



Estt. Srl. No. 150/2024
RBE No- Nil

EAST COAST RAILWAY
प्रधान मुख्य कार्मिक अधिकारी का कार्यालय/
Office of the Principal Chief Personnel Officer
रेल सदन, द्वितीय तल, भुवनेश्वर - 751017
Rail Sadan, IInd Floor, Bhubaneswar-751017

पूतरे/कार्मिक/आर ECoR/Pers/R/Recruitment.

Date:16.10.2024

**ALL PHODs/CHODs,
DRMs/CWM/CAO&CPM,
East Coast Railway, Bhubaneswar.**

**Sub: Maintenance of Roster Register for persons with disabilities in direct recruitment
w.e.f. 01.01.1996 by Zonal Railways.**

उपर्युक्त विषय पर रेलवे बोर्ड पत्र सं. E(NG)II/2021/RC-2/5 दिनांक 10.10.2024 की प्रतिलिपि सूचना, मार्गदर्शन एवं आवश्यक कार्रवाई हेतु अग्रेषित है।

A copy of Railway Board's Letter No. E(NG)II/2021/RC-2/5, dated 10.10.2024 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

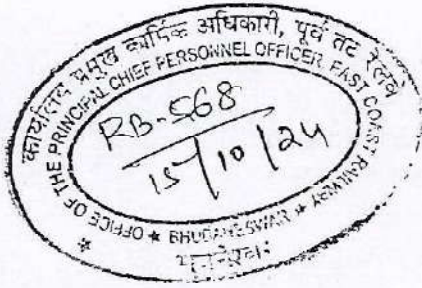
**Digitally Signed by
Nandigam Simhananda Kumar
Date: 16-10-2024 17:21:58
Reason: Approved**

Encl: As above,

**(Nandigam Simhananda Kumar)
Assistant Personnel Officer - I
For Principal Chief Personnel Officer.**

Copy to:-

1. Secy. to GM & AGM,
2. Chairman-RRB&RRC-BBS,
3. Dy.CPOs /Sr.DPOs, DPOs/SPOs, WPO/APOs of Personnel Department,
4. General Secretary's- ECoRSC & ECoRSU.



GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

Ch. OS/Ruling
SP/HR/21/10
Position P1

15/10/24

NO. E(NG)II/2021/RC-2/5

New Delhi, Dated : 10.10.2024

The General Manager (P),
All Zonal Railways/PUs.

AP01/AP02
Chos/Ruling

Sub: Maintenance of Roster Register for persons with disabilities in direct recruitment w.e.f. 01.01.1996 by Zonal Railways.

Ref : (i) Letters dated 01.08.2024 and 24.06.2024 from Shri Mukesh Gupta, General Secretary, Disabled Employess Association of Railway regarding non-maintenance of Roster Register for persons with disabilities in direct recruitment w.e.f. 01.01.1996 by various Zonal Railways.

(ii) Board's letters no. E(NG)II/2017/RC-2/1 Policy dated 28.06.2017 and 16.02.2018.

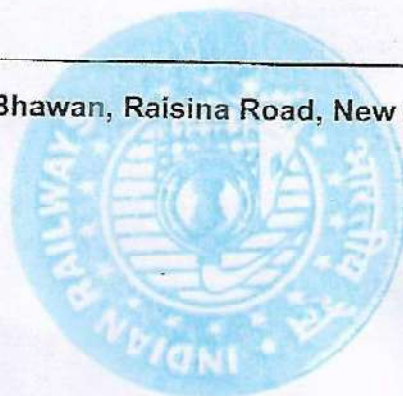
(iii) Board's letters No. E(NG)II/2021/RC-2/5 dated 03.11.2021.

Please refer to Board's letters cited under reference no. (ii) above vide which Railways had been instructed to prepare a separate vacancy based 100 point reservation roster register for determining/effecting reservation for PwBD candidates. Further, vide letter under reference no. (iii) the same was reiterated and all Zonal Railways/PUs were advised to provide a copy of roster register maintained by them. But reply in this respect has been received from only few Railways/PUs. It may be appreciated that non-maintenance of roster register can potentially lead to inaccurate vacancy calculation and further legal complications. Therefore, all Zonal Railways/PUs are advised to maintain the roster register for PwBDs w.e.f. 01.01.1996 as mandated by statutory provisions and also provide a copy of the same to Board. In light of upcoming recruitment exams, the matter may be treated as **MOST URGENT**.

DA: As above

(U.K.Tiwari)
Director Estt.(N)
Railway Board

Rail Bhawan, Raisina Road, New Delhi-110001





DISABLED EMPLOYEES ASSOCIATION OF RAILWAY (Regd.)

REGISTERED UNDER THE "SOCIETIES REGISTRATION ACT XXI OF 1860

Regd. Office : RZ-51, U.G. Floor, Gali No. 1, East Sagar Pur, New Delhi-110046

पत्र संख्या- 2024/DEAR/Gen.Cor./21

दिनांक - 30.07.2024

01.08.24

6/8/24

Dy. Director Estt.(N).

Railway Board,

Rail Bhavan,

New Delhi.

विषय:- सीधे भर्ती से भरे जाने वाले पदों पर 01.01.1996 से रॉस्टर बनवाकर विकलांग जनों को आरक्षण प्रदान करना और बैकलॉग भरना.

संदर्भ:- उपरोक्त एसोसिएशन के पत्र संख्या दिनांक - 2024/DEAR/Gen.Cor./17 दिनांक - 24.06.2024.

आदरणीय महोदय/महोदया,

एसोसिएशन के द्वारा, अपने उपरोक्त संदर्भित पत्र दिनांक-24.06.2024 के माध्यम से आपके कार्यालय को इस तथ्य से अवगत करने का कार्य किया था, कि DOP&T, PWD Act-1995, RPWD Act-2017 सहित आपके कार्यालय के द्वारा भी अनेक आदेश निकले गये है, जिसके अनुसार विकलांग कर्मचारियों को सीधे भर्ती से भरे जाने वाले पदों पर रॉस्टर बनाकर आरक्षण दिया जाना चाहिये, परन्तु PWD Act - 1995 के लागू होने के लगभग 3 दशक व्यतीत होने और RPWD Act -2017 के लागू होने के लगभग 7 वर्षों से भी अधिक का समय व्यतीत होने के बावजूद रॉस्टर बनाकर सीधे भर्ती से भरे जाने वाले पदों पर आरक्षण नहीं दिया जा रहा है.

