

**OFFICE OF THE SECRETARY-CUM-COMMISSIONER (LABOUR)**  
**GOVT. OF NCT OF DELHI**  
**5-SHAM NATH MARG, CIVIL LINES, DELHI- 110054**

F.No.1/31/1052/LC/Estt./2020 /5429

Dated:- 08/01/2025

Draft Recruitment Rules for the post of Assistant Labour Commissioner (Re-designated as Deputy Labour Commissioner) in Labour Department, GNCTD, approved by the Services Department, GNCTD.

**NOTICE**

In terms of the Services Department- IV, Govt. of NCT of Delhi Circular No. F.2(1)/RRs/2021/S-IV/676-680 dated 06.04.2021, the proposal for framing of 25 posts of Assistant Labour Commissioner (Re-designated as Deputy Labour Commissioner) Group-A(Gazetted) in Labour Department, GNCTD has been approved. The stakeholders are hereby invited to give their comments, if, any, on the Draft Recruitment Rules to this Department within 30 days from date of uploading Draft Recruitment Rules, in following format:-

S.No./Column No. of proposed Notification Schedule of RRs to the post of Assistant Labour Commissioner (Re-designated as Deputy Labour Commissioner) in Labour Department, GNCTD.	Comments

The comments may be sent to Deputy Labour Commissioner (Admn.), C-Block, 5, Sham Nath Marg, Civil Lines, Delhi-110054 by post or on the email i.e. [admn-labour@delhi.gov.in](mailto:admn-labour@delhi.gov.in) . After completion of 30 days, the Draft Recruitment Rules will be placed/before the Competent Authority for taking approval for notifying in Delhi Gazette as per Law, Rules and procedure prescribed.

  
(BABITA)

DEPUTY LABOUR COMMISSIONER (ADMN.)

To,  
The Senior System Analyst,  
Labour Department, GNCTD.

**Draft Recruitment Rule for the post of Assistant Labour Commissioner  
(Re-designated as Deputy Labour Commissioner)**

S.N o.	Particulars	Description
1	(Name of the post)	Assistant Labour Commissioner (Re-designated as Deputy Labour Commissioner)
2	(Number of Posts)	25* (2024) * Subject to variation dependent on workload
3	(Classification of post)	General Central Service, Group 'A', Gazetted, Non-Ministerial
4	(Level in the Pay Matrix)	Level -10 (Rs. 56100-177500) in the Pay Matrix.
5	(Whether selection or Non-selection post)	Selection
6	(Age limit for Direct Recruits)	Not exceeding 35 years.  (Relaxable for govt. servants upto 5 years in accordance with the instructions or orders issued by the Central Government)  <b>Note:</b> The crucial date for determining the age limit shall be as advertised by the UPSC.
7	(Educational and other qualification required for Direct Recruit)	Essential: 1. Degree of a Recognized University and;  2. Post Graduate Degree with specialization in Industrial Relations or Personnel Management or Human Resource Development from a Recognized University/ Institution.  OR  02 years Post Graduate Diploma with specialization in Industrial Relations or Personnel Management or Human Resource Development from a Recognized University/ Institution and;  3. Three years' experience of working as Officers of the Central Government/State Government/Union Territories/Autonomous or Statutory Organization/ PSUs /Universities/ Recognized Research Institutions handling administrative, Labour Law or Human Resource or Personnel management related issues in Executive or Managerial capacity.



		<p>OR</p> <p>Three years' experience of Working in Private organization which is covered under ESI/EPF Act and dealing in administrative, Labour Law or Human Resource or Personnel management related issues in Supervisory or Managerial capacity.</p> <p><b>Desirable:</b> Knowledge of Hindi and/or English.</p> <p><b>Note</b></p> <ol style="list-style-type: none"> <li>1. Qualifications are relaxable at the discretion of the UPSC in case of candidates otherwise well qualified.</li> <li>2. The qualification(s) and experience is/are relaxable at the discretion of UPSC in case of candidates belonging to Schedule Castes /Schedule Tribes. If at any stage of selection the UPSC is of the opinion that sufficient no. of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.</li> </ol>
8	(Whether age and Educational Qualifications prescribed for direct recruits will apply in the case of promotes)	No
9	(Period of Probation, if any)	02 Years for direct Recruits as well as for promotees
10	(Method of recruitment whether by direct recruitment or by promotion or by deputation/ transfer and percentage of vacancies to be filled by various methods)	<p>50% by direct recruitment ( i.e. 12 out of the total 25 sanctioned posts ).</p> <p>50% by promotion failing which Deputation (ISTC) ( i.e. 13 out of the total 25 sanctioned posts).</p>
11	(In case of recruitment by promotion/ deputation / transfer, grades from which promotion/deputation/transfer to be made)	<p><b>Promotion:-</b></p> <p>Inspecting Officer with 10 years of Regular Service in pay level-6 (35400-1,12,400).</p> <p>OR</p> <p>Labour Officer who has completed a total of 10 years of regular service as Inspecting officer in Pay Level-6 (35400-1,12,400) and as Labour officer in pay level-7 (44900-1,42,400).</p>

*TS*

**Note 1:** Where Juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of requisite qualifying/eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying/eligibility service.

**Deputation(ISTC):**

Officers of the Central Government/ State Government/ Union territories/Autonomous or Statutory Organization /PSUs/ Universities/ Recognized Research Institutions:

a.i.) Holding analogous post on a regular basis in the parent cadre or department;

OR

ii.) With 10 years' service rendered after appointment to the post on a regular basis in the Level-06 of pay matrix in the parent cadre or department;

OR

iii.) With 5 years' service rendered after appointment to the post on a regular basis in the Level-07 of pay matrix in the parent cadre or department;

OR

iv.) With 04 years' service rendered after appointment to the post on a regular basis in the Level-08 of pay matrix in the parent cadre or Department;

OR

v.) With 02 years' service rendered after appointment to the post on a regular basis in the Level-09 of pay matrix in the parent cadre or department; and

b). Possessing the qualifications and experience prescribed for direct recruitment under Col. No. 07

**Note 2:** The departmental officers in the feeder grade who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.



		(Period of Deputation (ISTC) including period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or another organization/ department of the Central Govt. shall ordinarily not exceed 03 years. The maximum age limit for appointment by deputation (ISTC) shall not be exceeding 56 years as on the closing date of receipt of application.)
12	(If a DPC, exists, what is its composition)	<p>Group 'A' DPC (for considering promotion):</p> <ol style="list-style-type: none"> <li>1. Chairman/ Member of the UPSC- <b>Chairperson</b></li> <li>2. Chief Secretary, GNCT of Delhi -<b>Member</b></li> <li>3. Administrative Secretary concerned in the Govt. of NCT of Delhi-<b>Member</b></li> </ol> <p>Group 'A' DPC (for considering confirmation):</p> <ol style="list-style-type: none"> <li>1. Addl. Chief Secretary (Home)/Pr. Secretary (Home)-<b>Chairperson</b></li> <li>2. Administrative Secretary Concerned – <b>Member</b></li> <li>3. Special/Additional Secretary (UD) – <b>Member</b></li> </ol> <p><b>Note:</b> Senior most member of Departmental Confirmation Committee shall act as chairperson in case the notified chairman of the Departmental Confirmation Committee happens to be junior to another member of the Departmental Confirmation Committee</p>
13	(Circumstances in which UPSC is to be consulted in making recruitment)	Consultation with the UPSC necessary at each occasion.

