. Pijush Mallick | School of Life Sciences, Swami Vivekananda University | knowledge about gender sensitization | should conduct more and more at village level through offline mode |
| 89 | Suvanita maity | Ramnagar college | Very good | Suggest for international webinar |
| 90 | Uttara singha | Ramnagar college | Very good | suggest for international webinar |
| 91 | V. MUNIAMMAL | ARUNAI COLLEGE OF EDUCATION & TIRUVANNAMALAI | Good | Good |
| 92 | Passang Doma Bhutia | Maharaja Sris Chandra College | Enriched | Hoping for more such seminar |
| 93 | PABITRA NAYEK | Vidyasagar University | This type of webinar help for better society | Next time more presentation |
| 94 | DEBABRATA SINGH | SIDHO KANHO BIRSHA UNIVERSITY | I know so much things and aware it. | NO |
| 95 | Bipul Kant Bhui | VYASADEVA EDUCATIONAL AND CHARITABLE TRUST | NCW is a strong forum for Gender equality in India. The Webinar was very interesting and informative for gender awareness | Good organisation. I definitely attend similar webinar. |

2. Analysis on Feedback

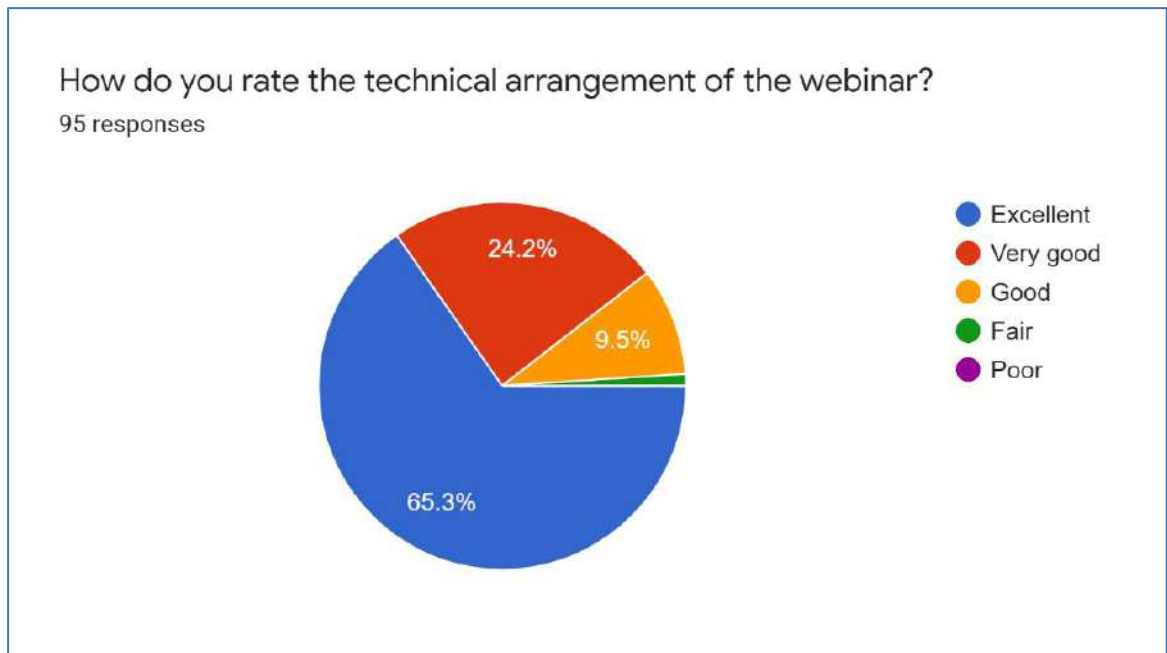
(a) Gender-wise distribution of participants - male shares majority.



