

IN THE HON'BLE HIGH COURT OF PUNJAB AND HARYANA
AT CHANDIGARH

CWP No. 14477 of 2026

MEMO OF PARTIES

1. KULVEER SINGH AGED ABOUT 40 YEARS, S/O JANG SINGH, R/O VILL. RATOLAN, TEH. & DISTT. MALERKOTLA PIN CODE-148023. (Associate pre-primary Teacher posted at Govt. Primary School-Ratolan, Malerkotla) (Adhar Card No. 9705 3910 7802 & Mob. No. 8872017931)
2. AMRITPAL SINGH AGED ABOUT 40 YEARS, S/O ONKAR SINGH, R/O B-23 H.NO-55, WARD-5, RADHA SWAMI NAGAR, ASLAMABAD, HOSHIARPUR, PIN CODE-146001. (Associate pre-primary Teacher posted at Govt. Primary School-Chagran, Hoshiarpur) (Adhar Card No. 8991 9822 3568 & Mob. No. 94785-31812)
3. JASVIR KAUR AGED ABOUT 40 YEARS, D/O NAHAR SINGH W/O KULVEER SINGH, R/O VILL. RATOLAN, TEH & DISTT. MALERKOTLA, PIN CODE-148023. (Associate pre-primary Teacher posted at Govt. Primary School-Jitwal kalan, Malerkotla) (Adhar Card No. 3400 5742 3061 & Mob. No. 78141-08944)
4. KAVITA SHARMA AGED ABOUT 41 YEARS, W/O KULDEEP VOHRA, R/O H. NO. 203R, MODEL TOWN, HOSHIARPUR PIN CODE-146001. (Associate pre-primary Teacher posted at Govt. Primary School-Gokul Nagar,

11

Hoshiarpur) (Adhar Card No. 6155 5395 6882 & Mob. No. 88724-77401)

5. VANITA SHARMA AGED ABOUT 44 YEARS, W/O SURINDER KUMAR, R/O STREET NO 7, NEAR P.S.E.B. FOOTBALL GROUND, NEW DASH MESH NAGAR, HOSHIARPUR PIN-146001. (Associate pre-primary Teacher posted at Govt. Primary School-Subhash Nagar, Hoshiarpur) (Adhar Card No.3554 9765 1691 & Mob. No. 94173-64044)
6. HARSIMRANJEET KAUR AGED ABOUT 36 YEARS, W/O INDERJIT SINGH, R/O KALA BAKRA, JALANDHAR PIN CODE-144303. (Associate pre-primary Teacher posted at Govt. Primary School-Jallowal Colony, Jalandhar) (Adhar Card No. 6803 8067 0100 & Mobile No. 90419-52022)
7. JASWINDER KAUR AGED ABOUT 48 YEARS, W/O NIRMAL CHAND, R/O B-23, MCH 348, NEAR JANJ GHAR, MOHALLA BULLAN WARI, POST OFFICE, SADHU ASHRAM, HOSHIARPUR, PUNJAB-146001. (Associate pre-primary Teacher posted at Govt. Primary School-Bulan Wari, Hoshiarpur) (Adhar Card No. 2695 3628 8327 & Mob. No. 97794-34355)
8. RANJANA SAINI, AGED ABOUT 45 YEARS, W/O AMANDEEP SAINI, R/O H. NO 12/10, DELHI GATE MUHALLA WARD NO. 5, P.O. HARIANA, HOSHIARPUR, PIN-144208. (Associate pre-primary Teacher posted at Govt. Primary School-Mona Kalan, Hoshiarpur) (Adhar Card No. 3835 4074 7701 & Mob. No. 98552-30730)