अतः एसोसिएशन अपने पूर्व पत्र में लिखे गए सभी तथ्यों को पुनः आपके अवलोकनार्थ प्रस्तुत कर रही है, जो कि निम्नवत है :-

यह सर्वविदित है कि भारत सरकार के द्वारा पारित अनेक कानूनों और DOP&T के अनेकानेक आदेशों के अनुसार भारत सरकार के विभिन्न मंत्रालय ही नहीं देश के सभी राज्यों में भी विकलांग जनों के लिये 01.01.1996 से 18.04.2017 तक 3% और 19.04.2017 के पश्चात 4% आरक्षण की व्यवस्था "सीधे भर्ती" से भरे जाने वाले पदों पर करना अनिवार्य है, इस संबंध में एसोसिएशन यहाँ इस पत्र में नियमों की विस्तार से चर्चा करना उचित नहीं समझती क्योंकि इस संबंध में आपके कार्यालय को नियमों के संबंध में कुछ भी बताना उसी प्रकार होगा जैसे कि "सूरज को दीपक दिखाना" और यह उचित नहीं है.

एसोसिएशन आपके संज्ञान में यह तथ्य लाना चाहती है, कि अनेकानेक प्रयासों के बावजूद अभी तक शायद ही किसी जोनल रेलवे के द्वारा सीधे भर्ती से भरे जाने वाले पदों पर "विकलांग जनों की रिक्तियों की सही से गणना" करने के लिये रॉस्टर बनाये गये हैं, यहाँ तक कि रेलवे बोर्ड के सबसे समीप उत्तर रेलवे के द्वारा भी अभी तक सीधे भर्ती से भरे जाने वाले पदों के रॉस्टर नहीं बनाये गये हैं.

इस प्रकार रॉस्टर बिना बनाये भर्ती करना किसी भी प्रकार से न्यायोचित नहीं है और इससे निम्न समस्यायें न केवल विकलांग जनों के समक्ष आती है बल्कि जोनल रेलवे प्रशासन के समक्ष भी आती है:-

1. सीधे भर्ती से भरे जाने वाले पदों पर बिना रॉस्टर बनाये भर्ती करने से बैकलॉग की गणना सही से नहीं हो पाती है और इससे हमेशा कम बैकलॉग भरी जाती है,
2. रॉस्टर नहीं बनाये जाने के कारण पिछले वर्ष की बैकलॉग बैकलॉग पर भी कभी ध्यान नहीं दिया जाता, जिससे विकलांग जनों की बैकलॉग हमेशा खाली रह जाती है.





DISABLED EMPLOYEES ASSOCIATION OF RAILWAY (Regd.)

REGISTERED UNDER THE "SOCIETIES REGISTRATION ACT XXI OF 1860"

Regd. Office : RZ-51, U.G. Floor, Gall No. 1, East Sagar Pur, New Delhi-110046

3. रोस्टर के बनाये बिना भर्ती करने का एक अन्य बड़ा मुकामान यह होता है कि रेलवे प्रशासन के द्वारा भर्ती करते समय यह ध्यान नहीं रखा जाता कि किस विभाग में किस प्रकार की विकलांगता से संबंधित विकलांग जनों को भर्ती किया जाये और एक बार भर्ती करने के उपरांत उन्हें किस पद पर और किस विभाग में नियुक्ति देनी है यह समस्या उत्पन्न हो जाती है और उस समय रेलवे प्रशासन केवल उन्हें कहीं भी लगाने की जल्दी में रहता है और इससे भविष्य में उस विकलांग कर्मचारी के सामने उस विभाग में काम करने में समस्या आने लगती है और सबसे बड़ी समस्या तब उत्पन्न होती है जब पदोन्नति का समय आता है, उस समय प्रशासन कहता है कि आगे पदोन्नति का जो पद है आप उस पर काम करने योग्य नहीं है और इससे अनावश्यक विवाद उत्पन्न हो रहे हैं क्योंकि इसमें उस विकलांग कर्मचारी की भी गलती नहीं होती उसे प्रशासन के द्वारा ही उस पद पर नियुक्त किया जाता है, यदि आगे कि पदोन्नति का पद उसके योग्य नहीं था तो उसे उस पद पर नियुक्त ही क्यों किया गया.

यदि बैंकेंसी निकालने से पहले ही रोस्टर बनाया गया होता और यह ध्यान रखकर भर्ती का नोटिस निकाला जाता कि हमें किस विभाग के लिये किस प्रकार के विकलांग जन की आवश्यकता है तो रेलवे प्रशासन को पहली नियुक्ति करने और बाद में पदोन्नति देने में कोई समस्या नहीं आती और वह संबंधित विकलांग कर्मचारी भी अपनी पूर्ण क्षमता से अपने पद पर कार्य करता.

अतः आपसे अनुरोध है कि विकलांग जनों की उपरोक्त समस्याओं को समाप्त करने के लिये निम्न आदेश पुनः निकले जायें और उनको लागू करने की दिशा में कुछ ठोस कदम उठाये जायें:-

1. 01.01.1996 से अब तक सीधे भर्ती से भरे जाने वाले पदों के रोस्टर बनाकर सही प्रकार से गिनतियों की गणना की जायें और जो बैकलॉग रहता है उसको चरणबद्ध तरीके से भरने के आदेश जारी किये जायें.

2. बैकलॉग भरते समय या अन्य सामान्य भर्ती करते समय "सभी प्रकार की विकलांगता वाले विकलांग जनों को समान प्रतिनिधित्व मिल सके" इस बात का विशेष ध्यान रखा जाना चाहिये, अभी तक की प्रक्रिया में यह स्पष्ट रूप से देखने में आ रहा है कि "मूक एवं बधिर जनों" को सही प्रकार से आरक्षण का लाभ नहीं मिल पा रहा है.

विकलांग जनों के वर्ग के लिये "शिक्षा और रोजगार प्राप्ति सबसे बड़ी समस्या हैं" और यदि समाज के इस सबसे पिछड़े और शोषित वर्ग के उत्थान के लिये भारत सरकार के द्वारा रोजगार प्राप्ति के लिये बनाये गये नियमों को रेलवे प्रशासन सही प्रकार से लागू करे तो विकलांग जनों की रोजगार प्राप्ति की समस्या का काफी हद तक समाधान करा जा सकता है.

अतः एग्रीसिप्रेशन का आपसे पुनः आग्रह है कि विकलांग जनों के लिये भारतीय संसद द्वारा पारित अधिनियमों (PWD Act- 1995 & RPWD Act-2016), DOP&F एवं विभिन्न न्यायलयों के आदेशों को ध्यान में रखते हुए सीधे भर्ती से भरे जाने वाले पदों पर 01.01.1996 से रोस्टर बनाकर सही प्रकार से बैंकेंसियों की गणना कर बैकलॉग भरने का कार्य किया जायें.