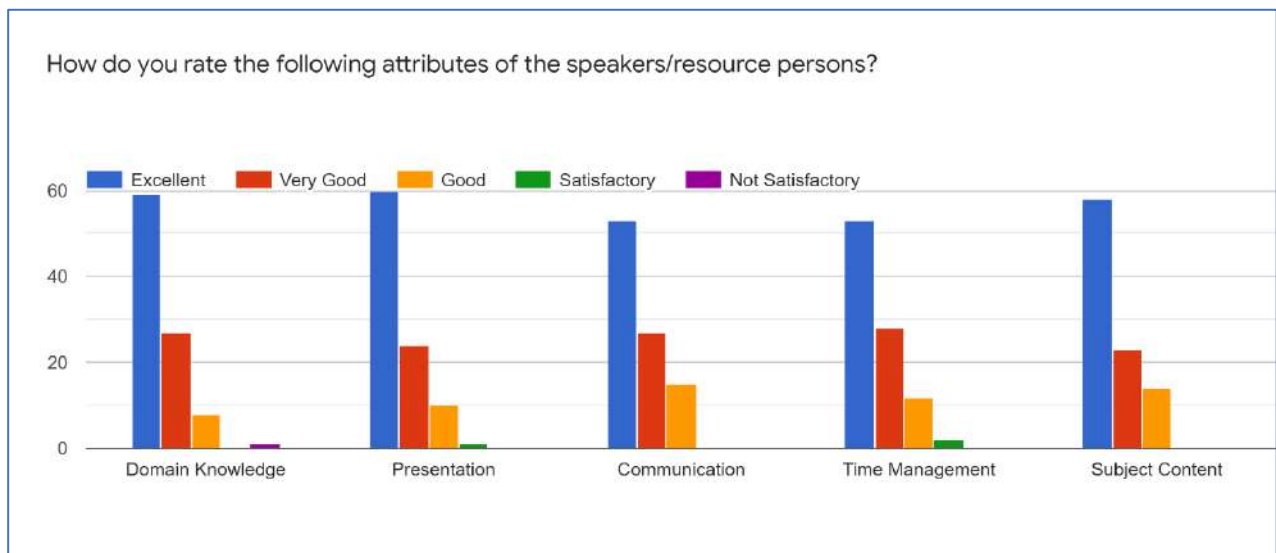
(b) Nearly 60% of the participants rated the webinar as excellent.



(c) Nearly 65% of the participants rated the technical arrangement for the webinar as excellent.



(d) Feedback on different attributes of the resource persons shows that resource persons are highly accepted and appreciated by the participants.



