

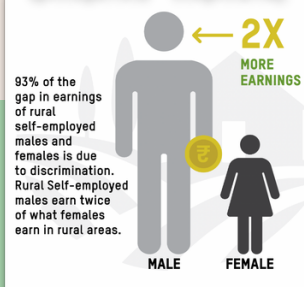
REPORT SUMMARY

The Oxfam India Discrimination Report 2022 shows to what extent the gaps in access to employment and wages, credit, and health facilities can be traced back to different forms of discrimination. The report analyses discrimination from living in a city vs. rural areas, one's gender or socio-religious identities, and in light of the COVID-19 pandemic. Note that the report analyses 2004-05, 2018-19, and 2019-20 data.

Overall, the good news is that discrimination in India's labor market has declined over the past decades. Unfortunately, the rest of the findings are less optimistic - and to some degree outright alarming - as the below graphics show.

More than any other variable, gender stands out as the driving factor behind discrimination. **Gender discrimination is not just structural but almost total in India.** To make things worse, while most variables have improved over time, the magnitude of gender discrimination has increased over the past decades, both pre-COVID and after the pandemic. Here is a summary of the findings:

URBAN-RURAL

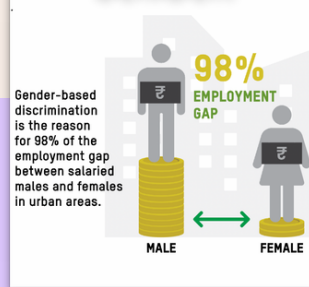


In rural areas, caste-based discrimination in access to employment is significant and has worsened since 2018.

In urban areas, discrimination against Muslims has increased, mainly because they lack access to public sector jobs.

Notably, discrimination against women has been extremely high in both rural and urban areas at every point in time data was collected.

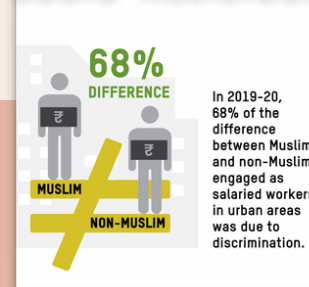
GENDER



Both in rural and urban areas, men are earning between 20-60% more (regular jobs) and even 4-5 times as much as women; with the pandemic worsening the situation further.

Education has almost no impact on these numbers because most well-qualified women do not 'want' to work because of household responsibilities or social status.

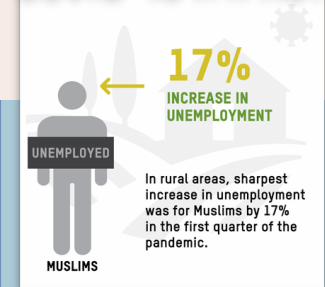
SOCIO-RELIGIOUS



Overall, Muslims record a slight decline in discrimination in access to employment; but only because they mostly have low-value occupations where there is less competition.

Discrimination against the SC/ST population has also increased in both the labour & factor market; for example, the average amount of credit received by SC/ST is about half of what the Forward Castes receive.

COVID-19 IMPACT



In urban areas, unemployment rose from 15% to 50% within just 3 months. The increase, however, was higher for the SC/ST and particularly Muslims than the rest of the population.

During the pandemic, the percentage of no-work, no-earning self-employed women increased to 74%; in comparison, only 9% of men are in the same position.



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