

## **UPDATE ON ISSUES CONCERNING RESETTLEMENT OF ESM**

1. **Changes to Reservation Policy.** In view of the abolition of Gp 'D' jobs in the 6<sup>th</sup> CPC and their upgradation to Gp 'C', as also similar upgradation from Gp 'C' to Gp 'B', a case has been taken up vide our letter No 0515/Gen/DGR/Emp-3 dated 16 Sep 2014 for review of policy. Similarly for PSU, Banks and PSE, DGR has taken up a case for 20% reservation in Gp 'C' vide letter No 0515/gen/DGR/emp-3 dt 31 Jul 14.

2. **Age Relaxation.** One of the many reasons for ESM not being eligible for Govt jobs is the age restriction. DGR has taken up a case for **age relaxation of length of service plus three years** vide our letter No 0515/Gen/DGR/Emp-3 dated 03 Feb 14. We have also taken up a case for age relaxation in PSUs/Banks for all vide our letter NO 0515/Gen/DGR/Emp-3 dated 22 Aug 2014 A summary of the same is below:-

<b>Ser No.</b>	<b>Cat</b>	<b>Existing Policy</b>	<b>Recommended</b>
(a)	Security Guard	45 yrs	50 yrs
(b)	Clks	50 yrs	54 yrs
(c)	Sub-staff Cadre	50 yrs	54 yrs
(d)	Chief Security Offr	55 yrs	56 yrs
(e)	Security Offr	40 yrs	45 yrs

Similarly for Gp 'A' and Gp 'B' posts through direct rect based on All India Exams, DGR has taken up a case for age relaxations of **length of service plus three yrs** vide our letter No 0515/Gen/DGR/Emp-3 dt 30 Jul 2014.

3. **Wider Acceptance of Army Graduation Cert.** Every soldier who is class 10/12 pass and has served for 15 years or more is considered as Graduate for all reservation vacancies as per para 2 of DoPT circular No 15012/8/82 dt 12 Feb 1986. While all Govt jobs in Gp 'C' & 'D' have to accept their cert, the aim is to have *acceptance of the Army Grad Cert by agencies not governed by DoPT rules*. To meet their requirement, a marking system has been introduced. This primarily affects those applying as teachers or schemes like Petrol Pumps where the min qualification is graduate. The issue has been discussed with NCTE, who have accepted the same and now the case has been taken up with the GoI vide our letter No 0515/Gen/DGR/Emp-3 dt 12 Feb 15. We are also engaging the HRD Minister to get their concurrence.

4. **Exemption of Vocational Training Certificate (NCVT).** Possessing of an **NCVT certificate was made mandatory for employment in CPSUs.** A soldier is not aware which skill certificate will

land him a job at place of his resettlement. Hence soldiers can not apply for these skill certification and jobs in the last year of their service as permitted under Govt orders. Case for exemption of the same has been forwarded to MoD.

5. **SSC Offrs.** We have taken up a case for changing the policy of induction to CAPF in the rk of Dy Comdt instead of in Asst Comdt, in view of the change in terms and conditions of service of SSC offrs vide our letter No 0515/Gen/DGR/Emp-3 dated 27 Feb 15 .

6. **Res in MoD Govt Orgs like DRDO, DGQA and Def PSUs.** Data obtained by us shows a defi of **50% in Gp 'C' and 99% in Gp 'D' in MoD cont orgs.** Accordingly a case was taken up with Mod and the **Hon'ble RRM has in principle agreed to 25% res for all cat of jobs for ESM.** This issue needs to be taken up by Service HQs also.

7. **New Avenues of Emp in Govt Sector.** We had fwd a concept paper on "Emp of ESM in Nation Building" to the PMO. One of the proposals for emp was expl ESM in Msn Clean Ganga by raising four TA Bns on the model of Eco TA. The proposal has been approved at various levels and is presently pending CCS clearance. These Bns would act as a catalyst for further raisings over the yrs. We have also fwd a proposal to raise ESM manned Disaster mgt Bns at the State level. If approved, these too will provide ESMs jobs close to home.

8. **Deputation of offrs.** The number of officers on deputation has significantly reduced. The issue has been taken up with MoD.

