



सत्यमेव जयते



राजस्थान श्रम एवं कल्याण सेवा नियम, 1958

(दिनांक 31.05.2023 तक संशोधित)

राजस्थान सरकार
कार्मिक (क-2) विभाग
(सेवा नियम अद्यतन प्रकोष्ठ)
शासन सचिवालय, जयपुर

[\[https://dop.rajasthan.gov.in\]](https://dop.rajasthan.gov.in)

**GOVERNMENT OF RAJASTHAN
APPOINTMENT (C) DEPARTMENT**

No. F. 21(4)Apptts.(C)/55.

Jaipur, Dated 01.04.1958

NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Rajasthan makes the following rules regulating recruitment to posts in and conditions of Service of persons appointed to the Rajasthan Labour Welfare Service:-

**THE RAJASTHAN LABOUR & WELFARE SERVICE
RULES, 1958**

PART I- General

1. Short title and commencement.- These rules may be called the Rajasthan Labour and Welfare Service Rules, 1958 and shall come into force at once.

2. Supersession of existing rules and orders.- All existing rules and orders in relation to matters covered by these Rules @“Stand superseded”, but any action taken by or in pursuance of such existing rules and orders shall be deemed to have been taken under these Rules.

3. Status of the Service.- The Rajasthan Labour and Welfare Service is a State Service.

4. Definitions.- In these Rules unless there is anything repugnant in the Subject or context.

- * (a) “Government and State” mean respectively, “the Government of Rajasthan and the State of Rajasthan.”
- (b) “Commission” means the Rajasthan Public Service Commission.”
- (c) “Service” means the Rajasthan Labour Welfare Service;
- #(d) "Member of the Service" means a person appointed to a post in the service on the basis of regular selection under the provisions of these rules or the rules or order superseded by these rules."
- (e) “Commissioner” means the Labour Commissioner of Rajasthan; and
- (f) “Schedule” means a schedule to these Rules;
- %(g) “Substantive Appointment” means an appointment made under the provisions of these Rules to a substantive vacancy after due selection

@ Substituted for “hereby superseded” vide Notification No. F. 1(15)Apptts.(D)/60, dated 28-03-1961.

* Substituted for “Government” and “State” mean respectively the Government and State of Rajasthan” vide Notification No. F. 7(10)DOP/A-II/74 dated 10-02-1975.

Substituted for “(d) “Member of the Service” means a person appointed substantively to a post in the Service under the provision of these Rules or the rules or orders superseded by rule 2” vide Notification No. F. 7(2)DOP/A-II/96 dated 10-10-2002.

% Inserted vide Notification No. F. 7(3)DOP/A-II/73, dated 05-07-1974.

by any of the methods of recruitment prescribed under these Rules and includes and appointment of probation or as a probationer followed by confirmation on the completion of the probationary period.

Note:- “Due selection by any methods of the recruitment prescribed under these Rules” will include recruitment either on initial constitution of Service in accordance with the provisions of any Rules promulgated under proviso to Article, 309 of the Constitution of India except urgent temporary appointment.

[%](h) “Service” or Experience” wherever prescribed in these Rules as a condition for promotion from one Service to another or within the Service from one category to another or to senior posts, in the case of a person holding a lower post eligible for promotion to higher post shall include the period for the person has continuously worked on such lower post after regular selection in accordance with Rules promulgated under proviso to Article 309 of the Constitution of India.

Note:- Absence during service e.g. training, leave and deputation etc. which are for computing experience or service required for promotion.”

[#](i) “Year” means financial year.

5. Interpretation.- Unless the context otherwise requires, the Rajasthan General Clauses Act, 1955 (Rajasthan Act No. VIII of 1955), shall apply for the interpretation of these Rules, as it applies for the interpretation of Rajasthan Act.

PART II- Cadre

***⁶6. Strength of the Service.-** The strength of the service and nature of posts thereunder shall be such as may be notified by the Government from time to time. The present categories of service are as specified below:-

[%] Substituted for [£](h) “Service or Experience” wherever prescribed in these Rules as a condition for promotion from one Service to another or within the Service from one category to another or to Senior Posts in the case of person holding such post in substantive capacity shall include the period for which the person has continuously worked on such posts after regular recruitment in accordance with the Rules promulgated under proviso to Article 309 and shall also include the experience gained by officiating, temporary or ad hoc appointment, if such appointment is in the regular line of promotion and was not of stop-gap or fortuitous nature or invalid under any law and does not involve supersession of any Senior Official, except when such supersession was either due to want of prescribed academic and other qualifications, unfitness or non-selection by merit or the default of the Senior Official concerned ⁺“or when such ad hoc or urgent temporary appointment was in accordance with seniority-cum-merit.”
Note:- Absences during Service e.g., training and deputation etc., which are treated as “duty” under the R.S.R. shall also be counted as Service for computing minimum experience or Service required for promotion.” vide Notification No. F. 6(2)DOP/A-II/71, dated 29-08-1982.

[£] Inserted vide Notification No. F. 6(2)Appts./A-II/71-I, dated 09-10-1975, with effect from 27-03-1973.

⁺ Inserted vide Notification No. F. 6(2) Appts./A-II/71-I, dated 13-07-1976, with effect from 01-10-1975.

[#] Added vide Notification No. F. 7(2)DOP/A-II/81, dated 21-12-1982 w.e.f., 01-04-1981.

^{*} Substituted for [@]“6. Strength of the Service.– The strength of the Service and nature of posts thereunder shall be such as may be notified by Government from time to time. The present categories of the Service are as specified below:-

[%]“Category I Joint Labour Commissioner.
Category II Deputy Labour Commissioner.
Category III Assistant Labour Commissioner, and Personnel Officer.
Category IV Labour Welfare Officer.” vide Notification No. F. 1(22)DOP/A-II/82 dated 22.04.1994

Category-I	Additional Labour Commissioner
Category-II	Joint Labour Commissioner
Category-III	Deputy Labour Commissioner
Category-IV	Assistant Labour Commissioner and Personnel Officer.
Category-V	Labour Welfare Officer."

Provided that Government may leave unfilled, hold in abeyance or abolish any vacant post without thereby entitling any person to compensation or may increase the cadre by creating permanent or temporary posts in the Service, from time to time, as may be found necessary.

PART III Recruitment

7. Sources of recruitment.- (1) Recruitment to various categories of post in the service shall be as under-

@ Substituted for "6. Strength of the Service.-The strength of the Service is as specified below:-

I.	Assistant Labour Commissioner	3
II.	Labour Officer	6
III.	Lady Labour Welfare Officer	1

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Note :-The Labour Commissioner will be an Officer on the cadre of I.A.S. or R.A.S. Provided that the Government may leave unfilled hold in abeyance or abolish any vacant post without thereby entitling any person to compensation or may create additional permanent or temporary post in the Service, from time to time, as may be found necessary." vide Notification No. F. 1(15)Appts.(D)/60 dated 28-03-1961.

% Deleted "Category I.....Labour Commissioner" and category II to V renumbered as I to IV; vide Notification No. F. 1(2)DOP/A-II/80, dated 28-02-1980

0 Substituted for "Category I.....Joint Labour Commissioner
Category II.....Dy. Labour Commissioner
Category III.....Assistant Labour Commissioner & Personnel Officer.
Category IV.....Labour Welfare Officer." vide Notification No. F. 18(1)(52)Lab/58-II, dated 26-06-1969.

£ Substituted for "Category I Deputy Labour Commissioner
Category II Assistant Labour Commissioner
Category III Labour Officer.
Category IV Lady Labour Welfare Officer and Welfare Officer." vide Notification No. F. 18(1)(52)Lab/58-II dated 13-07-1967.

β Substituted for "7. Sources of recruitment.- (1) Recruitment to various categories of posts in the Service after the commencement of these Rules shall be as under :

(i) To category IV, partly by selections through the agency of the Commission and partly by promotion amongst the Inspector Grade I, in the ratio of 3:2.

Provided that the following cycle order shall be followed :-

First two appointments by direct recruitment.

the next one by promotion,

the next one by direct recruitment.

and the next one by promotion.

the cycle order to be repeated.

(ii) to category III by promotion from category IV.

(2) If the Government is satisfied in consultation with the Commission that no suitable person are available for promotion, the vacant post may be filled in by selection through the agency of the Commission in relaxation of the above proportion.

(iii) To category II by promotion from category III.

(iv) To category I by promotion from category II.

Note:- If the Government is satisfied in consultation with the Commission that no suitable person is available for promotion in a particular year, the vacant post may be filled in by selection through the agency of the Commission in relaxation of the above proportion.

(3) Upon the revision of the cadre strength of the Service by Notification No. F. 18(1)(52)Lab./58-II, dated 27-02-1967 the following officers, if they were appointed earlier by selection through the agency of the Commission shall be deemed to be the members of the Service in category IV specified under rule 6:-

"1. Labour Welfare Officer	P.W.D. (B&R) Department
2. Labour Welfare Officer	Irrigation Department
3. Labour Welfare Officer	Printing and Stationery Department." vide Notification No. F. 18(1)(52)Lab/58-II, dated 26-06-1969.

(i)	to category-V	¹ “50% by direct recruitment through the agency of commission in accordance with the procedure prescribed in the Rajasthan State and Subordinate Services (Direct Recruitment by Combined Competitive Examination) Rules, 1999 and 50% by Promotion from amongst Labour Inspectors appointed in the Subordinate Service.”
(ii)	to category- IV	By promotion from category-V
(iii)	to category-III	By promotion from category-IV
(iv)	to category-II	By promotion from category-III
(v)	to category-I	By promotion from category-II”

§“(1-A) Recruitment to the service by the aforesaid method shall be made in such manner that the persons appointed to the service by each method do not at any time exceed the percentage laid down in the Rules/Schedule of the total cadre strength as sanctioned for each category from time to time.”

(2) If the Government is satisfied in consultation with the Commission the no suitable person is available from promotion in a particular year, the vacant post may be filled by the selection through the agency of the Commission is relaxation of the above proportion.

(3) Upon the revision of the cadre strength of the Service by Notification No. F.18(1)(52)Lab/58-II, dated 27-2-1967, the following officers, if they were appointed earlier by the selection through the agency of the Commission shall be deemed to be the members of the Service in category V specified under rule 1967.

⁰ Substituted for “After the commencement of these Rules, recruitment to posts in category III of the Service shall be made by selection through the agency of the Commission, and to posts in category II, partly by selection through the agency of the Commission and partly by promotion from category III. Recruitment to posts in category I shall be made by promotion from category II.” vide Notification No. F. 1(15) Appts.(D)/60 dated 28-03-1961.

Substituted for “(1) Recruitment to various categories of posts in the Service after the commencement of these Rules shall be as under :-

*“(i) to category V, partly by selection through the agency of the Commission and partly by promotion from amongst the Labour Inspectors in the ratio 50:50.

(ii) to category IV. By promotion from category V.”

(iii) to category III, by promotion from category IV.

(iv) to category II. By promotion from category III.

%(v) Deleted.” vide Notification No. F. 1(22)DOP/A-II/82 dated 22-04-1994.

* Substituted for “(i) to category IV by selection through the agency of the Commission:

(ii) to category III, partly by selection through the agency of the Commission and partly by promotion from category IV and Labour Inspectors Grade I, the recruitment through each method being in the ration 3:2 provided that (1) the following cyclic order shall be followed in making appointments to this category by direct recruitment and promotion:-

First two appointments by direct recruitment.

the next one by promotion, the next one by direct recruitment

the next one by promotion, the cycle to be repeated.” vide Notification No. F. 21(4)Appts.(C)/55, dated 30-01-1963.

% Deleted “to category I, by promotion from category II.” vide Notification No. F. 1(2)DOP/A-II/80, dated 28-02-1980.

¹ Substituted for “50% by direct recruitment through the agency of the Commission in accordance with the procedure prescribed in party-IV of these Rules and 50% by promotion from amongst Labour Inspectors which post are in Subordinate Service.” vide Notification No. F. 1(22)DOP/A-II/84 dated 28-03-2013.

§ Added vide Notification No. F. 7(2)DOP/A-II/81 dated 13-11-1996.

1. Labour Welfare Officer; P.W.D. (B & R) Department.
2. Labour Welfare Officer; Irrigation Department
3. Labour Welfare Officer; Printing & Stationary Department.

⁺(4). Deleted.

[@](5) Notwithstanding anything contained in this rule, the Labour Welfare Officers appointed in Irrigation Department by regular selection under the Rajasthan Engineering Subordinate Service (Irrigation Branch) Rules, 1967, shall be deemed to be the members of the Service in category of Labour Welfare Officers.

[%]**7A.-** Notwithstanding anything contained in these Rules recruitment, appointment, promotion, seniority and confirmation etc. of a person who joins the Army/Air Force/Navy during an Emergency shall be regulated by such orders and instructions as may be issued by the Government from time to time provided that these are regulated mutatis mutandis according to the instructions issued on the subject by the Government of India.

The above amendment shall be deemed to have come into force with effect from 29-10-1963 or from the date the respective Service Rules come into force.

^Ω**8. Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes.-** (1) Reservation of vacancies for the Scheduled Castes and the Scheduled Tribes shall be in accordance with ²“the provisions of the Rajasthan Scheduled Castes, Scheduled Tribes, Backward Classed, Special Backward Classes and Economically Backward Classes (Reservation of Seats in Educational Institutions in the State and of Appointments and Posts in Services under the State) Act, 2008” at the time of recruitment i.e. by direct recruitment and by promotion.

(2) The vacancies so reserved for promotion shall be filled in by [#]“seniority-cum-merit and merit.”

⁺ Deleted [£]“(4) Notwithstanding anything contained in these Rules, if on the recommendation of the Departmental Promotion Committee, the State Government is satisfied that no suitable officer in the Service is available for promotion to the post of Labour Commissioner, the State Government may appoint a suitable officer of the Indian Administrative Service as Labour Commissioner.

Provided that the appointment so made shall not exceed a period of two years without the concurrence of the Commission.” vide Notification No. F. 1(2)DOP/A-II/80, dated 28-2-1980.

[£] Inserted vide Notification No. F. 1(18)Lab/74, dated 13-2-1975.

[@] Added vide Notification No. F. 1(22)DOP/A-II/84, dated 3-1-1985.

[%] Inserted vide Notification No. F. 21(12)Apptts.(C)/55, Pt. II, dated 29-8-1973.

^Ω Substituted for “8. Reservation of vacancies for Scheduled Castes and Schedule Tribes.- Reservation of vacancies for the Scheduled Castes and Scheduled Tribes shall be in accordance with the orders of Government for such reservation I force at the time of recruitment.

Note:- (1) ⁰“(Deleted.)”

Note:- (2) Reservation shall be calculated on the basis of total vacancies. Adjustment of fractions shall be made over a period of five years. Promotions shall be irrespective of caste consideration.” vide Notification No. F. 7(4)DOP/A-II/73, dated 3-10-1973.

² Substituted for “orders of the Government for such reservation in force” vide Notification No. F. 7(8)DOP/A-II/2008 dated 28-08-2009.

[#] Substituted for ^{\$}“merit alone” vide Notification No. F. 7(4)DOP/A-II/73, dated 29-1-1981.

^{\$} Substituted for “Merit-cum-seniority” vide Notification No. F. 7(6)DOP/A-II/75 Part-III, dated 31-10-1975.

⁰ Deleted “A copy of such orders in force at the commencement of these rules, is given in the Schedule” vide Notification No. F. 21(4)Ac/55 dated 4.01.1960

(3) In filling the vacancies so reserved the eligible candidates who are members of the Scheduled Castes and the Scheduled Tribes shall be considered for appointment in the order in which their names appear in the list prepared for direct recruitment by the Commission, for posts falling in its purview, and by the Appointing Authority, as the case may be, in the case of promotes, irrespective of their relative rank as compared with other candidates.

³(4) Appointments shall be made strictly in accordance with the roster prescribed separately for direct recruitment and promotion.

