



OIL & NATURAL GAS CORPORATION (W.O.U.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & 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/ 53/20 25

DATE : 23/06/2025

To,

The ED - Chief HR - Services,
ONGC-WOU,
NBP Green Heights, BKC,
Bandra (E),
Mumbai-400051.

o/c

Subject: Strike Notice.

Respected Sir,

In accordance with the provisions contained in Sub-section (1) of Section 22 of the Industrial Dispute Act, 1947, we hereby give you notice that we propose to call a strike in support of the strike called by the Central Trade Unions and Industrial Federations **from 09th July 2025, 5:00 AM to 10th July 2025, 5:00 AM** for the reasons with specific issue of Labour Codes and other demands explained and expressed in the annexure.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

o/c

Copy to:

1. Chairman & CEO, ONGC, Deendayal Urja Bhavan, 5, Nelson Mandela Marg, Vasant Kunj, New Delhi - 110070.
2. Director (HR), ONGC, Deendayal Urja Bhavan, 5, Nelson Mandela Marg, Vasant Kunj, New Delhi - 110070.
3. Dy.CLC (C), Shram Raksha Bhavan, Shivshrusti Rd, Chunabhatti, Sion (E), Mumbai - 400 022.

Annexure-I to Strike Notice

Central Trade Unions including INTUC, AITUC, AICCTU, AIUTC, TUCC SEWA, LPF, HMS, CITU, UTUC (Central Trade Unions) and Industrial Federations and other organisations have jointly decided to call a nationwide ~~Industrial strike~~ and also massive mobilization all over the country on 09th July 2025 and appealed all the Trade Unions of our Country to observe 24 hours Strike Action against the anti labour 'Labour Codes and to Save the Public Sectors, Workers, People and the Nation'.

Central Trade Unions noted with concern the willingness of implementation of anti workmen Labour Codes and other policy persuasion of the ruling corporate communal nexus, shamelessly siphoning off the national assets and finances to a handful of private corporate. This government is aggressively pursuing anti-worker, anti-farmer and anti-people measures through various legislations, executive orders and policy drives.

Petroleum and Gas Workers' Federation (PGWFI) have always been at the centre of struggle against privatization of Public Oil Sector and to protect the interest of the workers and employees. We, being a constituent of PGWFI hereby resolve to advance the struggle further by observing 24 hours' Strike Action from 5 AM of 09th July 2025. The main points of our strike decision are noted hereunder followed by brief explanation of each point:

- > **Against the anti-worker Four Labour Codes**
- **Against Disinvestment/Privatisation of PSUs in general and Oil PSUs in Particular.**
- **Against National Monetisation Pipeline (NMP).**
- **Against Outsourcing of Operation and Maintenance and other core jobs including the assets of all sections of Oil PSUs to Private Companies.**
- **Against Fixed Term Employment.**
- **Demanding upper ceiling limit of ESI & Bonus up to Rs.35,000.00.**
- **For same wage for same and similar jobs to Contract workers.**
- **Job Security for contract workers to be ensured.**
- **Against authoritarian HR Policy Notification No. DPE/3(1)/2021-DD dated 13th December, 2021 stipulating summary removal of employees from services including CMD & Directors.**
- **Against appointment of CEO/Chairman in PSUs from private corporate.**

Contd...2

Revised Public Sector Privatisation Policy, 2021: The design and direction of the revised public sector policy is for total elimination of public sector. Under the New Public Sector Policy for CPSEs issued by the Government vide notification No.DPE/3(1)/2021-DD dated 13th December, 2021 stipulates that *“CPSEs in the Strategic Sector/Non-Strategic Sector are to be taken up for privatisation, merger, subsidiarisation [... ...] or for closure. Only a bare minimum presence of CPSEs in the aforesaid Strategic Sector is to be maintained.”* The National Monetisation Pipeline (NMP) policy is the atrocious actualisation of the retrograde revised public policy of the Government.

Political and Ideological angles behind the disastrous drive of privatisation have got clear expression in the words of Rajiv Kumar, Vice Chairman, NITI Aayog, *“Off-loading Government equity in public sector units, [...] is not merely a means for revenue generation. It is also a means for giving greater space and opportunity to the private sector. ... The biggest change now is that the political leadership at the highest level (read Prime Minister) has made it clear...”*

Asset Monetisation in Oil PSUs: We must remember that according to NITI Aayog allocated quota for Asset Monetisation in Oil PSUs, oil assets listed for monetization are as follows:

- a) Petroleum Product Pipelines: 3,930 KMs belonging to IOCL, HPCL and Gail
- b) Natural Gas Pipelines: 8,154 KMs

Targeted revenue from FY22 to FY25:

- | | | |
|------|-------------------------|-----------------|
| i) | From Product Pipelines: | Rs12,898 crores |
| ii) | From LPG Pipelines: | Rs 405 crores |
| iii) | From Hydrogen Plant: | Rs 1,200 crores |
| iv) | ESG Assets: | Rs 8,000 crores |

Total Rs 22,503 crores

** The average value asserting monetization is considered at Rs 3 crore per KM of pipeline, which is much lower than the actual cost (Approximately Rs 10 crore/KM).

Through outsourcing, more assets have already been given to private sector and much more are already under advance stage of allocation. It is a process of handing over all of our assets to private sector gradually.

About the quality of the assets to be handed over are excellent. "*Brownfield de-risked assets, stable revenue streams.*" Two points – (i) It is admitted that the best profit making assets are handed to private capitalist and (ii) once of the assets become sick to perform than management has to take back. That means 'Asset to private sector' and 'liability to public sector'.

