

Government of India
Ministry of Defence
Department of Ex-Servicemen Welfare
Defence (Resettlement I)

Minutes of meeting held with Liaison Officers on 16.03.2022

✓ fix

The 2nd Meeting with Liaison Officers appointed for ESM by various Ministries/Departments was held on 16th Mar 2022 at 1430hrs under the Chairmanship of Secretary (ESW) to discuss issues pertaining to Monitoring the implementation of Reservation Policy of ESM in Central Civil Services & Posts (CCS&P). The meeting was attended by Dr. Pudi Hari Prasad, Jt Secy (ESW), Maj Gen Sharad Kapur, YSM, SM, DG (R); Air Cmde B Ahluwalia VSM, Secy(KSB), Reps of the DAV, DIAV, DESA, AG (MP-4 Civ) and Liaison Officers of approx. 25 Ministries & attached offices of Ministry of Defence (MoD).

2. Initiating the discussion, Secretary(ESW) emphasized the role of Liaison Officers for effective Monitoring the implementation of Reservation Policy of ESM in Central Civil Services & Posts (CCS&P). Secretary(ESW) further stressed the need for proper collection of data and analysis of the data for effective implementation of Reservation Policy of ESM.
3. JS(ESW) further continued the discussion as set out in the agenda points. He asked the representative of DDP first to give his views. DS Coord & ES, DDP discussed the matter related to filling-up the existing reservation percentage for ESM in DPSEs and quoted an example of Ordinance Factory Board. He added that a total of approx. 8000 vacancies should be filled-up whereas only around 3% vacancies are occupied by ESM and remaining vacancies are unfilled since a long time. JS (ESW) asked for the total authorized strength of ESM in the DPSEs along with how many ESM are held on strength as on date. The rough number came out as a total was 29,000 and approximate 3.5% vacancies have been occupied by the ESM. JS (ESW) further asked to look into the exact number of ESM vacancies as per applicable ESM reservation percentage, current holding and asked to increase it proportionately (at least 10%) as Hon'ble RM has considerably deliberated on Ex- Servicemen quota implementation so at least in Ministerial Posts, ESM quota, should be expended and implemented rigorously.

4. JS (ESW) further asked about the intake in CPSEs, to take the representation from the PSEs and gauge the current position. He suggested that respected L.O to cooperate and coordinate accordingly in order to increase the recruitment.

Action: LOs, CCS&P

5. JS (ESW) also suggested that L.O's to put up position to the competent authority to look -after the position and composition of the reservation in order to drive this recruitment process smoothly. He added to look after the benchmark criteria and fill the vacancies of Ex-servicemen by doing the needful in order to fill the ESM quota which has been mandated statutorily.

Action: LOs, CCS&P

6. DG (R) responded to the Rep DDP and asked him about the freezing criteria going on in DPSEs which hinders the implementation of reservation of ESM and asked to update the DGR in relation to this and furnish relevant information.

Action: LOs, DDP

7. JS (ESW) invited DG(R) to take over and address the meeting.

8. DG(R) offered thanks to JS (ESW) and said that agenda points have already been given to everyone and Dy Dir (RMC), DGR is available at all times and asked everyone to reach out to him via Mobile Phone and Email to address all queries. He added to do the needful in respective areas and keep these agenda points handy which have been circulated around and we will do the work to streamline the capturing the data.

9. JS (ESW) said agenda points have been given to all to do the needful and forward periodic reports to enable DGR to make the way accordingly. He added that LOs should be aware that what is to be done and that is applicable to all. The following were discussed: -

<u>Sl</u>	<u>Issue</u>	<u>Discussion</u>	<u>Action by</u>	<u>Remarks</u>
1	<u>CONSOLIDATION OF CONTACT DETAILS (EMAIL ID & MOBILE NO.)</u> – Liaison Officers are requested to forward their contact details duly mentioning the postal address, e-mail	JS (ESW) remarked that by 25 th of this March, details of all Liaison Officers should be completed with the	All LOs CCS&P	

	ID and working Phone No. (Land-line & Mobile No.) for one-on-one communication on all issues related to the subject matter.	help of Dy Dir (RMC).		
2	<u>ESM QUOTA IN JOBS</u> – In all the DR Vacancies issued for various organisations, the LO must ensure that the vacancy Notification to include the Horizontal reservation for ESM, wherever the reservation is available, the way it is done for other reserved categories. Along-with this, all the ESM related issues like age-relaxation, fee exemption, if any, must also form a part of the vacancy circular. As stated by the Secy, ESW during VC with LOs on 02 nd Mar 2022, the Sanctioned strength of any Ministry/ Department is to be obtained from the website of Ministry of Finance, Dept of Expenditure. Based on the Sanctioned Strength, the actual vacancies required to be filled by ESM should be calculated and adequate efforts be made to fill in the gap between authorised ESM vacancies & the Held Strength of ESM for a particular post for which reservation provisions have been made by the Gol.	JS (ESW) asked all LOs to identify the requisite no. of vacancies of Ex-Servicemen as per authorized strength and find out the present position and furnish the data to DGR within the time limit which is 25 March. It was mentioned by Rep DIAV that Ex-servicemen are sending representations in terms of horizontal reservation and requested vet the position on reservation. Then, JS (ESW) directed DG(R) being the nodal agency to write down the points and apprise them of requisite information.	All CCS&P	
3	<u>VETTING OF RESERVATION</u>	JS (ESW) asked all	All CCS&P	

