

PETROLEUM EMPLOYEES UNION

Founder : **RAJA KULKARNI**
President : **K. H. DASTOOR**

(Regd. No. 1657)

AFFILIATED TO NFPW & INTUC.

Phone : 2418 17 42

E-mail : peumumbai@yahoo.co.in

Website : www.petroleumemployeesunion.com



Date: 05.09.2026

SINCE : 1954

To,
Director (Technology & Field Services) &
Additional Charge of Director (Production)
Oil and Natural Gas Corporation Limited (ONGC)
PDDU Bhavan, New Delhi – 110070.

Subject: Reminder request for Provision of Controlled Internet, Social Media sites and YouTube Access during Off-Duty Hours for Offshore Employees further aggravated by the present 21-Day Offshore Duty Pattern.

Reference: PEU Representation dated 16.03.2026 regarding digital access and Social Media accessibility for employees working in Mumbai Offshore.

Respected Sir / Madam,

The Petroleum Employees Union, the recognised union representing the employees working in the Mumbai Offshore & W.O.U., once again places before the Management the issue of restricted personal internet and digital access at offshore installations & Rigs, which has now assumed greater importance and urgency in view of the present 21-day offshore duty pattern.

The Union had earlier submitted a detailed representation dated 16.03.2026 requesting a secure, technically controlled and policy-compliant mechanism for providing personal digital connectivity to offshore employees. The proposal specifically contemplated a separate and isolated personal mobile network, physically and logically segregated from ONGC's operational network, use of approved non-camera devices and access strictly during off-duty hours.

However, the matter continues to remain unresolved.

1. 21-Day Offshore Duty Has Significantly Increased the Hardship :

The present arrangement of **21 days ON offshore duty** has substantially increased the period for which employees remain away from their families and normal social environment.

Offshore employees are already required to work in a highly demanding and isolated environment. Extending the offshore stay to 21 days makes the availability of reasonable personal communication and digital connectivity even more important for their **mental well-being, family communication, personal development and morale.**

A restriction which may have been perceived as manageable during a shorter offshore rotation becomes considerably more taxing when an employee is required to remain offshore continuously for three weeks or more.

4

TEL - RASAYAN BHAVAN, Tilak Road, Dadar (E.), Mumbai - 400 014.

The Union therefore submits that the issue of personal digital connectivity must now be examined in the context of the **changed duty pattern and increased duration of offshore deployment**.

2. Access to Social Media and YouTube During Off-Duty Hours :

The Union's demand is **not for unrestricted access to ONGC's official IT network or operational systems**.

The demand is for a **separate, secure and controlled personal connectivity mechanism** through which employees can access legitimate digital services during their personal/off-duty hours, including:

- **WhatsApp/Telegram/Snap Chat and other messaging platforms** for communication with family members;
- **Social Media platforms;**
- **YouTube and other legitimate video/content platforms;**
- Online educational and professional learning resources;
- Digital newspapers and current-affairs content;
- Health, wellness and awareness-related information;
- Online banking and other essential personal services; and
- Other legitimate internet-based personal activities during off-duty hours.

It is important to emphasize that **access to such facilities during personal time cannot be equated with access to ONGC's operational network**.

3. Security Concerns Can Be Addressed Through Technical Segregation :

The Union fully appreciates the importance of ONGC's cybersecurity requirements, protection of sensitive operational information and restrictions concerning cameras and recording devices.

At the same time, the existence of cybersecurity concerns should not result in a blanket denial of all personal digital connectivity to employees working offshore.

Thus, **security and employee welfare need not be treated as mutually exclusive objectives**.

4. Principle of Parity with Base Locations :

At ONGC's base offices, employees are able to use personal mobile networks alongside the official IT infrastructure. The earlier representation had highlighted that a dual-network environment can coexist without compromising official network security.

4

The Union therefore seeks **parity in principle**, suitably adapted to the special security requirements of offshore installations.

Offshore employees should not be placed at a complete disadvantage merely because the nature of their work requires them to remain at offshore installations for extended periods.

