

**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. : 61/2020

Date : 25.09.2020

To,

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

**Joint discussion held with the Federations and MoD Officials in the Meeting held under the chairmanship of Dy.CLC(C) on 25/09/2020 to discuss about the proposed One Day Strike on 19/10/2020 by the Employees of MES, NAVY, DGQA, DRDO, EME, AOC, Airforce & DGAQA Units.**

You are aware that the three Federations have jointly issued the strike notice on 07/09/2020 proposing a One Day Strike on 19/10/2020 by the Defence Civilian Employees of MES, NAVY, DGQA, DRDO, EME, AOC, Airforce & DGAQA Units, in support of the their own demands and also to extend solidarity with the employees of Ordnance Factories, who will be on indefinite strike against Corporatisation of Ordnance Factories. The preparations for the strike in these Directorates is going on. In the mean time the O/o CLC(C), Ministry of Labour convened a joint meeting with MoD officials and the representatives of three Federations. Shri.K.S.Guru, Dy.CLC(C) chaired the meeting. MoD was represented by Joint Secretary(Estt.) and Joint Secretary from Department of Military Affairs. The following representatives of the Federations participated in the meeting.

- 1) Shri.S.N.Pathak,President/AIDEF
- 2) Shri.C.Srikumar, General Secretary/AIDEF
- 3) Shri.Ashok Singh, President/INDWF
- 4) Shri.R.Srinivasan, General Secretary/INDWF
- 5) Shri.Sadhu Singh, Vice president/BPMS
- 6) Shri.Mukesh Singh, General Secretary/BPMS

**The representatives raised the following issues in the meeting.**

- 1) The three Federations have issued Joint Strike Notice dated 07/09/2020 for observing one day strike on 19/10/2020 by the Defence Civilian Employees of MES, NAVY, DGQA, DRDO, EME, AOC, Airforce & DGAQA Units.
- 2) The charter of demands pertaining to each Directorates are separately given in the Strike Notice.

- 3) All the demands given in the strike Notice are pending with the Ministry of Defence and the concerned Directorates for years together. In spite of our repeated representations to the authorities none of the demands are considered by the Government.
- 4) No meeting of the Departmental Council(JCM) and the III level JCM of the Directorates are not taking place for years together, resulting in accumulation of a big list of grievances and demands.
- 5) The social dialogue with the Federations have completely come to a standstill and practically there are no meetings with the Federations to discuss and settle the outstanding issues, even the meetings of the Additional Mechanism set up by the Ministry of Defence to directly meet the Federation at least twice in a year is also never functioning and in 7 years period just two meetings have taken place and other than JS(Estt.) and DGHR/DRDO none of the Joint Secretaries have convened this meeting. These are all a clear violation of the ILO Convention No.144 ratified by the Indian Government. According to this the social dialogue with the employees is a continuous process and all issues affecting the employees should be at the outset discussed with the Trade Unions, which is not happening in the MoD.
- 6) Therefore since there is no other option before the Federations to settle the demands of these employees, the Federations have decided to go for the one day strike.
- 7) Apart from their own demands, the employees of the other Directorates under MoD are extending support to the demands of the Ordnance Factory employees, mainly against Corporatization of Ordnance Factories.
- 8) The Defence Civilian Employees are always discriminated and treated as orphans by the Ministry of Defence, when compared to Uniformed Personnel.
- 9) During the COVID-19 period, in many of the Army Units like Guard Regimental Center, Kamptee, Supply Depots and other Army, Navy and Airforce Units the Employees mainly the MTS, Cooks etc., were harassed to stay inside the Units continuously for one month and there after they are given 15 days C.Off in the name of Home quarantine. These type of ill treatment should be stopped forthwith.
- 10) In the name of Shekatkar Committee Report posts are abolished in a large number in MES & Navy. By abolishing the permanent posts, the works are being handed over to Private Contractors in the name of outsourcing. This is highly objectionable and the representations against this by the Federations is remaining unaddressed.
- 11) In the name of restructuring, DGQA is getting diminished and Shekathkar Committee is also quoted for reduction of man power in DGQA. No discussion has taken place with the Federations before Government taking arbitrary decisions on these type of issues which affects the Organisation and the Employees.
- 12) Decisions are arbitrarily taken by the MoD and the Directorates in violation of the Cabinet Secretary's directions to all the Ministries that before taking decisions on restructuring etc., the Staffside should be consulted.

