

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3122
TO BE ANSWERED ON 31.12.2018**

FEMALE PARTICIPATION IN LABOUR FORCE

**3122. SHRI SANTOKH SINGH CHAUDHARY:
SHRI PREM DAS RAI: SHRI DINESH TRIVEDI:**

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

- (a) the present trend of female participation in Labour Force in the country and whether it has registered a decline during the last three years, if so, the details thereof along with the details of the labour force participation rate of women in the country;**
- (b) the reasons for such a trend and the steps being taken by the Government to reverse the trend and boost female participation in the workforce;**
- (c) whether the Government has conducted any study to ascertain the reasons for declining female labour force and if so, the details and the findings thereof;**
- (d) the measures taken to ensure equal pay for equal work for both men and women as envisaged in the Directive Principles; and**
- (e) the steps taken to provide crèche facilities to cater to young mothers who contribute a sizeable number of the women labour force in the country?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a): Labour Bureau has been conducting Annual Employment-Unemployment Surveys (EUS) since 2010 which inter alia captures the Labour Force Participation Rate for women in the country. The details of the Labour Force Participation Rate for women in the country for the 2nd (2011-12), 3rd (2012-13), 4th (2013-14) and 5th (2015-16) round of the EUS are presented in Annexure.

(b) & (c): The Government has taken a number of measures to increase the Labour Force Participation Rate for women. Some of these measures ensure that the services of a woman worker cannot be terminated during the period of her absence on account of pregnancy. As per amendment of Section 5 of the Maternity Benefit (Amendment) Act, 2017, maximum period for which a woman can get paid maternity benefit is twenty-six weeks upto two surviving children, 12 weeks of paid maternity leave is also available. A medical bonus of Rs 3,500/- is being provided under the Act.

Contd..2/-

(d): The Minimum Wages Act does not discriminate on the basis of gender. Under the Minimum Wages Act, 1948, the wages fixed by the appropriate government are equally payable to both male and female workers. The provisions of the Equal Remuneration Act, 1976 ensures equal payments for both male and female workers.

(e): The crèche facility has been provided through the Maternity Benefit (Amendment) Act, 2017 after insertion of new Section 11A. According to this section, every establishment having fifty or more employees shall have the facility of crèche in the establishment.

Annexure

Annexure referred to in reply to part(a) of Lok Sabha Unstarred Question No 3122 to be answered on 31/12/2018 raised by Shri Santokh Singh Chaudhary, Shri Prem Das Rai and Shri Dinesh Trivedi regarding 'Female Participation in Labour Force'.

Labour Force Participation Rate based on Usual Principal & Subsidiary Status UPSS)PS+SS (approach for Female workers aged 15 Years & above based on 2nd, 3rd, 4th and 5th EUS.

(in per cent)

Survey / Sector	Labour Force Participation Rate under UPSS											
	RURAL				URBAN				RURAL +URBAN			
	M	F	T	P	M	F	T	P	M	F	T	P
Second EUS (2011-12)	79.4	33.9	-	57.9	73.7	19.1	-	48.0	77.9	30.0	-	55.4
Third EUS (2012-13)	78.7	29.9	-	55.5	73.2	17.8	-	46.7	77.2	26.5	-	53.1
Fourth EUS (2013-14)	76.4	36.4	-	58.8	74.0	19.7	-	47.9	75.7	31.1	-	55.6
Fifth EUS (2015-16)	78.0	31.7	52.2	55.8	69.1	16.6	41.2	43.7	75.5	27.4	48.8	52.4

M=Male, F=Female, T=Transgender P=Person
