

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 1368  
TO BE ANSWERED ON 11<sup>TH</sup> DECEMBER, 2025**

**REDUCING GENDER GAP IN LABOUR FORCE PARTICIPATION**

**1368. SHRI DEREK O' BRIEN:**

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

- (a) whether, as per Periodic Labour Force Survey (PLFS), the Labour Force Participation Rate (15+ years) is 78.1 percent for rural men, 37.9 percent for rural women, 75.3 percent for urban men and 26.1 percent for urban women;**
- (b) if so, whether the Ministry has assessed the main reasons of this persistent gender gap;**
- (c) if so, details thereof; and**
- (d) whether any time-bound plan has been formulated to narrow this gap?**

**ANSWER**

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

**(a) to (d): The official data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS), which is conducted by Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18.**

**As per the latest available Annual PLFS reports, the estimated Labour Force Participation Rate(LFPR) during the year 2023-24, on usual status for persons age 15 years and above is 80.2% for rural men, 47.6% for rural women, 75.6% for urban men and 28% for urban women.**

**Further, the estimated LFPR on usual status for males of age 15 years and above has increased from 75.8% in 2017-18 to 78.8% in 2023-24 and for females, LFPR has increased from 23.3% to 41.7% during the same period showing decline in gender gap over the years.**

**Government has adopted a multi-pronged approach on a life-cycle continuum basis to address the issue of educational, social, economic and political empowerment of women. As a result, India is witnessing a rapid transition from women's-development to women led development with the vision of a new India where women are leading the way for fast paced and sustainable national development**

**Employment generation coupled with improving employability is a priority of the Government. Government is implementing various schemes to boost the female Labour Force Participation Rate (LFPR). The details of various employment generation schemes/programmes being implemented by the Government 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.**

**In addition, the Government is implementing Employment Linked Incentive (ELI) Scheme named as the Pradhan Mantri Viksit Bharat Rozgar Yojana to support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector. The scheme with an outlay of Rs 99,446 Crore aims to incentivize the creation of more than 3.5 Crore jobs in the country, over a period of 2 years.**

**Ministry of Labour and Employment, Government of India, is running the National Career Service (NCS) Portal which is a one-stop solution for providing career related services including jobs from private and government sectors, information on online & offline job fairs, job search & matching, career counselling, vocational guidance, information on skill development courses, skill/training programmes etc. through a digital platform [[www.ncs.gov.in](http://www.ncs.gov.in)].**

**In order to encourage employment of women, the four Labour Codes - the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 have been implemented with effect from 21st November 2025, rationalizing 29 erstwhile labour laws.**

**These labour codes have various provisions to promote female labour force participation such as :-**

- (i) Proportionate representation of women in Grievance Redressal Committee to ensure their voices are included in workplace dispute resolutions.**
- (ii) Up to 26 weeks of paid maternity leave, along with 12 weeks for adoptive and commissioning mothers and allowing remote work after maternity leave where feasible.**
- (iii) Prohibition of gender-based discrimination in matters of wages and conditions of employment for the same or similar work.**
- (iv) Promoting creche facilities for children below the age of six to help working mothers balance work and family life.**
- (v) The Occupational Safety, Health & Working Conditions (OSH&WC) Code, 2020 permits the employment of women in all establishments and for all types of work. It further allows women, with their consent, to work between 7:00 pm and 6:00 am, subject to conditions relating to their safety, working hours, and holidays.**
- (vi) The Code also mandates that establishments must ensure adequate safeguards and protective measures before deploying women in any hazardous or dangerous processes.**

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