

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2491
TO BE ANSWERED ON 10TH AUGUST, 2023**

GENDER GAP IN LABOUR FORCE PARTICIPATION

2491. SHRI MALLIKARJUN KHARGE:

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

- (a) whether it is a fact that there is a difference between female and male Labour Force Participation, if so, the reasons therefor;**
- (b) whether Government has taken any specific steps to improve female Labour Force Participation in the country, if so, the details thereof;**
- (c) whether Government propose to conduct a survey of transgenders' Labour Force Participation, if so, the details thereof; and**
- (d) if not, the reasons therefor?**

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 the Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18. The survey period is July to June of the next year.

As per the latest available Annual PLFS Reports, the estimated Labour Force Participation Rate (LFPR) on usual status for male and female of age 15 years and above during 2019-20, 2020-21 and 2021-22 were as follows:

Years	Male LFPR (in %)	Female LFPR (in %)
2019-20	76.8	30.0
2020-21	77.0	32.5
2021-22	77.2	32.8

Source: PLFS, MoSPI

The data indicates that labour force participation rate for both male and female in the country has an increasing trend over the years.

The difference between male and female LFPR are due to various reasons. Some studies indicates that most female 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 03.08.2023, out of the total registration of the unorganized workers on e-Shram Portal on self-declaration basis, around 53% are women.

The Government has taken various steps to improve female's participation in the labour force and overall labour participation rate in the country. 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.

The e-Shram portal of Ministry of Labour and Employment aims to create a comprehensive National Database of Unorganised Workers. The gender-wise data, including transgender, is also captured on e-Shram. As on 3rd August 2023, around 5,966 transgender have registered as unorganised workers on e-Shram Portal on self-declaration basis.
