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**CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH  
GUWAHATI-05**

(DESTRUCTION OF RECORD RULES, 1990)

CP RA 1/06 Circulation under page 1 to 4  
(C) CP 10/2010 under page 1 to 4 CP Dismissed  
08/08/2010

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SECTION OFFICER (Judl.)

Sarkis  
09/11/17

FORM No. 4  
 (SEE RULE 12)  
 CENTRAL ADMINISTRATIVE TRIBUNAL  
 GUWAHATI BENCH

ORDER SHEET

102/2004

Org. App. / ~~Misc Petn / Cont. Petn / Rev. Appl.~~ .....

In O.A. ....

Name of the Applicant(s) .. Sri. Kuler Boman .....

Name of the Respondent(s) .. UOI, 2 O/S .....

Advocate for the Applicant .. Mr. A. Ahmed .....

Counsel for the Railway/CGSC .. Adv. CGSC M. A. Ahmed ..

OFFICE NOTE	DATE	ORDER OF THE TRIBUNAL
This application is in form is filed/..... deposited..... No. <u>JJA 378792</u> Dated <u>23/4/04</u>	29.4.2004	Heard Mr. A. Ahmed, learned counsel for the applicant. The application admitted. Issue notice to the parties. Returnable within four weeks. List on 3.6.2004 for order. Status quo shall be maintained.
Notice & order dt. 29/4/04 sent 3.6.2004 to D/S for issuing to respondent Nos - 1 to 3.	mb	On the plea of counsel for the respondents four weeks time is given to file written statement.
<u>CAS</u> <u>12/5/04</u>	mb 21.9.04	List on 6.7.2004 for orders.
Service report are still awaited.	mb 21.9.04	None for the applicant. Learned counsel for the respondents present. Written statement has been filed. The matter be listed for hearing after puja vacation. List on 16.11.04 for hearing.
<u>20</u> <u>2.6.04</u> A/D card return from respondent nos - 1, 2.	mb 21.9.04	Member Vice-Chairman

[Signature]  
 Dy. Registrar

W6  
28/4/04

[Signature]  
 Member (A)

[Signature]  
 Member (A)

[Signature]  
 Member

[Signature]  
 Vice-Chairman

Notice & order returned from D/section for respondent No. 1

10/6/04

30.11.04. Mr.A.Deb Roy, Sr.C.G.S.C. submits that the matter is being dealt with by Mr.B.C.Pathak who is sick to-day stand over to 17th January, 2004.

Member

Vice-Chairman

lm

8.12.2004 Shillong

present: The Hon'ble Mr Justice R.K. Batta, Vice-Chairman.

The Hon'ble Mr. K.V.Prahladan, Administrative Member.

Letter of absence filed by Mr.A. Ahmed, learned counsel for the applicant. Stand over to 24.1.2004 for hearing.

Member

Vice-Chairman

bb

24.1.2005 List before the next Division Bench

1) A/D card returned by R-2

2) Res NO 1 returned unserved

20/9/04

29/11/04

1) A/D cards returned due to unavailability from the R-NO.1.

2) Notice duly served on R-NO.2.

3) S/R is awaited for R-NO.3.

4) W/S has been filed.

29/11/04

7-12-04

W/S filed

15.12.04

Reply filed by the respondents.

mb

10.3.2005 Present: Hon'ble Justice Shri G. Sivarajan, Vice-Chairman

Hon'ble Shri K.V. Prahladan, Administrative Member.

The learned counsel for the applicant has informed this Tribunal that he would not be available till 18.3.2005. Post on 30.3.2005.

Member

Vice-Chairman

nkm

30.3.2005 The case is adjourned to 27.4.2005 for hearing.

Vice-Chairman

mb

27.4.2005 No Division Bench. List on 3  
17.5.2005 for hearing.

*[Signature]*  
Vice-Chairman

mb

17.5.2005 Heard Mr. A. Ahmed, learned counsel for the applicant and also Mr. M.U. Ahmed, learned Addl. C.G.S.C. for the respondents. Orders reserved.

*[Signature]*  
Member

*[Signature]*  
Vice-Chairman

mb

31.5.05. Judgment delivered in open Court. Kept in separate sheets. Application is dismissed. No costs.

*[Signature]*  
Member

*[Signature]*  
Vice-Chairman

lm

*Mr. M.U. Ahmed  
15/6/05*

16.5.05

*Copy of the budget has been sent to the D/Sec. for issuing the line to the applicant by post.*

CENTRAL ADMINISTRATIVE TRIBUNAL ::: GUWAHATI BENCH.

O.A. No. 102 of 2004

DATE OF DECISION: 31-05-2005.

Sri Kulen Barman

APPLICANT(S)

Mr. A. Ahmed

ADVOCATE FOR THE  
APPLICANT(S)

- VERSUS -

U.O.I. & Ors.

RESPONDENT(S)

Mr. M. U. Ahmed, Addl. C.G.S.C.

ADVOCATE FOR THE  
RESPONDENT(S)

THE HON'BLE MR. G. SIVARAJAN, VICE CHAIRMAN

THE HON'BLE MR. K.V.PRAHLADAN, ADMINISTRATIVE MEMBER.

- no
1. Whether Reporters of local papers may be allowed to see the judgment?
  2. To be referred to the Reporter or not ?
  3. Whether their Lordships wish to see the fair copy of the judgment?
  4. Whether the judgment is to be circulated to the other Benches?

Judgment delivered by Hon'ble Vice-Chairman.

CENTRAL ADMINISTRATIVE TRIBUNAL, GUWAHATI BENCH.

Original Application No. 102 of 2004.

Date of Order: This the 31st day of May, 2005.

HON'BLE MR.JUSTICE G.SIVARAJAN, VICE-CHAIRMAN

HON'BLE MR.K.V.PRAHLADAN, ADMINISTRATIVE MEMBER

Shri Kuleu Barman,  
Son of Late Bihu Ram Barman,  
Chowkidar (Casual worker)  
In the office of the  
Anthropological Survey of India,  
North East Regional Centre,  
Mawblei Block-B, Madanrting,  
Shillong-793021.

... Applicant

By Advocate Mr A. Ahmed

- Versus -

1. Union of India,  
represented by the Secretary to the  
Government of India,  
Ministry of Human Resource,  
New Delhi-1.
2. The Director,  
Anthropological Survey of India,  
27<sup>th</sup> Jawaharlal Nehru Marg,  
Kolkata-16.
3. The Deputy Director,  
Anthropological Survey of India,  
North Eastern Regional Centre,  
Mawblei Block-B, Madanrting,  
Shillong-793021.

.... Respondents

By Mr M.U. Ahmed, Addl.C.G.S.C.

