

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1641  
TO BE ANSWERED ON 13<sup>TH</sup> FEBRUARY, 2023**

**DATA OF WOMEN PARTICIPATION IN WORKFORCE**

**1641. DR. SANJEEV KUMAR SINGARI:**

**DR. JAYANTA KUMAR ROY:**

**SHRIMATI SANGEETA KUMARI SINGH DEO:**

**SHRIMATI CHINTA ANURADHA:**

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

- (a) the State-wise data on participation of women in the workforce across the country during the last three years;**
- (b) the steps taken/being taken by the Government to increase women's participation in the workforce;**
- (c) whether it is true that despite several measures, the percentage of women in the organized sector is very less;**
- (d) if so, the details thereof and the reasons for the occurrence of such a phenomenon and the steps taken by the Government in this regard;**
- (e) whether the Government has advocated the need for flexi working hours for women to increase the participation of women in workforce and if so, the details thereof;**
- (f) whether the Government is considering the need for introducing flexi working hours for women in compliance of Government vision and if so, the details thereof; and**
- (g) the other steps being taken by the Government to increase the participation of women labour in work force?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) to (g): The official data source on Employment and Unemployment is Periodic Labour Force Survey (PLFS) which is conducted by the Ministry of Statistics & Programme Implementation (MoSPI) since 2017-18. The survey period is from July to June of next year. As per the latest available Annual PLFS Reports, the State/UT-wise estimated Worker Population Ratio (WPR) on usual status for females of age 15 years and above during 2018-19 to 2020-21 is at Annexure.**

**Some studies indicate that though most women work and contribute to the economy in one form or another, much of their work is not documented or accounted for in official statistics, and thus women's work tends to be under-reported.**

**The Government has taken various steps to improve women's participation in the labour force and quality of their employment. A number of protective provisions have been incorporated in the labour laws for equal opportunity and congenial work environment for women workers. The Code on Social Security, 2020 has the provisions for enhancement in paid maternity leave from 12 weeks to 26 weeks, provision for mandatory crèche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc.**

**The Code on Occupational Safety, Health And Working Conditions (OSH), 2020 has the provisions for the employment of women in the aboveground mines including opencast workings has been allowed between 7 pm and 6 am, and in below ground working between 6 am and 7 pm in technical, supervisory and managerial work where continuous presence may not be required.**

**The Code on Wages 2019 has provisions that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to wages by the same employer, in respect of the same work or work of similar nature done by any employee. Further, no employer shall make any discrimination on the ground of sex while recruiting any employee for the same work or work of similar nature in the conditions of employment, except where the employment of women in such work is prohibited or restricted by or under any law for the time being in force.**

**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.**

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Annexure referred to in reply of part (a) to (g) of the Lok Sabha Unstarred Question No. 1641 due for reply on 13.02.2023.

State/UT-wise estimated Worker Population Ratio (WPR) (in %) on usual status for females of age 15 years and above for the period 2018-19 to 2020-21.

S. No.	States/UTs	2018-19	2019-20	2020-21
1.	Andhra Pradesh	38.2	37.6	43.9
2.	Arunachal Pradesh	14.6	20.8	25.1
3.	Assam	11.7	14.2	22.9
4.	Bihar	4.2	9.4	10.4
5.	Chhattisgarh	47.7	52.1	53.2
6.	Delhi	16.1	14.5	12.9
7.	Goa	25.0	24.9	23.5
8.	Gujarat	21.1	30.7	32.4
9.	Haryana	14.1	14.7	18.1
10.	Himachal Pradesh	56.3	63.1	61.1
11.	Jharkhand	20.4	35.2	43.6
12.	Karnataka	24.2	31.7	34.9
13.	Kerala	25.3	27.1	28.2
14.	Madhya Pradesh	27.5	37.2	40.1
15.	Maharashtra	29.9	37.7	35.0
16.	Manipur	22.9	26.8	20.1
17.	Meghalaya	49.6	44.1	50.5
18.	Mizoram	26.2	34.9	40.2
19.	Nagaland	16.8	31.1	38.5
20.	Odisha	22.8	31.8	32.2
21.	Punjab	17.3	21.8	21.1
22.	Rajasthan	30.2	37.6	39.0
23.	Sikkim	48.9	58.5	60.6
24.	Tamil Nadu	34.6	38.3	40.8
25.	Telangana	35.2	41.8	43.4
26.	Tripura	11.9	23.5	29.9
27.	Uttarakhand	16.2	30.1	29.9
28.	Uttar Pradesh	13.3	17.2	21.9
29.	West Bengal	21.7	23.1	28.1
30.	Andaman & N. Island	20.1	25.9	37.4
31.	Chandigarh	22.3	18.8	23.2
32.	Dadra & Nagar Haveli	42.4	52.3	30
33.	Daman & Diu	18.1	34.8	
34.	Jammu & Kashmir	30.8	33.1	39.9
35.	Ladakh	-	51.1	66.3
36.	Lakshadweep	9.2	23.1	12.5
37.	Puducherry	28.8	28.4	26.9
	All India	23.3	28.7	31.4

Source: PLFS, MoSPI