OFFICE MEMORANDUM

Subject:- 'Equal pay for Equal work' for Casual Workers: Compliance with Hon'ble Courts' Judgments thereon-reg.

On the above subject, the undersigned is directed to refer to various instructions issued by the Hon'ble Supreme Court and also to the DOPT's OM dated 49014/1/2017-Estt.(C) pt. dated 04th September, 2019.

2. The following provisions are hereby extended to casual worker/daily wage employed by Central Public Sector Enterprises (CPSEs):

i. 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.

ii. 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 Wage Act, 1948.

iii. Persons on daily wages (casual workers) should not be recruited for work of regular nature.

3. All CEOs of CPSEs and administrative Ministries/Departments are requested to ensure strict compliance of the above provisions.

(Naresh Kumar)
Under Secretary

To
All administrative Ministries/Departments of the Government of India.
Copy to:
1. The Chief Executives of Central Public Sector Enterprises.
2. The Comptroller & Auditor General of India, 9, Deen Dayal Upadhayay Marg, New Delhi.
5. Department of Personnel & Training, , North Block, New Delhi.
7. NIC, DPE with the request to upload this OM on the DPE website.

(Naresh Kumar)
Under Secretary