

श्रम एवं रोजगार विभाग



LABOUR AND EMPLOYMENT  
DEPARTMENT

F. No.: Secy/L&E/UTL/2026-27/383-91

ई-मेल / e-mail:  
secy.labemp@gmail.com

यूटी सचिवालय / UT Secretariat  
लेह/Leh, Dated the: 22.09, 2026

**OFFICE MEMORANDUM**

**Subject: Inviting comments of stakeholders on the draft Recruitment Rules to the post of Assistant Labour Commissioner under the Administration of Union territory of Ladakh-regarding.**

In the pursuance of DoP&T's OM No. AB-14017/61 dated 13.10.2015 regarding uploading of draft proposals for framing/amendment of Recruitment Rules on the website and inviting comments thereon, the draft recruitment rules for the post of Assistant Labour Commissioner under the Administration of Union territory of Ladakh (copy enclosed) are hereby uploaded on the official website of the Administration of Union territory of Ladakh, i.e., <https://ladakh.gov.in/> for inviting comments from the stakeholders.

2. Before finalization of the Recruitment Rules in consultation with the Union Public Service Commissioner (UPSC), all stakeholders are requested to furnish their comments/suggestions, if any, within a period of 30 days from the date of publication of the draft Recruitment Rules on the official website.

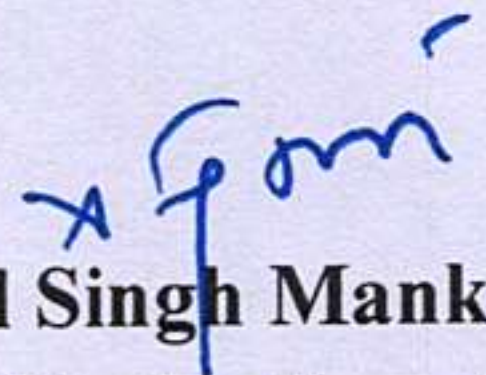
3. The comments/suggestions, if any, may be sent in writing through official correspondence or by e-mail at [secy.labemp@gmail.com](mailto:secy.labemp@gmail.com) or by post to the following address:

Shri. Atul Singh Mankotia,  
Under Secretary,  
Labour & Employment Department,  
UT Secretariat, Leh, Ladakh- 194101.



4. The comments received within the stipulated period shall be examined and considered by the Department before finalization of the Recruitment Rules.

**Encl. As above.**

  
**Shri. Atul Singh Mankotia,**  
**Under Secretary,**  
**Labour & Employment Department.**

**Copy to the:**

1. All Administrative Secretaries, UT of Ladakh,
2. All deputy Commissioners, UT of Ladakh for wide dissemination of the draft recruitment Rules among the concerned stakeholders in their respective districts.
3. All Head of the Departments, UT of Ladakh.
4. Director, NIC, Ladakh for uploading the draft Recruitment Rules on the UT website for wide publicity.
5. Joint Director, Department of Information & Public Relations, UT Ladakh for dissemination of the draft Recruitment Rules through all appropriate means of electronic media.
6. Under Secretary to the Hon'ble Lt. Governor, UT of Ladakh for information of the Hon'ble Lt. Governor, Ladakh.
7. OSD to the Chief Secretary, UT Of Ladakh for information of the Chief Secretary, Ladakh.
8. P.S. to the Administrative Secertary, GAD, UT Ladakh for information of the Administrative Secretary.
9. E-office/Order file



संघ राज्य प्रशासन, लद्दाख

श्रम एवं रोजगार विभाग

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THE ADMINISTRATION OF  
UNION TERRITORY OF LADAKH  
LABOUR AND EMPLOYMENT  
DEPARTMENT

F. No.: *Sery / L & E / UTL / 2026-27 / 383-91*

यूटी सचिवालय / UT Secretariat  
लेह / Leh, Dated the: 22.09, 2026

**NOTIFICATION**  
**Ladakh, the \_\_\_\_ September, 2026**

**S.O.\_\_\_\_,**— 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, Notification No. S.O. 5088(E) dated 01<sup>st</sup> November, 2022, as amended vide S.O. 4992 (E) dated: 9<sup>th</sup> September, 2026 and in supersession of all earlier notifications on the subject matter, the Lieutenant Governor (Administrator), Union Territory of Ladakh hereby makes the following Rules regulating the method of recruitment to the post of *Assistant Labour Commissioner* under the Administration of Union Territory of Ladakh, namely:—

**1. Short title and commencement.** — (1) These rules may be called the *Assistant Labour Commissioner in the Ladakh Administration 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:

*Handwritten signature*



*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, UT of Ladakh**

Sd/-

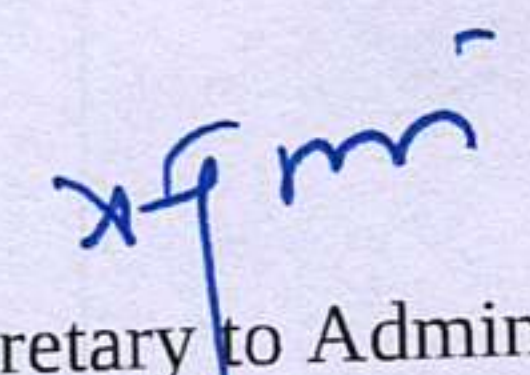
**Administrative Secretary,**  
Labour and Employment Department,  
UT of Ladakh.

