

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1198
TO BE ANSWERED ON 01.08.2024**

STATUS OF GENDER PAY GAP IN THE COUNTRY

1198. # SHRI SANJAY SINGH:

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

- (a) whether women in the country earn approximately 28-35 per cent lesser than men for equal amount of work;**
- (b) the current statistics of gender pay gap across economic sectors, the State-wise details thereof;**
- (c) the difference in the representation of women and their men counterparts in top management positions; and**
- (d) the reasons and details as to why, as per the Global Gender Gap Report, the ranking in the gender pay gap has been continuously going down in the country?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): The Government has enacted Equal Remuneration Act, 1976 which provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination 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.

Moreover, The Minimum Wages Act, 1948 provides for minimum wages and The Payment of Wages Act, 1936 ensures timely payment to both male and female workers.

Further, for supporting women across various economic sectors following acts have been enacted and are being implemented:

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- **Maternity Benefit Act, 1961, as amended vide the Maternity Benefit (Amendment) Act, 2017, inter-alia, provides for paid maternity leave to women workers. Crèche facility in respect of establishments having 50 or more employees is also provided. The Government has increased paid maternity leave from 12 weeks to 26 weeks of which not more than eight weeks shall precede the date of expected delivery. Depending upon the nature of work assigned to a woman, the Act provides for work from home for such period and on such conditions as the employer and the woman may mutually agree.**
- **Under Mines Act,1952, Government allowed the employment of women in the aboveground mines including opencast workings between 7 pm and 6 am and in below ground mines working between 6 am and 7 pm in technical, supervisory and managerial work subject to obtaining written consent from women employee and the adequate facilities and safeguards regarding their occupational safety, security and health.**

As per the Global Gender Gap Report released by the World Economic Forum, India's rank in the gender pay gap has improved from 2021 to 2022 and from 2022 to 2023.
