

ESTIMATES COMMITTEE (1977=78)

(SIXTH LOK SABHA)

FIRST REPORT

DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS

[Action taken by Government on the recommendations contained in the Eighty-eighth Report of the Estimates Committee (Fifth Lok Sabha) on the Department of Personnel and Administrative Reforms—Deputation of Indian Experts and Officers abroad.]

Presented to Lok Sabha on, **23 DEC 1977**



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(1977-78)

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STUDY GROUP 'G'
ESTIMATES COMMITTEE (1977-78)

1. Shri Satyendra Narayan Sinha—*Chairman*
2. Shri Mukhtiar Singh Malik—*Convener*
3. Smt. Mrinal Gore
4. Shri Krishan Kant
5. Shri Mohd. Shafi Qureshi
6. Shri Annasaheb P. Shinde
7. Shri K. P. Unnikrishnan.

INTRODUCTION

I, the Chairman of the Estimates Committee having been authorised by the Committee to submit the Report on their behalf, present this First Report on action taken by Government on the recommendations contained in the Eighty-eighth Report of the Estimates Committee (Fifth Lok Sabha) on the Department of Personnel & Administrative Reforms—Deputation of Indian Experts and officers abroad.

2. The Eighty-eighth Report was presented to Lok Sabha on 2 February, 1976. Government furnished their replies indicating action taken on the recommendations contained in that report on 31 August, 1976. Further information called for by the Committee (1976-77) was furnished by Government during 30 September and 6 December, 1976. The replies were examined by the Study Group 'G' of Estimates Committee (1977-78) at their sitting held on 28 October, 1977. The draft report was adopted by the Estimates Committee (1977-78) on 30 November, 1977.

3. The Report has been divided into the following Chapters—

I. Report.

II. Recommendations which have been accepted by Government

III. Recommendations which the Committee do not desire to pursue in view of the Government's replies.

IV. Recommendations in respect of which replies of Government have not been accepted by the Committee.

V. Recommendations in respect of which final replies of Government are still awaited.

4. An analysis of the action taken by Government on the recommendations contained in the 88th Report of the Estimates Committee (Fifth Lok Sabha) is given in Appendix V. It would be observed therefrom that out of 29 recommendations made in the Report, 22 recommendations i.e. 76 per cent have been accepted by

Government and the Committee do not desire to pursue 3 recommendations *i.e.* 10.5 per cent in view of Government's replies. Replies of Government have not been accepted by the Committee in respect of 1 recommendation *i.e.* 3 per cent. Final replies of Government in respect of 3 recommendations *i.e.* 10.5 per cent are still awaited.

5. The Committee place on record their appreciation of the commendable work done by the Action Taken Study Group of Estimates Committee (1976-77) in obtaining additional information on the points arising from the Government's replies.

NEW DELHI;

December 13, 1977

Agrahayana 15, 1899 (Saka)

SATYENDRA NARAYAN SINHA,

Chairman,

Estimates Committee.

CHAPTER I

REPORT

This Report of the Estimates Committee deals with the action taken by Government on the recommendations contained in their Eighty-eighth Report (Fifth Lok Sabha) on the Cabinet Secretariat (Department of Personnel and Administrative Reforms)—Deputation of Indian Experts and Officers abroad—which was presented to Lok Sabha on 2 February, 1976.

2. Action taken notes have been received from Government in respect of all the 29 recommendations contained in the Report.

3. The Action taken notes on the recommendations of the Committee have been categorised as follows:—

(i) Recommendations/Observations that have been accepted by Government.

Sl. Nos. 1 to 12, 14, 16, 17, 18, 21, 22, 25, 26, 27 & 29.

(Total 22)—Chapter II

(ii) Recommendations/Observations which the Committee do not desire to pursue in view of Government's replies.

Sl. Nos. 13, 20 and 24.

(Total 3)—Chapter III

(iii) Recommendations/Observations in respect of which Government's replies have not been accepted by the Committee.

Sl. No. 19

(Total 1)—Chapter IV

(iv) Recommendations/Observations in respect of which final replies of Government are still awaited.

Sl. Nos. 15, 23 and 28.

(Total 3)—Chapter V

4. The Committee will now deal with the action taken by Government on some of their recommendations.

*Period of Deputation of Indian Experts and Officers abroad.***Recommendation Sl. No. 19 (Paragraphs 3.12 & 3.13)**

5. The Estimates Committee (1975-76) had noted that Indian experts and officers were being deputed abroad normally for a period of three years and extensions beyond this period of three years were granted by the administrative Ministries concerned upto a further period of two years. Extensions beyond a period of five years were being granted by the Senior Selection Board/Central Establishment Board. The Committee observed that the large number of cases in which such extensions had been granted during the last three years underlined the need to screen such requests for extension more strictly so as to obviate any cause of complaint in this regard. The Committee, therefore, recommended that the Government might examine the position thoroughly and ensure that the cases of grant of extensions were reduced to the minimum. In any case, it should be ensured that the persons sent on deputation did not develop a vested interest in their continuing in foreign assignments.

6. In their reply, the Cabinet Secretariat (Department of Personnel and Administrative Reforms) stated that "The recommendation has been accepted. Each case of extension is considered by the Central Establishment Board/Senior Selection Board on merits and extensions are allowed only if the Boards are fully satisfied that they are absolutely necessary or are in the national interest."

7. Asked to intimate the number of extensions given beyond three, five and ten years since 1975, the Department of Personnel and Administrative Reforms have stated that "Various Ministries/Departments of the Government of India have been competent to sanction extension of deputation beyond three years, upto a period of five years themselves since December, 1974. Statistics pertaining to such extensions allowed by different Ministries are not available in the Department of Personnel and Administrative Reforms for the period since May, 1975. The number of cases of extension of deputation abroad beyond five years are referred by various Ministries/Departments to the Department of Personnel and Administrative Reforms for obtaining the approval of the Central Establishment Board and Senior Selection Board. The number of extension allowed beyond five and ten years since May, 1975 are 45 and 2 respectively between 1-5-1975 to 31-12-1975 and 18 and 2 respectively between 1-1-1976 to 31-8-1976."

8. The Committee note that although extensions in the period of deputation are not generally allowed beyond three years, in as many as 73 cases extensions beyond five years were allowed between 1st May, 1976 and 31st August, 1976 and in 4 cases extensions were allowed even beyond ten years. This clearly shows that there is a need for Government to review the position again and ensure that extensions beyond three years may be allowed only if the extensions are in national interests. The Committee, therefore, reiterate their earlier recommendation.

Implementation of recommendations

9. The Committee would like to emphasise that they attach the greatest importance to the implementation of the recommendations accepted by Government. They would, therefore, urge that Government should keep a close watch so as to ensure expeditious implementation of the recommendations accepted by them. In cases where it is not possible to implement the recommendations in letter and spirit for any reason, the matter should be reported to the Committee in time with reasons for non-implementation.

10. The Committee would also like to draw attention to their comments made in respect of the replies of Government to recommendations Nos. 8 and 18 (Chapter II) and desire that Government should take action in pursuance thereof and also furnish the requisite information to the Committee, where specifically called for.

11. The Committee note that inspite of repeated reminders, Government have not yet taken a final decision in respect of recommendations Nos. 15, 23 and 28 (Chapter V). They desire that action on these recommendations may be taken by Government at an early date and final replies furnished to the Committee expeditiously.

CHAPTER II

RECOMMENDATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

Recommendation (Serial No. 1, Para Nos. 1.18, 1.19 and 1.20)

The Committee note that Indian experts and officers are increasingly being sent on deputation to foreign countries and the number of such experts and officers has shown continuous increase during the last five years. As against 351 experts and officers sent on deputation abroad in 1970, the number of such experts and officers during 1974 was 1414. During the first 10 months of 1975, as many as 2421 experts and officers have been sent abroad under the Bilateral or Direct Contract and I.T.E.C. assignments alone.

The Committee note that at present different Ministries deal with the selection of experts in different fields for deputation to international organisations and there is no central or coordinating agency dealing with the selection of such experts and officers. The Committee further note that no specific guidelines regarding the procedure to be adopted for these selections have been issued. It has thus been left entirely to the concerned Ministries to make the selection for these deputations. The Committee have referred to the varying procedures being followed by different Ministries for making these selections. It has been represented to the Committee by a number of non-officials that in order to ensure uniformity, objectivity and impartiality in these selections, there should be a unified agency. The representative of the Department of Personnel and Administrative Reforms has, however, expressed difficulty in having a unified agency for making these selections on the ground that most of the persons required are for specialised jobs which can be fully assessed only by the specialised agencies. The Committee also note that in November, 1970, a 'Position Paper' on Foreign Assignments was prepared and circulated to the concerned Ministries for their comments. One of the points in this Paper, related to the question of setting up of a central agency to handle foreign assignments. In the light of the comments received from the Ministries/Departments on the subject, it was, however, decided that various Ministries and Departments should continue to handle foreign assignments in their operational sphere as at present.

The Committee consider that in view of the increasing number of experts and officers who are being sent on deputation abroad from year to year, it is imperative that uniform procedures should be adopted for the selection of these experts and officers to select the most suitable ones as also obviate any complaints in this regard. The Committee recommend that to ensure uniformity of standards in the selection of these experts, Government should lay down specific procedures and guidelines for the guidance of all Ministries/Departments dealing with such selections. The Committee further recommend that while selection of specialised persons for deputation abroad, may continue to be dealt with by the concerned Ministry the selection procedure should specifically provide for the association of a representative of the Department of Personnel in such selections in the interest of ensuring uniformity of approach.

