

**HARYANA GOVERNMENT  
GENERAL ADMINISTRATION DEPARTMENT  
(IN GENERAL SERVICES-II BRANCH)  
No. 16/36/2016-3GS-II**

To

1. All the Administrative Secretaries to Government Haryana
2. All Heads of the Departments of Haryana.
3. Divisional Commissioners, Ambala/Hisar/Rohtak/Gurugram/Faridabad/  
Karnal Divisions.
4. The Registrar, Punjab & Haryana High Court, Chandigarh.
5. All the Managing Directors/Chief Administrators of Boards/Corporations/  
Public Undertakings in Haryana.
6. All the Deputy Commissioners and Sub Divisional Officers (Civil) in Haryana

Dated Chandigarh, the 03.11.2017

**Subject: Application of "equal pay for equal work" in respect of specified categories of employees**

Sir/Madam,

Hon'ble Supreme Court of India in Civil Appeal No. 213 of 2013 titled 'State of Punjab Versus Jagjit Singh' issued judgment dated 26.10.2016 which clarified that the principle of 'equal pay for equal work' constitutes a clear and unambiguous right and is vested in every employee, whether engaged on regular or temporary basis if he qualifies the application of the parameters of the principle of 'equal pay for equal work' as summarised by Hon'ble Supreme Court of India in paragraph 42 of the said judgment.

**State Government has considered the matter and decided as under:**

- i) The principle of 'equal pay for equal work' shall be applicable to the contractual employees subject to application of parameters of the principle of 'equal pay for equal work' as summarised in para 42 of the judgment. In respect of contractual pay, these employees shall be entitled to the minimum of the pay-scale of the categories to which they belong but would not be entitled to any of the allowances attached to the post.
  - ii) 'Equal pay for equal work' principle shall be initially applied to employees engaged under outsourcing policy Part-II w.e.f. 1.11.2017.
  - iii) A committee has been constituted vide notification No. 16/36/2016-3GSII dated 6.10.2017 to decide on cases of other categories of employees (i.e. other than those covered in Part II of Outsourcing Policy) to whom this principle of 'equal pay for equal work' shall apply.
2. All the Departments/Boards/Corporations/Autonomous bodies who have engaged manpower under Part-II of the outsourcing policy are advised to apply the principle of 'equal pay for equal work' in respect of employees engaged under Part-II of the outsourcing policy w.e.f. 1.11.2017.

3. In respect of application of the principle of 'equal pay for equal work' to any other category of employees, the concerned Departments/Boards/Corporations/Autonomous bodies may approach the committee constituted for the purpose.

4. This issues with the concurrence of Finance Department vide their U.O. No. 2/33/2017-1FG-I/32793 dated 03.11.2017.

*Jasnaail Jmu*

Under Secretary, Protocol  
for Chief Secretary to Government, Haryana.

Endst. No. 16/36/2016-3GSII

Dated Chandigarh, the 03.11.2017.

A copy is also forwarded to the following for information and necessary action:-

1. All the Registrars of Universities in the State of Haryana.
2. The MD/HARTRON.
3. The State Informatics Officers (NIC), Haryana Civil Secretariat, Chandigarh for uploading on the websites of the State Government and Chief Secretary's office as well. He is also requested to send this letter by e-mail to all concerned.

*Jasnaail Jmu*

Under Secretary, Protocol  
for Chief Secretary to Government, Haryana.

Endst. No. 16/36/2016-3GSII

Dated Chandigarh, the 03.11.2017.

A copy is also forwarded to the Additional Chief Secretary to Government Haryana, Finance Department w.r.f. their U.O. No. 2/33/2017-1FG-I/32793 dated 03.11.2017 for information and necessary action.

*Jasnaail Jmu*

Under Secretary, Protocol  
for Chief Secretary to Government, Haryana.