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**DISTRICT AND SESSIONS COURTS EMPLOYEES
WELFARE ASSOCIATION: DELHI(REGD.)**
Room No.28A, Tis Hazari Courts, Delhi.

No. 36/DSCEWA/2025

Dated: 24.04.2025

To

Ld. Principal District & Sessions Judge (HQs)
Tis Hazari Courts, Delhi.

Sub: Provision of Uniform/Dress Code to Officers/Officials of Delhi District Courts and grant of Dress and Washing Allowance.

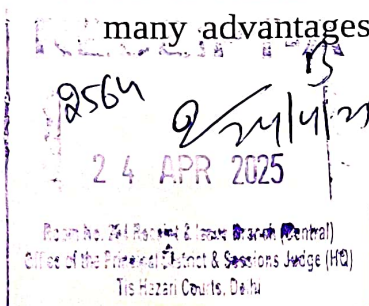
Ref: (a) Letter No.11/DSCEWA/2024 dated 01.07.2024
(b) Circular dated 03.04.2025

REMINDER - I

Respected Sir,

In continuation to our letter dated 01.07.2024, submitted on the subject, we crave the leave of your lordship to reiterate our submissions as under:

1. That dress code is a symbol of confidence, a symbol of discipline and a symbol of the profession, a proud part of an individual's personality for a professional. The provision of 'dress code' in Govt. Departments was made to uphold the dignity of the Offices. The mannerism, conduct and dress of a government servant should reflect a sense of decorum, decency, professionalism and seriousness of purpose at the work place. Uniforms help employees to feel part of the same team. Dress Code gives out a strong message of unity and effective team spirit as well.
2. A dress code at the workplace gives employees specific information about the clothes that are acceptable and those that are prohibited. Among the many advantages, having a clearly defined dress code keeps people safe



and gives an air of professionalism to an organization. Also, the dress code at a workplace ensures professional attitude and seriousness towards the work.

3. That Hon'ble District Judges always strive to maintain a workplace environment that function well and possesses high standards of conduct and decorum in the District Courts. In pursuit thereof, way back in the year 2008, Sh. Satnam Singh, *the then* Ld. District & Sessions Judge had issued an order prescribing a dress code for all the employees to ensure that they are appropriately clad in formal, descent and sober clothes, specifically while attending office and during court appearances.
4. Accordingly, exercise of stitching/providing the uniform for all the employees was undertaken during the year 2009. The directions regarding wearing of uniform & adhering to dress code circulated by the office from time to time have been scrupulously followed by all the employees in letter and spirit. **Moreso, vide Circular dated 03.04.2025, your goodself has been pleased to instruct all the staff members to attire in a formal dress code.**
5. Although the dress code for the employees of District Courts was specified way back in the year 2008-09 yet it couldn't be continued so far. At the workplace like "Courts" dress code plays a vital role in maintaining professional environment. The professional environment generally is marked by a code for dressing in terms of color and style.
6. Further, dress code at workplaces is also very important to give a clear description of ranks and positions. Different ranks should have different dress and badges to clearly describe a rank. It would be of a great way to help litigants/lawyers in the courts to identify the staff with their ranks.

7. The Hon'ble Judges, Ld. Advocates, Ld. PPs, Police Personnel etc. are adhering to the Dress Code in the Courts. Since the *Subordinate Staff* at District Courts is equally a significant part of the judicial system, to maintain court's decorum and enhance professional environment, enactment of *dress code* for subordinate staff of District Courts is a pressing necessity.
8. That it is worth referring to the recent decision of the Hon'ble High Court of Delhi regarding the issue of disparity in dress and washing allowance among its employees on judicial side in W.P.(C) No.9546/2016 titled as *Shambhu Sharma & Ors. Vs High Court of Delhi*. While disposing of the writ petition the Hon'ble Court had referred to the response filed by the office of the Registrar General wherein glimpses of importance of providing the uniform to the court staffers have been noticed. Copy of the same was attached and the relevant paragraph thereof was reproduced in our previous communication.
9. It is pertinent to highlight here that the Hon'ble High Court of Delhi, by way of Circular dated 21.09.2022, had revised the Schedule of Uniform for its Officers and Officials. (*Copy annexed hereto for ready reference*). Since the Delhi District Courts are subordinate to and functions under aegis & control of the Hon'ble High Court of Delhi, New Delhi and the work profile & nomenclature of most of Cadres of Delhi District Courts are similar to that of Hon'ble High Court, the provisions of Dress Code (*in terms of aforesaid Circular dated 21.09.2022*) may also be made applicable to the subordinate courts' staff considering the similar aspects by which the same was initiated at Delhi High Court.

10. Furthermore, the Hon'ble High Court of Delhi has also been pleased to grant payment of Dress and Washing Allowance even to the staff of this establishment (*the Office of the Principal District & Sessions Judge (HQs), Delhi*) working in diverted capacity therein (Ref: Circular No.2231-39/Estt.-I/E-IV/DHC dated 27.01.2023).

