

# **RECRUITMENT RULES**

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## GOVERNMENT OF PUDUCHERRY

## DEPARTMENT OF ART AND CULTURE

( G.O. Ms. No. 12, Puducherry, dated 07th September 2022)

## NOTIFICATION

In exercise of the powers conferred by rule 6 of the Puducherry Institute of Linguistics and Culture (PILC) Rules and Regulations, the Governing Body hereby makes the following rules relating the method of recruitment to Group 'A' post of Director in the Puducherry Institute of Linguistics and Culture.

**1. Short title and commencement.**— (1) These rules may be called the post of Director in the Puducherry Institute of Linguistics and Culture (PILC) Recruitment Rules, 2022.

(2) They shall come into force on and from the date of their publication in the Official Gazette.

**2. Number of post, its classification and Academic Level in the Pay Matrix.**— The number of the said post, its classification and the Academic Level in the Pay Matrix attached thereto, specified in columns (2) to (4) of the Schedule annexed hereto.

**3. Method of recruitment, age-limit and other qualifications.**—The method of recruitment to the said post, age-limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) of the said Schedule.

**4. Disqualifications.**— 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,

shall be eligible for appointment to the said post:

Provided that the Governing Body with the approval of the Hon'ble Lieutenant-Governor, may, if satisfied that such marriage is permissible under the Personal Law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

**5. Power to relax.**— Where, the Governing Body is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing and with the approval of the Hon'ble Lieutenant-Governor, relax any of the provisions of these rules with respect to any class or category of persons.

**6. Saving.**— Nothing in these rules shall affect the reservations, relaxations in upper age-limit and other concessions required to be provided for the Scheduled Castes/Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Government of Puducherry from time to time in this regard.

## SCHEDULE

**RECRUITMENT RULES FOR THE POST OF DIRECTOR IN PUDUCHERRY INSTITUTE OF LINGUISTICS AND CULTURE**

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1. Name of the post : Director
2. Number of post : 1 (one) [2022] subject to variation dependent on work-load
3. Classification : Group-'A'
4. Level in the Pay Matrix : Academic Level-14 in the Pay Matrix.  
Entry Pay ₹ 1,44,200 with special allowance permissible
5. Whether selection post or non-selection post : Selection
6. Age-limit for direct recruits : Not exceeding 50 years (Relaxable for Government servants up to 5 years in accordance with the instructions or orders issued by the Central Government).  
*Note:* The crucial date of determining the age-limit shall be as advertised by the Competent Authority.
7. Educational and other qualifications required for direct recruits. : **A. Essential**
- (i) Ph.D. in Linguistics/Anthropology/Tamil/Folklore
  - (ii) Professor/Associate Professor with a total service/ Experience of at least fifteen years of teaching/ research in Universities, Colleges and other Institutions of higher education.
  - (iii) A minimum of ten Research Publications in peer reviewed or UGC listed journals
  - (iv) A minimum of 110 Research Score as per Appendix-II Table 2 of UGC Regulations, 2018.
- B. Desirable**
- (i) Working knowledge of Tamil
  - (ii) Experience in research guidance with minimum three Ph.D. Awardees.
  - (iii) Experience in Inter-Disciplinary Research
  - (iv) Experience in Editing Research Journals
  - (v) Working knowledge of an additional South Indian language other than mother tongue.
  - (vi) Completion of minor or major project with support of UGC/CICT or equivalent autonomous agency.
  - (vii) Exposure to the handling of computer system.

*Note-1* : The time taken by the candidate to acquire M.Phil., and/or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further, the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment.

*Note-2* : Qualifications are relaxable at the discretion of the Competent Authority for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

*Note-3* : The qualification regarding experience is relaxable at the discretion of the Competent Authority for reasons to be recorded in writing, in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if, at any stage of selection, the Competent Authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : *Age* : No  
*Educational Qualification* : Yes
9. Period of probation, if any : One year for direct recruits
10. Method of recruitment, whether by direct recruitment or by promotion or by deputation or by absorption/ for ex-servicemen/deputation and reemployment percentage of the vacancies to be filled by various methods. : By promotion failing which by deputation failing both by direct recruitment.
11. In case of recruitment by promotion/deputation/ absorption/for ex-servicemen deputation/ reemployment grades from which promotion/ deputation/absorption is to be made. : **Promotion**  
Associate Professor in the Academic Level-13A with three years service in the Grade rendered after appointment thereto on regular basis with a total experience of 15 years of teaching/research/Administration in Universities/ Colleges and other Institutions of higher education.  
*Note:* 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.

**Deputation (ISTC)**

Officers of Central Government/State Government/Union Territories/Universities or Public Sector Undertakings or Recognized Research Institutions or Universities or Semi-Government or Statutory or Autonomous Organizations-

- (a) holding analogous posts on regular basis in the parent Cadre/Department; and
- (b) possessing the educational qualifications and experience prescribed for direct recruits under column (7)

*Note-1* : The Departmental Officers in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment by promotion.

*Note-2*: Period of deputation including the period of deputation in another *ex-cadre* post held immediately preceding this appointment in the same or some other Organization or Department of the Central/State/Union Territory Government shall ordinarily not exceed three years. The maximum age-limit for appointment by deputation shall be not exceeding 56 years as on the closing date of receipt of applications.

12. If, a Departmental Promotion Committee/Recruitment : *Group 'A' Departmental Promotion Committee (for considering promotion) Departmental Confirmation Committee (for considering confirmation) Recruitment Committee—*
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|--------------------------------------------------------------------------------|-------------|
| (1) The Chairman, PILC,<br>Government of Puducherry.                           | .. Chairman |
| (2) The Vice-Chairman, PILC/<br>Secretary to Government,<br>(Art and Culture). | .. Member   |
| (3) The Director (Art and Culture).                                            | .. Member   |
13. Circumstances in which the Union Public Service : Not applicable  
Commission is to be consulted in making recruitment.

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(By order of the Lieutenant-Governor)

**K. CANDANE @ SIVARADJANE,**  
Under Secretary to Government  
(Art and Culture).