



## General Studies-1; Topic: Role of women and women's organization

### Women in the Labour Market

#### Introduction

- India is poised to gain a massive number of working-age individuals in the next 25 years.
- To absorb the huge potential of Human Resources, we need to enhance women's participation on a significant scale.

#### Female labour force participation rate (FLFPR)

- India's female labour force participation rate (FLFPR) is one of the lowest in the world.
- It remains in declining mode, having fallen from 30.5% in 2000 to 21.1% in 2019, and 18.6% in 2020.
- On FLFPR, India was placed at No. 140 of 156 countries in 2021 by The **Global Gender Gap Report**.
- **Though Indian women represent 48% of India's population, they contribute only around 17% of GDP, compared to 40% in China.**
- **India's trend of female labour supply doesn't follow a U-shaped curve in keeping with the typical pattern of GDP growth and a rise in female literacy.**
- Even though 43% of India's Science, Technology, engineering and Math (STEM) graduates were women, only 14% of the STEM workforce is female (AISHE Report).

#### Reasons for low FLFPR

- They are subject to high degrees of **gender discrimination in wages, job and social security.**
- Factors like a disproportionate burden of child care, logistical barriers of mobility and safety, and socio-cultural norms around marriage, etc, have acted as deterrents to Indian women entering labour market.
- Skill programmes in India also suffer from a gender bias, which reinforces our labour market imbalance.

## Concerns / Challenges

- **Women continue to overcrowd the agriculture sector**, despite its declining share of the economy.
- According to Oxfam report, wages are lower for women overwhelmingly because of discriminatory practices.
- According to Economic Survey of 2020, 60% of women in the 15-59-years age group are engaged in full-time housework, as compared to 1% of males.
- According to a research, Majority of the Indians subscribe to the view that in a situation of job scarcity, "men have more right to opportunities than women".
- **Better educational achievements have not necessarily converted to women's sustained workforce participation.**
- India's investment in human capital is low, with 3.1% of GDP spent on education (2021-22).

## Way Forward

- If the participation of women were to equal that of men, India's GDP could be 60% higher in 2025.
- To achieve India's ambitious Amrit Kaal target of having half its workforce female by 2047, **gender differentials in access to education and skill development must be removed on a priority basis.**
- **Social infrastructure to relieve women from their 'double burden' of work should be expanded, and a 'women-friendly' work culture must be fostered.**