

EQUAL OPPORTUNITY POLICY OF OIL INDIA LIMITED – 2025

1.0 Preamble:

Oil India Limited recognizes the value of diverse workforce. Oil India Limited is committed to provide equal opportunities in employment and creating an inclusive workplace and work culture in which all employees are treated equally with respect and dignity.

2.0 Policy:

This Equal Opportunity Policy is in accordance with the provisions of "The Rights of Persons with Disabilities Act, 2016" hereinafter referred as the Act and "The Rights of People with Disabilities Rules, 2017", hereinafter referred as the Rules. It is the policy of Oil India Limited (hereinafter referred as the "Company") to provide equal employment opportunities, without any discrimination on the grounds of disability, caste, tribe, race, region, religion, marital status, beliefs, colour or sex. The Company strives to maintain a work environment that is free from any discrimination based on above considerations.

This Equal Opportunity Policy will be consistently applied throughout the period of employment.

3.0 Scope:

- (a) The Equal Opportunity Policy covers all Persons with benchmark Disabilities (as defined in "The Rights of Persons with Disabilities Act, 2016) and shall be applicable to all classes and categories of workforce irrespective of their terms and conditions of engagement.
- (b) Applicability of the Policy for Employment aspirants is restricted to the provisions up to pre recruitment, unless specifically stated otherwise.
- (c) The policy would also cover those employees who may acquire disability during the course of their employment with the company.

4.0 Policy Statement:

In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and "The Rights of People with Disabilities Rules, 2017", it is the OIL's Policy to ensure that the work environment is free from any discrimination against Persons with benchmark disabilities. Further, OIL will take all actions to ensure that a conducive environment is provided to Persons with disabilities to perform their roles, responsibilities and excel in the same.

Further, in line with the provisions in the Act and the Rules, OIL has implemented the following policy provisions in order to promote inclusive growth of Persons with Disabilities in OIL.

4.1 Facilities and Amenities provided to the Persons with Disabilities –

(a) Physical Infrastructure:

Oil India Limited aims to ensure that the physical infrastructure (buildings, furniture, facilities, and services like drinking water, toilet, parking, accessible workstation, appropriate sitting arrangements, waiting rooms etc. in the building/campus) adheres to the accessibility standards as prescribed by the Government of India from time to time. The Company shall provide reasonable accommodation and appropriate barrier free access to office buildings and conducive environment to Employees with Disability.

(b) Digital Infrastructure -

Oil India Limited, to the extent possible, ensure that all documents, communication and information technology systems adhere to the accessibility standards. Oil India Limited will ensure that as far as possible accessible technologies are procured.

Oil India Limited will ensure that Information Technology interventions such as SAP, OIL websites, OIL Reports, DISHA, OIL Webmail, local Intranets and all other portals of OIL are in accessible formats.

(c) Mandatory Observance of Accessibility Norms:

Wheelchair Ramps for Persons with Disability (PwD) are made available in all major office buildings and also action has been initiated for construction/installation of Lifts in existing Multi-storeyed office Buildings at FHQ, Duliajan to make the office buildings accessible to Persons with Disabilities by providing a barrier free environment.

All future buildings plan shall adhere to the rules formulated by the Central Government under Section 40 of the Rights of Persons with Disabilities Act, 2016.

(d) Travelling Assistance in respect of Attendant/Escort for accompanying an Employee with Disabilities on travel during Tour/Training:

- i. Oil India Limited will allow Travelling Assistance (Journey Fare only) in respect of the Attendant/Escort for accompanying an employee with disabilities during travel while on tour/training. The mode and class of the Attendant/Escort will be same as per the eligibility of employee.

