

**ALL INDIA DEFENCE EMPLOYEES' FEDERATION**  
**INDIAN NATIONAL DEFENCE WORKERS' FEDERATION**  
**BHARTIYA PRATIRAKSHA MAZDOOR SANGH**  
(RECOGNIZED FEDERATIONS OF DEFENCE CIVILIAN EMPLOYEES)

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Joint Circular No. : 17/2019

Date : 24.08.2019

To,

**All the affiliated Unions of**

**AIDEF, INDWF, BPMS**

**Copy also to CDRA & IOFSA**

**MEETING HELD UNDER THE CHAIRMANSHIP OF SECRETARY (DP)  
WITH FEDERATIONS / CDRA**

**THE FEDERATIONS AND CDRA HAVE TAKEN A DECISION TO DEFER / POSTPONE THE STRIKE  
W. E. F. 06.00 AM OF 26.08.2019 CONSIDERING THE STATEMENT MADE BY THE SECRETARY  
(DP) THAT NO FINAL DECISION HAS TAKEN BY THE GOVERNMENT TO CORPORATIZE THE  
ORDNANCE FACTORIES AND ALSO THE ASSURANCE THAT ALL THE CONCERNS EXPRESSED BY  
THE FEDERATIONS AND CDRA WILL BE CONSIDERED BY A HIGH LEVEL OFFICIAL COMMITTEE**

**OUR JOINT FIGHT AGAINST CORPORATIZATION WILL CONTINUE TO  
SAVE THE ORDNANCE FACTORIES AND ITS EMPLOYEES**

You are aware that in the meeting held under the Chairmanship of the Chief Labour Commissioner (Central) on 21/8/2019 he has recommended that the Department of Defence Production and Employees Federations may have bilateral talks. Accordingly Secretary DP convened a meeting today at 12.00 noon with the Federations and CDRA. The following representatives were present in the meeting :

**AIDEF**

**Shri S.N. Pathak**, President

**Shri C. Srikumar**, General Secretary

**INDWF**

**Shri Ashok Singh**, President

**Shri R. Srinivasan**, General Secretary,

**BPMS**

**Shri Sadhu Singh**, Vice President

**Shri Mukesh Singh**, General Secretary

**CDRA**

**Shri B.K. Singh**, President,

**Shri Ajay**, Joint Secretary

From the MOD apart from Secretary DP, Additional Secretary DP, J.S. (Army), J.S. (LS) and Director / P&C were present. Representing OFB, DGOF & Chairman, DDG IR and Secretary OFB were present.



**The representatives of the Federations once again expressed the following views :-**

- 1) The decision taken to corporatize the Ordnance Factories should be withdrawn and OFB should be allowed to continue as a Government organization in the present structure with more empowerment, delegation of more financial powers, total integration of finance and accounts functioning both at OFB and Factory Level so that it will continue to remain as a "War Reserve" playing its established role.
- 2) The statement given in the Cabinet note prepared for Corporatization of OFB is to augment the OFB target to Rs.30,000 Crore during 2024-25. The same target may be given to the Ordnance Factories in the present setup and the workforce will ensure that the above target is reached if Government extends all support including salary budget and indent for all the items including those items declared as Non-Core from Armed forces especially Army.
- 3) It is also proposed that in case DDP has identified certain Experts who can turn around OFB production to Rs. 30,000 crore by 2024-2025, once it become a corporation, then such experts may be posted to OFB in the present structure itself as a Government Organization so that he / they can guide / assist OFB to achieve the above target.
- 4) The Army should place at least 3 years indent in advance for all the items since delay in indent is the main cause for delay in supply since procurement of raw material and other components gets delayed as these are not readily available in the market. Sufficient time may be provided for material procurement.
- 5) After the above mentioned 4 policy decisions Government may closely monitor the performance of Ordnance Factories up to 2024 -25 and there after a review can take place. The Federations and CDRA assures that they will take all efforts to motivate the workforce and achieve the above task.
- 6) The assurance given by the Secretary (DP) in the meeting held with the Federations and CDRA on 17-12-2018, 11-1-2019 and subsequent meeting of the National Council JCM that steps are being taken to implement the proposal of the Staff side for separate allotment of Salary expenditure and to delink the same and various overheads from the cost of the products is under active consideration of the Government and a decision would be taken soon. Once this decision is taken then the Army would come forward to place indent on almost all the items to the Ordnance Factories.

**The Secretary DP after a patient hearing of the views expressed by the Federations have stated the following:-**

- 1) The matter regarding Corporatization of OFB is under the examination of the Government
- 2) No final decision has been taken by the Government with regard to corporatization of OFB.
- 3) The concerns raised by the employees Federations regarding the interest / Benefits of the employees with regard to all their service matters, future workload, achieving Rs.30,000 crores target in the present setup, budgetary support for salary etc. will be considered by a High Level Official committee which will consult with the Federations, to examine these aspects and make suitable recommendations to the Government.



- 4) The Secretary DP requested that considering the above assurances Federations may withdraw the ongoing strike and continue with the process of dialogue.

