

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2173
TO BE ANSWERED ON 02ND AUGUST, 2021

JOBS IN HIGH VALUE-ADDED SERVICE SECTORS

2173. SHRIMATI NAVNEET RAVI RANA:

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

- (a) whether the Government is aware that the new modern-sector opportunities, especially in high value-added service sectors, mostly accrue to men, whereas women who find jobs commensurate with their education levels have to battle hurdles such as lack of transportation and childcare, which could be so severe that they are unable to join that work; and**
- (b) if so, the steps taken by the Government keeping in view the fact that a decline (which is equated with the withdrawal of women from the labour force in the mainstream view) is a manifestation of the changing nature of work availability, especially for rural and less educated women?**

ANSWER

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

(a) to (b): The data on employment/ unemployment is being collected through Periodic Labour Force Survey (PLFS) conducted by National Statistical Office (NSO), Ministry of Statistics & Programme Implementation (MOSPI) since 2017-18. The survey provides indicators for the employment/ unemployment scenario in the country including for women. As per the results of PLFS conducted during 2017-18, 2018-19 and 2019-20, the Labour Force Participation Rate (LFPR) and Unemployment Rate (UR) for women aged 15 years and above on usual status basis is given below:

Year	LFPR (in %)	UR (in %)
PLFS (2017-18)	23.3	5.6
PLFS (2018-19)	24.5	5.1
PLFS (2019-20)	30.0	4.2

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.
