

केंद्रशासितप्रदेशलद्दाखकाप्रशासन
उच्च शिक्षा विभाग
सिविलसचिवालय, लद्दाख



THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH,
HIGHER EDUCATION
DEPARTMENT
CIVIL SECRETARIAT, LADAKH.

ई-मेल/Email: undersecretaryheutl@gmail.com

दूरभाष/Phone No: 01982-258365

Dated: 24.03.2026

File No: M-17031(11)/11/2025-HR EDU SECTION-Part(1)/858-60

OFFICE MEMORANDUM

Subject Inviting comments of the stakeholders on the draft Recruitment Rules for the gazetted post of Associate Professor in the Constituent Colleges of Higher Education Department UT of Ladakh.

In pursuance of DoP&Ts OM No.AB-14017/61 dated 13.10.2015 regarding uploading of draft proposals for framing of Recruitment Rules on the official website and calling for comments, the draft Recruitment Rules for the post of **Associate Professor (177 post)**, in Constituent Colleges of Higher Education Department UT of Ladakh (copy enclosed), are hereby uploaded on the official website of the Administration of Union Territory of Ladakh (ladakh.nic.in) for inviting comments from the stakeholders.

Before finalizing the Recruitment Rules in consultation with UPSC, comments, if any, are invited from all the stake holders, within a period of 07 days from the date of publication of the draft Recruitment Rules on the official website.

The comments may be sent by e-mail at undersecretaryheutl@gmail.com or by post to the following address: Ms. Huma Khan, Under Secretary, Higher Education Department, Ground Floor, Civil Secretariat, Ladakh, Leh-194101, by 30th March, 2026.

The comments received within the specified period shall be considered as per rules/instructions.

Encl: A/A

**Huma Khan, JKAS/ हुमा खान, जे.के.ए.एस.
Under Secretary/ अवर सचिव
Higher Education Dept./उच्च शिक्षा विभाग**

Copy to:

1. Joint Director, Information & Public Relations, Ladakh for circulation to give wide publicity among the stakeholders.

2. Technical Director, NIC, Ladakh with the request to upload the Draft Recruitment Rules on the website of UT Ladakh.
3. PA to Administrative/Secretary Higher Education Department for the information of the Administrative/Secretary.



The Administration of
Union Territory of Ladakh
Higher Education
Department

File No.

फ़ोन/फैक्स नं **Phone No:**
ईमेल **Email:** secy-hghedu@ladakh.gov.in

यूटी सचिवालय, लेह/ **UT Secretariat, Leh**
Dated:

NOTIFICATION
Ladakh, the March, 2026

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Government of India Ministry of Home Affairs, New Delhi Notification No. S.O. 5088(E), dated 1st November, 2022 and in supersession of all earlier notification on the subject matter, the Lieutenant Governor (Administrator) of Union territory of Ladakh, hereby makes the following rules regulating the method of recruitment to the post of Associate Professor (Academic Level-13A) in the Constituent Colleges of Ladakh Higher Education Department, namely:—

- 1. Short title and commencement. —** (1) These rules may be called the Associate Professor (Academic Level-13A) in the Constituent Colleges, Ladakh Higher Education Department Recruitment Rules, 2026.
(2) These rules shall come into force from the date of their publication in the Official Gazette.
- 2. Number of posts, classification and Level in the Pay Matrix. —**
The number of said posts, its classification and Level in the Pay Matrix attached thereto shall be as specified in column (2), (3) & (4) of the Schedule annexed hereto.
- 3. Method of recruitment, age limit, other qualifications. —**
The method of recruitment to the said post, age limit, qualifications and other matters relating to said posts shall be as specified in columns (5) to (13) of the Schedule annexed hereto.
- 4. Provision for Resident Criteria for appointment by direct recruitment. —**
The eligibility for appointment will be subject to residency requirements prescribed in any Act, Rule, Regulation or Order in force in the Union territory of Ladakh.

