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Teachers in India: A Snapshot from the Periodic Labour Force Survey 2021-22

Background paper 2:

State of Teachers, Teaching and Teaching Education Report for India 2023

CETE 2023

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Abstract: Data from the Periodic Labour Force Survey 2021-22 were analysed to identify teachers and aspects of the teaching labour force by the level of the school where they are teaching (early childhood care and education, primary, secondary); government vs private sector; urban vs rural; and gender. A demographic profile of the workforce by gender, social category and age is presented in the paper. From the analysis, the feminisation of the teaching profession has been noted to be different based on sector and region. Wages and benefits of teachers in government and private sector are found to be very disparate. Women teachers from SC and ST communities are found to be very low in secondary schools. Almost 50% of teachers in private schools are working without contracts.

Keywords: *Demography, Feminisation of Teaching, Teacher Wages and Benefits in the Private Sector, ECCE workers.*

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2. CETE (2023). **Teachers in India: A snapshot from the Periodic Labour Force Survey.** Background paper 2: State of Teachers, Teaching and Teaching Education Report 2023.
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Abbreviations

BEd	Bachelor in Education
ECCE	Early Childhood Care and Education
INR	Indian National Rupee
OBC	Other Backward Classes
PF	Provident Fund
PLFS	Periodic Labour Force Survey
SC	Scheduled Caste
SOTTTER	State of Teacher, Teaching and Teacher Education Report
ST	Scheduled Tribes
UDISE	Unified District Information System for Education
UG	Under Graduate
UNESCO	United Nations Educational, Scientific and Cultural Organization

1. Introduction

Details of the employment status of the teaching workforce in India are limited to what is captured in UDISE+. UDISE+ provides a reasonable understanding of primary school and secondary school teachers. However, sectors and levels such as early childhood education, vocational education, music, art physical education, and special education teacher workforce-related data are not well captured in UDISE+. Hence, the importance of the Periodic Labour Force Survey Data (PLFS) which enables some understanding of teachers working in these sectors. The PLFS is invaluable in providing an understanding of employment conditions of teachers—in both different sectors as well as in government and non-government sectors. It also enables aspects of the teacher workforce to be examined from the points of view of their gender, age, social category and location (urban and rural). In UNESCO 2021, we examined aspects of the teacher workforce using PLFS 2018-2019 data. As a part of SOTTTER-23 background papers, this paper examines aspects of the teacher labour force using the 2021-22 data set.

Note on categorisation in the following two tables, 1.1 and 1.2.:

Table 1.1 NIC codes used to identify teachers sector-wise	
Industry Type	NIC code
Teachers Sector wise	
Early Childhood Education	85101
Primary School	85102
General Secondary School	85211
Special education	85104+85213+85222
vocational education (sec)	85221
Physical Education	85410
Music, Art, Drama	85420
Education Related, non-teaching employment (identified but not analysed)	
Academic tutoring services	85491
Educational support services	85500
Source: Authors analysis based on PLFS 2021-22	

Table 1.2 Codes used to identify and classify enterprise type	
Government	Government/local body-05, Public Sector Enterprises-06, Autonomous Bodies- 07,
Non-Government/Private	Public/Private limited company-08, Co-operative societies-10, trust/other non-profit institutions -11, employer's households(i.e., private households employing maid, servant, watchman, cook, etc.) -12, others -19
Source: Authors analysis based on PLFS 2021-22	

2. Types of teachers and rurality of the teacher workforce

Teachers represent 1.86% of the total labour force. The PLFS identifies seven kinds of teachers. Primary teachers constitute the largest proportion of all teachers at 46% followed by Secondary school teachers at 32%. The third largest category is early childhood education teachers, perhaps anganwadi workers at 18%. Sectors, where a very small percentage (total 4.3%) is employed, include special educators (1.08%), vocational education teachers (1.61%), physical education teachers (1.08%) and music, art and drama teachers (0.54%).

In comparison to the total labour force where 72% is located in rural areas, 51% of the total teacher workforce and 48% of the primary and secondary teacher workforce is in rural locations. Around 71% of the ECCE workforce is in rural locations, followed by 55% of primary school teachers. 38-40% of general secondary school teachers, vocational education and special education school teachers are in rural areas. Only 23% of physical education teachers and music, art, and drama teachers are in rural locations

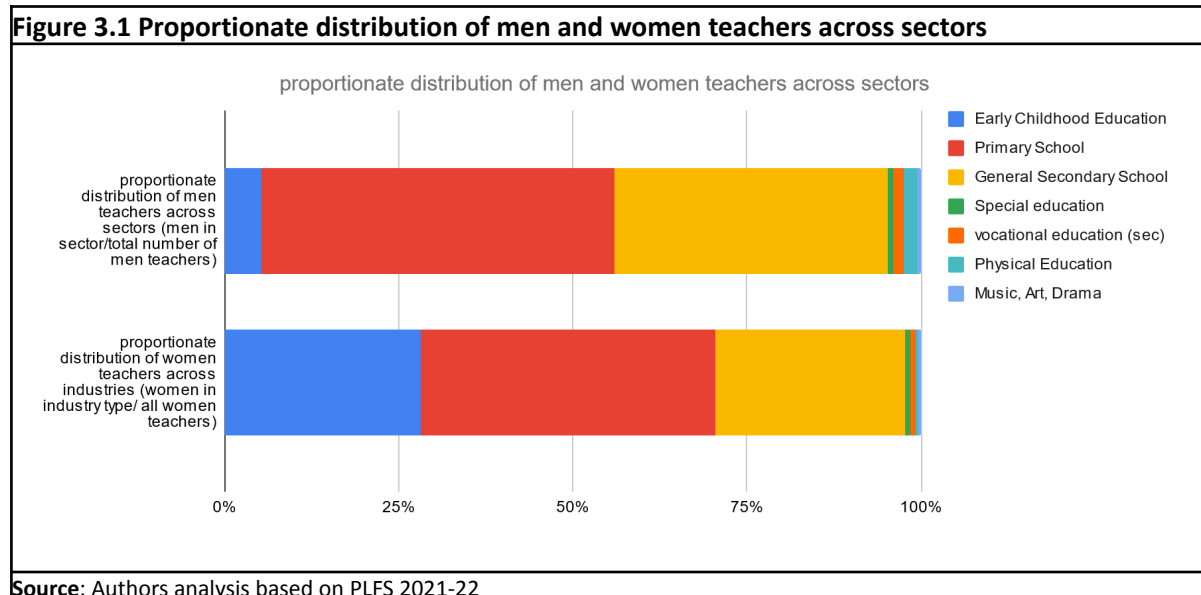
Table 2.1 Types of Teachers and Rurality of the Teacher Workforce