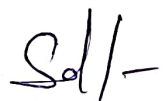
It is, therefore, once again requested that the *Norms in the Matter of Pattern and Scale of Uniform to officers/officials of Delhi District Courts* may kindly be framed and a Schedule thereof may kindly be issued and directed to be enacted on similar footings of Delhi High Court including the payment of Dress and Washing Allowance to the subordinate court staffers.

And/or in the alternative, provisions of *Dress Code* including payment of *Dress and Washing Allowance* as circulated vide aforesaid Circular dated 21.09.2022 may kindly be ordered to be made applicable to the District Courts just the same way.

Your goodself would be gracious enough to look into the matter favourably as expeditiously as possible.

Thanking you in anticipation and obliged.

Yours faithfully

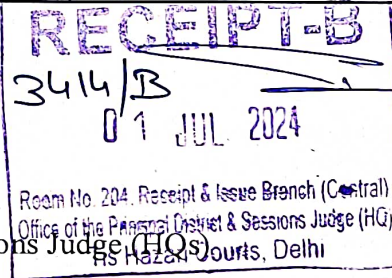

(Deepak Bhardwaj)
President

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**DISTRICT AND SESSIONS COURTS EMPLOYEES WELFARE
ASSOCIATION: DELHI(REGD.)**

Room No.28A, Tis Hazari Courts, Delhi.

No. 11/DSCEWA/2024



Dated: 01.07.2024

To

Ld. Principal District & Sessions Judge (HQ)
Tis Hazari Courts, Delhi.

Sub: Provision of Uniform/Dress Code to Officers/Officials of Delhi District Courts and grant of Dress and Washing Allowance

Respected Sir,

On the captioned subject, we crave the leave of your lordship and venture to submit as under:

1. That dress code is a symbol of confidence, a symbol of discipline and a symbol of the profession, a proud part of an individual's personality for a professional. The provision of 'dress code' in Govt. Departments was made to uphold the dignity of the Offices. The mannerism, conduct and dress of a government servant should reflect a sense of decorum, decency, professionalism and seriousness of purpose at the work place. Uniforms help employees to feel part of the same team. Dress Code gives out a strong message of unity and effective team spirit as well.
2. A dress code at the workplace gives employees specific information about the clothes that are acceptable and those that are prohibited. Among the many advantages, having a clearly defined dress code keeps people safe and gives an air of professionalism to an organization. Also, the dress code at a workplace ensures professional attitude and seriousness towards the work.
3. That Hon'ble District Judges always strive to maintain a workplace environment that function well and possesses high standards of conduct and decorum in the District Courts. In pursuit thereof, way back in the year 2008, Sh. Satnam Singh, *the then* Ld. District & Sessions Judge had issued an order prescribing a dress code for all the employees to ensure that they are appropriately clad in formal, descent and

sober clothes, specifically while attending office and during court appearances.

4. Accordingly, exercise of stitching/providing the uniform for all the employees was undertaken during the year 2009. The directions regarding wearing of uniform & adhering to dress code circulated by the office from time to time have been scrupulously followed by all the employees in letter and spirit.
5. Although the dress code for the employees of District Courts was specified way back in the year 2008-09 yet it couldn't be continued so far. At the workplace like "Courts" dress code plays a vital role in maintaining professional environment. The professional environment generally is marked by a code for dressing in terms of color and style.
6. Further, dress code at workplaces is also very important to give a clear description of ranks and positions. Different ranks should have different dress and badges to clearly describe a rank. It would be of a great way to help litigants/lawyers in the courts to identify the staff with their ranks.
7. The Hon'ble Judges, Ld. Advocates, Ld. PPs, Police Personnel etc. are adhering to the Dress Code in the Courts. Since the *Subordinate Staff* at District Courts is equally a significant part of the judicial system, to maintain court's decorum and enhance professional environment, enactment of *dress code* for subordinate staff of District Courts is a need of hour.
8. That the Hon'ble High Court of Delhi had dealt with the issue of disparity in dress and washing allowance among its employees on judicial side in W.P.(C) No.9546/2016 titled as Shambhu Sharma & Ors. Vs High Court of Delhi. While disposing of the writ petition the Hon'ble Court had referred to the response filed by the office of the Registrar General wherein glimpses of importance of providing the uniform to the court staffers have been noticed. The relevant paragraph thereof is reproduced hereinbelow:

"16. The counter affidavit then seeks to justify granting clothing allowance to certain classes of officials of this Court for "three broad reasons". Firstly, W.P.(C) 9546/2016 Page 9 of 25 according to the Respondent, the officials directly assisting the Hon'ble Judges inside court "are required to maintain the decorum and discipline of the court by wearing a uniform prescribed by Respondent No.1". Secondly, the Respondent submits that it is incumbent upon the officials assisting Hon'ble Judges outside court at

public places (i.e. Airports, Railway Stations, Embassies, Passport Offices, etc.) and other governmental offices to subscribe to a fixed formal attire as they appear in the public eye in a representative capacity for the Respondent.

