



INTERNATIONAL JOURNAL OF ADVANCE RESEARCH, IDEAS AND INNOVATIONS IN TECHNOLOGY

ISSN: 2454-132X

Impact factor: 4.295

(Volume 6, Issue 1)

Available online at: www.ijariit.com

Equal Remuneration Act 1976

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ABSTRACT

The Equal Remuneration Act came into force from 11th March 1976 throughout India in the employment notified for the purpose. In the exercise of the powers conferred under Section 13 of the Act, the central government framed rules known as the Equal Remuneration Rules, 1976.

Keywords— Employment, Powers, Government

1. OBJECTIVE OF ACT

- The objective is to provide for payment of equal remuneration to Men and Women workers and prevent discrimination.
- It also seeks to provide for increasing opportunities for women in specified employments.

2. SCOPE OF ACT

Brought into force by central Government in employment areas such as:

- Local Authorities, Hospitals, Nursing homes
- Banks, Insurance companies and other financial Institutions
- Educational, Teaching, Training and Research Institutions
- Mines
- Employees Provident Fund Organization, Employees State Insurance Corporation, Food Corporation of India, central warehousing corporation
- State warehousing corporation
- Textiles and Textile products
- Electrical and Electronic Machinery
- Factories located in Plantations, chemical and chemical products
- Land and Water Transport
- Food products, beverages, tobacco and tobacco products
- Electricity, gas and water
- Wholesale and Retail trade
- Restaurants and Hotels
- Agricultural activities
- Transport, warehouse and communication
- Construction activities
- Air Transport Industry
- Real Estate and Business Services
- Legal services, Community social and personal services

The Central Government has appointed the Assistance labor Commissioners as the Authorities and Regional labor Commissioners as Authorities.

3. MAIN PROVISIONS

- The term “Remuneration” includes basic wage or salary and any additional payments either in cash or kind to a person employed in respect of work done if the terms of the contract of employment were fulfilled.
- It is the duty of the Employer to pay Equal Remuneration to Men and Women workers for similar work.

- No discrimination is to be made while making Recruitment for the same work, except where the employment of women in work is prohibited. (Under Sec 5)
- Further Act Prohibits discrimination against Women in relation to conditions of service to employment such as Promotions, Training and Transfer.
- For the purpose of providing increasing employment opportunities to women, the appropriate Government may constitute one or more Advisory Committees (Sec 6)
- The appropriate Government may appoint authorities for hearing and deciding claims and complaints.
- The Authority appointed for this purpose shall have all the powers of a civil court under Code of civil procedure 1908.
- The workers may prefer to appeal Authority within 30 days from the day of an order (Sec 7)
- It is the duty of employers to maintain prescribed Registers and other documents in relation to workers employed by him (Sec 8)
- The appropriate Government may appoint inspectors for the purpose of enforcing provisions of Act (Sec 9).
- The Act provides penalties for violation of provisions of Act (Sec 10).

4. REFERENCE

[1] Principle of Management, G.Dinakar, Himalaya Publication.

[2] Managing Organization and Practices, A. Appanna, Himalaya Publication.