

No.W-02/0038/2019-DPE (WC)-GL- XVIII/19
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

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Public Enterprises Bhawan,
Block No.14, CGO Complex,
Lodhi Road, New Delhi-110003.
Dated, the 13th September, 2019

OFFICE MEMORANDUM

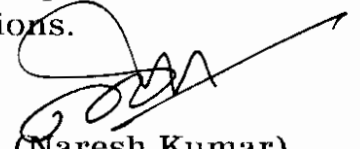
Subject:- 'Equal pay for Equal work' for Casual Workers: Compliance with Hon'ble Courts' Judgments thereon-reg.

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 wager 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.

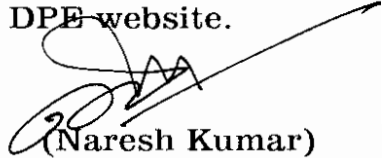

(Naresh Kumar)
Under Secretary

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 Upadhyay Marg, New Delhi.
3. Financial Advisers in the Administrative Ministries.
4. Department of Expenditure, E-III-A, Branch, North Block, New Delhi.
5. Department of Personnel & Training, , North Block, New Delhi.
6. Ministry of Labour & Employment, Sharam Shakti Bhawan , Rafi Marg, New Delhi.
7. NIC, DPE with the request to upload this OM on the DPE website.


(Naresh Kumar)
Under Secretary