



सत्यमेव जयते

Government of India
Ministry of Personnel, Public Grievances & Pensions



NATIONAL RECRUITMENT AGENCY



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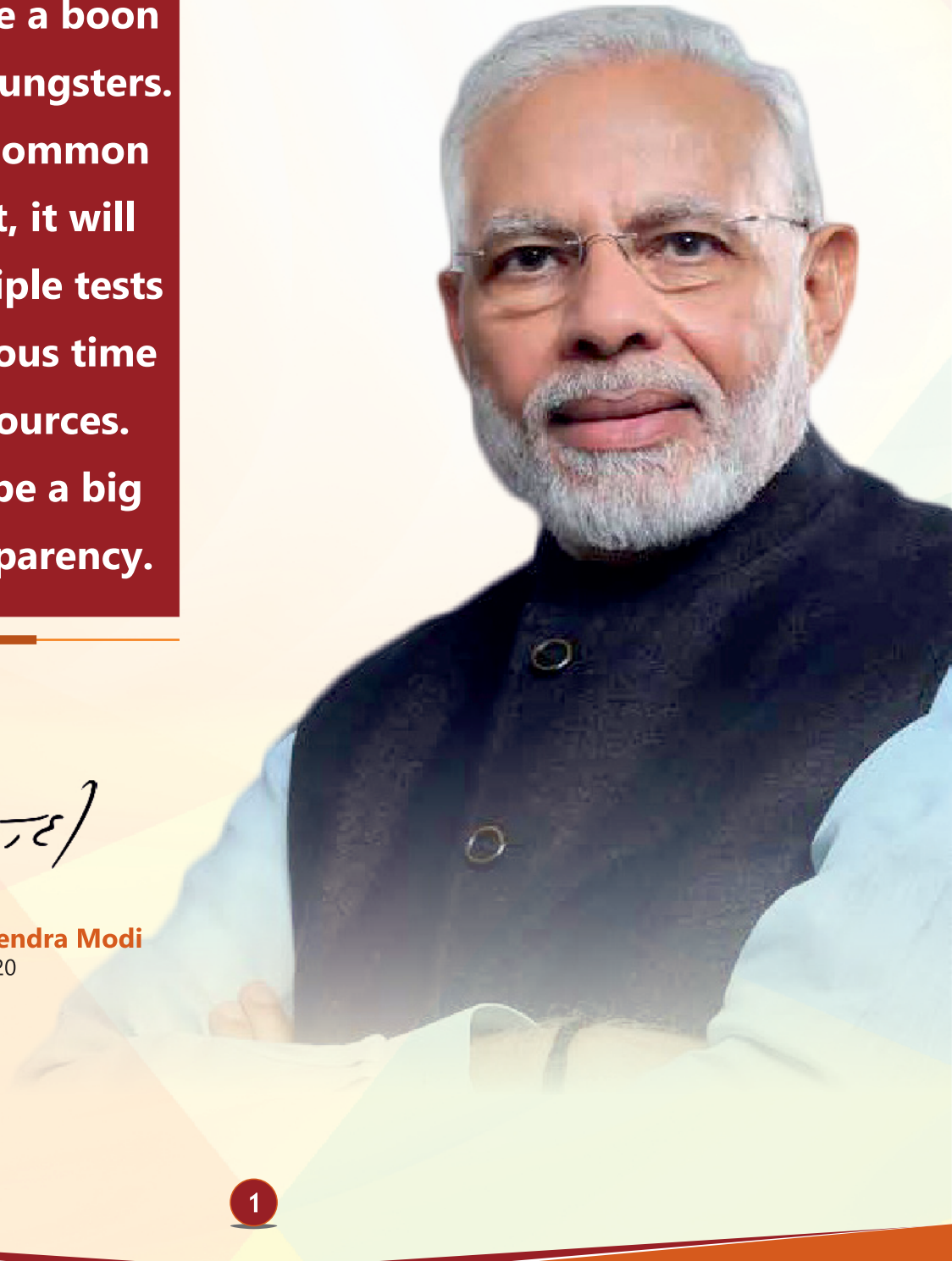
The National Recruitment Agency will prove to be a boon for crores of youngsters. Through the Common Eligibility Test, it will eliminate multiple tests and save precious time as well as resources. This will also be a big boost to transparency.

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श्री नरेंद्र मोदी

Hon'ble PM Shri Narendra Modi

19 August 2020



Sunita's story...a young girl's dilemma

I am Sunita Devi from Asauta Village of Banka district in Bihar. I have done my BA in History from Bhagalpur University. My father is a labourer. I desperately wanted a government job for a steady income for my family. It is very difficult to find information about how to get a job. I came to know that there are separate tests for clerical jobs in Railways, Government Banks, State Government and Central Government.

