

India Report-2022

Discrimination

September 17, 2022

In news- The Oxfam India has recently released 'India Discrimination Report 2022'.

Key Highlights of the report-

- According to the report, **gender discrimination is the reason for 98 per cent of employment gap between males and females in India.**
- The report highlighted that woman in India despite their same educational qualification and work experience as men will be discriminated in the labour market due to **societal and employers' prejudices.**
- The report shows that **discrimination causes 100 per cent of employment inequality** faced by women in rural areas in labour market and 98 per cent in urban areas.
- The report said **self-employed males earn 2.5 times more than females, 83 per cent** of which is **attributed to gender-based discrimination and 95 per cent of the gap** between the earnings of male and female casual wage workers is due to discrimination.
- The report further said that **93 per cent of the gap in earnings of males and females is due to discrimination.**
- It says that **rural self-employed males earn twice of what females earn in rural areas.** Male casual workers earn ₹3,000 per month more than females, 96 per cent of which is attributed to discrimination.
- The academically recognised statistical model applied in the report is now able to quantify the discrimination women face in the labour market.
- The **lower wages for salaried women are due to 67 per cent of discrimination** and 33 per cent due to lack of education and work experience.

- The inequality in the labour market for gender and other social categories is not just due to poor access to education or work experience but because of discrimination.
- It has found that discrimination is a driving factor behind low Labour Force Participation Rate (LFPR) of women in the country.
- **These findings are based on the government data on employment and labour from 2004-05 to 2019-20.**
- **The Oxfam India report refers to unit level data from 61st round National Sample Survey (NSS) data** on employment-unemployment (2004-05), the Periodic Labour Force Survey in 2018-19 and 2019-20 and All India Debt and Investment Survey by the government.
- **Oxfam India is a non profit organization** working to support child education, empowering women & fighting against inequality in India.

What is the Labour Force Participation Rate (LFPR)?

- It is the percentage of the population which is either working (employed) or seeking for work (unemployed).
- According to the International Labour Organisation (ILO), the LFPR is a 'measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work'.

Method of computation

The labour force participation rate is calculated as follows:

$$\text{LFPR(\%)} = \frac{\text{Labour force}}{\text{Working-age population}} \times 100$$

$$\text{LFPR(\%)} = \frac{\text{Persons employed} + \text{persons unemployed}}{\text{Working-age population}} \times 100$$

- The breakdown of the labour force (formerly known as economically active population) by sex and age group

gives a profile of the distribution of the labour force within a country.

- As per the ministry of statistics and programme implementation, LFPR for women in India was only 25.1% in 2020-21.
- This is considerably lower than Brazil, Russia, China and South Africa as per the latest World Bank estimates. LFPR for women in South Africa was 46% in 2021.