

**MOST-IMPORTANT**

**Government of Haryana  
General Administration Department  
General Services-I Branch**

No. 62/42/2015-6GS-I

Dated : 21.11.2015

To

1. All the Administrative Secretaries to Government, Haryana.
2. All the Heads of Departments of Haryana.
3. The Commissioner Ambala/ Hisar/ Rohtak /Gurgaon Division.
4. All the Deputy Commissioners in the State of Haryana.
5. All the MD's/CEO's of Boards/Corporations of the State.
6. Registrars of the Universities in Haryana.

**Subject:- Regarding sanction of mass casual leave and prohibiting the Government servants from participating in any form of strike/ dharna/ demonstration/agitation.**

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Sir/ Madam,

I am directed to refer to the subject noted above and to say that it has been observed by the State Government that various Employees Associations organize strikes, dharnas and agitations from time to time in connection with their demands and the employees go on mass casual leave to participate in the demonstrations. As per provision(s) of Rule 7 and 9 of the Government Employees (Conduct) Rules 1966, no employee shall engage himself/herself or participate in any demonstration and resort to or in any way abet any form of strike in connection with any matter pertaining to his service or any other Government employee. The employee shall also not involve himself/herself in any criticism of Government. 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 Hon'ble Supreme Court has also held in several judgements that going on a strike is a grave misconduct under the Conduct Rules and the misconduct by the Government employees is required to be dealt with in accordance with the law/rules.

2. Moreover, the State Government is always keen to resolve the genuine demands of the employees whenever received from time to time from various Employees Unions/Associations through dialogue and discussion.

3. Therefore, the State Government has decided that no mass casual leave will

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be allowed to the employees to participate in Dharnas/demonstrations/strike/agitations. You are requested to bring these instructions to the notice of the employees working under your kind control for strict compliance. It is further requested that in case the employee(s) go on strike/demonstration/dharna, a report indicating the number of employees, alongwith their names, who took part in the proposed strike/dharna/demonstration may be conveyed to this department on the evening ( by 4.00 P.M.) of the day(s).

Yours faithfully,



Under Secretary General Administration,  
for Chief Secretary to Government, Haryana.