

11

WOMEN AND WORK

11.1 WORK PROFILE OF WOMEN

General Profile

- Women constitute a significant part of the work-force of India. A profile of women in the work-force of the country, bringing out the gender differential is presented in **Table 11.1**. As can be seen from the table, women lag significantly behind males in terms of work participation, employment, etc. However, there are some positive trends. While there has been marginal improvement in annual rate of growth of female employment, the annual rate of growth of employment of educated women is substantially higher.
- **Table 11.2** shows that work participation rate continues to be substantially less for females than for males. While there has been some improvement in the work participation rate of females since 1971, the improvement is not substantial especially in urban areas. Work

participation rate for women, which was 7.18 percent in urban areas in 1971 went up to only 9.74 in 1991. As against this, in the rural areas the female work participation rate has shown steady improvement since 1971. It has risen from 15.92 in 1971 to 27.20 in 1991. However, the female work participation rate continues to lag behind that of males. In 1991 it was a little over half of the male work participation rate.

- Women's work participation rates differ widely from State to State (**Table 11.3**).
- As brought out in **Table 11.2** majority of women workers are employed in the rural areas. Amongst rural women workers, 87% are employed in agriculture as labourers and cultivators. Amongst women workers in urban areas, about 80% are employed in unorganized sectors like household industries, petty trades and services, buildings and construction, etc.

PROFILE OF WOMEN (RELATIVE TO MEN) IN THE WORK-FORCE OF INDIA@			
CATEGORY	MALE	FEMALE	TOTAL
Total Population	439	407	846
Total Estimated Employment	243	89	332
Unemployment rate (1993-94)	2.60	2.44	2.56
Annual Growth of Employment in Urban Areas (1987-88 to 1993-94)	3.57	3.64	3.59
Annual Growth of Employment in Rural Areas (1987-88 to 1993-94)	2.25	0.87	1.84
Self-employment (1993-94)	Rural 56.7 Urban 41.2	Rural 51.3 Urban 36.7	Rural 55.3 Urban 40.4

CATEGORY	MALE	FEMALE	TOTAL
Work force participation rate (1993-94)	Rural 53.8	Rural 23.4	Rural 39.1
	Urban 51.3	Urban 12.1	Urban 32.7
Regular salaried employment	Rural 8.7	Rural 3.4	Rural 7.2
	Urban 42.8	Urban 35.8	Urban 41.6
Casual wage employment (1993-94)	Rural 34.6	Rural 45.3	Rural 37.5
	Urban 16.0	Urban 27.5	Urban 18.0
Unemployment rate of the Educated (Secondary & above) (1993-94)	Rural 8.9	Rural 24.3	—
	Urban 6.9	Urban 20.7	—

@ Population is based on 1991 census. Other data are based on the figures of the Labour Force Survey Conducted by National Sample Survey Organisation (NSSO) during 1993-94.

Table 11.2

WORK PARTICIPATION RATE IN INDIA 1971-1991				
Year	Total Rural Urban	Persons	Males	Females
1	2	3	4	5
1971	Total	34.17	52.75	14.22
	Rural	35.33	53.78	15.92
	Urban	29.61	48.88	7.18
1981	Total	36.70	52.62	19.67
	Rural	38.79	53.77	23.06
	Urban	29.99	49.06	8.31
1991	Total	37.68	51.56	22.73
	Rural	40.24	52.50	27.20
	Urban	30.44	48.95	9.74

Notes:

1. Excludes Assam where the 1981 Census could not be held and Jammu & Kashmir where the 1991 Census has not been held.
2. The 1971 Census figures include workers and non workers with secondary work. The 1981 and 1991 Census figures include main workers and marginal workers.

Source: Registrar General of Census.

Table 11.3

STATES/UNION TERRITORIES ACORDING TO LEVELS OF FEMALE WORK PARTICIPATION RATES		
10-20%	20-30% (female work participation)	30-40%
Andaman & Nicobar	Daman & Diu	Andhra Pradesh
Bihar	Goa	Arunachal Pradesh
Chandigarh	Gujarat	Himachal Pradesh
Haryana	Karnataka	Madhya Pradesh
Kerala	Orissa	Maharashtra
Pondicherry	Rajasthan	Meghalaya
Tripura		Manipur
Uttar Pradesh		Nagaland
West Bengal		Tamil Nadu
Other States/UTs: Less than 10%		

