



py aY ku ie tI k im sL n

py aYkuietI mulfjLmF leI iewk sfr

py aYkuietI kI hY?

py aYkuietI jF Xog qnKfh “brfbr muwl dy kMm” leI brfbr dI qnKfh hY. **py aYkuietI aYkt** (*Pay Equity Act*) df mksd EntyrIE ivwc “aOrqF dIaF nOkrIaF” ivwc kMm krdy mulfjLmF leI Aujrq jF qnKfh ivwc ieiqfhsq qOr qy ilMg-Byd kfrx huMdy ivqkry nUM drusq krnf hY. aijhf krn leI kMmF df mulFkx kIqy jfxy aqy “ijLafdfqr jF rvfieqI qOr qy aOrqF vwloN kIqy jFdy kMmF” dI qulnf “ijLafdfqr jF rvfieqI qOr qy mrdF vwloN kIqy jFdy kMmF” nfl krn dI loV pYNdI hY. jy kr kMm **mukfbIf kIqy jfx vfly mwulF** dy hox, qF aOrqF dy kMmF leI Gwto-Gwt qnKfh lfjLmI qOr qy mrdF dy kMmF leI idwqI jFdI qnKfh dy brfbr hoxI cfhIdI hY. aOrqF dy kMm, ijvyN lfiebRyrIan, cfellzkyar krmcfrI jF sYktrI, ijLafdfqr jF rvfieqI qOr qy aOrqF vwloN kIqy jFdy hn. mrdF dy kMm, ijvyN trwk zrfeIvr, PfierPfeItr, jF isLwpr, ijLafdfqr jF rvfieqI qOr qy mrdF vwloN kIqy jFdy hn.

kMmF df **muwl** kMm nUM krn leI luVINdy hunr, Xqn, ijLMmyvfrI aqy kMm dy mfhOl dy pwDrF qy afDfirq huMdf hY.

ies kfnUMn dI ihPfjLq iks-iks nUM imldI hY?

ies kfnUMn dI ihPfjLq quhfnUM qF imldI hY jy kr qusIN srkfrI Kyqr dy ikxy rojLgfr-dfqf leI kMm krdy ho, jF 10 jF vDyry mulfjLmF vfly inwji Kyqr dy ikxy adfry ivwc nOkrIsLudf ho|

- Puwl-tfiem aqy pfrt-tfiem, dovyN hI qrHF dy mulfjLm ies **kfnUMn dy dfiery aMdr afAuNdy hn**, smyq AunHF mulfjLmF dy jo ruwq muqfbk (sIjLnl) kMm krdy hn. pr isrP CuwtIaF dOrfn kMm krn vfly ividafrQI ies aDIn nhIN afAuNdy.
- jy qusIN PYzrl srkfr leI jF PYzrl aiDkfr-Kyqr ivwc afAuNdy ikxy AudXog, ijvyN bYNkF, eyarlfeInF, zfkKfinaF, aqy tYllivXn aqy ryzIAu stysLnF, ivwc kMm krdy ho qF ieh kfnUMn quhfzy qy **lfgU nhIN** huMdf.
- jy qusIN 1 jnvrI 1988 qoN EntyrIE ivwc 10 qoN Gwt mulfjLmF vflI ikxy kMpnI ivwc kMm krdy ho, qF ieh kfnUMn quhfzy qy **lfgU nhIN** huMdf. pr jy ieh kMpnIaF vD ky 10 jF vDyry mulfjLmF vflIaF ho jFdIaF hn, AunHF nUM qurMq py-aYkuietI hfsl krnI pYNdI hY.

ki py aYkuietI df mqlb vI 'brfbr kMm leI brfbr qnKfh' hI hY?

nhIN. brfbr kMm leI brfbr qnKfh df mqlb hY ik kfPI hwd qk iewko hI kMm krn vfly ikxy mrd aqy ikxy aOrq nUM lfjLmI qOr qy brfbr qnKfh imlxI cfhIdI hY. (*ieMplfiemYNt stYNzrzjL aYkt aDIn*) (*Employment Standards Act*).