	<p><u>ROSTER PERTAINING TO ESM RESERVATION, SIGNED AND CONFIRMED</u> – Liaison Officers (LOs) are requested to ensure implementation of ESM reservation within their Ministry/ Department. For doing so they are requested to get the reservation roster related to Horizontal reservation, peruse it, put their signature and forward a confirmation in this regards to DGR.</p>	<p>LOs to look into the matter and complete all formalities by the due date.</p>		
4	<p><u>TIMELY SUBMISSION OF HALF YEARLY REPORTS</u> - Compilation of half-yearly report and its accuracy on the implementation of reservation policy for ESM in CCS&P, Banks, CPSEs, DPSEs and CAPFs entirely depends upon half-yearly data provided by the organisations post expiry of June and December of every year. It has been observed that half-year ending data are not received within stipulated period. Thus there is need for compliance on the submission of half-yearly data so as to reach DGR office within one month post completion of June and December quarters.</p>	<p>JS (ESW) asked that it should be submitted as per time frame as Secretary (ESW) and other important officers are interested in it, so that they can formulate policy accordingly in order to create the jobs for Ex-servicemen.</p>	All CCS&P	
5	<p><u>CREATION OF JOBS FOR ESM</u> - It is felt that the "Reservation Policy" formulated by Gol must be fully implemented by CCS&P, CAPFs, Nationalised Banks and CPSEs including DPSEs by creating adequate jobs as a second career for</p>	<p>JS (ESW) emphasized that all LOs must ensure that the reservation policy as formulated by the Gol must be followed in totality.</p>	All CCS&P	

	<p>Armed Forces Personnel retiring every year. This will go a long way in their dignified and permanent resettlement in civil life to fulfil their social and family responsibilities due to their early retirement which is an organisational requirement for the service to maintain a youthful profile of the Armed Forces.</p>			
6	<p><u>CONFIRMATION ON SELECTED CANDIDATE</u> – Whenever, a demand is raised from any organisation for nomination of ESM for direct recruitment or so, the confirmation on selected candidate against contractual/reserved vacancies may be intimated to DGR Office. As per June 2021 report, 1434 ESM have been gainfully employed. This data pertains to CPSE & CCS&P.</p> <p>Request for data held to be diligently scrutinised and intimated.</p>	<p>DG (R) intimated that, whenever demand comes to us with respect to filling up the vacant vacancies (Direct Recruitment or in general) we do not get the information as to how many candidates have got the vacancies or have not, hence, time bound information (data) should be provided to DGR so that we can make the way ahead.</p>	All CCS&P	
7	<p><u>EXEMPTION OF ESM FROM UNDERGOING PET IN CAPF EXAMS</u> - Ministry of Home Affairs has clarified that Ex-Servicemen candidates applying for the post of Assistant Commandant are comparatively younger vis-à-vis candidates for the post of Constable and Sub-Inspector and are required physically fit to lead the troops</p>	<p>DG (R) asked that Ex-servicemen should be exempted from the CAPF PET</p>	Min of Home Affairs	

	<p>operationally, any compromise on the standards of physically fitness will be detrimental to the interest of Force. Therefore Ministry of Home Affairs has not acceded to the proposal of DESW for exempting ESM from undergoing PET in Assistant Commandant (GD) examination. This point needs to be taken into consideration that barring the ESM for selection on these posts due to the reason expressed above will only defeat the purpose of DOP&T OM dated 04th Oct 2012.</p>			
8	<p><u>RECRUITMENT OF ESM IN GROUP 'D' POST ONLY AS ARMED GUARDS AND NOT FOR PEONS –</u> For instance, PNB Circle office Haldwani & Tripura had issued vacancy notification for recruitment to the posts of Peon. A clarification was asked as to why candidates belonging to the ESM were not selected to fill up the vacancies reserved for ESM and why applications were called from ESM category if the posts were not reserved from ESM. PNB, HR Deptt, Dwarka, New Delhi has stated that these vacancies were to be filled exclusively the ESM candidates and a separate recruitment process for Group "D" post of Armed Guards is under consideration and filling up of 65 vacancies for the Group 'D' post of Peon recruitment process is completed. PNB has neither intimated</p>	<p>JS (ESW) asked to forward the matter directly to LO at Min of Finance.</p>	<p>Min of Finance, Banking Division</p>	