Teachers by Industry type (NIC Code)	% of the total labour force	% of type of teacher to the total teacher labour force	Median age	Gender	Distribution by social group				Location		Nature of employment	
				% women teachers in the respective teacher type	Scheduled Tribes	Scheduled Castes	Other Backward Castes	Others	proportion of workforce in rural locations	Proportion of women teachers working in rural locations	worked as regular wage/salaried employee (total: 31, 71, 72)	self employed (total:11,12,21,61,62)
All Teachers												
A. Early Childhood Education (85101)	0.34%	18.28%	43	91%	14%	24%	35%	27%	81%	82%	98%	2%
B. Primary School teacher (85102)	0.86%	46.24%	40	49%	13%	16%	38%	33%	63%	54%	96%	4%
C. General Secondary School (85211)	0.59%	31.72%	40	43%	10%	14%	39%	36%	49%	36%	92%	8%
D. Special education teachers (85104;213;222)	0.02%	1.08%	33	48%	1%	44%	27%	27%	56%	64%	87%	13%
E. Vocational education (sec) (85221)	0.03%	1.61%	29	38%	1%	12%	34%	54%	63%	67%	93%	7%
F. Physical Education (85410)	0.02%	1.08%	30	20%	1%	24%	36%	38%	31%	0%	68%	32%
G. Music, Art, Drama (85420)	0.01%	0.54%	25	68%	0%	4%	16%	80%	26%	32%	33%	67%
Total 'school teachers' (primary+general secondary: B+C)		78%	40	46%	12%	15%	38%	34%	57%	47%	94%	6%
Total teachers (A+B+C+D+E+F+G)	1.86%		41	54%	12%	17%	38%	34%	62%	53%	95%	6%
Total labour force			38	26%	11%	20%	45%	24%	72%		22%	52%
All India Demography as per census 2011 (source *)					9%	17%						
Teachers by Enterprise type												
Government												
All Teachers(A,B,,D,E,F,G)				53%	15	19	36	30				
All School Teachers (Primary+ Secondary)				41%	16	16	37	31				
Primary School Teacher				43%	15	18	35	31				
Gen secondary School Teacher				36%	16	13	39	32				
Non Government/ Private												
All Teachers (A+B+C+D+E+F+G)				57%	5	14	40	40				
All School Teachers (Primary+ Secondary)				56%	5	14	41	40				
Primary School Teacher				61%	7	13	42	38				
Gen secondary School Teacher				51%	3	15	40	41				
Note: Data is based on current weekly status. *Under nature of employment, the categories: 'self-employed as a helper (12% of the total labour force); 'worked as casual labour in public works other than MGNREG' (1% of the total labour force) and 'Sought for work or available for work' (6.08% of the total labour force) were left out as the % for teachers was '0'; ** Census of India 2011 http://censusmp.nic.in/censusmp/Data/PCA_DATA/008%20-%20Chapter%20-%206%20-%20ST%20.pdf ; employed as regular wage/salaried employee: 31: 71: 72; self-employed (11: 12: 21: 61: 62:)												
Source: Analysis authors based on data from PLFS 2021-22; (*)												

3. Demographic profile of teachers' labour force

3.1 Gender

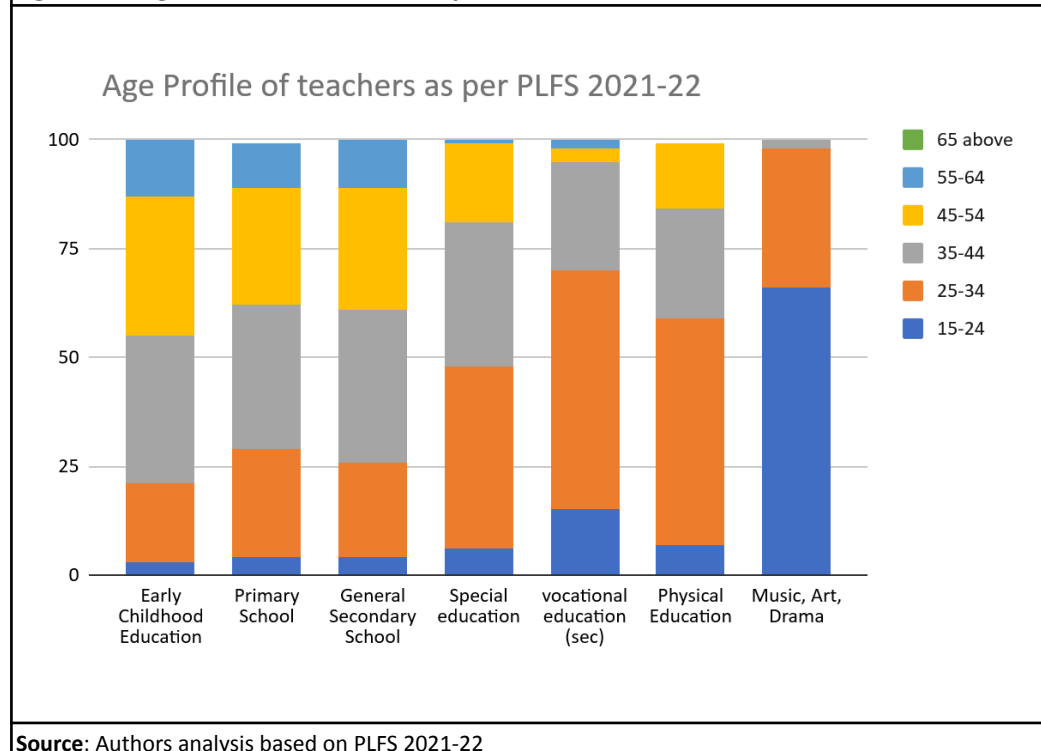
About 51% of all teachers and 45% of primary and secondary school teachers are women, this is much larger in proportion in comparison to the total labour force where women are about 26%. The most feminised teaching sector is early childhood education (85%) and the least is vocational education (33%) and physical education (16%). Special education is 50%, followed by primary school teaching at 46% and general secondary and music, art and drama at 42%.



Around 90% of men and 70% of women teachers are employed in primary and secondary schools, Another 5% of men teachers and 28% of women teachers are ECCE teachers (see Figure 3.1).

