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Essential Service Maintenance Act, 1981

Section 4 - DISMISSAL OF EMPLOYEES PARTICIPATING IN ILLEGAL STRIKES Any personel

a) who commences a strike which is illegal under this Act or gone or remains on, or otherwise takes part in, any such strike; or (b) who instigated or incites other persons to commence, or go or remain on, or otherwise take part in, any such strike, shall be liable to disciplinary action (including dismissal) in accordance with the same provisions as are applicable for the purpose of taking such disciplinary action (including dismissal) on any other ground under the terms and conditions of service applicable to him in relation to his employment.