

**15 -ാം കേരള നിയമസഭ**

**2 -ാം സമ്മേളനം**

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**ഭിന്നശേഷിക്കാരുടെ നിയമനപ്രക്രിയയെക്കുറിച്ചുള്ള പഠനം**

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(എ)	2018-ൽ ഭിന്നശേഷിക്കാരുടെ നിയമനപ്രക്രിയ പഠിക്കുന്നതിന് കമ്മിറ്റിയെ നിയോഗിച്ചിരുന്നുവോ; എങ്കിൽ കമ്മിറ്റി റിപ്പോർട്ടിന്റെ പകർപ്പ് ലഭ്യമാക്കുമോ;	(എ)	രൂപീകരിച്ചിട്ടുണ്ട്. റിപ്പോർട്ട് ഇതോടൊപ്പം ചേർക്കുന്നു
(ബി)	ഭിന്നശേഷി വിഭാഗത്തിന് ജോലിയിലുള്ള സംവരണത്തിന് ഹോറിസോണ്ടൽ സംവരണ രീതിയാണോ വെർട്ടിക്കൽ സംവരണ രീതിയാണോ സ്വീകരിക്കുന്നതെന്ന് വ്യക്തമാക്കുമോ;	(ബി)	ഭിന്നശേഷി സംവരണത്തിന് നിലവിൽ out-of-turn സംവരണ രീതിയാണ് സ്വീകരിക്കുന്നത്. ഹോറിസോണ്ടൽ സംവരണ രീതി നടപ്പിലാക്കുന്ന വിഷയത്തിൽ നിലവിൽ തീരുമാനമായിട്ടില്ല
(സി)	ഹോറിസോണ്ടൽ രീതിയിലാണ് സംവരണമെങ്കിൽ അത് നടപ്പാക്കുന്ന പ്രക്രിയ വിശദമാക്കുമോ?	(സി)	ബാധകമല്ല

സെക്ഷൻ ഓഫീസർ

**REPORT**  
**OF**  
**THE COMMITTEE FOR FORMULATION OF**  
**MODALITIES FOR IMPLEMENTATION OF**  
**4% RESERVATION FOR PERSONS WITH DISABILITIES**  
**IN APPOINTMENTS**

December 2018

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## **REPORT OF THE COMMITTEE FOR FORMULATION OF MODALITIES FOR IMPLEMENTATION OF 4% RESERVATION FOR PERSONS WITH DISABILITIES IN APPOINTMENTS**

As per Proceedings Order No. 2587/SID/Expert Committee/2017 Dated 20-12-2017 of the Project Director, SID & Executive Director, KSSM, an Expert Committee was constituted with the following retired Government officers as Members to formulate the modalities for implementation of 4% reservation in appointments of Persons with Disabilities and to give suitable recommendations on the issues mentioned in the terms of reference.

1. Shri. M. Girees Kumar IAS (Rtd), Additional Secretary (Rtd.), Finance Department
2. Shri. S. Suresh Chandran, Additional Secretary (Rtd.), Law Department
3. Shri. K. Bahuleyan Nair, Senior Superintendent (Rtd.), Department of Social Justice.
4. Shri. S. Vijaya Mohan, Administrative Assistant (Rtd.), General Education Department.

### ***2. Terms of Reference***

2. The Committee was required to look in to the following issues in detail and to give recommendations:

- (i) Preparing a data base by collecting details of employees and categories into group of posts.
- (ii) Whether 3% reservation had been provided in all identified posts.
- (iii) How to ensure 3% reservation for the Persons with Disabilities from 7.2.1996.
- (iv) Identifying suitable posts for the 4<sup>th</sup> category specified in Section 34 of the Right of Persons with Disabilities Act 2016.

### ***3. Functioning of the Committee***

Three of the members of the Committee assumed charge on 28.12.2017 and one member joined with the committee on 3-01-2018. The members of the committee met frequently at its office at the Directorate of Social Justice, Vikas Bhavan on almost all working days during its tenure. As part of its assignment, the Committee took steps to obtain the required data regarding appointments of Persons with Disabilities (PwDs) from all Governments departments, Public sector undertakings and other

establishments under the control of State Government with the help of Social Justice (D) Department in the Secretariat.

#### **4. Background**

**4.1** As per the 2011 census the physically disabled persons constitute 2.21% of the country's total population as shown in the table 1 below:

**Table : 1**

<b>Census 2011 Strength of Disabled Persons in India</b>	
Total Population	1,21,08,54,977
Total Number of Persons with Disabilities	2,68,14,994
Total Number of disabled as % of total population	2.21%
Number of Person with Disability in seeing	50,33,431
Number of Persons with Disability in Hearing& Speech	70,71,606
Number of Persons with Disability in Movement	54,36,826
Number of Persons with Mental Disability	22,28,844
Number of Persons with other Disabilities	70,44,287

*Source: Census 2011 data*

**4.2** In Kerala , the Persons with Disabilities constitute 2.28% of the total population, as per census 2011 (table:2)

**Table :2**

<b>Census 2011 Strength of Disabled Persons in Kerala</b>	
Total Population	3,33,87,677
Number of Persons with Disabilities	7,61,843
Disabled as % of total population	2.28%
Person with Disability in seeing	1,15,513
Persons with Disability in Hearing & Speech	1,46,712
Persons with Disability in Movement	1,71,630
Persons with Mental Disability	1,32,624
Persons with other Disabilities	1,95,364

*Source: Census 2011 data*

**4.3** In the year 2015, Government of Kerala conducted a Disability Census for creating a database of Persons with Disabilities in the state though the Kerala Social Security Mission functioning under the Social Justice Department. The statistics of PwDs as emerged from the said Census is summarised below:

**Table :3**

<b>Kerala Disability Census 2015 Statistics</b>	
Total Population	3,42,54,086
Total Number of Persons with Disabilities	7,93,937
Number of disabled as % of total population	2.32 %
Persons with Disability in seeing	82,377
Persons with Disability in Hearing & Speech	83,573
Persons with Disabilities in Movement	2,73,900
Persons with Mental Disability	1,69,917
Persons with other Disabilities	1,84,170

*Source: Disability Census 2015 by KSSM*

## **5 The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 ( Act No.1 of 1996)**

**5.1** The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 was enacted to give effect to the proclamation adopted on the Full Participation and Equality of the People with Disabilities in the Asian and Pacific Region in the meeting convened by the Economic and Social Commission of Asia and Pacific held at Beijing on 1<sup>st</sup> to 5<sup>th</sup> December 1992. The Act defines ‘Persons with Disabilities’ as those having not less than forty percent disability and identifies seven categories of disabilities, namely, blindness, low vision, hearing impairment, locomotor disability, mental retardation, mental illness and leprosy-cured ( See Section 2(i) & (t)).

