

DO Letter No. 49014/5/92 Estt. (C) dated 29th April, 1993 of Secretary (P) to Secretaries to the Government of India

(XX)

Please refer to my do letter of even number dated the 1st January, 1993 regarding the need to observe strictly the guidelines issued by the Government about the engagement of casual workers on daily wage basis. In spite of reiteration of the guidelines from time to time, it has been noticed that the services of persons initially engaged on daily rated basis for work of casual or intermittent nature are continued on one pretext or the other for long durations which subsequently gives rise to claims/pressures for regularisation of their services. If the guidelines issued by the Government are strictly observed, there is no reason why situations of this type should arise, at all. To avoid such complications and to ensure economy in administrative expenditure, it has been decided that under no circumstances, casual labour should be allowed to be engaged during summer season for a period of more than 3 months. A serious view should be taken of any violation of these instructions and appropriate action against the officer (s) responsible for any violation should be taken.

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