GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO.*132
TO BE ANSWERED ON 28TH JULY, 2022

DECLINING FEMALE LABOUR FORCE PARTICIPATION

*132. DR. AMAR PATNAIK:

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

(a) whether Government has taken cognizance of the World Bank study titled 'Reshaping Norms: a New Way Forward' which reveals that economic development corresponded to women's participation in the workforce is only to a limited point in India, only until it reached a per capita income of $3,500;

(b) if so, steps taken/proposed to be taken by Government to increase Female Labour Force Participation (FLFP) in India along with outcomes achieved;

(c) reasons behind declining FLFP and/or non-increase in the FLFP; and

(d) whether India is caught in a partrilineal trap, if so, reasons therefor and steps taken by Government to check this phenomenon?

ANSWER

MINISTER FOR LABOUR AND EMPLOYMENT
(SHRI BHUPENDER YADAV)

(a) to (d): A Statement is laid on the Table of the House.

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STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF RAJYA SABHA STARRED QUESTION NO. *132 DUE FOR REPLY ON 28.07.2022 BY DR. AMAR PATNAIK REGARDING "DECLININIG FEMALE LABOUR FORCE PARTICPATION"

(a) & (b): World Bank study titled 'Reshaping Norms: a New Way Forward' highlights that economic drivers, such as economic growth, rising education, and declining fertility, cannot adequately explain the levels and trends of Female Labour Force Participation Rate (FLFP) in South Asia.

The official data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18. The survey period is July to June of next year. As per the available Annual PLFS reports, the estimated female Labour Force Participation Rate (LFPR) and female Worker Population Ratio (WPR) on usual status of age 15 years and above during 2017-18 to 2020-21 are given below:

Years	Female Labour Force Participation Rate (in %)	Female Worker Population Ratio (in %)
2017-18	23.3	22.0
2018-19	24.5	23.3
2019-20	30.0	28.7
2020-21	32.5	31.4

Source: PLFS, MoSPI

The Government has taken various steps to improve women's participation in the labour force and quality of their employment. A number of protective provisions have been incorporated in the labour laws for equal opportunity and congenial work environment for women workers. The Code on Social Security, 2020 has the provisions for 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.

The Code on Occupational Safety, Health And Working Conditions (OSH), 2020 has the provisions for the employment of women in the aboveground mines including opencast workings has been allowed 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.

The Code on Wages 2019 has provisions 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

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.

(c) & (d):   The available PLFS data indicates that the participation of female in labour force and employment has an increasing trend.

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