

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2521
TO BE ANSWERED ON 18TH DECEMBER, 2023
WOMEN EMPLOYED IN LABOUR FORCE**

2521. SHRIMATI CHINTA ANURADHA:

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

- (a) whether there is a huge gap in the percentage of men and women employed in the labour force across all sectors including the Government sector;**
- (b) if so, the details thereof and the steps taken by the Government to fill the gap;**
- (c) whether the Government proposes to employ more women labour force; and**
- (d) if so, the details thereof and if not, the reasons therefor?**

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

(a) to (d): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18. The survey period is July to June every year.

As per the latest available Annual PLFS Reports, the estimated Worker Population Ratio (WPR) on usual status for men and women of age 15 years and above during 2020-21, 2021-22 and 2022-23 were as follows:

Years	Men WPR (in %)	Women WPR (in %)
2020-21	73.5	31.4
2021-22	73.8	31.7
2022-23	76.0	35.9

Source: PLFS, MoSPI

The data indicates that the Worker Population Ratio, indicating employment, for both male and female in the country has an increasing trend over the years and the gap is narrowing.

The employment generation coupled with improving employability is the priority of the Government. Accordingly, 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.

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