

F.No.A-12024/1/2022-Estt./
NATIONAL HUMAN RIGHTS COMMISSION
Manavadhikar Bhawan, GPO Complex, 'C' Block, INA,
New Delhi - 110023

Dated, the 25th January, 2022

ENGAGEMENT OF JUNIOR LEGAL & RESEARCH CONSULTANTS (JLRCs) ON SHORT TERM CONTRACT BASIS IN THE NATIONAL HUMAN RIGHTS COMMISSION

The National Human Rights Commission intends to prepare a panel for engagement of **Junior Legal and Research Consultants (JLRCs)**. Law Graduates, who are well conversant with the provisions of the Protection of Human Rights Act, 1993 as well as the procedural regulations framed there under. The work shall include scrutiny of complaints, drafting of proceedings, and any other related work in respect of assigned subjects.

2. The engagements are not against any regular post and shall be for short duration on need basis on consolidated lump-sum contractual payment. The candidates will have no right to claim for continuation or for regular employment in the Commission.

3. The eligibility criteria, consolidated remuneration and other conditions of the contractual engagement are given hereunder-

Eligibility criteria	Essential qualifications shall be Graduate Degree in Law from National Law School of India University (NLSIU) and other Law Schools and Colleges of the country equivalent in length and intensity with a minimum of 70% marks.
Age limit	Maximum 30 years of age as on the last date of receipt of application.
Period of short term contract	Initially for a period of one year , and thereafter extension can be granted based on the performance.
Remuneration	Each JLRC should be registered at-least 300 complaints in a month. Remuneration shall be paid on the basis of scrutiny of complaints by the JLRCs in the following manner – i) Rs.36000/- per month for 300-399 complaints in a month ii) Rs.60000/- per month for 400-499 complaints in a month iii) Rs.75000/- per month for 500 & more complaints in a month iv) Rs.100/- per complaint for less than 300 in a month. v) In case any JLRC register less than 300 complaints in two consecutive months during the period of contract, his/her engagement shall be terminated without any prior notice.
Method of Selection	The selection shall be on the basis a personal interview of the eligible candidates by a Selection Committee.

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4. Other Terms and Conditions for engagement of Junior Legal & Research Consultants (JLRCs) on short term contract basis in the Commission are -

- i. A candidate should not have been involved in any criminal case, whether convicted or against whom criminal case is pending. A declaration in this behalf shall be made by the candidate.
- ii. **During the period of engagement, selected candidates have to stay at Delhi and should have laptop & internet connection.**
- iii. The engagement is purely on temporary basis and shall not confer any claim for regular appointment in the Commission on account of this temporary assignment.
- iv. The candidate shall not be entitled for any benefit like Provident Fund, Medical Attendance, LTC, reimbursement of telephone/newspaper bills etc. which are admissible to the regular employees of the Commission.
- v. The rules and regulations with regard to discipline, conduct, punctuality etc., applicable to the regular employees of the Commission shall also be applicable on you during the period of the contractual engagement.
- vi. Selected candidate shall not accept any other assignment during the term of assignment in the Commission.
- vii. During the period of engagement candidate shall be entitled to **one day paid leave** for each completed month, apart from Govt. holidays and weekends. **Accumulation of leave beyond a calendar year may not be allowed.** Leave cannot be claimed as a matter of right. Leave will not be allowed for more than 10 days at a time subject to discretion of the competent authority and circumstances/requirement of work of that time. **In case of leave in excess of one day per month, deduction on pro-rata basis would be made from the lump sum contractual amount payable to him/her.**
- viii. The engagement of the Consultant will be on full time basis. Normal working hours will be from 09.30 to 18.00 hrs. for 5 days in a week. Working hours are subject to change from time to time. Saturdays/Sundays will be closed holidays. In exigencies, the Consultant may be required to work beyond office hours and/or on closed holidays. No extra allowance or remuneration for such work will be admissible.
- ix. Selected candidate shall maintain devotion to duty and a high standard of moral during the term of assignment. He/she shall also maintain a high standard of reputation and integrity commensurate with the responsibilities entrusted to him/her. He/she shall maintain utmost secrecy in respect of matters which come to his/her notice by virtue of the assignment and shall ensure that no information, document or any other thing is leaked out because of mishandling of papers or his/her interaction with any other person, or in any manner. He/she shall not disclose any fact which comes to his/her knowledge on account of such official attachment even after completion of term of assignment.
- x. A formal agreement is to be executed by the selected candidate as a token of acceptance of the terms and conditions of the engagement.

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- xi. Both sides can terminate the contract with one month notice or payment of one-month contractual pay. One month notice or payment of one-month contractual pay is not applicable in case of termination due to indiscipline, non-punctuality and performance not found satisfactory.
- xii. The Commission at its own discretion may amend any terms & conditions of the contract with one month's advance notice.

5. Eligible and interested candidates may send their application in the enclosed prescribed proforma at **Annexure-A, by post or by hand** to the **Under Secretary (Estt.)**, National Human Rights Commission, Manav Adhikar Bhawan, 'C' Block, GPO Complex, New Delhi – 110023 and **through e-mail at nhrcestt@nic.in, within 30 days from the date of publication of the Advertisement in newspaper.** Applications received after the due date shall not be considered.

6. **The incomplete applications or applications not in the prescribed proforma and applications received the applicants who do not meet any of the the eligibility criteria on the last date of receipt of the application, shall be summarily rejected.** The applications shall include a copy of each of certificate showing date of birth and educational qualifications and one passport size photograph. Wherever percentage of marks obtained are shown in CGPA/SGPA/FGPA/CPI or any other method, documentary proof of norms adopted by the Institute/University to convert the same to percentage needs to be submitted.

7. Details of the short-listed candidates for the personal interview shall be displayed in the website of the Commission <https://nhrc.nic.in/>. In case number of applicants is higher, the **Commission reserves the right to short-list the candidates on the basis of the marks obtained by them in the Graduate Degree in Law.**

8. The short-listed candidates should bring attested copies of (i) Identity Card (PAN Card/ Aadhar Card/Voters ID Card/ Driving Licence/ passport etc.), and (ii) certificate showing date of birth and educational qualifications. In the event of selection, their engagement shall be subject to verification of all original documents.

9. No TA/DA shall be paid for attending the Walk-in-interview.

10. **The Commission reserves the right to discard all/any application without assigning any reason, at any point.**


(Arun Kumar Tewari)
Under Secretary (Estt.)
nhrcestt@nic.in
011-24663280

Encls. : Proforma

Annexure-A

FORMAT OF APPLICATION FOR ENGAGEMENT AS JUNIOR LEGAL & RESEARCH CONSULTANTS ON SHORT TERM CONTRACT BASIS IN THE NATIONAL HUMAN RIGHTS COMMISSION.

Paste recent
passport size
photograph

Name -

Date of Birth -

Present Address -

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Mobile No. / Email ID -

Educational qualifications:-

Sr.No.	Course	Subjects covered	University with years of passing	% age

Professional qualification, if any -

Any other information -

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Date

(Signature with name)

Enclose copy of certificate showing date of birth and educational qualifications (Graduate degree in Law)

(Separate sheets may be used where ever required)