- ii. The facility of Travelling Assistance for the Attendant/Escort would only be admissible to those Employees with Disabilities wherein it is certified jointly by the HOD of the employee and HOD (Medical Services) in FHQ or Authorized Medical Attendant (AMA) of the Project/Sphere that such a person compulsorily requires assistance of another person for travel.
- iii. Travelling Assistance (Journey Fare only) for the Attendant/Escort would be admissible to the employee with disabilities while on tour/training (domestic or foreign). However, the authority deputing such employee on tour/training has to record in writing that tour/training is considered necessary for the discharge of duties, or such training is mandatory training for career progression of the employee with disabilities.
- iv. No other assistance except Travelling Assistance (Journey Fare only) would be admissible to the Attendant/Escort at the same rate as the employee with disabilities is entitled to under the extant Travelling Assistance Rules. However, in case of travel by any of the modes of conveyance by road, as prescribed under the Travelling Assistance rules, no separate travelling assistance would be admissible to the employee with disabilities, in respect of Attendant/Escort, except where the travel is by public bus. Difference if any on account of travel in higher class/mode in respect of attendant/escort, will be borne by the employee concerned.
- v. When the accommodation is hired for lodging of the employee as well as his attendant/escort, the actual accommodation charges as per entitlement of the employee may be reimbursed to him in full, without making any proportionate reduction, subject to the ceiling limits in force from time to time. However, it would be obligatory on part of employee concerned to submit the hotel bills(s) clearly indicating the name of the attendant/escort who has shared the accommodation with him/her.
- vi. No claim of travelling assistance to the Attendant/Escort of the employee with Disabilities would be admissible for training at Headquarter station.

4.2 List of Posts Identified suitable for Persons with Disabilities (PwBDs) in the establishment:

List of posts identified for recruitment of Persons with Benchmark Disabilities in Oil India Limited is attached as Annexure-I. The

identification of suitable posts and reservation for Persons with Disabilities shall be carried out as per the Government of India directives issued from time to time.

4.3 Manner of Selection of Persons with Disabilities for various posts:

Vacancies earmarked for PwBD mentioning the category of disability will be clearly indicated in Recruitment advertisement. Relaxations in age, other qualifying criteria and selection criteria shall be provided in line with Govt. guidelines issued from time to time.

Oil India Limited shall adopt a transparent selection process based on merit and without any bias against the disabilities of the prospective candidates as per the provisions of OIL recruitment rules. Candidates with the necessary disability certificate issued by the Competent Authority in accordance with the Rules under the Act shall be considered for appointment in the Company.

All vacancy advertisements will include an appropriate short statement on equal opportunities for persons with benchmark disabilities. Oil India Limited shall facilitate ease of taking examination/test to candidates with disabilities by providing barrier free environment at test center/interview center; allowed compensatory time and shall provide scribes, wherever admissible; etc., as may be applicable.

4.4 Promotions:

Oil India Limited shall ensure due career progression for PwDs and evaluate their performance in a manner that is sensitive to the barriers faced by them. Oil India Limited has instituted necessary policies and procedures for ensuring equal opportunities and preventing discrimination against Employees with Disabilities in matters of promotion as per the relevant Orders/Directives issued by the Government of India from time to time. Furthermore, Oil India Limited ensures adherence to the procedures laid down regarding reservations in promotion for Persons with Benchmark Disabilities as per the relevant Orders/Directives of the Government of India issued from time to time in this regard.

4.5 Post-Recruitment and Pre-Promotion Training facility:

Oil India Limited shall impart post-recruitment induction training and pre-promotion job specific inclusive training programs to Employees with Benchmark Disabilities along with other employees.

Oil India Limited shall, to the extent possible, provide course materials meant for training in accessible formats. The requests for reasonable accommodation such as accessible training venue, accessible materials, scribe etc. shall be favorably considered to the extent possible.

Employees with Disability shall be placed with experienced employees for a reasonable period on resuming responsibility of a post so as to enable them to pick up skills required to perform the job and also the adaptations that may be required in individual cases.

