

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO. *51
TO BE ANSWERED ON 26TH JUNE, 2019**

FEMALE LABOUR FORCE PARTICIPATION RATE

***51. SHRI P.L. PUNIA:**

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

- (a) whether it is a fact that female labour force participation rate is continuously declining in the country, if so, the details for the last three years thereof;**
- (b) whether it is also a fact that the fall in female labour force participation rate is highest in rural areas, if so, the details for the last three years thereof; and**
- (c) the details of the reasons behind the fall in female labour force participation rate and the measures taken by Government and the details of achievements thereon?**

ANSWER

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

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

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (c) OF RAJYA SABHA STARRED QUESTION NO. *51 DUE FOR REPLY ON 26-06-2019 BY SHRI P.L. PUNIA, M.P. REGARDING “FEMALE LABOUR FORCE PARTICIPATION RATE”

(a) to (c): There are three sets of information sources on Employment and Unemployment Statistics. As per these data sets, the estimated labour force participation rate for females aged 15 years & above on usual status basis in the country is as follows:

(i) Periodic Labour Force Survey (PLFS) by National Statistical Office (NSO) [erstwhile NSSO]:

Survey	Female Labour Force Participation Rate (in %)		
	RURAL	URBAN	RURAL +URBAN
PLFS (2017-18)	24.6	20.4	23.3

(ii) National Sample Survey Office (NSSO)'s Quinquennial Surveys:

Survey	Female Labour Force Participation Rate (in %)		
	RURAL	URBAN	RURAL +URBAN
NSSO 61 st Round (2004-05)	49.4	24.4	42.7
NSSO 66 th Round (2009-10)	37.8	19.4	32.6
NSSO 68 th Round (2011-12)	35.8	20.5	31.2

(iii) Labour Bureau, Annual Employment and Unemployment Surveys (EUS):

Year	Female Labour Force Participation Rate (in %)		
	RURAL	URBAN	RURAL +URBAN
2011-12	33.9	19.1	30.0
2012-13	29.9	17.8	26.5
2013-14	36.4	19.7	31.1
2015-16	31.7	16.6	27.4

The results of the above three surveys are not comparable due to the different methodology followed. However, 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.