सधन्यवाद

(मुकुंदा गुप्ता)

सहासचिव

मोबाईल नंबर- 9891947350

प्रतिलिपि :-

1. Additional Member Staff, Railway Board, Rail Bhavan for information and further necessary action please.



शामद मड कामला
नीतिगत निदेशात्मक से
सेवाधिकार के अंतर्गत (स्वामी)
शाखा कुलम अतिरिक्त कार्यालय
देखें देखें

EMPLOYEES ASSOCIATION OF RAILWAY (Regd.)

REGD UNDER THE "SOCIETIES REGISTRATION ACT XXI OF 1860

RZ-51, U.G. Floor, Gall No. 1, East Sagar Pur, New Delhi-110046

14/6/2024
उप निदेश (स्वामी)

205
16/5/24

दिनांक - 24.06.2024

e-office.....

MR/.....

Date.....

1839987

29/7/24

NEW DELHI

New Delhi.

विषय:- सीधे भर्ती से भरे जाने वाले पदों पर 01.01.1996 से रोस्टर बनवाकर विकलांग जनों को आरक्षण प्रदान करना और वैकलांग भरना.

आदरणीय महोदय,

JD/DD-E(SCT)I
JD/DD-E(SCT)II

यह सर्वविदित है कि भारत सरकार के द्वारा पारित अनेक कानूनों और DOP&T के अनेकानेक आदेशों के अनुसार भारत सरकार के विभिन्न मंत्रालय ही नहीं देश के सभी राज्यों में भी विकलांग जनों के लिये 01.01.1996 से 18.04.2017 तक 3% और 19.04.2017 के पश्चात 4% आरक्षण की व्यवस्था "सीधे भर्ती" से भरे जाने वाले पदों पर करना अनिवार्य है, इस संबंध में एसोसिएशन यहाँ इस पत्र में नियमों की विस्तार से चर्चा करना उचित नहीं समझती क्योंकि इस संबंध में आपके कार्यालय को नियमों के संबंध में कुछ भी बताना उसी प्रकार होगा जैसे कि "सुरज को दीपक दिखाना" और यह उचित नहीं है.

एसोसिएशन आपके संज्ञान में यह तथ्य लाना चाहती है कि अनेकानेक प्रवासों के बावजूद अभी तक शायद ही किसी जूनियर रेलवे के द्वारा सीधे भर्ती से भरे जाने वाले पदों पर "विकलांग जनों की रिक्तियों की सही से गणना" करने के लिये रोस्टर बनाये गये हैं, यहाँ तक कि रेलवे बोर्ड के सबसे समीप उत्तर रेलवे के द्वारा भी अभी तक सीधे भर्ती से भरे जाने वाले पदों के रोस्टर नहीं बनाये गये हैं.

इस प्रकार रोस्टर बिना बनाये भर्ती करना किसी भी प्रकार से न्यायोचित नहीं है और इससे निम्न समस्याएँ न केवल विकलांग जनों के समक्ष आती है बल्कि जूनियर रेलवे प्रशासन के सामने भी आती है:-

1. सीधे भर्ती से भरे जाने वाले पदों पर बिना रोस्टर बनाये भर्ती करने से वैकेंसियों की गणना सही से नहीं हो पाती है और इससे हमेशा कम वैकेंसियाँ भरी जाती हैं.

2. रोस्टर नहीं बनाये जाने के कारण पिछले वर्ष की वैकलांग वैकेंसियों पर भी कभी ध्यान नहीं दिया जाता, जिससे विकलांग जनों की वैकेंसी हमेशा खाली रह जाती है.

3. रोस्टर के बनाये बिना भर्ती करने का एक अन्य बड़ा नुकसान यह होता है कि रेलवे प्रशासन के द्वारा भर्ती करते समय यह ध्यान नहीं रखा जाता कि किस विभाग में किस प्रकार की विकलांगता से संबंधित विकलांग जनों को भर्ती किया जाये और एक बार भर्ती करने के उपरांत उन्हें किस पद पर और किस विभाग में नियुक्ति देनी है यह समस्या उत्पन्न हो जाती है और उस समय रेलवे प्रशासन केवल उन्हें कहीं भी लगा देने की जल्दी में रहता है और इससे भविष्य में उस विकलांग कर्मचारी के सामने उस विभाग में काम करने में समस्या आने लगती है और सबसे बड़ी समस्या तब उत्पन्न होती है जब पदोन्नति का समय आता है. उस समय प्रशासन कहता है कि आगे पदोन्नति का जो पद है आप उस पर काम करने योग्य नहीं हैं और इससे



DISABLED EMPLOYEES ASSOCIATION OF RAILWAY (Regd.)

REGISTERED UNDER THE "SOCIETIES REGISTRATION ACT XXI OF 1860

Regd. Office : RZ-51, U.G. Floor, Gall No. 1, East Sagar Pur, New Delhi-110046

अनावश्यक विवाद उत्पन्न हो रहे हैं क्योंकि इसमें उस विकलांग कर्मचारी की भी गलती नहीं होती उसे प्रशासन के द्वारा ही उस पद पर नियुक्त किया जाता है, यदि आये कि पदोन्नति का पद उसके योग्य नहीं था तो उसे उस पद पर नियुक्त ही क्यों किया गया.

यदि बैंकेंसी निकालने से पहले ही रोस्टर बनाया गया होता और यह ध्यान रखकर भर्ती का नोटिस निकाला जाता कि हमें किस विभाग के लिये किस प्रकार के विकलांग जन की आवश्यकता है तो रेलवे प्रशासन को पहली नियुक्ति करने और बाद में पदोन्नति देने में कोई समस्या नहीं आती और वह संबंधित विकलांग कर्मचारी भी अपनी पूर्ण क्षमता से अपने पद पर कार्य करता.

अतः आपसे अनुरोध है कि विकलांग जनों की उपरोक्त समस्याओं को समाप्त करने के लिये निम्न आदेश पुनः निकले जायें और उनको लागू कराने की दिशा में कुछ ठोस कदम उठाये जायें:-

1. 01.01.1996 से अब तक सीधे भर्ती से भरे जाने वाले पदों के रोस्टर बनाकर सही प्रकार से शिफ्टों की गणना की जायें और जो बैंकलॉग रहता है उसको चरणबद्ध तरीके से भरने के आदेश जारी किये जायें.

