

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 925
TO BE ANSWERED ON 02ND DECEMBER, 2024
WOMEN LABOUR FORCE PARTICIPATION**

925. SHRI MADDILA GURUMOORTHY:

SHRI AMRINDER SINGH RAJA WARRING:

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

- (a) whether it is true that only 19% of Indian women of working age participated in the labour force in 2021, if so, the details thereof and the reasons therefor;**
- (b) whether the Government has conducted any study to enhance women labour force participation rates, if so, the details thereof and if not, the reasons therefor;**
- (c) whether the Government is aware of the report published by International Labour Organisation highlighting the need for further investment in the care economy to boost women's participation in workforce, if so, the details thereof;**
- (d) the details of the measures taken by the Government during the last five years to address the said issue, along with the data to espouse their efficacy; and**
- (e) whether the Government plans on creating targeted programmes to assist women, especially those with care-giving responsibilities to access formal employment, if so, the details thereof and if not, the reasons therefor?**

ANSWER

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

(a) to (e): The official data source of Employment/ Unemployment indicator in India is the Periodic Labour Force Survey (PLFS) 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 Labour Force Participation Rate (LFPR) on usual status for females of age 15 years and above increased from 23.3% in 2017-18 to 32.8% in 2021-22 and further to 41.7% in 2023-24.

Employment generation coupled with improving employability especially for women is a priority of Government and accordingly several initiatives have been taken by various Ministries /Departments. The details of these provisions are available at https://dge.gov.in/dge/schemes_programmes and inter-alia include schemes like 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) and SERB-POWER (Promoting Opportunities for Women in Exploratory Research). The Namu Drone Didi and Lakhpati Didi initiatives are integral to the Prime Minister's vision of fostering economic empowerment and financial autonomy among women. Further, Government is also providing training through a network of Women Industrial Training institutes, National Vocational Training Institutes and Regional Vocational Training Institutes. The number of candidates trained including women since inception and upto 31.10.2024 under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is 1.57 crore. Around 9 crore women are connected with Self Help Group under the National Rural Livelihood Mission alongwith provisions for collateral free loans.

As regards the care economy, a number of provisions have been incorporated in the labour codes for congenial work environment for women workers, such as paid maternity leave, creche facility, equal wages etc.

The Ministry of Labour and Employment in January, 2024 also 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.
