

Marking Scheme -Labour Law Reforms Expert					
S. No.	Criteria	Supporting Documents Required	Max Marks	Applicant's Credentials	Marks Awarded
Preferred Qualification and Experience					
1	Total post-qualification Experience in labour law reforms and / or labour policy development and / or administration) : Max 40 marks <u>5 marks for each additional completed year (over 10 years minimum exp)</u> OR For eligible Indian/State Administrative Service applicants - Max 40 marks <u>5 marks for each additional completed year (over 3 years of minimum experience in labour law reforms and / or labour policy development and / or administration)</u>	Relevant documents clearly establishing Work experience start and end dates.	40		
2	Experience in labour law reforms / labour policy development and administration with state / central government organisations or bilateral / multilateral organizations (like ILO, IMF, UN, World Bank, ADB) - Max 50 marks <u>5 marks for each completed year of such experience</u>	Relevant documents establishing Work experience in such organisations clearly establishing start and end dates.	50		
3	Courses / Certificate in labour relations / employment laws / labour law - Max 5 marks	Relevant Certificates / Courses documents	5		
4	Honors / Awards in relevant area - Max 5 marks	Relevant documents regarding Honors / Awards conferred to the Applicant	5		
Total Marks on Preferred Qualification and Experience			100		
A	Weighted marks on Preferred Qualification and Experience (@40%)		40		
Cut-off Marks @60% of weighted Marks on Preferred Qualification and Experience			24		
Key Accountabilities					
5	Design a strategic plan and roadmap for the labour law reforms in the State, in conjunction with relevant stakeholders in the Department (Principal Secretary, Secretaries etc.) and related functionaries	Supporting documents to establish candidates experience - strategic plan / roadmap / policy related functionaries	15		
	Provide expert advice for development of proposals & plans for planning & implementation of various initiatives for simplification of labour laws in the State and assist the Department to obtain and meet necessary compliances and regulations, as required	Brief Description supporting applicant's suitability for the position.	10 Only if Supported with document(s)		
6	Conduct industry & market research and provide insights & perspective to ensure incorporation of best practices and latest trends & technologies from different states and facilitate management decision-making	Published research work / articles in journals / websites in related related functionaries	25		
7	Liaison/ Establish and build partnerships with important and relevant public and private sector bodies and organizations like National Labour Law Association, Union Ministry of Labour and Employment, Labour Resources Departments of other states, etc. to garner support for creating progressive labour laws in the state	Documents establishing applicant's engagement with such organisations such as Authorisation letter / Office Order / Appreciation letter / Engagement Letter / co-author of reports / participation in meeting / seminars by such agencies etc.	25		
8	Design capacity building programmes /sessions, Provide guidance and support to the Department / team in relevant domain	Supporting document(s) to establish candidates experience in capacity development in relevant domain.	25		
Total Marks on Key Accountabilities			100		
B	Weighted marks on Key Accountabilities (@60%)		60		
Cut-off Marks @60% of Weighted marks on Key Accountabilities			36		

Grand Total of Weighted Marks (A + B)