2. बैंकलॉग भरते समय या अन्य सामान्य भर्ती करते समय "सभी प्रकार की विकलांगता वाले विकलांग जनों को समान प्रतिनिधित्व मिल सके" इस बात का विशेष ध्यान रखा जाना चाहिये. अभी तक की प्रक्रिया में यह स्पष्ट रूप से देखने में आ रहा है कि "मूक एवं बधिर जनों" को सही प्रकार से आरक्षण का लाभ नहीं मिल पा रहा है.

विकलांग जनों के वर्ग के लिये "शिक्षा और रोजगार प्राप्ति सबसे बड़ी समस्या हैं" और यदि समाज के इस सबसे पिछड़े और शोषित वर्ग के उत्थान के लिये भारत सरकार के द्वारा रोजगार प्राप्ति के लिये बनाये गये नियमों को रेलवे प्रशासन सही प्रकार से लागू करे तो विकलांग जनों की रोजगार प्राप्ति की समस्या का काफी हद तक समाधान करा जा सकता है.

अतः एसोसिएशन का आपसे पुनः आग्रह है कि विकलांग जनों के लिये भारतीय संसद द्वारा पारित अधिनियमों (PWD Act-1995 & RPWD Act-2016), DOP&T एवं विभिन्न न्यायलयों के आदेशों को ध्यान में रखते हुए सीधे भर्ती से भरे जाने वाले पदों पर 01.01.1996 से रोस्टर बनाकर सही प्रकार से बैंकेंसियों की गणना कर बैंकलॉग भरने का कार्य किया जायें

सधन्यवाद

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(मुकेश गुप्ता)

महासचिव

मोबाईल नंबर- 9891947350

प्रतिरिपि :-

1. Additional Member Staff, Railway Board, Rail Bhavan for information and further necessary action please.



GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 62/2017

No. E(NG)II/2017/RC-2/1 Policy

New Delhi, dated : 28.06.2017

The General Manager (P),
All Zonal Railways/PUs.,
Chairmen/RRBs.

Sub: Recruitment of Persons with Disabilities from open market on the Railways-
instructions- regarding.

Ref:-

- i. Board's letter No. E(NG)II/98/RC-2/8 dated 17.09.1998 & E(NG)II/2015/RC-2/2 dated 16.09.2015.
- ii. No. E(NG)II/2011/RC-2/6 dated 21.08.2013
- iii. No. E(NG)II/2006/RC-2/13 dated 19.12.2013.
- iv. No. E(NG)II/2014/RC-2/1 List dated 14.02.2014. & E(NG)II/2014/RC-2/1 List pt. dated 30.03.2015 & 22.07.2016.
- v. No. E(NG)II/2009/RC-2/14 dated 24.06.2014.
- vi. No. E(NG)II/2009/RR-1/10 Pt. dated 17.06.2016.

With a view to consolidate the existing instructions concerning the subject of recruitment of persons with disabilities (PWDs) from open market and bringing them in line with the Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Act, 1995 and the guidelines issue by the nodal departments of Government of India, the following instructions are issued with regard to reservation for PWDs in various non-Gazetted posts on the Railways. These instructions shall supersede all previous instructions issued on the subject so far except those under reference.

2. All recruitment from open market in non-Gazetted categories against vacancies reserved for physically handicapped quota will be undertaken by Railway Recruitment Boards and Railway Recruitment cell respectively, through a common examination. Vacancies reserved for PWDs of Production Units and other organizations falling within the territorial jurisdiction of the Zonal Railway will be clubbed together for the purpose of recruitment.

3. **Horizontality of reservation for PWDs:** Reservation for SCs/STs/OBCs is called vertical reservation and the reservation for PWDs is called horizontal reservation. Horizontal reservation cuts across vertical reservation (interlocking reservation) and persons selected against quota for PWDs, have to be placed in the appropriate category, viz., SCs/STs/OBCs/UR, depending upon the category to which they belong in the roster meant for reservation of SCs/STs/OBCs. To illustrate, if in a given year there are two vacancies reserved for the PWDs and out of two PWDs appointed, one belongs to a Scheduled Caste and the other to general category then the disabled SC candidate shall be adjusted against the SC point in the reservation roster and the general candidate against unreserved point in the relevant reservation roster. In case none of the vacancies falls on point reserved for the SCs, the disabled candidate belonging to SC shall be adjusted in future against the next available vacancy reserved for SCs.

4. **Quantum of reservation:** 3% of the vacancies in case of direct recruitment to non-Gazetted posts are to be reserved for PWDs of which 1% each are to be reserved for persons suffering from (i) blindness or low vision (ii) hearing impairment (iii) locomotor disability or cerebral palsy in the post identified for each disability. Only such persons would be eligible for reservation who suffers from not less than 40% of relevant disability. Even while considering the case of candidate with multiple disability, the clause of 'not less than 40% of relevant disability' has to be kept in view.

5. Definition of Disabilities:

(i) (a) **Blindness:** "Blindness" refers to a condition where a person suffers from any of the following conditions, namely:- (i) total absence of sight; or
(ii) visual acuity not exceeding 6/60 or 20/200 (snellen) in the better eye with correcting lenses; or
(iii) limitation of the field of vision subtending an angle of 20 degree or worse;

(b) **Low vision:** "Person with low vision" means a person with impairment of visual functioning even after treatment or standard refractive correction but who uses or is potentially capable of using vision for the planning or execution of a task with appropriate assistive device.

(ii) **Hearing Impairment:-** "Hearing Impairment" means loss of sixty decibels or more in the better ear in the conversational range of frequencies. Hearing Impairment would also include persons who are deaf & dumb.

(iii) (a) **Locomotor disability:** "Locomotor disability" means disability of the bones, joints or muscles leading to substantial restriction of the movement of the limbs or any form of cerebral palsy.

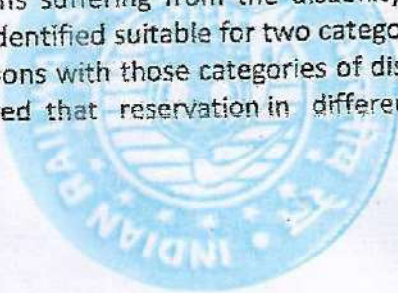
(b) **Cerebral Palsy :-** "Cerebral Palsy" means a group of non-progressive conditions of a person characterized by abnormal motor control posture resulting from brain insult or injuries occurring in the prenatal, peri-natal or infant period of development.

(a) All the cases of orthopedically handicapped persons would be covered under the category of "loco motor disability or cerebral palsy."

6. **Disability Certificate:** Board's instructions as contained in letter as referred at S.No. (iii) above be followed.

7. **List of posts identified for PWDs:** A consolidated list of posts have been identified suitable for PWDs and are contained in instructions issued vide S.No. (iv) of the reference.

