

# INFRASTRUCTURE CONSULTANTS ASSOCIATION OF INDIA



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REG. NO.- 01/01/01/24554/12

REF ICAI/MD/NHIDCL/2021-22/675

DATE 10.9.2021,

To,

**The Managing Director,**

National Highways & Infrastructure Development Corporation Ltd.,

PTI Building, 3<sup>rd</sup> Floor, 4 Parliament Street,

New Delhi-110001

Email: [md@nhidcl.com](mailto:md@nhidcl.com)

**Sub:** Providing Opportunities to Diploma holders for their Career Advancement and Development.

**Hon'ble Sir,**

We "Infrastructure Consultants Welfare Committee" registered with Government having registration No.01/01/01/24554/12 dated 07.01.2012 are association of consultants having 80+ members on its roll and our aim is to work for welfare, growth and protection of interest and resolving various upcoming problems of the consultants. We also organize Trainings/Seminars/Workshop/ Refresher courses for Consulting Engineers & Architects of the country.

The Association wishes to bring your kind attention towards unfair treatment meted out to Diploma Engineers in the selection process of Key Personnel in various consultancy assignments. Similarly there is no opportunity for progression in construction industry as well. It has been observed that the basic qualification prescribed for selection of Key Personnel/Project Management is Degree in Civil Engineering and thus there is no scope for advancement of Diploma holders in Civil Engineering who are engaged in various consultancy assignments. Similar differentiation has been observed in the construction field as well. The Association therefore submits and requests that Diploma in Civil Engineering with minimum five years of relevant experience may be treated at par with fresh Degree holder in Civil Engineering and thereafter opportunities for career progression should also be available to Diploma in Civil Engineering. Thus Diploma in Civil Engineering should be made eligible to hold the position of Team Leader in Consultancy assignments or equivalent position in construction firms. The Government Departments and various public sector undertakings have also made Diploma holders in Civil Engineering eligible for consideration of promotion upto a certain level.

Due to non-availability of career progression to Diploma holders, their career start from meager Rs. 15,000/- per month and end to Rs. 1.50 lacs per month after reaching age of 65 years. On the contrary holders of Degree in Civil Engineering start from Rs. 20,000/- per month and may go upto Rs. 1.00 crore per month depending upon the managerial and technical capability of the candidates

In view of the above submissions, our Association request your Hon'ble Sir to ponder upon the plight of Diploma holder Civil Engineers and take necessary steps to provide equal level field to them after attaining minimum experience of 10 years and thereafter opportunities for career progression should be made available to them like holders of Degree in Civil Engineering.

### PRAYER

**We therefore pray to Hon'ble Sir that kindly take up the matter for formulation of a Policy for the benefits of Diploma holders Civil Engineers so that they may also get opportunities to expand their careers according to managerial and technical skills in consultancy assignments and construction industry.**

Thanking You

Yours sincerely,

**For Infrastructure Consultants Association of India**



**(M.L. Gupta)**  
**Secretary**