(4A) In the event of non-availability of the eligible and suitable candidates amongst the Schedule Castes or Scheduled Tribes, as the case may be for direct recruitment, in a particular year, the vacancies so reserved for them shall be carried forward to the subsequent three recruitment years. After the expiry of three recruitment years, such carried forward vacancies, shall be filled in accordance with the normal procedure:

Provided that if recruitment is not held in any recruitment year. Such recruitment year shall not be counted for the purpose of this sub-rule;

Provided further that filling up of the vacancies in accordance with the normal procedure under this sub-rule shall not affect the reservation of posts as per the post based roster and vacancies on the reserved posts available in the roster may be filled in from amongst the persons belonging to the Scheduled Castes or Scheduled Tribes, as the case may be, for which such vacancy is available in subsequent years.

³ Substituted for ^δ“(4) Appointment shall be made strictly in accordance with the rosters prescribed separately for direct recruitment and promotion. In the event of non-availability of the eligible and suitable candidates amongst the Scheduled Castes and the Scheduled Tribes, as the case may be, In a particular year, the vacancies so reserved for them shall be carried forward until the suitable Scheduled Castes and the Scheduled Tribes candidate(s), as the case may be, are available. In any circumstances no vacancy reserved for Scheduled Castes and the Scheduled Tribes candidates shall be filled by promotion as well as by Direct recruitment from General category candidates. However, In exceptional cases where in the public Interest the Appointing Authority feels that it is necessary to fill up the vacant reserved post(s) by promotion from the General category candidates on urgent temporary basis, the Appointing Authority may make a reference to the Department of Personnel and after obtaining prior approval of the Department of personnel, they may fill up such post(s) by promoting the General category candidate(s) on urgent temporary basis clearly stating in the promotion order that the General category candidate(s) who are being promoted on urgent temporary basis against the vacant post reserved for Scheduled Castes or the Scheduled Tribes candidates, as the case may be, shall have to vacate the post as and when the candidate(s) of the category become available.” vide Notification No. F. 7(1)DOP/A-II/2008 dated 17.01.2013.

^δ Substituted for ^{*}“(4) Appointments shall be made strictly in accordance with the rosters prescribed separately for direct recruitment and promotion. In the event of non-availability of the eligible and suitable candidates amongst Scheduled Casts and Scheduled Tribes, as the case may be, in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure, and an equivalent number of additional vacancies shall be reserved in the subsequent year. Such of the vacancies which remain so unfilled shall be carried forward to the subsequent three recruitment years in total, and thereafter such reservation would lapse.”

Provided that there shall be no carry forward of the vacancies in posts or class/category/group of posts in any cadre of Service to which promotions are made on the basis of [%]“merit alone”, under these Rules” vide Notification No. F. 7(4)DOP/A-II/2002 dated: 10-10-2002.

^{*} Substituted for “(4) In the event of non-availability of a sufficient number of eligible and suitable candidates amongst the Scheduled Castes and the Scheduled Tribes in 3 particular year, vacancies shall not be forward and shall be filled in accordance with the normal procedure.” vide Notification No. F. 7(4)DOP/A-II/73, dated 10-2-1975.

[%] Deleted “both ‘Merit and Seniority-cum-merit’ and not by Seniority-cum” vide Notification No. F. 7(6)DOP/A-II/73, Part-III, dated 31-10-1975.

(4B) In the event of non-availability of the eligible and suitable candidates for promotion amongst the Scheduled castes and the Scheduled Tribes, as the case may be, in a particular year, the vacancies so reserved for them shall be carried forwarded until the suitable Scheduled Castes and the Scheduled Tribes candidate(s), as the case may be, are available. In any circumstances no vacancy reserved for Scheduled Castes and the Scheduled Tribes candidates shall be filled by promotion from General category candidates. In exceptional cases, where in the public interest the Appointing Authority feels that it is necessary to fill up the vacant reserved post(s) by promotion from the General category candidates on urgent temporary basis, the Appointing Authority may make a reference to the Department of Personnel and after obtaining prior approval of the Department of Personnel, they may fill up such post(s) by promoting the General category candidate(s) on urgent temporary basis against the vacant post reserved for Scheduled Castes or the Scheduled Tribes candidates, as the case may be, shall have to vacate the post as and when the candidate(s) of that category become available:

Provided that there shall be no carry forward of the vacancies in posts or class/category/group of posts in any cadre of Service to which promotions are made on the basis of merit alone, under these rules.”

¹8A. Reservation of vacancies of Backward Classes, Special Backward Classes and Economically Backward Classes.- Reservation of vacancies of Backward Classes, Special Classes and Economically Backward Classes shall be in accordance with the provisions of the Rajasthan Scheduled Castes, and Economically Backward Classes (Reservation of Seats in Educational Institutions in the State and Appointments and Posts in Services under the State) Act, 2008 at the time of direct recruitment. In the event of non-availability of eligible and suitable candidate amongst Backward Classes, Special Backward Classes and Economically Backward Classes in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

²8B. Reservation of vacancies for women.- Reservation of vacancies for women candidates shall be 30% category wise in the direct recruitment, out of which one third shall be for widows and divorced women candidates in the ration of 80:20 . In the vent of non-availability of eligible and suitable candidates, either in widow or in divorcee, in a particular year, the vacancies may first be filled by interchange, i.e. vacancies reserved for widows to the divorcees or vice versa. In the event of non-availability of sufficient widow and divorcee candidates, the unfilled vacancies, shall be filled by other women of the same category and in the event of non-availability of eligible and suitable women candidates, the vacancies so

¹ Substituted for ~~£~~“8A. Reservation of vacancies for Other Backward Classes:- Reservation of vacancies for Other Backward Classes shall be in accordance with the orders of the Govt. for such reservation in force at the time of direct recruitment. In the event of non-availability of the eligible and suitable candidates amongst Other Backward Classes in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.” vide Notification No. F. 7(8)DOP/A-II/2008 dated-28-08-2009.

~~£~~ Added vide Notification No. F. 7(2)DOP/A-II/93 dated 24-05-1994 w.e.f. 28-9-1993

² Substituted for ⁰“8B. Reservation of vacancies for women:- Reservation of vacancies for women candidates shall be 30% category wise in direct recruitment out of which 8% shall be for widows and 2%

(Contd...)

reserved for them shall be filled up by male candidates of the category for which vacancy is reserved. The vacancy so reserved for women candidates shall not be carried forward to the subsequent year. The reservation for women including widows and divorcee women shall be treated as horizontal reservation, within the category, i.e. even the women selected in general merit of the category shall first be adjusted against the women quota.

Explanation: In the case of widow, she will have to furnish a certificate of death of her husband from the competent Authority and in case of divorcee she will have to furnish the proof of divorce.

18C. Reservation of vacancies for Economically Weaker Sections- Reservation of vacancies for Economically Weaker Sections shall be 10% in direct recruitment in addition to the existing reservation. In the event of non-availability of eligible and suitable candidate amongst Economically Weaker Sections in a particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

for divorced women candidates. In the event of non-availability of eligible and suitable widows and divorced women candidates in a particular year, the vacancies so reserved for widow and divorced women candidates shall be filled by other women candidates and in the event of non-availability of eligible and suitable women candidates, the vacancies so reserved for them shall be filled up by male candidates, the vacancies so reserved for them shall be filled up by male candidates and such vacancies shall not be carried forward to the subsequent year and the reservation shall be treated as horizontal reservation i.e. the reservation of women candidates shall be adjusted proportionately in the respective category to which the women candidates belong.

Explanation:- In the case of widow, she will have to furnish a certificate of death of her husband from the competent Authority and in case of divorcee she will have to furnish the proof of divorce." vide Notification No. F. 7(2)DOP/A-II/88 Pt-I dated 22.12.2015.

0 Substituted for & "8B. Reservation of vacancies for women candidates:- Reservation of vacancies for women candidates shall be 30% category wise, in direct recruitment out of which 5% shall be for widow candidates. In the event of non-availability of eligible & suitable widow candidates in a particular year, the vacancies so reserved for widow candidates shall be filled by other women candidates and in the event of non-availability of eligible and suitable women candidates, the vacancies so reserved for them shall not be carried forward to the subsequent year and the reservation shall be treated as horizontal reservation i.e. the reservation of women candidates shall be adjusted proportionately in the respective category to which the women candidates belong." vide Notification No.F.7(2)DOP/A-II/88/Pt.I dated 24.01.2011

& Substituted for \$ "8B. Reservation of vacancies for women candidates:- Reservation of vacancies for women candidates shall be # "30%" category wise, in direct recruitment. In the event of non-availability of the eligible & suitable women candidates in a particular year, the vacancies so reserved for them shall be filled ^B "up by male candidates" and such vacancies shall not be carry forward to the subsequent year and the reservation shall be treated as horizontal reservation i.e. the reservation of woman candidates shall be adjusted proportionately in the respective category to which the woman candidate belong." vide Notification No. F. 7(2)DOP/A-II/88/Pt.I dated 21.09.2007.

\$ Added vide Notification No. F. 7(2)DOP/A-II/88 dated 22-01-1997.

Substituted for "20%" vide Notification No. F. 7(2)DOP/A-II/88 Dated 07.06.1999 (w.e.f. 01.04.1999).

β Substituted for "in accordance with the normal procedure" vide Notification No. F. 7(2) DOP/A-II/88 dated 07.06.1999

1 Substituted for £ "8C. Reservation of vacancies for Economically weaker sections.- Reservations of vacancies for Economically Weaker Sections shall be 10% in direct recruitment in addition to the existing reservation. In event of non-availability of eligible and suitable candidate amongst Economically Weaker Sections in particular year, the vacancies so reserved for them shall be filled in accordance with the normal procedure.

Explanation: For the purpose of this rule 'Economically Weaker Sections' shall be the persons who are bonafide resident of Rajasthan and not covered under the existing scheme of reservations for the Scheduled castes, the Scheduled Tribes, the Backward Classes, the More Backward Classes and whose family has gross annual income below rupees 8.00 lakh. Family for this purpose will include the person who seeks benefit of reservation, his/her spouse i.e. salary, agriculture, business, profession etc. and it will be income from all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to year of application. Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as, "Economically Weaker Sections", irrespective of the family income:-

- i. 5 acres of Agricultural Land and above;
- ii. Residential flat of 1000 sq. ft. and above;
- iii. Residential plot of 100 sq. yards and above in notified municipalities; or Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

vide Notification No. F. 7(1)DOP/A-II/2019 dated 20-10-2019.

£ Added vide Notification No. F. 7(8)DOP /A-II/2008, dated 19-02-2019.

Explanation: For the purpose of this rule “Economically Weaker Sections” shall be the persons who are bonafide resident of Rajasthan and not covered under the existing scheme of reservations for the scheduled Castes, the Scheduled Tribes, the Backward Classes, the More Backward Classes and whose family has gross annual income below rupees 8.00 lakh. Family for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years. The income shall include income all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application.

#9. Determination of vacancies.- (1) (a) Subject to the provision of these Rules, the Appointing Authority shall determine on 1st April every year, the actual number of vacancies occurring during the financial year.

(b) Where a post is to be filled in by a single method as prescribed in the rule of Schedule, the vacancies so determined shall be filled in by that method.

(c) Where a post is to be filled in by more than one method as prescribed in the rules of Schedule, the apportionment of vacancies determined under clause(a) above, to each such method shall be done maintaining the prescribed proportion for the overall number of posts already filled in. If any fraction of vacancies is left over, after apportionment of the vacancies in the manner prescribed above, the same shall be apportioned to the quota of various methods prescribed in a continuous cyclic order giving precedence to the promotion quota.

(2) The appointing Authority shall determine the vacancies of earlier years, year wise which were required to be filled in by promotion, if such vacancies were not determined filled earlier in the year in which they were required to be filled in.”

Substituted for *⁹.Determination of vacancies:- (1) (a) Subject to the provision of these Rules, the Appointing Authority shall determine every year the number of existing vacancies and those anticipated during the following twelve months and the number of persons likely to be appointed to the service by each method. The next determination of vacancies shall be done just before the expiry of twelve months of the last determination of vacancies.

(b) In calculating the actual number of vacancies to be filled in by each method on the basis of percentage prescribed in the schedule, the Appointing Authority shall adopt an appropriate continuous cyclic order to correspond with the proportion laid down in the schedule by given presence to promotion quota.

(2) The Appointing Authority shall determine every year the number of existing vacancies and those anticipated in next twelve months which are to be filled by promotion of persons already in the Service.

(3) The Appointing Authority shall also determine the corresponding vacancies of earlier years. If any, year wise which were required to be filled in by promotion, if such vacancies were not determined and filled earlier in the year in which they were required to be filled in accordance with sub-rule(2).” vide Notification No. F. 7(2)DOP/A-II/81, dated 21-12-1981 w.e.f. 1.4.1981

* Substituted for @⁹. Determination of vacancies.- (1) Subject to the provisions of these Rules, the Appointing Authority shall determine each year the number of vacancies anticipated during the following twelve months and the number of persons likely to be recruited by each method. Such vacancies shall be determined again before the expire of 12 months of the last determination of such vacancies.

(2) In calculating the actual number to be filled by each method of the basis of the percentage prescribed in column 3 of the Schedule appended with relevant Service Rules, each Appointing Authority, shall adopt an appropriate cyclic order to correspond with the proportion laid down in each of the Service Rules by giving precedence to promotion quota over direct recruitment quota, e.g. where the appointment by direct recruitment and promotion is in the percentage of 75 and 25, respectively the cycle shall run as follows:-

- | | |
|--------------------------|--------------------------|
| 1. By promotion | 2. By direct recruitment |
| 3. By direct recruitment | 4. By direct recruitment |
| 5. By direct recruitment | 6. By direct recruitment |
| 7. By direct recruitment | 8. By direct recruitment |

9. By promotion, and so on,” vide Notification No. F. 5(3)DOP/A-II/77, dated 6-10-1979.

@ Substituted for “9. Determination of vacancies.- Subject to the provisions of these Rules, Government shall determine from time to time the number of vacancies in the Service anticipated during a particular period of recruitment and the number of persons likely to be required, (through each method).” vide Notification No. F. 7(1)DOP/A-II/73, dated 16-10-1973.

* **10. Nationality.**- A candidate for appointment to the Service must be –

- (a) a citizen of India, or
- (b) a subject of Nepal, or
- (c) a subject of Bhutan, or
- (d) a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India, or
- (e) a person of Indian origin who has migrated from Pakistan, Burma, Shri Lanka and East African countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar), ^β“Zambia, Malawi, Zaire and Ethiopia”. With the intention of permanently settling in India;

Provided that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the [#]“Government in the Department of Home affairs and Justice” after proper verification.

^ΩDeleted.

[€]**10-A** ^θ“**Conditions of eligibility of persons migrated from other countries to India**”.- Notwithstanding anything contained in these Rules provision regarding eligibility for recruitment to the Service with regard to nationality, age-limit and fee or other concessions to a person who may migrate from other countries to India with the intention of permanently settling in India shall be regulated by such orders or instructions as may be issued by the State Government from time to time and the same shall be regulated **mutatis mutandis** according to the instructions issued on the subject by the Government of India.

* Substituted for % “10. Nationality.- A candidate for appointment to the Service must be-
(a) a citizen of India, or (b) a subject of Sikkim, or
(c) a subject of Nepal, or (d) a subject of Bhutan, or
(e) a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India, or
(f) a person of Indian origin who has migrated from Pakistan, Burma, Ceylon and East African Countries of Kenya, Uganda and the United Republic of Tanzania (formerly Tanganyika and Zanzibar) with the intention of permanently settling in India.
Provided that a candidate belonging to categories (c), (d), (e) and (f) shall be a person in whose favour a certificate of eligibility has been given by the Government of India and if he belong to category (f) the certificate of eligibility will be issued for a period of one year, after which such a candidate will be retained in Service subject to his having acquired Indian citizenship.
A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or other recruiting authority as the case may be, and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government.” vide Notification No. F. 7(4)DOP/A-II/76 dated 7-9-1976.

