

**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**  
**5, SIRI INSTITUTIONAL AREA, HAUZ KHAS, NEW DELHI – 110016**

**RECRUITMENT RULES**

		<b>Proposed RRs</b>
1.	Name of Post	<b>Director</b>
2.	Number of Post	1 (One)
3.	Classification of Post	Group 'A'
4.	Pay Band and Grade Pay / Pay Scale	Pay Level – 13A (Rs.131100-216600/-) (pre-revised PB-4, Rs.37400-67000/- + GP Rs.8900/-)
5.	Selection Post or Non-Selection Post	Selection
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
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 on 'Foreign Service terms' or Short-term contract basis.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made	<p><b>By promotion:</b> From Additional Directors in the Pay Level-13 with 2 years regular service in the Pay Level-13.</p> <p><b>By Deputation</b> basis on 'foreign service terms', as per DOPT norms:</p> <p><b>Age Limit:</b> Maximum 56 years.</p> <p>Officers holding analogous posts on regular basis in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution in the parent cadre or department; or  officers with 2 years' service on a regular basis in the Pay Level-13 (or equivalent); or  officers with 6 years' service in the Pay Level-12 (or equivalent) in the parent cadre or department with the following qualifications:</p> <p><b><u>Educational Qualification:</u></b></p> <p>Post-graduate degree preferably in Social Work/ Sociology/ Psychology/ Education/ Home Science/ Public Administration/ Health/ Nutrition.</p> <p><b><u>Desirable:</u></b></p> <p>Doctoral degree in the relevant subject.</p> <p><b><u>Experience:</u></b></p> <p>15 years' experience in Supervising research and training in the field of Social Welfare, Child Development, Women Development/ Child Protection in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution.</p> <p><b><u>Desirable:</u></b> 3 years' experience in Administrative work of Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institutions.</p>

		<b>Short-term contract</b> (not exceeding three years): officers of Public Sector Undertakings (PSUs), recognized University/ Institutions, Autonomous Body, Statutory Organization with age, qualification and experience as indicated above for deputation.
12.	If a Departmental Promotion Committee exists what is its composition	<b>Composition of the DPC :</b>  <b>Chairperson:</b> Secretary, MWCD.  <b>Members:</b>  i. Joint Secretary, MWCD. ii. Director/ Deputy Secretary MWCD.
13.	Circumstances under which UPSC is to be consulted in making recruitment	N.A.

**Note:**

- a) "The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Competent Authority".
- b) "Where the NIPCCD is of the opinion that it is necessary or expedient so to do it may, by order for reasons to be recorded in writing, and in consultation with the Government of India, relax any of the provisions of these rules with respect to any class or category of persons. This 'power to relax' clause will apply in case of Group 'A' and 'B' posts.
- c) "No Person
- (i) Who has entered into, or contracted a marriage with a person who has a spouse living; or
- (ii) 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 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."

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**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**  
**5, Siri Institutional Area, Hauz Khas, New Delhi – 110016**

