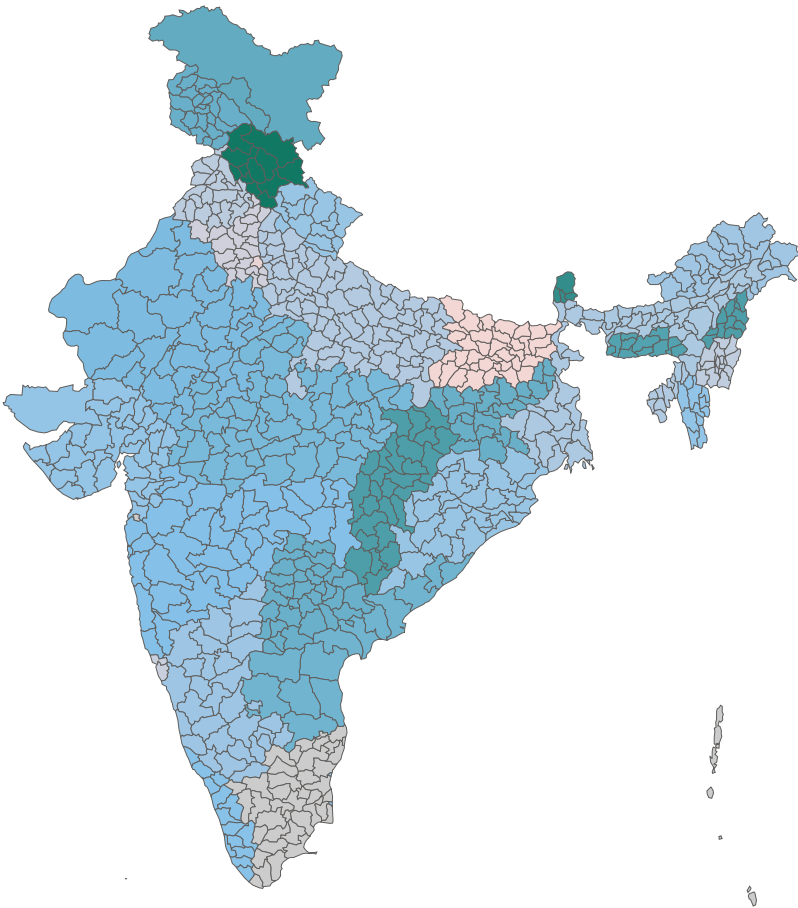


India's Missing Half: Mapping Women's Participation in the Labour Force (2019–2022)

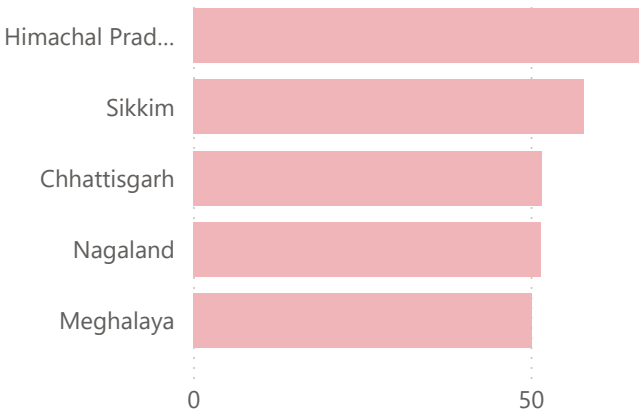
Where Are India's Working Women? Mapping Female LFPR, State by State

LFPR = % of women aged 15+ participating in the labour force.