Reply of Government

The Recommendation to issue guidelines to all Ministries/Departments dealing with foreign assignments has been accepted. The recommendation for the association of a representative of the Department of Personnel and Administrative Reforms in making selections for foreign assignments by other Ministries, in the interest of ensuring uniformity of approach, is under consideration.

[Department of Personnel and Administrative Reforms
O.M. No. 1/17/76-FAS, dated 31-7-1976]

Further information called for by the Committee

Final decision taken in the matter of associating a representative of the Department of Personnel and Administrative Reforms in making selections for foreign assignments by other Ministries may be intimated. A copy of the guidelines issued may also be furnished.

[Lok Sabha Sectt. O.M. No. 5/11/2/ES/76, dated the 2nd
September, 1976]

Further reply of Government

The recommendation for associating a representative of the Department of Personnel and Administrative Reforms in the making of selections for foreign assignments by other Ministries is accepted.

2. Copies of the following orders are attached (Appendix I).

(i) Letter No. 3/52/75-FAS, dated the 5th December, 1975.

(ii) O.M. No. 26/8/76-FAS, dated the 8th July, 1976.

- (iii) Office Memorandum No. 25/11/75-FAS, dated the 6th March, 1976.
- (iv) Office Memorandum No. 1/23/76-FAS, dated the 24th March, 1976.
- (v) Office Memorandum No. 26/3/76-FAS, dated the 22nd September, 1976.

[Department of Personnel and Administrative Reforms
O.M. No. 1/17/76-FAS, dated the 30th September, 1976]

Recommendations (Sl. No. 2, Para No. 1.21)

The Committee recommend that the Ministries/Departments dealing with the selection of specialised persons for deputation abroad should also undertake forward planning in regard to the estimated requirements of these experts/officers for deputation abroad.

Reply of Government

The recommendation is accepted in principle, and has been brought to the notice of all technical ministries. Government, however, do not consider that the likely requirement of Indian experts, of different categories, by other developing countries can be projected on a long term basis with sufficient accuracy to take any far-reaching policy decisions based on such projections.

[Deptt. of Personnel and Administrative Reforms O.M.
No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 3, Para No. 1.22)

The Committee further recommend that selection of persons for categories other than specialised ones, for deputation abroad should be centralised and handled in one Department namely the Department of Personnel and all requests of foreign Governments/agencies for such deputations should be addressed to that Department. That Department should appoint a small Committee in the Department to deal with such cases of selection and arrange to consult all concerned Ministries/Departments etc., in making the selections.

Reply of Government

The recommendation is under consideration.

[Deptt. of Personnel and Administrative Reforms O.M.
No. 1/17/76-FAS, dated 31st July, 1976]

Further information called for by the Committee

Final decision taken in the matter of centralising the selection of persons for categories other than specialised one for deputation abroad may be intimated.

[Lok Sabha Sectt. O.M. No. 5/11/2/EC/76, dated the
2nd September, 1976]

Further reply of Government

The recommendation has been carefully considered. All foreign assignments on bilateral or direct contract basis or under the Indian Technical and Economic Co-operation Programme are being co-ordinated by the Department of Personnel and Administrative Reforms. However, there would be practical difficulties in centralising all selections in respect of international organisations in the Department of Personnel and Administrative Reforms. At present, nominations to international organisations are made by the administrative Ministries dealing with particular international organisations. It has been decided that, in the interest of ensuring uniformity of approach, selection committees should be set up by the concerned Ministries and a representative of the Department of Personnel and Administrative Reforms should be included as a member of such Committees, as in the case of specialised posts.

[Department of Personnel and Administrative Reforms
O.M. No. 1/17/76-FAS, dated the 30th September, 1976]

Recommendation (Serial No. 4, Para No. 1.23)

The Committee also recommend that the revised procedures and guidelines should be reviewed periodically say once every year in the light of experience gained. For this purpose they would like Government to undertake a systematic and close follow-up of the performance of the experts and officers sent on deputation so as to assess the adequacy or otherwise of the selection procedures followed in order to effect timely improvements.

Reply of Government

The recommendation, for review from time to time of the selection procedures and guidelines in force on the basis of the performance of the experts sent abroad, has been accepted.

[Department of Personnel and Administrative Reforms,
O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 5, Para 2.3)

The Committee note that Government are at present maintaining panels for different fields of specialisation under five categories and the number of panels for various fields of specialisation total 212. The Committee recommend that as the number of Indian experts and officers going on deputation is continuously on the increase and as there is likelihood of greater demand for Indian experts and officers, Government should conduct an immediate review of the present panels and the various fields of specialisation so as to include panels for new fields of specialisation for which there is demand from foreign countries and to omit such fields for which there is no demand. They further recommend that such reviews should be conducted periodically at regular intervals say once a year.

Reply of Government

The recommendation is accepted in principle. Panels in various fields of specialisation are maintained for deputation of Indian experts abroad. These panels are being prepared on the basis of advertisements issued in all-India papers and after circulating the requirements of foreign governments to the Central Ministries/ State Governments. Requirements in any new fields automatically get included as and when there is demand for personnel in these fields of specialisation. Annual review of the existing panels would also be conducted as recommended by the Estimates Committee.

[Department of Personnel and Administrative Reforms,
O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 6, Para No. 2.9)

The Committee note that at present Government are not maintaining any formal liaison with the Universities and other Institutes of Higher Education for drawing up panels of experts etc., for deputation abroad. They were, however informed that informal liaison was maintained with most of the Institutions/Universities and that there was no necessity for maintaining formal liaison as panels of names were prepared after advertisements in the Press. The Committee recommend that Government should maintain formal liaison with Vice-Chancellors of all Universities and Career Guidance Bureaus in Universities and leading Institutes like All India Institute of Medical Sciences, Institute of Technology, leading Institutes, of Management, Indian Council of Agricultural Research etc., and address them specifically to forward names of suitable candidates for consideration by Government.

The Committee further recommend that Government should assess in advance the likely demand of persons trained in various disciplines and make it know to the University Grants Commission, Universities, leading Institutions etc., so that they may make suitable adjustment as necessary in their training facilities, to meet in full the demand for trained persons within and outside the country.

Reply of Government

The recommendation contained in para 2.8 has been accepted and necessary action is being taken.

2. The recommendation contained in para 2.9 has been accepted in general. The universities etc., are being kept informed of the fields in respect of which it is felt necessary to strengthen the panels maintained by the Department of Personnel and Administrative Reforms. Measures have been taken to keep a continuous watch on trends and developments, on the basis both of the requirements being communicated by the foreign governments and information obtained through our Missions abroad. Government do not, however, consider that the likely requirements of Indian experts, of different categories, by other developing countries can be projected with sufficient accuracy to justify substantial investment in adjusting our educational facilities and training programmes to meet such requirements.

[Department of Personnel and Administrative Reforms,
O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 7, Para No. 2.10)

The Committee further recommend that Government should also prepare Brochures, giving detailed information about the various jobs/disciplines etc., in which experts and specialists are generally required for deputation abroad and the requisite qualifications for these posts.

Reply of Government

The recommendation is accepted.

[Department of Personnel and Administrative Reforms,
O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Further information called for by the Committee

Specific action taken in pursuance of the recommendations

regarding preparation of brochure giving detailed information may be intimated.

[Lok Sabha Secretariat O.M. 5|11|2/EC/76, dated 2nd September, 1976]

Further reply of Government

In pursuance of the recommendation a brochure giving detailed information about the procedure for registration and deputation of experts abroad has been prepared.

[Department of Personnel and Administrative Reforms.
OM. No. 1/17/76-FAS, dated 30-9-1976]

Recommendation (Serial No. 8, Para No. 2.11)

The Committee would like to stress that the system of selection of Indian experts/officers for deputation abroad should be broad-based and equitable. The intention is that all these persons who fulfil the prescribed qualifications have a fair chance to apply for these assignments and for being fully considered on merits for selection. The application forms should also be so devised that they enable all the candidates to furnish relevant factual information to facilitate objective assessment of their qualifications, experience etc., at the time of selection. Moreover, the system of processing of applications for inclusion in the panels should be on a scientific, equitable and rational basis so as to ensure that all those who fulfil the required qualifications are included in the panel.

Reply of Government

The recommendation is accepted. In order to enable all eligible candidates to apply for various foreign assignments general advertisements are issued in papers with an All-India Circulation indicating the eligibility conditions. Central Ministries/State Governments are also requested to recommend names of Government servants who are suitable and whose service can be spared for deputation abroad. A simple foreign assignment application form has been devised which requires the candidates to furnish relevant factual information with regard to their qualifications and experience.

Names of all eligible candidates—Government servants as well as private individuals—are registered on the foreign assignment

panels and all of them are considered for specific jobs on merits keeping in view the job requirements and suitability of the individual candidates.

[Department of Personnel and Administrative Reforms,
O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Comments of the Committee

Government may include the foreign assignment in the weekly "Employment News".

[Department of Personnel and Administrative Reforms,
O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 9, Para No. 2.15)

The Committee during their study tours, were informed by a number of State Governments that they did not receive timely intimation regarding vacancies of persons for deputation abroad, with the result that they were not in a position to recommend the names of suitable candidates in time. According to the representative of the Department of Personnel and Administrative Reforms, four to six weeks' time was given to the State Governments for intimating names, wherever possible. The Committee consider that Government should examine the reasons for a general feeling among the State Governments of not getting sufficient time to recommend names for deputation abroad and streamline the procedures so that the State Governments may not have any reasons for complaint in this regard. In case the time available is short, intimation may be sent to the State Governments telegraphically and through their Liaison Officers in Delhi so that the State Governments may get as much time as possible to forward the names and particulars of officers whom they consider qualified for the assignment.

