

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO.2006
TO BE ANSWERED ON 12TH DECEMBER, 2024**

INCREASING INFORMALISATION AND GENDER PAY GAP

2006. MS. SUSHMITA DEV:

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

- (a) whether the share of workers engaged in the informal sector has increased to 3.2 percent in 2023-24, if so, the reason behind the informalisation of the labour market and recent measures undertaken in this regard;**
- (b) whether the share of female wage workers has declined in the last five years, if so, the steps taken by Government to generate paid employment opportunities for rural women workers; and**
- (c) whether it is a fact that women on an average earn 50 per cent less than men in casual and self-employment, if so, the step taken by Government to reduce the gender pay gap?**

ANSWER

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

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

As per the data available in latest Annual PLFS Reports, the estimated Worker Population Ratio (WPR) indicating employment on usual status for persons of age 15 years and above has increased from 46.8% in 2017-18 to 58.2% in 2023-24. During the same period, the estimated WPR on usual status for women of age 15 years and above in rural areas has increased from 23.7% to 46.5%.

Further, more than 7 crore net subscribers have joined Employees' Provident Fund Organization (EPFO) between September 2017 and September 2024 indicating increase in formalization of the job market, out of which more than 1.43 crore are females.

Employment generation coupled with improving employability for all including women is a priority of Government. Accordingly, various Ministries/ Departments have taken measures like Pradhan Mantri Mudra Yojana (PMMY), Stand-UP India Scheme, Startup India, Prime Minister's Employment Generation Programme (PMEGP), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), Production Linked Incentive (PLI), etc. 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.

Further, Government's women centric schemes include Mission Shakti, Namu Drone Didi, Lakhpati Didi, Women in Science and Engineering-KIRAN (WISE-KIRAN), SERB-POWER (Promoting Opportunities for Women in Exploratory Research), etc. for improving the employability of women.

To enhance the employability of female workers, Government is providing training through a network of Women Industrial Training institutes, National Vocational Training Institutes and Regional Vocational Training Institutes.

Mahatma Gandhi National Rural Employment Guarantee Scheme (Mahatma Gandhi NREGS) is a demand driven wage employment Scheme which provides for enhancement of livelihood security of households in rural areas of the country, by providing at least one hundred days of guaranteed wage employment in every financial year to every household, whose adult members volunteer to do unskilled manual work. It also mandates that at least one third of the jobs generated under the scheme (MGNREGS) should be given to women. The rate of participation of women in Mahatma Gandhi NREGS has increased from 54.79% in 2019-20 to 58.89% in 2023-24.

Government announced in the Budget 2024-25, the Prime Minister's package of 5 schemes and initiatives to facilitate employment, skilling and other opportunities for 4.1 crore youth over a 5-year period with a central outlay of Rs. 2 lakh crore. The budget also announced setting up of working women hostels in collaboration with industry, and establishing creches, for participation of women in the workforce, apart from other policy interventions.

Employment Linked Incentive (ELI) scheme announced in Budget 2024-25, with an outlay of Rs. 1,07,000 Crores, which aims at job creation and formalisation of work force by providing Social Security through EPFO, enhancing employability and incentivizing additional employment generation through incentives to employees and employers.
