

Condition of Women in Unorganised Sector

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The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) conducted by National Statistical Office (NSO), Ministry of Statistics & Programme Implementation (MOSPI). As per the latest PLFS report available for the year 2019-20, the percentage of female workers engaged in proprietary and partnership (P&P) enterprises (including the informal producers' cooperatives, largely considered as informal sector enterprises) among workers in usual status (Principal Status + Subsidiary Status) engaged in non-agriculture sector is 56.5.

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 crèche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc. Employment of women in the aboveground mines including opencast workings has been allowed between 7 p.m. and 6 a.m., and in below ground working between 6 a.m. and 7 p.m. in technical, supervisory and managerial work where continuous presence may not be required.

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination and also prevent discrimination against women employees while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer. The Equal Remuneration Act, 1976 now subsumed in the Code on Wages, 2019 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 gender 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.

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.

This information was given by Shri Rameswar Teli, Minister of State, Ministry of Labour & Employment in Rajya Sabha today.