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Government of India
Ministry of Defence
Department of Ex-servicemen Welfare

Sena Bhawan, New Delhi,
the 6 February, 2020

OFFICE MEMORENDUM

Subject: - Guidelines for the Functioning of Director General Resettlement (DGR) Scheme to provide ESM Manpower for "Technical Services" to the Government Establishments / Complexes through Empanelled State ESM Corporations.

1. **Introduction:** In order to maintain a youthful profile of the Armed Forces, approximately 60,000 service personnel are retired/ released every year at comparatively young age. During their active service, the ESM handle complex systems of Aircraft, Ships, Submarines, Guns, Tanks, Weapons systems, Heavy Vehicles & Machineries and Complex Systems in Civil Defence. They retire with experience and skill competence in defence industry related competencies. Majority of these service personnel at the time of retirement are at an age (between 35 to 45 years) wherein they have liabilities towards their family/ dependents, which necessitates their taking up of a second career/ profession.
2. ESM as an individual is highly loyal, disciplined, cultured, responsible and youthful. Experience of having worked in projects wherein physical security, information security and secrecy is paramount is an unparalleled plus. **Also it is prudent to mention that an ESM comes with the reliability and advantage of continuous background checks during service.**
3. A number of Government establishments / complexes outsource the requirement of skilled manpower (temporary on contractual basis) for Operations and Maintenance of technical equipment to **Civilian Agencies (unregulated), wherein not only the interests of Principal Employer (Reliability and Requisite Experience) get compromised but also poses a threat to Security and Secrecy of the Principal Employer Complex.**
4. Outsourcing the requirement of Manpower on contractual basis for Operations and Maintenance of technical equipment (Heavy duty Plant, Mechanical Equipments, Vehicles & Electrical machinery) to minimum of three DGR Empanelled State ESM Corporations **Sponsored by DGR, New Delhi** will fulfill all the requirements of the Principal Employer in terms of Security, Reliability, Secrecy, Requisite skills and Experience in a fully compliant and regulated manner.
5. **Requisitions by Principal Employer:** The Principal employer will seek fresh sponsorship from DGR minimum 3 months in advance from the intended date of

