GENDER DISPARITY IN THE CURRENT INDIAN WORKFORCE:
CONCERN & CAUSES

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ABSTRACT
Gender disparity refers to inequalities on one or more parameters existing between men and women. Taking into consideration the stark reality of the inequalities existing between men and women in the workforce of India in terms of participation as well as remuneration, this study attempts to analyze and elucidate the existing Gender disparity in the current Indian workforce and attempts to find out and elaborate the causes behind it. This study is descriptive in nature & uses secondary data collected from statistical reports published by National & International sources. Extensive literature survey on the subject has been done. Also, an attempt has been made to segregate the various causes of Gender disparity in Indian workforce into explicit and implicit causes and it has been found that Gender disparity in Indian workforce is a bitter truth which needs to be addressed by addressing both explicit as well as implicit causes. Apart from other significant findings it has been found that implicit causes are deep-rooted in the social norms of India and constitute majority of reasons for Gender disparity in Indian workforce.

KEYWORDS: Explicit causes, Gender Disparity, Implicit causes, Social norms.