**RECRUITMENT RULES**

		<b>Proposed RRs</b>
1.	Name of Post	<b>Additional Director</b>
2.	Number of Posts	2 (Two)
3.	Classification of Post	Group 'A'
4.	Pay Band and Grade Pay / Pay Scale	Pay Level – 13 (Rs.123100-215900) (pre-revised, PB-4 Rs.37400-67000/- + GP Rs.8700/-)
5.	Selection Post or Non-Selection Post	Selection
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
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 on deputation basis on 'Foreign service terms' or Short-term contract Basis.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made	<p><b>Promotion:</b> From Joint Director/ Regional Director with 5 years regular service in the Pay Level-12 or 10 years' regular service in the post of Deputy Director in the Pay Level-11.</p> <p><b>By Deputation</b> basis on 'foreign service term', as per DOPT norms:</p> <p><b>Age Limit:</b> Maximum 56 years.</p> <p>Officers holding analogous posts on regular basis in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution in the parent cadre or department; or officers with 5 years' service rendered after appointment to the post on a regular basis in the Pay Level-12 (or equivalent); or officers with 10 years' service in the Pay Level-11 (or equivalent) in the parent cadre or department with the following qualifications:</p> <p>Master's degree in Social Work /Sociology/ Psychology/ Education/ Home Science/ Public Administration/ Health/ Nutrition.</p> <p><u>Desirable:</u> Doctoral degree in the relevant subject.</p> <p><b><u>Educational Qualification:</u></b></p> <p>Thirteen years' experience in research and/or training in the field of Social Work/ Social Welfare/ Child Development with experience of Administration in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution.</p> <p><b>Short-term contract</b> (not exceeding three years): officers of Public Sector Undertakings (PSUs), recognized University/ Institutions, Autonomous Body, Statutory Organization with age, qualification and experience as indicated above for deputation.</p>
12.	If a Departmental Promotion Committee exists what is its composition	<p><b>Composition of the DPC :</b></p> <p><b>Chairperson:</b> Additional Secretary/ Joint Secretary, MWCD.</p>

		<b>Members:</b> i. Director, MWCD. ii. Director, NIPCCD.
13.	Circumstances under which UPSC is to be consulted in making recruitment	N.A.

**Note:**

- a) "The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Competent Authority".
- b) "Where the NIPCCD is of the opinion that it is necessary or expedient so to do it may, by order for reasons to be recorded in writing, and in consultation with the Government of India, relax any of the provisions of these rules with respect to any class or category of persons. This 'power to relax' clause will apply in case of Group 'A' and 'B' posts.
- c) "No Person
- (i) Who has entered into, or contracted a marriage with a person who has a spouse living; or
- (ii) 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 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."

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**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**  
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**RECRUITMENT RULES**

		<b>Proposed RRs</b>
1.	Name of Post	<b>Joint Director (Programme Division)/ Regional Director</b>
2.	Number of Post	10 (Ten)
3.	Classification of Post	Group 'A'
4.	Pay Band and Grade Pay / Pay Scale	Pay Level – 12 (Rs.78800-209200/-) (pre-revised PB-3, Rs.15600-39100/- + GP Rs.7600/-)
5.	Selection Post or Non-Selection Post	Selection
6.	Age limit for direct recruits	50 years (relaxation in upper age limit as per Government of India instructions)
7.	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>i) Master's Degree in respective discipline i.e. Home Science, Human Resource Development, Psychology, Education, Sociology, Social Work, Women's Studies, Child Development, Anthropology, Child Protection, Operational Research (including Statistics), Planning and Public Administration.</p> <p>ii) 10 years' experience in Training/ Capacity Building at degree level and research or advocacy of which 5 years should be at a Senior Supervisory level.</p> <p><b>Desirable:</b></p> <p>i) Doctoral degree in the relevant subject.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	One year for Direct recruits.
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	<p>i) 70% by Promotion, failing which by deputation on 'Foreign Service terms' or Short-term contract basis.</p> <p>ii) 30% by Direct Recruitment.</p>
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made	<p><b>By Promotion:</b> From Deputy Director with 5 years regular service in the Pay Level-11.</p> <p><b>By Deputation</b> basis on 'Foreign service terms', as per DOPT norms:</p> <p><b>Age Limit:</b> Maximum 56 years.</p> <p>Officers holding analogous posts on regular basis in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution; or officers with 5 years' regular service in Pay Level – 11 (or equivalent) having qualifications and experience as given in Row No. 7 above; or officers with 10 years' regular service in Pay Level-10 (or equivalent) and having qualifications and experience as given in Row No. 7 above; or</p> <p><b>Short-term contract</b> (not exceeding three years): officers of Public Sector Undertakings (PSUs), recognized University/ Institution, Autonomous Body, Statutory Organization with age, educational qualification and experience as indicated above for deputation.</p>
12.	If a Departmental Promotion Committee	<b>Composition of the DPC :</b>

