

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

LOK SABHA

**UNSTARRED QUESTION NO. 780
TO BE ANSWERED ON 23.07.2018**

LABOUR FORCE PARTICIPATION RATE FOR WOMEN

780. KUNWAR BHARATENDRA:

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

- (a) the sector-wise details on the labour Force Participation Rate of women in the country;**
- (b) whether the Government has undertaken any specific measures to increase the same and if so, the details thereof;**
- (c) the sector-wise data on the gender pay gap in the country; and**
- (d) whether the Government has undertaken any specific measures to bridge the said gap and if so, the details thereof?**

ANSWER

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

(a): Labour Bureau has been conducting Annual Employment Unemployment Surveys since 2010 which inter-alia captures the Labour Force Participation Rate for women in the country according to industry section based on NIC 2008 as per the Usual Principal Status Approach and Usual Principal & Subsidiary Status Approach. Sector wise detail of the Labour Force Participation Rate for women in the country for the year 2015-16 are presented in Annexure-1.

(b): Yes, Madam. The Government has taken a number of measures to increase the Labour Force Participation Rate for women. Some of these measures ensure that the services of a woman worker cannot be terminated during the period of her absence on account of pregnancy. As per amendment of Section 5 of the Maternity Benefit (Amendment) Act, 2017, maximum period for which a woman can get paid maternity benefit is twenty –six weeks upto two surviving children, 12 weeks of paid maternity leave is also available. A medical bonus of Rs. 3,500/- is being provided under the Act. The crèche facility has also been provided by the Maternity Benefit (Amendment) Act, 2017 after insertion of new Section 11A, according to which every establishment having fifty or more employees shall have the facility of crèche in the establishment.

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(c): Labour Bureau compiles Average daily wage rate data in respect of selected agricultural and non-agricultural occupations based on the data collected by the Field Operation Division (FOD) of National Sample Survey Office (NSSO) from a fixed set of 600 sample villages spread over 20 states.

The All India Annual Average Daily Wage Rate in respect of general agricultural labourer and non- agricultural labourer for last three years 2015, 2016, 2017 and current year 2018 is given in Annexure-II.

(d): Under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate government are equally payable to both male and female workers and the Act does not discriminate on the basis of gender. The provisions of the Equal Remuneration Act, 1976 ensures equal payments for labour services for both male and female workers.

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Annexure-I

Annexure-I referred to in reply to part (a) of Lok Sabha Unstarred Question No. 780 to be answered on 23/7/2018 raised by Shri Kunwar Bharatendra regarding Labour Force Participation Rate for Women.

Per 1000 distribution of Female workers (Rural + Urban) aged 15 years & above by Industry Section based on NIC 2008.

Section	Description	All India
Section A	Agriculture, Forestry and Fishing	601
Section B	Mining and quarrying	2
Section C	Manufacturing	108
Section D	Electricity, gas, steam and air conditioning supply	1
Section E	Water supply; sewerage, waste management and remediation activities	2
Section F	Construction	52
Section G	Wholesale and retail trade; repair of motor vehicles and motorcycles	49
Section H	Transportation and storage	5
Section I	Accommodation and Food service activities	10
Section J	Information and communication	6
Section K	Financial and insurance activities	6
Section L	Real estate activities	0
Section M	Professional, scientific and technical activities	4
Section N	Administrative and support service activities	10
Section O	Public administration and defence; compulsory social security	8
Section P	Education	77
Section Q	Human health and social work activities	24
Section R	Arts, entertainment and recreation	1
Section S	Other service activities	13
Section T	Activities of households as employers; undifferentiated goods and services producing activities of households for own use	21
Section U	Activities of extraterritorial organizations and bodies	-

ANNEXURE-II

Annexure-II referred to in reply to part (c) of Lok Sabha Unstarred Question No. 780 to be answered on 23/7/2018 raised by Shri Kunwar Bharatendra regarding Labour Force Participation Rate for Women.

All India Annual Average Daily Wage Rate (in Rs.) in respect of general agricultural labourer and non- agricultural labourer for last three years 2015, 2016, 2017 and current year 2018*

(in Rupees)

S. No.	Occupation	2015		2016		2017		2018*	
		Man	Woman	Man	Woman	Man	Woman	Man	Woman
1	General agriculture Labourers (including Watering/ Irrigation etc.)	233.84	178.86	248.32	191.58	264.05	205.32	271.79	212.09
2	Non-agricultural labourers (including porters, loaders)	246.82	180.02	257.95	191.43	271.17	205.90	278.37	213.04

* = Average based on January to April wage rate data.