py aYkUietI ivwc afm qOr qy aOrqF vwloN kIqy jFdy kMmF df mukfblf afm qOr qy mrdF vwloN kIqy jFdy vwK-vwK kMmF nfl kIqf jFdf hY. jy kr kIqy jfx vfly kMm df muwl lgBg iewko hI hY, qF aOrqF dy kMmF leI lfjLmI qOr qy mrdF dy kMmF dy brfbr qnKfh hoxI cfhIdI hY.

vwK-vwK kMmF df iewko hI mwul ikvyN ho skdf hY?

vwK-vK kMmF leI hunr, Xqn, aqy ijLMmyvfrI dy vwK-vwK pwDrF dI loV huMdi hY aqy kMm df mfhOl vwKrf huMdf hY. quhfzy rojLgfr-dfqf aqy XUnIan, jy kr quhfzI koeI XUnIan hY qF, ienHF cfrF qwqF df muwl joV ky hr kMm df smuwcf muwl inrDfirq kr dy hn.

Audfhrx vjoN, ikxy sYktrI dy kMm leI ikxy kstozIan (ingrIn) dy kMm nfloN vwKraF iksmF aqy pwDrF dy srIrk Xqn dI loV ho skdI hY aqy kMm dy mfhOl ivwc kfPI Prk ho skdf hY. dovF kMmF leI ijLMmyvfrI, mfnisk Xqn aqy hunr vI vwK-vwK iksmF aqy pwDrF dy ho skdy hn. pr jy kr iLMg-Byd dy Prk qoN rihq mukfblf krn vflI ikxy pRxfli nfl dovF kMmF dI jFc aqy mulFkx kIqf jfvy, qF sYktrI dy kMm ivwc ienHF cfrF qwqF df smuwcf muwl kstozIan dy kMm dy brfbr jF ies qoN vDyry ho skdf hY. jy kr dovyN kMm brfbr dy muwl dy pfey jfx, qF kfnUMn muqfkb aOrqF dy kMm dy vrg leI Gwto-Gwt brfbr dI qnKfh imlxI cfhIdI hY.

aOrqF dy kMmF df asl qoN Gwt muwl ikvyN pYNdf irhf hY?

ieiqhfsk pwK qoN, szfz smfj Kfs qOr qy aOrqF vwloN kIqy jFdy kMmF dy pwK njLraMdfjL krdf irhf hY. py aYkUietI lfgU krn vyly rojLgfr dyx vflaF, XUnIanF aqy mulfjLmF nUM mrdF aqy aOrqF dy kMmF dy hr pwK nUM ibafn krnf aqy ies df muwl pfAuxf cfhIdf hY qF ik ienHF df mulFkx kIqf jf sky aqy qnKfh iml sky. pihly smyN dIaF kuwJ AudfhrxF ieh hn:

- ikxy vrz pRfsYisMg afpRytr leI luVINdy dsqI hunr nUM rojLgfr-dfqf ny njLraMdfjL kIqf ho skdf hY jdoN ik ikxy msLInrI dI murMmq krn vfly dy kMm ivcly dsqI hunr nUM mnjLUR kIqf aqy ies df muwl pfiEaf ho skdf hY.
- rojLgfr-dfqfvF ny nrsF vwloN mrIjLF nUM cuwKx, jF zy-kyar kfimaF vwloN bwicaF nMU cuwKx dy Xqn df muwl nf pfiEaf hovy, pr ikxy AusfrI vflI jgHf qy, jF ikxy godfm ivwc, mulfjLmF vwloN BfrIaF cIjLF cuwKx df muwl pfiEaf hovy.
- zy-kyar kfimaF vwloN bwicaF dI dyK-Bfl dI ijLMmyvfrI df muwl nf pfiEaf igaf hovy jdoN ik AupkrxF, ivwq, jF hor pdfrQI vsIlaF dI ijLMmyvfrI df muwl pfiEaf igaf hovy aqy qnKfh idwqI geI hovy.

