



INTERNAL PROMOTION SCHEME (IPS) OF CWS, IIFT



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Centre for WTO Studies (CWS/CRIT), IIFT New Delhi

General points

1. A Faculty (Assistant or Associate Professor) of the Centre for WTO Studies (CWS) is eligible to be considered for the Internal Promotion Scheme, which would be hereafter be called as 'CWS Internal Promotion Scheme'.
2. Any Faculty (Assistant or Associate Professor) at CWS who feels himself/herself eligible for consideration for promotion under IPS may apply 3 months prior to his/her date of eligibility. There may not be any notifications inviting applications for promotion under IPS.
3. Past experience may be counted as per clause 10.0 of UGC Regulations 2010, subject to the condition that the research experience in a previous organisation(s) is comparable/equivalent to that at the Centre for WTO Studies (CWS), Centre for Research in International Trade (CRIT). The equivalent of past experience will be at the discretion of the External Expert Selection Committee at the time of initial appointment at the CWS. The benefit of past experience which was not recognised by the External Expert Selection Committee at the time of initial appointment will not be considered for subsequent appointments/ promotions at the CWS.
4. The period of Post-Doctoral Fellowship (PDF) prior to joining the CWS/CRIT as Faculty shall be considered for the fulfilment of total years of experience for moving into the next higher grade limited to half (½) of the duration of PDF.
5. Service as Associate Lecturer, Senior Research Fellow, Research Fellow, Research Associate, Associate, Consultant, Teaching Assistant, teaching cum Research Fellow etc. shall not be counted as past experience for promotion under IPS. Also, past service other than as Lecturer/Assistant Professor/ Associate Professor or in an equivalent grade (PB III or above) shall not be counted.
6. The date of eligibility for IPS promotion shall be applicable (Stage 2 to 5) from the date on which the candidate fulfils the required eligibility conditions mentioned in the IPS guidelines (Annex II). **Additionally, a candidate also needs a minimum API score, as listed in Annex IV.**
7. Selection for the promotion of the eligible candidate shall be undertaken by a committee chaired by the IIFT Director (Composition of the committee is provided for in Annex III)
8. The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the Faculty and Researchers promoted under IPS with reference to the date of eligibility/promotion as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the IIFT, as applicable shall apply to all other matters of seniority in case of any ambiguity.
9. Notwithstanding anything contained in this Policy, the period of study leave availed of by a faculty shall not qualify for placement in Senior Scale or promotion to the next post.

Currently, CWS/CRIT follows the IIFT pay structure as follows:

S. No.	Level	Start Salary Structure Basic +Grade Pay (GP) Rs	Remarks Corresponding State under IPS	As per the 7th Pay Commission
1	Assistant Professor	30,000 + 8,000 Pay Band 3	Stage 2	1,01,500- 1,67,400 Level 12
2	Sr. Assistant Professor	37,400 + 9,000 Pay Band 4 37,400-67,000	Stage 3	1,31,400- 2,04,700 Level 13A
3	Associate Professor	42,800 + 9,500 Pay Band 4 37400-67000	Stage 4	1,39,600- 2,11,300 Level 13B
4	Professor	48,000 + 1,05,00 Pay Band 4 37,400-67,000	Stage 5	1,59,100- 2,20,200 Level 14A

This pay structure has been taken into account to devise the Internal Promotion Scheme (IPS).

Entry Level

STAGE -1 (Level 11)

ENTRY-STAGE ASSISTANT PROFESSOR IN THE PAY BAND III (AGP of RS. 7,000/-)

PROMOTION STAGES

CRITERIA FOR PROMOTION UNDER INTERNAL PROMOTION SCHEME (IPS)

STAGE -2 (Level 12)

A. PROMOTION FROM STAGE 1 TO STAGE-2 OF ASSISTANT PROFESSOR IN PAY BAND III (INCREASE IN AGP FROM Rs. 7,000 TO Rs. 8,000/-) Level 12

MINIMUM CRITERIA FOR PROMOTION

1. Assistant Professor having completed service of FOUR years in Stage-1.
2. A Ph.D. degree in the concerned/allied/ relevant disciplines.
3. Active participation in disputes/trade negotiations as an integral part of the Indian team, which is one of the six objectives of CWS/CRIT.

Screening and verification for recommending promotions.

The selection committee selects the candidates through an interview.

STAGE 3 (Level 13A)

B. FROM STAGE-2 TO STAGE-3: PROMOTION FROM ASSISTANT PROFESSOR (STAGE-2) TO ASSISTANT PROFESSOR (STAGE-3) TO MOVE INTO THE PAY BAND IV (INCREASE IN AGP FROM RS. 8,000 TO RS. 9,000/-)

MINIMUM CRITERIA FOR PROMOTION

1. Assistant Professor having completed service of FOUR years in Stage-2.
2. A Ph.D. degree in the concerned/allied/ relevant disciplines.
3. At least one publication in UGC-Care/Scopus/ABDC Ranking during Stages 1-2 of services.
4. Active participation in disputes/trade negotiations as an integral part of the Indian team; or active contributions to the process of India's submissions at the WTO with a goal to facilitate the CWS/CRIT Objectives.