% Substituted for "10. Nationality- A candidate for appointment to the Service must be:
(a) a citizen of India, or
(b) a subject of Sikkim, or
(c) a subject of Nepal, or of a Portuguese or former French possession in India, or
(d) a person of Indian origin who has migrated from Pakistan with the intention of permanently settling, in India.
Provided that if he belongs to category (c) or (d), he must be a person in whose favor a certificate of eligibility has been given by the Government of India.
Provide further that if he belongs to category (d) the certificate of eligibility will be valid only for a period of one year from the date of his appointment beyond which he can be retained in service only if he has become a citizen of India.
A candidate in whose case a certificate of eligibility is necessary, may be admitted to an Examination or interview conducted by the Rajasthan Public Service Commission or other recruiting and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government." vide Notification No. F. 1(20)Appts./A-II/67 Dated 13.12.1974.

β Inserted vide Notification No. F. 7(4)DOP/A-II/76, dated 04.06.1977.

Substituted for "Government of India" vide Notification No. F. 7(2)DOP/A-II/2002 dated 17-02-2003.

Ω Deleted “A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or other recruiting authority and he may also provisionally be appointed subject to the necessary certificate being given to him by the Government.” vide Notification No. F. 7(2)DOP/A-II/2002, dated 17.02.2003.

€ Added vide Notification No. F. 7(5)DOP/A-II/76, dated 20-6-1977.

θ Added Heading vide Notification No. F. 2(4)DOP/A-II/79 dated 22-11-1984.

11. Age.- A candidate for direct recruitment to the Service must have attained the age of 21 years and must not have attained the age of ¹“40 years” on the first day of January next following the last date fixed for receipt of applications.

Provided that –

²(i) the upper age limit mentioned above shall be relaxed by,-

- (a) 5 years in the case of male candidates belonging to the Scheduled Castes, Scheduled Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections;
- (b) 5 years in the case of woman candidates belonging to General Category; and
- (c) 10 years in the case of woman candidates belonging to the Scheduled Castes, Schedules Tribes, Backward Classes, More Backward Classes and Economically Weaker Sections.

(ii) the upper age-limit mentioned above shall be 50 years in the case of ex-service personnel and reservists i.e. Defence Service Personnel who were transferred to the reserve;

‡ Substituted for:- [%] “11. Age.- A candidate for direct recruitment to the Service must have attained the age of 21 years and must not have attained the age of 30 years on the date of application; provided-

- (i) that the upper age-limit may be relaxed by five years in the case of a member of a Scheduled Castes and a Scheduled Tribe.
- (ii) that the upper age-limit for Jagirdars including Jagirdars’ sons who did not have any sub-Jagir for their subsistence shall be forty years.

Note- (1) this relaxation will remain in force for a period ending (1st January, 1964).

(2) In the case of women candidate the upper age-limit shall be raised by five years.

(iii) provided that the upper age-limit for the reservists namely the Defence Service Personnel transferred to the reserve, shall be 50 years;

(iv) that the upper age-limit for the political sufferers shall be 40 years till the 31st December, 1964.

Explanation.- The expression “political sufferer” for the purpose of the rule shall have the meaning assigned to it under clause (iii) of rule 2 of Rajasthan Political Sufferers Aid Rules, 1959. Published in Part IV(C) of Rajasthan Gazette dated 18th June, 1959.

(v) that the persons appointed temporarily shall be deemed to be within the age-limit, had been within the age-limit when they were initially appointed even though they have crossed the age-limit when they appear finally before the Commission and shall be allowed up to two chances had they been eligible as such at the time of their initial appointment;

(vi) that the upper age-limit may be relaxed by five years in the case of substantive Inspector Grade I appointed as such before the age of 30 years.

(vii) that the upper age-limit mentioned above shall be relax-able by a period equal to the Service rendered in the N.C.C. in the case of Cadet Instructors and if the resultant age does not exceed the prescribed maximum age-limit by more than three years, they shall be deemed to be within the prescribed age-limit.” vide Notification No. F. 18(1)(52)Lab/58-II, dated 10-7-1970.

[%] Inserted vide Notification No. F. 1(39)DOP/A-II/73, dated 25.12.1974, and Corrigendum of even No. dated 17.06.1975.

¹ Substituted for ⁰ “35 years” vide Notification No. F. 7(2)DOP/A-II/84 Pt. dated 06-03-2018.

⁰ Substituted for ^{*} “33 years” vide Notification No. F. 7(2)DOP/A-II/84-PT dated 25-06-2004.

^{*} Substituted for ⁰ “31 years” vide Notification No. F. 7(2)DOP/A-II/84, dated 20-03-1990 w.e.f. 25-01-1990.

⁰ Substituted for “30 years” vide Notification No. F. 7(2)DOP/A-II/84, dated 25-02-1985 w.e.f. 28-09-1984.

² Substituted for ^β“(xii) That the upper age limit mentioned above shall relaxed-

(a) by 5 years in the case of male candidates belonging to the Scheduled Castes and the Scheduled Tribes.

(b) by 5 years in the case of [‡] “woman candidate belonging to General category and Economically Backward Classes and Economically Weaker Sections”.

(c) by 10 years in the case of woman candidates belonging to Scheduled Castes, Scheduled Tribe and the [#] “Backward Classes and Special Backward Classes.” vide Notification No. F. 7(1)DOP/A-II/2019. dated 16-04-2021.

^β Substituted for “that the upper age limit mentioned above shall be relaxed by 5 years in the case of women candidates and candidates belonging to the scheduled castes or the scheduled tribes,” vide Notification No. F. 7(2)DOP/A-II/84/pt. dated 30.04.2001

[‡] Substituted for [‡] “woman candidate belonging to general category and Economically Backward Classes” vide Notification No. F. 7(8)DOP/A-II/2008 dated 19-02-2019.

[‡] Substituted for “woman candidate belonging to General category” vide Notification No. F. 7(8)DOP/A-II/2008 dated 28-08-2009.

[#] Substituted for “other Backward Classes” vide Notification No. F. 7(8)DOP/A-II/2008 dated 28-08-2009.

(iii) the person appointed temporarily [#]“to a post in the service” shall be deemed to be within the age-limit had they been within the age-limit when they were initially appointed even though they may have crossed the age-limit when they appear finally before the Commission and shall be allowed up to two chances had they been eligible as such at the time of their initial appointment;

[@](iv) the upper age-limit may be relaxed by fifteen years in the case of substantive Labour Inspectors;

(v) the upper age-limit shall be relax able by a period equal to the term of imprisonment served in the case of an ex-prisoner who was not overage before his convictions and was eligible for appointment under the rules;

(vi) the upper age-limit mentioned above shall not apply in the case of ex-prisoners who had served under the Government on a substantive basis on any post before conviction and was eligible for appointment under the rules; and

(vii) the upper age-limit mentioned above shall be relax-able by a period equal to the service rendered in the N.C.C. in the case of Cadet Instructors and if the resultant age does not exceed the prescribed maximum age-limit by more than three years;

^{*}(viii) notwithstanding anything contained contrary in these Rules in the case of persons serving in connection with the affairs of the State in substantive capacity, the upper age-limit shall be 40 years for direct recruitment to posts filled in by Competitive Examination or in case of posts filled in through the Commission by interview. ¹“deleted”

[%](ix) that the Released Emergency Commissioned Officers and Short Service Commissioned Officers after release from the Army shall be deemed to be within the age-limit even though they have crossed the age-limit when they appear the Commission had they been eligible as such at the time of their joining the Commission in the Army.

⁺(x) that there shall be no age limit in the case of widows and divorcee women.

Explanation:- That in the case of widows, she will have to furnish a certificate of death of her husband from the Competent Authority and in case of divorcee she will have to furnish the proof of divorce.

[¥](xi) That the upper age limit for persons serving in connection with the affairs of the Panchayat Samitis and Jila Parishads and in the State Public Sector Undertakings/Corporation in Substantive capacity shall be 40 years.

[#] Inserted vide Notification No. F. 1(39)DOP/A-II/73, dated 25-12-1974 and Corrigendum of even No. dated 17-06-1975.

[@] Substituted for “(iv) the upper age-limit may be relaxed by five years in the case of Labour Inspector” vide Notification No. F. 18(1)(52)Lab./58. Pt-II. Dated 23-12-1971.

^{*} Inserted vide Corrigendum No. F. 7(8)DOP/A-II/74, dated 31-12-1974 (w.e.f. 28-12-1974).

¹ Deleted “This relaxation shall not apply to urgent temporary appointments.” vide Notification No. F. 7(8)DOP/A-II/74 dated 26-06-1997.

[%] Inserted vide Notification No. F. 7(2)DOP/A-II/75, dated 20-9-1975.

⁺ Added vide Notification No. F. 7(2)DOP/A-II/84, dated 18-12-1987.

[¥] Added vide Notification No. F. 7(1)DOP/A-II/78 dated 30-11-1998.

¹(xi) Deleted.

²(xii) The upper age limit mentioned above shall be relaxed by 5 years in the other Backward classes.

³(xiii) If a candidate would have been entitled in respect of his/her age for direct recruitment in any year in which no such recruitment was held, he/she shall be deemed to be eligible in the next following recruitment, if he/she is not overage by more than 3 years.

^Ω(xiii) The person who was within the age limit on 31.12.2020 shall be deemed to be within the age limit up to 31.12.2024.

⁴**12. Academic and technical qualification.-** for direct recruitment to the post of Labour Welfare Officer qualification shall be as laid down in the Rajasthan Sate and Subordinate Services(Direct Recruitment by Combined Competitive Examination) Rules 1999.

⁵Provided that the person who has appeared or is appearing in the final year examination of the course which is the requisite educational qualification for the post as mentioned in the rules or schedule for direct recruitment, shall be eligible to apply for the post but he/she shall have to submit proof of having acquired the requisite educational qualification to the appropriate selection agency:-

¹ Deleted [§](xi) that where the upper age-limit to post/posts is prescribed as 33 years or less in the rules of schedule, as the case may be, it shall be relaxed by 2 years in the case of candidates belonging to the other Backward Classes” vide Notification No. F. 7(2)DOP/A-II/93 PT. dated 25-05-2000.

[§] Added vide Notification No. F. 7(2)DOP/A-II/84 dated 13-11-1996.

² Added vide Notification No. F. 7(2)DOP/A-II/93 PT. dated 25-05-2000.

³ Added vide Notification No. F. 7(6)DOP/A-II/2008 dated 23-09-2008.

^Ω Added vide Notification No. F. 7(2)DOP/A-II/84/pt dated 23.09.2022.

⁴ Substituted for [£]12. Academic and technical qualifications.- A candidate for recruitment to the post of Labour Welfare Officer

(i) Must hold a degree in Arts, Science or Commerce from a recognized University establishment by law in India, or a degree of a foreign University recognized as equivalent thereto by the Government, along with:

(a) Degree, Diploma or Certificate of training in Labour welfare or Labour Laws or Social Welfare recognized by the Government; or

(b) Degree in Law from a recognized University established by law in India or possess a foreign qualification recognized as equivalent thereto by the Government.

(1) Must possess a Post-Graduate Degree in Sociology or Social Work or Economics with Labour as a Special paper in any of these subjects, from a recognized University established by law in India, and

[%](2) Working knowledge of Hindi written in Devnagri Script and knowledge of Rajasthan Culture.” vide Notification No. F. 1(22)DOP/A-II/84 dated 28-03-2013.

⁵ Added vide Notification No. F. 8(7)DOP/A-II/97 dated 17-09-1999.

[£] Substituted for “12. Academic and technical qualifications.- A candidate for recruitment to the post of Lady Labour Welfare Officer, or Labour Welfare Officer-

(1) Must hold a degree in Arts, Science or Commerce of a University, established by law in India or a degree of foreign University recognized as equivalent thereof by the Commission;

(2) Must be a Bachelor of Law of a University established by law in India or possess a foreign qualification recognized as equivalent by the Commission;

OR

must possess a certificate of having successfully completed Labour Officers’ training course of a recognized Institution; and

(3) must possess a good working knowledge of Hindi written in Devnagri script and of Rajasthan dialects.

Note:- Government have decided to recognize the Diploma in Rural Service awarded by the National Council of Rural Higher Education, as equivalent to the first degree of a recognized University for purposes of appointment to Service and posts under the Government, for a period of five years only, in the first instance, with effect from 2nd June 1959.” vide Notification No. F. 18(1)(52)Lab./58, dated 13-7-1967.

[%] Substituted for “(2) Must possess good working knowledge of Hindi written in Devnagri Script and knowledge of one of the Rajasthan dialects.” vide Notification No. F. 5(1)DOP/A-II/77 Pt.II. Dated 30-01-1984.

- (i) before appearing in the main examination, where selection is made through two stages of written examination and interview;
- (ii) before appearing in interview where selection is made through written examination and interview;
- (iii) before appearing in the written examination or interview where selection is made through only written examination or only interview, as the case may be.

* **13. Character.-** The character of a candidate for direct recruitment to the Service, must be such as to qualify him for employment in the Service. He must produce a certificate of good character from the principal academic officer of the University or the College in which he was last educated and two such certificates written not more than six months prior to the date of application, from two responsible persons not connected with his College or University and not related to him.

Note:- (1) A conviction by a Court of Law need not of itself involve the refusal of a certificate of good character. The circumstances of the conviction should be taken into account and if they involve so moral turpitude or association with crimes of violence or with a movement which has as its object the overthrow by violent means of Government as by law established, the mere conviction need not be regarded as a disqualification.

(2) Ex-prisoners who by their disciplined life while in prison and by their subsequent good conduct have proved to be completely reformed, should not be discriminated against on grounds of their previous conviction for purposes of employment in the Service. Those who are convicted of offences not involving moral turpitude or violence, shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent, After-Care Home or if there are no such Homes in a particular district, from the Superintendent of Police of that district. Those convicted of offences involving moral turpitude or violence shall be required to produce a certificate from the Superintendent, After-Care Home, endorsed by the Inspector General of Prisons to the effect that they are suitable for employment as they have proved to be completely reformed by their subsequent good conduct in an After-Care Home.

*

Substituted for "13 Character.- The character of a candidate for recruitment to the Service must be such as to qualify him for employment in the Service. He must unless he is already serving in a substantive capacity in connection with the affairs of the State, produce a certificate of good character from the principle academic officer of the University or College in which he was last educated and two such certificated written not more than six months prior to the date of application from two responsible persons not connected with his College or University and not related to him.

Note:- (1) A conviction by a Court of Law need not of itself involve the refusal of a certificate of good character. The circumstances of the conviction should be taken into account and if they involve no moral turpitude of association with crimes of violence or with a movement which has as its object the overthrow by violent means of Government as by law established, the mere conviction need not be regarded as a disqualification.

Note:- (2) Ex-prisoners who by their disciplined life while in prison and by their subsequent good conduct have proved to be completely reformed should not be discriminated against on grounds of the previous conviction for purposes of employment in the Service. Those who are convicted of offences not involving moral turpitude shall be deemed to have been completely reformed on the production of a report to that effect from the Superintendent. After-Care Home or if there are no such Homes in a particular district, from the Superintendent of Police of that district. Those convicted of offences involving moral turpitude shall be Inspector General of Prisons to the effect that they are suitable for employment as they have proved to be completely reformed by their disciplined life while in prisons and by their subsequent good conduct in an After-Care-Home." vide Notification No. F. 21(4)Appts.(c)/55. Dated 30-1-1963.

@14. Physical fitness.- A candidate for direct recruitment to the Service, must be in good mental or bodily health and free from the mental or physical defect likely to interfere with the efficient performance of his duties as a member of Service and if selected must produce a certificate to that effect from a Medical Authority notified by the Government for the purpose. The Appointing Authority may dispense with production of such certificate in the case of candidate promoted in the regular line of promotion or who is already serving in connection with the affairs of the State, if he has already been medically examined for the previous appointment and the essential standards of medical examination of the two posts held by him are to be comparable for efficient performance of duties of the new post and his age has not reduced his efficiency for the purpose.

%14-A. Employment of irregular or improper means.- A candidate who is or has been declared by the Commission/Appointing Authority guilty of impersonation or of submitting fabricated documents which has been tempered with or of making statements, which are incorrect or false or of suppressing material information or using or attempting to use unfair means in the examination or interview or otherwise resorting to any other irregular or improper means for obtaining admission to the examination or appearance at any interview, shall, in addition to rendering himself liable to criminal prosecution, be debarred either permanently or for a specified period—

- (a) by the Commission/Appointing Authority from admission to any examination or appearance at any interview held by the Commission/Appointing Authority for selection of candidate; and
- (b) by the Government from employment under the Government.

