

By E-mail

No. 105/17/MISC/ADM/DE

Government of India, Ministry of Defence

Dte. General Defence Estates

Raksha Sampada Bhawan, Ulaanbaatar Marg

Delhi Cantt.-110010.

Dated 04 November, 2016.

The Principal Director,  
Defence Estates,  
Ministry of Defence,  
Central/Southern/Western/Northern/Eastern/South-Western Command,  
Lucknow/Pune/Chandigarh/Jammu/Kolkata/Jaipur.

**SUBJECT: COURT ORDERS: ENGAGEMENT OF PERSONS ON CASUAL,  
TEMPORARY, ADHOC, DAILY-RATE AND CONTRACTUAL BASIS.**

The Supreme Court of India has given its judgement in Civil Appeal No. 213 of 2013 State of Punjab & Others versus Jagjit Singh & Others, alongwith a number of other Civil Appeals, on **26<sup>th</sup> October, 2016**. This judgement has laid the principles of granting "*equal pay to equal work*" to temporary employees on par with regular employees. **Paras 42 to 45** of this judgement are especially relevant.

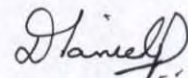
2. Your attention has already been drawn to Supreme Court of India order dated **10<sup>th</sup> April, 2006** in Appeal (Civil) 3595-3612 of 1999 in the case of Secretary, State of Karnataka & Others versus Umadevi & Others, laying down the principles regarding regularization of temporary employees.

3. You are requested to peruse both these judgments carefully and also educate the officers in your jurisdiction, including the CEOs and DEOs, about the implications of these orders on engagement of persons on Casual, Temporary, Adhoc, Daily-Rate and Contractual basis by the different offices. Care may be taken to ensure that no occasion arises for any person to approach the Court of Law citing violation of these judgments/orders.

4. We should also check orders/ OMs to be issued by the Government in this regard.

5. Both the orders can be downloaded from the website of the Hon'ble Supreme Court of India; however, the same is being emailed too.

6. This is issued with the approval of Director General Defence Estates.



**(P DANIEL)**

Addl. DG (Admin & Vig)

Defence Estates

**Copy to:-**

All Addl. DGs/ DDGs : The copies of orders be downloaded from website of Hon'ble Supreme Court.

Director, NIDEM, Delhi Cantt.

Sr. PPS to DGDE

DGDE (Coord)/ (Rajbhasha Anubhag)

DMS/Website/AU&RC/Guard/ Float file