Drop-out of women labour

255. DR. SANJAY SINH: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether it is a fact that there is a significant drop-out of women labours and/or senior workers during the last four years;

(b) if so, the reasons for the same; and

(c) the proposal of Government in this regard, if any?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) to (c) As per the results of last four available surveys on Employment and Unemployment Surveys (EUS) conducted by Labour Bureau, Ministry of Labour and Employment, the estimated Labour Force Participation Rate (LFPR) based on Usual Principal & Subsidiary Status (UPSS) approach for persons aged 15 years and above which indicates the level of employment are as follows:

Year	Labour Force Participation Rate (LFPR) under UPSS approach for persons aged 15 years and above		
	Male	Female	Persons
2011-12	77.9	30.0	55.4
2012-13	77.2	26.5	53.1
2013-14	75.7	31.1	55.6
2015-16	75.5	27.4	52.4

Data for senior workers is not maintained separately.

The decline in female work force participation rate may be attributed to factors line increased educational attendance and higher level of participation in education and insufficient formal wage employment opportunities etc. Government has been targeting this issue by taking up several initiatives to improve the employability of youth including women. A new Ministry of Skill Development and Entrepreneurship has been established to coordinate the skill development schemes across various sectors. Government has also implemented the National Career Service (NCS) Project which comprises a digital portal that provides a nation-wide online platform for jobseekers and employers for job matching in a dynamic, efficient and responsive manner and has a repository of career content.

In order to encourage the employment for women, statutory provisions have been made In certain Labour laws for organizing child care centers for the benefit of women workers, Factories Act 1948, the Beedi and Cigar Workers (Conditions of Employment) Act 1966 and the Building and other Construction Workers (Regulation of Employment and conditions of Service)Act 1996. The Mines Creche Rules 1966 provide for establishment of creches for the benefit of women workers. The Plantation Labour Act 1951 provides that the women workers be provided time-off for feeding children. Mahatma Gandhi National Rural Employment Guarantee Act 2005 also provides for child care facilities at worksite.

Central Government has targeted the issue by taking various prominent steps to increase female labour participation rate which includes the enactment of the Maternity Benefit (Amendment) Act, 2017 which provides for enhancement in paid maternity leave from 12 weeks to 26 weeks and provisions for mandatory creche facility in the establishments having 50 or more employees; issue of an advisory to the States under the Factories Act, 1948 for permitting women workers in the night shifts with adequate safety measures.

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. A number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers.

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. Further, under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers without any gender discrimination.

Discussion with trade unions regarding ease of doing business

256. SHRI K. SOMAPRASAD: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether initiatives have been taken by Government regarding the ease of doing business, if so, the details thereof;

(b) whether any discussion has been taken with trade unions and other stakeholders regarding ease of doing business, if so, the details thereof; and