

(b) As per guidelines of PMRPY, benefits are given to new employees having gross wages upto ₹ 15000 per month. Income of the beneficiaries is not captured under the scheme.

(c) Net payroll addition from September, 2017 to October, 2018 is 7916299 (as published on EPFO website) which is net of the members newly enrolled, exited and rejoined during the period as per records of EPFO.

PMRPY beneficiaries during the corresponding period, are 8130407. They are employees drawing wages upto ₹ 15000 per month, who were not working in any establishment registered with the EPFO in the past and did not have a Universal Account Number prior to 1st April, 2016.

Since both the figures are not derived from the same data sets, it may not be appropriate to assess per centage of PMRPY beneficiaries out of net payroll additions.

Scheme to partially reimburse employers for maternity benefits

2351. SHRI HUSAIN DALWAI: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) the details of the scheme framed for reimbursing employers the salary for seven out of 26 weeks of maternity leave for women earning more than ₹ 15000/- per month;

(b) when will the scheme be implemented;

(c) the details of all stakeholders who were consulted by Government before formulating the scheme;

(d) the expected outlay of scheme for first year, State-wise and how Government plans to arrange the finances for it; and

(e) why women earning less than ₹ 15000/- per month are not covered and whether Ministry will formulate separate scheme for them, if not, the reasons therefor?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) to (e) Government is working on an Incentive Scheme wherein seven weeks wages shall be reimbursed to employers who employ women workers and provide the maternity benefit of 26 weeks paid leave, 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).

A meeting of Stakeholders' Consultation with representatives of concerned Central Ministries, State Governments, Employers, Employees etc. was held on 14.11.2018 to discuss the matter. The scheme was supported by and large with the majority of stakeholders.

The scheme is proposed to be administered after obtaining the approval of the competent authorities. The incentive is proposed to be funded from the budgetary allocations. Government has not made any allocation for the scheme during the current financial year.

Status of women employment in the unorganised sector

2352. PROF. M. V. RAJEEV GOWDA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether the ministry plans to increase the proportion of women in general and Muslim women in particular among the highly skilled workforce of the country;

(b) if so, the details thereof;

(c) what steps has Government taken to ensure a safe working place for women in unorganised sector, in the absence of a sexual harassment act for this sector; and

(d) whether Government has recorded any reduction in the pay-gap between men and women in the unorganised sector employment?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) and (b) About 40 Skill Development Programmes (SDPs) are being implemented by over 20 Ministries/ Departments of the Government of India for men and women both. The Ministry of Minority Affairs is also implementing following two specific schemes in all States/ UTs which are exclusively for women/girls:—

(i) Nai-Roshni—For leadership development of minority women belonging to notified minority communities. The scheme aims to empower and instill confidence in women by providing knowledge, tool and techniques for interacting with Government system and others at all levels. The scheme is implemented through selected Non-Governmental Organisations (NGOs) all over the country.

(ii) Seekho aur Kamao—"Seekho aur Kamao (Learn and Earn)" is a scheme implemented since 2013-14 for skill development of minorities. The scheme