15. Canvassing.- No recommendation for recruitment, either written or oral other than that required under the rules, shall be taken into consideration. Any attempt on the part of a candidate to enlist support directly or indirectly for his candidature by other means may disqualify him for recruitment.

\$“15A. Qualifying Service for promotion.- No person shall be considered for promotion to the posts in category No. II, III and IV unless he has put in 5 years’ service on the post from which promotion is to be made and no person shall be considered for promotion to the post in category No. I & V unless he has put on 3 years’ service on the posts from which promotion is to be made.”

β15 B.- Deleted

@ Substituted for “14. Physical fitness:- A candidate for recruitment to the Service must be sound health, good physique and active habits and free from any organic defect or bodily infirmity likely to interfere with the efficient performance of his duties as a member of the Service, and must produce, if selected for appointment, a certificate to that effect from a Medical Authority notified by Government for the purpose.” vide Notification No. F. 7(2)DOP/A-II/74, dated 5-7-1974.

% Added vide Notification No. F. 1(33)Appts/A-II/63, dated 26-8-1965.

\$ Substituted for ⁺“15A.- Qualifying Service for promotion to posts in *[Category IV]”.- For purposes of promotion to post in *[category IV]”. Labour Welfare Officer should possess the academic and technical qualifications as prescribed for direct recruitment under Rule 12, and in addition, he should have put in 5 years’ service as such.” vide Notification No. F. 1(22)DOP/A-II/82 dated 22-04-1994.

+ Substituted for “15A. Qualifying Service for promotion to posts in category III.- For purpose of promotion to the post in category III Lady Labour Welfare Officer and Labour Welfare Officer should possess the academic and technical qualifications as prescribed for direct recruitment under Rule 12 and in addition, they should have put in 2 years’ service as such.” vide Notification No. F. 18(1)(52)Lab./58-II Dated 13-07-1967.

β Deleted [#]“15 B.- For purpose of promotion to the posts in ⁰[Category V]”. ⁰“[Labour Inspectors]” should possess the academic and technical qualification as prescribed for direct recruitment under Rule 12 and in addition they should have put in 3 years’ service as such. vide Notification No. F. 1(22)DOP/A-II/82 dated 22-4-1994.

* Substituted for “Category IV” vide Notification No. F. 18(1)(52)Lab./58-II Dated 26-06-1969.

0 Substituted for “category III” and ‘Labour Inspector Grade I’ respectively” vide Notification No. F. 18(1)(52)Lab./58-II Dated 26-06-1969.

Added vide Notification No. F. 21(4)Appts.(C)/55, dated 30-01-1963.

PART IV-Procedure for Recruitment

16. Inviting of applications.- Applications for recruitment to the Service shall be invited by the Commission by advertising the vacancies to be so filled in the Rajasthan Gazettee @“or” in such other manner as they may deem Ω“fit.”

¹The advertisement shall contain a clause that a candidate who accepts the assignment on the post being offered to him/her shall be paid monthly fixed remuneration at the rate fixed by the State Government from time to time during the period of probation and the scale of pay of the post as shown else-where in the Advertisement shall be allowed only from the date of successful completion of the period of probation mentioned in the respective Recruitment Rules:

‡Provided that while selecting candidates for the vacancies so advertised, the Commission may, (i) if intimation of additional requirement is sent to the Commission before the selection, and (ii) if suitable persons are available, keep on their reserve list more candidate whose number shall not exceed 50% of the advertised vacancies.

#The names of such candidates may on requisition be recommended in the order of merit to the Appointing Authority within six months from the date on which the original list is forwarded to the Appointing Authority.

²Deleted.

³**16A.** Deleted.

⁴**16AA. Frequency of direct recruitment.-** Direct recruitment to the post specified in the Schedule shall be held at least once a year unless the Government decides that a direct recruitment for any of these posts shall not be held in any particular year.

%17. Form of Application.- The application shall be made on the form prescribed by the Commission and obtainable from the Secretary to the Commission on payment of such fee as the Commission may from time to time prescribe.

@ Substituted for “and” vide Notification No. F. 9(24)DOP/A-II/72 Dated 4-6-1973.

Ω Substituted for “fit.” vide Notification No. F. 7(2)DOP/A-II/2005, dated 20-01-2006.

¹ Added vide Notification No. 7(2)DOP/A-II/2005 dated 20-01-2006.

‡ Added vide Notification No. F. 3(12)Appts./D/59 Dated 22-6-1969.

Substituted for “The names of such candidates may be recommended on requisition to the Appointing Authorities within six months from the date of interviews.” vide Notification No. F. 1(27)Appts./A-II/69-II, dated 13-12-1973.

² Deleted ⁺“Provided that the Commission may make selections for the post of Labour Welfare Officer along with the selections for the post of Labour Inspectors which posts are in subordinate Service and for which same eligibility conditions for direct recruitment are prescribed, by holding a combined competitive examination in accordance with the procedure prescribed in these Rules.” vide Notification No. F. 1(22)DOP/A-II/84 dated 28-03-2013.

³ Deleted ⁺“16A. Syllabus for examination.- Syllabus for examination for recruitment to the Service shall be as specified in Schedule attached to these Rules.” vide Notification No. F. 1(22)DOP/A-II/84 dated 28-03-2013.

⁺ Added vide Notification No. F. 5(12)DOP/A-II/81 dated 21-12-1986.

⁴ Added vide Notification No. F. 7(6)DOP/A-II/2008 dated 23-09-2008.

% Substituted for “17. Form of Application.-The application shall be made in the form approved by the Commission and obtainable from the Secretary to the Commission on payment of such fee as the Commission, may from time to time fix” vide Notification No. F. 7(2)DOP/A-II/73, dated 5-11-1973.

¹18. Application Fee.- A candidate for direct recruitment to a post in the service shall pay to the Commission such fee as are fixed by them from time to time in such manner as may be indicated by them.

19. Scrutiny of applications.- The Commission shall scrutinize the applications received by them and require as many candidate qualified for appointment under these Rules as seem to them desirable to appear before them for interview.

20. Recommendation of the Commission.- The Commission shall prepare a list of the candidates whom they consider suitable for appointment to the Service arranged in order of preference and forward the same to Government.

Provided that the Commission may to the extent of 50% of the advertised vacancies keep names of suitable candidates on the reserve list. The names of such candidates may, on requisition be recommended in the order of merit to the Government within six months from the date on which the original list is forwarded by the Commission to the Government.

*Provided that for the posts which are to be filled through Combined Competitive Examination under the Rajasthan State and Subordinate Services (Direct Recruitment by Combined Competitive Examinations) Rules, 1962 the Commission may, on requisition recommend, in the order of merit, further names in addition to the advertised vacancies against additional vacancies intimated to them by the Government before the final result of the Combined Competitive Examination is declared by the Commission.

§20-A. Disqualification for appointment.- (1) No male candidate who has more than one wife living shall be eligible for appointment to the Service unless Government after being satisfied that there are special grounds for doing so, exempt any candidate from the operation of this rule.

(2) No female candidate who is married to a person having already a wife living shall be eligible for appointment to the Service unless Government after being satisfied that there are special grounds for doing so, exempt any female candidate from the operation of this rule.

¹ Substituted for [£]18. Application fee.- A candidate for direct recruitment to a post in Service must pay to the Commission, such fees as are fixed by them.

ANNEXURE

	For Competitive Examination	For Interview
1. State Services	Rs. 50.00	Rs. 20.00
2. Subordinate Services carrying pay scales not over than Rs. 110-225	Rs. 30.00	Rs. 10.00
3. Ministerial Services carrying pay scales lower than Rs. 110-225	Rs. 20.00	Rs. 5.00

In the case of candidates belonging to Scheduled Castes/Scheduled Tribes, the fee shall be one-fourth in all cases. Form of application shall be obtainable from the Commission free of charge.” vide Notification No. F. 7(4)DOP/A-II/83, dated 18-04-2002.

[£] Substituted for “18 Application fee.- A candidate for direct recruitment to the Service must pay to the Commission in such manner as may be prescribed by the Commission from time to time an application fee of Rs. 15/- or Rs. 8/- if he is a member of a Scheduled Castes/Scheduled Tribe.” vide Notification No. F. 1(2)Appts.(D)/60, dated 21-6-1962.

* Added vide Notification No. F. 5(7)DOP/A-II/76, dated 21-12-1976, effective from 1-1-1976.

§ Inserted vide Notification No. F. 7(3)DOP/A-II/76, dated 21-5-1976.

* (3) Deleted.

‡(4) No married candidate shall be eligible for appointment to the Service if he/she had at the time of his/her marriage accepted any dowry.

Explanation:-For the purpose of this rule, ‘dowry’ has the same meaning as in the Dowry Prohibition Act. 1961(Central Act 28 of 1961).

¹(5) No candidate shall be eligible for appointment to the service who has more than two children on or after 01-06-2002.

² Provided that,-

- (i) the candidate having more than two children shall not be deemed to be disqualified for appointment so long as the number of children he/she has on 1st June, 2002, does not increase.
- (ii) where a candidate has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.
- (iii) while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.
- (iv) any candidate who performed remarriage which is not against any law and before such the remarriage he is not disqualified for appointment under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage.
- (v) the provisions of this sub-rule shall not be applicable to the appointment of a widow and divorcee women.

21. Selection by Government.- Subject to the provisions of Rule #“8, 8A and 8B” Government shall select the candidates, who stand highest in order of merit in the list prepared by the Commission under Rule 20, provided that they are satisfied after such enquiry as may be considered necessary. @ “that such candidate are suitable in all other respects.”

* Deleted Clause “(3) No candidate male or female who has more than three children shall be eligible for appointment to the Service unless one of the spouses has undergone sterilization or in the case of a female candidate she is above 45 years of age:

Provided that any married candidate male or female, who had no child for the last 10 years shall be exempted from the operation of this sub-rule.

Explanation.- (i) For the purpose of this sub-rule a child shall include an adopted child or a step-child; and

(ii) For claiming exemption under the proviso to this sub-rule, the candidate shall have to produce a certificate either from a Registered Medical Practitioner or swear an affidavit to the effect that the age of his or her youngest child is not less than 10 years:” vide Notification No. F. 7(3)DOP/A-II/74, dated 15-2-1977.

‡ Inserted vide Notification No. F. 15(9)DOP/A-II/74, dated 5-1-1977.

¹ Inserted vide Notification No. F. 7(1)DOP/A-II/95, dated 20-06-2001.

² Substituted for "Provided that where a candidate has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.

⁰ Provided also that while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.

⁰ Provided also that any candidate who performed remarriage which is not against any law and before such remarriage he is not disqualified for appointment under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage." vide Notification No. F. 7(1)DOP/A-II/95/Pt., dated 16-03-2023.

⁰ Inserted vide Notification No. F. 7(1)DOP/A-II/95/Pt.-II, dated 24.02.2011.

⁰ Inserted vide Notification No. F. 7(1)DOP/A-II/95 Pt.-II dated 20.11.2015.

Substituted for “8, § (and 8A)” vide Notification No. F. 7(2)DOP/A-II/88 dated 22-1-1997.

§ Inserted vide Notification No. F. 7(2)DOP/A-II/93 dated 24-5-1994 w.e.f. 28-9-1993.

@ Substituted for “that such candidates are suitable in all respects for appointment to the Service.” vide Notification No. 1(15)Appts.(II)/60, dated 28-3-1961.

PART V
Procedure for Recruitment by Promotion

@22. Criteria for promotion.- (1) For purpose of recruitment by promotion, a selection strictly on the basis of seniority-cum-merit shall be made from amongst persons eligible for such promotion under the provisions of these Rules, [%]“on the first day of the month of selection”.

‡Explanation.- In case direct recruitment to a post has been made earlier than regular selection for promotion in a particular year, such of the persons, who are or were eligible for appointment to that post by both the methods of recruitment and have been appointed by direct recruitment first, shall also be considered for promotion.

€(2) Deleted.

+22A. No officer shall be considered for promotion unless he is substantively appointed and confirmed on the next lower post, if no officer substantive in next lower post is eligible for promotion, officers who have been appointed on such post on officiating basis after Service Rules promulgated under proviso to Article 309 of the Constitution of India, may be considered for promotion on officiating basis only in the order of seniority in which they would have been, had they been substantive on the said lower post.

#23. Procedure for selection.- (1) As soon as it is decided that a certain number of posts shall be filled by promotion, the Secretary to Government in the Labour Department shall prepare a correct and complete list containing names not exceeding five times the number of vacancies out of the senior-most ¹“members of the Service, who are qualified under rules for promotion to category of post concerned.”

[@] Added vide Notification No. F. 1(15)Appts.(D)/60, dated 28-3-1961.

[%] Inserted vide Notification No. F. 1(4)DOP/A-II/73, dated 25-6-1974.

[‡] Inserted vide Notification No. F. 7(1)Karmik (Ka-II)/75, dated 20-9-1975.

[€] Deleted- (2) In selecting the candidates for promotion regard shall be had to their -

- (a) technical qualifications and experience,
- (b) tact, energy and intelligence,
- (c) integrity, and
- (d) previous record of Service.” vide Notification No. F. 1(6)Appts.(D)/60 dated 14-12-1965.

⁺ Inserted vide Notification No. F. 7(1)DOP/A-II/74, dated 5-7-1974.

[#] Substituted for “23. Procedure for selection.- (i) (a) As soon as it decided that a certain number of vacancies in posts included in category III of the Service are to be filled by promotion the Labour Commissioner shall prepare a list of persons holding posts in category IV and Labour Inspectors Grade I who are eligible for promotion to the in category III under the provisions of these Rules upto five times the number of vacancies and shall forward the same together with the confidential rolls and personal files of the persons included in the list of the Secretary to the Government in the Labour Department.

(b) A Committee consisting of the Chairman of the Commission, or a member of the Commission nominated by him, as Chairman, the Secretary to the Government in the Labour Department and the Labour Commissioner shall consider the cases of all the persons included in the list, interview such of them as they may deem necessary and shall select a number of candidates equal to the number of vacancies likely to be filled by promotion. The names of persons so selected shall be arranged in a list in order of seniority.

(c) The list prepared by the Committee shall be forwarded by the Government to the Commission together with the confidential rolls and the personal files of the persons included in the list as also of those superseded, if any, and the Commission shall be requested to advice on the suitability for promotion of the persons included in the list and those superseded, if any.

(d) The Commission shall arrange the names of the candidates approved by them in order of seniority and shall forward them to Government, who shall make appointment in the same order.

(ii) Appointment to posts in category I and II of the Service shall be made by the Government by graded promotion on the basis of seniority-cum-merit from amongst the members of the Service.” vide Notification No. F. 21(4) Appts. (C)/55, dated 30-1-1963.

¹ Substituted for “persons who are qualified under the rules for promotion” vide Notification No. F. 18(1)(52)Lab./58, dated 14-1-1966.

(2) (a) A Committee consisting of the Chairman of the Commission or when the Chairman is unable to attend, any other in the Labour Department [€]“or the Special Secretary concerned nominated by him” and ^{\$}“Secretary/Special Secretary to Government in the Department of Personnel, or his representative not below the rank of Deputy Secretary as members ^{*}“and Labour Commissioner as Member-Secretary” shall consider the cases of all persons included in the list, interviewing such of them as they may deem necessary and shall prepare a list containing names of suitable candidates upto twice the number of such posts as are indicated in sub-rule(1) [&]“Deleted”.

⁺Provided that in the case of promotion to the post of Labour Commissioner, the Labour Commissioner shall not be a member of the committee.

(b) The Chairman or the member of the Commission shall preside at all meetings of the Committee at which he is present.

^β(c) The Committee may co-opt an expert in assisting deliberations.

[¥]“Provided that in case may Member or Member-Secretary, as the case may be, constituting the Committee has not been appointed to the post concerned, the officer holding charge of the post for the time being shall be the Member or Member-Secretary, as the case may be, of the Committee.”

(3) The Committee shall [@]“Deleted” prepare a separate list containing names of persons who may be selected to fill officiating vacancies already existing or are likely to occur till the new meeting of the Committee.

