



भारत सरकार / GOVERNMENT OF INDIA,
वाणिज्य और उद्योग मंत्रालय, MINISTRY OF COMMERCE & INDUSTRY
विकास आयुक्त का कार्यालय / OFFICE OF THE DEVELOPMENT COMMISSIONER,
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F.NO. SEEPZ SEZ/LAB/506/2016-17/Part III/01204

Date: 20/01/2020

CIRCULAR NO./LAB/20/2019-2020

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

As you are aware that Ministry of Labour & Employment is committed for the welfare and protection of interest of workers particularly in terms of Equal pay for Equal Work' for Casual Workers.

In this connection, notable initiatives had been taken by the Ministry (instructions have been issued keeping in view the judgments of the Hon'ble Supreme Court) for the welfare of workers as given below:-

1. Where the nature of work entrusted to the casual workers and regular employees in 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.
2. In case 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.
3. Persons on daily wages (casual workers) should not be recruited for work of regular nature.

The Government has taken above pro-worker initiatives and made efforts for the welfare of the workers. You are therefore requested, kindly to bring to the notice of all the workers, the pro-active measures taken by the Government.

(C. P. S. Chauhan)
Joint Development Commissioner
SEEPZ-SEZ

Copy to. :-

- (1) All the SEEPZ units and Private SEZ Units.
- (2) The president, SEEPZ Gems & Jewellery Manufacturers Association, BFC Bldg.
- (3) Chairman, SEEMA, SEEPZ-SEZ, Mumbai.
- (4) The Regional Director, EPCES for 100% EOU & SEZ,
- (5) IT - Section - for uploading on website.