

Chapter 42

Instructions regarding regularization of Casual Labourers

Status on the regularization on Causal Labour on Temporary Status:

The Casual Labourers (Grant of Temporary Status and Regularization) Scheme of Government of India, 1993 was implemented in ICAR vide ICAR letter No. 24(15)/93-Cdn. Dated 23.11.1994 w.e.f. 1.9.93. As per para 8 of the scheme, two out of every three vacancies in group “D” cadres in respect of offices where the casual labourers have been working are to be filled up as per extant recruitment rules from amongst casual workers with temporary status. With the implementation of VIth CPC the group ‘D’ posts have been granted group C Grade pay of Rs. 1800 in PB-I and given the designation of Skilled Support Staff. This has necessitated framing of RRs for the posts which were in group D scales prior to VIth CPC and which have been placed in group C-PB-1 with grade pay of Rs. 1800. Accordingly, RR for Skilled Support Staff in the grade pay of Rs. 1800 in PB-I has been framed keeping in view the model recruitment rules issued vide DOPT O.M. No. AB-14017/6/2009-Estt (RR) dated 30.4.2010.

It is requested that existing casual labourers who were granted temporary status under the Casual Labourers (grant of Temporary Status and Regularization) Scheme endorsed vide ICAR letter No. 24(15)/93-Cdn. dated 23.11.1994 may be regularized as per these RRs in accordance with para 8 of the DoPT scheme in the following manner:

- i. Two out of every three vacancies in Skilled Support Staff except for the vacancies for the year 2008-09 which are yet to be cleared by ADRP, are to be filled up as per RR from amongst casual labourers (temporary status) at the respective institute.
- ii. The candidates have to be considered in order of notional seniority as on 1.9.93 subject to requirements of RR.
- iii. As the minimum qualification required for the recruitment of Skilled Support Staff is matriculation pass or equivalent or ITI pass, only those casual labourers (temporary status) are to be considered for regularization who fulfill the qualification requirement.
- iv. The individual casual labourer (temporary status) is to be allowed age relaxation equivalent to the period for which he or she has worked continuously as casual labourer in terms of para 8 (i) of the DoPT scheme.

(ICAR No.14(1)/2008-Estt.I dated 3.8.2011)

Daily Paid Labour should not be engaged after adopting Casual Labourers (Grant on Temporary Status and Regularization) scheme of Govt. of India, 1993 by ICAR in 1994.

(ICAR No.4(5)/2011-W.S dated 28.12.2011)

The general Terms and Condition for employment of casual labour and the scheme for grant of temporary status and regularisation of casual workers is at **(Appendix XXXV)**