3.2 Age

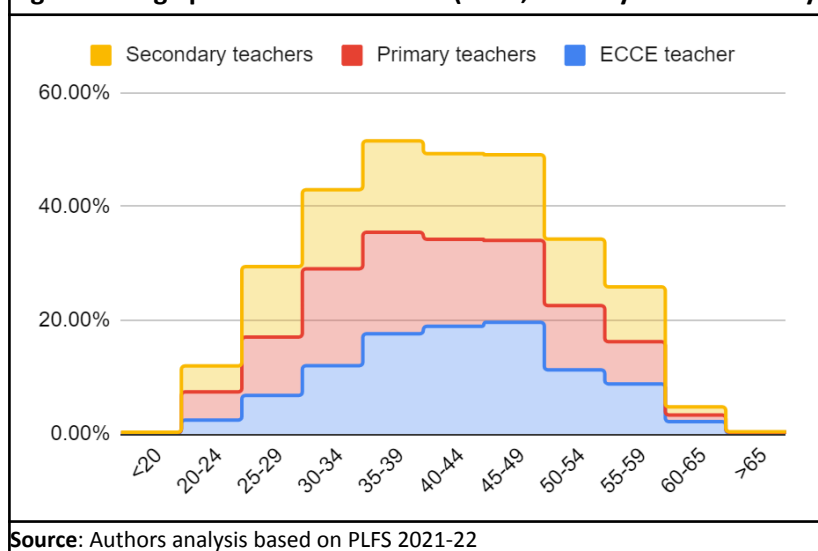
The median age of the total workforce is 38, in comparison, the median age of the total teaching workforce is slightly higher at about 40. The ECCE teachers are the oldest age group with a median age of 42 followed by secondary teachers at 40 and primary teachers are 39. In comparison, teachers of other streams are young with a median age between 29 and 33. Teachers of music, art and drama are the youngest with a median age of 25 (see Figures 3.2 and 3.3).

Figure 3.2 Age Profile of teachers as per PLFS 2021- 22**Table 3.1 Age profile of teachers sector-wise**

	ECCE teacher	Primary teachers	Secondary teachers	Total	Replacement period
Age Bracket					
<20	0.14%	0.11%	0.07%	0.10%	
20-24	2.46%	4.96%	4.56%	4.38%	
25-29	6.79%	10.24%	12.40%	10.37%	
30-34	11.99%	17.07%	13.89%	15.08%	
35-39	17.63%	17.87%	16.06%	17.20%	
40-44	18.93%	15.31%	15.09%	15.87%	
45-49	19.65%	14.40%	15.09%	15.57%	
50-54	11.27%	11.31%	11.73%	11.44%	2030-2034
55-59	8.82%	7.41%	9.63%	8.42%	2025-2029
60-65	2.17%	1.17%	1.42%	1.43%	2021-2025
>65	0.14%	0.16%	0.07%	0.13%	

Source: Authors analysis based on PLFS 2021-22

About 8.42% of teachers are expected to be replaced in the next five years and an additional 11.44 % of teachers in the next 10 years, overall (see Table 3.1).

Figure 3.3 Age profile of all teachers (ECCE, Primary and Secondary)

3.3 Social Category

Among all teachers, the representation of scheduled tribes is 24% and scheduled castes is about 14%. The proportion of SC teachers is approximately the same as the Indian demography – however, of ST teachers is higher relative to the population. There is a significant representation of ST teachers in the early childhood and primary education sectors. Overall, ST and SC teacher representation in secondary school teaching is lower.

The proportion of women ST and SC teachers is lower in ECCE, primary and secondary school teaching, compared to the representation of women from OBC and Other social categories. This is likely a reflection of the educational achievement of women from SC, and ST communities.

3.4 Gender, Social Category and Rurality

Out of the total women teacher workforce, 45% of them work in rural areas and only 36% of the primary and secondary women teaching workforce are in rural areas. In comparison, 57% of the male workforce and 57% of the primary and secondary men teaching workforce are in rural areas. Only 25% of women secondary school teachers are in rural areas. Although based on an overall small sample, the complete absence of women physical education teachers in rural areas is to be noted.

The representation of women school teachers from SC and ST groups in rural areas is relatively high (32% ST, 15% SC) and their representation in urban locations is relatively low (12% ST, 10% SC). Women school teachers in urban areas tend to be disproportionately more from other social categories, compared to their overall representation in the workforce (44%).

4. Type of employment: Government and non-government/ private sector

Overall, 94% of all teachers, and 95% of school teachers are in regular/ wage employment as opposed to only 22% of the overall labour force. In ECCE 97%, primary and general secondary, the level is about 95%, and special and vocational education is 97% and 86%. Lower levels of regular employment/ higher proportion of self-employment are noted in physical education (80%) and music, art and drama teachers (32%).

The proportion of women who are regular wage/salaried is slightly lower for primary school teachers (93% vs 98%), and almost the same across all teachers. The proportion of regular wage/salaried women rural school teachers compared to men in rural areas is slightly lower by about 3 to 4% points.

Regular wage/salaried teachers from special education, vocational education, physical education and music, art and drama are older between 34.5 and 37 years.

Given that the teaching workforce is overwhelmingly 'regular waged', the analysis going forward is primarily restricted to this group; data for government and non-government/private sector is for the regular wage/salary group only.

4.1 Teacher type

The overall proportion of teachers employed in government institutions is 65% for all teachers. 85% of ECCE teachers, 68% of primary teachers, and 55% of secondary teachers are employed in government sector.

Among all, about 56% of vocational education teachers are in government employment, compared with 40% of special education, 30% of physical education and only 5% of music, art and drama teachers.

4.2 Gender

There is a lower proportion of women to men in the government sector higher proportion of women to men in the private sector in primary and secondary teaching (see Table 4.1). Although based on a small sample, there is a low proportion of women physical education teachers, and a low proportion of women vocational education teachers in government.

