

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA**

**UNSTARRED QUESTION NO. 1266
TO BE ANSWERED ON 11.02.2019
EQUAL REMUNERATION TO MEN AND WOMEN**

**1266. SHRI D.K. SURESH:
SHRI NALIN KUMAR KATEEL:**

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

- (a) whether it is true that the Government has enacted The Equal Remuneration Act, 1976 which provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination and if so, the details thereof;**
- (b) whether incidents of violations of provisions of the said Act by various establishments have been reported in the country;**
- (c) if so, the details thereof along with the number of such cases reported during the last three years and the current year, State/UT-wise; and**
- (d) whether the Government has put any mechanism in place to conduct regular inspections to detect the violations of the said Act and if so, the details thereof?**

ANSWER

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

(a): Yes Madam, 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 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 except where the employment of women in such work is prohibited or restricted by or under any law for the time being in force.

(b) & (c): The number of violations of the Act reported by State Governments in state sphere, State/UT wise, and Chief Labour Commissioner (Central) in the central sphere during last three years and current year is at Annexure.

(d): The Act is enforced by the Central and State Governments 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 Government in State Sphere are the appropriate authorities to ensure implementation of the provisions of the Act.

ANNEXURE TO THE ANSWER OF LOK SABHA UNSTARRED QUESTION NO. 1266 BY SHRI D.K SURESH AND SHRI NALIN KUMAR KATEEL HON'BLE MPs TO BE ANSWERED ON 11.02.2019 REGARDING EQUAL REMUNERATION TO MEN AND WOMEN

State/UT	No. of Violations			
	2015-16	2016-17	2017-18	2018-19
Andaman and Nicobar U.T.	12	14	5	@
Assam	0	0	--	
Bihar	4	0	0	
Chandigarh U.T.	3	1	0	
Chhattisgarh	--	105	16	
Dadra & Diu U.T.	0	0	0	
Daman & Diu U.T.	0	0	0	
Delhi U.T.	8	1	2	
Goa	206	344	127	
Gujarat	7	24	8	
Haryana	102	77	34	
Jammu & Kashmir	7	16	6	
Jharkhand	13	0	0	
Karnataka	6719	3750	1627	
Kerala	24	94	30	
Lakshadweep U.T.	0	0	0	
Madhya Pradesh	0	0	0	
Maharashtra	362	118	82	
Manipur	0	0	0	
Meghalaya	0	0	0	
Odisha	1149	1092	182	
Puducherry U.T.	0	0	0	
Rajasthan	0	0	0	
Tamil Nadu	0	0	0	
Tripura	0	0	0	
Telagana	0	0	0	
Uttar Pradesh	--	57	394	
Uttarakhand	30	100	--	
Total	8646	5793	2513	
Chief Labour Commissioner (Central) data in Central Sphere	1846	5253	3258	2157 (upto December, 2018)
Grand Total	10492	11046	5771	2157

@ - Information from respective states not yet received.