(a) the list so prepared shall be reviewed and revised every year;

(b) the list shall ordinarily be in force until it is reviewed or revised in accordance with clause (a) of sub-rule (3).

(4) The names of the candidates selected as suitable, shall be arranged in the order of seniority.

(5) The lists prepared by the Committee shall be sent to Government. In case of promotions to the Service, the lists together with the confidential rolls and personal files of the candidates included in them as also of those superseded, if any, shall be sent to the Commission for their advice.

(6) The Government shall approve the list [£]“finally” with such modifications as may appear [#]“just and proper” to them.

[€] Inserted vide Notification No. F. 7(9)Karmik (Ka-II)/74, dated 15-10-1974.

^{\$} Substituted for “Special Secretary to the Govt. in the Department of Personnel” vide Notification No. F. 7(1)DOP/A-II/94 dated 24-7-1995.

^{*} Added vide Notification No. F. 18(1)(52)Lab./58, dated 14-4-1966.

[&] Deleted “above” vide Notification No. F. 18(1)(52)Lab./58, dated 14-4-1966.

⁺ Added vide Notification No. F. 1(13)Lab./68, dated 12-8-1970

^β Added vide Notification No. F. 18(1)Lab./58, dated 14-4-1966.

[¥] Added vide Notification No. F. 7(5)DOP/A-II/78, dated 21-12-1978 w.e.f. 7-3-1978.

[@] Deleted “also” vide Notification No. F. 18(1)(52)/Lab./58. dated 14-4-1966.

[£] Inserted vide Notification No. F. 18(1)(52)Lab./58, dated 14-4-1966.

[#] Substituted for “reasonable” vide Notification No. F. 18(1)(52)Lab./59, dated 14-4-1966.

§ 23A. Criteria, Eligibility and Procedure for Promotion.- (1) As soon as the Appointing Authority determines the number of vacancies under rule regarding determination of vacancies of these rules and decides that a certain number of posts are required to be filled in by promotion, it shall subject to the provisions of sub-rule (6), prepare a correct and complete list of the senior most persons who are eligible and qualified under these rules for promotion on the basis of seniority cum merit or on the basis of merit to the class of posts concerned.

§ Substituted for ⁺ “23. Revised Criteria, Eligibility and Procedure for Promotion to Junior, Senior, and other posts encadred in the Service:- (1) As soon as the Appointing Authority determines the number of vacancies under rule regarding determination of vacancies of these rules and decides that a certain number of posts are required to be filled in by promotion, it shall, subject to provisions of sub-rule (9), prepare a correct and complete list of the senior most persons who are eligible and qualified under these rules for promotion on the basis of seniority-cum-merit or on the basis of merit to the class of posts concerned.

¹“(1A) No person shall be considered for promotion for five recruitment years from the date on which his promotion becomes due, if he/she has more than two children on or after 1st June, 2002.

Provided that the person having more than two children shall not be deemed to be disqualified for promotion so long as the number of children he/she has on 1st June, 2002, does not increase.

Provided further that where a Government Servant has only one child from earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.”

(2) The persons enumerated in Column 5 or the relevant Column regarding ‘post from which promotion is to be made’ as the case may be, of the relevant Schedule, shall be eligible for promotion to posts specified against them in column 2 thereof to the extent indicated in column 3 subject to their possessing minimum qualification and experience on the first day of the month of April of the year of selection as specified in column 6 or in the relevant Column regarding ‘minimum qualification and experience for promotion’ as the case may be.

(3) No person shall be considered for promotion unless he is substantively appointed and confirmed. If no person substantive in the next lower post is eligible for promotion, persons who have been appointed on such posts on officiating basis after selection in accordance with one of the methods of recruitment or under any Service Rules promulgated under proviso to Article 309 of the Constitution of India, may be considered for promotion on officiating basis only in the order of seniority in which they would have, had they been substantive on the said lower post.

²Provided that for first promotion in the Service, the number of persons substantively appointed and confirmed on the lowest post, equal to the number of vacancies, are not available then persons who have been appointed to the lowest post in the Service after selection in accordance with one of the methods of recruitment prescribed under these rules, shall also be eligible if they fulfill other conditions of eligibility.

Explanation:- In case direct recruitment to a post has been made earlier than regular selection by promotion in a particular year, such of the persons who are or were eligible for appointment to that post by both the methods of recruitment and have been appointed by direct recruitment first, shall also be considered for promotion.

(4) Selection for promotion in the regular line of promotion from the post/posts not included in Service, to the lowest post or category of post in the Service shall be made strictly on the basis of merit and on the basis of seniority-cum-merit in the proportion of 50:50;

Provided that if the Committee is satisfied that suitable persons are not available for selection by promotion strictly on the basis of merit in a particular year, selection by promotion on the basis of seniority-cum-merit may be made in the same manner as specified in these rules.

(5) Subject to the provisions of sub rule (7), selection for promotion from the lowest post or category of post in the State Service to the next higher post or category of post in the State Service and for all posts in the Subordinate Services and in the Ministerial Services shall be made strictly on the basis of seniority-cum-merit from amongst the persons who have passed the qualifying examination, if any, prescribed under these rules, and have put in at least five years’ service, unless a different period is prescribed elsewhere in these rules, on the first day of the month of April of the year of selection on the post or category of post from which selection is to be made:

³Deleted Proviso

(6) Selection for Promotion to all other higher posts or higher categories of posts in the State Service shall be made on the basis of merit and on the basis of seniority –cum-merit in the proportion of 50:50.

Provided that if the Committee is satisfied that suitable persons are not available for selection by promotion strictly on the basis of merit in a particular year, selection by promotion on the basis of seniority-cum-merit may be made in the same manner as specified in these rules.

¹ Added vide Notification No. F. 7(1)DOP/A-II/95 dated 20-06-2001.

² Added vide Notification No. F. 7(9)DOP/A-II/79, dated 13.05.1980.

³ Deleted “Provided that in the event of non-availability of the persons with the requisite period of service of five years, the Committee may consider the persons having less than the prescribed period of service, if they fulfill the qualifications and other conditions for promotion prescribed elsewhere in these rules, and are found otherwise suitable for promotion on the basis of seniority-cum-merit.” vide Notification No. F. 7(3)DOP/A-II/95 dated 18.02.1998.

⁴Explanation:- If in a Service, in any category of post, number of posts available for promotion is an odd number then for purpose of determining the vacancies for selection by promotion on the basis of seniority-cum-merit and merit in the proportion of 50:50, the following cyclic order shall be followed :

The first vacancy by seniority-cum-merit;

The subsequent vacancy by merit;

The cycle to be repeated.

(7) Selection for promotion to the highest post/posts in the State Service shall always be made on the basis of merit alone:

(2) The persons enumerated in the relevant column regarding post from which promotion is to be made, of the relevant Schedule shall be eligible for promotion to posts specified against them in column 2 thereof to the extent indicated in column 3 subject to their possessing minimum qualifications and experience on the first day of the month of April of the year of selection as specified in the relevant column regarding minimum qualification and experience for promotion.

(3) No person shall be considered for first promotion in the service unless he is regularly selected on the post from which promotion is to be made in accordance with one of the methods of recruitment prescribed under the provisions of these rules.

Provided that :-

(a) in a Service or Groups or Sections thereunder, where there are only two scales e.g. junior scale or senior scale and there is only one promotion then promotions shall be made on the basis of seniority-cum-merit alone.

(b) in a Service or Groups or Sections there under, where there are three scales e.g. junior scale, senior scale and selection scale and there are two promotions then promotion shall be as under:-

(i) first promotion on the basis of seniority-cum-merit ;

(ii) second promotion on the basis of seniority-cum-merit and merit in the proportion of 50:50;

(c) in Services or Groups or Sections thereunder, where there are more than two promotions then first promotion shall be made on the basis of seniority-cum-merit alone and promotions to subsequent higher posts shall be made on the basis of seniority-cum-merit and merit in the proportion of 50:50 except to the highest post.

⁵ Provided further that if the Committee is satisfied that suitable persons are not available for selection by promotion to highest post/posts strictly on the basis of merit in a particular year, selection by promotion to highest post/posts on the basis of seniority-cum-merit may be made in the same manner as specified in these rules.”

(8) The persons having been selected and appointed by promotion to a post or category of post on the basis of merit, shall be eligible for promotion to the next higher post or category of post, which is to be filled in by merit, only when they have put in after regular selection, at least five years’ service, unless a higher period of service is prescribed elsewhere in these rules, on the first day of the month of April of the year of selection on the post or category of post from which selection is to be made:

Provided that the condition of five years’ service shall not be applicable to a person, if any person junior to him is eligible for consideration for promotion on the basis of merit:

Provided further that in the event of non-availability of persons equal to the number of vacancies to be filled in, eligible for promotion in the category of posts next lower from which promotion is made, the Committee may consider the persons having less than five years’ service, if they are found otherwise suitable for promotion on the basis of merit alone.

Explanation:- If any doubt arises about the categorization of the post as the lowest, next higher or highest post in the service, the matter shall be referred to the Government in the Department of Personnel and Administrative Reforms, whose decision thereon shall be final.

(9) The zone of consideration of persons eligible for promotion shall be as under:-

(i)	Number of Vacancies	Number of eligible persons to be considered
(a)	for one vacancy	Five eligible persons.
(b)	for two vacancies	Eight eligible persons.
(c)	for three vacancies	Ten eligible persons.
(d)	for four or more vacancies.	Three time the number of vacancies.

(ii) where, the number of eligible persons for promotion to higher post is less than the number specified above, all persons so eligible shall be considered.

(iii) where, adequate number of the candidates belonging to the Schedule Castes or the Scheduled Tribes, as the case may be, are not available within the zone of consideration specified above, the zone of consideration may be extended to ⁶“seven” times the number of vacancies and the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be, (and not any other) coming within the extended zone of consideration shall also be considered against the vacancies reserved for them.

(iv) For the highest post in a State Service:-

(a) if promotion is from one category of post, eligible persons upto five in number shall be considered for promotion;

(b) if promotion is from different categories of the post in the same pay scale, eligible persons upto two in number from each category of posts in the same pay scale shall be considered for promotion;

(c) if promotion is from different category of posts carrying different pay scales eligible persons in the higher pay scale shall be considered for promotion first and if no suitable person is available for promotion on the basis of merit in the higher pay scale, then only the eligible persons of other categories of posts in lower pay scales shall be considered for promotion and so on and so forth. The zone of consideration for eligibility in this case shall be limited to five senior most eligible persons in all.

⁴ Added vide Notification No. F. 7(10) DOP/A-II/77, dated 17.08.1978, effective from 12.5.1978)

⁵ Added vide Notification No. F. 7(10)DOP/A-II/77 dated 31.03.1980.

⁶ Substituted for "five" vide Notification No. F. 7(1) DOP/A-II/81 dated 07.04.2003.

(10) Except as otherwise expressly provided in this rule, the conditions of eligibility for promotion, constitution of the Committee and procedure for selection shall be the same as prescribed elsewhere in these rules.

(11) (a) The Committee shall consider the cases of all the senior most persons who are eligible and qualified for promotion to the class of posts concerned under these rules and shall prepare a list containing names of the persons found suitable on the basis of seniority-cum-merit and/or on the basis of merit, as the case may be, as per the criteria for promotion laid down in these rules, equal to the number of vacancies determined under rule relating to

Explanation:- In case direct recruitment to a post has been made earlier than regular selection by promotion in a particular year such of the persons who are or were eligible for appointment to that post by both the methods of recruitment and have been appointed by direct recruitment first, shall also be considered for promotion.

¹(4) The person who had not been considered for promotion upto the year 2019-2020 because he/she had more than two children on or after 1st June 2002 shall be considered for promotion from the date on which his/her promotion was due and on such promotion his/her pay shall be re-fixed at the pay which he/she would have drawn but no arrear shall be paid and if any person who has more than two children on or after 1st June ,2002 and his promotion becomes due in the year 2020-2021 or thereafter shall be considered for promotion from the date on which his/her promotion becomes due and his/her pay shall be fixed for the promotional post, but he /she shall be entitled for annual increment notionally for three subsequent years and after such three years he/she shall be allowed actual benefits of such increments, however no arrears shall be paid for such notional increments. There shall be no consequential effect on subsequent promotions of the person promoted as per provisions of this sub-rule. The person already promoted shall not be reverted due to implementation of this sub-rule.

“Determination of Vacancies” of these rules. The list so prepared on the basis of seniority-cum-merit and/or on the basis of merit, as the case may be, shall be arranged in the order of seniority on the category of posts from which selection is made.

(b) The Committee shall also prepare a separate list on the basis of seniority-cum-merit and/or on the basis of merit, as the case may be, as per the criteria for promotion laid down in the rules, containing names of persons equal to the number of persons selected in the list prepared under (a) above to fill temporary or permanent vacancies, which may occur subsequently. The list so prepared on the basis of seniority-cum-merit and/or on the basis of merit shall be arranged in the order of the seniority in the category of posts from which selection shall be made. Such a list shall be reviewed and revised by the Departmental Promotion Committee that meets in the subsequent year ⁷and that such list shall remain in force till the end of the last day of the year for which the meeting of the Departmental Promotion Committee is held”.

(c) Such lists shall be sent to the Appointing Authority together with Annual Confidential Reports/Annual Performance Appraisal Reports and other Service Record of all the candidates included in the lists as also of those not selected, if any”;

Explanation: For the purpose of selection for promotion on the basis of merit, no person shall be selected if he does not have “Outstanding” or “Very Good” record in at least five out of the 7 years preceding the year for which Departmental Promotion Committee is held.

8 (11-A) If in any subsequent year, after promulgation of these rules, vacancies relating to any earlier year are determined under sub-rule (2) of rule relating to determination of vacancies, which were required to be filled by promotion, the Departmental Promotion Committee shall consider the cases of all such persons who would have been eligible in the year to which the vacancies relate irrespective of the year in which the meeting of the Departmental Promotion Committee is held and such promotion shall be governed by the criteria and procedure for promotion as was applicable in the particular year to which the vacancies relate and the Service/experience of an incumbent who has been so promoted, for promotion to higher post for any period during which he has not actually performed the duties of the post to which he would have been promoted, shall be counted. The pay of a person who has been so promoted shall be re-fixed at the pay which he would have derived at the time of his promotion but no arrears of pay shall be allowed to him.

7 Substituted for “And that such list shall remain in force till the end of the last day of the next year or till the Departmental Promotion Committee meets, whichever is earlier.” vide Notification No. F. 7 (10) DOP/A-II/77 dated 28.4.1999.

8 Substituted for “(11A) If in any subsequent year, after promulgation of these rules, vacancies relating to any earlier year are determined under sub-rule (3) of rule mentioned in Column 3 of the Schedule which are required to be filled by promotion, the Departmental Promotion Committee shall consider the case of all such persons who would have been eligible in the year to which the vacancies relate irrespective of the year in which the meeting of the Departmental promotion Committee is held and such promotions shall be governed by the rules in force at the time, the meeting of the Departmental promotion Committee is held. The person who has been so promoted shall not be entitled to claim any arrears of pay or re-fixation of his pay or to count his service/experience for promotion to higher post for any period during which he has not actually performed the duties of the post to which he has been promoted.” vide Notification No. F. 5(3)DOP/A-II/77 dated, 18.08.1982.

1 Substituted for “No person shall be considered for promotion for [^]“three” recruitment years from the date on which his promotion becomes due, if he/she has more than two children on or after 1st June, 2002.” vide Notification No. F. 7(1) DOP/A-II/95/Pt.dated 16.03.2023

[^] Substituted for “Five” vide Notification No. F. 7(1)DOP/A-II/95/Pt.-III dated 19.09.2017 (w.e.f. 01.04.2017)

Provided that:-

- (i) the persons having more than two children shall not be deemed to be disqualified for promotion so long as the number of children he/she has on 1st June, 2002 does not increase.
- (ii) where a Government servant has only one child from the earlier delivery but more than one child are born out of a single subsequent delivery, the children so born shall be deemed to be one entity while counting the total number of children.
- ^δ(iii) while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted.

