

**No.C.13015/4/2020-GAD**  
**GOVERNMENT OF MIZORAM**  
**GENERAL ADMINISTRATION DEPARTMENT**  
**MIZORAM SECRETARIAT, MINECO, AIZAWL**  
**email : gadmizoram@gmail.com**

**OFFICE MEMORANDUM**

Aizawl, the 14<sup>th</sup> April, 2025

**Subject:** Enforcement of CCS (Conduct) Rules, 1964 and “No Work No Pay” principle in connection with proposed pen down/tool down strike by CSS employees

It has come to the notice of the State Government that the All Mizoram CSS Employees Coordination Committee (AMCECC) has proposed to organise a pen down/tool down strike during April 15-17, 2025, in support of certain demands, notably the implementation of the Government of Mizoram Regularisation of CSS Employees Scheme, 2024.

2. The State Government views such action with utmost seriousness. It is hereby reiterated that rule 7 of the Central Civil Services (Conduct) Rules, 1964 explicitly prohibits any form of strike by government servants in connection with matters pertaining to their service. Participation in such action shall constitute a clear violation of conduct rules.

3. Further, attention is drawn to the proviso to FR 17(1), which categorically states that a government servant who remains absent from duty without proper authorisation shall not be entitled to any pay or allowances during the period of such unauthorised absence. Employees who abstain from performing assigned duties under the guise of any form of strike—including pen down/tool down strike—shall be deemed to be on unauthorised absence, and the principle of “No Work No Pay” shall apply *ipso facto*.

4. Accordingly, the State Government, after due deliberation, has resolved that the provisions of FR 17(1) shall be strictly enforced. No pay shall be admissible for the duration of unauthorised absence by any government servant, including employees engaged under Centrally Sponsored Schemes.

5. All Administrative Departments and Heads of Departments under the Government of Mizoram shall bring the content of this Office Memorandum to the notice of all Government servants including employees engaged under Centrally Sponsored Schemes under their control for strict compliance.

**Sd/- VANLALDINA FANAI**

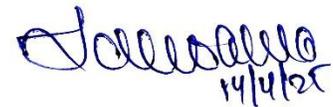
Commissioner & Secretary to the Govt. of Mizoram

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**Aizawl, the 14<sup>th</sup> April, 2025**

**Copy to:**

1. Secretary to Governor, Mizoram
2. PS to Chief Minister, Mizoram
3. PS to Speaker/Ministers/Deputy Speaker/Leader of Opposition/Ministers of State
4. PS to Vice-Chairman, State Planning Board/Government Deputy Chief Whip/Advisers to Chief Minister
5. Sr PPS to Chief Secretary
6. All Administrative Heads of Department
7. Secretary, MPSC/MIC/SEC/Lok Ayukta/MSCPCR
8. All Heads of Departments
9. Website Manager, GAD for uploading in the website



**(LALROHLUA)**

Joint Secretary to the Govt. of Mizoram