

Equal Remuneration Act, 1976

Chapter 10 - Penalties

(1) If after the commencement of this Act, any employer, being required by or under this act, so to do"(a) omits or fails to maintain any register or other document in relation to workers employed by him, or(b) omits or fails to produce any register, muster-roll or other document relating to the employment of workers, or(c) omits or refuses to give any evidence or prevents his agent, servant, or any other person in charge of the establishment, or any worker, from giving evidence, or(d) omits or refuses to give any information, he shall be punishable Substituted by Act 49 of 1987, S.3. [with simple imprisonment for a term which may extend to one month or with fine which may extend to ten thousand rupees or with both].(2) If, after the commencement of this Act, any employer"(a) makes any recruitment in contravention of the provisions of his Act, or(b) makes any payment or remuneration at unequal rates to men and women worker, for the same work or work of a similar nature, or(c) makes any discrimination between men and women workers in contravention of the provisions of this Act, or(d) omits or fails to carry out any direction made by the appropriate Government under sub-section (5) of Section 6.he shall be punishable Substituted by Act 49 of 1987, S.4. [with fine which shall not be less than ten thousand rupees but which may extend to twenty thousand rupees or with imprisonment for a term which shall be not less than three months but which may extend to one year or with both for the first offence, and with imprisonment which may extend to two years for the second and subsequent offences].(3) If any person being required so to do, omits or refuses to produce to an Inspector any register or other document or to give any information, he shall be punishable with fine, which may extend to five thousand rupees.