

**Gujarat Industrial Policy, 2015
Scheme for Enhancement of Technical
Competence and Manpower.**

Government of Gujarat
Industries & Mines Department
Resolution No. CED-112015-24553-I
New Sachivalaya, Gandhinagar
Dated : 1.4..2015

Read:

1-1 APR 2015

1. Gujarat New Industrial Policy, 2015
2. G.R. No. CED-112006-606-I dated 25.01.2008
3. G.R. No. CED-112007/2081(1)/I dated 27.02.2009
4. G.R. No. CED-112007-2081(1)-I dated 23.08.2010

Preamble

The Honorable Prime Minister has stressed on increasing production, export and to generate productive employment for the youth. In order to keep the pace with changing environment, technology and innovation a need is felt to enhance technical skill and to scale up in partnership with the industry.

Gujarat is known for its enterprise and symbolizes the growth engine of India. Government of Gujarat has undertaken speedy reforms and continues to intensify steps to accelerate growth, with the establishment of GIDC Industrial Estates/ Industrial Parks, Special Economic Zones and by strengthening existing Industrial Clusters across the State. This has generated vast scope for employment of technically competent and industries responsive manpower at various levels.

Though the State has over the years attracted large volumes of investment the availability of suitable and required manpower has been lagging. Despite large requirement of manpower on the one hand and institutional arrangements for equipping/ skilling on the other, there has been a qualitative demand-supply mismatch resulting in shortage in the industries with simultaneous unemployment/ underemployment.

A need is also felt to impart short term bridge courses to improve employability of existing degree and diploma holder from ITIs, Polytechnics and Engineering Colleges to fulfill the need of industries and the working place. As a result with the training of skill candidates are expected to be more & more industry responsive and readily employable. In addition to upskilling of existing operator approach is also made for upskilling of supervisor and executive technician as an ongoing process to match with changing requirement of Industry and Business.

Gujarat Industrial Policy has laid an emphasis on the need to create industry responsive & readily employable manpower in various segments. In order to take this initiative further, keeping the pace with the changing technology and overall Industrial Environment, the State Government also intends to enhance skill of existing manpower, trainers and faculty members of institutions with an active participation from industries.



Resolution

In view of the strategy under New Industrial Policy the Government is pleased to introduce a "Scheme for Enhancement of Technical Competence and Manpower" which will come into force from the date 1.1.2015 and will remain in operation for a period of five year.

1.0 Definition

1. **Anchor Institute:** Anchor Institute means the University/Institutes or a specific department having its specific sectorial specialization or ability to mentor over all Skill Development activities.

Anchor Institute will be responsible to train the high level trainers and faculty members in those respective areas of specialization including course curriculum development.

In each **focus /identified specialized sector**, there could be only one to function as Anchor Institute.

2. **Nodal Institute:** Nodal Institute means the institute responsible to train second level trainers & supervisors/ instructor/ faculty members under the control of respective Anchor Institute. Anchor Institute will select Nodal Institute among the ITIs/Polytechnic/Engineering or equivalent Institutes, having specific sector specialization, required to function as per the guidelines of Anchor Institute.
3. **Host Institute:** Existing ITIs/ Polytechnics/ Engineering colleges/ Government Affiliated Institutions/ Center affiliated by any Recognized Universities/ Center Promoted by Trust or Industries/ Universities/School identified for running need based specific training courses
4. **Capital Expenditure:** Means cost incurred to acquire or upgrades fixed assets such as building refurbishing/renovating, equipment's and machinery including installation cost, electrification, furniture and other related investment except cost of land.
5. **Operating Expenditure:** Means any recurring cost incurred on training, maintenance of assets, and remuneration to staff of anchor cell, honorarium to the experts, related consumables and other administrative expenses as approved by the Committee.

2.0 Scheme -1: Financial Assistance for setting up of Anchor Institute

- 2.1 The scheme will be known as a "Scheme of financial assistance for setting up Anchor Institute"

2.2 Selection Criteria for Anchor Institute

The State Level Implementation Committee will select a University or Government/ Government Approved/ Affiliated /Recognized Educational Institutions established and operating in Gujarat as an Anchor Institute for specific focus sectors like Biotechnology, Marine, Mining, Agribusiness, Ship Building, Aerospace, Fisheries,



Technical & Industrial Textile, Auto Engineering and other sectors as specified by the Committee.