Reply of Government

The recommendation is accepted in principle. Generally sufficient time is given to the State Governments to recommend names for various foreign assignments reported by foreign Governments. In order to meet urgent requirements of foreign Governments foreign assignment panels are maintained by the Department of Personnel and Administrative Reforms. These panels are prepared in advance after inviting applications through advertisements in papers with an All-India circulation and by sending circular letters to Central Ministries/State Governments for recommending names of suitable Government servants. In such cases there is no lack of advance notice. There may be some emergent requests from foreign

Governments for which names are invited at comparatively short notice. However, foreign Governments are being requested to allow 6 to 8 weeks of time for recommending names of suitable Indian candidates against their requirements. In the case of recruitment to international organisations (FAO, WHO, ILO, etc. etc.) instructions have been issued to all Central Ministries dealing with such organisations to ensure that sufficient time is allowed to the State Governments in recommending names against vacancies reported by international organisations. It has also been suggested that in case of emergent requirements if the time available to notify the State Governments is short, they may be intimated about the vacancies telegraphically and also through their liaison officers posted in Delhi.

[Department of Personnel and Administrative Reforms,
O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 10, Para No. 2.16)

The Committee recommend that Government should analyse the time factor required in the various stages of processing of applications so that a fair margin is allowed to the State Governments to call for applications specially from officers in the field and send considered recommendations and obviate any complaints from the State Governments in this regard. In the interest of cutting out delays in correspondence it may be helpful if an officer is specifically named at the Centre and State in this behalf.

Reply of Government

The recommendation is accepted in principle. So far as bilateral assignments are concerned the time required between reporting of vacancies and suggesting a panel of names is between 6 to 8 weeks. Borrowing Governments have been accordingly requested to give 6 to 8 weeks time for suggesting panel of names of various vacancies reported by them.

The names of Indian experts are suggested either from the foreign assignment panels maintained by the Department of Personnel or after circulating specific vacancies if suitable names are not available in the panels kept by the Department. Adequate time is available for registering names in the foreign assignment panels, as these are prepared on the basis of periodical advertisements issued in the all India papers as well as on the basis of names recommended by the Central Ministries/State Governments. The time factor is important only where specific vacancies are advertised due

to non-availability of required types of candidates in the foreign assignment panels. In these cases foreign Governments are requested to give 6 to 8 weeks of time for recommending names of suitable Indian experts.

The requirements of foreign Governments are now being intimated to the Chief Secretaries in addition to the Secretaries of the concerned departments in the State Governments. In urgent cases the liaison officers of the State Governments posted in Delhi are also intimated about these requirements. As far as the vacancies under the international organisations are concerned the Central Ministries dealing with these organisations have been requested to circulate the vacancies to the State Governments in the same manner giving sufficient time to the States to recommend suitable names.

[Department of Personnel and Administrative Reforms,
O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 11, Para No. 2.17)

The Committee further recommend that in the light of experience gained, Government should anticipate demand of experts/officers in various disciplines and prepare in advance panels for the same. The data collected in regard to the experts should contain all the facts about the persons in the panels so that whenever a demand is received for a person in a particular discipline, all the persons possessing the requisite qualifications could be considered for selection objectively.

Reply of Government

The recommendation is accepted. Panels of names covering a large number of fields are maintained by the Department of Personnel and Administrative Reforms. These panels are prepared after advertisements in the all India papers as well as after inviting nominations from Central Ministries/State Governments. The panels are kept under constant review to ensure larger empanelments particularly in the areas in which the demand for Indian experts from foreign Governments is comparatively large.

To ensure objective selection of candidates for nomination against various foreign assignments it has been decided to obtain all relevant data relating to the experts on the panel and to associate technical Ministries also in the work of selection.

[Deptt. of Personnel and Administrative Reforms, O.M.
No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 12, Para No. 2.18)

The Committee would further urge that Government should impress upon the foreign Governments/agencies asking for Indian experts/officers for deputation abroad, the desirability of giving sufficient notice for making these nominations.

Reply of Government

The recommendation is accepted. The Ministry of External Affairs, in consultation with the Department of Personnel and Administrative Reforms, have instructed our Missions abroad to ask for 6 to 8 weeks of time from foreign Governments for recommending names of suitable Indian experts against vacancies reported by them.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 117/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 14, Para No. 2.21)

The Committee have been informed that if time permits, Government issues press advertisements or inviting applications from candidates being sent abroad. In cases where the time allowed by the foreign Government is limited, the names are recommended from the panels which are maintained in the Foreign Assignment Division. There is, however, a general feeling that information about the availability of foreign assignments is not widely known and only persons having contact with the sponsoring authorities are successful in getting these assignments. It is, therefore, necessary that this impression should be dispelled by giving wide and adequate publicity to the foreign assignments so as to enable large number of qualified persons to apply for the same. The Committee recommend that in order to allow a fair opportunity to qualified candidates to apply, Government should invariably issue press advertisements about foreign assignment open to non-Government personnel in the leading newspapers which have all India coverage. The Committee need hardly stress that adequate time margin should be given in the advertisements to enable persons working anywhere in India to submit the application in time.

Reply of Government

The recommendation is accepted. Advertisements in papers with and All India circulation are already being issued periodically informing those who are interested in various foreign assignments to register themselves in the foreign assignments panels maintained by the Department of Personnel and Administrative Reforms. These advertisements will now be issued at six-monthly intervals. In addi-

tion, the Central Ministries/State Governments are also regularly requested to recommend names of suitable Government servants who are desirous of being considered for various foreign assignments. Specific advertisements are issued for such vacancies for which suitable candidates are not available in the panels already maintained by the Department. The purpose of keeping panels is to ensure that names are suggested against vacancies reported by foreign Governments without much loss of time. In nominating candidates against reported vacancies all eligible candidates—both officials as well as non-officials—are considered.

[Deptt. of Personnel and Administrative Reforms, O.M.
No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 16, Para Nos. 2.30, 2.31 and 2.32)

The Committee note that large number of Indians have been going abroad in recent years and the number of Indians going abroad as well experts and officers on deputation as well as on Direct Assignment or under Bilateral Agreements has shown considerable increase in the last two years. The Committee would like to point out that Indians going abroad are unofficial ambassadors of the country. Their conduct and behaviour in foreign countries projects in a way the image of the country. The foreigners, by and large, tend to judge India by the performance and behaviour of our nationals. It is, therefore, necessary that Indians going abroad should conduct themselves in such a manner as would enhance the prestige of the country. They should be fully conscious of their responsibilities and should endeavour to bring credit to this country by their actions. It is also necessary that Indians going abroad are fully aware of the developments in this country.

The Committee need hardly point out that there should be no occasion for any discomfiture being caused by any inadvertant behaviour or by any act of omission or commission by any Indian in a foreign country. This underlines the necessity of orientation and briefing of Indians going abroad as deputation or on assignments sponsored by Government. The Committee, therefore, recommended that suitable briefings should be arranged for the all Indian specialists and officers going abroad on deputation, so as to make them fully acquainted with the development and achievements of our country as well as the basic facts about the country to which they are going.

The Committee are glad to note that having realised the importance of such briefing, Government arranged such a briefing in collaboration with the Ministry of Education and Indian Council of

Cultural Affairs for the Indian doctors who were selected for service in Iran. The Committee recommend that this scheme of briefing should be devised on a systematic basis and should be extended to cover all Indian experts, specialists, and officers going abroad on deputation. The assistance of relevant professional institutes may also be sought in this regard. The Committee further urge that these briefings should be of sufficient duration and be arranged at selected places for the convenience of those who are going to foreign countries. The Committee further recommend that assistance of audio-visuals including films should be taken for such briefings.

Reply of Government

The recommendation has been generally accepted and appropriate action has been taken by the Ministry of External Affairs to brief experts going abroad before their departure or, where this is not possible, through our Missions abroad.

[Department of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Further Information called for by the Committee

The details of arrangements made by the Ministry of External Affairs to brief experts going abroad may be intimated.

[Lok Sabha Sectt., O.M. No. 5/11/2/EC/76, dated 2nd September, 1976]

Further Reply of the Government

All Indian Missions abroad had been requested to maintain contacts with Indian experts and brief them suitably on developments in India as well as on the conditions in the country in which they are working. For large groups of experts going abroad, maximum possible efforts are made to brief them in India before their departure. However, it is sometimes difficult to brief individual experts specially where their point of departure is not Delhi.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 30th Sept., 1976]

Recommendation (Serial No. 17, Para No. 2.33)

The Committee note that Government have prepared special country notes and special brochures, giving background information on the conditions and development programmes in India in different fields. From the brochure supplied to the Committee, it is, however, seen that the same is only a collection of articles written by different persons on different aspects and does not meet the require-

ments of the type of briefing that is actually contemplated. The Committee, therefore, recommend that Government should get these brochures prepared by eminent experts on the subjects which should contain upto date information, highlighting the achievements of the country during the last few years, in the economic and industrial fields. The cultural heritage of the country should also be depicted in the brochures in such a way as to present a unified picture. It should be ensured that these brochures are artistically designed, printed in English, Hindi and other regional languages and are made available at modest price.