9. JAGWINDER SINGH AGED ABOUT 36 YEARS, S/O
RAUNKI SINGH, R/O VILL. P.O. BAHOMAJRA,
LUDHIANA-141401. (Associate pre-primary Teacher
posted at Govt. Primary School-Baghour, Ludhiana)
(Adhar Card No.8960 2613 8296 & Mob. No. 97804-
07858)
10. VEERPAL SINGH AGED ABOUT 40 YEARS, S/O
JASVINDER SINGH, R/O VILL. KHANNA KHURD,
LUDHIANA-141401. (Associate pre-primary Teacher
posted at Govt. Primary School-Rasulpur, Ludhiana)
(Adhar Card No.7489 2883 7690 & Mobile No. 98727-
37763)
11. MALKIAT SINGH AGED ABOUT 52 YEARS, S/O
GURMEET SINGH, R/O VILL. PATTI BHINDER,
JABOWAL AMRITSAR-143116. (Associate pre-primary
Teacher posted at Govt. Primary School-Jabowal,
Amritsar) (Adhar Card No.5435 8462 3090 & Mobile No.
94652-78317)
12. RAMANDEEP KAUR AGED ABOUT 38 YEARS, W/O
SUKHWINDER SINGH, R/O VILL. JHARU NANGAL,
AMRITSAR-143111 (Associate pre-primary Teacher
posted at Govt. Primary School-Bhalaipur, Amritsar)
(Adhar card no. 3183 6107 2028 & Mobile No. 98140-
51966)
13. MANDIP KAUR AGED ABOUT 40 YEARS, W/O
JAGJEET SINGH, R/O VILL. BATHUNGARH, KOTLA
BATHUGARH, AMRITSAR-143116 (Associate pre-primary

Teacher posted at Govt. Primary School-Naraingarh,
Amritsar) (Adhar Card No. 8340 5518 1740 & Mobile No.
98030-03619)

14. MANINDER KAUR AGED ABOUT 39 YEARS, W/O
JAGROOP SINGH, R/O VILL. SHAHPUR KHURD, KOT
KHERA, AMRITSAR. (Associate pre-primary Teacher
posted at Govt. Primary School-Sarza, Amritsar) (Adhar
Card No.7114 7139 9291 & Mobile no. 97802 23472)
15. AKHTAR ALI AGED ABOUT 39 YEARS, S/O YAQOOB
ALI, R/O 215, MATOI, TEH. & DISTT. MALERKOTLA-
148023. (Associate pre-primary Teacher posted at Govt.
Primary School-Matoi, Malerkotla) (Adhar Card No. 9745
7397 9902 & Mob. No. 95926-30500)
16. MOHD. AKHTAR AGED ABOUT 51 YEARS, S/O
MOHAMMAD NASEER, R/O MOHALLA THEKEDARAN,
MALERKOTLA-148023. (Associate pre-primary Teacher
posted at Govt. Primary School-Kelon, Malerkotla) (Adhar
Card No. 7624 0171 4970 & Mobile no. 98144-00671)
17. MOHD TAHIR AGED ABOUT 35 YEARS, S/O MOHD
RAFIQ, R/O H.NO 177, NEW ABADI TUBEWELL
COLONY, QILA REHMATGARH, WARD NO.5,
MALERKOTLA-148023. (Associate pre-primary Teacher
posted at Govt. Primary School-Binjoki kalan,
Malerkotla) (Adhar Card No. 6769 6617 3242 & Mobile
No. 81959-06200)
18. BALJIT KAUR AGED ABOUT 42 YEARS, W/O ATMA
RAM, R/O 195, PARMOD NAGAR, WARD NO-2

GARHSANKAR, HOSHIARPUR-144527. (Associate pre-primary Teacher posted at Govt. Primary School-Bakapur, Hoshiarpur) (Adhar Card No. 5767 1285 4423 & Mobile No. 98782-95625)

