

**MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT****[Department of Empowerment of Persons with Disabilities (Divyangjan)]****NOTIFICATION**

New Delhi, the 4th January, 2021

**No. 38-16/2020-DD-III.**—Whereas Section 33 of the repealed Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (hereinafter, after referred as repealed Act) provided for reservation of not less than 3% for persons with disabilities in the three categories namely, (i) locomotor disability including cerebral palsy, (ii) visual impairment (low vision & blindness) and (iii) hearing impairment.

2. And whereas, section 32 of the repealed Act mandated the appropriate Government to identify posts to be reserved for persons with disabilities and review such list at periodic interval not exceeding three years.

3. And whereas, in pursuance of the above provisions of the repealed Act, the Central Government last notified the list of posts suitable for persons with disabilities through notification No. 16-15/2010-DD-III dated 29<sup>th</sup> July, 2013.

4. And whereas, the Ministry of Social Justice and Empowerment, Government of India, in pursuance of the provisions of sections 32 and 33 of the repealed Act (since repealed on 15.06.2017) had constituted an Expert Committee on the 19<sup>th</sup> November, 2015 under the chairpersonship of the Secretary, Department of Empowerment of Persons with Disabilities to review the list of Central Government posts identified suitable for Persons with Disabilities. Copy of the said order is at **Annexure-A**.

5. And whereas, the Expert Committee met on the 9<sup>th</sup> December, 2015 and decided that one Sub-Committee should be constituted for each of the category of disabilities which are provided reservation under section 33 of the said repealed Act and accordingly, following three Sub-Committees were constituted, namely:—

- i. Sub-Committee for locomotor disability
- ii. Sub-Committee for hearing impaired
- iii. Sub-Committee for visually impaired

6. And whereas, the Central Government notified the Rights of Persons with Disabilities Act, 2016 (hereinafter referred as “the Act”) which inter-alia under sub-section (1) of section 34 extended the benefit of reservation to persons with benchmark disabilities in the new category of (i) autism, specific learning disability, mental illness and intellectual disabilities and (ii) multiple disabilities amongst the various categories mentioned in the said section of the Act.

7. And whereas, Section 33 of the said Act mandates the appropriate Government to constitute expert committee for identification of posts suitable for persons with benchmark disabilities and accordingly, following two sub-committees were further constituted to take care of identification of posts suitable for new categories included under the Act, namely; (i) Sub-Committee for autism, intellectual disabilities, specific learning disability and mental illness, and (ii) Sub-Committee for multiple disabilities.

8. And whereas, all the Sub-Committees reviewed the posts notified through notification No.16-15/2010-DD-III dated the 29<sup>th</sup> July 2013, and submitted their reports and the Expert Committee considered the reports of the Sub-Committees in its meeting held on 19<sup>th</sup> November 2019, finalized its recommendations and submitted its report to the Central Government for consideration.

9. Now, therefore, in exercise of powers conferred upon section 33 of the said Act and based on the recommendations of the Expert Committee, the Central Government hereby notifies the gist of the report, which is at **Annexure-B** and the list of Central Government posts in Group A, B, C and D identified suitable for persons with benchmark disabilities which is at **Annexure-C** for information and further necessary action by all cadre controlling authorities in the Central Government.

10. The said list supersedes the list of posts for Groups ‘A’, ‘B’, ‘C’ and ‘D’ notified through notification No. 16-15/2010-DD-III dated 29<sup>th</sup> July, 2013.