4.6 Preference in Transfer and Posting:

Oil India Limited shall consider, to the extent possible, the transfer requests or preferred place of posting of Employees with Benchmark Disabilities and those employees who are care givers of disability dependent family members, so as to optimally utilize their services.

The above provisions shall however be subject to the mode/nature/terms and conditions of the engagement of the individual and administrative feasibility.

4.7 Special Leave, preference in allotment of residential accommodation if any and other facilities:

The following provisions of Leave Rules in respect of Employees with Benchmark Disabilities will be applicable in Oil India Limited:

(a) Special Casual Leave:

Type of Leave	Maximum Number of Days (Extent of Leave Admissible)	Purpose/Requirement (Nature of Contingency)
Special Casual Leave	10 days in a calendar year	For the Employees with Disabilities for participating in the Conferences/Seminars/Trainings/Workshops related to Disability and Development related programmes organized by Central Government and State/UT Governments; Central and State/UT Government Institutions/Agencies; International Institutions/Agencies, etc. as specified by Ministry of Social Justice & Empowerment subject to exigencies of work. Note: Special Casual Leave will be allowed to be combined with regular leave as a special case.
Special Casual Leave	4 days in a calendar year	For the Employees with Disabilities for specific requirements relating to the disability of the Employee

(b) Child Care Leave:

There is no age limit in case of disabled child having a benchmark disability of minimum 40% for a female employee or single male employee to avail Child Care Leave.

(c) Preference in Allotment of Residential Accommodation:

Oil India Limited shall provide special consideration for allotment of suitable accommodation for Employees with Disabilities based on medical authority's recommendations, wherever company accommodation is provided in OIL colonies, with the approval of Competent Authority.

Wherever required, modification in bathroom, toilet, gates etc. shall be carried out in allotted accommodation to address the needs of disabled employee, subject to accessibility guidelines.

4.8 Provisions for Assistive Devices and Barrier-Free Accessibility:

(a) Assistive Devices:

Oil India Limited shall, on priority, make necessary arrangements for providing assistive devices for Employees with Disabilities such as hearing-aids, artificial appliances for physical impairment, computer hardwares and softwares for visual impairments and any other devices required for any nature of notified disabilities.

Oil India Limited shall carry out review exercise every three years to check the availability or need for introduction of enhanced /upgraded versions of such devices/softwares, etc.

(b) Barrier-free Accessibility:

i. Physical Infrastructure -

Oil India Limited aims to ensure that our physical infrastructure (buildings, furniture, facilities and services in the building/campus) adheres to the accessibility standards as prescribed by the Government of India from time to time. To the extent possible, all existing OIL buildings shall be made accessible to PwBD. All future establishments shall incorporate accessibility provisions such as ramps, grab bars, wider doorways, tactile paths, accessible parking, accessible toilets, braille symbols and auditory signals in elevators etc.

Oil India Limited will, to the extent possible, provide suitable facilities and amenities to persons with benchmark disabilities for the effective discharge of their functions. Appropriate furniture, computers and other hardware etc. in accordance with their requirement shall be provided to persons with benchmark disabilities to improve their optimum efficiency.

Oil India Limited will, to the extent possible, make all Company events and meetings inclusive by ensuring that these are conducted at accessible venues.

On official travel/tour, conscientious efforts would be made for Employees with Benchmark Disabilities for being provided accessible guest houses/hotels.

ii. Digital Infrastructure -

Oil India Limited, to the extent possible, ensure that all documents, communication and information technology systems adhere to the accessibility standards. Oil India Limited will ensure that as far as possible accessible technologies are procured.

