

**ALL INDIA DEFENCE EMPLOYEES' FEDERATION**  
**BHARTIYA PRATIRAKSHA MAZDOOR SANGH**  
(RECOGNIZED FEDERATIONS OF DEFENCE CIVILIAN EMPLOYEES)  
**CONFEDERATION OF DEFENCE RECOGNISED ASSOCIATIONS**

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Ref. No. : 143/AIDDEF/ BPMS/CDRA/22

Date : 13.01.2022

To,

**Shri.Raj Nath Singhji**

Hon'ble Defence Minister,

Government of India,

South Block, New Delhi.

**Subject : Protest against the repeated violation of all the commitments given by the Hon'ble RM to the Federations with regard to the service and welfare of the 41 Ordnance Factory employees who are on deemed deputation with the 7 Corporations.**

Respected Sir,

Your kind and immediate attention is invited to the above subject. We are very much pained to bring the following facts to your kind notice for favourable consideration and for issuing necessary instructions to the DDP and 7 CMD's of the 7 Corporations.

Post Corporatization of Ordnance Factories as anticipated by us the employees are subjected to undue hardship on each and every issue for no fault of theirs. All the assurances given by your honour to the Federations and CDRA, in the Parliament and by the DDP in the Court of Law are being blatantly violated by the 7 Corporations. These issues were several times brought to the notice of DDP and we have personally informed the same in the meeting held with Addl. Secretary (DP). The Addl. Secretary (DP) assured us that the Government stands by its commitment given to the Federations and CDRA, in the Parliament and also in the Court of Law. He further assured that necessary instructions will be issued to the 7 Corporations and also to the DOO(C&S). We regret to inform that even after a period of more than 1 month the DDP has not issued any instructions especially with regard to arbitrary increase of the weekly working hours from 44¾ hours to 48 hours, undue delay in payment of GPF withdrawal, undue delay in grant of promotions / MACP, delay in payment of Medical Reimbursement Claims and delay in issue of required medicines by the Ordnance Factory Hospitals on the plea of Budget constraints, functioning of Industrial Relation Machineries like JCM-III Level and JCM-IV Level, Apex Productivity Council and Local Productivity Council etc.

One of our major demands is to set up a Consultative Mechanism at the CMD Level with the Federations for quarterly meeting to discuss issues like Production and Productivity, future workload, target completion, modernization, R&D activities, development of new products, safety and quality etc. The Addl. Secretary (DP) assured us to issue necessary instructions to all the 7 CMD's to have a structured meetings with the Federations. Each of the Corporations have now started issuing arbitrary instructions in this regard to the General Managers without holding any discussion with the major stake holders i.e. the recognized Federations and CDRA for example TCL have issued instructions to the General Managers to nominate two Work Committee Members for discussion at the Corporate Level, the AVNL have issued instructions for nomination from the affiliated Unions of AVNL, the Munitions Ltd. have issued instructions for nomination from Works Committee Members and Branch Associations.

The above decisions of the Corporations are not going to be of any use for discussing and settling all above mentioned policy matters, since higher level meetings should held always with the recognized Federations and CDRA. Accordingly, we once again propose the following for your favourable consideration.

- 1) As assured by Addl. Secretary (DP) instructions may be issued on all the issues represented by the Federations and CDRA including continuing the weekly working hours to 44¾ hours in a week and grant of Compassionate Appointment to the wards of the deceased employees etc.
- 2) As regards IR Mechanism at the level of CMDs there should be a "Corporation HQ. Level Consultative Mechanism" in which the recognized Federations and CDRA will nominate their representatives i.e. 3 from each Federation and CDRA (Total 12 representatives) to discuss the issues relating to Production and Productivity, future workload, target completion, modernization, R&D activities, development of new products, safety and quality etc.
- 3) At the Addl. Secretary (DP) level there should be an "Apex Level Consultative Mechanism" to discuss about all the common issues pertaining to the 7 Corporations and DOO(C&S) in which 4 representatives of each Federation / CDRA can be nominated.
- 4) Instructions for restoring the functioning of JCM-III Level Council, JCM-IV Level Council, Apex Productivity Council and Local Productivity Council etc. should be issued at the earliest.
- 5) Instructions to continue the welfare related activities in the Factories by continuing the facilities available to the Works Committee, JCM, Unions and Associations, Canteen Managing Committee, Cooperative Society and Cooperative Consumer Stores etc. Stoppage of these welfare activities will result in high demoralization of the employees, since all the established welfare activities will come to a complete stand still.

Sir, in case the above mentioned issues and the issues already represented by us are not settled by issuing necessary instructions by the DDP within few days, then we will be forced to commence our next phase of agitation programmes. Hope your honour will consider this representation of ours in its true perspective and settle the issues represented by us amicably as already assured by your honour.

Sir, you will be shocked to know that the various autocratic actions of the top level Management of the 7 Corporations seems that the "7 Corporations Management" are more interested to harass the employees rather than to achieve the production target by taking the employees and their representatives into confidence. A tense situation is prevailing in all the Ordnance Factories due to the day to day harassment being faced by the employees. We fail to understand that the CMD's of these 7 Corporations are under whose control and why each one of them is issuing instructions without holding any discussion with the major stake holders i.e. the recognized Federations and CDRA. There is a total resentment amongst the employees of 41 Ordnance Factories. Immediate remedial measures may please be taken by your honour to protect the interest of the employees which you are repeatedly assuring.

Awaiting for your earlier and favourable action so as to avoid industrial unrest in the 41 Ordnance Factories and also to keep the workforce motivated.

Thanking you,

Yours Sincerely,

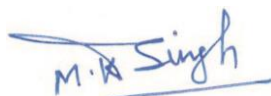


**(C. SRIKUMAR)**

General Secretary/AIDF

09444080885

defempfed@gmail.com



**(MUKESH SINGH)**

General Secretary/BPMS

09335621629

gensecbpms@yahoo.co.in



**(VIJAY P. DHYANI)**

General Secretary / CDRA

09999766016

gscdra@gmail.com

Copy to :

- 1) **The Secretary (DP)**  
Department of Defence Production  
South Block. New Delhi.
- 2) **The Addl. Secretary (DP)**  
Department of Defence Production  
South Block. New Delhi.
- 3) **The Director General of Ordnance**  
Directorate of Ordnance (C&S)  
10-A, S.K.Bose Road,  
Kolkata - 700 001.

For kind information  
and favourable action  
please