

Bharat Sanchar Bhawan,  
HC Mathur Lane, Janpath,  
New Delhi : 110001,  
Off : 011-23765181  
Fax : 011-23766143



भारत संचार निगम लिमिटेड  
(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED

(A Govt. of India Enterprise)

No. 28-6 /2017-SCT(PART-II)

Dated : 15.03.2021

To,

- 1) All the Heads of Telecom Circle, BSNL
- 2) All Cadre Controlling Authorities, BSNL, Corporate Office, New Delhi  
(CGM (EW) / CGM (BW) / CGM (Arch) / PGM (PERS & FP) / Sr. GM (Estt.) / GM (Rectt))

**Subject : Identification of Posts suitable for persons with benchmark disabilities under the Rights of Persons with Disabilities Act, 2016 – Notification regarding**

Kindly refer Department of Telecommunications (DoT) letter no. 01-02/2021-SCT dtd 09/02/2021 vide which Department of Empowerment of Persons with Disabilities (DEPwD)'s OM no. 38-16/2020-DD-III dtd 20/01/2021 on above cited subject has been forwarded for compliance of instructions contained therein.

2. In the matter, attention of all concerned is invited to Sec 34[1] of the Rights of Persons with Disabilities Act, 2016 which mandates that every Government Establishment is required to reserve not less than 4% of Vacancies for various categories of Persons with Benchmark Disabilities viz.

(a) Blindness and low vision

(b) Deaf and hard of hearing

(c) Locomotor disability including cerebral palsy, leprosy palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy

(d) Autism, intellectual disability, specific learning disability and mental illness

(e) Multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness.

N.B.- 1% each shall be reserved for (a), (b) & (c) while remaining 1% for (d) & (e)

3. In pursuance to provisions contained under Sec 33 of the RPwD Act 2016, DEPwD vide gazette notification dated 04/01/2021 has now notified the list of posts identified suitable for various categories of persons with benchmark disabilities arraying across all group of posts (viz. A, B, C & D). The details of the notification alongwith annexure can be accessed at : <http://egazette.nic.in/WriteReadData/2021/224370.pdf>. This list shall supersede the earlier list of identified posts notified vide DEPwD notification No.16-15/2010-DD III dated 29/07/2013 (now repealed).

4. In compliance of DoT directions contained in letter dated 09.2.2021, all Cadre Controlling Authorities are requested to strictly adhere to the instructions contained under DEPwD Notification dated 04.01.2021 while filling up vacancies to be reserved for persons with benchmark disabilities (PwDs). In case a post is not mentioned in the said notified list, Cadre Controlling Authorities may endeavor to further supplement the list by identifying such posts on the basis of "functional requirement vis-a-vis nature of duties".

Enclosures: as above

  
Deputy General Manager (SCT)  
Tel No. 011 - 23765181  
Fax No. 011 - 23766143

1) Intranet Portal, BSNL CO, New Delhi



1301-643/2021



**No. 01-02/2021-SCT**  
Government of India  
Ministry of Communications  
Department of Telecommunications  
(SCT Section)



BSNL Corporate Office  
O/o CLO (SCT)  
Dy. No. 411-  
Date 12/2/2021

Room No. 415, Sanchar Bhawan  
New Delhi, 09/02/2021

1. Chairman, Telecom Regulatory Authority of India
2. Chairperson, Telecommunications Dispute Settlement and Appellate Tribunal
3. Chairman-cum-Managing Director, MTNL
4. Chairman-cum-Managing Director, BSNL
5. Chairman-cum-Managing Director, TCIL
6. Chairman-cum-Managing Director, ITI Ltd.
7. Chairman-cum-Managing Director, BBNL
8. Executive Director, C-DoT

in meeting dt. 10/2/21  
Urgent  
CM & CLO (SCT)  
12/2/2021  
DIR (HR)

**Subject: Identification of posts suitable for Persons with benchmark disabilities under the Rights of Persons with Disabilities Act, 2016 – Notification regarding**

Sir,

I am directed to refer to Department of Empowerment of Persons with Disabilities [DEPWD]'s O.M No. 38-16/2020-DD-III dated 20.01.2021 [copy enclosed] on the captioned subject vide which all autonomous bodies/ Central Public Sector Undertakings have been advised necessary action as per instructions contained therein.

