

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO.418
TO BE ANSWERED ON 28TH NOVEMBER, 2024
WOMEN PARTICIPATION IN WORKFORCE

418. SMT. SAGARIKA GHOSE:

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

- (a) the percentage of women participation in the workforce over the last five years;**
- (b) the number of women currently employed in India's labour force and how many are actively looking for work; and**
- (c) the steps being taken by Government to boost employment among women in the country?**

ANSWER

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

(a) to (c): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) which is conducted by the 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 and Labour Force Participation Rate (LFPR) on usual status for women of age 15 years and above during 2017-18 to 2023-24 are as follows:

Survey Year	WPR (%)	LFPR (%)
2017-18	22.0	23.3
2018-19	23.3	24.5
2019-20	28.7	30.0
2020-21	31.4	32.5
2021-22	31.7	32.8
2022-23	35.9	37.0
2023-24	40.3	41.7

Source: PLFS

The data indicates that the women's participation in labour force and the workforce has significantly increased over the years.

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.

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.

Government is implementing various schemes to boost the female LFPR as well as the overall LFPR like Pradhan Mantri Mudra Yojana (PMMY), Stand-UP India Scheme, Startup India, Prime Minister's Employment Generation Programme (PMEGP), Women in Science and Engineering- KIRAN (WISE-KIRAN), SERB-POWER (Promoting Opportunities for Women in Exploratory Research), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. 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.

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.
