

**GOVERNMENT OF INDIA
PETROLEUM AND NATURAL GAS
LOK SABHA**

UNSTARRED QUESTION NO:2291

ANSWERED ON:03.12.2009

. MANPOWER OF ONGC S OFFICERS

Bapurao Shri Khatgaonkar Patil Bhaskarrao;Yaskhi Shri Madhu Goud

Will the Minister of PETROLEUM AND NATURAL GAS be pleased to state:

-

- (a) the places where ONGC's offices are located in India and abroad and the manpower working in these offices on regular, hire/contract basis, station wise ;
- (b) the contractual staff hired by the implant offices of ONGC and the salaries/wages paid to them during the last three years station-wise ;
- (c) whether necessary statutory benefits are being extended to the staff hired by the ONGC;
- (d) if so, the details and if not, the reasons therefor, and
- (e) the steps being taken and proposed to be taken to regularise the services of such staff who have been working with the ONGC regularly for more than 10 years ?

Answer

MINISTER OF THE STATE IN THE MINISTRY OF PETROLEUM & NATURAL GAS (SHRI JITIN PRASADA)

(a): Location-wise break-up of manpower of Oil & Natural Gas Corporation Ltd.(ONGC) as on 1st November 2009 is given in Annexure. Regular employees of ONGC are extended all statutory benefits. The benefits to regular employees includes wages/salary,provident fund, gratuity and medical facilities.

(b) to (d): ONGC does not hire contractual staff directly. ONGC awards Job contracts and the contractor engages and pays the workers for executing the job. Therefore, the details of contract workers engaged by the contractor or wages paid by him to his workers, are not maintained by ONGC.

ONGC incorporates clauses in its contract to ensure that payment of statutory benefits such as Contributory Prorovident Fund (CPF), Bonus, Leave with wages, Workman's Compensation or Employee's State Insurance (ESI),where applicable, etc. are made by the contractor to his workers. However, details of such payments are not available with ONGC, since these payments are made by the Contractors directly to their workers.

(e): As ONGC does not directly hire the services of contractual staff, there is no employee-employer relationship between the contract labour and ONGC. Hence, the question of the regularisation of their services in ONGC does not arise.

However, whenever ONGC advertises for vacancies in regular posts, these workers are eligible to apply for regular posts, provided they meet the age/qualification criteria. Some such workers have been selected/have joined regular posts in ONGC.