

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO.78**

TO BE ANSWERED ON 18TH JULY, 2022

MALE AND FEMALE PARTICIPATION RATE

78. SHRI MAGUNTA SREENIVASULU REDDY:

SHRI BENNY BEHANAN:

SHRI BALASHOWRY VALLABHANENI:

SHRI MOHAMMED FAIZAL P.P.:

SHRIMATI JASKAUR MEENA:

SHRI KUMBAKUDI SUDHAKARAN:

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

- (a) the details of male and female labour participation rate in the country during the last ten years, year-wise, sector-wise and State-wise;**
- (b) whether the Ministry considers that 10 crore students as well as those engaged in unpaid activities have lost hope and dropped out of work or are not seeking work for other reasons if so, the efforts being made by the Government to create more employment opportunities in the country;**
- (c) the labour force participation rate of females in India, both rural and urban, year wise from 2014 till date;**
- (d) the number of females who have left the workforce, year-wise between 2012-13 and 2021-22 along with the total unemployment rate among women for the last ten years along with the details of initiatives undertaken by the Government to specifically address the lack of employment opportunities for women after the pandemic and the estimated extent of loss to the GDP because of low female labour force participation;**
- (e) the details of percentage of participation of women workers in work force in comparison with men; and**
- (f) whether the percentage of women workers is much lower than the male workers and if so, the reasons therefor?**

ANSWER

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

(a) & (b): As per the available reports of Annual Employment-Unemployment Survey conducted by the Labour Bureau, Ministry of Labour and Employment during the year 2011-12 to 2016-17 and Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics & Programme Implementation (MoSPI) since 2017-18, the State/UT-wise estimated Labour Force Participation Rate (LFPR) for male and female on usual status for age 15 years and above for past ten years is at Annexure I and sector-wise percentage distribution of workers is at Annexure II.

As per the available data, it is evident that labour force participation rate is increasing which indicates that more and more people are joining Labour Force.

Employment generation coupled with improving employability is the priority of the Government. Accordingly, the Government of India has taken various steps for generating employment in the country. The Government of India has announced Aatmanirbhar Bharat package to provide stimulus to business and to mitigate the adverse impact of Covid 19. Under this package, the Government is providing fiscal stimulus of more than Rupees Twenty Seven lakh crore. This package comprises of various long term schemes/ programmes/ policies for making the country self-reliant and to create employment opportunities.

Aatmanirbhar Bharat Rojgar Yojana (ABRY) has been launched with effect from 1st October, 2020 as part of Atmanirbhar Bharat package 3.0 to incentivize employers for creation of new employment along with social security benefits and restoration of loss of employment during Covid-19 pandemic. This scheme being implemented through the Employees' Provident Fund Organisation (EPFO), seeks to reduce the financial burden of the employers and encourages them to hire more workers. The terminal date for registration of beneficiaries has been extended from 30.06.2021 to 31.03.2022. Benefits have been provided to 59.53 lakh beneficiaries through 1.50 lakh establishments till 10.07.2022

Pradhan Mantri Mudra Yojana (PMMY) is being implemented by the Government for facilitating self-employment. Under PMMY, collateral free loans upto Rs. 10 lakh, are extended to micro/small business enterprises and to individuals to enable them to setup or expand their business activities. Upto 08.07.2022, 35.94 crore loans were sanctioned under the scheme.

PM GatiShakti is a transformative approach for economic growth and sustainable development. The approach is driven by seven engines, namely, Roads, Railways, Airports, Ports, Mass Transport, Waterways and Logistics Infrastructure. This approach is powered by Clean Energy and Sabka Prayas leading to huge job and entrepreneurial opportunities for all.

The Government has put emphasis on railways, roads, urban transport, power, telecom, textiles and affordable housing amid continued focus on the National Infrastructure Pipeline. Budget 2021-22 launched Production Linked Incentive (PLI) schemes, with an outlay of Rs. 1.97 lakh crore, for a period of 5 years starting from 2021-22. All these initiatives are expected to collectively generate employment and boost output in the medium to long term through multiplier-effects.

The Government of India is encouraging various projects involving substantial investment and public expenditure on schemes like Prime Minister's Employment Generation Programme (PMEGP), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) and Deen Dayal Antodaya Yojana-National Urban Livelihoods Mission (DAY-NULM) etc for employment generation.