5. Family Communication and Emergency Situations :

The restriction also creates genuine difficulties in maintaining regular communication with family members.

During emergencies involving parents, spouses, children or other family members, employees should have a reliable means of communication rather than depending exclusively upon inconsistent offshore communication facilities.

The earlier representation had already highlighted difficulties relating to **family emergencies, call connectivity, waiting periods and call drops**, as well as the impact of restricted connectivity on personal development and access to online education.

With the offshore duty period now extending to **21 days**, these difficulties are inevitably more pronounced.

6. Impact on Employee Morale and Well-Being :

Offshore work is inherently different from employment at a land-based office. Employees spend extended periods away from their families and remain within a restricted operational environment.

During their **personal/off-duty hours**, reasonable access to legitimate digital content, social interaction and family communication provides an important avenue for relaxation, recreation and maintaining social connections.

The Union is therefore of the firm view that **controlled internet access should be viewed as an employee-welfare measure, rather than merely as a technology-related facility.**

In view of the above, the Union once again proposes that ONGC may constitute a **joint technical/management/employee representative mechanism** involving HR, IT/Infocom, Security and representatives of the recognised Unions to examine and implement a suitable model.

Such an arrangement would address both **ONGC's legitimate cybersecurity concerns and the genuine welfare requirements of offshore employees.**

Unions Request :

In view of the prolonged pendency of this issue and the additional hardship caused by the present **21-day offshore duty pattern**, we request your **urgent intervention and necessary directions** to the concerned departments for:

1. **Immediate review of the existing restrictions on personal internet connectivity offshore;**

4

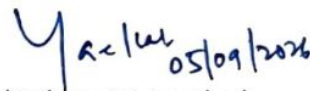
2. Permitting access to Social Media, YouTube, messaging and other legitimate internet services during designated off-duty hours.
3. Time-bound implementation of the approved mechanism across the Mumbai Offshore installations & Rigs.

The Union once again reiterates that this is not a demand for relaxation of cybersecurity protocols or unrestricted access to ONGC's network. It is a reasonable demand for a secure, controlled and policy-compliant personal communication facility during employees' off-duty hours, particularly when employees are now required to remain offshore for 21 continuous days.

We therefore request your **personal and urgent intervention** so that a practical solution is arrived at without any further delay.

Thanking you in anticipation,

Yours faithfully,


(Vaibhav M. Lavekar)
General Secretary

Copy to:

1. ED - EO to Chairman & CEO, PDDU Bhavan, New Delhi.
2. Director (HR), ONGC, PDDU Bhavan, New Delhi.
3. ED & OSD (P), 8th Floor Vasudhara Bhavan, Bandra (E), Mumbai.
4. ED-President, Western Offshore, ONGC, Vasudhara Bhavan, Mumbai.
5. ED - Chief Corporate Drilling Services, 8th Floor, 11 High, Mumbai.
6. GGM -Asset Managers, MH Asset / B&S & N&H Asset.
7. ED – Chief ER, ONGC, PDDU Bhavan, New Delhi.
8. ED-Chief HR Services, Regional Office, ONGC, Mumbai. NBPGH, Mumbai.
9. ED-CIO, ONGC, PDDU Bhavan New Delhi.
10. GGM - Head HR/ER, ONGC, WOU, Mumbai.
11. Head Infocom, ONGC Mumbai, NBP Green Heights, Mumbai.
12. GM (HR)- Head FMG & I/C IR, ONGC Regional Office, Mumbai.

PETROLEUM EMPLOYEES UNION

Founder : **RAJA KULKARNI**
President : **K. H. DASTOOR**

(Regd. No. 1657)
AFFILIATED TO NFPW & INTUC.

Phone : 2418 17 42

E-mail : peumumbai@yahoo.co.in

Website : www.petroleumemployeesunion.com



SINCE : 1954

To,

Date: 16.03.2026

The Chairman & CEO
Oil and Natural Gas Corporation Limited (ONGC)
PDDU Bhavan,
New Delhi,

Sub: Representation regarding digital access and Social media accessibility for Employees working in Mumbai Offshore.

