

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO.2214
TO BE ANSWERED ON 02nd DECEMBER, 2019**

GENDER BASED INCOME DISPARITY

**2214. SHRIMATI MANEKA SANJAY GANDHI:
SHRI FEROZE VARUN GANDHI:**

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

- (a) the share of women in the workforce of the private sector in the year 2018-19 and if so, the details thereof;**
- (b) the increase or decrease in the total number when compared to the previous financial year;**
- (c) whether there is income disparity between men and women in the private sector; and**
- (d) if so, the reasons therefor?**

ANSWER

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

(a) to (d): As per the results of Periodic Labour Force Survey (PLFS) conducted during 2017-18 by National Statistical Office (NSO), Ministry of Statistics and Programme Implementation and Annual Employment-Unemployment Survey conducted by Labour Bureau, Ministry of Labour & Employment, the estimated female labour force participation rate on usual status (ps+ss) for 15 years and above to the extent available is given below:

Female Labour Force Participation Rate	
Survey*	All India
2017-18 (PLFS)	23.3%
2015-16 (Labour Bureau)	27.4%

(Note:* Survey methodology and sample selection are different in PLFS and Labour Bureau surveys)

The results of the above surveys are not comparable due to the different methodology followed. However, these results depict a declining female labour force participation rate over the years. This decline may be attributed to factors like higher level of participation of women in education, migration, etc.

Government has taken several initiatives to improve women's participation in the labour force. In order to encourage employment of women, a number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers. These includes child care centers, time-off for feeding children, enhancement in paid maternity leave from 12 weeks to 26 weeks, provisions 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 Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination.

Under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers without any gender discrimination.

Further, in order 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.
