



BAOU
Education
for All

**Dr. Babasaheb Ambedkar
Open University**
(Established by Government of Gujarat)



“Jyotirmay” Parisar, Sarkhej - Gandhinagar Highway, Chharodi Ahmedabad – 382481
Website: www.baou.edu.in

Advertisement No : 05/2025

Advertisement Date: 30/07/2025

Qualification Criteria and General Instruction

Assistant Professor

Sr. No.	Name of Post	No. of Post	Category	Pay Scale As per the 7 th Pay (Rs.)
1.	Assistant Professor – Sociology(Second Attempt)**	01	PwD * (All Categories A,B,C,D,E)***	Academic Level 10 Entry Pay of Rs. 57700/-

*PwD: Persons With Disabilities

*Post is reserved for PwD (All Categories A,B,C,D,E categories), but priority shall be given to PwD (Category A Blind, Low Vision)

*PwD Categories A,B,C,D,E are as per Gujarat Government GAD Resolution No. CRR-102017-122639-G,2 Dated 17-09-2021

Minimum Qualification and Eligibility Criteria for the posts will be as per UGC 2018 norms

A. Essential :

Eligibility (A or B) :

A.

i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET :

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:-



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- The Ph.D. degree of the candidate has been awarded in a regular mode;
- The Ph.D. thesis has been evaluated by at least two external examiners;
- An open Ph.D. viva voce of the candidate has been conducted;
- The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

B.

The Ph. D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

- Quacquarelli Symonds (QS)
- the Times Higher Education (THE) or
- the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

Preferable:-

- (1) Working knowledge of Gujarati Language.
- (2) Experience of working in the Open Distance Learning System.
- (3) Basic skill and knowledge of Computer.

Note-1: The experience of the candidates/applicants who are working with the self-financed institution can only be considered if their profile has been approved by the concerned university/recognizing institution and are fulfilling the minimum qualification criteria prescribed by the UGC for the post they wish to be considered for.

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Advertisement No : 05/2025

Advertisement Date: 23/09/2025

GENERAL INSTRUCTIONS

PLEASE READ CAREFULLY THE INSTRUCTIONS MENTIONED BELOW

- It is Compulsory to submit online form.

Last Date and Time for Online Application	Dt.13/10/2025, Time: 23:59 Hrs.
Last Date and Time for Submission of physical copy of Application	Dt.16/10/2025, Time: 17:00 Hrs.
Information Details for Advertisement	https://baou.edu.in/careers
Application Fees (By Online Mode only)	Rs.750

1. Online Application Form is available on website www.baou.edu.in and for further information detailed advertisement is also available at university website <https://baou.edu.in/careers>.
2. A guideline to Fill Online Application Form is available on website. Incomplete applications in any respect shall not be considered.
3. Applicants are advised to submit the documents related to their Change of Name (if applicable) (i.e. Marriage Certificate, Gazette for Name Change, Aadhar Card).
4. The Experience and Qualification shall be reckoned as the last date of submission of the Online Application.
5. Applicants are advised to submit the applications to the University well in advance without waiting for the last date to avoid any delay due to other unforeseen events or circumstances. The University shall not be responsible for any delay at any stage.
6. Applicants must produce original testimonials, certificates / educational qualifications, and other documents at the time of the interview / examination if called.
7. The applicants must ensure that he/she fulfills the eligibility conditions for the post applying for.



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8. A candidate who knowingly or willfully furnishes incorrect or false particulars or suppresses material information, will be disqualified and if appointed will be liable to be dismissed from service, without any notice.
9. If the space against any item in the Application Form is insufficient, full particulars should be given on a separate sheet of paper which should be attached to the application, entering at the appropriate place a reference to the sheet attached. Details of experience are compulsory to fill up in the table given.
10. The candidate must possess all the essentially required qualifications, experience etc. at the time of last date of application.
11. Direct or indirect lobbying will be liable for disqualification.
12. No application after last date will be considered. **The last date for online submission is Dt.13/10/2025 23:59 Hrs. and physical Copy of the Application Form should reach to the University on or before Dt.16/10/2025., 17:00 Hrs. by Registered Post AD / Speed Post/Courier only, otherwise your application will be rejected automatically.**
13. The fee towards processing the application paid by the applicant is non-refundable and no correspondence in this respect will be entertained.
14. The University reserves the right to short-list the candidates on the merit-based/aptitude test/written test criteria or any other method for the purpose of inviting the candidates for interview. The decision of University with regard to the process of selection shall be final and binding to the candidate.
15. University shall reserve the right to adopt and practice appropriate method of evaluating the candidate during the course of the interview and it shall be binding upon the candidate.
16. Candidates, if invited for interviews, will have to come at their own expense.
17. The University reserves the right to fill or not to fill the post and also to make any amendments.
18. Candidates already in employment in University, Educational Institutions, Government Establishments and Organizations shall have to send their applications through their present employer on or before the prescribed date. However, due to any unavoidable circumstances if the application through proper channel is likely to be delayed then an **advance copy** must



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reach the university Office on or before the due date. Persons employed after making application in response to this advertisement must bring a ‘**No Objection Certificate**’ at the time of interview from their employers.