19. GURPREET SINGH AGED ABOUT 44 YEARS, S/O DARSHAN SINGH, R/O VILL. KUP KALAN, MALERKOTLA. (Associate pre-primary Teacher posted at Govt. Primary School-Falound Khurd, Malerkotla) (Adhar Card No. 6808 2681 2241 & mobile No. 94645-68688)
20. GURSAV KAUR AGED ABOUT 46 YEARS, W/O HARWINDER SINGH, R/O VILL- AZIMABAD, P.O, DISTT. MALER KOTLA PIN- 148023. (Associate pre-primary Teacher posted at Govt. Primary School-Ajemabad, Malerkotla) (Adhar Card No. 4087 2378 9302 & Mob. No. 94170-34964)
21. KIRANPAL KAUR AGED ABOUT 45 YEARS, W/O KAMALJEET SINGH, R/O HARNAMA COLONY, AMARGARH, MALERKOTLA PIN148022 (Associate pre-primary Teacher posted at Govt. Primary School-Giani Jail Singh, Amargarh, Malerkotla) (Adhar Card No. 2923 3996 6888 & Mobile no. 97816 97320)
22. SATYA DEVI AGED ABOUT 38 YEARS, W/O MANDEEP SINGH, R/O Vill- ALIPUR, TEH, AMARGARH, MALERKOTLA PIN-148022. (Associate pre-primary Teacher posted at Govt. Primary School-Alipur, Malerkotla) (Adhar Card No. 9390 1910 0287 & Mobile no. 98140-40807)

23. KAMALJEET KAUR AGED ABOUT 44 YEARS, W/O AMRITPAL SINGH, R/O GOBIND NAGAR, RAILWAY ROAD, MALERKOTLA PIN-148023 (Associate pre-primary Teacher posted at Govt. Primary School-Mahorana, Malerkotla) (Adhar Card No. 8822 8790 2849 & Mobile no. 8872017935)
24. KULDEEP SINGH AGED ABOUT 41 YEARS, S/O BHURA SINGH, R/O VILL. SADATPUR, MALERKOTLA, PIN-148023 (Associate pre-primary Teacher posted at Govt. Primary School-Sadatpur, Malerkotla) (Adhar Card No. 3430 3274 0276 & Mobile No. 887209-17923)
25. JASWINDER KAUR AGED ABOUT 40 YEARS, W/O CHANDER SHEKHAR, R/O 613 DASHMESH NAGAR NEAR TRUCK UNION, MALERKOTLA-148022. (Associate pre-primary Teacher posted at Govt. Primary School-Krishan Colony, Malerkotla) (Adhar Card no. 6471 1716 7313 & Mobile no. 88721-72261)
26. HAMIDAN AGED ABOUT 51 YEARS, W/O BASHIR MOHD., R/O VILL- DEHLIZ KALAN, TEH. AHMEDGARH, MALERKOTLA 148021. (Associate pre-primary Teacher posted at Govt. Primary School-Maherana Khurd, Malerkotla) (Adhar Card No. 7677 8959 7591 & Mobile No. 70873-12833)
27. NAVJOT KAUR AGED ABOUT 40 YEARS, W/O CHAMKAUR SINGH, R/O VILL-BANBHORA, TEH. AMARGARH, MALERKOTLA, 148022. (Associate pre-primary Teacher posted at Govt. Primary School-

Banbhora, Malerkotla) (Adhar Card No. 3312 9723 9805
& Mobile No. 95924-85244)

28. SANDEEP KAUR AGED ABOUT 35 YEARS, W/O
GURPREET KAUR, R/O NEAR PRIMARY SCHOOL, VILL-
BISHANGARH MALER KOTLA-148020. (Associate pre-
primary Teacher posted at Govt. Primary School-
Bishangarh, Malerkotla) (Adhar Card No. 3077 3546
6130 & Mobile No. 62846-08581)
29. NASREEN AGED ABOUT 45 YEARS, W/O HALEEM
AKHTAR, R/O VILL. BHAINI KAMBOAN, KHANPUR
ROAD, MALERKOTLA, 148023. (Associate pre-primary
Teacher posted at Govt. Primary School-Bhani Kamboan,
Malerkotla) (Adhar Card No. 9432 9468 3537 & Mobile
No. 94633-20831)
30. GURPREET KAUR AGED ABOUT 39 YEARS, W/O
BALKAR SINGH, R/O VILL. DALELGARH, P.O.
HIMMTANA, MALERKOTLA-148023. (Associate pre-
primary Teacher posted at Govt. Primary School-
Dalelgarh, Malerkotla) (Adhar Card No. 3684 1281 6887
& Mobile No. 84377-33533)
31. SHEHNEELA AGED ABOUT 36 YEARS, D/O MOHD.
HABIB, R/O MOHALLA TELIAN WALA, JAMALPURA,
MALERKOTLA-148023. (Associate pre-primary Teacher
posted at Govt. Primary School-Bhani Kalan, Malerkotla)
(Adhar Card No. 8705 8984 9052 & Mobile No. 70092-
75243)

