

ANIL DESAI

MEMBER OF PARLIAMENT
Shivsena (Uddhav Balasaheb Thackeray)
South Central Mumbai Constituency

MEMBER

1. Standing Committee on Home Affairs
2. Consultative Committee for the Ministry of Education
IC No. 261



Office : Shivsena Bhavan,
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Ref. No.: CG/031/2026

Date : 17.07.2026

To,

Shri.Dr. Mansukh Mandaviya

Hon'ble Minister – Ministry of Labour & Employment
Government of India,
Shram Shakti Bhawan,
Rafi Marg,
New Delhi – 110 001.

And

Shri Hardeep Singh Puri

Hon'ble Minister – Ministry of Petroleum & Natural Gas
Government of India,
Kartavya Bhawan - 03,
Janpath Road,
New Delhi – 110 001.

Subject: Request for a dedicated offshore minimum wage & service-conditions framework for contractual employees engaged in ONGC offshore operations.

Respected Sir,

ONGC's offshore operations have played a historic role in India's energy development. ONGC states that it went offshore in the early 1970s & discovered Bombay High, now Mumbai High, transforming the country's petroleum outlook. ONGC has also recorded that "**Sagar Samrat**", built in 1973, was instrumental in the 1974 Mumbai High discovery & later continued in service in a new production role.

Over time, offshore operations have come to depend not only on regular employees but also on a large number of contractual workers engaged through contractors for essential & safety-critical services, including fire-fighting support, security, loading & unloading, utilities maintenance, welding, mechanical & electrical work, housekeeping & catering. These workers contribute directly to the continuity, safety & efficiency of offshore **Oil & Gas Production**. ONGC's own public & parliamentary record shows long-standing reliance on contract labour & that wage protection issues for such workers have previously required policy attention, including the discussion of a **Fair Wage Policy**.

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Under the earlier minimum wage framework, central-sphere wage protection applied to establishments under the authority of the Central Government, including oilfields & corporations established by the Central Government & these rates were applicable to contract & casual workers as well.

ONGC informed Parliament that contractual workers engaged through contractors were being paid with reference to general scheduled-employment classifications & that ONGC, as **Principal Employer**, ensured payment of at least those minimum wages. However, offshore petroleum work has unique characteristics that are not adequately reflected in generic classifications such as construction, loading & unloading or watch & ward.

The legal position has now changed further in favour of uniform wage protection. The Labour Ministry has officially stated that all four labour codes became effective from 21st November 2025 across the country. The Code on Wages now applies minimum wage protection across employments & the Code on Wages Central Rules, 2026 came into force on publication in May 2026. The Rules provide for minimum wages, floor wages, periodic VDA revision & an eight-hour normal working day for daily-rated employees. The Ministry's official **FAQs** further clarify that where an employee whose minimum rate of wages is fixed works beyond eight hours in a day or beyond forty-eight hours in a week, overtime is payable at twice the normal rate.

The current statutory framework also protects contractual labour on the **Welfare & Social-Security** side. The Labour Ministry's official **OSHC (Occupational Safety, Health & Working Conditions Code)** Frequently Asked Questions state that contract workers are covered for welfare facilities & that the principal employer is responsible for prescribed welfare facilities. The **Social Security Code**, in force from 21st November 2025, covers EPF, ESIC, gratuity & other protections. The central labour framework also provides enforcement machinery in the central sphere through the **Chief Labour Commissioner (Central)** organization.

I respectfully request the Government of India to constitute a **time-bound committee or working group** with representatives of the Ministry of Labour & Employment, Ministry of Petroleum & Natural Gas, Chief Labour Commissioner Central, DGMS (Director General Of Mines & Safety), ONGC, Contractors & Union representatives to recommend & notify a dedicated framework for offshore contractual employment. Such a framework may be directed to consider:

- A separate occupational classification & skill matrix for offshore contractual work in petroleum operations;

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- Notified Minimum Wage rates for offshore categories, including marine & remoteness hardship factors;
- Transparent rules on 12-hour duty patterns, overtime, compensatory off & weekly off;
- Uniform compliance on Welfare Facilities, Wage Slips, Attendance & Overtime Records & Grievance Redress; &
- Effective implementation of EPF, ESIC, gratuity, insurance, leave-related & other social-security entitlements as applicable under law.
- Applicable Insurance Policies

I further request that pending final notification, the concerned authorities may issue interim directions for strict verification of wage registers, overtime payments, welfare facilities & social-security compliance in ONGC offshore contracts under the central-sphere enforcement mechanism. Official Labour Ministry materials already contemplate action where contractors fail to pay minimum wages to contract labour.

I therefore humbly seek immediate intervention so that offshore contractual employees, who work in demanding & hazardous conditions & contribute to the nation's energy security, receive a fair, transparent & legally compliant wage & welfare framework.

Thanking you,

(Anil Desai)

Copy to:

1. Secretary, Ministry of Petroleum & Natural Gas
Room No.31104,Kartavya Bhawan-03,Janpath Road,New Delhi-110 001
2. Secretary, Ministry of Labour & Employment
Room No. 104,Shram Shakti Bhawan,Rafi Marg, New Delhi - 110 001
3. Chief Labour Commissioner (Central) - Shramev Jayate Bhawan, Plot No. G-4,
Sector-10, Dwarka, New Delhi - 110075