

MODEL RECRUITMENT RULES FOR THE POSTS OF LABOUR OFFICER/LABOUR WELFARE OFFICER IN MINISTRY/DEPARTMENT OF

Name of post	No. of posts	Classification	Scale of pay	Whether Selection post or non-Selection post	Age limit for direct recruits	Educational & other qualifications required for direct recruits
1	2	3	4	5	6	7
5. Labour Officer/ Labour Welfare Officer.	—	General Central Service Group 'A' Gazetted.	Rs. 3000-100-3500-125-4500.	—	Not exceeding 40 years (Relaxable for Govt. servants.)	Essential : (i) Degree of a recognised University or equivalent. (ii) Post-graduate Degree/ Diploma in Social Work or Labour Welfare or Industrial Relations or Personnel Management or in any other allied subject of a recognised University/ Institution or equivalent. (iii) 7 years' experience in a responsible capacity of Labour Welfare Work, Industrial Relations or Personnel Management in an Organisation employing substantial Labour force.

The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India. (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti district and Pangi Sub-Division of Chamba district of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep).

Note. 1: Qualifications are relaxable at the discretion of the UPSC in case of candidates otherwise well qualified.

Note. 2: The qualification(s) regarding experience is/ are relaxable at the discretion of the UPSC in the case of candidates belonging to Scheduled Castes and Scheduled Tribes if, at any stage of selection, the UPSC is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.

Desirable : (i) Degree in Law of a recognised University.

(ii) Working knowledge of Hindi.

Whether age and educational qualifications prescribed for direct recruits will apply in the case of Promotees.	Period of Probation if any.	Method of rectt. whether by direct rectt. or by deputation/transfer & percentage of the vacancies to be filled by various methods.	In case of rectt. by promotion/deputation/transfer, grades from which promotion deputation/transfer to be made.	If a DPC exists, what is its composition in making rectt.	Circumstances in which UPSC is to be consulted in making rectt.
8	9	10	11	12	13
			Transfer on deputation		
			Officers under the Central/State Govts. holding analogous posts or with at least 5/8 years' Service in posts in the scale of Rs. 2200-4000/2000-3500 respectively or equivalent and having experience in Labour Welfare Work.		
			(Period of deputation including period of deputation spent in any other ex-cadre post held immediately preceding this appointment in any other Government Department shall not exceed.....years).		

MODEL RECRUITMENT RULES FOR THE POSTS OF LABOUR OFFICER/LABOUR WELFARE OFFICER. IN MINISTRY/DEPARTMENT OF

Name of Post	No. of posts	Classification	Scale of pay	Whether Selection post or non-Selection post.	Age limit for direct recruits.	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
6. Labour Officer/ Labour Welfare Officer.	—	General Central Service Group 'A' Gazetted.	Rs. 2200-75- 2800-EB-100- 4000.	—	Not exceeding 35 years (Relaxable for Govt. servants).	Essential: (i) Degree of a recognised University or equivalent. (ii) Post-graduate Degree/ Diploma in Social Work/ Labour Welfare or Indus- trial Relations or Person- nel Management or in any other allied subject of recognised University/ Institution or equivalent. (iii) 5 years experience in a responsible capacity of Labour welfare work. Industrial relations or Per- sonnel Management in an Organisation employing substantial Labour force.

The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India. (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti district and Pangi Sub Division of Chamba district of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep).

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Note. 2: The qualification(s) regarding experience is/ are relaxable at the discretion of the UPSC in the case of candidates belonging to Scheduled Castes and Scheduled Tribes if, at any stage of selection, the UPSC is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.

Desirable: (i) Degree in law of a recognised University.

(ii) Working knowledge of Hindi.

Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of Probation if any	Method of rectt. whether by direct rectt. or by deputation/transfer & percentage of the vacancies to be filled by various methods.	In case of rectt. by promotion/ deputation/transfer, grades from which promotion/ deputation/transfer to be made	If a DPC exists, what is its composition	Circumstances in which UPSC is to be consulted in making rectt.
8	9	10	11	12	13

@Transfer on deputation

Officers under the Central/State Govt. holding analogous posts or with at least 3 years service in posts in the scale of Rs. 2000-3500 or equivalent and having experience in Labour Welfare Work.

(Period of deputation including period of deputation spent in any other ex-cadre post held immediately preceding this appointment in any other Government Department shall not exceed.....years.)