	exists what is its composition	<p><b>Chairperson:</b> Additional Secretary/ Joint Secretary, MWCD.</p> <p><b>Members:</b></p> <ul style="list-style-type: none"> <li>i. Director, MWCD.</li> <li>ii. A representative from SC/ST/OBC/Minority Community at the level of Director/ Deputy Secretary.</li> <li>iii. Director, NIPCCD.</li> </ul> <p>DPC will also act as Departmental Confirmation Committee (DCC).</p>
13.	Circumstances under which UPSC is to be consulted in making recruitment	Not Applicable.

**Note:**

- a) "The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Competent Authority.
- b) Nothing in these rules shall affect reservations relaxation and other concessions required to be provided for the scheduled castes and scheduled tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.
- c) No person
  - i) Who has entered into, or contracted a marriage with a person who has a spouse living;
  - ii) 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 Institute may, if satisfied that such marriage is permitted under the Personal Law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule".

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**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**  
**5, Siri Institutional Area, Hauz Khas, New Delhi – 110016**

**RECRUITMENT RULES**

<b>Existing RRs</b>		<b>Proposed RRs</b>
1.	Name of Post	<b>Joint Director (Common Services)</b>
2.	Number of Post	1 (One)
3.	Classification of Post	Group 'A'
4.	Pay Band and Grade Pay / Pay Scale	Pay Level – 12 (Rs.78800-209200/-) (pre-revised PB-3, Rs.15600-39100/- + GP Rs.7600/-).
5.	Selection Post or Non-Selection Post	Selection
6.	Age limit for direct recruits	Not Applicable
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not Applicable
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 on deputation on 'Foreign service terms' basis.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made	<b>By Promotion:</b> From Deputy Director (Admn.) and Deputy Director (Accounts) in the Pay Level-11 with 5 years regular service in the grade.  <b>By Deputation</b> on 'Foreign service terms', as per DOPT norms:  <b>Age Limit:</b> Maximum 56 years.  Officers holding analogous posts on regular basis in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution or officers with 5 years' regular service in pay level-11 (or equivalent) having knowledge of Administration, Accounts and Audit.
12.	If a Departmental Promotion Committee exists what is its composition	<b>Composition of the DPC :</b>  <b>Chairperson:</b> Additional Secretary/ Joint Secretary, MWCD.  <b>Members:</b>  i. Director, MWCD. ii. Director, NIPCCD.
13.	Circumstances under which UPSC is to be consulted in making recruitment	Not Applicable.

**Note:**

- d) "The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Competent Authority.
- e) Nothing in these rules shall affect reservations relaxation and other concessions required to be provided for the scheduled castes and scheduled tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.
- f) No person
- i) Who has entered into, or contracted a marriage with a person who has a spouse living;

- ii) 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 Institute may, if satisfied that such marriage is permitted under the Personal Law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule".

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**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**

