

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO.*304**

TO BE ANSWERED ON 21st AUGUST, 2025

STAGNATION IN FEMALE LABOUR FORCE PARTICIPATION RATE

***304. SHRI DEREK O' BRIEN:**

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

- (a) whether the Ministry has analysed the stagnation in urban female labour force participation rate (LFPR), particularly in formal employment, despite an overall rise in LFPR as per Periodic Labour Force Survey 2023–24;**
- (b) if so, targeted policy interventions being considered to improve women's access to formal sector jobs, such as employer incentives, flexible work policies, maternity protections or digital skill programmes; and**
- (c) whether the Ministry has formulated a plan to coordinate with Ministries of Skill Development, Women and Child Development or Urban Affairs to create an integrated roadmap for enhancing women's economic participation, especially metropolitan and tier 2/3 cities?**

ANSWER

**MINISTER OF LABOUR & EMPLOYMENT
(DR. MANSUKH MANDAVIYA)**

(a) to (c): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO RAJYA SABHA STARRED QUESTION NO. *304 DUE FOR REPLY ON 21.08.2025 BY SHRI DEREK O' BRIEN, M.P. REGARDING "STAGNATION IN FEMALE LABOUR FORCE PARTICIPATION RATE"

(a) to (c): 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) for urban female on usual status for persons age 15 years and above has increased from 20.4% in 2017-18 to 28.0% in 2023-24. Further, the estimated Worker Population Ratio (WPR), indicating employment for urban female increased from 18.2% in 2017-18 to 26.0% 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). The details of various employment generation schemes/programmes being implemented by the Government may be seen at https://dge.gov.in/dge/schemes_programmes .

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 Institutes.

AICTE also offers meritorious women engineering students scholarships such as PRAGATI and Saraswati, thereby fostering a supportive environment for women in these disciplines. In addition to the above, Ministry of Skill Development & Entrepreneurship (MSDE) has also launched AI Career for Women Initiative in April 2025 where over a period of two years, training and enabling economic opportunities for girls would be the focus of the programme.

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.

In addition, the Government has approved the Employment Linked Incentive (ELI) Scheme named as the Pradhan Mantri Viksit Bharat Rozgar Yojana 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, etc.

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.

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.

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.
