



You Focus on Exports. We cover the risks.

Memorandum of Understanding 2019-20

Between

**Ministry of Commerce,
Government of India**

And

ECGC Limited

(A Government of India Enterprise)

Express Towers, 10th Floor, Nariman Point, Mumbai-21, India.

Tel: (022) 6659 0500-10. Fax: (022) 6659 0517.

Toll Free: 1-800-224500

Web: www.ecgc.in



MOU FOR THE YEAR 2019-20

Annex II (Part A)

Compulsory Parameters

Sl. No.	Financial Performance Criteria	Unit	Marks	2018-19 (Est.)	Best in 5 years	MoU Target for the year 2019-20					% Improve ment
						Excellent 100%	V.G. 80%	Good 60%	Fair 40%	Poor 20%	
1.	Turnover										
	Revenue from Operations	₹ in Crore	10	1295	1362.4	1425	1400	1375	1350	1325	8.11%
2.	Operating Profit/Loss.										
	Operating Profit as percentage of Revenue from Operations (Net)	%	20	-3.59	25.3	2.5	2	1.5	1	0.5	-
3.	Return on investment.										
	PAT as percentage of Average Net Worth	%	20	4.08	13.00	5	4.5	4	3.5	3	10.29%
	Total (A)		50								



MOU FOR THE YEAR 2019-20

Annex II (Part C)

Optional Parameters

Sl. No.	Performance Criteria	Unit	Marks	2018-19 (Est.)	Best in 5 years	MoU Target for the year 2019-20					% Improvement *
						Excellent 100%	V.G. 80%	Good 60%	Fair 40%	Poor 20%	
4.	Capacity utilization.										
	Number of fresh Policies issued. (All type of policies, other than expired policies)	Nos.	10	5386	5692	6000	5500	5350	5250	5000	2.12%
5.	Production Efficiency Parameter.										
	Number of overseas buyers added.	Nos.	5	18000	18294	18500	18250	18000	17000	16500	-
6.	Contingent Liabilities: Reduction in claims against the Company not acknowledged as debt.										
	Reduction in claims against the Company not acknowledged as debt (overall basis) over the previous year.	%	10	7	-	25	20	15	10	5	-
7.	Human Resource Management.										
	i) Initiatives for Women employees for work life balance as well as leadership development (No. of initiatives)	Nos.	3	-	-	5	4	3	2	1	-
	ii) Decision on implementation of Sabbatical policy for executives	Date	3	-	-	31.01.20	15.02.20	29.02.20	15.03.20	31.03.20	-
	iii) Achievement of HR parameters (as per Annexure - A)	Nos.	4	--	--	7	6	5	4	3	-



MOU FOR THE YEAR 2019-20

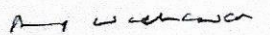
Annex II (Part C)

Optional Parameters

8. Other sector specific result oriented measurable parameters.										
Performance Criteria	Unit	Marks	2018-19 (Est.)	Best in 5 years	MoU Target for the year 2019-20					%Improvement*
					Excellent 100%	V.G. 80%	Good 60%	Fair 40%	Poor 20%	
i) Covering of Direct Export to emerging and challenging markets (Africa, Latin America and CIS countries)	%	5	8%	-	12	11	10	9	8	-
ii) Value of total support to Direct exports and export credits	%	5	30%	-	38	35	33	32	31	-
iii) Completion of milestone with respect to CPSE conclave – 2018 as per Action Taken Report by 31 st March 2020 (No.). List of milestones is at Annexure – B	Nos.	5	-	-	10	9	8	7	6	-
Total (B)		50								


 Chairman-cum-Managing Director
 ECGC Ltd
 Date: 17.05.2019

गीता मुरलीधर
Geetha Muralidhar
 अध्यक्ष-सह-प्रबंध निदेशक
 Chairman-cum-Managing Director


 Commerce Secretary
 Government of India
 Date: 17.05.2019

ANUP WADHAWAN
 Commerce Secretary
 Government of India
 Ministry of Commerce & Industry
 Department of Commerce
 Udyog Bhawan, New Delhi



Annexure – A

HR sub-parameters as per point 7 (iii) under MoU 2019-20 for ECGC Ltd.

Sl. No.	Parameter
i.	Continuation of online submission ACR/APAR in respect of all executives (E0 & above) along with compliance of prescribed timeline w.r.t. Writing of ACR / APAR.
ii.	Continuation of online Quarterly vigilance clearance updation for Senior executives (E5 and above).
iii.	Regular updation of succession plan and its approval of Board of Directors.
iv.	Continuation of holding DPC without delay for executives (E0 & above level)
v.	Continuation of talent management & career progression by imparting at least 1 week training of at least 10% Executives (E0 & above) in Centre of Excellence within India e.g. IITs, IIMs, NITs, ICAI, etc.
vi.	Regular updation of online Human Resource Management System (HRMS) Implementation and its integration with finance (consisting) of online employee self-service, exit procedure, talent management, etc.)
vii.	Review and implementation of employee performance on the lines of FR (56)J and submitting a compliance report to Board of Directors at the end of the year.



Annexure – B

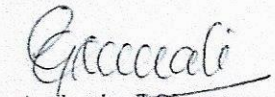
Sub-parameters of point 8 (iii) as per CPSE conclave milestones under MoU 2019-20 for ECGC Ltd.

Sl. No.	Action Plan	Target Date
1.	60% digitization of policy issue.	March 31, 2020
2.	100% digitization of documents / records.	March 31, 2020
3.	Establishing full-fledged Enterprise Management Risk System.	March 31, 2020
4.	Introducing digital knowledge module for continuing professional education of employees.	March 31, 2020
5.	Invest in Actuarial Studies for Export Credit Insurance (ECI).	March 31, 2020
6.	Invest in research with IIFT to study ECI's contribution for export growth.	March 31, 2020
7.	To conduct 100 Training and skill development.	March 31, 2020
8.	Focus on Education, health and watershed development.	March 31, 2020
9.	Encouraging MSMEs for export promotion and employment generation with a view to increase share of exports in GDP.	March 31, 2020
10.	Supplementing the "Look East Policy" by encouraging exports to the East 7 South-East Asian nations.	March 31, 2020



SELF DECLARATION/CERTIFICATION BY CPSE

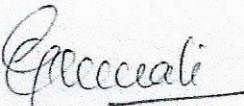
It is hereby certified that the targets and actual achievements in respect of financial parameters have been worked out as per MoU guidelines by adopting the norms and definitions laid down in MoU guidelines for the year 2019-20. In case, any deviation is found at the time of appraisal of performance, DPE is free to evaluate as per audited accounts and as per MoU guidelines. CPSE has no right of claim in this regard.


Authorised Signatory



SELF DECLARATION FOR COMPLIANCE OF DIRECTIVES OF
GOVERNMENT & REGULATORS

It is hereby certified that the CPSE has complied all the directives of Government and requirements of Regulators. In case, any deviation is found at the time of appraisal of performance, DPE is free to evaluate as per guidelines, directives issued by the Government/Regulators. CPSE has no right of claim in this regard.


Authorised Signatory