**RECRUITMENT RULES**

		<b>Proposed RRs</b>
1.	Name of Post	<b>Deputy Director (Programme Division)</b>
2.	Number of Post	16 (Sixteen)
3.	Classification of Post	Group 'A'
4.	Pay Band and Grade Pay / Pay Scale	Pay Level – 11 (Rs.67700-208700/-) (pre-revised PB-3, Rs.15600-39100/- + GP Rs.6600/-)
5.	Selection Post or Non-Selection Post	Selection
6.	Age limit for direct recruits	Maximum 40 years (relaxation in upper age limit as per Government of India instructions )
7.	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>i) Post Graduate degree in relevant discipline i.e. Foods and Nutrition or Child Development/ Psychology/ Education/ Social Work/ Sociology/ Anthropology/ Public Administration/ Home Science.</p> <p>ii) Five years' experience in Training/ Research/ Project formulation/ monitoring and supervision in the fields of Child Development/ Child Protection/ Social Welfare/ Maternal and Child Health/ Designing and Production of Audio-Visual Material for teaching and extension, relevant to the post.</p> <p><u>Desirable:</u></p> <p>Doctoral Degree in the relevant discipline.</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable.
9.	Period of probation, if any	Two Years
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	<p>i. 80% by Promotion, failing which by deputation on 'Foreign service terms' or on Short-term contract basis.</p> <p>ii. 20% Direct Recruitment.</p>
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made	<p><b>By Promotion:</b> From Assistant Director with 5 years regular service in the Pay Level-10.</p> <p><b>By Deputation</b> on 'Foreign service terms', as per DOPT norms:</p> <p><b>Age Limit:</b> Maximum 56 years.</p> <p>Officers holding analogous posts on regular basis in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution; or officers with 5 years' regular service in pay level-10 (or equivalent) having qualifications and experience as given in Row No. 7 above.</p>

12.	If a Departmental Promotion Committee exists what is its composition	<p><b>Composition of the DPC :</b></p> <p><b>Chairperson:</b> Additional Secretary/ Joint Secretary, MWCD.</p> <p><b>Members:</b></p> <ul style="list-style-type: none"> <li>i. Director/Deputy Secretary, MWCD.</li> <li>ii. A representative from SC/ST/OBC/Minority Community at the level of Director/ Deputy Secretary.</li> <li>iii. Director, NIPCCD.</li> </ul> <p>DPC will also act as Departmental Confirmation Committee (DCC).</p>
13.	Circumstances under which UPSC is to be consulted in making recruitment	Not applicable

**Note:**

- a) "The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Competent Authority.
- b) Nothing in these rules shall affect reservations relaxation and other concessions required to be provided for the scheduled castes and scheduled tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.
- c) No person
  - i) Who has entered into, or contracted a marriage with a person who has a spouse living;
  - ii) 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 Institute may, if satisfied that such marriage is permitted under the Personal Law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule".

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**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**  
**5, SIRI INSTITUTIONAL AREA, HAUZ KHAS, NEW DELHI – 110016**

**RECRUITMENT RULES**

		<b>Proposed RRs</b>
1.	Name of Post	<b>Deputy Director (Administration)</b>
2.	Number of Post	1(One)
3.	Classification of Post	Group 'A'
4.	Pay Band and Grade Pay / Pay Scale	Pay Level – 11 (Rs.67700-208700/-) (pre-revised PB-3, Rs.15600-39100/- + GP Rs. 6600/-).
5.	Selection Post or Non-Selection Post	Selection
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Two years
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 on Deputation on 'Foreign service terms'.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made	<b>By promotion:</b> From Assistant Administrative Officer with 09 years of regular service in the Pay Level-7.  <b>By Deputation</b> on 'Foreign service terms', as per DOPT norms:  <b>Age Limit:</b> Maximum 56 years  Officers holding analogous posts on regular basis in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution; or officers with five years regular service in Pay Level – 10 (or equivalent); or officers with 9 years of regular service in Pay Level – 7 (or equivalent) having knowledge of Administration.
12.	If a Departmental Promotion Committee exists what is its composition	<b>Composition of the DPC :</b>  <b>Chairperson:</b> Additional Secretary/ Joint Secretary, MWCD.  <b>Members:</b>  i. Director/Deputy Secretary, MWCD. ii. A representative from SC/ST/OBC/Minority Community at the level of Director/Deputy Secretary. iii. Director, NIPCCD.  DPC will also act as Departmental Confirmation Committee (DCC).
13.	Circumstances under which UPSC is to be consulted in making recruitment	Not applicable

**Note:**

- a) "The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Competent Authority.
- b) Nothing in these rules shall affect reservations relaxation and other concessions required to be provided for the scheduled castes and scheduled tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

c) No person

- i) Who has entered into, or contracted a marriage with a person who has a spouse living;
- ii) 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 Institute may, if satisfied that such marriage is permitted under the Personal Law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule".

