

SHRI SUBHASH CHANDRA SINGH (Odisha): Sir, I would also like to associate myself with the Zero Hour mention made by the hon. Member.

**श्री दीपेन्द्र सिंह हुड्डा** (हरियाणा): महोदय, मैं भी माननीय सदस्य द्वारा उठाए गए विषय से स्वयं को संबद्ध करता हूँ।

**Need to enact Women Reservation Bill and obligatory paternity leave to bridge gender pay gap in the country**

DR. AMAR PATNAIK (Odisha): Sir, Article 39 of our Constitution promises equal pay for equal work for both men and women. We also have the Equal Remuneration Act, 1976. Several judgements of the Supreme Court have emphasized the same point but gender-pay gap still remains a big issue in our country.

India has slipped to the 112<sup>th</sup> spot from its 108<sup>th</sup> position in 2018 in the World Economic Forum's Global Gender Gap Index, 2020 amongst 153 countries. We rank 149<sup>th</sup> in economic participation and opportunity and 117<sup>th</sup> in wage equality for similar work. The most distressing fact is that the economic gender gap in our country is larger than the political gender gap. Women are paid most unequally in India compared to men when it comes to hourly wages for labour. A Report by the International Labour Organisation says, "On an average, women are paid 34 per cent less than men." Many researches also said that one of the main issues here is the cultural norms where woman is projected as the primary care-giver, the person who raises the family. Even if she has attained the position of a doctor, a lawyer or Head of State, that stereotype remains. Many of the factors causing this pay gap have, of course, declined over the years, but this stereotype remains. There is a term that is popularly called 'motherhood penalty'. Many studies have said that this motherhood penalty results in loss of about 20 per cent in the income of woman. I would like to point out two countries. One is Rwanda. This is one country where 30 per cent of representatives at all levels of Government are women; 61 per cent of the seats in Parliament, the highest in the world, are women; female labour force participation is 88 per cent and the gender pay gap is the lowest, that is, 86 per cent women get almost the same pay as the men get. Similarly, the other country is Iceland. They have done it through legislation. In India, the National Human Rights Commission has made several recommendations. Now, I would like to make these suggestions based on those two recommendations. One, more women should be in positions of decision making. That could be done through Women's Reservation Bill. The second and very important is, changing the expectation that women should be the

ones who raise children. How could it be done? It could be done through obligatory paternity leave for fathers. It should be made compulsory for both the parents to take leave. I think by doing that, women and men would be put in the same position and the gender gap would decrease.

SHRI SUJEET KUMAR (Odisha): Sir, I associate myself with the matter raised by the hon. Member.

DR. SASMIT PATRA (Odisha): Sir, I also associate myself with the matter raised by the hon. Member.

SHRI BHASKAR RAO NEKKANTI (Odisha): Sir, I also associate myself with the matter raised by the hon. Member.

SHRI PRASHANTA NANDA (Odisha): Sir, I also associate myself with the matter raised by the hon. Member.

DR. FAUZIA KHAN (Maharashtra): Sir, I also associate myself with the matter raised by the hon. Member.

PROF. MANOJ KUMAR JHA (Bihar): Sir, I also associate myself with the matter raised by the hon. Member.

**श्री सुभाष चंद्र सिंह** (ओडिशा) : महोदय, मैं भी स्वयं को माननीय सदस्य द्वारा उठाए गए विषय के साथ सम्बद्ध करता हूँ।

#### **Need to make OTP mandatory for withdrawal from ATMs**

**श्री रामकुमार वर्मा** (राजस्थान) : सभापति महोदय, आपका बहुत-बहुत धन्यवाद। मैं ATM से सम्बन्धित transactions के सम्बन्ध में अपनी बात कहना चाहूँगा। मैं आपके माध्यम से यह भी बताना चाहूँगा कि 'Digital India' की क्रांति अप्रत्याशित रिजल्ट लाई है। मैं अपनी तरफ से उन करोड़ों लोगों की वह खुशी व्यक्त करना चाहता हूँ, जिनको दशकों बाद बिचौलियों से छुटकारा मिला और आज इस माध्यम से लाखों-करोड़ों रुपए का transaction हो रहा है। इसके various modes हैं, जिनमें UPI या अन्य online banking system भी है। ATM से सम्बन्धित बहुत सारे safety points रखने के बावजूद, क्योंकि गवर्नमेंट और रिजर्व बैंक ऑफ इंडिया ने भी समय-समय पर इस दिशा में कई steps लिए हैं, fraud करने वाले और भी चालाक होते जा रहे हैं। वे PIN के