

भारत सरकार
प्रधान मुख्य आयकर आयुक्त का कार्यालय
आन्ध्र प्रदेश एवं तेलंगाना
10 वी मंजिल, 'सी' ब्लाक, आयकर शिखर
ए.सी. गार्ड्स, हैदराबाद - 500004.
दूरभाष : 040-040-23237946
टेलीफैक्स : 040-23240403



GOVERNMENT OF INDIA
Office of the
Pr. Chief Commissioner of Income Tax
Andhra Pradesh & Telangana
10th Floor, 'C' - Block, Income Tax Towers,
A.C. Guards, Hyderabad - 500 004,
Phone : 040-23237946
Telefax : 040-23240403

F. No. Pr.CCIT/1(28)(a)/2019-20

Dated : 28.10.2019

To,
All the DDOs,
AP & TS Region.

Madam/Sir,

Sub: 'Equal pay for Equal work' for Casual Workers: Compliance with earlier instructions and Hon'ble Court's Judgements thereon - Reg.

Ref: Letter of CBDT in F.No.HRD/CMD-1/160/8/2018-19/4087 dated 26.09.2019.

Please refer to the above.

2. I am directed to circulate herewith the memorandum of DoPT in F.No.49014/1/2017-Estt.(C)pt dated 04.09.2019, regarding 'Equal pay for Equal work' for Casual Workers: Compliance with earlier instructions and Hon'ble Court's Judgements thereon, for information and necessary action at your end.

Encl: as above

Yours faithfully,

M. Mohan Babu
28/10/19
(M. MOHAN BABU)

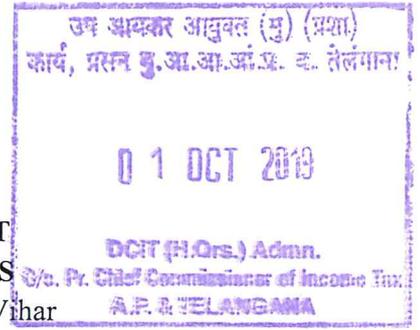
Dy Commissioner of Income Tax,
(Hqrs.)(Admin.),
O/o Pr.CCIT, AP & TS, Hyderabad

1676



**DIRECTORATE OF INCOME TAX
HUMAN RESOURCE DEVELOPMENT
CENTRAL BOARD OF DIRECT TAXES**

2nd Floor, Jawaharlal Nehru Stadium, Pragati Vihar
New Delhi- 110003. Ph. 26125213, Fax 26130594.



F.No. HRD/CMD-1/160/8/2018-19/4087

Dated: 26.09.2019

To,

All the Pr. CCsIT (CCAs),

Madam/Sir,

Subject: 'Equal pay for Equal work' for Casual Workers: Compliance with earlier instructions and Hon'ble Court's Judgements thereon –reg.

Kindly refer to the above mentioned subject.

2. In this regard, the undersigned is directed to circulate herewith DoPT OM No. 49014/1/2017-Estt.(C)pt. dated 04.09.2019(copy enclosed), regarding 'Equal pay for Equal work' for Casual Workers: Compliance with earlier instructions and Hon'ble Court's Judgements thereon for information and necessary action/compliance at your end.

*CIT (Admn)
n. to v. p. a
IIT (Admn)*

Yours faithfully,

Encl: As above.

Chanchal Meena
(Chanchal Meena)
Jt. Director of Income-tax (CMD-I),
Directorate of Income Tax (HRD), CBDT,
New Delhi.

*Pragati Vihar
New Delhi*

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

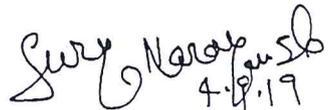
OFFICE MEMORANDUM

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)