

# **CHAPTER II** **PERSONNEL POLICIES**

## **(f) Conduct, Discipline & Appeal Rules**

7.

**DPE/Guidelines/II(f)/7**

### **Restriction on political activities of employees of PSUs.**

The Committee of Secretaries in their meeting held on 30.10.81 had suggested that an exercise may be undertaken by the Bureau of Public Enterprises/Department of Personnel in consultation with other Ministries/ Departments to identify the undertakings, irrespective of the manner of their incorporation, which are performing sovereign functions of the Government and other essential services such as security, defence etc., so as to consider the question of placing reasonable restrictions on political activities by their employees in the public interest.

2. The opinion of the Law Ministry who were consulted by the Ministry of Home Affairs in this regard was that it was open to the employer to evolve executive policy in order to restrict the activities of his employees, regulating the discipline amongst them according to the compulsions of the circumstances so long as such restrictions were reasonable, fair and not grossly unjust.

3. Any measure whereby political activities of the employees of the Public Enterprises are sought to be restricted in the above manner could not be regarded as unreasonable or unjust and, therefore, the view of the Law Ministry is that there appeared to be no legal objection to imposing the aforesaid restrictions.

4. An exercise has been carried out by the Ministry of Home Affairs in consultation with us and the following public enterprises under your administrative control have been identified as sensitive for this purpose.

5. The following kinds of activities of the employees could be prohibited by amending the Certified Standing Orders or the CDA rules, as the case may be:

(i) to be an office-bearer of a political party or an organization which takes part in politics ;

(ii) to take part in or assist in any manner in any movement/agitation or demonstration of a political nature ;

(iii) to take part in an election to any legislature or local authority ;

(iv) to canvass in any election to any legislature or local authority.

6. If you have any reservation in this regard or if there are any other enterprises under your administrative control in which you would like to place similar restrictions, kindly get in touch with the Ministry of Home Affairs (I.S. Division) under intimation to the BPE.

**(BPE D.O. No. 15(7)/83-GM dated 21st July, 1984)**

**ANNEXURE-I**

<b>Name of the addressees</b>	<b>Companies involved</b>
1. Shri. Thomas Kora, Secretary, Ministry of Communication	Indian Telephone Industries
2. Sh. M.C Sarin, Secretary, Defence Production	Bharat Dynamics Ltd., Bharat Electronics Ltd., Garden Reach Shipbuilders & Engineers Ltd., Goa Shipyard Ltd., Hindustan Aeronautics Ltd., Mazagon Dock Ltd., Mishra Dhatu Niagam Ltd., and Praga Tools Ltd. (Total 8)
3. Shri S. B. Lal, Secretary, Deptt. of Coal	Bharat Coking Coal Ltd., Central Coal-Fields Ltd., Coal India Ltd., Eastern Coal-Fields Ltd., Neyveli Lignite Corpn. Ltd., and Western Coalfields Ltd. (Total 6)
4. Shri A. S Gill Secretary Deptt. of Petroleum	Bharat Petroleum Corpn. Ltd, Bongaigaon Refineries & Petrochemicals Ltd., Cochin Refineries Ltd., Hindustan Petroleum Corp. Ltd., Madras Refineries Ltd., Oil & Natural Gas Commission, Oil India Ltd. (Total 9)

5. Shri Prakash Narain Secretary, Ministry of Shipping & Trasnport	Cochin Shipyard Ltd. and Hindustan Shipyard Ltd. (Total 2)
6. Shri Lovraj Kumar Secretary, Deptt. of Steel	Steel Authority of India Ltd.
7. Dr. R. Ramanna Secretary, Deptt. of Atomic Energy	Electronics Corp of India Ltd., Indian Rare Earth Ltde., Uranium Corp. of India Ltd. (Total 3)
8. Shri S. R. Vijayakar Secretary Deptt. of Electronics	Semi Conductors Complex Ltd.
9. Dr. S. Vardarajan Secretary Deptt. of Science & Technology	Central Electronics Ltd.