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Dy. (SCT)  
Renu  
24/2  
AG MLC - D

2. In this regard advertence is invited to Sec 34[1] of the Rights of Persons with Disabilities Act, 2016 which mandates that every Government establishment is required to reserve not less than 4% of vacancies for various categories of persons with benchmark disabilities viz. [a] blindness and low vision [b] deaf and hard of hearing [c] locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy [d] autism, intellectual disability, specific learning disability and mental illness [e] multiple disabilities from amongst persons under clauses [a] to [d] including deaf-blindness. N.B- 1% each shall be reserved for [a] [b] [c] while remaining 1% for [d] & [e].

3. And whereas, Sec 33 of the said Act *inter alia* states that the appropriate Government shall identify posts in the establishments which can be held by respective category of persons with benchmark disabilities in respect of the vacancies reserved in accordance with the provisions delineated at Sec 34. In pursuance to this provision, DEPWD has now notified [ref. DEPWD Notification No. 38-16/2020-DD III dated 04<sup>th</sup> January 2021] the List of Posts identified suitable for various categories of persons with benchmark disabilities arraying across all group of posts [viz. A, B, C & D] vide gazette notification dated 07<sup>th</sup> January 2021. Details of the notification alongwith annexures can be accessed at: [<http://egazette.nic.in/WriteReadData/2021/224370.pdf>]

4. As informed, this list shall supersede the earlier list of identified posts notified vide DEPWD Notification No. 16-15/2010-DD III dated 29<sup>th</sup> July, 2013 in terms of the erstwhile Persons with Disabilities Act, 1995 [now repealed].

To 1. PGM (Per) } Cadre Controlling auth.  
2. Sr GM (EcH) }  
Copy: Sr GM (CR) / SCT

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5. Furthermore DEPwD has *inter alia* accentuated that the list notified on 04<sup>th</sup> January 2021 is "only indicative and not exhaustive" and if a post is not mentioned in the list, it shouldn't be misconstrued as "exempted". In case a post in any organisation is not included in the notified list, Ministries/Departments/Autonomous Bodies/ Public Sector Undertakings may endeavour to further supplement the list by identifying such posts on the basis of "functional requirement vis-a-vis nature of duties".

6. Accordingly all Cadre Controlling Authorities in autonomous bodies/ Central Public Sector Undertakings are advised to strictly adhere to the instructions contained in the notification [supra] dated 04<sup>th</sup> January 2021 while filling up vacancies to be reserved for persons with benchmark disabilities and thus issue appropriate instructions for compliance.

Encl.: as above

Yours' faithfully,

*Kanaso T K*

**[Kanaso T K]**

Under Secretary to the Govt. Of India

Tel.: 23711239

kanaso.tk@gov.in



File No. 38-16/2020-DD-III

Government of India

Department of Empowerment of Persons with Disabilities

Ministry of Social Justice &amp; Empowerment

Room No. 4, 5th Floor,

Pt. Deendayal Antyodaya Bhawan,

CGO Complex, Lodhi Road, New Delhi

Dated 20 January, 2021

OFFICE MEMORANDUM

Sub: Identification of posts suitable for Persons with benchmark disabilities under the Rights of Persons with Disabilities Act, 2016- Notification regarding.

The undersigned is directed to say that the central Government has enacted the Rights of Persons with Disabilities Act, 2016, which came into effect from 19.4.2017. As per Section 34(1) of the said Act, every Government establishment is required to reserve not less than four percent of vacancies for various categories of persons with benchmark disabilities namely, (a) blindness and low vision (b) deaf and hard of hearing (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy (d) autism, intellectual disability, specific learning disability and mental illness (e) multiple disabilities from amongst persons under (a) to (d) above including deaf-blindness.

2. Section 33 of the said Act mandates the appropriate Government to identify posts in the establishments which can be held by respective category of persons with benchmark disabilities in respect of the vacancies reserved in accordance with the provisions of section 34 of the Act. In accordance with the said provision, the Department has notified the list of posts suitable for various categories of persons with benchmark disabilities across all group of posts (A,B,C&D) on 4.1.2021 on the basis of the recommendations of an Expert Committee. This list supersedes earlier list of identified posts notified by this Ministry vide Notification No. 16-15/2010-DD III dated 29<sup>th</sup> July, 2013 in terms of the repealed Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation), Act, 1995.

