

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

LOK SABHA

**UNSTARRED QUESTION NO. 4679
TO BE ANSWERED ON 23.03.2020**

WOMEN LABOURERS

4679. SHRIMATI NUSRAT JAHAN RUHI:

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

- (a) whether it is a fact that in some workplaces women labourers are not getting equal salary and wages at par with men for same sort of work;**
- (b) if so, the steps taken by the Government to abolish gender inequality in such workplaces;**
- (c) whether the Government has enacted laws for gender equality in workplaces; and**
- (d) if so, the details thereof?**

ANSWER

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

(a) to (d): The Government 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. The Act is enforced by the Central and State Government, The office of Chief Labour Commissioner (Central) in the Central sphere and State Governments in State sphere are the appropriate authorities to conduct inspections to ensure implementation of the provisions of the Act.

Further under the provisions of The Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers and the Act does not discriminate on the basis of gender.