nOkrIaF dy nfm vI kMm dy muwl bfry JUTiaF DfrnfvF bxf skdy hn. "aYziminStRyitv aisstYnt" nfloN "mYnyjr" ijLafdf mhWqvpUrx lWgdf hY. pr kMm df muwlFkx vDyry cMgI qrHf dws skdf hY ik kI kMmF ivwc ijLMmyvfrI, hunr, Xqn aqy kMm dy mfhOl dy pwDr iewko-ijhy hI hn jF vwKry hn.

myrf rojLgfr-dfqf py aYkuietI ikvyN lfgU krdf hY?

nOkrIaF nUM vrgF ivwc vMizaf igaf hY. nOkrIaF dy vrgF ivwc aijhy rojLgfr huMdy hn ijnHF dy iewko-ijhy PrjL aqy ijLMmyvfrIaF huMdiAaF hn aqy iewko hI qrHF dI qnKfh idwqI jFdI hY. nOkrIaF dy ienHF vrgF nUM aOrqF leI, mrdF leI jF ilMg-Byd qoN rihq vrg dy qOr qy pihcfixaF jFdf hY. “aOrqF dy nOkrI-vrg” df mqlb hY aijhf vrg ijs ivwc Gwto-Gwt 60 PI sdI asfmIaF qy aOrqF kMm krdIaF hn. “mrdF dy nOkrI-vrg” df mqlb hY aijhf vrg ijs ivwc Gwto-Gwt 70 PI sdI asfmIaF qy mrd kMm krdf hox. ieh PYslf krn vyly ik kI koeI nOkrI aOrqF dy vrg ivwc afAuNdI hY jF mrdF dy vrg ivwc, pihly simaF qoN hI ies ivwc kOx kMm krdf irhf hY aqy ies nfl juVIaF ilMgI DfrnfvF nUM vI iDafn ivwc rwKx dI loV ho skdI hY.

iPr aOrqF aqy mrdF dy rojLgfr-vrgF dIaF nOkrIaF bfry jfxkfrI iekwTI kIqI jFdI hY. iekwTI kIqI jfxkfrI nUM nOkrIaF dI qulnf krn vflI iewk pRxfli qihq hr rojLgfr-vrg df kfnUMn anusfr luVINdy cfr qwqF – hunr, Xqn, ijLMmyvfrI aqy kMm dy mfhOl – dy afDfr qy mulFkx krn leI vriqaf jFdf hY. iewk vfr sfry rojLgfr-vrgF df mulFkx ho jfvy, aOrqF dy rojLgfr-vrgF dI mrdF dy rojLgfr-vrgF nfl qulnf kIqI jFdI hY.

jy kr qusIN iewk mulfjLm ho, qF py aYkuietI quhfzf hwk hY

iqMn qrIky hn ijMnHF rfhIN quhfzf rojLgfr-dfqf qy aYkuietI dI qulnf kr skdf hY:

- 1/ rojLgfr dI rojLgfr nfl qulnf df qrIkf** iewk hI adfry ivwc aOrqF dy rojLgfr-vrg dIaF nOkrIaF dI ieh vyKx leI mrdF dy rojLgfr vrg dIaF nOkrIaF nfl iswDI qulnf krdf hY ik kI ieh muwl ivwc brfbr jF qulnfqmk hn. *jy kr rojLgfr qulnfqmk hox, aOrqF dy rojLgfr-vrg nUM Gwto-Gwt brfbr dI qnKfh imlxI hI cfhIdI hY.*
- 2/ anupfqk muwl nfl qulnf df qrIkf** iewk hI adfry ivwc aOrqF dy rojLgfr-vrg dIaF nOkrIaF dI mrdF dy rojLgfr vrg dIaF nOkrIaF dy iewk numfieMdf grupw nfl aiswDI qulnf krdf hY (afm qOr qy ijwQy iswDI qulnf sMBv nf hovy). *ies qrIky aDIn aOrqF dy rojLgfr vrg df muwl aqy qnKfh nfl Auho hI sMbMD hoxf cfhIdf hY jo mrdF dy rojLgfr vrg df hovy.*
- 3/ pRiqinDfqmk qulnf df qrIkf** isrP AunHF srkfrI Kyqr dy adfiraF ivwc vriqaf jFdf hY ijhVy rojLgfr-qoN-rojLgfr dy, jF anupfqk mwul nfl qulnf dy qrIky nfl py aYkuietI hfsl nhIN kr skdy aqy ijnHF kol py aYkuietI kimsLn dy irvIAU aPLsr df hukm hY. *ies qrIky nfl koeI adfry py aYkuietI hfsl kr cuwky aOrqF dy ikxy qulnf nf kIqy gey rojLgfr-vrg dI Auho-ijhIaF syvfvF muhweIaf krn vfly srkfrI Kyqr dy ikxy dUjy adfry dy aOrqF dy rojLgfr-vrg nfl qulnf kr skdf hY.*

