

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

**LOK SABHA
UNSTARRED QUESTION NO. 4102
TO BE ANSWERED ON 28.03.2022**

EQUAL WAGES TO WOMEN MIGRANT WORKERS

†4102. SHRI VIJAY KUMAR:

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

- (a) the estimated number of women migrant workers;**
- (b) the steps taken to ensure the payment of equal wage to the women migrant workers;**
- (c) whether the Government will ensure that at least two days' leave with wage is provided to the women migrant workers during their menstrual period; and**
- (d) whether the Government will constitute any fund to provide assistance therefrom to the women migrant workers during their pregnancy period?**

ANSWER

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

(a): Labour Bureau under Ministry of Labour & Employment has launched an All India survey of migrant workers with effect from 01.04.2021.

(b): The Government had 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 Governments. 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 including migrant workers and the Act does not discriminate on the basis of gender. These acts have now been subsumed in the Code on Wages, 2019.

Contd..2/-

(c): There is no such proposal under consideration.

(d): The Code on Social Security, 2020 provides for maternity benefits to all women workers including women migrant workers employed in a factory, mine, plantation or other establishments, wherein ten or more employees are employed. This includes enhanced paid maternity leave of 26 weeks. Further the Code on Social Security 2020, empowers the Central Government to frame and notify schemes for health and maternity benefits for unorganised workers, gig workers and platform workers.
