

Dated, the 2nd February, 2022

ENGAGEMENT OF SENIOR RESEARCH CONSULTANTS(SRCs), RESEARCH CONSULTANTS(RCs) AND JUNIOR RESEARCH CONSULTANTS (JRCs) ON SHORT TERM CONTRACT BASIS IN THE NATIONAL HUMAN RIGHTS COMMISSION

The National Human Rights Commission intends to prepare a panel for engagement of "**Senior Research Consultants(SRCs), Research Consultants(RCs) and Junior Research Consultants(JRCs)**" on short term contract basis, 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, minutes preparation, seminars and workshops; follow up actions, modules for training 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-

	SRCs	RCs	JRCs
Eligibility criteria	Ph.D in Social Science preferably in Political Science, International relations, Social work, human rights etc. from any recognized University.	LLB or Post Graduate in Social Science preferably in Political Science, International relations, Social work, human rights etc. from any recognized University with minimum 70% marks	LLB or Post Graduate in Social Science preferably in Political Science, International relations, Social work, human rights etc. from any recognized University with minimum 60% marks
Minimum past experience	Fifteen years Research Experience 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 five years	Ten years Research Experience in any of the subjects given above in a Recognized Institution or University	NIL
Age limit	Maximum 56 years of age as on the last date of receipt of application.	Maximum 45 years of age as on the last date of receipt of application.	Maximum 30 years of age as on the last date of receipt of application.
Remuneration	Rs.1,00,000/- per month without any dearness or other allowances.	Rs.75,000/- per month without any dearness or other allowances.	Rs.60,000/- per month without any dearness or other allowances.


2/2/22

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4. Other Terms and Conditions for engagement of **Senior Research Consultants(SRCs), Research Consultants(RCs) and Junior Research Consultants(JRCs)** on short term contract basis in the Commission, are –

- i. That, the selected candidate shall be engaged initially for a period of one year, and thereafter extension can be granted based on their performance.
- ii. **During the period of engagement, selected candidates have to stay at Delhi and should have laptop & internet connection.**
- 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 engagement is purely on temporary basis and shall not confer any claim for regular appointment in the Commission on account of this temporary assignment.
- 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 selected candidate should publish at-least two research papers in reputed journals on Human Rights per year during their tenure in the Commission.
- vii. That, 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.
- viii. 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.
- ix. That, selected candidate shall not accept any other assignment during the term of assignment in the Commission.
- x. That, 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.**
- xi. 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.
- xii. That, 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 you. He/she shall maintain utmost secrecy in respect of matters which come to your 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 your knowledge on account of such official attachment even after completion of term of assignment.

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A handwritten signature in blue ink, followed by a horizontal line and the date '2/2/22' written below it.

- xiii. That, a formal agreement is to be executed by the selected candidate as a token of acceptance of the terms and conditions of the engagement.
- xiv. 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, un-punctuality and performance not found satisfactory.
- xv. It's discretion of the Commission to amend any terms & conditions of the contract with one month notice period.

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 nhrcestdt@nic.in**, **within 30 days from the date of publication of the Advertisement in the newspaper**. Applications received after the due date shall not be considered.

6. The incomplete applications or applications not in the prescribed proforma and who have yet to complete the course, 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 % age 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. 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 in 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 on the basis of marks obtained.

8. The short-listed candidates should bring attested copies of (i) Identity Card (PAN Card/ Aadhar Card/Election ID Card/DL etc.), (ii) certificate showing date of birth and educational qualifications and (iii) one passport size photograph while attending the interview. 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 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.)
nhrcestdt@nic.in
011-24663280

Encls. : Proforma

Annexure-A

Paste recent
passport size
photograph

APPLIED FOR THE
ENGAGEMENT AS - _____

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 -

Working experience in Research & human Rights related issues/ working in Govt. organization/ Research Institutions etc. -

Internships done -

Any other information -

Date

(Signature with name)

(Separate sheets may be used where ever required)