

No. A-11020/02/2018-CLS-II(e)  
Government of India  
Ministry of Labour & Employment

Dated 18<sup>th</sup> June, 2021

**Circular**

In pursuance of DoPT's O.M No. AB-14017/61/2008-Estt(RR) dated 13.10.2015 regarding uploading of draft proposals for framing/amendment of Recruitment Rules on the website and calling for comments, the draft Recruitment Rules proposed for amendment/revision in respect of the post of Personal Assistant, Secretary to the Court and LDC in Central Government Industrial Tribunal-cum-Labour Courts are put up in the official website of the Ministry of Labour and Employment for comments from Stakeholders.

2. All stakeholders are requested to go through the draft RRs and furnish their comments, if any, to the undersigned within a period of one month i.e., date of its uploading in the website. In case, no comments are received as on the date, the Ministry will proceed further for taking necessary action for amendment of the aforesaid draft RRs.



(Satish Chander)

Under Secretary to the Govt. of India

**Encl: as above**

**All Stakeholders**

Copy to: IT cell, MOL&E for uploading the same of the Website of the Ministry.

[To be published in the Gazette of India Part II, Section 3, Subsection (i)]

Government of India  
Ministry of Labour and Employment  
NOTIFICATION

New Delhi the June, 2021

G.S.R.\_\_\_\_\_ In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Central Government Industrial Tribunal-cum-Labour Court Group B Posts Recruitment Rules, 2013, except as respect things done or omitted to be done before such supersession, the President hereby makes the following rules regulating method of recruitment to Group B in the Central Government Industrial Tribunal-cum-Labour Courts set up in different States under the Central Sphere, namely:-

1. Short title and commencement. – (1) These rules may be called the Central Government Industrial Tribunal-cum-Labour Court Group 'B' posts , Recruitment Rules, 2021.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Application.- These rules shall apply to all posts specified in column(1) of the Schedule and annexed thereto, in the offices of the Central Government Industrial Tribunal-cum-Labour Courts set up in the Central Sphere.

3. Number of posts, classification and scale of pay.- The number of posts, their classification and the scale of pay attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

4. Method of recruitment, age limit and other qualifications, etc.- The method of recruitment to the said posts, age limit, qualification and other matters connected therewith shall be specified in columns (5) to (13) of the Schedule aforesaid.

5. Disqualification. – No person,-

(a) who has entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living has entered into or contracted a marriage with any person,

Shall be eligible for appointment to the said posts:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

6. Power to relax.- Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

7. Saving.- Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of the post	Number of posts	Classification	Level in the Pay Matrix	Whether selection or non selection post	Age limit for direct recruits	Educational and other qualification required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment: Whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Personal Assistant	22*(2024) *Subject to variation dependent on workload	General Central Service, Group 'B', Non-Gazetted, Ministerial	Level 6(Rs 35400-112400/-)	Not applicable	Not exceeding 30 years Note 1: Relaxable for Government Servants up to five years in accordance with the instructions or orders issued by the Central Government. Note 2: 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 Jammu and Kashmir State, Lahaul and Spiti District and Pangl Sub-Division of Chamba District of Himachal Pradesh, Andaman and	(i) 10+2 from recognized Board. (ii) Skill Test norms Dictation 10 Minutes @ 100 W.P.M Transcription: 40 Minutes (Eng.) 55 Minutes (Hindi) (on computer) Note: Qualifications are relaxable at the discretion of the Competent Authority for reasons to be recorded in writing, in case of candidates, otherwise well qualified.	Not applicable	Two years	By Direct Recruitment Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or other circumstances for duration of one year or more may be filled on deputation basis from the officers holding the post of Stenographer under the Central Government (i) holding analogous post on regular basis; or (ii) with ten years regular service in the Stenographer Grade in pay scale of Level 4 (Rs 25500-81100/-).	Note applicable	Departmental Promotion Committee (for considering confirmation) consisting of: 1. Presiding Officer of the concerned Central Government Industrial Tribunal-cum-Labour Court-Chairman 2. Regional Labour Commissioner (C), Ministry of Labour and Employment - Member 3. Under Secretary, Ministry of Labour and Employment - Member	Consultation with UPSC not necessary.

						Nicobar Islands or Lakshadweep).									
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[File No. A-11020/02/2018-CL-S-II]  
Satis Chander, Under Secretary

[To be published in the Gazette of India Part II, Section 3, Subsection (i)]

Government of India  
Ministry of Labour and Employment  
NOTIFICATION

New Delhi the June, 2021

G.S.R.\_\_\_\_\_ In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Central Government Industrial Tribunal-cum-Labour Court Group C Posts Recruitment Rules, 2011, except as respect things done or omitted to be done before such supersession, the President hereby makes the following rules regulating method of recruitment to Group C in the Central Government Industrial Tribunal-cum-Labour Courts set up in different States under the Central Sphere, namely:-

1. Short title and commencement. – (1) These rules may be called the Central Government Industrial Tribunal-cum-Labour Court Group 'C' posts , Recruitment Rules, 2021.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Application.- These rules shall apply to all posts specified in column(1) of the Schedule and annexed thereto, in the offices of the Central Government Industrial Tribunal-cum-Labour Courts set up in the Central Sphere.

3. Number of posts, classification and scale of pay.- The number of posts, their classification and the scale of pay attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

4. Method of recruitment, age limit and other qualifications, etc.- The method of recruitment to the said posts, age limit, qualification and other matters connected therewith shall be specified in columns (5) to (13) of the Schedule aforesaid.