Source: Census of India, 1991

11.2 EMPLOYMENT OF WOMEN IN ORGANISED SECTOR

- The employment of women in the organized sector (both Public and Private Sectors) as on 31st March, 2000 was about 4922.8 thousand. (Table 11.4). This constitutes 17.6% of the total organized sector employment in the country. The overall proportion of women's employment to total employment registered a gain of 0.4% when compared with the corresponding proportion of women's employment in 1999.
- Employment of women was highest in the Southern Zone and lowest in the Central Zone. The increase in employment in terms of percentage was highest in the North-Eastern Zone whereas the Western Zone recorded a negative growth of 1.78%.
- The distribution of women employees in major industries reveals that community, social & personal services sector continued to absorb the majority of women employees being 2742.8 thousand. The lowest employment of women was noticed in electricity, gas and water sectors. (Table 11.5).
- In factory and plantation establishments women workers constitute, 14%, and 51% respectively of the total workers in 1997 (Table 11.6).

- In mine establishment women workers constitute, 5% of the total workers in 1999 (Table 11.6).
- The Average daily employment of Women in factories is at Table 11.7.

11.3 WOMEN'S ACCESS TO EDUCATION AND SKILLS

- Women's access to employment is to a significant extent related to their access to education and skills. Women lag behind men in terms of access to education as reflected by the sex-wise enrolment figures for different stages of education. Table 11.8. The participation of girls at all stages of education has been increasing steadily over time as may be seen from Table 11.9 However, the percentages are still below fifty percent at all levels of education including higher education.
- The Ministry of Human Resource Development (Department of Education) has brought under implementation several programmes for providing special access to education at all levels for women. Objectives of these programmes are universalisation of elementary education, vocationalisation of post secondary education and modernization of polytechnic and higher technical education.

Table 11.4				
EMPLOYMENT OF WOMEN IN THE ORGANISED SECTOR BY STATES/UTs (Employment as on 31 st March, 2000)				
Sl. No.	States/U.T.	Public	Private	Total(3+4)
1	2	3	4	5
I	NORTHZONE	459.9	143.8	603.7
	Haryana	63.3	25.9	89.2
	Punjab	97.9	33.1	131.0
	Himachal Pradesh	41.0	5.5	46.5
	Chandigarh(UT)	12.4	4.7	17.1
	Delhi	90.7	29.3	120.0
	Rajasthan	129.6	42.0	171.6
	Jammu & Kashmir	20.7	1.9	22.6

1	2	3	4	5
II	CENTRAL ZONE	353.6	80.6	434.1
	Madhya Pradesh	165.2	27.4	190.6
	Uttar Pradesh	188.3	53.2	241.4
III	NORTHEAST ZONE	152.7	284.6	437.3
	Assam	77.2	271.6	348.8
	Manipur	17.7	1.0	18.7
	Meghalaya	15.0	4.4	19.3
	Mizoram	10.4	0.6	11.0
	Nagaland	11.4	1.2	12.6
	Tripura	21.0	5.8	26.9
IV	EASTERN ZONE	289.8	163.1	452.9
	Bihar	90.0	17.3	107.3
	Orissa	84.3	10.2	94.5
	West Bengal	115.5	135.6	251.1
V	WESTERN ZONE	506.4	284.4	790.8
	Gujarat	138.1	70.7	208.7
	Maharashtra	353.0	205.1	558.0
	Goa	14.9	7.4	22.3
	Daman & Diu (UT)	0.5	1.2	1.7
VI	SOUTH ZONE	1089.1	1109.3	2199.0
	Andhra Pradesh	220.0	198.6	418.6
	Karnataka	246.3	306.0	552.3
	Kerala	191.5	275.2	466.7
	Tamil Nadu	425.9	328.1	753.9
	Pondicherry(UT)	6.1	1.4	7.5
	Andman & Nicobar	5.0	0.2	5.1
	TOTAL	2857.0	2065.8	4922.8

Source: DGE&T, Ministry of Labour: Employment Review, 2000.

Table 11.5

**EMPLOYMENT OF WOMEN IN THE ORGANISED SECTOR BY MAJOR INDUSTRY DIVISIONS
(AS ON 31-03-2000) (In thousands)**

Industry Divisions	Public Sector	Private Sector	Total
Agriculture and allied occupations	48.1	461.9	510.0
Mining and quarrying	57.6	8.9	66.4
Manufacturing	99.1	933.9	1033.0
Electricity, gas and water	43.6	0.9	44.6
Construction	64.1	4.0	68.1
Wholesale, retail business and hotels and restaurants	16.6	29.4	46.0

Industry Divisions	Public Sector	Private Sector	Total
Transport, storage and communications	170.2	6.8	176.9
Financial, Insurance, Real Estate and business services	181.1	53.9	235.0
Community, personal and social services	2176.7	566.1	2742.8
Total	2857.0	2065.8	4922.8

Source: Quarterly Employment Review, DGE&T, Ministry of Labour.