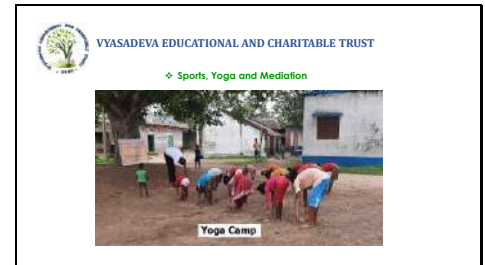
Annexure – E. Copies of PPT Presented

1. PPT presented by Dr. PK Bhuiin

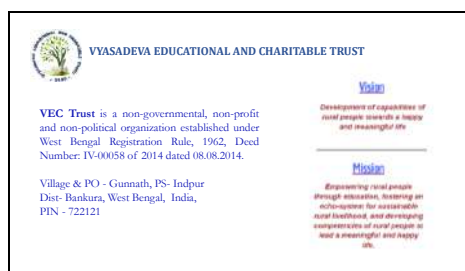
Slide 1



Slide 6



Slide 2



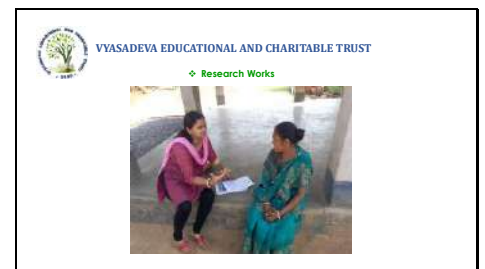
Slide 7



Slide 3



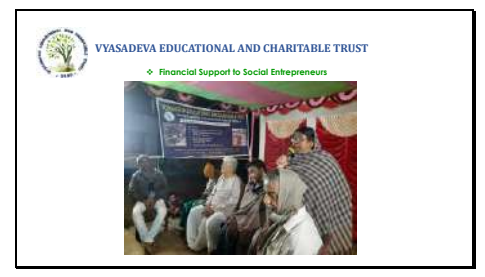
Slide 8



Slide 4



Slide 9



Slide 5



Slide 10



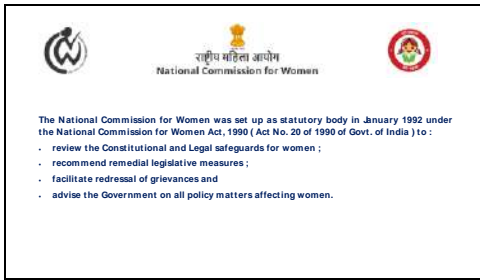
Slide 11



Slide 16



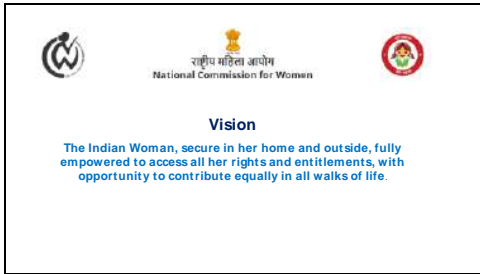
Slide 12



Slide 17



Slide 13



Slide 18



Slide 14



Slide 19



Slide 15



Slide 20



2. PPT presented by Prof. (Dr.) Sebak Kumar Jana

Slide 1

Gender Gap, Inequality and Wage Discrimination: Present and Future

Dr. Sebak Kumar Jana
Professor of Economics
Department in Economics, Vidyasagar University

Presentation in the Webinar
Issues of Gender Discrimination in Wage Payments in Unorganised Sector in Rural Bengal

Organised by
Vyasdeva Educational and Charitable Trust
Supported by
National Commission for Women

November 28, 2021

Slide 6

Gender Inequality Index in India (Out of 156 countries)

| | Score | | Rank | |
|----------------------------------------|-------|-------|------|------|
| | 2006 | 2021 | 2006 | 2021 |
| Global Gender Gap Index | 0.601 | 0.625 | 98 | 140 |
| Economic Participation and opportunity | 0.397 | 0.326 | 110 | 151 |
| Educational Attainment | 0.819 | 0.962 | 102 | 114 |
| Health and Survival | 0.962 | 0.937 | 103 | 155 |
| Political Empowerment | 0.227 | 0.276 | 20 | 51 |

Slide 2

What is gender pay gap?

- Gender pay gap refers to the difference in average wages between all women and all men who are engaged in paid employment.
- Based on its analysis, gender pay gap is used as a common indicator of gender inequality in the world of work
- Wage inequality remains a serious challenge not just globally, but also to India's path to achieving decent working conditions and inclusive growth.
- India ranks 108 in World Economic Forum's (WEF) gender gap index in 2018, which is the same rank it held in 2017.
- Apart from the gender pay gap, India is also facing a huge pay disparity among the categories of organised and unorganised sectors, rural and urban areas and regular and casual workers.

Slide 7

Gender Inequality Index in India: Economic Participation and opportunity in India

| Indicator | Rank | Score | Avg | female | male | f/m |
|--------------------------------------------|------|-------|-------|--------|------|------|
| Economic Participation and opportunity | 151 | 0.326 | 0.583 | | | |
| Labour force participation rate% | 148 | 0.28 | 0.655 | 22.3 | 79.6 | 0.28 |
| Wage equality for similar work | 135 | 0.482 | 0.628 | | | |
| Estimated earned income (\$1000) | 148 | 0.207 | 0.494 | 2.2 | 10.8 | 0.21 |
| Legislators, senior officials and managers | 140 | 0.171 | 0.349 | 14.6 | 85.4 | 0.17 |
| Professional and technical workers | 136 | 0.411 | 0.755 | 29.2 | 70.9 | 0.41 |

Slide 3

Why gender pay gap study:

Inequalities within various category of workers, reflected in 'wage inequalities', often contribute to overall inequality to a significant extent. Higher earnings would also lead to increase in the consumption level of the bottom strata and reduce consumption inequalities as well.

Sustainable Development Goal (SDG) 8 highlights the importance of achieving 'equal pay for work of equal value'.

Further, SDG 10 seeks to reduce all forms of inequalities within and among countries calls to action for income growth of the bottom 40 percent of the population along with other progressive measures.

The India Wage Report 2018 clearly points out that 'low pay and wage inequality remain a serious challenge to India's path to achieving decent working conditions and inclusive growth.

Slide 8

Work participation and leadership in India, 2021

| Indicator | Female | Male | Value |
|------------------------------------------------|--------|--------|-------|
| Labour force, million people | 83.13 | 288.65 | 0.22 |
| Unemployed adults, % of labour force (15-64) | 5.07 | 5.57 | 0.91 |
| Boards of listed companies, % board members | 15.90 | 84.10 | 0.19 |
| Firms with female majority ownership, % firms | 10.70 | 89.30 | 0.12 |
| Firms with female top managers, % firms | 8.90 | 91.10 | 0.10 |
| Share of workers in informal sector, % workers | 88.50 | 87.90 | 0.99 |

Slide 4

Unorganised Sector and Informal Unemployment

Unorganised Sector:
Organised Sector is a sector where the employment terms are fixed and regular, and the employees get assured work. Unorganised sector is one where the employment terms are not fixed and regular, as well as the enterprises, are not registered with the government.

