

**6th Triennial Conference of Petroleum and Gas Workers
Federation of India
9th & 10th May 2026, Mumbai**

Resolution

**Employment, Manpower Policy and Protection of Workmen in
Central Public Sector Oil Industry**

The 6th Triennial Conference of the Petroleum and Gas Workers Federation of India, held at Mumbai on 9th and 10th May 2026, after detailed deliberations on the condition of employment and manpower policies in Public Sector Oil Companies, expresses serious concern over the dangerous trend of reducing permanent workmen strength while continuously expanding production capacity, profits and operational scale.

The Conference notes that during the period from 2014-15 to 2024-25, all major Public Sector Oil Companies including Indian Oil Corporation Limited (IOC), Hindustan Petroleum Corporation Limited (HPCL), Bharat Petroleum Corporation Limited (BPCL), Oil India Limited (OIL) and Oil and Natural Gas Corporation Limited (ONGC) have achieved remarkable growth in turnover, refinery throughput, market sales, value addition and profits.

The Conference further observes that while the total number of employees has drastically reduced, the proportion of executives has steadily increased. Recruitment of workmen has almost stopped in many units and establishments. Instead of recruiting technical and operational workmen, managements are increasingly adopting a policy of executive-only recruitment.

This Conference strongly opposes the present trend of converting workmen posts into officer category posts without any substantial change in the nature of duties, responsibilities or financial benefits.

The Conference particularly notes the recent development in Hindustan Petroleum Corporation Limited Visakh Refinery, where an agreement was signed leading to the promotion of nearly all workmen into officer categories. However, the actual nature of the job remains substantially unchanged while workload, flexibility demands and managerial control have increased significantly.

The Conference notes with concern that newly created grades such as EO, E and E1 are being introduced with lower entry-level salary structures.



Earlier, officers were recruited mainly in E2 grade with starting basic pay around ₹60,000. Now officer-category recruitment is taking place in lower grades with starting basic pay around ₹30,000.

Employees designated as officers are denied overtime wages even when compelled to work beyond 8 hours.

Such redesignation provides managements greater flexibility while reducing statutory and negotiated protections available to workmen.

Permanent manpower is continuously reduced while permanent and core nature jobs are increasingly outsourced.

This policy weakens collective bargaining, increases job insecurity and undermines the long-term strength of Public Sector Undertakings.

Comparative Growth of PSUs (2014-15 to 2024-25)

Company	Turnover / Revenue Growth	PBT Growth	Production / Sales Growth	Employee Trend
IOC	₹4.50 lakh Cr → ₹8.63 lakh Cr	₹7,995 Cr → ₹17,063 Cr	Product Sales 76.51 → 100.29 MMTPA	32,962 → 29,870
HPCL	₹2.17 lakh Cr → ₹4.66 lakh Cr	₹4,154 Cr → ₹9,621 Cr	Market Sales 31.95 → 49.82 MMTPA	10,634 → 8,049
BPCL	₹2.53 lakh Cr → ₹5.00 lakh Cr	₹7,690 Cr → ₹29,030 Cr	Market Sales 36.65 → 52.40 MMTPA	12,750 → 8,777
Oil India	₹11,019 Cr → ₹23,987 Cr	₹3,728 Cr → ₹7,850 Cr	Gas Production Increased	7,845 → 6,412
ONGC	₹1.37 lakh Cr income	₹46,759 Cr	Crude 20.82 MMTPA & Gas 20.190 BCM	Workmen reduced & executive share increased

Employment Pattern Concerns

Company	Employees 2014-15	Employees 2024-25
IOC	32,962	29,870
HPCL	10,634	8,049
BPCL	12,750	8,777
Oil India	7,845	6,412
ONGC	25,319	Approx. 21,000

Company	Executives 2014-15	Executives 2024-25
IOC	15,404	18,900
HPCL	5,396	6,009
BPCL	5,584	6,201
Oil India	1,435	1,854
ONGC	14,931	Increasing trend

Therefore, this Conference Resolves:

- To strongly oppose the continuous reduction of permanent workmen strength in Central Public Sector Oil and Gas Companies.
- To demand immediate large-scale recruitment of workmen in operations, maintenance, production, marketing and allied activities.
- To oppose the conversion of workmen categories into officer categories merely for administrative convenience and denial of statutory protections.
- To demand equal pay, proper grade structure and adequate compensation for all promoted employees performing supervisory or executive-designated functions.
- To ensure that employees working beyond 8 hours are fairly compensated irrespective of designation.
- To oppose the introduction of lower officer grades with reduced salary structures aimed at cheapening labour costs.
- To demand strict regulation and reduction of outsourcing in permanent and perennial nature jobs.
- To protect collective bargaining rights, union representation and statutory safeguards of workmen.
- To urge the Government of India and PSU Managements to strengthen permanent employment instead of promoting contractualisation and manpower reduction.
- To launch united organisational and industrial struggles against anti-worker manpower restructuring policies in the petroleum sector.

The Conference calls upon all affiliated unions and workers across the petroleum and natural gas sector to unite and resist policies that weaken permanent employment, dilute labour rights and increase exploitation in the name of restructuring and efficiency.

Strong Public Sector Requires Strong Permanent Workforce

Growth Without Employment is Anti-Worker Development

Defend Workmen Rights – Defend Public Sector