

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:6144

ANSWERED ON:14.05.2012

WOMEN EMPLOYEES

Verma Shri Sajjan Singh;Yadav Shri Ranjan Prasad

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

- (a) whether participation of women in employment has increased in various sectors during recent years;
- (b) if so, the details thereof during the last three years, year-wise and sector-wise;
- (c) whether in view of the above there is need to improve the working conditions of women employed in different sectors; and
- (d) if so, the steps taken to secure reasonable working conditions for women employees and to prevent their exploitations?

**Answer**

MINISTER OF THE STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE)

(a) Yes, Madam.

(b) According to the information collected under the Employment Market Information Programme of the Ministry of Labour and Employment, the details of participation of women in the organised sector year-wise and sector-wise are given below:

(Figures in lakh)

Year (Ended 31st March)      Employment in Organised Sector      Total

Public Sector      Private Sector

2008      30.40      24.72      55.12

2009      30.91      24.89      55.80

2010      31.96      26.63      58.59

(c) & (d) Government has taken several steps for creating a congenial work environment for women workers. A number of protective provisions have been incorporated in various Labour Laws, such as, The Beedi & Cigar Workers (Conditions of Employment) Act, 1966, The Plantation Labour Act, 1951, The Contract Labour (Regulation & Abolition) Act, 1970, The Inter State Migrant Establishments Workmen (Regulation of Employment & Conditions of Service) Act, 1979, The Factories Act, 1948, The Mines Act, 1952, The Maternity Benefit Act, 1961, The Equal Remuneration Act, 1976, The Employee's State Insurance (General) Regulation, 1950, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, The Industrial Employment (Standing Orders) Act, 1946.

Besides, the Bill for Protection of Women against Sexual Harassment at Workplace Bill, 2010 was introduced in Lok Sabha on 7th December, 2010. It seeks to provide every woman, irrespective of her age or employment status (excluding domestic workers) a safe and secure environment free from sexual harassment by fixing responsibility on the employer and laying down a redressal mechanism.

