

THE MINISTER OF STATE IN THE MINISTRY OF DEFENCE (SHRI M.M. PALLAM RAJU): (a)
Yes, Sir.

(b) and (c) The Government measures the effectiveness of Human Resource Development Programmes in Public Sector Shipyards through the mechanism of a dynamic parameter in the Memorandum of Understanding (MoU) signed every year between the Public Sector Shipyards and the concerned administrative departments i.e. Department of Defence Production in case of Garden Reach Shipbuilders & Engineers (GRSE), Kolkata, Mazagon Dock Limited (MDL), Mumbai and Goa Shipyard Limited (GSL), Goa and the Department of Shipping in case of Cochin Shipyard Limited (CSL), Kochi and Hindustan Shipyard Limited (HSL), Visakhapatnam and Hooghly Dock and Port Engineering Limited, Kolkata.

Effectiveness of Human Resource Development in Defence Dockyards is measured by the following factors:-

- (i) Number of personnel trained in professional and soft skill courses;
- (ii) Welfare measure initiated and completed;
- (iii) Number of grievances settled;
- (iv) Employees counselling;
- (v) Reduction in Court and disciplinary cases;
- (vi) Competency building;
- (vii) Enhancing commitment and increase in training on task;
- (viii) Job rotation;
- (ix) Quality circles and employee participation in increasing productivity.

(d) The percentage of the budget expenditure spent for training and other Human Resource Development efforts during the year 2008-2009 is CSL-1%; HSL-0.12%; Hooghly Dock and Port Engineering Limited-negligible; GRSE-0.06%; MDL-1.3%; GSL-0.54%.

For the Defence Dockyards it is 1.5% of salary budget.

Establishment of Defence University

1993. SHRI T.K. RANGARAJAN: Will the Minister of DEFENCE be pleased to state:

- (a) the current status of the establishment of Defence University;
- (b) where it is likely to be located; and
- (c) the budgetary allocation for the university?

THE MINISTER OF DEFENCE (SHRI A.K. ANTONY): (a) to (c) The proposal for setting up Indian National Defence University (INDU) is currently under consideration.