

GOVERNMENT OF INDIA  
MINISTRY OF TOURISM

**RAJYA SABHA**  
**UNSTARRED QUESTION NO.1902**  
ANSWERED ON 16.03.2023

**WOMEN REPRESENTATION IN TOURISM INDUSTRY**

1902 SHRI M. MOHAMED ABDULLA:

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

- (a) whether it is a fact that even though women reach top positions in other industries, they are often under-represented in hospitality and tourism; and
- (b) if so, the details of initiatives taken/being taken by Government to bring about a positive change in policies and make the tourism and hospitality industry a more progressive space for people, irrespective of their gender?

**ANSWER**

THE MINISTER OF TOURISM

(SHRI G. KISHAN REDDY)

(a): Tourism industry is one of the largest employers of women workforce. Tourism offers women greater opportunities for leadership roles. However, the Ministry of Tourism does not maintain data on gender ratios in workplaces.

(b): The Government engages with Hospitality Industry Stakeholders through various regulatory and voluntary measures to provide conducive environment for women employees in hospitality sector and make the sector more inclusive.

Ministry of Tourism along with stakeholders in tourism and hospitality sector and Tourism Departments of all States and UTs, adopted the 'Code of Conduct for Safe & Honourable Tourism' on 1st July 2010.

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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