Informal Workers:
The National Commission for Enterprises in the Unorganized Sector (NCEUS) defines informal workers as follows:
"Informal workers consist of those working in the informal sector or households, excluding regular workers with social security benefits provided by the employers and the workers in the formal sector without any employment and Social Security benefits provided by the employers".
Operational criteria used by countries to define informal jobs of employees include the lack of coverage by social security system and the lack of entitlement to paid annual or sick leave.

Slide 9

Structure of employment in the Indian economy, 2011-12

Slide 5

Informal Job:

- Employees are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (paid annual or sick leave, etc.) for reasons such as: non-declaration of the jobs or the employees;
- Casual jobs or jobs of a limited short duration;
- Jobs with hours of work or wages below a specified threshold (e.g. for social security contributions);
- Employment by unincorporated enterprises or by persons in households;
- Jobs where the employee's place of work is outside the premises of the employer's enterprise (e.g. outworkers without employment contract);
- Jobs, for which labour regulations are not applied, not enforced, or not complied with for any other reason.

Slide 10

Some Definitions

Labour Force Participation Rate (LFPR): LFPR is defined as the percentage of persons in the labour force (i.e., working or seeking or available for work) in the population.

Worker Population Ratio (WPR): WPR is defined as the percentage of employed persons in the population.

Unemployment Rate (UR): UR is defined as the percentage of persons unemployed among the persons in the labour force.

Slide 11

Table : Unemployment rates (in the labour force) according to usual status

| Round/ | Year | Rural | | Urban | |
|------------------|---------|--------|------|--------|------|
| | | Female | Male | Female | Male |
| 27 th | 1972-73 | 0.5 | 1.2 | 6.0 | 4.3 |
| 32 nd | 1977-78 | 2.0 | 1.3 | 12.4 | 5.4 |
| 38 th | 1983 | 0.7 | 1.4 | 4.9 | 5.1 |
| 43 rd | 1987-88 | 2.4 | 1.8 | 6.2 | 5.2 |
| 50 th | 1993-04 | 0.9 | 1.4 | 6.1 | 4.1 |
| 55 th | 1999-00 | 1.0 | 1.7 | 5.7 | 4.5 |
| 61 st | 2004-05 | 1.8 | 1.6 | 6.9 | 3.8 |
| 66 th | 2009-10 | 1.6 | 1.6 | 5.7 | 2.8 |
| 68 th | 2011-12 | 1.7 | 1.7 | 5.2 | 3.0 |
| PLFS | 2017-18 | 3.8 | 5.8 | 10.8 | 7.1 |
| PLFS | 2018-19 | 3.5 | 5.6 | 9.9 | 7.1 |

Slide 16

Table: Proportion (in per cent) of worker in usual status (ps+ss) in informal sector among workers engaged in non-agriculture sector during 2018-19

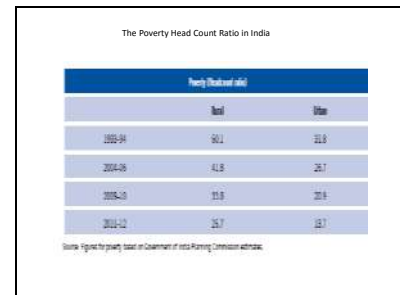
| States/UTs | Rural | | | Urban | | |
|-------------|-------|--------|--------|-------|--------|--------|
| | Male | Female | Person | Male | Female | Person |
| West Bengal | 86.6 | 70.8 | 83.8 | 74.6 | 57.4 | 71.0 |
| India | 76.5 | 58.5 | 73.6 | 65.8 | 50.2 | 62.8 |

Slide 12

Table: Unemployment Rates in West Bengal: 2018-19

| State/UTs | Rural | | | Urban | | |
|-------------|--------|------|--------|--------|------|--------|
| | Female | Male | Person | Female | Male | Person |
| West Bengal | 1.4 | 4.0 | 3.5 | 3.7 | 5.3 | 4.9 |
| India | 3.5 | 5.6 | 5.0 | 9.9 | 7.1 | 7.7 |

