

**No. C-18013/101/2003-Ad.III B**  
Government of India  
Ministry of Finance  
Department of Revenue  
(Central Board of Excise & Customs)

Ground Floor, Hudco Vishala Building,  
Bhikaji Cama Place, R.K. Puram,  
New Delhi, the 20<sup>th</sup> May, 2016

To

All Chief Commissioners of Central Excise & Customs (By Name)  
All Chief Commissioners of Customs (By name)  
All Director Generals/Directors under CBEC (By name)  
Director, CRCL, New Delhi (By name)  
Narcotics Commissioner, CBN, Gwalior (By Name)

**Subject : Engagement of Casual Labourers - regarding.**

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Sir/Madam,

I am to refer to Board's instructions issued from time to time from 1992 onwards regarding the ban on engagement of casual workers on daily wages. Attention of all Heads of Departments was also invited to various instructions issued by Department of Personnel and Training on the subject laying down that casual labourers may not be engaged for work of a permanent nature. Essential work for which no regular posts have been created/sanctioned may be outsourced through service providers/contractors after following the procedure prescribed in the GFRs.

2. Recently, in the context of implementation of the order of the Gujarat High Court for framing a scheme for grant of weekly off to the Casual Labourers working in offices having 5 days in a week, DOPT has, interalia, observed as under:-

*"4 Department of Revenue may also review continuance of casual labourers as they cannot be regularized. Instead efforts should be made to fill up the vacancies through regular mode of selection."*

3. All the cadre controlling authorities under CBEC are requested to review the matter on an urgent basis and send a compliance report to the Board by **31<sup>st</sup> May, 2016.**

Yours faithfully,

  
(Sanjiv Kumar)

Joint Secretary to the Govt. of India

Tel. No. 23092262

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