

# PETROLEUM EMPLOYEES UNION

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**Date: 17.06.2026**

To,

**Director (HR),**

Oil and Natural Gas Corporation Limited (ONGC),

PDDU Bhavan, Vasant Kunj, New Delhi, 110070.

**Subject: Request for addressing accommodation challenges faced by Staff Employees & promoted E0 level and transferred Employees to Mumbai.**

**Respected Sir,**

We, on behalf of the Staff Employees of ONGC Mumbai, humbly submit this representation to bring to your kind attention the critical issues being faced by employees transferred to Mumbai under Promotion Linked Transfer (PLT) / Annual Transfer (AT), particularly with regard to non-availability of Colony Accommodation and the need to modernize the accommodation allotment process.

## **1. Background :**

The Organisation has been considering Staff Employees for Annual Transfer under Promotion Linked Transfer (PLT), wherein employees are required to join at E0/E1 level at their new place of posting. Mumbai, being one of the key operational centres, receives a significant number of such transferees each year.

## **2. Acute Shortage of Colony Accommodation at Mumbai :**

Mumbai is already facing an acute shortage of ONGC Colony Accommodation. To compound the situation, many existing colonies have aged to the extent that they have become structurally unsafe and are being progressively abandoned for residential use. As a result, employees promoted to E0/E1 level and joining Mumbai on transfer are unable to secure Colony Accommodation, as they remain at the lower rungs of the waiting list owing to their junior seniority.

## **3. Impact on Employees Transferred under AT 2026 :**

As per the Organisation's existing policy, Staff Employees are entitled to 'A' type accommodation (the smallest unit under colonies), while employees crossing a basic pay of Rs. 40,000/- per month are eligible for 'B' type accommodation. However, due to their lower seniority position in the waiting list for 'B' type Accommodation, transferees are rarely able to secure quarters during their tenure at Mumbai.

It is understood that during AT 2026, a considerable number of Staff members joined Mumbai on PLT; however, a negligible number succeeded in obtaining Colony Accommodation, and many were left without any accommodation whatsoever due to their lower position in the seniority list.

#### 4. Severe Hardship for Transferred Employees and their Families :

Mumbai is one of the most expensive cities in the country, and the cost of living here is incredibly high. Employees are transferred to Mumbai because of Organisation's requirements, not because they chose to move. Because of this, it is unfair that they are struggling to meet their families' basic needs—especially finding a decent place to live. The acute shortage and persistent inability of the Management to provide timely Company Accommodation forces these transferees into the exorbitant open rental market. This puts a massive unreasonable financial and emotional strain on them and their families, severely impacting their morale, well-being, and productivity.

#### 5. Negative Impact of the New BCMP Policy :

We understand that under the revised BCMP policy, 'A' type housing has been completely stopped. This rule hurts our junior staff the most. Because they don't meet the higher pay bracket yet, they are now completely locked out of getting ONGC Colony Accommodation, even when the new, redeveloped colonies open up. This policy shift is fundamentally regressive and discriminatory. Right now, the only 'A' type housing left in Mumbai is at D.N. Nagar and Mahim (Fishermen Colony). Together, they only have 54 units, and they are always full because people have nowhere else to go choking the transit and allocation pipeline for the lower cadres. The new policy, therefore, systematically marginalizes the most vulnerable section of our workforce.

#### 6. Poor Planning in the New Colony Redevelopments :

The redevelopment plans for the Navghar and Roop Nagar colonies show a total lack of planning. It has come to our urgent notice that there is **absolutely zero provision** for 'A' type quarters within these upcoming projects. Furthermore, the planning for 'B' type quarters is abysmally low, with a mere **10 to 12 units** envisaged, while the vast majority of the layout is disproportionately dedicated to 'C' type units. This structural planning is profoundly flawed, short-sighted, and entirely blind to the demographic data of the workforce. It completely fails to address or accommodate the vast numbers of **junior staff employees and E0-level executives** who constitute the backbone of our operations and who are routinely transferred to Mumbai in large volumes. We strongly protest this inadequate planning, which virtually guarantees a long-term housing crisis for the lower and entry-level cadres.

