



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/1082026

DATE : 22/10/2026

To,
The Chairman & CEO
ONGC,
PDD Urja Bhavan,
'5' Nelson Mandela Marg,
Vasant Kunj,
New Delhi 110 070

efc

The Director - HR
ONGC
P. D. Urja Bhavan,
"5" Nelson Mandela Marg,
Vasant Kunj,
New Delhi - 110 070.

Sub.: Request For Revision & Indexation Of ONGC Employees "Dependent-Parent" Income Ceiling of ₹ 72,000/- (Rupees Seventy Two Thousand) According to Statutory Minimum Wages of ₹20,000 per month.

Respected Sir/Madam,

This has reference to our letter No. **ONGC/KS/72/2021** Dated **05.02.2021** We respectfully submit this representation seeking a review of the income ceiling applied for determining dependency of parents of ONGC employees, together with confirmation that the wage of the employee concerned complies with the presently applicable statutory minimum-wage framework. Please find attached the copy of letter for your perusal.

The enclosed records show that ONGC **Office Order No. 71/2007** Dated **26.09.2007** revised the monthly income ceiling for dependency for medical facilities from ₹4,000 to **₹6,000 per month**, equivalent to ₹72,000 per year. The subsequent representation dated 05.02.2021 recorded that the ₹6,000 medical-dependency ceiling had remained unchanged for more than **nineteen years** & requested its enhancement to **at least ₹20,000 per month**.

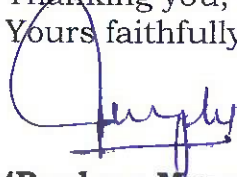
The legal & economic context has since changed further. The **Code on Wages, 2019** forms part of the **four Labour Codes brought into effect by the Government of India from 21.11.2025** & establishes the statutory framework for minimum wages. The Labour Bureau's revised central-sphere Variable Dearness Allowance rates effective from 1 October 2026 include, by way of a transparent **Area-A, Area-B, Area-C benchmark of ₹840, ₹704, ₹565 respectively per day for unskilled construction/maintenance work**, with higher rates for semi-skilled, skilled/clerical & highly-skilled categories.

Contd.....2

We recognize that the statutory minimum wage is a wage entitlement & is not, by itself, a statutory formula for determining dependency of parents. Nevertheless, it provides an objective contemporary benchmark demonstrating the extent to which a ₹6,000-per-month threshold fixed in 2007 has become disconnected from present wage levels.

We trust that the matter will receive sympathetic & expeditious consideration in keeping with ONGC's stated employee-welfare & request to your kind authorities for enhancement of income limit for dependency of parent to atleast ₹20,000/- per month as it is long overdue.

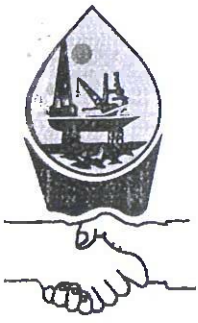
Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

- 1) ED-Chief ER, ONGC, PDD Urja Bhavan, Nelson Mandela Marg, Vasant kunj,
New Delhi 110 070.
- 2) ED Chief - HR services, ONGC-WOU, NBP Gr. Hts BKC, Bandra (E), Mumbai - 51
- 3) GM (HR) – Corporate IR, ONGC PDD Urja Bhavan, Nelson Mandela Marg,
Vasant kunj, New Delhi 110 070.
- 4) GM, I/c - IR, ONGC-WOU, NBP Gr. Hts., BKC, Bandra (E) Mumbai 400 051



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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Tel.: 022-26274102

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

REF : ONGC/KS/ 72 /2021

DATE : 05/02/2021

To,

The Director - HR,
ONGC,
Deendayal Urja Bhavan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi 110070.

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Subject: Request to enhance the income limit of Rs. 72000/- (Rupees Seventy Two Thousand only) per year of dependent parent of ONGC employees.

Respected Madam,

This has reference to our circular no. **ONGC/ER/CP/MED/010 dated 26th Sept 2007** regarding income limit for obtaining dependency of parents which is Rs. 72000/- (Rupees seventy two thousand only) per year. As per the circular the limit of Rs. 72000/- per year has remained stagnant since it was decided in the year 2007. Almost now more than 13 (thirteen) years have passed but we have not revised the income limit of Rs. 72000/- per year i.e. Rs. 6000/- per month. It needs no elaboration that under today's prevailing inflated circumstances in no way any individual can meet his and his wife's medical needs, hence this request for review and enhance the dependency limits.

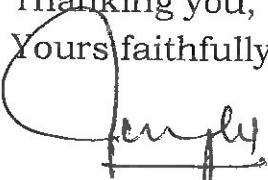
It is pertinent to mention here that during last 13 years total scenario of nation has changed. Prices on every area be it essential commodities, education invariably medication have rocketed sky high, as a result Dearness allowance has also considerably increased from 0 pt. to 143.2 pts during this 13 year. Very rightly we have done away with minimum wages and have adopted fair wage policy, falling back on all the above upward changes reviewing and enhancing the dependency limit has become an ethical need.

Please find attached the chart of changes of Minimum Wage, Dearness allowance, panel hospital rates of ONGC during last 13 (thirteen) years.

