

**GOVERNMENT OF INDIA
SCIENCE AND TECHNOLOGY
LOK SABHA**

STARRED QUESTION NO:224

ANSWERED ON:05.08.2015

Attrition Rate of Scientists

Chavda Shri Vinod;Shetty Shri Gopal Chinayya

Will the Minister of SCIENCE AND TECHNOLOGY be pleased to state:

- (a) whether attrition rate of scientists from research institutions/laboratories is quite high;
- (b) if so, the details of scientists and technocrats who left the R&D institutions/labs during the last three years and the current year along with the reasons therefor;
- (c) whether the remunerations, perks and other facilities to Indian scientists do not match with that of scientists working abroad and if so, the reaction of the Government thereto;
- (d) whether the Government intends to improve working conditions, perks and facilities of Indian scientists so as to bring them at par with scientists working abroad and to arrest brain drain of Indian scientists; and
- (e) if so, the details thereof and the other steps taken by the Government for promotion of science and technology and welfare of scientists?

Answer

MINISTER FOR MINISTRY OF SCIENCE AND TECHNOLOGY AND EARTH SCIENCES
(DR. HARSH VARDHAN)

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

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STATEMENT AS REFERRED IN REPLY TO PARTS (a) to (e) OF LOK SABHA STARRED QUESTION NO. 224 FOR 05/08/2015 REGARDING ATTRITION RATE OF SCIENTISTS

(a) No, Madam.

(b) Does not arise.

(c) & (d): The remunerations, perks and other facilities provided to scientists working in India are not comparable with that of scientists working abroad as various conditions that govern the compensation packages are not identical. The Flexible Complementing Scheme / Merit based promotion scheme positioned in scientific departments and the implementation of the VI Pay Commission pay scale and introduction of Performance Related Incentive Scheme (PRIS) in strategic Departments have attracted scientists to remain in the country and hence the Institutions are not experiencing any brain drain. Successive increase in plan allocations for Scientific Departments, offering attractive research fellowships, strengthening infrastructure for Research and Development (R&D) are some of the measures taken by the Government to improve the research infrastructure and working conditions of the scientists. Further, the Government has already appointed the Seventh Pay Commission to examine, review and recommend the emoluments structure including pay, allowances and other facilities/benefits to Central Government employees including scientists.

(e) The Government has taken several steps for promotion of science and technology and welfare of scientists. The Government, through the Science, Technology and Innovation Policy 2013 has focused to make careers in science, research and innovation attractive enough for talent and bright minds. The competitive extramural funding schemes of Department of Science and Technology (DST) and Department of Biotechnology (DBT), Young Scientist Project Award, Women Scientist Scheme, National Women Bio-scientists Awards, J.C Bose Fellowship, Swarnajayanti Fellowship etc. have been designed to encourage individual scientists to do quality research. Ramanujan Fellowship, Ramalingaswami re-entry Fellowship, Innovation in Science Pursuit for Inspired Research (INSPIRE) Faculty Scheme are some of the programs to attract Indian scientists from abroad as well as to retain them in the country. Council of Scientific and Industrial Research (CSIR) provides performance linked incentives to the awardees of Shanti Swarup Bhatnagar Prize. Some other incentive systems are: Sharing of proceeds with scientists from contractual R&D; and consultancy and premia & royalty received from the transfer of technology. In addition to incentivization, the Government has several welfare programmes like housing schemes, health schemes, leave travel concession, special schemes for women etc. to Central Government employees including scientists.