	whether it has taken any concurrence with the Min of Fin in this regard or why the reservation is not provided to fill the post of Peons. Merging of posts in any group is only allowed if the post strength is below 20.			
9	POSTING OF DATA - It is proposed by DG (R) that within 02 months DGR office will come up with the data received from CPSE, PSB, and CCS&P on our website. The job provider organization whose quantum of employment is MAXIMUM will be awarded accordingly.	JS (ESW) highlighted that an award ceremony is going to be held to award Gold, Silver & Bronze medals to the CCS&Ps for giving Maximum Number of Jobs to ESMs within the Ministries/ Departments and encouraged all reps to participate in the Scheme while stating that Hon'ble RM going to distribute the medals.	DGR	

10. JS (ESW) stated that it is an open platform and encouraged all members to put their points forward.

11. Rep MHA, stated that there should be a mechanism like SC/ST enjoy the reservation benefits, Ex-servicemen should also be provided guidelines in proportion to their reservation holistically so that they do not have any confusion regarding it and DoP&T could be apprised about it in order to formulate the Memorandum, and suggested that DGR do the needful. He also added that steps to be checks should also be made clear. DG(R) intimated that this point will be looked after and progress will be informed accordingly.

Action: DGR, DOP&T

12. Rep DIAV added to the comments of MHA Rep stating that there was a compendium in relation to Ex-Servicemen reservation quota (2014) but in 2019 there was another compendium formulated in order to implement the Ex-servicemen quota, due to which there is some confusion. It was told that DoP&T is required to give more clarification in order to implement Ex-servicemen quota more rigorously

Action: DIAV, DGR, DOP&T

13. Rep MHA, added that in terms of DOP&T OM for appointment of Liaison Officer at CCS&P, the same may also be appointed for attached offices & lower formations. DG(R) responded that all CCS&P may do the same at their level for their lower formations but for any purpose or task with the respective Ministry/ Department, the LO appointed by DOP&T will be the nodal person and he/ she will be responsible for providing any information as and when called by the DESW or DGR.

Action: CCS&Ps

14. Rep MHA also emphasized that there is a big time gap in recruitment process from inviting the applications to filling-up of vacancies. So measures need to be taken accordingly and format for collecting information be amended accordingly. He also suggested that the report should be collected annually instead of six monthly. He also added that an application can be developed for gathering the data and do the needful in order to provide single window facility to the Ex-Servicemen. DG(R) responded that we will explore the avenue in order to develop the application and further Ministry of Home Affairs can also develop the application on their own for their lower formations in order to provide the suitable avenue in their respective Ministry. DG (R) further added that online system for collection of data will be formulated in due course of time, till then existing system of reporting and frequency of report will be the same. Rep MHA further stated that their Ministry is too big and comprises of various Departments, Attached & Subordinate offices. Hence appointing one L.O. for the whole Ministry may not give the desired result. Therefore, he suggested LOs for various Departments/Attached/Subordinate offices of MHA. JS(ESW) appreciating his views told him to send a report to this Department in the matter. Rep MHA thanked the chair.

Action: CCS&Ps

15. DG (R) ordered Dy Dir (RMC) to send a proposal to DoP&T for rosters on ESM reservation and to Write DIAV to send a proposal in this regard.

Action: DGR, DIAV

16. Rep Railways said that they are implementing the quota in all recruitment as per Govt orders. JS (ESW) said to do the needful and keep following up the lower formations as Secretary, ESW may ask a report that how the things are unfolding and what progress has been made so far.

17. Rep DoP&T said that there are certain vacancies but candidates (Ex-servicemen) are not available as they do not have the requisite professional skills in order to get the available job. He particularly mentioned the 25 Stenography vacancies which are vacant as no suitable Ex-servicemen are available for the vacant posts. DGR may launch such courses and train the Ex-servicemen accordingly. DG(R) replied to look into as to which courses can be introduced after consultation with the respective parties like what the need of the hour and what the Ex-servicemen is looking for and we will do the needful accordingly. DG(R) also mentioned that courses like Stenography require professional skills which can be learned in young age, Ex-Servicemen who is at that age of 40 or 45 may not be apt for this course, however DGR will look into as specifically mentioned by DoP&T in regards of 25 vacant posts of stenographers.

Action: DGR

18. At last DG(R) thanked all the members present at the meeting and informed everyone that next meeting would be on 4th of April 2022 at 1430Hrs.

19. The meeting ended with a vote of thanks to the Chair.