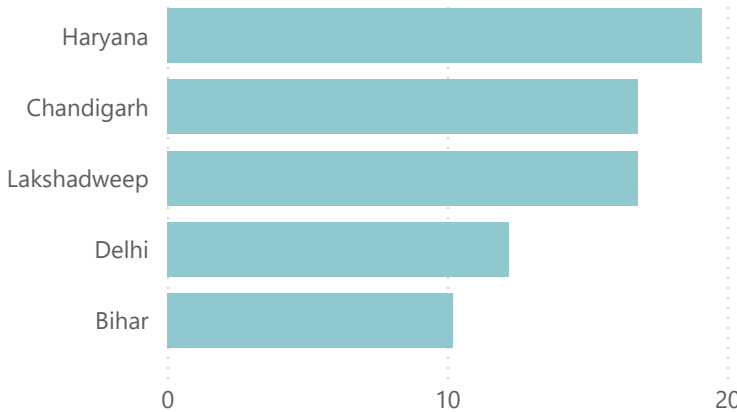
Top Five States by Female LFPR (2021–22)

Top performers in workforce inclusion of women



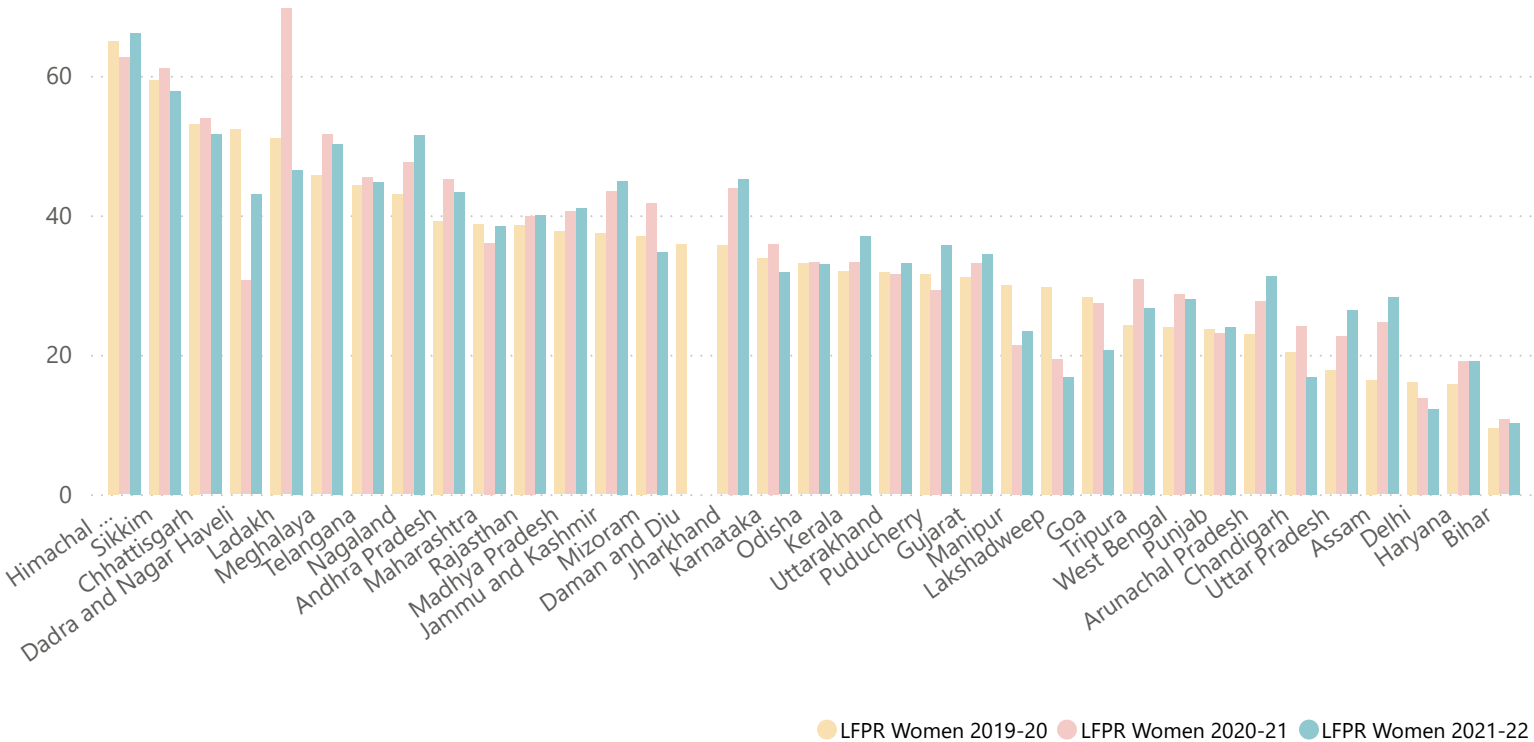
Bottom Five States by Female LFPR (2021–22)