8. **Reservation in posts identified for one or two categories:** If a post is identified suitable only for one category of disability, reservation for that post are to be given to persons with that disability only. Reservation of 3% shall not be reduced in such cases and total reservation in the post will be given to persons suffering from the disability for which it has been identified. Likewise in case the post is identified suitable for two categories of disabilities, reservation shall be distributed between persons with those categories of disabilities equally, as far as possible. It shall, however, be ensured that reservation in different posts in the establishment is



distributed in such a way that the persons of three categories of disabilities, as far as possible, get equal representation.

9. **Appointment against unreserved vacancies:** In the posts identified suitable for PWDs, a person with disability cannot be denied the right to compete for appointment against unreserved vacancy. In other words, PWD can be appointed against an unreserved vacancy provided the post is identified suitable for PWD of the relevant category. However, this provision will not apply in the recruitment exercise to posts, where Physical Efficiency Test (PET) is a part of examination process as PWDs are exempted from PET.

10. **Adjustment of candidates selected on their own merit:** PWDs selected on their own merit without relaxed standards along with other candidates will not be adjusted against the reserved share of vacancies. [Note: Own Merit means that candidates coming at par or above the unreserved (UR) merit cut off marks].

11. **Computation of reservation:** Reservation for PWDs in case of non-Gazetted posts are to be computed on the basis of total number of vacancies occurring in all non-Gazetted posts, as the case may be, although recruitment of PWDs would only be in the posts identified suitable for them.

12. **Effecting reservation- Maintenance of Rosters:** Railway administrations shall maintain separate 100 point reservation roster register in the format prescribed for various groups separately. Each register shall have cycles of 100 points and each cycle of 100 points shall be divided into three blocks-

(i) 1st block – Point number 1 to 33, (ii) 2nd block - Point no. 34 to 66, and (iii) 3rd block- Point No. 67 to 100. Points 1, 34 and 67 of the roster shall be earmarked reserved for PWDs – one point for each of the three categories of disabilities.

13. **Inter se exchange and carry forward of reservation:** (a) If the nature of disabilities in an establishment is such that a person of a specific category of disability cannot be employed, the vacancies may be interchanged among the three categories.

(b) If any vacancy reserved for any category of disability cannot be filled due to non-availability of a suitable person or for any other sufficient reason, such vacancy shall not be filled and shall be carried forward as a 'backlog reserved vacancy' to the subsequent recruitment year.

(c) In the subsequent recruitment year, that 'backlog reserved vacancy' shall be treated as reserved for the category of disability for which, it was kept reserved in the initial year of recruitment. However, if a suitable person with that disability is not available, it may be filled by interchange among the three categories of disability. In case, no suitable person with disability is available in the subsequent year also, the Railway administration may fill up the vacancy by appointment of a person other than a PWD. In such cases, reservation shall be carried forward for a further period up to two recruitment years where after the reservation shall lapse.



(d) Any recruitment of disabled candidate shall first be counted against the additional quota brought forward from previous years, if any, in their chronological order. If candidates are not available for all the vacancies, the older carried forward reservation would be filled first and the relatively later carried forward reservation would be further carried forward.

14. Relaxation of standard for suitability: If sufficient number of persons with disabilities are not available on the basis of general standard to fill all the vacancies reserved for them, PWD candidates may be selected on relaxed standards provided that they are not found unfit for such posts. For this purpose, 02 (two) marks below the minimum qualifying marks for each category, viz., UR/OBC/SC/ST be given a relaxation in the standard of suitability to PWDs in all recruitment from open market, in case full panel for PWDs cannot be made with the existing cut offs, as applicable.

15. Medical Examination: Irrespective of the fact that the post is reserved or unreserved, medical examination of the PWD for appointment for a post identified suitable to be held by the PWD should be done keeping in mind the disability of the candidate. In other words, in case of medical examination of a PWD candidate for appointment to a post identified suitable to be held by person of a particular disability, the medical officer/Board should be informed beforehand that the post is identified suitable to be held by PWD with relevant category and the candidate be then examined medically, keeping this fact in view.

16. Relaxations & Concessions:

a) **Age relaxation:-** (i) Age relaxation of 10 years (15 years for SC/ST and 13 years for OBC candidates) in upper age limit shall be allowed to PWDs in case of direct recruitment in the posts identified suitable for them, subject to the condition that maximum age of the applicant on the crucial date shall not exceed 56 years.

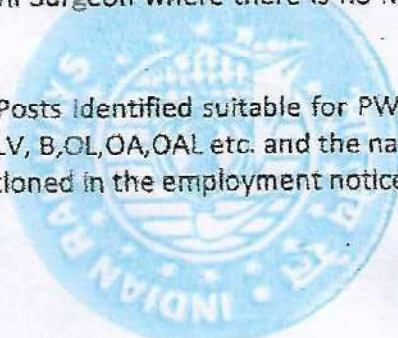
(ii) This age concession shall be admissible irrespective of the fact, whether the post is reserved for PWDs or not, provided the post is identified suitable for the relevant category of disability.

(iii) If a PWD is entitled to age concession by virtue of being a Central Government employee, concessions to him/her will be admissible either as a PWD or as a Central Government employee, whichever is more beneficial to him/her.

b) **Examination fee:-** PWDs shall be exempted from payment of examination fee and application fee. However, the clause of this exemption should be dealt in terms of stipulation made vide Board's letter issued under RBE No. 69/2016 dated 17.06.2016.

c) **Typewriting Test:** PWDs who are otherwise qualified to hold clerical posts and who are certified as being unable to type by the Medical Board attached to Special Employment Exchanges for them (or by a Civil Surgeon where there is no Medical Board) may be exempted from passing the typing test.

17. Vacancy Notification: Posts identified suitable for PWDs should be notified as per the sub-category of disability, viz., LV, B, OL, OA, OAL etc. and the nature of work to be performed for a post may also be clearly mentioned in the employment notices.



18. Conduct of examination: Examination centers for PWDs be chosen and designated in such a way that they are disabled friendly having the facilities of ramp etc. Seating arrangement for such candidates in general and for Visually Handicapped (VH) candidates in particular may preferably be made on the ground floor of such centers. Besides, seating arrangement for VH candidate may be made in such a way that only five or six candidates in a room i.e. one candidate in each corner and one or two in the center of the room, can be accommodated.

18.1. PWD candidates with one arm/muscular weakness and Visually impaired Candidates/those candidates whose writing speed is affected by Cerebral palsy can avail the assistance of a Scribe for writing answers on their behalf. For this purpose they will have to suitably inform the recruiting agency in advance. In all such cases, engagement of scribes will be subject to the following conditions:-

(a) The candidates will have to arrange their own scribes at their own cost during the examination. Separate Admit Cards be issued to the scribes accompanying the visually handicapped candidates. Admit card should contain the particulars and photograph of the scribe duly signed by him/her. The invigilators on duty will verify the identity of scribe with photo & particulars printed on Admit card issued to scribe.