Reply of Government

The Recommendation has been accepted. The Ministry of External Affairs have been handing over to Indian Experts going abroad various publications brought out by that Ministry and the Directorate of Advertising and Visual Publicity on different aspects of India, pending publication of a single brochure expressly/ designed for the purpose.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated the 31st July, 1976]

Further Information called for by the Committee

The action taken by the Ministry of External Affairs to bring out brochures may please be intimated.

[Lok Sabha Sectt., O.M. No. 5/11/2/EC/76, dated the 2nd September, 1976]

Further reply of the Government

The Ministry of External Affairs are taking action to bring out a new brochure.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 30th Sept., 1976]

Further reply of the Government

The matter has been further examined in detail by the Ministry of External Affairs and the Department of Personnel and Administrative Reforms. It has been decided, for the time being, to make use of the book *"India Today" and other publications, which have become available since this matter was first considered, for briefing experts being deputed abroad. These publications would, however, be revised periodically to ensure that they included upto date infor-

mation and briefing that should be given to our experts. Regular pre-departure briefings have also been started in the case of groups of officers, e.g., under the Manpower Development Project, U.K.

[Department of Personnel and Administrative Reforms, O.M.
No. 1|17|76-FAS, dated the 30th March, 1976]

Recommendation (Serial No. 18, Para No. 2.34)

The Committee feel that Indians going abroad should also be aware of the important facts and customs of the country to which they are going. The Committee recommend that Government should also make arrangements for the preparations of brochures on foreign countries where Indians are going in large numbers, giving factual information in brief about the various aspects of those countries, in consultation with our diplomatic representatives in those countries. These brochures which should be for restricted circulation, should be neatly printed and may contain a set of Do's and Dont's for the ready guidance of Indians going to that country.

Reply of Government

The Recommendation has been accepted. The Ministry of External Affairs have prepared brief Notes giving factual information and guidance about important countries to which Indian experts are deputed. These notes are handed over to Indian experts going abroad. Subject to availability of funds, the Ministry of External Affairs are taking steps to get these notes printed.

[Deptt. of Personnel and Administrative Reforms, O.M.
No. 1|17|76-FAS, dated 31st July, 1976]

Comments of the Committee

Copies of the notes when printed may be furnished to the Committee.

Recommendation (Serial No. 21, Para No. 3.18)

The Committee note that in case a Government servant sent on deputation abroad, wishes to resign from Government job, he has to return to this country and only thereafter he can resign from the post. As by resigning he loses all retirement benefits, it is not considered necessary to take any bond from Government servants being sent on deputation. The Committee, however, note that this condition does to apply in the case of employees of public undertakings. The Committee consider that a large number of persons from public undertakings etc., are also being sent on deputation

abroad, the system of taking a bond from them before being sent abroad on deputation so as to ensure that they do not resign in foreign countries, should be introduced without delay.

Reply of Government

The question of laying down restrictions on employees of Public Enterprises who go abroad on foreign assignments, etc., and resign from the service of the concerned enterprises, while being abroad, was under consideration of the Government. The final instructions in this regard has since been issued *vide* Bureau of Public enterprises' O.M. No. BPE|GL-024|76|MAN|2(43)|75-BPE (GM-I), dated the 30th June, 1976 (Appendix II), from which it will be noted that it has been stipulated that in such cases the employee should first come back to India to resume his post in the enterprise and then submit his resignation. It has also been laid down that for implementing the above policy, on the enterprises sending employees on foreign assignments may obtain an undertaking from the employee concerned that he would return to India after the expiry of his tenure abroad. Moreover, the enterprises have been advised to amend the relevant Gratuity/CPF Rules of the enterprises at least in respect of the employees not covered by the statutory provisions in the EPF Act, Gratuity Act, etc., so as to incorporate a provision in these rules to the effect that the Gratuity payable to the employees and the enterprise's share of contribution to the CPF will be disbursed only subject to the employee observing the service conditions of the enterprises including the one relating to return to India before leaving the enterprise from the foreign country, where he might have gone in connection with foreign assignments.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1|17|76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 22, Para No. 3.22)

The Committee note that at present Government employees sent abroad have the option to pay their pension, provident fund contributions etc., in foreign currency or in Indian rupee. The Committee consider that in view of the difficult position regarding foreign exchange and the need for earning maximum foreign exchange, it should be ensured that all Indians serving abroad who are getting their salary in foreign currency and who have to contribute to their pension, provident fund etc., in India should be made to pay their contributions in foreign currencies. The Committee note that at present there is some legal lacuna due to which it has not been possible to make it compulsory for these persons to pay their con-

tribution in foreign currencies. The Committee recommend that Government should take immediate steps to remove any legal lacuna in this regard and make it compulsory for all Indians whether in Government service or public or private sector service, who are serving abroad and are getting their salary in foreign currency and who have to contribute to pension, provident fund etc., in India to pay their contribution in foreign currency only.

Reply of Government

The Recommendation is accepted in principle. Measures to implement it are under consideration.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1|17|76-FAS, dated 31st July, 1976]

Further Information called for by the Committee

The specific steps taken to implement the recommendation may be intimated.

[Lok Sabha Secretariat, O.M. No. 5|11|2|EC|76, dated 2nd September, 1976]

Further Reply of the Government

As a result of the follow up action by the Ministry of Finance, the Reserve Bank of India and the Ministry of External Affairs have already issued necessary orders for implementing the recommendation. Necessary action is in hand to issue a general order to the Indian Government Servants who have already gone abroad on foreign service.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated the 30th September, 1976]

Further Reply of the Government

Action to implement the recommendation of the Estimates Committee has been completed. The Ministry of Finance, Department of Expenditure have issued the necessary general orders to the Indian Government servants who have already gone abroad on foreign service.

2. A copy of the Government of India, Ministry of Finance, Department of Expenditure Office Memorandum No. F.1(14)-E.III(B) | 76, dated the 7th December, 1976 is attached. (Appendix III).

[Department of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated the 24th February, 1977]

Recommendation (Serial No. 25, Para No. 4.7)

The Committee would like to point out that most of the developing countries have already made projections regarding their manpower requirements in their development plans. It should therefore be possible for Government to study plans and programmes of these developing countries systematically and frame estimates of short term and long term requirements of various types of personnel. Indian Embassies and Missions in the developing countries should also be asked to keep in continuous touch with the developments and requirements of those countries so as to keep the Government of India fully informed in time about their likely requirements of experts and officers on short-term and long-term basis so that the Government may be able to undertake perspective planning in regard to the training and availability of these experts and no difficulty is experienced in making available the services of experts, required by such countries.

Reply of Government

The recommendation that Indian Embassies and Missions in the developing countries should be asked to keep in touch with developments and requirements of technical man-power of those countries has been accepted. Government, however, do not consider that projections of the requirements of Indian experts of different categories by other developing countries can be made with sufficient accuracy to justify the training of any large number of experts merely for deputation abroad. Attempts will, however, be made to the extent possible to assess the requirements of Indian experts in different fields by various developing countries within the next 3 to 5 years period.

[Deptt. of Personnel and Administrative Reforms, O.M.
No. 1117/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 26, Para No. 4.8)

The Committee further recommend that Government should maintain panels, containing up-to-date information regarding qualifications, experience etc., of experts/specialists available in the country in various disciplines so that Government could have ready information regarding the position in respect of availability of experts/specialists in various disciplines and may be able to make selection of such experts, whenever required, even at a short notice. The Committee need hardly emphasise that these panels should be updated periodically.

Reply of Government

The recommendation to maintain panels of experts/specialists available for deputation abroad is accepted. In fact, such panels are already being maintained and they are being updated from time to time. It has since been decided to issue six monthly advertisements to replenish such panels at more frequent intervals. It has further been decided that experts/specialists who belong to scarce category need not be deputed abroad. We could depute abroad only such experts/specialists whose services can be spared.

[Department of Personnel and Administrative Reforms, O.M.
No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 27, Para Nos. 4.12 and 4.13)

The Committee note that a large number of Indian experts specialists are going away to foreign countries and this trend is on the increase. As has been pointed out by a study conducted by the United Nations Conference of Trade and Development, every medical doctor leaving India amounts to a loss of Rs. 3.3 lakhs and every scientist leaving India makes the country poorer by Rs. 1.73 lakhs. The Committee feel that in view of the heavy cost incurred by the country on the education of these scientists and doctors etc., the country has a prior claim on the services of these persons.

The Committee would like Government to make a detailed study to find out the reasons why scientists and doctors etc., are eager to go away to foreign countries and to take suitable remedial measures in this regard. Government should also give wide publicity about the employment opportunities in the country, pay scales and other facilities etc., available so that these persons are able to seek employment in the country itself.

Reply of Government

The Recommendation has been accepted. The reasons why many scientists and doctors etc., are eager to go away to foreign countries have been examined with reference to financial, educational and other factors. Measures have been taken to improve employment opportunities for scientists, engineers, medical personnel etc., by different organisations, these include organised efforts to find employment for highly qualified scientists, engineers, medical personnel etc., by the CSIR, the Scientists Pool Scheme to provide temporary placement to such persons, the grant of research fellowships and organisation of research schemes in universities; and measures to enable such persons to become self-employed by assist-

ance from public sector banks and governmental assistance to industrial cooperatives formed by scientists etc. The employment strategy in the Fifth Five Year Plan is to provide employment opportunities to various categories of job seekers including scientists etc., and it is expected that considerable opportunities would be created during the fifth plan through the implementation of Plan programmes. Measures have also been taken to facilitate the return to India of Indian scientific and technical personnel working abroad, by apprising organisations in India of such persons through classified Directories; such candidates are also considered by the UPSC and most State Public Service Commissions for posts advertised by them, a "Package Scheme" has been approved to attract Indian scientists and technologists and engineers working in production units abroad to come back and start their own industries in India, the **Scientists Pool Scheme** operated by the CSIR also provides temporary placement for persons who return without an assured job.

