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Equal Remuneration Act, 1976

Chapter 18 - Repeal and saving

An act to provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto. Be it enacted by Parliament in the Twenty-seventh Year of the Republic of India as follow: -Prefatory Note " Statement of Objects and Reasons. " Article 39 of Constitution envisages that the State shall direct its policy, among other things, towards securing that there is equal pay for equal work for both men and women. To give effect to this constitutional provision, the President promulgated on the 26th. September, 1975, the Equal Remuneration Ordinance, 1975 so that the provisions of Article 39 of the Constitution may be implemented in the year which is being celebrated as the International Women's Year. The Ordinance provides for payment of equal remuneration to men and women workers for the same work or work of similar nature and for the prevention of discrimination on grounds of sex.(2) The Ordinance also ensures that there will be no discrimination against recruitment of women and provides for the setting up of Advisory committees to promote employment opportunities for women.(3) The Bill seeks to replace the Ordinance. (1) Ordinance 12 of 1975, promulgated by the President on Sept. 26, 1975.