

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 2666  
TO BE ANSWERED ON 11<sup>TH</sup> AUGUST, 2021**

**FEMALE LABOUR PARTICIPATION IN INDIAN WORKFORCE**

**2666. DR. NARENDRA JADHAV:**

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

- (a) the percentage of female labour force participation rate in the country during COVID- 19, the details thereof;**
- (b) the number of women that have dropped out of work from both formal and informal sectors for the year 2020-21 due to COVID-19, the details thereof;**
- (c) whether any financial assistance was provided to the women who were laid off by employers in between March, 2020 to June, 2021; the details thereof;**
- (d) if not, the reasons therefor; and**
- (e) the details of steps taken by Government to increase women participation in workforce?**

**ANSWER**

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

**(a) to (e): As per the results of Periodic Labour Force Survey (PLFS) conducted by National Statistical Office (NSO), Ministry of Statistics & Programme Implementation (MOSPI) during 2017-18, 2018-19 and 2019-20, the estimated Female Labour force participation rate (LFPR) on usual status for 15 years and above is 23.3%, 24.5% and 30.0%, respectively. The survey period is from July to June of a year.**

**Aatmanirbhar Bharat Rojgar Yojana (ABRY) has been launched w.e.f. 1<sup>st</sup> October, 2020 to incentivize employers for creation of new employment along with social security benefits and restoration of employment. This scheme being implemented through EPFO seeks to reduce the financial burden of the employers and encourages them to hire more workers. The new employees under the scheme include those who lost their jobs during Covid-19 and did not join in any EPF**

**covered establishment upto 30.09.2020. The terminal date for registration of beneficiaries has been extended from 30.06.2021 to 31.03.2022. As on 4th August, 2021, 25.78 lakh total beneficiaries have availed the benefits under the scheme; out of which 3.52 lakh beneficiaries are rejoiners who have rejoined after 1<sup>st</sup>October, 2020. This includes 0.77 lakh women rejoiners.**

**The unemployment benefit under the Atal Beemit Vyakti Kalyan Yojana being implemented by the Employees' State Insurance Corporation (ESIC) has been enhanced to 50% from 25% of the average wage, payable upto 90 days, alongwith relaxation of eligibility conditions to claim the benefit. Till 30.06.2021, benefit has been given to 15981 female beneficiaries.**

**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.**

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