(b) Criteria like academic/educational qualification, marks secured, age or other such restrictions for the scribes should not be fixed and instead, the invigilation system should be strengthened so that the candidates using scribes do not indulge in malpractices during examination.

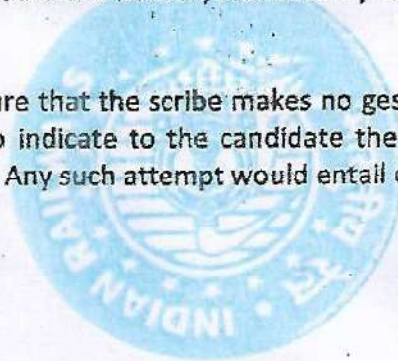
(c) The candidates may be allowed to change the scribe even on the day of examination and also on venue by placing suitable request in writing with the recruiting body subject to completion of necessary formalities for the purpose.

(d) The candidate availing the facility of scribe, shall be responsible for any misconduct on the part of scribe brought by him/her.

(e) Candidates availing the assistance of a scribe shall be eligible for compensatory time of not less than 20 minutes per hour of the examination.

18.2. The candidates opting to avail the assistance of scribes be accommodated at one examination venue of the designated examination centers. The scribe will read out the questions to the candidates and on the candidate stating clearly answer against each question, the scribe will write/indicate the same. An invigilator shall exclusively be posted with every such candidate who have opted to avail the assistance of a scribe. The Invigilator shall have to sit along side the scribe who will sit opposite such candidate so that conversation between the scribe and the candidate could be overheard by the invigilator who shall ensure that only the answers spelt out by the candidate are written/indicated by the scribe on the medium used to answer.

18.3. The invigilator will ensure that the scribe makes no gesture, sounds or any other forms of communication designed to indicate to the candidate the correctness or otherwise of an answer being recorded by him. Any such attempt would entail disqualification of candidate and



stringent action will be taken against both the candidate and the scribe. Conversation between the candidate and the scribe should not disturb in any way the peace in the examination hall or the other candidates seated in the examination hall/room.

18.4. The VH candidates may be allowed to use TAILOR FRAME AND BRAIL SLATE WITH PAPER for solving arithmetic problems and they will have to bring their own TAILOR FRAME AND BRAIL SLATE WITH PAPER in the examination hall. Partially blind candidates who are able to read/view normal Question Paper set for all the candidates and to write/indicate the answer with the help of Magnifying Glass may be allowed to use Magnifying Glass in the examination hall but they shall not be allowed the help of a SCRIBE. Such candidates may bring their own Magnifying Glass in the examination hall. However, they shall not be provided with the Question Paper meant for VH candidates who require the assistance of a scribe. All one eyed candidates and VH candidates whose visual degree of disability is less than 40% shall not be considered as VH persons and the provision for engaging scribe shall not be applicable to them.

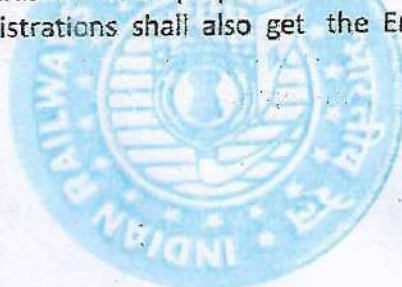
18.5. Question paper for VH candidates will not have any component of map/graphs/statistical data or diagrams/figures/geometrical problems etc. As regards requirement of Disability Certificate, instructions contained in Board's letter under reference (ii) be followed.

19. **Medical Examination:** While sending the PWDs for medical examination, (i) the recruiting department has to issue Medical memos mentioning the department, the category of post (group C or erstwhile Group D) along with their Grade Pay and level in the Pay Matrix and category of disability required to be examined like OL, OA, BL, OAL, OH, BH, HH, BL, LV, MW etc. Medical categories like A1, A2 etc. should NOT be mentioned on this memo. (ii) The examining Doctor will issue certificate to the effect that candidate is fit under handicapped quota under OL, OA, BL, OAL, OH,... etc. This certificate will not and cannot mention any medical category like A1/A2 etc.

20. There may arise a situation where PWD candidate appointed to a post directly connected with train operations/running of train, may not be able to perform his/her duties efficiently or it is a risk to his/her life and those of the passengers, in such a situation General Manager at their own discretion (not to be delegated further) may change the category of such candidates taking the views of the Medical Department, wherever required. While doing so the pay scale and other service benefits should not be affected adversely.

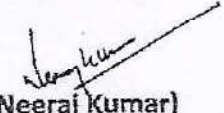
21. **Liaison Officer for PWDs:** Liaison Officers appointed to look after reservation matters for SCs/STs shall also work as Liaison Officers for reservation matters relating to persons with disabilities and shall ensure compliance of these instructions.

22. While conducting recruitment exercise from open market, in addition to the Employment Notices being supplied to the Employment Exchanges, Special Employment Exchanges, Vocational Rehabilitation Centers & National level Rehabilitation institutes, such notices are also to be published in Employment News. Further, recruiting agencies whether RRBs/RRCs/Railway Administrations shall also get the Employment Notices/Advertisements



uploaded on the websites of the Department of Empowerment of Persons with Disabilities, Department of Personnel and Training, Office of the Chief Commissioner for Persons with Disabilities and any other Ministry/Department as deemed necessary through NIC or other means for information of all concerned. This will be in addition to, hoisting the same on the websites of the recruiting agencies concerned.

Please acknowledge receipt.


(Neeraj Kumar)
Director Estt.(N)-II
Railway Board

No. E(NG)II/2017/RC-2/1 Policy

New Delhi, dated 28.06.2017

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35 spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association.
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The General Secretary, AIRPF Association.
- (xi) The General Secretary, All India SC & ST Railway Employees Association, Room No-7, Rail Bhawan, New Delhi.
- (xii) Chief Commissioner for Railway Safety, Lucknow.
- (xiii) Chief Administrative Officer, RCF/Raebareli Project, Kishanganj, Delhi-7


For Secretary, Railway Board

Copy to: PSs to MR, MOS(S) & MOS(G).

Copy to: PSO/Sr.PPS/PPSs/PSs/PA to:

CRB, FC, MS, MS(RS), ME, M(Tr.), MT, Secretary/ Rly. Bd., DG(Pers.), DG(S&T), DG(RS), DG/RHS, DG/RPF, DG(PR).

