



## RSTV Summary: The Big Picture: Role & Functions of National Recruitment Agency

### Context

- Terming the setting up of a National Recruitment Agency as "historic", Union minister Jitendra Singh on August 19 said it will conduct an online Common Eligibility Test for shortlisting candidates for majority of central government jobs twice a year.
- He said the multiple recruitment examinations are a burden on the candidates, as also on the respective recruitment agencies, involving avoidable or repetitive expenditure, law and order or security-related issues and venue-related problems.
- It is envisioned that the NRA would be a specialist body bringing state of the art technology and best practices to the field of central government recruitment.

### About National Recruitment Agency

- Setting up of an agency to conduct a common eligibility test was announced in the Union Budget 2020.
- NRA will conduct a Common Eligibility Test (CET) for **all non-gazetted posts, including Group B and C (non-technical) jobs.**
- It will allow job seekers take one common test and save costs and time spent on writing multiple exams.
- The NRA will set up **examination centers in every district** of the country.
- NRA has been envisioned as 'a specialist body bringing the state of the art technology and best practices to the field of central government recruitment'.
- **Madhya Pradesh** is the first state in the country to take this unprecedented decision of giving government jobs to youths of the state on the basis of their NRA score.

#### NRA COMPOSITION

The National Recruitment Agency will have representatives of:

- Ministry of Railways (India)
- Minister of Finance (India)/Department of Financial Services
- Staff Selection Commission(SSC)
- Railway Recruitment Boards (RRBs) and
- Institute of Banking Personnel Selection (IBPS).

### What was the need of NRA?

- Given that on an average 2.5 crores to 3 crores aspirants, appear for about 1.25 lakh vacancies in the central government every year. NRA will
  - Avoid duplication of efforts and speedup the process
  - Reduce burden on exam conducting agencies
  - Bring transparency and accountability in recruitment process
  - E- governance
  - Inclusive and sustainable process.



### Will it lead to speedy recruitment?

- The government says that a single eligibility test would “significantly reduce” the recruitment cycle. Even some of the departments have indicated their intention to do away with any second-level test and go ahead with recruitment on the basis of CET scores, Physical Tests and Medical examination.

### What are the major positive implications of this move?

- **Large-scale beneficiary:** NRA will benefit around 25 million aspirants who apply for multiple government jobs every year and have to apply for each exam separately.
- **This will reduce the burden on students:** It saves time & effort. And it also saves money, as there will no need to pay a fee for multiple exams, and travel expenses.
- **Common syllabus:** CET will be conducted separately for graduate, higher secondary (12th) and metric (10th) levels. Each level of exam will have a common syllabus and will serve as screening (preliminary) test for that level.
- **Time and energy saving:**
  - Candidates who clear CET once, will be eligible to attempt for the second level exam (mains) thrice (once every year).
  - They will not have to appear for the PT/ screening test again for three years against the correct norms of appearing for prelims test every time the student apply for recruitment.
- **Improve accessibility:** Each district will have at least one centre. They will be given an option to schedule their own tests at their choice centers.
- **Improve overall education infrastructure:** Government has sanctioned a sum of Rs 1517.57 crores for the NRA. The cost will also be incurred for setting up exam infrastructure in 117 districts with large numbers of aspirants. The proposal is expected to ease the access to aspirants residing in rural areas.
- **Student friendly and sustainable mode:** Candidates will not have to incur additional expenses for travel, boarding, lodging to reach their exam centers that are usually far from their hometown. Single exam will reduce the financial burden on candidates.
- **Women candidate at major advantage:** Girls generally depend on a guardian to accompany them in reaching their exam centers which limit their chance of applying and take many recruitment exams. The availability of exam centers in every district and single exam would benefit the female candidates most.
- **Reduce regional and language imbalance:** CET would be available in a number of languages, benefitting aspirants from different regions of country. Presently, most of the exams are conducted in English and Hindi languages. The Common Eligibility Test (CET) will be conducted in 12 languages that are in the Eighth Schedule of the Constitution of India
- Concentration of exam will **improve examination quality.**

### What are the Major challenges which need to be addressed?

- **Creation of new jobs:** The number of government jobs is shrinking. In addition, as private participation in some government sectors is increasing, the number of government jobs will be further reduced. Creating more government jobs is a challenge for the centre.
- **Recruiting best suitable candidate:** it will depend on tier 2 and tier 3 exam that how well it is designed to select suitable candidate for a particular job say for bank and excise inspector.



- **This agency will conduct exam only for central government** vacancies but most of the job available are of state government so student will continue to be harassed unless state governments too bring the reforms.
- **Digital divide and infrastructure:** there is huge digital divide between rural and urban areas, poor and rich and male and female which need to be addressed so that no one is at disadvantage.

#### Way forward

- State government must bring similar reform to ease the process of recruitment.
- State government and central government should come to an agreement – state government should select aspirants from the list provided by UPSC for their provincial civil services instead of conducting their own exam which take 4 to 6 year to conduct one cycle.
- Digital infrastructure needs to be improved and digital divide need to be brought down.

#### Conclusion:

Realization of the goal of “*NRA=Ease of Living for the Young Job Aspirants*” goal requires efforts from all stakeholders that are participating agencies, job seekers and government. This move will not only improve the quality of human resource but will also help India to reap the benefits of its “Demographic dividends”.

#### Source

[https://www.youtube.com/watch?v=KfDzITnpqco&list=PLVOgWA\\_DiGzoqQsGjmamTu6f453RWpm\\_I&index=11](https://www.youtube.com/watch?v=KfDzITnpqco&list=PLVOgWA_DiGzoqQsGjmamTu6f453RWpm_I&index=11)

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