

**GOVERNMENT OF INDIA
COMMUNICATIONS AND INFORMATION TECHNOLOGY
LOK SABHA**

UNSTARRED QUESTION NO:4800
ANSWERED ON:28.04.2008
CHECK ON BRAIN DRAIN IN C- DOT
Gaikwad Shri Eknath Mahadeo

Will the Minister of COMMUNICATIONS AND INFORMATION TECHNOLOGY be pleased to state:

- (a) the reasons on which all appointments including scientists and engineers are made on contract basis in the Centre for Development of Telematics (C-Dot);
- (b) whether due to contract basis system, the brain-drain is regularly prevailing in this organization;
- (c) if so, the details thereof;
- (d) the number and percentage of expertise leaving this organization during the last three years, as on date; and
- (e) the steps taken/being taken by the Government to prevent the brain-drain from this organization?

Answer

THE MINISTER OF STATE IN THE MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (SHRI JYOTIRADITYA M. SCINDIA)

- (a) Sir, C-DOT was set up as an autonomous R & D project organization on 25th August 1984, when all appointments were made on contract basis. This practice has been followed ever since.
- (b) & (c) Sir, even though appointments are made on contract basis, the contracts are normally reviewed and renewed regularly. However some employees leave the organization for personal reasons, including disparity in compensation level at C-DOT vis-À-vis private Telecom & IT industry.
- (d) Sir, the details are given below.

YEAR	NUMBER OF EMPLOYEES LEFT	EMPLOYEE TURNOVER (%age left)
2005-06	166	18.8%
2006-07	148	18.8%
2007-08	83	11.2%

- (e) Sir, the following steps are taken by the Government to contain the turnover of employees.
 - (i) Merit based grade-promotions.
 - (ii) Responsibility promotions.
 - (iii) Award policy.
 - (iv) Benefits like books & journals allowance, membership of professional bodies.