Slide 17

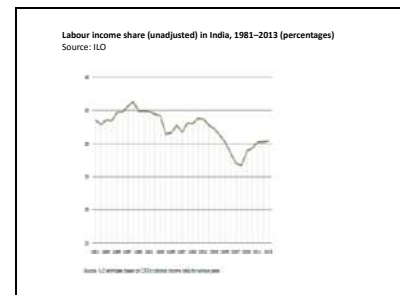


Slide 13

Table : Worker Population Ratio for 2018-19

| | Rural | | Urban | |
|-------------|--------|------|--------|------|
| | Female | Male | Female | Male |
| West Bengal | 16.0 | 60.4 | 19.4 | 57.9 |
| India | 19.0 | 52.1 | 14.5 | 52.7 |

Slide 18



Slide 14

Table : Labour Force Participation Rate: 2018-19

| States/ UTs | Rural | | | Urban | | |
|-------------|-------|--------|--------|-------|--------|--------|
| | Male | Female | Person | Male | Female | Person |
| West Bengal | 62.9 | 16.2 | 40.0 | 61.1 | 20.2 | 40.7 |
| India | 55.1 | 19.7 | 37.7 | 56.7 | 16.1 | 36.9 |

Slide 19

Table: Real Wage Rate in India (Base 2011-12)

| | 1993-94 | 2004-05 | 2011-12 |
|-------|---------|---------|---------|
| Rural | 96 | 122 | 175 |
| Urban | 218 | 282 | 284 |
| All | 128 | 169 | 247 |

Slide 15

Table: Percentage Distribution of Workers According to Broad Employment Status: 2018-19

| | Rural | | | | | |
|-------------|---------------|------|---------------------------------|------|---------------|------|
| | Self-employed | | Regular wage/ Salaried Employee | | Casual Labour | |
| | Female | Male | Female | Male | Female | Male |
| West Bengal | 58.4 | 48.3 | 15.5 | 12.3 | 26.2 | 39.4 |
| India | 59.6 | 57.4 | 11.0 | 14.2 | 29.3 | 28.3 |

Slide 20

Table: Real Wage Rate in India (Base 2011-12)

| | 1993-94 | 2004-05 | 2011-12 |
|---------|---------|---------|---------|
| Regular | 231 | 297 | 396 |
| Casual | 75 | 90 | 143 |
| All | 128 | 169 | 247 |

Slide 31

Change in nominal and real wages in West Bengal : Agricultural Activities

| | | West Bengal | | % difference |
|---------|------------|-------------|-------------|--------------|
| | | India | West Bengal | |
| 1998-99 | Ploughing | 107.8 | 113 | 4.5 |
| | Sowing | 71.5 | 85.3 | 19.3 |
| | Harvest- | 68.9 | 91.1 | 32.2 |
| 2008-09 | Ploughing | 137.3 | 132.5 | -3.5 |
| | Sowing | 88.1 | 102.7 | 16.6 |
| | Harvest- | 88.5 | 103.1 | 16.5 |
| 2016-17 | Ploughing | 202.3 | 197 | -2.6 |
| | Sowing | 137.7 | 159.5 | 16.1 |
| | Harvesting | 138.4 | 164 | 18.5 |

Slide 36

Future in Gender Gap: Laws

1. Codes on Wages, 2019
2. The Code on Social Security, 2020
3. The Occupational Safety, Health and Working Conditions Code, 2020

Slide 32

Gender Gap real wages in Agricultural activities

| | 1998-99 | | 2008-09 | | 2016-17 | |
|-------------|--------------------------|--------|---------|--------|---------|--------|
| | Male | Female | Male | Female | Male | Female |
| West Bengal | 86.8 | 64.2 | 107.8 | 83.6 | 163.9 | 131.5 |
| India | 101 | 81.3 | 117.6 | 95.6 | 182.8 | 148.1 |
| | Gender Gap (Wage Ratio) | | | | | |
| West Bengal | 1.35 | | 1.29 | | 1.25 | |
| India | 1.24 | | 1.23 | | 1.23 | |

Slide 37

Conclusions

1. Since pay disparity is also noticed in India's massive unorganised sector, it is imperative to conduct regular awareness programs among the workers enlightening them about their rights.
2. Additionally, efforts need to be made by the government to formalise the unorganised / informal sector by framing of effective wage policies applicable to them and implementation of the same.
3. India can certainly learn from smaller but more progressive countries such as Iceland, which has topped the WEF ranking by closing more than 85.8% of its overall gender pay gap.
4. Change in social attitude towards the role of women
5. Strong workers union in unorganised Sector
6. Enactment and Implementation of Code of Law:
7. Network for Women Empowerment, Rights and Justice

