

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2670
TO BE ANSWERED ON 11TH AUGUST, 2021**

LOW PARTICIPATION OF WOMEN IN LABOUR FORCE

2670. SHRI KANAKAMEDALA RAVINDRA KUMAR:

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

- (a) whether Government has taken note of the fact that the International Labour Organisation (ILO) in its report titled ILO's Global Employment Trend has observed that in India, the women labour force participation has drastically reduced over the years;**
- (b) if so, the details thereof; and**
- (c) the details of the pro-active steps Government proposes to take to enhance the rate of participation of women in labour force?**

ANSWER

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

(a) to (c): According to International Labour Organisation's (ILO) report titled 'World Employment and Social Outlook: Trends 2021', the female labour force participation rate in South Asia as a whole in the year 2019 and 2020 was 23.3% and 21.0% respectively.

As per the results of Periodic Labour Force Survey (PLFS) conducted by National Statistical Office (NSO), Ministry of Statistics & Programme Implementation (MOSPI) during 2018-19 and 2019-20, the estimated Female Labour force participation rate (LFPR) on usual status for 15 years and above is 24.5% and 30.0%, respectively.

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.
