

**SHRI INDRAJIT GUPTA :** Not PAC. He is referring to the Committee which was set up with Mr. Jyotirmoy Bosu as Chairman and three-four-others who were experts in this field. It is not PAC Report.

**SHRI BUTA SINGH :** I will have to check up and will let you know. I do not agree with the hon. member's contention that the increase in the production of milk ...

**PROF. MADHU DANDAVATE :** I might be allowed to lay them on the Table of the House.

**SHRI BUTA SINGH :** I will supply them to the hon. member. I will myself see them. So far as the question of increase in production is concerned, I am sorry, I cannot share the figures given by the hon. member. The production of milk and eggs from 1973-74 to 1983-84, the period which the hon. member mentioned, has increased; in the matter of milk, it is 56.4 per cent and in the matter of eggs, it is 58 per cent. By no standard this is the increase which we cannot appreciate.

[Translation]

Equal Remuneration for Women Workers

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\*324. **SHRI MOOL CHAND DAGA :**  
**SHRI NARSING RAO SURYA-**  
**WANSHI :**

Will the Minister of LABOUR be pleased to state :

(a) whether a legislation to provide for equal pay for equal work for women workers was enacted in the country in 1975 ;

(b) the number of persons punished for not complying with the provisions of the Act during last three years; and

(c) whether clear definition of equal work has not been given in this Act due to which private owners have been adopting indifferent attitude towards women workers and that is why women workers in the organised sector are only 6 percent even today ?

[English]

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR (SHRI T. ANJIAH) : (a) to (c). A Statement is placed on the table of the House.

The Equal Remuneration Ordinance was promulgated in 1975 which was replaced by the Equal Remuneration Act, 1976. The position regarding prosecutions etc. launched under the Act during 1982-84 in establishments in Central sphere is given below :—

Year	No. of prosecutions launched.	No. of cases disposed off	No. of convictions	No. of acquittals
1	2	3	4	5
1982	15	8	8	—
1983	58	25	25	—
1984	167	40	38	2

The expression "equal work" has not been used in the Act which only provides for equal remuneration for "same work or work of a similar nature", meaning thereby work in respect of which the skill, effort and responsibility required are the same, when performed under similar working conditions, by a man or

a woman and the differences, if any, between the skill, effort and responsibility required of a man and those required of a woman are not of practical importance in relation to the terms and conditions of employment. According to available information the percentage of women workers in the organised sector in 1983

was 12.5%. In absolute numbers the employment of women was 22.30 lakhs in 1975 which increased to 29.93 lakhs in 1983. However, low participation of women workers in the organised sector cannot be attributed to lack of clear definition as suggested by the Honourable Member in the Question but is due to a variety of factors such as lack of educational facilities, technical training and opportunities for skill development and socio-economic factors etc.

[*Translation*]

**SHRI MOOL CHAND DAGA :** Mr. Speaker, Sir, he was speaking only about non-vegetarian food and not about vegetarian.

**MR. SPEAKER :** All of them were speaking about vegetarian food.

**SHRI MOOL CHAND DAGA :** Mr. Speaker, Sir, the Constitution has provided equal rights to man and woman, but in practice you are not following this principle. You referred to some percentage of woman workers. You kindly tell us the total labour force in the organised and unorganised sectors and how this percentage of women has been worked out by you ?

Secondly, I would like to know how many persons have been punished so far along with the extent of punishment awarded to them after the enactment of this law in 1976 ? Has this law been enacted to keep it under lock and key ?

**MR. SPEAKER :** Reply has been given regarding the punishment.

**SHRI T. ANJIAH :** I have laid the reply on the Table of the House. In 1982, 15 prosecutions were launched, the number of cases disposed of was eight and the number of convictions was also eight. In 1983, the number of prosecutions launched was 58, the number of cases disposed of was 25 and the number of convictions was also 25.

[*English*]

**PROF. MADHU DANDAVATE :** He is replying independent of the question!

[*Translation*]

**SHRI T. ANJIAH :** Fine is imposed ranging from Rs. 500 to Rs. 5,000. The percentage of women has also increased from 22 lakhs to 29 lakhs. The principle of equal wages for equal work ladies has been implemented in Plantations, Local Authorities, Central and State Government Hospitals Nursing Homes, Banks, Insurance, Employees Provident Fund Organisation, Textile Mills, factories located in the plantations, and in the industries engaged in manufacturing in electrical and electronic machinery and apparatus.

**SHRI MOOL CHAND DAGA :** In 1984, your Department gave an answer in which it was stated—

[*English*]

The information is not being collected industry-wise on organised labour." This answer was given in the year 1984.

[*Translation*]

How have you been able to complete a survey after 1984 ? If you do not have information with you, why do you not collect it ? Can you tell us what is your method of working out the percentage of women labour force in the organised and unorganised sectors is ?

[*English*]

**PROF. N.G. RANGA :** Unorganised, how is it possible ?

[*Translation*]

**SHRI MOOL CHAND DAGA :** I have not said that it is possible, but I want to know how these figures have been arrived at ?

Secondly, the law of equal wages for equal work is not being implemented even today in the unorganised sector, like brick-making agriculture and other areas where women are doing equal work as men, but are getting less wages than those paid to men. There is a flaw in this law as no definition of equal work has been given in it. Would you like to amend this Act ?

**SHRI T. ANJIAH :** In so far as the said workers are concerned, the implementation of this Act is under the purview of the State Governments.