#### 7. Optimization of Panvel Colony Accommodations for Visiting and Offshore Employees :

While there is a severe housing crunch for long-term transferees within Mumbai city limits, we would also like to draw your attention to underutilized infrastructure that can be repurposed to provide immediate logistical relief. Currently, there are more than 30 Bachelor Accommodation flats situated at the Panvel Colony.

Considering the immense volume of offshore employees operating in Western Offshore and the frequent influx of employees visiting Mumbai from other regions for official duties, training, and medical reasons, there is a persistent and critical requirement for short-term transit housing.

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Therefore, we strongly propose the **conversion of 10 out of these existing 30+ Bachelor Accommodation flats at Panvel Colony into dedicated Transit Accommodation**. This strategic reallocation would maximize asset utilization, significantly reduce the organization's expenditure on external transit arrangements, and offer seamless, comfortable, and reliable interim lodging for our visiting and offshore workforce.

### **7. Our Requests to the Management :**

In light of the above, we earnestly request the Management to consider the following:

- Construction of a considerable number of 'B' type quarters in the colonies under redevelopment, keeping in view the growing demand from junior staff employees and E0-level employees.
- Reservation of a designated quota of quarters specifically for staff employees and employees promoted at E0 level, so as to facilitate their smooth settlement upon transfer to Mumbai.
- Revision of accommodation policy to ensure that junior employees joining on transfer are not perpetually disadvantaged in the seniority-based allotment system.
- Approval for the partial conversion of Panvel Bachelor Accommodations into Transit Accommodations as detailed above, to ease the immediate logistical pressure on visiting/offshore employees.

### **8. Request for Digitization of the Accommodation Allotment Process :**

In an era of Artificial Intelligence and digital transformation, it has been observed that the current process of accommodation allotment in ONGC is largely manual, which leads to delays, and information asymmetry among employees. During the Annual Transfer season, a large number of employees join at different locations and approach the Estate Section with queries related to accommodation availability and allotment status, creating administrative burden and uncertainty.

We, therefore, request the Management to consider the development of a dedicated **Employee Accommodation Portal/Website for Pan-ONGC**, incorporating the following features:

- Employee Self-Service interface for submitting applications and tracking status.
- Automated and transparent allotment process with minimal manual intervention.
- Real-time visibility of accommodation availability, waiting list status, and allotment progress.
- Ready access to accommodation-related policies, eligibility criteria, and FAQs to enable informed decision-making by employees.

Such a Portal/Website would greatly speed up the allotment process, ensure transparency, reduce footfall at the Estate Section, and help employees make well-informed decisions — particularly during peak transfer seasons.

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Sir, we sincerely hope that the Management will give due consideration to our representation and take appropriate steps to address the genuine difficulties being faced by Staff Employees & transferees at Mumbai. We remain committed to the growth and progress of the Organisation and trust that the welfare of employees will receive the priority it deserves.

**Thanking you in anticipation,**

**Yours faithfully,**

  
(Vaibhav M. Lavekar)  
**General Secretary**

**Copy to:**

1. EO to Chairman & CEO, ONGC Ltd, PDDU Bhavan, Vasant Kunj, New Delhi.
2. EA to Director (HR), ONGC Ltd, PDDU Bhavan, Vasant Kunj, New Delhi.
3. ED - Chief ER, ONGC Ltd, PDDU Bhavan, Vasant Kunj, New Delhi.
4. ED – Chief HR Services, Mumbai Regional Office, ONGC (W.O.U.), NBP Green Heights, BKC, Mumbai.
5. GGM (HR) – In Charge HR-ER, ONGC Mumbai Regional Office, NBP Green Heights, BKC, Mumbai.
6. GM (HR) – In-Charge (IR), ONGC (W.O.U.), NBP Green Heights, Mumbai.
7. GM (HR) – In-Charge (Estate), ONGC (W.O.U.), NBP Green Heights, Mumbai.
8. GM (HR) – In Charge Panvel Administration, Panvel.
9. President – Petroleum Employees Union, Tel Rasayan Bhavan, Dadar(E), Mumbai.