Table 4.1 Proportion of women to men teachers in government and private employment, sector-wise				
	Government		Private/NonGovernment	
Type of teacher	Female	Male	Female	Male
Overall	47.99%	52.01%	57.52%	42.48%
ECCE teacher	86.16%	13.84%	78.51%	21.49%
Primary teacher	38.75%	61.25%	63.49%	36.51%
Secondary teacher	35.95%	64.05%	50.25%	49.75%
(small sample)				
Special Education teacher	46.15%	53.85%	52.63%	47.37%
Vocational Education teacher	22.22%	77.78%	47.62%	52.38%
Music, Art, Drama teacher	100.00%	0.00%	38.89%	61.11%
Physical Education teacher	7.69%	92.31%	19.35%	80.65%
Source: Authors analysis based on PLFS 2021-22				

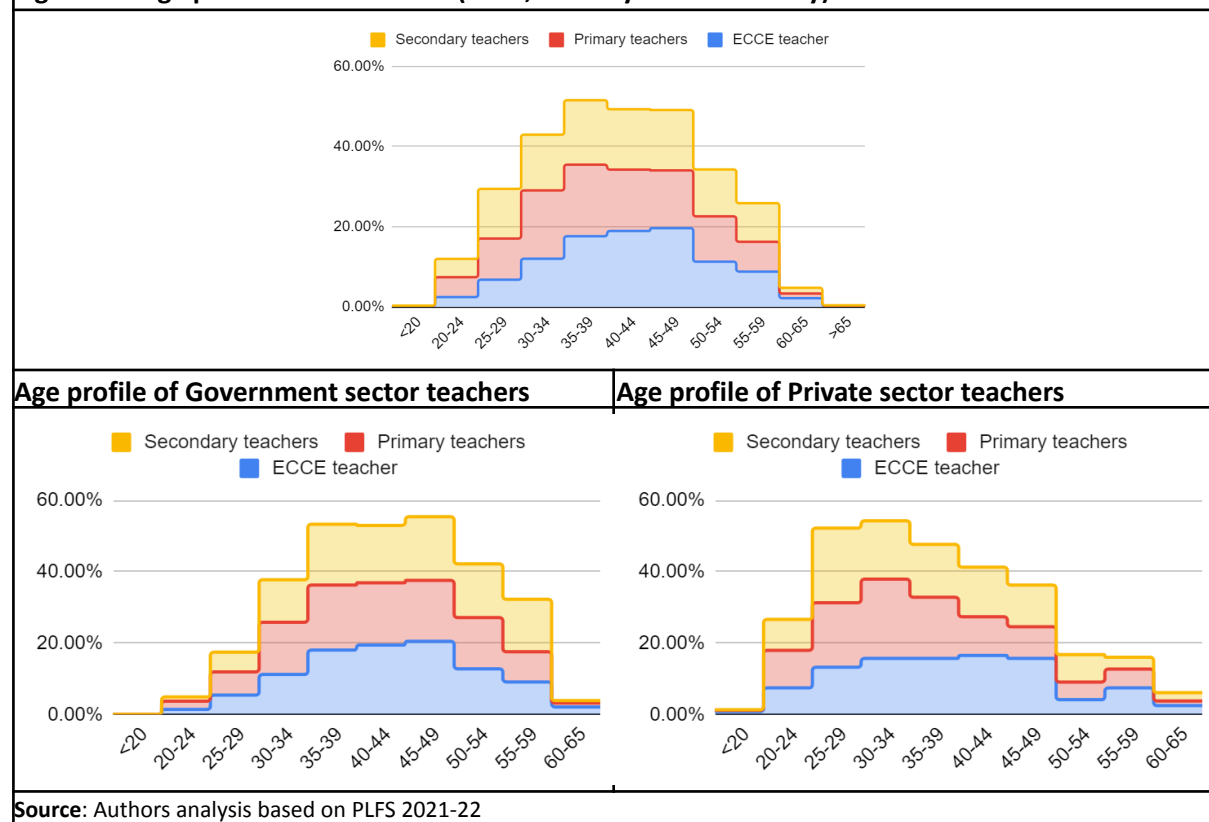
4.3 Age

The government teacher workforce is older than the private teacher workforce, overall and within sectors i.e., the workforce is skewed towards older teachers in the case of government and towards younger teachers in the case of private (see Figure 4.1). This may be indicative of the fact that the first job of qualified teachers tends to be in the private

sector and government jobs in general become available at later ages. We see a larger proportion overall of teachers in the 20-24 and 24-29 age groups in the private sector as compared with the government sector if all teachers in private sector jobs aspire to government jobs and remain in teaching, it would seem that the wait time between professional qualification to obtain a government job is 5 to 7 years, during which time they are working in the private sector.

The minimum age by which a primary teacher completing 12 years of schooling and 2 years of professional qualification would get a job is 19-20 years. In the case of a secondary school teacher, it would be about 23-24 years (12 years of schooling followed by 3 years of UG and 2 years of BEd, after 2014).

Figure 4.1 Age profile of all teachers (ECCE, Primary and Secondary)



The median age of government school teachers is about 6 to 7 years more than the median age of a private sector school teacher (see Table 4.2).

The median age of government school teachers is about 6 to 7 years more than the median age of a private sector school teacher (see Table 4.2).

Table 4.2 Median age of govt and private school teachers sector wise

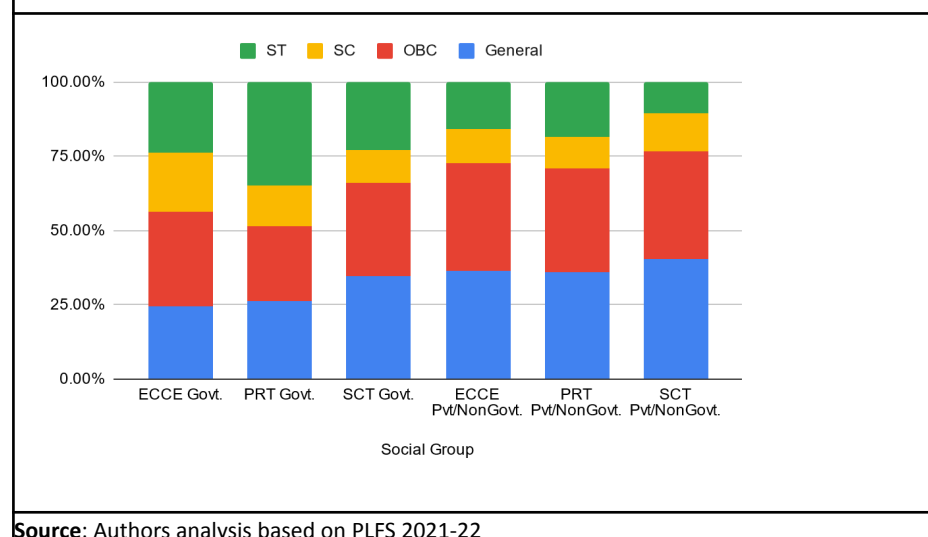
Type of teacher	Overall Govt	Overall Pvt	Overall
ECCE teacher	43	39	42
Primary teacher	42	34	39
Secondary teacher	44	35	40
Overall	42	35	40

Source: Authors analysis based on PLFS 2021-22

4.4 Social Category

The presence of SC, and ST teachers in the private sector is much lower compared to the government sector by 10-15%, while general category teachers in the private sector are higher by about 10% points. The representation of general category teachers is highest at the secondary school level (see Figure 4.2 and Table 4.3).