⁹(11-B) The Government or the Appointing Authority may order for the review of the proceedings of the Departmental Promotion Committee held earlier on account of some mistake or error apparent on the face of record, or on account of a factual error substantially affecting the decision of the Departmental Promotion Committee or for any other sufficient reasons e.g. change in seniority, wrong determination of vacancies, judgment/ direction of any Court or Tribunal, or where adverse entries in the Confidential Reports of an individual are expunged or toned down or a punishment inflicted on him is set aside or reduced. The concurrence of the Department of Personnel and the Commission (where Commission is associated) shall always be obtained before holding the meeting of the review D.P.C.

(12) Where consultation with the Commission is necessary the lists prepared by the Committee shall be forwarded to the Commission by the Appointing Authority along with the personal files and Annual Confidential Rolls of all the persons whose names have been considered by the Committee.

(13) The Commission shall consider the lists prepared by the Committee along-with other relevant documents received from the Appointing Authority and unless any change is considered necessary, shall approve the lists. In case the Commission considers it necessary to make any change in the lists received from the Appointing Authority, it shall inform the Appointing Authority of the changes proposed by it. After taking into account the comments of the Commission, if any, the Appointing Authority may approve the lists finally with such modifications, as may in its opinion, be just and proper and when the Appointing Authority is an authority subordinate to the Government, the lists approved by the Commission shall be disturbed only with the approval of the Government.

(14) Appointments shall be made by the Appointing Authority taking persons out of the lists finally approved under the preceding sub-rule (13) in the order in which they have been placed in the lists, till such lists are exhausted or reviewed and revised, as the case may be.

(15) The Government may issue instructions for provisionally dealing with promotions, appointments or other ancillary matters in an equitable and fair manner of persons who may be under suspension, or against whom departmental proceeding is under progress, at the time promotions are considered to a post to which they are eligible or would have been eligible but for such suspension or pendency of such enquiry or proceedings.

(16) The provisions of this rule shall have effect notwithstanding anything to the contrary contained in any provision of these rules." vide Notification No. F. 7(5)DOP/A-II/2002 dated 23.07.2003.

+ Substituted for "23A. Revised Criteria, Eligibility and Procedure for promotion to Junior, Senior and other posts encadred in the Service:- (1) Selection for promotion in the regular line of promotion from the post not included in the Service to the lowest post or category of post in the Service shall be made strictly on the basis of merit.

(2) Subject to the provisions of sub-rule (4) selection for promotion from the lowest post or category of post in the service to the next higher post or category of post in the Service and for all posts up to Scale No. 11 sanctioned under the Rajasthan Civil Services (New pay Scales) Rules, 1969 or equivalent scales as may be declared by the Government from time to time, be made solely on the basis of seniority-cum-merit from amongst the persons who have passed the qualifying examination, if any, prescribed under these Rules, and have put in at least five years' service, unless a different period is prescribed elsewhere in these rules, on the first day of the month of April of the year of selection on the post or category of post from which selection is to be made.

Provided that in the event of non-availability of the persons with the requisite period of service of five years, the comm. may consider the persons having less than the prescribed period of service, if they fulfill the qualifications experience and other conditions for promotion prescribed elsewhere in these rules and are found otherwise suitable for promotion on the basis of seniority-cum-merit.

Provided further that in respect of posts included in the State Service in which the methods of recruitment to the lowest post provides for appointment by promotion, and where posts are required to be filled on the basis of seniority-cum-merit. The sub-rules are committee may select for promotion such persons of out. standing merit available within the zone of consideration, who may not be selection the basis of seniority-cum-merit, to the extent of one month of the number of vacancies to be filled in by promotion and if the number of vacancies exceeds one but is less than four the Committee may select one person on the basis of merit alone and if the vacancies are more than four and the calculation of the number of vacancies to be filled by merit alone according to the aforesaid basis results in a fraction, the committee may select one more person against a fraction of half or more. On being so selected, for purposes of determination of seniority, such persons shall be deemed to have been selected on the basis of seniority-cum-merit.

(3) Selection for promotion to all other higher posts or higher categories of posts in the Service shall be made on the basis of merit alone.

⁹ Added vide Notification No. F. 7(1)DOP/A-II/86 Dated 14.06.1988.

^δ Substituted for [#]"Provided also that while counting the total number of children of a candidate, the child born from earlier delivery and having disability shall not be counted." vide Notification No. F. 7(1)DOP/A-II/95/Pt.-III dated 03.07.2019. (w.e.f. 01.06.2002)

[#] Added vide Notification No. F. 7(1)DOP/A-II/95/Pt.-II dated 24.02.2011.

- * (iv) any person who performed remarriage which is not against any law and before such remarriage he is not disqualified for Promotion under this sub-rule, he shall not be deemed to be disqualified with effect from 01.06.2002, if any child is born out of single delivery from such remarriage.

(5) Selection for promotion on the post included in the service shall be made on the basis of seniority-cum-merit.

Provided that promotion on the highest post in the State Service if it is at least third promotion shall be made on the basis of merit alone.

Provided further that if the Committee is satisfied that suitable persons are not available for selection by promotion to the highest post(s) strictly on the basis of merit in a particular year, selection by promotion to the highest post(s) on the basis of seniority-cum-merit may be made in the same manner as specified in these rules.

(6) The zone of consideration of persons eligible for promotion shall be as under:-

- | | |
|--------------------------------|--|
| (i) <u>Number of Vacancies</u> | <u>Number of eligible persons to be considered</u> |
| (a) for one vacancy | five eligible persons |
| (b) for two vacancies | eight eligible persons |
| (c) for three vacancies | ten eligible persons |
| (d) for four or more vacancies | three times the number of vacancies |
- (ii) where, the number of eligible persons for promotion to higher post is less than the number specified above, all the persons so eligible shall be considered.
- (iii) where, adequate number of the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be, are not available within the zone of consideration specified above, the zone of consideration may be extended upto seven times the number of vacancies and the candidates belonging to the Scheduled Castes or the Scheduled Tribes, as the case may be (and not any other) coming within the extended zone of consideration shall also be considered against the vacancies reserved for them.

(4) Selection for promotion to the highest post or highest category of post in the Service shall always to made on the basis of merit alone.

(5) The persons having been selected and appointed by promotion to a post or category of post on the basis of merit, shall be eligible for promotion to the next higher post or category of post, which is to be filled in by merit, only when they have put in after regular selection at least five years' service, unless a higher period of service is prescribed elsewhere in these rules, on the first day of the month of April of the year of selection on the post or category of post from which selection is to be made :

Provided that the condition of five years' service shall not be applicable to a person if any person junior to him is eligible for consideration for promotion on the basis of merit :

Provided further that in the event of non-availability of persons equal to the number of vacancies to be filled in, eligible for promotion in the category of posts next lower from which promotion is made the Committee may consider the persons having less than five years' service if they are found otherwise eligible and suitable for promotion on the basis of merit alone.

Explanation:- If any doubt arises about the categorization of the post as the lowest, next higher or highest post in the Service, the matter shall be referred to the Government in the Department of Personnel, whose decision thereon shall be final.

* Substituted for @ "Provided also that any person who performed remarriage which is not against any law and before such remarriage he is not disqualified for Promotion under this sub-rule, he shall not be disqualified if any child is born out of single delivery from such remarriage." vide Notification No. F. 7(1)DOP/A-II/95/Pt.-II dated 18.08.2020.

@ Added vide Notification No. F. 7(1)DOP/A-II/95/Pt.-II dated 20.11.2015.

- (iv) For any post in the Service:
- (a) if promotion is from more than one categories of posts in the same pay scale, eligible persons upto two in number from each category of posts in the same pay scale shall be considered for promotion;
 - (b) if promotion is from more than one categories of posts carrying different pay scales, eligible persons in the higher pay scale shall be considered for promotion first and if no suitable person is available for promotion on the basis of merit or seniority cum merit, as the case may be, in the higher pay scale than only the eligible persons of other categories of posts in lower pay scales shall be considered for promotion and so on and so forth. The zone of consideration for eligibility in this case shall be limited to five senior most eligible persons in all.

(7) Except as otherwise expressly provided in this rule, the conditions of eligibility for promotion, constitution of the committee and procedure for selection shall be the same as prescribed elsewhere in these rules.

(8) The committee shall consider the cases of all the senior most persons who are eligible and qualified for promotion to the class of post(s) concerned under these rules and shall prepare a list containing names of the persons found suitable on the basis of seniority-cum-merit or on the basis of merit, as the case may be, as per the criteria for promotion laid down in these rules equal to the number of vacancies determined under these rules. The list so prepared on the basis of seniority-cum-merit and /or on the basis of merit, as the case may be, shall be arranged in the order of seniority of the category of post(s) from which selection is made.

(6) The zone of eligibility for promotion shall be five times the number of vacancies to be filled in on the basis of seniority cum merit or merit, as the case may be:

Provided that in case of Non-availability of sufficient number of suitable persons for selection on the basis of merit, the Committee may at its discretion consider persons of outstanding merit outside the zone of eligibility but falling within six times the number of vacancies to be filled in on the basis of merit.

(7) Except as otherwise expressly provided in this rule, the conditions of eligibility for promotion, constitution of the Committee and procedure for selection shall be the same as prescribed elsewhere in these rules.

(8) The Committee shall consider the cases of all the senior most persons who are eligible and qualified for promotion to the class of posts concerned under these rules, interviewing such of them as it may deem necessary and shall prepare a list containing name of the suitable persons equal to the number of existing vacancies and the vacancies anticipated to occur during the next twelve months after the determination of vacancies. The Committee shall also prepare a separate list containing names of persons equal to 50% of the persons selected in the aforesaid list or select one more person if the number of vacancies is one only, who may be considered suitable to fill temporary of permanent Vacancies; which may occur till the next meeting of the Committee, on a temporary or officiating basis and the list so prepared shall be reviewed and revised every year and shall remain in force until it is so reviewed and revised.

The lists so prepared on the basis of merit shall be arranged in order of preference and the list prepared on the basis of seniority-cum-merit shall be arranged in order of seniority on the category of post from which selection has been made. Such lists shall be sent to the concerned Appointing Authority together with the Annual Confidential Rolls and Personal Files of all the candidates included in them as also of those not selected, if any.

Explanation :- The list of preference shall classify the officers in order as, 'outstanding', 'very good' and 'good' on the basis of merit. In each class the officers shall maintain their inter se seniority of the next below grade.

(9) Where consultation with the Commission is necessary the lists prepared by the Committee shall be forwarded to the Commission by the Appointing Authority along with the personal files and Annual Confidential Rolls of all the persons whose names have been considered by the Committee.

(10) The Commission shall consider the lists prepared by the Committee along with other relevant documents received from the Appointing Authority, and, unless any change is considered necessary, shall approve the lists. In case the Commission considers it necessary to make any change in the lists received from the Appointing Authority, it shall inform the Appointing Authority of the changes proposed by it. After taking into account the comments of the Commission, if any, the Appointing Authority may approve the lists finally with such modifications, as may, in its opinion, be just and proper and when the Appointing Authority is an authority subordinate to the Government, the lists approved by the Commission shall be disturbed only with the approval of the Government.

(9) The committee may also prepare a list on the basis of seniority-cum-merit or on the basis of merit, as the case may be, as per the criteria for promotion laid down in these rules, containing names of persons not exceeding the number of persons selected in the list prepared under sub-rule (8) above to fill temporary or permanent vacancies, which may occur subsequently. The list so prepared on the basis of seniority-cum-merit or on the basis of merit shall be arranged in the order of seniority in the category of posts from which selection shall be made. Such a list shall be reviewed and revised by the committee that meets in the subsequent year and that such list shall remain in force till the end of the last day of the year for which the meeting of the Committee is held.

(10) Lists prepared under sub-rule (8) and (9) shall be sent to the Appointing Authority together with Annual Confidential Reports/Annual Performance Appraisal Reports and other Service Records of all the candidates included in the lists as also of those not selected, if any.

Explanation:- For the purpose of selection for promotion on the basis of merit, no person shall be selected if he does not have "Outstanding" or "Very Good" record of at least four out of seven years preceding the year for which the meeting of the Committee is held.

(11) If in any subsequent year, after promulgation of these rules vacancies relating to any earlier year are determined under these rules which were required to be filled in by promotion, the Committee shall consider the cases of all such persons who would have been eligible in the year to which the vacancies relate irrespective of the year in which meeting of the Committee is held and such promotion shall be governed by the criteria and procedure for promotion as was applicable in the particular year to which the vacancies relate and the Service/Experience of an incumbent who has been so promoted, for promotion to higher post for any period during which he has not actually performed the duties of the post to which he would have been promoted, shall be counted. The pay of a person who has been so promoted shall be re-fixed at the pay which he would have derived at the time of his promotion, but no arrears of pay shall be allowed to him.

(12) The Government or the Appointing Authority may order for the review of the proceedings of the Committee held earlier on account of some mistake or error apparent on the face of record, or on account of a factual error substantially affecting the decision of the Committee or for any other sufficient reasons e.g. change in seniority, wrong determination of vacancies, judgment/direction of any Court or Tribunal, or where adverse entries in the Confidential Reports of an individual are expunged or toned down or a punishment inflicted on him is set aside or reduced. The concurrence of the Department of Personnel and the Commission (where Commission is associated) shall always be obtained before holding the meeting of the review committee.

(11) Appointment shall be made by the Appointing Authority taking persons out of the lists finally approved under the preceding sub-rule (10) in the order in which they have been placed in the lists, till such lists are exhausted reviewed and revised, as the case may be.

(11 A) Government may issue instructions for provisionally dealing with promotions, appointments or other ancillary matters in an equitable and fair manner of persons who may be under suspension, or against whom departmental proceedings is under progress, at the time promotions are considered to post to which they are eligible or would have been eligible but for such Suspension or pendency of such enquiry or proceedings."

(12) The provisions of this rule shall effect notwithstanding anything to the contrary contained in any provision of these rules." vide Notification No. F. 7(10)DOP/A-II/77 dated 07.03.1978.

(13) Where consultation with the Commission is necessary the lists prepared by the Committee shall be forwarded to the Commission by the Appointing Authority along with the Personal Files and Annual Confidential Rolls/Annual Performance Appraisal Reports of all the persons whose names have been considered by the Committee.

(14) The Commission shall consider the lists prepared by the Committee along-with other relevant documents received from the Appointing Authority and unless any change is considered necessary, shall approve the lists. In case the Commission considers it necessary to make any change in the lists received from the Appointing Authority, it shall inform the Appointing Authority of the changes proposed by it. After taking into account the comments of the Commission, if any, the Appointing Authority may approve the lists finally with such modifications, as may in it's opinion, be just and proper and when the Appointing Authority is an authority subordinate to the Government, the lists approved by the Commission shall be disturbed only with the approval of the Government.

(15) Appointments shall be made by the Appointing Authority taking persons out of the lists finally approved under the preceding sub-rule (14) in the order in which they have been placed in the lists, till such lists are exhausted or reviewed and revised or remained in force, as the case may be.

(16) The Government may issue instructions for provisionally dealing with the promotions, appointments or other ancillary matters in an equitable and fair manner of persons who may be under suspension, or against whom departmental proceedings is under progress, at the time promotions are considered to a post to which they are eligible or would have been eligible but for such suspension or pendency of such enquiry or proceedings.

(17) The provisions of this rule shall have effect notwithstanding anything to the contrary contained in any provision of these Rules.

¹23B. Restriction of promotion of persons foregoing Promotions.- In case a persons on his appointment by promotion to the next higher post either on the basis of urgent temporary appointment or on regular basis on the recommendation of the Departmental promotion committee, forgoes such an appointment through his written request and if the concerned Appointing Authority accepts his/her request, the person concerned shall be debarred from consideration for promotion (both on the basis or urgent , temporary appointment or on regular basis) for subsequent two recruitment years for which the Departmental promotion Committee is held and the name of such person who forgoes promotion shall not be included in the seniority-cum-eligibility list to be placed before the Departmental promotion committee for subsequent two recruitment years.

