

## **Regarding introduction of flexible working hours for women-laid**

**SHRIMATI SANGEETA KUMARI SINGH DEO (BOLANGIR):** In India, in spite of their capabilities, education and aptitude, women are unable to enter into the workforce due to various cultural constraints. Women have only marginal representation in both the public and private sector. As per Periodic Labour Force Survey (PLFS) Report, the estimated Labour Force Participation Rate (LFPR) for women was 32.8% during 2021-22. As per World Economic Forum's Gender Gap Report 2022, India ranked 135 out of 146 countries. The Ministry of Labour and Employment is preparing its vision for 2047 in 'Amrit Kaal'. The Hon'ble Prime Minister during his address at the National Conference of Labour Ministers in 2022, has advocated that "the future needs flexible workplaces, a work-from-home ecosystem and flexible work hours. We can use systems like flexible workplaces as opportunities for women's labour force participation". There is an urgent need for the Government to make concerted efforts to increase the representation of women in the workforce through various policy interventions and special provisions. I request the Hon'ble Minister of Labour and Employment to introduce a policy for flexible work hours to realise the Prime Minister's vision to increase the participation of women in the workforce.