

**GOVERNMENT OF INDIA
EXTERNAL AFFAIRS
LOK SABHA**

UNSTARRED QUESTION NO:1094

ANSWERED ON:07.03.2007

HIRING OF LOCAL INDIANS BY INDIAN EMBASSIES

Yaskhi Shri Madhu Goud

Will the Minister of EXTERNAL AFFAIRS be pleased to state:

(a) whether Indian Embassies hire local Indians for carrying out various jobs;

(b) if so, the details thereof; and

(c) the details of benefits including medical facilities provided to them?

Answer

THE MINISTER OF STATE IN THE MINISTRY OF EXTERNAL AFFAIRS (SHRI ANAND SHARMA)

(a) Yes.

(b) Indian Missions/Posts abroad are manned by personnel posted from India or on transfer from other Indian Missions and by locally recruited staff. Such local staff is recruited on contractual basis under powers delegated to the Head of Mission/Post. They could include Indian nationals or nationals of the country in which the Indian Mission/Post is located or nationals of a third country. The staff so employed locally includes Secretarial/Clerical Staff, Interpreters cum Translators, Marketing Officers, Chauffeurs, Gardeners, Cleaners etc.

(c) During their employment with the Mission, in addition to the pay, they are entitled to Cost of Living Allowance when the United Nations Cost of Living Index increases by 5%, Daily Allowance at the rates determined by the Ministry, Bonus provided such payment is necessary according to local laws, annual leave, sick leave, extra-ordinary leave, maternity leave in case of female employees. Locally recruited employees are also entitled to terminal gratuity at the prescribed rates on retirement, on superannuation/termination (except on disciplinary grounds) and on resignation on valid grounds, accepted by the Head of Mission/Post. The payment of gratuity is not admissible in cases where Mission/Post is contributing towards a mandatory social security scheme unless specifically sanctioned by the Ministry. The Ministry considers requests for providing medical facilities to the locally recruited employees on case by case basis. They are also entitled to Free return air passage from their respective Missions/Posts to New Delhi and back subject to the condition that the locally recruited employee has completed twenty five years of continuous service with the Indian Mission/Post. Where local laws make it mandatory to provide facilities apart from those mentioned above, such requests are also considered.