

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
STARRED QUESTION NO. *369
TO BE ANSWERED ON 7TH JANUARY, 2019

WOMEN PARTICIPATION IN WORKFORCE

***369. SHRI A.P.JITHENDER REDDY:**

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

- (a) the steps taken by the Government since 2017 to reverse the trend of fewer women joining the workforce;**
- (b) the number of complaints of sexual harassment at workplace reported during the last three years and the current year and the action taken thereon, State/UT and sector-wise;**
- (c) whether the Government has carried out a study to understand the scope of discrimination in salary based on an individual's gender and if so, the details and the findings thereof along with the Labour Laws enacted/planned to criminalise or penalize such discrimination;**
- (d) whether the Government has explored the idea of providing wage replacement through tax exemptions for the period of maternity leave to the employer so that the employers are not discouraged to employ female workers because of maternity leave and resulting cost, if so, the details thereof; an**
- (e) the steps taken to ensure maternity leave in the informal sector and provide for paternity leave so as to encourage women participation in workforce?**

ANSWER

MINISTER OF STATE (IC) FOR LABOUR & EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)

(a) to (e): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO LOK SABHA STARRED QUESTION NO. *369 DUE FOR REPLY ON 07.01.2019 BY SHRI A.P.JITHENDER REDDY REGARDING “WOMEN PARTICIPATION IN WORKFORCE”

(a) to (e) : Government has taken several initiatives to improve the employability of youth including women. A new Ministry of Skill Development and Entrepreneurship has been established to coordinate the skill development schemes across various sectors. In order to enhance the employability of female workers, the Government is providing training to them through a network of Women Industrial Training institutes, National Vocational Training Institutes and Regional Vocational Training Institutes. A number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers.

The National Crime Records Bureau (NCRB) collects data on Insult to the modesty of women (section 509 of IPC) at office premises, in places related to work etc. State/UT-wise cases registered cases charge-sheeted, cases convicted, persons arrested, persons charged-sheeted and persons convicted under Insult to the modesty of women including at office premises and in places related to work for crime against women during 2014-2016 is enclosed as Annexure.

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. Further, under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers and the Act does not discriminate on the basis of gender. 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. The office of Chief Labour Commissioner (Central) in the Central Sphere and State Govt. in State Sphere are the appropriate authorities to conduct inspections to ensure implementation of the provisions of the Act.

Further, Government has taken various steps to increase female labour participation rate which includes the enactment of the Maternity Benefit (Amendment) Act, 2017, which provides for enhancement in paid maternity leave from 12 weeks to 26 weeks and provisions for mandatory crèche facility in the establishments having 50 or more employees. Government is working on an incentive Scheme for entities that provide 26 weeks maternity benefits to their woman employees as provided for in the Maternity Benefit (Amendment) Act, 2017. To enable an entity to avail of the incentive, the women employees working in their entity should be a wage earner of less than Rs.15000/- per month and a contributing member of Employees' Provident Fund Organisation (EPFO) for at least one year and not covered by Employees' State Insurance Corporation (ESIC). The scheme is proposed to be administered through Employees' Provident Fund Organisation and shall be implemented after obtaining the approval of the competent authorities.

STATEMENT REFERRED TO IN REPLY TO PART (a) to (e) OF THE LOK SABHA STARRED QUESTION NO. *369 FOR 07-01-2019 REGARDING WOMEN PARTICIPATION IN WORKFORCE.

State/UT-wise Cases Registered (CR),Cases Charge-Sheeted (CCS),Cases Convicted (CON),Persons Arrested (PAR),Persons Charge-sheeted (PCS) and Persons Convicted for Insult to the Modesty of Women under Crimes against Women during 2016

