

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2492
TO BE ANSWERED ON 17TH MARCH, 2021**

JOBS LOST AMONG WOMEN DUE TO COVID-19

2492. SHRI SANJAY SINGH:

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

- (a) whether it is a fact that the proportion among women who lost their jobs due to the COVID-19 pandemic was 89 per cent;**
- (b) if so, the measures taken to increase employment amongst women;**
- (c) whether it is also a fact that women constituting the labour force plummeted down to 6.9 per cent in November, 2020 as compared to 9.7 per cent in 2019, according to a survey conducted by Centre for Monitoring the Indian Economy (CMIE); and**
- (d) if so, strategies in place to create more paid job opportunities for women?**

ANSWER

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

(a) to (d): Annual Periodic Labour Force Survey (PLFS) on employment and unemployment is conducted by National Statistical Office (NSO), Ministry of Statistics and Programme Implementation. As per the results of PLFS, the unemployment rate for female of age 15 years and above on usual status (principal status + subsidiary status) basis in the country during 2018-19 was 5.1%. The labour force participation rate of female during 2017-18 and 2018-19 was 23.3% and 24.5% respectively.

According to Payroll Reporting in India: An Employment Perspective – December, 2020, issued by Ministry of Statistics & Programme Implementation, during April – December, 2020, there is an addition of around 9.27 lakh female subscribers under Employees' Provident Fund (EPF) Scheme, 1.13 lakh female subscribers under the New Pension Scheme (NPS) and around 2.03 lakh female subscribers under Employees' State Insurance Scheme.

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, 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.

Ministry of Micro, Small and Medium Enterprises (MSME) is implementing the Prime Minister's Employment Generation Programme (PMEGP), which has the target to generate self-employment opportunities through establishment of micro enterprises for non-farm sector. The maximum cost of projects is Rs. 25 lakh in the manufacturing sector and Rs. 10 lakh in the service sector. Benefit can be availed under PMEGP for setting up of new units only. Women are covered as special category under PMEGP and are entitled to higher rate of subsidy.

Pradhan Mantri Mudra Yojana (PMMY) has been initiated by the Government inter alia, for facilitating self-employment. Under PMMY collateral free loans upto Rs. 10 lakh, are extended to micro/small business enterprises and to individuals to enable them to setup or expand their business activities. Under PMMY 65% borrowers were women during 01-04-2020 to 29.01.2021.
