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 just 62 percent of what men earn...