

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1311
TO BE ANSWERED ON 25TH JULY, 2022**

LABOUR PARTICIPATION RATE

1311. SHRIMATI SANGEETA AZAD:

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

- (a) whether according to the Centre for Monitoring Indian Economy, Labour Participation Rate (LPR) in rural India is 40.9 per cent compared to 37.4 in urban India during the period Jan-April 2022 and the percentage of LPR of urban male is much higher at 64.2 per cent as against 6.7 per cent among urban female; and**
- (b) if so, the reaction of the Government thereto; and**
- (c) the reasons for India's 25 per cent female LPR which is nowhere-near the global average i.e. 47.7 per cent?**

ANSWER

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

(a) & (c): The 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 report 2020-21, the estimated Labour Force Participation Rate (LFPR) on usual status for persons of age 15 years and above was 57.4% in rural sector and 49.1% in Urban sector during 2020-21.

Further, the estimated female LFPR on usual status for age 15 years and above was 32.5% during 2020-21. Some studies indicate that most women work and contribute to the economy in one form or another, much of their work is not documented or accounted for in official statistics, and thus women's work tends to be under-reported.

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. 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.