Oil India Limited will ensure that Information Technology interventions such as SAP, OIL websites, OIL Reports, DISHA, OIL Webmail, local Intranets and all other portals of OIL are in accessible formats.

iii. Sports, Adventure and Recreation:

Oil India Limited shall provide equal opportunities for participation in Sports and recreational activities for its Employees with Benchmark Disabilities in the form of conducting Para Games at different levels. Oil India Limited shall encourage its Employees with Benchmark Disabilities to participate in competitive sports at domestic and international level through Sports Department. Oil India Limited shall promote adventure activities for Employees with Disabilities and support their participation for inclusive programmes.

iv. Discrimination Free Work Environment:

Oil India Limited will ensure that the work environment is free from any discrimination against persons with benchmark disabilities and that no opportunity is denied to persons with disabilities only on the ground of disability.

4.9 Appointment of Liaison Officer by the Establishment:

Liaison Officers appointed to look after welfare and all matters related to SCs/STs, also function as Liaison Officers for persons with benchmark disabilities and shall ensure compliance of guidelines/instructions issued for Persons with benchmark Disabilities by Govt. of India, from time to time.

The Liaison Officer will be responsible for taking initiative and providing requisite support needed to realize the goals of an inclusive and accessible workplace.

The Liaison Officer shall maintain records of Persons with Benchmark Disabilities in their respective work centres and submit returns as per the Act read with the Rules.

The contact details of Liaison Officer shall be displayed on intranet and notice boards at workplace for its easy access to all the stake holders.

Oil India Limited will make arrangements for training the Liaison Officer on matters related to disability.

4.10 Grievance Redressal Officer:

A Grievance Redressal Officer is nominated in compliance with the provisions of the Act. Any person aggrieved has the right to file a complaint concerning any discrimination with the Grievance Redressal Officer. Any policy violation i.e., when any person with

benchmark disability is discriminated against or denied access to any Company facility available to them, will be construed as a grievance.

The Grievance Redressal Officer, so appointed, would receive and redress the grievances of persons with benchmark disabilities within a reasonable time frame. However, every complaint will have to be enquired within two weeks of its registration. The Grievance Redressal Officer shall investigate the complaint and shall take up the matter with establishment for corrective action.

The Grievance Redressal Officer will maintain a register of complaints in the manner as prescribed under the Rules as per format.

On investigation, if the employee against whom the complaint has been made is found guilty of discriminatory behaviour, she/he will be subjected to action as per provisions of OIL CDA Rules/Modified Standing Orders. However, the process of training and counselling would help sensitise all concerned towards PwBD personnel.

5.0 Maintenance of Records of Persons with Disabilities:

Oil India Limited shall maintain records of Persons with Disabilities containing the following particulars:

- a). The number of Persons with Disabilities who are employed and the date from when they are employed;
- b). The name, gender and address of Persons with Disabilities;
- c). The nature of disability of such persons;
- d). The nature of work being rendered by such employed Persons with Disabilities; and
- e) The kind of facilities being provided to such Persons with Disabilities.

6.0 Sensitization and Awareness:

Oil India Limited shall conduct awareness and sensitization training programmes for all employees periodically.

7.0 Communication of Policy:

This Policy will be available to all employees via the company website, OIL Reports, Intranet sites and normal communication channels within the business. The Policy shall be included in the welcome kit provided to the new joiners/inductees. All recruitment literature and employment advertisements will indicate that OIL is an Equal Opportunity Employer.

- 8.0** Director (HR) shall be the Competent Authority to make necessary amendments/modifications if required in any of the provisions in this policy from time to time.

List of post identified suitable for Persons with Disabilities in Oil India Limited