SL	State/UT	At Office Premises						In Places Related to Work					
		CR	CCS	CON	PAR	PCS	PCV	CR	CCS	CON	PAR	PCS	PCV
1	Andhra Pradesh	7	5	0	5	5	0	83	49	11	117	98	12
2	Arunachal Pradesh	0	0	0	0	0	0	0	1	0	0	1	0
3	Assam	0	0	0	0	0	0	1	1	0	1	1	0
4	Bihar	73	61	0	85	73	0	25	13	0	34	20	0
5	Chhattisgarh	4	4	0	4	4	0	13	9	0	14	11	0
6	Goa	1	0	0	0	0	0	2	0	0	1	0	0
7	Gujarat	0	0	0	0	0	0	1	2	0	1	4	0
8	Haryana	3	2	0	5	5	0	13	11	0	16	13	0
9	Himachal Pradesh	0	0	0	0	0	0	1	3	0	1	3	0
10	Jammu & Kashmir	0	0	0	0	0	0	14	1	0	12	1	0
11	Jharkhand	1	1	0	1	1	0	7	7	1	5	7	1
12	Karnataka	9	2	0	5	3	0	10	8	1	12	13	1
13	Kerala	8	7	0	8	8	0	24	17	0	20	17	0
14	Madhya Pradesh	1	1	1	1	1	1	13	13	4	16	16	5
15	Maharashtra	11	12	0	5	12	0	16	16	4	16	28	4
16	Manipur	0	0	0	0	0	0	4	0	0	4	0	0
17	Meghalaya	0	0	0	0	0	0	0	0	0	0	0	0
18	Mizoram	0	0	0	0	0	0	0	0	0	0	0	0
19	Nagaland	0	1	0	0	1	0	0	0	0	0	0	0
20	Odisha	0	2	0	3	3	0	15	13	0	14	14	0
21	Punjab	0	0	0	0	0	0	0	0	0	0	0	0
22	Rajasthan	0	0	0	0	0	0	0	0	0	0	0	0
23	Sikkim	0	0	0	0	0	0	1	0	0	1	0	0
24	Tamil Nadu	0	0	0	0	0	0	2	46	26	7	46	26
25	Telangana	8	12	2	16	14	3	216	158	3	168	167	4
26	Tripura	0	0	0	0	0	0	1	0	0	0	0	0
27	Uttar Pradesh	4	3	0	8	8	0	20	21	0	36	33	0
28	Uttarakhand	0	0	0	0	0	0	0	0	0	0	0	0
29	West Bengal	0	1	0	0	2	0	0	1	1	0	3	1
	TOTAL STATE(S)	130	114	3	146	140	4	482	390	51	496	496	54
30	A & N Islands	0	0	0	0	0	0	0	0	0	0	0	0
31	Chandigarh	2	2	0	2	2	0	0	0	1	0	0	1
32	D&N Haveli	0	0	0	0	0	0	0	0	0	0	0	0
33	Daman & Diu	0	0	0	0	0	0	0	0	0	0	0	0
34	Delhi UT	9	14	2	22	15	2	40	75	2	277	77	6
35	Lakshadweep	1	1	0	0	0	0	0	0	0	0	0	0
36	Puducherry	0	0	0	0	0	0	1	1	0	0	1	0
	TOTAL UT(S)	12	17	2	24	17	2	41	76	3	277	78	7
	TOTAL (ALL INDIA)	142	131	5	170	157	6	523	466	54	773	574	61

STATEMENT REFERRED TO IN REPLY TO PART (a) to (e) OF THE LOK SABHA STARRED QUESTION NO. *369 FOR 07-01-2019 REGARDING WOMEN PARTICIPATION IN WORKFORCE.

State/UT-wise Cases Registered (CR),Cases Charge-Sheeted (CCS),Cases Convicted (CON),Persons Arrested (PAR),Persons Charge-sheeted (PCS) and Persons Convicted for Insult to the Modesty of Women under Crimes against Women during 2015

SL	State/UT	At Office Premises						In Places Related to Work					
		CR	CCS	CON	PAR	PCS	PCV	CR	CCS	CON	PAR	PCS	PCV
1	Andhra Pradesh	3	2	0	10	2	0	103	81	3	175	94	5
2	Arunachal Pradesh	0	0	0	0	0	0	1	0	0	1	0	0
3	Assam	1	0	0	1	0	0	16	1	0	16	1	0
4	Bihar	0	0	0	0	0	0	0	0	0	0	0	0
5	Chhattisgarh	0	0	0	0	0	0	7	6	1	8	8	1
6	Goa	4	1	0	1	1	0	0	0	0	0	0	0
7	Gujarat	1	1	0	1	1	0	6	4	0	7	4	0
8	Haryana	1	1	0	1	1	0	2	1	0	1	1	0
9	Himachal Pradesh	1	1	0	2	2	0	8	4	0	10	7	0
10	Jammu & Kashmir	0	0	0	0	0	0	0	0	0	0	0	0
11	Jharkhand	0	0	0	0	0	0	5	3	0	6	3	0
12	Karnataka	5	5	0	4	5	0	15	10	0	11	10	0
13	Kerala	0	0	1	0	0	1	3	3	3	4	3	2
14	Madhya Pradesh	1	1	0	1	1	0	4	4	43	4	4	44
15	Maharashtra	27	12	1	26	14	1	115	89	2	208	172	3
16	Manipur	0	0	0	0	0	0	0	0	0	0	0	0
17	Meghalaya	0	0	0	0	0	0	1	1	0	1	1	0
18	Mizoram	0	0	0	0	0	0	0	1	4	0	1	7
19	Nagaland	1	0	0	1	0	0	0	0	0	0	0	0
20	Odisha	0	0	0	0	0	0	9	12	0	12	12	0
21	Punjab	0	0	0	0	0	0	2	0	0	2	0	0
22	Rajasthan	0	0	0	0	0	0	0	0	0	0	0	0
23	Sikkim	0	0	0	0	0	0	0	0	0	0	0	0
24	Tamil Nadu	0	0	0	0	0	0	0	48	22	1	54	27
25	Telangana	32	18	0	15	20	0	169	127	2	128	130	3
26	Tripura	0	0	0	0	0	0	1	0	0	0	0	0
27	Uttar Pradesh	0	0	0	0	0	0	10	6	0	18	13	0
28	Uttarakhand	0	0	0	0	0	0	0	0	0	0	0	0
29	West Bengal	6	5	0	7	5	0	8	7	1	15	15	1
	TOTAL STATE(S)	83	47	2	70	52	2	485	408	81	628	533	93
30	A & N Islands	0	0	0	0	0	0	0	0	0	0	0	0
31	Chandigarh	0	0	0	0	0	0	1	2	1	2	2	2
32	D&N Haveli	0	0	0	0	0	0	0	0	0	0	0	0
33	Daman & Diu	0	0	0	0	0	0	0	0	0	0	0	0
34	Delhi UT	36	17	3	22	19	3	228	58	15	217	102	15
35	Lakshadweep	0	0	0	0	0	0	0	0	0	0	0	0
36	Puducherry	0	0	0	0	0	0	0	0	0	0	0	0
	TOTAL UT(S)	36	17	3	22	19	3	229	60	16	219	104	17
	TOTAL (ALL INDIA)	119	64	5	92	71	5	714	468	97	847	637	110