Figure 4.2 Social categories of teacher by level and section (Govt vs private)



Source: Authors analysis based on PLFS 2021-22

Table 4.3 Teachers' social group in government vs private schools, sector-wise

Social Group	Government			Private/Non-Government		
	ECCE teacher	Primary teacher	Secondary teacher	ECCE teacher	Primary teacher	Secondary teacher
General	24.52%	26.36%	34.59%	36.36%	35.86%	40.23%
OBC	31.87%	25.10%	31.49%	36.36%	34.87%	36.39%
SC	19.79%	13.89%	10.95%	11.57%	11.02%	12.85%
ST	23.82%	34.65%	22.97%	15.70%	18.26%	10.52%

Source: Authors analysis based on PLFS 2021-22

4.5 Rurality

Private teachers are predominantly in urban areas, while government school teachers are predominantly in rural areas. Primary government teachers are more in rural areas, while secondary govt teachers are more in urban areas (see Table 4.4).

Table 4.4 Proportion of rural to urban teachers in government and private employment sector wise

	Government		Private/Non-Government	
Type of teacher	Rural	Urban	Rural	Urban
Grand Total	58.59%	41.41%	38.04%	61.96%
ECCE teacher	75.66%	24.34%	47.11%	52.89%
Primary teacher	61.33%	38.67%	42.60%	57.40%
Secondary teacher	42.57%	57.43%	32.89%	67.11%
(small sample)				
Special Education teacher	46.15%	53.85%	36.84%	63.16%
Vocational Education teacher	22.22%	77.78%	57.14%	42.86%
Music, Art, Drama teacher	0.00%	100.00%	16.67%	83.33%
Physical Education teacher	46.15%	53.85%	12.90%	87.10%

Source: Authors analysis based on PLFS 2021-22

The ratio of rural to urban teachers in government was higher than the proportion in non-government/private. In the sectors of ECCE, the ratio was 7:1 for the government and 2.2:1 for the non-government sector. In primary school, the government ratio for rural to urban was 3:1 and in the case of private it was 1.3:1. In other sectors the ratio of rural to urban was the same across government and non-government/private institutions. Rural areas had a larger proportion of government as opposed to private/non-government employed teachers: 87% of ECCE workers, 75% of primary school teachers, 77% of physical education teachers, 53-60% of secondary, vocational and special education teachers in rural areas were in government employment.

4.6 Rurality x Gender; Rurality x Age

ECCE teaching, on the whole, is highly feminised in both rural and urban locations, more in government and less in private (see Table 4.5). This may be on account of government policy favouring women Anganwadi workers and men in more supervisory positions across both government and private.

Table 4.5 Proportion of men and women in rural and urban locations in govt and private employment

		Govt.		Pvt/NonGovt.	
Type of teacher	Gender	Rural	Urban	Rural	Urban
ECCE teacher	Female	85.88%	87.05%	77.19%	79.69%
	Male	14.12%	12.95%	22.81%	20.31%
Primary teacher	Female	32.18%	49.18%	51.35%	72.49%
	Male	67.82%	50.82%	48.65%	27.51%
Secondary teacher	Female	20.63%	47.29%	38.07%	56.22%
	Male	79.37%	52.71%	61.93%	43.78%

Source: Authors analysis based on PLFS 2021-22

Rural primary government teaching is skewed in favour of men, and urban primary teaching is highly feminised. Urban government and rural private are gender balanced.

Secondary government rural teaching is highly skewed in favour of men, rural private secondary teaching is also skewed in favour of men, while urban secondary teaching is moderately feminised. In general, with the exception of the ECCE sector, all rural government teaching is skewed in favour of men, and urban teaching is more gender-balanced. Urban private school teaching is feminised (see Table 4.5).

Table 4.6 Median age of Govt and Private School Teachers in Rural and Urban Locations Sector-wise							
	Govt.			Pvt/NonGovt.			Overall
Type of teacher	Rural	Urban	Overall Govt	Rural	Urban	Overall Pvt	
ECCE teacher	43	44	43	38	39	39	42
Primary teacher	40	43	42	32	35	34	39
Secondary teacher	42	45	44	32	36.5	35	40
Overall	42	44	42	32	36	35	40
Source: Authors analysis based on PLFS 2021-22							

Overall government school teachers have a median age of 42 to 44 and are eight to nine years older than private school teachers who have a median age of 34 to 39 (see Table 4.6).

ECCE workers in rural and urban areas with a median age of 43 and 44, and government urban primary and secondary teachers with a median age of 43 and 45, are among the oldest in the group. Government school teachers in urban locations with a median age of 43 to 45 tend to be almost 8 to 10 years older than private school teachers in urban locations (see Table 4.6).

4.7 Gender x Age x Rurality

Overall, in primary and secondary teaching, the median age of women is lower than that of men. In the case of the private rural sector the difference is 3 to 5 years, indicating that there are more younger women as compared to men—this may be reflective of the willingness of younger women in rural areas to work for lower wages. The older men in government schools in urban areas may indicate their ability to migrate to urban areas via transfer, the lower median age of women teachers may also be an indication of increasing feminisation over time (see Table 4.7).

Table 4.7 Median Age of Govt and Private School Teachers by Gender and Rural-Urban Location, Sector-wise								
		Govt.			Pvt/NonGovt.			Overall
Median age		Rural	Urban	Overall Govt	Rural	Urban	Overall Pvt	
ECCE teacher	Female	42	44	43	40.5	39	39	42
	Male	43	46.5	43	32	39	37	43
ECCE teacher Total		43	44	43	38	39	39	42
Primary teacher	Female	40	42	41	30	35	33	37
	Male	41	44	42	35	36	35	40.5
Primary teacher Total		40	43	42	32	35	34	39
Secondary teacher	Female	39	43	42	30	36.5	35	39
	Male	42	46	45	32.5	36.5	35	42
Secondary teacher Total		42	45	44	32	36.5	35	40
Grand Total		42	44	42	32	36	35	40
Source: Authors analysis based on PLFS 2021-22								

The trend of feminisation of the teaching workforce over the last ten years is visible: with primary teaching having become feminised over the last 10-15 years and secondary teaching becoming feminised over the last 5 to 10 years.