Slide 33

Average Daily Agricultural Wages (in Rs.) - 2019-20

| State | Crop | Season | Year | | | | | | | | | | | |
|-------------|-----------|---------|------|------|------|------|------|------|------|------|------|------|------|------|
| | | | 2019 | 2020 | 2019 | 2020 | 2019 | 2020 | 2019 | 2020 | 2019 | 2020 | 2019 | 2020 |
| West Bengal | Cereals | Winter | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | | Summer | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | | Monsoon | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Oilseeds | Winter | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | | Summer | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | | Monsoon | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Sugarcane | Winter | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | | Summer | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | | Monsoon | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Other | Winter | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | | Summer | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | | Monsoon | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |

Slide 38

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ILO. India Wage Report, Wage policies for decent work and inclusive growth

World Economic Forum, Global Gender Gap Report 2021

Kumar, S., Answar, M. E., Immanuelraj, T. K., Kumar, S., Singh, H. P., Mishra, S. N., & Sarkar, S. K. (2020). Agricultural wages in India: trends and determinants. *Agricultural Economics Research Review*, 33(347-2020-1417).

Datta, R., & Ghosal, R. K. (2014). Diversification in the Rural Employment Structure in West Bengal during the Post Reform Period. *Business Studies*, 35, 136-146.

Various Government Reports

Slide 34

The factors to interpret the gender wage gap:

- i. An undervaluation of women's work and discrimination in pay;
- ii. Workplace characteristics (e.g. how substitutable workers are for each other, the value of face time, etc.);
- iii. Gender segregation channelling women into low value added jobs;
- iv. The view of women as economic dependants; and
- v. The likelihood that women are in unorganized sectors or not represented in and
- vi. The overall wage structure in a country – which may be shaped by wage-setting mechanisms that may have been designed with a focus on workers in male-dominated sectors);
- vii. Family behavioural patterns where motherhood can play a major role.

Source: ILO

Slide 39



Slide 35

Gender Pay Gap : Future

The economic case for gender parity in India

\$2.9 trillion

of additional annual GDP in 2025 could be added in India by fully closing the gender gap in the workplace.

... this is 80% higher than business as usual 2027 in 2025.

\$0.7 trillion

could be added in 2025 by reducing the wage-to-market parity in unorganised sector, public or social, and business to 90% (compared with 80% in the overall GDP in 2025).

India cost being...

68 million

more women in the workforce by 2025

70%

increase in the workforce by 2025

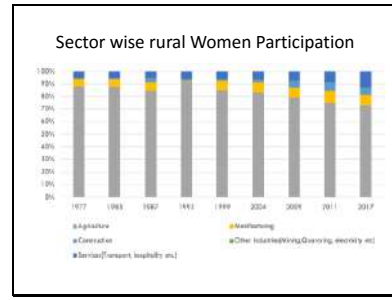
Key assumptions: gender parity in unorganised sector, public or social, and business to 90% (compared with 80% in the overall GDP in 2025). Source: ILO

3. PPT presented by Dr. Sudin Bag

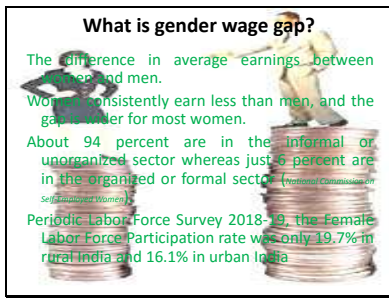
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Slide 6



Slide 2

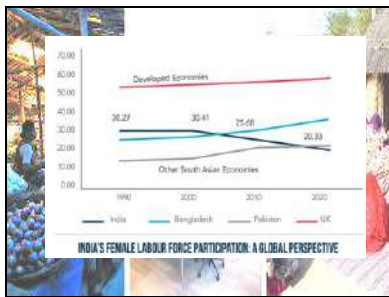


Slide 7

Work Participation in Rural and Urban West Bengal

| West Bengal | Rural Participation | | | | Urban Participation | | | |
|-------------|---------------------|-------|-------|-------|---------------------|-------|-------|-------|
| | 1981 | 1991 | 2001 | 2011 | 1981 | 1991 | 2001 | 2011 |
| Total | 29.25 | 33.38 | 37.93 | 38.7 | 20.31 | 29.39 | 33.82 | 36.66 |
| Male | 44.72 | 52.08 | 54.20 | 57.2 | 48.70 | 49.64 | 54.07 | 56.84 |
| Female | 8.69 | 13.07 | 20.70 | 19.40 | 5.59 | 6.21 | 11.13 | 15.40 |
| Gender Gap | 36.03 | 39.02 | 33.60 | 37.80 | 42.21 | 43.43 | 42.94 | 41.44 |

