

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO.1379
TO BE ANSWERED ON 28th JULY, 2022**

PARTICIPATION OF RURAL WOMEN IN TOTAL WORKFORCE

1379. SHRI SANJAY SINGH:

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

- (a) whether it is a fact that participation rate of rural women in total workforce is less than 10 per cent while it is more than 67 per cent for men;**
- (b) whether Government is aware of the report released by the Centre for Monitoring Indian Economy (CMIE) according to which the labour participation rate of rural women was only 9.92 per cent in March 2022, while it was 67.24 per cent for men;**
- (c) if so, reasons for poor condition of the women in the rural economy; and**
- (d) the steps taken by Government so far for reforms?**

ANSWER

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

(a) to (d): Many private companies/bodies/research organizations conduct different surveys based on their own methodology, CMIE is one amongst them. 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 of PLFS is July to June of next year. As per the latest Annual PLFS reports, the estimated Worker Population Ratio (WPR) on usual status for age 15 years and above for rural women was 35.8% and 75.1% for rural men during 2020-21.

Further, the estimated Labour Force Participation Rate (LFPR) on usual status for age 15 years and above for rural women was 36.5% and 78.1% for rural men during 2020-21.

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 eShram 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.
