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## Morphogenesis Builds a Gender-Positive Practice in India

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Indian design firm [Morphogenesis](#) has now become one of the world's first architecture practices to report a gender pay gap in favor of its female employees. Recruitment and promotion policies were created to make a level playing field for all candidates, irrespective of gender, with merit being the sole review criterion. The report reflects the firm's efforts to support long-term career progression for women in a country where they earn just 62 percent of what men earn.



The company's gender balance is calculated by identifying the middle earner within the workforce. In a country where women earn 62

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