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**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**  
**5, Siri Institutional Area, Hauz Khas, New Delhi – 110016**

**RECRUITMENT RULES**

<b>Existing RRs</b>		<b>Proposed RRs</b>
1.	Name of Post	<b>Deputy Director (Accounts)</b>
2.	Number of Post	3 (Three)
3.	Classification of Post	Group 'A'
4.	Pay Band and Grade Pay / Pay Scale	Pay Level – 11 (Rs.67700-208700/-) (Pre-revised PB-3, Rs.15600-39100/- + GP Rs.6600/-)
5.	Selection Post or Non-Selection Post	Selection
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Two years
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 on deputation on 'Foreign service terms'.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made	<b>By promotion:</b> From Accounts Officer with 9 years of regular service in the Pay Level – 7.  <b>By Deputation</b> on 'Foreign service terms', as per DOPT norms:  <b>Age Limit:</b> Maximum of 56 years.  Officers holding analogous posts on regular basis in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution; or officers with 5 years' regular service in level 10 (or equivalent); or officers with 9 years' regular service in the Pay Level – 7 having knowledge of Audit and Accounts.
12.	If a Departmental Promotion Committee exists what is its composition	<b>Composition of the DPC :</b>  <b>Chairperson:</b> Additional Secretary/ Joint Secretary, MWCD.  <b>Members:</b>  i. Director/Deputy Secretary, MWCD. ii. A representative from SC/ST/OBC/Minority Community at the level of Director/ Deputy Secretary. iii. Director, NIPCCD.  DPC will also act as Departmental Confirmation Committee (DCC).
13.	Circumstances under which UPSC is to be consulted in making recruitment	Not applicable

**Note:**

- "The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Competent Authority.
- Nothing in these rules shall affect reservations relaxation and other concessions required to be provided for the scheduled castes and scheduled tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

c) No person

- i) Who has entered into, or contracted a marriage with a person who has a spouse living;
- ii) 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 Institute may, if satisfied that such marriage is permitted under the Personal Law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule".

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**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**  
**5, SIRI INSTITUTIONAL AREA, HAUZ KHAS, NEW DELHI – 110016**

**RECRUITMENT RULES**

<b>Existing RRs</b>		<b>Proposed RRs</b>
1.	Name of Post	<b>Editor</b>
2.	Number of Post	1 (One)
3.	Classification of Post	Group 'A'
4.	Pay Band and Grade Pay / Pay Scale	Pay Level – 11 (Rs.67700-208700/-) (Pre-revised PB-3, Rs. 15600-39100/- + GP Rs. 6600/-).
5.	Selection Post or Non-Selection Post	Selection
6.	Age limit for direct recruits	40 Years (relaxation in upper age limit as per Government of India instructions).
7.	Educational and other qualifications required for direct recruits	<b>Essential:</b>  (i) Master's degree in English/ Hindi Language(s)/ Mass Communication / Journalism Or in any of the Social Science subject;  (ii) Minimum of 5 years' experience in copy editing of books, journals and/or periodicals in an institution of repute.  <b>Desirable:</b>  (a) Knowledge of printing technology. (b) Knowledge of Computer.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Two Years
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 direct recruitment, failing which on deputation on 'Foreign service terms' or Short-term contract basis.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made	<b>By Deputation</b> on 'Foreign Service terms', as per DOPT norms:  <b>Age Limit:</b> Maximum 56 years.  Officers holding analogous posts on regular basis in Central/ State/ UT Govt./, Autonomous Body, Statutory Organization, recognized University/ Institution; or officers with 5 years' regular service in Level-10 (or equivalent) or officers with 7 years' regular service in Pay Level-9 (or equivalent) having qualifications and experience as given in Row No. 7 above.
12.	If a Departmental Promotion Committee exists what is its composition	<b>Composition of the DPC:</b>  <b>Chairperson:</b> Additional Secretary/ Joint Secretary, MWCD.  <b>Members:</b>  i. Director/ Deputy Secretary, MWCD. ii. Director, NIPCCD.  DPC will also act as Departmental Confirmation Committee (DCC).
13.	Circumstances under which UPSC is to be consulted in making recruitment	Not applicable