AM(Comm), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(E), AM(Fig), AM(PU), AM(Tele), AM(Sig), AM(Store), AM(T), AM(Works), AM(F), Adv(Vig.), AM(Staff), Adv(Infra), Adv(C), Adv(Project), Adv. (T&MPP), Adv. (Health), Adv. (Safety), Adv. (Transformation).

EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), ED(IR), EDE(Res), EDH(G), EDE, EDPC-I, EDPC-II, EDF(BC), ED (ERP), Chairman/HRRC, JS, JS(G), JS(E), JS(C), DE(W), DE(Res.), Dir. (MPP), DE(G), DE(GP), DE(LL), JDF(E), JDE(N), JDE(Rep), DDF(E)-I, DDF(E)-III, DDE (R)-II, DDE (LR)-I&II, E(P&A)I&II, E(G), E(NG)I, E(Trg), E(MPP), F(E)-I, F(E)-II, A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)I, E(Rep)-II & E(Rep)-III, E(Sports), Security(E), FE(Spl), E(RRB), PC-III, PC-IV, PC-V & PC-VI, E(SCT)I & E(SCT)-II, E(GR) I & E(GR)-II, E(GC), E(GP), E(Welfare)-I, II & III, E(D&A), E(Co-op), Code Revision Cell/ Branches of Railway Board.



भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
(रेलवे बोर्ड RAILWAY BOARD)

RBE No. 23 /2018

No. E(NG)II/2017/RC-2/1 Policy

New Delhi, dated 16 .02.2018

The General Manager(P)
All Zonal Railways/PUs.,
Chairman/RRBs.

**Sub: Recruitment of Persons with Disabilities from open market on
Railways – Instructions regarding.**

Pursuant to the issuance of instructions by Department of Personnel & Training vide their OM No. 36035/02/2017 –Estt(Res) dated 15.01.2018 regarding reservation for the Persons with Benchmark Disabilities with enactment of 'THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016' from 19th April, 2017 and notification of 'THE RIGHTS OF PERSONS WITH DISABILITIES RULES, 2017' on 15th June 2017, the matter has further been looked into by this Ministry and following amendments are made to this Ministry's letter of even number dated 28.06.2017 issued under RBE No. 62/2017.

i) **Para 4 be substituted with the following:**

“ 4. QUANTUM OF RESERVATION:

4.1 In case of direct recruitment, **four per cent** of the total number of vacancies to be filled by direct recruitment, in the cadre strength of Non-Gazetted staff shall be reserved for persons with benchmark disabilities.

4.2 Against the posts identified for each disabilities, of which, one per cent each shall be reserved for persons with benchmark disabilities under the following clauses (a), (b) and (c) and one per cent, under clauses (d) and (e), unless otherwise exempted from the provision of reservation for persons with benchmark disabilities herein under:-

- (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.”

ii) **Para 12 be substituted with the following:**

“12. EFFECTING RESERVATION - MAINTENANCE OF ROSTERS:

12.1 Every Government establishment shall maintain group-wise a separate vacancy based 100 point vacancy based reservation roster register in the format given in Annexure for determining/effecting reservation for the Persons with Benchmark Disabilities - one each for Group 'A' posts filled by direct recruitment, Group 'B' posts filled by direct recruitment and Group 'C' posts filled by direct recruitment.

12.2 Each register shall have cycles of 100 points and each cycle of 100 points shall be divided into four blocks, comprising the following points:

- 1st Block - point No. 01 to point No. 25
- 2nd Block - point No. 26 to point No. 50
- 3rd Block - point No. 51 to point No. 75
- 4th Block - point No. 76 to point No.100.

12.3 Points 1, 26, 51 and 76 of the roster shall be earmarked for persons with benchmark disabilities - one point each for four respective categories of disabilities. The Head of the establishment shall ensure that vacancies identified at SI. No.1, 26, 51 and 76 are earmarked for the respective categories of the persons with benchmark disabilities. However, the Head of the establishment shall decide the placement of the selected candidate in the roster register.

12.4 All the vacancies arising irrespective of vacancies reserved for Persons with Benchmark Disabilities shall be entered in the relevant roster. If the vacancy falling at point no. 1 is not identified for the Person with Benchmark Disability or the Head of the establishment considers it desirable not to fill it up by Persons with Benchmark Disabilities or it is not possible to fill up that post by the Persons with Benchmark Disabilities for any other reason, one of the vacancies falling at any of the points from 2 to 25 shall be treated as reserved for the person with benchmark disability and filled as such.

12.5 Likewise, a vacancy falling at any of the points from 26 to 50 or from 51 to 75 or from 76 to 100 shall have to be filled by the Persons with Benchmark Disabilities. The purpose of keeping points 1, 26, 51 and 76 as reserved is to fill up the first available suitable vacancy.

12.6 There is a possibility that none of the vacancies from 1 to 25 is suitable for any category of the person with benchmark disability. In that case two vacancies from 26 to 50 shall be filled as reserved for persons with benchmark disabilities. If the vacancies from 26 to 50 are also not suitable for any category, three vacancies shall be filled as reserved from the third block containing points from 51 to 75. This means that if no vacancy can be reserved in a particular block, it shall be carried over into the next block

12.7 After all the 100 points of the roster are covered, a fresh cycle of 100 points shall start.

12.8 If the number of vacancies in a year is such as to cover only one block (say 25 vacancies) or two (say 50 vacancies), the category of the persons with benchmark disabilities should be accommodated as per the roster points. However, in case, the said vacancy is not identified for the respective category, the Head of the establishment shall decide the category on the basis of the nature of the post, the level of representation of the specific disabled category in the concerned grade/post etc."



iii) New paras 21(a) and 21(b) be added after para 21 as under:

21(a) CERTIFICATE BY REQUISITIONING AUTHORITY:

21(a)1. In order to ensure proper implementation of the provisions of reservation for persons with benchmark disabilities, the requisitioning authority while sending the requisition to the recruiting agency or authority as the case may be for filling up of posts shall furnish the following certificate to the recruiting agency:-

"It is certified that the requirements of the THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016' which has become effective from 19th day of April, 2017. and the policy relating to reservation for persons with benchmark disabilities has been taken care of while sending this requisition. The vacancies reported in this requisition fall at points no of cycle no of 100 point reservation roster out of which number of vacancies are reserved for persons with benchmark disabilities."

21(a)2. At the time of initial appointment against a vacancy reserved for persons with benchmark disabilities, the appointing authority shall ensure that the candidate is eligible to get the benefit of reservation.