Screening and verification for recommending promotions.

The selection committee selects the candidates through an interview.

STAGE -4 (Level 13B)

C. FROM STAGE-3 TO STAGE-4: PROMOTION FROM ASSISTANT PROFESSOR (STAGE-3) TO ASSOCIATE PROFESSOR (STAGE-4) IN THE PAY BAND IV OF Rs. 37,400-67,000 WITH AGP OF Rs. 9,500/- (INCREASE IN AGP FROM Rs. 9,000 TO Rs. 9,500/-)

MINIMUM CRITERIA FOR PROMOTION

1. Assistant Professor having completed service of FOUR years in Stage-3.
2. A Ph.D. degree in the concerned/allied/ relevant disciplines.
3. 4 peer-reviewed journal articles (UGC-Care/Scopus/ABDC Ranking), or a combination of two articles in peer-reviewed journals (UGC-Care/Scopus/ABDC Ranking) and 4 research or working papers published in a reputed national or international organisation during Stages 1 to 3 of services.
4. Active participation in disputes/trade negotiations as an integral part of the Indian team; or active contributions to the process of India's submissions at the WTO with a goal to facilitate the CWS/CRIT Objectives.

Screening and verification for recommending promotions.

The selection committee selects the candidates through an interview.

STAGE -5 (Level 14A)

FROM STAGE-4 TO STAGE-5: PROMOTION FROM ASSOCIATE PROFESSOR (STAGE-4) TO PROFESSOR (STAGE-5) IN THE PAY BAND IV OF RS. 37,400-67,000 WITH AGP OF RS 10,500/- (INCREASE IN AGP FROM RS. 9,500 TO RS. 10,500/-)

MINIMUM CRITERIA FOR PROMOTION

1. Associate Professor having completed service of FOUR years in Stage-4.

2. A Ph.D. degree in the concerned/allied/ relevant disciplines.
3. 8 articles in peer-reviewed journals (UGC-Care/Scopus/ABDC Ranking) or a combination of 6 research papers in peer-reviewed journals (UGC-Care/Scopus/ABDC Ranking) and 4 working papers published in a reputed national or international organisation during Stages 1 to 3 of services.
4. Active participation in disputes/trade negotiations as an integral part of the Indian team; or active contributions to the process of India's submissions to WTO or contribution to national legislation; or Conceptualisation, creation and regular updating of a dynamic and searchable online database having coverage of more than 50 countries and satisfying any one of the objectives of CWS/CRIT.

Screening and verification for recommending promotions.

The selection committee selects the candidates through an interview.

Composition of Five Member Selection Committee

The selection board should be constituted under the chairmanship of the **Director IIFT**, along with four members:

1. External Expert;
2. Director, Department of Commerce (or Nominee);
3. Head and Professor, Centre for WTO Studies; and
4. Professor and Head Administration, Centre for Research in International Trade

MINIMUM API POINTS^ FOR PROMOTION OF CWS FACULTY UNDER IPS

SN	Category	From Stage-1 to Stage-2 (From AGP Rs. 7000 to Rs. 8000) Entry Stage	From Stage-2 to Stage-3 (From AGP Rs. 8000 to Rs. 9000)	From Stage-3 to Stage-4 (From AGP Rs. 9000 to Rs. 9500)	From Stage-4 to Stage-5 (From AGP Rs. 9500 to Rs. 10500)
I	Research/Teaching/Negotiations	80/year	80/year	80/year	80/year
	1. Multilateral				
	2. FTAs				
	3. Draft Notifications to the WTO				
	4. Other relevant points [#]				
II	Professional Development related activities (Minimum Average Score) **	80/ last 4 years	90/last 4 years	100/ last 4 years	105/ last 4 years
	1. Working groups				
	2. Written questions submitted to the WTO, including TPR				
	3. Certified courses				
	4. Capacity building programmes				
	5. Invited lectures				
	6. International Collaboration				
	7. Other relevant points [#]				
III	Research and Academic Contributions (Minimum Average Score) **	80/ last 4 years	95/ last 4 years	110/ last 4 years	115/ last 4 years
	1. Peered review Journal article				
	2. Working/Discussion/Occasional Paper/ White papers/Policy briefs				
	3. Books				
	4. Book Chapters				
	5. Teaching Academic Classes				
	6. Event Organised				
	7. Development of database				
	8. Other relevant points [#]				
IV	A minimum average score under Categories I+II+III	240/ last 4 years	265/ last 4 years	290/ last 4 years	300/ last 4 years

Note: Promotion by fulfilment of API scores + Comprehensive Assessment by Selection Committee. A candidate must meet the minimum eligibility criteria in Annex II.

[^]The API points would be calculated and certified by the Prof. & Head Centre for WTO Studies and Prof. & Head Administration CRIT.

[#] The Prof. & Head Centre for WTO Studies and Prof. & Head Administration CRIT would determine other relevant points.

****** Faculty may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II+III or from the date of eligibility.