19. A salary certificate from the employer showing pay, D.A. and other allowances being paid by their Institution/Office/Firm should be enclosed with the application form and also be produced at the time of interview.
20. Candidates must enclose the self-attested copies of all mark sheet and passing Certificates of examinations i.e. S.S.C, Higher Secondary, Bachelor’s Degree, Master’s Degree, Doctorate Degree, Experience Certificate, Research Publications Certificate (If applicable), Cast Certificate (If applicable) and other certificates etc. In the absence of self-attested copies of Mark sheets, Certificates etc. application shall be considered incomplete and such applicants may not be invited for an interview.
21. All the certificates of the essential degree qualifications shall have to be from the institutions duly recognized.
22. While filling educational qualification details in application form, the candidate must state percentage of marks division/grade and the subject taken at various examinations where specialization of the subject must be mentioned.
23. The candidates have to pay prescribed processing fees only by the online receipt submission in favor of Dr. Babasaheb Ambedkar Open University, Ahmedabad. No other mode of payment and Demand Draft will be accepted in any circumstances. The processing fee (application form fee) is Rs.750/- for candidate only through online mode. Online Paid fee receipt must be attached with application.
24. The candidate has to fill-up required information through online application form which is available on Website www.baou.edu.in. It is compulsory to submit the Online application form with all documents and without application form and documents shall be considered incomplete and shall not be processed.
25. If any dispute arises, the decision of the University shall be final. If there is any ambiguity and/or the matter requires any interpretation, the interpretation of the University shall be final.
26. Please write Application for the post of _____ on top of envelope.



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27. Write down your name, post applied for on back side of online application fee receipt Submission.
28. Applicants are advised to submit the hardcopy of the application to the University well in advance without waiting for the last date to avoid any kind of delays due to unforeseen events or circumstances. The university shall not be responsible for any delay at any stage.
29. Call letters will be sent only to the eligible short-listed candidates by registered e-mail only.
30. No correspondence will be made with ineligible applicants for personal interview.
31. Dr. Babasaheb Ambedkar Open University, Ahmedabad reserved the right to withdraw the advertisement either partially or fully at any time without assigning any reason to this effect.
32. Dr. Babasaheb Ambedkar Open University, Ahmedabad reserved the right that University will not be responsible for any loss of e-mail, loss of any communication due to wrong address as provided by the candidates.
33. Candidates in their own interest are advised to check regularly the website of the Dr. Babasaheb Ambedkar Open University, Ahmedabad
34. Candidates are advised to regularly check registered email account for updates.
35. Incomplete applications will be rejected without any notice.
36. Eligibility list will be published on the university website only.
37. The candidates must possess the required qualifications in the last date of online application mentioned in the Advertisement. No updates/additions will be entertained after the last date of the submission of the online application.
38. For any IT and online technical related query please mail on “baou.recruitment@baou.edu.in”
39. The provision of “The Gujarat Public Universities Uniform Statutes” will be binding on the appointed candidates.
40. Note : In the first recruitment process (Advertisement No. 04/2025 dated 30/07/2025), the post of ‘Assistant Professor- Sociology’ was reserved for PwD (Blind, Low Vision). As there were no applicants from this category, and in accordance with Government of Gujarat norms, the position in the second recruitment process is now reserved for PwD (Categories A, B, C, D, E), with priority given to candidates who are Blind or have Low Vision.



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41. Instructions for reserved category candidates are as follows.

1. Only candidates belonging to Scheduled Caste, Scheduled Tribe, Socially and Educationally Backwards Class and Economically Weaker Section of Gujarat origin will get the benefit of being a reserved category candidate.
2. Applicants must specify their category—Scheduled Caste, Scheduled Tribe, Socially and Educationally Backwards Class, or Economically Weaker Section—in the application form.
3. If the candidate does not specify their reservation category on the application form, they cannot claim reserved category benefits later.
4. Candidates seeking reserved category benefits must attach a caste certificate in the prescribed format from the competent authority. Applications without the required certificate will not be processed.
5. The application form is liable to be rejected and shall not be accepted if the candidate claims reservation benefits while falling under the ‘Non- Creamy Layer’ category. Reservation benefits apply only to candidates from socially and educationally backwards classes who do not fall under the 'Creamy Layer'."
6. (A) Candidates belonging to socially and educationally backwards classes shall produce a certificate in the Gujarati format *Appendix-K' or the newly prescribed Gujarati format 'Appendix-4' as per the resolution of the Social Justice and Empowerment Department dated 06/02/1996 stating that they are not included in the Creamy Layer.

