

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO.3777
TO BE ANSWERED ON 03RD APRIL, 2025
EMPLOYMENT GENERATION FOR WOMEN**

3777. DR. DHARMASTHALA VEERENDRA HEGGADE:

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

- (a) whether estimated Labour Force Participation Rate on usual status for females of age 15 years and above has increased during the last five years, if so, details thereof;**
- (b) initiatives of Government for employment generation coupled with improving employability especially for women, along with the data to espouse their efficacy;**
- (c) details of provisions incorporated in the Labour Codes for congenial work environment for women workers;**
- (d) whether Government has issued an "Advisory for Employers to Promote Women Workforce Participation" the details thereof; and**
- (e) whether Government had made specific provisions in the Budget 2024-25 to boost women's participation in work force, if so, details thereof?**

ANSWER

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

(a) to (e): The official data source on Employment and Unemployment is Periodic Labour Force Survey (PLFS) which is 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 female of age 15 years and above has increased from 30.0% in 2019-20 to 41.7% in 2023-24.

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) as well as the overall LFPR like Pradhan Mantri Mudra Yojana (PMMY), Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Stand-UP India Scheme, Startup India, Prime Minister's Employment Generation Programme (PMEGP), Women in Science and Engineering- KIRAN (WISE-KIRAN), SERB-POWER (Promoting Opportunities for Women in Exploratory

Research), Mission Shakti, Namo Drone Didi and Lakhpati Didi, Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deen Dayal Antodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), Production Linked Incentive, etc. The details of various employment generation schemes/ programmes being implemented by the Government of India may be seen at https://dge.gov.in/dge/schemes_programmes.

A number of protective provisions have been incorporated 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 Code on Occupational Safety, Health and Working Conditions (OSH), 2020 has the provisions for the employment of women in the aboveground mines including opencast workings has been allowed between 7 pm and 6 am, and in below ground working between 6 am and 7 pm in technical, supervisory and managerial work where continuous presence may not be required.

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.

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.

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 the workforce.