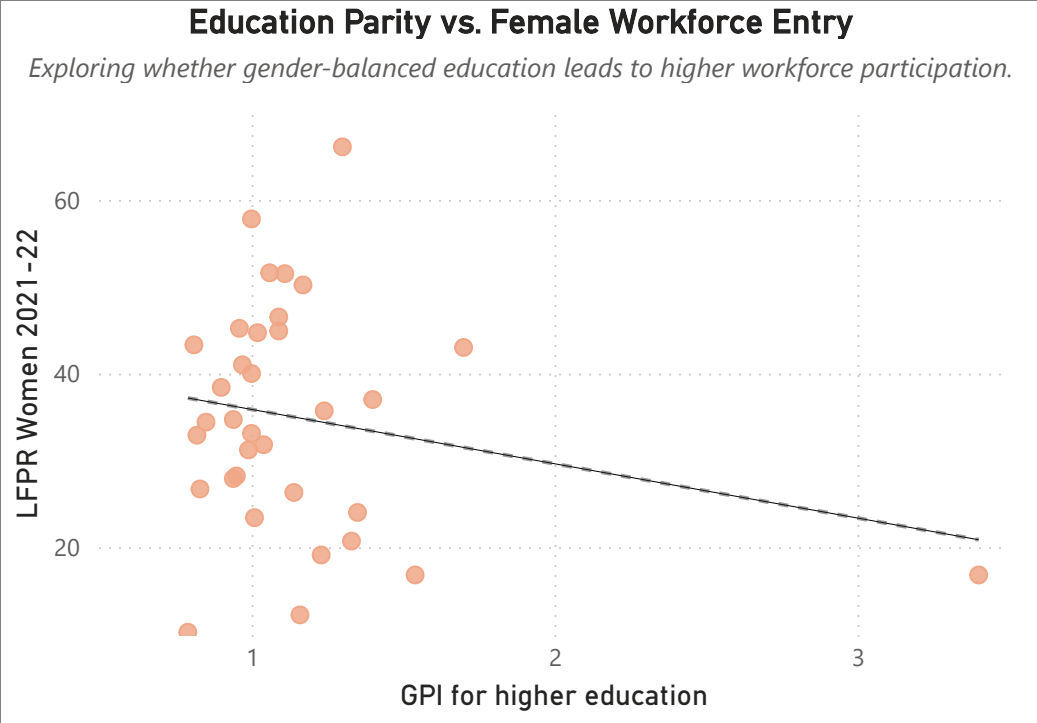
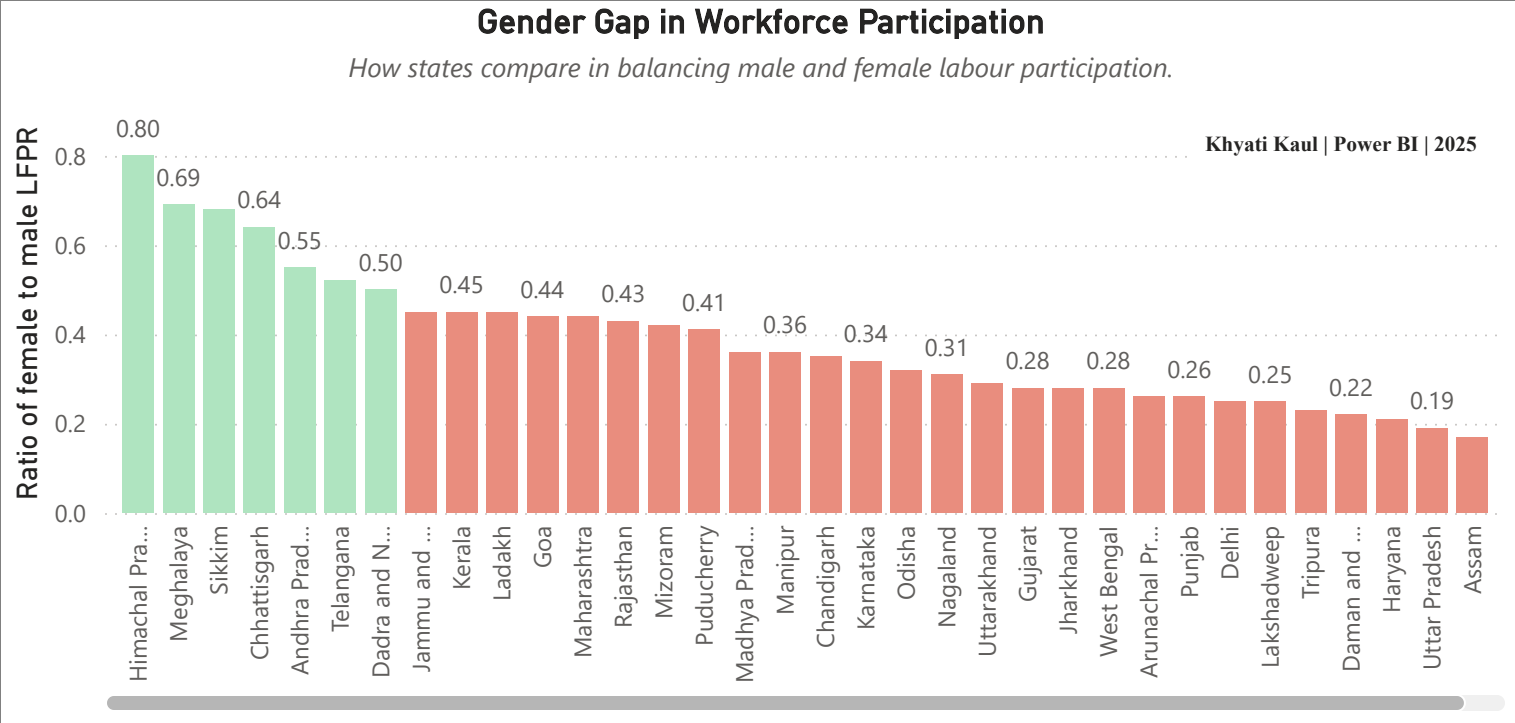
States with the lowest levels of female labour force participation highli...



