

GOVERNMENT OF INDIA
MINISTRY OF STEEL

RAJYA SABHA
UNSTARRED QUESTION NO.3016
FOR ANSWER ON 21/03/2018

INDUCTION OF YOUNG PROFESSIONALS IN SAIL

3016. SHRI SANJAY SINGH:

Will the Minister of STEEL be pleased to state:

- (a) whether it is a fact that *in lieu* of retired professionals, Steel Authority of India Limited (SAIL) has not undergone any recruitment process so far for the induction of young professionals in the industry, if so, the reasons therefor; and
(b) if so, the details of percentage or number of professionals aged between 25-40 years, recruited so far since the introduction of modernisation and expansion in 2012?

ANSWER

THE MINISTER OF STATE FOR STEEL

(SHRI VISHNU DEO SAI)

(a)&(b): Steel Authority of India Limited (SAIL) is having a well established process of formulation of Annual Human Resource Plan (HRP) to take care of selective recoupment against superannuations and providing manpower for new facilities coming under modernization and expansion projects. While formulation of HRP, thrust is given on manpower rationalization, manpower cost reduction and improving manpower profile w.r.t. age, qualification and skills. In previous HRPs upto 2015-16, recoupment @ 15% to 25% of superannuations have been considered to ensure timely recoupment of critical positions. However, from 2016-17 onwards thrust is on recoupment of statutory and critical positions.

The Year-wise details of number of recruitments/joining including the number of professionals recruited at age between 25-40 years in SAIL since 2012-13 onwards is as under:-

Year	No. of Recruitment /Joinings		
	Executives	Non- Executives	Total
2012-13	679	2922	3601
2013-14	517	3059	3576
2014-15	812	1829	2641
2015-16	356	1841	2197
2016-17	16	1419	1435
2017-18 (upto Feb.'18)	27	427	454
