

RESERVATION FOR PwBDs

- Rights of Persons with Disabilities Act, 2016 - 19.04.2017
- The Rights of Persons with Disabilities Rules, 2017 – 15.06.2017

# *Direct Recruitment*

4% of total number of vacancies

Reserve for Group A, B and C

# *Direct Recruitment*

	<b>BENCHMARK DISABILILTY</b>	<b>% of Reservation</b>
(a)	Blindness and Low Vision	1
(b)	Deaf and Hard of Hearing	1
(c)	Locomotor Disability including Cerebral Palsy, Leprosy Cured, Dwarfism, Acid Attack Victims And Muscular Dystrophy	1
(d)	Autism, Intellectual Disability, Specific Learning Disability and Mental Illness	1
(e)	Multiple Disabilities From Amongst Persons Under Clauses (a) To (d) Including Deaf-Blindness	1

# Adjustment against unreserved vacancy - DR

- PwBD - can compete for DR appointment against unreserved vacancy.
- adjustment against vacancy not reserved for PwBD
- Such post should be suitable for PwBD of relevant category
- If selected without relaxed standard- not to be adjusted against reserved PwBD vacancies

# COMPUTATION OF NO. OF POST TO BE RESERVED

- ON THE BASIS OF TOTAL NO. OF VACANCIES IN GROUP C POST
- FOR DR IN A RECRUITMENT YEAR
- BOTH IN IDENTIFIED AND NON-IDENTIFIED CATEGORIES
- NO. OF PwBD APPOINTED BY RESERVATION IN IDENTIFIED CATEGORY MAY EXCEED 4%
  
- SAME FOR GROUP 'A' AND 'B'

# RESERVATION ROSTER - DR

- MAINTAIN GROUP-WISE **VACANCY BASED 100 POINT RESERVATION ROSTER**
- **DIVIDE INTO FOUR BLOCKS**
  - **1<sup>st</sup> Block – point No.01 to 25**
  - **2<sup>nd</sup> Block – Point No.26 to 50**
  - **3<sup>rd</sup> Block – Point No.51 to 75**
  - **4<sup>th</sup> Block – Point No.76 to 100**

- **Enter all vacancies in roster.**
- **If vacancy at point 1 not identified for PwBD, one of the points from 2-25 to be reserved**
- **Purpose – to fill up the first available suitable vacancy**
- **Once all 100 points of roster covered, start fresh cycle of 100 points**



# Carry forward and inter-se exchange

- 1<sup>st</sup> year – not filled up
- Carry forward in succeeding recruitment year as backlog vacancy
- If still not filled up in succeeding year
- Interchange among the categories
- At one percent each for each category

- If in succeeding year filled by PwBD or by inter-se exchange – treat as filled by reservation
- If no PwBD available that year, fill up vacancy by a person other than PwBD –
- Reservation shall be carried forward
- For two recruitment years
- If still not filled up by PwBD – reservation shall lapse
- No. of vacancies reserved for PwBD to be announced beforehand.

# Relaxation of standard of suitability

- If sufficient no. PwBD candidates not available on general standards
- Relaxed standards- provided they are not found unfit for such post
- Relaxation in eligibility criteria laid down for issuance of certificate of disability not allowed

# Reservation for PwBD in promotion

- 4% of the total number of vacancies in cadre strength
- Promotion:
  - Within group 'C'
  - Group 'C' to Group 'B'
  - Group 'B' to Group 'B'
  - Group 'B' to lowest rung of Group 'A'
- Reservation in promotion applicable in cadres in which DR element does not exceed 75%

# Exemption from reservation

- Refer to DEPwD
- DEPwD to consult Chief Commissioner for Persons with Disabilities
- DEPwD by notification exempt.

# Rule 20 of Rights of PwD Act, 2016

- NO DENIAL OF PROMOTION MERELY ON GROUNDS OF DISABILITY
- NO REDUCTION IN RANK IF GS ACQUIRES DISABILITY
- ACQUIRES DISABILITY AFTER ENTERING SERVICE – WILL BE GET BENEFIT OF RESERVATION IN PROMOTION AS PwBD
- BENEFIT OF SENIORITY AMONG PwBD COUNTED FROM DATE OF CERTIFICATION OF DISABILITY

# IDENTIFICATION OF POSTS

- DEPwD has identified posts suitable to be held by PwBDs
- Physical requirement for such posts notified – OM dt 04.01.2021

# RESERVATION IN POSTS IDENTIFIED FOR ONE OR TWO CATEGORIES

- 4% RESERVATION NOT TO BE REDUCED
- IF ONLY ONE CATEGORY IDENTIFIED FOR THE POST
- TOTAL RESERVATION OF 4% TO BE GIVEN TO THAT CATEGORY
- IF TWO CATEGORIES ARE IDENTIFIED, DISTRIBUTE EQUALLY



# ADJUSTMENT – ZONE OF CONSIDERATION

- SENIORITY-CUM-FITNESS –
- PwBD otherwise eligible.
- Is in list of candidates approved for promotion
- Promote him against vacancy Not reserved for PwBD
  
- SELECTION
- Selected without relaxed standards, along with other candidates
- Not to be adjusted against reserved vacancy

# LDCE

- RELAXATION OF STANDARD OF SUITABILITY ALLOWED
- RELAXATION IS NOT IN THE ELIGIBILITY CRITERIA FOR ISSUANCE OF CERTIFICATE OF BENCHMARK DISABILITY

