

# Chapter 7- Remuneration and Benefits

## Key points

- Equal Remuneration
- Social Insurance and Benefits
- Wage deductions

“(a) The term **remuneration** includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment;

(b) The term **equal remuneration** for men and women workers for work of equal value refers to rates of remuneration established without discrimination based on sex.” –*Equal Remuneration Convention, Article 1, 1951(No.100)*.

For more information: [Equal pay an introductory guide](#)

## Remuneration and Benefits

### Article 23 of the Universal Declaration of Human Rights:

- (1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
- (2) Everyone, without any discrimination, has the right to equal pay for equal work.
- (3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

- Wage payment and payment methods for all employees' categories.
- Payroll records modalities.
- Overtime payment for all employees' categories.
- Social insurance and benefits.

### ILO conventions

- **Protection Wages:** [Protection of Wages Recommendation, 1949 \(No. 85\)](#) ;
- **Equal Remuneration :**
  - [Equal Remuneration Recommendation, 1951 \(No. 90\)](#) ;
  - [Equal Remuneration Convention, 1951 \(No. 100\)](#) ;
- **Protection of Wages:** [Protection of Wages Convention, 1949 \(No. 95\)](#) ;
- **Employment Injury Benefits:**
  - [Employment Injury Benefits Convention, 1964 \[Schedule I amended in 1980\] \(No. 121\)](#) ;
  - [Employment Injury Benefits Recommendation, 1964 \(No. 121\)](#) ;
- **Minimum Wage :**
  - [Minimum Wage Fixing Convention, 1970 \(No. 131\)](#) ;
  - [Minimum Wage Fixing Recommendation, 1970 \(No. 135\)](#) .