

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO.*84
TO BE ANSWERED ON 27TH JULY, 2023**

DECLINE IN WOMEN'S LABOUR FORCE PARTICIPATION

***84. SHRI RAGHAV CHADHA:**

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

- (a) whether Government is aware of the World Bank Report released in June 2022, highlighting steady decline in Indian women's labour force participation since 2005;**
- (b) if so, the reasons therefor;**
- (c) details of employment rate of women in the formal sector since July 2018, quarter-wise; and**
- (d) the steps taken by the Ministry to create employment opportunities for women in the formal sector?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(SHRI BHUPENDER YADAV)**

(a) to (d): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF RAJYA SABHA STARRED QUESTION NO. *84 DUE FOR REPLY ON 27.07.2023 BY SHRI RAGHAV CHADHA: REGARDING “DECLINE IN WOMEN'S LABOUR FORCE PARTICIPATION”

(a) to (d): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) which is conducted by the Ministry of Statistics & Programme Implementation (MoSPI) since 2017-18. The survey period is July to June of next year. As per the latest available Annual PLFS Reports, the estimated Labour Force Participation Rate (LFPR) on usual status for women of age 15 years and above in the country during the period 2017-18 to 2021-22 are as follows:

Years	LFPR (in %)
2017-18	23.3
2018-19	24.5
2019-20	30.0
2020-21	32.5
2021-22	32.8

Source: PLFS, MoSPI

The data indicates that the estimated Labour Force Participation Rate (LFPR) on usual status for women of age 15 years and above in the country has increased to 32.8% during the year 2021-22 as compared to 23.3% during 2017-18.

As per the latest available Annual PLFS Reports, the estimated Worker Population Ratio (WPR), indicating employment, on usual status for women of age 15 years & above was 23.3%, 28.7%, 31.4% and 31.7% during the years 2018-19, 2019-20, 2020-21 and 2021-22, respectively. The Quarterly estimates under PLFS are released by MoSPI only for urban sector. Further, as on 23.07.2023, out of the total registration of the unorganized workers on e-Shram Portal on self-declaration basis, about 53% are women.

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 2018-19 to 2022-23 are as follows:

(in numbers)

Years	Net addition in women EPF subscribers (all ages)
2018-19	13,05,172
2019-20	15,93,614
2020-21	13,98,080
2021-22	26,18,728
2022-23	28,69,688

Source: EPFO, Payroll data

Employment generation coupled with improving employability is the priority of the Government. The Government has taken various steps to improve Labour Force Participation Rate 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.