- 5. Disqualification. —** No person, —
(a) who has entered into or contracted a marriage with a person having a spouse living;
OR
(b) who having a spouse living, has entered into or contracted a marriage with any person(s) shall be eligible for appointment to the said post.

Provided that, the Lieutenant Governor (Administrator), Union territory of Ladakh may, if satisfied that such marriage is permissible under the personal law, applicable to such person(s) and the other party to the marriage or there are other grounds for so doing, exempt any person from the operation of these rules.

6. Power to relax. — Where the Lieutenant Governor (Administrator), Union territory of Ladakh, is of the opinion that, it is necessary or expedient to do so, he may, by order for reasons to be recorded in writing and in consultation with UPSC, relax any of the provisions of these rules with respect to any class or category of person(s).

7. Savings. — Nothing in these rules shall affect reservations, relaxation in age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, and the other special categories in accordance with Rules, instructions or orders issued by the Administration of Union territory of Ladakh.

By order and in the name of the Lieutenant Governor, Ladakh.

Sd/-
(Bhanu Prabha, IAS)
Administrative Secretary
Higher Education Department

Copy to the: -

1. Secretary, Union Public Service Commission.
2. Joint Secretary (Jammu, Kashmir & Ladakh), Ministry of Home Affairs, Government of India.

Copy also to the: -

1. All Administrative Secretaries.
2. Secretary to Lieutenant Governor.
3. Administrative Secretary, General Administration Department.
4. Deputy Commissioners/CEOs, LAHDC, Leh/Kargil.
5. All Heads of the Departments.

6. Joint Director, Information.
7. Technical Director, NIC, Leh.
8. Superintendent, Archives, Archaeology & Museums.
9. Pvt. Secretary to Chief Secretary, Ladakh for information of the Chief Secretary.
10. Pvt. Secretaries to Chairman/Chief Executive Councilor, LAHDCs, Leh/Kargil for information of the Hon'ble CECs.
11. Order/Stock file.

Under Secretary
Higher Education Department

SCHEDULE

RECRUITMENT RULES FOR THE POST OF ASSOCIATE PROFESSOR IN LADAKH HIGHER EDUCATION DEPARTMENT

1.	Name of the Post	Associate Professor (Academic Level-13A)				
2.	Number of Post	177 (2026) *Subject to variation dependent on workload				
3.	Classification	General Central Service Group "A" (Non-Ministerial)				
4.	Level of Pay Matrix	Academic Level-13A				
5.	Whether Selection Post or Non-Selection Post.	Selection				
6.	Age limit for Direct Recruits.	Not Applicable				
7.	Educational and other qualifications required for direct recruits.	Not Applicable				
8.	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of promotees.	Not Applicable				
9.	Period of probation, if any	Not Applicable				
10.	Method of Recruitment, whether by Direct Recruitment or by Promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods.	<table border="1"><thead><tr><th>Method</th><th>Percentage</th></tr></thead><tbody><tr><td>Promotion</td><td>100</td></tr></tbody></table>	Method	Percentage	Promotion	100
Method	Percentage					
Promotion	100					
11.	In case of recruitment by promotion/deputation/transfer,	Eligibility:				

<p>grades from which promotion /deputation /transfer, to be made.</p>	<p>1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.</p> <p>2) A Ph.D. degree in subject relevant /allied/relevant discipline.</p> <p>3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.</p> <p>CAS Promotion Criteria:</p> <p>A teacher may be promoted if;</p> <p>i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the</p>
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		<p>last three years of the assessment period as prescribed in Appendix II, Table 1, and</p> <p>ii) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Regulations.</p>
12.	If a D.P.C exists, what is its composition?	<p>Departmental Promotion Committee (DPC): -</p> <ol style="list-style-type: none"> 1. Administrative Secretary Higher Education Department: Member 2. Administrative Secretary GAD: Member 3. Administrative Secretary Social & Tribal Welfare: Member
13.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.	Consultation with UPSC is not necessary.
