

GOVERNMENT OF INDIA
MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION

RAJYA SABHA
STARRED QUESTION NO. 77
TO BE ANSWERED ON 27.07.2026

AVERAGE GENDER RATIO IN THE COUNTRY AS PER PLFS

*77. SHRI GOVINDBHAI LALJIBHAI DHOLAKIA:

Will the Minister of STATISTICS AND PROGRAMME IMPLEMENTATION be pleased to state:

- (a) the average male and female employment rate in the country as per the Periodic Labour Force Survey (PLFS) for the year 2025;
- (b) the ratio of male and female wages in the said survey;
- (c) the ratio of regular male and female wages in the survey; and
- (d) the steps being taken by Government to increase the participation of women across all sectors and to enhance their wages?

ANSWER

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION; MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF PLANNING AND MINISTER OF STATE IN THE MINISTRY OF CULTURE [RAO INDERJIT SINGH]

- (a) to (d): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PART (a) TO (d) OF RAJYA SABHA STARRED QUESTION NO. 77 FOR REPLY ON 27.07.2026 REGARDING AVERAGE GENDER RATIO IN THE COUNTRY AS PER PLFS ASKED BY GOVINDBHAI LALJIBHAI DHOLAKIA.

(a): Based on the Annual Report of Periodic Labour Force Survey (PLFS), 2025, the Worker Population Ratio (WPR) according to usual status including principal status and subsidiary status (ps+ss), for persons aged 15 years and above, at the all-India level is 76.6% for male and 38.8% for female.

(b) and (c): In the PLFS, information on earnings is collected for male and female workers under three broad status in employment viz., self-employed; regular wage/salaried employment; and casual labour. The male-to-female wage ratio based on the PLFS, 2025 is given below:

Table: Estimates of average wages (in Rs.) by broad status in employment and male-to-female wage ratio based on PLFS, 2025			
status in employment	male	female	male-to-female wage ratio
(1)	(2)	(3)	(4)
self-employed	17,914	6,374	2.8:1
regular wage/ salaried employment	24,217	18,353	1.3:1
casual labour	489	324	1.5:1

(d): Employment generation coupled with improving employability is the priority of the Government. Government is implementing various schemes to boost the female participation and enhance their wages such as 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), Mission Shakti, Namo Drone Didi and Lakhpatri Didi, Viksit Bharat-Guarantee for Rozgar and Aajeevika Mission (Gramin) (VB-G RAM G), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deen Dayal Antodaya Yojana-National Urban Livelihoods Mission (DAYNULM), etc.

To enhance the employability of female workers, the Government is also providing training to them through a network of Women Industrial Training Institutes, National Vocational Training Institutes and Regional Vocational Training Institutes.

A number of provisions have also been incorporated in the labour laws for congenial work environment for women workers, such as paid maternity leave, child care leave, equal wages etc. All these initiatives are expected to collectively generate employment in the medium to long term through multiplier effects.

In addition, Ministry of Labour and Employment in January, 2024 issued an "Advisory for Employers to Promote Women Workforce Participation". This advisory inter-alia mentions the need for balance between employment and care responsibilities for both men and women including family friendly measures such as paternity leave, parental leave, family emergency leave and flexible working arrangements.

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.
