

③ Labour force participation rate of Indian women is dropping steadily and urgent policy actions are required. Analyse?

INTRODUCTION - gender gap report released by WEF ranked India 135 out of 146 countries this is largely due to very low participation of women in workforce.

Data's on women participation in economy -

① According to world Bank women participation in paid work declined from (30% in 2006) to (19% in 2020)

② This decline has been exacerbated by pandemic which saw most of the working age women losing their jobs.

③ Global avg of working age women participation in workforce is 46%. where China & USA has 60% & 55% in their women workforce

④ So, by this we could understand India is worst comparing to other countries.

Factors restricting women in paid work -

① According to ILO, most of Indian women losing their jobs due to factors such as education attainment, fertility rates, early marriage, prevailing social norms which affects women's outcome.

② As per estimates, ^{In} last decade [women above age of 15] - increasingly enrolled for higher studies but their participation in workforce dropped.

③ Experts argued that countries ranked lower in gender gap report could experience an increase of GDP by 3% if they close their gender gap.

Reasons for women's workforce dropout -

① Literacy rate of women is still facing slow growth.

② Rising incomes due to urbanisation cuts incentives for women which makes them difficult to commute to their workplace.

③ The govt has not created enough demand-supply gap in job opportunities for women to engage in paid work participation.

④ Most importantly the large part of women workforce drop is due to ~~the~~ the difficulty of balancing both household work & paid-work outside.

* Govt measures has taken measures to resolve these issues via schemes

like ① STEP → (Support to training & employment for women)

which aims to develop & impart skills ~~for~~ to women.

② Mudra yojana → encourages women to ~~begin~~ by providing business loans to begin startups as [startups consists of only 20% of women participation]

Way forward

① govt should compensate companies providing payout during maternity leave

② schemes like STEP should be strengthened to yield better results

③ work-from home model should be adopted by govt in providing employment opportunities to women.

Conclusion - Thus, focus should shift from women develop to "women led develop".