¹ Substituted for ⁺23B. Restriction of promotion of persons foregoing Promotions- In case a person on his appointment by promotion to the next higher post either on the basis of urgent temporary appointment or on regular basis on the recommendations of the Departmental Promotion Committee, foregoes such an appointment, he shall be considered again for appointment by promotion only after a period of one year (both on the basis of urgent temporary appointment or on regular basis, on the recommendations of the Departmental Promotion Committee.” Vide Notification No. F. 7(1)DOP/A-II/98 dated, 05-08-1998.

⁺ Added vide Notification No. F. 15(16)DOP/A-II/80 dated 30-11-1981.

PART VI
Appointment, Probation and Confirmation

24. Appointment to the Service.- Appointment to the Service shall be made by Government on occurrence of substantive vacancies in the Cadre of the Service in the manner prescribed by rule 21 and 23 (d).

@25. Urgent Temporary Appointment.- (1) A vacancy in the Service which cannot be filled in immediately either by direct recruitment or by promotion under the rules may be filled in by the Government or by the Appointing Authority, as the case may be, by appointing in an officiating capacity thereto an officer eligible for appointment to the post by promotion or by appointing temporarily thereto a person eligible for direct recruitment to the Service, where such direct recruitment has been provided under the provisions of these Rules :

Provided that such an appointment will not be continued beyond a period of one year without referring the case to the Commission for concurrence, where such concurrence is necessary, and shall be terminated immediately on its refusal to concur:

%Provided further that in respect of the Service or a post in the Service for which both the above methods of recruitment have been prescribed, the Government or the authority competent to make appointment, as the case may be, shall not, save with the specific permission of the Government in the Department of Personnel in the case of Services and Government in the Administrative Department concerned in respect of other Services, fill the temporary vacancy against the direct recruitment quota by a whole time appointment for a period exceeding three months otherwise than out of persons eligible for direct recruitment and after a short term advertisement.

#(2) In the event of non-availability of suitable persons, fulfilling the requirements of eligibility for promotion, Government may, notwithstanding the condition of eligibility for promotion required under sub-rule (1) above, lay down general instructions for grant of permission to fill the vacancies on urgent temporary basis subject to such conditions and restriction regarding pay and other allowances as it may direct. Such appointments shall however, be subject to concurrence of the Commission as required under the said sub-rule.

@ Substituted for “25. Emergent temporary appointment:- A temporary vacancy in the Service may be filled by Government by appointing thereto temporarily a person eligible for recruitment to the service under the provisions of these Rules; provided that no such appointment shall be continued beyond a period of one year without referring to the Commission for their concurrence and shall be terminated immediately on their refusal to concur.” vide Notification No. F. 1(10)DOP/A-II/72, dated 16-2-1973.

% Substituted for “Provided further that in respect of a Service or a post in a Service for which both the methods of recruitment have been prescribed, the Government shall not fill the temporary vacancy by appointing a person eligible for direct recruitment unless no suitable person eligible for promotion is available. vide Notification No. F. 1(10)DOP/A-II/72, dated 28-11-1973.

Inserted vide Notification No. F. 7(7)Karmik/Ka-II/75, dated 3-10-1975.

26. Seniority.- ¹“Seniority of persons appointed to the post encadred in the service shall be determined from the date of appointment on the post after regular selection in accordance with the provisions of these rules. Appointment on ad-hoc or urgent temporary basis shall not be deemed to be appointment after regular selection.”

Provided-

(1) that the seniority inter se of person appointed to a particular class of posts before the commencement of these rules shall be determined, modified or altered by Government of ad-hoc basis.

(2) that the seniority inter se of persons appointed to the Service on the basis of one and the same selection, except those who do not join the Service when a vacancy is offered to them, shall follow the order in which they have been placed in the list prepared by the Commission under rule 20,

⁺(3) that among candidate recruited to [%]“category V” posts in the same year, those recruited under rule 23 shall rank senior to those recruited under rule 21,

[#](4) that the persons selected and appointed as a result of a selection, which is not subject to review and revision, shall rank senior to the persons who are selected and appointed as a result of subsequent selection.

Seniority **inter se** of persons selected on the basis of seniority-cum-merit and on the basis of merit in the same selection shall be the same as in the next below grade.

^β(5) Deleted.

^x(6) that the seniority of persons appointed to the posts of Labour Welfare Officer under Sub-rule (4) of rule 7, shall be determined by placing them below the persons recruited by promotion and direct recruitment in the year of their regular selection in Irrigation Department.

¹ Substituted for [@]“26. Seniority of persons appointed to the lowest post of the Service or lowest categories of posts in each of the Group/Section of the Service, as the case may be, shall be determined from the date of confirmation of such persons to the said post but in respect of persons appointed by promotion to other higher posts in the Service or other higher categories of posts in each of the Group/Section in the Service, as the case may be, shall be determined from the date of their regular selection to such posts.” vide Notification No. F. 7(2)DOP/A-II/96 dated 10-10-2002.

[@] Substituted for ^{\$}“26. Seniority in the Service shall be determined in each category of the Service by the year of substantive appointment.” vide Notification No. F. 7(8)DOP/A-II/78 dated 20-07-1979.

^{\$} Substituted for “26. Seniority.- Seniority in the Service shall be determined by the date of the order of appointment to the Service.” vide Notification No. F. 7(6)DOP(A-II)/73, dated 15-6-1974.

⁺ Substituted for “(3) that among candidates recruited to category III posts in the same year those recruited under rule 23 shall rank senior to those recruited under rule 21 and the seniority inter se of person appointed to the category III by promotion the lady Labour Welfare Officer will rank senior to Labour Inspector Grade I.” vide Notification No. F. 21(4)Appts.(C)/55, dated 30-01-1963.

[%] Substituted for “category IV” vide Notification No. F. 18(1)(52)Lab/58, dated 26-06-1969.

[#] Substituted for “(4) that the persons selected and appointed as a result of a selection which is not subject to review and revision, shall rank senior to the persons who are selected and appointed as a result of subsequent selection. Seniority inter se of persons selected on the basis of seniority-cum-merit shall be the same as in the next below grade, except in case of continued officiation on higher posts when it shall be in accordance with the length of continued officiation provided that such officiation was not ad hoc or fortuitous.” vide Notification No. F. 7(10)DOP/A-II/77, dated 17-06-1978.

^β Deleted “(5) that the seniority inter se of persons selected as a result of one and the same selection and appointed on the basis of merit alone shall be in the same order in which their names appear in the select list, irrespective of the period of continuous officiation.” vide Notification No. F. 7(1)DOP/A-II/77, dated 17-6-1978.

^x Added vide Notification No. F. 1(22)DOP/A-II/84 dated 3-01-1985.

¹(7) Deleted.

[£](8) Withdrawn.

²(9) Provided that reservation for Scheduled Castes and Scheduled Tribes employees, with consequential seniority, shall continue till the roster points are exhausted; and adequacy of promotion is achieved.

Once the roster points are complete the theory of replacement shall thereafter be exercised in promotion whenever vacancies earmarked for Scheduled Castes/Scheduled Tribes employees occur.

If on the application of these provisions the Scheduled Castes/Scheduled Tribes employees who had been promoted earlier and are found in excess of the adequacy level, shall not be reverted and shall continue on ad-hoc basis, and also any employee who had been promoted in pursuance to Notification No. F. 7(1)DOP/A-II/96 dated 1-4-1997 shall not be reverted.

Notification No. F. 7(1)DOP/A-II/96 dated 1-4-1997 shall be deemed to have been repealed w.e.f. 1-4-1997.

Explanation:- Adequate representation means 16% representation of the Scheduled Castes and 12% representation of the Scheduled Tribes in accordance with the roster point.

³27. Period of probation.— (1) A person entering the service by Direct Recruitment against a clear vacancy shall be placed as Probationer-trainee for a period of 2 years.

Provided that any period after such appointment during which a person has been on deputation on a corresponding or higher post shall count towards the period of probation.

(2) During the period of probation specified in sub-rule (1), each probationer trainee may be required to pass such Departmental Examination and to undergo such training as the Government may, from time to time, specify.

¹ Deleted [^] “that if a candidate belonging to the Scheduled Caste/Scheduled Tribe is promoted to an immediate higher post/grade against a reserved vacancy earlier than his senior general/O.B.C. candidate who is promoted later to the said immediate higher post/grade, the general/O.B.C. candidate will regain his seniority over such earlier promoted candidate of the Scheduled Caste/Scheduled Tribe in the immediate higher post/grade.” vide Notification No. F. 7(1)DOP/A-2/2002 Dated: 28.12.2002.

[^] Added vide Notification No. F. 7(1)DOP/A-II/96, dated 01.04.1997.

[£] Withdrawn “(Notification No. F. 7(1) DOP/A-II/2002 dated 28.12.2002) and ⁰(F. 7(3)DOP/A-II/2008 dated 25.04.2008) from the date they were issued” vide Notification No. F. 7(3)DOP/A-II/2008 dated 11.09.2011.

⁰ Deleted ⁺ “that a candidate who has got the benefit of proviso inserted vide Notification No. F. 7(1)DOP/A-II/96 dated 01.04.1997 on promotion to an immediate higher post shall not be reverted and his seniority shall remain unaffected. This proviso is subject to final decision of the Hon'ble Supreme Court of India in Writ Petition (Civil) No. 234/2002 All India Equality Forum v/s Union of India and Others.” vide Notification No. F. 7(3)DOP/A-2/2008 Dated 25.04.2008.

⁺ Inserted vide Notification No. F. 7(1)DOP/A-2/2002, Dated 28.12.2002.

² Added vide Notification No. F. 7(3)DOP/A-II/2008 dated 11-09-2011.

³ Substituted for [%] “(1) All persons appointed to the Service by direct recruitment against a substantive vacancy shall be placed on probation for a period of two years and those appointed to the service by promotion/Special Selection against a substantive vacancy shall be placed on probation for a period of one year.”

Provided that-

(i) such of them as have previous to their appointment by promotion #/[special selection] or by direct recruitment against a substantive vacancy officiated temporarily on the post which is followed by regular selection may be permitted by the Appointing Authority to count such officiating or temporary service towards the period of probation. This shall, however, not amount to involve supersession of any senior person or disturb the order of their preference in respective quota or reservation in recruitment.

(ii) any period after such appointment during which a person has been on deputation on a corresponding or higher post shall count towards the period of probation.

¹(3) Deleted.

***27A. Confirmation in certain cases.-** ²“(1) Notwithstanding anything to the contrary contained in the preceding rule, a person appointed to a post in the

(2) During the period of probation specified in sub-rule (1), each probationer may be required to pass such Departmental Examination and to undergo such training as the Government may, from time to time, specify.

Explanation.- In case of a person who dies or is due to retire on attaining the age of superannuation the period of probation shall be reduced so as to end one day earlier on the date immediately preceding the date of his death or retirement from Government Service. The condition of passing the Departmental Examination in the rule regarding confirmation shall be deemed to have been waived in case of death or retirement.” vide Notification No. F. 7(2)DOP/A-II/2005 dated-20-01-2006.

% Substituted for [£]“(1) Every person appointed against a substantive vacancy in the service by direct recruitment shall be placed on probation for a period of two years and those appointed by promotion [#]“/Special selection” to any post against such a vacancy shall be on probation for a period of one year.” vide Notification No. F. 1(35)DOP/A-II/74, dated 09-04-1979.

Inserted “/Special Selection” vide Notification No. F. 1(35)Karmik/Ka-II/74, dated 3-8-1977.

£ Substituted for “27. Probation.- (i) All persons appointed to the Service by direct recruitment or promotion shall be on probation and the period of such probation shall be two years in the case of direct recruitment, and one year in the case of promotion.

Provided that such of them as have previous to such appointment officiated or served temporarily on a post encadred in the Service, may be permitted by the Government to count such officiating or temporary service towards the period of probation up to a maximum of six months.

(2) During the period of probation, each probationer shall be required to pass such Departmental Examination and to undergo such training as Government may, from time to time prescribed.” vide Notification No. F. 1(35)Karmik/Ka-II/74, dated 04-05-1974.

¹ Deleted ⁰“The period spent as probationer trainee shall not be counted for experience and eligibility for promotion.” vide Notification No. F. 7(2)DOP/A-II/2005, dated 26-04-2011.

⁰ Added vide Notification No. F. 7(2)DOP/A-II/2005, dated 13-06-2008.

* Substituted for [@]“27A. (a) Notwithstanding anything contained in the rule if no order of confirmation is issued by the Appointing Authority within a period of six months, an employee appointed on temporary or officiating basis who has, after the date of his regular recruitment by either method of recruitment completed a period on two years’ service, or less in the case of those appointed by promotion where the period of promotion prescribed is less, on the post of a higher post under the same Appointing Authority or would have so worked by for his deputation or training, shall on the concurrence of permanent vacancies be entitled to be treated as confirmed if the same conditions as are prescribed under the rules for the confirmation of a probationer are fulfilled subject to the quota prescribed under the rules and in accordance with the seniority.

Provided that if the employee has failed to give satisfaction or has not fulfilled any of the conditions prescribed for confirmation, such as passing of Departmental Examination, training or promotion cadre course etc., the aforesaid period may be extended as prescribed for the probation or under the Rajasthan Civil Service Departmental Examination Rules, 1959 and any other rules or by one year, whichever is longer. If the employees still fails to fulfill the prescribed conditions or fails to give satisfaction, he will be liable to be discharged from such post in the same manner as a probationer or reverted to his substantive or lower posts, if any, to which he may be entitled.

Provided further that no person shall be debarred from confirmation after the said period of service if no reasons to the contrary about the satisfactory performance of his work are communicated to him within the said period.

(b) The reasons for not confirming an employee referred to in the second proviso to clause (a) shall, in the case of a non gazetted employee, be also immediately recorded by the Appointing Authority in his Service Book and C.R. file and in the case of Gazetted Officer communicated to the Accountant General, Rajasthan and in his confidential Report file. A written acknowledgement shall be kept on record in all these cases.

Explanation.- (i) Regular recruitment for the purpose of this rule shall mean appointment after either of the methods of recruitment or on initial constitution of service in accordance with any of the Service Rules promulgated under proviso to Article 309 of the Constitution of India, or for posts for which no service Rules exists, if the posts are within the purview of Rajasthan Public Service Commission recruitment in consultation with them but it shall not include an urgent temporary appointment ad hoc appointment or officiating promotion against temporary or lien vacancies which are liable to review and revision from year to year.

In case where the Service Rules specifically permit appointment by transfer such appointment shall be treated regular recruitment if the appointment to the post from which the officiating was transferred was after regular recruitment. Persons who have been made eligible for substantive appointment to a post under the rules shall be treated as having been regularly recruited.

(ii) Person who hold lien another cadre shall be eligible to be confirmed under this rule and they will be eligible to exercise an option whether they do not elect to be confirmed on the expiry of two years of their temporary appointment under this rule. In the absence of any option to the contrary, they shall be deemed to have exercise option in favour of confirmation under this rule and their lien on the previous post shall ceases. vide Notification No. F. 2(4)DOP/A-II/79 Dated 22-11-1984.

@ Substituted for “27-A . Notwithstanding anything contained in rule 37, on a permanent vacancy being available a person who has been appointed on a regular post against a temporary vacancy after a regular selection, and has thereafter put in more than 2 years’ service on such post or higher post shall be deemed to have completed the period of probation and shall be confirmed provided he fulfills other conditions of confirmation as laid down in the Rules.” vide Notification No. F. 7(7)DOP(A-II)/74 dated 28-12-1974.

² Substituted for “(1) Notwithstanding anything to the contrary contained in the preceding rule a person appointed to a post in the Service temporarily or on officiating basis who, after regular recruitment by any one of the methods of recruitment prescribed under these rules, has not been confirmed, within a period of six months on completion of a period of two years’ service in case he is appointed by direct recruitment or within a period of one years’ service in case he is appointed by promotion, shall be entitled to be treated as confirmed in accordance with his/her seniority, if :-

(i) he has worked on the post or higher post under the same Appointing Authority or would have so worked but for his deputation or training,

(ii) he fulfills conditions as are prescribed under relating to confirmation subject to the quota prescribed under these rule; and

(iii) Permanent vacancy is available in the department. vide Notification No. F. 7(1)DOP/A-II/2020 dated 04-02-2022.

service by direct recruitment as a probationer trainee under these rules has not been confirmed within six months after satisfactory completion of probation for a period of two years shall be entitled to be treated as confirmed in accordance with his/her seniority if,-

- (i) He/she has worked on the post or higher post under the same Appointing Authority or would have so worked but for his/her deputation or training;
- (ii) He/she fulfills condition as are prescribed under rule relating to confirmation subject to the quota prescribed under these rules; and He has been appointed against a substantive vacancy.”