2.3 Role & Functions of Anchor Institute

- (i) Anchor Institute will provide technical support to the technical educational institutions in the sector across shop floor, supervisory and managerial level for improvement of skill.
- (ii) To collect information on all the technical courses being offered in the State, considering need to upgrade and make it industry responsive.
- (iii) To study and suggest to Government for required changes in the curriculum in the technical courses with the changing need of industries.
- (iv) To organize training programmes for faculty development and training for trainers.
- (v) To benchmark the courses offered by ITIs / Polytechnics and Engineering Colleges or Equivalent Institution with international/ national standards.
- (vi) To select and coordinate with Nodal Institute.
- (vii) To continuously evolve new training programmes based on the need of the industries in the state and improvements/ changes/ modifications/ up gradation in the courses based on the industry feedback.
- (viii) To arrange faculty/ speakers from the institutes, industries and professionals for the training programmes.
- (ix) To encourage the faculties for undertaking R&D and consultancy with the specific focus on skill development.

2.4 Procedure and modalities

- (i) The Anchor Institute will set up an exclusive cell for the purpose and will engage full time employees as per requirements as approved by the Committee. The cell will act as a nucleation center for training programmes in the respective sectors in the entire state.
- (ii) The Anchor Institute shall submit a proposal with comprehensive schedule of implementation of the entire programme including the details of training courses to be run by the Nodal Institute.
- (iii) The Anchor Institute in its proposal will submit the yearly projection of number of trainees in different courses proposed by them.
- (iv) The State Level Implementation Committee will approve the programmes to be implemented and budget requirement of Anchor/Nodal Institutes.
- (v) The representatives of industries shall be actively involved by selected Anchor Institute for preparing the course material.

2.5 Selection of Nodal Institute by Anchor Institute

Anchor Institute may identify one or more Nodal Institutes (not more than five such institutes) among the degree/ diploma/ ITI institute for performing its tasks in the respective regions as per requirements of that sector considering criteria as mentioned below, however the Anchor Institute shall be ultimately responsible for quality of outcome. Nodal institution will be funded by Anchor Institution from the assistance available under this scheme.

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- (i) Intake capacity, number of students passed out, placement ratio.
- (ii) Availability of existing infrastructure and approach of the management of the Institution.
- (iii) Presence of industries in the surrounding areas.
- (iv) Existing training resources in terms of faculties and training materials, equipment and library.

2.6 Quantum of Assistance

Financial assistance both for capital and operating expenses to Anchor Institute shall be maximum up to Rs. 10 crores during the operative period of 5 years:

2.6.1 Capital Expenditure Support

The institutes will be provided financial support for capital expenditure maximum up to Rs. 5 Crores out of total assistance of Rs. 10 crores during operating period.

- (i) 100% Cost of machinery/ equipment and infrastructure required for setting up of Anchor and Nodal Institute will be eligible, except for land cost.
- (ii) Cost of new building or internal refurbishing of the existing building premises dedicated for the Anchor/Nodal Institute will be eligible for financial support maximum up to 25% of capital expenditure.
- (iii) Any overhead expenditure booked under capital expenditure head by the Anchor Institution will not be eligible.
- (iv) Contingency expenditure maximum up to 3% of capital expenditure will be eligible.
- (v) Reasonable amount of pre-project expenses, to the extent of up to Rs. 2 lakhs, will be considered as eligible expenditure in addition to the contingency.

2.6.2 Operating Expenditure Support

The institutes will be provided financial support for operating expenditure maximum up to Rs. 5 Crores out of total eligible financial assistance of Rs. 10 crores during operating period.

- (i) 100 % financial support towards operating expenses to Anchor and Nodal Institutes will be eligible.
- (ii) Administrative expenditure (for staff salaries) limited to 30% of the annual operating expenditure excluding external faculty honorarium will be eligible.
- (iii) The cost of office consumables, communication expenses, travelling and dearness allowance of the faculty for the programme will be approved as a part of the operating expenditure limited to 10% of annual operating expenditure.
- (iv) Training center can be used as a service centers for Industry Clusters and Industries for the maximum utilization of infrastructure & machinery creating a revenue generation model and self-sustainability.
- (v) Honorarium to faculty members or outside experts will be paid on actual basis.
- (vi) Contingency, maximum up to 3% of operating expenditure will be eligible.

