

# RECRUITMENT RULES

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GOVERNMENT OF PUDUCHERRY  
LABOUR DEPARTMENT

(G.O. Ms. No. 1/Lab./SW/A4/2025/58, Puducherry, dated 03rd February 2025)

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Notification No. F.5/4/65-GP, dated 11th January 1965 of the Government of India, Ministry of Home Affairs, New Delhi and in supersession of the Notification issued in G.O. Ms. No. 9, dated 19th July 2006, of the Labour Department, Government of Puducherry and published as a Supplement to the Official Gazette No. 31, dated 1st August 2006, save as respects things done or omitted to be done before such supersession, the Lieutenant-Governor, Puducherry, hereby makes the following rules regulating the method of recruitment to the Group 'C', Non-Ministerial post of Junior Employment Officer in the Labour Department, Puducherry, namely:-

1. *Short title and commencement.*— (i) These rules may be called the Government of Puducherry, Labour Department, Group 'C' post of Junior Employment Officer Recruitment Rules, 2025.

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

2. *Application.*— These rules shall apply to the post specified in Column (1) of the Schedule annexed to these rules.

3. *Number of posts, classification and Level in the Pay Matrix.*— The number of the said posts, their classification and the Level in the Pay Matrix attached thereto, shall be as specified in the columns (2) to (4) of the said Schedule annexed to these Rules.

4. *Method of recruitment, age-limit and other qualifications.*— The method of recruitment to the said post, age-limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) of the said Schedule.

5. *Disqualifications.*— 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 post;

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

6. *Power to relax.*— Where, the Lieutenant-Governor, Puducherry, is of the opinion, that it is necessary or expedient so to do, he 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. *Savings.*— Nothing in these rules shall affect the reservations, relaxations in upper age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.

## SCHEDULE

**RECRUITMENT RULES FOR THE POST OF JUNIOR EMPLOYMENT OFFICER**

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1. Name of the post : Junior Employment Officer
2. Number of posts : 4 (Four) [2025] Subject to variation dependent on work-load
3. Classification : General Central Services, Group 'C', Non-Gazetted, Non-Ministerial.
4. Level in the Pay Matrix : Level-5 (₹ 29,200 - ₹ 92,300).
5. Whether selection post or non-selection post : Non-Selection
6. Age-limits for direct recruits : Between 18 and 30 years  
(Relaxable for Government Servants up to 40 years of age in accordance with the orders or instructions issued by the Central Government).  
*Note* : The crucial date for determining the age-limit shall be as advertised by the Competent Authority.
7. Educational and other qualifications required for direct recruits. : **Essential**  
A Degree in Economics or Statistics of a recognized University.  
**Desirable**  
Should have studied Tamil or Malayalam or Telugu as one of the subjects in SSLC or Matriculation or Higher Secondary level or above.  
*Note* : Qualifications are relaxable at the discretion of Competent Authority for reasons to be recorded in writing, in the case of candidates otherwise well qualified.
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : *Age* : No  
*Educational qualification* : No, but must possess at least a Degree of a recognized University.
9. Period of probation, if any : Two years for direct recruits  
*Note* : The direct recruits shall have to complete the induction training of at least two weeks within the period of probation.
10. Method of recruitment, whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods. : By promotion, failing which by deputation, failing both, by direct recruitment.

11. In case of recruitment by promotion/deputation/ : **Promotion**  
 absorption, grades from which promotion/  
 deputation/absorption is to be made.

Employment Information Assistant in Level-4 in the Pay Matrix with 5 years of service in the grade rendered after appointment thereto on regular basis and successfully completed the training programme as prescribed by the Department.

*Note 1 :* The requirement of training for promotion is not applicable to the officers holding the feeder post on regular basis on the date of notification of these rules.

*Note 2 :* Where juniors who have completed their qualifying/eligibility service are being considered for promotion, their seniors would also be considered for promotion, their seniors would also be considered provided they are not short of the 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**

Officers of Puducherry Administration-

- (a) (i) Holding analogous post on regular basis in the Parent cadre/Department; or  
 (ii) With 5 years regular service in posts in the Level 4 in the Pay Matrix; and  
 (b) Possessing the educational qualifications prescribed for direct recruits under Column 7.

*Note 1 :* The Departmental Officers in the feeder category 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.

*Note 2 :* Period of deputation including the period of deputation in another *ex cadre* post held immediately preceding this appointment in the same or some other Organization or Departments of the Central/ State/Union Territory Governments shall ordinarily not exceed 3 years. The maximum age-limit for appointment by deputation shall be "not exceeding 56 years" on the closing date of receipt of applications.

12. If, a Departmental Promotion Committee exists, what is its composition? : *Group 'C' Departmental Promotion Committee (for Considering Promotion)/Departmental Confirmation Committee (for considering confirmation)/Recruitment Committee :—*
- (1) Secretary to Government (Labour) . . Chairman
  - (2) Commissioner of Labour . . Member
  - (3) Joint/Deputy/Under Secretary to Government (Labour). . . Member
13. Circumstances in which Union Public Service Commission is to be consulted in making recruitment. : Not applicable
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(By order of the Lieutenant-Governor)

**S. SANDIRAKUMARAN,**  
Under Secretary to Government (Labour).