

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2105
TO BE ANSWERED ON 02ND AUGUST, 2021**

GENDER GAPS IN LABOUR FORCE PARTICIPATION

2105. SHRI KODIKUNNIL SURESH:

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

- (a) the steps taken by the Government to reduce gender gaps in labour force participation in the country;**
- (b) whether the Government is aware of the fact that the Ministry is not having any data concerning women's participation in labour force in the country;**
- (c) if so, whether the Government proposes to consider compiling such data; 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): 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.

The data on employment/ unemployment is being collected through Periodic Labour Force Survey (PLFS) conducted by National Statistical Office (NSO), Ministry of Statistics & Programme Implementation (MOSPI) since 2017-18. The survey provides indicators for the employment/ unemployment scenario in the country including for women. The Labour Force Participation Rate (LFPR) for women aged 15 years and above on usual status basis as per PLFS reports is as under:

Year	LFPR (in %)
PLFS (2017-18)	23.3
PLFS (2018-19)	24.5
PLFS (2019-20)	30.0