ORDER

SIVARAJAN J. (V.C)

108  
This application is for regularization of service of the applicant with effect from the date of his joining and pay him all the consequential service benefits including seniority with retrospective effect. The applicant claims that he was appointed as casual worker

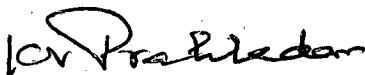
under the respondents in the year 1989. After that he was appointed as Chowkidar on 1.4.1993 on casual basis and that till date he is working as Chowkidar under the respondent No. 3. The applicant has been working continuously for more than 15 years as a casual worker and he has acquired a legal right for regularization and regular pay scale of the Group 'D' post. The applicant claims that Sri Dasarath Barik was recruited by respondents on 1995 as a casual worker and he was regularised against Group D post under respondent No.2. Sri Barik was junior to the applicant. The applicant claims that since he had worked for a considerable long period under the respondents he is entitled to be regularised in Group D post.


2. The respondents claimed that the applicant was engaged as a daily wage labour from 1.5.93 to 28.7.93 for the first time. His services were terminated after expiry of 89 days (Annexure-1 to the written statement). He was engaged for no work no pay basis since 1.5.93 as and when required. Therefore, the claim of the applicant that he was engaged continuously for more than 15 years is not based on facts. The claim of the applicant was considered by the respondents in terms of judgment in O.A.106/2003, but he was not found eligible as per the Casual Labourers (Grant of Temporary Status and Regularisation) Scheme 1993 of Government of India which came into effect from 1.9.1993. The claim of the applicant regarding Sri Dasarath Barik is not based on any facts. Sri Dasarath Barik had fulfilled all criteria for regularization under the Scheme. The applicant is not entitled for regularization as per the existing rules issued by the Government of India.

3. Heard Mr A. Ahmed, learned counsel for the applicant and Mr M.U. Ahmed, learned Addl.C.G.S.C for the respondents. The applicant

has not been able to substantiate his claim that he had worked under the respondents for more than 15 years. As per Annexures A, A-1, A-2, A-3, A-4, A-5, A-6, A-7 and A-8, the applicant had worked for period of approximately 170 days in 1994, 30 days in 1997, 30 days in 1998, 18 days in 1999, 25 days in 2000, 26 days in 2001, 24 days in 2002 and 26 days in 2003. As per Annexure-1 to the written statement the applicant had worked for 89 days from 1.5.1993 to 28.7.1993. As per the scheme of 1993, Group D post is restricted to casual workers with temporary status and regular Group D render surplus. For temporary status the casual worker should have been in continuous service at least for 240 days (206 days in case of office observing 5 days a week) on the date in which the above scheme came into effect i.e. 1.9.1993. The applicant had neither completed the required number of days nor he was in employment on 1.9.1993. Since the applicant is not even eligible for temporary status, therefore the question of his appointment to regular Group D post does not arise. The applicant does not fulfill the eligibility criteria neither for temporary status nor for selection to the post of Group D.

Therefore, the application is liable to be dismissed and stands dismissed. No order as to costs.

  
(K.V.PRAHLADAN)  
ADMINISTRATIVE MEMBER

  
(G. SIVARAJAN)  
VICE CHAIRMAN

28 APR 2004

शुद्धी, गुवाहाटी  
Guwahati Bench

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL,  
GUWAHATI BENCH, GUWAHATI

(AN APPLICATION UNDER SECTION 19 OF THE CENTRAL  
ADMINISTRATIVE TRIBUNAL ACT 1985)

ORIGINAL APPLICATION NO. 102 OF 2004.

BETWEEN

Shri Kula Barman

... Applicant

-Versus-

The Union of India & Others

... Respondents

#### LIST OF DATES AND SYNOPSIS

Annexure-A to A are the photocopies of some of appointment letter issued by the Respondents.

Annexure-B is the photocopy of Judgment Order dated 24<sup>th</sup> February 2004 passed by this Hon'ble Tribunal in O A No 106 of 2003

Annexure-C is the photocopy of the Judgment and Order passed by the Hon'ble Apex court.

This Original Application is made for regularisation of the service of the applicant in the Group-D post from the date of his joining and also for direction to the Respondents to release the regular pay scale of the applicant in the Group-i post with retrospective effect, from date of his joining with all consequential service benefits including seniority etc. The applicant is working as Casual Worker since 1989 under the office of the Respondent No.3 and he was appointed as Chowkidar on April 1993 on Casual basis. He is working continuously more than fifteen years as Casual Worker. But the Respondents have not yet regularise the service of the applicant in any Group-i post. Moreover the

10

applicant is now over aged for any other jobs under the government or semi government organization. Hence he has filed this Original Application for a direction from this Hon'ble Tribunal to the Respondents for regularisation of the service of the applicant in any Group-D post with effect of his date of joining and also to pay him the regular pay scale of the Group-D employee.

*Bury*

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL,  
GUWAHATI BENCH, GUWAHATI.

(AN APPLICATION UNDER SECTION 19 OF THE CENTRAL  
ADMINISTRATIVE TRIBUNAL ACT 1985)

ORIGINAL APPLICATION NO. OF 2004.

BETWEEN

Shri Kulen Barman  
Son of Late Bihu Ram Barman  
Chowkidar (Casual Worker)  
in the Office of the  
Anthropological Survey of India,  
North East Regional Centre,  
Mawblei Block-B, Madanrting,  
Shillong-793021.

....Applicant

-AND-

1. The Union of India represented by the  
Secretary to the Government of India,  
Ministry Of Human Resource,  
New Delhi-1.
2. The Director,  
Anthropological Survey of India,  
27<sup>th</sup> Jawaharlal Nehru Marg,  
Kolkata-16.
3. The Deputy Director,  
Anthropological Survey of India,  
North East Regional Centre,  
Mawblei Block-B, Madanrting,  
Shillong-793021.

... Respondents

Filed by  
Shri Kulen Barman  
Through *[Signature]*  
(Asic Ahmed)  
Applicant  
Advocate

**1) DETAILS OF THE APPLICATION PARTICULARS OF THE ORDER AGAINST WHICH THE APPLICATION IS MADE:**

This application is not made any particular order but the applicant seeks a direction from this Hon'ble Tribunal to the Respondents for regularisation of the service of the applicant in any Group-D post.

**2) JURISDICTION OF THE TRIBUNAL**

The applicant declares that the subject matter of the instant application is within the jurisdiction of the Hon'ble Tribunal.

**3) LIMITATION**

The applicant further declares that the subject matter of the instant application is within the limitation prescribed under Section 21 of the Administrative Tribunal Act 1985.

**4) FACTS OF THE CASE:**

Facts of the case in brief are given below:

4.1) That your humble applicant is a citizen of India and as such he is entitled to all rights and privileges guaranteed under the Constitution of India.

