

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 728  
TO BE ANSWERED ON 08<sup>TH</sup> FEBRUARY, 2024  
PARTICIPATION OF WOMEN IN WORKFORCE**

**728. DR. ASHOK KUMAR MITTAL:**

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

- (a) whether Government has conducted an in-depth assessment to analyze the level of women's involvement in the workforce, specifically looking into factors affecting their participation and representation;**
- (b) whether the findings of this assessment provide insights into the underlying reasons for the unequal participation of women in the workforce, and if so, the details thereof;**
- (c) whether Government has taken any initiatives/measures to promote and increase the participation of women in workforce, if so, the details thereof; and**
- (d) whether Government has plans for comprehensive policy changes or reforms aimed at addressing the gender gap in workforce participation?**

**ANSWER  
MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) to (d): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) which is conducted by the Ministry of Statistics & Programme Implementation (MoSPI) since 2017-18. The survey period is July to June every year.**

**As per the latest available Annual PLFS Reports, the estimated Worker Population Ratio (WPR) and Labour Force Participation Rate (LFPR) on usual status for females of age 15 years and above during the years 2017-18 to 2022-23 are as follows:**

<b>Years</b>	<b>LFPR (in %)</b>	<b>WPR (in %)</b>
<b>2017-18</b>	<b>23.3</b>	<b>22.0</b>
<b>2018-19</b>	<b>24.5</b>	<b>23.3</b>
<b>2019-20</b>	<b>30.0</b>	<b>28.7</b>
<b>2020-21</b>	<b>32.5</b>	<b>31.4</b>
<b>2021-22</b>	<b>32.8</b>	<b>31.7</b>
<b>2022-23</b>	<b>37.0</b>	<b>35.9</b>

**Source: PLFS, MoSPI**

**The data indicates that the women's participation in labour force and the workforce has significantly increased over the years. During 2022-23, the women participation in labour force has notable increased to 37.0%.**

**As per PLFS 2021-22, about 33.6% of women wanted to continue their studies, while 44.5% cited childcare/personal commitments in homemaking as reasons for not participating in the labour force.**

**Employment generation coupled with improving employability is the priority of the Government. The Government has taken various initiatives/measures to promote and increase the participation of women in workforce. 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.**

**The Government of India has announced Aatmanirbhar Bharat package to provide stimulus to business and to mitigate the adverse impact of Covid 19. Under this package, the Government has provided fiscal stimulus of more than Rupees Twenty Seven lakh crore. This package comprises of various long term schemes/ programmes/ policies for making the country self-reliant and to create employment opportunities.**

**The Aatmanirbhar Bharat Rojgar Yojana (ABRY) was launched with effect from 1st October, 2020 to incentivize employers for creation of new employment and restoration of loss of employment during Covid-19 pandemic. The terminal date for registration of beneficiaries was 31.03.2022. Since inception of the scheme, till 19.01.2024, benefits have been provided to 60.49 lakhs beneficiaries under the scheme.**

**The Government is implementing Prime Minister Street Vendor's AtmaNirbharNidhi (PM SVANidhi Scheme) since June 01, 2020 to facilitate collateral free working capital loan to street vendors to restart their businesses, which were adversely impacted during the Covid-19 pandemic. As on 31.01.2024, 83.67 lakh loans have been sanctioned under the scheme.**

**Pradhan Mantri Mudra Yojana (PMMY) was launched by the Government 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. Upto 26.01.2024, 46.16 crore loans were sanctioned under the scheme.**

**The Production Linked Incentive (PLI) scheme is being implemented by the Government with an outlay of Rs. 1.97 lakh crore, for a period of 5 years starting from 2021-22 which have potential for creating 60 lakh new jobs.**

**PM GatiShakti is a transformative approach for economic growth and sustainable development. The approach is driven by seven engines, namely, Roads, Railways, Airports, Ports, Mass Transport, Waterways and Logistics Infrastructure. This approach is powered by Clean Energy and Sabka Prayas leading to huge job and entrepreneurial opportunities for all.**

**The Government of India is encouraging various projects involving substantial investment and public expenditure on schemes like Prime Minister's Employment Generation Programme (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) and Deen Dayal Antodaya Yojana-National Urban Livelihoods Mission (DAY-NULM) etc. for employment generation.**

**The Government is implementing a programme for skilling of rural youth for entrepreneurship development through Rural Self Employment and Training Institutes (RSETIs).**

**Further, the Ministry of Skill Development and Entrepreneurship (MSDE) is implementing the National Apprenticeship Promotion Scheme (NAPS), Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Shikshan Sansthan (JSS) Scheme and Craftsman Training Scheme (CTS) through Industrial Training Institutes (ITIs) to enhance the employability of youth.**

**Besides these initiatives, various flagship programmes of the Government such as Make in India, Start-up India, Stand-up India, Digital India, Housing for All etc. are also oriented towards generating employment opportunities.**

**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.**

**All these initiatives are expected to collectively generate employment in the medium to long term through multiplier-effects.**

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