

**GOVERNMENT OF INDIA**  
**MINISTRY OF LABOUR AND EMPLOYMENT**  
**RAJYA SABHA**  
**UNSTARRED QUESTION NO. 102**  
**TO BE ANSWERED ON 20<sup>TH</sup> JULY, 2023**  
**FOCUS ON SUSTAINABLE PRODUCTIVITY**

**102. SHRI M. SHANMUGAM:**

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

- (a) whether the Reserve Bank of India recently focused on sustainable productivity, raising labour force participation rates, especially among women and older workers, retaining and acquisition of new skills;**
- (b) if so, the response of the Ministry;**
- (c) the status of women workers participation in the overall labour force during the last three years, quarter-wise; and**
- (d) the details of efforts made to improve the rate of women participation in labour in the country?**

**ANSWER**

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

**(a) to (d): Employment generation coupled with improving employability is the priority of the Government. The Government has taken various steps from time to time for generating employment along with the raising labour force participation rates in the country.**

**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 of the 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 was 30.0%, 32.5% and 32.8% during 2019-20, 2020-21 and 2021-22, respectively, which shows an increasing trend.**

**The estimated Worker Population Ratio (WPR) on usual status for women of age 15 years and above was 28.7%, 31.4% and 31.7% during 2019-20, 2020-21 and 2021-22, respectively, which shows an increasing trend in the women employment. The quarterly estimates are released only for the urban areas.**

**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. To ensure economic independence through skill development and vocational training, the Government has also introduced Skill India Mission.**

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