

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

LOK SABHA

**STARRED QUESTION NO. 18
TO BE ANSWERED ON 29.11.2021**

LOCKDOWN-RELATED JOB LOSSES AMONG WOMEN

***18. SHRI BRIJENDRA SINGH:**

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

- (a) whether the Government is aware of disproportionately high levels of lockdown-related job losses among women, whose employment was more severely impacted than men by the Covid-19 pandemic;**
- (b) if so, the details regarding the number of women who have lost their jobs due to the Covid-19 pandemic, State-wise;**
- (c) whether the Government plans to formulate measures to boost women's employment in view of the said situation; and**
- (d) if so, the details thereof?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(SHRI BHUPENDER YADAV)**

(a) to (d): A statement is laid on the Table of the House.

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STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA STARRED QUESTION NO. 18 TO BE ANSWERED ON 29.11.2021 ASKED BY SHRI BRIJENDRA SINGH REGARDING LOCKDOWN-RELATED JOB LOSSES AMONG WOMEN.

(a) & (b): Labour Bureau has been entrusted with the task of conducting the Quarterly Employment Survey (QES) as a component of All India Quarterly Establishment based Employment Survey (AQEES). Quarterly Employment Survey conducted during the first quarter (April-May- June, 2021) was also designed to collect the information on the Covid-19 pandemic impact on the operational status and employment status of the establishments in the selected 9 sectors. The impact on male & female employees during lockdown period is given at Annexure-I.

(c) & (d): Government has taken various steps to improve women's participation in the labour force and quality of their employment. A number of protective provisions have been incorporated in the labour laws for equal opportunity and congenial work environment for women workers. These include enhancement in paid maternity leave from 12 weeks to 26 weeks, provision for mandatory creche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc.

Government has taken a decision to allow the employment of women in the aboveground mines including opencast workings between 7 pm and 6 am and in below ground working between 6 am and 7 pm in technical, supervisory and managerial work where continuous presence may not be required.

The Equal Remuneration Act, 1976 now subsumed in the Code on Wages, 2019 which 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. Further, no employer shall make any discrimination on the ground of sex while recruiting any employee for the same work or work of similar nature in the conditions of employment, except where the employment of women in such work is prohibited or restricted by or under any law for the time being in force.

Further, 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.

Government is implementing National Career Service (NCS) Projects as a Mission Mode Project for transformation of the National Employment Service where a variety of employment related services like job search, job matching, career counselling, vocational guidance, information of skill development courses etc. are being provided under the NCS Project on a common platform with efficient use of information technology.

Under Aatmanirbhar Bharat Rojgar Yojana (ABRY) Scheme, launched with effect from 1st October, 2020 is implemented through EPFO to incentivize employers for creation of new employment along with social security benefits and restoration of loss of employment during COVID-19 pandemic. Under ABRY, Govt. is crediting for a period of two years, both the employee's share (12% of wages) and employer's share (12% of wages) of contribution payable or only the employee's share, depending on employment strength of the EPFO registered establishments. Under ABRY, benefits have been given to 22 lakh beneficiaries including 5.70 lakh women beneficiaries through 81,770 Establishments. Government has approved the extension of last date of registration of beneficiaries under ABRY further for 9 months i.e. from 30.06.2021 to 31.03.2022.

ANNEXURE

ANNEXURE REFERRED TO IN REPLY TO PARTS (a) & (b) OF LOK SABHA STARRED QUESTION NO. 18 TO BE ANSWERED ON 29.11.2021 ASKED BY SHRI BRIJENDRA SINGH REGARDING LOCKDOWN-RELATED JOB LOSSES AMONG WOMEN.

Sector-wise Impact on Number of Employees during Lockdown Period (25th March, 2020 to 30th June, 2020)

Sl. No.	Sectors	Number of Employees (in Lakhs)			
		Prior to Lockdown (before 25 th March, 2020)		As on 1 st July, 2020	
		Male	Female	Male	Female
1.	Manufacturing	98.7	26.7	87.9	23.3
2.	Construction	5.8	1.8	5.1	1.5
3.	Trade	16.1	4.5	14.8	4
4.	Transport	11.3	1.9	11.1	1.9
5.	Education	38.2	29.5	36.8	28.1
6.	Health	15	10.6	14.8	10.1
7.	Accommodation & Restaurants	7	1.9	6.2	1.7
8.	IT/BPOs	13.6	6.3	12.8	6.1
9.	Financial Services	11.5	5.9	11.3	5.7
Total		217.8	90.0	201.5	83.3

Note: The number in the 'Total' row also take into account the 66 establishments found during the survey which belong to the sectors other than the nine selected sectors.