Further, the Ministry of Skill Development and Entrepreneurship (MSDE) is implementing the National Apprenticeship Promotion Scheme (NAPS) and Pradhan Mantri Kaushal Vikas Yojana (PMKVY) to enhance the employability of youth.

Besides these initiatives, various flagship programmes of the Government such as Make in India, Start-up India, Stand-up India, Digital India, Smart City Mission, Atal Mission for Rejuvenation and Urban Transformation, Housing for All, Infrastructure Development and Industrial Corridors are also oriented towards generating employment opportunities.

(c): Labour force participation rate for females of age 15 years and above both in rural and urban areas since 2013-14 is as under :

Labour Force Participation Rate for females (in %)			
Survey	Year	Rural	Urban
Labour Bureau Survey	2013-14	36.4	19.7
	2015-16	31.7	16.6
	2016-17	29.5	20.1
Periodic Labour Force Survey (PLFS)	2017-18	24.6	20.4
	2018-19	26.4	20.4
	2019-20	33.0	23.3
	2020-21	36.5	23.2

Source : PLFS, MoSPI and Labour Bureau

Results from both surveys viz. PLFS and Labour Bureau are not comparable due to different sampling methodology and coverage. PLFS covers seasonality of labour force as it is conducted during the period July to June (i.e. full year) whereas field work in Labour Bureau survey varied from 7 to 9 months and therefore, complete seasonality was not covered.

(d): As per the available reports of Labour Bureau Survey and PLFS, the estimated Unemployment Rate (UR) and Worker Population Ratio (WPR) for female on usual status for age 15 years and above since 2012-13 is as under:

(in %)

Survey	Years	UR	WPR
Labour Bureau Survey	2012-13	5.6	25.0
	2013-14	4.9	29.6
	2015-16	5.8	25.8
	2016-17	6.1	25.2
Periodic Labour Force Survey (PLFS)	2017-18	5.6	22.0
	2018-19	5.1	23.3
	2019-20	4.2	28.7
	2020-21	3.5	31.4

Source : PLFS, MoSPI and Labour Bureau

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.

(e) & (f): As per the available Annual PLFS Reports, the Worker Population Ratio (WPR) on usual status for age 15 years and above for both male and female is as under :

Worker Population Ratio as per PLFS (in %)		
Year	Male	Female
2017-18	71.2	22.0
2018-19	71.0	23.3
2019-20	73.0	28.7
2020-21	73.5	31.4

Source: PLFS, MoSPI

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. However, as on 12.07.2022, out of the total registration of the unorganized workers on e-SHRAM Portal on self-declaration basis, 52.84% are women.

Annexure referred to in reply of part (a) of the Lok Sabha Unstarred Question No. 78 due for reply on 18.07.2022

State/UT-wise details of Labour Force Participation Rate (LFPR) for male and female of age 15 years and above according to usual status approach