Sl. No.	Designation	Discipline	Group	Disabilities to be considered			
				(a)	(b)	(c)	(d) & (e)
1	Jr. Support Staff	All	C	LV	HH	OA, OL, OAL, CP, LC, Dw, AAV	ASD (M, MoD), ID, SLD, MI, MD involving (a) to (d)
2	Jr. Office Assistant	All	C	LV	HH	OA, BL, OL, OAL, CP, LC, Dw, AAV, MDy	ASD (M), SLD, MI, MD involving (a) to (d)
3	Nurse	Medical	C	LV		OL, CP, LC, Dw, AAV	SLD, MI, MD involving (a), (c) & (d)
4	Pharmacist	Medical	C		HH	OL, CP, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
5	Paramedical Technician (Dietetics)	Medical	C	LV	HH	OA, OL, CP, LC, Dw, AAV	ASD (M), ID, SLD, MI, MD involving (a) to (d)
6	Jr. Paramedical Technician (Radiography)	Medical	C	LV	HH	OL, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (a) to (d)
7	Jr. Paramedical Technician (Dialysis)	Medical	C		HH	OL, Dw, AAV	ASD (M), SLD, MI MD involving (b) to (d)
8	Jr. Paramedical Technician (Pathology)	Medical	C		HH	OL, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
9	Jr. Paramedical Technician (OT)	Medical	C	LV	HH	OL, CP, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (a) to (d)
10	Jr. Paramedical Technician (Emergency & First Aid)	Medical	C	LV	HH	OL, Dw, AAV	ID, SLD, MI, MD involving (a) to (d)
11	Jr. Paramedical Technician (ICU)	Medical	C		HH	OA, OL, CP, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
12	Jr. Paramedical Technician (Public Health)	Medical	C	LV	HH	OA, OL, CP, LC, Dw, AAV	ASD (M), SLD, MD involving (a) to (d)
13	Nursing Tutor	Medical	C	LV		OL, CP, LC, Dw, AAV	SLD, MI, MD involving (a) (c) & (d)
14	Security Guard	Security	C	LV	HH	OA, OL, CP, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (a) to (d)
15	Sub-Inspector (Security)	Security	C	LV	HH	OA, OL, CP, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (a) to (d)
16	Jr. Lab Assistant (School)	School	C	LV	HH	OL, Dw, AAV	ASD (M), SLD, MI, MD involving (a) to (d)
17	Graduate Teacher	School	C	LV	HH	OA, BL, OL, OAL, CP, LC, Dw, AAV	SLD, MI, MD involving (a) to (d)
18	Post Graduate Teacher	School	C	LV	HH	OA, BL, OL, OAL, CP, LC, Dw, AAV	SLD, MI, MD involving (a) to (d)
19	Librarian	School	C		HH	OA, BL, OL, OAL, CP, LC, Dw, AAV, MDy	ASD (M), ID, SLD, MI, MD involving (b) to (d)
20	Senior Assistant-I (Accounts)	F&A	C	LV	HH	OA, BL, OL, OAL, CP, LC, Dw, AAV	ASD (M, MoD), SLD, MI, MD involving (a) to (d)
21	Senior Assistant-I (Hindi Translator)	PA	C	LV	HH	OA, BL, OL, CP, LC, Dw, AAV, MDy	ASD (M), SLD, MI, MD involving (a) to (d)
22	Senior Assistant-I (Assamese Translator)	PA	C	LV	HH	OA, BL, OL, CP, LC, Dw, AAV, MDy	ASD (M), SLD, MI, MD involving (a) to (d)
23	Junior Engineer Electrical	Electrical	C		HH	OL, Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (c)
24	Technician Electrical	Electrical	C		HH	OAL, Dw	MD involving (b) to (c)
25	Jr. Engineer (IT)/System Engineer	IT	C		HH	OL, LC, Dw, AAV	
26	Jr. Technician (IT)/ Support Engineer	IT	C		HH	LC, Dw, AAV	
27	Junior Engineer Instrumentation	Instrumentation	C		HH	OL, Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
28	Instrumentation Technician	Instrumentation	C		HH	OL, Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
29	Junior Mechanical Engineer	FE	C	LV	HH	OA, Dw, AAV, LC	MD involving (a) to (c)
30	Technician	FE	C	LV	HH	OL, OA, Dw, AAV, LC	MD involving (a) to (c)
31	Junior Engineer Civil	Civil	C	LV	HH	OA, LC, Dw, AAV	MD involving (a) to (c)
32	Technician Civil	Civil	C	LV	HH	OA, LC, Dw, AAV	MD involving (a) to (c)
33	Junior Engineer (Telecom)	Telecom	C		HH	OA, OL, Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
34	Assistant Technician (Electronics/Telecom)	Telecom	C		HH	OL, OA, Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
35	Associate Engineer-Logistics (Operations)	Logistics	C		HH	Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
36	Associate Engineer-Logistics (Maintenance)	Logistics	C		HH	Dw, AAV, LC (LC)	ASD (M), SLD (SLD), MD involving (b) to (d)
37	Technician- Logistics (Maintenance)	Logistics	C		HH	Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
38	Technician-Logistics (Operations)	Logistics	C		HH	Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
39	Operator –Logistics (Operations)	Logistics	C		HH	Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
40	Jr. Technician-1, (Production)	Production	C	LV	HH	OA, OL, DW, AAV	ASD(M), SLD, MD involving (a) to (d)
41	Jr. Engineer-1, (Production)	Production	C		HH	OA, OL, DW, AAV	ASD(M), SLD, MD involving (b) to (d)
42	Jr Technician-1, (Drilling)	Drilling	C			OA, OL, DW, AAV	

