

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1110
TO BE ANSWERED ON 29.07.2024**

GENDER EQUALITY IN WORKPLACES

1110. PROF. SOUGATA RAY:

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

- (a) whether the Government is aware that Foxconn has systematically excluded married women from jobs at its main iPhone assembly plant on the grounds that they have more family responsibilities than their unmarried counterparts;**
- (b) if so, the details thereof; and**
- (c) the steps taken by the Government to ensure gender equality in workplaces?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) & (b): The Ministry of Labour and Employment, Government of India had obtained report from State Government of Tamil Nadu on the issue relating to exclusion of married women from jobs in Foxconn Factory. As per the report of the State Government of Tamil Nadu, there is no evidence available to establish that Foxconn is discriminating against married women in the recruitment process.

(c): 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.
