

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2162
TO BE ANSWERED ON 18.12.2025**

COMPLIANCE OF LABOUR REGULATIONS FOR WOMEN WORKERS

2162. SHRI A. A. RAHIM:

Will the Minister of Labour and Employment be pleased to state:

- (a) the number of private-sector employers engaging women workers in night shifts;**
- (b) the details of safety and welfare facilities, such as secure transportation, CCTV, female security staff and crèche, that are mandatory under current labour regulations for such women workers and the numbers of establishments that comply;**
- (c) whether the Ministry tracks complaints or incidents of such women workers and if so, the details thereof during the last three years, year-wise; and**
- (d) whether the Ministry plans to review or strengthen its regulatory framework to protect such women workers, especially engaged in 24×7 sectors like IT, logistics and manufacturing?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): “Labour’ being a subject under the Concurrent List of the Constitution, both the Central and the State Governments are responsible for enforcement of labour laws within their respective jurisdictions. In the Central Sphere, enforcement is carried out through the Central Industrial Relations Machinery (CIRM), while in the State Sphere, compliance is ensured through the States’ own enforcement machinery.

Four Labour Codes - the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 have come into force with effect from 21st November 2025, rationalizing 29 erstwhile labour laws.

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These labour codes have various provisions to promote female labour force participation such as:-

- i. Proportionate representation of women in Grievance Redressal Committee to ensure their voices are included in workplace dispute resolutions.**
- ii. Up to 26 weeks of paid maternity leave, along with 12 weeks for adoptive and commissioning mothers and allowing remote work after maternity leave where feasible.**
- iii. Prohibition of gender-based discrimination in matters of wages and conditions of employment for the same or similar work.**
- iv. Promoting creche facilities for children below the age of six to help working mothers balance work and family life.**
- v. Permitting women to be employed in all establishments for all types of work**
- vi. Women may also be employed with their consent before 6 a.m. and beyond 7 p.m. subject to condition relating to safety, holidays and working hours.**
- vii. The Code also provides that adequate safeguards are to be provided by establishments before engaging women in any hazardous or dangerous processes.**

These progressive provisions collectively aim to strengthen the participation of women in the workforce by ensuring equality, safety and enhanced welfare benefits.

With a view to ensure safety of women at workplace, the Ministry of Women and Child Development has put in place an electronic platform “SHe-Box portal” duly encompassing various provisions of ‘the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013’ (SH Act).