- 13) In MES while the strength of Uniformed Personnel is increasing day by day the Civilian strength is being reduced. This is against the Government policy and the instructions on the subject.
- 14) Inspite of the opposition of the Federations, GOCO Model is implemented in Army Base Workshops. Many EME Workshops are closed and those workers are reverted to lower posts and are being transferred to far off places in violation of the assurances given by the then JS(Army) in the meeting held with the Recognised Federations. Even Depots under AOC are being closed and the Employees are subjected to displacement. All these issues have to be reconsidered and proper discussions should take place for settling these demands.
- 15) Even DPCs are not being held on time and promotions are getting indefinitely delayed in MES, DGQA and other Directorates.
- 16) Compassionate appointment cases are also getting delayed in many of the Directorates.
- 17) Issues of DRDO Employees are also not being addressed properly.
- 18) For everything which is happening in the Ministry of Defence regarding Corporatization, reduction of Manpower, restructuring etc. the Shekatkar Committed is quoted by the Authorities. This Report is neither in the public domain nor feared with the Federations. The same may be given to us.

In view of all the above issues mentioned, the Federations are left with no other option than to serve the Strike notice and to go for a One Day Strike on 19/10/2020, since strike is the last weapon in the hands of the workers.

After hearing the concerns and views expressed by the Federations the Dy.CLC(C) opined that it is unfortunate that the Ministry of Defence is not holding regular meetings/discussions with the Federations, which is mandatory in accordance with the ILO Conventions. Therefore he requested the Joint Secretary(E) to take a note of the concerns expressed by the Federations and also the employees grievances raised by them and start dialogue with them.

Responding to the issues raised by the Federations, the Joint Secretary stated the following:-

- 1) It is agreed that social dialogue in a cordial and constructive manner should be held with the Federations.
- 2) After listening to the issued raised by the leaders, I feel there is a valid reason for their concern.
- 3) Issues like curtailment of posts, closure, restructuring, delay in compassionate appointment, DPCs and promotions are all issues to be discussed with the Federations. Once the dialogue mechanism is activated all these issues can be resolved with a mutual understanding within the frame work of Government rules & Regulations.

- 4) The complaint that the Additional Meeting Mechanism is not functioning in accordance with the instructions is a serious matter. This will be addressed and ensured that the meetings takes place, however due to the COVID-19 Pandemic there are restrictions for physical meetings. Efforts may be taken to hold virtual meetings.
- 5) The issues pertaining to the different Directorates have to be dealt by different wings of the MoD. A note based on the discussions taken place in this meeting will be forwarded to all the Joint Secretaries for taking action on the demands and also to hold the meetings of the Additional Mechanism.
- 6) The outcome of the discussions will also brought out to the Senior officials of the MoD for appropriate action.
- 7) Instructions will be issued to all the Directorates in this regard.
- 8) He requested that considering the Country's situation especially the spread of Pandemic Federations may reconsider with regard to the Strike decision they have taken.

Concluding the deliberations, the Dy.CLC(C) advised the MoD Officials that the assurances given by the Joint Secretary(Estt.) may be implemented in a time bound manner. The MoD should keep informed his office and the Federations about the Action taken in this regard. He once again appealed to the Federations to reconsider about their strike decision in the interest of the Nation. Federation leaders reiterated that they are forced to take the strike decision, since the Government was totally neglecting the employees and their demands.

**Forwarding of the Minutes of the Meeting held under the Chairmanship of Deputy CLC (C) with the Federation Leaders and MoD Officials.**

The Office of the CLC have now issued the Minutes of the Meeting held on 25.09.2020 under the Chairmanship of Deputy CLC (C) with the Federation Leaders and the MoD Officials. A copy of the same is enclosed as **Annexure-I** of this Joint Circular.



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Copy also to

**The General Secretaries,**  
CDRA, NPDEF, AIBDEF,  
DGOH HQ Employees Associations and IOFSA.

For your kind  
information please



**F.No. 21(37)/2020-IR**  
**Government of India**  
**Ministry of Labour & Employment**  
**O/o Chief Labour Commissioner(C) HQ**  
**Shram Shakti Bhawan**  
**New Delhi**

**Minutes of Meeting on Proposed Strike on 19.10.2020 in**  
**Defence establishments.**

Subject: Joint strike notice for One Day strike on 19.10.2020 by AIDEF, INDWF, BPMS in Defence establishments.

