

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

UNSTARRED QUESTION NO:808

ANSWERED ON:19.03.2012

EMPLOYMENT FOR WOMEN

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

- (a) the percentage of women and the comparative details of women and men in the total workforce alongwith the share of women in wage employment in the country including the non-agriculture sectors, State-wise during the last three years;
- (b) the steps/initiatives taken by the Government for creation of employment opportunities and other welfare schemes for women labourers;
- (c) whether the World Bank has highlighted the stagnation of women's labour participation in India;
- (d) if so, the steps taken to improve the situation alongwith the budgetary allocation for the welfare of women labourer in the country; and
- (e) the steps taken by the Government to ensure the safety of women workers in the country including women working in late shifts in BPOs?

**Answer**

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

(a): On the basis of National Sample Survey Organisation (NSSO) surveys conducted during 2009-10, 2007-08 and 2005-06 respectively, a comparative statement on percentage of women and men in total workforce has been Annexed at Annexure 'A'. Share of women in wage employment in the Non-Agricultural Sector(%), 2004 is annexed at Annexure 'B'. State wise details of workforce participation of women in labour force may be seen at Annexure 'C'.

(b): Ministry of Labour and Employment is providing skill training to women through a network of Women Industrial Training Institutes. To stimulate employment opportunities among women of various socio-economic level and ensure gainful employment. There are 11 National Vocational Training Institutes providing training facilities exclusively for women in skills which have high wage-employment and self-employment potential. Women wings in general ITIs are under the administrative control of respective State Governments. National Council for Vocational Training (NCVT) has enhanced the percentage of reservation for women from 25% to 30% in training institutes. More than 90,000 women have been trained since inception of Women Vocational Training Programme in 1977 and there are about 1409 women ITIs/ITCs and women wings, having a total of 74,124 training seats as on May, 2011. The Ministry is administering a grant-in-aid scheme for welfare of women labour under which financial assistance is provided to Non-Governmental Organizations (NGOs)/Vountary Organizations for taking up action programmes/projects for the benefit of women labour. Under the Rashtriya Swasthya Bima Yojana (RSBY), smart card based cashless health insurance cover of Rs. 30,000/- per annum on a family floater basis is provided to BPL families (a unit of five) in the unorganized sector. The scheme also covers maternity package for women.

(c): Yes, Sir. World Bank in 2012 report noted that the labour force participation(LFPR) of women in India has declined during the last five years. As per NSSO data, the Labour Force Participation Rate for women declined from 29.4 percent in 2004-05 to 23.3 percent in 2009-10. One of the major reasons for the decline in LFPR is the "education effect".

(d): Ministry of Labour & Employment is running various welfare scheme under Plantation Labour Act, 1951, Factories Act, 1948, Mines Act, 1952, Contract Labour Act, 1970, Maternity Benefit Act, 1961, The Bedi Workers welfare fund, Iron ore Mines, Maganese ore Mines and Crome ore Mines Labour Welfare funds Act 1976, Lime Stones and Dolomite Mines Labour Welfare funds Act 1972, Mica Mines Labour Welfare Fund Act 1946, Building and other Construction workers Act, 1996 which covers welfare for Women. Under Rashtriya Swasthya Bima Yojana, Skill Development, Initiatives provisions for welfare of women is covered. Besides all these schemes Ministry of Labour & Employment is also running Grant-in- Aid scheme for generating awareness amongst women labourers in areas like Minimum Wages, provisions of Equal Remuneration Act, welfare schemes for women etc. Budget allocation for this scheme for the last three years was Rs. 50 lakhs per year.

(e): The working conditions of BPO companies are regulated by the provisions of Shops and Establishments Act, which is implemented by the respective State Governments. However, Ministry of Home Affairs has sent a detailed advisory to all State Governments/UTs to make comprehensive review of the effectiveness of the States law enforcement machinery in tackling the problems of crime against women. The advisory includes improving the safety conditions on road and special steps for security of women in nights shifts of call centres as one of the component. There are elaborate provisions relating to safety of women working in

Factories under Factories Act, 1948. Details of these provisions is at Annexure 'D'.