

Equal Remuneration Act, 1976

Object of the Act

To provide for **protection against discrimination of women workers on the ground of sex**, about the payment of **equal remuneration** in the matter of employment

Definition

{Section 2(g)} “Remuneration” means

Basic wage or salary, and any additional emoluments whatsoever payable, either in cash or in kind, to a person employed in respect of employment or work done in such employment, if the terms of the contract of employment, express or implied, were fulfilled

Duty of Employer to Pay Equal Remuneration

No employer shall pay to any worker, employed by him in an establishment or employment, **remuneration at rates less favorable** than those at which remuneration is paid by him to the workers of the opposite sex in such establishment for performing the same work or work of a similar nature

Discrimination not to be made while Recruiting

Section 5

No employer shall, while making recruitment for the same work or work of a similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer, make any discrimination against women except where the employment of women in such work is prohibited or restricted by or under any law for the time being in force

Exceptions

Section 5 shall not affect any priority or reservation for Scheduled Castes or Scheduled Tribes, ex-servicemen, retrenched employees or any other class or category of persons in the matter of recruitment to the posts in an establishment or employment

Authorities for Hearing and Deciding Claims and Complaints

Section 7

The appropriate Government is empowered to appoint such officers, not below the rank of a Labour Officer, as it thinks fit to hear and decide the Claims/Complaints

Maintenance of Registers

- ❖ Every employer is bound to maintain registers and other documents in relation to the workers employed by him in the prescribed manner
- ❖ Any **contravention of this Act** like discrimination in employment etc. by the Employer, he shall be liable to imprisonment or fine or both