Year-on-Year Trends in Female Labour Force Participation

Comparative performance across three fiscal years at the state level.

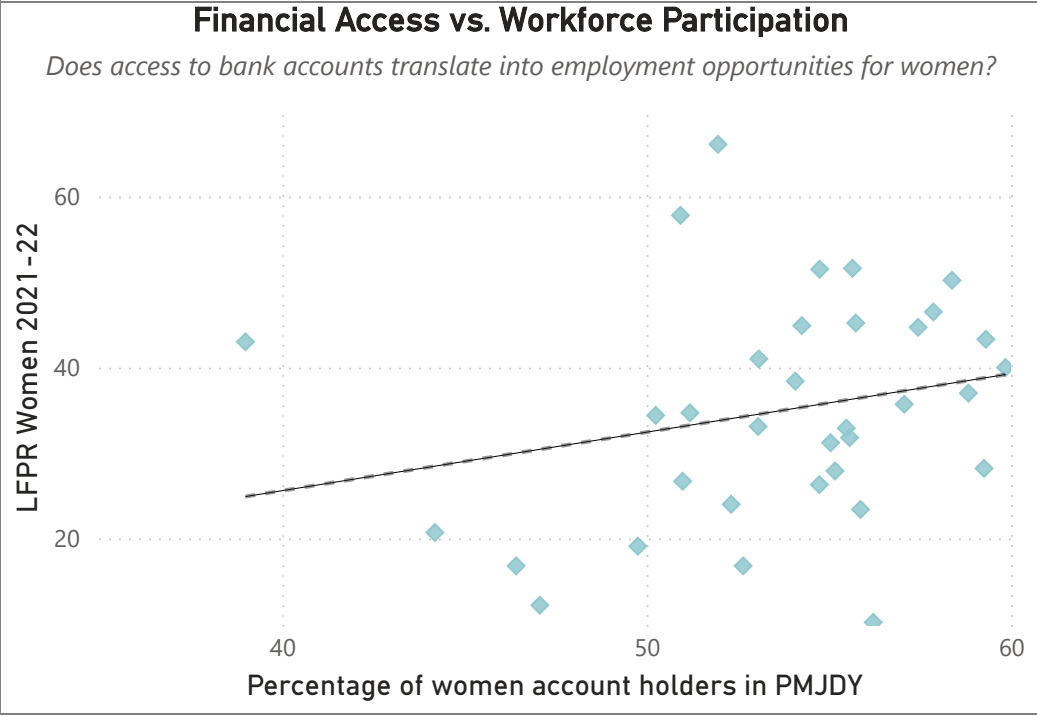
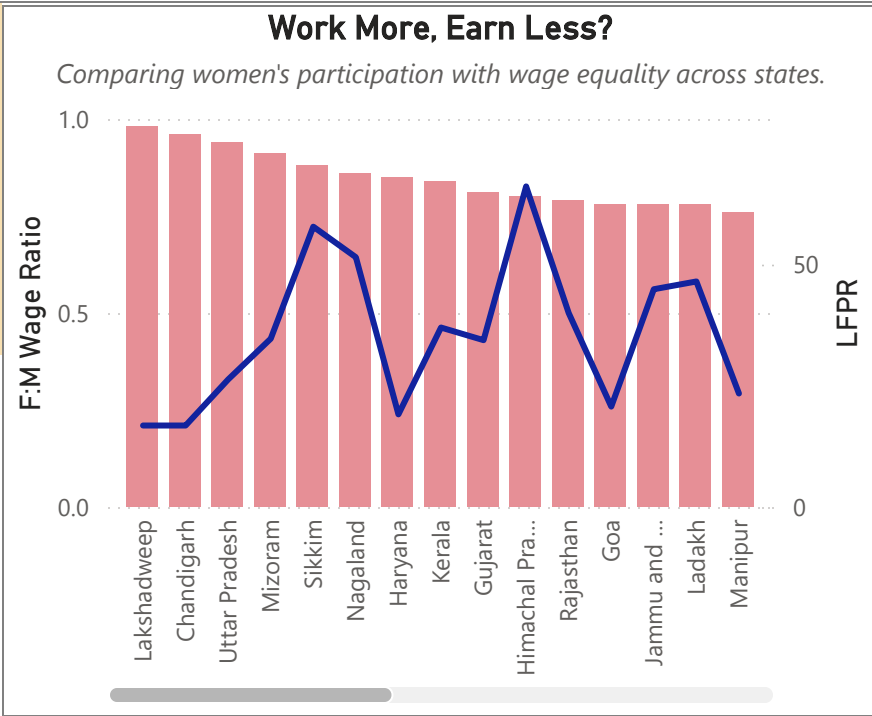




What Shapes Women's Workforce Participation in India?

Uncovering the intersection of financial access, education, and wage equity in shaping female labour force

Women's participation in the workforce doesn't automatically improve with financial access or education parity. Wage gaps persist even in high-LFPR states, and the gender gap in labour remains stark across most of India. A nuanced, multi-dimensional policy lens is essential to drive meaningful change.



Use this to choose desired state

All

Statewise Heatmap of Women’s Economic Empowerment Indicators in India

*A comparative matrix of labour participation, financial access, education parity, and gender equity in earnings and birth outcomes (2021–22)
This visual highlights where progress is balanced versus fragmented, revealing gaps between access, education, and economic inclusion for women.*