**5.2** The relevant portions of the Act relating to reservation of posts and identification of the posts (Sections 32 & 33) are as extracted below:

**“32. Identification of posts which can be reserved for persons with disabilities-** *Appropriate Governments shall, -*  
*a, identify posts, in the establishments, which can be reserved for the persons with disability;*

*b, at periodical intervals not exceeding three years, review the list of posts identified and up-date the list taking into consideration the development in technology.*

**33. Reservation of Posts- Every appropriate Government shall appoint in every establishment such percentage of vacancies not less than three per cent for persons or class of persons with disability of which one per cent each shall be reserved for persons suffering from-**

*(i) blindness or low vision*

*(ii) hearing impairment*

*(iii) locomotor disability or cerebral palsy;*

*in the posts identified for each disability:*

*Provided that the appropriate Government may having regard to the type of work carried on in any department or establishment, by notification subject to such conditions, if any, as may be specified in such notification, exempt any establishment from the provisions of this section."*

**5.3** This Act was brought into force on 7-2-1996, making reservation of at least 3 percentages of vacancies in every establishment mandatory, to the extent of 1 percent each for the persons suffering from-

(i) Blindness or low vision;

(ii) Hearing impairment; and

(iii) Locomotor disability or cerebral palsy.

To ensure proper implementation of the provisions of the Act, Government of Kerala issued various orders in consonance with the orders issued by Government of India and in line with the judgements of the Hon'ble Supreme Court of India in this subject matter.

## **6. The Rights of Persons with Disabilities Act 2016 ( Act 49 of 2016)**

**6.1** This is an Act framed to give effect to the United Nations Convention on the Rights of Persons with Disabilities, to which India is a signatory. United Nations adopted the Convention on 13<sup>th</sup> December 2006 and the convention came into force on 3<sup>rd</sup> May 2008. This Convention laid down the principles to be followed by the States Parties for empowerment of persons with disabilities. Being a signatory to the Convention, India has an international obligation to comply with the provisions of the said Convention which required an entirely new legislation.

**6.2** Enhancement in reservation of vacancies in Government establishments from 3 % to 4% for certain person or class of persons with benchmark disabilities is one of the main features of this Act. The relevant provisions of the Act regarding reservation of posts and identification of posts (Sections 33 & 34) are extracted below:

**33. Identification of posts for reservation- The appropriate Government shall-**

*(i) identify posts in the establishments which can be held by the respective category of persons with benchmark disabilities in respect of the vacancies reserved in accordance with provisions of section 34;*

*(ii) constitute an expert committee with representation of persons with benchmark disabilities for identification of such posts; and*

*(iii) Undertake periodic review of the identified posts at an interval not exceeding three years. This clause seeks to provide for the appropriate Government to identify posts in establishments to be reserved for the persons with benchmark disabilities ( Notes on Clauses)*

**34. Reservation-** *(1) Every appropriate Government shall appoint in every Government establishment, not less than four per cent of the total number of vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities of which, one per cent each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and one percent for persons with benchmark disabilities under clauses (d) and (e), 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 clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities:*

*Provided further that the appropriate Government, in consultation with the Chief commissioner or the State Commissioner, as the case may be, may, having regard to the type of work carried out in any Government establishment, by notification and subject to such conditions, if any, as may be specified in such notifications exempt any Government establishment from the provisions of this section.*

*(2) Where in any recruitment year any vacancy cannot be filled up due to non-availability of a suitable person with benchmark disability or for any other sufficient reasons, such vacancy shall be carried forward in the suitable person with benchmark disability is not available, it may first be filled by interchange among the five categories and only when there is no person with disability available for the post in that year, the employer shall fill up the vacancy by appointment of a person, other than a person with disability:*

*Provided that if the nature of vacancies in an establishment is such that a given category of person cannot be employed, the vacancies may be interchanged among the five categories with the prior approval of the appropriate Government.*

*(3) The appropriate Government may, by notification, provide for such relaxation of upper age limit for employment of persons with benchmark disability, as it thinks fit.*

*This clause seeks to provide for reservation of vacancies in establishments meant for persons with disabilities and also provides for the manner of recruitment to fill up such vacancies (Notes on Clauses).*

**6.3** This Act was brought into force on 19.04.2017- vide notification No. SO 12/15(E) dated 19.04.2017. The Government of India has already issued instructions, rules, and other statutory guidelines under this act to implement the various provisions of this Act. Government of Kerala is now in the process of framing the State rules as required under Section 101 of the Act.

## **7 Instructions by Government of India**

**7.1** Government of India's Department of Personnel & Training issued Office Memorandum No.36035/3/2004-Esst (Res) dated 29-12-2005 containing detailed instructions with regard to reservation for persons with disabilities in posts and services under the Government of India by superseding all the instructions issued on the subject till that time (**Annexure-IA**). As per the said Office Memorandum reservation for Persons with Disabilities in Group 'A' and 'B' posts shall be calculated on the basis of the vacancies occurring in direct recruitment quota in all the identified posts under Group 'A' & 'B' in the establishment ( Clause 14). But in the case of Group 'C' & 'D' posts reservation for persons with disabilities would be computed on the basis of the total number of vacancies occurring in the direct recruitment quota in all Group 'C' & 'D' posts in an establishment.

**7.2** In pursuance of the directions of the Hon'ble Supreme Court in the matter of *Union of India & Another Vs. National Federation of Blind & Others*, Government of India has made some amendments to the earlier Office Memorandum through a subsequent Office Memorandum dated 03-12-2013(**Annexure-IB**). As per this amendment, reservations for persons with disabilities in Group 'A' or Group 'B' shall be computed on the basis of total number of vacancies occurring in direct recruitment quota in all the Group 'A' or Group 'B' posts respectively in the cadre.

**7.3** In the matter of effecting reservations, para 15(a) of the Office Memorandum dated, 29.12.2005 *inter alia* provides that all establishments shall maintain separate 100 point reservation roster register in the prescribed format for determining/effecting reservations for the disabled – one each for Group 'A' , Group 'B', Group 'C' and Group 'D' posts filled by direct recruitment. Each roster shall have cycles of 100 points and each cycle shall be divided into 3 blocks, comprising the following points:

I<sup>st</sup> Block - point No. 1 to 33

II<sup>nd</sup> Block - point No.34 to 66

III<sup>rd</sup> Block - point No. 67 to 100

**7.4** As per the above instructions, points 1,34 and 67 of the 100 point roster shall be earmarked and reserved for persons with disabilities-one point for each of the three categories of disabilities. If the post falling at point no.1 is not identified for the disabled or the head of the establishment considers it desirable not to fill it up by a disabled persons or it is not possible to fill up that post by the disabled for any other reason, one of the vacancies falling at any of the points from 2 to 33 shall be treated as reserved for the disabled and filled as such. Likewise a vacancy falling at any of the points from 34 to 66 or from 67 to 100 shall be filled by the disabled. The purpose of keeping points 1, 34 and 67 as reserved is to fill up the first available suitable vacancy from 1 to 33, first available suitable vacancy from 34 to 66 and first available suitable vacancy from 67 to 100 by persons with disabilities.