myry rojLgfr dyx vfly nUM py aYkuietI kdoN lfgU krnl pvygI?

kfnUMnI qOr qy bhuqy rojLgfr-dfqfvF vwloN hux qk py aYkuietI lfgU krn dI kfrvfeI kr idwqI hoxI cfhIdI hY jF AunHF nUM afpxIaF qnKfh pRxfliAaF py aYkuietI nUM iDafn ivwc rwKidaF sQfipq kr idwqIaF hoxIaF cfhIdIaF hn. jy kr quhfnum lwgdf hY ik AunHF ny aijhf nhIN kIqf, ikprf kr ky py aYkuietI kimsLn nfl sMprk kro.

ky kr myry rojLgfr-dfqf ny myry rojLgfr leI py aYkuietI lfgU nf kIQI hovy qF kI ho skdf hY?

ky kr koeI XUnIan quhfzI numfieMdgI krDI hY:

XUnIan nUM quhfzy rojLgfr dyx vfly nfl py aYkuietI bfry sOdybfjLI krnI cfhIdI sI.

ky kr koeI XUnIan quhfzI numfieMdgI nhIN krDI:

quhfzy rojLgfr-dfqf nUM lfjLmI qOr qy ieh ivKfAuxf pvygf ik quhfzy kMm vflI QF ivKy py aYkuietI lfgU kIQI jf cuwkI sI. qusIN afpxy rojLgfr-dfqf koloN ieh jfxkfrI hux jF BivwK ivwc ikxy vI smyN mMg skdy ho | ky kr quhfnUM ies gwl dI qswII nf hovy ik py aYkuietI lfgU kr idwqI geI hY, qusIN kimsLn kol isLkfieq drj kr skdy ho.

py aYkuietI lfgU hox qoN bfaD kI hoxf cfhIdf hY?

kfnUMn muqfbk quhfzy rojLgfr-dfqf nUM Aujrq dIaF aijhIaF rvfiefQ brkrfr rwKxIaF pYxgIaF ijhVIaF py aYkuietI lfgU krn qF jo smF pf ky quhfnUM imlx vfly Pfiedy Kqm nf ho jfx.

ky kr mYN kimsLn kol isLkfieq krF qF kI myry rojLgfr-dfqf nUM pqf lwg jfvgyf?

ky kr qusIN kimsLn nUM isLkfieq krDY ho, quhfzy rojLgfr-dfqf nUM quhfzI nfm jF ieh gwl ik qusIN isLkfieq kIQI hY, AudoN qk nhIN dwisaf jfvgyf jdoN qk qusIN aijhf krn dI sfnUM iefjLq nhIN idMdy. mulfjLmF df koeI smUh iekwiTaF vI isLkfieq drj krdf skdf hY.

mYnUM vDyry jfxkfrI ikwQoN iml skDI hY?

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sfrI gwl-bfq gupq rwKI jFdI hY.

py aYkuietI kimsLn

qwQF df ieh dsqfvyj isrPL jfxkfrI leI hY, aqy ies df mksd rIivAU aPLsrF jF py aYkuietI hIairMgjL tRfieibAUnI nUM AunHf vwloN mfmilaF df PYSlf krn ivwc sImq krnf nhIN hY. drusq anuvfd leI py aYkuietI aYkt vyKo.

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