State	LFPR Women 2021-22	Ratio of female to male LFPR	Percentage of women account holders in PMJDY	Gender Parity Index (GPI) for higher education (18-23 years)	Ratio of female to male avg wage ratio	Sex ratio at birth
Andhra Pradesh	43.30	0.55	59.31	0.81	0.71	920.00
Arunachal Pradesh	31.20	0.26	55.05	0.99	0.56	0.00
Assam	28.20	0.17	59.26	0.95	0.53	925.00
Bihar	10.20	0.06	56.22	0.79	0.75	895.00
Chandigarh	16.80	0.35	46.42	1.54	0.96	0.00
Chhattisgarh	51.60	0.64	55.65	1.06	0.64	958.00
Dadra and Nagar Haveli	43.00	0.50	38.99	1.70	0.64	0.00
Daman and Diu		0.22	30.83	2.34	0.56	0.00
Delhi	12.20	0.25	47.07	1.16	0.75	844.00
Goa	20.70	0.44	44.19	1.33	0.78	0.00
Gujarat	34.40	0.28	50.25	0.85	0.81	866.00
Haryana	19.10	0.21	49.76	1.23	0.85	843.00
Himachal Pradesh	66.10	0.80	51.96	1.30	0.80	930.00
Jammu and Kashmir	44.90	0.45	54.26	1.09	0.78	927.00
Jharkhand	45.20	0.28	55.74	0.96	0.58	923.00
Karnataka	31.80	0.34	55.57	1.04	0.75	924.00
Kerala	37.00	0.45	58.83	1.40	0.84	957.00
Ladakh	46.50	0.45	57.87	1.09	0.78	927.00
Lakshadweep	16.80	0.25	52.65	3.40	0.98	0.00
Madhya Pradesh	41.00	0.36	53.08	0.97	0.74	925.00
Maharashtra	38.40	0.44	54.08	0.90	0.75	880.00
Manipur	23.40	0.36	55.87	1.01	0.76	0.00
Meghalaya	50.20	0.69	58.38	1.17	0.73	0.00
Mizoram	34.70	0.42	51.19	0.94	0.91	0.00
Nagaland	51.50	0.31	54.75	1.11	0.86	0.00
Odisha	32.90	0.32	55.48	0.82	0.65	933.00
Puducherry	35.70	0.41	57.07	1.24	0.75	0.00
Punjab	24.00	0.26	52.32	1.35	0.67	890.00

Empowering women economically isn't just a goal — it's a pathway to national progress.

I have aimed to gather and infer from this project a nuanced, multi-dimensional understanding of women's labour force participation in India. By combining data on employment, financial access, education parity, wage equity, and birth-based gender bias, this dashboard seeks to identify not just where gaps exist, but why they persist — and how we might begin to close them.

Women Are Still Missing from India's Workforce

Despite policy pushes and progress in select states, India continues to witness a stark underrepresentation of women in the labour force. The national average for female LFPR remains low, with only a handful of states like Himachal Pradesh, Sikkim, and Chhattisgarh crossing the 50% mark. Alarming, even states with higher literacy or urbanisation rates don't necessarily perform better. This points to a deeper, systemic issue — one where education alone isn't enough, and where traditional gender roles, safety concerns, and the undervaluing of unpaid labour restrict women's entry into formal economic participation. To truly address this gap, we need to rethink not just opportunities, but the very structures that define who gets to work and why.

Financial Access and Education Alone Are Not Enough

The presence of a bank account or a university degree doesn't automatically translate into economic inclusion. Our visual analysis shows a weak and scattered correlation between financial access (PMJDY coverage) or gender parity in higher education and actual female participation in the labour market. While these are critical enablers, they don't function effectively in isolation. Women face persistent social restrictions, limited access to decent jobs, unequal pay, and a lack of institutional support systems like childcare and transport. This insight suggests that access must be paired with empowerment — that is, policies and systems that convert *eligibility* into *agency* and *education* into *employment*. The challenge lies in transforming potential into participation.

Towards a More Inclusive Labour Landscape

As we look ahead, there is both urgency and opportunity to reshape India's labour market narrative. To close the gender gap, interventions must be multi-pronged — not just skilling and education, but infrastructure that supports safe working environments, social security nets, flexible jobs, and targeted incentives for women employers and entrepreneurs. States that demonstrate relatively high LFPR *and* healthier gender ratios, such as Meghalaya and Himachal Pradesh, can offer valuable policy templates. But one-size-fits-all will not work. Future efforts must be data-driven, region-specific, and equity-focused, bridging not just the gaps in access, but the gaps in voice, value, and visibility that women face across sectors.

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