**7.5** With regard to the possibility that none of the vacancies from 1 to 33 is suitable for any category of the disabled, the Office Memorandum clarifies that in such cases, two vacancies from 34 to 66 shall be filled as reserved for the persons with disabilities. If the vacancies from 34 to 66 are also not suitable for any category, three vacancies shall be filled as reserved from the third block containing points from 67 to 100. This means that if no vacancy can be reserved in a particular block, it shall be carried into the next block. From the above, it is very clear that it is not mandatory to earmark the 1<sup>st</sup> , 34<sup>th</sup> and 67<sup>th</sup> vacancy to Persons with Disabilities, if these vacancies are not suitable for appointing Persons with Disabilities.

**7.6** Computation of Reservation and horizontality of reservation; In clause 19 of the said OM it is *inter-alia* stated as follows:

*“Reservation for backward classes of citizens ( SCs, STs, OBC etc) is called vertical reservation and the reservation for categories such as persons with disabilities and ex-servicemen is called horizontal reservation. Horizontal reservation cuts across vertical reservation ( in what is called interlocking reservation) and persons against the quota for persons with disabilities have to be placed in the appropriate category viz. SC/ST/OBC/General candidate depending upon the category to which they belong in the roster meant for reservation of SCs/STs/OBCs”*

**7.7** Pursuant on enactment of the Right of Persons with Disabilities Act, 2016 (RPWD ACT, 2016), where by the reservation of PwDs in appointments is enhanced to 4% from 3%, Government of India issued revised guidelines regarding reservation to persons with benchmark disabilities in appointments in



line with the provisions of the Act – vide O.M. No. 36035/2/2017-Esst(Res) dated 15.01.2018(**Annexure-IC**). This O.M. contained detailed guidelines with regard to maintenance of reservation rosters and earmarking of positions of the rosters for persons with benchmark disabilities. It contemplates earmarking of every 1<sup>st</sup>, 26<sup>th</sup>, 51<sup>st</sup> and 76<sup>th</sup> points of every 100 point roster of vacancies for each group of posts for persons with benchmark disabilities.

**7.8** The relevant provisions of the above guideline with respect to computation of number of posts to be reserved for PwDs and maintenance of rosters for effecting reservation are extracted below:

**6. COMPUTATION OF NUMBER OF POSTS TO BE RESERVED:**

*6.1 The number of posts to be reserved for persons with benchmark disabilities in case of Group C posts shall be computed on the basis of total number of vacancies in the cadre strength of Group C posts, in the establishment, although the recruitment of the persons with benchmark disabilities in case of direct recruitment to Group 'C' posts in an establishment shall be computed by taking into account the total number of vacancies arising in Group 'C' posts for being filled by direct recruitment in a recruitment year both in the identified and non-identified category of posts under the establishment. Since reservation, wherever applicable, for Persons with Benchmark Disabilities is provided computing total number of vacancies in the cadre strength in identified category of post may exceed four per cent.*

*6.2 Reservation for persons with benchmark disabilities in Group 'A' or Group 'B' posts respectively, and the computation of total vacancies shall include vacancies arising in the identified and non-identified category of posts.*

**7. EFFECTING RESERVATION-MAINTENANCE OF ROSTERS:**

*7.1. 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.*

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

*I<sup>st</sup> Block- Point No.01 to Point No. 25*

*II<sup>nd</sup> Block- Point No.26 to Point No. 50*

*III<sup>rd</sup> Block- Point No.51 to Point No. 75*

*IV<sup>th</sup> Block- Point No.76 to Point No. 100*

7.3 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 Sl.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.

7.4 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.

7.5 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.

7.6 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.

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

7.8 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.

## **8. Reservation for Persons with Disabilities in State Government Service- State Government's Initiatives:**

**8.1** Statutory reservation for persons with disabilities in appointments in Government service was first brought through the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (Act No.1 of 1996). Kerala State is a fore-runner in the matter of providing reservations to physically disabled persons in appointments in Government service as it started earmarking specific quota of posts to physically disabled persons for appointment as back from 1985 i.e. one decade earlier to the Central Act of 1995.

**8.2** In 1985, Government issued G.O (Ms)No.146/85/GAD dated 24-4-1985, containing orders stipulating that a maximum of 50 appointments each in the categories of Subordinate Service, Last Grade Service and Part-time Contingent Service would be set apart for appointment of physically handicapped persons. Subsequently, as per GO(P)No.215/85/GAD dated 12-6-1985, the Kerala Public Service Commission (Consultation) Regulations were amended to exclude the above appointments from the purview of the Public Service Commission and to entrust the selection of candidates from this category to the concerned District Collectors. Thereafter in 1995, as per GO (P) No.30/95/P&ARD dated 29-11-1995, the then existing scheme was revised as “the Scheme for the Direct recruitment of Physically Handicapped Persons in Public Service”, under which 51 appointments each (total 153) were stipulated to be made every year in Subordinate Service, Last Grade Service and Part-time Contingent Service from among Persons with Disabilities. As per this Scheme, the vacancies were to be chosen in such a manner that the three broad categories of Physically Handicapped get equal opportunities to be appointed under the scheme i.e. a **ratio of 1:1:1** should be maintained among (i)**the orthopedically handicapped**, (ii) **the deaf and dumb** and (iii) **the blind** in appointments.

## **9 Implementation of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 in the State.**

**9.1** After this Act came into force, Government of Kerala issued orders in compliance with the provisions of the Act, particularly with regard to appointment of Persons with Disabilities in Government service. As per G.O.(P)No.20/98/P&ARD dated 14.7.1998, Government implemented a new Scheme for reserving 3% vacancies in Class III and Class IV posts in Public Services for appointment from among physically handicapped persons, as envisaged in section 33 of the Act, and as being done by Government of India (**Annexure 2**). As per the then existing practice, 3% of the total number of vacancies would be located among various districts taking into account the

number of appointments made in each district and the appointments to such posts in the districts would be made by a selection committee with the District Collector as the chairman .

**9.2** As delay was observed in the process of making recruitments by the District Collectors, Government reviewed its earlier orders and issued revised orders entrusting the selection process for appointment of the physically handicapped persons in Class III & Class IV posts to the Public Service Commission-vide G.O.(P) No. 50/2007/SWD dated 15.09.2007 (**Annexure-3**).