32. RAVEENA RANI AGED ABOUT 40 YEARS, W/O
INDERJIT HANDA VILL. PURANA RAKHRA, TEH.
NABHA, P.O, NEW RAKHRA, DISTT. PATIALA-147201.
(Associate pre-primary Teacher posted at Govt. Primary
School-Rakhra Nawa, Patiala) (Adhar Card No. 3603
7546 8244 & mobile no. 98722-1254)
33. GURJEET SINGH AGED ABOUT 41 YEARS, S/O
KIRPAL SINGH, R/O H. NO. 430, KHERA GAJJU, P.O
MANAKPUR TEH. RAJPURA, DISTT. PATIALA-140602.
(Associate pre-primary Teacher posted at Govt. Primary
School-Faridpur, Patiala) (Adhar Card No. 9777 7000
1531 & mobile no. 98145-45765)
34. GURCHARAN SINGH AGED ABOUT 50 YEARS, S/O
DARSHAN SINGH, R/O ATTARI ROAD, KOT SIVIAN DA,
CHABAL, TARN TARAN-143301. (Associate pre-primary
Teacher posted at Govt. Primary School-Kot Siwian,
Tarantaran) (Adhar Card No. 8347 5707 0911 & Mob.
No. 84374-80009)
35. SAWINDER PAL SINGH AGED ABOUT 44 YEARS, S/O
PARAMJIT SINGH JAGATPUR, TATHGARH, TARAN
TARAN-143009. (Associate pre-primary Teacher posted
at Govt. Primary School-Thatha, Tarantaran) (Adhar
Card No. 5173 3526 4327 & Mob. No. 62835-93066)
36. JODHBIR SINGH AGED ABOUT 37 YEARS, S/O
BALKAR SINGH, R/O WARD NO-04, SOHAL THATHI,
TARAN TARAN-143302. (Associate pre-primary Teacher
posted at Govt. Primary School-Sohal, Tarantaran)

(Adhar Card No. 5152 8621 7653 & Mob. No. 98721-84584)

37. VISHALDEEP AGED ABOUT 39 YEARS, S/O TILAK RAJ, R/O WARD NO-7, PIND KHEM KARAN PATTI, TARAN TARAN-143419. (Associate pre-primary Teacher posted at Govt. Primary School-Khemkaran, Tarantaran) (Adhar Card No. 2786 6540 3769 & mobile no. 78888-48440)

38. HARPAL SINGH AGED ABOUT 43 YEARS, S/O AROOR SINGH, R/O VILL. MASTGARH, TARAN TARAN - 143419. (Associate pre-primary Teacher posted at Govt. Primary School-Bhura karimpur, Tarantaran) (Adhar Card No. 2298 2759 1503 & Mobile - No. 98760-49302)

39. JITENDER SHARMA AGED ABOUT 37 YEARS, S/O SUKHDEV RAJ, R/O WARD NO-7, KHEM KARAN PATTI, TARAN TARAN-143419. (Associate pre-primary Teacher posted at Govt. Primary School-Mehndipur, Tarantaran) (Adhar Card No. 9608 0652 2823 & Mobile No. 96468-17171)