**Note:**

- a) "The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Competent Authority.
- b) Nothing in these rules shall affect reservations relaxation and other concessions required to be provided for the scheduled castes and scheduled tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.
- c) No person
  - i) Who has entered into, or contracted a marriage with a person who has a spouse living;
  - ii) 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 Institute may, if satisfied that such marriage is permitted under the Personal Law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule".

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**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**

**RECRUITMENT RULES**

<b>Existing RRs</b>		<b>Proposed RRs</b>
1.	Name of Post	<b>Assistant Director</b>
2.	Number of Post	44 (Forty Four)
3.	Classification of Post	Group 'A'
4.	Pay Band and Grade Pay / Pay Scale	Pay Level – 10 (Rs.56100-177500/-) (pre-revised PB-3, Rs.15600-39100/- + GP Rs. 5400/-)
5.	Selection Post or Non-Selection Post	Selection
6.	Age limit for direct recruits	35 years (relaxation in upper age limit as per Government of India instructions)
7.	Educational and other qualifications required for direct recruits	<b>Essential:</b>  (i) PG Degree in the relevant discipline i.e. Social Work/ Sociology/ Social Anthropology/ Public Administration/ Statistics/ Home Science/ Child Development/ Psychology/ Education and  (ii) Three years' experience in teaching/ research/ project formulation/ monitoring and supervision in the fields of Child Development/ Child Protection/ Women Development/ Social Welfare.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Two Years
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	i) 20% by Direct Recruitment. ii) 80% by Promotion, failing which by deputation on 'Foreign service terms'.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made	<b>By Promotion:</b> From Research Assistant with 10 years' service in the Pay Level 6.  <b>By Deputation</b> on 'Foreign Service terms', as per DOPT norms:  <b>Age Limit:</b> Maximum of 56 years.  Officers holding analogous posts on regular basis in Central/ State/ UT Govt., Autonomous Body, Statutory Organization, recognized University/ Institution; or officers with 10 years regular service in the Level – 6 (or equivalent) having educational and other qualification as given in Row No. 7 above.
12.	If a Departmental Promotion Committee exists what is its composition	<b>Composition of the DPC :</b>  <b>Chairperson:</b> Additional Secretary/ Joint Secretary, MWCD.  <b>Members:</b> a. Director / Deputy Secretary, MWCD. b. A representative from SC/ST/OBC/Minority Community at the level of Under Secretary. c. Joint Director (CS), NIPCCD.  DPC will also act as Departmental Confirmation Committee (DCC).
13.	Circumstances under which UPSC is to be	Not applicable

consulted in making recruitment	
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**Note:**

- a) "The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Competent Authority.
- b) Nothing in these rules shall affect reservations relaxation and other concessions required to be provided for the scheduled castes and scheduled tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.
- c) No person
  - i) Who has entered into, or contracted a marriage with a person who has a spouse living;
  - ii) 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 Institute may, if satisfied that such marriage is permitted under the Personal Law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule".

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**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**  
**5, Siri Institutional Area, Hauz Khas, New Delhi - 110016**

**RECRUITMENT RULES**

**Approved by Minister of HRD-cum- Chairperson, NIPCCD as conveyed by Department of Women & Child Development, Ministry of HRD vide its letter No. 12-48/96-TR dt 30-10-1996**

1. Name of the Post : Senior Programmer
2. No. of Posts : 1 (One)
3. Classification : Group 'A'
4. Pay Band and Grade Pay / Pay Scales : PB-3 Rs. 15600-39100 + GP Rs. 6600/-
5. Whether selection post or non-selection post : Selection
6. Age for direct recruits : Not applicable
7. Whether benefit of added years of Service admissible. : No
8. Educational and other qualification required for transfer on deputation basis. : **Essential:** Master's degree in Statistics/ Mathematics (with Statistics) or Post Graduate degree in Computer Science/ Application with 5 years experience as Programme Officer/ Computer Analysis in software including data base management on micro computer.  
  
