

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 3310  
TO BE ANSWERED ON 24<sup>TH</sup> MARCH, 2021**

**PERCENTAGE OF WORKING WOMEN**

**3310. DR. KIRODI LAL MEENA:**

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

- (a) the details of the percentage of working women across the country, State-wise/UT-wise including Rajasthan;**
- (b) the details of the percentage of working women on higher posts across the country, State/UT-wise;**
- (c) whether the percentage of women at higher posts is very low;**
- (d) if so, the details thereof, State/UT-wise and the reasons therefor; and**
- (e) the steps taken/being taken by Government in this regard?**

**ANSWER**

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

**(a) to (e): 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 including Rajasthan 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.**

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**STATEMENT REFERRED TO IN REPLY TO PART (a) to (e) OF THE RAJYA SABHA UNSTARRED QUESTION NO. 3310 FOR 24-03-2021.**

**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	rural+ urban(2018-19)		
		Male	Female	Person
1	Andhra Pradesh	72.2	38.2	54.8
2	Arunachal Pradesh	62.0	14.6	40.9
3	Assam	72.5	11.7	43.4
4	Bihar	65.7	4.2	36.4
5	Chhattisgarh	74.4	47.7	61.2
6	Delhi	67.3	16.1	44.5
7	Goa	68.5	25.0	45.9
8	Gujarat	76.5	21.1	49.7
9	Haryana	67.3	14.1	41.9
10	Himachal Pradesh	71.7	56.3	63.9
11	Jammu & Kashmir	74.0	30.8	52.9
12	Jharkhand	71.6	20.4	44.9
13	Karnataka	73.5	24.2	49.3
14	Kerala	67.7	25.3	44.9
15	Madhya Pradesh	75.6	27.5	52.3
16	Maharashtra	70.3	29.9	50.6
17	Manipur	66.1	22.9	44.3
18	Meghalaya	74.4	49.6	61.8
19	Mizoram	64.9	26.2	45.6
20	Nagaland	58.9	16.8	38.1
21	Orissa	73.4	22.8	47.6
22	Punjab	68.8	17.3	44.2
23	Rajasthan	69.6	30.2	50.0
24	Sikkim	71.5	48.9	61.1
25	Tamil Nadu	69.9	34.6	51.4
26	Telangana	66.4	35.2	50.6
27	Tripura	71.0	11.9	41.9
28	Uttarakhand	66.9	16.2	41.4
29	Uttar Pradesh	68.6	13.3	40.8
30	West Bengal	77.7	21.7	49.7
31	Andaman & Nicobar Islands	76.9	20.1	49.1
32	Chandigarh	69.5	22.3	47.3
33	Dadra & Nagar Haveli	85.9	42.4	68.6
34	Daman & Diu	86.7	18.1	55.1
35	Lakshadweep	52.4	9.2	29.5
36	Puducherry	70.0	28.8	47.8
	All-India	71.0	23.3	47.3

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