Table 4.8 Proportion of women in the respective age bracket of the workforce: Sector-wise			
	ECCE teacher	Primary teachers	Secondary teacher
Age Bracket			Total
<20		100.00%	0.00%
20-24	88.24%	73.12%	62.30%
25-29	89.36%	54.17%	50.00%
30-34	80.72%	51.88%	40.32%
35-39	87.70%	46.27%	43.72%
40-44	80.15%	41.81%	43.07%
45-49	86.03%	40.74%	34.16%
50-54	84.62%	39.15%	44.59%
55-59	85.25%	38.13%	34.88%
60-65	100.00%	68.18%	31.58%
>65		33.33%	0.00%
Source: Authors analysis based on PLFS 2021-22			

Table 4.9 Proportion of women in the respective age bracket of the workforce: Government, private and overall, sector-wise						
	Primary teachers			Secondary teacher		
Age Bracket	Govt.	Pvt/NonGovt.	Total	Govt.	Pvt/NonGovt.	Total
<20	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%
20-24	68.97%	75.00%	73.12%	66.67%	61.54%	62.30%
25-29	41.46%	63.64%	54.17%	41.46%	52.80%	50.00%
30-34	40.54%	67.41%	51.88%	39.77%	40.82%	40.32%
35-39	38.10%	64.42%	46.27%	37.30%	52.81%	43.72%
40-44	37.10%	57.58%	41.81%	35.29%	54.22%	43.07%
45-49	35.65%	61.11%	40.74%	26.52%	48.57%	34.16%
50-54	35.71%	60.00%	39.15%	40.54%	54.35%	44.59%
55-59	38.32%	37.50%	38.13%	33.94%	40.00%	34.88%
60-65	64.29%	75.00%	68.18%	40.00%	28.57%	31.58%
>65	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%
Source: Authors analysis based on PLFS 2021-22						

There seems to be a sharp and sudden feminisation of government primary and secondary school teaching in the last five years, while private primary school teaching has been feminised for a long time, and private secondary school teaching is becoming more feminised over the last 5 to 10 years. This could be indicative of larger numbers of educated women entering into the teaching workforce, with higher qualifications. It could also reflect a growth spurt in low-fee-paying private schools which prefer to employ women at lower wages.

5. Terms of employment: Contract, wages, benefits

5.1 Contracts

About 24% of teachers working in government ECCE centres and primary and secondary schools and more than 50% of teachers in private/non-government schools report that they are working without written contracts. Only about 6% to 24% of teachers in private schools report having written contracts for more than three years. the proportion of women with no written contracts in government schools is higher than that of men: 30% vs 24% in ECCE, 32% vs 19% in primary teachers and 28% vs 21% in secondary school teachers. In the private sector, the proportions are almost the same for men and women without any written contract. However, in the case of 'having written contract for three years or more', the proportion is only 21% women vs 30% men. In the case of younger teachers, a large proportion of ECCE young teachers have no contract (43.24%), and a larger proportion of young women teachers in private sector schools report having no written contracts (50% primary and 64% secondary). This is indicative of vulnerabilities and casualisation of employment of women in the private sector.

5.2 Wages

In absolute terms, teachers in the government sector ECCE reported an average monthly salary of INR 11,394, primary teachers INR 31,255 and secondary teachers INR 38,282. private school teachers in all sectors reported lower salaries: 66% of government teacher salary at INR 7,665 for ECCE, primary teachers: 36% of government teacher's salary amounting to INR 11,086 and secondary teachers: 35% of government teachers salary, amounting to INR 13,412 (see Table 5.1).

Table 5.1 Proportion of teachers with contracts and related average salary, sector-wise, govt-private employment type, gender-wise and less than 30 years

		Proportion						Average Salary (monthly in INR)					
		ECCE teacher		Primary teacher		Secondary teacher		ECCE teacher		Primary teacher		Secondary teacher	
		Govt.	Pvt	Govt.	Pvt	Govt.	Pvt	Govt.	Pvt	Govt.	Pvt	Govt.	Pvt
All Teachers													
	NI		15.70%	0.00%	12.66%	0.00%	13.36%						
No written contract		29.60%	49.59%	24.15%	52.30%	24.72%	54.26%	10,047	7,748	25,674	9,934	31,796	13,281
Written contract<3yr		6.83%	8.26%	4.34%	11.02%	4.12%	26.38%	6,064	9,047	15,479	11,522	17,719	13,126
Wri. contract > 3yrs		63.57%	26.45%	71.51%	24.01%	76.28%	6.01%	12,594	11,627	34,100	19,072	41,494	22,168
Overall								11,394	7,665	31,255	11,086	38,282	13,412
By Gender													
Female	NI	0.00%	14.74%	0.00%	14.51%	0.00%	12.96%						
No written contract		30.49%	48.42%	32.18%	52.59%	27.82%	56.81%	6,703	6,145	20,079	8,857	28,114	12,728
Written contract<3yr		7.72%	9.47%	6.72%	12.44%	5.64%	11.30%	5,961	9,274	13,384	11,271	17,567	13,885
Wri. contract > 3yrs		61.79%	27.37%	61.10%	20.47%	66.54%	18.94%	8,145	7,848	31,034	14,169	39,577	21,021
All female								7,537	6,002	26,323	8,959	35,147	12,793
Male	NI	0.00%	19.23%	0.00%	9.46%		13.76%						
No written contract		24.05%	53.85%	19.07%	51.80%	21.10%	51.68%	36,447	13,014	31,646	11,835	34,520	13,895
Written contract<3yr		1.27%	3.85%	2.84%	8.56%	2.95%	12.08%	10000	7000	18622	12158	17882	12408
Wri. contract > 3yrs		74.68%	23.08%	78.09%	30.18%	75.95%	22.48%	35,516	28,000	35,621	24,853	42,436	23,144
All male								35,417	13,738	34,379	14,785	40,041	14,038
overall								11,394	7,665	31,255	11,086	38,282	13,412
Teachers in age bracket upto 29 years													
Female	NI	0.00%	23.81%	0.00%	19.17%	0.00%	17.35%						
No written contract		43.24%	28.57%	38.89%	50.00%	26.09%	64.29%	8,138	4,750	13,583	7,430	12,033	10,783
Written contract<3yr		8.11%	23.81%	11.11%	17.50%	26.09%	11.22%	4167	10300	9083	10190	13250	9727
Wri. contract > 3yrs		48.65%	23.81%	50.00%	13.33%	47.83%	7.14%	7,644	6,972	26,887	8,813	29,674	12,343
all female								7,575	5,470	19,735	6,673	20,787	8,905
Male	NI			0.00%	10.71%		22.50%						
No written contract		insufficient sample		21.05%	64.29%	18.52%	48.75%	insufficient sample		11,329	8,697	22,000	11,079
Written contract<3yr				14.04%	14.29%	14.81%	16.25%			17125	12500	19997	9162
Wri. contract > 3yrs				64.91%	10.71%	66.67%	12.50%			25,674	24,083	30,275	17,250
All male								9,000	8,040	21,454	9,957	27,220	9,046
Overall								7,648	5,964	20,618	7,718	24,261	8,969