It was a difficult task to fill up forms for these exams. Each exam had its separate fee and separate exam centre. My parents did not allow me to go alone to another town for taking exam. Whenever my father accompanied me, he lost his daily wages for those days. Sometimes dates of these exams clashed with each other, and I had to skip one or two of the exams.

Basanta's quandary..... a job aspirant's predicament

As a poor young man from Mayurbhanj district in Odisha, when I completed my graduation through distant education, while also doing some petty jobs to manage livelihood, it was a question of survival for me to get a good job. I wanted to support my parents who spent their entire life in penury. I applied in response to employment notices issued by the SSC and Railway Recruitment Boards, but could not succeed as I have no money to buy books to prepare for these exams. I once skipped the IBPS exam as I could not pay the examination fee.

I always wondered why the Government is conducting multiple exams for jobs of similar nature even though the eligibility conditions and selection criteria were, more or less, identical.

I used to remain pre-occupied surfing the sites of various recruitment agencies in search of employment notifications. Filling up examination forms for various agencies while sitting at a cyber café was another challenge for me.



I used to travel long distances to appear in these examinations, incurring huge expenses on travel, apart from making lodging and boarding arrangements at the examination centre/city.

These multiple examinations were indeed a burden on all candidates like me, and we have no choice but to keep trying.

Government's response to their problems

With a vision to digitally transform the entry-level examinations while inspiring confidence and winning the trust of aspirants, who are in pursuit of a meaningful profession in the service of the nation, the government has introduced the Common Eligibility Test (CET) to shortlist candidates for vacancies of Group 'B' Non-Gazetted posts, Group 'B' Gazetted posts, which are exempted from consultation with UPSC; Group 'C' posts in the Government and equivalent posts (where no such classifications exist) through a computer based online Tier-I examination to be conducted exclusively by a multi-agency body called the National Recruitment Agency (NRA).

What is CET?

-  CET is a **first level test** to shortlist the candidates
-  CET scores **enable candidates to approach various recruitment agencies** for taking the **next level tests for final selection**



