

Gender Wage Gaps among Regular Employed Persons

According to Census 2011, women constitute 48 per cent of the population but the labour force participation of women is low. Even those who enter the labour market face discrimination when it comes to earning wages. The gender wage gap shows the difference between the wages of men and women expressed as a percentage of men's wage. It is one of the measures to show gender inequality of a country.

A calculation of gender wage gap from 50th round of NSSO (1993-94) to 68th round of NSSO (2011-12) shows that there is not much improvement in the wage gap in the rural and urban areas of India.

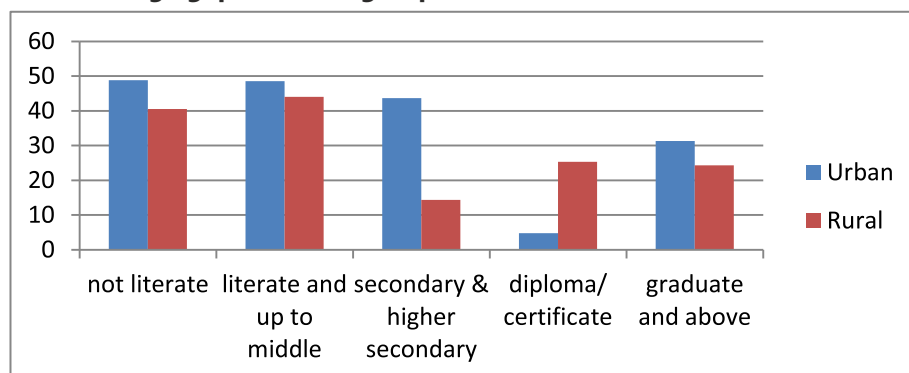
Rural and urban gender wage gap rates according to top 10 states

Rural Gender Wage gap		Urban Gender wage Gap	
States	Gender Wage gap	State	Gender Wage gap
Lakshadweep	60.2	Puducherry	45.3
Puducherry	60.1	Andhra Pradesh	42.9
Bihar	58.1	Odisha	37.4
Madhya Pradesh	59.9	Jharkhand	34.1
West Bengal	59.7	Nagaland	30
India	37.5	India	22.1

Source: Data on wages for the calculation of gender wage gaps from NSSO 68th Round, July 2011 - June 2012.

Note: Per day wages/salaries received are shown.

Gender wage gaps according to place of residence and education



Source: Calculated from NSSO 68th round report, 2011-12.

The wage differences are high in urban areas compared to rural areas. But as the education increases the differences decrease in both urban and rural areas. But from the graph it is clear that even in high education levels the wage gap is high in urban areas.