(2) If an employee referred to in sub-rule (1) above fails to fulfill the conditions mentioned in the said sub-rule, the period mentioned in sub-rule (1) above, may be extended as prescribed for a probation or under the Rajasthan Civil Services (Departmental Examination) Rules, 1959 and any other rules or by one year, which over is longer. If the employee still fails to fulfill the conditions mentioned in sub-rule (1) above, he will be liable to be discharged or terminate from such post in the same manner as a probationer or reverted to his substantive or lower post, if any, to which he may be entitled.

(3) The employee referred to in sub-rule (1) above, shall not be debarred from confirmation after the said period of service if no reasons to the contrary about the satisfactory performance of his work are communicated to him within the said period of service.

(4) The reasons for not confirming of any employee referred to in sub-rule (1) above shall be recorded by the Appointing Authority in his Service Book and Annual Performance Appraisal Report.

Explanation:- (i) Regular recruitment for the purpose of this rule shall mean:-

- (a) appointment by either method of recruitment or on initial constitution of service in accordance with the Rules made under the proviso to article 309 of the Constitution of India;
- (b) Appointment to the posts for which no service Rules exists, if the posts are within the purview of the Commission, recruitment in consultation with them;
- (c) Appointment by transfer after regular recruitment where the Service Rules specifically permit;
- (d) Persons who have been made eligible for substantive appointment to a post under the rule shall be treated as having been regularly recruited;

Provided that it shall not included urgent temporary appointment or officiating promotion which is subject to review and revision.

(ii) Persons who hold lien on another cadre shall be eligible to be confirmed under this rule and they will be eligible to exercise an option whether they do not elect to be confirmed on the expiry to two years of their temporary appointment under this rule. In the absence of any option to the contrary, they shall be deemed to have exercised option in favor of confirmation under this rule and their lien on the previous posts shall cease.

¹28. Unsatisfactory progress during probation.- If it appears to the appointing authority, at any time, during or at the end of the period of probation, that services of a probationer-trainee are not found to be satisfactory, the appointing authority may revert him/her to the post on which he/she is regularly selected immediately preceding his/her appointment as probationer trainee or in other cases may discharge or terminate him/her from service. The appointing authority shall accord appropriate opportunity to the probationer-trainee before final orders are passed in this respect:

Provided that the appointing authority may, if it so thinks fit in any case or class of cases, extend the period of probation of any probationer-trainee by a specified period not exceeding one year.

29. Confirmation.- A probationer shall be confirmed in his appointment at the end of the period of his probation if:-

- (a) he has passed the prescribed departmental examination, if any, completely, and
- (b) Government is satisfied that his integrity is unquestionable and that he is otherwise fit for confirmation.

¹ Substituted for *²⁸. Unsatisfactory progress during probation- (1) If it appears to the Appointing Authority, at any time, during or at the end of the period of probation, that a member of the Service has not made sufficient use of his opportunities or that he has failed to give satisfaction, the Appointing Authority may revert him to the post held substantively by him immediately preceding his appointment provided he holds a lien thereon or in other cases may discharge or terminate him from service; Provided that the Appointing Authority may, if it so thinks fit in any case or class of cases extend the period of probation of any member of Service by a specified period not exceeding two years in case of person appointed to a post in the Service by direct recruitment and one year in the case of person appointed by promotion #^{“/special selection”} to such post.”

⁺Provided further that the Appointing Authority may, if it so thinks fit in case of persons belonging to Scheduled Caste or Scheduled Tribes, as the case may be, extend the period of probation by a period not exceeding one year at a time and a total extension not exceeding three years.

(2) Notwithstanding anything contained in the above proviso, during the period of probation, if a probationer is placed under suspension, or disciplinary proceedings are contemplated or started against him the period of his probation may be extended till such period the Appointing Authority thinks fit in the circumstances.

(3) A probationer reverted or discharged from Service during or at the end of the period of probation under sub-rule (1) shall not be entitled to any compensation.” vide Notification No. F. 7(2)DOP/A-II/2005, dated 13-06-2008.

* Substituted for “²⁸. Unsatisfactory progress during probation - (1) If it appears to Government at any time during or at the end of the period of probation that a member of the Service has not made sufficient use of his opportunities or that he has failed to give satisfaction, Government may revert him to the post substantively held by him immediately preceding his appointment to the Service, provided he holds a lien thereon, or in other case, may remove him from Service.

Provided that Government may extend the period of probation of any member of the Service by a specified period not exceeding one year.

(2) A probationer reverted or removed from service during or at the end of the period of probation under sub-rule (1), shall not be entitled to any compensation.” vide Notification No. F. 1(35) Karmik/Ka-II/74, dated 4-05-1977.

Added vide Notification No. F. 1(35)Karmik/Ka-II/74, dated 3-08-1977.

+ Added vide Notification No. F. 7(6)DOP/A-II/77, dated 26-10-1977 effective from 1-01-1973.

@29A.- Notwithstanding anything contained in rule 29, a probationer shall be confirmed in his appointment at the end of his period of probation even if the prescribed Departmental Examination/Training/Proficiency Test in Hindi, if any, are not held during the period of probation laid down in the rules provided:-

- (i) he is otherwise fit for confirmation and the
- (ii) period of probation expires before the date of publication of this amendment in the Rajasthan Rajpatra.

#30. Pay during probation.- A Probationer trainee appointed to the service by direct recruitment, shall be paid monthly fixed remuneration during the period of probation at such rates as may be fixed by the Government from time to time.

¹Provided that an employee having been regularly selected as per provisions of recruitment rules in the Government service may be allowed emoluments in his/her own pay scale in the existing pay scale of the post during service as probationer trainee or fixed remuneration of the new post, whichever is advantageous to him/her.

²31. Deleted.

32. Criteria for crossing efficiency bar.- No member of the Service shall be allowed to cross the efficiency bar unless in the opinion of Government he has worked satisfactorily and his integrity is unquestionable.

PART VII Other Provisions

33. Regulation of leave, allowances, pensions etc.- Except as provided in these Rules, the pay, allowances, pension, leave and other conditions of service of the members of the Service shall be regulated by :-

- (1) The Rajasthan Travelling Allowance Rules, 1949 as amended up-to-date;
- (2) The Rajasthan Civil Services (Unification of Pay Scales) Rules, 1950, as amended up-to-date;
- (3) The Rajasthan Civil Services (Rationalization of Pay Scales) Rules, 1956, as amended up-to-date;

[@] Inserted vide Notification No. F. 1(12)Apptt./A-II/68 Part V, dated 17-10-1970.

[#] Substituted for ⁰“30. The initial pay of a person appointed by direct recruitment to a post in the Service/Cadre shall be minimum of the scale of pay of the post” vide Notification No. F. 7(2)DOP/A-II/2005 dated-20-01-2006.

⁰ Substituted for “30 scale of pay.- The scale of monthly pay to a person appointed to a post in the Service shall be such as may be admissible under the Rules referred to in rule 33 or as may be sanctioned by Government from time to time.” vide Notification No. F. 1(15)Apptt./A-II/67, dated 06-02-1969.

¹ Substituted for “ Provided that the pay of a person already serving in connection with the affairs of the State shall be fixed in accordance with the provisions of the Rajasthan Service Rules, 1951.” vide Notification No. F. 7(2)DOP/A-II/2005, dated 13-06-2008.

² Deleted *³31. Increment during probation.- A probationer shall draw increment, in the scale of pay admissible to him in accordance with the provisions of the Rajasthan Service Rules, 1951.” vide Notification No. F. 7(2)DOP/A-II/2005 dated-20-01-2006.

^{*} Substituted for “31. Increments during probation.- A probationer shall draw increments in the scale of pay admissible to him during the period of probation as they accrue; provided that if the period of probation is extended on account of failure to give satisfaction, such extension shall not count for increments unless the authority granting the extension directs otherwise.” vide Notification No. F. 3(11)Appts./A-II/58, Part IV, dated 16-10-1973.

(4) The Rajasthan Civil Services (Classification, Control and Appeal) Rules, 1958, as amended up-to-date;

(5) Rajasthan Service Rules, 1951 as amended up-to-date;

[@](6) The Rajasthan Civil Services (Revised Pay) Rules, 1961; and

[#]Any other rules governing general conditions of services made by the appropriate authority under the proviso to Article 309 of the Constitution of India and for the time being in force.

§34. Power to relax rules.- In exceptional cases where the Administrative Department of Government is satisfied that operation of the rules relating to age or regarding requirement of experience for recruitment cases under hardship in any particular case or where the Government is of opinion that it is necessary or expedient to relax any of the provisions of these rules with respect to age or experience of any persons, it may with the concurrence of the Department of Personnel and Administrative Reforms and in consultation with the Commission by orders dispense with or relax to relevant provisions of these rules to such extent and subject to such conditions as it may consider necessary for dealing with the case in a just and equitable manner, provided that such relaxation shall not be less favorable than the provisions already contained in these rules. Such cases of relaxation shall be referred to the Rajasthan Public Service Commission by the ^βAdministrative Department concerned.

[¥] Provided that relaxation in the prescribed period of service or experience under these rules shall only be granted to be extent of 1/3 period of the service or experience prescribed for promotion to the any post before holding the meeting of the Departmental Promotion Committee.

[£] Provided further that where the prescribed period of experience for promotion to any post is less than 6 years, a committee headed by the Chief Secretary comprising of Principal Secretary Finance, Principal Secretary/Secretary Department of Personnel and Principal Secretary/Secretary of the Administrative Department, may consider the cases where forty five percent or more posts are vacant. The committee is empowered to suggest the quantum of relaxation in experience which may be granted in such cases to address the issue of large number of vacancies in promotional posts subject to condition that such relaxation in experience shall not be more than two years.

[%] Provided also that in case vacant post cannot be filled by promotion for want of prescribed experience on the lower post or experience of service or both, as the case may be, for the year 2023-24, a relaxation up to two years in experience of the lower post of experience of service or both, as the case may be, shall be given to fill vacant post. However where the experience prescribed for promotion is two years, relaxation shall be given for one year only. No one shall be promoted during the period of probation.

[@] Added vide Notification No. F. 21(4)Appts.(C)/55, dated 30-01-1973.

[#] Substituted for “any other rules, made by the appropriate authority under the proviso to Article 309 of Constitution of India for the time being in force.” vide Notification No. F. 1(15)C Appts.(D)/60, dated 28.03.1961.

^{\$} Added vide Notification No. F. 11(2)DOP/A-II/75 dated 27-12-1978.

^β Substituted for “Department of Personnel and Administrative Reforms, (Department of Personnel-A-Group-II).” vide Notification No. F. 11(2)DOP /A-II/75 dated 18-08-1982.

[¥] Added vide Notification No. F. 7(3)DOP/A-II/95, dated 18.02.1998.

[£] Added vide Notification No. F. 7(3)DOP/A-II/95 Pt. dated 18.07.2017.

[%] Added vide Notification No. F. 7(4)DOP/A-II/2023-04341 dated 15.05.2023.

SCHEDULE

Order regarding representation of Scheduled Castes and Scheduled Tribes in Public Service (vide Order No. F.25 (42)G.A.(A)/51, dated 19th September, 1951 as amended vide G.A.D. Order No. D.9692/F. 4(8)G.V.(A)56, dated the 27th July, 1956.

(See Rule 8)

In accordance with the provision of Article 335 of the Constitution of India, the Government of Rajasthan have been pleased to direct that:-

- (1) There shall be general reservation of 12 1/2% of the vacancies for members of the Scheduled Castes and Scheduled Tribes in making appointments to the Services and posts which are filled by direct recruitment.
- (2) The same percentage of recruitment may be followed in respect of the members of the Scheduled Castes and Scheduled Tribes till the ultimate percentage of reservation fixed by the Government is reached.
- (3) In the event of non-availability of a sufficient number of candidates against Scheduled Castes and Scheduled Tribes in a particular year, vacancies need not be kept reserved and should be filled in accordance with the normal procedure, but the deficiency of the previous year may be made good in subsequent year if candidates are available. In the case candidates are not available in the second year, vacancies reserved will be filled by other candidates and the reservation on account of the deficiency shall not be carried forward for more than one year.
- (4) Minimum qualification prescribed for any post will not be lowered with a view to accommodation any candidate belonging to the Scheduled Castes and Scheduled Tribes.
- (5) The Maximum age-limit prescribed for direct recruitment in various services and posts may be extended by five years in the case of the candidate belonging to the Scheduled Castes and Scheduled Tribes.

1“Deleted”.

1 Deleted @ “Schedule (See Rule 16A) Syllabus for competitive examination:-
A candidate for recruitment to the service must take all the compulsory subjects and any two of optional subjects listed below. The time allowed for each paper shall be three hours:-

(1) Compulsory Subject		Marks
1.General Hindi	One paper	
(i) General Hindi	100 marks	200
(ii) Essay in Hindi	100 marks	
2.General English	One paper	200
(i) General Hindi	100 marks	
(ii) Essay in Hindi	100 marks	
3. General Knowledge and Every day Science		200
(2) Optional Subjects		
1.Law		200
2.Sociology		200
3.PublicAdministration		200
4.Economics I		200
5.Economics II		200
6.Political Science		200
7. Indian Constitutional History and Law		200
8. Law relating to Labour Welfare & Problems.		200

1. Such of the candidates as qualify in the written test shall be required to appear for the personality and viva Voce examination which carry 100 marks.

2. Candidate who have obtained a minimum of 35% marks in each compulsory subject *(except General Hindi and General English) and a minimum of 40% marks in the aggregate for the written test shall be considered to have obtained qualifying marks at the examinations. The commission may in its discretion award grace marks up to one in each of the compulsory paper’s and up to three in the aggregate candidates who obtain such minimum qualifying marks in the written examination as may be fixed by the Commission in their discretion shall be summoned by them for interview. The Commission shall award marks to each candidate interviewed by them. In interviewing the candidates, besides awarding marks in respect of character, personality, address and physique marks shall also be awarded for the candidates proficiency in any one of the Rajasthan dialects and his knowledge of social customs of Rajasthan. The marks so awarded shall be added to the marks obtained in the written test by each such candidate.

3. The Commission shall not recommend any candidate for either services who has failed to obtain a minimum of 45% marks in the aggregate.

4. The standard of the papers will be that of a degree examination of the University of Rajasthan. The scope of papers in each subject will be as given for the respective subjects in schedule-III of the Rajasthan State and Subordinate Service (Direct Recruitment by Combined Competitive Examination) Rules, 1962 which is meant for general guidance of the candidate and is not intended to be exhaustive.

The Scope of paper for the optional paper No. 8 “Law relating to Labour Welfare and Problems” shall be as follows:-

1. Motor Transport Worker Act, 1961.
2. Beedies & Sigar Workers (Conditions of Employment) Act. 1966.
3. Contract Labour (Regulation & Abolition) Act, 1965.
4. Inter State Migrant Workers Act, 1980.
5. Factories Act 1948 and knowledge of provisions of security, Health and Welfare and General Labour Welfare.
6. All papers unless specifically required, shall be answered in Hindi or in English but not candidate shall be permitted to answer any one paper partly in Hindi and partly in English unless specifically allowed to do so.
7. If a candidate’s handwriting is not easily legible, a deduction will be made on this account from the total marks otherwise accruing to him.
8. Credit will be given for orderly, effective and exact expression combined with due economy of words in all subjects to the examination.” vide Notification No. F. 1(22)DOP/A-II/84 dated 28-03-2013.

@ Added vide Notification No. F. 5(12)DOP/A-II/81, dated 21-12-1986.

* Inserted vide Notification No. F. 5(12)DOP/A-II/81, dated 02-08-1989.

By Order of the Governor,

sd/-

(M. MUKERJI)

Special Secretary to Government