

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 569
TO BE ANSWERED ON 23RD JULY, 2026**

WOMEN'S PARTICIPATION IN WORKFORCE

569. SHRI SANA SATHISH BABU:

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

- (a) the district-wise and sector-wise details of women's participation in workforce in Andhra Pradesh with specific focus on Kakinada and Konaseema region since 2021, year-wise;**
- (b) the impact of education, skill development programmes, self-help groups, entrepreneurship initiatives and other socio-economic factors on women's workforce participation in Kakinada; and**
- (c) the steps taken by Government to encourage participation of women in emerging and non-traditional sectors in Andhra Pradesh?**

ANSWER

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

(a) to (c): 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 PLFS reports, the estimated Labour Force Participation Rate (LFPR) on usual status for females of age 15 years and above was 43.3% in 2021-22, 45.8% in 2022-23 and 44.8% in 2023-24 in the State of Andhra Pradesh including Kakinada and Konaseema region. Also, as per the latest PLFS 2025, the estimated LFPR on usual status for females of age 15 years and above was 44.8% in 2025 in the State of Andhra Pradesh.

Further, the estimated Worker Population Ratio (WPR) indicating employment on usual status for females of age 15 years and above has increased from 41.8% in 2021-22 to 43.1% in 2023-24 in the State of Andhra Pradesh including Kakinada and Konaseema region.

Employment generation coupled with improving employability is a priority of the Government. Accordingly, Government is implementing various employment generation schemes/programmes (including for Andhra Pradesh including Kakinada and Konaseema region) in the country. The details of various employment generation schemes/programmes being implemented by the Government 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].

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 including :-

(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, 6 weeks in case of miscarriage or medical termination of pregnancy 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).

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.

Government has also 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 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.
