

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 4141  
TO BE ANSWERED ON 12<sup>TH</sup> DECEMBER, 2016**

**HUMAN CAPITAL INDEX**

**4141. SHRI HUKUM SINGH:**

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

- (a) whether India has been ranked very low on a world-wide Human Capital Index which measures country's ability to nurture, develop and deploy talent for economic growth;**
- (b) if so, the details thereof and reasons therefor along with the corrective measures taken/being taken to improve the position;**
- (c) whether the country's rating on labour force participation is also very low due to large employment gender gaps, if so, the details thereof; and**
- (d) the corrective steps being taken in this regard?**

**ANSWER**

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT  
(SHRI BANDARU DATTATREYA)**

**(a) to (d): The World Economic Forum brings out a Human Capital Report which ranks countries on the basis of a Human Capital Index that captures the complexity of education, employment and workforce dynamics. According to this report, India has the following composite rankings covering various aspects on education, economic participation, skills, etc.**

<b>Age Group</b>	<b>Rank</b>	<b>Overall</b>
<b>0-14</b>	<b>62</b>	<b>105</b>
<b>15-24</b>	<b>106</b>	
<b>25-54</b>	<b>119</b>	
<b>55-64</b>	<b>120</b>	
<b>65 and above</b>	<b>119</b>	

Similarly, India's ranks on other parameters are:

	Rank
<b>Youth Literacy</b>	<b>103</b>
<b>Gender gap</b>	<b>121</b>
<b>Quality of Education System</b>	<b>39</b>
<b>Staff Training</b>	<b>46</b>
<b>Ease of finding Skilled Employees</b>	<b>45</b>

According to the Employment and Unemployment Surveys conducted by Labour Bureau, the labour force participation rate for 15 years and above during the last few years is as follow:

**Labour Force Participation Rate (LFPR) 15 Years & Above - All India (in %)**

Year	Rural+Urban			Persons
	Male	Female	Transgender	
2011-12	77.9	30.0	-	55.4
2012-13	77.2	26.5	-	53.1
2013-14	75.7	31.1	-	55.6
2015-16	75.5	27.4	48.8	52.4

The decline in female labour force participation rate may be attributed to factors like increase in level of income in rural areas due to increase in real wages, increased educational attendance and higher level of participation in education and insufficient formal wage employment opportunities etc. The Female Labour force participation rates in other countries as compiled by ILO are given at Annex-I.

The Government has taken several initiatives to improve the employability of youth including women. A new Ministry of Skill Development and Entrepreneurship has been established to coordinate the skill activities in 20 Ministries running skill development schemes across 70 sectors. Government has implemented the National Career Service having a portal ([www.ncs.gov.in](http://www.ncs.gov.in)) for online registration and posting of jobs for job-seekers and provide other employment related services. Government has also taken measures through schemes such as National Rural Livelihood Mission, National Urban Livelihood Mission etc. will enhance the skill potential of rural and urban females and make them employable. Labour laws have provisions for organizing child care centers for the benefit of women workers like The Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and the Building and other Construction Workers (Regulation of Employment and conditions of Service) Act, 1996. The Mines Crèche Rules, 1966 provide for establishment of crèches for the benefit of women workers. The Plantation Labour Act, 1951 provides that the women workers be provided time-off for feeding children and Mahatma Gandhi National Rural Employment Guarantee Act, 2005 also provides for child care facilities at worksite.

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Statement referred to in reply to part (a) to (d) of Lok Sabha Unstarred Question No 4141 due for reply on 12-12-2016.

**Female Labour force participation rate in other countries**

<b>Country</b>	<b>Female Labour Force Participation Rate (in percent)</b>		
	<b>2005</b>	<b>2010</b>	<b>2012</b>
<b>Afghanistan</b>	<b>16.4</b>	<b>16.5</b>	<b>17.5</b>
<b>Australia</b>	<b>57.0</b>	<b>58.7</b>	<b>58.8</b>
<b>Bangladesh</b>	<b>48.1</b>	<b>42.0</b>	<b>42.4</b>
<b>Brazil</b>	<b>59.1</b>	<b>57.6</b>	<b>56.1</b>
<b>Canada</b>	<b>60.9</b>	<b>61.8</b>	<b>61.6</b>
<b>China</b>	<b>66.9</b>	<b>63.7</b>	<b>63.8</b>
<b>Egypt</b>	<b>20.5</b>	<b>22.7</b>	<b>22.1</b>
<b>France</b>	<b>50.1</b>	<b>50.9</b>	<b>51.0</b>
<b>Germany</b>	<b>50.6</b>	<b>52.8</b>	<b>53.7</b>
<b>India</b>	<b>36.8</b>	<b>28.6</b>	<b>26.8</b>
<b>Indonesia</b>	<b>50.0</b>	<b>51.9</b>	<b>51.2</b>
<b>Iran, Islamic Republic of</b>	<b>19.4</b>	<b>16.0</b>	<b>16.1</b>
<b>Israel</b>	<b>55.4</b>	<b>57.1</b>	<b>58.0</b>
<b>Italy</b>	<b>37.8</b>	<b>37.8</b>	<b>39.1</b>
<b>Japan</b>	<b>48.4</b>	<b>49.4</b>	<b>48.2</b>
<b>Korea, Republic of</b>	<b>49.5</b>	<b>49.3</b>	<b>49.8</b>
<b>Macau, China</b>	<b>59.0</b>	<b>65.5</b>	<b>65.5</b>
<b>Malaysia</b>	<b>44.2</b>	<b>43.8</b>	<b>46.6</b>
<b>Mexico</b>	<b>41.0</b>	<b>43.8</b>	<b>45.1</b>
<b>Myanmar</b>	<b>75.4</b>	<b>75.8</b>	<b>75.6</b>
<b>Nepal</b>	<b>80.4</b>	<b>79.8</b>	<b>79.7</b>
<b>New Zealand</b>	<b>60.3</b>	<b>61.5</b>	<b>62.1</b>
<b>Pakistan</b>	<b>19.3</b>	<b>23.9</b>	<b>24.1</b>
<b>Philippines</b>	<b>49.8</b>	<b>50.2</b>	<b>50.5</b>
<b>Portugal</b>	<b>55.4</b>	<b>55.8</b>	<b>54.6</b>
<b>Saudi Arabia</b>	<b>17.5</b>	<b>18.3</b>	<b>20.1</b>
<b>South Africa</b>	<b>46.7</b>	<b>43.8</b>	<b>44.6</b>
<b>Spain</b>	<b>45.9</b>	<b>51.4</b>	<b>52.5</b>
<b>Sri Lanka</b>	<b>34.4</b>	<b>34.6</b>	<b>32.9</b>
<b>Turkey</b>	<b>23.4</b>	<b>27.6</b>	<b>29.4</b>
<b>United Kingdom</b>	<b>54.9</b>	<b>55.8</b>	<b>56.0</b>
<b>United States</b>	<b>58.3</b>	<b>57.6</b>	<b>56.7</b>

**Source: The Key Indicators of the Labour Market (KILM) by the ILO**