

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 2076  
TO BE ANSWERED ON 09.12.2024**

**EQUAL WAGES FOR WOMEN WORKERS**

**2076. SMT. HARSIMRAT KAUR BADAL:**

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

- (a) the details of steps being taken by the Government to ensure equal wages for women workers in agriculture, construction and allied sectors;**
- (b) the manner in which the Government is addressing women's unemployment rate in rural areas, particularly in Punjab;**
- (c) the details of measures taken for skill development specifically targeting women in agriculture-related fields; and**
- (d) the manner in which the Government monitor compliance with labour laws protecting the equal rights of women?**

**ANSWER**

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

**(a): The Government has enacted Equal Remuneration Act, 1976 which provides for payment of equal remuneration, whether payable in cash or in kind, to men and women workers in any establishment or employment for the same work or work of similar nature without any discrimination.**

**(b): Government is implementing various schemes to boost female labour force participation rate (LFPR) in the country including in rural areas, like Pradhan Mantri Mudra Yojana (PMMY), Stand-UP India Scheme, Startup India, Prime Minister's Employment Generation Programme (PMEGP), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), etc.**

**Contd..2/-**

**As per the latest available Annual PLFS reports, the unemployment rate in rural areas, in the state of Punjab, for females of age 15 years and above, has declined from 8.9% in 2021-22 to 8.7% in 2022-23 and further to 6.2% in 2023-24.**

**(c): The Government is implementing Krishi Vigyan Kendras (KVKs) scheme in various states across the country with mandate of single window agricultural knowledge, resource and capacity development centre. It has taken activities like assessment and demonstration of technologies, capacity building and providing advisories to farming community and extension personnel including women and youth for production and distribution of farm inputs.**

**(d): The provisions of the Equal Remuneration Act, 1976 are enforced by the Central and State Government, as appropriate government, to ensure the compliance of the Act by the establishments.**

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