Authoritarian HR Policies: Central Finance Ministry Notification No. DPE/3(1)/2021-DD dated 13th December, 2021 has prescribed obnoxious authoritarian measures, stipulating summary removal of CMDs/Functional Directors from their services for 'failure' to implement the new public sector policy expeditiously.

Recall that earlier the Modi Government issued directive to the Central Public Sector Enterprises (CPSE) through Department of Public Enterprises (DPE) to incorporate punitive provision in their Conduct, Discipline and Appeal (CDA) Rules/Service Rules empowering the management with arbitrary authority to forcibly retire employees from services in the name of "ensuring probity and efficacy".

Moreover, Government has already amended the Public Sector Recruitment Rules retrospectively providing appointment of candidates from private sector in very senior management positions in CPSUs and also in the PESB (Public Sector Enterprise Selection Board). Recently, Mr. Vikash Kaushal has been appointed as CMD of HPCL, who belongs to Private Sector Company.

Forceful insertion of Govt. nominees in the Board of Directors: During the tenure of this Government, more than 60 directors have been appointed in the Board of Directors of PSUs who are public politicians or politically affiliated persons close to the Government and don't have sufficient technical qualifications to become a Director. These Govt. nominees always intervene in the internal activities of the PSUs to fulfill their political agenda.

Politically motivated CSR policy: Though the CSR scheme was developed for the welfare of the deprived sections of the society, now it has been amended and politically utilized to promote the religious propaganda of the current Government. Investment in statue of Patel, Badri Dham Temple, and Jaganath Temple are the burning examples where huge amount was utilized from the CSR fund.

Excelling Financial Performance of CPSUs: Major features of financial performance of the CPSUs based on the Public Enterprise Survey 2021-22 are summarized below:

Net Profit of profit-making CPSEs stood at ₹2.64 lakh crore in FY 2021-22 against ₹1.89 lakh crore in FY 2020-21 showing an increase of **39.85%**. Top five CPSEs with highest Net profits are ONGC Ltd, Indian Oil Corporation Ltd, Power Grid Corporation of India, NTPC Ltd & Steel Authority of India Ltd.

Dividend declared by operating CPSEs (112) in FY 2021-22 stood at ₹1.15 lakh crore against ₹0.73 lakh crore in FY 2020-21, showing an increase of **57.58%**.

Contribution of all CPSEs to Central Exchequer by way of excise duty, custom duty, GST, corporate tax, interest on Central Government loans, dividend, and other duties and taxes stood at ₹5.07 lakh crore in FY 2021-22 as against ₹4.97 lakh crore in FY 2020-21, showing an increase of **2.14%**.

Shocking point is that disregarding the continuously higher contribution of funds to the Government Exchequer, profit making CPSUs are handed over to private sector in increasing scale aiming at complete liquidation.

Attack of Privatisation on OIL PSUs: Despite excellent physical and financial performance, the suicidal privatisation policy has been aggressively pushed in various Public Oil Companies by the Government.

Government of India is still pressurizing ONGC to hand over its Mumbai High Oil fields to privates. The Additional Secretary, Ministry of Petroleum and Natural Gases had written a letter to ONGC Chairman and Managing Director to give away its largest producing oil and gas field to foreign companies.

In 2019, GOI forcefully handed over the Gujarat Petroleum Corporation; the most lost making state petroleum company to ONGC at a cost of about 7,000 crores. Same way, ONGC was compelled to take over 52% Govt. equity of HPCL resulting in serious depletion of ONGC's cash reserve.

Imposition of Windfall Tax to deteriorate the financial health of Oil PSUs:

From 1st July 2022, GOI levied a windfall tax on OIL, ONGC and the refiners. Government imposed Rs 6.00 per litre as tax on export of petrol and Aviation turbine and Rs13 for per litre of export of diesel. Additionally, it levied Rs23,250/- per ton additional tax on production of domestic crude oil. Due to windfall tax, ONGC and OIL's net crude realization may decline. GOI is likely getting monthly revenue of Rs 11,400 crores from windfall tax. This draconian tax on Oil PSUs is in addition to the Cess and Royalty affecting disastrously the sustainability of the company.

OALP: Under OALP, more than 150 oil fields have been auctioned through 9th round of bidding. But, interestingly after this auction policy, no much development in production of crude oil has been achieved. After getting all the benefits from the OALP policy, it could not make successful.

Huge Contract Workers in Permanent and Perennial nature jobs in Oil PSUs: As per figures provided in the Integrated Annual Report for the FY 2022-2023 the employee composition in the Corporation is appended below:

Apart from logistical jobs like House Keeping, Grass Cutting, Gardening, Canteen etc; the Core Jobs, i.e, maintenance jobs, fire service, electrical distribution and maintenance, production process system, all activities in marketing divisions, ministerial jobs, doctor, nurse, drilling, mudding and rig jobs etc. contractor workers have been engaged in thousands by replacing regular workers.

Further deployment of ultra-modern technology including security camera, industrial tablet and various software solutions for Digital Application, manpower reduction blueprint has been prepared to be implemented.

The Contract workers are the most deprived section in Oil Industry though they produce huge profit for the companies. **The detailed demand of Contract workers are attached as Annexure II**

~~Now Resources produced by CPSUs are the assets of the nation generated by the workers with labour and toil. Therefore, fight against privatization is a responsibility of trade union movement to the fellow workers, to the country and to the countryman.~~