By that time, the selection process of Physically Handicapped persons in Class I & Class II were also entrusted to the Public Service Commission as per G.O.(P) No.37/2007/SWD dated 22.06.2007. During this period, the 3% vacancies earmarked for physically handicapped persons were calculated on the basis of the total appointments made in the previous year. The modalities of appointment and the turn of appointment of physically handicapped candidates were fixed later as per G.O.(P)No.46/08/SWD dated 19.05.2008.

**9.3** Subsequently, as per G.O.(P)No.07/2011/SWD dated 24.1.2011 (**Annexure-4**), Government made an assessment of the number of posts in each category to be set apart and earmarked for filling the 3% backlog vacancies entitled to the physically disabled persons from 01.01.2004 to 31.12.2007 with reference to the total appointments made by PSC in the years 2003, 2004 and 2005. As per this Government Order, 126 posts in Class II, 798 posts in class III and 264 posts in Class IV in Government Departments were set apart as backlog vacancies pertaining to the period from 1.1.2004 to 31.12.2007. The department-wise number of posts to be filled up with PwDs was also included as an appendix to this order.

**9.4** Paragraph 5 of G.O.(P) No. 7/2011/SWD dated, 24.01.2011 indicates that computation of backlog vacancies for appointment of PwDs was made with reference to the total number of vacancies arising in Class II, Class III and Class IV posts in all the Government departments during 2004 to 2007 against the posts identified as suitable for the physically disabled.

## **10. Supernumerary appointments**

**10.1** As per G.O.(P)No.40/2013/SJD dated 18.05.2013, Government created 2677 supernumerary posts for giving regular appointment to Persons with Disabilities, who were appointed on temporary basis between 16.08.1999 and 31.12.2003 through Employment Exchanges and who had completed 179 days in that temporary service. Subsequently, this benefit was extended to the Persons with disabilities, who were appointed on temporary basis between 01.08.1994 and 31.12.1996 also –vide G.O.(P)No.51/15/SJD dated 24.08.2015 (**Annexure 5**).

## **11. Identification of Posts in Government Service**

**11.1** Government have from time issued various orders identifying and notifying posts suitable for appointment of physically disabled persons in Class I, Class II, Class III and Class IV category posts in Government service. Government also issued following comprehensive orders in supersession of the earlier orders and taking into consideration the recommendations of the Expert Committee constituted for the purpose.

- i) G.O. (P)No.61/2012/SJD dated 17.10.2012: Declaration of more posts in Class I, II and III as suitable for appointment of physically disabled persons-Eligibility Criteria modified (**Annexure-6**).
- ii) G.O. (P) No. 01/2013/SJD, dated 03.01.2013: Declaration of more posts in Class III and IV as suitable for appointment of physically disabled persons-Inclusion of more categories of posts and Modification of eligibility criteria (**Annexure-7**)

In continuation of these orders, Government have issued a series of orders identifying and declaring various categories of posts as suitable for appointment of persons with disabilities.

## **12. Important Judgements/ Orders of the Hon'ble Supreme Court in the matter relating to reservation of PwDs in appointments**

The Committee has gone through various judgement/orders of various High Courts and the Supreme Court of India, to find out the final legal positions declared by the courts in computing reservation quota for PwDs and the manner in which it has to be implemented. The following are the two important judgements/Orders of the Hon'ble Supreme Court in this regard.

**12.1** In *Union of India and Another Vs National Federation of the Blind and Others*, a three member bench of Supreme Court, headed by Chief Justice of India P. Sathasivam, (judgment dated 8-10-2013), after referring to section 33 of the 1995 Act (which dealt with reservation of posts) and adverting to various aspects, issued certain directions to ensure proper implementation of the reservation policy for the disabled. The directions are:

*" (i) We hereby direct the appellant herein to issue an appropriate order modifying the OM dated 29.12.2005 and the subsequent OMs consistent with this Court's Order within three months from the date of passing of this judgment.*

*(ii) We hereby direct the "appropriate Government" to compute the number of vacancies available in all the "establishments" and further identify the posts for disabled persons within a period of three months from today and implement the same without default.*

*(iii) The appellant herein shall issue instructions to all the departments/ public sector undertakings / Government companies declaring that the non-*

*observance of the scheme of reservation for persons with disabilities should be considered as an act of non-obedience and Nodal Officer in Department /public sector undertakings / Government companies, responsible for the proper strict implementation of reservation for person with disabilities , be departmentally proceeded against for the default.”*

**12.1.2** As per the said judgment, the backlog vacancies from the year 1996 will have to be reckoned and necessary steps have to be taken by the Appropriate Governments to fill the said backlog vacancies of person with disabilities. As per definition clause 2(a)(ii) of the Act, ‘Appropriate Government’ means, in relation to a State Government or any establishment wholly or substantially financed by that Government, or a local authority, other than a Cantonment Board, the State Government. In the said judgement in para 51, the Supreme Court has *inter alia* observed that the computation of the reservation for persons with disabilities has to be done in the identical manner viz: “computing 3% reservation on total number of vacancies in the cadre strength”. Supreme Court also directed appropriate governments to issue new Office Memorandum consistent with the decisions rendered by Supreme Court.

**12.1.3** Accordingly the Government of Kerala issued an Order [G.O.(P)No.8/17/SJD dated 6.5.2017], prescribing 3% reservation to persons with disabilities against the total cadre strength(***Annexure 8***). As observed by the judgment, the reservation should have been 3% of the notified vacancies in the cadre strength and not 3% of the cadre strength, as envisaged in the G.O. dated 06.05.2017.

**12.2** In an Interlocutory Application (IA No.10 of 2015 in W P © No.116 of 1998), which was filed seeking to issue directions to the Central Government, State Governments and Union Territories to comply with the judgment rendered in *Justice Sunanda Foundation Vs. Union of India and Another*, the Hon’ble Supreme Court, after considering the compliance of the previous judgments passed by the Supreme Court by various State Governments and Departments , and the new provisions, including penal provisions, of the 2016 Act, **directed the State Governments to take immediate steps to comply with the requirements of the 2016 Act and file the compliance report** so that the court can appreciate the progress made.