- Note 1:** Persons with benchmark disabilities require aids and assistive devices to overcome their difficulties. The aids and assistive devices may be provided to persons with benchmark disabilities on their appointment keeping in view their requirement as per the instructions of DoPT issued from time to time.
- Note 2:** The list of posts being notified is only indicative and not an exhaustive list. If a post is not mentioned in the list, it is not to be construed that it has been exempted. Central Ministries, Departments, Autonomous Bodies, Public Sector Undertakings may further supplement the list by adding to the list of posts identified for respective category of disability.
- Note 3:** If a post is already held by a person with benchmark disability, it shall be deemed to have been identified for that category of benchmark disability.
- Note 4:** If a post is identified in the feeder grade, all the posts in the promotional grade should also stand identified.
- Note 5:** If a post having identical nature and place of job with respect to any identified post, the post should be construed to be identified even if the post has a different nomenclature and/or is placed in a different group.
- Note 6:** This list will be the principal list in respect of the posts identified suitable for persons with benchmark disabilities. However, in case a list of post is separately identified by any Central Government establishment, the list having wider range of identified categories (i.e. having more sub-categories under each category) would prevail.
- Note 7:** In case a post is identified suitable for more than one sub-category under a broad category, individual Central Ministries or Departments or Public Sector Undertakings or Autonomous Bodies should conduct recruitment for all the sub-categories and cannot suo-moto choose one particular sub-category for appointment.
- Note 8:** It is for the Central Ministries or Departments or Public Sector Undertakings or Autonomous Bodies to verify the authenticity of the certificate of disability and examine suitability of the candidate in terms of functional requirements before appointment against any identified post.
- Note 9:** In the event of discrepancies in the English and Hindi versions of this Notification, English version shall prevail over the Hindi version.

Dr. PRABODH SETH, Jt. Secy.

**Annexure-A**

**No. 34-07/2015-DD-III**

**Government of India**

**Ministry of social justice and empowerment**

**(Department of Empowerment of Persons with Disabilities)**

New Delhi, the 19th November, 2015

**OFFICE MEMORANDUM**

**Sub:- Constitution of Expert Committee to review the list of posts identified suitable for persons with Disabilities & convening the 1<sup>st</sup> meeting of the Committee**

It has been decided with the approval of Competent Authority to constitute an Expert Committee to review the lists of posts identified suitable for persons with disabilities notified by the Ministry vide notification No. 16-15/2010-DD.III dated 29<sup>th</sup> July, 2013 with the following compositions and terms of reference:—

**1. Composition**

- |    |  |   |             |
|----|--|---|-------------|
| I  | Secretary, Department of Empowerment of Persons with Disabilities  | - | Chairperson |
| II | Representatives, not below the rank of Joint Secretary from the following Ministries/Departments of Govt. of India:- | - | Member      |
|    | (i) Department of Personnel & Training, North Block New Delhi  | - | Member      |
|    | (ii) M/o Health & Family Welfare, Nirman Bhawan, New Delhi   | - | Member      |

	(iii) Department of Public Enterprises	- Member
	(iv) M/o Social Justice & Empowerment, Disability Division	- Member
III	Representatives not below the rank of Joint Secretary of the Ministry/Department concerned in respect of which identification of jobs and related matters are to be reviewed	- Member
IV	Director General of Employment & Training, M/o Labor & Employment	- Member
V	Head of the Department, PMR, Safdarjung Hospital	- Member
VI	Representatives of NIs on Each Disability	- Member
	(i) Director , National Institute for Visually Handicapped, Dehradun	- Member
	(ii) Director, Ali Yaver Jung National Institute for Hearing Handicapped, Mumbai	- Member
	(iii) Director, Pandit Deendayal Upadhyaya Institute for Physically Handicapped, Delhi	- Member
VII	Representatives of Non-Governmental Organizations:-	
	(i) Ms. Shivani Gupta	- Member
	(ii) Shri S. K. Rungta	- Member
	(iii) Shri Alok Kejriwal	- Member

## 2. Terms of Reference

- (a) To look into the suitability of various posts for certain category of disabilities which were earlier not identified suitable taking into consideration the development in technology.
- (b) The Committee shall give due weight and consideration to the determination of the Chief Commissioner for Persons with Disabilities and the report furnished to the Central Government, Ministry of Social Justice & Empowerment;
- (c) The Committee may co opt any other member.
- (d) TA/DA to the Non Official members may be paid by the Pandit Deendayal Upadhyaya Institute for Physically Handicapped, New Delhi as per rules.
- (e) The meeting of the Committee may be held at any place as decided by Chairman of the Committee.
- (f) The Committee will submit its reports within a period of 6 months.

