

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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/ 74/2026

DATE : 10/08/2026

To,  
**The ED Chief – HR Services**  
ONGC-WOU,  
NBP Green Heights, BKC,  
Bandra (E)  
Mumbai – 400 051

प्राप्त  
RECEIVED

उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय  
Office of the Dy. Chief Labour Commissioner (O)  
मुंबई / Mumbai

**Subject: Request For Organising Informational Sessions On The New Labour Codes Through The Office Of The Labour Commissioner For Staff Cadres in Western Offshore Unit, Mumbai Region.**

Respected Sir,

We respectfully request to the management to arrange a series of structured informational & awareness sessions on the four New Labour Codes for staff cadres working at ONGC establishments under the Western Offshore Unit.

**The Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020, & the Occupational Safety, Health & Working Conditions Code, 2020 have introduced a consolidated framework relating to Wages, Industrial Relations, Social Security, Occupational Safety, Welfare & Working Conditions.** The Government of India brought the four Codes into effect from 21<sup>st</sup> November 2025 & the corresponding Central Rules were subsequently notified in **May 2026**.

Considering the wide scope of these provisions & their relevance to different categories of employees, supervisors, technicians, administrative staff & personnel associated with operational & support functions, there is a genuine need for authoritative guidance. Such guidance would help employees understand their rights & responsibilities, assist management & union representatives in promoting accurate communication, & reduce uncertainty arising from informal or incomplete interpretations.

We therefore request may kindly initiate official correspondence with the Office of the **Deputy Chief Labour Commissioner (Central), Mumbai**, for nomination of competent officers or resource persons to conduct informational sessions of three days for union office bearers.

The Chief Labour Commissioner's official functions identify ONGC among the major establishments within the Central sphere. It would therefore be appropriate to approach the **Deputy Chief Labour Commissioner (Central), Mumbai** & the **Regional Labour Commissioner (Central), Mumbai**, for the proposed programme.

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The sessions may cover, inter alia:

- The scope, commencement & applicability of the four Labour Codes;
- The meaning & composition of wages, minimum wages, overtime & wage-related entitlements;
- Industrial-relations provisions, trade-union representation, grievance redressal & standing orders;
- Social-security provisions, including gratuity, Employees' State Insurance, provident-fund interfaces, maternity benefits & employee compensation;
- Occupational safety, health, welfare, working hours, appointment letters & leave-related provisions;
- Provisions concerning contract labour, fixed-term employment
- Questions specific to office, plant, maintenance, logistics, supply-base & shift-working environments.

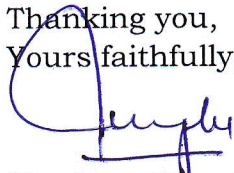
We suggest that each programme consist of a two-hour core presentation followed by an optional 30-minute question-and-answer session. The preferred mode must be physical attendance Sessions may be conducted in English with explanatory support in Hindi & Marathi. **Two sessions per day means Six sessions in three days be conducted.**

We extend full cooperation in identifying participants, collecting questions in advance, coordinating employee attendance & ensuring that the sessions remain constructive & informational.

We believe that this initiative would promote informed labour relations, legal awareness, transparency & cooperative implementation of the new statutory framework across ONGC's Western Offshore work centres.

We therefore request your esteemed authority to kindly accord an approval & early action for issuing the necessary formal invitation to the appropriate Labour Commissioner's Office.

Thanking you,  
Yours faithfully,



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



**Copy to:**

1. GM- I/c IR, ONGC-WOU,NBP Green Heights BKC,Bandra (E),Mumbai - 400 051
2. Dy.Chief Labour Commissioner (C),Shramraksha Bhavan, Shivshristhi Road, Chunabhatti, Sion (E), Mumbai - 400 022