List of post identified suitable for Persons with Disabilities in Oil India Limited

Sl. No.	Designation	Discipline	Group	Disabilities to be considered			
				(a)	(b)	(c)	(d) & (e)
43	Jr. Engineer-1, (Drilling)	Drilling	C		HH	OA, OL, DW, AAV	
44	Jr. Technician-1, (Chemical)-10+2(PCM)	Chemical	C		HH	OA, OL, OAL, Dw, AAV	SLD, MI, MD involving (a) to (d)
45	Jr. Support Staff	Chemical	C		HH	OA, OL, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
46	Jr. Technician-1, (CMT)- Electrician	CMT	C		HH	OA, OL, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
47	Jr. Technician-1, (CMT)- Fitter	CMT	C	LV	HH	OA, OL, OAL, CP, LC, Dw, AAV	ASD (M), ID, SLD, MI, MD involving (a) to (d)
48	Jr. Technician-1, (CMT)- Mechanic Diesel	CMT	C	LV	HH	OA, OL, OAL, CP, Dw, AAV	ASD (M, MoD), SLD, MI, MD involving (a) to (d)
49	Jr. Technician-1, (G&R)- 10+2(PCM)	G&R	C	LV	HH	OA, OL, OAL, Dw, AAV	SLD, MI, MD involving (a) to (d)
50	Technical Assistant-1, (G&R)- B.Sc. Geology/Geoinformatics) or BA (Geography)	G&R	C		HH	OA, OL, OAL, CP, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
51	Jr. Technician-1, (Geophysics)- Electrician	Geophysics	C		HH	OA, OL, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
52	Jr. Technician-1, (LPG)- Electrician	LPG	C		HH	OA, OL, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
53	Jr. Technician-1, (LPG)- Fitter	LPG	C	LV	HH	OA, OL, OAL, CP, LC, Dw, AAV	ASD (M), ID, SLD, MI, MD involving (a) to (d)
54	Jr. Technician-1, (LPG)- Electronics Mechanic	LPG	C	LV	HH	OA, OL, OAL, CP, LC, Dw, AAV	ASD (M, MoD), ID, SLD, MI, MD involving (a) to (d)
55	Jr. Technician-1, (LPG)- Machinist	LPG	C	LV	HH	OL, CP, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (a) to (d)
56	Jr. Engineer-1, LPG- Chemical	LPG	C		HH	OA, OL, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
57	Jr. Engineer-1, LPG- Mechanical Engineering	LPG	C	LV	HH	OA, OL, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (a) to (d)
58	Jr. Technician-1, (Materials)- Electrician	Materials	C		HH	OA, OL, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
59	Jr. Technician-1, (Materials)- Fitter	Materials	C	LV	HH	OA, OL, OAL, CP, LC, Dw, AAV	ASD (M), ID, SLD, MI, MD involving (a) to (d)
