

Outsourcing of functions of HR

3883. SHRI KAMALAKHTAR:
SHRIMATI SYEDAANWARA TAIMUR:
SHRI VIJAY J. DARDA:

Will the PRIME MINISTER be pleased to state:

(a) whether Government are aware that a strategically more focused Human Resource seems to be emerging as large companies are outsourcing non-essential and administrative functions of HR and collaborating with consultants to bring domain knowledge and expertise to the table; and

(b) if so, whether his Ministry is thinking of adopting such a strategic methodology, in selected areas of Government Offices/Establishment, with a view to streamline deployment of huge number of Government Personnel so that it becomes more cost-effective and time effective?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRI SURESH PACHOURI):

(a) and (b) The Ministries/Departments in the Government of India are free to engage outside consultants on substantive matters handled by them. Further, under the General Financial Rules, 2005, a Ministry/Department may outsource certain services in the interest of economy and efficiency.

Number of SC/ST officers

3884. SHRI BHAGIRATHI MAJHI: Will the PRIME MINISTER be pleased to state:

(a) the total number of posts of Secretary, Additional Secretary, Joint Secretary and Director in Government of India;

(b) the number of Scheduled Castes/Tribe officers presently working on the above posts and their percentage;

(c) whether the percentage of SC/ST officers on these posts is as per their percentage in their respective cadres;

(d) if not, the reasons therefor; and

(e) what steps Government propose to take to promote SC/ST officers as per their percentage in their cadres and by what time?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRI SURESH PACHOURI):

(a) The number of officers presently working as Secretary, Additional Secretary, Joint Secretary and Director, in the Government of India, is as given below:

Secretary	76
Additional Secretary	57
Joint Secretary	227
Director	468

(b) The number of SC/ST officers on the above posts and their percentage is as under:

	SC	%	ST	%
Secretary	2	2.63	2	2.63
Additional Secretary	7	12.28	5	8.77
Joint Secretary	25	11.01	11	4.85
Director	56	11.97	19	4.06

(c) and (d) Officers on the above posts, are appointed on deputation basis from various cadres, the percentage of SC/ST officers in various cadres will be different.

(e) The posts of Secretary, Additional Secretary and Joint Secretary in the Ministries/Departments are not promotion posts, with the exception of posts in the Ministry of External Affairs etc. where the posts of these designations are cadre posts. Under the Central Staffing Scheme, the posts of Secretary, Additional Secretary and Joint Secretary in other Ministries/Departments are mostly filled by appointment of officers, borrowed from various cadres including the State cadres, who are empanelled to hold such posts. Also, the posts of Director (excluding the posts which are in the cadre of Central Secretariat Service) are filled under Central Staffing Scheme by borrowing officers from various cadres.

There is no provision of reservation for SCs/STs in these posts. However, at the time of empanelment, every effort is made to empanel officers belonging to the SCs/STs if necessary by adopting liberal yardsticks/benchmarks as compared to officers from the "General" category.

Implementation of reservation for SC/ST/OBCs

3885. SHRI S.P.M. SYED KHAN: Will the PRIME MINISTER be pleased to state:

(a) whether implementation of the reservations to OBC/SC/STs in the Central Government offices is not fully compliant;

(b) the details of reservation given to OBC/SC/STs since 1994 according to the reservation policy, year-wise;

(c) whether any higher level Monitoring Mechanism is in existence to monitor the implementation of reservation to OBC/SC/STs; and

(d) if so, the details thereof?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRI SURESH PACHOURI):

(a) Policy of reservation for SCs, STs & OBCs in services under the Government of India is being followed as per instructions issued by the Department of Personnel & Training from time to time.

(b) Reservation to SCs, STs and OBCs in services under the Central Government is being provided at the rate of 15%, 7.5% and 27% respectively in case of direct recruitment on all India basis by open competition since 1993. In case of direct recruitment on all India basis otherwise than by open competition, reservation to these categories is available at the rate of 16.66%, 7.5% and 25.84% respectively. In case of direct recruitment to Group 'C' and 'D' posts which normally attract candidates from a locality or a region, while percentage of reservation of SCs and STs is generally fixed in proportion to the population of SCs and STs in the respective States/UTs for OBCs it is fixed keeping in view the proportion of their population in the concerned State/UT and that total reservation for SCs/STs/OBCs remains within the limit of 50% and reservation for OBCs remains within the limit of 27%.