

**GOVERNMENT OF INDIA
FINANCE
LOK SABHA**

UNSTARRED QUESTION NO:6810
ANSWERED ON:07.05.2010
POLICY ON OUTSOURCING AND RESERVATION
Kishor Shri Kamal

Will the Minister of FINANCE be pleased to state:

- (a) the policy, procedures or guidelines on outsourcing, contract work and daily wage system followed by the Union Government;
- (b) whether such policy guidelines work in tandem with the extant policy of the Government on reservation for Scheduled Castes/Scheduled Tribes;
- (c) if so, the details thereof;
- (d) whether the increasing dependence on outsourcing and contracting in the Government business has an adverse impact on the policy of the Government on reservation for SCs/STs ; and
- (e) if so, the facts in this regard and reaction of the Government thereto?

Answer

MINISTER OF THE STATE IN THE MINISTRY OF FINANCE (SHRI NAMO NARAIN MEENA)

(a): Ministries/Departments may hire external professionals, consultancy firms or consultants for a specific job, which is well defined in terms of content and time frame for its completion and they may outsource certain services in the interest of economy and efficiency. Part II of Chapter 6 of the General Financial Rules - 2005 (Rules 163 to 185) contains the fundamental principles applicable to all Ministries or Departments regarding engagement of consultant(s) and outsourcing of services. The policy on engagement of casual workers in Central Government Offices lays down that persons on daily wages should not be recruited for work of a regular nature and that they may be recruited only for work which is casual or seasonal or intermittent in nature.

(b to e): Reservation to SCs and STs in services is provided when the appointments are made by direct recruitment or promotion. If appointments made to any grade have all the ingredients of direct recruitment, policy of reservation would apply even if the appointment is termed as on contract basis. As regards reservation in respect of daily rated staff, instructions provide that while it may not be practicable to apply reservation orders in toto in respect of daily rated staff, it should be ensured that persons belonging to SCs and STs are recruited in such a manner as their overall representation does not go below the prescribed percentage for SCs and STs respectively.