4.2) That your applicant begs to state that he was appointed as Casual worker in daily wage basis under the Respondents in the year 1989. After that he was appointed as chowkidar on April, 1993 on casual basis. Till date he is working as chowkidar under the Office of the Respondent No.3.

Annexure-A to A are the photocopies of some of appointment letter issued by the Respondents.

4.3) That your applicant begs to state that he is working continuously for more than 15(fifteen) years as Casual worker but he has been deprived from regular pay scale, service benefits, dearness allowance, house rent, medical allowance and not even minimum pay scale was granted to him. He had already served a considerable long period under

the Respondent and he is over aged for other government or semi government jobs.

4.4) That your applicant begs to state that the Office of the Respondent No.3 under which he is presently working was a newly set up office and the office was properly functioning with effect of the year 1992. In the said office the Respondents in requirement of his service appointed your applicant on casual basis with an assurance that the services will be regularised within a short span of time but the assurance given to the applicant by the Respondents is yet to be materialised.

4.5) That your applicant begs to state that he has acquired a legal right for regularisation and regular pay scale of his above said post. He made several request to the authority concerned but the Respondents have not taken any interest in this matter. Now the applicant apprehend that at any moment the Respondent may terminate the service of the applicant as such the applicant filed this Original Application before this Hon'ble Tribunal praying for an Interim Order and direction to the Respondents by this Hon'ble Tribunal not to terminate the service of the applicant by the Respondent till disposal of this Original Application.

4.6) That your applicant begs to state that the similarly situated persons Shri Naresh Sarkar, Shri Umanath Rai and Shri Sanjeet Kumar has approached this Hon'ble Tribunal by filing the Original Application No.106 of 2003 the Hon'ble Tribunal vide its Judgment and Order dated 24<sup>th</sup> February 2004 directed the Respondents to consider the claim of the applicant for regularisation in the light of notification and scheme promulgated by the government.

Annexure-B is the photocopy of Judgment Order dated 24<sup>th</sup> February 2004 passed by this Hon'ble Tribunal in O.A.No.106 of 2003.

4.7) That your applicant begs to state that the Respondents have acted in an unfair manner in discriminating the applicant in the matter of employment and subsequent regularization. It is worth to mention here that one Mr.Dasarath Barik was recruited by the Respondents in the year 1995-1996 in the same capacity of Casual Worker but subsequently he

Barik

got the benefit of regularisation against the vacant post of Group-D under the Respondent No.2. As per the procedure prescribed the Respondents ought to have maintained a Master Seniority List of all Casual Workers through out the country and thereafter their services should be regularised in order of seniority without discriminating or without any super session. But in the instant case admittedly a person junior to the applicant have given appointment on regular basis. Similar controversy arose before the Hon'ble Apex Court vide its judgment and order dated 21-04-1999 laid down the law that in the matter of regularisation such type of direction have been issued to the authorities to regularise their service with retrospective effect i.e. from the date when the services of the junior were regularised.

Annexure-C is the photocopy of the Judgment and Order passed by the Hon'ble Apex court.

4.8) That your applicant begs to state that apart from the illegality of the Respondents regarding non regularisation of the service of the applicant, the Respondents have denied the benefit of equal pay to equal work to the present applicant. The work performed by the applicant is similar to the work performed by the regular Group-D employees but those Group-D employees are in receipt of higher pay than that of the present applicant. On the other hand in some occasion the applicant had to work even for Sixteen hours continuously in day without any break and needless to say here that the responsibility of those works are higher than that of regular employees.

4.9) That your applicant begs to state that finding no other alternative your applicant has compelled to approach this Hon'ble Tribunal for seeking justice in this matter.

4.10) That this application is filed bona fide for the ends of justice.

**5) GROUNDS FOR RELIEF WITH LEGAL PROVISION:**

5.1) For that, on the reason and facts which are narrated above the action of the Respondents is prima facie illegal and without jurisdiction.

5.2) For that the action of the Respondents are mala fide and illegal and with a motive behind.

5.3) For that, the applicants having worked for a considerable long period, therefore, he is entitled to be regularised in Group-D posts.

5.4) For that fresh recruitment of Group-D post in super session of the claim of the applicants are hostile discrimination and violative of Articles 14 & 16 of the Constitution of India.

5.5) For that the applicants have become over aged for other employment.

5.6) For that it is not just and fair to terminate the service of the applicants only because he was initially recruited on casual basis.

5.7) For that he has gathered experience of different works in the establishment.

5.8) For that the nature of work entrusted to the applicant is of permanent nature and therefore he is entitled to be regularised in his post.

5.9) For that the applicant has got no alternative means of livelihood.

5.10) For that the Central Government being a model employer cannot be allowed to adopt a differential treatment as regard payment of wages to the applicant.

5.11) For that there are existing vacancies of Group-D post under the Respondents.

The applicants crave leave of this Hon'ble Tribunal to advance further grounds at the time of hearing of instant application.

**6) DETAILS OF REMEDIES EXHAUSTED:**

That there is no other alternative and efficacious and remedy available to the applicant except the invoking the jurisdiction of this Hon'ble Tribunal.

**7) MATTERS NOT PREVIOUSLY FILED OR PENDING IN ANY OTHER COURT:**

The applicant further declares that he has not filed any application, writ petition or suit in respect of the subject matter of the instant application before any other court, authority, nor any such application, writ petition of suit is pending before any of them.

**8) RELIEF SOUGHT FOR:**

Under the facts and circumstances stated above the applicant most respectfully prayed that Your Lordship may be pleased to admit this application, call for the records of the case, issue notices to the Respondents as to why the relief and relieves sought for the applicant may not be granted and after hearing the parties may be pleased to direct the Respondents to give the following reliefs.

- 8.1) That the Respondents may be directed by the Hon'ble Tribunal to regularize the service of the applicant in the Group-D posts with effect from the date of his joining and also the Hon'ble Tribunal may be pleased to direct the Respondents to release the regular pay scale of the applicant in the Group-D post with retrospective effect with all consequential service benefits including seniority etc.
- 8.2) Cost of the application.

**9) INTERIM ORDER PRAYED FOR:**

Pending final decision of this application the applicants seek issue of the interim order:

That the Respondents may be directed by this Hon'ble Tribunal not to terminate the services of the applicant till final disposal of this Original Application.

**10) THIS APPLICATION IS FILED THROUGH ADVOCATE.**

**11) PARTICULARS OF I.P.O.**

I.P.O. No. : 116-378792  
Date of Issue : 23-3-04  
Issued from :  
Payable at : G.P.O.

**12) LIST OF ENCLOSURES:**

As stated above.