40. GURPAL SINGH AGED ABOUT 43 YEARS, S/O MUKHTAR SINGH, R/O MALLU NANGAL, AMRITSAR 143101. (Associate pre-primary Teacher posted at Govt. Primary School-Mallu Nangal, Amritsar) (Adhar Card No. 4018 8158 9944 & Mobile No. 94640-26000)

41. GURDEEP KAUR AGED ABOUT 40 YEARS, D/O JAGROOP SINGH, R/O MANVI, TEH. AMARGARH MALERKOTLA-148023. (Associate pre-primary Teacher

posted at Govt. Primary School-Manvi, Malerkotla)
(Adhar Card No. 4381 0791 2023 & mobile no. 87289-84052)

42. KARAMJIT KAUR AGED ABOUT 42 YEARS, W/O BALJINDER SINGH, R/O MANVI, TEH AMARGARH MALERKOTLA-148023. (Associate pre-primary Teacher posted at Govt. Primary School-Bhurthala Mander, Malerkotla) (Adhar Card No. 6581 7944 6145 & Mobile No. 84370-94770)
43. SHAMEEM AGED ABOUT 46 YEARS, W/O MOHD. RAMZAN, R/O MOHALLA KACHHA KOT, MALERKOTLA-148023. (Associate pre-primary Teacher posted at Govt. Primary School-Nawab Gang, Malerkotla) (Adhar Card No. 2582 9616 2781 & mobile no. 81959-67840)
44. JASPREET KAUR AGED ABOUT 43 YEARS, W/O GURPREET SINGH, R/O VILL. WANDER PATTI, WANDER JATANA, FARIDKOT-151209 (Associate pre-primary Teacher posted at Govt. Primary School-Phide Khurd, Malerkotla) (Adhar Card No. 4720 1570 5661 & Mobile No. 94785-44629)
45. JAGDEEP SINGH AGED ABOUT 42 YEARS, S/O PARAMJIT SINGH, R/O VILL NAUSHERA KHURD, BYE PASS, MAJITHA ROAD, NEAR GURDUWARA GURU NANAKDEV NAUSHERA, AMRITSAR-143008 (Associate pre-primary Teacher posted at Govt. Primary School-Naushera Khurd, Amritsar) (Adhar Card No. 7742 3006 7067 & Mobile No. 79737-69794)

46. RAMANDEEP SINGH AGED ABOUT 36 YEARS, S/O
MULKHA SINGH, R/O VILL- MAJITHA ROAD, NANGAL
PANNUAN, AMRITSAR-143601 (Associate pre-primary
Teacher posted at Govt. Primary School-Supari Wind,
Amritsar) (Adhar Card No. 6129 5410 6707 & Mobile
95922-07922)
47. DALJIT SINGH AGED ABOUT 50 YEARS, SON OF SH.
BALROOP SINGH, R/O DHAPAI ROAD, MATTA, SUB
DISTRICT JAITON, DISTRICT FARIDKOT, PUNJAB
(Associate pre-primary Teacher posted at Govt. Primary
Baulinderjit, Gurdaspur) (ADHAR CARD NO. 7407 6985
2022 & MOB. NO. 8146900480)
48. SUNITA KUMARI AGED ABOUT 27 YEARS, D/O AJIT
RAJ, R/O REHMANPUR, POST OFFICE KUKAR PIND,
DISTRICT JALANDHAR, PUNJAB. (Associate pre-primary
Teacher posted at Govt. Primary School-Romana Albel
Singh, Faridkot) (ADHAR CARD NO. 8392 11900 0458 &
MOB. NO. 8699607181)

... Petitioners

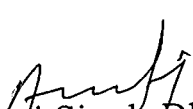
Versus

1. The State of Punjab through its Additional Secretary
Department of Personnel, Punjab, Civil Secretariat-I,
Chandigarh.
2. The Principal Secretary to Government of Punjab,
Department of Finance, Punjab Civil Secretariat-I,
Chandigarh.