Measures are also being considered to provide greater publicity to information on job opportunities in India through our Missions abroad.

[Department of Personnel and Administrative Reforms, O.M.
No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 29, Para No. 4.15)

It has been brought to the notice of the Committee that there is considerable shortage of Indian experts/specialists in certain disciplines like petroleum experts, trained nurses etc. The country, therefore, can ill afford to allow these experts/specialists to go away in large numbers to foreign countries. The Committee, therefore, recommend that keeping the country's interest uppermost in view, Government should undertake a detailed study of the manpower and technical expertise which is scarce in the country and should take effective measures to restrict their recruitment for service in foreign countries. Suitable measures may also be taken to remove legal lacuna if any, in this regard. The Committee further recommend that arrangements may be made immediately to provide for the training of these scarce technicians and experts/specialists in larger numbers so as to overcome the shortage at an early date.

Reply of Government

The recommendation is accepted in principle. The Central Ministries have been requested to identify scarce categories of ex-

perts so that action could be taken to stop deputation of such categories of experts. Necessary legislative action is also proposed to be taken to stop deputation of scarce categories of experts. The Ministries have also been requested to indicate action to provide for the training of scarce categories of technicians/experts/specialists in larger numbers so as to overcome the shortage as early as possible.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Further Information called for by the Committee

The specific action by Ministries to initiate action to provide for the training of scarce categories of technicians/experts/ specialists in larger number may be intimated.

[Lok Sabha Sectt. O.M. No. 5/11/2/EC/76 dated the 2nd September, 1976]

Further reply of Government

The Ministries/Departments concerned have intimated that in order to train scarce categories of technicians/experts/specialists, action on the following lines has been initiated:—

- (i) Expanding training facilities in existing institutions including the introduction of part-time courses.
- (ii) Opening new training institutions.
- (iii) Encouraging and providing help to the concerned institutions to train more people rapidly to qualify for their professional examinations.
- (iv) Scholarship schemes.
- (v) In some cases, enhancement of the generalized minimum admission requirements for specialized courses (e.g. from I.Sc. to B.Ss.); this makes it possible to reduce the period of specialised training and thus increase the output of the specialised institution.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated the 30th Sept., 1976]

CHAPTER III

RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF GOVERNMENT'S REPLIES

Recommendation (Serial No. 13, Para No. 2.19)

The Committee note that at present World Health Organisation does not circularise their vacancies but selects experts from its own panel. It only asks the concerned Ministry if the selected persons would be made available. The Committee note that other U. N. Agencies approach the Government for recommending names of Indian Experts/Officers for deputation abroad. The Committee see no reason why it should not be possible for World Health Organisation to adopt the same procedure for selection of Indian Experts/Officers for deputation abroad, as is being followed by other U. N. Agencies.

Reply of Government

In the past also, this issue was taken up with the W.H.O. when they were requested to fall in line with other U. N. Agencies in the matter of selecting experts for assignment with them. The W.H.O. have, however, continued to stick to their procedure of selection on the plea that since they paid for the assignment, it was for them, to make the selections directly. However, as recommended by the Estimates Committee, the issue is once again being taken up with the Director General, World Health Organisation, Geneva.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Further information called for by the Committee

"The response of the Director-General, World Health Organisation may be intimated to the Committee".

[Lok Sabha Sectt. O.M. No. 5/11/2/EC/76 dated the 2nd September, 1976]

Further reply of Government

Since earlier approaches had not yielded results, it was felt that the matter should be taken up at a personal level whenever the Secretary, Ministry of Health meets the Director General, W.H.O. next. Such an occasion has not yet arisen.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated the 30th Sept., 1976]

Further information called for by the Committee

The Cabinet Secretariat (Department of Personnel and Administrative Reforms) are requested to furnish 50 copies of Statement giving specific action taken on the Recommendation at an early date.

[Lok Sabha Sectt. O.M. No. 5/11/2/EC/76 dated the 10th February, 1977]

Further reply of Government

The Government of India have now decided to allow the WHO to collect completed personal history forms of Indian nationals in Government service, in various fields, for building up a roster of potential Indian Officials/Experts for consideration against vacancies of different nature that may arise within a determinate period in that organisation. The bio-data of all such persons would, however, be channelised through the Ministry of Health and Family Planning and the WHO will be asked to continue to obtain prior clearance of the Government of India before offering assignments to such persons. While this procedure will not involve circulation of individual vacancies by the WHO as originally requested, it will ensure that the WHO consider nominees of the Government of India who have been registered in the roster of suitable experts for all vacancies.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 18th April, 1977]

Recommendation (Serial No. 20, Para No. 3.15)

The Committee note that at present there is no prescribed maximum age-limit for the persons who are sent on deputation. The Committee would like to point out that our policy regarding selection of persons for being sent abroad on deputation, particularly to U. N. Agencies, should be such as would enable the country to get maximum benefit from the experience of those persons on return to the country. The Committee, therefore, recommend that Government may examine the feasibility of prescribing maximum age-limit so as to ensure that only those persons are sent on deputation to these organisations who have sufficient service left and are expected to return to their assignment in India, after the expiry of the period of their deputation abroad.

Reply of Government

The recommendation has been noted. Keeping, however, in view the circumstances that (i) there is keen international competition for important assignments and it may some times so happen that a senior person, even though comparatively older, may stand a better chance of being selected, by virtue of his knowledge and experience, (ii) that the age of retirement in India is comparatively low and (iii) that the number of persons actually deputed who were nearing retirement has not been excessive, it has been decided that generally merit and suitability in all respects of a candidate and his chances of being selected for a foreign assignment should be the main criteria in nominating him. If younger people are available with these qualifications they should be preferred to older candidates, but if an older candidate is found to be more qualified and has a better chance of being selected, he need not be kept out of consideration on grounds of age alone.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Recommendation (Serial No. 24, Para No. 4.6)

The Committee note that although the number of Indian experts and officers who are being sent on deputation abroad, is continuously on the increase and experts in diverse fields are required to be sent on deputation abroad, Government have not conducted any study of the type and number of experts which are normally required for such assignments. The Committee would like to point out that that manpower and talent are the greatest assets of our country. We have already developed considerable infra-structure in the field of scientific and technical education with the result that skilled and technical persons are available in large numbers in our country. At this stage, we can help the developing countries in implementing their development programmes, by making available our technical manpower, wherever possible. The Committee therefore recommend that Government should conduct a detailed study, not only of the requirements of various categories of experts/specialists in the country but the likely requirements of developing countries in the various fields and suitably adjust our educational facilities and training programmes in such a manner that the manpower requirements both for domestic needs as well as for deputation to these countries, could be met in full.

Reply of Government

The recommendation has been noted. Measures have been taken to keep a continuous watch on trends and developments, on the basis both of the requirements being communicated by foreign

governments and information obtained through our Missions abroad. Government do not, however, consider that the likely requirement of Indian experts, of different categories, by other developing countries can be projected with sufficient accuracy to justify substantial investment in adjusting our educational facilities and training programmes to meet such requirements.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 31st July, 1976]

CHAPTER IV

RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE

Recommendation (Serial No. 19, Para Nos. 3.12 and 3.13)

3.12. The Committee note that at present Indian experts and officers are being deputed abroad normally for a period of three years and extension beyond this period of three years is granted by the administrative Ministries concerned upto a further period of two years. Extensions beyond a period of five years are being granted by the Senior Selection Board/Central Establishment Board only. The Committee further note that between the period 1972 to 30th April, 1975, extensions were approved in as many as 785 cases, out of which extensions in 440 cases were approved beyond five years and in 15 cases extensions were sanctioned beyond a period of ten years.

3.13. It has been represented to the Committee that generally experts and officers sent on deputation abroad continue to get extensions with the result that other people do not get a chance to go abroad and the country is also deprived for a prolonged period of the benefit of experience gained by these experts and officers who have gone abroad. While admitting that there may be certain deserving cases where in the national interest, it would be necessary to grant extension of term of deputations abroad, the large number of cases in which such extensions have been granted during the last three years underlines the need to screen such requests for extension more strictly so as to obviate any cause of complaint in this regard. This Committee, would, therefore, like the Government to examine the position thoroughly and ensure that the cases of grant of extensions are reduced to the barest minimum. In any case, it should be ensured that the persons sent on deputation do not develop a vested interest in their continuing in foreign assignments.

Reply of Government

The recommendation has been accepted. Each case of extension is considered by the Central Establishment Board/Senior Selection

Board on merits and extensions are allowed only if the Boards are fully satisfied that they are absolutely necessary or are in the national interest.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Further information called for by the Committee

The number of extension given beyond three, five and ten years since May, 1975 may be intimated to the Committee.

[Lok Sabha Sectt. O.M. No. 5/11/2/EC/76 dated the 2nd September, 1976]

Further reply of Government

Various Ministries/Departments of the Government of India have been competent to sanction extension of deputation beyond three years, upto a period of five years themselves, since December, 1974. Statistics pertaining to such extensions allowed by different Ministries are not available in the Department of Personnel and Administrative Reforms for the period since May, 1975.

2. The number of cases of extension of deputation abroad beyond five years are referred by various Ministries/Departments to the Department of Personnel and Administrative Reforms for obtaining the approval of the Central Establishment Board and Senior Selection Board. The number of extensions allowed beyond five and ten years since May, 1975 are indicated in the Appendix (Appendix IV).

