

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOKSABHA
UNSTARRED QUESTION NO. 3788
TO BE ANSWERED ON 19TH MARCH, 2018
WOMEN WORKFORCE PARTICIPATION

3788. SHRI KUNWAR BHARATENDRA:

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

- (a) whether the participation rate of women in the labour force in the country is quite low;**
- (b) if so, the details thereof and the reaction of the Government thereto; and**
- (c) the corrective steps taken/being taken by the Government in this regard?**

ANSWER

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

(a) to (c): As per 5th Annual Employment-Unemployment (EUS) Survey (2015-16) conducted by Labour Bureau, the Female Labour Participation Rate by adopting Usual Principal Status (UPS) Approach is 23.7 and by Usual Principal and Subsidiary Status (UPSS) Approach is 27.4.

Central Government has targeted the issue by taking various prominent steps to increase female labour participation rate which includes the enactment of the Maternity Benefit (Amendment) Act, 2017 which provides for enhancement in paid maternity leave from 12 weeks to 26 weeks and provisions for mandatory crèche facility in the establishments having 50 or more employees; issue of an advisory to the States under the Factories Act,

1948 for permitting women workers in the night shifts with adequate safety measures. Further, in order 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. A number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers.

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. Further, under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers and the Act does not discriminate on the basis of gender.
