

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 199
TO BE ANSWERED ON 03.02.2025**

INVESTMENT IN THE CARE ECONOMY

199. SHRI GAURAV GOGOI:

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

- (a) whether the Government is aware of the International Labour Organization's (ILO's) report highlighting that 53% of women in India are outside the labour force due to care responsibilities, if so, the details thereof;**
- (b) the specific steps taken by the Government during the last ten years to promote investment in the care economy and the progress made in this regard;**
- (c) whether the Government has any plans to develop a robust care workforce including training and skill development programmes for workers in the care sector, if so, the details thereof;**
- (d) the measures are in place to improve the working conditions, wages, and social security benefits for care workers, particularly for women; and**
- (e) the steps taken by the Government to promote the use of technology in enhancing the delivery of care services and improving the efficiency of the care sector?**

ANSWER

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

(a) to (e): ILO's flagship report, *World Employment and Social Outlook: Trends 2025*, highlights a significant increase in the labour force participation rate in Southern Asia, driven by increase in female participation, particularly in India. According to Periodic Labour Force Survey (PLFS), India's female Labour Force Participation Rate (LFPR) for ages 15+ has increased from 23.3% in 2017-18 to 41.7% in 2023-24.

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The Government of India has undertaken various steps to promote care economy and increase women participation in the workforce.

Paid maternity leave has been increased from 12 to 26 weeks under the Maternity Benefit (Amendment) Act, 2017. The Act also requires the workplaces with 50 or more employees to provide day-care/creche facility.

Further, the Palna sub-scheme under Mission Shakti provides for Standalone crèches and Anganwadi cum crèches for all States/UTs w.e.f. 01 April 2022. In order to promote use of technology in this area, the Mission Shakti Dashboard was launched on 22.01.2025 for monitoring and implementation of the scheme.

In addition, the Pradhan Mantri Matru Vandana Yojana (PMMVY) is being implemented with the objective to provide cash incentive for partial compensation of the wage loss so that the woman can take adequate rest before and after delivery of the first child.

In order to promote skill development in this sector, the Home Management And Care Givers Sector Skill Council -HMCGSSC, is an apex body, which is working under the aegis of Ministry of Skill Development & Entrepreneurship (MSDE) and National Skill Development Corporation (NSDC).
