

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO.2012  
TO BE ANSWERED ON 12<sup>TH</sup> DECEMBER, 2024**

**PROPORTION OF WOMEN AND PWD IN THE TOTAL WORKFORCE**

**2012. SHRI SANJEEV ARORA:**

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

- (a) the proportion of women and Persons with Disabilities (PwD) in the total workforce, according to the latest available data and any specific Government's initiatives aimed at increasing their participation in the labour market;**
- (b) the number of women and PwD beneficiaries under Pradhan Mantri Kaushal Vikas Yojana (PMKVY), MGNREGA and other employment-related programmes and their employment outcomes after programme completion; and**
- (c) whether Government is planning any new policies or incentives to create a more inclusive labour market and the data-driven targets for gender and disability inclusion?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

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

**As per the data available in latest Annual PLFS Reports, the estimated Worker Population Ratio (WPR) indicating employment on usual status for women of age 15 years and above increased from 22.0% in 2017-18 to 40.3% in 2023-24. During the same period, the Female Labour Force Participation Rate (LFPR) on usual status for women of age 15 years and above increased from 23.3% in 2017-18 to 41.7% in 2023-24.**

**To enhance skills of Persons with Disabilities (PwDs) to enable them to have gainful employment and to become self-reliant, productive and contribute members of society and stand up on their own feet, Government has launched the National Action Plan for Skill Development of Persons with Disabilities (NAP-SDP) in March 2015. Since launch of NAP-SDP scheme, skill training has been provided to 1.42 lakhs PwDs till date across the country.**

**Ministry of Labour & Employment has established 24 National Career Service Centres for Differently Abled (earlier known as Vocational Rehabilitation Centres for Handicapped). These Centres provide Vocational Guidance, Career Counselling, Non-formal Vocational Training, extend Referral Services. These Centres also conduct Outreach Activities, and assists PwDs in the process of Vocational Rehabilitation**

**Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is being implemented by Ministry of Skill Development and Entrepreneurship (MSDE) since 2015 for imparting skill development training through Short-Term Training (STT) and up-skilling and re-skilling through Recognition of Prior Learning (RPL) to youth across the country. Under PMKVY, placement opportunities have been facilitated to STT certified candidates and RPL involves the process of certification of already existing skills. Under the PMKVY scheme, 1.57 crores candidates have been trained as on 31.10.2024.**

**The Mahatma Gandhi National Rural Employment Guarantee Act, 2005 (MGNREGA) mandates that at least one third of the jobs generated under the scheme (MGNREGS) should be given to women. The rate of participation of women in Mahatma Gandhi NREGS has increased from 54.79% in 2019-20 to 58.89% in 2023-24.**

**Government has incorporated a number of provisions in the labour laws for equal opportunity and congenial work environment for women workers like paid maternity leave, flexible working hours, equal wages etc.**

**Employment generation coupled with improving employability for all including women is a priority of Government. Accordingly, various Ministries/ Departments have taken measures like Pradhan Mantri Mudra Yojana (PMMY), Stand-UP India Scheme, Startup India, Prime Minister's Employment Generation Programme (PMEGP), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), Production Linked Incentive, etc. The details of various employment generation schemes/ programmes being implemented by the Government of India may be seen at [https://dge.gov.in/dge/schemes\\_programmes](https://dge.gov.in/dge/schemes_programmes).**

**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.**

**Further, Government announced in the Budget 2024-25, the Prime Minister's package of 5 schemes and initiatives to facilitate employment, skilling and other opportunities for 4.1 crore youth over a 5-year period with a central outlay of Rs. 2 lakh crore. The budget also announced setting up of working women hostels in collaboration with industry, and establishing creches, for participation of women in the workforce, apart from other policy interventions.**