

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1222
TO BE ANSWERED ON 21ST SEPTEMBER, 2020**

WOMEN LABOUR PARTICIPATION RATE

1222. DR. VIKAS MAHATME:

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

- (a) whether Government has any data regarding the working female population at present;**
- (b) if so, the details thereof and the approximate number of women employed sector-wise in the country;**
- (c) what are the reasons for declining female labour force participation rate;**
- (d) what steps have been taken by Government to improve female labour force participation rate in the country; and**
- (e) the extent to which the efforts to enhance the contribution of women labourers in GDP have been successful during the 16th Lok Sabha, the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a) to (e): As per the results of Periodic Labour Force Survey (PLFS) conducted during 2017-18 and 2018-19 by National Statistical Office (NSO), Ministry of Statistics and Programme Implementation, the estimated Female Women Worker Population Ratio (WPR) on usual status (ps+ss) for 15 years and above in the country is 22.0% and 23.3% respectively. The percentage distribution of women workers in usual status(ps+ss) by broad industry division during 2017-18 and 2018-19 are at Annexure.

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 various labour laws for creating congenial work environment for women workers. These includes child care centers, enhancement in paid maternity leave from 12 weeks to 26 weeks, provisions 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 to all categories of employees and in below

ground working between 6 AM and 7 PM in technical, supervisory and managerial work where continuous presence may not be required.

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.

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.

Government is implementing National Career Service (NCS) Projects as a Mission Mode Project for transformation of the National Employment Service where a variety of employment related services like job search, job matching, career counselling, vocational guidance, information on skill development courses etc. are being provided under the NCS Project on a common digital platform. Jobs for women are specifically highlighted in the women specific window on the NCS portal.

**ANNEX REFERRED TO IN REPLY TO PART (a) TO (e) OF THE RAJYA SABHA
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Percentage distribution of female workers in usual status (ps+ss) by broad industry division during PLFS (2017-18) and PLFS (2018-19)

broad industry division as per NIC 2008	2017-18	2018-19
agriculture	57.0	55.3
Mining & quarrying	0.2	0.2
manufacturing	12.5	12.8
electricity, water, etc.	0.2	0.2
construction	5.0	5.5
trade, hotel & restaurant	6.3	6.7
transport, storage & communications	1.1	1.0
other services	17.8	18.2
all	100.0	100.0