

No. 25/33(S)/68-Estt(A)  
Government of India  
Ministry of Home Affairs.

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....  
New Delhi-1, the 23rd July, 1969.  
1st Sravana, 1891.

OFFICE MEMORANDUM

Subject: Need for taking all possible legal measures for ensuring the normal functioning of offices in cases of 'gheraos', etc. in Central Government establishments.

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Attention of the Ministry of Finance, etc. is invited to this Ministry Office Memorandum No. 25/S.11/67-Est.(A) dated the 13th April, 1967, regarding the action to be taken for the purpose of maintenance of discipline, lodging of complaints with the police, etc. in cases of participation by Central Government servants in 'gheraos', etc. in Central Government establishments.

2. It has sometimes been represented that these instructions are not quite adequate for ensuring the normal functioning of offices in the event of large scale indiscipline, "gheraos" and demonstrations indulged in by the employees. It is clarified that, while the aforesaid instructions give broad guidelines on the steps to be taken, they do not seek to restrict the initiative of local officers in the matter of taking all possible legal measures to meet a particular situation. To cite one such instance of the initiative taken by a local officer, recently the working of a Central Government establishment was seriously hampered by "gheraos" and other acts of indiscipline of employees continuously for some days at a stretch. Although complaints were lodged with the police, no effective action was taken by them for over 10 days to help restore even a reasonable degree of normalcy in the functioning of the office. One of the leading participants in these objectionable activities persisted in entering the office premises unlawfully, in leading demonstrations and in other acts of insubordination disrupting the normal functioning of the office. The local officer, therefore, approached the appropriate magistrate, and obtained orders restraining the aforesaid leader from entering the office premises unlawfully, and also directing the police to submit a report of investigation within a specified time in respect of the accused persons involved in the "gherao" incident. These orders of the Magistrate obviously had a healthy effect on the persons who were indulging in continued acts of indiscipline, "gherao", etc..

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3. Such initiative by local officers is commendable and they should be encouraged to invoke the full protection of law to deal with specific situations. The Ministry of Finance, etc. are requested to suitably advise all officers concerned accordingly.

*Uma Shankar*  
(UMA SHANKAR)

JOINT SECRETARY TO THE GOVT. OF INDIA.

To

All Ministries/Departments of the  
Government of India.

skn.