

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
STARRED QUESTION NO. 94
TO BE ANSWERED ON 10.02.2025**

PROGRAMMES FOR WOMEN WORKING ON DAILY WAGES

***94. SHRI MANI A:**

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

- (a) whether there is any targeted programmes for women working as daily wage earners and if so, the details thereof; and**
(b) the details of steps being taken by the Government to address the issues such as wage disparity and workplace safety for them?

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(DR. MANSUKH MANDAVIYA)**

(a) & (b): A statement is laid on the Table of the House.

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STATEMENT REFERRED TO IN REPLY TO PART (a) & (b) OF LOK SABHA STARRED QUESTION NO. 94 FOR 10.02.2025 RAISED BY SHRI MANI A REGARDING PROGRAMMES FOR WOMEN WORKING ON DAILY WAGES.

(a) & (b): Government has taken legislative and other measures to address the issues such as wage disparity and workplace safety for women.

To reduce gender wage gap, Government has 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 and also prevent 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. The Act is implemented by the Central and State Government in their respective spheres.

The Code on Wages, 2019, serves as a comprehensive and streamlined framework for labour laws about wages. This code underscores the principles of gender equality and nondiscrimination by explicitly prohibiting wage disparity based on gender. It establishes the principle of equal remuneration for both women and men engaged in the same work or work of a similar nature, thereby promoting fairness and equity in the realm of remuneration. The Equal Remuneration Act, 1976 has been subsumed in the Code on Wages, 2019.

The Factories Act, 1948 specifies safety measures for women workers, encompassing restrictions on working near cotton openers, prohibition from cleaning, lubricating, or adjusting any part of a machine while it is in motion, and not allowing them to lift excessive weights. In addition to these specific provisions, the Act also mandates generic safety measures applicable to both women and men workers, including the fencing of machinery near which they work, regulations for work on or near machinery in motion, and precautions against hazardous processes.

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.

The Occupational Safety, Health, and Working Conditions Code (OSH&WC), 2020, incorporates provisions to address the occupational safety, health, and welfare of workers including women workers. It emphasizes creating a secure and healthy working environment, considering the unique health considerations of women. This code grants women the right to work at night, subject to their consent, and mandates that employers must establish sufficient measures to ensure the safety and well-being of female workers during at night. Also, the code extends its provisions to transportation, mandating employers to provide a pickup and drop-off service for female employees. The Factories Act, 1948 has been subsumed in the OSH&WC Code, 2020.

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), Women Industrial Training Institutes, National Vocational Training Institutes and Regional Vocational Training Institutes etc. for improving the employability of women.

The Ministry of Labour and Employment in January, 2024 also issued an “Advisory for Employers to Promote Women Workforce Participation”. This advisory inter-alia mentions the employers to ensure all precautionary safety measures for women workers; ensure creation of Internal Complaints Committees (ICCs) for sexual harassment within organizations; ensure timely redressal of safety concerns of women workers; ensure creation of awareness within the enterprise/unit about what constitutes sexual harassment, violence against women, etc.