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2.6.3 Existing Anchor Institute

- (i) Financial support towards both capital and operating expenditure incurred after the announcement of the scheme will be given to existing Anchor Institute @ 100% for the period of one year.
- (ii) The support will be within the overall limit of Rs.10 crores per institution which include the amount paid & allotted to them in previous scheme.

2.6.4 Other Conditions

- (i) The Anchor institute shall submit the progress report on completion of every six months to the State Level Implementation Committee. The financial assistance will be provided/ released as per the progress of the project.
- (ii) The performance of the Anchor Institute shall be reviewed by State Level Implementation Committee on regular basis.
- (iii) The Anchor and Nodal Institute shall have to be in operation for the minimum period of 10 years from the first disbursement.
- (iv) Batch size should be of minimum of 10 trainees and duration of courses should not be less than a week and/or 40 hrs.

3.0 Scheme - 2: Short-term Bridge Courses by Industries/Institute

3.1 The Scheme will be known as a "Scheme of financial assistance for running Short-term Bridge Courses".

3.2 Eligibility

Need base specific training courses or course specified by National Skill Development Corporation/NCVT/ GCVT/ Sector Skill Council, and/or others could be introduced in the existing ITIs/ Polytechnics/ Engineering colleges/ Government Affiliated Institutions/ Center affiliated by any Recognized Universities/ Center Promoted by Trust or Industries/ Universities/School (host institute) in association with Industries/Industries Association or any other legal entity (referred as Industry Partner) which are registered under Societies Act, Trust Act or Companies Act by constituting Institutional Management Committee (IMC).

3.3 Quantum of Assistance

- (i) Industry partner will assess the facilities available with Host institute with respect to requirement for Specific training course proposed and prepare a proposal for additional facilities required at Host Institute level and submit the proposal to Industries commissionerate/ The Centre for Entrepreneurship Development for further approval.
- (ii) The cost of machinery & equipment including classroom furniture & fixture and refurbishing of building up to 75%, of the total fixed cost limited up to Rs. 100 lakhs, will be provided as a financial assistance to the project and the balance cost shall be borne by Industry Partner. However, any contribution eligible



under any scheme of Directorate/Commissionerate of Technical Education or Directorate/Commissionerate of Employment and Training will be treated as financial assistance under this scheme.

- (iii) Refurbishing of the existing building premises dedicated for the specific training courses will be eligible for financial support limited to 20% of project cost and maximum up to Rs. 20 lakhs.
- (iv) Assistance for Recurring cost like remuneration to external and internal faculties, raw material/training material, tools, other consumables, electricity bill, stationary cost and other administrative expenses as approved by Institutional Management Committee (IMC) will be provided as per procedure in para (V).
- (v) Net Recurring cost means balance of total recurring expenditure incurred minus course fee received. 75% of net Recurring cost will be reimbursed to the Industry partner as a financial assistance and balance expenses shall be borne by Industry partner.

3.4 Institutional Management Committee (IMC)

Institutional Management Committee will be formed by incorporating officials from Directorate of Employment & Training or Directorate of Technical Education or Industries Commissionerate or University or Education Department, Industry Partner, The Centre for Entrepreneurship Development and Expert to run and supervise overall effectiveness of the center.

3.4.1 Role of Institutional Management Committee

- (i) To decide on the requirements of equipment and training facilities and procure the assets.
- (ii) To decide and finalize the course content.
- (iii) To determine the fee structure for the course for participant other than sponsored by Industry partner.
- (iv) To appoint the training coordinator.
- (v) To select external and internal faculties and decide their remuneration.
- (vi) To brand and promote the objectives of the center as deemed fit.
- (vii) To review the progress.

3.4.2 Role of the Host Institute

The role of the Host Institute is to provide all appropriate infrastructure and environment to run training activity. On completion of operative period of 5 years from commencing the training programme, the assets acquired for such training course will automatically be transferred to the Host Institute.

3.4.3 Role of Industry Partner

- (i) To open separate Bank account for this purpose.
- (ii) To contribute minimum 25% of the cost of machinery & equipment including classroom furniture & fixture and cost of refurbishing of building.
- (iii) To contribute minimum 25% of the net recurring cost.
- (iv) To maintain separate accounts for receipts and expenditure.



