

**GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA**

STARRED QUESTION NO:177

ANSWERED ON:19.08.2013

EQUAL WAGES TO WOMEN

Chavan Shri Harischandra Deoram;Tandon Annu

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

- (a) the percentage of women among the total number of workers employed in both the organised and unorganised sectors in the country;
- (b) the details of the steps taken by the Government to implement the Equal Remuneration Act of 1976, especially with respect to women both in the urban and rural areas;
- (c) whether the Government is considering to set up a commission to study the conditions of women with regard to their labour participation and employability in various sectors in the country including industries;
- (d) if so, the details thereof; and
- (e) if not, the reasons therefor?

Answer

MINISTER OF LABOUR AND EMPLOYMENT (SHRI SIS RAM OLA)

(a) to (e): A statement is laid on the Table of the House.

STATEMENT REFERRED IN REPLY TO PARTS (a) TO (e) OF LOK SABHA STARRED QUESTION NO. 177 TO BE ANSWERED ON 19/08/2013 ASKED BY SHRIMATI ANNU TANDON AND SHRI HARISHCHANDRA CHAVAN REGARDING EQUAL WAGES TO WOMEN.

(a): The share of women in Workers Population Ratio (in usual status) as per Survey conducted by NSSO in 68th round on Key Indicators of Employment and Unemployment in India, 2011 during the period from July, 2011 to June, 2012 is 21.9%.

(b): The Equal Remuneration Act, 1976 is enforced by the Central and State Governments by conducting regular inspections to detect violations of provisions of the Act by establishments. The Act extends to whole of India. The office of Chief Labour Commissioner (Central) and Labour Department Offices of the State Governments conduct inspections to ensure compliance of the provisions of the Act.

(c) No, Madam,

(d): Does not arise.

(e): Government has already undertaken a number of initiatives to increase Labour Force Participation Rate among women and to increase their employability in various sectors. Ministry of Labour & Employment is providing training to them through a network of Women Industrial Training Institutes, National Vocational Training Institutes and Regional Vocational Training Institutes. Further, the National Council for Vocational Training (NCVT) has advised enhancement of the percentage of reservation for women from 25 % to 30%. A large number of women are being trained in modular employment skills under Skill Development Initiatives scheme. A number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers like providing maternity benefits, payment of equal wages to men and women for same work or work of similar nature without any discrimination, regulating working hours in various industries, safety of women, providing creche facilities and time off for feeding children at workplace etc. Under Rashtriya Swasthya Bima Yojana, maternity package for women is being provided. Besides this, Government has also been implementing various employment generation programmes, for men and woman both such as Swarna Jayanti Shahari Rojgar Yojana, Swarnajayanti Gram Swarojgar Yojana, Mahatma Gandhi National Rural Employment Guarantee Act and Prime Minister's Employment Generation Programme in addition to various entrepreneurial development programmes run by Ministry of Micro, Small and Medium enterprises.