**12.3** In the said judgment in Para 18 and Para 24, the Hon’ble Supreme Court observed as follows:

*“Para 18: As it is noticeable, under the 1995 Act, the Parliament had shown its concern and provided for reservation for many categories and this Court by various judgments had directed for implementation of the Act and some States have implemented the provisions to a certain extent.*

XXXXXX

*Para 24: Regard being had to the change in core aspects, **we think it apposite to direct all the States and the Union Territories to file compliance report keeping in view the provisions of the 2016 Act within twelve weeks hence.** The States and the Union Territories must realize that under the 2016 Act their responsibilities have grown and they are required to actualize the purpose of the Act, for there is an accent on many a sphere with regard to the Rights of the disabilities. When the law is so concerned for the disabled persons and makes provision, it is the obligation of the law executing authorities to give effect to the same in quite promptitude, The steps taken in this regard shall be concretely states in the compliance report within the time stipulated. When we are directing the States, a duty is cast also on the States and its authorities to see that the statutory provisions that are enshrined and applicable to the co-operative societies, companies, firms, associations and establishments, institutions, are scrupulously followed. The State Governments shall take immediate steps to comply with the requirements of the 2016 Act and file the compliance report so that THIS Court can appreciate the progress made.”*

### **13. Collection and Compilation of Data**

**13.1** To start the review process as mandated by its terms of reference, the Committee needed large volume of information on appointments of persons with disabilities in Government establishments of all types from 1996 onwards. As a centralized database of persons with disabilities in Government establishments was not available anywhere, the committee found it extremely difficult to make even a preliminary assessment of status of representation of persons with disabilities in appointments in Government establishments, Undertakings and other Government agencies. The Committee has therefore to approach such entities for compilation of data of appointment of PwDs in their service. Accordingly, the committee had attempted data collection from different sources viz.,

1. Directly from heads of departments, heads of Public sector Undertakings and other Government undertakings/institutions by way of Government Circular No.79/D1/18/SJD, dated 07.02.2018.
2. From the Public Service Commission by way of Government letter No.79/D1/2018/SJD dated 9.3.2018.

3. From SPARK (Service and Pay Roll Administrative Repository for Kerala) Database by way of Government U.O. Note No. 79/D1/2018/SJD dated 12.3.2018.

**13.2** As the first step, circular instructions were issued with the approval of the Chief Secretary calling for information on representation of PwDs in Government departments and other Government establishments-vide Circular No. 79/D/18/SJD dated 07.02.2018. The Secretary, Kerala Public Service Commission was also addressed to share information available with the regard to appointment of PwDs in Government departments and other Government entities. This was followed by a D.O. letter dated 16.03.2018 from the Special Secretary, Social Justice Department, to all Heads of Departments, heads of Public Sector Undertakings etc. urging them to expedite submission of data as required by the Circular dated 07.02.2018

**13.3** The Committee also held meetings on regular intervals with the Special Secretary and other officials of the Social Justice Department, Director, Social Justice Department, Executive Director, Kerala Social Security Mission and other officers of the Department and deliberated upon the matters connected with issues referred to the Committee.

**13.4** The Committee designed and circulated the following formats for collection of data/ information required to take up the review process;

- i) Format A- Details of posts and cadre strength, post earmarked for PwDs appointed etc.
- (ii) Format B- Identification of categories of posts suitable for appointment of persons with benchmark disabilities under class (d) and ( e) of Section 34 of the Rights of Persons with Disability Act of 2016.
- (iii) Format C -Data base of employees with physical disabilities
- (iv) Format D- Details of vacancies notified for recruitment from 1996 to 2017 and details of appointments of PwDs made thereto.

**13.5** The heads of Government departments and other Government institutions were finding it difficult to collect and collate data as there was no system in place for building up such a database. For that reason, there was considerable delay in getting responses from various sources. Since the response from the Departments and PSUs in giving correct details/data was not satisfactory, the Committee arranged workshops with participation of nodal officers/representatives from Government departments and PSUs with a view to emphasize the need for making available relevant data in the interest of proper implementation of the provisions of the Persons with Disabilities ( Equal



opportunities, Protection of Rights and Full Participation) Act, 1996 ( 1 of 1996) and Right of Persons with Disabilities Act, 2016.

**13.6** In association with the Social Justice Department and the Kerala Social Security Mission, the Committee conducted a two-day workshop on 2<sup>nd</sup> and 3<sup>rd</sup> of May 2018. The workshop on 2<sup>nd</sup> May 2018 was exclusively for officers from Government departments, which was attended by representatives from 60 departments. The workshop on 3<sup>rd</sup> May was attended by representatives of 40 PSUs/other institutions. These workshops largely helped the Government departments, PSUs and Government institutions to have a fair awareness of the provisions in the Acts of 1996 and 2016, which enabled them to furnish the details of the persons with disabilities appointed by the respective institutions in the prescribed Performa with a fair level of accuracy.

**13.7** Since the participation of the PSUs was not substantial in the earlier workshop held on 3<sup>rd</sup> May 2018, the Committee again conducted two workshops exclusively for PSUs on 31<sup>st</sup> July 2018 and 1<sup>st</sup> August 2018. The State Commissioner for Persons with Disabilities also associated with these workshops. Representatives of 146 PSUs participated in these two sessions which enabled a large number of such institutions to furnish information regarding appointments of PwDs to the Committee subsequently.

## **14. Examination of the Issues Referred to the Committee**

### **ToR-1: Preparing a database by collecting details of employees and categories into group of posts.**

**14.1** To build up a database of employees with physical disabilities in Government departments, PSUs and other establishments, information was to be collected from the respective establishments. The details such as the names of persons with disabilities who were in service as on 2018 type of disability etc were to be furnished by all the Government departments and other establishments under Governments control in 'Format C' supplied to them. Responses were received from 87 Government departments and 146 numbers of PSUs /Other establishments. The consolidation of the information received from the above 87 Government departments indicates that the total strength of physically disabled employees in those departments together comes to 7915. Details such as name of the employee, age, sex, post held, date of joining service, type / percentage of disability, mode of recruitments etc in respect of these 7915 numbers of employees is now available. As regards information with respect to

PSUs and other establishments, the response was not satisfactory. Only 146 number of PSU's /other establishments were able to furnish information relating to the physically disabled persons working in the respective institutions. As per the available data from the 146 PSU's /other institutions, the strength of physically disabled employees is just 1107. The details of only this small section of employees are available as far PSUs /other institutions are concerned.

**14.2** Committee received information in Format C from different departments in different formats and media. Some establishments furnished data in soft form; but large number of establishments furnished the same in printed/handwritten formats. Compilation of this huge volume of data required substantial manpower and time. With the limited facilities available, the committee could not proceed with consolidation of data into a uniform format. Therefore the committee has compiled these formats, as received, in two bound volumes and placed along with this report ( Appendix E-Volume 1 & 2).