9. **Permanent Absorption and Pay Parity.** Opportunities are provided to all Central Public Sector Executives, Central Govt and Defence Forces officers for permanent absorption into various govt departments / PSUs etc through PESB. While officers from CPSE and Central Govt are sought for the same grade of pay on the new jobs, the officers from the armed forces are asked to join at least one grade lower. For example, for the appointment of a Director at grade pay equivalent to Rs 8700, only a Brigadier at grade pay of Rs. 8900 or above can join and not a Colonel who is actually at grade pay of Rs 8700. Similarly at the level of a JS/Maj Gen, upper age limit for such absorption is 55 years with minimum 2 years experience which cannot be met by Armed Forces due to delayed promotions. Case to remove this anomaly has been fwd to PESB and MoD.

10. **Advisors / Independent Directors.** There is a need to have large number of these officers employed as advisor and independent directors to ensure transparency, accountability and efficiency. A case has been taken up with MoD that all CPSUs should have at least one independent director from the services and PSU's manufacturing equipment for a particular service should engage an independent director and advisor from the same service.

11. **Challenges in Optimal Utilisation of Resettlement Courses.** DGR org resettlement trg of approx 23000 pers incl 800-1000 offrs annually in multifarious fds. All of these are on the recommendations of the Service HQs or Regtl Centres. However, we are cognisant of the fact that there are a No of challenges especially regarding jobs placements post trg. While we are

trying to implement Placement Assured Trg (PAT) however, there are No of challenges that need to be added at the Service HQs level. Some of these are enumerated below:-

- (a) Most servicemen take the facility as an extended lve instead of an opportunity to empower himself.
- (b) Large time gap between attending the course and retiring, thus reducing our ability to enforce placement assurance on trg instt.
- (c) No selection process for these courses thus denying instt any scope of undertaking an aptitude test.
- (d) No payment taken from JCO/ORs, thus making it a welfare measure and resultant lack of involvement.

12. **Prep for Govt Jobs Exams.** A proposal has been fwd to MoD(DESW) for conduct a pilot trg pgme to prepare retiring soldiers and ESM for entrance exams to various Govt / PSUs/Bank/Police Org. On receipt of concurrence same will be conducted this year.

13. **Skill Devp.** A MoU has recently been signed between the MoD and Ministry of Skill Devp to ensure that approx 3 Lakh ESM, dependents and widows can benefit from the national skill devp pgme and get jobs within next five years. DGR is monitoring the implementation.

14. **In Service Training and Certification.** As a follow up on MoU with MSDE, actions are in hand and as a first step job mapping survey and NSQF compliance of DGR training will be undertaken. However, in the long run if skill certification and placements are to be ensured, in-service training will have to be certified and linked to jobs post retirement. A case for the same has been taken up with MoD.

15. **MoU with CII & DO to Hon'ble Fin Minister.** To enhance opportunities for ESM in the ever growing Corporate Sect, an MoU was signed with CII on 19 Sep 14 with the Hon'ble RM and COAS gracing the occasion. While some prog has been made, however, the lack of incentive for the industry has resulted in a lack of enthusiasm. To overcome the same, DGR has taken up a case with Hon'ble Fin Minister wherein we have *asked for tax credits and preference in Govt procurements for coys that hire a larger percentage of ESM.* If accepted, this will go a long way in motivating the corporate to emp ESM as is the case in some Western countries. We have also launched as DGR - CII job portal on url [dgr.mycii.in](http://dgr.mycii.in) for retiring and retired soldiers interface with industry.

16. **Job Fairs.** As part of our agreement with CII, we have formalized the structure and methodology of conducting 'Job Fair' to provide a platform where the industry and servicemen can meet and suitable emp provided. It is proposed to **org four Job Fairs on a regional basis every qtr in consultation with the Service HQs and concerned Comd HQ.** The first such fair was conducted on 6-7 May 15 at the NCC Camp at the Army Parade Ground, Delhi Cantt successfully. The next job fair is being conducted by the Indian Navy at Mumbai on 11 Oct 2015. A special job portal has been opened on DGR website for the purpose.