

Initiative to Eliminate Discrimination of Labourers

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The Government has enacted “The Equal Remuneration Act, 1976”, which inter-alia provides that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to wages by the same employer, in respect of the same work or work of similar nature done by any employee and also prevent discrimination against women while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotion, training or transfer. The provisions of the Act have been extended to all establishments or employment.

Further, under the provisions of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally payable without any discrimination amongst workers.

Moreover, The Government has enacted the four Labour Codes, namely, the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020, which interalia promote participation of workforce in a dignified manner through a number of provisions, some of which are as follows:

- No discrimination on the ground of gender in matters relating to wages, recruitment and in the conditions of employment,
- Entitlement of workers to be employed in all establishments for all types of work even before 6 AM and beyond 7 PM subject to their consent and other adequate safety measures.
- the provisions for enhancement in paid maternity leave from 12 weeks to 26 weeks, provision for mandatory crèche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc.

This information was given by Union Minister of State for Labour and Employment Shri Rameswar Teli in a written reply in the Rajya Sabha.

MJPS/NSK

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