

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 5935
TO BE ANSWERED ON 30TH MARCH, 2026**

GENDER DISPARITIES IN LABOUR FORCE PARTICIPATION

**5935. SMT. SUPRIYA SULE:
SHRI MOHITE PATIL DHAIRYASHEEL RAJSINH:**

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

- (a) whether the Government has conducted any recent assessment of gender disparities in labour force participation in Maharashtra across sectors, such as manufacturing, services, agriculture and Government employment during the last three years and if so, the district-wise details thereof;**
- (b) whether the female labour force participation remains significantly lower in major urban centres such as Mumbai and Pune despite higher female literacy and if so, the reasons therefor;**
- (c) whether the Government has initiated targeted programmes to improve women's participation in formal employment, skill development and entrepreneurship in the said State and if so, the details thereof;**
- (d) the details of steps taken by the Government to expand employment opportunities, workplace safety, childcare facilities and flexible work arrangements for women; and**
- (e) whether the Government proposes special incentives for industries in Maharashtra to increase women's employment and if so, the details thereof?**

ANSWER

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

(a) to (e): The official data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS), which is conducted by Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18.

As per the latest Annual PLFS reports, the estimated Labour Force Participation Rate (LFPR) on usual status for females of age 15 years and above has increased from 20.4% in 2017-18 to 28.0% 2023-24 in urban areas and the estimated Worker Population Ratio (WPR) indicating employment on usual status for females of age 15 years and above has increased from 22.0% in 2017-18 to 40.3% in 2023-24 in the country.

Further, the estimated Labour Force Participation Rate (LFPR) on usual status for males of age 15 years and above was 76.4% in 2021-22, 77.4% in 2022-23 and 77.2% in 2023-24 and for females of age 15 years and above was 38.4%, 40.7% and 40.1% in the State of Maharashtra (including manufacturing, services, agriculture sectors) during the same period.

Employment generation coupled with improving employability is the priority of the Government. Government is implementing various schemes to boost the female Labour Force Participation Rate (LFPR). The details of various employment generation schemes/programmes being implemented by the Government may be seen at https://dge.gov.in/dge/schemes_programmes .

In order to encourage employment of women, the four Labour Codes - 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 have been implemented with effect from 21st November 2025, rationalizing 29 erstwhile labour laws.

These labour codes have various provisions to promote female labour force participation such as :-

- (i) Proportionate representation of women in Grievance Redressal Committee to ensure their voices are included in workplace dispute resolutions.**
- (ii) Up to 26 weeks of paid maternity leave, along with 12 weeks for adoptive and commissioning mothers and allowing remote work after maternity leave where feasible.**
- (iii) Prohibition of gender-based discrimination in matters of wages and conditions of employment for the same or similar work.**
- (iv) Promoting creche facilities for children below the age of six to help working mothers balance work and family life.**

Further, the Occupational Safety, Health and Working Conditions Code, 2020 has allowed women to be employed in all establishments for all types of work and may also be employed with their consent before 6 a.m. and beyond 7 p.m. subject to condition relating to safety, holidays and working hours. The Code also provides that adequate safeguards are to be provided by establishments before engaging women in any hazardous or dangerous processes.

With a view to ensure safety of women at workplace, the Ministry of Women and Child Development has put in place an electronic platform “SHe-Box portal” duly encompassing various provisions of ‘the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013’ (SH Act).

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.

Government has also adopted a multi-pronged approach on a life-cycle continuum basis to address the issue of educational, social, economic and political empowerment of women. As a result, India is witnessing a rapid transition from women’s-development to women led development with the vision of a new India where women are leading the way for fast paced and sustainable national development.

The Government has also made enabling provisions in the Companies Act, 2013, mandating companies to have at least one-woman Director.

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.
