

**GOVERNMENT OF INDIA
MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION**

**LOK SABHA
UNSTARRED QUESTION NO. 1612
TO BE ANSWERED ON 30.07.2025**

WOMEN LABOUR FORCE

1612. SHRI SHYAMKUMAR DAULAT BARVE:

Will the Minister of STATISTICS AND PROGRAMME IMPLEMENTATION be pleased to state:

- (a) whether the Government is aware that the labour force participation rate of rural women is declining over the years, if so, the details thereof along with the reasons therefor;**
- (b) the details of the steps taken by the Government to check this decline.**
- (c) whether the work done by the women in the domestic or unorganised sector is not properly recorded in the Periodic Labour Force Survey (PLFS) surveys, if so, the details thereof;**
- (d) whether the Government proposes to amend this methodology of survey, if so, the details thereof;**
- (e) the current participation rate of women labour and the details of increase or decrease women participation in labour force recorded during the last five years along with separate data for rural/urban areas;**
- (f) whether the women workers face any kind of inequality or receive lower wages in the labour market after motherhood, which is called motherhood penalty; and**
- (g) whether the Government has conducted any study on evaluation in this regard and if so, the details thereof?**

ANSWER

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF STATISTICS AND PROGRAMME IMPLEMENTATION; MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF PLANNING AND MINISTER OF STATE IN THE MINISTRY OF CULTURE [RAO INDERJIT SINGH]

(a) and (b): From the Periodic Labour Force Survey (PLFS) conducted

by the National Statistics Office (NSO), Ministry of Statistics and Program Implementation (MoSPI) during July 2019-June 2020 to July 2023-June 2024, the estimates of Labour Force Participation Rate (LFPR) according to usual status (ps+ss) among rural females at all India level are given below in Table 1:

Table (1): Labour Force Participation Rate (in per cent) according to usual status (ps+ss) for rural females from PLFS	
all-India	
Survey year	LFPR (in percent) in usual status among rural females
PLFS, 2019-20	24.7
PLFS, 2020-21	27.7
PLFS, 2021-22	27.2
PLFS, 2022-23	30.5
PLFS, 2023-24	35.5

(c): In PLFS, coverage of economic activity includes any activity that results in production of goods and services that adds value to national product. The term ‘economic activity’ includes:

- i. all the market activities described above, i.e., the activities performed for pay or profit which result in production of goods and services for exchange,**
- ii. of the non-market activities,**

(1) all the activities relating to the primary sector which result in production (including free collection of uncultivated crops, forestry, firewood, hunting, fishing, mining, quarrying, etc.) of primary goods, including threshing and storing of grains for own consumption.

and

(2) the activities relating to the own-account production of fixed assets. Own account production of fixed assets includes construction of own houses, roads, wells, etc., and of machinery, tools, etc., for household enterprise and also construction of any private or community facilities free of charge.

(d): The feasibility of amending methodology of PLFS survey is presently not under consideration of NSO, MoSPI.

(e): From the PLFS conducted during July 2019-June 2020 to July 2023-June 2024, the estimates of LFPR according to usual status (ps+ss) among females at all India level in rural sector, urban sector and rural+urban combined are given below in Table 2:

Table (2): Labour Force Participation Rate (in per cent) according to usual status (ps+ss)

			all-India
Survey year	Rural	Urban	Rural+Urban
PLFS, 2019-20	24.7	18.5	22.8
PLFS, 2020-21	27.7	18.6	25.1
PLFS, 2021-22	27.2	18.8	24.8
PLFS, 2022-23	30.5	20.2	27.8
PLFS, 2023-24	35.5	22.3	31.7

(f) to (g): The estimates of ‘motherhood penalty’ are not available from PLFS. However, the Government of India has incorporated a number of protective provisions in the labour laws for equal opportunity and congenial work environment for women workers. The Code on Social Security, 2020 has the provisions for enhancement in paid maternity leave from 12 weeks to 26 weeks, provision for mandatory crèche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc.

The Ministry of Women and Child Development is implementing ‘Palna’ component under Mission Shakti for all States/UTs, under which providing day care facilities and protection of children is the main focus area. Under Palna, Ministry has extended free services of childcare through Anganwadi cum Creches (AWCC).

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination.

In addition, 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.

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 the workforce.
