

URGENT

No.50/32/2017-Admn  
Government of India  
Ministry of Jal Shakti  
Department of Water Resources, River Development &  
Ganga Rejuvenation  
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Shram Shakti Bhavan, Rafi Marg,  
New Delhi, dated 7<sup>th</sup> January, 2020

OFFICE MEMORANDUM

Subject: **Proposed nationwide general strike by Central Trade Unions on January 8, 2020 – regarding**

The Central Trade Union (CTU)s, except Bhartiya Mazdoor Sangh, and their affiliates in different sectors are mobilising workders/ employees for their proposed nationwide general strike on January 8, 2020. The strike is mainly to protest against Union Government's labour reforms, FDI, disinvestment, corporatisation and privatisation policies and to press for 12-point common demands of the working class relating to minimum wage and social security, among others.

2. Attention of all the Officers and staff in this Department and its attached and subordinate offices is invited to Rule 7 of the Central Civil Services (Conduct) Rules, 1964 and the instructions issued thereunder in their matter of participation by Government servants in demonstrations/strikes. A copy of O.M. No.33011/1(s)/2020-Estt(B-II) (Pt) dated 12<sup>th</sup> September, 2008 containing instructions issued by the Department of Personnel & Training regarding treatment of period of strike by Government servants alongwith Copy of O.M. No.33011/1(s)/2020-Estt.(B-II) dated 2<sup>nd</sup> January, 2020 from DoP&T is enclosed herewith.

3. The Wing Heads in the Department (Sectt) and Heads of all Organizations of the Department of Water Resources, RD & GR are accordingly advised to bring to the notice of all the employees under their administrative control the aforesaid instructions under the Conduct Rules issued by the DoP&T and other regulations upheld by the Hon'ble Supreme Court and dissuade them from resorting to strike in any form.

4. It is also advised that no Casual Leave or leave of other kind of leave be sanctioned to the employees if applied for, during the period of the proposed strike and ensure that the willing employees are allowed hindarance free entry into the office premises. If in case, any employee goes on strike, a report indicating the number of employees who took part in the proposed strike/absent from duty, may be conveyed to the Administration by 4.00 P.M on the same day.

Encl: as above.

(A.K. Das)

Under Secretary to the Govt. of India  
Tel.No.23738126  
E-Mail:usadmn-mowr@nic.in

To

1. All Wing Heads in the D/o WR, RD & GR.
2. All Heads of Organizations under the D/o WR, RD & GR.
3. All Officers and staff in the D/o WR, RD & GR.
4. NIC Cell- for uploading on the circular page of the intranet.



**IMMEDIATE**

No.33011/1(s)/2020-Estt.(B-II)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training

Off. No. 619227  
Date 06/01/2020

North Block, New Delhi  
Dated the 2<sup>nd</sup> January, 2020

**OFFICE MEMORANDUM**

**Subject:** Proposed nationwide general strike by Central Trade Unions on January 8, 2020 and dharnas at district headquarters by Bhartiya Mazdoor Sangh (BMS) on January 3, 2020- regarding.

The undersigned is directed to inform that Central Trade Union (CTUs), except Bhartiya Mazdoor Sangh, and their affiliates in different sectors are mobilising workers/ employees for their proposed nationwide general strike on January 8, 2020. The strike is mainly to protest against Union Government's labour reforms, FDI, disinvestment, corporatisation and privatisation policies and to press for 12- point common demands of the working class relating to minimum wage and social security, among others.

2. Separately, Bhartiya Mazdoor Sangh has also decided to organise dharnas at district headquarters across the country on January 3, 2020.

3. 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, sit-down 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, including protest, 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).

4. 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

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5. 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 including protest. Instructions may be issued not to sanction Casual Leave or other kind of leave to employees if applied for, during the period of the proposed protest/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.

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

(Kabindra Joshi)  
Director  
Tel.No. 23093180

② M/o Water Resources, Rivers  
Development & Ganga Rejuvenation

The Secretaries of all Ministries/Departments of Government of India

Copy to:

DS (Admin), DoPT, North Block, New Delhi.



Estt/Strike matters  
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File No. 33012/1(s)/2008-Estt(B) (Pt)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

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 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.

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.

(Suneel K. Arora)

Under Secretary to the Government of India

To

All Ministries/Departments.