

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1204
TO BE ANSWERED ON 01ST AUGUST, 2024
INITIATIVES TO ADDRESS GENDER GAP**

1204. SHRI M. MOHAMED ABDULLA:

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

- (a) whether Government has taken any initiative to address the gender gap and promote women workforce participation in the last five years;**
- (b) if so, the details thereof;**
- (c) whether it is a fact that the women workforce engaged in the digital labour platform is increasing; and**
- (d) if so, the steps taken by Government to facilitate them to access technology?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): Government has taken various initiatives to address the gender gap and promote women workforce participation in the country by incorporating a number of provisions in the labour laws for equal opportunity and congenial work environment for women workers like paid maternity leave, child care leave, creche facility, equal wages etc.

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.

Employment generation coupled with improving employability is the priority of the Government. Accordingly, the Government of India has taken various steps for generating employment in the country, including for women.

The various Ministries/ Departments of Government of India like Ministry of Micro, Small and Medium Enterprises, Ministry of Rural Development, Ministry of Housing and Urban Affairs, Ministry of Finance, Ministry of Textiles, Ministry of Electronics and Information Technology, etc. are implementing different employment generation schemes/ programmes like Prime Minister’s Employment Generation Programme (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), Pradhan Mantri Mudra Yojana (PMMY), etc. including increase in capital expenditure to boost employment creation. The details of various employment generation schemes/programmes being implemented by the Government of India may be seen at https://dge.gov.in/dge/schemes_programmes.

The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) which is 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 Labour Force Participation Rate (LFPR), Worker Population Ratio (WPR) and Unemployment Rate (UR) on usual status for female of age 15 years and above during the years 2017-18 to 2022-23, as per table below:

(in %)

Year	LFPR	WPR	UR
2017-18	23.3	22.0	5.6
2018-19	24.5	23.3	5.1
2019-20	30.0	28.7	4.2
2020-21	32.5	31.4	3.5
2021-22	32.8	31.7	3.3
2022-23	37.0	35.9	2.9

Source: PLFS

The above data indicates that female LFPR, the WPR i.e. employment has increasing trend and Unemployment Rate has a decreasing trend over the years.

The Government has launched e-Shram portal for registration and creation of a Comprehensive National Database of Unorganized Workers including gig workers and platform workers. It allows a person to register himself/herself on the portal on self-declaration basis, which is spread across around 400 occupations. As on 27.07.2024, the total registration of the unorganized workers on e-Shram portal on self-declaration basis is more than 29.84 crore out of which more than 15.90 crore (53.31%) are women workers.

Government has taken several steps to facilitate access, raise awareness and to expedite the registration of unorganised workers on eShram portal. Many registration camps and drives are being organised by Ministry from time to time in coordination with Common Service Centre (CSC). Social media platforms are also being used to spread awareness among workers to register on e-Shram. State Seva Kendra's (SSKs) and services of Common Service Centres were on boarded to facilitate assisted mode registrations of unorganised workers. eShram is also on boarded on Unified Mobile Application for New-age Governance (UMANG app), to increase e-Shram access among the workers and provide registration/ update facility at the convenience of their mobile.
