

No.25/23/66-Ests(A)  
Government of India  
Ministry of Home Affairs

.....  
New Delhi-11, the <sup>9/15</sup> December, 1966

<sup>18/12</sup> Agrahayana, 1888

OFFICE MEMORANDUM

Subject:-Central Civil Services (Conduct) Rules,  
1964- Scope of rule 7 (ii) of.

....

Rule 7(ii) of the Central Civil Services (Conduct) Rules, 1964, provides that no Government servant shall resort to or in any way abet any form of strike in connection with any matter pertaining to his service or the service of any other Government servant. Instances have come to the notice of Government where employees resort to various methods of protests for redress of grievances, some of which are tantamount to strike. References have been received seeking clarification whether certain acts are covered under the definition of 'strike' and if so, whether action can be taken against such employees for violation of the Conduct Rules.

2. It is, therefore, clarified that 'strike' means refusal to work or stoppage or slowing down of work by a group of employees acting in combination, and includes, -

- i) mass abstention from work without permission (which is wrongly described as "mass casual leave");
- ii) refusal to work overtime where such overtime work is necessary in the public interest;
- iii) resort to practices or conduct which is likely to result in, or results in the cessation or substantial retardation of work in any organisation. Such practices would include, what are called, 'go-slow', 'sit-down', 'pen-down', 'stay-in', 'token', 'sympathetic' or any other similar strike; absence from work for participation in a Bandh or any similar movements.

3. Government servants who resort to action of the above kind violate rule 7(ii) of the CCS (Conduct) Rules, 1964 and disciplinary action can be taken against them. It may be noted that the list of activities which are covered under the definition of strike as enumerated above is only illustrative and not exhaustive. It only clarifies the position in respect of practices which are often resorted to at present.

4. The contents of this Memorandum should be brought to the notice of all concerned.

*R.M. Shroff*

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DEPUTY SECRETARY TO THE GOVERNMENT OF INDIA

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