



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 011 /2024

DATE : 10/01/2024

To,  
**Shri Bhupender Yadavji**  
**Hon'ble Minister in Charge**  
Ministry of Labour & Employment,  
Government of India,  
Shram Shakti Bhawan,  
Rafi Marg,  
New Delhi-11001

ofc

**Subject: Extension of Wage Limit for Coverage under ESIC and Bonus Act**

Respected Sir,

We, the representatives of **ONGC (WOU) Karmachari Sanghatana, Regd. No. By - II - 8268**, an affiliate of the **Petroleum and Gas Workers Federation of India (PGWFI)** hereby want to bring your kind attention over the disastrous exclusion of a huge section of petroleum workers from the coverage of ESI(C) and eligibility of Bonus under the Payment of Bonus Act 1965, with a prayer for your immediate intervention.

Sir, the existing wage limit for coverage under the ESI(C) Act, effective from 01.01.2017, is **Rs. 21,000/-** per month while with the revision of VDA from April 2023, the minimum wages for central sphere construction workers, which is paid to the contractual workers of the petroleum industry, has crossed the ceiling of ESI(C) coverage. On the other hand, as per the current norms any person is eligible to receive a bonus under the act if s/he receives salary/wage up to **Rs. 21,000/-**. Certainly, a large number of petroleum contract workers will be out of the ambit of these two very crucial rights at their workplace.

It is to bring your further attention that, in a number of cases, the petroleum workers get more than the minimum wages as a part of collective agreement with their respective oil management and in many cases, while calculating their narrowing down the coverage area. These all workers have been thrown out of any medical insurance coverage.

Sir, we, the oil sector contract workers are an integral part of the industry and contribute equally for the progress of the industry and nation. We work in core as well as peripheral areas. We perform many hazardous jobs. Now we are rendering our services without any medical facility, which is a serious matter of concern from the point of occupational safety and health.

Moreover to that, while all the oil companies are amassing year on year increasing profit out through our labour, we are now being denied any Bonus of Ex- gratia in lieu of that as compensatory payment for our hard work.

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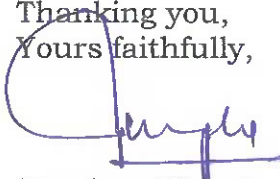
Under such circumstances, we urge upon you to look into the matter seriously and extend the coverage wage limit for ESI(C) and the eligibility for receiving **Bonus upto Rs. 35,000/-** so that this huge mass of workers can be brought under these essential schemes.

Your appropriate early action in this regard will be highly appreciated.

It is just for your reference that, Petroleum and Gas Workers Federation of India (PGWFI) has already submitted an appeal in this regard to your good office on 09<sup>th</sup> December, 2023.

Please do the needful and oblige.

Thanking you,  
Yours faithfully,



**(Pradeep Mayekar)**  
**General Secretary**



**Copy to:**

General Secretary – Petroleum and Gas Workers Federation of India