

Women Participation in Workforce

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The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics & Programme Implementation (MOSPI). As per the latest PLFS report available for year 2020-21, the estimated Worker Population Ratio (WPR) on usual status basis for aged 15 years and above both for male and female was 73.5% and 31.4% respectively. Further, the State/UT-wise estimated female Worker Population Ratio (WPR) on usual status basis for aged 15 years and above is at Annexure.

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

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.

This information was given by the Minister of State for Labour & Employment, Shri Rameswar Teli in a written reply in Rajya Sabha today.

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