

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

LOK SABHA

**UNSTARRED QUESTION NO. 4224
TO BE ANSWERED ON 22.03.2021**

FEMALE MIGRANT WORKERS

4224. SHRI GIRISH BHALCHANDRA BAPAT:

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

- (a) the estimated number of female migrant workers;**
- (b) the steps taken to ensure equal wage to female migrant workers;**
- (c) whether the Government will ensure that female migrant workers should be given at least two days leave with wages during their menstruation period; and**
- (d) whether the Government will create a fund to provide help to female migrant workers during their pregnancy?**

ANSWER

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

(a): As per Economic Survey of India 2017, the magnitude of inter-state migration in India annually between 2011 and 2016 was close to 90 lakh including female migrant workers. However, as per the Periodic Labour Force Survey (PLFS) conducted during 2018-19 by the National Statistical Office (NSO), Ministry of Statistics and Programme Implementation, the estimated Female Women Worker Population Ratio for aged 15 years and above on usual status in the country is 23.3%.

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(b): The Government had enacted The Equal Remuneration Act, 1976 which provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination. The Act is enforced by the Central and State Governments. 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 including migrant workers and the Act does not discriminate on the basis of gender. These acts have now been subsumed in the Code on Wages, 2019.

(c): At present, there is no such proposal under consideration.

(d): The Code on Social Security, 2020 provides for maternity benefits to all female workers including female migrant workers employed in a factory, mine, plantation or other establishments, wherein ten or more employees are employed. This includes enhanced paid maternity leave of 26 weeks. Further the Code on Social Security 2020, empowers the Central Government to frame and notify schemes for health and maternity benefits for unorganised workers, gig workers and platform workers.