



# THINK LABOR

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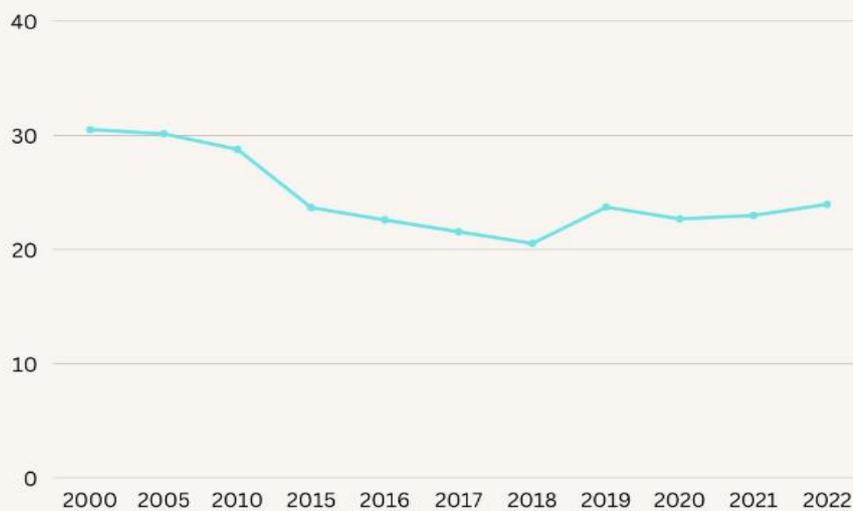
## Data Dive - Mind the Gap: India's Falling FLFPR

### Mind the Gap: India's Falling FLFPR

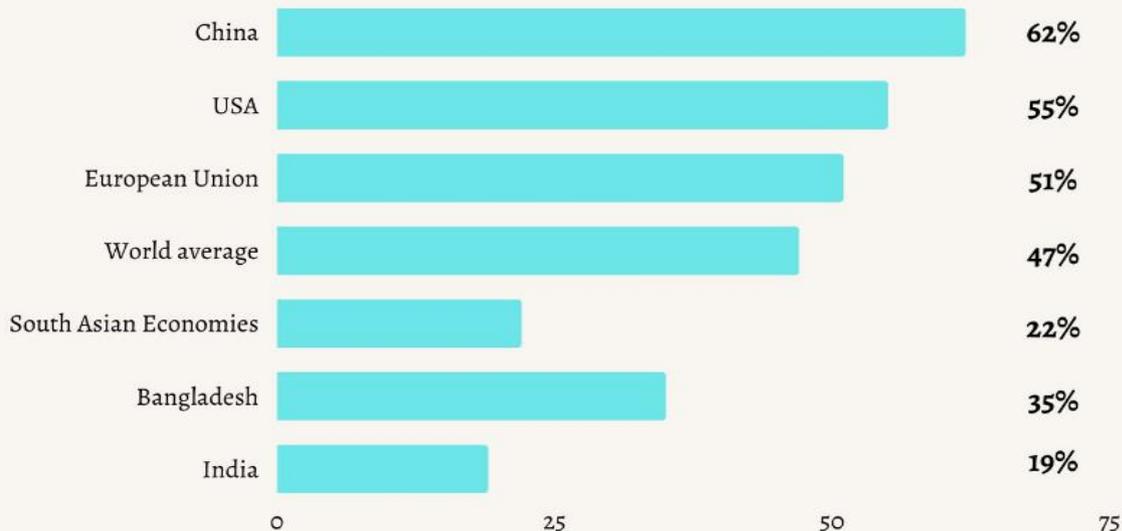


Labor Force Participation Rate is the percentage of the working-age population (15 years and older) who are either employed or actively seeking employment. Female LFPR specifically focuses on women's participation.

#### Declining FLPR in India (in %)



#### Charting FLPR : India vs Global Trends



Source : World Bank

Female Labor Force Participation (FLPR) is the percentage of women in the labor force, that is, those who are in employment or actively seeking work. In India, according to World Bank, the FLPR is 24% for the year 2022. This figure contrasts with the labor force participation rate for men, which is significantly higher at 74%.

In India, the declining FLPR presents a peculiar situation, where the falling FLPR coincides with the advancement in the income level, education attainment, and decreasing fertility rate. India's FLPR has declined from 30% in the year 2000 to as low as 20% in 2018 and now stands at 24%. The COVID-19 pandemic further exacerbated the situation, leading to a disproportionate loss of jobs among women compared to men. However, a sobering reality emerges, where women contribute to the workforce every day, behind the scenes, invisible, and unpaid. They shoulder most domestic responsibilities, including caring for their homes and children. This leaves them with limited time to step outside and chart their careers. The persistent social and cultural norms impede women from fully exploring their professional aspirations.

The FLPR varies greatly depending on the economic and social development of the region. While it is over 50% in countries like USA and European Union, it is staggeringly low in South Asian countries, Arab regions, and African states. The current global labor force participation for women is around 47%, while it is 72% for men, representing a huge gender gap. Even where women are employed, they are overrepresented in vulnerable, low-skilled, and poorly paid jobs. The goal is to foster an environment that not only generates more and more opportunities for women but also initiates a transformation within the society that encourages women to work. While doing so, it is imperative to create decent and equitable employment opportunities.

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