3. A copy of the notification dated 4.1.2021 (without annexure) is enclosed. Details of the notification with annexures are available on the website of the Department i.e. [www.disabilityaffairs.gov.in](http://www.disabilityaffairs.gov.in). It can also be downloaded from the link <http://egazette.nic.in/WriteReadData/2021/224370.pdf>.

4. It may be noted that the list is not exhaustive and the Central Ministries and Departments, autonomous bodies/Central Public Sector Undertakings may supplement the list. In case a post in any organisation is not included in the notified list the same may be added.



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5. All Central Ministries/Departments are requested to adhere to the notification dated 4.1.2021 while filling up vacancies to be reserved for persons with benchmark disabilities and issue appropriate instructions to all autonomous bodies/ central public sector undertakings under their respective administrative control for compliance.

Encl: As Above



(K.V.S. Rao)

Director

Tel: 24369054

To,

1. All Central Ministries/Departments as per list attached.
2. Secretary, UPSC
3. Secretary, SSC
4. Secretary, UGC
5. JS & CEO, National Trust
6. CMD, ALIMCO
7. CMD, NHFDC
8. Member Secretary, RCI
9. Directors of All NIs of DEPwD

Copy to:

Joint Secretary, Administration, DEPwD

- (एफ) समिति 6 महीने की अवधि के भीतर अपनी रिपोर्ट प्रस्तुत करेगी।
3. निदेशक, पंडित दीन दयाल उपाध्याय इंस्टीट्यूट फॉर फिजिकली हैंडीकैप्ड के सदस्य तय होने पर पंडित दीन दयाल उपाध्याय इंस्टीट्यूट फॉर फिजिकली हैंडीकैप्ड कमेटी के लिए सचिव सहायता प्रदान करेगा।
  4. विशेषज्ञ समिति की पहली बैठक 09/12/2015 को सचिव कक्षा ( डीईपीडब्ल्यूडी ) की अध्यक्षता में सुबह 10 बजे सम्मेलन कक्ष, विकास विभाग, सीजीओ कॉम्प्लेक्स, नई दिल्ली -03 में होगी।
  5. विशेषज्ञ समिति के सदस्यों से अनुरोध है कि 09/12/2015 को उपरोक्त बैठक में भाग लेने के लिए इसे सुविधाजनक बनाएं।

डी.के. पंडा, अवर सचिव

अनुबंध-बी

केंद्रीय मंत्रालयों, विभागों, सार्वजनिक क्षेत्र उपक्रमों और स्वायत्त निकायों में बेंचमार्क दिव्यांगजनों के आरक्षण हेतु गुप ए. बी. सी और डी पदों की पहचान और व्यापकता करने के उद्देश्य से गठित की गयी एकसर्प कमेटी के द्वारा 19 नवंबर 2018 को निर्धारित रिपोर्ट का सारांश

विशेषज्ञ समिति, पांच उप-समितियों द्वारा पहचानी और समीक्षा की गई केंद्र सरकार की सूची पर व्यापक विचलन की चर्चा के बाद और विभिन्न हितधारकों से प्रतिक्रिया पर विचार करते हुए, गुप ए. बी. सी और डी पदों की विस्तृत सूची आरक्षित करने की सिफारिश की बेंचमार्क दिव्यांग व्यक्तियों के लिए।

2. विशेषज्ञ समितियों की सिफारिशें निम्नानुसार हैं:

(i) चूंकि बौद्धिक अक्षमता, मानसिक बीमारी, विशिष्ट अधिगम विकलांगता की नई श्रेणियों को आरक्षण के उद्देश्य से शामिल किया गया है, इसलिए 'भौतिक आवश्यकता' के बजाय, पद की 'कार्यात्मक आवश्यकता' शब्द का उपयोग किया जा सकता है।