**Verification .....**

*Bay*

**VERIFICATION**

I, Shri Kulen Barman Son of Late Bihu Ram Barman, Chowkidar (Casual Worker), in the Office of the Anthropological Survey of India, North East Regional Centre, Mawblei Block-B, Madanrting, Shillong-793021. do hereby solemnly verify that the statements made in paragraph nos. 4.1, 4.3, 4.4, 4.5, 4.8 — are true to my knowledge, those made in paragraph nos. 4.2, 4.6, 4.7 are being matter of records are true to my information derived there from which I believe to be true and those made in paragraph 5 are true to my legal advice and rests are my humble submissions before this Hon'ble Tribunal. I have not suppressed any material facts.

And I sign this verification on this the day of 28<sup>th</sup> 2004 at Guwahati.

*Kulen Barman*

- 9 -

Anthropological Survey of India  
North East Regional Centre  
Shillong

ANNEXURE - A

No.1-202/91/Estt. / 92

Dated 11.01.1994.

13

As per the approval of the Head of Office dt.  
11.01.1994 Shri Kulen Burman S/O. Rhu Burman C/O.  
Dip Kutir, Upper Lachumiere, Shillong has been engaged for 85 days  
as casual labour with effect from 19.01.94 to 23.01.94  
( 10.00p.m. to 6.00a.m. ) and from 24.01.94 to 13.4.94  
( 6.00a.m. to 2.00p.m. ) at Main building. His duty will be  
terminated automatically after 13.4.94 and he should not be  
allowed for any double duty. He will be paid wages @Rs.46/-  
(Rs. forty six only) per day i.e. no work no pay basis.

*P. M. S.*  
Deputy Director  
&  
Head of Office

1. Copy to Accounts Section

2. Copy to

*Attached*  
*S. S.*  
*Advocate*



11-

No. 1-292/91/Estt. ANNEXURE - A<sub>2</sub>

Anthropological Survey of India,  
Government of India,  
North East Regional Centre,  
Upper Lachumiere,  
Shillong-79 3001.

21

Dated : August 26, 1997.

O F F I C E   O R D E R

As per the approval of Deputy Director dated 25-8-97. The following Daily Wages Chowkidars will be perform their duties in Main Building and Museum building from 26-8-97 to 25-9-97 as per the scheduled programme given below on working days. They may handover the keys to O.I.C./Chowkidars of the respective buildings.

- 1) Shri Kulen Barman, will perform his duty in Main building from 6:00 A.M. to 9:30 A.M. and from 5:30 P.M. to 10:00 P.M. for 8 hours w.e.f. 26-8-97 to 25-9-97.
- 2) Shri Unsnath Rai, will perform his duty in the Museum building from 10:00 P.M. to 6:00 A.M. for 8 hours w.e.f. 26-8-97 to 25-9-97.
- 3) Shri Itexqn Sangma, will perform his duty in Museum building from 6:00 A.M. to 9:30 A.M. and from 5:30 P.M. to 10:00 P.M. for 8 hours w.e.f. 26-8-97 to 25-9-97.
- 4) Shri Chinmoy Das, will perform his duty in the Main office building from 10:00 P.M. to 6:00 A.M. for 8 hours w.e.f. 26-8-97 to 25-9-97.

( B.R. Rizvi )  
Deputy Director &  
Head of office

A  
A

-12-

ANNEXURE - A3

No. 1-292/91/Estt.

22

Anthropological Survey of India  
North East Regional Centre,  
Upper-Lachumiere,  
Shillong-79 3001.

Dated : December 1, 1998.

OFFICE ORDER

In partial modification of the earlier office order of even number dated 27-11-98, the allotment of duties of the Daily Wages Checkidars of this Regional Centre, Shillong will be as follows with effect from 2-12-98 to 31-12-98 :

Sl. No.	Name	<u>MAIN BUILDING</u>	Days
1.	Sri K. Barmen	2.00 PM to 10.00 PM.	Monday - Tuesday - Wednesday - Thursday - Friday - Sunday
2.	Sri. <del>Chinmay Das</del> Chinmay Das	6.00 AM to 2.00 PM	Monday - Tuesday - Wednesday - Thursday - Saturday - Sunday
<u>MUSEUM BUILDING</u>			
3.	Sri. M. Sarkar.	6.00 AM to 2.00 PM	Monday - Tuesday - Thursday - Friday - Saturday - Sunday

Copy to :-

1. Sri N.H. Sengupta, Asstt. Keeper, ZM, An.S.I., Shillong for information and necessary actions.
2. Sri D.P. Ureda, Security Officer, An.S.I., Shillong for information and necessary actions.
3. A/C. Section, An.S.I., Shillong for information and necessary actions.

*(Signature)*  
( R.K. Saha )  
Hsd of office (C.D.).

*(Signature)*  
Akhanta

*(Signature)*  
12/1/98

-13-

ANNEXURE A 4

23

Number 272/1999  
No. 1-292/91/Estt.  
Anthropological Survey of India,  
North East Regional Centre,  
Upper Lachumiere,  
Shillong- 793001.

Dated: June 10, 1999.

OFFICE ORDER

In partial modification of the office order of even number dated 14th May, 1999, the allotment of duties of the following two Daily Wages Checkidars of this Regional Centre, Shillong will be as follows with immediate effect from 11-6-99 to 31-6-99 :-

MAIN BUILDING

<u>Sl. No.</u>	<u>Name</u>	<u>Time</u>	<u>Days</u>
1.	Shri Kujan Barmen, D/W. Checkidar.	6.00 A.M. to 2.00 P.M.	Monday - Tuesday - Wednesday - Thursday - Friday - Sunday.

MUSEUM BUILDING

2.	Shri Nazim Sarkar, D/W. Checkidar.	10.00 P.M. to 6.00 A.M.	Monday - Wednesday - Thursday - Friday - Saturday - Sunday.
----	---------------------------------------	-------------------------------	--

Copy to :-

- 1) Shri H.N. Sengupta, Asstt. Keeper, XAM.
- 2) Shri. H.P. Uredo, Security Officer.
- 3) A/C. Section, An.S.I., Shillong.

XXXXX  
for information and  
necessary action.

Yours faithfully,

( D.R. DIXIT )  
Dy. Director  
Anthropological Survey of India,  
Lachumiere, Shillong-1.

Att-1  
A-1  
A-2

Anthropological Survey of India,  
North East Regional Centre,  
Upper Lachumiere,  
Shillong-1.

Dated : July 31, 2000.