#### **ToR-2: Whether 3% reservation had been provided in all identified posts**

#### **ToR-3 : How to ensure 3% reservation for the PwDs from 7.2.1996.**

**14.3** Since these two issues are interconnected, the committee considered these issues jointly. The Persons with Disabilities ( Equal Opportunities, Protection of Rights and Full Participation) ACT, 1995 ( Act No.1 of 1996) does not envisage 3 % reservation in posts identified for PwDs as seen interpreted in certain areas. The intention of the Act is to give at least 3 % reservation in appointments to the vacancies arising for direct recruitment in the cadre strength of every establishment. But such reservation is to be given in the posts identified for each disability groups mentioned in section 33 of the Act. This legal position has been declared by the Hon'ble Supreme Court in its judgement dated 08.10.2013 in Union of *India Vs National Federation of the Blind and others*. In this Judgement, Supreme Court has *inter alia* directed the appropriate Governments to compute the number of vacancies available in all the establishments, and further identify the posts for disabled persons within a period of three months from the date of judgement and implement the same without fail. Section 33 of the 1996 Act, reads as follows;

*"Every appropriate Government shall appoint in every establishment **such percentage of vacancies not less than three per cent** for persons or class of persons with disability of which one per cent shall be reserved for persons suffering from,-*

*(i) Blindness or low vision;*

*(ii) Hearing impairment;*

*(iii) Locomotor disability or cerebral palsy;*

*in the posts identified for each disability:*

*Provided that the appropriate Government may having regard to the type of work carried on in any department or establishment, by notification subject to such conditions, if any, as may be specified in such notification, exempt any establishment from the provisions of this section."*

Therefore, as per the provisions of the Act, reservation of 3% of the total vacancies in the cadre strength of every establishment shall be provided in the identified posts and not the 3% vacancies in the identified posts as stated above, the Hon'ble Supreme Court in its judgment in *Union of India and another Vs National Federation of the Blind and Others* made clear this position.

Hence the question as to whether the 3 % reservation has been provided in all identified posts is irrelevant in implementing the provisions of the Act. Therefore the Committee collected the data in respect of all the vacancies notified for recruitment during 1996 to 2017 in all establishments including PSUs and other establishments under the control of State Government.

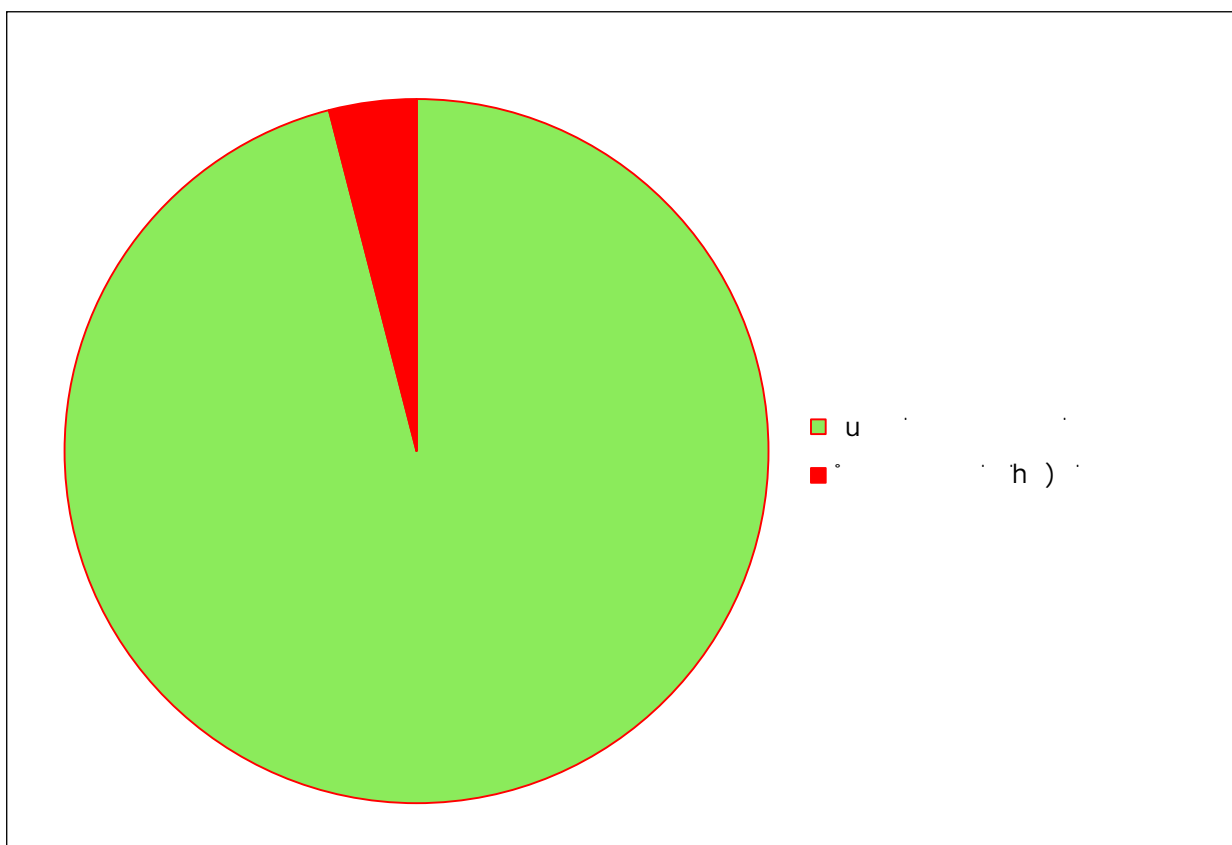
**14.4** 89 Government Departments and 135 PSUs/ other Government institutions furnished the details regarding appointment of Persons with Disabilities in their establishments in response to the Government instructions. However five major departments viz. Public Service Commission, Legislative Secretariat, Scheduled Tribe Development, Judiciary and the Information & Public Relations Department could not furnish details even by the extended time limit. Committee has consolidated the details as required for the primary analysis of the data and also to find out whether 3% reservation had been provided to Persons with Disabilities during the period from 1996 to 2017 in the vacancies arising in the total cadre strength of various categories of posts. The data collected from the different sources are consolidated and analysed in following two segments viz. (a) status of PwD appointments in State Government Departments and (b) Status of PwD appointments in Public Sector Undertakings/Autonomous institutions/ Universities etc

#### **(a). Status of PwD Appointments in State Government Departments**

**14.5** To find out whether 3% reservation based on vacancies arising in the cadre strength of various departments had been provided to PwDs, the committee collected details of arising vacancies in all government departments and PSUs during the period from 1996 to 2017 and the appointment of persons with disabilities made during this period in the respective departments and PSUs. This information was collected in "Format D" circulated for the purpose to the Government departments and PSUs.

**14.6** As per the available data (**Annexure 9**), in Government Departments, 200197 vacancies were notified for direct recruitment from 1996 to 2017, 3% of which comes to 6010 (The department-wise details are given in the Annexure 9). But as per the given data, 8354 Persons with Disabilities were given appointments during this period, which comes to 4.17 % of total vacancies that arose during the period. Going by this data, there is no backlog in appointments of persons with disabilities in State Government service up to 2017, if Government service is considered as one single 'Establishment'.

