

**F.No.A-12024/1/2023-Estt./**  
**NATIONAL HUMAN RIGHTS COMMISSION**  
Manavadhikar Bhawan, GPO Complex, 'C' Block,  
INA, New Delhi - 110023

Dated, the 1<sup>st</sup> November, 2024

**Hiring of Senior Consultant (Research) and/ or Consultant (Research) in the  
National Human Rights Commission**

The National Human Rights Commission intends to prepare a panel for hiring of services of “**Senior Consultant (Research) and/ or Consultant (Research)**”, who have knowledge and aptitude for research and practical experience in dealing with human rights issues. The work shall include research, analysis of data and other material, preparation of reports/ status papers, notes, briefs, preparation of the minutes of the meetings, conducting of seminars and workshops; follow up actions, modules for training and any other related work in respect of assigned subjects.

2. The hiring of consultancy services is for short duration on need basis on a consolidated lump-sum monthly remunerations. The candidates will have no right to claim for continuation or for regular employment in the Commission on the basis of such consultancy.

3. The eligibility criteria, consolidated remuneration and other conditions of the hiring of the consultancy services are given as under-

**I. For Hiring of consultancy services of retired Govt. officers :-**

<b>Particulars</b>	<b>Senior Consultant (Research)</b>	<b>Consultant (Research)</b>
<b>Eligibility criteria</b>	<p>(i) The Applicant should be a retired officer in the Level-12 and above of Pay Matrix, from the Central Government, the State Government, Union territories, autonomous or statutory organizations, Public Sector Undertakings, Universities or recognized Research Institutions etc.</p> <p>(ii) The Applicant should possess Masters degree in Political Science/ Sociology/ Social Work/ Economics/ Human Rights/ Psychology/ Population Studies or Criminology from a recognized University.</p>	<p>(i) The Applicant should be a retired officer in the Level-11 and above of Pay Matrix, from the Central Government, the State Government, Union territories, autonomous or statutory organizations, Public Sector Undertakings, Universities or recognized Research Institutions etc.</p> <p>(ii) The Applicant should possess Masters degree in Political Science/ Sociology/ Social Work/ Economics/ Human Rights/ Psychology/ Population Studies or Criminology from a recognized University.</p>

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	<p>(iii) 05 years' proven research experience in any of the above subjects in a recognized Institution or University.</p> <p>(iv) Proficiency in use of Computers (Word, Excel, PowerPoint etc.).</p> <p>Desirable : Ph.D or LLM from any recognized University.</p>	<p>(iii) 03 years' proven research experience in any of the above subjects in a recognized Institution or University.</p> <p>(iv) Proficiency in use of Computers (Word, Excel, PowerPoint etc.).</p> <p>Desirable : LLM or LLB from any recognized University.</p>
Age limit	The applicant should not be more than <b>62 years of age</b> on the last date of submission of application.	
Consultancy Fee/ Remuneration	A fixed consultancy fees shall be paid, should be arrived at by deducting the Basic Pension from the Pay drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged for the term of the contract. There will be no annual increment/ percentage increase during the contract period. No increment and Dearness Allowance shall be allowed during the term of the Contract. No HRA shall be admissible. An appropriate and fixed amount as Transport Allowance for the purpose of commuting between the residence and the place of work shall be allowed not exceeding the rate applicable to the hired consultant at the time of his/her retirement from the Government Service.	

**II. For Hiring of consultancy services of other candidates :-**

Particulars	Senior Consultant (Research)	Consultant (Research)
Eligibility criteria	<b>Ph.D</b> in Social Science preferably in Political Science, International relations, Social work, human rights etc. from any recognized University.	<b>LLM or Post Graduate</b> in Social Science preferably in Political Science, International relations, Social work, human rights etc. from any recognized University with minimum <b>60% marks</b>
Experience	<b>Ten years Research Experience</b> in any of the subjects given above from a Recognized Institution or University which may include Experience of working in any UN organization for a minimum period of 03 years.	<b>Five years Research Experience</b> in any of the subjects given above in a Recognized Institution or University

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Age limit	<b>Maximum 50 years</b> of age as on the last date of receipt of application.	<b>Maximum 45 years</b> of age as on the last date of receipt of application.
Consultancy Fee/ Remuneration	<b>Rs.1,00,000/-</b> per month without any dearness or other allowances.	<b>Rs.85,000/-</b> per month without any dearness or other allowances.