OFFICE ORDER

The allotment of duties of Regular & Daily Wages Chowkidar in this Regional Centre, Shillong both Main & Museum building will be as follows E.E.F. 1-8-2000 to 3-8-2000. The duties of Daily Wages Chowkidars will be on temporary basis and may be terminated as and when required and not be allowed double duties and they will be paid @ Rs. 104/- RkMxix per day i. e no work no pay basis as per rules:-

Sl.No. Particulars	MAIN BUILDING	
	Times.	Days.
1. Sri. K. Barman, D/W. Chowkidar	10.00 P.M. to 6.00 A.M.	Tuesday -Wednesday -Thursday Friday -Saturday-Sunday.
2. Sri. G.Khongwir Chowkidar	6.00 A.M. to 2.00 P.M.	Monday -Tuesday-Wednesday- Thursday-Saturday-Sunday.
3. Sri. Sanjeet Kumar, D/W. Chowkidar	2.00 P.M. to 10.00 P.M.	Monday -Tuesday-Thursday- Friday-Saturday-Sunday.

MUSEUM BUILDING

4. Sri. Uma Nath R-i, D/W. Chowkidar	10.00 AM to 6.00 PM	Monday -Tuesday -Wednesday- Thursday -Friday -Saturday.
5. Sri. Nareesh Sarka - do -	6.00 AM to 7.00 PM	Monday -Tuesday-Wednesday- Thursday-Friday-Sunday.
6. Sri. I. Sangma, Chowkidar	2.00 PM to 10.00 PM	Monday -Wednesday-Thursday- Friday -Saturday-Sunday.

MAIN BUILDING (HOLIDAYS/SUNDAYS)

7. Sri. Chinmoy Das, D/W. Chowkidar.	10.00 PM to 6.00	- Monday
	6.00 AM to 2.00 PM	- Friday
	2.00 PM to 10.00 PM	- Wednesday.

MUSEUM BUILDING (Holidays/Sundays)

6.00 PM to 6.00 AM	- Sunday.
6.00 AM to 2.00 PM	- Saturday
2.00 PM to 10.00 PM	- Tuesday.

Copy to :-

1. Sri. N.N. Sengupta, Asst. ZAM,
2. Account Section, An.S.I., Shillong

for information and  
necessary action.

(A.R. Gaha)

North East Regional Centre  
Anthropological Survey of India  
Government of India

*Handwritten signatures and initials:*  
A. K. Sengupta  
A. R. Gaha

-15-

No. 1-292/91/Estt.

ANNEXURE - A 6  
25

Anthropological Survey of India  
North East Regional Centre,  
Mawblei Block B, Madanring,  
Shillong - 793 021.

Dated : October 29<sup>th</sup>, 2001.

OFFICE ORDER

In pursuance supersession of office order of even number dated 01-10-2001, the duties of Regular & Daily Wages Chowkidars for the month of November, 2001 as suggested will be as follows. The duties of D/W. Chowkidars will be on temporary basis and may be terminated automatically as and when required and they may be allowed extra emergent duties and they will be paid @ Rs. 116/- per day i.e. no work no pay basis as per rules :-

Sl. No.	Name of Chowkidars	Period	Days
1.	Shri. I. Sangna, Regular Chowkidar.	10.00PM to 6.00 AM	From 1st to 30th November, 2001 Weekly off - 5, 12, 19, 26 (Monday)
2.	Sd. G. Khongwir, - do -	6.00AM to 2.00PM	From 1st to 30th November, 2001 Weekly off - 6, 13, 20, 27 (Tuesday)
3.	Shri. Chirmoy Das, D/W. Chowkidar (Museum)	9.00AM to 5.00 PM	From 1, 2, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 23, 25, 26, 27, 28, 29, 30 = 25 days. Weekly off - 3, 10, 17, 24 (Saturday)
4.	Shri. Uma Nath Rai, - do - (Library)	9.00AM to 5.00 PM	From 1, 2, 3, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 19, 20, 21, 22, 23, 24, 26, 27, 28, 29, 30 = 26 days. Weekly off - 4, 11, 18, 25, (Sunday)
5.	Shri. Kulon Barman, - do -	10.00PM to 6.00AM	From 1, 2, 3, 4, 5, 6, 8, 9, 10, 11, 12, 13, 15, 16, 17, 18, 19, 20, 22, 23, 24, 25, 26, 27, 29, 30 = 26 days Weekly off - 7, 14, 21, 28 (Wednesday)
6.	Shri. Sanjoet Kumar, - do -	2.00PM to 10.00PM	From 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 16, 17, 18, 19, 20, 21, 23, 24, 25, 26, 27, 28, 30 = 25 days. Weekly off - 1, 8, 15, 22, 29 (Thursday)
7.	Sri. Naresh Sarkar, - do -	6.00AM to 2.00 PM 2.00PM to 10.00PM 9.00AM to 5.00PM 9.00AM to 5.00PM 10.00PM to 6.00 AM	On 6, 13, 20, 27 On 1, 8, 15, 22, 29 On 3, 10, 17, 24 (Museum) On 4, 11, 18, 25 (Library) On 5, 12, 14, 19, 21, 26, 28. Weekly off - 2, 9, 16, 23, 30 (Friday)

Copy to :- Shri. N.N. Sengupta,

Head, A/C and Security Officer, An.S.I., Shillong for information and necessary action.

2) A/C. Section. - do -

Attended  
A-16

Anthropological Survey of India  
North East Regional Centre,  
Shillong 793021  
Government of India

Dated : October 30, 2002

ANNEXURE-A

OFFICE ORDER

In supersession of this office order of even number dated 30-9-2002, the duties of Regular and Daily Wages Chowkidars for the month of November, 2002 as suggested will be as follows. The duties of the Daily Wages Chowkidars will be on temporary basis and may be terminated automatically as and when required and they will be paid @ Rs. 116/- per day i.e. no work no pay basis as per rules :-

- | Sl. No. | Name of Chowkidars.                                  | Times.  | Days.  |
|---------|--|---|--|
| 1.      | Sri. I. Sangma, Regular Chowkidar                    | 10.00 PM to 6.00 AM                                     | From 1-30 November, 2002<br>Weekly off : 5, 12, 19, 26 Nov'02  |
| 2.      | Sri. G. Khongwir, - do -<br>(Museum)<br>Uma Nath Rai | 9.00 am to 5.00 pm                                      | From 1-30 November, 2002<br>Weekly off: 4, 11, 18, 25 Nov'02   |
| 3.      | Sri. Khismax Das, Daily Wage Chowkidar               | 2.00pm to 10.00 pm                                      | From 1-30 November, 2002<br>Weekly off : 3, 10, 17, 24 Nov'02  |
| 4.      | Sri. Naresh Sarkar, -do-                             | 10.00 pm to 6.00 am                                     | From 1-30 November, 2002<br>Weekly off: 2, 9, 16, 23, 30 Nov'02<br>Break :- on 8th & 9th November, '02   |
| 5.      | Sri. Kulen Barman, -do-                              | 6.00 am to 2.00 pm                                      | From 1-30 November, 2002<br>Weekly off : 6, 13, 20, 27 Nov'02<br>Break :- on 19th & 20th November'02   |
| 6.      | Sri. Sanjeet Kumar, -do-<br>(Library)                | 9.00am to 5.00pm  | From 1-30 November, 2002<br>Weekly off: 7, 14, 21, 28 Nov'02   |
| 7.      | Sri. Chinmoy Das, -do-<br>Museum -<br>Library -      | 10.00 - 6.00 am<br>9.00am - 5.00 pm<br>9.00am - 5.00 pm | on 5, 12, 19, 26, 28, 2, 9, 16, 23, 30<br>November, 2002<br>on 4, 11, 18, 25,<br>on 7, 14, 21, 28 November, 2002<br>Weekly off: 1, 8, 15, 22, 29 November'02<br>6.00am - 2.00 pm - 6, 13, 20, 27 November, 2002<br>2.00pm - 10.00pm - 3, 10, 17, 24. November, 2002. |

