

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 421
TO BE ANSWERED ON 06.02.2025**

DISCRIMINATION WITH MARRIED WOMEN IN THE PRIVATE SECTOR

421. SHRI A. A. RAHIM:

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

- (a) whether Government has taken note of the unproclaimed discrimination in the private sector, where the marital status of women is used as a criterion for employment;**
- (b) whether Government has conducted any surveys or studies to assess the prevalence of such discriminatory practices in the private sector, if so, the details thereof; and**
- (c) if not, whether Government is ready to set up a commission to study this issue?**

ANSWER

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

(a) to (c): Ministry of Labour and Employment has enacted the 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. The Act is implemented at two levels viz Central level and State level. Inspections are carried out in establishments by respective agencies. During the course of inspections, or on the basis of a complaint received, at any point of time, if any violation of the Act is observed, the appropriate Government takes action under the said Act.

At present there is no proposal under consideration of the Ministry of Labour and Employment to set up a commission to study the discrimination in recruitment in private sector.
