

तत्काल

सं० 4/1/2017-समन्वय

भारत सरकार,  
शहरी विकास मंत्रालय  
मुद्रण निदेशालय,  
(समन्वय अनुभाग)

नई दिल्ली ।  
दिनांक 15 मार्च, 2017

कार्यालय ज्ञापन

विषय Strike of the Confederation of Central Government Employees and Workers on 16<sup>th</sup> March, 2017 in pursuance of their 7<sup>th</sup> CPC related demands- regarding.

अधोहस्ताक्षरी को उपरोक्त विषय पर शहरी विकास मंत्रालय से प्राप्त कार्यालय ज्ञापन सं० A-46020/7/2017-Coord(Pt.-I) दिनांक 15 मार्च, 2017 संलग्नक सहित को सूचनार्थ एवं अनुपालन हेतु भेजने का निर्देश हुआ है ।

संलग्न : यथोक्त ।

22/03/17  
15/3/17  
( राजेन्द्रन पिल्लई )  
सहायक निदेशक (समन्वय)

सेवा में,

1. उप निदेशक (प्रशा०-१)/ उप निदेशक (प्रशा०-११)/ उप निदेशक (मुद्रण/कय) एवं उप निदेशक (बिल एवं फार्म), वत अधिकारी, मुद्रण निदेशालय, नई दिल्ली ।
2. समस्त अनुभाग अधिकारी, मुद्रण निदेशालय, नई दिल्ली ।
3. भारत सरकार के सभी मुद्रणालय प्रबन्धक/अधिकारी ।

प्रतिलिपि :-

निजी सचिव, निदेशक (मुद्रण)/संयुक्त निदेशक (प्रशासन -११) एवं संयुक्त निदेशक (तकनीकी) ।

( कृप्या संलग्नकों अपने ई-मेल में देखें )

**MOST IMMEDIATE**

No. A-46020/7/2017-Coord (Pt. - I)  
Government of India  
Ministry of Urban Development  
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Nirman Bhawan, New Delhi  
Dated: 15<sup>th</sup> March, 2017

**OFFICE MEMORANDUM**

Subject: Strike of the Confederation of Central Government Employees and Workers on 16<sup>th</sup> March, 2017 in pursuance of their 7<sup>th</sup> CPC related demands-regarding.  
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The undersigned is directed to enclose D.O. letter No. 33011/1(s)/2017-Estt-B dated 10<sup>th</sup> March, 2017 alongwith enclosures received from Department of Personnel & Training regarding the Strike of the Confederation of Central Government Employees and Workers on 16<sup>th</sup> March, 2017 in pursuance of their 7<sup>th</sup> CPC related demands.

2. The instructions issued by the Department of Personnel & Training prohibit the Government Servants from participating in any form of strike including mass casual leave, go-slow etc. or any action that abet any form of strike in violation of Rule 7 of the CCS (Conduct) Rules, 1964.

3. The instructions of DoPT may be strongly complied with.

*Maha Singh*  
(Maha Singh)

Under Secretary (Coordination)

**Encl: As above**

To

1. Heads of All Attached/ Subordinate Offices under MoUD
2. Heads of All Statutory/ Autonomous Bodies under MoUD
3. CMD, NBCC, New Delhi
4. JS (Admn.) MoUD in respect of Main Secretariat of MoUD
5. IT Cell for uploading in e-Office

Copy to

1. AS(UD)/ AS (SC)
2. All JSs/ OSD/ EA1 & EA2

*D12 of prin And*

*15.3.2017*  
*JD(A)*

*Immediate*  
*AD (Estt) by*  
*15.3.17*

OFFICE OF JD (A II)  
Dy. No. 338  
Date 15/3/2017

*ADKCDUD*  
*15/3/2017*

Receipt No : 814870(2)/2017/CRU

GYANENDRA DEV TRIPATHI

Joint Secretary

Phone : 2309 4276

Fax : 2309 2869

e-mail : jsest@nic.in



सत्यमेव जयते

भारत सरकार  
कार्मिक और प्रशिक्षण विभाग  
कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय  
नाथ बाग, नई दिल्ली-110001

GOVERNMENT OF INDIA  
DEPARTMENT OF PERSONNEL & TRAINING  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES  
AND PENSIONS  
NORTH BLOCK NEW DELHI-110001

D.O. No. 33011/1(s)/2017-Estt-B

Dated the 10<sup>th</sup> March, 2017

*Respected Sir*

The Confederation of Central Government Employees and Workers, New Delhi has given a notice that the members of the affiliates of the Confederation will go on strike on 16<sup>th</sup> March, 2017 in pursuance of their 7<sup>th</sup> CPC related demands.

