

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1009
TO BE ANSWERED ON 26TH JULY, 2021**

GENDER GAP IN LABOUR FORCE PARTICIPATION

**1009. SHRI RAJA AMARESHWARA NAIK:
SHRI VINOD KUMAR SONKAR:
SHRI BHOLA SINGH:
SHRIMATI SANGEETA KUMARI SINGH DEO:
DR. SUKANTA MAJUMDAR:
SHRI RAJVEER SINGH(RAJU BHAIYA):
DR. JAYANTA KUMAR ROY:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether there has been gender gap in labour force participation in the country and if so, the details thereof, State-wise including Karnataka;**
- (b) whether there has also been gender based income disparity in workforce and if so, the details thereof;**
- (c) whether millions of women lost jobs due to lockdown caused by COVID pandemic and if so, the Government's reaction thereto;**
- (d) whether the Government is making efforts to increase the participation of women in the workforce and if so, the details thereof; and**
- (e) the other steps being taken by the Government in this regard?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a): As per the results of Periodic Labour Force Survey (PLFS) conducted by National Statistical Office (NSO), Ministry of Statistics and Programme Implementation during 2019-20, the State/UT-wise details of Labour Force Participation Rate(LFPR) for the persons aged 15 years and above on usual status(principal status + subsidiary status) basis to the extent available in the country including Karnataka is placed at Annexure.

(b): The Equal Remuneration Act, 1976 now subsumed in the Code on Wages, 2019 provides that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to

wages by the same employer, in respect of the same work or work of similar nature done by any employee. Further, no employer shall make any discrimination on the ground of sex while recruiting any employee for the same work or work of similar nature in the conditions of employment, except where the employment of women in such work is prohibited or restricted by or under any law for the time being in force.

(c) to (e): As per results PLFS, LFPR for women has increased from 24.5% in 2018-19 to 30.0% in 2019-20 and the unemployment rate for women has come down from 5.1% in 2018-19 to 4.2% in 2019-20. Government has taken various steps for generating employment in the country like encouraging various projects involving substantial investment and increasing public expenditure on schemes like Prime Minister's Employment Generation Programme (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. DeenDayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) and Deendayal Antodaya Yojana-National Urban Livelihoods Mission (DAY-NULM).

Aatmanirbhar Bharat Rozgar Yojna (ABRY) Scheme has been launched with effect from 1st October 2020 to incentivize creation of new employment along with social security benefits and restoration of loss of employment. This scheme reduces the financial burden of the employers and encourages them to hire more workers. Under ABRY, Government of India is providing for a period of two years both the employees' share (12% of wages) and employer's share (12% of wages) of contribution payable or only the employees' share, depending on employment strength of the EPFO registered establishments. The new employees under the scheme include those who lost their jobs during Covid-19 and didn't join in any EPF covered establishment upto 30.09.2020. The terminal date for registration of beneficiary under the scheme has been extended from 30th June, 2021 to 31st March, 2022. As on 12th July 2021, total benefit of around Rs.993 crores has been given through 84,390 establishments covering more than 22 lakh beneficiaries including 5.88 lakh women beneficiaries.

Under Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) Govt. is incentivising employers for creation of new employment with social security benefits. Under the scheme, Government of India is paying Employer's full

contribution i.e. 12% towards EPF and EPS both (as admissible from time to time) for a period of three years to the new employees through EPFO. The terminal date for registration of beneficiary through establishment was 31st March 2019. The beneficiaries registered upto 31st March, 2019 will continue to receive the benefits for 3 years from the date of registration under the scheme. Under PMRPY, as on 14.06.2021, benefits have been given to 1.21 crores beneficiaries including 26.05 lakhs women beneficiaries.

Pradhan Mantri Mudra Yojana (PMMY) has been initiated by Government inter alia, for facilitating self-employment. Under PMMY collateral free loans upto Rs. 10 lakh, are extended to micro/small business enterprises and to individuals to enable them to setup or expand their business activities. About 70% of the loans have been given to women entrepreneurs.

Government has increased MGNREGA wage to Rs. 202 a day from Rs. 182 to benefit nearly 13.62 crore families. Out of total employment generated (in person days) under MGNREGS, women share has increased from around 145.35 crore person days in FY 2019-20 to around 207 crore person days in the FY 2020-21.

Government has taken several initiatives to improve women's participation in the labour force. In order to encourage employment of women, a number of protective provisions have been incorporated in the labour laws for creating congenial work environment for women workers. These include enhancement in paid maternity leave from 12 weeks to 26 weeks, provision for mandatory crèche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc. Government has taken a decision to allow the employment of women in the aboveground mines including opencast workings between 7 pm and 6 am and in below ground working between 6 am and 7 pm in technical, supervisory and managerial work where continuous presence may not be required.

Further, in order to enhance the employability of female workers, the Government is providing training to them through a network of Women Industrial Training institutes, National Vocational Training Institutes and Regional Vocational Training Institutes.

STATEMENT REFERRED TO IN REPLY TO PART (a) OF THE LOK SABHA UNSTARRED QUESTION NO. 1009 FOR 26-07-2021 REGARDING GENDER GAP IN LABOUR FORCE PARTICIPATION.

Labour Force Participation Rate (LFPR) according to usual principal status+ subsidiary status (ps+ss) for each State/UT age groups: 15 years and above

(in percentage)

Sl.No	State/UTs	rural+ urban(2019-20)		
		Male	Female	person
1	Andhra Pradesh	78.1	39.2	58.2
2	Arunachal Pradesh	68.8	22.9	47.5
3	Assam	77.0	16.4	46.9
4	Bihar	73.0	9.5	41.8
5	Chhattisgarh	82.3	53.1	67.6
6	Delhi	73.5	16.1	47.3
7	Goa	75.7	28.2	51.5
8	Gujarat	79.4	31.1	55.9
9	Haryana	73.7	15.7	45.8
10	Himachal Pradesh	82.0	65.0	73.2
11	Jharkhand	76.9	35.7	55.9
12	Karnataka	77.4	33.8	55.5
13	Kerala	71.7	31.9	50.3
14	Madhya Pradesh	80.0	37.7	59.4
15	Maharashtra	75.6	38.7	57.5
16	Manipur	70.9	29.9	50.3
17	Meghalaya	75.3	45.7	60.2
18	Mizoram	69.8	37.0	53.8
19	Nagaland	76.0	43.0	60.3
20	Odisha	78.3	33.1	55.3
21	Punjab	77.2	23.7	51.6
22	Rajasthan	76.2	38.6	57.6
23	Sikkim	79.8	59.4	70.4
24	Tamil Nadu	77.9	40.2	58.4
25	Telangana	75.7	44.3	59.9
26	Tripura	78.1	24.2	51.2
27	Uttarakhand	74.6	31.8	53.4
28	Uttar Pradesh	76.0	17.7	47.1
29	West Bengal	80.0	24.0	52.1
30	A & N Islands	75.9	35.9	57.0
31	Chandigarh	77.3	20.4	48.5
32	Dadra & Nagar Haveli	89.5	52.3	74.4
33	Daman & Diu	87.9	35.8	66.4
34	Jammu & Kashmir	74.3	37.4	56.3
35	Ladakh	72.8	51.1	62.8
36	Lakshadweep	81.2	29.7	55.6
37	Puducherry	71.6	31.6	51.7
	All India	76.8	30.0	53.5

Source: Annual report, Periodic Labour Force Survey (PLFS), 2019-20 M/o Statistics and Programme Implementation.