

e-F.No. A-12024/1/2023-ALC(SA)-LAB\_AN/457

श्रम आयुक्त का कार्यालय

Office of the Labour Commissioner

अण्डमान तथा निकोबार प्रशासन

Andaman and Nicobar Administration

सप्लाई लाईन, पोर्ट ब्लेयर | Supply Line, Port Blair – 744 101

Dated 06<sup>th</sup> May, 2023**VACANCY NOTICE**

THE OFFICE OF LABOUR COMMISSIONER & DIRECTORATE OF EMPLOYMENT AND TRAINING, A&N ADMINISTRATION DECIDED TO CONDUCT OPEN, COMPETITIVE RECRUITMENT EXAMINATION TO FILL UP THE POST OF **LABOUR INSPECTOR (GROUP 'B' NON-GAZETTED)** AS PER THE DETAILS GIVEN BELOW, FOR WHICH, **ONLINE APPLICATIONS** ARE INVITED FROM ELIGIBLE CANDIDATES.

**1. DETAILS OF VACANCIES:**

1. Name of the Post	Labour Inspector
2. No. of Vacancy	02* [01 (Regular) (UR) & 01 (Anticipated) (UR)] * The numbers of vacancies shown above are subject to increase or decrease.
3. Classification	General Central Service Group 'B' Non-Gazetted, Non Ministerial
4. Pay Band & Grade Pay/ Pay Scale	Level-6 ; 35400-112400 (7 <sup>th</sup> CPC)
5. Age Limit	<b>Not exceeding 30 years</b> (Relaxable for Govt. Servant up to 05 years and up to 05 years for ST/SC & 03 years for OBC candidates in accordance with the instructions or orders issued by the Central Govt.).

	Note: The crucial date for determining the age limit shall be the closing date for receipt of application from candidates.	
6. Age Relaxation	<p>a) Candidates seeking age relaxation in terms of various instructions issued by Govt. of India and A &amp; N Administration, has to upload relevant documents.</p> <p>b) A Candidate for this examination must have attained the age of 18 years and must not have attained the age over and above upper age limit in respect of male/female candidates respectively as on the closing date of receipt of online application.</p> <p>c) One time age relaxation for 02 (two) years shall be granted in the upper age limit prescribed in the Recruitment Rules vide A&amp;N Admn's Order bearing F.No.A-12011/10/2022-R&amp;E Cell-Sectt (1/1671/2022) dt 20.10.2022.</p>	
Besides the above, age relaxation in respect of reserved categories of aspirants permissible beyond the upper age limit are as detailed below:		
Sl. #	Category	Age-relaxation permissible beyond the upper age limit
i.	ST	5 years
ii.	OBC	3 years
iii.	PwD (Unreserved)	10 years
iv.	PwD (OBC)	13 years
v.	PwD (ST)	15 years
vi.	Ex-Servicemen (ESM)	03 years after deduction of the military service rendered from the actual age as on closing date of receipt of online application.

vii.	Central Government Civilian Employees: Who have rendered not less than 3 years regular and Continuous service as on closing date for receipt of online applications.	Relaxable for Govt. Servants up to 5 years in accordance with the instruction or orders issued by Central Government
viii.	Age relaxation to DRM and contract employees including SSCT.	In accordance with the instructions/ orders issued by the Andaman & Nicobar Administration, vide Circular No.45/1998-PW dated 19.11.2011. Up to 40 years of age.
7. Essential Educational Qualification	<p>a) Degree in Law from a recognized University, or</p> <p>b) Post Graduate Degree/Diploma in Social Work, Labour Welfare/Industrial Relations/ Sociology from any recognized University.</p> <p><b>Note:</b> Candidates should upload all Certificates and Final Mark Sheets in Uploads section.</p>	
8. Essential Experience	<p>Two years' experience in dealing with the Labour law or attending to legal matters or in the field of Labour Welfare like planning and execution of various labour welfare activities.</p> <p><b>Note:</b> Candidates should upload experience certificate in prescribed format on Uploads Section.</p>	
9. Desirable Educational Qualification	Diploma in Labour Laws from recognized Institute or equivalent.	
10. Format of Experience Certificate	<p>a) Form - I (For Advocates) given in Annexure - I</p> <p>b) Form - II (Others) given in Annexure - II</p>	
11. Method of Selection	Merit in Recruitment Exam.	