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated the 30th Sept., 1976]

Comments of the Committee

Please see Comments under Chapter I.

CHAPTER V

RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES OF GOVERNMENT ARE STILL AWAITED

Recommendation (Serial No. 15, Para No. 2.26)

The Committee have been informed by Government that there have been cases where foreign Governments have advertised vacancies directly in the Press and have recruited Indians directly without consulting the Government of India. The Committee note that the Ministry of External Affairs are already seized of the matter and that they have been trying to enter into agreements with foreign Governments to ensure that all foreign assignments on Government to Government basis, are made through Government only. The Committee, are however, concerned to note that under the existing law, it is not possible to stop private foreign agencies from recruiting Indians from the open market. Government are stated to be proposing to make amendments in the existing law by ensure that no direct recruitment of Indians by any foreign agency is allowed. The Committee feels that India is very fortunately placed in respect of trained manpower and specialists in most of the fields of relevance to development. The Committee also realise that the deputation of experts and trained personnel to assist the other developing countries would be in the larger developmental interest of the world community. The Committee would, however, like to draw special attention to the fact that in certain fields like petro-chemicals etc., there is at present a dearth of experts and it is but appropriate that the services of such experts are utilised in the country itself. The Committee would like Government to examine the matter in depth and devise suitable regulations to see that the services of such personnel remain available within the country and that they do not manage to take employment outside the country.

Reply of Government

Government are considering suitable legislation to regulate the recruitment of Indian personnel for employment abroad. This measure would also regulate the issue of advertisements in the

Indian press for this purpose. Meanwhile, the foreign governments concerned have been apprised of the procedure for recruitment of Indian experts through the Government of India only.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Further information called for by the Committee

Final decision taken in the matter of enacting suitable legislation to regulate the recruitment of Indian Personnel for employment abroad may be intimated.

[Lok Sabha Sectt. O.M. No. 5/11/2/EC/76 dated the 2nd September, 1976]

Further reply of Government

Final decision is yet to be taken. This will be done by the Ministry of External Affairs, after considering the various possible repercussions of such legislation and watching the further progress in implementing the governments policy by the means already available.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated the 30th Sept., 1976]

Recommendation (Serial No. 23, Para No. 3.23)

It has been pointed out by the representative of the Ministry of Finance during evidence that although more Indians are working abroad than nationals of some other countries, the amount of foreign remittance that India receives, is much less than those countries. This is a very peculiar situation. The Committee note that for the present Government is relying more on the policy of persuasion than of compulsion in this matter. The Committee recommend that Government should take effective and strict measures to ensure that Indians working in foreign countries remit their savings through legal channels. As a first step, Government should ensure that those persons who have been sponsored by Government should send their remittances through legal channels only. The Committee have no doubt that such a measure would have an impact on all Indians who send their remittances to India. The Committee further suggest that wherever request for extension of passports are received from Indians serving in foreign countries. Government may check the remittances made by them through legal channels and may take this duly into account while reaching a decision on the request or extension of the Passport for a further period.

Reply of Government

This matter is under the consideration of Government.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 31st July, 1976]

Further information called for by the Committee

Final action taken for ensuring that Indians Serving in foreign countries send their savings through legal channels may be intimated.

[Lok Sabha Sectt. O.M. No. 5/11/2/EC/76 dated the 2nd September, 1976]

Further reply of Government

The Recommendation of the Estimates Committee for checking the remittances by Indians working abroad through legal channels and taking this duly into account while reaching a decision on the request for extension of passport for a further period, has been noted. Possible specific measures to implement this are under examination.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAS, dated 30th Sept., 1976]

Comments of the Committee

Specific measures taken to implement the recommendation of the Committee may be intimated.

Recommendation No. 28 (Para 4.14)

The Committee would like to stress that there are vast opportunities in the country which provide a challenge to the scientists and doctors etc., to put their talents to the service of the nation, particularly, for ameliorating the conditions in rural and backward areas. The Committee also feel that those who have been trained at public expense, should compensate at least for expenditure incurred on their training by serving in the country itself or by remitting an equivalent amount.

Reply of Government

This matters is under the consideration of Government.

[Deptt. of Personnel and Administrative Reforms, O.M. No. 1/17/76-FAC, dated 31st July, 1976]

Further information called for by the Committee

Final action taken on the recommendation may be intimated.

[Lok Sabha Sectt. O.M. No. 5/11/2/EC/76 dated the
2nd September, 1976]

Further reply of Government

The recommendation has been noted. Possible specific measures to implement it are under examination.

[Deptt. of Personnel and Administrative Reforms, O.M. No.
1/17/76-FAS, dated the 30th Sept., 1976]

Comments of the Committee

Specific measures taken to implement the recommendation of the Committee may be intimated.

NEW DELHI;

December 13, 1977

Agrahayana 15, 1899 (Saka).

SATYENDRA NARAYAN SINHA,

Chairman,

Estimates Committee.

APPENDIX I

(*vide* reply to recommendation of Serial No. 1)

No. 3|52|75-FAS

GOVERNMENT OF INDIA

CABINET SECRETARIAT

(Department of Personnel and Administrative Reforms)

New Delhi, dated the 5th December, 1975.

To

Chief Secretaries of State Governments|Union Territories.

SUBJECT.—*Foreign Assignment of Government servants on direct application in response to advertisements in Newspapers made by Foreign Governments.*

Sir,

I am directed to say that in the recent past several instances have come to the notice of the Government of India where a Government servant applied for a foreign assignment in response to an open advertisement by that Government and got selected without any reference to the Government of India and in some cases to the Government of concerned States. Eventually when the question of the release of the concerned official was considered, the Government of India was placed in an embarrassing position as the release of the officer was not in accordance with the existing policy of the Government for selection of personnel for foreign assignments.

2. It is not conducive to discipline for Government servants to seek employment elsewhere using their position under the Government as a spring board to better their prospects outside Government. In case a Government servant under the Government of India wishes to apply directly for a post outside Government he has first to resign from his post under the Government. The State Governments etc., are also requested to consider the desirability of issuing similar instructions, if not already issued particularly for foreign assignments forbidding their employees to apply directly to foreign governments or agencies. They should, instead, apply to this Department through proper channel.

3. It is requested that the above instructions may be brought to the notice of the Government servants of the State Governments| Union Territories.

Yours faithfully,

Sd|- N. Ramakrishnan,

Under Secretary to the Government of India.

IMMEDIATE

No. 26|8|76-FAS

GOVERNMENT OF INDIA|BHARAT SARKAR

CABINET SECRETARIAT|MANTRIMANDAL SACHIVALAYA

(Department of Personnel and Administrative Reforms)

(Karmik Aur Prashasnik Sudhar Vibhag)

New Delhi-110001, dated the 8th July, 1976.

OFFICE MEMORANDUM

SUBJECT.—*Deputation of officers to International Organisation.*

Reference is invited to this Department's Office Memorandum No. 17|29|75-EDP, dated the 25th September, 1975 wherein the Ministries|Departments dealing with assignments to different International Organisations were requested to ensure that vacancy circulars are invariably sent to State Governments and a copy endorsed to the Establishment Officer to the Government of India.

2. The concerned Ministries|Departments are further requested to ensure that no time is lost in circulating a vacancy after it is received so that the maximum possible time is made available to the State Governments for recommending the names of their officers|experts. They are also requested to address the Chief Secretaries of the State Governments by name endorsing copies to the concerned Departments of the State Governments and to their Resident Commissioners in Delhi. Where possible, telegraphic communication would be desirable. The concerned Ministries|Departments at the Centre may also inform the State Governments the designation of the officer who will be concerned here in the Ministry|Department.

Sd|- JAGDISH SAGAR,

Deputy Secretary to the Government of India.

To

1. Ministry of Finance, Department of Economic Affairs. 2. Department of Food. 3. Department of Agriculture. 4. Department of Industrial Development. 5. Department of Civil Supplies and Cooperation. 6. Department of Rural Development. 7. Department of Health. 8. Department of Family Planning. 9. Ministry of Communications. 10. Ministry of Commerce. 11. Ministry of Education and Social Welfare. 12. Ministry of Shipping and Transport. 13. Ministry of External Affairs.

Copy to Standing Guard file. Copy to F. No. 17|29|75-EDP.

No. 25|11|75-FAS

GOVERNMENT OF INDIA/BHARAT SARKAR

CABINET SECRETARIAT/MANTRIMANDAL SACHIVALAYA

(Department of Personnel and Administrative Reforms)

(Karmik Aur Prashasnik Sudhar Vibhag)

New Delhi, dated the 6th March, 1976.

To

The Chief Secretaries to all the State Governments and Union Territories.

SUBJECT.—*Assignment of Indian Experts to the developing countries of Asia, Africa and Latin America-Preparation of a panel for..*

Dear Sir,

As the State Governments are aware, this Department maintains ready lists of experts in diverse fields of specialisation for nomination against vacancies reported by the developing countries of Asia, Africa and Latin America from time to time. Advance preparation of such lists or panels enables us to quickly process the requirements of the foreign Governments and to avoid delay in filling nominations which would take place in circulating every single demand to all State Governments etc., and then screening their recommendations before final nominations. With a view to giving a wider publicity to this arrangement an advertisement has recently been inserted in all leading dailies through out the country. A copy of this advertisement is attached.

