Himachal Pradesh has made good progress on gender issues. Women complete higher levels of secondary school than in many other states. Moreover, gender gaps in schooling are closing. And, female labor force participation in the state is the highest in the country. Despite these achievements, challenges remain. The state’s ratio of girls to boys is below the national average, having improved only slightly in recent times. While female labor force participation in the state is high, it has declined after 2005. In rural areas, there are very few non-farm jobs for women. In contrast, urban women work less, but they have the same types of jobs as urban men.

**Child sex ratio in Himachal Pradesh is below the national average**

![Graph showing child sex ratio in Himachal Pradesh](image)

*Low Income States are highlighted in orange, AI is All India.*

**Slight increase in Himachal Pradesh’s child sex ratio after 2001**

![Graph showing slight increase in child sex ratio](image)

*Child sex ratio, (age 0-6) females per 1,000 males*
Secondary school attainment of women in Himachal Pradesh is higher than in many other states

*Secondary education attainment among women, 2012 (% adults)*

Low Income States are highlighted in orange, AI is All India.

Secondary school completion is lower for women than men in Himachal Pradesh, rural women further lag behind urban

*Education attainment, 2012 (% adults)*

Males
- Illiterate: 12
- Literate or primary school completed: 20
- Middle school completed: 15
- Secondary school or higher completed: 29

Females
- Illiterate: 11
- Literate or primary school completed: 20
- Middle school completed: 11
- Secondary school or higher completed: 41

Rural Females
- Illiterate: 16
- Literate or primary school completed: 12
- Middle school completed: 10
- Secondary school or higher completed: 38

Urban Females
- Illiterate: 16
- Literate or primary school completed: 12
- Middle school completed: 10
- Secondary school or higher completed: 63
Gender gaps in schooling have narrowed for the young in Himachal Pradesh

Enrolled in education institutes, (%)

**2005**

- **21-23**: Female 15, Male 24 (↓ 9)
- **18-20**: Female 46, Male 51 (↓ 5)
- **15-17**: Female 83, Male 86 (↓ 3)
- **12-14**: Female 93, Male 97 (↓ 4)
- **9-11**: Female 98, Male 99 (↓ 1)
- **6-8**: Female 98, Male 96 (↓ 2)

**2012**

- **21-23**: Female 27, Male 30 (↓ 3)
- **18-20**: Female 60, Male 59 (↑ 1)
- **15-17**: Female 90, Male 91 (↑ 1)
- **12-14**: Female 96, Male 99 (↑ 3)
- **9-11**: Female 97, Male 100 (↑ 3)
- **6-8**: Female 98, Male 99 (↑ 1)
Himachal Pradesh has the highest female labor force participation in the country

Female labor force participation rate, 2012 (%)

Low Income States are highlighted in orange, AI is All India.

Female labor force participation in Himachal Pradesh has declined after 2005

Labor force participation rate, (%)
Rural women in Himachal Pradesh work mainly in farming, more non-farm jobs for rural men

Share of employed, 2012 (%)

- Rural Males:
  - Farm - All: 40%
  - Non-farm Self Employed: 23%
  - Non-farm Salaried: 16%
  - Non-farm Casual Wage: 22%

- Rural Females:
  - Farm - All: 87%
  - Non-farm Self Employed: 5%
  - Non-farm Salaried: 6%
  - Non-farm Casual Wage: 2%

When urban women in Himachal Pradesh work, they have similar jobs as urban men

Share of employed, 2012 (%)

- Urban Males:
  - Farm - All: 61%
  - Non-farm Self Employed: 24%
  - Non-farm Salaried: 5%
  - Non-farm Casual Wage: 11%

- Urban Females:
  - Farm - All: 58%
  - Non-farm Self Employed: 19%
  - Non-farm Salaried: 19%