

GOVERNMENT OF INDIA
MINISTRY OF HEAVY INDUSTRIES AND PUBLIC ENTERPRISES
DEPARTMENT OF HEAVY INDUSTRY

RAJYA SABHA
UNSTARRED QUESTION NO. 981
TO BE ANSWERED ON. 26.07.2018

Manpower need assessment of Ministry

981. DR. VINAY P. SAHASRABUDDHE:

Will the Minister of HEAVY INDUSTRIES AND PUBLIC ENTERPRISES be pleased to state:

- (a) whether the Ministry with all its Departments and also public sector organisations under it, has conducted any manpower need assessment for its own functioning and administration and if so, the details thereof and if not, the reasons therefor; and
- (b) whether, before recruiting new personnel for various positions under the Ministry and allied organisations, option for re-skilling and re-deploying existing human resources that may be underutilised, is explored as a matter of practice?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF HEAVY INDUSTRIES AND PUBLIC ENTERPRISES (SHRI BABUL SUPRIYO)

(a) & (b): So far as the Departments under the Ministry of Heavy Industries & Public Enterprises are concerned, no such manpower need assessment has been conducted as full authorization of the staff requirements of this Ministry are unmet and therefore, the concerned Government agencies such as D/o Personnel & Training (DoPT) etc., are requested time to time to fulfill the requirements of officers and staff of this Ministry. These officers and staff have to undergo a number of trainings throughout their service as per the norms of Government of India.

However, so far as the Central Public Sector Enterprises (CPSEs) under the Department of Heavy Industry (DHI) are concerned, they have reported that manpower need assessment has been conducted by them internally or by outside professional agencies taking into account their various processes / functions and business areas. These CPSEs give emphasis on re-skilling and providing to learn enhance skills of existing manpower, before recruiting new personnel for various positions.
