

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

Joint Circular No. : 37/2020

Date : 31.07.2020

To,

**All the affiliated Unions of  
AIDEF, INDWF, BPMS**

**FORWARDING OF A COPY OF INTIMATION LETTER FOR COMMENCING  
INDEFINITE STRIKE BY EMPLOYEES OF ORDNANCE FACTORIES AND DGQA  
UNITS INSIDE THE ORDNANCE FACTORIES, ADDRESSED TO  
SECRETARY (DP) ON 31-07-2020.**

As decided in the joint meeting of the Federations held on 29/07/2020, since the DDP has not conveyed the decision of the RM with regard to the concerns expressed by us against the Corporatization of Ordnance Factories till today, the Federations have jointly informed the decision to proceed with the mandate given by the employees of Ordnance Factories and DGQA Units inside the Ordnance Factories to proceed with the indefinite strike against Corporatisation of Ordnance Factory Board. A copy of the Joint letter addressed to the Secretary (DP) with copy endorsed to Defence Secretary, DGOF and Chairman and DGQA is enclosed herewith as **Annexure-I** for your information.

**Model Strike Notice with Charter of Demands**

A model Strike Notice with charter of demands to be served on 04/08/2020 to the General Manager of Ordnance Factories by the Unions of Ordnance Factories and to the Head of the Establishment by the DGQA Unions functioning inside the Ordnance Factories is enclosed herewith as **Annexure-II** of this Joint Circular. In case of any difficulty in despatching the Strike Notice due to COVID-19 pandemic by post then, the copies of the Strike Notice may be forwarded through E-mail. The E-mail id is given below. The Indefinite Strike will commence from 06.00 AM of 12/10/2020

1. Defence Secretary – defsecy@nic.in
2. Secretary (DP) – sdpsns@nic.in
3. DGOF & Chairman – chairman.ofb@nic.in / ir.ofb@ofb.gov.in
4. DGQA – dg-dgqa@nic.in
5. CLC – clc-mole@nic.in

## **Implementation of Action programmes up to 08/08/2020**

- 1) 04/08/2020 - issue of Strike Notice by holding demonstrations.
- 2) 05/08/2020 to 08/08/2020 - Batch of employees on Hunger fast/Lunch Boycott as a protest inside the Factory
- 3) 08/08/2020 - To observe "**Save India Day**" since 09/08/2020 being a Sunday and intensified lockdown in many states.

## **Serving of Strike notice by Unions of DGQA Units inside the Ordnance Factory Premises.**

Unions of DGQA Units functioning inside the Ordnance Factory premises, if they have already taken Strike Ballot they will issue the Strike Notice on 04.08.2020 itself. The Unions which have not taken Strike ballot so far are requested to complete the Strike Ballot before 07.08.2020 and issue the Strike Notice on 10.08.2020.

## **Endorsement of the Indefinite Strike decision by NPDEF.**

The above decision of Indefinite Strike is endorsed by NPDEF. Accordingly, the signature of the General Secretary NPDEF for endorsement of the same is given below. As regards AIBDEF we are in touch with the leadership of AIBDEF in this regard.



**(C. SRIKUMAR)**  
GENERAL SECRETARY  
AIDEF  
09444080885  
defempfed@gmail.com



**(R. SRINIVASAN)**  
GENERAL SECRETARY  
INDWF  
09444125799  
indwfrsrinivasan@gmail.com



**(MUKESH SINGH)**  
GENERAL SECRETARY  
BPMS  
09335621629  
gensecbpms@yahoo.co.in



**(V.VELUSWAMY)**  
GENERAL SECRETARY  
NPDEF  
09444471845  
velu10swamy@gmail.com

Copy also to :

**The General Secretaries**

CDRA, NPDEF, AIBDEF,

DGOF HQ. Employees Associations & IOF SOA

For your kind information please

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

Ref. No. : 20/AIDEF/INDWF/BPMS/20

Date : 31.07.2020

To,

**The Secretary (DP)**

Department of Defence Production

South Block, New Delhi - 110 001.

**Subject : Intimation regarding date of issue of Strike Notice and date of commencement of Indefinite Strike by the Defence Civilian Employees of Ordnance Factories and DGQA units functioning inside the Ordnance Factories against Corporatization of Ordnance Factories**

**Reference : 1) Joint Letter of the 3 Federations dated 17/05/2020 addressed to the Hon'ble RM.**  
**2) Joint Letter of the 3 Federations dated 18/05/2020 addressed to the Secretary(DP)**  
**3) Joint Letter of the 3 Federations dated 19/05/2020 addressed to the DGOF & Chairman/OFB.**  
**4) Joint Letter of the 3 Federations dated 26/05/2020 addressed to the Secretary(DP)**  
**5) Joint Letter of the 3 Federations dated 01/06/2020 addressed to the Secretary(DP)**  
**6) Joint Letter of the 3 Federations dated 03/06/2020 addressed to the Secretary(DP)**  
**7) Joint Letter of the 3 Federations dated 10/06/2020 addressed to the Secretary(DP)**  
**8) Joint Letter of the 3 Federations dated 22/06/2020 addressed to the PM and RM.**  
**9) Joint Letter of the 3 Federations dated 08/07/2020 addressed to the Secretary(DP)**  
**10) Joint Letter of the 3 Federations dated 10/07/2020 addressed to the Defence Minister.**



