

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 201
TO BE ANSWERED ON 18th NOVEMBER, 2019**

FEMALE LABOUR PARTICIPATION

201. SHRIMATI RITA BAHUGUNA JOSHI:

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

- (a) whether the Government is intending to take steps for addressing the continuing problem of low female labour force participation;**
- (b) if so, the details thereof;**
- (c) whether the Government has conducted any study for estimating the loss in monetary terms, caused due to low female participation;**
- (d) if so, the reasons therefor; and**
- (e) the reasons which have been identified for low female labour force participation?**

ANSWER

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

(a) to (e): 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, time-off for feeding children, 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. The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. Further, under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers without any gender discrimination.

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.

As per the results of Periodic Labour Force Survey (PLFS) conducted by National Sample Survey Office, Ministry of Statistics and Programme Implementation during 2017-18, the estimated female Labour force participation rate on usual status (ps+ss) basis for persons age 15 years & above in the country during 2004-05, 2009-10, 2011-12 and PLFS (2017-18) is 42.7%, 32.6%, 31.2% and 23.3% respectively.

The results of the above surveys are not comparable due to the different methodology followed. However, these results depict a declining female labour force participation rate over the years. This decline may be attributed to factors like higher level of participation of women in education, migration, etc.
