

Department of Personnel and Administrative Reforms, Ministry of Home Affairs
OM No. 49014/1/77-Estt. (C)
dated August, 1977

(VI)

Subject: Recruitment of persons on daily wages – Review of policy.

This Department has been receiving representations from various quarters that the persons who have been engaged on daily wages for a number of years should be appointed forthwith against regular posts. In the context of these representations, the entire policy regarding employment of daily wage workers is required to be reviewed.

2. In this connection, it may be mentioned that since 1958, there has been a ban on employment of casual labourers against regular posts. The Ministry of Finance vide their OM No. F. 10 (15)-E.Coord./67 dated the 23rd September, 1967 invited the attention of the Ministry of Commerce etc. to the fact that in some offices of the Government of India, the orders contained in the Ministry of Home Affairs OM No. 21/23-S&NG dated the 24th September, 1958, imposing restrictions on the creation and recruitment to certain categories of Group 'D' posts in Ministries/Departments and their attached and subordinate offices in Delhi and New Delhi, were not being observed in spirit and were being circumvented by resorting to employment of casual labour paid from the contingencies against regular vacancies. It was also pointed out that the employment of casual labourers must be restricted to work of a truly casual nature and employment of staff paid from contingencies for work of a regular nature or against the requirements of vacant posts, temporary or permanent, on the regular establishment was irregular and should not be resorted to. Further, the Ministry of Finance (Department of Expenditure) imposed a complete ban on engaging additional staff on daily wage basis in different Ministries/Departments vide their OM No. 14 (24)/E (Coord)/74 dated 30th August, 1974. Again, in May this year, the ban on engaging additional staff on daily wage basis in different Ministries/ Departments was reiterated in para 1 (iv) of the Ministry of Finance (Department of Expenditure) OM No. 14 (40) E. Coord/77 dated 27th May, 1977.

3. In spite of the orders referred to in the preceding paragraph, it has come to the notice of this Department that the Ministries/Departments of the Government of India are still continuing to engage a large number of persons on daily-wage basis. The Prime Minister has also had occasion to express his concern on the matter and has disfavoured employing of workers on daily-wage basis in this manner.

4. The Ministry of Commerce etc. are accordingly enjoined upon to discontinue forthwith the employment of daily-wage workers against regular posts. However, in order to review the policy in regard to those persons who have continued to work for long periods on daily wage basis, it is requested that the requisite information in the prescribed proforma insofar as the Ministry/Department is concerned should be furnished to this Department latest by 20th August, 1977. This information may also be

collected from the attached and subordinate offices and furnished to this Department by the 4th September, 1977.

Sd/-
Deputy Secretary to the Government of India
