

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2786
TO BE ANSWERED ON 07.08.2023**

TECHNICALLY-QUALIFIED WOMEN PROFESSIONALS

2786. SHRI NARANBHAI KACHHADIYA:

SHRI DILIP SAIKIA:

SHRI RANJEETSINGH NAIK NIMBALKAR:

SHRI SUDHAKAR TUKARAM SHRANGARE:

SHRI DEVJI M. PATEL:

SHRI Y. DEVENDRAPPA:

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

- (a) the details and number of technically-qualified women professionals in the total organised workforce in India including press and media of both Government and private sectors and annual number of such professionals increased since 2014, year-wise;**
- (b) the details of measures taken by the Government to provide conducive environment at workplaces and to create suitable opportunities to attract and retain such skilled women professionals;**
- (c) whether any study has been conducted to know the status and growth of technically-qualified women professionals in Indian workforce after the launch of the scheme “Beti Bachao-Beti Padhao” by the Government; and**
- (d) if so, the details thereof and if not, the reasons therefor?**

ANSWER

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

(a) to (d): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18. As per the latest available Annual PLFS Reports, the estimated Labour Force Participation Rate (LFPR) on usual status for women of age 15 years and above in the country was 30.0%, 32.5% and 32.8% during 2019-20, 2020-21 and 2021-22, respectively, which shows an increasing trend. The estimated Worker Population Ratio (WPR) on usual status for women of age 15 years and above was 28.7%, 31.4% and 31.7% during 2019-20, 2020-21 and 2021-22, respectively, which shows an increasing trend in the women employment.

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The Government has taken various steps to provide a conducive environment for women at workplaces. 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. To ensure economic independence through skill development and vocational training, the Government has also introduced Skill India Mission.

The Niti Aayog had evaluated the schemes of Ministry of Women and Child Development including “Beti Bachao-Beti Padhao” scheme. As per the evaluation report of Niti Aayog , the scheme has been able to generate significant mass mobilisation towards valuing the girl child and to eliminate gender discrimination. The scheme has been able to develop many good practices and community level initiatives. The awareness about the scheme was also found to be high.