- (v) Industry Partner shall have to sponsor trainee's minimum of 25% intake capacity of course and provide employment at least 75% of its sponsored trainees.
- (vi) Industry Partner shall have to train the faculty of the Host Institution for capacity building.
- (vii) Industry Partner shall have to facilitate for implant practical training to the trainees.
- (viii) Industry Partner shall have to carry out 3rd Party Skill Assessment on completion of the course through Empanelled body/Experts under National Skill Development Corporation/NCVT/GCVT/Sector Skill Council and others National & International Body as approved by SLIC.

3.5 Other Conditions

- (i) Center should be commenced during the operative period of scheme and continue its operations at least for 5 years from its commencement.
- (ii) Training center can be used as a service centers for Industry Clusters and Industries for the maximum utilization of infrastructure & machinery creating a revenue generation model and self-sustainability.

4.0 Scheme - 3: Specialized Skill Development Centers

4.1 The scheme will be known as a "Scheme of financial assistance for setting up of Specialized Skill Development Centers at Industry".

4.2 Specialized Skill Development Areas

Assistance will be provided to Industries for specialized training centers in areas like marine engineering, mining, specialized pipe laying, aerospace, defense production, Automobiles, solar and other non-conventional energy and such other advance/ specialized technologies and management areas as may be decided by the State Level Implementation Committee.

4.3 Quantum of Assistance

- (i) The assistance to the extent of 50% of the project cost, maximum of upto Rs. 2 crore, covering construction of new building or refurbishing of existing building, equipment and machinery including installation cost, electrification, furniture and other related investment, except for land cost, will be provided.
- (ii) In case of new construction/ refurbishing of existing building, maximum 20% of project cost maximum upto Rs. 40 lakhs will be considered for financial support.
- (iii) Training center can be used as a service centers for Industry Clusters and Industries for the maximum utilization of infrastructure & machinery creating a revenue generation model and self-sustainability.

5.0 Scheme - 4: Skill Up-gradation Centers (SUCs)

5.1 The Scheme will be known as a "Scheme of financial assistance for setting up Skill Up-gradation Centers (SUCs) at GIDC Estates / Other registered Estates/ Industrial Parks/ SEZs / Investment Regions".



5.2 Skill Up-gradation Centers (SUCs)/Training Center

- (i) Modern and well-equipped need based Skill Up-gradation Centers will be established at GIDC Estates / Other Registered Estates/ Industrial Parks/ SEZs / Investment Regions.
- (ii) Land and Building will be provided/ constructed by the respective GIDC Estates / Other Registered Estates /SPV of Industrial Park, SEZs, Investment Region.
- (iii) State Level Implementation Committee will empanel National Level Training Partners or Industry/Industries Association to run the SUCs.
- (iv) Overall functioning of the training will be monitored and assessed by respective GIDC Estates / Other Registered Estates/ Industrial Parks/ SEZs / Investment Regions or Industries Commissionerate/ The Centre for Entrepreneurship Development.
- (v) There will be a MoU between the relevant participating agencies.
- (vi) In order to monitor overall activities, there will be separate Advisory Committee at local level for each center.

5.3 Quantum of Assistance

- (i) Support for acquisition of machinery/equipment/ tools/ furniture & fixtures costing upto Rs. 1 crore will be extended to each SUC in the following manner.
 - a) 100% for GIDC Estates or Other Registered Estates.
 - b) 75% for Industrial Parks/ SEZs/ Special Investment Regions.
 - c) The machinery & equipment/tools/ furniture & fixtures will be purchased by the CED from Industries Commissionerate and supplied to SUCs. The cost of transportation/ erection/ electrification etc., will be provided by the CED.
 - d) Procurement of machinery & equipment/tools/ furniture & fixtures costing below Rs. 1 lakh per course will be reimbursed to the training partner subject to the prior approval of Technical Committee is taken.
- (ii) Training center can be used as a service centers for Industry Clusters and Industries for the maximum utilization of infrastructure & machinery creating a revenue generation model and self-sustainability.

6.0 Scheme - 5: Skill Development to MSME Sector

6.1 The scheme will be known as a "Scheme of financial assistance for Skill Development to MSME sector".

6.2 Eligibility

Any MSME shall sponsor candidate for up skilling skill development from its work force or fresh candidate for its requirement. The assistance for the course fee up to Rs. 10,000/- will be reimbursed to training partner/ organization.

6.3 Quantum of Assistance

100% of course fees, maximum up to Rs. 10,000/- per person for a one week or for more duration of skill up gradation for MSMEs in a training programme conducted in



institutions recommended by an Anchor Institute or as per existing provision in force in MES/NCVT/GCVT/Sector Skill Council etc. in specific sector.