60	Jr. Technician-1, (Materials)- Instrument Mechanic	Materials	C		HH	OL, CP, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
61	Jr. Technician-1, (OGPL&P)- Fitter	OGPL&P	C	LV	HH	OA, OL, OAL, CP, LC, Dw, AAV	ASD (M), ID, SLD, MI, MD involving (a) to (d)
62	Jr. Technician-1, (OGPL&P)- Welder	OGPL&P	C		HH	OL, Dw, AAV	ASD (M), SLD, MI, MD involving (a) to (c)
63	Jr. Engineer-1, OGPL&P- Mechanical Engineering	OGPL&P	C	LV	HH	OA, OL, LC, Dw, AAV	ASD (M), SLD, MI, MD involving (b) to (d)
64	Jr Technician-1, (Store keeper/Store Supervisor)	Materials	C		HH	OA, Dw, AAV	
65	Jr. Technical Assistant-I	Chemical	C			Dw, AAV	
66	Technical Assistant-I	Chemical	C			Dw, AAV	
67	Sr. Engineer Production	Production	A		HH	OA, OL, AAV, Dw	MD involving (b) & (c)
68	Production Engineer	Production	B		HH	OA, OL, AAV, Dw	MD involving (b) & (c)
69	Sr. Engineer Production (Planning, Budgeting,	Production	A		HH	OA, OL, OAL, Dw, AAV	ASD (M), SLD, MD involving (b), (c) & (d)
70	Production Engineer (Planning, Budgeting, Contracts)	Production	B		HH	OA, OL, OAL, Dw, AAV	ASD (M), SLD, MD involving (b), (c) & (d)
71	Electrical Engineer	Electrical	B		HH	OL, Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
72	Sr. Electrical Engineer	Electrical	A		HH	OL, Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
73	Engineer (Computer Science/IT/EC)	IT	B		HH	OL, BL, CP, LC, Dw, AAV	MD involving (b) & (c)
74	Sr Engineer (Computer Science/IT/EC)	IT	A		HH	OL, BL, CP, LC, Dw, AAV	MD involving (b) & (c)
75	Engineer Instrumentation/Telecom	TTI&FC	B		HH	OL, LC, Dw, AAV	ASD (M), SLD, MD involving (b) to (d)
76	Senior Engineer Instrumentation / Telecom	TTI&FC	A		HH	OL, LC, Dw, AAV	ASD (M), SLD, MD involving (b) to (d)
77	Senior Mechanical Engineer – FE	FE	A		HH	OA, LC, Dw, AAV	MD involving (b) to (c)
78	Mechanical Engineer – FE	FE	B		HH	OA, LC, Dw, AAV	MD involving (b) to (c)
79	Sr. Engineer Civil	Civil	A	LV	HH	OA, LC, Dw, AAV	MD involving (a) to (c)
80	Engineer Civil	Civil	B	LV	HH	OA, LC, Dw, AAV	MD involving (a) to (c)

List of post identified suitable for Persons with Disabilities in Oil India Limited

