

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 584
TO BE ANSWERED ON 06TH FEBRUARY, 2023
FEMALE LABOUR FORCE PARTICIPATION**

584. SHRI RAHUL GANDHI:

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

- (a) the details of initiatives are being taken to address the declining female labour force participation in India, particularly in urban areas;**
- (b) whether the Government has conducted studies to evaluate the impact of the Covid pandemic on women's participation in the workforce, particularly in the unorganised sector;**
- (c) whether the Government proposes to offer incentives to employers to increase recruitment of women, if so, the details thereof;**
- (d) the measures are being taken to safeguard the rights of women workers and strengthen grievance redressal mechanisms in the unorganised sector;**
- (e) the initiatives are being taken to strengthen the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act), particularly for women in the unorganised sector; and**
- (f) the State-wise details of the local committee constituted under the POSH Act, complaints received and disposed of during the last four years?**

ANSWER

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

(a) to (f): The official data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics & Programme Implementation (MoSPI) since 2017-18. The survey period is July to June of the next year. As per the latest available Annual PLFS reports, the estimated female Labour Force Participation Rate (LFPR) and female Worker Population Ratio (WPR) on usual status for age 15 years and above during 2017-18 to 2020-21 are as follows:

| Years | LFPR (in %) | WPR (in %) |
|----------------|--------------------|-------------------|
| 2017-18 | 23.3 | 22.0 |
| 2018-19 | 24.5 | 23.3 |
| 2019-20 | 30.0 | 28.7 |
| 2020-21 | 32.5 | 31.4 |

Source: PLFS, MoSPI

The above data indicates that the female LFPR and WPR in the country has increased during 2020-21 as compared to 2017-18.

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. These include the strengthening of constitutional and legal frameworks such as progressive rules for maternity leave which has been increased from 12 weeks to 26 weeks, Prohibition of Sexual Harassment of Women at Workplace, equal pay for equal work and other initiatives to ensure that women can work in the best possible circumstances. The laws for the safety of women in the work place have been made stricter.

The Aatmanirbhar Bharat Rojgar Yojana (ABRY) was launched with effect from 1st October, 2020 to incentivize employers for creation of new employment and restoration of loss of employment during Covid-19 pandemic. The terminal date for registration of beneficiaries was 31.03.2022.

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 Union Public Service Commission (UPSC) and Staff Selection Commission (SSC) have exempted the women candidates from payment of fees for competitive examinations.

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.

Safety and security of women in the country is of utmost priority for the Government. Keeping this in view, the Government has enacted “The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” (SH Act) which aims to provide protection to women against sexual harassment at workplace and for the prevention and redressal of complaints related to it. The Act covers all women, irrespective of their age, employment status or nature of work whether working in public or private, organised or unorganised sector. The Act casts an obligation upon employers of all workplaces, public or private, to provide a safe and secure working environment free from sexual harassment, whereby every employer is mandated to constitute an Internal Committee (IC) where the number of employees/ workers is more than 10. Similarly, the Appropriate Government is authorized to constitute Local Committee (LC) in every district to receive complaints from organizations having less than ten workers or if the complaint is against the employer himself. The Act has enough provisions to deal with various aspects of the matter including penal provisions for those who violate the provisions of the Act including for the employers.

Employers are required to organize workshops and awareness programs at regular intervals for sensitizing the employees with the provisions of the Act and orientation programmes for members of the Internal committee in the manner as may be prescribed. In addition, being a Nodal Ministry, the Ministry of Women and Child Development (MWCD) issues advisories to all Central Ministries /Departments and State Governments/ UTs from time to time to organize workshops and awareness programmes at regular intervals for sensitizing the employees.

The responsibility of the implementation of the Act at District and State levels rests with the State Government to monitor the implementation of the Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace, which are established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the State. The State/ UT/ district-wise details of number of cases of sexual harassment filed and resolved is not maintained centrally.