**Copy to the: -**

1. Secretary, Union Public Service Commission.
2. Additional 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. Deputy Commissioners/CEOs, LAHDC, Leh/Kargil.
4. All Heads of the Departments.
5. Joint Director, Information.
6. Technical Director, NIC, Leh
7. OSD to the Chief Secretary, UT of Ladakh.
8. Concerned e-file.

  
Under Secretary to Administration.



### SCHEDULE

#### **RECRUITMENT RULES FOR THE POST OF ASSISTANT LABOUR COMMISSIONER IN LABOUR DEPARTMENT, UT OF LADAKH**

|   |                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---|--------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Name of Post                                                       | <b>Assistant Labour Commissioner</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 2 | Number of Post                                                     | 2 (two) 2026*<br>*subject to variation dependent on workload                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 3 | Classification                                                     | General Central Service, Group "B", Gazetted (Non-Ministerial)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 4 | Level of the Pay Matrix                                            | Level - 8 (47600-151100) ( <i>on initial appointment</i> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 5 | Whether Selection Post or Non-Selection Post.                      | Selection                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 6 | Age limit for Direct Recruits.                                     | Not exceeding 30 years.<br><br><i>Note 1:</i> Relaxable for government servants up to 05 years in accordance with the instructions or orders issued by the Central Government.<br><br><i>Note 2:</i> The crucial date of determining the age limit shall be as advertised by UPSC.                                                                                                                                                                                                                                                                                                                       |
| 7 | Educational and other qualifications required for direct recruits. | Postgraduate Degree / Diploma in<br><br>Social Work OR<br><br>Labour Welfare OR<br><br>Industrial Relations OR<br><br>Personnel Management OR<br><br>Master of Business Administration in Personnel Management or Human Resource Management from a recognized University/Institute<br><br>OR<br><br>Integrated Degree in Law (of five-year duration) or Bachelor's Degree in Law from a recognized University / Institute.<br><br><i>Note:</i> Qualifications are relaxable at the discretion of the U.P.S.C, for reasons to be recorded in writing, in the case of candidates otherwise well qualified. |

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|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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.                                                                                                                                      | Two (02) years for direct recruits.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 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. | 50% by direct recruitment.<br>50% by promotion from Labour Officer (Level- 6E in the Pay Matrix) of the Labour & Employment Department having rendered not less 05 (five) years of regular service in the grade rendered after appointment thereto.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 11 | In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made.                                      | <p><b>Promotion</b><br/>From, 50% by promotion from Labour Officer (Level-6E in the Pay Matrix) of the Labour &amp; Employment Department having rendered not less 05 (five) years of regular service in the grade rendered after appointment thereto.</p> <p><i>Note 1:</i> The eligibility list for promotion shall be prepared with reference to the date of completion by the officers of the prescribed qualifying service in the respective grade / post.</p> <p><i>Note 2:</i> Where juniors who have completed their qualifying / eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying / eligibility service by more than half of such qualifying / eligibility service; or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying / eligibility service.</p> <p><b>Deputation (ISTC)</b><br/>From officers under Central / State Governments / UTs / Public Sector Undertaking / Semi – Government / Statutory or Autonomous Organizations:<br/>(a) (i) holding analogous post on regular basis in the parent cadre / department; or<br/>(ii) with 02 (two) years regular service in the Pay Level – 6 in the pay matrix;<br/>and</p> |

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|    |                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                                                                  | <p>(b) possessing the educational qualifications prescribed for Direct Recruits under column (7).</p> <p><i>Note 3:</i> The departmental officers in the feeder category who are in direct line of promotion will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.</p> <p><i>Note 4:</i> Period of deputation (ISTC), including period of deputation (ISTC) in another ex-cadre post held immediately preceding this appointment in the same or some other organization / department of the Central Government shall ordinarily not to exceed three years. The maximum age limit for appointment by deputation (ISTC) shall be not exceeding 56 years as on the closing date of receipt of applications.</p> |
| 12 | If a D. P. C. exists, what is its composition?                                                   | <p><b>Departmental Promotion Committee</b></p> <ol style="list-style-type: none"> <li>1. Chief Secretary: <b>Chairperson</b></li> <li>2. Administrative Secretary, Labour: <b>Member</b></li> <li>3. Deputy Labour Commissioner: <b>Member</b></li> </ol> <p><b>Departmental Confirmation Committee</b></p> <ol style="list-style-type: none"> <li>1. Chief Secretary: <b>Chairperson</b></li> <li>2. Administrative Secretary, Labour: <b>Member</b></li> <li>3. Deputy Labour Commissioner: <b>Member</b></li> </ol>                                                                                                                                                                                                                                                                                                       |
| 13 | Circumstances in which Union Public Service Commission is to be consulted in making recruitment. | Consultation with UPSC is necessary for Direct Recruitment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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