

Working Women

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As per the results of Periodic Labour Force Survey (PLFS) conducted during 2018-19 by National Statistical Office (NSO), Ministry of Statistics and Programme Implementation, the estimated Female Women Worker Population Ratio (WPR) on usual status (ps+ss) for 15 years and above, State/UT-wise in the country is given at Annexure.

Government has taken several initiatives to improve women's participation in the labour force. In order to encourage employment of women, a number of protective provisions have been incorporated in the labour laws for creating congenial work environment for women workers. These include 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. Government has taken a decision to allow the employment of women in the aboveground mines including opencast workings 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 which 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.

Further, in order 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.

Worker Population Ratio (WPR) (in percent) according to usual status (ps+ss) for each State/UT age groups: 15 years and above

Sl. No.	State/UTs	PLFS	
		Rural (2018-19)	
		Male	Female
1	Andhra Pradesh	73.6	45.5
2	Arunachal Pradesh	62.3	15.4
3	Assam	73.4	11.7
4	Bihar	66.0	4.0
5	Chhattisgarh	74.5	52.6

6	Delhi	71.8	14.4
7	Goa	68.2	23.0
8	Gujarat	77.5	25.0
9	Haryana	67.2	12.8
10	Himachal Pradesh	72.1	59.4
11	Jammu & Kashmir	75.7	35.3
12	Jharkhand	74.5	23.3
13	Karnataka	74.2	27.2
14	Kerala	67.6	26.4
15	Madhya Pradesh	78.4	31.6
16	Maharashtra	71.2	37.3
17	Manipur	68.4	21.7
18	Meghalaya	76.6	55.0
19	Mizoram	70.3	26.5
20	Nagaland	59.9	19.3
21	Orissa	74.6	24.2
22	Punjab	66.6	17.3
23	Rajasthan	70.4	35.9
24	Sikkim	70.9	54.0
25	Tamil Nadu	71.6	41.5
26	Telangana	66.2	45.4
27	Tripura	72.5	11.3
28	Uttarakhand	67.6	18.1
29	Uttar Pradesh	70.4	14.6
30	West Bengal	79.9	20.6
31	Andaman & Nicobar Islands	74.1	20.6
32	Chandigarh	81.5	20.9
33	Dadra & Nagar Haveli	84.7	65.3
34	Daman & Diu	76.9	8.4
35	Lakshadweep	46.3	6.2
36	Puducherry	75.5	37.4
	All-India	72.2	25.5

Source: * Periodic Labour Force Survey (PLFS), July 2017-June 2018, July 2018-June 2019, M/o Statistics & Programme Implementation.

This information was given by Minister of State (I/C) for Labour & Employment Shri Santosh Kumar Gangwar in a written reply in Lok Sabha today.

MS/jk

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