There after the minutes of the meeting was issued. A copy of the same is enclosed as **Annexure-I** of this Circular. On behalf of the Government of India the Secretary DP signed the minutes.

After the above official meeting, the Federations and CDRA representatives met separately and considered the following situation.

- 1) The strike is going on in full swing in all the factories with determination and commitment by the employees inspite of Group A officers and a section of JWMS attending duty with help of Police Authorities.
- 2) The assurances given by the Secretary DP in the meeting held on 23/08/2019 was also considered.
- 3) It is unfortunate that inspite of well knowing the danger of corporatization of Ordnance Factories a section of JWMS and Group "A" Officers betrayed the movement against corporatization of OFB. These action against the cause which we are fighting is condemnable. We hope that in future they will avoid such unfair action and join the main stream of Ordnance Factory Employees in their future struggle against Corporatization of Ordnance Factories.

**After detailed discussion on the above two issues the following decisions are taken**

- 1) The agitation and protest against corporatization will continue
- 2) Joint representation will be submitted against corporatization to the Prime Minister with copy to all the Cabinet Ministers
- 3) Joint letter will be issued to the New Secretary DP countering the press Statements issued by the DDP during the strike negotiation period
- 4) **Considering the statement/assurance of the Secretary DP that no final decision has been taken yet about converting the OFB in to a corporation and that all the concerns expressed by the Federations and CDRA a high level official committee will be constituted by the Government and the High Level Official Committee would interact with the Federations, the Federations and CDRA have taken a decision to defer / postpone the strike w. e. f. 6.00 AM of 26/08/2019. Accordingly employees will resume work from 6.00 AM of 26/08/2019. The Federations and CDRA will review the developments in between and revive the strike depending upon the situation. Till then the tempo generated during the strike should be maintained and campaigning programmes against corporatization of OFB should continue.**
- 5) In case of any breach of trust and violation of the assurance by the Government then the Federations and CDRA will be forced to revive the strike action immediately.



## **CONGRATULATIONS AND THANKS**

We congratulate all the Unions, Associations for their constructive and bold steps taken ignoring the threatening to impose ESMA, Police harassment and the conspiracy to declare our strike illegal through CLC and RLC etc. in the name of "Public Utility Service" etc. We also thank the leaders of the various political parties and making the strike a grand success. This is an historical strike, which has motivated the entire working people of the Country to fight back against the anti labour policies of the present Government. We salute the entire work force of the Ordnance Factories and attached DGQA Units for their glorious and fear less participation in the strike and making it a voluntary strike. We also thank the Central Trade Unions, various Federations and Con-Federations and other Social Organizations who extended all support for our strike. We thank the leadership of NPDEF and AIBDEF for directing their unions to participate in the Strike and remain in the field. The role of the leadership of CDRA during the strike period was commendable. We also thank the family members of the Ordnance Factory Employees who also actively participated in the strike campaigning programmes. We also thank the Unions of other Directorates for their continuous support and solidarity programmes. We also thank the Print and Electronic Media for giving wide coverage of our strike news.

We will keep you informed about the further developments.

## **FOR THE ATTENTION OF ALL UNIONS**

All the unions who ever have issued strike notice to the Management may enclose a copy of the letter jointly addressed by the three Federations to the Secretary (DP) and inform the Management that as decided by the three Federations jointly the union is deferring / postponing the strike w.e.f. 06.00 AM of 26.08.2019. A copy of the Joint Letter dated 24.08.2019 addressed to the Secretary (DP) is enclosed as Annexure-II of this Joint Circular. All the Unions and Associations are requested to conduct Joint Gate Meetings during the morning hours on 26.08.2019 by informing the contents of the Joint Circular and the Letter addressed to the Secretary (DP), thank all the employees for their overwhelming participation in the Strike.

## **FUTURE ACTION PROGRAMME**

At any point of time if the Government violates / deviate its assurances then the Federations and CDRA immediately will punch into serious action programme including revival of strike. It is also decided that after 15 days the leadership of the Federations and CDRA will meet and decide centralized action programmes including hunger strike before Rag Ghat at New Delhi. In the mean time local level campaigning programmes against corporation of Ordnance Factories should continue with the same vigor.



**(C. SRIKUMAR)**

GENERAL SECRETARY

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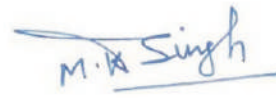
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Ministry of Defence  
Department of Defence Production

**Sub: Minutes of the Meeting held on 23 August 2019 under the Chairmanship of Secretary(DP) with Federations/Confederation of OFB**

The Minutes of the Meeting held on 23 August 2019 under the Chairmanship of Secretary (DP) with Federations/Confederation of OFB is forwarded herewith.