**MODEL RECRUITMENT RULES FOR THE POST OF LABOUR OFFICER/LABOUR
WELFARE OFFICER**

Name of Post	No. of Posts	Classification	Scale of pay	Whether Selection post or non-Selection post.	Age limit for direct recruit	Educational and other qualifications required for direct recruits.
1	2	3	4	5	6	7
7. Labour Officer/ Labour Welfare Officer.	—	General Central Service Group 'B Gazetted .	Rs. 2000-60- 2300-EB-75- 3200-100- 3500.	—	Not exceeding 35 years (Relaxable for Govt. servants).	Essential: (i) Degree of a recognised University or equivalent. (ii) Post-graduate Degree/ Diploma in Social Work or Labour Welfare or Industrial Relations or Personnel Management or in any other allied subject of a recognised University/ Institution or equivalent. (iii) 3 years' experience in a responsible capacity of Labour Welfare Work, Industrial Relations or Personnel Management in an Organisation employ- ing substantial Labour force.

The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates in India. (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti district and Pangi Sub Division of Chamba district of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep).

Note 1: Qualifications are relaxable at the discretion of candidates otherwise well qualified.

Note 2: The qualification(s) regarding experience is/ are relaxable at the discretion of the UPSC in the case of candidates, belonging to Scheduled Castes and Scheduled Tribes if, at any stage of selection, the UPSC is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.

Desirable : (i) Degree in Law of a recognised University.

(ii) Working knowledge of Hindi.

Whether age and educational qualifications prescribed for direct recruits will apply in the case of Promotees.	Period of Probation if any.	Method of rectt. whether by direct rectt. or by deputation/transfer & percentage of the vacancies to be filled by various methods.	In case of rectt. by promotion/ deputation/transfer, grades from which promotion/ deputation/transfer to be made.	If a DPC exists what is its composition.	Circumstances in which UPSC is to be consulted in making rectt.
8	9	10	11	12	13
—	—	—	@Transfer on deputation	—	—

Officers under the Central/State Govts. holding analogous posts or with at least 3/8 years service in posts in the scale of Rs. 1640—2900/1400—2600 respectively or equivalent and having experience in Labour Welfare Work.

(Period of deputation including period of deputation spent in any other ex-cadre post held immediately preceding this appointment in any other Government Department shall not exceed.....years).

**MODEL RECRUITMENT RULES FOR THE POST OF
IN MINISTRY/DEPTT. OF LABOUR OFFICER/LABOUR WELFARE OFFICER**

Name of Post	No. of Posts.	Classifi- cation.	Scale of pay	Whether Selec- tion post or non- Selec- tion post	Age limit for direct recruits	Educational & other quali- fications required for direct recruits.
1	2	3	4	5	6	7
8. Labour Officer/ Labour Welfare Officer.	—	General Central Service Group 'B' Gazetted.	Rs. 2000-60- 2300-EB- 75-3200.	—	Not exceeding 30 years (Relaxable for Govt. servants).	Essential:— (i) Degree of a recognised University or equivalent. (ii) Post-graduate Degree/ Diploma in Social Work or Labour Welfare or Industrial Relations or Personnel Management or in any other allied subject of a recognised University/ Institution or equivalent. (iii) 2 years' experience in a responsible capacity of Labour Welfare Work, Industrial Relations or Personnel Management in an Organisation employ- ing substantial Labour force.

The crucial date for deter mining the age-limit shall be the closing date for receipt of applica-
tions from candidates in India. (and not the closing
date prescribed for those in Assam, Meghalaya,
Arunachal Pradesh, Mizoram, Manipur, Nagaland,
Tripura, Sikkim, Ladakh Division of J&K State,
Lahaul & Spiti district and Pangi Sub Division of
Chamba district of Himachal Pradesh, Andaman &
Nicobar Islands or Lakshadweep).

Note. 1: Qualifications are relaxable at the discretion
of the UPSC in case of candidates otherwise
well qualified.

Note. 2: The qualification(s) regarding experience is/
are relaxable at the discretion of the UPSC,
in the case of candidates belonging to Sched-
uled Castes and Scheduled Tribes if, at any
stage of selection, the UPSC is of the opinion
that sufficient number of candidates from
these communities possessing the requisite
experience are not likely to be available to
fill up the vacancies reserved for them.

Desirable:—(i) Degree in law of a recognised
University.

(ii) Working knowledge of Hindi.

Whether age and educational qualifications prescribed for direct recruits will apply in the case of Promotees.	Period of Probation if any.	Method of rectt. whether by direct rectt. or by deputation/transfer & percentage of the vacancies to be filled by various methods.	In case of rectt. by promotion/deputation/transfer, grades from which promotion/deputation/transfer to be made.	If a DPC exists what is its composition	Circumstances in which UPSC is to be consulted in making rectt.
8	9	10	11	12	13
			@Transfer on deputation :		
			Officers under the Central/State Govts. holding analogous posts or with at least 3/5 years service in posts in the scale of Rs. 1440—2900/1400—2600 respectively or equivalent and having experience in Labour Welfare Work.		
			(Period of deputation including period of deputation spent in any other ex-cadre post held immediately preceding this appointment in any other Government Department shall not exceed... years).		