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Subject - Labour law II , unit – III

topic – (“Definitions” Of Equal Remuneration At,1976)

Class- B.Com. LL.B. VI Sem

Date - 11.04.2020



**“DEFINITIONS” OF EQUAL
REMUNERATION AT,1976**

(SECTION 2) DEFINITIONS

SEC. 2. DEFINITIONS. –

In this Act, unless the context otherwise requires,

(a) **“appropriate Government” –**

appropriate Government means –

- (i) in relation to any employment carried on by or under the authority of the Central Government or a railway administration, or in relation to a banking company, a mine, oilfield or major port or any corporation established by or under a Central Act, the Central Government, and
- (ii) in relation to any other employment, the State Government.

(b) **“commencement of this Act” -**

commencement of this Act means, in relation to an establishment or employment, the date on which this Act comes into force in respect of that establishment or employment.

(SECTION 2) DEFINITIONS

(c) **“Employer”-**

Employer has the meaning assigned to it in clause (f) of Section 2 of the Payment of Gratuity Act, 1972 .

(d) **“Man” and “Woman”-**

Man and Women mean male and female human beings, respectively, of any age.

(e) **Notification” -**

Notification means a notification published in the Official Gazette.

(f) **“Prescribed”-**

Prescribed means prescribed by rules made under this Act.

(SECTION 2) DEFINITIONS

(g) “Remuneration” –

Remuneration means the basic wage or salary, and any additional emoluments whatsoever payable, either in cash or in kind, to a person employed in respect of employment or work done in such employment, if the terms of the contract of employment, express or implied, were fulfilled.

(h) “Same work or work of a similar nature” –

Same work or work of a similar nature means work in respect of which the skill, effort and responsibility required are the same, when performed under similar working conditions, by a man or a woman and the differences, if any, between the skill, effort and responsibility required of a man and those required of a woman are not of practical importance in relation to the terms and conditions of employment;

(SECTION 2) DEFINITIONS

(i) “worker” -

worker means a worker in any establishment or employment in respect of which this Act has come into force.

(j) words and expressions

workers and expressions used in this Act and not defined but defined in the Industrial Disputes Act, 1947 (14 of 1947), shall have the meaning respectively to them in that Act.



SECTION 3 - ACT TO HAVE OVERRIDING EFFECT.

The provisions of this Act shall have effect notwithstanding anything inconsistent therewith contained in any other law or in the terms of any award, agreement or contract of service, whether made before or after the commencement of this Act, or in any instrument having effect under any law for the time being in force.



Thank you