

(c) There is no difference under ESI Act between permanent or contractual employees because Section 2(9) of the Act defines “employee” which includes all types of workers and therefore, no such bifurcation of contractual employees is separately maintained.

(d) No, Sir.

Statement

The occupational death as reported by ESIC for the year 2013-14 and 2014-15

Sl. No.	Name of the States	Period		Total No. of occupational deaths
		2013-2014	2014-2015	
1.	West Bengal			
	• Regional office-Kolkata	2	Nil	02
	• Sub-Regional Office-Barrackpore	01	Nil	01
2.	Gujarat			
	• Regional Office- Ahmedabad	1	Nil	01
	• Sub-Regional Office-Vadodara	01	01	02
3.	Madhya Pradesh	08	04	12
4.	Tamil Nadu			
	• Sub-Regional Office-Salem	Nil	02	02
5.	Delhi			
	• Sub-Regional Office-Shahdara	01	Nil	01
6.	Odisha	Nil	01	01

**Extension of maternity benefit to women workers
in private sector**

2169. SHRI SANJAY RAUT: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government proposes to extend the benefits of Maternity Benefit Act, 1961 to the women working in private sector;

(b) if so, the details thereof and if not, the reasons therefor; and

(c) whether Government also proposes to further increase the existing leave period under this Act?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) and (b) The Maternity Benefit Act, 1961 extends to the whole of India. It applies to every establishment being a factory, mine or plantation (including those belonging to private and Government) and to every shop or establishment wherein 10 or more persons are employed on any day of the preceding 12 months.

(c) A proposal to increase maternity benefits from existing 12 weeks to 26 weeks under the Maternity Benefit Act, 1961, is under consideration of the Government.

Non-implementation of the Equal Remuneration Act

2170. SHRIMATI JHARNA DAS BAIDYA: 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 organisation in the unorganised 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; and

(c) if so, the details thereof, if not, the reasons therefor?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) to (c) Under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally payable to both male and female workers and the Act does not discriminate on the basis of gender.

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. In the Central sphere, the enforcement of the Act is entrusted to the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM). Central Government is regularly monitoring the implementation of the Act. In cases where the State Government are “appropriate Government”, the enforcement of provisions of Equal Remuneration Act is done by the State Labour Departments. During the three year period from 2011-12 to 2013-14, total of 1,51,715 inspections were conducted and 3397 prosecutions were launched against those found violating the Act.