

**GOVERNMENT OF INDIA  
MINISTRY OF CORPORATE AFFAIRS**

**LOK SABHA  
UNSTARRED QUESTION NO. 4134  
ANSWERED ON FRIDAY, THE 9<sup>th</sup> DECEMBER, 2016  
[AGRAHAYANA 18, 1938 (SAKA)]**

**COMPARISON OF SALARIES WITH WESTERN COUNTRIES**

**QUESTION**

**4134. SHRI NARANBHAI KACHHADIYA:**

**Will the Minister of CORPORATE AFFAIRS  
be pleased to state:**

कारपोरेट कार्य मंत्री

- (a) whether the pay of Senior Management officials of the big companies in the country is almost at par with the similar officers of big companies of western countries and if so, the details thereof;
- (b) whether the pay being paid to lower categories of employees by these companies are not the same as being paid in western countries; and
- (c) if so, the details thereof and the reasons therefor?

**ANSWER**

**THE MINISTER OF STATE  
IN THE MINISTRY OF CORPORATE AFFAIRS (SHRI ARJUN RAM MEGHWAL)**  
कारपोरेट कार्य मंत्रालय में राज्य मंत्री (श्री अर्जुन राम मेघवाल)

(a) to (c) : The total managerial remuneration payable by a public company to its managerial personnel is regulated in accordance with provisions of Section 197 to 200 read with Schedule V to the Companies Act, 2013 (the Act) and the rules made thereunder. The overall managerial remuneration shall not exceed 11% of net profits of the company for that financial year unless the company, in a general meeting, with the approval of the Central Government, authorises payment of remuneration in excess of the above ceiling. Salaries of other personnel are not regulated under the Act. This Ministry does not maintain details of pay of personnel of companies of any level.

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