

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 810
TO BE ANSWERED ON 12TH DECEMBER, 2022
EMPLOYMENT GAP IN MEN AND WOMEN

810. SHRI LALLU SINGH:

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

- (a) whether as per the Government report of the Periodic Labour Force Survey (2020-21), male graduates are more successful in getting employment as compared to the female graduates;**
- (b) if so, whether the gap between men and women in getting employment is continuously increasing and stands above than 50 per cent in some State of the country;**
- (c) whether the Government has studied the said report and if so, the details of the report;**
- (d) whether the Government is working on a plan to increase employment opportunities for female graduates; and**
- (e) if so, the details thereof?**

ANSWER

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

(a) to (c): The official data source on Employment and Unemployment is Periodic Labour Force Survey (PLFS) which is conducted by the Ministry of Statistics & Programme Implementation (MoSPI) since 2017-18. The survey period is July to June of next year. As per the available latest Annual PLFS Reports, the estimated Worker Population Ratio (WPR) on usual status for male graduates and female graduates of age 15 years and above during 2018-19 to 2020-21 is as follows :

Worker Population Ratio (WPR)-(in %)		
Years	Male Graduates	Female Graduates
2018-19	69.3	21.3
2019-20	69.6	24.1
2020-21	72.1	23.5

Source: PLFS, MoSPI

The State/UT-wise estimated WPR on usual status for male graduates and female graduates of age 15 years and above during 2018-19 to 2020-21 is at Annexure.

As per PLFS Report 2020-21, the estimated Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR) and Unemployment Rate (UR) on usual status for persons of age 15 years and above was 54.9%, 52.6% and 4.2%, respectively, during 2020-21.

(d) & (e): 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.

Annexure referred to in reply of part (a) & (b) of the Lok Sabha Unstarred Question No. 810 due for reply on 12.12.2022

State/UT-wise WPR on usual status for male graduates and female graduates of age 15 years and above during 2018-19 to 2020-21

S. No.	States/UTs	2018-19		2019-20		2020-21	
		Male Graduate	Female Graduate	Male Graduate	Female Graduate	Male Graduate	Female Graduate
1	Andhra Pradesh	66.9	21.4	68.0	24.5	71.1	28.9
2	Arunachal Pradesh	59.7	25.8	66.5	39.9	72.0	33.7
3	Assam	70.5	24.6	70.7	30.3	79.5	29.3
4	Bihar	60.8	9.0	64.3	10.9	63.7	7.4
5	Chhattisgarh	79.2	31.0	72.7	30.9	74.3	17.4
6	Delhi	66.4	18.5	63.9	16.9	68.9	18.0
7	Goa	81.0	34.2	72.6	44.6	72.5	44.9
8	Gujarat	77.0	23.3	75.9	25.5	78.4	24.3
9	Haryana	69.3	19.3	66.8	19.1	70.1	15.8
10	Himachal Pradesh	73.2	28.2	67.1	49.8	80.1	51.0
11	Jammu & Kashmir	68.6	25.3	65.4	25.8	66.3	22.6
12	Jharkhand	66.5	23.0	67.0	21.4	71.8	36.4
13	Karnataka	77.9	24.6	71.3	24.3	78.7	25.3
14	Kerala	66.9	29.8	62.7	29.5	62.5	32.3
15	Madhya Pradesh	72.7	19.1	71.1	20.8	76.9	24.5
16	Maharashtra	72.2	26.7	76.1	32.9	74.0	27.0
17	Manipur	68.8	34.8	66.5	44.1	63.1	36.0
18	Meghalaya	79.6	60.0	75.5	54.7	80.1	56.1
19	Mizoram	73.1	41.1	71.8	44.1	79.9	52.0
20	Nagaland	69.8	19.4	51.2	31.4	56.8	32.6
21	Odisha	69.7	19.1	68.2	24.1	70.6	20.1
22	Punjab	70.4	21.5	74.9	25.4	74.2	16.8
23	Rajasthan	65.0	19.1	64.8	22.4	61.9	17.2
24	Sikkim	80.9	73.4	80.4	69.1	77.4	67.1
25	Tamil Nadu	70.0	28.3	68.7	33.1	72.6	30.3
26	Telangana	59.9	21.5	63.7	20.1	75.5	26.0
27	Tripura	71.1	28.3	74.2	29.0	74.9	25.3
28	Uttarakhand	73.3	20.9	62.7	26.6	69.4	25.8
29	Uttar Pradesh	65.3	9.6	71.0	10.5	72.1	14.5
30	West Bengal	73.9	22.8	68.7	29.2	74.3	27.4
31	A & N Islands	78.9	38.6	79.6	45.8	68.6	34.2
32	Chandigarh	67.5	28.6	77.6	30.1	61.7	29.7
33	D & N Haveli	99.7	30.4	86.6	29.3	80.2	45.0
34	Daman & Diu	100.0	5.7	86.5	23.6		
35	Lakshadweep	50.6	34.1	84.8	46.3	97.9	34.4
36	Puducherry	64.3	26.8	70.0	30.2	73.8	23.2
37	Ladakh	-	-	73.4	37.1	93.9	72.9
All India		69.3	21.3	69.6	24.1	72.1	23.5

Source: PLFS, MoSPI