

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO.559  
TO BE ANSWERED ON 21<sup>ST</sup> JULY, 2022**

**LABOUR FORCE PARTICIPATION RATE OF FEMALES**

**559. SHRI RAJMANI PATEL:  
SMT. PHULO DEVI NETAM:  
SHRI SYED NASIR HUSSAIN:**

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

- (a) the labour force participation rate of females in the country, both rural and urban, year-wise from the year 2017 till date;**
- (b) the number of females who have left the workforce, year-wise between 2017-18 and 2021-22;**
- (c) the total unemployment rate among women during the last five years;**
- (d) details of initiatives undertaken by Government to specifically address the lack of employment opportunities for women after COVID-19 pandemic; and**
- (e) the estimate on extent of loss to the GDP because of low female labour force participation?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics & Programme Implementation (MoSPI) since 2017-18. The survey period is July to June of the next year. As per the available Annual PLFS Reports, the year-wise estimated female labour force participation rate in rural and urban areas on usual status for age 15 years and above from 2017-18 to 2020-21 are as under:**

<b>Years</b>	<b>Female Labour Force Participation Rate (in%)</b>
<b>Rural</b>	
<b>2017-18</b>	<b>24.6</b>
<b>2018-19</b>	<b>26.4</b>
<b>2019-20</b>	<b>33.0</b>
<b>2020-21</b>	<b>36.5</b>
<b>Urban</b>	
<b>2017-18</b>	<b>20.4</b>
<b>2018-19</b>	<b>20.4</b>
<b>2019-20</b>	<b>23.3</b>
<b>2020-21</b>	<b>23.2</b>
<b>All India</b>	
<b>2017-18</b>	<b>23.3</b>
<b>2018-19</b>	<b>24.5</b>
<b>2019-20</b>	<b>30.0</b>
<b>2020-21</b>	<b>32.5</b>

**Source: PLFS, MoSPI**

**(b) to (e): As per available Annual PLFS reports, the estimated Worker Population Ratio (WPR), and Unemployment Rate (UR) for female on usual status for age 15 years and above from 2017-18 to 2020-21 are given below:**

<b>Years</b>	<b>Female Worker Population Ratio (WPR) (in %)</b>	<b>Female Unemployment Rate (UR) (in %)</b>
<b>All India</b>		
<b>2017-18</b>	<b>22.0</b>	<b>5.6</b>
<b>2018-19</b>	<b>23.3</b>	<b>5.1</b>
<b>2019-20</b>	<b>28.7</b>	<b>4.2</b>
<b>2020-21</b>	<b>31.4</b>	<b>3.5</b>

**Source: PLFS, MoSPI**

The data in the above table indicates that female worker population has increased during 2017-18 to 2020-21 and on the other hand, female unemployment rate has declined for the same period.

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.**

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