

Equal Remuneration Act, 1976 & Rules, 1976

1.	Name & location of the establishment	
2.	Nature and description of employment carried in the estt. where the act applies	
3.	Notification no. with date which brought the Act in force on employment as above	
4.	Date of commencement	
5.	Date of completion	
6.	Name and address of the employer (Name of partners/Directors in case of employer in a company or firm)	
7.	Total No. of workers employed	Male - Female - Total -
8.	Wage Period	
9.	Date of Payment	
10.	Weekly Holiday	
11.	Name & address of the representative of employer present during inspection	
12.	Register / Records checked and Attested	

STATEMENT OF WORKERS

S.No.	Name of Workers	Father's Name	Permanent Address (Compulsory)	Present Address & Phone no.	Date Of Joining	Nature Of Work	Category	Rate of wages	Signature re/thumb impression	Re marks

PERTAINING TO REGISTERS AND RECORDS

1. The register in Form 'D' has not been maintained at all. [As per section 8 read with Rule 6]

Specific Irregularities regarding equal remuneration Act, 1976 & Rules, 1976

1. The following workers was/were paid remuneration at less rates as compared to the rates paid to workers of opposite sex for performing the same work or work of similar nature. The difference in wages as details should be paid immediately to the concerned person. [As per section 4(1)].
2. The rates of remuneration of the following workmen have been reduced with effect from to equate them with the workmen of opposite sex. This should be restored forth with the difference paid back to the concerned workmen. [As per section 4(2).]
3. The following cases, the workmen / workers are discriminated against while making recruitment. [As per Section 5.]
4. The following direction of Central Government issued have not been complied with by the employer as detailed below. [As per Section 6(5)]

PERTAINTING TO FURNISHING INFORMATION/STATISTICS

1. Details of the salary with component in respect of all employees not produced on demand. [As per Section 9.]
2. Exact number of male and female employees not furnished on demand. [As per section 9.]

Other irregularities
