

GOVERNMENT OF INDIA  
MINISTRY OF TOURISM

**RAJYA SABHA**  
**UNSTARRED QUESTION NO.1898**  
ANSWERED ON 22.12.2022

**ISSUES FACED BY WOMEN IN HOSPITALITY SECTOR**

1898. SHRI R. GIRIRAJAN:  
SHRI M. MOHAMED ABDULLA:  
SHRI S. KALYANASUNDARAM:

Will the Minister of **TOURISM** be pleased to state:

- (a) whether Government agrees that the tourism industry faces several workforce issues that need to be addressed;
- (b) if so, the steps taken/proposed to be taken by Government keeping in view the fact that women employees in the hospitality sector in India face more work-life pressure than their male counterparts, their networking capabilities are underestimated and they also face mobility issues when they have to travel for work and the details thereof; and
- (c) if not, the reasons therefor?

**ANSWER**

THE MINISTER OF TOURISM

(SHRI G. KISHAN REDDY)

(a) to (c): Tourism industry workforce faces varied challenges due to tourism industry being largely unorganized, seasonal and fragmented across sectors. Tourism Industry is one of the largest employers of women workforce and the Government engages with Industry Stakeholders through various regulatory and voluntary measures to provide conducive environment for women employees to mitigate the difficulties faced by women employees.

Various provisions in the laws being administered by different Ministries of Government of India provide for safety, equal opportunity and congenial work environment for women employees. These include:

- (i) The Code on Social Security, 2020
- (ii) The Code on Wages 2019
- (iii) Maternity Benefit Act, 1961 (as amended in 2017)
- (iv) Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

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