

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO.1869
TO BE ANSWERED ON 17TH MARCH, 2022**

PARTICIPATION OF WOMEN IN WORKFORCE

1869. SHRI SANJAY SINGH:

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

- (a) women participation in the workforce, State-wise;**
- (b) whether it is a fact that the percentage of women participation in the workforce in Uttar Pradesh is a mere 9 per cent;**
- (c) if so, the reasons therefor; and**
- (d) details of plans initiated by Government to boost participation of women in workforce in the country?**

ANSWER

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

(a) to (d): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by National Statistical Office (NSO), Ministry of Statistics & Programme Implementation (MOSPI). As per the latest PLFS report available for year 2019-20, State/UT-wise (including State of Uttar Pradesh) estimated female Worker Population Ratio (WPR) on usual status basis for aged 15 years and above is at Annexure.

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. These

includes 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.

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 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.

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.

Annexure referred to in reply to part (a) to (d) of the Rajya Sabha Unstarred Question No. 1869 due for reply on 17.03.2022

State/UT wise estimated female Worker Population Ratio (WPR) (in per cent) according to usual status for age group 15 years and above for year 2019-20

| Sl. No. | State/UT | Female WPR |
|---------|----------------------|-------------|
| 1 | Andhra Pradesh | 37.6 |
| 2 | Arunachal Pradesh | 20.8 |
| 3 | Assam | 14.2 |
| 4 | Bihar | 9.4 |
| 5 | Chhattisgarh | 52.1 |
| 6 | Delhi | 14.5 |
| 7 | Goa | 24.9 |
| 8 | Gujarat | 30.7 |
| 9 | Haryana | 14.7 |
| 10 | Himachal Pradesh | 63.1 |
| 11 | Jharkhand | 35.2 |
| 12 | Karnataka | 31.7 |
| 13 | Kerala | 27.1 |
| 14 | Madhya Pradesh | 37.2 |
| 15 | Maharashtra | 37.7 |
| 16 | Manipur | 26.8 |
| 17 | Meghalaya | 44.1 |
| 18 | Mizoram | 34.9 |
| 19 | Nagaland | 31.1 |
| 20 | Odisha | 31.8 |
| 21 | Punjab | 21.8 |
| 22 | Rajasthan | 37.6 |
| 23 | Sikkim | 58.5 |
| 24 | Tamil Nadu | 38.3 |
| 25 | Telangana | 41.8 |
| 26 | Tripura | 23.5 |
| 27 | Uttarakhand | 30.1 |
| 28 | Uttar Pradesh | 17.2 |
| 29 | West Bengal | 23.1 |
| 30 | Andaman & N. Island | 25.9 |
| 31 | Chandigarh | 18.8 |
| 32 | Dadra & Nagar Haveli | 52.3 |
| 33 | Daman & Diu | 34.8 |
| 34 | Jammu & Kashmir | 33.1 |
| 35 | Ladakh | 51.1 |
| 36 | Lakshadweep | 23.1 |
| 37 | Puducherry | 28.4 |
| | All India | 28.7 |

Source: Periodic Labour Force Survey (PLFS), July 2019- June 2020, M/o Statistics & Programme Implementation.