

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 4347
TO BE ANSWERED ON 27.03.2023**

GENDER-WISE DATA

4347. SHRI BRIJENDRA SINGH:

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

- (a) whether the Government has gender-wise data of enrolment of workforce in Industries;**
- (b) if so, the details thereof;**
- (c) whether the Government has undertaken measures to increase female industrial workforce participation and if so, the details thereof;**
- (d) the details of the female industrial workforce participation rate in Haryana, district-wise; and**
- (e) the industries that noticed a high number of female enrolment?**

ANSWER

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

(a) to (e): As per the Annual Periodic Labour Force Survey (PLFS) Report 2021-22, the estimated percentage distribution of workers at All-India level in usual status by broad industry division as per National Industrial Classification(NIC) 2008 is as below:-

Broad industry division as per NIC-2008	Male (%)	Female (%)	Person (%)
agriculture	38.1	62.9	45.5
mining & quarrying	0.4	0.1	0.3
manufacturing	11.8	11.2	11.6
electricity,water,etc	0.7	0.2	0.6
construction	15.6	5.0	12.4
trade, hotel & restaurant	14.7	5.9	12.1
transport, storage & communications	7.5	1.2	5.6
Other services	11.2	13.6	11.9
all	100.0	100.0	100.0

Contd..2/-

As per the above table, agriculture has highest estimated percentage distribution of female workers followed by manufacturing.

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. These includes 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.

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 Equal Remuneration Act, 1976 now subsumed in the Code on Wages, 2019 provides 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.

As per the Annual Periodic Labour Force Survey (PLFS) report 2021-22, the estimated female Labour Force Participation Rate (LFPR) in Haryana on usual status for age 15 years and above is 19.1%. District-wise estimates are not captured in PLFS reports.
