

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1381
TO BE ANSWERED ON 28.07.2022**

DISPARITY IN WAGES OF MEN AND WOMEN

1381. SHRI DEREK O' BRIEN:

Will the Minister of Labour and Employment be pleased to state:

- (a) the efforts of Government to ensure the application of the Equal Remuneration Act, 1976 to informal sector workers as Periodic Labour Force Survey has found disparities between men and women in the payment of daily wages amongst casual labourers;**
- (b) the impact of the COVID-19 pandemic on the wage gap between male and female workers in the formal and informal sector; and**
- (c) the measures taken by Government to ensure access to redressal methods for female workers affected by wage discrimination?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) to (c): "Equal Remuneration Act, 1976" provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination, and also prevents discrimination against women employees while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer. The provisions of the Act have been extended to all categories of employment.

The Act is implemented at two levels viz. Central level and State level. At the Central sphere, the enforcement of the Act is entrusted to the Chief Labour Commissioner (Central) which carries out regular inspections of establishments falling in the Central sphere.

Further, under the provisions of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally payable to both male and female workers and the Acts do not discriminate on the basis of gender.

During the course of Inspections, or on the basis of a complaint received from a women employee, at any point of time including during COVID pandemic, if any violation of these Acts is observed, the appropriate Government takes action under the said Acts.