Source: Authors based on PLFS 2021-22

Table 5.2 Salary comparisons based on contract type, between government and private and gender, sector-wise						
	ECCE teacher		Primary teacher		Secondary teacher	
	Govt.	Pvt/NonGovt.	Govt.	Pvt/NonGovt.	Govt.	Pvt/NonGovt.
Overall						
Proportion of the salary of 3 year contract teacher received by teachers with out contract	79.78%	66.64%	75.29%	52.09%	76.63%	59.91%
Proportion of salary of govt school teacher received by pvt school teacher both with contracts>3 yrs		92.32%		55.93%		53.42%
Proportion of govt teacher salary received by pvt school teacher		67.27%		35.47%		35.04%
Women						
Proportion of salary of govt school teacher received by pvt school teacher both with contracts>3 yrs		96.36%		45.66%		53.11%
Proportion of govt teacher salary received by pvt school teacher		79.64%		34.04%		36.40%
Proportion of male teacher salary received by woman	21.28%	43.69%	76.57%	60.60%	87.78%	91.13%
Men						
Proportion of salary of govt school teacher received by pvt school teacher both with contracts>3 yrs		78.84%		69.77%		54.54%
Proportion of govt teacher salary received by pvt school teacher		38.79%		43.00%		35.06%
Teachers < 30 years						
Women						
Proportion of salary of govt school teacher received by pvt school teacher both with contracts>3 yrs		247.20%		112.19%		73.41%
Proportion of govt teacher salary received by pvt school teacher		91.21%		32.78%		41.60%
Proportion of male teacher salary received by woman	84.17%	68.03%	91.99%	67.02%	76.37%	98.44%
Men						
Proportion of salary of govt school teacher received by pvt school teacher both with contracts>3 yrs				93.81%		56.98%
Proportion of govt teacher salary received by pvt school teacher		89.33%		46.41%		33.23%
Source: Authors analysis based on PLFS 2021-22						

Teachers with no written contract received the lowest salaries. In the case of government employment, this was about 75% of the salary of a government teacher with a contract of more than 3 years. In the case of private school employment, it was about 50-60% of teachers with a contract of three years or more.

In the ECCE sector where salaries are already low at approximately comparable wages were seen in the case of government and private sector women teachers with long contracts. The latter receives about 92-96 % of the pay of the former (average salary of INR 12,500 in government vs INR 11,400 in private).

While in general, private school primary and secondary teachers earned about 35% of the salary of government teachers, long-contract private school teachers earned between 45 and 50% of the salary of a government teacher.

Comparable salaries were earned by men and women in private secondary schools. Women earned between 75-85% of the salaries of men in government primary and secondary schools—this may be an indication of the overall younger women workforce in government schools, bringing the overall average salary down for women.

Women in private sector employment earn proportionately lower compared to men in the private sector. There is less gender difference in pay seen in teachers below 30 years. Also, young women and women in private sector employment are paid the least, earning only between 35 and 40% of their government counterparts (see Table 5.2).

Table 5.3 Differential wages between women and men, rural, urban and government, non-government teachers

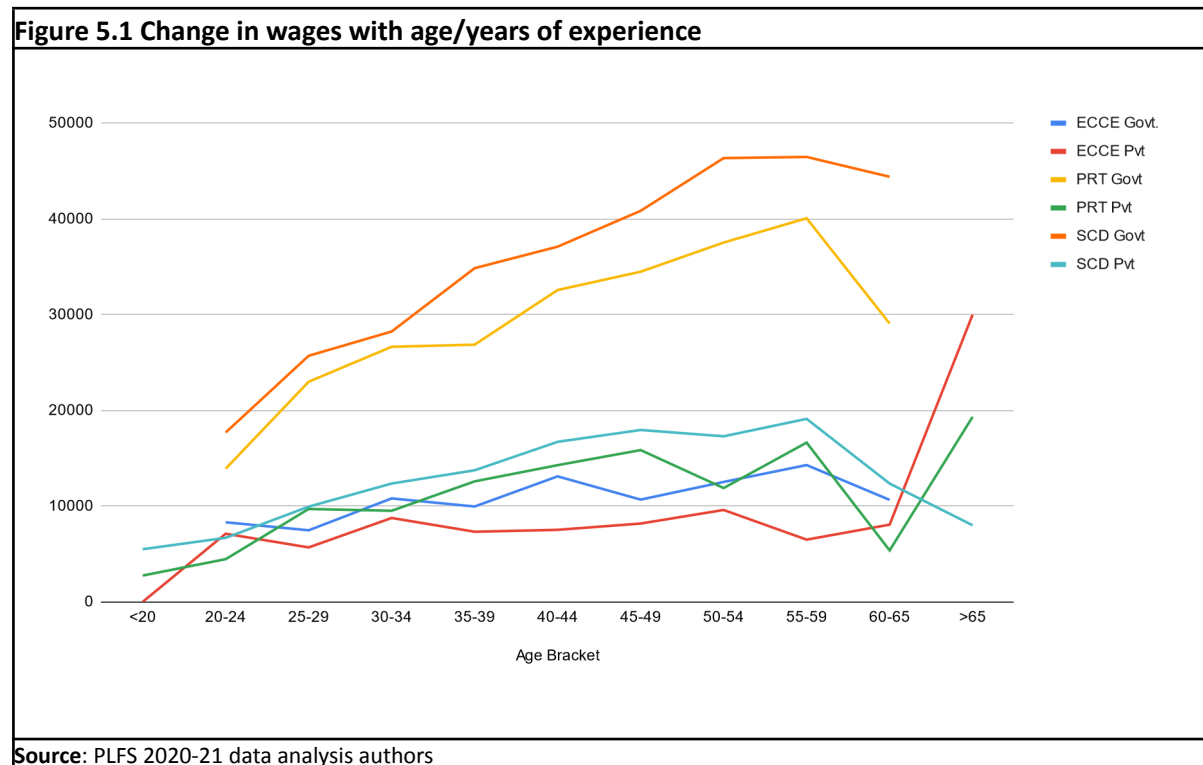
	ECCE	Primary School	General Secondary School	Special Education	Vocational Education (Secondary)	Physical Education	Music, Art, Drama
Rural non-government teachers' wage as a proportion of government teacher wage	106%	52%	43%	11%	59%	34%	
Rural women non- government teachers' wage as a proportion of government teacher wage	100%	45%	64%	12%			
Urban non-government teachers' wage as a proportion of government teacher wage	70%	39%	45%	79%	104%	47%	
Non-government rural teachers' wage as a proportion of urban teachers wage	86%	96%	79%	26%	19%	80%	106%

Source: PLFS 2020-21 data analysis authors

Secondary school women teachers in rural non-government employment earn about 64% of the salary of their government counterparts. Non-government rural teachers mean

wages are comparable (primary teachers) or slightly lower (Early childhood and general secondary and physical education teachers).

