

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3555
TO BE ANSWERED ON 15TH JULY, 2019**

FEMALE LABOUR FORCE PARTICIPATION

**3555. SHRIMATI KANIMOZHI KARUNANIDHI:
DR. MANOJ RAJORIA:
SHRI P.P. CHAUDHARY:**

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

- (a) whether the Government is aware of steadily declining female labour force participation in the country from 37% in 2004-05 to 23% in 2017-18 as per World Bank report;**
- (b) whether the Government is taking any steps to improve female participation in the labour force, if so, the details thereof and if not, the reasons therefor;**
- (c) whether female participation in industries has increased in the last two years, if so, the total Indian labour force in organised and unorganised sector, sector-wise;**
- (d) whether any steps have been taken for the safety of women at workplaces, if so, the details thereof;**
- (e) whether any steps have been taken for the safety of women at workplaces, if so, the details thereof and the number of women employed in the unorganised sector or in unpaid jobs;**
- (f) whether any guidelines are issued for childcare at workplace, if so, the details thereof; and**
- (g) whether the Ministry is working on a comprehensive policy to increase the participation of women in the workplace over the next five years, if so, the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a) to (c): The estimated female Labour force participation rate on usual status (Principal Status+Subsidiary Status) (ps+ss) basis for persons age 15 years & above in the country is as follows:

Survey	NSSO 61st Round (2004-05)	NSSO 66th Round (2009-10)	NSSO 68th Round (2009-10)	PLFS (2017-18)
Labour Force Participation Rate (in %)	42.7	32.6	31.2	23.3

For comparability, the results of the PLFS need to be understood in the context with which the survey methodology and sample selection has been designed.

Source: Annual Report: PLFS, 2017-18

These results depict a declining female labour force participation rate over the years. This decline may be attributed to factors like higher level of participation of women in education, migration, etc.

Government has taken several initiatives to improve women's participation in the labour force. In order to encourage employment of women, a number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers. These includes child care centers, time-off for feeding children, enhancement in paid maternity leave from 12 weeks to 26 weeks, provisions 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 Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. Further, under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers without any gender discrimination.

Further, in order 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.

(d) to (g): Safety and security of women in the country is of utmost priority for the Government. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 came into force on 9th December 2013. The Act covers all women, irrespective of their age or employment status and protects them against sexual harassment at all workplaces both in public and private sector, whether organized or unorganized. The Act mandates all the workplace having more than 10 workers to constitute Internal Complaint Committee (ICC) for receiving complaints of sexual harassment. Similarly, the Appropriate Government is authorized to constitute Local Complaint Committee (LCC) in every district which will receive complaints from organizations having less than 10 workers or if the complaint is against the employer himself.

National Creche Scheme provides day care facilities to children of age group of 6 months to 6 years of working women. The facilities are provided for seven and half hours a day for 26 days in a month. Children are provided with supplementary nutrition, early childcare education, health and sleeping facilities.

The Government of India has declared the National Policy on Safety, Health and Environment at Workplace (NPSHEW) which aims to establish a preventive safety and health culture in the country through elimination of the incidence of work related injuries, diseases, fatalities, disasters and to enhance the well-being of employees in all the sectors of economic activity in the country. Several steps are taken for promoting and propagating the objective of safety and health by holding various conferences, awareness camps, safety weeks, campaigns, awards and conducting of surveys etc.
