

**GOVERNMENT OF INDIA  
HEAVY INDUSTRIES AND PUBLIC ENTERPRISES  
LOK SABHA**

UNSTARRED QUESTION NO:534

ANSWERED ON:15.03.2012

HIGHER LEVEL VACANT POSTS IN PUBLIC SECTOR COMPANIES

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**Will the Minister of HEAVY INDUSTRIES AND PUBLIC ENTERPRISES be pleased to state:**

- (a) whether many high level and important posts are not being filled up in Indian companies owing to lack of talented candidates;
- (b) if so, the details thereof;
- (c) whether due to hurdles in filling such vacancies for lack of talented persons, India now stands only at 29th place among 36 such countries in this regard;
- (d) if so, whether the Government has received any suggestions to meet the shortage of talent; and
- (e) if so, the steps being taken by the Government in this regard?

**Answer**

THE MINISTER OF HEAVY INDUSTRIES AND PUBLIC ENTERPRISES (SHRI PRAFUL PATEL)

(a) to (c) : As per available information, 23 posts of Chief Executives and 55 posts of Directors are presently vacant in various Central Public Sector Enterprises (CPSEs).

The main reasons for vacant Board level posts in CPSEs include

- (i) occurrence of unforeseen vacancies which arise due to resignation/death/ vertical shift of incumbent, non-confirmation/non-extension of tenure of incumbent and scrapping of panel recommended by the competent authority,
- (ii) delay in obtaining vigilance clearance or approval of competent authority,
- (iii) court cases,
- (iv) creation of new Board level posts, and
- (v) decision of the concerned administrative Ministry to keep a particular post in abeyance. The Public Enterprises Selection Board (PESB) conducts the selection interviews for recommending the panel for filling up Board level posts in CPSEs and the experience of PESB has been that except for some sick companies, there is no dearth of applicants with therequisite talent.

(d) and (e) : As per the Government policy, PESB meets candidates from a wide spectrum including those who belong to the concerned CPSE where vacancy has arisen, sectoral candidates from various CPSEs of the concerned Ministry, external candidates from other CPSEs and Central Government, State Government, State Public Sector Undertakings and Private Sector candidates fulfilling specific eligibility criteria.