Table 11.6										
EMPLOYMENT OF WOMEN IN FACTORIES, MINES AND PLANTATIONS ('000)										
Sectors	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
Factories	499(10)	507(10)	524(10)	578(11)	630(11)	514(11)	529(11)	677(14)	818(16)	NA
Mines	56(7)	55(7)	53(7)	50(6)	49(7)	47(6)	43(6)	41(6)	39*(6)	36(5)
Plantations	558(51)	572(52)	556(51)	568(52)	629(36)	633(49)	556(52)	412(51)	NA	NA

Note: Figures in brackets show the percentage women to the total employment.
 *: Provisional
 NA: Not available.
 Source: Labour Bureau, Shimla and Directorate General of Mines & Safety.

Table 11.7			
AVERAGE DAILY EMPLOYMENT OF WOMEN IN FACTORIES			
Year	Total Employment ('000's)	Women's Employment('000's)	%age share of women to total Employment
1951	2526.5	290.0	11.5
1956	2882.3	301.4	10.5
1961	3497.0	372.3	10.6
1966	4068.9	364.7	9.0
1971	4293.0	370.1	8.6
1974	4633.2	440.1	9.5
1981	5342.5	497.8	9.3
1985	5207.0	493.5	9.5
1990	5182.0	498.9	9.6
1991	5214.3	507.1	9.7
1992	5208.7	524.4	10.1
1993	5242.4	577.9	11.0
1994	5494.2	629.9	11.5
1995	4660.6	513.8	11.0
1996	4683.4	528.8	11.0
1997	4882.5	676.9	13.9
1998(P)	5169.2	818.2	15.8

Source: Annual Returns under the Factories Act, 1948 received by the Labour Bureau.

Table 11.8									
SEX WISE ENROLMENT BY STAGES/CLASSES SINCE 1951 – SCHOOL LEVEL									
(In million)									
Year	Primary			Middle/Upper primary			High/Hr. Sec.		
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
1950-51	13.8	5.4	19.2	2.6	0.5	3.1	1.3	0.2	1.5
1955-56	17.1	7.5	24.6	3.8	1.0	4.8	2.2	0.4	2.6
1960-61	23.6	11.4	35.0	5.1	1.6	6.7	2.7	0.7	3.4
1965-66	32.2	18.3	50.5	7.7	2.8	10.5	4.4	1.3	5.7
1970-71	35.7	21.3	57.0	9.4	3.9	13.3	5.7	1.9	7.6
1975-76	40.6	25.0	65.6	11.0	5.0	16.0	6.5	2.4	8.9
1980-81	45.3	28.5	73.8	13.9	6.8	20.7	7.6	3.4	11.0
1985-86	52.2	35.2	87.4	17.7	9.6	27.1	11.5	5.0	16.5
1990-91	57.0	40.4	97.4	21.5	12.5	34.0	12.8	6.3	19.1
1991-92	59.6	42.3	100.9	22.0	13.6	35.6	13.5	6.9	20.4
1992-93*	60.5	44.9	105.4	23.7	15.0	38.7	15.0	7.7	22.7
1993-94*	61.8	46.4	108.2	24.2	15.7	39.9	15.3	8.0	23.3
1994-95*	61.7	46.3	108.0	24.0	15.3	39.3	15.7	8.4	24.1
1995-96*	62.4	47.3	109.7	25.0	16.0	41.0	16.1	8.8	24.9
1996-97*	62.5	47.9	110.4	24.7	16.3	41.0	17.2	9.8	27.0
1997-98*	61.3	47.4	108.7	23.6	15.8	39.4	17.1	10.1	27.2
1998-99*	62.7	48.3	111.0	24.0	16.3	40.3	17.3	10.5	27.8
1999-2000*	64.10	49.51	113.61	25.08	16.98	42.06	17.24	10.97	28.21
* Provisional									
Source: Selected Educational Statistics 1999-2000, Department of Education, Government of India.									