5. Disqualification. – No person,-

(a) who has entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living has entered into or contracted a marriage with any person,

Shall be eligible for appointment to the said posts:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

6. Power to relax.- Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

7. Saving.- Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

SCHEDULE

Name of the post	Number of posts	Classification	Level in the Pay Matrix	Whether selection or non selection post	Age limit for direct recruits	Educational and other qualification required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment: Whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Lower Division Clerk	39*(202*) *Subject to variation dependent on workload.	General Central Service, Group 'C', Ministerial, Non-Gazetted	Level 2 (Rs 19900-63200/-)	Non-Selection	Between 18 and 27 years (Relaxable for Government servants up to 40 years in accordance with the instructions or orders issued by the Central Government).	(i)12 <sup>th</sup> Class pass or equivalent qualification from a recognized Board or University; (ii)A typing speed of 35* w.p.m. in English or 30* w.p.m. in Hindi on computer. *(35 w.p.m. and 30 w.p.m. corresponding to 10500 KDPH/9000 KDPH on an average of 5 key depressions for each word).	Yes, to the extent indicated in Column 10.	Two years.	(i) 60 percent by direct recruitment though Staff Selection Commission. The qualification for direct recruit is prescribed in Col.7.  (ii) 40 per cent of the vacancies shall be filled on seniority-cum-fitness basis from Group C employees who have completed three years regular service in posts with the Grade Pay of Rs.1800/-. Note: In case of single vacancy arises at different times in the grade, it will be filled up alternatively first by direct	As stated in Column 10.	Departmental Promotion Committee Departmental Promotion Committee: 1. Presiding Officer of the concerned Central Government Industrial Tribunal-cum-Labour Court-Chairman 2. An Officer from a Department not connected with the one in which promotion are considered - Member 3. An Officer of the Department familiar with the work of the persons who suitability is to be assessed - Member. 4. An Officer nominated by the Ministry	Not applicable.

									recruitment and the next single vacancy arising in the grade by promotion from the grade of MTS, for which eligibility will be same as mentioned at point (ii) above		of Labour and Employment-Member	
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 Satish Chander, Under Secretary

[To be published in the Gazette of India Part II, Section 3, Subsection (i)]

Government of India  
Ministry of Labour and Employment  
NOTIFICATION

New Delhi the June, 2021

G.S.R. \_\_\_\_\_ In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Central Government Industrial Tribunal –cum-Labour Court Class III and Class IV posts Recruitment Rules, 1976, except as respect things done or omitted to be done before such supersession, the President hereby makes the following rules regulating method of recruitment to Group B post in the Central Government Industrial Tribunal-cum Labour Courts set up in different States under the Central Sphere, namely:-

1. Short title and commencement. – (1) These rules may be called the Central Government Industrial Tribunal-cum-Labour Court Group 'B' post, Recruitment Rules, 2021.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Application.- These rules shall apply to all posts specified in column(1) of the Schedule and annexed thereto, in the offices of the Central Government Industrial Tribunal-cum-Labour Courts set up in the Central Sphere.

3. Number of posts, classification and scale of pay.- The number of posts, their classification and the scale of pay attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed to these rules.

4. Method of recruitment, age limit and other qualifications, etc.- The method of recruitment to the said posts, age limit, qualification and other matters connected therewith shall be specified in columns (5) to (13) of the Schedule aforesaid.

5. Disqualification. – No person,-

(a) who has entered into or contracted a marriage with a person having a spouse living, or

(b) who, having a spouse living has entered into or contracted a marriage with any person,

Shall be eligible for appointment to the said posts:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

6. Power to relax.- Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

7. Saving.- Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.



SCHEDULE

Name of the post	Number of posts	Classification	Level in the Pay Matrix	Whether selection or non selection post	Age limit for direct recruits	Education and other qualification required for direct recruits	Whether age and educational qualification prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment: Whether by direct recruitment or by promotion or by deputation or absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion or deputation or absorption, grades from which promotion or deputation or absorption to be made	If a Departmental Promotion Committee exists, what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Secretary to the Court	22(2024) *Subject to variation dependent on workload	General Central Service, Group 'B', Non-Gazetted, Ministerial	Level 6(Rs 35400-112400/-)	Non-Selection	Not applicable.	Not applicable	Not applicable	Two years	Composite Method Promotion + Deputation	Promotion: Upper Division Clerk with ten years regular service in grade. Note: where juniors who have completed their qualifying or eligibility service are being considered for promotions, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years whichever is less and have successfully completed their probation period for promotion to the next higher grade alongwith their juniors who have already completed such qualifying or eligibility service. Deputation: (a) Possessing degree of a recognized university or equivalent. (b) Officers holding analogous posts on regular basis in High Courts or from the subordinate courts Or (c) Officers holding analogous posts in the Central or State Governments and Public Sector Undertakings/Autonomous	Departmental Promotion Committee: 1. Presiding Officer of the concerned Central Government Industrial Tribunal-Labour Court-Chairman 2. An Officer from a Department not connected with the one in which promotion are considered - Member 3. An Officer of the Department familiar with the work of the persons who suitability is to be assessed - Member. 4. An Officer nominated by the Ministry of Labour and Employment-Member	Consultation with UPSC not necessary

										<p>Bodies/Recognized Research Institutions etc., or  (d) persons holding post on regular basis in the parent cadre or department or  (e) Upper Division Clerks with ten years service the grade rendered after appointment thereto on regular basis in the Central or State governments and Public Sector Undertakings/Autonomous Bodies/Recognized Research Institutions etc.</p> <p>Note 1: Officers in the feeder category who are in the direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p>Note 2: Period deputation including period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or Department of the Central Government or State Government shall not ordinarily exceed three years.</p> <p>Note3: The maximum age limit for appointment by deputation shall be not exceeding 56 years as on the closing date of the receipt of applications.</p>		
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Satish Chander, Under Secretary