**Chart 1**  
**Representation of PwDs in appointments ( 1996-2017)**



**14.7** However when analyzed department-wise, backlog could be identified in certain departments as follows:

**Table:4**  
**Backlog of PwD Appointments ( 1996-2017)**

Sl No.	Name of Department	Total vacancies arose (1996 – 2017)	Total no.of appointments of PwDs	Percentage of appointments of PwDs in total appointments	Backlog in appointment of PwDs
1	Finance Department	883	23	2.60	3
2	Ground Water Department	763	8	1.05	15
3	Hydro graphic Survey Wing	188	0	0	6
4	Public Works Department	7431	147	1.98	76
5	Agriculture Department	2464	73	2.96	1
6	Soil Survey & Soil Conservation	1291	35	2.71	4
7	Kerala State Remote Sensing & Environment Centre	18	0	0	1
8	Excise Department	5394	28	0.52	134
9	Town and Country Planning Department	677	16	2.36	4
10	Health Service Department	25751	710	2.76	63
11	N.C.C. Department	1239	11	0.89	26
12	Kerala State Audit Department	1224	34	2.78	3
13	Higher Secondary Education Department	14741	265	1.80	177
14	Environment & Climate Change Department	42	0	0	1
15	State Water Transport Department	1123	8	0.71	26

*Source: Primary Data from Government Departments*

**14.8** It could be seen that there is no uniformity in the pattern of representation PwDs in State Government Departments. One of the reasons that could be attributed for uneven distribution of PwDs in Government departments is the present system of appointment from common list for common category posts spread across multiple departments. ( eg. posts of L.D Clerks, L.D Typist, Office Attendant etc) As the reservation roster applies to such common lists for appointments, adoption of a department-wise roster for individual departments for such cadres/categories may not be possible due to practical reasons.

**Table :5**  
**Representation of Different Disability Groups in Appointments**  
**(1996-2017)**

Total Recruitments ( 1996-2017)	200197
Total Number of Persons with Disabilities recruited (1996-2017)	8354
Total Number of Disabled appointed as % of total recruitment	4.17%
Number of Person with Disability in seeing	1425
% of Persons with Seeing disabilities appointed	0.71%
Number of Person with Disability in Hearing	1453
% of Persons with hearing disabilities appointed	0.73%
Number of Persons with Cerebral Palsy/Locomotor Disability appointed	5476
% of Persons with Cerebral Palsy/Locomotor Disability appointed	2.74%

*Source: Primary data from Government Departments*

**14.9** Consolidated data in respect of department wise appointments given to the three categories of persons with disabilities as mentioned in section 33 of the 1996 Act is given in **Annexure 10**. As per the available data, out of the total 8354 appointments made from among Persons with Disabilities, 1425 appointments were to persons with blindness/low vision. This comes to 0.71% of the total appointments. 1453 Persons with Hearing impairment and 5476 persons with locomotor disability/ cerebral palsy were appointed during this period. The percentage of appointment of these categories in total appointments from 1996-2017 comes to 0.73and 2.74 respectively. The first two groups viz., Visually impaired and Hearing impaired have representation below the level of 1%, as mandated by law .

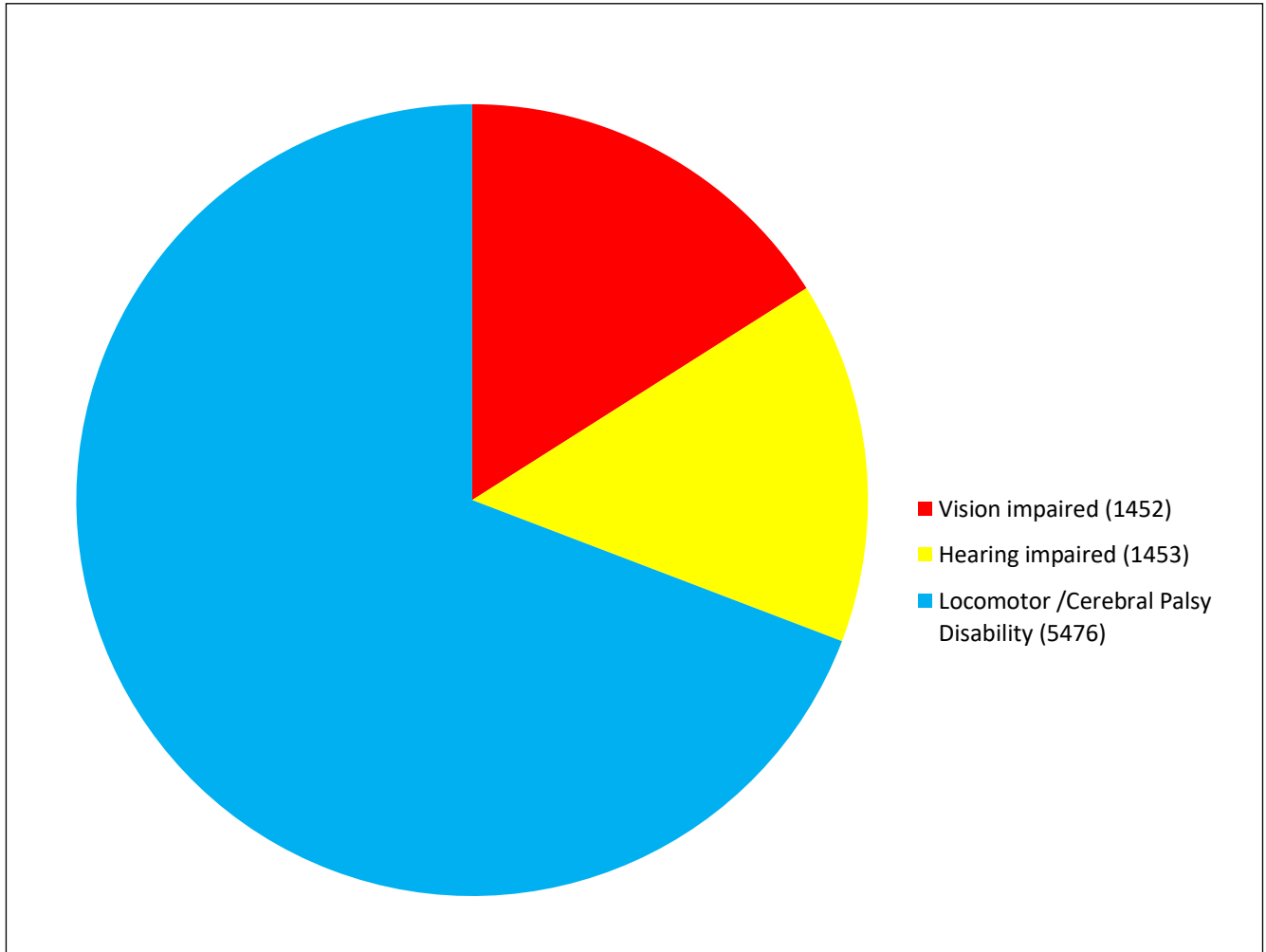
**14.10** The table below indicates the level of representation of the different disability categories in appointments :