12. Center for Recruitment Exam	Port Blair
13. How to apply	Interested eligible candidates should login to the online portal <a href="https://erecruitment.andaman.gov.in/">https://erecruitment.andaman.gov.in/</a> and submit the application by uploading the passport size photograph and other required documents as prescribed.
14. Syllabus for Recruitment Exam	<p><b>Part - I (Labour Laws) - 80 Marks</b></p> <ul style="list-style-type: none"> <li>a) The Minimum Wages Act, 1948</li> <li>b) The Payment of Wages Act, 1936</li> <li>c) The Building and Other Construction Workers (RE&amp;CS) Act, 1996</li> <li>d) A &amp; N Islands Shops &amp; Establishment Regulation, 2004</li> <li>e) The Payment of Gratuity Act, 1972</li> <li>f) The Payment of Bonus Act, 1965</li> <li>g) The Child Labour (P&amp;R) Act, 1986</li> <li>h) The Motor Transport Workers Act, 1961</li> <li>i) The Interstate Migrant Workers (RE&amp;CS) Act, 1979</li> <li>j) The Contract Labour (R&amp;A) Act, 1970</li> <li>k) The Equal Remuneration Act, 1976.</li> <li>l) The Factories Act, 1948</li> <li>m) The Maternity Benefit Act, 1901</li> <li>n) The Trade Union Act, 1926</li> <li>o) The Code on Wages, 2019</li> <li>p) The Industrial Relations Code, 2020</li> <li>q) The Code on Social Security, 2020</li> <li>r) The Occupational Safety, Health and Working Condition Code, 2020.</li> </ul> <p><b>Part - II (General Knowledge) - 20 Marks</b></p> <p>The General Knowledge of latest updates news and current affairs.</p> <p><b>NOTE:</b> There will be negative marking of 0.25 marks for each wrong answer. Candidates are, therefore, advised to keep this in mind while answering the questions.</p>

15. Fee Payable	<p>a) Candidates (except female/ST/PwBD candidates who are exempted from payment of fee) are required to pay a fee of Rs. 25/- (Rupees Twenty Five only) either by remitting the money in the bank account (Account Name: Principal, Dr. BR Ambedkar Institute of Technology, Bank: State Bank of India, Branch: Dollygunj, Account No.: 41881546799, IFSC: SBIN0017178) by using net banking facility of any bank or by using Visa/Master/Rupay/Credit/Debit Card or UPI payment (UPI IDs: 41881546799@SBI or BRAMBEDKAR4188@SBI) or scanning of QR Code.</p> <p>b) No fee for ST/PwBD/Female candidate of any community. No fee exemption is available to Gen/OBC/EWS male candidates and they are required to pay the full prescribed fee.</p> <p>c) After completing payment candidate has to upload the transaction slip in the portal in image format.</p>
16. Important Dates	<p>a) Start date of online application: 10.05.2023</p> <p>b) End date of online application: 03.06.2023 (midnight)</p>

## **2. IMPORTANT INSTRUCTIONS FOR THE CANDIDATES**

- 1) The Department will not undertake detailed scrutiny of applications for the eligibility and other aspects before the written examination, and thus the candidature is accepted only provisionally. The candidates are advised to go through the requirements of educational qualification, experience, age etc. and satisfy themselves that they are eligible before applying. When scrutiny is undertaken, at any stage, if any claim made in the application is not found substantiated, the candidature shall be cancelled and the Department decision shall be final and binding.
- 2) List of eligible and ineligible (with reason) candidates to appear in written examination will be published on the portal for inviting claims and objections. After scrutiny of the claims and objections received, the final eligible list of

candidates to appear for written examination will be published in the portal. All eligible candidates can download the admit card through the portal. Separate intimation will not be send regarding this. Hence candidates are advised to frequently visit the online portal (<https://erecruitment.andaman.gov.in/>) for updates.

### **3. RESOLUTION TO TIE CASES**

In cases where more than one candidate secures the equal marks, tie will be resolved by applying the following methods one after another:-

- a) Marks in Part - I
- b) Marks in Part - II
- c) Date of Birth, with older candidates placed higher
- d) Alphabetical Order in the first name of the candidates appear

### **4. ACTION AGAINST CANDIDATES FOUND GUILTY OF MISCONDUCT**

1. While filling the application form, the candidates are cautioned that they should not furnish any particular that is false or suppress any material information. Candidates are also cautioned that they should in no case, attempt to alter or otherwise tamper with any entry in a document or the attested certified copy submitted by them, nor should they submit a tampered/fabricated document. If there is any inaccuracy or any discrepancy, their answer sheet will not be evaluated.
2. Without prejudice to criminal action/debarment from A & N Administration's examination wherever necessary, candidature will be summarily cancelled at any stage for a period of maximum 3 years of the recruitment in respect of candidates found having indulged in any of the following malpractices:-
  - a. In possession of MOBILE PHONE & ACCESSORIES AND OTHER ELECTRONIC GADGETS WITHIN THE PREMISES OF THE

EXAMINATION CENTRES, WHETHER IN USE OR IN SWITCHED OFF MODE AND IN PERSON OR OTHERWISE.

- b. Involved in various malpractices.
- c. Using unfair means in the examination hall like copying, cheating etc.
- d. Obtaining support for his / her candidature by any means.
- e. Impersonate/ procuring impersonation by any person.
- f. Submitting fabricated documents or documents which have been tampered with.
- g. Making statements which are incorrect or false or suppressing material information.
- h. Resorting to any other irregular or improper means in connection with his/her candidature for the examination.
- i. Misbehaving in any other manner in the examination hall with the Supervisor, Invigilator or Administration's representatives.
- j. Taking away the Answer Sheet with him/her from the examination hall, or passing it on to unauthorized persons during the conduct of the examination.
- k. Intimidating or causing bodily harm to the staff employed by the Administration for the conduct of examination.
- l. To be ineligible for the Examination by not fulfilling the eligibility conditions mentioned in the Notice.
- m. Candidature can also be cancelled at any stage of the recruitment on any other ground which, the A & N Administration considers to be sufficient cause for cancellation of candidature.

