IMMEDIATE

No. A-51/1/2026-Ad.IV
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training

Kartavya Bhawan-3, New Delhi
Dated the 10th February, 2026

OFFICE MEMORANDUM

Subject: **Proposed general strike/dharna/protest called by some trade unions / associations of Central Government employees on February 12, 2026 - regarding**

The undersigned is directed to refer to Department of Personnel and Training's OM No. 33011/1(s)/2026-PP(B.II) dated 10th February, 2026 on the subject mentioned above and to circulate herewith a copy of the aforementioned DOPT's OM dated 10.02.2026 (copy enclosed) to all the employees of the Department.

2. All the Officers/divisional heads are requested that the abovementioned instructions may be brought to the notice of the employees working under their control. All the reporting officers are requested not to sanction Casual Leave or other kind of leave to any employee, if applied for, during the period of the proposed protest/strike and ensure that willing employees are allowed hindrance-free entry into office premises

3. In case any employee goes on dharna/protest/strike/demonstration/rally, all Divisional Heads and Heads of organisations are requested to forward a report indicating the number of such employees, who took part in the dharna/protest/strike/demonstration/rally by the evening of the strike day.

Encl.: As above.

Rahul H

(Rahul Handa)
Under Secretary to the Govt. of India
Tel. 011 24010406
Email: rahul.handa86@gov.in

To

1. EO&AS/ AS (PP and S&V)/ JS (CS&IC)/ JS (AT&A)/JS (Training)/ JS (AIS & EHRMS)/ JS (AVD).
2. All Officers/ Sections (including PESB) of Department of Personnel & Training.

Copy to: PS to MOS(PP) / PSO to Secretary(P).

Copy also forwarded for necessary action to:-

1. Secretary, Union Public Service Commission.
2. Secretary, Central Vigilance Commission.
3. Secretary, Central Information Commission.
4. Secretary, Lokpal.
5. Principal Registrar, Central Administrative Tribunal.

We may upload the same of CAT website and also circulate amongst our staff through any available e-mode for strict compliance pl.
11/2/26

JR
Pr. Registrar
11/2/26 circulate
11.2.26

6. Director, Central Bureau of Investigation.
7. Chairman, Staff Selection Commission.
8. Director, Lal Bahadur Shastri National Academy of Administration.
9. Chairperson, Capacity Building Commission.
10. Secretary, PESB.
11. Director, Institute of Secretariat Training and Management.
12. Secretary, National Recruitment Agency.
13. CEO, Karmayogi Bharat.
14. Chief Security Officer, MHA, Kartavya Bhawan 3.
15. The Commandant, CISF with the request to ensure strict vigil on all the gates and if necessary deploy extra security personnel for the purpose.

IMMEDIATE

No.33011/1(s)/2026-PP(B.II)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training

Kartavya Bhawan-3, New Delhi
Dated the 10th February, 2026

OFFICE MEMORANDUM

Subject: Proposed general strike/dharna/protestcalled by some trade unions / associations of Central Government employees on February 12, 2026 – regarding.

The undersigned is directed to inform that some trade unions / associations of Central Government employees have issued a call for a general strike/dharna/protest across the country on February 12, 2026.

2. The instructions issued by the Department of Personnel & Training prohibit Government servants from participating in any form of strike, including mass casual leave, go-slow, sit-down, etc. or any action that abets 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 are not admissible to an employee for absence from duty without 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 employees to go on strike. The Supreme Court has also observed in several judgments that going on strike constitutes "grave misconduct" under the Conduct Rules, and that misconduct by 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 thereof, which, besides deduction of wages, may also include appropriate disciplinary action. In this connection, kind attention is also drawn to this Department's OM No. 33012/1(s)/2008-Estt(B)(Pt), dated 12th September, 2008 (copy enclosed).

3. 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 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 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/Department may, therefore, be suitably informed of the aforesaid instructions under the Conduct Rules issued by this Department and other regulations upheld by the Supreme Court. They may be 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 any employees, if applied for, during the period of the proposed protest/strike. It may also be ensured that willing employees are allowed hindrance-free entry into office premises. For this purpose, the concerned 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 any employee goes on dharna/protest/strike/demonstration/rally etc., a report indicating the number of employees who took part in the proposed dharna/protest/strike/demonstration/rallyetc. may be conveyed to this Department by the evening of the strikeday.

Encl: As above

(Gautam Kumar)
Under Secretary to the Govt. of India
Tel: 24010409
Email: gautam.k82@nic.in

To:

Secretaries of all Ministries/Departments of Government of India

Copy:

1. PS to MoS (PP), DoPT, Kartavya Bhawan-3, New Delhi.
2. Deputy Secretary (Administration), DoPT, Kartavya Bhawan-3, New Delhi

Estt(B)/strike matters

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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 12th 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.