

## \* Chapter 18 \*

### \* Unit IV - Equal remuneration Act, 1976 \*

The objective of this Act is to provide payment of equal remuneration to both men and women for same work of same nature without any discrimination.

It also prevents discrimination against women employees while making remuneration.

#### \* APPLICATION OF THE ACT

Section 3 - Provides that provisions of Act shall have effect in spite of anything inconsistent contained in other law or in terms of any award, agreement or contract of service.

- Whether it is made before or after commencement of the Act
- or any instrument having effect under any law for time being in force.

#### \* DUTIES OF EMPLOYER TO PAY EQUAL REMUNERATION.

Section 4 - No Employer shall pay to any worker employed in his establishment, at a

lower rate than remuneration by  $\frac{1}{2}$  paid by him to opposite gender worker, for some kind of work.

Employer shall not reduce the rate of remuneration of any worker.

### \* DISCRIMINATION NOT TO BE MADE WHILE RECRUITING MEN & WOMEN.

Section 5 - Employer shall not make any discrimination against women while making recruitment for same work of similar nature or conditions of service such as promotions, training or transfer.

### \* AUTHORITIES FOR HEARING & DECIDING CLAIMS AND COMPLAINTS.

Section 7 - Appropriate Govt. may appoint such officers as it thinks to be fit as authority to hear and decide claims regard to contravention of provisions of Act, and may define local limits of each authority, shall exercise its jurisdiction.

### \* MAINTAINANCE OF REGISTER.

Section 8 - Employer should maintain registers and other documents relation to workers employed by him in prescribed manner.

## \* Penalty

If any employer - makes any remuneration to  
contravention to the provisions of this  
Act,

- or makes any payment at unequal rates

- & makes any discrimination between  
men & women

- & fails to carry out all directions  
made by Govt.

Shall be liable to pay fine or imprisonment  
or both.