## **5. COURTS JURISDICTION**

Any dispute in regard to this recruitment shall be subject to Courts/tribunals having jurisdiction over the A & N Administration only.

**6. GENERAL INSTRUCTIONS AND OTHER CONDITIONS**

1. Applicant must be an Indian Citizen.
2. The candidates shall submit only online application through the portal <https://erecruitment.andaman.gov.in/>
3. The candidates shall upload Passport Size photograph and scanned copies of all other relevant documents as prescribed in the portal. Otherwise the applications will be summarily rejected.
4. All relevant documents uploaded by the applicants should be self-attested.
5. The A & N Administration reserves the right not to fill up all or any of the posts/vacancies advertised here in above without assigning any reason.
6. Candidates who wish to be considered against the vacancies reserved or seek age-relaxation must produce their original certificates issued by the competent authority and to submit a copy of the original certificate duly self-Attested whenever sought by the Administration, otherwise, their claims for ST/OBC/EWS/PwD/ESM status will not be entertained and their candidature/applications shall be considered under General (UR) category only. Certificate for the status of Creamy Layer issued between 31.05.2020 and 31.05.2023 only will be accepted.
7. Candidates are cautioned that they shall be permanently debarred from the examination conducted by the A & N Administration, if they fraudulently claim ST/OBC/EWS/ESM/PwD status.
8. Admit card of the eligible candidates to appear in the written examination will be available in the portal as mentioned above.
9. No TA/DA or any other allowance shall be admissible to the candidate for appearing for written examination.
10. Canvassing in any form by or on behalf of the candidates will amount to disqualification.
11. The department will have the right to deny permission to candidates who come after half an hour of the commencement of the examination.
12. The candidates will have to produce original documents relating to their age, qualifications, experience etc. for cross verification at any time as and when demanded. The Selected candidates shall also be required to produce the said documents at the time of joining.
13. The incomplete application in any forms is liable to be rejected. No further correspondences will be entertained in this regard.
14. There shall be a single question paper with two (02) parts i.e 'Part - I Labour Laws' (80 Marks) and 'Part - II General Knowledge' (20 Marks), having: 'Objective Multiple- Choice- type Questions'. The question paper will be set in English only.



15. Candidates are not permitted to use calculators and other electronic gadgets. They should not, therefore, bring the same inside the Examination Premises/Venue.
16. If any candidate is found to possess mobile phones or any other means of wireless communication in the working (switch on) or switched off mode, his/her candidature shall be cancelled forthwith.
17. The candidates must carry one photo bearing identity proof issued by any Govt. authorities such as Driving License, Aadhaar Card, Voter Card, College/University ID Card, Income Tax PAN along with Admit Card downloaded from the website, while attending the examination, failing which, they shall not be allowed to appear for the examination.
18. The photographs used by the candidates must be a recent, relaxed face, and the picture should be in coloured, against a light-coloured, preferably white-background. If flash is used then please ensure that there is no red-eye and, in case of glasses, your eyes should be visible. The front of the face should not be covered less than 80 % of the entire photo.
19. Helpdesk: The candidates may contact on +91 3192 233138 to clarify/resolve any problem related to registration of online application, between 10:00am to 04:00pm on all working days, i.e. Monday to Friday.

**Asst. Labour Commissioner**

**FORMAT - I**  
**Experience Certificate**

**The form of certificate to be produced by Candidates for claiming experience at**  
**Bar for Advocates**

(In letter head of the institution/issuing authority)

Dated.....

This is to certify that Shri/Ms. ....  
(Reg. No.....) S/o. D/o W/o Shri .....  
has been practicing/practiced as an Advocate dealing with criminal/civil cases  
from..... to ..... in the CAT/Session/Court/High  
Court/Supreme Court at .....

It is certified that above facts and figures are true and based on service  
records available in our office records.

Signature with Name,  
Designation & Stamp of  
the issuing authority

**FORMAT - II**  
**Experience Certificate**

**The form of certificate to be produced by Candidates (other than Advocates) for claiming experience**

(In letter head of the institution/issuing authority)

Dated.....

This is to certify that Shri/Ms..... S/o, D/o, W/o Shri..... was/is an employee of this Office/Organization and duties performed by him/her during the period(s) are as under:

Designation	From (dd/mm/yy yy)	To (dd/mm/yy yy)	Place of Posting	Pay or Last Drawn Salary	Duties performed/experience gained
(1)	(2)	(3)	(4)	(5)	(6)

It is certified that above facts and figures are true and based on service records available in our Office/Organization.

Signature with  
Name, Designation  
& Stamp of the  
issuing authority

*Note: Experience Certificate should be issued in prescribed format. If experience certificate not in prescribed format but containing all the details as mentioned above would be considered on merits.*