

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(DEPARTMENT OF PERSONNEL & TRAINING)

LOK SABHA
UNSTARRED QUESTION NO. 505
(TO BE ANSWERED ON 05.02.2020)

EQUAL PAY FOR EQUAL WORK

505. SHRI VISHNU DAYAL RAM:

Will the **PRIME MINISTER** be pleased to state:

- (a) whether all Government Departments/PSUs/ Corporations under the Central Government are complying with the Delhi High Court order regarding 'Equal Pay for Equal Work' for casual workers;
- (b) if not, the details thereof; and
- (c) the action taken by the Government to rectify the situation?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)**

(a) to (c): In compliance of the order of the Hon'ble Delhi High Court in case of M/s Suman Forwarding Agency Pvt. Ltd, Department of Personnel & Training has issued O.M. dated 04.09.2019 reiterating the provisions of the earlier O.M. dated 07.06.1988, which are as follows:

- 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 eight 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 by the State Government/ Union Territory Administration, whichever is higher, as per the Minimum Wages Act, 1948.

The provisions are applicable to all Ministries/Departments.
