

**GOVERNMENT OF INDIA  
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
LOK SABHA**

UNSTARRED QUESTION NO:436  
ANSWERED ON:14.03.2012  
EMPLOYEES RECRUITMENT  
Siddeswara Shri Gowdar Mallikarjunappa

**Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:**

- (a) the number of employees recruited on permanent basis and the number of those recruited temporarily on contractual basis during the last three years;
- (b) whether reservation policy is followed in contractual employment;
- (c) if so, the details thereof;
- (d) whether contractual employment is made directly by inviting applications from the candidates or by hiring through a company or they are engaged on contract by hiring through a company;
- (e) if so, the details thereof;
- (f) whether persons who have not got an opportunity of permanent employment till 35 years of their age due to the contractual employment, have been identified;
- (g) if so, whether the contractual mode of employment does not infringe upon the fundamental rights of such persons; and
- (h) if so, the details thereof?

**Answer**

MINISTER OF THE STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF THE STATE IN THE PRIME MINISTER'S OFFICE. (SHRI V. NARAYANASAMY)

- (a): The information is not centrally maintained.
- (b) & (c): 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.
- (d) & (e): The contract appointments can be made after following due process of recruitment against sanctioned/regular posts only if Recruitment Rules of the post provide for such appointment. Further, the Ministries or Departments may hire external professional, consultancy firms or consultants (referred to as consultant hereinafter) for a specific job, which is well defined in terms of content and time frame for its completion or outsource certain services as per the General Financial Rules, 2005.
- (f): The information is not centrally maintained. It is, however, stated that the method of recruitment of a post in the Central Government is decided based on several considerations including nature of duties, qualifications and experience required, availability of suitable personnel within a cadre, need for direct intake of personnel with a view to injecting fresh knowledge and experience etc. The upper age limits for recruitment to different posts depend upon the criteria based on Grade Pay of a post. As such, there is no question of denying opportunity to persons of a particular age group for recruitment in Government.
- (g) & (h): In view of reply to Part (f) above, the question does not arise.