

GOVERNMENT OF INDIA
MINISTRY OF HOUSING AND URBAN AFFAIRS
RAJYA SABHA
UNSTARRED QUESTION NO. 3087
TO BE ANSWERED ON MARCH 22, 2018
MANPOWER NEED ASSESSMENT

No. 3087 DR. VINAY P. SAHASRABUDDHE:

Will the Minister of HOUSING AND URBAN AFFAIRS be pleased to state:

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

ANSWER

**THE MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY
OF HOUSING & URBAN AFFAIRS
(SHRI HARDEEP SINGH PURI)**

- (a) Yes sir, manpower need assessments have been conducted from time to time in the Organisations under the Ministry. Details thereof are attached as Annexure.
- (b) Option of re-skilling and re-deploying is as per the service rules governing the concerned category of employees.

**ANNEXURE TO REPLY TO THE RAJYA SABHA UNSTARRED QUESTION
NO.3087 FOR 22 MARCH, 2018 ON MANPOWER NEED ASSESSMENT**

Name of Organisation	Details of Manpower Assessment
Ministry	As per directions of Dept. of Personnel & Training (DoP&T), assessment of additional requirement of Central Secretariat Service (CSS) and Central Secretariat Stenographers Service (CSSS) officers was conducted in the Ministry in 2017-18. As a result, demand of additional 76 CSS Officers and 27 CSSS Officers in various grades was placed with DoP&T in January 2018 and October 2017 respectively.
Land and Development Office (L&DO)	Staff Inspection Unit of Ministry of Finance has conducted the work measurement study of L&DO in the month of Dec 2017.
Government of India Stationery Office (GISO)	Two committees namely “Internal Works Study Unit (IWSU)” and “Functional necessity of GISO and Optimization of Staff members” had conducted manpower need assessment on 27.09.2001 and 11.06.2010 respectively
Department of Publication	A study for staff requirement was conducted by Staff Inspection Unit of Ministry of Finance, Department of Expenditure in 2003.
National Institute of Urban Affairs (NIUA)	Manpower assessment for NIUA’s regular work (functioning & administration) was done during 1987. A further review was conducted by the Staff Inspection Unit, Ministry of Finance during 2004
Delhi Development Authority(DDA)	DDA is in process of assessing its manpower need and functioning of administration on the basis of study conducted by National Productivity Council (NPC).
National Capital Region Transport Corporation Limited (NCRTC)	NCRTC has done a manpower need assessment for its functioning and administration. At present around 136 persons are working in various capacities in the corporation. Around 140 max persons will be required for the three corridors over next two years.
NBCC (India) Ltd.	A comprehensive strategic Man Power Planning from 2017-18 to 2021-2022 has been made at NBCC for next five years taking into consideration the pace at which the company is growing, current work load, need of additional manpower due to exits through retirement/resignation etc.
Delhi Metro Rail Corporation Limited	Assessment was conducted in January 2018 and recruitment drives for 1984 no. of posts (including special recruitment drive) have been launched.