

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO. 60
TO BE ANSWERED ON 21.07.2022**

**SPECIFIC SCHEMES FOR IMPROVING THE STATUS OF WOMEN
WORKERS**

60. DR. KANIMOZHI NVN SOMU:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether Government is running any specific schemes or programmes aimed at improving the status of women workers in the country, particularly in the State of Tamil Nadu;**
- (b) if so, the details thereof and if not, the reasons therefor; and**
- (c) the total funds allocated by Union Government and the funds spent by State Governments, especially by the State Government of Tamil Nadu, for the said purpose during the last three years, scheme/programme-wise?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(SHRI BHUPENDER YADAV)**

(a) to (c): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (c) OF RAJYA SABHA STARRED QUESTION NO. 60 FOR 21.07.2022 BY DR. KANIMOZHI NVN SOMU REGARDING SPECIFIC SCHEMES FOR IMPROVING THE STATUS OF WOMEN WORKERS.

(a) to (c): The Government has taken several initiatives relating to women labour force. The labour laws have specific provisions relating to women workers besides all other rights under labour laws which interalia, include:

- The Equal Remuneration Act, 1976 provides that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to wages by the same employer, in respect of the same work or work of similar nature done by any employee.**
- The Maternity Benefit Act, as amended in 2017, provides the paid maternity leave from 12 weeks to 26 weeks for two surviving children. It also has enabled provision of “Work from Home”, after availing of the maternity benefit by the woman, where the nature of work being assigned of such nature, for such period and on such conditions mutually agreed upon by the employer and the woman employee.**
- Vide notification dated 29th January 2019 under Mines Act 1952, the Government allowed the employment of women in the aboveground mines including opencast workings between 7 pm and 6 am and in below ground mines working between 6 am and 7 pm in technical, supervisory and managerial work where continuous presence may not be required.**

The Government has enacted the four Labour Codes, namely, the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020, which interalia promote participation of women in workforce in a dignified manner through a number of provisions, some of which are as follows:

- **No discrimination on the ground of gender in matters relating to wages, recruitment and in the conditions of employment,**
- **Women are entitled to be employed in all establishments for all types of work even before 6 AM and beyond 7 PM subject to their consent and other adequate safety measures**

Further, in order to enhance the employability of female workers across country, the Government is providing training to them through National Skill Training Institutes for Women. One such Institute has been set up at Trichy in Tamil Nadu.
