

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO.*41
TO BE ANSWERED ON 5TH FEBRUARY, 2020**

FEMALE EMPLOYMENT IN VARIOUS SECTORS

***41. KUMARI SELJA:**

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

- (a) the details of female employment in the three sectors of agriculture, manufacturing and services respectively, State/UT-wise including Haryana;**
- (b) whether Government is taking any step to ensure reservation for women in private sector jobs;**
- (c) if so, the details thereof and if not, the reasons therefor; and**
- (d) the amount of fund being allocated to tackle the issue of female unemployment, with special reference to Haryana?**

ANSWER

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

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

STATEMENT REFERRED TO IN REPLY TO RAJYA SABHA STARRED QUESTION NO. *41 DUE FOR REPLY ON 05.02.2020 BY KUMARI SELJA REGARDING “FEMALE EMPLOYMENT IN VARIOUS SECTORS ”

(a) to (d) As per the results of Periodic Labour Force Survey (PLFS) conducted by National Sample Survey Office, Ministry of Statistics and Programme Implementation during 2017-18, the state-wise estimated Worker Population Ratio (WPR) on usual status (principal status+subsidiary status) basis for the persons of age 15 years and above to the extent available is given at Annexure.

The percentage distribution of women workers in usual status(ps+ss) by broad industry division during 2017-18 including Haryana is given below:

Percentage distribution of female workers by Sectors		
Sectors	Rural	Urban
Agriculture	73.2	9.1
Manufacturing	8.1	25.2
Others including services	18.7	65.7

Source: Periodic Labour Force Survey (PLFS), July 2017-June 2018, M/o Statistics & Programme Implementation.

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. Government has taken a decision to allow the employment of women in the aboveground mines including opencast workings between 7 PM and 6 AM to all categories of employees and in belowground 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 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. 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 and also encouraging factors like higher level of participation of women in education etc.

Government has also taken several initiatives for encouraging women participation in economic activities including labour force participation in both rural and urban India through schemes such as Prime Minister's Employment Generation Programme (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Deendayal Antodaya Yojana - National Urban Livelihoods Mission (DAY-NULM), Deendayal Antyodaya Yojana - National Rural Livelihoods Mission (DAY-NRLM), Start-up Village Entrepreneurship Programme (SVEP), Aajeevika Grameen Express Yojana (AGEY) sub-schemes under DAY-NRLM, Mahila Kisan Sashaktikaran Pariyojana (MKSP), Pradhan Mantri Rojgar Protsahan Yojana (PMRPY), Pradhan Mantri Mudra Yojana (PMMY), National Career Service (NCS) Project, Pradhan Mantri Kaushal Vikas Yojana (PMKVY).

STATEMENT REFERRED TO IN REPLY TO PART (a) OF THE RAJYA SABHA STARRED QUESTION NO. FOR 05-02-2020 REGARDING FEMALE EMPLOYMENT IN VARIOUS SECTORS.

Worker Population Ratio (WPR) (in percent) according to usual status (ps+ss) for each State/UT age groups: 15 years and above

Sl. No.	State/UTs	rural+ urban		
		Male	Female	person
1	Andhra Pradesh	75.3	40.8	57.2
2	Arunachal Pradesh	66.4	13.0	42.3
3	Assam	74.7	11.0	43.7
4	Bihar	63.7	4.0	35.5
5	Chhattisgarh	76.6	47.6	62.4
6	Delhi	68.1	12.8	42.7
7	Goa	64.4	22.9	42.9
8	Gujarat	74.0	19.0	47.4
9	Haryana	68.3	12.8	41.7
10	Himachal Pradesh	71.0	47.5	58.9
11	Jammu & Kashmir	72.7	27.6	51.0
12	Jharkhand	68.1	14.6	41.7
13	Karnataka	74.0	24.8	49.1
14	Kerala	65.8	20.4	41.2
15	Madhya Pradesh	75.9	31.0	54.3
16	Maharashtra	71.4	29.1	50.5
17	Manipur	64.0	19.8	42.5
18	Meghalaya	75.4	50.2	62.3
19	Mizoram	67.1	26.0	46.4
20	Nagaland	52.9	11.0	32.8
21	Orissa	72.9	18.3	44.9
22	Punjab	69.8	13.7	42.9
23	Rajasthan	69.1	26.3	48.2
24	Sikkim	74.0	41.6	58.7
25	Tamil Nadu	71.8	31.3	51.0
26	Telangana	69.1	30.3	49.8
27	Tripura	70.5	11.1	42.0
28	Uttarakhand	65.0	16.1	40.6
29	Uttar Pradesh	70.0	13.1	41.8
30	West Bengal	75.3	20.1	47.8
31	Andaman & Nicobar Islands	76.4	19.1	48.7
32	Chandigarh	74.0	20.0	46.9
33	Dadra & Nagar Haveli	86.8	39.7	66.3
34	Daman & Diu	85.8	24.1	63.2
35	Lakshadweep	65.6	9.1	34.4
36	Puducherry	64.4	13.4	37.8
	All-India	71.2	22.0	46.8

Source: Periodic Labour Force Survey (PLFS), July 2017-June 2018, M/o Statistics & Programme Implementation.