Copy to :-

- 1) Sri. Ramesh Sahani, A.A(P) & Security officer, An.S.I., Shillong-21 for information and necessary action.
- 2) Account section, - do - - do -

*(Signature)*  
( B.F. Kulirani )  
Head of office  
Anthropological Survey of India  
Government of India  
North East Regional Centre  
Shillong, 793021

*(Signature)*  
A. K. Das  
A. K. Das

Dated: 01.01.03

OFFICE ORDER

In supersession of this office order of even number dated 28-11-2002 the duties of Regular and Daily wages Chowkidars for the month of January 2003, as suggested will be as follows. The Duties of the Daily Wages Chowkidars will be on temporary basis and may be terminated automatically as and when required and they will be paid @ B.127/- per day i.e. no pay basis as per rules:-

Sl. No.	Name of Chowkidars	Times	Days
1.	Sh. Kulen Barman, D/W Chowkidar	10.00 PM to 6.00 AM	From 1-31 January, 2003 weekly off : 1, 8, 15, 22, 29 Jan 03
2.	Sh. I. Sangma, Regular	10.00 PM to 6.00 AM	From 1-31 January, 2003 weekly off : 7, 14, 21, 28, Jan. 03
3.	Sh. Sanjeet Kumar D/W Chowkidar	6.00 AM to 2.00 PM	From 1-31 January, 2003 weekly off : 2, 9, 16, 23, 30, Jan. 03
4.	Sh. G. Khongwir, Regular	9.00 AM to 5.00 PM	From 1-31 January, 2003 weekly off : 6, 13, 20, 27, Jan 03
5.	Sh. Nares Jarkar, D/W Chowkidar	2.00 PM to 10.00 PM	From 1-31 January, 2003 weekly off : 4, 11, 18, 25, Jan. 03 <u>Break on 31.01.2003</u>
6.	Sh. Chinmoy Das D/W Chowkidar (Museum)	9.00 AM to 5.00 PM	From 1-31 January, 2003 weekly off : 3, 10, 17, 24, 31, January 2003. <u>Break on 16, 17 Jan. 2003</u>
7.	Sh. Uma Nath Rai, D/W Chowkidar (Museum) (Library)	10.00 PM to 6.00 AM 2.00 PM to 10.00 PM 6.00 AM to 2.00 PM 9.00 AM to 5.00 PM 9.00 AM to 5.00 PM	- 1, 7, 8, 15, 21, 22, 28, 29, January 2003 - 4, 11, 18, 25, Jan. 03 - 2, 9, 16, 23, 30, Jan. 03 - 3, 10, 17, 24, 31, Jan. 03 - 5, 13, 20, 27, Jan. 03 Weekly off : 5, 12, 19, 26 January 2003

Copy to:

1. Sh. Ramesh Bahani, AA(P) & Security Officer, An. S.I., Shillong-21 for information and necessary action.

2. Accounts Section, An. S.I., Shillong-21, for information and Necessary action.

*[Signature]*  
( S. P. K. S. )  
HEAD OF OFFICE

*[Handwritten signature]*  
A-1

Director  
Anthropological Survey of India  
North East Regional Centre  
Shillong-21

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL  
GUWAHATI BENCH

Original Application No.106 of 2003

Date of decision: This the 24th day of February 2004

The Hon'ble Shri Shanker Raju, Judicial Member

The Hon'ble Shri K.V. Prahladan, Administrative Member

1. Shri Naresh Sarkar,  
S/o Late G.C. Sarkar  
Casual Worker in the  
Office of the Anthropological Survey of India,  
North Eastern Regional Centre,  
Shillong, Meghalaya.

2. Shri Uma Nath Rai,  
S/o of Sital Prasad Rai,  
Casual Worker in the  
Office of the Anthropological Survey of India,  
North Eastern Regional Centre,  
Shillong, Meghalaya.

3. Shri Sanjeet Kumar,  
S/o Shri Jai Babu Rai,  
Casual Worker in the  
Office of the Anthropological Survey of India,  
North Eastern Regional Centre,  
Shillong, Meghalaya.

.....Applicants

By Advocates Mr S. Sarma, Mr U.K. Nair  
and Ms U. Das.

- versus -

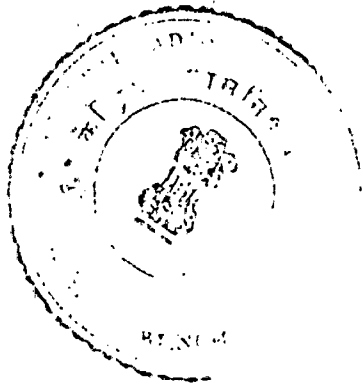
1. The Union of India,  
represented by the Secretary to the  
Government of India,  
Ministry of Human Resources,  
New Delhi.

2. The Director,  
Anthropological Survey of India,  
Kolkata.

3. The Deputy Director,  
Anthropological Survey of India,  
Shillong, Meghalaya.

.....Respondents

By Advocate Mr A.K. Chaudhuri, Addl. C.G.S.C.



*A.K. Chaudhuri*  
*Advocate*

195  
29  
ORDER (ORAL)

SHANKER RAJU, MEMBER(J)

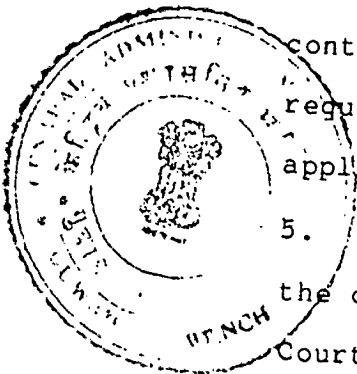
The applicants who had been working on Group 'D' post on casual basis for the last more than ten years have sought regularisation to Group 'D' posts and other consequential benefits.

