

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 385  
TO BE ANSWERED ON 6<sup>TH</sup> FEBRUARY, 2019  
WOMEN PARTICIPATION IN WORK FORCE**

**385. PROF. M.V. RAJEEV GOWDA:**

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

- (a) the number of women seeking employment *vis-a-vis* the total number of women being employed in the years 2016-17, 2017-18 and 2018-19;**
- (b) the details of the sectors in which women participation has decreased, increased and remained constant; and**
- (c) the details of the women participation loss, age-wise and State-wise since 2014 to present;**

**ANSWER**

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

**(a) to (c): As per the results of available labour force surveys on Employment-Unemployment conducted by Labour Bureau, Ministry of Labour and Employment, the estimated State/UT-wise labour force participation rate for females aged 15 years & above on Usual Principal Status (UPS) basis in the country is at Annexure.**

**Government has taken several initiatives to improve the employability of youth including women. A new Ministry of Skill Development and Entrepreneurship has been established to coordinate the skill development schemes across various sectors. 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.**

**A number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers.**

**Further, Government has taken various steps to increase female labour participation rate which includes the enactment of the Maternity Benefit (Amendment) Act, 2017 which provides for enhancement in paid maternity leave from 12 weeks to 26 weeks and provisions for mandatory crèche facility in the establishments having 50 or more employees; issue of an advisory to the States under the Factories Act, 1948 for permitting women workers in the night shifts with adequate safety measures.**

**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 and the Act does not discriminate on the basis of gender.**

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**ANNEXURE REFERRED TO IN REPLY TO PARTS (a) to (b) OF THE RAJYA SABHA UNSTARRED QUESTION NO. 385 FOR 06-02-2019**

**Labour Force Participation Rate (per 1000) for persons aged 15 years & above according to Usual Principal Status (UPS) Approach for each State/UT under 3<sup>rd</sup>, 4<sup>th</sup> & 5<sup>th</sup> EUS**

<b>Sl. No.</b>	<b>State/UT/All India</b>	<b>Third EUS (2012-13)</b>	<b>Fourth EUS (2013-14)</b>	<b>Fifth EUS (2015-16)</b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	<b>(5)</b>
1	Andhra Pradesh	433	474	466
2	Arunachal Pradesh	448	495	370
3	Assam	172	230	204
4	Bihar	109	156	142
5	Chhattisgarh	422	459	543
6	Delhi	118	105	122
7	Goa	251	277	246
8	Gujarat	164	241	192
9	Haryana	116	125	145
10	Himachal Pradesh	469	433	170
11	Jammu & Kashmir	120	143	105
12	Jharkhand	182	156	204
13	Karnataka	304	319	327
14	Kerala	234	299	308
15	Madhya Pradesh	290	294	174
16	Maharashtra	328	340	330
17	Manipur	249	324	304
18	Meghalaya	456	475	467
19	Mizoram	490	511	540
20	Nagaland	352	340	536
21	Odisha	223	223	186
22	Punjab	125	109	111
23	Rajasthan	177	218	215
24	Sikkim	378	359	328
25	Tamil Nadu	336	374	392
26	Telangana		535	440
27	Tripura	226	221	314
28	Uttarakhand	154	202	195
29	Uttar Pradesh	83	96	112
30	West Bengal	180	164	188
31	A & N Islands	235	381	347
32	Chandigarh	133	124	82
33	Dadra & Nagar Haveli	168	135	174
34	Daman & Diu	88	34	151
35	Lakshadweep	124	238	169
36	Puducherry	237	278	304
	<b>All India</b>	<b>226</b>	<b>258</b>	<b>237</b>