

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3156
TO BE ANSWERED ON 31.12.2018
LESS WAGES TO FEMALE WORKERS**

†3156. PROF. PREM SINGH CHANDUMAJRA:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the attention of the Government has been drawn to the report recently issued by the International Labour Organisation in which it has been stated that the female workers are getting 34 per cent less wages in comparison to their male counterparts in India;**
- (b) if so, the facts thereof along with the gap in the above-stated wages on the basis of assessment conducted by the Government in this regard;**
- (c) whether concrete steps have been taken by the Government to mitigate these differences; and**
- (d) if so, the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a): Yes Madam, International Labour Organization (ILO) in its Global Wage Report 2016-17 has highlighted on gender disparity in terms of wages.

(b): As a part of Rural Labour Enquiry, Labour Bureau has been compiling and maintaining average daily wage rates in rural area for selected agricultural and non-agricultural occupations on the basis of the data collected by the National Sample Survey Office (NSSO) from 600 sample villages spread over 20 states. As per the data of 2017 of the above survey, the average daily wage rates for General Agricultural Labourers for men and women worker are Rs. 264.05 and Rs. 205.32 respectively which shows that women worker of this sector are getting 22.24% less average wage than men worker. For Non-Agricultural Labourers, the said survey data for 2017 shows that the average daily wage rate for men and women worker is Rs. 271.17 and Rs. 205.90 which reflects that women worker in this sector are getting 24.06% less wages than men worker.

(c) & (d): To reduce gender wage gap, 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. The Act is enforced by the Central and State Government by conducting regular inspections to detect the violation of provisions of the Act by establishments. The office of Chief Labour Commissioner (Central) in the Central Sphere and State Govt. in State Sphere are the appropriate authorities to conduct inspections to ensure implementation of the provisions of the Act.
