

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 1076  
TO BE ANSWERED ON 19<sup>TH</sup> DECEMBER, 2018**

**WOMEN EMPLOYEMENT**

**1076. SHRI JOSE K.MANI:**

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

- (a) whether Government has recent records of percentage of women employment in the country in formal as well as informal sector;**
- (b) if so, the details thereof;**
- (c) whether Government is planning to reimburse employers for maternity leave in the private sector to encourage overall women employment; and**
- (d) if so, the details of the scheme and its expected time of launch?**

**ANSWER**

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT  
(SHRI SANTOSH KUMAR GANGWAR)**

**(a) & (b) As per the recent report on employment-unemployment surveys in 2015-16 conducted by Labour Bureau, Ministry of Labour and Employment, the findings are as given below:**

<b>For Female aged 15 years and above on usual status basis in the country (in %)</b>		
	<b>Labour Force Participation Rate</b>	<b>Worker Population Ratio</b>
<b>Rural</b>	<b>31.7</b>	<b>30.2</b>
<b>Urban</b>	<b>16.6</b>	<b>14.8</b>
<b>Rural+Urban</b>	<b>27.4</b>	<b>25.8</b>

**As per the NSSO survey results, the category-industry sector wise distribution of workers including women during 2011-12 is given below:**

<b>Worker</b>	<b>Industry Sector (in %)</b>		
	<b>Unorganized</b>	<b>Organised</b>	<b>Total</b>
<b>Informal</b>	<b>82.6</b>	<b>9.8</b>	<b>92.4</b>
<b>Formal</b>	<b>0.4</b>	<b>7.2</b>	<b>7.6</b>
<b>Total</b>	<b>83.0</b>	<b>17.0</b>	<b>100.0</b>

**(c) & (d) Government is working on an incentive Scheme for entities that provide 26 weeks maternity benefits to their woman employees as provided for in the Maternity Benefit (Amendment) Act, 2017. To enable an entity to avail of the incentive, the women employees working in their entity should be a wage earner of less than Rs.15000/- per month and a contributing member of Employees' Provident Fund Organisation (EPFO) for at least one year and not covered by Employees' State Insurance Corporation (ESIC). The scheme is proposed to be administered through Employees' Provident Fund Organisation and shall be implemented after obtaining the approval of the competent authorities.**

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