3. The Principal Secretary to Government of Punjab,
Department of School Education, Punjab Civil Secretariat,
Chandigarh.
4. The Directorate General School Education Cum State Project
Directorate Punjab, Samagra Sikhsha Abhiyan, Punjab,
Vidya Bhawan, 5th floor, Block-E, Phase-VIII, SAS Nagar
(Mohali) Nagar (Mohali), Punjab.
5. The Director, School Education (Elementary), Punjab, Vidya
Bhawan, 5th floor, Block-E, Phase-VIII, SAS Nagar (Mohali)
Nagar (Mohali), Punjab.

... Respondents

Chandigarh
Dated: 10.04.2026

  
(Amitoj Singh Dhaliwal & Manmohan Kaur Dhaliwal)
P/492/1998 P/1306/2000
PH220457 PH222966
Advocates
Counsel for the Petitioners

CIVIL WRIT PETITION under Article 226 of Constitution of India for issuance of an appropriate writ order or direction especially in the nature of certiorari for quashing the Notification dated 01.06.2023 (Annexure P-5) and Notification dated 24.07.2023 (Annexure P-6) and action of the respondents whereby the pay of the petitioners has been fixed Rs. 18,000/- PM at present drawing Rs. 19,845/- per month whereas the similarly situated are getting the pay of Rs. 25,500/- PM which is illegal arbitrary and causing prejudice to the petitioners as contrary to the established law and judicial precedence settled by the Hon'ble Supreme Court of India whereby in **"Swapan Paul Vs. The Managing Director-The Tripura Small Industries Corporation Limited (A Govt. of Tripura Undertaking & Ors)"** in **Civil Appeal No. 2469-2470 of 2011, Civil Appeal no. 2472-2487 of 2011**, the principle of 'Equal Pay for Equal Work' upheld for employees performing similar duties and functions without any rational classification. **Supreme Court of India in State of Punjab Vs. Jagjit Singh (2017) 1 SCC 14**, the principle of equality mandates that employees similar duties and possessing

similar qualifications should not be subjected to arbitrary and pay scales. In "**UP State Road Transport Corporation vs. Jagdish Prasad Gupta**", (2009) 4 SCC 537 held that a public authority cannot act in a manner that frustrates the legitimate expectations of its employees. In "**Randhir Singh vs. Union of India**" (1982) 1 SCC 618 the Supreme held that the state is bound to ensure equal pay for equal work for all its employees. In "**Delhi Development Authority vs. HC Khurana**" (2011) 9 SCC 94 the Court emphasized that arbitrary administrative actions that lead to discrimination or unequal treatment violate the constitutional guarantees under Article 14.

And/or

Further a writ in nature of mandamus for direction to the respondents to grant the petitioners equal pay scale for equal work as per the ratio of law laid down by the Hon'ble Supreme Court of India.

And/or

further a writ in nature of mandamus for issuance of direction to the respondents to grant the petitioners, as Education Provider (Associate pre-primary Teacher), all the necessary emoluments and benefits of

government service as are being given to the similarly placed regular employees.

And/or

It is further that this Hon'ble Court may issue any other writ order or direction as it may deem fit and proper on facts and in the circumstances of the present case.

RESPECTFULLY SHOWETH: -

1. That the petitioners are citizens of India and residents of the State of Punjab. As such they are entitled to invoke the extraordinary jurisdiction of this Hon'ble Court by filing the present Writ Petition under Articles 226/227 of the Constitution of India.
2. That the petitioners have been working in Punjab School Education Department for last 15-20 years. The petitioners are employed as Education Provider (Associate pre-primary Teacher). Some of the petitioners possess qualification of Graduation and some have Post Graduation degrees.
3. That the Government of Punjab issued a policy dated 07.10.2022 namely "Policy for Welfare of Adhoc, contractual, temporary teachers (Nation Builders) and other employees" in Punjab School Education Department. As per the terms and conditions of the policy all the employees who were temporarily working in the aforesaid department/official respondents for the last 10 years were