States/UTs	Labour Force Participation Rate (in %) as per Labour Bureau Survey									
	2011-12		2012-13		2013-14		2015-16		2016-17	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Andhra Pradesh	78.8	52.7	78.1	46.0	82.6	51.3	78.5	48.8	82.2	52.2
Arunachal Pradesh	73.7	41.9	77.1	51.6	74.7	60.9	75.5	53.2	74.5	39.9
Assam	82.0	29.1	81.4	29.0	83.8	36.0	75.3	26.7	82.4	39.5
Bihar	78.8	22.7	75.5	11.5	77.7	18.1	78.1	18.5	76.3	10.6
Chhattisgarh	82.6	54.8	78.6	45.6	81.3	52.0	80.9	54.8	74.3	39.9
Delhi	74.3	15.7	71.1	13.3	69.0	11.1	67.0	12.6	68.7	14.3
Goa	72.3	28.0	73.1	26.6	73.8	30.9	75.0	25.0	71.7	26.6
Gujarat	80.8	27.9	78.5	17.7	79.8	24.7	76.4	20.0	78.1	19.1
Haryana	70.4	14.7	71.5	16.4	72.9	17.2	70.6	19.7	72.0	15.8
Himachal Pradesh	81.3	63.1	78.3	59.3	78.5	60.4	72.5	18.0	69.2	25.2
Jammu & Kashmir	72.2	17.2	73.9	15.0	72.3	19.4	65.6	10.6	68.9	11.7
Jharkhand	82.7	38.9	80.0	30.5	83.2	46.5	82.0	49.0	75.5	19.6
Karnataka	79.1	37.2	78.2	33.1	79.3	35.3	77.5	33.9	79.1	35.9
Kerala	72.1	28.2	66.7	25.9	73.4	34.7	71.7	31.4	71.3	32.9
Madhya Pradesh	80.5	33.4	81.8	32.6	83.5	34.7	71.2	18.3	76.8	23.0
Maharashtra	76.6	38.1	74.2	34.1	75.6	35.4	71.5	33.4	75.4	36.9
Manipur	70.9	56.7	72.5	37.7	73.9	52.6	76.5	47.7	73.3	55.3
Meghalaya	80.0	58.4	72.2	49.9	79.3	61.2	77.0	53.6	76.8	56.9
Mizoram	69.1	59.6	77.1	52.8	82.1	62.9	77.0	60.4	74.1	62.3
Nagaland	70.7	51.5	63.7	36.8	67.1	37.5	74.1	59.6	66.7	41.1
Odisha	78.9	25.4	81.2	26.9	80.2	30.1	78.9	25.4	75.4	20.5
Punjab	72.6	9.8	73.4	13.8	72.4	11.4	71.5	11.6	73.6	16.9
Rajasthan	73.8	30.4	74.2	28.0	75.2	34.8	75.4	32.8	73.2	27.0
Sikkim	78.6	57.7	81.6	47.0	80.4	56.9	78.1	55.6	75.4	34.3
Tamil Nadu	79.0	41.4	78.2	36.8	78.6	41.6	75.8	41.5	79.5	43.4
Telangana	0.0	0.0	0.0	0.0	79.4	54.6	71.5	44.5	77.9	53.5
Tripura	84.6	43.5	77.6	37.7	82.3	34.9	83.3	54.4	83.1	53.0
Uttarakhand	71.9	23.5	71.0	22.2	70.6	28.6	70.7	22.5	67.9	22.5
Uttar Pradesh	76.9	12.6	77.6	12.3	64.7	15.5	75.0	14.0	77.2	15.4
West Bengal	80.2	24.6	80.8	22.8	80.6	18.7	81.3	22.0	80.7	20.7
A & N Islands	78.6	33.7	58.7	24.7	78.2	42.2	85.2	36.2	79.5	26.9
Chandigarh	76.1	11.3	67.2	13.4	66.3	12.4	63.2	8.2	69.1	6.1
Dadra & Nagar Haveli	85.9	23.3	79.3	16.8	72.0	13.5	71.0	17.4	76.0	14.3
Daman & Diu	78.0	20.1	82.0	8.8	72.8	3.4	81.2	15.5	80.4	19.7
Lakshadweep	70.9	12.2	75.7	12.4	70.6	25.2	58.3	16.9	74.2	31.8
Puducherry	79.1	29.2	77.9	26.4	70.6	27.9	77.3	31.3	74.6	30.1
All India	77.9	30.0	77.2	26.5	75.7	31.1	75.5	27.4	76.8	26.9

Source: Annual Employment Unemployment Surveys, Labour Bureau, M/o Labour & Employment

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State/UT-wise details of Labour Force Participation Rate (LFPR) for both male and female of age 15 years and above according to usual status approach