- 11) Joint letter of the 3 Federations dated 14/07/2020 addressed to the Secretary(DP) & Addl. Secretary(D) & Chairman HLOC**
- 12) Joint Letter of the 3 Federations dated 22/07/2020 addressed to the Secretary(DP), Hon'ble PM & Hon'ble RM.**
- 13) Joint Letter of the 3 Federations dated 27/07/2020 addressed to the Secretary(DP)**

Sir,

Apart from the above 13 correspondences pending with DDP, we draw your kind attention to the Meeting held with your goodself on 28-7-2020 on the subject of Restructuring of Ordnance Factories and subsequent Record of Discussions issued by the DDP.

In the meeting held under your Chairmanship the representatives of AIDEF, INDWF, BPMS and CDRA have vehemently opposed the move of the Government to convert the Ordnance Factories into a Corporation with enough reasons and justifications. After a patient hearing of our views your goodself has informed that you will convey the concerns of the employees' representatives to the Honourable RM at the earliest. With that hope we have waited for a favourable decision from the Honourable RM on the subject matter till today. However it is regretted to inform that we have not received any communication from the DDP other than the ROD of the meeting held on 28-7-2020 till now. In this situation it is unanimously decided by us to go ahead with the mandate given by the employees for an indefinite strike i support for our genuine demands. Accordingly it has been decided to issue the strike notice on 04.08.2020 by the Federations as well as all the Trade Unions of the Ordnance Factories and DGQA Units functioning inside the Ordnance Factories. The Indefinite Strike will commence from 6.00 AM on 12-10-2020 in support of the following demands.

#### **DEMANDS**

- 1) To withdraw the proposed move of the Government to convert the departmentally run Ordnance Factories into a Corporation / PSU, as the said move has not been supported by sufficient materials to substantiate not only the so called lack of accountability, autonomy and efficiency in Ordnance Factories, but also violating the commitments given by the Government and Defence Ministers in the past in the various forums and also in the meeting held with Secretary (DP) on 23-8-2019.



**EXPLANATORY NOTE**

Converting the Ordnance Factory Board into a Public Sector entity will not be in National Interest and maintaining Defence capability in term of serge capacity, providing lifetime support for spares, supplying fluctuating volume of demand and uneconomic order quantity, not feasible with commercial orientation. The Government as a policy have already decided to privatise almost all the PSU's by retaining only 4 PSU's in the Strategic sector. There are already 9 PSU's under the DDP. If OFB also becomes a PSU then what will be the fate of OFB. It is a known fact that Corporatisation is the first step towards privatisation. The country has seen many scams in the past in Defence deals through private sectors and foreign agencies. The country cannot afford such types of scams. The 219 years old pioneer Defence Industry of our country which is a most valuable national asset cannot be handed over to Private Corporates whose motive will be only to earn profit and not to serve the nation.

Conversion of OFB into a PSU without considering the risk associated with it would bring untold miseries to Armed Forces, resulting in serious impact on the security of our country. The proposal of the Government also suffers from proportionality since the proposed change in structure and benefits are in no way inter related and the remedy suggested to address the issue is more dangerous than the problem it purports to be solved. The other alternatives suggested by the Federations for improving performance and innovation capability of OFB have not been discussed and debated. There is no clarity of thinking, rigour of analysis and alignment between the strategy, goals, objectives and deliverables, as has been observed in the EOI cum RFP document against which a CVC complaint is filed and a representation made to the Honourable President of India by the Federations. Converting the Ordnance Factories in to a Corporation(s) is against the democratic vote of large majority of employees, stated through their strike ballot. Ordnance Factories are war reserve which was proved during all the border crisis and wars happened over the years. Ordnance Factories are also peace reserve which was proved during the COVID-19 crisis by producing PPEs required for the Doctors, Nurses and health staff for fighting against the COVID-19 pandemic. This reserve capacity cannot be maintained by a Public Sector company. Considering all these aspects the proposed move of the Government to Corporatize the Ordnance Factories is not in the interest of National Security and Defence preparedness of our Country. Therefore as demanded in the meeting held with Secretary (DP) on 28-7-2020 on the subject of Restructuring of OFB , the proposed move for changing the status of OFB from a Government department into a Corporation / PSU should be withdrawn and accordingly the EOI cum RFP issued for selection of a consultant for processing the corporatization of Ordnance Factories should also be withdrawn.

- 2) Set up an Expert Committee for studying the requirement / methodology for improving the efficiency, performance, productivity, accountability of the top management, integration of various functions, independent R&D , power for entering into TOT etc., of Ordnance Factory Board in the Government setup itself.
- 3) Not to proceed further for converting the OFB into a Public Sector entity which will adversely affect the existing benefits / rights which the employees of Ordnance Factories and the future entrants are eligible as Central Government Employees / Defence Civilian Employees, with entitlement of subsequent benefits / rights granted to Central Government Employees / Defence Civilian Employees by Government of India from time to time and continue to be paid from the Defence Services estimates / consolidated fund of India.

