



कर्मचारी भविष्य निधि संगठन  
EMPLOYEES' PROVIDENT FUND ORGANISATION  
ग्राम एवं रोजगार मंत्रालय, भारत सरकार  
MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA  
मुख्य कार्यालय/Head Office  
भविष्य निधि भवन, 14, भिकाजी कामा प्लेस, नई दिल्ली-110066  
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi-110066  
Website: www.epfindia.gov.in, [www.epfindia.nic.in](http://www.epfindia.nic.in)



No. HRD-II/ 3(9)2023/IR / 3577

Dated: 18 AUG 2023

To,

All the ACC(HQs)/ Director (PDNASS)/ ACC (Zones)/ ACC (ASD),  
and OICs of the Regions.

**Subject:** Nation-wide joint gate meetings, dharnas, demonstrations, rallies and seminars on  
August 21, 2023 over OPS-reg.

Sir/ Madam,

The undersigned is directed to refer to MoL&E OM No. Z-20025/01/2023-Adm.I dated 17.08.2023 wherein reference has been made to DOPT's OM No. 33011/1(s)/2023-Estt. (B-11) dated 16.08.2023 and to circulate herewith the same for necessary compliance of the instructions contained in the aforesaid DoPT OM.

Yours faithfully,

Encl: As above.

(Sunil Kumar Suman)

Additional Central Provident Fund Commissioner (HR)

Copy to:-

- i. OSD to CPFC, EPFO , Head Office.
- ii. All the Divisional Heads in Head Office.
- iii. RPFC (NDC), Dwarka – for uploading on EPF website.
- iv. Director (OL) – for Hindi version.

(Indraj Singh)

Regional Provident Fund Commissioner-II (HR)

IMMEDIATE

No. Z-20025/01/2023-Adm.I

Government of India/भारत सरकार

Ministry of Labour and Employment/श्रम और रोजगार मंत्रालय

Shram Shakti Bhawan/श्रम शक्ति भवन

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Dated the 17<sup>th</sup> August, 2023

**OFFICE MEMORANDUM**

**Subject:** Nation-wide joint gate meetings, dharnas, demonstrations, rallies and seminars on August 21, 2023 over OPS-reg.

The undersigned is directed to refer to DOPT's OM No.33011/1(s)/2023-Estt.(B-11) dated 16.08.2023 and to circulate herewith the same for necessary compliance of the instructions contained in the aforesaid OM.

Encl.: As above.



(Rahul Sinha)

Under Secretary to the Govt. of India

Tel: 23766903

To,

CLC(C)/DGE/DGLB/DGFASLI/DGMS/DTNWED/DGLW/VVGNLI.

Copy to

1. PPS to JS (RKT)/ PS to DS(SVR)
2. The Security Incharge, Shram Shakti Bhawan.



**IMMEDIATE**

**No.33011/1(s)/2023-Estt.(B-II)**  
**Government of India**  
**Ministry of Personnel, Public Grievances and Pensions**  
**Department of Personnel & Training**

North Block, New Delhi  
Dated the 16 August, 2023

**OFFICE MEMORANDUM**

**Subject:** Nation-wide joint gate meetings, dharnas, demonstrations, rallies and seminars on August 21, 2023 over OPS-reg.

The undersigned is directed to inform that the Joint Forum for Restoration of OPS/ JFROPS, a conglomerate of various associations among CGEs, is set to organize a Nation-wide joint gate meetings, dharnas, demonstrations, rallies and seminars on August 21, 2023 over OPS.

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, 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).

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

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 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.

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

4

( S.P. Pant)  
Director (PP-II)  
Tel.No. 23093074

To

The Secretaries of all Ministries/Departments of Government of India

Copy to:

Director Admin), DoPT, North Block, New Delhi.



EsttB/strike matters  
14

(4)

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

(Suneel K. Arora)

Under Secretary to the Government of India

To

All Ministries/Departments.