Table 11.9					
ENROLMENT BY STAGES (SINCE 1951)					
Year	Primary I-V		Middle VI-VIII	Sec/Hr. Sec. 10+2/Inter	Hr. Education (Degree & above)
	1950-51	28.1		16.1	13.3
1955-56	30.5		20.8	15.4	14.6
1960-61	32.6		23.9	20.5	16.0
1965-66	36.2		26.7	22.0	20.4
1970-71	37.4		29.3	25.0	20.0
1975-76	38.1		31.3	26.9	23.2
1980-81	38.1		32.9	29.6	26.7
1985-86	40.3		35.6	30.3	33.0
1990-91	41.5		36.7	32.9	33.3
1991-92	41.9		38.2	33.8	32.3
1992-93*	42.6		38.8	33.9	32.3
1993-94*	42.9		39.3	34.3	33.5
1994-95*	42.8		39.9	34.8	35.2
1995-96*	43.1		39.0	35.3	37.1
1996-97*	43.4		39.8	36.3	37.2
1997-98*	43.6		40.1	37.4	36.4
1998-99*	43.5		40.5	37.8	38.8
1999-2000*	43.6		40.4	38.9	39.86
* Provisional					
Source: Selected Educational Statistics 1999-2000, Department of Education, Government of India.					

11.4 VOCATIONAL TRAINING FOR WOMEN

The Women's Vocational Training programme, launched in 1974 under the Directorate General of Employment & Training, aims at increasing women's employability in wage/self-employment through skill training and development. A separate Women's Cell was formed for the purpose, which has now developed into the Women's Occupational Training Directorate. Under this Directorate in the Central Sector, a number of Institutions have been set up in different parts of the country. These Institutes, which include 1 National and 10 Regional Vocational Training Institutes organize regular skill/vocational training courses at basic, advanced and post advanced levels for women who have 10th class certificates and qualify the specified eligibility conditions laid down for various courses. Besides the structured long-term courses, these Institutes also organize need-based short term/ad-hoc courses for general women groups - housewives, students, school drop-outs, etc. and refresher training programmes in Advance skills/pedagogy for ITI instructors.

Under the State Sector, a network of exclusive women Industrial Training Institutes have been set up under the administrative control of the State Governments which provide basic skill training courses for women. Besides the 764 exclusive women training Institutes (WITI's) (244 W.I.T.I.s and 520 women wings in general/private) offering training for more than 46000 seats.

11.5 TRAINING OF WOMEN IN INDIAN INSTITUTE OF WORKERS EDUCATION (IIWE)

The Indian Institute of Workers Education, Mumbai has established a separate cell on "Women and Child Labour" and evolved advanced training programmes for the women activists of Central Trade Union Organisations/Federations and Women's Organisations who are involved in the upliftment and welfare of women and child labour in the country. Modular syllabus for advanced training programmes on the theme of women and child labour have been prepared by the cell. From 1992-93 to October, 2001, 372 women activists were trained in the various training programmes conducted by the Women and Child Labour Cell of the Institute.

11.6 ASSISTANCE TO WOMEN JOB SEEKERS

The Employment Exchanges took special care to cater to the job needs of women registered with them. During January-December, 1998 they placed 42021 women in various employments.

11.7 SPECIAL CELL FOR WOMEN LABOUR

The Ministry of Labour set up a Women Labour Cell in 1975. The intention was to focus attention on the condition of working women and bring about an improvement therein. The Cell has the following functions:

- (i) Formulation and coordination of policies and programmes for the female labour force within the frame work of national manpower and economic policies.
 - (ii) Maintaining liaison with other Government agencies to secure effective implementation of the programmes in respect of women workers.
 - (iii) Monitoring the implementation of the Equal Remuneration Act, 1976.
 - (iv) Setting up of an Advisory Committee under the Equal Remuneration Act, 1976.
 - (v) Giving grants-in-aid to Non Governmental Organisations/Voluntary Organisations to formulate and execute action oriented projects for women workers.
- An important activity of the Cell is to convene the meeting of the Central Advisory Committee which has been constituted under the Equal Remuneration Act, 1976 and follow up the recommendations made by the Committee.
 - Another important activity of the Women Cell is to examine and process project proposals to carry out studies on matters affecting women workers and also to fund programmes aimed at improving their economic well being.
 - Several projects aimed at improving the working conditions of women and raising their economic level were processed by the Women Cell of the Ministry of Labour during 2000-2001.

