

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2025
TO BE ANSWERED ON 08TH AUGUST, 2024**

QUALITY OF EMPLOYMENT FOR WOMEN IN THE COUNTRY

2025. DR. FAUZIA KHAN:

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

- (a) whether Government has taken note of the concerns regarding the deteriorating quality of employment for women in the country, particularly the increase in self-employment and unpaid family work among women;**
- (b) if so, the details of the steps taken to address the issue;**
- (c) whether specific measures are being implemented to address the challenges faced by women in the labour market, like, promoting job creation, improving employment quality and bridging gender gaps in labour force participation and wages; and**
- (d) if so, the details and the outcomes thereof - intended as well as achieved?**

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. The survey period is July to June every year. As per the latest available Annual PLFS reports, the estimated female Worker Population Ratio (WPR) and Unemployment Rate (UR) on usual status for persons of age 15 years and above in the country is as follows:

Year	WPR (in %)	UR (in %)
2017-18	22.0	5.6
2018-19	23.3	5.1
2019-20	28.7	4.2
2020-21	31.4	3.5
2021-22	31.7	3.3
2022-23	35.9	2.9

Source: PLFS, MoSPI

The above data indicates that the female WPR i.e. employment has increasing trend and Unemployment Rate has a decreasing trend over the years.

Employment generation coupled with improving employability is the priority of the Government. The Government has taken various initiatives/measures to promote and increase the participation of women in workforce.

Government has incorporated a number of provisions in the labour laws for equal opportunity and congenial work environment for women workers like paid maternity leave, child care leave, creche facility, equal wages etc.

Government is implementing various schemes to boost the female LFPR as well as the overall LFPR like Pradhan Mantri Mudra Yojana (PMMY), 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), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deendayal Antyodaya 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.

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.

Further, Government announced in the Budget 2024-25, the Prime Minister's package of 5 schemes and initiatives to facilitate employment, skilling and other opportunities for 4.1 crore youth over a 5-year period with a central outlay of Rs. 2 lakh crore.
