

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 505  
TO BE ANSWERED ON 06<sup>th</sup> FEBRUARY, 2023**

**LABOUR FORCE PARTICIPATION**

**505. DR. SHRIKANT EKNATH SHINDE:  
PROF. RITA BAHUGUNA JOSHI:  
DR. SUJAY RADHAKRISHNA VIKHE PATIL:  
DR. HEENA GAVIT:  
SHRI UNMESH BHAIYYASAHEB PATIL:  
DR. KRISHNA PAL SINGH YADAV:**

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

- (a) the present Labour force participation of women and a year-wise list of female workers in the force during the ten years;**
- (b) whether the Government plans to increase women participation in work force, if so, the details thereof along with the steps taken during the last five years in this regard;**
- (c) whether the Government plans to implement Equal Remuneration Act for equal pay for equal work for women on the ground and if so, the details thereof; and**
- (d) the steps taken for implementation along with the action taken against employers for unequal pay?**

**ANSWER**

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

**(a) to (d): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18. Prior to this, Employment-Unemployment Survey (EUS) was conducted by the Labour Bureau, Ministry of Labour and Employment for the years 2010-11 to 2016-17. As per the results of these surveys, the estimated Labour Force Participation Rate (LFPR) and Worker Population Ratio (WPR) on usual status for women of age 15 years and above in the country are as follows:**

| <b>Years</b>              | <b>LFPR</b> | <b>WPR</b>  |
|---------------------------|-------------|-------------|
| <b>EUS, Labour Bureau</b> |             |             |
| <b>2011-12</b>            | <b>30.0</b> | <b>28.5</b> |
| <b>2012-13</b>            | <b>26.5</b> | <b>25.0</b> |
| <b>2013-14</b>            | <b>31.1</b> | <b>29.6</b> |
| <b>2015-16</b>            | <b>27.4</b> | <b>25.8</b> |
| <b>2016-17</b>            | <b>26.9</b> | <b>25.2</b> |
| <b>PLFS, MoSPI</b>        |             |             |
| <b>2017-18</b>            | <b>23.3</b> | <b>22.0</b> |
| <b>2018-19</b>            | <b>24.5</b> | <b>23.3</b> |
| <b>2019-20</b>            | <b>30.0</b> | <b>28.7</b> |
| <b>2020-21</b>            | <b>32.5</b> | <b>31.4</b> |

**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.**

**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.**

**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 Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination.**

**The Act is enforced by the Central and State Government by conducting regular inspections to detect the violation of provisions of the Act by establishments. The office of Chief Labour Commissioner (Central) in the Central sphere and State Governments in State sphere is the appropriate authorities to conduct inspections to ensure implementation of the provisions of the Act. Appropriate actions are taken against the non-compliers as per the provisions of the Act.**

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