**Desirable:** 1. Good knowledge in developing Programmes for education and Social Science research and documentation.  
  
2. Ability in managing and coordinating overall computer work.
9. Whether age & educational qualification prescribed for the direct recruit will apply in case of promotion. : Not applicable
10. Period of probation, if any : Not applicable
11. Method of recruitment-whether by direct recruitment or by promotion OR by deputation/ transfer and percentage of the vacancies to be filled by various methods. : By Promotion, failing which, by transfer on deputation.
12. In case of recruitment by Promotion/ deputation/ transfer grade from which promotion/ transfer to be made. : **By Promotion** from Programmer with 5 years regular service in the Pay Band of Rs. 15600-39100 (PB-3) + Grade Pay of Rs. 5400/-  
**Transfer on deputation:** Officers holding analogous posts in the Central/ State Govt./ Universities, autonomous bodies or officer working in the Pay Band of Rs. 15600-39100 (PB-3) + Grade Pay of Rs. 5400/-with 5 years experience and having the qualifications prescribed in Col. 8.

13. Composition of Departmental : DPC for Group 'A' post, as approved by Executive Council Promotion Committee (DPC).

**Note:**

"The appointing authority may, at its discretion, relax any of the conditions prescribed above, in favour of a candidate of exceptional merit on the basis of recommendations made by the Selection Committee.

Nothing in these rules shall affect reservations relaxation and other concessions required to be provided for the scheduled castes and scheduled tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

Where the NIPCCD is of the opinion that it is necessary or expedient so to do, it may, by order for reasons to be recorded in writing, and in consultation with the Government of India, relax any of the provisions of these rules with respect to any class or category or persons. This 'power to relax' clause will apply in case of Group 'A' and 'B' posts.

No person :

- (i) Who has entered into, or contracted a marriage with a person who has a spouse living; or
- (ii) 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 Central Government may, if satisfied that such marriage is permissible under the Personal Law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule".

**NATIONAL INSTITUTE OF PUBLIC COOPERATION & CHILD DEVELOPMENT**

**PROPOSED RECRUITMENT RULES AS PER DOPT OM NO. AB-14017/46/2011-Estt. (RR)**  
**DATED 19 September, 2013**

		<b>Proposed RRs</b>
1.	Name of the Post	Assistant Director (OL)
2.	No. of Posts	01 (One) Year of framing 2023
3.	Classification of the Post	Group 'A'
4.	Pay Band and Grade Pay/Pay Scale	Level -10 Pay Matrix : Rs.56100-177500 (pre-revised PB-3, 15600-39100 + GP Rs. 5400/-)
5.	Selection post or Non-selection post	Selection
6.	Age limit for Direct recruits	N.A.
7.	Educational and other qualification required for Direct recruits	N.A.
8.	Whether age and education qualification prescribed for direct recruits will apply in the case of promotees.	No
9.	Period of Probation, if any	2 years
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 on deputation basis on 'foreign service terms', Or by Short term contract basis
11.	In case of recruitment by promotion / deputation / absorption grade from which promotion/deputation/absorption to be made	<p><b>Promotion from Senior Translators in Level-7 with 3 years regular service in the Grade:</b></p> <p>Note 1:</p> <p>Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their senior shall 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 2 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 or eligibility service.</p> <p>Note 2:</p> <p>For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1st January, 2006 or the date from which the revised pay structure based on the Sixth Central Pay Commission recommendations has been extended, shall be deemed to be service rendered in the corresponding pay or pay scale extended based on the recommendations of the Pay Commission.</p> <p><b>Failing which on Deputation basis on 'foreign service terms':</b></p> <p>Age limit : 56 years</p> <p>Officers from the Central/State Governments/UTs/Autonomous Bodies/Universities:-</p> <p>(a) (i) holding analogous posts on regular basis in the parent cadre/department; or (ii) with 3 years' regular service in Pay Level 7; and</p> <p>(b) Possessing the educational qualifications and experience as under:-</p> <p>Essential: (i) Master's degree of a recognized University</p>

