

EQUAL REMUNERATION RULES, 1976

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EQUAL REMUNERATION RULES, 1976

In exercise of the powers conferred by section 13 of the Equal Remuneration Ordinance, 1976 (25 of 1976), the Central Government hereby makes the following rules, namely:-

CHAPTER 1

PRELIMINARY

1. Short title and commencement :-

- (1) These rules may be called the Equal Remuneration Rules, 1976.
- (2) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions :-

In these rules, unless the context otherwise requires,-

- (a) "Act" means the Equal Remuneration Act, 1976 (25 of 1976);
- (b) "Authority" means an authority appointed by the appropriate Govern- ment under sub-section (1) of section 7
- (c) "Form" means a form appended to these rules
- (d) "section" means a section of the Act

(e) "registered Trade Union" means a Trade Union registered under the Trade Unions Act, 1926 .

CHAPTER 2

COMPLAINTS AND CLAIMS UNDER THE ACT

3. Complaints regarding contravention of the Act :-

(1) Every complaint under clause (a) of sub-section (1) of section 7 shall be made in triplicate, in form 'A' to the Authority.

(2) A single complaint may be made by, or on behalf of, or in relation to, a group of workers, if they are employed in the same establishment and the complaint relates to the same contravention.

(3) A complaint may be made by the worker himself or herself or by any legal practitioner, or by any official of a registered Trade Union, authorised in writing to appear and act on his or her behalf or by any Inspector appointed under section 9 or by any other person acting with the permission of the Authority.

4. Claim regarding non-payment of wages, etc :-

(1) Every claim under clause (b) of sub-section (1) of section 7 shall be made by petition in triplicate, in Form 'B' to the Authority.

(2) A single petition may be made by, or on behalf of, or in relation to, a group of workers, if they are employed in the same establishment and their claims are of the same nature.

(3) A claim may be made by the worker himself or herself or by any legal practitioner, or by any official of a registered Trade Union, authorised in writing to appear and act on his or her behalf or by any Inspector appointed under section 9 or by any other person acting with the permission of the Authority.

5. Authorisation :-

The authorisation referred to in sub-rule (3) of rule 3 or sub-rule (3) of rule 4 shall be in Form 'C' which shall be presented to the Authority to whom the complaint or the claim, as the case may be, is made along with such complaint or claim and shall form part of the record.

CHAPTER 3

REGISTERS TO BE MAINTAINED

6. Registers to be maintained by the employer :-

Every employer shall maintain up to date a register in relation to

the workers employed by him in Form 'D' at the place where workers are employed.]