

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 2340  
TO BE ANSWERED ON 18.12.2023**

**DATABASE OF THE GENDER-WISE PAY SCALE**

**2340. SHRI KARTI P. CHIDAMBARAM:**

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

- (a) whether the Government has maintained any database of the gender-wise pay scale in different sectors of the country and if so, the details thereof;**
- (b) whether the Government has any action plan to bridge the pay gap between men and women;**
- (c) if so, the details thereof; and**
- (d) whether the Government has any concrete plan, policy or scheme to support women and overcome negative outcomes resulting from the changing dynamics of the economy?**

**ANSWER**

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

**(a) to (d): In Periodic Labour Force Survey, information on earnings from employment is collected for all the three categories of workers, viz., self-employed persons, regular wage/salaried employees and casual labour both for male and female in rural and urban areas.**

**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. The provisions of the Act have been extended to all categories of employment.**

**Contd..2/-**

**For supporting women in changing dynamics of the economy following acts/schemes have been enacted and are being implemented:**

- **Maternity Benefit Act, 1961, as amended vide the Maternity Benefit (Amendment) Act, 2017, inter-alia, provides for paid maternity leave to women workers and crèche facility in respect of establishments having 50 or more employees. 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.**

**\*\*\*\*\***