2. Heard Mr U.K. Nair, learned counsel for the applicants and Mr A.K. Chaudhuri, learned Addl. C.G.S.C.

3. Relying upon the decision of the Apex Court in State of Haryana Vs. Pyara Singh, (1992) 3 SLJ 34 SCC, it is contended on behalf of the applicants that when a casual labourer works for longer period there is a presumption of vacancy against which he may be regularised. In this view of the matter it is stated that the applicants who are still working may be considered against other Group 'D' posts where vacancies are available.

4. The respondents in their reply oppose the contention and stated that as no junior has been accorded regularisation for want of vacancies, the claim of the applicants cannot be acceded to.

5. Having regard to the rival contentions we are of the considered view bearing support from the decision Apex Court in Pyara Singh (Supra) that the applicants who had already worked on casual basis for more than ten years are covered by the DOPT's Scheme of 1.9.1993. Having been in status on 1.9.1993 the respondents shall consider their cases. In so far as vacancies are concerned, we observe that instead of restricting reconsideration against the post of Chowkidar the applicants may be considered for



h  
A. K. Chaudhuri  
A. K. Chaudhuri

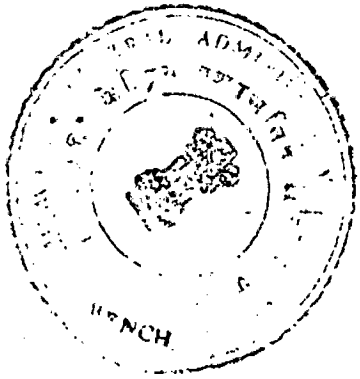
: 2 :

other Group 'D' posts as there is no nomenclature for a casual labourer and he can be adjusted in any Group 'D' post.

6. Having regard to the above the O.A. is disposed of with a direction to the respondents to consider the claim of the applicants for regularisation in the light of the Notification and Scheme promulgated by the Government. Till then they may not be discontinued from service.

Sd/MEMBER (J)

Sd/MEMBER(ADM)



TRUE COPY  
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N. Srinivas  
26/6/04

ADMINISTRATIVE OFFICER  
ADDITIONAL DEPUTY COMMISSIONER  
BANGALORE  
KARNATAKA

Attested  
Sd/ [Signature]  
[Signature]

CIVIL APPELLATE JURISDICTION

CIVIL APPEAL NO. \_\_\_\_\_ OF 1995  
(Arising out of S.L.P.(C) No.15619 of 1994)

Aryind Kumar & Ors. ...Appellants

-Versus-

U.O.I. & Ors. ...Respondents

W I T H

CIVIL APPEAL NO. \_\_\_\_\_ OF 1995  
(Arising out of S.L.P.(C) No.15048 of 1994)

Subhash Chand & Anr. ...Appellants

Versus

U.O.I. & Ors. ...Respondents

O R D E R

C.A. & S.L.P.(C) No.15619/1994

Special leave granted.

Heard learned counsel for the parties.

Admittedly, the employees concerned who are on daily wages are transferable from one job to another and also from one place to another in the country. Hence there has to be a common seniority list of all such employees

1  
Attest  
[Signature]  
[Signature]

(1)

and the regularisation has to be made strictly according to such seniority list. The respondents are in fact maintaining what they call a master seniority list according to the dates of appointments of the employees concerned. It is not disputed before us that the appellants herein were engaged on different dates between March 1986 and September 1987. They have not yet been regularised while others about 15 in number whose names have been given by the appellants in their application before the Tribunal who were engaged between November 1987 and 1992, have been regularised. The only ground given for regularising the said 15 persons ignoring the claim of the appellants, is that the said 15 workers are working on the mining side while the appellants are working on the drilling side. It is not disputed that the appellants themselves were first working on the mining side and they were later assigned to the drilling side. Further, as stated above the jobs are transferable and there has to be a common seniority list. Hence the ground made out for discrimination is untenable in law. We, therefore, direct that the appellants shall also be regularised from the day their juniors in the common seniority list were regularised. The appeals are allowed accordingly with no order as to costs.

Attorney  
Advocate

Attest  
Advocate

-23-

19

39

S.L.P.(C) No. 15619/1994

Leave granted.

In view of our decision in the appeal arising out of S.L.P.(C) No. 15619 of 1994, this appeal stands allowed. The respondents will regularise the appellants herein from the date their juniors were regularised. Appeal allowed accordingly. No order as to costs.

*Sill*  
.....J.  
(P. B. SAWANI)

*Sill*  
.....J.  
(K. VENKATASWAMI)

New Delhi;  
April 21, 1995

*[Faint, mostly illegible text and markings, possibly bleed-through or a stamp]*

*Attested*  
*[Signature]*  
*[Signature]*

*ACM*  
*[Signature]*  
*[Signature]*

(24)

AUG 2004

**IN THE GENERAL ADMINISTRATIVE TRIBUNAL,  
GUWAHATI BENCH,  
GUWAHATI**

Filed by  
*Dr. J. Barman*  
9/8/04 Advocate  
(D. C. Pathak)  
Add. Central Govt. Standing Counsel,  
Central Administrative Tribunal  
Guwahati Bench: Guwahati

**In the matter of O.A. No. 102/2004**

Shri Kulen Barman ---- Applicant

Vs

Union of India and Others --- Respondents

**Written statement for and on behalf of Respondents.**

I, Dr. B. Francis Kulirani, Superintending Anthropologist & Head of office, Anthropological Survey of India, North East Regional Centre (NERC), Mawblei, Shillong, do hereby solemnly affirm and say as follow:

1. That I am the Superintending Anthropologist and Head of office, Anthropological Survey of India, NERC and as such I am fully acquainted with the facts and circumstances of the case, I have gone through a copy of the application served on me and have understood the contents thereof. Save and accept whatever is specifically admitted in this written statement, the other statements and contentions may be deemed to have been denied. I am authorized to file this written statement on behalf of all the Respondents.

*Dr. B. Francis Kulirani*

2. That the Respondents have no comments to the statements made in paragraphs 1, 2, 3 and 4.1 of application.

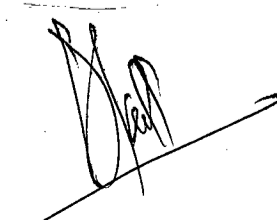
3. That with regard to the statements made in paragraph 4.2 of the application the Respondents beg to state that the Applicant is working as Daily Wage 'Chowkidar' in the office of the NERC of the Anthropological Survey of India on 'No work No pay Basis' for a prescribed period of a maximum of 89 days at a stretch.

It is not true that the Applicant was engaged, as daily wage labour on 'no work no pay' basis since 1989. He was engaged as daily wage labour as no work no pay basis since 1.5.93 to 28.7.93 at the first instance and his service was terminated after the expiry of 89 days (copy enclosed - 1). The Applicant is engaged and reengaged as and when required, purely contingent in nature.