States/UTs	Labour Force Participation Rate (in %) as per Periodic Labour Force Survey							
	2017-18		2018-19		2019-20		2020-21	
	Male	Female	Male	Female	Male	Female	Male	Female
Andhra Pradesh	79.1	42.5	76.2	40.3	78.1	39.2	77.6	45.1
Arunachal Pradesh	69.8	14.7	66.2	17.1	68.8	22.9	73.0	27.6
Assam	80.3	12.7	77.6	12.7	77.0	16.4	79.2	24.6
Bihar	68.6	4.1	73.1	4.3	73.0	9.5	71.0	10.7
Chhattisgarh	79.2	49.3	76.7	48.4	82.3	53.1	76.2	53.9
Delhi	75.0	14.3	75.2	17.8	73.5	16.1	72.3	13.8
Goa	70.0	30.9	72.4	29.9	75.7	28.2	68.7	27.3
Gujarat	77.8	19.9	79.3	21.5	79.4	31.1	78.4	33.1
Haryana	74.3	14.3	74.4	15.3	73.7	15.7	72.4	19.1
Himachal Pradesh	75.8	49.6	75.8	59.2	82.0	65.0	81.7	62.6
Jharkhand	73.9	15.4	76.4	20.7	76.9	35.7	78.9	43.9
Karnataka	77.8	26.0	76.5	24.9	77.4	33.8	78.4	35.9
Kerala	70.1	26.5	71.2	30.6	71.7	31.9	72.2	33.2
Madhya Pradesh	80.0	31.7	78.8	27.9	80.0	37.7	81.4	40.5
Maharashtra	74.9	30.8	73.8	31.6	75.6	38.7	75.4	36.0
Manipur	71.3	23.5	72.0	26.3	70.9	29.9	65.4	21.4
Meghalaya	76.4	51.2	76.2	51.2	75.3	45.7	75.4	51.6
Mizoram	73.6	30.0	68.7	29.2	69.8	37.0	70.3	41.7
Nagaland	64.8	16.7	69.1	22.7	76.0	43.0	74.1	47.6
Odisha	78.6	19.5	79.0	24.4	78.3	33.1	80.1	33.2
Punjab	74.9	15.5	73.9	19.1	77.2	23.7	77.2	23.1
Rajasthan	73.5	27.0	74.5	31.4	76.2	38.6	75.7	39.9
Sikkim	76.0	43.9	73.9	50.3	79.8	59.4	82.5	61.1
Tamil Nadu	77.7	33.7	74.8	37.0	77.9	40.2	78.5	43.0
Telangana	74.9	32.6	72.4	38.3	75.7	44.3	76.0	45.4
Tripura	75.0	12.5	75.6	16.6	78.1	24.2	80.6	30.8
Uttarakhand	69.8	18.1	71.7	19.4	74.6	31.8	72.5	31.5
Uttar Pradesh	75.1	13.5	73.1	13.6	76.0	17.7	77.3	22.6
West Bengal	79.3	20.8	81.1	22.2	80.0	24.0	81.7	28.7
Andaman & N. Island	80.7	33.5	81.2	31.2	75.9	35.9	80.9	46.1
Chandigarh	78.0	25.2	74.4	24.7	77.3	20.4	68.7	24.1
Dadra & Nagar Haveli	87.3	39.7	87.2	43.0	89.5	52.3	76.9	30.6
Daman & Diu	88.4	24.9	86.8	18.1	87.9	35.8		
Jammu & Kashmir	75.9	30.2	76.6	33.8	74.3	37.4	74.0	43.4
Ladakh	-	-	-	-	72.8	51.1	72.4	69.6
Lakshadweep	74.9	18.4	71.7	17.8	81.2	29.7	74.5	19.4
Puducherry	69.4	17.1	76.7	31.2	71.6	31.6	76.9	29.3
All India	75.8	23.3	75.5	24.5	76.8	30.0	77.0	32.5

Source : Annual report, Periodic Labour Force Survey (PLFS), M/o Statistics and Programme Implementation

Note: For comparability, the results of above mentioned surveys i.e. Labour Bureau and PLFS need to be understood in the context with which the survey methodology and sample selection has been designed.

Annexure referred to in reply of part (a) of the Lok Sabha Unstarred Question No. 78 due for reply on 18.07.2022

Sector-wise Percentage distribution of workers according to usual status approach

Survey	Years	Primary sector	Secondary sector	Tertiary sector
Labour Bureau Survey	2011-12	53.8	19.3	26.9
	2012-13	50.8	20.8	28.4
	2013-14	48.3	22.4	29.3
	2015-16	47.3	21.9	31.0
	2016-17	63.8	23.0	13.1
Periodic Labour Force Survey (PLFS)	2017-18	44.1	24.8	31.1
	2018-19	42.5	25.2	32.3
	2019-20	45.6	23.7	30.7
	2020-21	46.5	23.9	29.6

Source : Annual Employment Unemployment Surveys, Labour Bureau, M/o Labour & Employment, Annual report, Periodic Labour Force Survey (PLFS), M/o Statistics and Programme Implementation

Note: For comparability, the results of above mentioned surveys i.e. Labour Bureau and PLFS need to be understood in the context with which the survey methodology and sample selection has been designed.