

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

aims at upgrading the skills of minority youth in various modern/traditional skills depending upon their qualification, present economic trends and market potential, which can earn them suitable employment or make them suitably skilled to go for self-employment.

(c) and (d) The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 came into force on 9th December, 2013. The Act covers all women, irrespective of their age or employment status and protects them against sexual harassment at all workplaces both in public and private sector, whether organised or unorganised. The Act mandates all the workplace having more than 10 workers to constitute Internal Complaint Committee (ICC) for receiving complaints of sexual harassment. Similarly, the Appropriate Government is authorised to constitute Local Complaint Committee (LCC) in every district which will receive complaints from organisations having less than 10 workers or if the complaint is against the employer himself.

Under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally payable to both male and female workers and the Act does not discriminate on the basis of gender. 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. In the Central sphere, the enforcement of the act is entrusted to the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM). In cases where the State Governments are “appropriate Government”, the enforcement of provisions of Equal Remuneration Act is done by the State Labour Departments. Central Government is regularly monitoring the implementation of the Equal Remuneration Act. To ensure enforcement of provisions of the Act, regular inspections are carried out and prosecutions are launched against those found violating the Act, both at Central and State level in their respective sphere.

#### **Creating self-employment opportunities in the country**

2353. SHRI ABDUL WAHAB: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) the various efforts made and results achieved to create employment and self-employment opportunities in the country during each of the last three years; and

(b) the results achieved specially in Kerala?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) and (b) Government has taken various steps for generating employment in the country including Kerala