**MR. SPEAKER :** There is a need for making some improvements in it. Would you consider this point ?

**SHRI T. ANJIAH :** We propose to bring amendment in connection with their training.

**MR. SPEAKER :** You invite Dagaji and have consultations with him.

**SHRIMATI KRISHNA SAHI :** Mr. Speaker, Sir, Government enact laws to put an end to social crimes. Laws have been enacted to abolish the dowry system and to ban child marriage. Government frame the laws, but these laws cannot be implemented by Government alone. We, the people in the society, have also to implement them. An amendment was brought to the Dowry Prohibition Act 1961, as the Act had not proved to be effective. I would like to know if the Government would bring forward amending Bills in this session to remove the loopholes in the laws concerning women labour ?

**MR. SPEAKER :** This point has been replied to that it would be considered.

**SMT. KRISHNA SAHI :** The reply was not proper.

**SHRI T. ANJIAH :** There is an Advisory Committee for this purpose. This Advisory Committee Consisting of Ministers of various States and the Union Labour Minister takes decisions. Information is also sought from the workers of all the factories. The decision is taken keeping in view the information received.

**SHRI RAM PYARE PANIKA :** Would you bring forward a Bill in this session to amend this Act ?

**SHRI T. ANJIAH :** If any suggestion is made, we shall discuss it and take whatever action is necessary.

[English]

**SHRIMATI GEETA MUKHERJEE :** From the Table given in the written answer one can see that there is a great difference between the prosecution cases launched and cases ended in conviction. Why is it that in 1984 out of 167 prosecution cases launched only 38 cases were ended in conviction and only 40 cases were disposed of ? Why is it that so many cases are still hanging and there is such a little conviction ? Is there any lacuna in the Act ?

**MR. SPEAKER :** Hanging is the maximum punishment!

**SHRIMATI GEETA MUKHERJEE :** Is the Minister aware that during the last Lok Sabha Committee consisting of some women Members was set up by the Labour Department to consider the question of amending this very Act and also to go into the implementation of the Act ? I do not know why that Committee is not heard of now. Will the Minister tell us as to what has happened to that Committee in which I was also called in an advisory capacity ? Has any report been submitted by that Committee to the Ministry; if so, what are its recommendations ?

**SHRI T. ANJIAH :** We are again constituting another committee.

[Translation]

**SMT. VIDYAWATI CHATURVEDI :** Mr. Speaker, Sir, I associate myself with the feelings expressed by hon. Members. I would like to ask the hon. Minister if he has even tried to find out the difference between the wages paid to the women engaged on the construction of roads, in agriculture or those working as labourers in construction work and the wages paid to men. The women do as much work as is done by men, still they are paid only Rs. 10 to 12 as against Rs. 20 to 22 paid to male labourers. There is much a huge gap between their wages. Has any effort been made to find out this difference, if not, would this matter be looked into by appointing a committee or through any other method?

Would you bring forward amendments to the law to award the stringent punishment to the persons found violating the law ?

**SHRI T. ANJIAH :** In all the Government Departments, the principle of equal pay for equal work is being followed. So far as the private sector is concerned, there are certain difficulties. As I have said just now, a committee is being set up for this purpose.

**MR. SPEAKER :** You cannot blame me. I have called three Members as against one .....(Interruptions).....

[English]

**Assistance to States for Construction of Godowns**

\*327. **SHRIMATI JAYANTI PATNAIK :** Will the Minister of AGRICULTURE AND RURAL DEVELOPMENT be pleased to state :

(a) whether Government are assisting

various States for the construction of godowns in rural areas ;

(b) if so, the extent of assistance provided to different States during the Sixth Plan to create adequate storage facilities for the agricultural products; and

(c) the number of godowns constructed in Orissa with Central assistance during the Sixth Plan ?

**THE MINISTER OF STATE IN THE DEPARTMENT OF RURAL DEVELOPMENT (SHRI CHANDULAL CHANDRAKAR) :** (a) and (b). Yes, Sir. A scheme for Establishment of a National Grid of Rural Godowns is being operated by the Department of Rural Development.

Assistance provided to different States during the VIth Plan under this scheme is annexed.

(c) Out of 82 rural godowns sanctioned under this scheme in Orissa, 22 have been completed till 30th January, 1985 as per information furnished by the State Government.

**Statement**

*Amount of central subsidy released during the Sixth Five Year Plan (1980—85) to various States/Union Territory under the scheme for Establishment of a National Grid of Rural Godowns.*

Sl. No.	State	Amount of central subsidy released
1.	Andhra Pradesh	Rs. 60,52,388/-
2.	Bihar	Rs. 1,14,71,470/-
3.	Gujarat	Rs. 2,09,91,977/-
4.	Goa, Daman & Diu	Rs. 2,43,667/-
5.	Haryana	Rs. 44,48,500/-
6.	Karnataka	Rs. 1,12,04,572/-
7.	Madhya Pradesh	Rs. 1,49,16,455/-
8.	Maharashtra	Rs. 3,28,52,449/-
9.	Orissa	Rs. 34,87,500/-
10.	Rajasthan	Rs. 58,15,002/-
11.	Tamil Nadu	Rs. 88,50,000/-
12.	Uttar Pradesh	Rs. 27,47,153/-
13.	Sikkim	Rs. 2,28,167/-
14.	West Bengal	Rs. 23,06,587/-
<b>TOTAL :</b>		<b>Rs. 12,56,15,887/-</b>