

**Office of the Comptroller and Auditor General of India  
New Delhi**

No. 131- NGE(JCM)/20-2010.KW-II

Dated: 21.2.2012

To

The All Heads of offices  
(IAAD as per mailing list),

**Sub: Handling of Demonstrations and Strikes – instructions regarding.**

Sir/Madam,

Rule 7 of CCS (Conduct) Rules, 1964 reads as under:-

No Government servant shall—

- (i) engage himself or participate in any demonstration which is prejudicial to the interests of the sovereignty and integrity of India, the security of the State, friendly relations with foreign States, public order, decency or morality, or which involves contempt of Court, defamation or incitement to an offence, or
- (ii) resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to his service or the service of any other Government servant.

2. The Government of India in Ministry of Home Affairs OM 25/23/66-Ests (A) dated 9.12.1966 has clarified the term "strike" by way of demonstration to mean refusal to work or stoppage or slowing down of work by a group of employees acting in combination and includes mass abstention from work without permission, refusal to work over time where such work is necessary in public interest, resort to practices or conduct which is likely to result in or results in the

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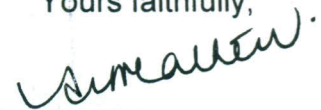
cessation or substantial retardation of work in any organization. Such practices would include, what are called, 'go slow' 'sit-down', 'pen-down', 'stay-in', 'token', 'sympathetic' or any other similar strike; as also absence from work for participation in a Bandh or any similar movements.

3 The Government of India has also clarified that holding of demonstration/meeting without permission within office premises is strictly prohibited and any such meeting would be treated as a violation of the Rule 7 of the CCS (Conduct) Rules. The Supreme Court, in the case of Railway Board Vrs. Niranjan Singh reported in AIR 1969 SC 966, has held that prohibiting holding of meetings within office premises does not deprive the workers of any of the freedoms guaranteed under Article 19 (1) of the Constitution and has held that there is no fundamental right for anyone to hold meetings in government premises.

4 Accordingly, henceforth no permission may be granted to any association to hold demonstrations within the office premises i.e. within the boundaries of the office.

5 Any government servant engaging himself or participating in any demonstration/meetings in violation of the instructions and / or resorting or in any way abetting any form of strike, is required to be viewed seriously. Action under the provisions of FR 17 and 17 A for unauthorized absence may be taken. Such employees also rendered themselves liable for a departmental action under the CCS (CCA) Rules, 1965.

Yours faithfully,



(Annie G Mathew)  
Principal Director (Staff)