in Hindi with English as a compulsory or elective subject or as the medium of examination at the degree level;

OR

Master's degree of a recognized University in English with Hindi as a compulsory or elective subject or as the medium of examination at the degree level;

OR

Master's degree of a recognized University in any subject other than Hindi or English, with Hindi medium and English as a compulsory or elective subject or as the medium of examination at the degree level;

OR

Master's degree of a recognized University in any subject other than Hindi or English, with English medium and Hindi as a compulsory or elective subject or as a medium of a examination at the degree level;

OR

Master's degree of a recognized University in any subject other than Hindi or English, with Hindi and English as compulsory or elective subjects or either of the two as a medium of examination and the other as a compulsory or elective subject at the degree level.

(ii) Three years' experience of using/applying terminology (terminological work) in Hindi and translation work from English to Hindi or vice-versa, preferably of technical or scientific literature under Central/State Governments/Autonomous Body/Statutory Organizations/PSUs/Universities or recognized research or educational institutions.

OR

Three years' experience of teaching in Hindi and English or research in Hindi or English under Central/State Governments/ Autonomous Body/Statutory Organizations/PSUs/Universities or recognized research or educational institutions.

Note 1:

Qualifications are relaxable at the discretion of the Appointing Authority in the case of candidates otherwise well qualified.

Note 2:

The qualification(s) regarding experience is relaxable at the discretion of the Appointing Authority in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of Appointing Authority 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 vacancy reserved for them. Desirable: Studied one of the languages other than Hindi included in the 8th schedule of the Constitution at 10<sup>th</sup> level from a recognized Board.

Note 1:

The departmental officers in the feeder category who are

		<p>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.</p> <p>Note 2:</p> <p>For the purpose of appointment on deputation basis, the service rendered on a regular basis by an officer prior to 1st January, 2006 (the date from which the revised pay structure based on the Sixth Central Pay Commission recommendation has been extended) shall be deemed to be service rendered in the corresponding grade pay or pay scale extended based on the recommendations of the Pay commission except where there has been merger of more than one pre revised scale of pay into one grade with a common grade pay or pay scale and where this benefit will extend only for the post(s) for which that grade pay or pay scale is the normal replacement grade without any upgradation.</p> <p>Or</p> <p><b>Short term contract basis</b> Age limit: 35 years Educational qualifications and experience as indicated in deputation case above.</p>
12.	If a Departmental Promotion Committee exists, what is its composition	<p><b>Chairperson:</b> Director, NIPCCD</p> <p><b>Members:</b></p> <p>a) Joint Director (CS). b) Under Secretary, MWCD. c) An Expert Member from Official Language approved by Vice-Chairperson, NIPCCD/Secretary, MWCD.</p> <p>The DPC will also act as Departmental Confirmation Committee (DCC).</p>
13	Circumstances under which Union Public Service Commission is to be consulted in making recruitment	N.A.

**Note:**

- a) "The appointing authority may at its discretion relax any of the conditions prescribed above, in favour of candidate of exceptional merit on the basis of recommendations made by the Competent Authority".
- b) "Nothing in these rules shall affect reservations required to be provided for the Scheduled Castes and Scheduled Tribes and other Special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard:.
- c) "No person;
- i) Who has entered into or contracted marriage with a person who has a spouse living; or
- ii) 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 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".