

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO.1378
TO BE ANSWERED ON 28TH JULY, 2022**

LOW PARTICIPATION OF WOMEN IN THE WORKFORCE

1378. SHRI SANJAY SINGH:

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

- (a) whether it is a fact that women comprised of only 19 percent of the labour force in the year 2021 according to World Bank estimates;**
- (b) if so, reasons for such low participation of women in labour force;**
- (c) whether it is also a fact that despite Government's claims of taking measures to include women in the workforce, the participation rate has slipped in the last few years from a peak of 32 per cent;**
- (d) if so, the details thereof and reasons therefor; and**
- (e) whether Government plans to ameliorate this situation by providing reservation for women in Government jobs?**

ANSWER

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

(a) to (e): The official data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics & Programme Implementation (MoSPI) since 2017-18. The survey period is July to June of the next year. As per the latest available Annual PLFS report, the estimated female Labour Force Participation Rate (LFPR) on usual status for age 15 years and above was 24.5%, 30.0% 32.5% during 2018-19, 2019-20 and 2020-21, respectively, which indicates that female LFPR has an increasing trend.

Further, the estimated female Worker Population Ratio (WPR) on usual status for age 15 years and above was 23.3%, 28.7% and 31.4% during 2018-19, 2019-20 and 2020-21, respectively, which indicates that female participation in workforce has increased during this period.

Some studies indicate that most women work and contribute to the economy in one form or another, much of their work is not documented or accounted for in official statistics, and thus women's work tends to be under-reported. However, as on 12.07.2022, out of the total registration of the unorganized workers on e-Shram Portal on self-declaration basis, 52.84% are women.

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.
