



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/ 619 /2019

DATE : 21/06/2019

To,
The C & MD,
ONGC,
PDDU Urja Bhavan,
5, Nelson Mandela Marg, Vasant Kunj,
New Delhi 110070.

a/c

The Director (offshore)

The Director (HR)

The Director (Finance)

Subject: Request to include the Contractual Computer Technicians working under the contract of "CMS IT Services Pvt. Ltd."

Respected Sir,

We want to bring to your kind notice that ONGC has awarded contract for maintenance of computers servers, printers to "**M/s CMS IT Services Pvt. Ltd.**" At present around 110 employees are working under the contract in Mumbai region. Presently more than 425 employees are working all over India in various ONGC projects. Basic qualification of these contractual employees are as follows:

B Sc with Electronics or IT
M Sc with Electronics or IT
BE Electronics / IT / Computer
Diploma in Electronics Engineering / IT / Computer etc

They have been appointed as "Sr. Customer Support Engineer" to work in ONGC offices. They are paid the salary in between Rs. 14000/- to Rs. 20000/- which is much less than the "**Minimum Wage**" declared by "**Ministry of labour, Govt. of India.**" Please find attached the copy of "**Minimum Wage**" declared as on 1st April 2019 for your perusal. "**Ministry of labour**" decides and declares Minimum Wage under four categories as

- Unskilled
- Semi-Skilled
- Skilled
- Highly Skilled

It need not to be elaborated that these qualified engineers are covered under "**Highly Skilled**" category and should have been paid the salary accordingly. The present per day rate for "**Highly Skilled**" category is **Rs. 772/-**. It means for 26 days they should be paid the **minimum salary of Rs. 20072/- per month**. These employees are working in ONGC contract for more than 12 years. It can be seen from present scenario that this job is supposed to be classified as "**Perennial**" job, as without computers and allied instruments, ONGC offices cannot be function.

We would like to bring to your kind notice that unions functioning in ONGC has signed the agreements for "Fair Wage" dated 19th Sept. 2016. As per the agreement, employees working in contracts are entitle to get the salary of Minimum Wage + 35% + Rs. 50 per day, beside this following additional benefits have been extended to the contractual employees in the agreement.

- Medical claim of Rs. 500000/- for self, wife and two children
- Group Insurance of Rs. 500000/- per year
- Workmen Compensation
- Group Gratuity through LIC
- Job guarantee up to the age of 60 years.

It is so paradoxical that housekeeping staff working in ONGC contract are receiving **salary of Rs. 23930/- per month (Rupees Twenty three thousand nine hundred thirty only)**, where as a person highly qualified in engineering is not even paid minimum wages.

ONGC has awarded contracts to the following companies since 2007 as follows:

Patni Computers Services -	Year 2007 to 2010
CMC - Computers Maintenance Corp. Ltd. -	Year 2010 to 2014
Tata Consultancy Services Ltd. -	Year 2015 one year only
CMS IT Services Pvt. Ltd. -	Oct 2016 to Oct 2019

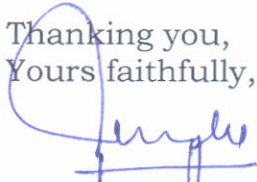
Most of the technicians continued their services in ONGC contracts. Some of them have left and join other concerns as initially the salary was very meager. In their 12 to 13 years of service, most of them are married having children and shouldering their parents responsibilities also. It need not to be explained or elaborated how expensive it is to live in a city like Mumbai. With the meager salary, maintaining families daily needs, children education, increasing demands of medication of aged parents is possible only with mounting debts, sooner or later they will succumb to these pressures.

ONGC is awarding the contract for maintenance and networking for all the projects and offices in our country. Please find enclosed the copy of job carried out by these employees which gives clear picture of their high skill job. By including them in Fare Wage Policy, we can assure them of respectable salary and other benefits which are mentioned above.

ONGC is already incurring the expenses which is a very sizable amount for above mentioned contract. We are very sure our **Balance Sheet** will not be dented by including these employees in Fare Wage Policy. The total cost of the contract for three years is around Rs. 75 crores.

Your esteemed authority is requested to kindly give direction to the concern authority to initiate the proposal to include these employees in "**Fair wage Policy**"

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

a/c

Copy to :

1. ED - Chief ER, ONGC, Green Building, Dehradun.
2. ED-HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51
3. GM - Corporate Policy, ONGC, Green Building, Dehradun.
4. GM I/c Corporate IR, ONGC, Green Building, Dehradun
5. GM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51
6. GM I/c FMG, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51

Beishah
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