

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

UNSTARRED QUESTION NO:1687

ANSWERED ON:16.12.2013

GENDER WAGE GAP

Naik Dr. Sanjeev Ganesh;Patil Shri Sanjay Dina

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

(a) whether a recent study has revealed that gender wage gap hits 40 per cent in cases where women have master`s degree whereas women with no formal education earn more than their male counterparts;

(b) if so, the details thereof; and

(c) the remedial measures taken by the Government in this regard?

Answer

MINISTER OF STATE FOR LABOUR & EMPLOYMENT (SHRI KODIKUNNIL SURESH)

(a) & (b) Reliable estimates of employment and unemployment are obtained through labour force surveys conducted by National Sample Survey Office, Ministry of Statistics and Programme Implementation. As per the detailed results of the recent survey conducted during 2009-10, the all-India average wage/salary for different categories of education level, gender wise is annexed.

(c) Equal Remuneration Act, 1973 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination. The Act is effectively enforced by the Central and State Government by conducting regular inspections to detect the violation of provisions of the Act by establishments. The office of Chief Labour Commissioner (Central) in the Central Sphere and State Govt. in State Sphere are the appropriate authorities to conduct inspection to ensure implementation of the provisions of the Act. Officers of the appropriate Government notified as Inspectors make inspections and prosecute those found violating provision of the Act. The act extends to whole of India.