

- Under the provisions of Contract Labour (Regulation and Abolition) Act, from time to time, Government has abolished the employment of contract labour on various jobs of permanent and perennial nature.
- A proposal to streamline social security benefits is under consideration of the Government.
- To ensure universal coverage of employments under Minimum Wages Act, the proposal for amendment in the Act has been mooted.
- During 44th Session of Indian Labour Conference consensus has emerged to raise the wage ceiling from Rs. 6,500 to Rs. 10,000-15,000 under P.F. Act and the same is under examination of the Government.
- Under the Payment of Gratuity Act quantum of Gratuity has been increased from Rs. 3,50,000 to Rs. 10,00,000.
- For compulsory registration of trade unions necessary tripartite consultations are on.
- The Government of India has taken measures to contain price rise.

As per the current partial disinvestment policy of the Government the public sector character of CPSEs would not be affected and therefore would not impact the labour/employment policy. However, Government is always open to discussion with Trade Unions on any issues relating to labour at any time to resolve the same amicably through consultations.

#### **Employment through employment exchanges in UP**

121. SHRI MOHAMMED ADEEB: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the details of persons provided with employment through Employment Exchanges in Uttar Pradesh during the last three years and the current year; and
- (b) the percentage of Muslims therein?

THE MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE): (a) and (b) Number of job seekers provided with employment through Employment Exchanges in Uttar Pradesh during the last three years 2009, 2010 and 2011 was 6362, 7238 and 5629 respectively. 92 Muslim job seekers (1.4%) were placed through employment exchanges during 2009 for which latest information is available.

#### **Minimum pension to EPS subscribers**

122. SHRI M.P. ACHUTHAN: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether Government is considering a proposal to give a minimum

pension of Rs. 1,000/- per month for all those who subscribe to the Employees' Pension Scheme (EPS); and

(b) if so, the details thereof?

THE MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE): (a) and (b) The Central Government had constituted an Expert Committee for reviewing the Employees' Pension Scheme (EPS), 1995. The recommendations of the Expert Committee were considered by the Pension Implementation Committee (PIC), a Sub-Committee of the Employees' Provident Fund Organisation (EPFO). The PIC has since finalized its report and recommended that a minimum monthly pension under EPS, 1995 be increased to Rs. 1000/- per month as an interim measure. The recommendations of the PIC is under consideration of the Central Board of Trustees, Employees' Provident Fund. An inter-ministerial consultation in this regard has also been initiated.

#### **Legislation for equal pay for men and women**

123. SHRIMATI VASANTHI STANLEY: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether study has been done on wage disparity between men and women;

(b) if so, the steps taken by the Ministry to ensure equal pay for men and women; and

(c) whether the Ministry is considering legislation for equal pay for men and women?

THE MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE): (a) to (c) Labour Bureau under Ministry of Labour and Employment has been conducting Occupational Wage Survey since 1958-59 and collects data on wage rates of men and women. The results of the survey do not establish any wage disparity between men and women. Through the earning of male and female workers differs at the industry and occupational level, the difference does not necessarily indicate disparity of wages among them and may be clue to seniority/length of service, difference in output etc. The difference in wages and earning at Stratum/All India level may also be due to inter-unit/inter-state difference in wage rates/earning of men and women workers. At occupational level differences may be attributed to difference in employment status *i.e.* permanent/temporary/casual and/or difference in educational/technical qualifications, experience etc.