

DO Letter No. 49014/5/92 Estt. (C) dated 1st January, 1993 of Secretary (P) to Secretaries to Government of India

(XIX)

As you are aware, the policy regarding engagement of casual workers in Central Government Offices was reviewed some time back by the Government and revised guidelines in the matter of recruitment of casual workers on daily wage basis were issued vide OM No. 49014/2/86- Estt. (C) dated 7th June, 1988. These guidelines inter-alia envisage that persons on daily wages should not be recruited for work of regular nature and recruitment of daily wagers may be made only for work which is of casual or seasonal or intermittent nature or for work which is not of full time nature. Of late, it has been observed that these guidelines are being observed more in breach than in their implementation. More often than not, the administrative authorities continue to engage casual workers disregarding these guidelines thereby affording the employees an unintended opportunity to seek regularisation of their services through the aegis of Courts, Tribunals etc. In a number of instances the casual workers had to be retained in accordance with the directions of the Court even when there were no vacancies/work for such casual labourers.

2. The Government have taken a very serious view about the continued violation of the above guidelines. As failure to carry out orders or follow the rules and regulations constitutes a serious misconduct, I shall be grateful, if you kindly emphasise upon the various administrative authorities under your control the need to observe these guidelines strictly. It may also be brought to the notice of these authorities that failure on their part to comply with the guidelines would render them liable for disciplinary action.

**Sd/- (N.R. Ranganathan)
Secretary (P)**