(ii) 29.07.2013 की अधिसूचना में उल्लेखित फुटनोट इस प्रकार है:-

- नोट 1. बेंचमार्क दिव्यांग व्यक्तियों को अपनी बाधाओं को दूर करने के लिए सहायक यंत्रों और उपकरणों की आवश्यकता होती है। समय-समय पर जारी डीओपीटी के निर्देशों के अनुसार उनकी आवश्यकता को ध्यान में रखते हुए बेंचमार्क दिव्यांग व्यक्तियों को उनकी नियुक्ति पर एड्स और सहायक उपकरण प्रदान किए जा सकते हैं।
- नोट 2. अधिसूचित पदों की सूची केवल सांकेतिक है और एक विस्तृत सूची नहीं है। यदि सूची में किसी पद का उल्लेख नहीं है, तो यह नहीं माना जाता है कि उसे छूट दी गई है। मंत्रालय, विभाग, स्वायत्त निकाय, सार्वजनिक क्षेत्र के उपक्रम केवल दिव्यांगता की संबंधित श्रेणी के लिए पहचाने गए पदों की सूची में जोड़कर सूची को और पूरक कर सकते हैं।
- नोट 3. यदि कोई पद पहले से ही बेंचमार्क दिव्यांगता वाले व्यक्ति द्वारा रखा गया है, तो यह माना जाएगा कि बेंचमार्क दिव्यांगता की श्रेणी के लिए पहचान की गई है।
- नोट 4. यदि फीडर ग्रेड में किसी पोस्ट की पहचान की जाती है, तो प्रमोशनल ग्रेड के सभी पदों की पहचान की जानी चाहिए।
- नोट 5. यदि किसी भी पहचाने गए पद के संबंध में समान प्रकृति और नौकरी की जगह वाला पद है, तो पद की पहचान की जानी चाहिए, भले ही पद का एक अलग नामकरण हो और/या अलग श्रेणी में रखा गया हो।
- नोट 6. यह सूची बेंचमार्क दिव्यांग व्यक्तियों के लिए उपयुक्त पदों की पहचान के संबंध में प्रमुख सूची होगी। हालांकि, यदि किसी केंद्र सरकार की स्थापना द्वारा पद की सूची को अलग से पहचाना जाता है, तो पहचान की गई श्रेणियों की व्यापक श्रेणी (प्रत्येक श्रेणी के अंतर्गत अधिक उप-श्रेणियां होने) की सूची प्रभावी होगी।
- नोट 7. यदि किसी पोस्ट को एक व्यापक श्रेणी के तहत एक से अधिक उप-श्रेणियों के लिए उपयुक्त पहचाना जाता है, तो व्यक्तिगत मंत्रालय या विभाग या सार्वजनिक क्षेत्र के उपक्रम या स्वायत्त निकाय सभी उप-श्रेणियों के लिए भर्ती का संचालन करें और नियुक्ति के लिए स्वतः किसी विशेष उप-श्रेणी का चयन न करें।
- नोट 8. यह केंद्रीय मंत्रालयों या विभागों या सार्वजनिक क्षेत्र के उपक्रमों या स्वायत्त निकायों के लिए है कि वे किसी भी पहचाने गए पद के सन्दर्भ में नियुक्ति से पहले कार्यात्मक आवश्यकताओं के संदर्भ में दिव्यांगता के प्रमाण पत्र की प्रामाणिकता की पुष्टि करें और उम्मीदवार की उपयुक्तता की जांच करें।
- नोट 9. अधिसूचना के अंग्रेजी और हिंदी संस्करणों में विसंगतियों की स्थिति में, अंग्रेजी संस्करण को प्राथमिक माना जाएगा।



8/2021/US(SR)

[भाग 1—खण्ड 1]

भारत का राजपत्र : असाधारण

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अनुबंध-ए

क्रमांक 34-07/2015-DD III

भारत सरकार

सामाजिक न्याय और अधिकारिता मंत्रालय

दिव्यांगजन सशक्तिकरण विभाग

दिनांक 19 नवंबर, 2015

कार्यालय झापन

उप: दिव्यांग व्यक्तियों की समिति की समीक्षा करने के लिए विशेषज्ञ समिति का गठन और समिति की पहली बैठक बुलाना।

मंत्रालय की अधिसूचना संख्या 16-15/2010-DD-III दिनांक 29 जुलाई, 2013 के साथ अधिसूचित दिव्यांग व्यक्तियों के लिए उपयुक्त पदों की सूची की समीक्षा करने के लिए एक विशेषज्ञ समिति का गठन करने के लिए सक्षम प्राधिकारी के अनुमोदन के साथ यह निर्णय लिया गया है। निम्नलिखित रचनाएँ और संदर्भ की शर्तें:-

