

- OPD consultation @ ₹ 10/- per consultation
- IPD @ 25% of CGHS package rates.
- Medicines as per actual.

#### **Reimbursement in case of maternity leave**

2345. SHRI D. RAJA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government is considering a proposal to implement a scheme to reimburse employers in the private sector 50 per cent of the wages of the last 14 weeks of maternity leave; and

(b) if so, the details thereof and by when it is expected to be implemented?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) and (b) Yes, Sir. Government is working on an incentive scheme for entities that provide 26 weeks maternity benefits to their woman employees as provided for in the Maternity Benefit (Amendment) Act, 2017. To enable an entity to avail of the incentive, the women employees working in their entity should be a wage earner of less than ₹ 15,000/- per month and a member of Employees' Provident Fund Organisation (EPFO) for at least one year and not covered by Employees' State Insurance Corporation (ESIC). The scheme is proposed to be administered through Employees' Provident Fund Organisation and shall be implemented after obtaining the approval of the competent authority.

#### **Decline in women labour force**

2346. DR. KANWAR DEEP SINGH: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether it is a fact that there is dramatic decline in women's labour force participation rates as compared to 2004-05;

(b) if so, the details thereof; and

(c) what are the policies with regard to it?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) to (c) As per the results of available labour force surveys on Employment-Unemployment conducted by Labour Bureau, Ministry of Labour and Employment, the estimated labour force

participation rate for females aged 15 years and above on usual status basis in the country during 2011-12, 2012-13, 2013-14 and 2015-16 was 30.0%, 26.5%, 31.1% and 27.4 % respectively.

Government has taken several initiatives to improve the employability of youth including women. A new Ministry of Skill Development and Entrepreneurship has been established to coordinate the skill development schemes across various sectors. In order to enhance the employability of female workers, the Government is providing training to them through a network of Women Industrial Training Institutes, National Vocational Training Institutes and Regional Vocational Training Institutes.

A number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers.

Further, Government has taken various steps to increase female labour participation rate which includes the enactment of the Maternity Benefit (Amendment) Act, 2017 which provides for enhancement in paid maternity leave from 12 weeks to 26 weeks and provisions for mandatory crèche facility in the establishments having 50 or more employees; issue of an advisory to the States under the Factories Act, 1948 for permitting women workers in the night shifts with adequate safety measures.

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. Further, under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers and the Act does not discriminate on the basis of gender.

#### **Employment and unemployment rate**

2347. SHRI BINOY VISWAM: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government has conducted any survey about the employment and unemployment rate in the country during the last four years;

(b) if so, the details thereof, if not, the reasons therefor; and

(c) what is the current employment, unemployment and underemployment rate of the country, the details of the same, State-wise?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) to (c) Labour Bureau has been conducting Annual Employment Unemployment surveys since 2010 which