

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2649
TO BE ANSWERED ON 23.03.2023**

PROTECTION OF RIGHTS OF WOMEN WORKERS

2649. SHRI M. MOHAMED ABDULLA:

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

- (a) whether the Central Government has taken effective measures for the protection of right to equal wages and work for all women during the last five years, if so, the details thereof and if not, the reasons therefor; and**
- (b) whether it is a fact that the lower wages for salaried women are mainly due to discrimination and if so, the steps taken against such discrimination during the last five years?**

ANSWER

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

(a) to (b): The Government has enacted "The Equal Remuneration Act, 1976", which *inter-alia* provides that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to wages by the same employer, in respect of the same work or work of similar nature done by any employee and also prevent discrimination against women while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotion, training or transfer. The provisions of the Act have been extended to all establishments or employment.
