

**Ministry of Finance (Department of Expenditure)**  
**OM No. F. 8 (2) –Est (Spl)/60**  
**dated 24<sup>th</sup> January, 1961**

(1)

**Subject: Casual Labour- Recommendations of the Pay Commission regarding.**

In Section III of Chapter XLVI of their Report the Pay Commission have made the following recommendation in regard to the policy relating to the employment of casual labour and regulation of the terms and conditions of their employment:-

1. Casual employment should be restricted to work of a truly casual nature and in order to ensure that this is done, there should be a general review of the existing position.

2. Same rates of wages should be fixed for casual labour in unscheduled employments as are fixed for comparable scheduled employments under the Central Government, under the Minimum Wages Act. Or, if it is considered that the rates should bear some relationship to the local rates, they may be fixed with reference to the minimum wages prescribed by the respective State Governments for comparable scheduled employments.

3. All casual labour under the Central Government including those to whom the minimum wages law is not applicable, should have the benefits and safeguards provided by rules 23-25 of the Minimum Wages (Central) Rules, 1950 relating to weekly holidays, working hours, night shifts and payment for overtime.

4. Long experience as casual labour should be taken into consideration while making selections for appointment to regular establishments.

2. The President has been pleased to decide that except where there are statutory rules or provisions in support of the existing practice, the recommendations of the Pay Commission regarding Casual Labour should be accepted.

3. Of the two alternatives mentioned in recommendation (2) referred to in paragraph 1, the latter alternative may be uniformly adopted by all the Ministries/Departments employing casual labour, namely, that the casual labour should be remunerated at market rates subject to the condition that where the market rates are lower than the minimum wages fixed by the respective State Governments for comparable scheduled employments, the wages shall be the minimum wages fixed by the State Governments.

4. Detailed instructions on recommendation No. (4) mentioned in para 1 would be issued in due course by the MHA.

5. The Ministries and Departments employing casual labour are requested to ensure that the terms and conditions of employment of casual labour are regulated accordingly.

6. These orders take effect from the date of issue.

**Sd/- R.P. Padhi,  
Joint Secretary**

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