

**GOVERNMENT OF INDIA
POWER
LOK SABHA**

STARRED QUESTION NO:136
ANSWERED ON:27.11.2009
MANPOWER PLANNING IN POWER SECTOR
Satpathy Shri Tathagata

Will the Minister of POWER be pleased to state:

- (a) whether the shortage of skilled manpower in the power sector is one of the major constraints in the implementation of various power projects including hydro power projects in the country;
- (b) if so, the details thereof and the reasons therefor;
- (c) whether any manpower planning for the power sector has been undertaken, in view of the rise in demand of power in the country;
- (d) if so, the details thereof; and
- (e) the action taken by the Government to meet the manpower requirements of the power sector?

Answer

THE MINISTER OF POWER (SHRI SUSHILKUMAR SHINDE)

(a) to (e): A Statement is laid on the Table of the House.

STATEMENT

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (e) OF STARRED QUESTION NO. 136 TO BE ANSWERED IN THE LOK SABHA ON 27-11-2009 REGARDING MANPOWER PLANNING IN POWER SECTOR.

(a) & (b): Shortage of skilled manpower in critical trades for the power industry like Fitter, Electrician, Welder, Wireman, Turner, Mechanic, Carpenter, Sheet metal worker, Mason, Tool & die maker and Plumber have been identified in some of the states which becomes a constraint in the implementation of some of the power projects in the country. Skilled workers are generally taken from ITIs and it has been observed that there are shortcomings in the skill set of ITI trained skilled workers for utilization of their services in the power sector. Further, the skills of in-service skilled workers need to be upgraded by training.

(c) & (d): Yes, Madam. It was envisaged that the country's massive programme for building additional capacity and infrastructure in the power sector would lead to the creation of around 10 lakh jobs in the XIth Plan. The XIth Plan envisages addition of nearly 78,000 MW generation capacity, 1.0 lakh circuit kilometers of transmission lines and extension and augmentation of the requisite Sub Transmission and distribution network.

The category-wise break-up of requirement of skilled manpower of different categories is as follows:

Category	Construction & Maintenance	Operation	To accelerate construction	Total
----------	----------------------------	-----------	----------------------------	-------

Engineers	20,000	40,000	6,500	66,500
-----------	--------	--------	-------	--------

Supervisors	33,000	75,000	12,000	1,20,000
-------------	--------	--------	--------	----------

Skilled Workers	67,000	60,000	23,000	1,50,000
-----------------	--------	--------	--------	----------

Semi-skilled	73,000	65,000	22,000	1,60,000
--------------	--------	--------	--------	----------

Unskilled	1,48,000	75,000	49,000	2,72,000
-----------	----------	--------	--------	----------

Non-technical 84,000 1,20,000 27,500 2,31,500

Total 4,25,000 4,35,000 1,40,000 10,00,000

Given the number of graduates passing out of the existing schools, colleges and other institutions each year, it is expected that there will be no shortage of manpower of required qualification in any category, technical or non-technical in the country. As regards technical personnel (engineers, supervisors and skilled workers), the following table indicates the adequacy of numbers:

Category Number of institutes Annual Intake Average annual requirement of power industry

Govt. Private Total

Degree# 264 1082 1346 4,39,689 15,000

Diploma# 999 245 1244 2,65,416 25,000

ITI 2017 3448 5465 3,86,656 30,000

intake in power industry related trades alone

Source: DG (E&T) # Source: AICTE web site

Although the number of engineers and diploma holders graduating from the above institutions appears to be adequate but there are shortages in certain specific trades as highlighted above. Moreover, these engineers and diploma holders passing from these Institutes will require induction and in- service training in order to be able to meet the challenges of working in today's technologically highly sophisticated power industry. Especially, the ITI trained/inducted skilled workers require specific training inputs. The critical ITI trades for power industry are Fitter, Electrician, Welder, Wireman, Turner, Mechanic, Carpenter, Sheet metal worker, Mason, Tool & die maker and Plumber. Shortages in critical trades in some of the states have been identified.

(e): During the Seminar on 'Requirement and Availability of Highly Skilled Manpower for the Power Sector' organized by the Ministry of Power on 3rd October 2007, in which representatives of Central Electricity Authority (CEA), CPSUs/Autonomous Bodies/Statutory bodies under the administrative control of Ministry of Power, AICTE, Director General (Employment & Training), Ministry of Labour, Power Secretaries & Secretaries (Technical Education) from the States, representatives of ASSOCHAM, FICCI, CII, Independent Power Producers (IPPs) etc. participated, the power developers were asked to adopt ITIs near their project sites to develop the base of skilled manpower for the power sector. So far, CPSUs under this Ministry have adopted 44 ITIs and 8 ITIs are under adoption (including 11 new ITIs being established by CPSUs). As per available information, private developers have also adopted 12 ITIs.

Subsequently this issue of Manpower requirement and their skill development has been emphasized during the Chief Ministers Conference (2007), and recently held Power Ministers Conference held in June 2009 and November, 2009.

An International Conclave on Key Inputs for XIIth Plan was organized by CEA on 18th and 19-08-2009 which had a special session on Human Resource development.