

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1380
TO BE ANSWERED ON 11TH DECEMBER, 2025**

PROMOTION OF FACILITIES FOR WOMEN WORKFORCE

1380. SMT. REKHA SHARMA :

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

- (a) the initiatives undertaken to promote female labour force participation, such as flexible working norms, maternity benefits and childcare support;**
- (b) the number of women benefitted from enhanced maternity leave provisions; and**
- (c) whether Government plans to encourage more enterprises to adopt safe and gender friendly work practices?**

ANSWER

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

(a) to (c): 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.

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.**

Further, the Occupational Safety, Health and Working Conditions Code, 2020 has allowed women to be employed in all establishments for all types of work and may also be employed with their consent before 6 a.m. and beyond 7 p.m. subject to condition relating to safety, holidays and working hours. The Code also provides that adequate safeguards are to be provided by establishments before engaging women in any hazardous or dangerous processes.

The number of women benefitted from maternity leave provisions is not maintained centrally.

With a view to ensure safety of women at workplace, the Ministry of Women and Child Development has put in place an electronic platform “SHe-Box portal” duly encompassing various provisions of ‘the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013’ (SH Act).
