

GOVERNMENT OF INDIA
MINISTRY OF DEFENCE
DEPARTMENT OF DEFENCE PRODUCTION
LOK SABHA
UNSTARRED QUESTION NO. 1711
TO BE ANSWERED ON 16th December, 2022

STAFF STRENGTH OF HINDUSTAN AERONAUTICS LIMITED

1711.SHRI BHOLANATH (B.P. SAROJ):

Will the Minister of DEFENCE be pleased to state:

- (a) the total staff strength of Hindustan Aeronautics Limited (HAL), category-wise including SC/ST;
- (b) whether a large number of officers have left their jobs during the last few years;
- (c) if so, the details thereof;
- (d) whether the HAL has taken any steps to recall the officers who left their jobs during the recent years;
- (e) if so, the details thereof; and
- (f) the steps being taken to further improve the performance of the HAL?

A N S W E R

MINISTER OF STATE
IN THE MINISTRY OF DEFENCE

(SHRI AJAY BHATT)

- (a): The category wise number of employees (including SC/STs) in HAL as on 31.10.2022 are SC-4404, ST-1806, OBC-6843 and General 11734.
- (b) & (c): The number of Officers who resigned/left their jobs in HAL during the last three years 2019-20, 2020-21 and 2021-22 are 60, 39, 51 respectively.
- (d) & (e): No, Sir. The reasons for the Officer's attrition in HAL are career growth, pursuing higher studies and other personal reasons.
- (f): HAL has, inter-alia, taken following measures to retain the talent and improve the performance of the Company:-
 - (i) During the year 2020-21, HAL has introduced the sponsorship scheme for pursuing online M.Tech Programme at IIT Madras (20 Officers every year).
 - (ii) During the year 2021-22, HAL Sabbatical Scheme was introduced by the Company which provides an opportunity to the Executives to avail leave in the form of Sabbatical upto a period of 2 years, for pursuing various personal interests and meeting family related obligations.
 - (iii) Sponsorship for higher studies, Leadership Development Programme, Performance linked Pay and Merit Based Promotions etc. are also being provided to improve the performance of the Company.
