

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2728
TO BE ANSWERED ON 17.03.2025**

G20 EMPLOYMENT WORKING GROUP MEETING 2025

**2728. SHRI PRATAP CHANDRA SARANGI:
DR. VINOD KUMAR BIND:**

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

- (a) the details of the key outcomes of India's participation in the First G20 Employment Working Group (EWG) Meeting 2025 under the South African Presidency;**
- (b) the status of the implementation of the four Labour Codes and their impact on labour market flexibility;**
- (c) the timeline for full enforcement of four labour codes across the States; and**
- (d) the details of the Government's roadmap for achieving 70% female workforce participation by 2047?**

ANSWER

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

(a) to (d): The first meeting of the G20 Employment Working Group Meeting under South African Presidency was held from 18-21 Feb 2025 at Port Elizabeth, South Africa. The key areas of discussion during this meeting included 'Inclusive Growth & Youth Empowerment' and 'Social Security & Digitalisation for an Inclusive Future of Work'.

The interventions made during this meeting highlighted India's major reforms aimed at job creation, labour market flexibility, and comprehensive social security. India's positive employment trends, noting a decline in the unemployment rate, alongside a significant rise in the Labour Force Participation Rate (LFPR) and Worker Population Ratio were emphasised. India's efforts in social security expansion were elucidated, with coverage doubling from

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24.4% in 2021 to 48.8% in 2024, as per the ILO's World Social Protection Report 2024-26. Youth empowerment through skill development was also emphasized. India's transformative use of technology was showcased, including building a national database of unorganised workers on e-Shram portal and using National Career Service (NCS) Portal to bridge the supply-demand in labour market through convergence of various stakeholders- employers, job-seekers, skilling services etc.

“Labour” as a subject is in the Concurrent List of the Constitution of India and under the Codes, the power to make rules has been entrusted to Central Government as well as State Governments. As a step towards implementation of the four Labour Codes, the Central Government has pre-published the draft Rules. As per available information, 34, 33, 32 and 33 States/Union Territories have pre-published the draft Rules under 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 respectively.

In order to enhance female labour force participation, 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 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.

In addition, Ministry of Labour and Employment in January, 2024 issued an “Advisory for Employers to Promote Women Workforce Participation”. The 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 crèches, for increasing participation of women in workforce.