

welfare schemes in matters relating to (a) life and disability cover (b) health and maternity benefits (c) old age protection and (d) any other benefits to the unorganised workers. 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); health and maternity schemes (Ministry of Health and Family Welfare). The Central Government has also converged the social security scheme 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. The annual premium is shared on 50:50 basis by the Central Government and the State Governments. Government has recently launched of Ayushman Bharat - National Health Protection Mission (AB-NHPM) during the year 2018-19 to cover over 10 crore poor and vulnerable families (approx. 50 crore beneficiaries) based on deprivation and occupational criteria.

Female workforce at risk of job displacement

266. SHRI TIRUCHI SIVA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government's attention has been drawn to the fact that a disproportionately large share of the female workforce is at risk of job displacement due to automation;

(b) whether Government is planning to undertake steps to equip women with required skills to bridge the digital divide and ease the transition for female workers; and

(c) if so, the details thereof?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) to (c) The decline in female work force participation rate may be attributed to factors like increased educational attendance and higher level of participation in education and insufficient formal wage employment opportunities etc. Government has been targeting this issue by taking up 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. Government has also implemented the National Career Service (NCS) Project which comprises a digital portal that provides a

nation-wide online platform for jobseekers and employers for job matching in a dynamic, efficient and responsive manner and has a repository of career content.

Central Government has targeted the issue by taking various prominent 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 creche 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. Further, 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.

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.

Schemes for benefit of migrant labourers

267. SHRI TIRUCHI SIVA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether Government has initiated any schemes for the benefit of labourers who have migrated to other States;
- (b) if so, the details thereof;
- (c) whether Government is planning to introduce any policy measure to remove the requirement of domicile status for certain jobs to avoid discrimination of migrant labourers; and
- (d) if so, the details thereof?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) and (b) In order to safeguard the interest of the Migrant workers the Central Government has enacted the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979 which,