4. That with regard to the statements made in paragraph 4.3 of the application the Respondents beg to state that the Applicant was engaged as 'No work no pay' basis since 1.5.93 as and when required. Therefore the statement made by the Applicant that he was engaged continuously for more than 15 years is not true and contradictory. The Applicant is drawing his wages as per existing rules governing by the government of India time to time for contingent paid worker. Therefore, the question of deprivation from regular pay scale, service benefit, Dearness Allowance, House rent, medical allowance etc. does not arise. It is needless to say that the Applicant has never been forced to serve this office for performing his duty.

5. That with regard to the statements made in paragraph 4.4 of the application, the allegation made by the Applicant is baseless, motivated and an attempt to mislead to the Hon'ble Tribunal. It is submitted that no such assurance was given to the Applicant regarding regularization of services.

6. That with regard to the statements - "he has acquired a legal right for regularization and regular pay scale of his above said post" made in paragraph 4.5 is arbitration. The Applicant is not entitled for regularization as per existing rules governing by the Government of India. As he is engaged purely on contract basis and when required, he his automatically terminated after completion of the contract



period. Therefore, the question of interim order or direction regarding termination of service of the Applicant does not arise.

7. That with regard to the statements made in paragraph 4.6 of the Application it is submitted that in the light of the judgment of O.A. No.106/2003, the claim of the Applicant had been considered carefully but could not be acceded to in the light of notification and scheme promulgated by the Government (~~Annexure II~~) as scheme of 1993.

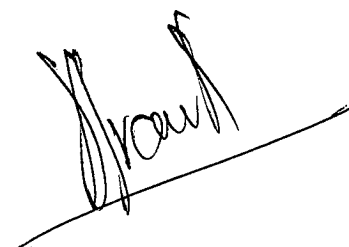
8. That to the statements made in paragraph 4.7 of the application the Respondents beg to state that they have abided the law. The Applicant pointed out that one Mr. Dasarath Barik who was recruited in the year 1995 - 96 in the same capacity of casual worker but subsequently he got the benefit of regularization against vacant post of Group - D. This statement is totally false and self-willed. One Mr. Dasarath Barik had been working as casual worker since 1989 and he was recruited as casual worker from local Employment Exchange on September 1993. Mr. Barik had also fulfilled all criteria for regularization existing notification and scheme and promulgated by the Government. Therefore, the question of junior was given the benefit of regularization does not arise. The supporting documents will be submitted if the Hon'ble Tribunal directs at the time of hearing.

9. That with regard to the statements made in paragraph 4.8 the Respondents wish to state that the disparity in status is in built and perhaps not at par.

10. That with regard to the statements made in paragraph 4.9 and 4.10 the Respondents have no comments to offer.

11. That with regards to the GROUNDS FOR RELIEF WITH LEGAL PROVISIONS as sought by the Applicant the Respondents beg to state that the point raised by the Applicant in paragraph 5.1 that the acts of the Respondents are fair, law abiding and within jurisdiction.

12. That with regard to the statements made in paragraph 5.2 the Respondents have never acted, as mentioned, 'contrary to the settled proposition of law'. In fact the regularization could not be done, as there are no directives for doing so. Moreover the statement 'mollified and illegal and with a motive behind' is totally incorrect, imaginative and uncalled for.

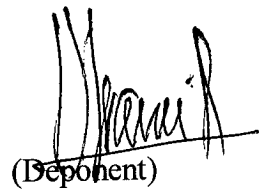


13. That with regard to the statements made in paragraph, 5.3 the Respondents beg to state that the Applicant cannot be considered for regularization in Group – D post till the Government promulgates amended Notification and Schemes.
14. That with regard to the statement made in paragraph 5.4 the Respondents have not, thus, acted in any discriminatory or in unfair manner, which can be confirmed from paragraph 8 above.
15. That the Respondents have no comments to the statements made in paragraph 5.5, 5.6 and 5.7 of the application.
16. That with regard to the statements made in paragraph 5.8 the Respondents beg to state the duties of the applicant was not in permanent nature it was exclusively on casual nature on 'No work no pay basis'. Therefore the question of regularization does not arise.
17. That the Respondents have no comments to the statements made in paragraph 5.9 of the application.
18. That with regard to the statements made in paragraph 5.10 the Respondents beg to say that no such differential treatment was adopted towards the payment of wages to the Applicant and payments have been made within the frame of law.
19. That the Respondents have no comments to the statements made in paragraph 5.11, 6 and 7 of the application.
20. That with regards to the statement made in paragraph 8 and 8.1 the Respondents beg to say that the Applicant is not entitled to any relief sought for in the application and the same is liable to be dismissed with costs.

**VERIFICATION**

I, B.Francis Kulirani, Superintending Anthropologist(C) and also presently holding charge of Head of Office, Anthropological Survey of India, North East Regional Centre, Shillong - 21, being duly authorized and competent to sign this verification, do hereby solemnly affirm and state that the statements made in paragraphs 1,2,4-19 are true to my knowledge and belief and those made in paragraphs - 3 - being matters of record are true to my information derived there from and the rest are my humble submission before this Hon'ble Tribunal. I have not suppressed any material facts.

And I sign this verification on this 6th day of August, 2004, at Shillong.



(Deponent)

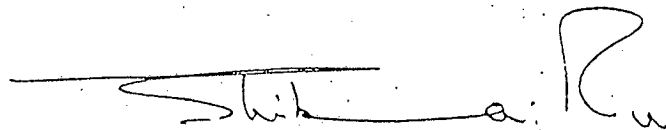
**कार्यालय अध्यक्ष**  
Head of Office  
**भारतीय मानवविज्ञान सर्वेक्षण**  
Anthropological Survey of India  
**भारत सरकार**  
Government of India  
**उत्तर पूर्व क्षेत्रीय केन्द्र**  
North East Regional Centre  
**शिलांग - 793021**  
Shillong - 793021

Anthropological Survey of India  
North East Regional Centre,  
Shillong-1

As per the approval of Head of Office at note sheet a page No.14, dated 30th April, 1993, the following contingent labourers have been engaged for a period of 89 days with effect from ~~1.5.1993~~ 1.5.1993 to 28.7.93. Their duty will be terminated automatically after 29.7.93 and they should not be allowed for double duty. They may be paid wages @ Rs.46/- (Rupees forty six only) per day i.e. no work no pay basis.

1) Shri Kulon Barman c/o Dipu Kutir,  
Upper Lachumiere, Shillong

2) Shri Chinmoy Das C/o. B.N.Dey, Upper Laban,  
Shillong-4.

  
Head of Office

No.1-292/91/Estt

Dated: 30.4.93

- Copy to: 1) Accounts Section'
- 2) Shri N.N.Sengupta, Asstt. Keeper,  
(Museum Incharge) Shillong.

QA 102