2. Prescribed forms which are obtainable from this Department for registration in the foreign assignment panel have to be submitted to this Department, duly completed, through proper channels. Appli-

cations from persons employed by the State Governments etc., should be supported by a certificate that the applicant will be released for service abroad on foreign service terms in public interest (i.e. retaining the applicants lien and protecting his seniority) within thirty days of selection, if need be, and also stating the total period for which the applicant could be released for service abroad. This consent of the State Governments etc., to the release of the expert shall be valid for a period of one year. These registration will be valid for a period of three years subject to annual renewal of the certificate described above in the case of employees of State Governments etc.

3. Persons registered before 1-3-1973 will not be considered for foreign assignment. They may, if eligible, apply for registration afresh. Persons registered after 1-3-1973 need not apply afresh until the expiry of three years from the date of registration, when their registration will lapse. However, all persons registered on the panel for more than one year who are employees of State Governments etc. have to obtain fresh certificates as described above if more than one year has elapsed since the date of registration, before the 30th June, 1976, and thereafter to renew such certificates annually.

4. The State Governments etc., are requested to issue necessary certificates as stated above to their employees, and to forward the applications of suitable candidates for registration in the panel.

Yours faithfully,

Sd/- JAGDISH SAGAR

Deputy Secretary to the Government of India.

6. Secretary Rajya Sabha Secretariat.

No. 25|11|75-FAS, New Delhi, dated the 6th March, 1976.

Copy with a copy of the advertisement forwarded for similar action to:—

1. All Ministries/Departments of the Government of India.
2. Comptroller and Auditor General of India, New Delhi.
3. Controller General of Defence Accounts, New Delhi.
4. Secretary, Union Public Service Commission, New Delhi.
5. Secretary, Lok Sabha Secretariat.
6. Secretary, Rajya Sabha Secretariat.

Sd/- JAGDISH SAGAR

Deputy Secretary to the Government of India.

ASSIGNMENT OF INDIAN EXPERTS ABROAD

The Department of Personnel and Administrative Reforms register experts desiring to take up assignments in developing countries of Asia-Africa and Latin America. Candidates who are so registered are sponsored as and when demands suiting their qualifications and experience are received from these countries. Final selection is mostly made by the concerned foreign governments.

2. Applications for registration are invited from:—

- (1) medical personnel holding at least the qualifications of MBBS and equivalent.
- (2) Engineering and other technical personnel holding at least bachelor's degree or equivalent.
- (3) teachers in different subjects holding B.Ed. or equivalent.
- (4) College|University Lecturers and other academic personnel holding post-graduate qualifications.
- (5) chartered accountants, statisticians and others possessing qualifications equivalent at least to a bachelors degree and experience of a specialized nature.

3. Persons with less than 3 year's professional experience after obtaining the requisite qualifications need not apply.

4. Experts wishing to be enrolled in the panel may obtain the necessary forms from the Foreign Assignment Section, Department of Personnel and Administrative Reforms, New Delhi-110001, by sending a self addressed (and stamped with 40 paise) envelop size 10x22 Cms. Applications from persons employed by the Central or State Governments, or Public Sector or Quasi-Governmental Organisations should be supported by a certificate from the employer that the applicant will be released for service abroad or foreign service terms in the public interest. (i.e. retaining the applicants lien and protecting his seniority) within thirty days of selection, if need be, and also stating the total period for which the applicant could be released for service abroad. This consent of the Government or the parastatal organisation to the release of the expert shall be valid for a period of one year.

5. These registrations will be valid for a period of three years subject to annual renewal of the certificate described above in the case of employees of Government or parastatal organisations.

6. Persons who have attained the age of 60 years need not apply. Applications of persons registered earlier will also *not* be considered after they attain the age of 60 years.

7. Persons already registered on the panel who do not meet the requirements listed above are informed that their registration stand cancelled.

8. Persons registered before 1-3-1973 are informed that their registrations have lapsed. They may, if eligible, apply for registration afresh.

9. Persons registered after 1-3-1973 need not apply afresh until the expiry of three years from the date of registration, when their registration will lapse. However, all persons registered on the panel for more than one year who are employees of Governments or parastatal organisations are advised to obtain fresh certificate as described in para 4, if more than one year has elapsed since the date of registration, before the 30th June, 1976, and thereafter to renew such certificates annually.

No. 1|23|76-FAS

GOVERNMENT OF INDIA

CABINET SECRETARIAT

(DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS)

New Delhi, the 24th March, 1976.

To

Chief Secretaries to the State Governments and Union Territories.

SUBJECT.—*Foreign assignments of Indian experts in the developing countries—policy in respect of the employees of Semi-Governmental organisations, autonomous bodies and Universities.*

Sir,

It is the policy of the Government of India that Government and semi-Government organisations in friendly developing countries of Asia, Africa and Latin America should be permitted to recruit on a direct contract basis highly qualified Indian experts only through the agency of the Government of India. The organised recruitment of Indian personnel on direct contract by foreign companies and

agencies should likewise be through the Government of India. Recruitment directly by them except through Government channel should be discouraged as far as possible.

2. Further, it is our policy that Government servants, whether in the States or at the Centre, should not, in the interest of discipline, be encouraged to apply to foreign Governments or organisations for jobs directly and should not be released on deputation terms for assignments obtained by them in this manner. Applications of those who are interested in jobs abroad and, whose services can be spared without any difficulty may however be forwarded to the Department of Personnel and Administrative Reforms for registration in the Foreign Assignment Panel. Such persons are considered for suitable foreign assignments as and when demands are received from foreign Governments|Agencies.

3. Suitable instructions have separately been issued to all Central Ministries|Departments and to the State Governments regarding the application of these general policies to Government servants working under their control. It would also be desirable if this general policy is made applicable to employees of quasi-Governmental organisations and autonomous bodies etc. We shall be grateful if you can advise such organisations with which you deal, of this general policy and request them to adhere to it. In particular, any requests for Indian personnel received from foreign agencies, covered by the policy outlined in para. 1 above, should not be acted on but should be communicated to the Ministry of External Affairs. All actual deputations of experts abroad on bilateral basis to the developing countries of Asia, Africa and Latin America should be made through the Department of Personnel and Administrative Reforms or with their concurrence.

4. As you will be aware, this Department maintains panels of experts in diverse fields for meeting the requirements of friendly countries. I am enclosing a copy of an advertisement we have issued in this regard, which is self-explanatory. You may like to bring this to the notice of the autonomous bodies etc., for their information. We also circulate individual vacancies to State Governments and Ministries from time to time. We shall be grateful if, in acting on such circulars, personnel available in the autonomous bodies etc., with which you deal, are also duly considered. It would be in national interest if deputation of Indian experts to foreign countries

is channelised through the Department of Personnel and Administrative Reforms and the Ministry of External Affairs. No foreign agency should be permitted to recruit Indian experts directly.

Yours faithfully,

Sd/- U. C. AGARWAL,

Establishment Officer to the Government of India.

No. 1|23|76-FAS New Delhi, dated the 24th March, 1976.

Copy with its enclosure forwarded to:—

1. All Ministries|Departments of the Government of India.
2. Comptroller & Auditor General of India, New Delhi.
3. Controller General of Defence Accounts, New Delhi.
4. Secretary, Union Public Service Commission, New Delhi.
5. Secretary, Lok Sabha Secretariat.
6. Secretary, Rajya Sabha Secretariat.

Sd/- U. C. AGARWAL,

Establishment Officer to the Government of India.

No. 26/3/76-FAS

IMMEDIATE

**DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE
REFORMS**

New Delhi, dated the 22nd September, 1976.

OFFICE MEMORANDUM

SUBJECT.—*Deputation of Indian Experts on Foreign Assignments—
Recommendations made by the Estimates Committee
regarding Centralisation of Foreign Assignment Work.*

The undersigned is directed to say that the Estimates Committee of Parliament (1975-76) have in their Eighty-Eighth Report, regarding the deputation of Indian experts and officers abroad, made *inter alia*, the following recommendations:—

- (i) The Committee further recommend that while selection of *specialised* persons for deputation abroad, may continue to be dealt with by the concerned Ministry the selection procedure should specifically provide for the association of

a representative of the Department of Personnel and Administrative Reforms in such selections in the interest of ensuring uniformity of approach.

- (ii) The Committee further recommend that selection of persons for categories *other than specialised ones*, for deputation abroad should be centralised and handled in one Department namely, the Department of Personnel and all requests of foreign Governments/agencies for such deputations should be addressed to that Department. That Department should appoint a small Committee in the Department to deal with such cases of selection and arrange to consult all concerned Ministries/Departments etc., in making the selections.

2. These recommendations have been considered in this Department. Effective centralisation in the Department of Personnel and Administrative Reforms in respect of bilateral or direct contract assignments to other developing countries and assignments under the I.T.E.C. Programme already exists. In so far as assignments to international organisations are concerned the recommendation of the Estimates Committee have been considered, taking into account the views of the Secretaries' Committee on Internal Affairs. In accordance with their recommendations it has been decided to accept the recommendation of the Estimates Committee in respect of the selection of specialised persons. As regards the selection of other persons, there would be difficulties in centralising all the work in the Department of Personnel and Administrative Reforms. In so far as assignments to international organisations are concerned, therefore, it has been decided to accept the recommendations of the Estimates Committee to the extent that the Department of Personnel and Administrative Reforms would be associated with the selection process.