- The Cell has also processed and sanctioned other studies and action-oriented projects of far reaching significance. A list of studies and action oriented projects sanctioned by the Ministry of Labour which are currently under implementation is as under:
- Solidarity Movement of India, Idduki, Kerala for organizing women labour.
- Integrated Rural Dev. And Educational Organisation, Thoubal, Manipur for organizing women labour.
- Backward Development Organisation, Thoubal, Manipur for skill training to women labour.
- Aponglar Welfare Society, Nagaland for skill training to women labour.
- Adarsh Mahila Mandali, Andhra Pradesh for organizing women labour.
- Rural Girijana Welfare Society, Andhra Pradesh for organizing women labour
- Grama Sewa Bhavan, Kerala for skill training to women labour.
- Dr. Ambedkar Dalithavarga Abhivruddi Sangam, Andhra Pradesh for organizing women labour.
- Youth Dev. Organisation, Thoubal, Manipur for organising women labour.
- Bharat Children's Samity, Jaipur, Rajasthan for skill training to women labour.
- SEWA, Ahmedabad for organizing women labour.
- Community Legal Action & Research Centre, Orissa for organizing women labour.
- V.V.G N.L.I., Noida, Uttar Pradesh for publication of a booklet on women labour.
- Appex Guidelines, Orissa for organizing women labour.
- Scottlane Poverty Eradication Centre for organizing women labour.
- Stewards Association, Nagaland for organizing women labour.

BOX 11.1**EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL PROVISIONS**

S. No.	Name of Enactment	Protective Provisions
1.	The Bidi & Cigar workers (Conditions of Employment) Act, 1966.	Provision of crèches for the benefit of women workers in the industrial premises wherein more than fifty female employees are ordinarily employed.
2.	The Plantation Labour Act, 1951.	Provision of crèches in every plantation wherein fifty or more women workers (including women workers employed by any contractor) are employed or where the number of children of women workers (including women workers employed by any contractor) is twenty or more. Women workers are provided time off for feeding children.
3.	The Contract Labour (Regulation & Abolition) Act, 1970	Provision of crèches where twenty or more women are ordinarily employed as contract labour. Not to be required to work beyond 9 hours between 6AM and 7PM- with the exception of mid-wives and nurses in plantations.
4.	The Inter State Migrant Workmen (Regulation of Employment & Condition of Service) Act, 1979	Provision of crèches for the benefit of women workers in establishments wherein twenty or more women are ordinarily employed as migrant workmen and in which employment of migrant workmen is likely to continue for three months or more.
5.	The Factories Act, 1948	Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed.
6.	The Mines Act, 1952	Employment in mines below ground prohibited. Provision of separate toilets and washing facilities for women workers.
7.	Maternity Benefit Act, 1961	Maternity benefits to be provided on completion of 80 days working. Not required to work during six weeks immediately following the day

S. No.	Name of Enactment	Protective Provisions
		of delivery or miscarriage. No work of arduous nature, long hours of standing likely to interfere with pregnancy/normal development of foetus or which may cause miscarriage or is likely to affect health to be given for a period of six month immediately preceding the period of one weeks before delivery. One medical certificate, advance maternity benefit to be allowed. Rs.250.00 as Medical bonus to be given when no prenatal confinement and post natal care is provided free of charge.
8.	Equal Remuneration Act, 1976	Payment of equal remuneration to men and women workers for same or similar nature of work protected under the Act and also under the provisions at SI. No. 4. No discrimination Permissible in recruitment and service conditions except where employment of women is prohibited or restricted by or under any law.
9.	Employee's State Insurance (General) Regulation, 1950	Claim for maternity benefit becomes due on the date medical certificate is issued for miscarriage, sickness arising out of pregnancy, confinement or premature birth of child. Claim for maternity benefit becomes due on (General Regulation 1950) the date medical certificate is issued for miscarriage, sickness arising out of pregnancy, confinement or premature birth of child.
10.	Beedi Workers Welfare Fund Act, 1976	Appointment of women member in the Advisory and Central Advisory Committee is mandatory under the Acts at SI.Nos.10-13.
11.	Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976.	- do -
12.	Lime Stone and Dolomite Mines Labour Welfare Fund Act, 1972	- do -
13.	Mica Mines Labour Welfare Fund Act, 1946.	- do -
14.	The Building and Other Construction Workers(Regulation of Employment and Conditions of Service)Act, 1996.	Representation of a women member on Building and other Construction Worker Welfare Boards. Provisions for maternity benefit to female beneficiaries of the Welfare Fund. Provision for crèches where more than 50 female construction workers are ordinarily employed.
15.	Industrial Employment (Standing Orders) Act, 1946.	Provision regarding safeguards against sexual harassment of women workers at their work places.