3. Director, Pandit Deendayal Upadhyaya Institute for Physically Handicapped will be the Member Secretary. Pt. Deendayal Upadhyaya Institute for Physically Handicapped will provide Secretarial assistance for the Committee.

4. The first meeting of the Expert Committee will be held under the Chairmanship of Secretary, (DEPwD) on **09/12/2015** at **10 AM** in the Conference Room, Department of Empowerment of Persons with Disabilities, CGO Complex, New Delhi-03.

5. The members of the Expert Committee are requested to make it convenient to attend the above meeting on **09/12/2015**.

D. K. PANDA, Under Secy.

## Annexure – B

### **GIST OF THE REPORT OF THE EXPERT COMMITTEE FINALISED ON 19<sup>TH</sup> NOVEMBER, 2019 TO IDENTIFY AND/OR REVIEW THE POSTS IN GROUP A,B,C & D TO BE RESERVED FOR THE PERSONS WITH BENCHMARK DISABILITIES IN CENTRAL MINISTRIES, DEPARTMENTS, PUBLIC SECTOR UNDERTAKINGS AND AUTONOMOUS BODIES.**

The Expert Committee, after extensive deliberations on the Central Government list of posts identified and reviewed by the five Sub-Committees and considering the response from different stakeholders, recommended a detailed list of Group A,B,C, and D posts to be reserved for persons with benchmark disabilities.

2. Other recommendations of the Expert Committee are as under:

- (i) Since the new categories of intellectual disability, mental illness, specific learning disability have been included for the purpose of reservation, instead of “Physical Requirement”, the term “Functional Requirement” of the post may be used.
- (ii) Footnotes mentioned in the notification dated 29.07.2013 may be modified as under:-

**Note 1:** Persons with benchmark disabilities require aids and assistive devices to overcome their difficulties. The aids and assistive devices may be provided to persons with benchmark disabilities on their appointment keeping in view their requirement as per the instructions of DoPT issued from time to time.

**Note 2:** The list of posts being notified is only indicative and not an exhaustive list. If a post is not mentioned in the list, it is not to be construed that it has been exempted. Ministries, Departments, Autonomous Bodies, Public Sector Undertakings may further supplement the list by adding to the list of posts identified for respective category of disability.

**Note 3:** If a post is already held by a person with benchmark disability, it shall be deemed to have been identified for that category of benchmark disability.

**Note 4:** If a post is identified in the feeder grade, all the posts in the promotional grade should also stand identified.

**Note 5:** If a post having identical nature and place of job with respect to any identified post, the post should be construed to be identified even if the post has a different nomenclature and/or placed in a different group.

**Note 6:** This list will be the principal list in respect of the posts identified suitable for persons with benchmark disabilities. However, in case a list of post is separately identified by any Central Government establishment, the list having wider range of identified categories (i.e. having more sub-categories under each category) would prevail.

**Note 7:** In case a post is identified suitable for more than one sub-category under a broad category, individual Ministries or Departments or Public Sector Undertakings or Autonomous Bodies should conduct recruitment for all the sub-categories and cannot *suo-moto* choose one particular sub-category for appointment.

**Note 8:** It is for the Central Ministries or Departments or Public Sector Undertakings or Autonomous Bodies to verify the authenticity of the certificate of disability and examine suitability of the candidate in terms of functional requirements before appointment against any identified post.

**Note 9:** In the event of discrepancies in the English and Hindi versions of this Notification, English version shall prevail over the Hindi version.

