

No. 4-4/2009-PCC
Government of India
Ministry of Communications
Department of Posts

Dak Bhawan, Sansad Marg,
New Delhi – 110001

Date : 11/10/2019

To

1. All Chief Postmasters General / Postmasters General
2. Chief General Manager, BD Directorate / Parcel Directorate / PLI Directorate.
3. Director, RAKNPA / GM, CEPT / Directors of All PTCs
4. Addl. Director General, Army Postal Service, R.K.Puram, New Delhi
5. All General Managers (Finance) / Directors Postal Accounts / DDAP

Subject: - 'Equal pay for Equal Work' for Casual workers : Compliance with earlier instructions and Hon'ble Court's Judgments thereon. Clarifications regarding.

I am directed to re-circulate the following order on the subject noted below for information and necessary action.

S/No.	Office Memorandum	Subject
1.	OM No. 49014/1/2017-Estt.(C) Pt. dated 04.09.2019 issued by DoP&T, Ministry of Personnel, Public Grievances and Pensions, New Delhi	Equal pay for Equal Work' for Casual workers : Compliance with earlier instructions and Hon'ble Court's Judgments thereon

Encl : As above

(S.B.Vyavahare)

Asstt. Director General (GDS/PCC)

Copy to :-

1. PS to Minister of State for Communications (I/C)
2. Sr.PPS to Secretary (Posts) / Sr.PPS to Director General (Posts)
3. PPS/ PS to Addl. DG (Co-ordination)/ Member (Banking)/ Member (O)/ Member (P)/ Member (Planning & HRD)/ Member (PLI)/ Member (Tech).
4. Additional Secretary & Financial Adviser.
5. Sr. Deputy Director General (Vigilance) & CVO / Sr. DDG (PAF)
6. Director General P&T (Audit), Civil Lines, New Delhi .
7. Secretary, Postal Services Board/ All Deputy Directors General.
8. Chief Engineer (Civil), Postal Directorate.
9. All Sections of Postal Directorate.
10. All recognized Federations / Unions / Associations.
11. GM, CEPT for uploading the order on the India Post web site
12. Guard File
13. Spare copies.

No.49014/1/2017-Estt.(C) Pt.
Government of India
Ministry of Personnel, PG & Pensions
Department of Personnel & Training

North Block, New Delhi
Dated: 4th September, 2019

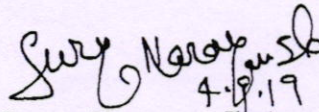
OFFICE MEMORANDUM

Subject : 'Equal pay for Equal Work' for Casual workers : Compliance with earlier instructions and Hon'ble Court's Judgements thereon

The undersigned is directed to refer to this Department's O.M.No.49014/2/86-Estt.(C) dated 07.06.1988 wherein it was, inter alia, stated that:

- Where the nature of work entrusted to the casual workers and regular employees is the same, the casual workers may be paid at the rate of 1/30th of the pay at the minimum of the relevant pay scale plus dearness allowance for work of 8 hours a day.
- In cases where the work done by a casual worker is different from the work done by a regular employee, the casual worker may be paid only the minimum wages notified by the Ministry of Labour & Employment or the State Government/Union Territory Administration, whichever is higher, as per the Minimum Wages Act, 1948.
- Persons on daily wages (casual workers) should not be recruited for work of regular nature.

2. The above instructions have been issued keeping in view the judgements of the Hon'ble Supreme Court. It is reiterated that it is the responsibility of all Ministries/Departments to follow the above instructions in letter and spirit.


4.9.19
(Surya Narayan Jha)
Under Secretary to the Government of India
Telefax: 23094248

To
All Ministries/Departments of Government of India.
(As per standard List)