

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2075
TO BE ANSWERED ON 09TH DECEMBER, 2024**

SCHEMES AND POLICY FOR WOMEN EMPLOYMENT

**2075. SHRI MUHAMMED HAMDULLAH SAYEED:
SMT. KAMALJEET SEHRAWAT:
MS KANGNA RANAUT:**

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

- (a) the details of the progress made in employment generation for women in the country during the last ten years;**
- (b) the list of reforms and schemes launched by the Government to promote employment generation amongst women and youth during the last ten years, along with the progress made in terms of employment generation against each initiative;**
- (c) whether the Government has noted that women and youth employment trends have improved considerably in the States of Himachal Pradesh, if so, the details thereof;**
- (d) the details of efforts the Government has made to ensure decent working conditions and a safe environment for women in the workplace across various sectors; and**
- (e) whether the Government has proposed any policy to safeguard the right of women gig workers, if so, the details thereof?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (e): The official data source of Employment/ Unemployment indicator in India is the Periodic Labour Force Survey (PLFS) conducted by the Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18. The survey period is July to June every year. As per the latest reports, the estimated Worker Population Ratio (WPR) i.e. employment for youth (15-29 years) has increased from 31.4% in 2017-18 to 41.7% in 2023-24 and the female WPR (15 years and above) increased from 22.0% in 2017-18 to 40.3% in 2023-24.

Further, WPR for youth (15-29 years) in Himachal Pradesh has increased from 36.8% in 2017-18 to 52.9% in 2023-24 and female WPR (15 years and above) has increased from 47.5% in 2017-18 to 62.3% in 2023-24.

Employment generation coupled with improving employability is a priority of Government. Government has taken various initiatives/measures to boost employment opportunities in the country, including for women like Pradhan Mantri Mudra Yojana (PMMY), Stand-UP India Scheme, Startup India, Prime Minister’s Employment Generation Programme (PMEGP), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), Production Linked Incentive, etc. The details of various employment generation schemes/ programmes being implemented by the Government of India may be seen at https://dge.gov.in/dge/schemes_programmes.

Government is also implementing women centric schemes such as Mission Shakti, Namo Drone Didi, Lakhpati Didi, Women in Science and Engineering- KIRAN (WISE-KIRAN), SERB-POWER (Promoting Opportunities for Women in Exploratory Research), etc. for improving the employability of women.

To enhance the employability of female workers, the Government is also providing training to them through a network of Women Industrial Training Institutes, National Vocational Training Institutes and Regional Vocational Training Institutes.

A number of provisions have been incorporated in the labour laws for equal opportunity and congenial work environment for women workers, such as paid maternity leave, child care leave, creche facility, equal wages etc.

Government has enacted “the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” (SH Act) to provide protection to women against sexual harassment at workplace and for the prevention and redressal of complaints related to it.

Further, the Union Budget (2024-25) announced setting up of working women hostels in collaboration with industry, and establishing creches, for increasing participation of women in the workforce.

In addition, the Ministry of Labour and Employment in January, 2024 issued an “Advisory for Employers to Promote Women Workforce Participation”. This advisory inter-alia mentions the need for balance between employment and care responsibilities for both men and women including family friendly measures such as paternity leave, parental leave, family emergency leave and flexible working arrangements.

The Code on Social Security, 2020 provides for framing of suitable social security measures for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc.