

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1355
TO BE ANSWERED ON 14TH DECEMBER, 2023

IMPACT OF COVID-19 ON THE WOMEN EMPLOYMENT

1355. DR. KANIMOZHI NVN SOMU :

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

- (a) whether Government has assessed the impact of Covid-19 on the employment of women in the country;**
- (b) if so, whether it is a fact that nearly 17 million women working in formal or informal sector, skilled or unskilled, have lost employment during this Pandemic;**
- (c) whether it is also a fact that work from home culture has put more burden on women; and**
- (d) the steps taken/being taken by Government to increase employability of women in the country?**

ANSWER

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

(a) to (d): The Ministry of Statistics and Programme Implementation (MoSPI) collects the data on Employment and Unemployment through Periodic Labour Force Survey (PLFS) since 2017-18. The survey period is July to June of every year. As per the results of these surveys, the estimated female Worker Population Ratio (WPR) on usual status for persons of age 15 years and above in the country during the period 2019-20 to 2022-23 are as follows:

Year	Female WPR in%
2019-20	28.7
2020-21	31.4
2021-22	31.7
2022-23	35.9

The above data indicates the estimated female Worker Population Ratio (WPR) increased to 35.6% during 2022-23 from 28.7% in the year 2019-20, which shows that female employment in the country has increasing trend.

Further, the estimated female Unemployment Rate (UR) on usual status for persons of age 15 years and above in the country during the period 2019-20 to 2022-23 are as follows

Year	Female UR in %
2019-20	4.2
2020-21	3.5
2021-22	3.3
2022-23	2.9

The data indicates that the labour force indicators in 2022-23 for women are better than pre Covid period.

Employees' Provident Fund Organization (EPFO) data covers the low paid workers in medium and large establishments of formal sector. The net addition in EPFO subscriptions is an indicator of the extent of job creation/formalisation of the job market, and the coverage of social security benefits to the organized/ semi-organized sector workforce. The net addition in women EPF subscribers during the period 2019-20 to 2022-23 are as follows:

(in number)

Financial Year	Net Payroll Additions (Female Subscribers)
2019-20	15,93,614
2020-21	13,98,080
2021-22	26,18,728
2022-23	28,69,688

Employment generation coupled with improving employability is the priority of the Government. The Government has taken various steps to increase employability of in the country including 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.

All these initiatives are expected to collectively generate employment in the medium to long term through multiplier-effects.
