

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO.568
TO BE ANSWERED ON 21ST JULY, 2022**

WOMEN PARTICIPATION IN WORKFORCE

568. SMT. MAUSAM NOOR:

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

- (a) whether Government has analysed data on participation of women in workforce in the Country during the last year and if so, the details thereof;**
- (b) whether Government is taking steps to increase women's participation in workforce and if so, the details of action taken;**
- (c) the number of women employees in the country against the male employees and the contribution of women employees in the Country's GDP;**
- (d) the details of the percentage of working women across the country, State/UT-wise; and**
- (e) whether Government notes that percentage of women on top posts is very less and if so, the details thereof?**

ANSWER

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

(a) to (e): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics & Programme Implementation (MOSPI). As per the latest PLFS report available for year 2020-21, the estimated Worker Population Ratio (WPR) on usual status basis for aged 15 years and above both for male and female was 73.5% and 31.4% respectively. Further, the State/UT-wise estimated female Worker Population Ratio (WPR) on usual status basis for aged 15 years and above is at Annexure.

Further, as on 12.07.2022, out of the total registration of the unorganized workers on eShram Portal on self-declaration basis, 52.84% are women.

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.

As per PLFS Report, 2020-21, the ratio of female workers to male workers in usual status working as Legislators, Senior officials and Managers is 22.2%.

Annexure referred to in reply to part (a) to (e) of the Rajya Sabha Unstarred Question No. 568 due for reply on 21.07.2022

State/UT wise estimated female Worker Population Ratio (WPR) (in per cent) according to usual status for age group 15 years and above for year 2020-21

S. No.	States/UTs	Female WPR (%)
1	Andhra Pradesh	43.9
2	Arunachal Pradesh	25.1
3	Assam	22.9
4	Bihar	10.4
5	Chhattisgarh	53.2
6	Delhi	12.9
7	Goa	23.5
8	Gujarat	32.4
9	Haryana	18.1
10	Himachal Pradesh	61.1
11	Jharkhand	43.6
12	Karnataka	34.9
13	Kerala	28.2
14	Madhya Pradesh	40.1
15	Maharashtra	35
16	Manipur	20.1
17	Meghalaya	50.5
18	Mizoram	40.2
19	Nagaland	38.5
20	Odisha	32.2
21	Punjab	21.1
22	Rajasthan	39
23	Sikkim	60.6
24	Tamil Nadu	40.8
25	Telangana	43.4
26	Tripura	29.9
27	Uttar Pradesh	29.9
28	Uttarakhand	21.9
29	West Bengal	28.1
30	Andaman & N. Island	37.4
31	Chandigarh	23.2
32	Dadra & Nagar Haveli and Daman & Diu	30
34	Jammu & Kashmir	39.9
35	Ladakh	66.3
36	Lakshadweep	12.5
37	Puducherry	26.9
	All India	31.4

Source: Periodic Labour Force Survey (PLFS), M/o Statistics & Programme Implementation.