Today joint discussion was held with the representative of All India Defence Employees Federation(AIDEF), Indian National Defence Workers Federation(INDWF) and Bhartiya Pratiraksha Mazdoor Sangh(BPMS) and representatives of Ministry of Defence and Department of Military Affairs. During the course of joint discussion, the office bearers of three federations expressed their concerns and anguish over non-redressal of their long pending demands and break down of social dialogue with representatives of trade unions affiliated to three federations. Defence establishment includes MES, DRDO, DGQA, DGAQA, EME, NAVY, DRDO, AOC and IAF. All the three federations has also given a call for one-week protest programme to be observed by the unions of MES, DRDO, DGQA, DGAQA, EME, NAVY, DRDO, AOC and IAF apart from one day strike on 19.10.2020.

During the course of discussion, the representative of the federation expressed their concern and anguish over abolition of posts in the defence establishments. They further stated that even on the perennial job, contract workers are being engaged and many regular posts which were manned by civilian employees has been abolished without any justification.

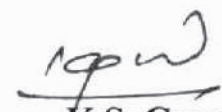
Compassionate appointments by the government are also not been done in defence establishments despite pendency of number of applications, thus adding to the misery of families of poor workers who died in harness. While serving for nation representative of the three federations also stated that actions of the Ministry of Defence by curtailing the regular jobs in the Defence sector will not strengthen the defence sector. It was further submitted that there are no regular meetings of JCM and Departmental council, which acts as communication channel between workers and employers, Communication channel between workers and management has been broken down. **They also submitted that action on the part of Ministry of Defence of not providing opportunity for providing social dialogue is a violation of ILO convention 144 which has been ratified by Government of India.**

Representatives of the three federation expressed their concern over restructuring of defence establishments on the plea that it will not be in interest of workers as well as in the interest of the nation.



After considering the statement/views of representatives of three federations, it has been observed that the atmosphere of mistrust is prevailing and federations are having various apprehensions regarding their service matters and terms of employment which may be affected due to restructuring of the Defence establishments. After careful perusal and examination of the demand charter submitted by AIDEF, INDWF & BPMS it has been observed by the undersigned that many of the issues can be resolved at unit level of defence establishments by adopting the humanitarian and proactive approach with bilateral discussion because many of the issues are unit specific, which can be resolved at unit/wing level. Apart from that the matter involving policy issues can be sorted out at the higher level by having a bilateral discussion with the representatives of three federations.

Dy. CLC(C)HQ-(IR) and conciliation officer under Industrial Dispute Act, 1947, requested and suggested representatives of Ministry of Defence and Department of Military Affairs to hold a bilateral discussion immediately, before 19.10.2020, first at respective unit level and in second stage, it can be held at Department/Ministry level so that issues raised in the demand notice could be resolved and strike on 19.10.2020 could be avoided which will not be in the interest of the nation at all due to prevalent condition in the country. Representatives of the three federations are also requested not to resort to proposed strike on 19.10.2020 in view of holding the suggested bilateral discussions. It is also requested to representatives of Ministry of Defence and Department of Military affairs to apprise this office about the outcome of the meeting/ decision at the bilateral level. Next date will be fixed after getting the feedback in the matter.

  
K.S. Guru 25/9/20  
Dy. CLC(C) HQ (IR)

And Conciliation Officer under Industrial Disputes Act, 1947

K. S. GURU, CLS  
Dy. Chief Labour Commissioner (C)  
O/o Chief Labour Commissioner (C)  
Ministry of Labour & Employment  
Govt. of India, New Delhi

Note: List of the Participants is enclosed as Annexure-A

**Annexure-A**

**Representatives of MOD and DMA (Through VC):**

1. Shri Rakesh Mittal, JS (MOD)
2. Rajiv Thakur, JS (DMA)

**Representatives from Federations (Through VC):**

1. Shri S.N. Pathak, President/AIDEF
2. Shri C. Srikumar, General Secretary/AIDEF
3. Shri Ashok Singh, President/INDWF
4. Shri R. Srinivasan, General Secretary/INDWF
5. Shri Sadhu Singh, Vice President/BPMS
6. Shri Mukesh Singh, General Secretary/BPMS