Submitted for your kind information and favourable action please.

Thanking you,

Yours Sincerely,



**(C. SRIKUMAR)**

GENERAL SECRETARY

AIDF

09444080885

defempfed@gmail.com



**(R. SRINIVASAN)**

GENERAL SECRETARY

INDWF

09444125799

indwfrsrinivasan@gmail.com



**(MUKESH SINGH)**

GENERAL SECRETARY

BPMS

09335621629

gensecbpms@yahoo.co.in

# MODEL STRIKE NOTICE FOR UNIONS OF ORDNANCE FACTORIES

## (TO BE TYPED ON THE UNION LETTERHEAD)

Ref: .....

Date : 04.08.2020

To

**The General Manager**

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**SUBJECT : STRIKE NOTICE.**

Sir,

I hereby give you notice that I propose to call an Indefinite strike for the reasons / demands explained in the Annexure of this Strike Notice.

I certify that a strike ballot was taken on ..... and that 75% of the members voted there at and also the 3/4th of the votes cast were in favour of the Indefinite Strike.

Thanking you.

Yours Sincerely,

**(General Secretary)**

Copy to :

- 1) **The Defence Secretary**  
Ministry of Defence.  
South Block , New Delhi.
- 2) **The Secretary (DP)**  
Department of Defence Production.  
South Block, New Delhi.
- 3) **The DGOFF & Chairman**  
Ordnance Factory Board  
Kolkata.
- 4) **The Chief Labour Commissioner**  
Ministry of Labour  
Shram Shakti Bhawan. New Delhi.
- 5) **The Regional Labour Commissioner (Central)**  
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- 6) **The General Secretary**  
\_\_\_\_\_ Federation

For kind information  
and favourable  
action please.



# MODEL STRIKE NOTICE FOR DGQA UNITS INSIDE THE ORDNANCE FACTORIES

## (TO BE TYPED ON THE UNION LETTERHEAD)

Ref: .....

Date : 04.08.2020

To

**The Head of the Establishments**

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**SUBJECT : STRIKE NOTICE.**

Sir,

I hereby give you notice that I propose to call an Indefinite strike for the reasons / demands explained in the Annexure of this Strike Notice.

I certify that a strike ballot was taken on ..... and that 75% of the members voted there at and also the 3/4th of the votes cast were in favour of the Indefinite Strike.

Thanking you.

Yours Sincerely,

**(General Secretary)**

Copy to :

- 1) **The Defence Secretary**  
Ministry of Defence.  
South Block , New Delhi.
- 2) **The Secretary (DP)**  
Department of Defence Production.  
South Block, New Delhi.
- 3) **The DGQA**  
Office of the DGQA.  
Sena Bhawan, New Delhi.
- 4) **The Chief Labour Commissioner**  
Ministry of Labour  
Shram Shakti Bhawan. New Delhi.
- 5) **The Regional Labour Commissioner (Central)**  
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- 6) **The General Secretary**  
\_\_\_\_\_ Federation

For kind information  
and favourable  
action please.



**ANNEXURE TO THE STRIKE NOTICE DATED 04.08.2020****DEMANDS**

- 1) To withdraw the proposed move of the Government to convert the departmentally run Ordnance Factories into a Corporation / PSU, as the said move has not been supported by sufficient materials to substantiate not only the so called lack of accountability, autonomy and efficiency in Ordnance Factories, but also violating the commitments given by the Government and Defence Ministers in the past in the various forums and also in the meeting held with Secretary (DP) on 23-8-2019.

**EXPLANATORY NOTE**

Converting the Ordnance Factory Board into a Public Sector entity will not be in National Interest and maintaining Defence capability in term of serge capacity, providing lifetime support for spares, supplying fluctuating volume of demand and uneconomic order quantity, not feasible with commercial orientation. The Government as a policy have already decided to privatise almost all the PSU's by retaining only 4 PSU's in the Strategic sector. There are already 9 PSU's under the DDP. If OFB also becomes a PSU then what will be the fate of OFB. It is a known fact that Corporatisation is the first step towards privatisation. The country has seen many scams in the past in Defence deals through private sectors and foreign agencies. The country cannot afford such types of scams. The 219 years old pioneer Defence Industry of our country which is a most valuable national asset cannot be handed over to Private Corporates whose motive will be only to earn profit and not to serve the nation.

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- 3) Not to proceed further for converting the OFB into a Public Sector entity which will adversely affect the existing benefits / rights which the employees of Ordnance Factories and the future entrants are eligible as Central Government Employees / Defence Civilian Employees, with entitlement of subsequent benefits / rights granted to Central Government Employees / Defence Civilian Employees by Government of India from time to time and continue to be paid from the Defence Services estimates / consolidated fund of India.