4. Other Terms and Conditions for hiring of services of **“Senior Consultants (Research) and Consultants (Research)”** in the Commission, are as under:–

- (i.) That, the selected candidate/es shall be hired initially for a period of two years, and thereafter extension can be granted based on their performance.
- (ii.) During the period of hiring, selected candidates have to stay at Delhi and should have a laptop & internet connection for functional requirements.
- (iii.) 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.
- (iv.) That, the hiring of consultancy services are purely on temporary basis and shall not confer any claim for regular appointment in the Commission on account of this temporary arrangement.
- (v.) That, the work shall include research, analysis of data and other material, preparation of reports/status papers, notes briefs, minutes preparations for seminars and workshops, follow up actions etc. and any other related work as assigned by the Commission relating to various subjects from the perspective of emerging human rights issues.
- (.vi.) That, the candidate/es 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.
- (vii.) The rules and regulations with regard to discipline, conduct, punctuality etc., applicable to the regular employees of the Commission shall also be applicable to the hired consultants during the period of the their consultancy.
- (viii.) That, selected candidate shall not accept any other assignment during the term of assignment in the Commission. *h*

(ix.) That, during the period of the consultancy, candidate/es shall be entitled to one and a half day paid leave for each completed month, apart from Govt. holidays and weekends. Accumulation of leave beyond a calendar year may not be allowed. In case of leave in excess of one and half day per month, deduction on Pro-Rata basis would be made from the lump sum admissible amount payable to the hired consultant/s.

(x.) The hiring 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 hired 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.

(xi.) That, selected candidate shall maintain devotion to duty and a high standard of moral during the term of such 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 your deliberations with other, or in any manner. He/she will not disclose any fact which comes to his/ her knowledge on account of such official attachment even after completion of term of assignment.

(xii.) That, the hiring as "Senior Consultants (Research) and Consultants (Research)" in the Commission will be subject to review of his/her performance on periodical basis and can be terminated without assigning any reason whatsoever.

(xiii.) That, a formal agreement is to be executed by the selected candidate as a token of acceptance of the terms and conditions of such hiring of services.

(xiv.) Both sides can terminate the terms and conditions of such hired consultancy services with one month prior notice or payment of one-month remunerations. One month notice or payment of one-month contractual pay is not applicable in case of termination due to indiscipline, unpunctuality and unsatisfactory performance.

(xv.) The Commission holds the sole discretion to amend any terms & conditions of the hired consultancy services without any prior notice.

5. Eligible and interested candidates may apply online on the link <https:hrcnet.nic.in/job/candidate/Register.aspx> provided on the website of the National Human Rights Commission [www.nhrc.nic.in](http://www.nhrc.nic.in) by 01.12.2024. *h*

6. 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 attached.

7. The selection shall be on the basis a personal interview of the eligible candidates by the Selection Committee. Details of the short-listed candidates for the personal interview shall be displayed on the website of the Commission nhrc.nic.in subsequently. In case number of candidates is higher, the Commission reserves the right to short list the candidates.

8. In case, the number of candidates is higher, the Commission shall reserve the right to short list the candidates for interview on the basis of higher educational qualification or research experience etc. Further, the Commission shall also reserve the right to cancel/ withdraw the notice or reject all/ any of the applications, at any time, without assigning any reasons.

9. No TA/ DA shall be paid for attending the Interview.

  
(Sanjay Kumar)  
Under Secretary (Estt)