

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO.3352
TO BE ANSWERED ON 16TH DECEMBER, 2024
FEMALE LABOUR FORCE PARTICIPATION**

3352. SHRI BALASHOWRY VALLABHANENI:

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

- (a) whether the higher working age population which India is going to have in the coming years will automatically boost economic fortunes;**
- (b) whether for economic boost, the population has to be gainfully employed;**
- (c) the manner in which the Government looks at the gender divide in labour force participation where female labour force participation is nearly 30% less than the male labour force participation; and**
- (d) the measures taken by the Government to bring down this gap?**

ANSWER

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

(a) to (d): 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. The survey period is July to June every year. As per the latest available Annual PLFS reports, the estimated Worker Population Ratio (WPR) on usual status for persons of age 15 years and above has increased from 46.8% in 2017-18 to 58.2% in 2023-24.

Further, the estimated female Labour Force Participation Rate (LFPR) on usual status for persons of age 15 years and above has increased from 23.3% in 2017-18 to 41.7% in 2023-24 whereas the estimated LFPR for male has increased from 75.8% in 2017-18 to 78.8% in 2023-24. The data indicates that female LFPR has increased by 18.4 percent points as compared to 3 percent points for male LFPR during 2017-18 to 2023-24.

Employment generation coupled with improving employability is a priority of Government. Government has taken various initiatives/measures to boost employment opportunities in the country, including for women like Pradhan Mantri Mudra Yojana (PMMY), Stand-UP India Scheme, Startup India, Prime Minister's Employment Generation Programme (PMEGP), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deendayal Antyodaya 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.

Government is also implementing women centric schemes such as Mission Shakti, Namo Drone Didi, Lakhpati Didi, Women in Science and Engineering- KIRAN (WISE-KIRAN), SERB-POWER (Promoting Opportunities for Women in Exploratory Research), etc. for improving the employability of women.

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.

A number of provisions have been incorporated in the labour laws for equal opportunity and congenial work environment for women workers, such as paid maternity leave, child care leave, creche facility, equal wages etc.

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.

In addition, the 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.
