

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1075  
TO BE ANSWERED ON 02.12.2024**

**PERMANENT STATUS TO WORKERS**

**1075. SHRI SUDAMA PRASAD:**

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a)whether it is a fact that no legislation has been enacted to confer permanent status to daily wage, contract or casual workers who have been in continuous service for a period of 180 days in a period of 12 months;**
- (b)if so, whether the Government plans to enact any such legislation, if so, the details thereof;**
- (c)the details of steps being taken by the Government to ensure the compliance with the principle of equal pay for equal work as directed by the Supreme Court in State of Punjab vs Jagjit Singh, AIR 2016 SC 5176; and**
- (d)the details of steps being taken/to be taken by the Government to stop the widespread violation across sectors including the public sector of the fundamental right to equality in pay for the work done between a contract/casual/daily wage worker and a permanent worker?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

**(a) to (d): Department of Personnel and Training (DoPT) had notified one time scheme on 10.09.1993 to confer temporary status and subsequent regularization of casual labourers/workers who were in Government for more than 240 days (206 days in case of offices observing 5 days week) on the date of issue of the scheme.**

**DoPT had issued instruction on the subject matter of “Equal Pay for Equal Work for Casual Workers” for general compliance and also specific to Directions of the Supreme Court in State of Punjab vs Jagjit Singh, AIR-2016 SC 5176, vide Office Memorandum dated 04.09.2019 to all the Ministries/Departments of Government of India for compliance.**

**Government has issued the Contract Labour (Regulation and Abolition) Central Rules 1971, under the Contract Labour (Regulation and Abolition) Act, 1970, which requires inter-alia, that contract workers is to be paid wages as applicable to workers directly employed for same and similar work.**

**The Government has set-up the Central Industrial Relations Machinery (CIRM) which is the country-wide network of Deputy Chief Labour Commissioners (Central) and Regional Labour Commissioners (Central) under the control of the Chief Labour Commissioner (Central) to ensure enforcement of the Labour Laws in the Central Sphere. Inspections are carried out to ensure compliance and appropriate action is being taken in case of any violation/contravention.**

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