

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 769
TO BE ANSWERED ON 07TH FEBRUARY, 2022

WOMEN'S PARTICIPATION IN WORKFORCE

769. SHRIMATI SUNITA DUGGAL:

SHRI E.T. MOHAMMED BASHEER:

SHRI THOMAS CHAZHIKADAN:

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

- (a) whether the Government has data on participation of women in workforce in the Country since 2014 and if so, the details thereof;**
- (b) the number of Women Employees in the Country against the male Employee and the participation of Women employees in Country's GDP;**
- (c) whether the Government is determined to increase women's participation in workforce, if so, the details of action taken thereon;**
- (d) whether women's workforce participation in workforce has decreased in the backdrop of COVID-19 pandemic, if so the steps taken by the Government to encourage women workforce and women entrepreneurs in the Country and the data of women who remained unemployed since 2014 in Kerala; and**
- (e) whether the Government has noticed the recent survey that shows dip in female workers by base year 2013-14, if so, the measures/steps taken by the Government in this regard to increase the women participation?**

ANSWER

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

(a) to (e): As per Employment-Unemployment Survey conducted by the Labour Bureau, Ministry of Labour and Employment, the estimated Worker Population Ratio (WPR) on usual status basis for aged 15 years and above is as follows:

Year	WPR (in%)	
	Male	Female
2016-17	74.3	25.2
2015-16	73.3	25.8

Later on, data on employment/ unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by National Statistical Office (NSO), Ministry of Statistics & Programme Implementation (MOSPI). As per the results of PLFS, the estimated Worker Population Ratio (WPR) on usual status basis for aged 15 years and above is as follows:

PLFS	WPR (in%)	
	Male	Female
2017-18	71.2	22.0
2018-19	71.0	23.3
2019-20	73.0	28.7

Further, the estimated Female Unemployment Rate (UR) on usual status for age 15 years and above for the State of Kerala is as follows:

Year (Survey)	Kerala
2015-16 (Labour Bureau)	24.5%
2016-17 (Labour Bureau)	21.7%
2017-18 (PLFS)	23.2%
2018-19 (PLFS)	17%
2019-20 (PLFS)	15.1%

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. These includes 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.

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 Equal Remuneration Act, 1976 now subsumed in the Code on Wages, 2019 provides 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.
