

**Induction of external experts at DS/Director level**

\*142. SHRI MANAS RANJAN BHUNIA: Will the PRIME MINISTER be pleased to state:

(a) whether Government is planning to recruit and depute external experts at the Deputy Secretary and Director level;

(b) if so, the details thereof; and

(c) the number of posts out of the total sanctioned posts which are proposed to be filled up through this process?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (DR. JITENDRA SINGH): (a) to (c) A Statement is laid on the table of the House.

***Statement***

(a) to (c) Yes, Sir. Government has, from time to time, appointed some prominent persons for specific assignments in government, keeping in view their specialized knowledge and expertise in the domain area. NITI Aayog, in its three year Action Agenda, and the Sectoral Group of Secretaries (SGoS) on Governance, in its report submitted in February, 2017, have recommended for induction of personnel in the middle and senior management level in the Government with the twin objectives of bringing in fresh talent as well as augment the availability of manpower. Based on this, it has been decided, in principle, to appoint outside experts to 40 positions at Deputy Secretary/Director level.

SHRI MANAS RANJAN BHUNIA: Sir, I am grateful that I got the opportunity to place my supplementary question, through you. The hon. Prime Minister is also present in the House. I would like to ask as to what prompted the Government, with the advice of the NITI Aayog, as per the Report published in 2017, to think about avoiding the present expertise of service personnel who exist in the service panel. Why are they being deprived by bringing the experts from outside, who have no knowledge of Administration in the Government sector? What are the reasons?

DR. JITENDRA SINGH: Sir, through you, I will take just one minute to allay the apprehensions, if any, on the part of the hon. Member and the House. The limited twin objective of the lateral entry process is: (a) to bring in the best of the talent from whichever source available, and (b) to augment the availability of the personnel.

I would slightly disagree that it is not this Government which has brought in this concept. We have only streamlined the process. Lateral entry in the Government of India has existed for decades together, and one of the most illustrious lateral entries was none less than the former Prime Minister, Dr. Manmohan Singh, who was appointed the Chief Economic Advisor way back in 1972, and then the Secretary in the Finance Ministry in 1976. If hon. Chairman permits, I can go on with the list. Sir, Shri Montek Singh Ahluwalia was appointed as Economic Adviser, in the year 1979. Shri Vijay L. Kelkar was appointed as Finance Secretary, in the year 1998, and then he was appointed as Secretary in the Ministry of Petroleum and Natural Gas, in the year 1994. Shri Bimal Jalan was appointed as Finance Secretary, in the year 1991. Dr. Shankar Acharya was appointed as Chief Economic Advisor, in the year 1993. Shri Rakesh Mohan was appointed as Deputy Governor of Reserve Bank of India, in the year 2002 and later he was appointed as Secretary in the Department of Economic Affairs, in the year 2004, and then he was appointed as Chief Economic Advisor, in the year 2005. Shri Arvind Virmani, was appointed as Chief Economic Advisor in the Ministry of Finance, in the year 2007. Shri Ram Vinay Shahi was appointed as Secretary in the Ministry of Power, in the year 2002.

**श्री सभापति:** आपको काफी नाम दिए मंत्री जी ने।

DR. JITENDRA SINGH: Sir, the list is very long. I am trying to say that this is something which had already persisted and with due regard to the decisions taken by the earlier Governments, I think, it was done with best of the intentions. Now, this has to be further streamlined because we gain by experience and also learn to improve with the passage of time. Sir, now the process is being conducted through Union Public Service Commission and there the criteria and the eligibility parameters are not compromised. Sir, it is not being started just to accommodate somebody. For example, we have recently advertised for ten posts of Joint Secretary, for which we got more than 6000 applications and only nine, out of ten vacancies have been successfully filled by the UPSC till now. So, you can see the high degree of scrutiny there. It takes into consideration the age criteria, the number of years of professional work and professional experience of the candidates which has to be almost at par with those personnel who are already working with the Government service through the normal channel of civil services.

SHRI MANAS RANJAN BHUNIA: Sir, my second supplementary, through you, to the hon. Minister is that I understand that he mentioned about Dr. Manmohan Singh, Shri Montek Singh Ahluwalia, but the country knows that they are the persons of that stature.

MR. CHAIRMAN: What is your question? This is not a question.

SHRI MANAS RANJAN BHUNIA: Sir, I will ask the question. Sir, he mentioned the names, so I am also mentioning the names.

MR. CHAIRMAN: No, he has to mention. But you have to ask the question.

SHRI MANAS RANJAN BHUNIA: Sir, I am coming to my question.

MR. CHAIRMAN: Please come.

SHRI MANAS RANJAN BHUNIA: Sir, I am coming to the question. I know how to put a question. Sir, the Minister has given the answer that they are going to recruit personnel for forty positions at the level of Deputy Secretary and Director. Will the hon. Minister be pleased to state that this new recruitment will not affect the promotional prospects of the existing officers in the cadre?

DR. JITENDRA SINGH: Sir, the question is very well taken and I think this is an opportunity through the question of the hon. Member to reassure everybody that there will be no detrimental or adverse effect on the promotional prospects of those who are already in service. If you go through the chronology, you will see that we are already deficit at the level of Director and Deputy Secretary. Sir, there was a sudden dip, particularly between the years 1995 and 2000, because of sudden litigations, etc. So, that is why, I said the augmentation of availability also is going to be our advantage. We are already short of the officers at this level and with that intention, Sir, we are now going ahead to advertise forty posts at the level of Deputy Secretary and Director.

SHRI D. RAJA: Sir, the question is about the lateral recruitment at the level of Deputy Secretary and Director. There is a concern in the country that this lateral recruitment is against the policy of the country, *i.e.*, the policy of reservation and it will stop the promotion or the moving forward of SCs, STs and OBCs.