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Your esteemed authority is requested to kindly consider the facts mentioned above and give direction to concerned authorities for enhancement of income limit for dependency of parents to at least **Rs. 20000/- (Rupees Twenty thousand only) per month** as it is long overdue.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

a/c

Copy to:

1. ED – Chief ER, ONGC, Tel Bhavan, Uttaranchal, Dehradun.
2. GGM – HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mum 51.
3. GM - I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
4. DGM -Head Corporate Policy, ONGC, Tel Bhavan, Uttaranchal, D'dun.

V. P. K. →
8/2/21


8/2/2021



**OIL AND NATURAL GAS CORPORATION LIMITED
(CORPORATE POLICY GROUP)
TEL BHAVAN: DEHRADUN**

No. ONGC/ER/CP/ MED/010

Dated 26th September, 2007

OFFICE ORDER (71/2007)

Sub: **Income ceilings for determining the dependency of parents.**

The Executive Committee in its 314th meeting held on 28.08.2007 has decided to enhance the existing income ceilings for determining the dependency of parents, as under:

Facility	Monthly income ceiling	
	Existing	Revised
Medical	Rs.4000/-	Rs.6000/-
Availing of LFA & TTA (on transfer)	Rs.3000/-	Rs.4500/-
Encashment of LFA	Rs. 800/-	No change

2. The Executive Committee has also decided that –

2.1 For availing of medical facility only, the amount of pension drawn by the parents who are wholly dependent on the employee may be ignored while assessing the income. In other words, the pension drawn by the wholly dependent parents will not be considered for computing the total income.

2.2 Lump sum non-recurring income e.g. Contributory Provident Benefits, Government of India Prize Bonds, Gratuity and Insurance Benefit would not be regarded as "income" for assessing the monthly income for the above purposes. Recurring monthly income from other sources such as property, investments and landholding will however be taken into account.

2.3 For the purpose of availing medical facility, age of dependency of son is raised from 25 years to 30 years or until he starts earning whichever is earlier. In such cases where medical facility of the dependent son has been ceased on attaining the age of 25 years, the same would be re-stored.

2.4 A standardized, transparent and uniform procedure for acceptance of dependency of parents as detailed hereunder, shall be followed at all ONGC work centers:

Contd...2/-

- I. Request for declaring dependency of parents/family would be submitted to the concerned Incharge, HR/ER on revised Dependency Declaration Form-GEN- DEC-04 (**Annexure-A**).
 - II. In order to assess the income, the employee concerned will have to furnish the following documents /income proof along-with the request-
 - a. Income Certificate from Tehsildar/Revenue Officer of the concerned area.
 - b. In respect of pensioner, a photocopy of Pension Pay Order indicating the pension amount without commutation and a certificate from the pension disbursement authority indicating the current pension including all components.
 - c. A duly notarized affidavit as per **Annexure-B** on a non-judicial stamp paper of requisite value.
 - d. If brother(s)/sister(s) of the employee are employed, a certificate from their employer certifying that they are not claiming any facility in respect of parents from their department/organization.
 - III. All employees whose parents/family members are dependent shall have to submit compulsorily an affidavit mentioned above at 2.4.II.c, to the concerned Incharge, HR/ER in the month of January every year. The Incharge, HR/ER shall ensure compliance in this regard.
- 2.5 Other conditions regarding minimum period of residing of parents with the employee shall remain unchanged.
3. This order shall take effect from the date of issue.


(Amarendra Sahu) 26.9.2027

Chief Manager (HR)-Corp. Policy

Distribution:

All concerned through ongcreports.net- copy may be downloaded
- hard copies not being circulated.

File No. 6/1/2026-VDA
Government of India
Ministry of Labour & Employment
Labour Bureau
Chandigarh

Dated: 30 September, 2026

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 2451(E) dated 12th May, 2026 of the Ministry of Labour and Employment the undersigned hereby revises the rates of Variable Dearness Allowance for employees employed in **Agriculture** w.e.f. 01.10.2026 on the basis of the average Consumer Price Index for Industrial Workers reaching 431.42 from 424.80 as on 30.06.2026 (linked to Base 2016=100) and thereby resulting in an increase of 6.62 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2026: -

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	204	188	186
Semi-Skilled/Unskilled Supervisory	223	204	189
Skilled/Clerical	242	223	204
Highly Skilled	267	248	223

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2026 to the employees working in Agriculture shall be as under:-

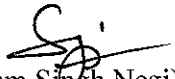
Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	$333 + 204 = 537$	$303 + 188 = 491$	$300 + 186 = 486$
Semi- Skilled/Unskilled Supervisory	$364 + 223 = 587$	$335 + 204 = 539$	$307 + 189 = 496$
Skilled/Clerical	$395 + 242 = 637$	$364 + 223 = 587$	$334 + 204 = 538$
Highly Skilled	$438 + 267 = 705$	$407 + 248 = 655$	$364 + 223 = 587$

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.



The classification of workers under different categories will be same as in Part I of the Notification No. S.O. 186(E) dated 19th January, 2017 of the Ministry of Labour and Employment, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The instant notification is being issued in pursuance of sub-section (2) of Section 69 of the Code on Wages, 2019 (29 of 2019).


(Shyam Singh Negi)
Director General
Labour Bureau