Indian Economy · GS - III

Low female labour force participation constrains India’s inclusive growth. Examine the major barriers to women’s employment and suggest measures to address them.

EXAM YEAR	PAPER	SUBJECT
DAILY PRACTICE 23/10/2026	GS - III	Indian Economy

MARKS	WORD LIMIT
10	~150 words

Answer Hint

Female LFPR, unpaid care economy, gender wage gap, skill mismatch, childcare, safe transport, formal employment, inclusive growth.

Model Answer

Introduction:

Women’s economic participation is essential for inclusive growth. However, social barriers and structural constraints prevent many Indian women from translating educational achievements into paid employment.

Main Body

Major Barriers

1. Unpaid care work: Disproportionate domestic responsibilities limit women’s time for employment.
2. Safety concerns: Unsafe transport and workplaces restrict mobility.
3. Employment mismatch: Limited suitable jobs and skills mismatch discourage workforce entry.
4. Workplace discrimination: Wage gaps, hiring bias and limited career progression affect retention.

5. Rural transitions: Mechanisation and changing agricultural practices can reduce some traditional work opportunities.

Way Forward

1. Expand affordable childcare and eldercare facilities.
2. Improve safe public transport and workplace grievance mechanisms.
3. Promote flexible work, equal pay and women's entrepreneurship.
4. Strengthen skill development linked to actual labour-market demand.
5. Improve access to formal jobs, credit and digital opportunities.

Conclusion:

Greater female employment can expand India's productive capacity and household incomes. Removing structural barriers is therefore essential for gender equality and sustainable, inclusive development.

BECOME IAS
AI POWERED UPSC PREP