Sl. No.	Designation	Discipline	Group	Disabilities to be considered			
				(a)	(b)	(c)	(d) & (e)
81	Senior Engineer Field Communication	TTI&FC	A			OA, OL, CP, LC, Dw, AAV	SLD, MD involving (c) to (d)
82	Engineer Field Communication	TTI&FC	B			OA, OL, CP, LC, Dw, AAV	SLD, MD involving (c) to (d)
83	Engineer-Logistics	Logistics	B		HH	OA, OL, Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
84	Sr. Engineer – Logistics	Logistics	A		HH	OA, OL, Dw, AAV, LC	ASD (M), SLD, MD involving (b) to (d)
85	Superintending Engineer (ERP)/Manager (ERP)	ERP	A		HH	OL, BL, CP, LC, Dw, AAV	MD involving (b) to (c)
86	Senior Officer (HR)	HR	A	LV	HH	OA, BL, OL, OAL, CP, Dw, AAV, MDy	ASD, SLD, MI, MD involving (a) to (d)
87	Officer (HR)	HR	B	LV	HH	OA, BL, OL, OAL, CP, Dw, AAV, MDy	ASD, SLD, MI, MD involving (a) to (d)
88	Senior Officer (Public Affairs)	PA	A	LV		OA, OL, LC, Dw, AAV	SLD, MD involving (a), (c) & (d)
89	Officer (Public Affairs)	PA	B	LV		OA, OL, LC, Dw, AAV	SLD, MD involving (a), (c) & (d)
90	Company Secretary	Company	A	LV	HH	OA, OL, BL, OAL, CP, LC, Dw, AAV, MDy	MD involving (a) to (c)
91	Senior Medical Officer	Medical	A			OA, OL, OAL, Dw	
92	Supt. Medical Officer	Medical	A			OL, Dw	
93	Senior Officer (Land/Legal)	Legal	A	LV	HH	OL, OA, OAL, LC, Dw, AAV	SLD, MD involving (a) to (d)
94	Officer (Land/Legal)	Legal	B	LV	HH	OL, OA, OAL, LC, Dw, AAV	SLD, MD involving (a) to (d)
95	Security Officer	Security	B			OA, CP, LC, Dw, AAV	SLD, MD involving (c) & (d)
96	Senior Officer (Security)	Security	A			OA, CP, LC, Dw, AAV	SLD, MD involving (c) & (d)
97	Senior Internal Auditor	Audit	A	LV	HH	OA, OL, CP, LC, Dw, AAV, MDy	MD involving involving (a) to (c)
98	Internal Auditor	Audit	B	LV	HH	OA, OL, CP, LC, Dw, AAV, MDy	MD involving involving (a) to (c)
99	Accounts Officer	F&A	B	LV	HH	OA, OL, BL, CP, LC, Dw, AAV, MDy	ASD (M), MD involving involving (a) to (d)
100	Senior Accounts Officer	F&A	A	LV	HH	OA, OL, BL, CP, LC, Dw, AAV, MDy	MD involving involving (a) to (c)
101	Superintendent-cum-Principal (Nursing School)	Nursing School	A	LV	HH	OA, BA, OL, CP, LC, Dw, AAV	SLD, MI, MD involving (a) to (d)
102	Principal	School	A	LV	HH	BA, OL, LC, Dw, AAV	SLD, MI, MD involving (a) to (d)
103	Manager (ERP-HR)	ERP	A		HH	OL, BL, CP, LC, Dw, AAV	MD involving (b) to (c)
104	Senior Officer (Land)	Land	A	LV	HH	OL, OA, OAL, CP, LC, Dw, AAV	SLD, MI, MD involving (a) to (d)
105	Confidential Secretary	Secretarial	B	LV	HH	OA, OL, BL, OAL, CP, LC, Dw, AAV	ASD, SLD, MI, MD involving (a) to (d)
106	Asstt Hindi Officer	Hindi	B	LV	HH	OA, OL, BL, OAL, CP, LC, Dw, AAV, MDy	SLD, MI, MD Involving (a) to (d)
107	Physiotherapist	Medical	B	LV	HH	OA, OL, OAL, LC, Dw, AAV	SLD, MD Involving (a) to (d)
108	Vice-Principal	School	B	LV	HH	OA, OL, BL, CP, LC, Dw, AAV	SLD, MI, MD involving (a) to (d)
109	Vice-Principal (Nursing School)	Nursing School	B	LV	HH	OA, OL, BL, CP, LC, Dw, AAV	SLD, MI, MD involving (a) to (d)
110	Sr. Engineer (Mechanical)- Drilling	Drilling	A		HH	OA, OL, DW, AAV	