

## 77. NATIONAL WOMEN ENTREPRENEUR COUNCIL

- 77.1 Set up by Act No. 20 of 1999, the National Women Entrepreneur Council (NWECC) operates under the *aegis* of the Ministry of Gender Equality and Family Welfare. Its objectives are, among others, to: identify actions and projects that will promote entrepreneurial activities of women; establish training programmes to improve management skills and aptitudes of women entrepreneurs; and promote cooperation and research with respect to women entrepreneurship development.
- 77.2 There are approximately 930 active women entrepreneurs who are registered with the NWECC and engaged mainly in the agro-business, handicraft and textile sectors.
- 77.3 The Secretary is the administrative head of the Organisation. As such, he is responsible for the execution of the Council's policy as well as the control and management of its day-to-day business.
- 77.4 In the context of this review exercise, both the staff side and Management made similar requests such as the creation of an array of grades and the restyling of certain grades. The attention of Management was drawn on the numerous vacant posts at the Council and it was informed that it would be more appropriate to fill vacancies prior to resorting to creation of additional grades.
- 77.5 All the requests have been examined and in the case of the grade of Business Development Officer, we are making appropriate recommendation as elaborated below.

### Business Development Officer

- 77.6 In view of expansion of activities of the Council, the grade of Business Development Officer was, at the request of Management, made evanescent in the 2008 PRB Report and a grade of Business Development Officer (Roster) was created. Provision was made for Business Development Officers in post as at 30 June 2008 opting to work on roster to be granted two increments at salary point reached, subject to the top salary of the grade.
- 77.7 Both Union and Management have averred that incumbents in the grade of Business Development Officer (Personal) have not been provided with the option to join the grade of Business Development Officer (Roster) as the need for the grade to be on roster is no longer felt. We are accordingly abolishing the grade of Business Development Officer (Roster) and reinstating the grade of Business Development Officer.

**Recommendation 1**

- 77.8 We recommend that the grade of Business Development Officer (Roster) be abolished.**

**77. NATIONAL WOMEN ENTREPRENEUR COUNCIL  
SALARY SCHEDULE**

<b>NWEC 1 :</b>	<b>Rs 17975 x 175 - 18500 x 200 - 18900 x 225 - 20925 x 250 - 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30615</b> General Worker
<b>NWEC 2 :</b>	<b>Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280</b> Office Auxiliary/Senior Office Auxiliary <i>formerly Office Care Attendant</i>
<b>NWEC 3 :</b>	<b>Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290</b> Driver/Office Auxiliary <i>formerly Driver/Office Attendant</i>
<b>NWEC 4 :</b>	<b>Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050</b> Salesperson
<b>NWEC 5 :</b>	<b>Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930</b> Clerical Officer <i>formerly Clerical Officer/Higher Clerical Officer</i> Clerk/Word Processing Operator
<b>NWEC 6 :</b>	<b>Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</b> Management Support Officer
<b>NWEC 7 :</b>	<b>Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000</b> Executive Officer (Personal to officers in post as at 31.12.15)
<b>NWEC 8 :</b>	<b>Rs 27905 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200</b> Business Development Assistant

**77. NATIONAL WOMEN ENTREPRENEUR COUNCIL (Contd)**

**NWEC 9 : Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950**

Accounts Officer

**NWEC 10 : Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600**

IT Instructor

**NWEC 11 : Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750**

Business Development Officer

**NWEC 12 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 89250**

Secretary

