

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 4970
TO BE ANSWERED ON 26TH MARCH, 2018
FEMALE PARTICIPATION IN WORKFORCE

4970. SHRI Y.V. SUBBA REDDY:
SHRI PANKAJ CHAUDHARY:

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

- (a) whether the Government has taken note of the World Bank's recently released India Development Report which indicates that India ranks 120th among 131 countries with one of the lowest female participation in workforce and if so, the details thereof;**
- (b) whether the decline is consistent and drastic in spite of 42 percent women being graduates;**
- (c) if so, the details thereof and the reasons for lesser female participation in the workforce in the country along with the steps/measures being taken by the Government to correct/improve the situation;**
- (d) whether the Government has undertaken any study to ascertain the reasons for discrimination against women in the country and if so, the details thereof including the laws hindering participation of women in workforce and denying equal opportunities due to gender bias; and**
- (e) the corrective steps taken/proposed to be taken by the Government in this regard?**

ANSWER

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

(a) to (e): As per World Bank's "India Development Report" India ranks 120th among 131 countries.

Labour Bureau, Ministry of Labour and Employment has been conducting Annual Employment-Unemployment (EUS) Surveys. Till now, five rounds of the surveys have been conducted in the years 2010-11, 2011-12, 2012-13, 2013-14 & 2015-16 respectively. The report of last round of Annual Employment Unemployment Survey i.e. 5th EUS (2015-16) was released in September, 2016. Labour Force Estimate has been calculated under Annual EUS. The Labour Force Participation Rate (LFPR) for female are given at Annexure-I.

The decline in female work force participation rate may be attributed to factors like increased educational attendance and higher level of participation in education and insufficient formal wage employment opportunities etc.

Government has been targeting this issue by taking up 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 development schemes across various sectors. Government has also implemented the National Career Service (NCS) Project which comprises a digital portal that provides a nation-wide online platform for jobseekers and employers for job matching in a dynamic, efficient and responsive manner and has a repository of career content.

In order to encourage the employment for women, statutory provisions have been made in certain Labour laws for organizing child care centers for the benefit of women workers, 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 Creche 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. Mahatma Gandhi National Rural Employment Guarantee Act 2005 also provides for child care facilities at worksite.

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.

Annex referred to in reply to parts (a) to (e) of Lok Sabha Unstarred Question No. 4970 due for reply on 26.03.2018

(a) Labour Force Participation Rate based on Usual Principal Status (UPS) Approach for Females aged 15 Years & above based on 2nd, 3rd, 4th and 5th EUS

(in per cent)

Survey ^s	Labour Force Participation Rate (Females) under UPS		
	RURAL	URBAN	RURAL +URBAN
(Second EUS 2011-12)	28.0	17.9	25.4
(Third EUS) 2012-13	24.8	16.9	22.6
(Fourth EUS) 2013-14	29.1	18.5	25.8
(Fifth EUS) 2015-16	26.7	16.2	23.7

(b) Labour Force Participation Rate based on Usual Principal & Subsidiary Status (UPSS) (PS+SS) Approach for Females aged 15 Years & above based on 2nd, 3rd, 4th and 5th EUS

(in per cent)

Survey ^s	Labour Force Participation Rate (Females) under UPS		
	RURAL	URBAN	RURAL +URBAN
(Second EUS 2011-12)	33.9	19.1	30.0
(Third EUS) 2012-13	29.9	17.8	26.5
(Fourth EUS) 2013-14	36.4	19.7	31.1
(Fifth EUS) 2015-16	31.7	16.6	27.4

(c) Per 1000 distribution for Females aged 15 years & above by main activity & educational classification according to Usual Principal Status (ps) (UPS) Approach (Rural + Urban)

S.N.	Educational Classification	Employed	Unemployed	Not In Labour Force
1	Not literate	287	10	703
2	Below Primary	245	7	747
3	Primary	234	10	756
4	Middle	195	13	793
5	Secondary	147	14	840
6	Higher	117	27	855
7	Certificate course at undergraduate level	230	61	709
8	Diploma/certificate	231	60	709
9	Graduate	207	109	684
10	Post Graduate & Above	360	122	518
	Overall	217	21	763

Source: Labour Bureau, Ministry of Labour & Employment