

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA**

**UNSTARRED QUESTION NO. 1380  
TO BE ANSWERED ON 28<sup>th</sup> JULY, 2025**

**WOMEN'S PARTICIPATION IN THE WORKFORCE**

**1380. SHRI TANUJ PUNIA:**

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

- (a) whether it is true that women in the country are getting higher education but their participation in the formal workforce is relatively less;**
- (b) if so, the reasons therefor;**
- (c) the details of the female labour workforce participation rate in the country and its position in the global average; and**
- (d) the details of the measures being taken by the Government to increase the formal workforce, participation in formal employment and entrepreneurship?**

**ANSWER**

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

**(a) to (d): 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.**

**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 23.3% in 2019-20 to 41.7% in 2023-24.**

**Employees' Provident Fund Organization (EPFO) Payroll Data indicates the level of employment in the formal sector. During 2024-25 alone, 26.9 lakh net female subscribers were added to the Employees' Provident Fund Organisation (EPFO), underlining a shift towards formal employment.**

**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) 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), Deendayal Antyodaya Yojana- National Rural Livelihoods Mission (DAY-NRLM), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deen Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), PM Street Vendor's AtmaNirbhar Nidhi (PM SVANidhi), etc. The details of various employment generation schemes/programmes being implemented by the Government may be seen at [https://dge.gov.in/dge/schemes\\_programmes](https://dge.gov.in/dge/schemes_programmes) .**

**Ministry of Labour and Employment, Government of India, is running the National Career Service (NCS) Portal which is a one-stop solution for providing career related services including jobs from private and government sectors, information on online & offline job fairs, job search & matching, career counselling, vocational guidance, information on skill development courses, skill/training programmes etc. through a digital platform [www.ncs.gov.in].**

**In addition, the Union Cabinet has approved the Employment Linked Incentive (ELI) Scheme to support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector.**

**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.**

**Under Section 46 of the Mines Act, 1952, the Central Government exempts the women employed, subject to the following conditions, namely:**

- (i) In case of women employed in any mine above ground, the owner of a mine may deploy women between the hours of 7 pm and 6 am in the mine above ground including opencast working;**
- (ii) In case of women employed in any mine below ground, the owner of a mine may deploy women between the hours of 6 am and 7 pm in technical, supervisory and managerial work where continuous presence may not be required.**

**Further, the Code on Occupational Safety, Health and Working Conditions (OSH), 2020 has the provisions that women shall be entitled to be employed in all establishments for all types of work and they may be employed, with their consent before 6 am and beyond 7 p.m. subject to such conditions relating to safety, holidays and working hours or any other conditions to be observed by the employer as may be prescribed by the appropriate Government.**

**Government is implementing Skill India Mission (SIM) to deliver skill, re-skill and up-skill training through an extensive network of skill development centres/ schools/ colleges /institutes etc. under various schemes, viz. Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Shikshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsmen Training Scheme (CTS) through Industrial Training Institutes (ITIs) in the country. The SIM aims at enabling youth of India to get future ready, equipped with industry relevant skills.**

**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 Institute.**

**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).**

**Government has also launched “NAVYA’ (Nurturing Aspirations through Vocational Training for Young Adolescent Girls) with an aim to equip adolescent girls aged 16 to 18 years with vocational training mainly in non-traditional and emerging job roles.**

**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.**

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