

Ministry of Home Affairs
OM No. F.16/10/60-Ests (D)
dated 2nd December, 1966

(III)

**Subject: Appointment of casual labour to regular establishments-
Recommendation of the Pay Commission regarding.**

According to this Ministry's Office Memorandum No. 6/52/60-Ests. (A), dated 16th February, 1961, on the above subject, casual labourers recruited initially through the Employment Exchange and having acquired long experience in such employment should be preferred to others for appointment to regular establishments, including appointment as gangmen, if they are otherwise considered suitable for such appointment.

2. A question has been raised as to the period which should be deemed as constituting 'long experience' in terms of the above mentioned Office Memorandum. The matter has been examined carefully and it has been decided that a minimum period of two years continuous service as casual labour should be deemed to constitute long experience in terms of the said Office Memorandum. Accordingly, with effect from the date of issue of this Office Memorandum, appointment of casual labourers to Class IV posts, borne on the regular establishment which are required to be filled by direct recruitment, will be subject to the following conditions:-

(a) No casual labourer not registered with the Employment Exchange should be appointed to posts borne on the regular establishment;

(b) casual labourers appointed through Employment Exchange and possessing experience of a minimum of two years' continuous service as casual labour in the office/establishment to which they are so appointed will be eligible for appointment to posts on the regular establishment in that office/establishment, without any further reference to the Employment Exchange.

(c) casual labourers recruited in an office/establishment direct, without reference to the Employment Exchanges but working on the date of the issue of the OM should not be considered for appointment to regular establishment, unless they get themselves registered with the Employment Exchange, render from the date of such registration, a minimum of two years' continuous service as casual labour, and are subsequently sponsored by the Employment Exchange in accordance with their position in the register of the Exchange.

Sd/- (Harish Chandra)
Under Secretary to the Government of India