Slide 3



Slide 8

Female Work Participation Rate in Various Districts of West Bengal

| Sl. No. | Districts | Rural & Urban | | Rural | | Urban | |
|---------|-------------------|---------------|--------|-------|--------|-------|--------|
| | | Male | Female | Male | Female | Male | Female |
| 1 | Durgachang | 48.51 | 28.33 | 47.92 | 25.85 | 49.22 | 12.16 |
| 2 | Falguni | 52.27 | 23.50 | 52.24 | 26.20 | 52.43 | 11.40 |
| 3 | Kocho Bihar | 54.81 | 33.33 | 53.14 | 33.38 | 52.07 | 11.65 |
| 4 | Dakshin Dinajpur | 55.62 | 35.13 | 56.65 | 36.85 | 48.78 | 13.84 |
| 5 | Malda | 52.55 | 28.29 | 52.60 | 33.04 | 50.11 | 11.50 |
| 6 | Malda | 51.14 | 16.37 | 51.37 | 14.74 | 50.23 | 22.67 |
| 7 | Bardhaman | 54.30 | 19.65 | 54.54 | 23.55 | 51.83 | 12.20 |
| 8 | Burdwan | 53.23 | 16.68 | 56.51 | 19.98 | 48.50 | 9.60 |
| 9 | Nadia | 54.66 | 14.07 | 55.06 | 13.17 | 54.97 | 17.32 |
| 10 | North 24 Parganas | 52.03 | 11.33 | 54.07 | 11.96 | 53.81 | 10.38 |
| 11 | Hooghly | 56.50 | 16.16 | 52.75 | 15.49 | 54.13 | 10.46 |
| 12 | Bankura | 56.75 | 32.04 | 59.05 | 33.55 | 53.04 | 12.32 |
| 13 | Purulia | 52.31 | 36.21 | 52.94 | 30.20 | 48.70 | 9.00 |
| 14 | Medinipur | 54.50 | 22.82 | 54.46 | 24.36 | 53.54 | 10.18 |
| 15 | Jharghat | 55.85 | 33.07 | 55.52 | 33.20 | 56.10 | 1.05 |
| 16 | Koelha | 58.06 | 12.84 | | | 58.06 | 12.84 |
| 17 | South 24 Parganas | 51.82 | 11.53 | 51.58 | 12.29 | 53.08 | 8.77 |
| 18 | Uttar Dinajpur | 53.89 | 23.84 | 52.12 | 25.54 | 50.25 | 11.11 |

Slide 4

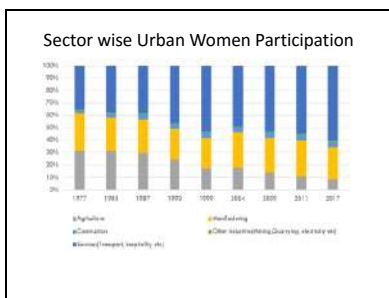


Slide 9

REGION-SPECIFIC MINIMUM WAGES

| REGION 1 | REGION 2 | REGION 3 | REGION 4 | REGION 5 |
|---------------------------------------------------------|-------------------------------------------------------------------------|-----------------------------------------------------------|--------------------------------|---------------------------------------------------------------------------|
| ₹342/day or ₹8,892/month | ₹380/day or ₹9,880/month | ₹414/day or ₹11,622/month | ₹447/day or ₹11,622/month | ₹386/day or ₹10,036/month |
| Assam, Bihar, Jharkhand, MP, Odisha, UP and West Bengal | Andhra Pradesh, Telangana, Chhattisgarh, Rajasthan, J&K and Uttarakhand | Gujarat, Karnataka, Kerala, Madhya Pradesh and Tamil Nadu | Delhi, Goa, Haryana and Punjab | Andhra Pradesh, Manipur, Meghalaya, Nagaland, Sikkim, Mizoram and Tripura |

