

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO.*134**

TO BE ANSWERED ON 30TH JULY, 2026

IMPROVING WOMEN'S EMPLOYMENT

***134. SMT. SAGARIKA GHOSE:**

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

- (a) the details of female labour force participation during the last three years, urban-rural area-wise; and**
- (b) the measures taken to improve women's employment?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(DR. MANSUKH MANDAVIYA)**

(a) & (b): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO RAJYA SABHA STARRED QUESTION NO. *134 DUE FOR REPLY ON 30.07.2026 BY SMT. SAGARIKA GHOSE, M.P. REGARDING “IMPROVING WOMEN'S EMPLOYMENT”

(a) & (b): Official estimates of employment and unemployment in India are derived from the Periodic Labour Force Survey (PLFS), conducted by the Ministry of Statistics and Programme Implementation since 2017–18. The PLFS methodology was revamped with effect from January 2025. The PLFS Annual Report 2025 is the first report in the revised series to present labour market estimates, covering the period from January to December 2025.

As per latest PLFS report 2025, the estimated Labour Force Participation Rate (LFPR) on usual status for females of age 15 years and above was 33.9% in 2022, 41.3% in 2023, 40.3% in 2024 and 40.0% in 2025 in the country. Also, the estimated female LFPR was 37.5% in 2022, 47.3% in 2023, 45.8% in 2024 and 45.9% in 2025 in the rural areas of the country and 24.7% in 2022, 27.2% in 2023, 27.6% in 2024 and 27.7% in 2025 in the urban areas of the country.

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) as well as the overall LFPR like Pradhan Mantri Mudra Yojana (PMMY), Pradhan Mantri Kaushal Vikas Yojana (PMKVY), 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), Mission Shakti, Namo Drone Didi and Lakhpati Didi, Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deen Dayal Antodaya 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.

Additionally, Government is also implementing Skill India Mission (SIM) to deliver skill, re-skill and up-skill training through an extensive network of skill development centres/ schools/ colleges /institutes etc. under various schemes, viz. Pradhan Mantri Kaushal Vikas Yojana

(PMKVY), Jan Shikshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsmen Training Scheme (CTS) through Industrial Training Institutes (ITIs) in the country. The SIM aims at enabling youth of India to get future ready, equipped with industry relevant skills.

Ministry of Electronics and Information Technology (MeitY) has initiated 'FutureSkills PRIME' a programme for Re-skilling/Up-skilling of IT Manpower for Employability in 10 new/emerging technologies including Artificial Intelligence.

Also, 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.

Further, 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].

In addition, 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.

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

Further, the Union Budget (2024-25) announced setting up of working women hostels in collaboration with industry, and establishing creches, for increasing participation of women in the workforce.

Government has also launched “NAVYA’ (Nurturing Aspirations through Vocational Training for Young Adolescent Girls) with an aim to equip adolescent girls aged 16 to 18 years with vocational training mainly in non traditional and emerging job roles.

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 permits women to be employed in all establishments and in all types of work. Women may also be employed, with their consent, before 6:00 a.m. and beyond 7:00 p.m., subject to prescribed conditions relating to safety, working hours, holidays and other safeguards. The Code further provides that establishments must put in place adequate safeguards before engaging women in any hazardous or dangerous process.

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).