17. Thirdly, the Respondent submits that it is necessary for such officials to be easily identifiable to their superiors in public. Moreover, Clothing/Dress Maintenance Allowances are given to the eligible officials in order to facilitate the purchase and maintenance of the prescribed attire while rendering regular services to the Judges during and after Court hours, including services rendered during non working days and Court vacations alike. The above-mentioned task/functions/assignments are not included in the job profile of the Petitioners. It is therefore submitted that the wisdom of a reasoned administrative decision ought not to be interfered with merely on the ground that pay scales are equal."

Needless to state that the aforesaid writ petition succeeded and the Hon'ble High Court of Delhi, New Delhi had considered the reasoning and ultimately directed to pay the clothing and washing allowance to the employees of Hon'ble High Court of Delhi. The facts thus discussed and concluding decisive paragraphs of the judgment are reproduced for ready reference hereinbelow:

"35. Let us now consider each of the reasons. The first reason is that the officials directly assisting Judges inside the courts "are required to maintain the decorum and discipline of the Court by wearing the prescribed uniform". The Court fails to understand how only the staff serving inside the courts is required to maintain decorum, while those working in the Registry are not. In fact, every employee of the High Court should be required to maintain decorum of the Court, both inside and outside the court halls/complex. In the entire High Court complex, each staff member projects the image of the Court and has to be mindful of his/her conduct. Moreover, it is not only Category-I officers who assist the Judges inside the Court. The Assistants to the Court Masters i.e. JAs, SJAs and the Restorers (JJAs, JAs and SJAs) also assist Judges inside the court, but are not provided the enhanced allowance. Thirdly, all staff members assist Judges, whether inside the court or outside the court, and their services are indeed indispensable for the proper functioning of the Court. This reason, therefore, does not persuade this Court at all. Incidentally, none of these reasons are found in the minutes of the meeting of the Liveries Committee, which rejected the representation of the Petitioners.

36. The second reason is that the employees being provided higher allowances appear in public in a representative capacity for the Delhi High Court. Here again, the Court fails to appreciate how the position is different when it is an official working inside or outside the courtroom. The staff posted in the medical branch also visits public places. The officials working in the branches deal with advocates, litigants, and other visitors on a daily basis. The staff working in the P&P and the General Branch deals with government authorities. In fact, it is on this basis that the Protocol Branch staff, that has to deal with officials of government, other branches, and the public, is provided enhanced allowances. The position can be no different as regards the employees working in other branches.

37. *The third reason, which is most specious, is that it is necessary for the officials in the first category to be identifiable to their superiors in public. The Court fails to appreciate how, merely because the colour of their uniform is different, an official could get a higher allowance, since, in any event, both categories are to be identifiable to their superiors. As regards rendering regular services to the Judges, during and after court hours, including non-working days and vacations; this applies equally to the staff who sits late along with the officials on such non-working days during vacations, and after hours. While it is understandable that an overtime allowance is payable on account of working beyond normal hours, that cannot form the basis for discretion in the matter of clothing and washing allowances.*

48. *The Court accordingly directs that with effect from the date of the last revision for the category to which the Petitioners belong i.e. 8th May, 2019, the Petitioners and others belonging to their category will be paid the same clothing and washing allowances as the employees falling under Category-I referred to hereinbefore. The arrears as a result thereof will be paid within eight weeks from today."*

9. It is pertinent to highlight here that the Hon'ble High Court of Delhi, by way of Circular dated 21.09.2022, had revised the Schedule of Uniform for its Officers and Officials. (*Copy annexed hereto for ready reference*). Since the Delhi District Courts are subordinate to and functions under aegis & control of the Hon'ble High Court of Delhi, New Delhi and the work profile & nomenclature of most of Cadres of Delhi District Courts are similar to that of Hon'ble High Court, the provisions of Dress Code (*in terms of aforesaid Circular dated 21.09.2022*) may also be made applicable to the subordinate courts' staff considering the similar aspects by which the same was initiated at Delhi High Court.
10. Furthermore, the Hon'ble High Court of Delhi has also been pleased to grant payment of Dress and Washing Allowance even to the staff of this establishment (*the Office of the Principal District & Sessions Judge (HQs), Delhi*) working in diverted capacity therein (*Ref: Circular No.2231-39/Estt.-I/E-IV/DHC dated 27.01.2023*).

It is, therefore, humbly requested that the *Norms in the Matter of Pattern and Scale of Uniform to officers/officials of Delhi District Courts* may kindly be framed and a Schedule thereof may kindly be issued and directed to be enacted on similar footings of Delhi High Court including the payment of Dress and Washing Allowance to the subordinate court staffers.

And/or in the alternative, provisions of *Dress Code* including payment of *Dress and Washing Allowance* as circulated vide aforesaid Circular dated 21.09.2022 may kindly be ordered to be made applicable to the District Courts just the same way.

Your goodself would be gracious enough to look into the matter favourably as expeditiously as possible.

Thanking you in anticipation and obliged.

Yours faithfully

Sd/-

(DEEPAK BHARDWAJ)
President

- Encls: 1. Circular dated 21.09.2022 of Hon'ble High Court of Delhi, New Delhi.
2. Circular dt. 27.01.2023 of Hon'ble High Court of Delhi, New Delhi.
3. Order dt. 29.11.2019 of Hon'ble High Court of Delhi.