Slide 5



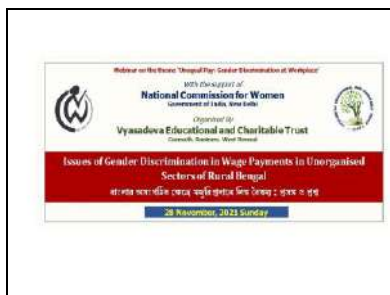
Slide 10

Pay structure of Labor in West Bengal

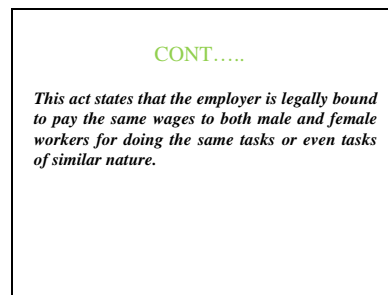
| Employees Category | Construction & Maintenance of roads or Buildings, Hotels & Restaurants, Tea industry, Security Services and so on | |
|--------------------|-------------------------------------------------------------------------------------------------------------------|--------|
| | Zone A | Zone B |
| Unskilled | 321 | 281 |
| Semi-Skilled | 353 | 309 |
| Skilled | 389 | 340 |

4. PPT presented by Dr. Krishna Dayal Pandey

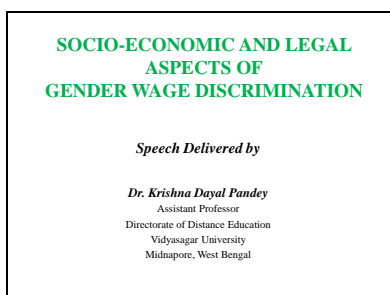
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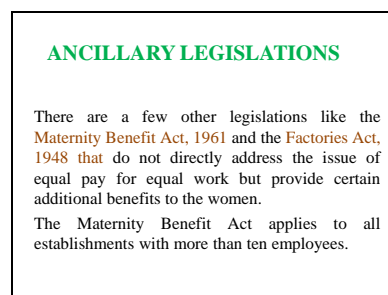
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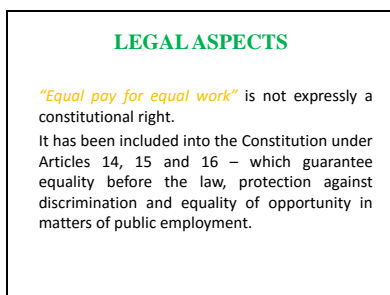
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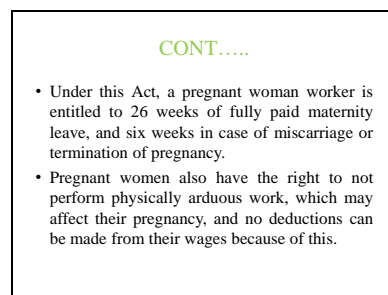
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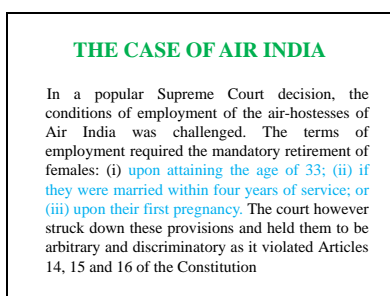
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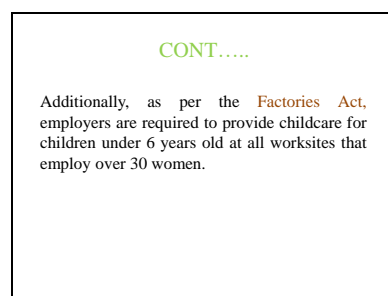
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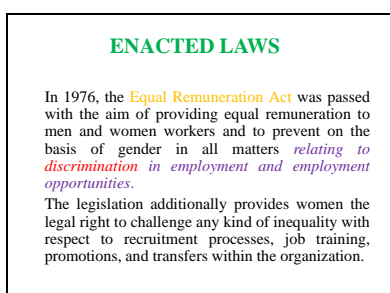
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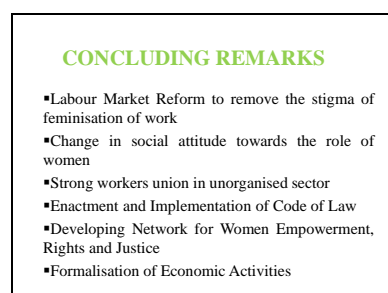
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Slide 5



Slide 10



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