Third party skill assessment of trainees after completion of course is compulsory for training partner/ organization for reimbursement of course fees.

7.0 Scheme - 6: Supports for setting up Gems & Jewellery Training Center/Institute

7.1 The scheme will be known as a “Scheme of financial assistance to Support for setting up Gems & Jewellery Training Center/Institute”.

7.2 Training Institute

Institute means a National or State Level Institutes imparting training in Gems & Jewellery Sector like Indian Diamond Institute, National Institute of Design, National Institute of Fashion Technology, or any Industrial Promotional Board/Council like Gems and Jewellery Export Promotion Council etc.

7.3 Training Centre

Training Center means center set up by institute to provide training to Gems & Jewellery operator, supervisor and executive. Training Center should be set up at Ahmedabad, Rajkot, Bhavnagar, Surat or any other place approved by SLIC.

7.4 Quantum of Assistance

- (i) 100% financial assistance will be provided for capital expenditure based on project approved by State Level Implementation Committee.
- (ii) In case center is set up in rental premises, the actual rent only of hired building will be eligible for the assistance for the period of 3 Years. Actual rent means excluding all recurring cost like maintenance charge, electric charge etc.
- (iii) Training center can be used as a service centers for Industry Clusters and Industries for the maximum utilization of infrastructure & machinery creating a revenue generation model and self-sustainability.

8.0 Scheme – 7: Assistance for Tuition fees for Enhancement of Skill.

8.1 The Scheme will be known as “Scheme of financial assistance for Tuition fees for Enhancement of Skill”.

8.2 Eligible Institution

University/Engineering Colleges/Polytechnics/ITIs/School/Government affiliated Institutions/Recognized Centers/Industries/Industries Associations/Any other legal entity registered under the Societies’ Act, Trust Act or Companies Act etc.

8.3 Eligibility Criteria

- (i) The institution shall have to provide industry responsive training as per the need.

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- (ii) The institution must have sufficient experience in the field of skill development/respective industry.

8.2 Quantum of Assistance

Financial assistance, shall be given for per training programme per candidate as under:

1. Rs. Up to 15,000/- for 121 hrs & above training duration
2. Rs. Up to 10,000/- for 61 to 120 hrs training duration
3. Rs. Up to 5,000/- for 40 to 60 hrs training duration
 - a. 100% in case of BPL, Physically Handicapped, SC, ST, SEBC and Women.
 - b. 75% for other candidates

8.3 Conditions

- (i) Duration of the training courses should be maximum period of six months or as specified by National/State bodies like National Skill Development Corporation/NCVT/GCVT/Sector Skill Council etc. , time to time.
- (ii) Batch size should be of minimum 10 trainees.
- (iii) Training Institutes shall submit annual plan of training programs for approval before beginning of the year.
- (iv) Prior approval of Industries Commissionerate/The Centre for Entrepreneurship Development, the implementing institute for batch commencement along with enrolment of trainees should be taken.
- (v) The support will be available to the institutes duly approved by SLIC.
- (vi) This support will not be given to those trainees availing or availed any other similar support for the same course provided by Government or other Government bodies for same purpose.
- (vii) Focus for such training will be more on shop floor activities along with soft skill related to core activity.
- (viii) Reimbursement of fees will be approved only after successfully skill assessment by authorized assessment body and placement/self-employment criteria of 60% of total trainees trained. A placement criterion is excluded in case of up skilling for existing employees.
- (ix) Training imparted, without taking prior approval as per (iii) & (iv) above, will not be considered for any assistance.

9.0 Other Support

- (i) For awareness programme/seminar support maximum of Rs. 1,00,000/- will be provided in each training center in a year approved by SLIC with prior approval from Industries Commissionerate/The Centre for Entrepreneurship Development.
- (ii) SLIC can approve the expenditure on any study, renovation/refurbishing of existing skill centers/institute, remuneration to third party evaluation of scheme, monitoring/audit expenses, assessment agency etc..
- (iii) Trainees after completing of training for skill up gradation under any of the above schemes will be eligible for reimbursement the Gujarat State Road Transport Corporation Bus passes to and fro from residence, as stated below on submission of documents:



- a) 100% in case of BPL, Physically Handicapped, SC, ST, SEBC and Women
- b) 75% other candidates

10.0 Approval Procedure

10.1 Screening Committee

- (i) The application for assistance under the scheme will be received by CED for onward submission to the Screening Committee.
- (ii) A Committee consisting of following members will scrutinize and appraise the proposals for feasibility and will submit its recommendations to the State Level Implementation Committee (SLIC) for consideration.