## 1. रचना

- |     |  |           |
|-----|--|-----------|
| I   | सचिव, दिव्यांग व्यक्तियों के अधिकारिता विभाग   | - अध्यक्ष |
| II  | प्रतिनिधि, निम्नलिखित मंत्रालयों / विभागों भारत सरकार के संपुक्त सचिव के पद से नीचे नहीं हैं।  | - सदस्य   |
|     | (i) कार्मिक और प्रशिक्षण विभाग, उत्तर ब्लॉक नई दिल्ली  | - सदस्य   |
|     | (ii) एम/ओ स्वास्थ्य और परिवार कल्याण, निर्माण भवन, नई दिल्ली   | - सदस्य   |
|     | (iii) सार्वजनिक उद्यम विभाग  | - सदस्य   |
|     | (iv) एम/ओ सामाजिक न्याय और अधिकारिता, विकलांगता प्रभाग   | - सदस्य   |
| III | मंत्रालय/विभाग के संयुक्त सचिव के पद से नीचे के प्रतिनिधि नहीं जिनके संबंध में नौकरियों और संबंधित मामलों की पहचान की समीक्षा की जानी है | - सदस्य   |
| IV  | महानिदेशक रोजगार और प्रशिक्षण, एम /ओ श्रम और रोजगार  | - सदस्य   |
| V   | विभागाध्यक्ष, पीएमआर, सफदरजंग अस्पताल  | - सदस्य   |
| VI  | प्रत्येक विकलांगता पर NIs के प्रतिनिधि   | - सदस्य   |
|     | (i) निदेशक, राष्ट्रीय दृष्टिशक्ति विकलांग संस्थान, देहरादून  | - सदस्य   |
|     | (ii) निदेशक, अली यावर जंग नेशनल इंस्टीट्यूट फॉर हियरिंग हैंडीकैप्ड, मुंबई  | - सदस्य   |
|     | (iii) निदेशक, पंडितदीनदयाल उपाध्याय इंस्टीट्यूट फॉर फिजिकली हैंडिकैप्ड, दिल्ली   | - सदस्य   |
| VII | गैर-सरकारी संगठनों के प्रतिनिधि:-  |           |
|     | (i) सुश्री शिवानी गुप्ता   | - सदस्य   |
|     | (ii) श्री एस. के. रंगटा  | - सदस्य   |
|     | (iii) श्री आलोक केजरीवाल   | - सदस्य   |

## 2. संदर्भ की शर्तें

- (ए) दिव्यांगों की निश्चित श्रेणी के लिए विभिन्न पदों की उपयुक्तता पर विचार करने के लिए जिन्हें पहले प्रौद्योगिकी में विकास को ध्यान में रखते हुए उपयुक्त नहीं पहचाना गया था।
- (बी) समिति दिव्यांग व्यक्तियों के लिए मुख्य आयुक्त के निर्धारण और केंद्र सरकार, सामाजिक न्याय और अधिकारिता मंत्रालय से सुसज्जित रिपोर्ट पर निर्धारित वजन और विचार देगी।
- (सी) समिति किसी अन्य सदस्य को चुन सकती है।
- (डी) गैर सरकारी सदस्यों को टीए/डीए का नुगतान पंडितदीनदयाल उपाध्याय संस्थान द्वारा शारीरिक रूप से दिव्यांग, नई दिल्ली



18/2021/US(SR)

1158

THE GAZETTE OF INDIA : EXTRAORDINARY

[PART I—SEC. 1]

## 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:—

**I. 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      |



1818/2021/US(SR)

1160

## THE GAZETTE OF INDIA : EXTRAORDINARY

[PART I—SEC. 3(i)]

	(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:-	- Member
	(i) Ms. Shivani Gupta	- Member
	(ii) Shri S. K. Rungta	- Member
	(iii) Shri Alok Kejriwal	- Member

## 2. Terms of Reference

- 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.
- 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;
- The Committee may co opt any other member.
- TA/DA to the Non Official members may be paid by the Pandit Deendayal Upadhyaya Institute for Physically Handicapped, New Delhi as per rules.
- The meeting of the Committee may be held at any place as decided by Chairman of the Committee.
- 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.

492818/2021/US(SR)

1161

[भाग 1—खण्ड 1]

भारत का राजपत्र : असाधारण

- (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.