

### Overview

Article 39.

### Equal Remuneration Act, 1976

①

of Constitution of India  
 : Equal pay for Equal work  
 for Both Men & Women  
 . To give effect to this constitutional provisions,  
 Parliament enacted this Act.

### Objective

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provides for payment of equal remuneration to  
 # men & women workers for same work or  
 work of similar nature without any discrimination  
 # & also prevents discrimination against women  
 employees while making recruitment or in any  
 condition of service subsequent to retirement.

Man & woman

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⇒ means male & female human beings,  
 respectively of any age.

- (4) Remuneration  $\Rightarrow$  means basic wage or salary & any other additional emoluments, either in cash or in kind.
- (5) Same work or work of a similar nature  $\Rightarrow$  means work in respect of which the skill, effort & responsibility required are the same.
- (6) Act to have overriding effect  $\Rightarrow$  sec 3 provisions of the Act shall have effect notwithstanding anything inconsistent therewith contained in any other law.
- (7) Duty of employer to pay equal remuneration to men & women workers for same work or work of a similar nature. U/s 4.
- (8) Discrimination not to be made while recruiting men & women U/s 5

No discrimination against women in recruitment, promotion, training transfer except where the employment of women in such work is prohibited or restricted by or under any law for the time being in force.

Above section not affect any priority or reservation for SC or ST, ex-servicemen, retrenched employees or any other class of persons.

- (9) Authorities for hearing & deciding claims & complaints U/s 7

$\downarrow$   
A Labour appts such officers, not below the rank of officer.

## (10) Maintenance of Registers

U/s 8 -> Duty of Employer to maintain registers & other documents in relation to the workers employed by him in prescribed manner.

## (11) Penalty:-

Employer does any contravention punishable with fine or imprisonment or both.

