



# **BHARATIYA PRATIRAKSHA MAZDOOR SANGH**

(AN ALL INDIA FEDERATION OF DEFENCE WORKERS)

(AN INDUSTRIAL UNIT OF B.M.S.)

(RECOGNISED BY MINISTRY OF DEFENCE, GOVT. OF INDIA)

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**REF: BPMS / MoL&E / 186 (8/1/R)**

**Dated: 24.11.2016**

To,  
**Shri Rahul Kashyap,**  
OSD to Union Minister of State (I.C)  
Min of Labour & Employment,  
Government of India,  
Shram Shakti Bhawan, Rafi Marg,  
New Delhi - 110001

**Subject: Memorandum on visit of Hon'ble Minister in Kanpur on 06.10.2016**

Respected Sir,

With due regards, your attention is invited to the memorandum submitted to Hon'ble Minister of State (I.C.) Labour & Employment during his visit in Kanpur on dated 06.10.2016 on behalf of my Federation BPMS as well as employees of Central Government whereby it has been requested to redress the following grievances:-

1. As per relevant Act & Rules, posting of ALWC (C) / DLWC (C) is mandatory in various Defence Installations but due to shortage of CLS officers, posts are vacant which adversely affects the harmonious industrial relation & growth of establishments. Hence, all the vacant posts of ALWC / DLWC must be filled up in the defence establishments;
2. Under Section 4.(1B) of the Employee's Compensation Act, 1923, the Central Government has specified "Rs. 8000/-" as monthly wages w.e.f. 31.05.2010. Since then, it has not been enhanced. Now, Govt has enhanced the ceiling to Rs. 21000/- w.e.f. 01.04.2014 for the eligibility under the Payment of Bonus Act, 1965. Hence, the ceiling of monthly wages under the Section 4.(1B) of the Employees Compensation Act, 1923 should be enhanced to "Rs. 21000/- (Twenty One Thousand)";
3. Cent percent compassionate ground appointment should be granted to next of kin of employees of Central Government / State Government / Local Bodies / Autonomous Bodies who dies in harness;
4. Govt should frame a 'National Employment Policy' in consultation with all stakeholders and informal sector should be formalized;
5. Considering the requirement of Defence Equipments, Head of Establishments of Ordnance & Ordnance Equipment Factories, and Naval Dockyards etc. may be empowered to grant exemption from the (i) 60 hours of work in a week including overtime, (ii) maximum 75 hours of overtime work in any quarter; under Section 65 of the Factories Act, 1948;

6. Defence civilians are being harassed in various establishments like Army Ordnance Corps by compelling them to lift, carry or move heavy weight materials, articles, tools or appliances without mechanical aid as there is no maximum limit in weight set out in any rules. Hence, kindly issue necessary directives to the Defence Authorities to fix the limit of excessive weights under Section 34(2) of the Factories Act, 1948.

It is a matter of concern that the action taken in this regard has not been apprised to by the concerned authorities.

Therefore, you are requested to expedite the matter so that the above genuine grievances may be resolved amicably.

Thanking you.

Sincerely yours



**(MUKESH SINGH)**

Secretary/BPMS &

Member, JCM-II Level Council (MOD)

Copy to:

The General Secretary,  
Bharatiya Mazdoor Sangh,  
27, Deen Dayal Upadhyay Marg,  
New Delhi.

- For your kind information and necessary action please.