

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 730  
TO BE ANSWERED ON 08<sup>TH</sup> FEBRUARY, 2024**

**BUDGET ALLOCATION FOR INCLUSIVITY AND GENDER EQUALITY**

**730. SHRI BABUBHAI JESANGBHAI DESAI:**

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) the details of measures being taken by Government to adapt and prepare the workforce for future job requirements, in light of the ongoing technological advancements and changing work dynamics;**
- (b) the manner in which Government plans to address challenges such as informal labour markets and precarious employment conditions, especially in the context of the post pandemic recovery; and**
- (c) the strategies which Government has in place to promote inclusivity and gender equality in the labour market and the manner by which this is reflected in the budget allocation?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) to (c): Under the Govt of India's Skill India Mission (SIM), the Ministry of Skill Development and Entrepreneurship (MSDE) delivers skill, re-skill and up-skill training through an extensive network of skill development centres/colleges/institutes etc. under various schemes viz. Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Sikhshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS) and Craftsman Training Scheme (CTS) through Industrial Training Institutes (ITIs), to all the sections of the society across the country. The SIM aims at enabling youth of India to get future ready & industry ready skills.**

**In order to ensure that our skilling and employment is aligned to workforce employability requirement and to bridge the gap between demand and supply. PMKVY has been re-designed and launched as a market led demand driven scheme. Further, MSDE has set up District Skill Committee (DSC) for decentralization of planning and monitoring of skill development programmes at the district level. The DSCs are mandated with preparation of District Skill Development Plans (DSDPs) to align skill development programmes at the district level with local requirements of skilled manpower and aspirations of the youth. The scheme also focuses on new age and emerging courses such as Drone, Artificial Intelligence (AI), Internet of Thing (IoT), 3D Printing, Block Chain, Mechatronics, Robotics etc.**

**Further, to enable the opportunities for employments, Skill India Digital (SID) Portal has been launched as a one-stop platform that integrates skilling, education, employment, and entrepreneurship ecosystems to provide a life-long array of services targeting a wide range of stakeholders. Details of the trained candidates are available on SID portal for connecting with potential employers. Job Exchange Option as available on SID, helps in enabling candidates to search for available jobs and apply accordingly. Through Skill India Digital, candidates can have access to jobs and apprenticeship opportunities. Also, On-Job-Training (OJT) and Recruit-Train-Deploy (RTD) model have been made inherent components of the Scheme.**

**The capacity building and skill development scheme within the Digital India programme covers the Future Skills PRIME programme for re-skilling/upskilling of IT manpower for employability that is being implemented in partnership with industry dealing with future-ready and industry-ready technologies. Similarly, the Information Security Education and Awareness (ISEA) programme is for generating human resources in the area of information security and creating mass awareness on a national scale, covering various stakeholders.**

**The Government has launched e-Shram portal for registration and creation of a Comprehensive National Database of Unorganized Workers including gig workers and platform workers. It allows a person to register himself/herself on the portal on self-declaration basis, which is spread across around 400 occupations. The total registration of the unorganized workers on e-Shram portal on self-declaration basis is more than 29.35 crore under various occupations sectors, as on 31.01.2024.**

**Ministry of Labour and Employment is implementing the National Career Service (NCS) project to provide a variety of career related services like job search and matching, career counselling, vocational guidance, information on skill development courses etc. through a digital platform [[www.ncs.gov.in](http://www.ncs.gov.in)]. NCS Portal has been integrated with e-Shram portal for seamless registration of unorganized workers on the NCS portal based on their consent. The eShram registrant can search and apply for jobs on NCS based on their interest and skills.**

**Recently, an advisory has been issued by the Ministry of Labour & Employment to the employers to not only comply with the various statutory provisions but also take lead in implementing the policies and programmes of gender equality in letter and spirit to encourage women to join workforce in large number.**

**Employment generation coupled with improving employability is the priority of the Government. Accordingly, the Government of India has taken various steps for generating employment in the country.**

**The Government of India has announced Aatmanirbhar Bharat package to provide stimulus to business and to mitigate the adverse impact of Covid 19. Under this package, the Government has provided fiscal stimulus of more than Rupees Twenty Seven lakh crore. This package comprises of various long term schemes/ programmes/ policies for making the country self-reliant and to create employment opportunities.**

**The Aatmanirbhar Bharat Rojgar Yojana (ABRY) was launched with effect from 1st October, 2020 to incentivize employers for creation of new employment and restoration of loss of employment during Covid-19 pandemic. The terminal date for registration of beneficiaries was 31.03.2022.**

**The Government is implementing Prime Minister Street Vendor's AtmaNirbharNidhi (PM SVANidhi Scheme) since June 01, 2020 to facilitate collateral free working capital loan to street vendors to restart their businesses, which were adversely impacted during the Covid-19 pandemic.**

**Pradhan Mantri Mudra Yojana (PMMY) was launched by the Government for facilitating self-employment. Under PMMY, collateral free loans upto Rs. 10 lakh, are extended to micro/small business enterprises and to individuals to enable them to setup or expand their business activities.**

**The Production Linked Incentive (PLI) scheme is being implemented by the Government with an outlay of Rs. 1.97 lakh crore, for a period of 5 years starting from 2021-22 which have potential for creating 60 lakh new jobs.**

**PM GatiShakti is a transformative approach for economic growth and sustainable development. The approach is driven by seven engines, namely, Roads, Railways, Airports, Ports, Mass Transport, Waterways and Logistics Infrastructure. This approach is powered by Clean Energy and Sabka Prayas leading to huge job and entrepreneurial opportunities for all.**

**The Government of India is encouraging various projects involving substantial investment and public expenditure on schemes like Prime Minister's Employment Generation Programme (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) and Deen Dayal Antodaya Yojana-National Urban Livelihoods Mission (DAY-NULM) etc. for employment generation. The Government is implementing a programme for skilling of rural youth for entrepreneurship development through Rural Self Employment and Training Institutes (RSETIs).**

**Besides these initiatives, various flagship programmes of the Government such as Make in India, Start-up India, Stand-up India, Digital India, Housing for All etc. are also oriented towards generating employment opportunities.**

**The Government has taken various steps to improve women's participation in the labour force and quality of their employment. A number of protective provisions have been incorporated in the labour laws for equal opportunity and congenial work environment for women workers.**

**The Code on Social Security, 2020 has the provisions for enhancement in paid maternity leave from 12 weeks to 26 weeks, provision for mandatory crèche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc.**

**The Code on Occupational Safety, Health and Working Conditions (OSH), 2020 has the provisions for the employment of women in the aboveground mines including opencast workings has been allowed between 7 pm and 6 am, and in below ground working between 6 am and 7 pm in technical, supervisory and managerial work where continuous presence may not be required.**

**The Code on Wages 2019 has provisions 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. Further, no employer shall make any discrimination on the ground of sex while recruiting any employee for the same work or work of similar nature in the conditions of employment, except where the employment of women in such work is prohibited or restricted by or under any law for the time being in force.**

**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.**

**All these initiatives are expected to collectively generate employment in the medium to long term through multiplier-effects.**

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