

India's female labour force participation rate is at an alarming low level compared not just with peer economies but also with ~~to~~ some least developed countries.

According to latest periodic labour force survey data 30 to 32% in the first decade and a half of liberalisation, it has seen a sharp downward turn to 25.1% in 2020-2021 covering the first & second waves of the pandemic. The larger part of the gain 2020-21 was in the rural areas, whereas in the urban areas, it barely moved.

Women's share in tertiary education in the country has been on the rise over the past part decade or so & has reached parity with that of men but it is not utilised efficiently.

India skills report shows a higher proportion of women 51.4% were employable than men (46%). in comparable cohorts.

The level of unpaid work done by women is more than men ~~who are~~ ~~who are~~ working.

The level of unpaid work done by women working professional is much more than men working class. The burden on working women is comparatively large which needs to be look into.

These Government has brought ~~to~~ up several laws and schemes ~~into~~ to bring in flexible work environment for women:-

- Ministry of Skill development & Entrepreneurship has been established to coordinate the skill development schemes across various sectors.
- NCS - National Career Service project which comprises a digital portal that provides a nation-wide online platform for jobseekers & employers for job matching in dynamic efficient responsive manner
- Enactment of the maternity Benefit (Amendment) Act, 2017 provides for enhancement in paid maternity leave from 12 weeks to 26 weeks, creche facility workplace of having 50 or more employees
- Factories Act, 1948, for permitting women workers in night shifts with

— Government Trainings through Network of
Women Industrial Training Institutes
National Vocational Training Institutes
Regional Vocational Training Institutes

— Equal remuneration act of 1976, provide for payment of equal remuneration to men & women workers for same work ~~or was~~ without any discrimination.

— ~~Wages~~ Minimum Wages Act 1948, ~~was~~ the wages fixed by the appropriate government are equally applicable to both male & female workers

Way Forward :

Several measures taken by government seems inadequate in making women ~~financially~~ financially & uplifting socio-economic status of women.

— Nutrition gaps need to be addressed - as continued prevalence of significant levels of anaemia among women in India

— Fill the gap of gender bias through awareness programs, ~~strengthening~~ ^{participation of women} self-help groups & co-operative societies can be leveraged.

- STEM → Encouraging women in this field by adequate trainings & providing reservations.

⇒ The estimates ~~will~~ suggest - that closing the employment gap between men & women could expand the gross domestic product by close to a third by 2050