



भारतीय डाक विभाग
DEPARTMENT OF POSTS, INDIA
मुख्य पोस्टमास्टर जनरल का कार्यालय
OFFICE OF THE CHIEF POSTMASTER GENERAL,
पश्चिमबंगाल सर्किल / WEST BENGAL CIRCLE, कोलकाता/ KOLKATA - 700012.

U/E
To,

1. The Postmaster General, Kolkata Region, Kolkata -700012/South Bengal Region, Kolkata -700012/M & BD, Kolkata -700012/North Bengal Region, Siliguri-734001.
2. The Postmaster General, Sikkim, Gangtok -737101/A&N Islands, Port Blair-744101.
3. The General Manager (PAF), Yogayog Bhawan, Kolkata- 700012.
4. The Director, Kolkata GPO, Kolkata - 700001.
5. The Supdt. Engineer, Postal Civil Circle, Kolkata - 700012.
6. The Executive Engineer, Postal Civil Division, No. I & II, Kolkata - 700012.
7. The Executive Engineer, Postal Electric Division, Kolkata - 700012.
8. The Dy. Architect (P), Kolkata - 700012.
9. The SSPOs, North Kolkata Divn, Kolkata-700037/SSPOs, East Kolkata Divn, Kolkata-700014/SSPOs South Kolkata Divn, Kolkata-700029/SSPOs, Central Kolkata Divn, Kolkata-700007/SSPOs, North Presidency Divn, Kolkata 700120/SSPOs, Asansol Divn, Asansol-713301/SSPOs Bankura Divn, Bankura-722101/SSPOs Burdwan Divn, Burdwan-713101/SSPOs Howrah Divn, Howrah -711101/SSPOs Midnapore Divn, Midnapore-721101/SSPOs South Hooghly Divn, Shreerampore-712201.
10. The SPOs South Presidency Divn, Baruipore -700144/SPOs, Nadia North Divn, Krishnagar - 741101/SPOs Nadia South Divn, Kalyani-741235/SPOs Barasat Division, Kolkata -700124/SPOs, Murshidabad Divn, Berhampore (WB)-742101/SPOs Birbhum Divn, Suri -731101/SPOs, North Hooghly Divn, Chinsurah-712101/SPOs Purulia Divn, Purulia -723101/SPOs, Contai Divn, Contai-721401/SPOs Tamruk Divn, Tamruk-721401/SPOs Darjeeling Divn, Darjeeling -734101/ SPOs Jalpaiguri Divn, Jalpaiguri-735101/SPOs Cooch Behar Divn, Cooch Behar -736101/SPOs Dinajpur Divn, Balurghat -733101/SPOs Malda Divn, Malda-732101.
11. The Supdt. Postal Store Depot, Kolkata -700002/Siliguri-734001/CSD, Kolkata -700007/Foreign Post, Kolkata -700001.
12. The SSRMs Kolkata RMS Divn, Kolkata -700001/SSRMs, AP Stg Divn Kolkata -700004/SSRMs WB Divn, Howrah -711101.
13. The SRMs, RMS SB Divn, Howrah-700001/RMS SG Divn, Siliguri -734001/RMS H Divn, Kolkata -700004.
14. The Sr. Manager, MMS, Kolkata -700015.
15. The Manager, RLO, Kolkata - 700001.
16. The ADPS (TO), Circle Office, Kolkata -12 for uploading the copy in Circle website.
17. The ADPS (AC/s), Circle Office, Kolkata -700012.
18. All Group Officers, Circle Office, Kolkata -700012.
19. The Sr. PS to CPMG, WB Circle, Kolkata - 700012.
20. The PS to PMG, M & BD, WB Circle, Kolkata- 700012.
21. The PS to DPS (HQ), Kolkata - 700012.
22. The Office Supdt. Circle Office, Kolkata -700012.

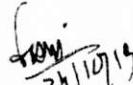
No. Est/B/Z-89/82/Daily Wagers/Ticca Workers

Dated at Kolkata-700012, the 24.10.2019.

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

Kindly find enclosed herewith the Directorate letter No. 4-4/2009-PCC dated 11.10.2019 for information, guidance and necessary action.

Encl: As stated above.


24/10/19
(S. K. Bera)

Asstt. Director of Postal Services (Staff, Estt & Plg.)
O/o the Chief Postmaster General,
West Bengal Circle, Kolkata-12.

BT 220

190/C

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-Estr.(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)††
Government of India
Ministry of Personnel, PG & Pensions
Department of Personnel & Training

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

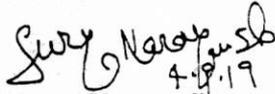
OFFICE MEMORANDUM

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)