

Women employed in unorganized sector

*171. SHRI DEREK O' BRIEN: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the total number of women employed in the unorganized sector during the last three years;
- (b) whether women employed in the unorganized sector face wage and other forms of discrimination;
- (c) if so, what steps have been taken by Government to check this; and
- (d) whether Government has taken any steps to shift women employed in the unorganized sector to the organized sector?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) There is no Centralized estimation or survey in regard to the women employed in the unorganised sector.

(b) and (c) The labour laws including the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, and the Equal Remuneration Act, 1976, protect women workers against any form of gender discrimination at work place including wage discrimination. The Centre and the States have separate machinery to enforce the labour laws. The enforcement in the Central Sphere is done through the officers of the Central Industrial Relations Machinery (CIRM).

(d) It has been the constant endeavor of the Government to ensure that the unorganised workers including women workers get social security benefits as available to the workers in the organised sector. With this objective, the Government is implementing the Unorganised Workers' Social Security Act, 2008. The 2008 Act stipulates formulation of suitable welfare schemes for unorganised workers on matters relating to life and disability cover, health and maternity benefits, old age protection and any other benefit as may be determined by the Central Government through the National Social Security Board. Various Ministries/Departments of the Central Government are implementing such social security schemes like Indira Gandhi National Old Age Pension Scheme (Ministry of Rural Development)-, National Family Benefit Scheme (Ministry of Rural Development); Janani Suraksha Yojana (Ministry of Health and Family Welfare), Rashtriya Swasthya Bima Yojana (Ministry of Health and Family Welfare) as mentioned in the Schedule I of the 2008 Act. In addition to these schemes, the Central Government

has recently converged the social security schemes of Aam Aadmi Bima Yojana (AABY) with Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) to provide life and disability coverage to the unorganised workers depending upon their eligibility. PMJJBY gives coverage of ₹ 2 lakhs on death at premium of ₹ 330/- per annum for an age span from 18 to 50 years. PMSBY gives coverage of ₹ 2 lakhs on accidental death and disability at premium of ₹ 12 per annum covering an age span from 18 years to 70 years. These converged schemes are being implemented by Life Insurance Corporation of India. The annual premium is shared on 50:50 basis by the Central Government and the State Governments for eligible workers as per the scheme. Besides, 1.01 crores new employees including women have been enrolled under employment campaign carried out by Employees' Provident Fund Organization (EPFO) between 01.01.2017 and 30.06.2017 and around 1.30 crores employees including women have been registered in Employees' Insurance Scheme Corporation (ESIC) under a similar campaign Scheme for Promoting Registration of Employers and Employees (SPREE) between 20.12.2018 and 30.06.2017 for shifting of unorganised workers for formalization.

Overarching body for regulation of labour welfare matters

*172. SHRI NARAYAN LAL PANCHARIYA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government is considering to make an overarching body for various matters relating to labour welfare such as Provident Fund, Employees' State Insurance, etc.;

(b) if so, the details thereof; and

(c) if not, the details regarding steps being contemplated/taken by Government to remove the inconveniences caused by multiplicity of Government agencies in the regulation of labour welfare?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) to (c) The Second National Commission on Labour has recommended that the existing Labour Laws should be broadly grouped into four or five Labour Codes on functional basis. Accordingly, the Ministry has taken steps for drafting four Labour Codes on Wages; Industrial Relations; Social Security and Welfare; and Safety and Working Conditions respectively, by simplifying, amalgamating and rationalizing the relevant provisions of the existing Central Labour