

**GOVERNMENT OF INDIA
MINISTRY OF SOCIAL JUSTICE & EMPOWERMENT
RAJYA SABHA**

**UNSTARRED QUESTION NO. 3153
TO BE ANSWERED ON 22.03.2018**

MANPOWER NEED ASSESSMENT

3153. DR. VINAY P. SAHASRABUDDHE:

Will the Minister of SOCIAL JUSTICE AND EMPOWERMENT 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 and if so, when and 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 of re-skilling and re-deploying existing human resources that may be under-utilised, is explored as a matter of practice?

ANSWER

**MINISTER OF STATE FOR SOCIAL JUSTICE AND EMPOWERMENT
(SHRI KRISHAN PAL GURJAR)**

(a) The Ministry of Social Justice and Empowerment comprises the Department of Social Justice and Empowerment and the Department of Empowerment of Persons with Disabilities. Manpower assessment in the Departments is carried out by the Ministry of Finance whenever proposals for additional manpower are considered for new schemes and projects etc. There are five Public Sector Enterprises under the administrative control of the two Departments viz. (i) National Scheduled Castes Finance and Development Corporation (NSFDC) (ii) National Backward Classes Finance and Development Corporation (NBCFDC) (iii) National Safai Karamcharis Finance and Development Corporation (NSKFDC) (iv) National Handicapped Finance and Development Corporation (NHFDC) and (v) Artificial Limbs Manufacturing Corporation of India (ALIMCO). These Public Sector Enterprises have carried out manpower assessment and organizational restructuring whenever called for, with reference to the operational requirements of the organizations.

(b) So far as the two Departments are concerned, whenever new vacancies under General Central Services are filled, initial requisition is made to the Surplus Cell of the Department of Personnel & Training (DoP&T) as well as the Directorate of Ex-Servicemen Welfare for redeployment of existing manpower. Manpower rendered surplus from other Departments are also redeployed against vacancies in the Department. As regards the Public Sector Enterprises mentioned above, professional training, re-skilling / up-skilling is provided to the employees as a matter of routine.