MR. CHAIRMAN: No, you have to ask the question.

SHRI D. RAJA: Sir, I am asking question. He was reading out all the names, I am asking what kind of fresh talent this lateral recruitment will bring. What is the augmentation of manpower?

DR. JITENDRA SINGH: Hon. Member's question is two-fold. As far as reservation is concerned, among the names I read out earlier also, there was no reservation followed and there is a sound reason behind that. The reason is that these are called single cadre appointments. For example, if you have one vacancy in a certain Ministry, you make an appointment, then, the principle of reservation does not apply there. It has already been scrutinized through all means. In the present Government, the lateral entry appointments prominently have been just about six or seven at the higher level whereas earlier it was more than 20—I did not go through the entire list of the earlier appointments—and they have followed in good faith a criterion. This is single post cadre in each Ministry and it is cited in the advertisement itself, for which Ministry, for which post.

Secondly, as I said, the scrutiny and parameters being followed are almost same and very strict. So, there is no compromise on the merit. On the contrary, in a number of situations, we would be able to supplement with a better merit available, depending on the requirements of a particular assignment or the nature of job. Particularly, these days, we have a number of flagship programmes, which require expertise of a different order, of a different level. One such example is our flagship programme, Ayushman Bharat. So, I think, it is in good faith and it is going to deliver dividends.

**श्री राम चन्द्र प्रसाद सिंह:** माननीय सभापति महोदय, मेरा इसमें बहुत specific सवाल है कि जो experts बाहर से आएंगे, जब उन्हें system के बारे में जानकारी नहीं होगी, तो उनके aptitude change और उन्हें सरकार के system की पूरी जानकारी देने के लिए क्या आपने उनके लिए कोई training module बनाया है?

**डा. जितेन्द्र सिंह:** सभापति महोदय, आम तौर पर चयन के समय इस बात का ध्यान रखा जाएगा कि उनका क्या profile और background है। मैं यदि विस्तार में जाऊंगा, तो यह जानकारी बहुत ज्यादा समय ले लगी, इसलिए मैं विस्तार में नहीं जा रहा हूँ। मैं सिर्फ इतना बताना चाहता हूँ कि Joint Secretary की post के लिए जब हम किसी भी उम्मीदवार का चयन करते हैं, तो यह ध्यान में रखते हैं कि वे जिस कार्य को पहले करते रहे हैं या जिस भी जिम्मेदारी को निभाते रहे हैं, उसमें उनका कम-से-कम 15 वर्षों का अनुभव हो। उसका स्वरूप और nature लगभग वैसा ही हो, जहां वह काम करने आ रहा है। वह उसे value addition करने के लिए आ रहा है। इसलिए उसे professionally बहुत ज्यादा सिखाने या समझाने की आवश्यकता नहीं होगी। जहां तक प्रशासन के दूसरे पहलुओं का संबंध है, उस संबंध में, मैं कहना चाहता हूँ कि समय-समय पर उसके लिए हमारे यहां reorientation programmes और training programmes, DoPT के माध्यम से चलते रहते हैं। जो हमारे regular Officers हैं, उनके लिए ये प्रोग्राम्स हम समय-समय पर चलाते रहते हैं, क्योंकि समय बीतने के साथ-साथ तकाज़े, requirements और capacity building की आवश्यकता होती है।

**डा. अनिल अग्रवाल:** सभापति महोदय, क्या माननीय मंत्री जी यह बताने का कष्ट करेंगे कि कितने विभागों में external experts को प्रशासनिक पदों पर भरने की प्रक्रिया चल रही है?

**डा. जितेन्द्र सिंह:** सभापति महोदय, अभी तक Joint Secretaries की नियुक्तियों के लिए एक प्रक्रिया प्रारम्भ की थी। उसे लेकर जिन 10 पदों का advertisement, UPSC की ओर से दिया गया था, उनमें से नौ का चयन हो चुका है। जैसा मैंने कहा था कि इन पदों के लिए 6,000 से ज्यादा अर्ज़ियां आई थीं। Director के पदों पर भर्ती करनी अभी बाकी है। यह अलग-अलग मंत्रालयों में requirement के मुताबिक है। जैसे UPSC का advertisement होता है, वैसे इन पदों को विज्ञापित नहीं किया जाता है। यह तो as and when requirement base पर होता है। जब कहीं से requirement आती है, वैसे ही हम इनकी भर्ती करते हैं। इसलिए मैंने पहले भी कहा है कि single cadre post के तौर पर इसका इश्तहार दिया जाता है।

#### **Out of School children**

\*143. SHRI SHAMSHER SINGH DULLO: Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

- (a) the number of children within the age group of 6 to 14 years who were out of school during the last three years, State-wise;
- (b) the number of such children who were drop-outs, State-wise; and
- (c) the number of such children belonging to SC/ST and minority communities during that period, State-wise?

THE MINISTER OF HUMAN RESOURCE DEVELOPMENT (SHRI RAMESH POKHRIYAL 'NISHANK'): (a) to (c) A Statement is laid on the Table of the House.

#### **Statement**

(a) and (b) Ministry of Human Resource Development conducts periodic independent surveys to estimate Out of School children. These surveys were conducted in the years 2005, 2009 and 2014. According to 2014 survey, there were a total of 20.41 crore children in the age group of 6-13 years in the country out of which, an estimated 60.64 lakhs (2.97%) were out of school. As per All India survey 2014, the State and UT wise details of Out of School children which include estimated number of children who never enrolled, dropped out and enrolled but never attended is given in Annexure-I (See below).

(c) The State-wise Out of School children belonging to Scheduled Caste/ Scheduled Tribe and Minority Communities is given in Annexure-II.