3. In pursuance of these decisions, the procedure described below may be followed in the case of selections for nomination to international organisations:—

- (i) In so far as *specialised posts* are concerned, the existing practice under which the selections are made by the nodal Ministries/Departments dealing with the relevant U.N. agencies may continue. For this purpose, a Selection Committee should, however, be set up in each Ministry/Department and the Establishment Officer to the Government of India should be made a member of these Committees. If due to inadequate notice or otherwise, the Establishment Officer or his representative cannot attend a particular meeting, the Committee may nonetheless meet

and formulate its recommendations. The recommendations may thereafter be approved by the Minister of the Ministry concerned. Names of the selected candidates should also be intimated to the Department of Personnel and Administrative Reforms in all cases. As at present prior clearance of that Department would be necessary if an officer serving in any of the Ministries/Departments on tenure deputation is selected for any such foreign assignments.

- (ii) With regard to *non-specialised* posts, according to the present arrangements, selections of officers belonging to the Indian Administrative Service/Central Secretariat Service/Indian Economic Service and/Indian Statistical Service and officers of other/Class I Services serving on tenure deputation at the Centre, are made with the approval of the C.E.B./S.S.B. This arrangement should continue. For other categories of officers, selections may be made by Committees set up for this purpose in each Ministry/Department as suggested in (i) above. The Establishment Officer to the Government of India as a Member of these Committees be invited to attend the selections. This arrangement already exists in the Department of Economic Affairs for assignments under the World Bank, Asian Development Bank, I.B.R.D., etc. The Establishment Officer is a member of this Sponsorship Committee set up by that Department for these selections. Names of selected candidates in all cases should be intimated to the Department of Personnel and Administrative Reforms.

4. The constitution of the Committees set up in pursuance of the above instructions may be intimated to the Department of Personnel and Administrative Reforms as early as possible, and in any case by the 30th November, 1976.

Sd/- (Jagdish Sagar),

Deputy Secretary to the Government of India.

To

1. All Ministries/Departments etc., of the Government of India.
2. Lok Sabha Secretariat.
3. Rajya Sabha Secretariat.
4. Comptroller and Auditor General of India.
5. Controller General of Defence Accounts, New Delhi.

APPENDIX II

(Vide reply to recommendation at Serial No. 21)

NO. BPE|GL-024|76/MAN/2 (43) 75-BPE (GM-I)

GOVERNMENT OF INDIA

MINISTRY OF FINANCE

BUREAU OF PUBLIC ENTERPRISES

(General Management Division) ..

New Delhi, the 30th June, 1976

OFFICE MEMORANDUM ..

SUBJECT:—*Retention of lien of officers of Public Enterprises during foreign assignments with United Nations Agencies.*

The employees of Public Enterprises, like Government employees, are entitled to enrol their names with the Foreign Assignments Section, Department of Personnel and Administrative Reforms, for foreign assignments with U.N. bodies and Governments of developing countries of Asia and Africa. In this context, some public enterprises have desired that guidelines should be issued by the Bureau of Public Enterprises on the question of retention of lien of temporary/regular employees while on foreign assignments.

2. The matter has been examined in its all aspects and it has been decided that so far as top appointments in Public Enterprises are concerned, it would inappropriate to import the concept of lien in respect of such appointments, which are of the nature of tenure appointments.

3. With regard to incumbents of non-top posts, the question of lien of purely temporary employees should not in any case arise. In the case of other regular employees, who are seconded for foreign assignments on the basis of selection/nominations made through the Department of Personnel and Administrative Reforms or the concerned Department which functions as the focal point in the Government of India for the finalisation of selections for such assignments, there should not be any objection to the grant of lien i.e., the privilege of returning to the appointment which he held in the enterprise or which he would have held but for his proceedings on the foreign assignment. Moreover, by making the services of

senior managers available to the developing nations and United Nations bodies the Public Enterprises would stand to gain the enriched experience of the managers returning from foreign assignments.

4. Where an officer belonging to a public enterprise and seconded by the Department of Personnel and Administrative Reforms for foreign assignment wishes to change the organisation and enter into the employment of another organisation other than the one to which he was recommended, he should first come back to India to resume his post in the enterprise and then submit his resignation. This measure, is necessary so as to obviate cases where the employees use foreign assignments to which they have been sent by the Government of India as "spring-boards" for bettering their prospects, without any regard for the interests of concerned public enterprises or of their country. For implementing the above policy the enterprises sending managers on foreign assignments may obtain an undertaking from the manager concerned that he would return to India after the expiry of his tenure abroad. In addition to this, the relevant gratuity/CPF rules of the enterprise in respect of employee not covered by the statutory provisions in the EPF Act, Gratuity Act, etc., would be amended to incorporate a provision to the effect that the gratuity payable to the employee and the enterprise's share of contribution to the CPF will be disbursed only subject to the employee observing the service conditions of the enterprise including the one relating to return to India before leaving the enterprise from the foreign country, where he might have gone in connection with foreign assignments.

5. Ministry of Industry and Civil Supplies etc., are requested to bring the foregoing to the notice of the Public Enterprises under their administrative control for necessary action.

Sd/- (KRISHNA CHANDRA)

Deputy Director, Bureau of Public Enterprises.

To

All Ministries/Departments of Government of India

Copy to:—

(i) The Comptroller and Auditor General of India.

(ii) Adviser (P) |Adviser (C)|Adviser (F)/Secretary (PESB)/Director (I&R)/D.S. (C), Bureau of Public Enterprises.

(iii) Heads of Divisions in Expenditure of Department.

- (iv) All representatives of Ministry of Finance on the Boards of Public Enterprises.
- (v) All Chief Executives of Public Enterprises.

Sd/- (KRISHNA CHANDRA)

Deputy Director, Bureau of Public Enterprises.

APPENDIX III

(Vide reply to recommendation at Serial No. 22)

IMMEDIATE

No. F.1 (14)-E.III(B)/76

GOVERNMENT OF INDIA

MINISTRY OF FINANCE

(Department of Expenditure)

New Delhi, the 7th December 1976

OFFICE MEMORANDUM

SUBJECT:—*Payment of pension/C.P.F. contributions and/or G.P.F. subscription and re-payment of Loan and Advances during the period of foreign service out of India.*

The undersigned is directed to say that according to the provisions of F.R. 115, contributions towards the cost of pension are required to be paid to Government in respect of a Government Servant while on foreign service out of India. Similarly, in the case of an employee governed by the contributory Provident Fund rules, employer's share of Central Provident Fund contributions is required to be paid during the period of foreign service. Such contributions have to be paid by the Government servant himself, unless the foreign employer consents to pay them on his behalf. In addition to the above contributions, a Government servant deputed on foreign service is invariably required to subscribe to the Provident Fund to which he was subscribing at the time of proceeding on foreign service, in accordance with the rules of such Fund. Government servants deputed on foreign service have also to repay the balance towards any loan and advances e.g. House Building Advance, Scooter/Motor Car Advance, etc., which may be outstanding against them at the time of proceeding on foreign service.

2. It has come to notice that at present there is no uniform procedure in regard to the currency in which the above contributions/ repayments are to be made by the Government servants on foreign service out of India. While in certain cases, the contributions are paid in Rupees, in other cases these are paid in foreign currency.

3. The matter has been examined by the Estimates Committee on the basis of the recommendations/conclusions contained in the

Eighty Eighth Report of the Estimates Committee (Fifth Lok Sabha) the President is pleased to decide that in future, all Pensions/C.P.F. and General Provident Fund contributions and repayment of outstanding loan and advances in respect of Government servants on foreign service out of India should be made in the foreign currency in which salary is paid.

4. (a) The exchange rate applicable will be the official accounting rates.

4. (b) For purposes of remittance of money, the normal banking channels should be adopted in places where there are not restrictions on remittances. In countries where such remittance facilities through normal banking channels are not permissible, the contributions should be deposited with the concerned Indian Mission.

5. In so far as persons serving in the Indian Audit and Accounts Departments are concerned, these orders are issued after consultation with the Comptroller and Auditor General of India.

6. Hindi version of this Office Memorandum is being issued separately.

Sd/- P. S. VENKATESWARAN,

Deputy Secretary to the Government of India.

To

All Ministries/Departments of Government of India and State Governments.

APPENDIX IV

(Vide reply to recommendation at Serial No. 19)

Extension of deputation on foreign assignment beyond five and ten years approved by the Central Establishment Board and Senior Selection Board.

(1)	(2)	(3)	(4)
Period	No. of Extensions approved beyond five years.	No. of extensions approved beyond ten years.	Remarks
1-5-1975 to 31-12-75	45	2	<p>(i) Includes 6 cases in which the extension proposal was not accepted but extension for shorter periods was allowed.</p> <p>(ii) Includes 23 railway employees deputed to a single country, who could not all be recalled together keeping the national interest in view.</p>
1-1-1976 to 31-8-76 .	18	2	Includes 5 cases in which the extension proposal was not accepted but extension for shorter period was allowed.

APPENDIX V

(Vide Introduction to Report)

Analysis of the action taken by Government on the recommendations contained in the 88th Report of the Estimates Committee (Fifth Lok Sabha)

1. Total number of recommendations	29
2. Recommendations which have been accepted by Government (<i>vide</i> Recommendations at Serial Nos. 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 16, 17, 18, 21, 22, 25, 26, 27 & 29)	
Number	22
Percentage to total	76
3. Recommendations which the Committee do not desire to pursue in view of the Government's replies (<i>vide</i> recommendations Nos. 13, 20 and 24)	
Number	3
Percentage to total	10.5
4. Recommendation in respect of which replies of Government have not been accepted by the Committee (<i>vide</i> recommendation No. 19)	1
Number	
Percentage to total	3
5. Recommendations in respect of which final replies of Government are still awaited (<i>vide</i> recommendations Nos. 15, 23 and 28)	
Number	3
Percentage to total	10.5