

India, said as with most things in

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India, officially the Republic of India is a country in South Asia. It is the seventh-largest country by area, the populous country (with over 1.2 billion people). As it is clear the population in India is very high as a result of that, there are lots of people looking for jobs to continue in life, so the gender pay gap is one of the biggest challenges for the government in India. In an agricultural country like India more than 40% of the 500 million women who live in the rural areas are involved in agriculture and farming related activities but most of these women are not given the status of a farmer, thereby denying them of various government schemes and benefits.

“If India cannot give millions of people entering the job market employment, anger will increase, and it has the potential to derail what has been built so far,” Rahul Gandhi, heir-apparent to the main opposition Indian National Congress party, said in a speech at the University of California, Berkeley, on Sept. 11. “That will be catastrophic for India and the world beyond it.”

“According to the 2017 report, India has closed 67% of its gender gap, but its greatest challenges are in economic participation and opportunities for women, where the country is ranked 139. “On average, 66% of women’s work in India is unpaid, compared to 12% of men’s,” the report said. As with most things in India, the perceptions in this case of gender equality, do not always match reality because many reasons like traditions and culture. – Traditionally a caste society with roots in Hinduism, Indian culture places a high importance on authority and status. Communication between levels is relatively closed so valuable insight or suggestions from employees in lower positions will rarely be shared with their superiors. Without

understanding the complexity of Indian attitudes to authority and how they impact business, organisations doing business in India will struggle to implement change as quickly as necessary, and fail to harness the experience and value of its employees.