

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1417  
TO BE ANSWERED ON 09.02.2026**

**SAFETY AND WELFARE OF FEMALE WORKERS**

**†1417. SMT. ANITA NAGARSINGH CHOUHAN:**

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

- (a) the details of the laws, rules and schemes currently being implemented by the Government to ensure the safety of women workers engaged in the organised and unorganised sectors in the country, State/UT-wise;**
- (b) the details of the present status of implementation of the Sexual Harassment of Women at Workplace, Prevention, Prohibition and Redressal Act, 2013, for the protection of women employees from harassment and exploitation at the workplace;**
- (c) the details of the special provisions made for the safety, health and social security of women workers engaged in the unorganised sector and construction sector along with domestic workers and migrant women worker;**
- (d) the details of the steps taken/being taken by the Government to ensure a safe working environment, maternity benefits, equal wages and an effective grievance redressal mechanism for woman workers; and**
- (e) the details of the future action plan of the Government to ensure the safety and honour of woman workers?**

**ANSWER**

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

**(a) to (e): The Government of India has implemented the four labour codes viz; the Code on Wages, 2019, the Occupational Safety, Health and Working Conditions (OSH & WC) Code, 2020, the Code on Social Security, 2020 and the Industrial Relations Code, 2020 across the country w.e.f. 21.11.2025.**

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**The Code on Wages, 2019 provides for prohibition of discrimination on 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 Occupational Safety, Health and Working Conditions (OSH & WC) Code, 2020 regulates health, safety and working conditions for all workers including women workers. The Code also provides for working of women in all establishments at all times with adequate safety measures, creche facilities, separate arrangements for toilets, bathing places and locker rooms for male, female and transgenders.**

**The Code on Social Security, 2020 extends social security to all employees and workers including women workers both in the organized and unorganized sectors. The code also provides for 26 weeks of paid maternity leave, along with 12 weeks for adoptive and commissioning mothers and allows remote work after maternity leave wherever feasible.**

**The Industrial Relations Code, 2020, elaborates mechanism for settlement of dispute of workers including women. The code provides for adequate representation of women in Working Committees & Grievance Redressal Committees.**

**For the protection of women employees from harassment and exploitation at the workplace, the Government of India enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, aiming to provide a safe and secure working environment for women across all sectors. The Act covers all women, irrespective of age or employment status and extends its protection to both public and private sector workplaces, organised or unorganised, including domestic workers.**

**Further, Central Government has issued several advisories to State Governments/UT Administrations regarding prevention, detection, investigation and prosecution of crime against women.**