  
(Rashmi Sinha)  
Dir(P&C)  
Tel: 2301 1420

✓AIDEF  
INDWF  
BPMS  
CDRA

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MoD ID No. 1(5)/2019/OFB/DP(Plg-V)

Dated 23<sup>rd</sup> August, 2019



**Minutes of the meeting held under the Chairmanship of Secretary(DP) on 23.08.2019 at 1200 Hrs in his office(136, South Block, New Delhi) with Federations/Confederation of OFB**

A meeting was taken by Secretary, Defence Production with the office bearers of All India Defence Employees Federation (AIDEF), Indian National Defence Workers Federation (INDWF), Bhartiya Pratiraksha Mazdoor Sangh (BPMS) and Confederation of Defence Recognised Association (CDRA). The Chief Labour Commissioner in its meeting held on 21/08/19 had also recommended that the Department of Defence Production and Employees Federations may have bilateral talks.

2. It was explained by Secretary, Defence Production to the Employees Federations that the matter regarding corporatisation of OFB is under examination of the Government. It was further informed that no final decision has been taken by the Government in this regard.

3. The meeting recognised some of the concerns raised by the Employees Federations regarding how the benefits/interests of employees in terms of wages, health facilities and other service matters etc. may be affected due to converting OFB into a Public Sector entity. The Employees Federations also asked for budgetary support for salaries. The Federations also raised concerns regarding future orders for the proposed new entity in view of the difficulties being faced in the present set up. It was suggested that the road-map for increasing the turnover of the proposed entity from the current levels to Rs.30,000 crore should also be worked out wherein the proposals of the Employees Federations will also be considered. The viability of some of the factories as Public Sector entities may also need to be examined.

4. It was therefore agreed to recommend setting up of a High Level Official Committee to interact with the Federations, to examine these aspects and make suitable recommendations to the Government.

5. Based on the above, Secretary, Department of Defence Production requested the Federations to withdraw the ongoing strike and continue with the process of dialogue.

6. The meeting ended with a vote of thanks to the Chair.

*[Handwritten signatures and dates]*  
 23/8/2019 23/8/2019  
 23/8/19



**ALL INDIA DEFENCE EMPLOYEES' FEDERATION**  
**INDIAN NATIONAL DEFENCE WORKERS' FEDERATION**  
**BHARTIYA PRATIRAKSHA MAZDOOR SANGH**  
**(RECOGNIZED FEDERATIONS OF DEFENCE CIVILIAN EMPLOYEES)**

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Ref. No. : 015/AIDEF/INDWF/BPMS/CDRA/19

Date : 24.08.2019

To,

**The Secretary (DP)**

Department of Defence Production  
 South Block, New Delhi. 110001

**SUBJECT : DEFERMENT / POSTPONEMENT OF THE ONE MONTH  
 STRIKE BY THE EMPLOYEES OF ORDNANCE FACTORIES  
 AND ATTACHED DGQA UNIONS.**

**REFERENCE : OUR STRIKE NOTICE DATED 01.08.2019**

Sir,

In response to the meeting held under the Chairmanship of Secretary DP with the three Federations and CDRA on 23/08/2019 and the Minutes of the meeting issued vide MoD ID No. 1(5)/2019/OFB/DP(Plg-V) dated 23/08/2019, the Federations and CDRA considered the following assurances/ statement made by the Secretary DP.

- 1) The matter regarding Corporatization of OFB is under the examination of the Government
- 2) No final decision has been taken by the Government with regard to corporatization of OFB.
- 3) The concerns raised by the employees Federations regarding the interest / Benefits of the employees with regard to all their service matters, future workload, achieving Rs.30,000 crores target in the present setup, budgetary support for salary etc. will be considered by a High Level Official committee which will consult with the Federations, to examine these aspects and make suitable recommendations to the Government
- 4) The Secretary DP requested that considering the above assurances Federations may withdraw the ongoing strike and continue with the process of dialogue

After Considering the statement/assurance of the Secretary DP that no final decision has been taken yet about converting the OFB in to a corporation and that all the concerns expressed by the Federations and CDRA a high level official committee

will be constituted by the Government and the High Level Official Committee would interact with the Federations, the Federations and CDRA have taken a decision to defer / postpone the strike in good faith w.e.f. 6.00 AM of 26/08/2019. Accordingly employees will resume work from 6.00 AM of 26/08/2019. In case of any breach of trust and violation of the assurance by the Government then the Federations and CDRA will be forced to revive our strike action immediately.

Sir we are confident that the MOD / DDP will consider all the issues raised by us in the meeting and the assurances given in the meetings held with Additional Secretary, CLC and Secretary (DP) and assurance given in the meeting held on 23.08.2019 will be implemented by the Government in its true spirit, by not taking any decision to corporatize the Ordnance Factories.

Thanking You,

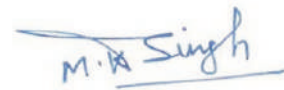
Yours Sincerely,



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Copy to :

- 1) **The Defence Secretary**  
Government of India  
Ministry of Defence  
South Block, New Delhi
- 2) **The DGOF & Chairman**  
Ordnance Factory Board  
10-A, S.K.Bose Road,  
Kolkatta – 700 001.
- 3) **The DGQA**  
Sena Bhavan, New Delhi
- 4) **The Chief Labour Commissioner**  
Ministry of Labour & Employment  
Shram Shakti Bhavan,  
New Delhi

For kind information  
with reference to our  
strike notice dated  
01.08.2019