Change in wages with age/years of experience: In general average wages do increase with the age of the teacher (see Figure 5.1). The increase in the case of government primary and secondary teachers is steady at about INR 4000 every 5 years. In comparison, private school teachers starting salaries are lower and the increase is about INR 1700 every 5 years. However, the salaries of ECCE teachers remain fairly flat throughout their careers. Average starting salaries in the sector for teachers less than 25 years old entering into the profession are quite low at about INR 10,000 to INR 15,000.



5.3 Benefits

Between 55% to 63% of government primary and secondary school teachers receive all benefits of pension, gratuity, health care and maternity benefits in full. An additional 25% receive some subset of benefits. A very small proportion of ECCE teacher (approximately 40%) receives all or some benefits in addition to their salary. Within the government sector, 61% of primary teachers and 70% of secondary teachers report receiving health-related benefits. Only 27% of early childhood education workers receive health benefits even though their's is a field job based within the community and their work is of a fairly 'front line' nature. 49% of ECCE teachers working with the government report not being eligible for any benefits. The proportion of government primary and secondary teachers reporting not being eligible for any benefits is 15% and 10% respectively. This may be reflective of short-term contractually employed staff working in government schools (see Table 5.4).

Table 5.4 Benefits: sector wise, comparing government and private teachers						
	ECCE teacher		Primary teacher		Secondary teacher	
	Govt.	Pvt/NonGovt.	Govt.	Pvt/NonGovt.	Govt.	Pvt/NonGovt.
NI	3.15%	19.83%	4.03%	15.95%	1.49%	18.53%
Most/all	22.24%	10.74%	55.09%	12.01%	63.24%	15.69%
Some	19.61%	15.70%	25.02%	14.31%	24.19%	13.19%
Only health & maternity	5.08%	2.48%	0.63%	1.15%	0.68%	1.00%
Not Eligible	49.91%	51.24%	15.23%	56.58%	10.41%	51.59%
Source: PLFS 2020-21 data analysis authors						

Between 57 and 52% of those employed in non-government/private sector are not eligible for any benefits. Only 12% of primary teachers and 16% of secondary school teachers in private/non-government teaching jobs receive full benefits of pension, PF, gratuity, health and maternity leave. These are the best paid among private school teachers, reporting salaries between INR 30,000 and 33,00 which is about 70-77% of the salary of government school teachers. About 22-25% of private sector jobs pay is reasonably comparable with the pay (about 60-70%) and benefits of government teachers. An additional 13 to 14% of private school primary and secondary teachers receive some benefits; PF, gratuity, etc.

6. Summary and Conclusions

1. **Overall, the profession appears to have a gender balance with 51% of all teachers and 45% of primary and secondary teachers being women. However, there are marked differences in the gender balance depending on location, level of teaching and management type, with some sectors being highly feminised and some being more male-dominated.** In government primary and secondary teaching the proportion of women to men is approximately 40:60. In the private sector, in primary teaching the ratio of women to men is 65:35 and in secondary school teaching it is about 50:50. Although the sample size is small, physical education is dominated by men and the ration is about 10-20: 90-80.

ECCE is highly feminised, with over 85% of the workforce being women. Only 36% of primary and secondary women teachers are in rural areas. Only 25% of secondary school women teachers are in rural areas.

Government rural teaching primary and secondary is male dominated with between 67-70% being men. In comparison, urban private school primary teaching is highly feminised with close to 72% of the workforce being women. there is greater gender parity in government urban primary and secondary teaching and rural private primary teaching, rural private secondary teaching is male-dominated at 60%.

2. **The median age of the total workforce is 38.** there are marked differences based on management, level, and type of teacher. ECCE teachers are the oldest group with a median age of 43, followed by secondary teachers with a median age of 40 and primary teachers with a median age of 39. This tells us that teachers are mostly in their midlife, and are likely to be married, have children and have ageing parents. Approximately, 10% of the workforce will need to be replaced in the next five years, and approximately 15 %

every five years following this. Across all sectors, the median age of government teachers is roughly 6 to 8 years more than the median age of teachers in the private sector.

Rural private school primary and secondary teachers have the lowest median age of 32, with the women median age as low as 30. ECCE workers in urban areas and secondary school teachers in urban areas tend to be among the oldest with a median age of 43-44 years.

Generally, the median age of women is 3 to 4 years less than men. This indicates that more young women rather than men are entering into the profession overall. A growing trend of feminisation over the last ten years is also visible with 62% of secondary school teachers and 73% of primary school teachers in the age group of 20-24 being women. In the age group of 45 years upwards the balance is in favour of men. Government school teaching feminisation seems to be taking place over the last five years, private school teaching feminisation is at least 20-30 years old.

3. **Overall the proportion of women ST and SC teachers in secondary schools is low.**

The proportion of teachers from SC and ST communities in private employment is low compared to government schools. Private school teachers are predominantly in urban areas about 62%, compared to about 41% of government school teachers.

4. **About 24% of ECCE teachers in government and more than 50% of teachers in private schools report they are working without any written contract.** Only 6-24% of teachers in private schools say they have written contracts for more than 3 years; A large proportion of young women in primary and secondary private schools (50% primary and 64% secondary) say they are working without written contracts. In absolute terms, the average salary of the ECCE teacher is about INR11,000, about INR 31,000 for a primary school teacher and about INR 40,000 for a secondary school teacher. **Private ECCE teachers earn about 65% of a government ECCE worker and privately employed primary or secondary school teachers earn only about 35% of a government teacher.** At the primary school level, in government and private, women teachers earn about 60-75% of that of a male teacher's salary. In the case of secondary school, the salaries are comparable. In secondary school, men's and women's salaries in private schools seem to be comparable, while in primary school women earn about 60% of the salary of men. Teachers with no written contract receive lower salaries.

Between 55-63% of government teachers receive all benefits, and an additional 25% receive some. Only 21% of ECCE workers report receiving health benefits. **Between 52-57% of teachers in the non-government/private sector do not receive any benefits.** Only 12% of primary and 16% of secondary school teachers in the private sector report receiving all benefits—their salary is also comparable to that of government teachers (about 75% of govt teacher salaries).

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