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SL	State/UT	At Office Premises						In Places Related to Work					
		CR	CCS	CON	PAR	PCS	PCV	CR	CCS	CON	PAR	PCS	PCV
1	Andhra Pradesh	3	2	0	2	2	0	84	96	0	107	100	0
2	Arunachal Pradesh	0	0	0	0	0	0	0	0	0	0	0	0
3	Assam	0	0	0	0	0	0	1	1	0	1	1	0
4	Bihar	0	0	0	0	0	0	0	0	0	0	0	0
5	Chhattisgarh	0	0	0	0	0	0	13	11	7	13	14	10
6	Goa	1	1	0	1	1	0	1	0	0	0	0	0
7	Gujarat	1	1	0	1	1	0	3	4	0	3	6	0
8	Haryana	1	0	0	0	0	0	1	1	0	1	1	0
9	Himachal Pradesh	0	0	0	0	0	0	0	0	0	0	0	0
10	Jammu & Kashmir	0	0	0	0	0	0	8	6	0	7	7	0
11	Jharkhand	0	0	0	0	0	0	1	1	0	0	2	0
12	Karnataka	3	3	0	5	4	0	9	7	0	12	11	0
13	Kerala	6	6	0	6	6	0	3	3	0	3	3	0
14	Madhya Pradesh	1	1	0	1	1	0	21	41	6	50	50	6
15	Maharashtra	10	8	0	12	9	0	48	40	1	47	55	1
16	Manipur	0	0	0	0	0	0	0	0	0	0	0	0
17	Meghalaya	0	0	0	0	0	0	0	0	0	0	0	0
18	Mizoram	0	0	0	0	0	0	29	28	0	8	7	0
19	Nagaland	0	0	0	0	0	0	0	0	0	0	0	0
20	Odisha	8	6	0	6	6	0	10	10	0	10	10	0
21	Punjab	0	0	0	0	0	0	3	3	0	3	3	0
22	Rajasthan	0	0	0	0	0	0	0	0	0	0	0	0
23	Sikkim	0	0	0	0	0	0	0	0	0	0	0	0
24	Tamil Nadu	2	2	0	2	2	0	157	104	51	308	226	51
25	Telangana	5	2	0	3	2	0	43	37	5	40	95	5
26	Tripura	0	0	0	0	0	0	0	0	0	0	0	0
27	Uttar Pradesh	0	1	0	0	1	0	2	2	0	2	2	0
28	Uttarakhand	0	0	0	0	0	0	0	0	0	0	0	0
29	West Bengal	4	1	0	4	1	0	5	3	0	6	3	0
	TOTAL STATE(S)	45	34	0	43	36	0	442	398	70	621	596	73
30	A & N Islands	0	0	0	0	0	0	0	0	0	0	0	0
31	Chandigarh	0	0	0	0	0	0	0	3	1	2	3	2
32	D&N Haveli	0	0	0	0	0	0	0	0	0	0	0	0
33	Daman & Diu	0	0	0	0	0	0	0	0	0	0	0	0
34	Delhi UT	11	7	2	8	7	2	25	9	2	20	9	2
35	Lakshadweep	0	0	0	0	0	0	0	0	0	0	0	0
36	Puducherry	1	1	0	4	4	0	2	2	1	2	2	1
	TOTAL UT(S)	12	8	2	12	11	2	27	14	4	24	14	5
	TOTAL (ALL INDIA)	57	42	2	55	47	2	469	412	74	645	610	78