

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO.*303
TO BE ANSWERED ON 31ST MARCH, 2022**

WOMEN'S SHARE IN INDIA'S WORKFORCE

***303. DR. SANTANU SEN:**

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

- (a) whether Government has conducted any study to know women's participation in the labour force in India;**
- (b) if so, the women's share in India's workforce since 2017, year-wise and State-wise;**
- (c) the reasons for low women participation rate in India when compared to Indonesia, Bangladesh, China and the United States of America according to World Bank data; and**
- (d) the details of the steps taken by Government to increase the share of women in India's workforce?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(SHRI BHUPENDER YADAV)**

(a) to (d): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) to (d) OF RAJYA SABHA STARRED QUESTION NO.*303 DUE FOR REPLY ON 31-03-2022 BY DR. SANTANU SEN REGARDING “ WOMEN’S SHARE IN INDIA’S WORKFORCE ”

(a) & (b): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by National Statistical Office (NSO), Ministry of Statistics & Programme Implementation (MoSPI) since 2017-18. As per the results of annual Periodic Labour Force Survey (PLFS) conducted during 2017-18, 2018-19 and 2019-20, the estimated Worker Population Ratio (WPR) for women of age 15 years and above on usual status was 22.0%, 23.3%, and 28.7% respectively. The year-wise/ State-wise estimated Worker Population Ratio (WPR) on usual status for women of age 15 years and above during 2017-18 to 2019-20 is given at Annexure.

(c): Some studies indicates that most women 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 27.03.2022, out of the total registration of the unorganized workers on e-SHRAM Portal on self-declaration basis, 53% are women.

(d): 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 of part (a) & (b) of the Rajya Sabha Starred Question No. *303 due for reply on 31.03.2022

Worker Population Ratio (WPR) (in percent) for women according to usual status for each State/UT for age 15 years and above

S. No.	State/UTs	WPR for women (in %)		
		2017-18	2018-19	2019-20
1	Andhra Pradesh	40.8	38.2	37.6
2	Arunachal Pradesh	13.0	14.6	20.8
3	Assam	11.0	11.7	14.2
4	Bihar	4.0	4.2	9.4
5	Chhattisgarh	47.6	47.7	52.1
6	Delhi	12.8	16.1	14.5
7	Goa	22.9	25.0	24.9
8	Gujarat	19.0	21.1	30.7
9	Haryana	12.8	14.1	14.7
10	Himachal Pradesh	47.5	56.3	63.1
11	Jammu & Kashmir	27.6	30.8	33.1
12	Jharkhand	14.6	20.4	35.2
13	Karnataka	24.8	24.2	31.7
14	Kerala	20.4	25.3	27.1
15	Madhya Pradesh	31.0	27.5	37.2
16	Maharashtra	29.1	29.9	37.7
17	Manipur	19.8	22.9	26.8
18	Meghalaya	50.2	49.6	44.1
19	Mizoram	26.0	26.2	34.9
20	Nagaland	11.0	16.8	31.1
21	Orissa	18.3	22.8	31.8
22	Punjab	13.7	17.3	21.8
23	Rajasthan	26.3	30.2	37.6
24	Sikkim	41.6	48.9	58.5
25	Tamil Nadu	31.3	34.6	38.3
26	Telangana	30.3	35.2	41.8
27	Tripura	11.1	11.9	23.5
28	Uttarakhand	16.1	16.2	30.1
29	Uttar Pradesh	13.1	13.3	17.2
30	West Bengal	20.1	21.7	23.1
31	Andaman & Nicobar Islands	19.1	20.1	25.9
32	Chandigarh	20.0	22.3	18.8
33	Dadra & Nagar Haveli	39.7	42.4	52.3
34	Daman & Diu	24.1	18.1	34.8
35	Lakshadweep	9.1	9.2	23.1
36	Puducherry	13.4	28.8	28.4
37	Ladakh	-	-	51.1
	All-India	22.0	23.3	28.7

Source: PLFS Report, MoSPI