

The details are as under:

	(Rs. in crores)
1. Central Govt. Securities	1,16,302.61
2. State Govt./Govt. Guaranteed Securities.	82,222.33
3. Special Deposit Scheme	54,133.11
4. Public Sector Financial Institutions (Including Pvt. Sector bonds)	1,50,513.51
5. Public Account	69,974.03
TOTAL	4,73,145.59

(e) The interest rate depends upon the earning on the investment of the fund. On the basis of the present earning, CBT, EPF has proposed an interest of 8.75%.

Equal remuneration for men and women workers

2740. DR. T.N. SEEMA : Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government is aware that women are paid lesser wages than men for the same work from small businesses to large organisations to the unorganized sector;

(b) if so, whether Government has failed to enforce or implement Equal Remuneration Act, 1973 effectively which provides for payment of equal remuneration to men and women workers for work of similar nature; if so, the reasons therefor;

(c) if not, the details of inspection conducted and prosecutions of those found violating the Act during the last three years and the current year; and,

(d) the remedial measures taken by Government to tackle gender-based disparity?

The MINISTER OF STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI KODIKUNNIL SURESH) : (a) and (b) Yes, Sir. However, the difference in the earning of male and female workers at the industry and occupational level may not be necessarily indicating the violation of provisions of Equal Remuneration Act, 1976. This difference may be due to seniority/length of service, difference in output, difference in working hours etc. 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.

Whenever violations of provisions of Equal Remuneration Act, 1976 are noticed, action as prescribed under the Act is initiated. In the Central Sphere, office of Chief Labour

Commissioner (Central) initiates the action and in the cases of industries/establishments where the State Government is the appropriate authority, the enforcement of provisions of the Act is done by the officials of the State Labour Department.

(c) During the last three years, 1,51,715 inspections were conducted and 3397 prosecutions were launched against those found violating the Act. As per available information, 1086 inspections have been conducted and 335 prosecutions launched during the current year.

(d) A number of protective provisions have been incorporated in various labour laws for creating congenial work environment for women workers viz. Maternity leave, Separate washing facilities, Medical Bonus, Protection against sexual harassment, non-employment in dangerous employments, prohibition of lifting excessive weights, creche facility, time off for feeding children, non-employment in any part of mine below ground, employment beyond 7.00 PM upto 6.00 AM etc.

Security for women working in call centres

2741. SHRIN. BALAGANGA : Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether there is a total lack of security for women working in call centres in the country, especially during nights;

(b) if so, the details of measures that Government is taking to ensure safety of women;

(c) whether it has come to the notice of Government that call centres violate the normal safety norms for women, if so, the details thereof; and

(d) the action taken by Government to ensure safety to women?

THE MINISTER OF STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI KODIKUNNIL SURESH) : (a) to (d) The Business Process Organisations (BPOs)/ Call Centres are covered under the Shops and Establishment Act, which is a State Act and enforced by respective State Governments. The details of Business Process Organisations (BPOs)/Call Centres are not centrally maintained. However, the Central Government, from time to time, advises the State Governments to enforce the Labour laws effectively. Ministry of Home Affairs has issued a detailed advisory dated 04th September, 2009 to all State Governments and Union Territories wherein they have been advised, *inter-alia*, to make a comprehensive review of the effectiveness of the machinery in tackling the problem of crime against women. The advisory, *inter-alia*, advises the State Governments and Union Territories on gender sensitization of the police personnel, adopting appropriate measures