					appliances support as per needs.
107.	Assistant Custodian	S, ST, W, BN, L, MF, RW, SE	<ul style="list-style-type: none"> <li>a) B, LV</li> <li>b) D, HH</li> <li>c) OA,BA, OL, BL, OAL, CP, LC, Dw, AAV</li> <li>d) ASD (M), SLD, MI</li> <li>e) MD Involving (a) to (d) above</li> </ul>	To maintain property and monitors the building for damage.	Much of the work is performed in the field in hot, cold, humid and dusty conditions. Work is mostly done in a group and is hazardous. Mobility and hand function should be adequate. Incumbent should be considered with appropriate software, aids & appliances support as per needs.
108.	Management Trainee (General, Dept. Movement, Account, Technical, Civil Engineering, Mechanical Engineering, Electrical Engineering)	S, ST, W, BN, L, MF, RW, SE, H, C	<ul style="list-style-type: none"> <li>a) B, LV</li> <li>b) D, HH</li> <li>c) OA,BA, OL, BL, OAL, CP, LC, Dw, AAV</li> <li>d) ASD (M), SLD, MI</li> <li>e) MD Involving (a) to (d) above</li> </ul>	They formulate and execute policies, relating to recruitment, training, review of terms and conditions of employment of personnel, implementation of statutory and other welfare schemes and effective utilization and discharge of personnel employed in any undertaking. Advise and assist in development of managerial power, prescribe recruitment methods, organise training schemes, supervise administration of welfare programmes distribute personnel for their effective utilization in organization and resolve problems of all establishment work regarding promotions, timings etc., Maintains of disputes, grievance of the employees, welfare facilities at plant, administer, sports, cultural and social activities. Follow up Govt. guidelines on various subject investigate into specific problems of indiscipline and	The work is performed mostly inside. The work place is well lighted. The worker usually does his work in a group. The Incumbent should be considered with adequate software and /or appropriate aids & appliances support. Mobility and bilateral hand activities should be adequate. Incumbent should be considered with appropriate software, aids & appliances support as per needs.

**FUNCTIONAL REQUIREMENT ABBREVIATIONS USED:** S=Sitting, ST=Standing, W=Walking, BN=Bending, L=Lifting, KC=Kneeling & Crouching, JU=Jumping, CRL=Crawling, CL=Climbing, PP=Pulling & Pushing, MF=Manipulation with Fingers, RW=Reading & Writing, SE=Seeing, H=Hearing, C=Communication,

**CATEGORY ABBREVIATIONS USED:** B=Blind, LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, BLOA=Both leg & one arm, BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dew=Dwarfism, MDY= Muscular Dystrophy, AAV=Acid Attack Victims, ASD= Autism Spectrum Disorder (M= Mild, MoD= Moderate), ID= Intellectual Disability, SLD= Specific Learning Disability, MI= Mental Illness, MD=Multiple Disabilities (Including Deaf Blindness)

				of full size equipment. Plan lay out of plant to obtain maximum operating efficiency and supervise installation of equipment. Supervise and coordinate activities of workers to ensure efficient treatment of raw materials by chemicals, mechanical and other means.	
183.	Executive Trainee (Civil , Mechanical )	S, ST, W, BN, L, MF, RW, SE, C	<ul style="list-style-type: none"> <li>a) B, LV</li> <li>b) D, HH</li> <li>c) OA,BA, OL, CP, Dw, AAV</li> <li>d) ASD (M), SLD, MI</li> <li>e) MD Involving (a) to (d) above</li> </ul>	<p>They direct and supervise operations of chemical plants and equipment for dissolving, filtration evaporation, dehydration, reduction, concentration combination, crystallization and all other unit operation for manufactures of heavy chemicals fine chemicals etc. according to specifications. Study existing process or equipment used their efficiency and production level combination, crystallization and all other unit operation for manufactures Conduct research into principles of chemistry, physics, thermodynamics etc. to develop new process and to improve design of equipment for increasing efficiency of production. Supervise installation of equipment for production on commercial scale. Study chemical characteristics of chemicals or chemical products such as acids, rayon's, dyes developed in elaborates and devices processed and equipment for their manufactures Design construct and study operations of pilot plant to test efficiency of process before construction of full size equipment. Plan lay out of plant to obtain maximum operating efficiency and supervise installation of equipment. Supervise and coordinate activities of workers to ensure efficient</p>	<p>The work is performed mostly inside Work place is mostly hot, humid, and noisy, Planning jobs are not hazardous. The worker works in a group on operation jobs and alone on jobs. Planning. Mobility and bilateral hand activities of persons with locomotor disability should be adequate. The incumbent should be considered with aids &amp; appliances as per needs.</p>