(B) As per Resolution No. SSP/122015/455246/A issued by the Social Justice and Empowerment Department dated 26/04/2016, the 'Certificate of Non-Inclusion in the Creamy Layer' shall remain valid for a maximum of three financial years, including the year of issuance. However, the certificate must be issued on or before the last date of the online application for the relevant advertisement. Certificates issued within this specified period shall be deemed valid, whereas those granted outside of this timeframe will be regarded as invalid.

(C) Married female candidates must submit the certificate pertaining to their parents' income. If a certificate based on the husband's income is provided, the application will not be accepted.

(D) While applying online, the candidate must upload a copy of the 'Certificate of Non- Creamy Layer' containing the required details. In case of any error in the submitted certificate, if the candidate obtains a corrected certificate after the last date of the advertisement, only the certificate uploaded during the online application process will be considered valid for determining eligibility under the socially and educationally backwards class category.

(E) The issuance of the “Certificate of Non- Creamy Layer” is based on six specified criteria. This certificate is valid for three years. However, if any of these criteria change during this validity period, it is the responsibility of the candidate and/or their parents or guardians to voluntarily report the changes to the concerned authority. Any changes to the certificate must be reported to the University. Not disclosing changes in prescribed criteria may result in legal action and cancellation of reservation benefits granted under the original certificate. Candidates and their parents or guardians are fully responsible for reporting such changes.
7. Candidates belonging to economically weaker sections shall have to show the number and date of the certificate for economically weaker sections obtained in the prescribed format (Annexure KH in



English or ‘G’ in Gujarati Annexure) of the State Government's Social Justice and Empowerment Department vide Resolution No. EWS/122019/45903/A dated 25/01/2019 and Resolution No. EWS/122019/45903/A dated 13/9/2019, while applying online. This eligibility certificate should have been issued on or before the last date of online application for the relevant advertisement. If this certificate was issued during this period. It is valid only under those conditions; otherwise, it is not.

8. The current provision of the government is that reserved category candidates are to be counted against the non-reserved candidates selected on the basis of their merit, except for relaxations in the prescribed criteria of non-reserved category candidates, i.e. age limit, experience qualification, and other areas which are more extensive than those adopted for non-reserved category candidates.
9. The details regarding caste mentioned in the candidate's application form will not be considered after wards for any change in caste. If a candidate fails to submit the required certificate in the prescribed format within the stipulated time frame, their application will be deemed invalid and they will not be considered, including for unreserved positions.

Note-1:

According to Social Justice and Empowerment Department Resolution No. EWS/122019/45903/A (26.06.2020), EWS eligibility certificates are valid for three years from issuance. To extend the validity of certificates issued between 25.01.2019 and 12.09.2019, candidates must declare no increase in family income and continued compliance with state reservation criteria. Candidates must submit this undertaking with the certificate when requested by the University. Misuse of this provision may result in cancellation of reservation benefits and legal action. Candidates should review all relevant provisions before using the extended period.

Note-2:

Subject to the provisions of the Social Justice and Empowerment Department Resolution No.: SSP/122015/455246/A, dated 12.06.2020, Non-Creamy Layer Certificates issued from 01.04.2016 to 31.03.2017 and from 01.04.2017 to 31.03.2018 will be considered valid. Candidates must provide an undertaking stating there has been no change in their “Non-Creamy Layer Status” and that they meet the eligibility criteria for reservation as set by the State Government. This undertaking and the certificate must be submitted when requested by the University. Misuse of this provision may result in revoked reservation benefits and legal action. Candidates should review the resolution before using the extended validity period.

10. Candidates with Physical Disabilities:

- A. Applicants with physical disabilities are required to give detailed information in the application form.
- B. Candidates with a physical disability of 40% are eligible for the benefit. Candidates seeking consideration under physical disability status should specify the category of physical disability:
 - **Category A** - Blindness and low vision.
 - **Category B** - Deaf and Hard of Hearing.
 - **Category C** - Locomotors disabilities including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy.



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- **Category D** - Autism, intellectual disability, specific learning disability and mental illness.
- **Category E** - Multiple disabilities from amongst persons under clauses (a) to (d) including deaf –blindness.

C. Physically disabled candidates must include a certificate, in the prescribed format, issued by the Superintendent/Civil Surgeon/Medical Board of a Government Hospital (per circular No. 102008-469540-G-2, dated 01-12-2008), with their application. Certificates submitted later will not be accepted, and disability benefits will not be granted.

42. Candidates will be called for interview on 1:15 (15 candidates against 1 post) basis.

Registrar

Dr. Babasaheb Ambedkar Open University, Ahmedabad