Candidates can take test multiple times



Each score to be valid for three years



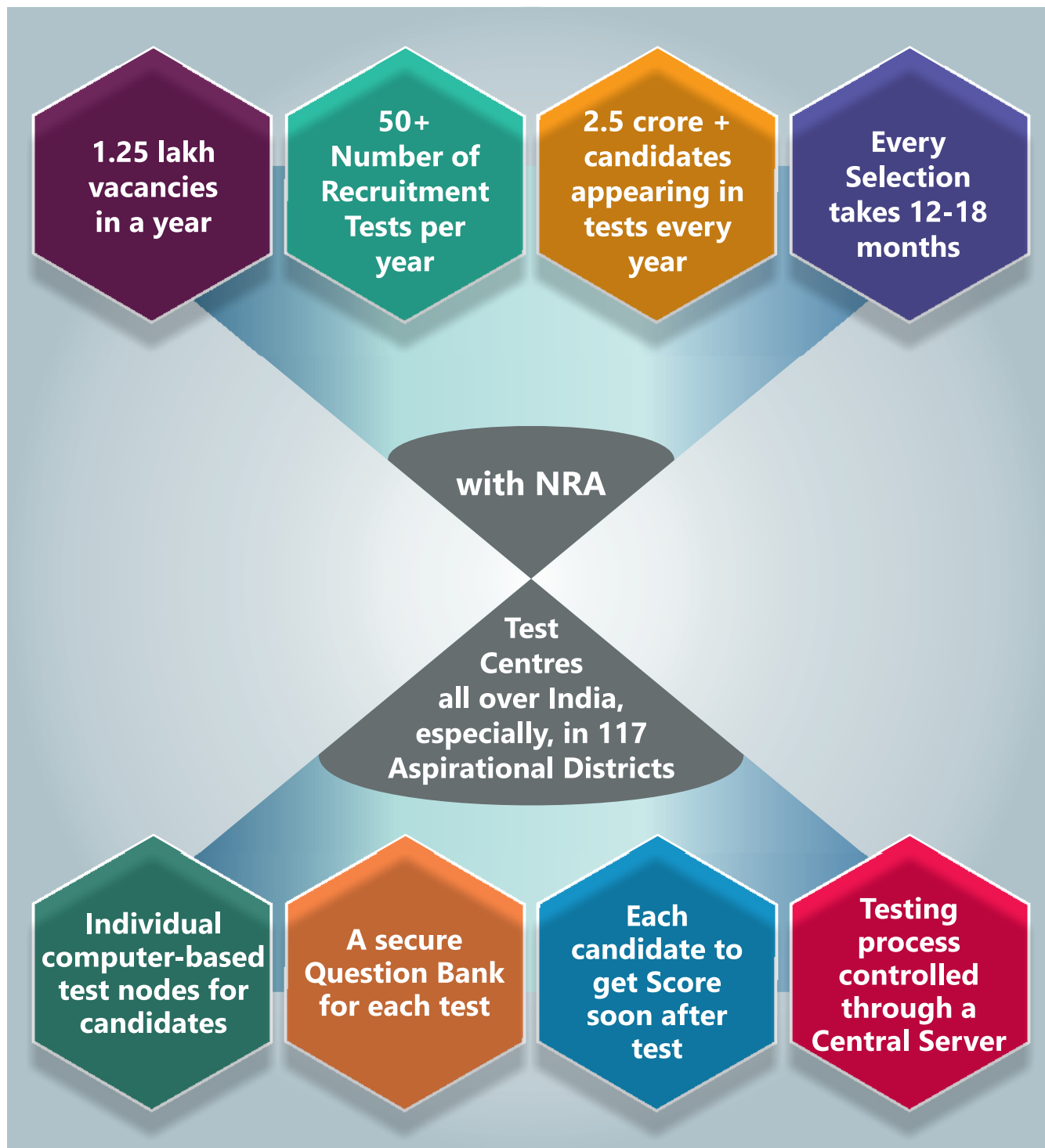
Best score to be taken

Common Eligibility Test (CET): The new paradigm



Ease of Access to all Aspirants

The NRA Hour Glass



A Game Changer for Government too...

Pre-NRA situation

- ❏ Multiple Recruitment Agencies of Government of India and separate recruitment tests with multiple tiers, in multiple locations
- ❏ Payment of separate fees for each test by the candidate, causing burden
- ❏ Test centres located mostly in urban areas
- ❏ Test not available in multiple languages
- ❏ Test results not available quickly
- ❏ Prolonged recruitment cycle for each post



Post-NRA (CET) scenario

- ❏ No need for availability of test centres, security, supervision, question paper setting, processing of applications, logistics etc. by each Recruitment Agency for conducting own separate screening test
- ❏ As majority of the candidates who apply will be screened out by the CET, Recruitment Agencies will be able to focus on the specialized tiers of exams covering a small percentage of the total candidates
- ❏ Reduced time in selection process
- ❏ Recruitment cycle will be faster
- ❏ Positive effect on efficiency of Government functioning with manpower in place
- ❏ Test centres will be spread across the country and not just few urban centres



NRA: Status and benefits for stakeholders

NRA thus far

- The proposal to set up NRA was considered and approved by the Cabinet on 19.08.2020
- NRA has been registered as a Society and a certificate of registration has been issued by the Registrar of Societies, South East District, Government of NCT of Delhi on 24.12.2020

NRA: Benefits for the Candidates

- Common Registration
- Single Fee
- Common Curriculum
- Standard Question Bank
- Secure Examination Process
- Savings in time and cost for candidates
- Focused approach to Tier-2 exams
- Quicker Generation of Scores
- Better Infrastructure
- Improved facilities & access for rural/women/disadvantaged candidates

NRA: Benefits for the Government

- In the longer run, the CET score could be shared with other recruiting agencies in the Central Government, State Governments/Union Territories, Public Sector Undertaking and Private Sector on MOU/Cost sharing basis, for appointment in their organizations
- This would help such organizations in saving costs and time spent on recruitment
- Reduced time for recruitment cycle

The Road Ahead

The future of recruitment in public and private sector is poised to see a paradigm change under the NRA architecture. It will not only simplify the procedures but will also result in saving of cost and time for the candidates and Government. Following are the long term milestones envisaged under the initiative :

- 01** Outreach to provide assistance to the candidates, especially in Aspirational Districts/Rural Areas, in handling the on-line examinations, counselling services for hand-holding to be provided
- 02** NRA to conduct the CET in multiple languages
- 03** Set up a 24x7 Help Line for answering queries/ complaints/grievances
- 04** Government of India funding for Developing Testing Centres in 112 Aspirational Districts
- 05** NRA to conduct CET with at least one test centre in every district
- 06** Savings @Rs.600 Cr per annum would accrue to the Recruitment agencies with launch of the CET

“The most significant feature of this reform is that every district in the country will have at least one examination centre which would greatly enhance access to the candidates living in far-flung areas. This will also be a huge benefit to women and divyang candidates as well as those who find it financially unaffordable to appear for multiple tests by travelling to multiple centres..... ”

Dr. Jitendra Singh

Minister of State (IC), Ministry of Science & Technology, Ministry of Earth Sciences,
Ministry of State, Prime Minister's Office,
Ministry of Personnel, Public Grievances and Pensions,
Department of Atomic Energy & Department of Space,
Government of India



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