Director, Centre for Entrepreneurship Development (CED)	Chairman
Joint Director, Directorate of Employment & Training (DET)	Member
Joint Director, Directorate of Technical Education (DTE)	Member
Joint /Dy. Industries Commissioner, Industries Commissionerate	Member
General Manager, Gujarat Livelihood Promotion Company Ltd.	Member
GM/OSD from iNDEXTb	Member
Jt. CEO, Gujarat Knowledge Society	Member
Expert/s nominated by SLIC	Member
Project Executive, Centre for Entrepreneurship Development (CED)	Convener

- (iii) The Screening Committee may also invite outside experts as and when necessary to screen and appraise the proposals.

10.2 State Level Implementation Committee (SLIC)

- (i) A Committee of following members is constituted for approval/proposed sanction of assistance, and any other related approvals regulated to implementation of the scheme.

Industries Commissioner	Chairman
VC & MD/ Executive Director, GIDC	Member
Joint Secretary/ Dy. Secretary, Finance Department	Member
Director, Directorate of Employment & Training (DET)	Member
Director, Directorate of Technical Education (DTE)	Member
CEO, Gujarat Knowledge Society	Member
MD, Gujarat Livelihood Promotion Company Ltd.	Member
MD, Gujarat Skill Development Mission	Member
Expert with specialized knowledge in Skill Development	Member
Director, Centre for Entrepreneurship Development	Member Secretary

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A. The State Level Implementation Committee may decide to avail the consultancy services of any national level expert institutes/expert/ renowned personality with relevant expertise for effective implementation of the projects and may decide to pay professional fees of up to 5% of the total project cost.

(i) Expert Institutes/Experts will act as consultant of the SLIC for guiding, supervising and monitoring of all the schemes.

(ii) The role of Expert Institutes/Experts would be as under:

(a) The Expert Institute/Expert will provide technical support to the SLIC for selecting the Anchor Institutes and for overseeing the implementation after such selection.

(b) It will help in benchmarking the proposed curricula in various sectors at all levels i.e. degree, diploma and ITI level.

(c) It will also help in benchmarking the required infrastructure at all the three levels in various sectors.

(d) It will assist in finalizing the work plan and implementation schedule and in its timely execution.

(e) It will provide such other support as may be required by the SLIC for implementation of the schemes under this resolution.

(f) Any other terms laid by the Committee.

B. Any dispute/ interpretation issues under the schemes will be referred to the State Level Implementation Committee and the decision on such issues of SLIC will be final and binding to all.

11.0 The Centre for Entrepreneurship Development on behalf of Industries Commissionerate, Government of Gujarat will function as a Nodal Agency for implementation of this project.

The Centre for Entrepreneurship Development is also responsible to review the progress of overall activities from time to time on behalf of Industries Commissionerate for onward submission to Government. Administrative & manpower expenses, for this purpose, will be decided and approved by SLIC from time to time.

12.0 Expenditure

The expenditure on this account will be met from the sanctioned grant of the respective financial year under the following budget head:

Demand No.	: 49
Major Head	: 2852- Industries
Sub- Major Head	: (800) Other Expenditure (23)
Minor Head	: IND -4
Sub Head	: Assistance to Institute for Industrial Development (31)
Item no.	: Grant in Aid (02) (Plan)

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This issues with the concurrence of Finance Department vide note dated 10.2.2015 on this departments file of even number.

By order and in the name of Governor of Gujarat.

B. S. Mehta
(B.S.Mehta)
Deputy Secretary
Industries and Mines Department

Copy:

1. Secretary to HE. Governor*
2. Principal Secretary to Hon. CM*
3. Advisor to CM
4. Personal Secretary to all Hon. Ministers
5. Under Secretary to the Chief Secretary
6. Principal Secretary, Finance Department
7. Industries Commissioner
8. Commercial Tax Commissioner, Ahmedabad
9. Managing Director iNDEXTb
10. All Boards & Corporations of I & M Dept.
11. Accountant General Ahmedabad/Rajkot*
12. All Officers of I & M Dept.
13. All Branches of I & M Dept.
14. Select file

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