

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2033**

TO BE ANSWERED ON 11TH MARCH, 2020

JOB LOSS DUE TO AUTOMATION

2033. SHRI SANJAY SINGH:

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

- (a) whether it is a fact that approximately 12 million women will lose their jobs due to automation in 2030;**
- (b) if so, the reasons therefor; and**
- (c) the steps taken by Government to ensure and promote employment of women?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a) to (c): As per National Association of Software and Services Companies (NASSCOM), Indian IT/ITeS industry employs 41.38 lakhs persons as of FY 2018-19(E), adding around 1.7 lakhs employees (including women) from previous year. The technology automation has not replaced workers, but improved productivity and provided workers the time to focus on other tasks involving complex decision making and social interactions. Rather, the adoption of new technology creates jobs, increases productivity, and increases the demand for skilled labour. The Indian IT-ITES industry continues to be a net hirer and provides on the job training.

As per the results of Periodic Labour Force Survey (PLFS) conducted by National Sample Survey Office, Ministry of Statistics and Programme Implementation during 2017-18, the estimated Women Worker Population Ratio (WPR) on usual status (principal status+subsidiary status) basis for the persons of age 15 years and above in the country is 22%.

Government has taken several initiatives to improve women's participation in the labour force. In order to encourage employment of women, a number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers. These includes

child care centers, time-off for feeding children, enhancement in paid maternity leave from 12 weeks to 26 weeks, provisions for mandatory crèche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc. Government has taken a decision to allow the employment of women in the above ground mines including opencast workings between 7 PM and 6 AM to all categories of employees and in below ground working between 6 AM and 7 PM in technical, supervisory and managerial work where continuous presence may not be required.

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 genders 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, make any discrimination on the ground of sex 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.

Further, in order 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.

Government is implementing National Career Service (NCS) Projects as a Mission Mode Project for transformation of the National Employment Service where a variety of employment related services like job search, job matching, career counselling, vocational guidance, information on skill development courses etc. are being provided under the NCS Project on a common platform with efficient use of information technology. Jobs for women are specifically highlighted in the women specific window on the NCS portal.