2. The instructions issued by the Department of Personnel & Training prohibit the Government servants from participating in any form of strike including mass casual leave, go-slow etc. or any action that abet any form of strike in violation of Rule 7 of the CCS (Conduct) Rules, 1964. Besides, in accordance with the proviso to Rule 17 (1) of the Fundamental Rules, pay and allowances is not admissible to an employee for his absence from duty without any authority. As to the concomitant rights of an Association after it is formed, they cannot be different from the rights which can be claimed by the individual members of which the Association is composed. It follows that the right to form an Association does not include any guaranteed right to strike. There is no statutory provision empowering the employees to go on strike. The Supreme Court has also agreed in several judgments that going on a strike is a grave misconduct under the Conduct Rules and that misconduct by the Government employees is required to be dealt with in accordance with the law. Any employee going on strike in any form would face the consequences which, besides deduction of wages, may also include appropriate disciplinary action. In this connection, your kind attention is also drawn to this Department's OM No. 33012/1(s)/2008-Estt (B) (pt) dated 12<sup>th</sup> September, 2008 (copy enclosed)

3. A Joint Consultative Machinery for Central Government employees is already functioning. This scheme has been introduced with the object of promoting harmonious relations and for securing the greatest measure of co-operation between the Government, in its capacity as employer, and the general body of its employees in matters of common concern, and with the object, further of increasing the efficiency of the public service. The JCM at the different levels have been discussing issues brought before it and the consultative process is still functioning with the active cooperation from the staff side.



सूचना  
का अधिकार

4. The Central Government Employees under your Ministry/Departments may, therefore, be suitably informed of the aforesaid instructions under the Conduct Rules issued by this Department and other regulations upheld by the Hon'ble Supreme Court and dissuaded from resorting to strike in any form. You may also issue instructions not to sanction Casual Leave or other kind of leave to employees if applied for, during the period of the proposed strike and ensure that the willing employees are allowed hindrance free entry into the office premises. For this purpose, Joint Secretary (Admn) may be entrusted with the task of coordinating with security personnel. Suitable contingency plan may also be worked out to carry out the various functions of the Ministry/Department.

5. In case the employees go on strike, a report indicating the number of employees who took part in the proposed strike may be conveyed to this Department on the evening of the day.

*With warm regards.*

Yours sincerely,

*Gyanendra Tripathi*  
(Gyanendra Dev Tripathi) 10/3/2017

Shri Rajiv Gauba  
Secretary  
Ministry of Urban Development,  
Nirman Bhavan, New Delhi

(10)

File No. 33012/1(s)/2008-Estt(B) (Pr)

Government of India

Ministry of Personnel, Public Grievances and Pensions

Department of Personnel and Training

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Dated the 12<sup>th</sup> September, 2008

OFFICE MEMORANDUM

Subject: - Participation in any form of strike/mass casual leave/boycott of work etc. by Government servants - CCS(Conduct) Rules - regarding.

The undersigned is directed to say that the instructions issued by the Department of Personnel & Training prohibit the Government servants from participating in any form of strike including mass casual leave, go-slow etc. or in any way abet any form of strike which will be in violation of Rule 7 of the CCS(Conduct) Rules, 1964. The Supreme Court has also agreed in several judgements that going on a strike is a grave misconduct under the Conduct Rules and that misconduct by the Government employees is required to be dealt with in accordance with law. Any employee going on strike in any form would face the consequences which, besides deduction of wages, may also include appropriate disciplinary action.

2. A Joint Consultative Machinery (JCM) for Central Government employees is already functioning. This scheme has been introduced with the object of promoting harmonious relations and of securing the greatest measure of cooperation between the Government, in its capacity as employer, and the general body of its employees in matters of common concern, and with the object, further of increasing the efficiency of the public service.

3. Therefore, apart from the fact that any form of strike/mass casual leave/boycott of work would be in violation of the CCS(Conduct) Rules, going on any form of strike will also not be in the interest of the employees. Accordingly, the undersigned is directed to convey that if any employee or an association/group of employees, under any nomenclature, indulge in any form of strike/boycott of work in pursuance of any alleged demands, or send any letter conveying of their intention to organize any such event, in terms of the provisions mentioned in para-1 above, the salary of such employees for the day/days in question shall not be paid and the details of such employees shall have to be intimated by the concerned office where such an event took place to the Administrative Ministry/Department concerned, within 15 days of such incident for a decision on how to treat the unauthorized absence occasioned by such an action by the employees. This will be without prejudice to any disciplinary action that may be initiated against such employees. All Ministries/Departments are requested to bring the contents of this O.M. to the notice of all concerned offices under them.

(Sunee K. Arora)

Under Secretary to the Government of India

To

All Ministries/Departments.