



Lateral Entry Reform



STRENGTHS

- Through lateral entry the ministries can utilize the expertise of the entrant and he or she being part of the system will be in a better position to implement his ideas effectively.



WEAKNESSES

- The eligibility criteria for lateral entry is keeping in mind the IAS cadre and their time bound promotion and seniority criteria which is different in the Corporate Sector and hence various 'suitable experts' will be left out.
- The number of vacancies created for lateral entry is too small to bring about any effective change in the system, the purpose for which it was introduced.
- The domain experts lack administrative exposure and their three-year short contract is too short to add value to the system.



OPPORTUNITIES

- Will provide opportunities for the experts which can render their services and enrich the department with their rich experiences.
- Will help in bringing more administrative reforms in the country as it was needed since a long time.



THREATS

- The bureaucracy may pose a hurdle to the entrant who can be viewed as an outsider of the prevailing 'Cadre System'.
- The professional and experts may not be in a position to be a part of the actual decision-making process or stamp their authority in the process which may dissuade them from bringing major reforms.