11.8 EQUAL REMUNERATION

The ILO Convention No. 100 of 1951 relating to equal remuneration for men and women was ratified by the Government of India in the year 1958. To give effect to the Constitutional provisions and also to

ensure the enforcement of ILO Convention No.100, the Equal Remuneration Ordinance was promulgated in the year 1975. The above Ordinance was subsequently replaced by the Equal Remuneration Act, 1976.

(Box 11.2)						
POSITION OF IMPLEMENTATION OF THE EQUAL REMUNERATION ACT, 1976.						
Spheres	Inspection	Violations Detected	Violation Rectified	Prosecutions Launched	Convictions	Acquittals
State/UTS						
1996*	15315	2145	17	260	173	—
1997*	18716	1869	169	243	158	—
1998*	15862	460	233	151	—	—
Central						
1997*	4195	4722	4223	1144	537	39
1998*	4056	4115	3879	1086	450	24
1998-99*	3968	3935	3981	968	500	10
1999-2000*	2431	2652	2367	394	196	6
2000-2001*	4121	4265	3886	775	267	112
* Provisional						

- States/Union Territories have appointed competent authorities under the Equal Remuneration Act, 1976 and have also set up Advisory Committees under the Act. The situation regarding enforcement of the provisions of Equal Remuneration Act is regularly monitored by the Ministry and the Central Advisory Committee. Annual returns are called for by the special cell from the State Governments in order to monitor implementation of the Act. In most cases the response from the State Governments has not been encouraging. The State Governments/ Union Territories are being advised from time to time to ensure more rigorous enforcement of the Act so as to improve the condition of women workers. The available data, as reported, has been compiled along with the data on enforcement of the Act in the Central sphere (Box 11.2).
- The following social welfare organizations have been recognized under the Equal Remuneration Act, 1976 for the purpose of filing complaints in courts against employers for violation of the provisions of the Act:
 - The Self Employed Women's Association, Ahmedabad.
 - The Working Women's Forum (India), Chennai.
 - The Institute of Social Studies Trust, New Delhi.

11.9 CHILD CARE CENTRES

Statutory provisions have been made in certain Labour laws for organizing child care centers for the benefit of women workers. The Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 provide for establishment of crèches for the benefit of women workers. The Plantation Labour Act, 1951 provides that the women workers be provided time-off for feeding children.

11.10 SUPREME COURT GUIDELINES ON SEXUAL HARASSMENT OF WOMEN WORKERS:

The Hon'ble Supreme Court of India, in the case of writ petition No.666-70 of 1992 filed by Vishaka & Ors. Vs State of Rajasthan & Ors. laid down certain guidelines for the prevention of sexual harassment of women employees in their work places. A number of initiatives have been taken to give effect to the guidelines. All Central Ministries/Departments, State Govts./

U.Ts and CPSUs have been informed of the provisions contained in the judgment. They have been asked to implement the guidelines laid down in the said judgment. The Conduct Rule applicable to the office of the Central government and the All India Services have since been amended to give effect to the guidelines. To make the guidelines applicable to employees in the Private Sector, the Industrial Employment (Standing Orders) Act, 1946 has been amended.

11.11 FUTURE STRATEGY

In the context of economic liberalization, the quality of women's employment will depend upon several factors. Chief amongst these are access to education and skill development training. In both these areas women continue to lag behind men. The solution lies in creating conditions and opportunities which are conducive for women to work in increasingly productive and remunerative sectors of the economy with freedom. The issues requiring priority attention in the coming years are:

- (a) Creating and strengthening an accurate and authentic data-base on women workers in all sectors of employment, covering both organised and unorganized sectors. This could be used as a tool of planning for both legislative as well as administrative intervention by the Government to protect and safeguard the interests of women workers in different fields of work and under different conditions of employment.
- (b) Technological changes tend to displace women more than men primarily on account of lack of education, orientation, training and skill development programmes. Such programmes for women workers, therefore, need to be given high priority with a view to enabling women workers to improve their productivity and access to quality employment and also to enable them to take up new jobs involving technological changes.
- (c) Carrying out research studies on problems of women workers, their employability and the extent of their displacement on account of technological and various other changes.