21(b) MAINTENANCE OF REGISTER OF COMPLAINTS BY THE RAILWAY ESTABLISHMENT:

21(b)1. Every Railway establishment shall appoint a senior officer of the Department as the Grievance Redressal Officer at Divisional level and Head Quarter level.

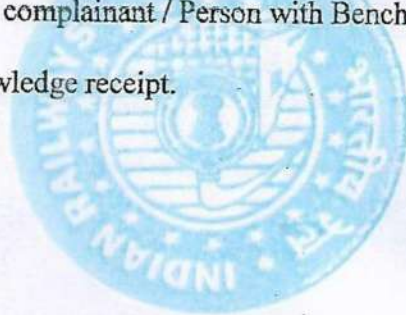
21(b)2. The Grievance Redressal Officer shall maintain a register of complaints of persons with disabilities with the following particulars, namely:-

- (a) date of complaint;
- (b) name of complainant;
- (c) the name of the establishment or person against whom the complaint is made;
- (d) gist of the complaint; (e) date of disposal by the Grievance Redressal Officer; and
- (f) any other information.

21(b)3. Any person aggrieved with any matter relating to discrimination in employment against any person with disability may file a complaint with the Grievance Redressal Officer of the respective Government establishment.

21(b)4. Every complaint filed as per Para 21(b)3 above, shall be inquired into within two months of its registration and outcome thereof or action taken thereon shall be communicated to the complainant / Person with Benchmark Disability.

Please acknowledge receipt.




(Signature)
16/7/18
(Ravi Shekhar)
Jt. Director Estt. (N)II,
Railway Board.

No. E (NG)-II/2017/RC-2/1 policy

New Delhi, dated: 16.02.2018

Copy to:

- (i) The General Secretary, AIRF, Room No. 253, Rail Bhawan, New Delhi (35 spares).
- (ii) The General Secretary, NFIR, Room No. 256-E, Rail Bhawan, New Delhi (35spares).
- (iii) All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (60 spares).
- (iv) The Secretary General, FROA, Room No. 256-A, Railway Board (5 spares).
- (v) The Secretary, RBSS, Group 'A' Officers' Association.
- (vi) The President, Railway Board Class II Officers' Association.
- (vii) The Secretary General, IRPOF.
- (viii) The Secretary, Indian Railways Class II Officers' Association.
- (ix) The Secretary, Railways Board Ministerial Staff Association.
- (x) The President, Railway Board Class IV Officers' Association.
- (xi) The General Secretary, AIRPF Association.
- (xii) The General Secretary, All India SC & ST Railway Employees Association,
- (xiii) Room No-7, Rail Bhawan, New Delhi.
- (xiv) Chief Commissioner for Railway Safety, DRM Office, North Eastern Railway Complex, Ashok Marg, Lucknow (U.P).
- (xv) Chief Administrative Officer, RCF/Racbareli Project, Kishanganj, Delhi-110007.


For Secretary/Railway Board

Copy to: PSs to MR, MOS (S) & MOS (G).

Copy to: PSO/Sr.PPS/PPSs/PSs/PA to:

CRB, FC, MS, MS(RS), ME, M(Tr), MT, Secretary/Rly.Bd., DG(Pers.), DG(S&T), DG/RS, DG/RHS, DG/RPF, DG/PR..

AM(Comml), AM(CE), AM(C&IS), AM(Elect), AM(Budget), AM(Mech), AM(Plg), AM(PU), AM(Sig), AM(Store), AM(Traffic), AM(Works), AM(T&C), AM(Staff), AM(F), Adv(Vig.), Adv(Infra), Adv(C), Adv.(Project).

EDE(N), EDCE(G), EDF(E), ED(Safety), EDV(A), EDE(RRB), EDE(Sports), ED(E&R), EDE(GC), EDE(Res), EDH(P), ED(T&MPP), EDE, EDPC-I, EDPC-II, EDF(BC), ED (ERP), Chairman/HRRC, JS, JS(G), JS(E), JS(C), JS(D), DE(N)-II, Dir. (MPP), DS(G),

DF(E), DE(G), DE(GP), DE(IR), DE(W), DE(Res), DE(LL), DE(GR), DE (P&A), JDF(E), JDE(N)III, JDE(GC), JDE(Rep)-II, JDE(RRB), DDF(E) I, DDF(E)-III, DDE (R)-II, DDE (LR)-I & DDE (LR)-II.

E(P&A)I, E(P&A)-II, E(G), E(NG)I, E(Trg), E(MPP), F(E)I, F(E)-II, A/C-III, ERB-I, ERB-II, ERB-III, ERB-IV, ERB-V & ERB-VI, E(Rep)-I, E(Rep)-II & E(Rep)-III, E(Sports), E(W) Sec(E), FE(Spl), E(RRB), PC-III, PC-IV, PC-V & PC-VI, E(SCT)I, E(SCT)-II, E(GR) I & E(GR)-II, E(GC), E(GP), PR, E(D&A), E(Co-op), Code Revision Cell/ Branches of Railway Board



GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(NG)II/2021/RC-2/5

New Delhi, Dated 03.11.2021

The General Managers (P),
All Zonal Railways.

Sub: Maintenance of Roster Register for persons with disabilities in direct recruitment w.e.f. 01.01.1996 by Zonal Railways.

Ref: Board's letter No. E(NG)II/2017/RC-2/1 Policy dated 16.02.2018 (RBE No. 23/2018).

Please find enclosed a copy of notice dated 26.08.2021 and subsequent reminder dated 04.10.2021 of Hon'ble Court of Chief Commissioner for persons with disabilities (Divyangjan) to file comments on the complaint dated 17.08.2021 of Shri Mukesh Gupta, General Secretary, Disabled Employees Association of Railways and others against non-maintenance of Roster Register for persons with disabilities in direct recruitment w.e.f. 01.01.1996 by various Zonal Railways.

2. Enclosed with the above complaint are several RTI replies received by the complainant from Railway administrations from which it is observed that most of the Railways are not preparing reservation roster register as stipulated vide Board's instructions under reference. While advising the factual position regarding maintenance of roster in the prescribed format for effecting reservation for PwBD and also furnish copies of roster register maintained by them since 01.01.1996 with a view to prepare a reply/comment as directed by Hon'ble Court of Chief Commissioner for Persons with disabilities, Railways may also furnish name, designation and contact details of Grievance Redressal Officer appointed by them in compliance with section 23 of the Rights of Persons with Disabilities Act, 2016 and as stipulated in Board's letter *ibid*.

Encl: As above




(M.M.Rai)
Director Estt. (N)
Railway Board

Rail Bhawan, Raisina Road, New Delhi-110001

o/c