Respected Sir,

The Petroleum Employees Union, representing offshore workers of ONGC, respectfully submits this comprehensive representation regarding internet access restrictions, communication limitations, and the urgent need for a secure and uniform digital access framework at offshore installations. This submission is made with full respect for ONGC's cybersecurity architecture, operational discipline, and safety mandates. The Union's objective is to seek a technically sound, policy-compliant, and equitable framework that balances data protection with employee welfare and morale.

I. Security Parity and Policy Consistency

- * **Current Measures:** ONGC has implemented stringent "Zero-Smartphone" and digital isolation measures offshore to protect sensitive operational data.
- * **Need for Uniformity:** Policy consistency requires uniform standards across all ONGC work environments.
- * **Base Office Comparison:** At base offices, employees utilize a dual-network structure: a secure official IT network and independent personal mobile networks.
- * **Operational Integrity:** Personal mobile connectivity at base locations coexists without compromising cybersecurity. Messaging and social platforms remain accessible in those environments.

* Disparity Concerns: Offshore employees face significantly stricter prohibitions, creating an unequal experience and raising concerns regarding uniform digital governance.

II. Practical Challenges Faced by Offshore Workers

* Financial & Essential Services: During rotations, workers cannot access banking, insurance renewals, statutory payments, or investment platforms, impacting family financial stability.

* Psychological Strain: 12-hour shifts in high-risk conditions, combined with a lack of reliable connectivity, intensifies emotional strain and isolation.

* Family Emergencies: Members face difficulties communicating during critical family life events and emergencies.

* Call Connectivity: Offshore installations suffer from inconsistent connectivity, long waiting periods, and frequent call drops.

* Personal Development: Restrictions prevent access to online education, certification programs, and health awareness content during personal off-duty hours.

III. Need for Uniform Digital Governance

* Past data-related concerns highlight the necessity for a transparent, robust digital framework applicable uniformly across all ONGC domains.

* Disproportionate restrictions limited only to offshore installations do not address broader governance consistency.

IV. Proposed Secure and Policy-Compliant Framework

The Union proposes replicating the personal network model previously implemented on select offshore assets. The proposed steps include:

* Deployment: A secure and isolated personal mobile network across offshore installations.

* Separation: Complete physical and logical separation from ONGC operational networks.

* Device Control: Restriction to approved non-camera personal devices only.

* No Connectivity: Absolute prohibition of connectivity between personal networks and official ONGC laptops or systems.

* Time Restrictions: Access permitted strictly during off-duty hours.

* Monitoring: Technical monitoring, bandwidth regulation, and range control by ONGC authorities.

Expected Benefits:

- * Preserve cybersecurity integrity.
- * Reduce congestion and improve stability of official communication/operational networks.
- * Enhance worker morale, mental well-being, and institutional parity.

V. Principle of Parity

This is a demand for parity, not privilege. If secure dual-network systems function at base offices, offshore workers deserve a comparable, controlled framework for their essential communication needs during personal time.

Conclusion

The Union believes this framework offers a balanced, secure solution that protects ONGC's data while addressing legitimate welfare concerns. We respectfully request a formal review and phased implementation of this framework.

Thanking you,

Yours faithfully,

 16.03.26

(Sandeep B. Revandkar.)
General Secretary

Copy To,

1. Director-HR, ONGC, PDDU Bhavan, New Delhi.
2. ED-President, Western Offshore, ONGC, Vasudhara Bhavan, Mumbai.
3. ED-Chief Security, ONGC, New Delhi.
4. ED-CIO, ONGC, New Delhi.
5. ED- Asset Managers MH Asset/ B&S Asset/ N&H Asset.
6. ED-Chief HR Services ,WOU,ONGC,NBPGH,Mumbai.
7. CGM, Head HR/ER, ONGC, WOU, Mumbai.
8. Head Infocom, ONGC, NBPGH, Mumbai.
9. GM(HR),-IR,ONGC,WOU,Mumbai.