

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1370
TO BE ANSWERED ON 11TH DECEMBER, 2025**

FEMALE LABOUR FORCE PARTICIPATION RATE

1370. SMT. RAJATHI :

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

- (a) the details of Female Labour Force Participation Rate (FLFPR), during the last three years, State-wise;**
- (b) the details of steps taken to increase the share of women in India's labour force; and**
- (c) the measures taken to address the issue of women's underrepresentation in leadership roles and decision-making positions in the workforce of the country?**

ANSWER

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

(a) to (c): The official data source on Employment and Unemployment is Periodic Labour Force Survey (PLFS) which is conducted by the 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) on usual status for female of age 15 years and above were 32.8%, 37.0% and 41.7% in 2021-22, 2022-23 and 2023-24, respectively. The detailed State/UT-wise information is available in the PLFS reports which may be seen at the website of MoSPI at <https://www.mospi.gov.in/publications-reports>

Employment generation coupled with improving employability is the 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 .

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. As part of the reforms, the codes prohibit discrimination on the basis of gender, mandate equal pay, and open doors for women to work across all sectors at all times, including underground mining and heavy machinery, night shifts, subject to their prior consent and adequate safety measures by employers.

Further, the 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) Allowing women to work in above-ground mines between 7 pm and 6 am and in below-ground mines between 6 am and 7 pm (with consent) in specific roles, along with other provisions for working women's safety and health.**
- (iv) Prohibition of gender-based discrimination in matters of wages and conditions of employment for the same or similar work.**
- (v) Promoting creche facilities for children below the age of six to help working mothers balance work and family life.**

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.

The greatest leap forward for women's political empowerment was taken by enactment of "the Nari Shakti Vandan Adhiniyam, 2023" (Constitution One Hundred and Sixth Amendment) Act 2023, for reservation of one-third of seats for women in the House of People (Lok Sabha) and in the State Legislative Assemblies including Legislative Assembly of NCT of Delhi.

The Government has also made enabling provisions in the Companies Act, 2013, mandating companies to have at least one woman Director.