

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 2192  
TO BE ANSWERED ON 8<sup>TH</sup> MARCH, 2021**

**WORKING WOMEN**

**2192. SHRI JANARDAN SINGH SIGRIWAL:**

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

- (a) the percentage of working women across the country, State/UT-wise including Bihar;**
- (b) whether the percentage of women on top posts is very less;**
- (c) if so, the reasons therefor along with the existing percentage of working women on top posts in the country; and**
- (d) the steps taken/being taken by the Government to increase women participation in job?**

**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 2018-19 by National Statistical Office (NSO), Ministry of Statistics and Programme Implementation, the estimated Female Women Worker Population Ratio (WPR) on usual status (ps+ss) for 15 years and above, State/UT-wise in the country is given at Annexure.**

**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 the labour laws for creating congenial work environment for women workers. These include 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. Government has taken a decision to allow the employment of women in the aboveground mines including opencast workings 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 which 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.**

**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.**

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**STATEMENT REFERRED TO IN REPLY TO PART (a) to (d) OF THE LOK SABHA UNSTARRED QUESTION NO. 2192 FOR 08-03-2021 REGARDING WORKING WOMEN**

**Worker Population Ratio (WPR) (in percent) according to usual status (ps+ss) for each State/UT age groups: 15 years and above**

Sl. No.	State/UTs	PLFS	
		Rural (2018-19)	
		Male	Female
1	Andhra Pradesh	73.6	45.5
2	Arunachal Pradesh	62.3	15.4
3	Assam	73.4	11.7
4	Bihar	66.0	4.0
5	Chhattisgarh	74.5	52.6
6	Delhi	71.8	14.4
7	Goa	68.2	23.0
8	Gujarat	77.5	25.0
9	Haryana	67.2	12.8
10	Himachal Pradesh	72.1	59.4
11	Jammu & Kashmir	75.7	35.3
12	Jharkhand	74.5	23.3
13	Karnataka	74.2	27.2
14	Kerala	67.6	26.4
15	Madhya Pradesh	78.4	31.6
16	Maharashtra	71.2	37.3
17	Manipur	68.4	21.7
18	Meghalaya	76.6	55.0
19	Mizoram	70.3	26.5
20	Nagaland	59.9	19.3
21	Orissa	74.6	24.2
22	Punjab	66.6	17.3
23	Rajasthan	70.4	35.9
24	Sikkim	70.9	54.0
25	Tamil Nadu	71.6	41.5
26	Telangana	66.2	45.4
27	Tripura	72.5	11.3
28	Uttarakhand	67.6	18.1
29	Uttar Pradesh	70.4	14.6
30	West Bengal	79.9	20.6
31	Andaman & Nicobar Islands	74.1	20.6
32	Chandigarh	81.5	20.9
33	Dadra & Nagar Haveli	84.7	65.3
34	Daman & Diu	76.9	8.4
35	Lakshadweep	46.3	6.2
36	Puducherry	75.5	37.4
	All-India	72.2	25.5

