

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

UNSTARRED QUESTION NO:1600  
ANSWERED ON:21.07.2014  
EQUAL OPPORTUNITIES TO WOMEN IN EMPLOYMENT  
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**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether the overall participation of women work force remains low and is not proportionate to their population;
- (b) if so, whether the Government has formulated any scheme for providing equal opportunities to women in employment and making the employment policies more sensitive towards women;
- (c) if so, the details thereof along with the number of women who are likely to be benefited from the said scheme;
- (d) if not, the reasons therefor; and
- (e) the other steps being taken by the Government to create more employment opportunities for women in the country?

**Answer**

MINISTER OF STATE FOR STEEL, MINES AND LABOUR & EMPLOYMENT (SHRI VISHNU DEO SAI)

(a) Estimates of employment and unemployment are obtained through labour force surveys conducted by National Sample Survey (NSS) Office, Ministry of Statistics & Programme Implementation. According to the NSS surveys 2011-12, the Workforce Participation Rates (%) as per usual status are as follows:

	Male	Female	Total
	(%)		
Rural	54.3	24.8	39.9
Urban	54.6	14.7	35.5
Total	54.4	21.9	38.6

The table indicates that the Workforce Participation Rates for women is lower than for males in both rural & urban areas.

(b) to (e) Equal Remuneration Act, 1973 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination.

The Act is enforced by the Central and State Government by conducting regular inspections to detect the violation of provisions of the Act by establishments.

In order to ensure social security to the workers including women in the unorganised sector, the Government has enacted the Unorganised Workers' Social Security Act, 2008. A National Social Security Board is constituted at the central level to recommend social security schemes viz. life and disability cover, health and maternity benefits, old age protection and any other benefit as may be determined by the Government for unorganised workers including women.

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 seeks to provide every women a safe and secure environment free from sexual harassment by fixing responsibility on the employer and laying down a redressal mechanism.

To provide employment to the unemployed youth including women, Government of India is implementing various public employment generation schemes like Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGA), Swarana Jayanti Shahari Rozgar Yojana (SJSRY) which has been replaced as National Urban Livelihoods Mission (NULM), Prime Minister's Employment Generation Programme (PMEGP) and National Rural Livelihood Mission (NRLM).

Government has set a target to skill 5 crore persons during 12th Five Year Plan keeping in view the requirements of various sectors. In order to improve the employability of youth, various Central Government Ministries run skill development schemes across different sectors. There are provisions in these schemes to give adequate coverage to women. According to the data compiled by National Skill Development Agency (NSDA), about 75.88 lakh persons were given skill development training in the year 2013-14 under these schemes.