



# 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/ 74 /20 21

DATE : 08/02/2021

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

The Director (HR),  
ONGC,  
PDD Uraja Bhavan,  
5, Nelson Mandela Marg, Vasant Kunj,  
New Delhi 110070.

**Subject: Request to enhance the limit of Rs. 5.00 lacs (Rupees five lacs only) of "Sahayog Trust" for entire life of contractual employees to Rs. 10.00 lacs (Rupees Ten Lacs only)**

Respected Sir,

The unique scheme of "**Sahayog Trust**" was established in the year 2005 under the guidance of the then **C&MD Shri. Subir Raha** a dynamic and visionary leader of ONGC. It is for the first time in the history of any industry that ONGC employees including Executives and Non-Executives are contributing for the "**Sahayog Trust**" every year which is functioning for only contractual workers in entire ONGC.

Not only "Sahayog Trust" but schemes like "**Asha Kiran**" for employees retired and or expired before 1/1/2007. PRBS, CSSS are the unique schemes operating singularly in ONGC, and all ONGCians feel very proud to say that we are the leaders in the nation who have formulated these beneficiary schemes for the welfare of employees in service, superannuated and expired.

The total limit of fund sanctioned to an individual contractual employees is Rs. 5 lacs (Rupees five lacs only) for their entire service period for self & family. We sanction them funds for following three reasons.

- **Daughters marriage**
- **For education of their ward**
- **For medication of self and family members**

The limit of Rs. 5.00 lacs were fixed in the year 2005 when "Sahayog Trust" was established. Considering the inflation in the market we had increased in the past, contribution per year of our employees including Executives & Non-Executives, to Rs. 600 for non-executives and Rs. 1000 for executives.

During last 16 (sixteen) years the cost of Education, Medication and essential 'commodities' have hugely gone up, hence expenses towards marriage as well as education is beyond the control of common man or any contractual employee. We suggest to increase the contribution of our employees as it was increased in the past. It is pertinent to mention that during this period we have gone through our wage revision that increases our capacity to contribute too. Looking into the above facts it is earnestly requested to enhance the limit of Rs. 5.00 lacs to Rs. 10.00 lacs (Rupees Ten lacs only). Proportionately ONGCs contribution may also be enhanced

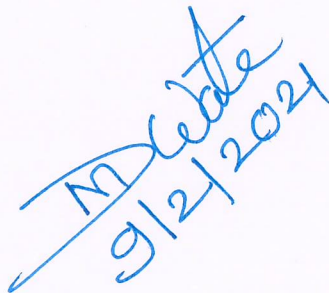
It is pertinent to mention here that we have extended Rs. 5.00 lacs "Medicclaim Policy" in the mutually adopted "Fair Wage Policy" to contractual employees working in entire ONGC. The medical claims of contractual employees have been reduced as we are considering the amount and sanctioned the claim which is not cover under Medicclaim policy.

We once again request your esteemed authorities considering the facts mentioned above and limit of Rs. 5.00 lacs (Rupees five lacs only) may please be enhanced to Rs. 10.00 lacs (Rupees ten lacs). Simultaneously by discussing with all recognised unions in entire ONGC contribution to "**Sahayog Trust**" may also be increased suitably.

Thanking You,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary

a/c

  
9/12/2021

**Copy to :**

- 1) ED – Chief ER, ONGC, Tel Bhavan, Green Hills, Dehradun.
- 2) ED – Chief HRD, ONGC, Tel Bhavan, Green Hills, Dehradun.
- 3) GGM – HRO, ONGC-WOU, Gr. Heights, Bandra (E), Mumbai 51.
- 4) GM I/c IR, ONGC-WOU, Gr. Heights, Bandra (E), Mumbai 51.
- 5) Sahayog Trust Members.
- 6) General Secretaries of all Recognised Union in ONGC.

  
9/12/21