

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.

Government has enacted Equal Remuneration Act, 1976 which provides for payment of equal remuneration to men and women for the same work or work of similar nature without any discrimination. The Act is being implemented by the State Governments in the State Sphere and the Chief Labour Commissioner (Central) in the Central Sphere.

Daily wages for male and female workers

124. SHRIMATI KANIMOZHI: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) the average daily wages for males and females working as regular and casual workers in urban and rural areas, State-wise;

(b) whether there is a clear gender bias in wage payments and if so,, the details thereof;

(c) which States have recorded the least gender bias and most gender bias in wage payments; and

(d) the steps taken by Government to address this issues?

THE MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE): (a) to (c) The Minimum Wages Act does not discriminate between male and female workers or prescribe differential minimum wages to them. The provisions of the Act equally apply to both male and female workers. in other words, female workers whether in rural or urban areas are entitled to same wages as fixed by the appropriate Governments for their male counterparts engaged in the scheduled employments. No minimum wage is separately fixed for the rural areas.

(d) Further, the implementation of the Act is carried out by the centre as well as the States in respect of their respective; jurisdictions. While in the Central Sphere there are no instances of gender bias as per the information available with us, we have no information pertaining to the States on this matter.

In the Central Sphere, the enforcement is secured through the Inspecting Officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM). The compliance in the State sphere is ensured through the State Enforcement Machinery. They conduct regular inspections and in the event of detection of any case of non-payment or under-payment of minimum wages, they advise the employers to make payment of the shortfall of wages. In case of non-compliance, penal provisions against the defaulting employers are invoked.