

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 346
TO BE ANSWERED ON 24TH JUNE, 2019**

JOB OPPORTUNITIES FOR WOMEN

346. SHRIMATI VEENA DEVI:

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

- (a) the new measures being taken by the Government to increase job opportunities for women;**
- (b) whether the Government has set any aim to increase job opportunities in the country; and**
- (c) if so, the details thereof?**

ANSWER

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

(a) to (c): Government has taken several initiatives for employment generation and 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.

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; issue of an advisory to the States under the Factories Act, 1948 for permitting women workers in the night shifts with adequate safety measures; issue of notification under the Mines Act, 1952 permitting deployment of women in above ground mines between 7 PM and 6 AM and during daytime in mines below ground.

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.

Employment generation coupled with improving employability is the priority of the Government. Government has taken various steps for generating employment in the country like encouraging private sector of economy, fast-tracking various projects involving substantial investment and increasing public expenditure on schemes such as Prime Minister's Employment Generation Programme (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Pt. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) and Deendyal Antodaya Yojana-National Urban Livelihoods Mission (DAY-NULM).

Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) has been launched by the Ministry of Labour and Employment for incentivising employers for promoting employment generation. Under this scheme, Government is paying entire employer's contribution (12% or as admissible) towards EPF and EPS for all eligible new employees for all sectors for 3 years.

Pradhan Mantri Mudra Yojana (PMMY) has been initiated by Government inter alia, for facilitating self-employment. Under PMMY collateral free loans uptoRs. 10 lakh, are extended to micro/small business enterprises and to individuals to enable them to setup or expand their business activities.

Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is the flagship scheme of the Ministry of Skill Development & Entrepreneurship (MSDE). The objective of this Skill Certification Scheme is to enable a large number of Indian youth to take up industry-relevant skill training that will help them in securing a better livelihood and to meet their employment requirement.

The Ministry of Women and Child Development runs various programmes to promote economic empowerment of women including single earning mothers to sustain their family through policies and programmes cutting across sectors.
