

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 2808  
TO BE ANSWERED ON 07.08.2023**

**FLEXI WORKING HOURS FOR WOMEN**

**2808. SHRI RAJVEER SINGH (RAJU BHAIYA):**

**DR. JAYANTA KUMAR ROY:**

**SHRI VINOD KUMAR SONKAR:**

**SHRI RAJA AMARESHWARA NAIK:**

**SHRI BHOLA SINGH:**

**SHRIMATI SANGEETA KUMARI SINGH DEO:**

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

- (a) whether there is a need of flexi working hours for women to increase their participation in workforce;**
- (b) if so, the details thereof;**
- (c) whether the Government is considering the need for flexi working hours for women in compliance of Prime Minister's vision, if so, the details thereof; and**
- (d) other steps being taken by the Government to increase the participation of women in work force?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) to (d): The Government has taken several initiatives to enhance the women's labour force participation. The existing labour laws have specific provisions relating to women workers besides all other rights under labour laws which inter-alia, include:**

**(i) The Equal Remuneration Act, 1976 provides that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to wages by the same employer, in respect of the same work or work of similar nature done by any employee. The Act also prevents discrimination against women while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotion, training or transfer.**

**Contd..2/-**

**(ii) The Maternity Benefit Act, as amended in 2017, provides the paid maternity leave from 12 weeks to 26 weeks for two surviving children. It also has enabled provision of “Work from Home”, after availing of the maternity benefit by the woman, subject to certain conditions.**

**(iii) Under Mines Act 1952, the Government allowed the employment of women in the aboveground mines including opencast workings between 7 PM and 6 AM and in below ground mines working between 6 AM and 7 PM in technical, supervisory and managerial work where continuous presence may not be required.**

**The Government has enacted the four Labour Codes, namely, 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, which inter alia promote participation of women in workforce in a dignified manner through a number of provisions, some of which are as follows:**

- (i) No discrimination on the ground of gender in matters relating to wages, recruitment and in the conditions of employment,**
- (ii) Women are entitled to be employed in all establishments for all types of work even before 6 AM and beyond 7 PM subject to their consent and other adequate safety measures.**