



संस्कृति मंत्रालय
MINISTRY OF
CULTURE

The Asiatic Society

Founded in 1784

(An Institution of National Importance declared by an Act of Parliament)

and

(An Autonomous Organization under Ministry of Culture, Government of India)

Patron : Hon'ble Governor of West Bengal

Ref. No. : 114

Date : 05/12/2024

CIRCULAR

It has been brought to the notice of the Society that Asiatic Society Employees' Union has decided to commence pen down on and from 5th December, 2024 in order to protest against some issues related to service matters.

2. In this context, the attention of all employees is invited to the following important provisions:

- i. SR 30 of the Asiatic Society, Calcutta Services Rules for Employees, 1991 has specified that in relation to matters concerning the conduct and discipline, the Central Civil Services (Conduct) Rules and the Central Civil Services (Classification, Control and Appeal), Rules, as amended from time to time, shall apply mutatis mutandis to the employees of the Society.
- ii. Section 7(ii) of the Central Civil Services (Conduct) Rules, 1964 prohibits any form of strike in connection with any matter pertaining to his service or the service of any other employees.
- iii. It is also clarified that strike means refusal to work or stoppage or slowing down of work by a group of employees acting in combination and includes mass abstention from work without permission (which is wrongly described as mass Casual Leave) and resort to practice or conduct which is likely to result in, or results in the cessation or substantial retardation of work in any organization. Such practices would include, what are called, 'go slow', 'sit down', 'pen down', 'token' 'sympathetic' or any other similar strike (MHA OM No 25/23/66-Ests. (A) dated 09.12.1966).
- iv. 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 employees is required to be dealt with in accordance with law.

3. Attention is also invited to proviso to FR 17(1) according to which any employee (s) who is absent from duty without permission shall not be entitled to any pay and allowances during

2 bagchi
05/12/2024

the period of absence. Further, unauthorized absence shall be deemed to cause an interruption or break in service of the employee under FR 17(A).

4. Accordingly,

- i. if any employee resorts to any action in violation of Rule 7(ii) of the Central Civil Services (Conduct) Rules, 1964, necessary steps will have to be taken against him under the Central Civil Services (Conduct) Rules, 1964 and Fundamental Rules.
- ii. Casual Leave or any other kind of leave, if applied for, will not be sanctioned during the proposed pen down.

5. Employees who intend to attend their office work despite the call for pen down, may do so without any fear and the office will make necessary arrangement for a hindrance free work environment for such employees.

6. This is being issued with the approval of the Competent Authority.

I. Bagchi 05/12/2024
Administrative Officer
The Asiatic Society

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