

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2654
TO BE ANSWERED ON 23RD MARCH, 2023

WOMEN'S PARTICIPATION IN WORKFORCE

2654. SHRI SUJEET KUMAR :

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

- (a) the details of women's participation in the workforce across the country, State-wise, during the last three years, including Odisha;**
- (b) whether it is a fact that despite several initiatives, the percentage of women in the organised sector is less and if so, the details thereof;**
- (c) the steps taken/being taken by Government to increase the participation of women in the workforce;**
- (d) whether Government is considering the need to introduce flexible working hours for women; and**
- (e) if so, the details thereof and if not, the reasons therefor?**

ANSWER

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

(a) to (e) : The official data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics & 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 State-wise estimated female Labour Force Participation Rate (LFPR) including Odisha on usual status for age 15 years and above during 2019-20 to 2021-22 is at Annexure.

Further, the estimated female Worker Population Ratio (WPR) on usual status for persons of age 15 years and above was 28.7%, 31.4% and 31.7% during 2019-20, 2020-21 and 2021-22, respectively, which shows that the female WPR in the country has an increasing trend.

Employees' Provident Fund Organization (EPFO) data covers the low paid workers in medium and large establishments of formal sector. The net addition in EPFO subscriptions is an indicator of the extent of job creation/formalisation of the job market, and the coverage of social security benefits to the organized/ semi-organized sector workforce. During December 2022, the net addition in female EPF subscribers increased by 2.89 lakh as compared to 2.67 lakh in November 2022.

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.

**ANNEXURE REFERRED TO IN REPLY TO PART (a) to (e) OF THE RAJYA SABHA
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**Female Labour force participation rate (LFPR) (in per cent) according to usual
status (ps+ss) for each State/UT for age groups: 15 years and above**

S. No.	State/UT	2019-20	2020-21	2021-22
1	Andhra Pradesh	39.2	45.1	43.3
2	Arunachal Pradesh	22.9	27.6	31.2
3	Assam	16.4	24.6	28.2
4	Bihar	9.5	10.7	10.2
5	Chhattisgarh	53.1	53.9	51.6
6	Delhi	16.1	13.8	12.2
7	Goa	28.2	27.3	20.7
8	Gujarat	31.1	33.1	34.4
9	Haryana	15.7	19.1	19.1
10	Himachal Pradesh	65.0	62.6	66.1
11	Jharkhand	35.7	43.9	45.2
12	Karnataka	33.8	35.9	31.8
13	Kerala	31.9	33.2	37.0
14	Madhya Pradesh	37.7	40.5	41.0
15	Maharashtra	38.7	36	38.4
16	Manipur	29.9	21.4	23.4
17	Meghalaya	45.7	51.6	50.2
18	Mizoram	37.0	41.7	34.7
19	Nagaland	43.0	47.6	51.5
20	Odisha	33.1	33.2	32.9
21	Punjab	23.7	23.1	24.0
22	Rajasthan	38.6	39.9	40.0
23	Sikkim	59.4	61.1	57.8
24	TamilNadu	40.2	43	40.7
25	Telangana	44.3	45.4	44.7
26	Tripura	24.2	30.8	26.7
27	Uttarakhand	31.8	31.5	33.1
28	Uttar Pradesh	17.7	22.6	26.3
29	West Bengal	24.0	28.7	27.9
30	Andaman & N. Island	35.9	46.1	45.7
31	Chandigarh	20.4	24.1	16.8
32	Dadra & Nagar Haveli	52.3	30.6	43.0
33	Daman & Diu	35.8		
34	Jammu & Kashmir	37.4	43.4	44.9
35	Ladakh	51.1	69.6	46.5
36	Lakshadweep	29.7	19.4	16.8
37	Puducherry	31.6	29.3	35.7
	All India	30.0	32.5	32.8

Source: PLFS, MoSPI