**Table:6**  
**Year-wise Details of Appointments of PwDs in State Service**

Year	Total Appointments	Appointment of PwDs		Visually Impaired appointed		Hearing Impaired appointed		Locomotor/Cerebral Palsy disabled appointed	
	Number	Number	%	Number	%	Number	%	Number	%
1996	5362	225	4.20	28	12.44	26	11.56	171	76.00
1997	5348	174	3.25	28	16.09	33	18.97	113	64.94
1998	6187	253	4.09	42	16.60	41	16.21	170	67.19
1999	5924	513	8.66	35	6.82	44	8.58	434	84.60
2000	6118	169	2.76	21	12.43	36	21.30	112	66.27
2001	7499	203	2.71	43	21.18	49	24.14	111	54.68
2002	5278	191	3.62	34	17.80	41	21.47	116	60.73
2003	11265	307	2.73	45	14.66	49	15.96	213	69.38
2004	12682	315	2.48	53	16.83	55	17.46	207	65.71
2005	10457	508	4.86	69	13.58	71	13.98	368	72.44
2006	8303	260	3.13	58	22.31	74	28.46	128	49.23
2007	8328	284	3.41	49	17.25	35	12.32	200	70.42
2008	9074	325	3.58	52	16.00	51	15.69	222	68.31
2009	11029	328	2.97	58	17.68	59	17.99	211	70.42
2010	12109	332	2.74	35	10.54	68	20.48	229	68.98
2011	11241	345	3.07	76	22.03	67	19.42	202	58.55
2012	9981	426	4.27	99	23.24	87	20.42	240	56.34
2013	9655	961	9.95	173	18.00	92	9.57	696	72.42
2014	9965	724	7.27	105	14.50	118	16.30	501	69.20
2015	9334	423	4.53	98	23.17	115	27.19	210	49.65
2016	12759	409	3.21	83	20.29	79	19.32	247	60.39
2017	12299	679	5.52	141	20.77	163	24.01	375	55.23
<b>Total</b>	<b>200197</b>	<b>8354</b>	<b>4.17</b>	<b>1425</b>	<b>17.06</b>	<b>1453</b>	<b>17.39</b>	<b>5476</b>	<b>65.55</b>

*Source: Primary Data from Government Department*

**Chart 2**  
**Representation of Disability Groups in Appointments**



**14.11** The table shows that persons with Persons with Disabilities in Movement enjoy a higher level of representation in appointments compared to the other to disability groups. The representation of the 3 different disability groups in the appointments to PwDs is as follows:

- |      |                                     |           |
|------|-------------------------------------|-----------|
| i.   | Vision impaired                     | - 17.06%  |
| ii.  | Hearing impaired                    | - 17.39 % |
| iii. | Persons with Disability in Movement | - 65.55 % |



**14.12** The population status of the physically disabled in the state as reported by the Disability Census 2015 by KSSM is as follows:

**Table: 7**  
**Kerala Disability Census 2015- Disabled Population**

No.		Number	As % of total
1	Visually disabled	82377	10.38
2	Hearing disabled	83573	10.53
3	Locomotor disability	273900	34.50
4	Other disability	354087	44.60
	Total	793937	100.00

*Source: Disability Census 2015*

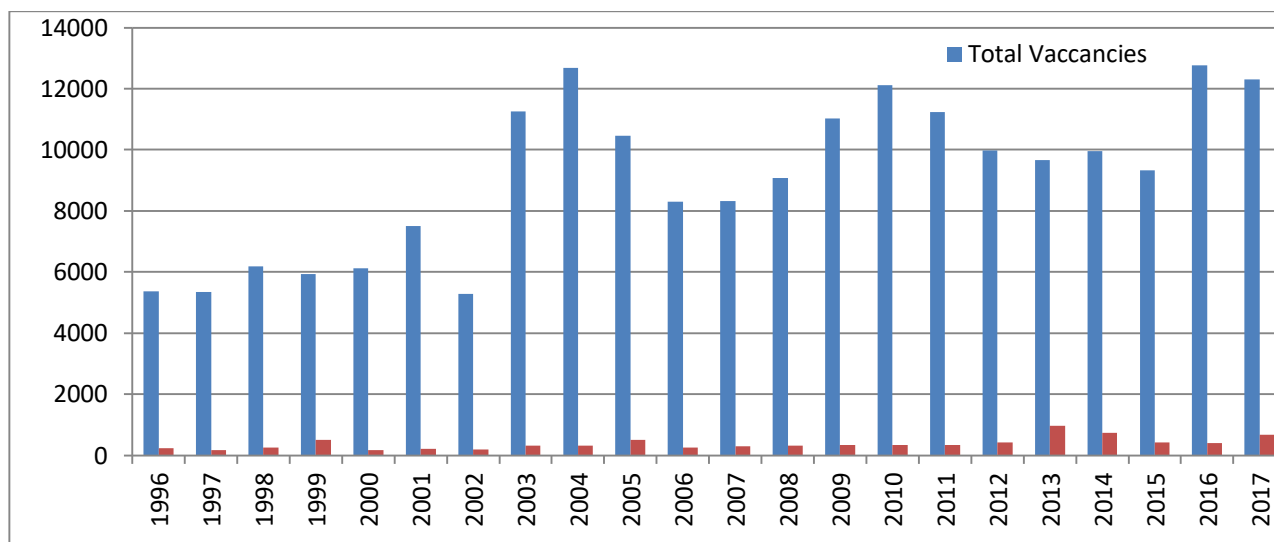
This indicates that the Persons with Disability in movements have a higher representation among the physically disabled persons in the state, compared to person with visual disabilities and hearing disabilities. This higher level of representation of persons with disabilities in movement in appointments is reflective of the higher level representation of this category among the total population of the disabled in the State. Moreover, the provisions in the PWD Act 1995 and the Rights of Persons with Disability Act 2016 permitting interchanging of vacancies among disability groups in the absence of suitable candidates among the respective disability groups, to which the vacancy is earmarked stand to the advantage of persons with disabilities in movement by virtue of their higher strength in the disabled population.

**Table:8**  
**Year wise details of Vacancies and Appointments of PwDs**  
**( 1996-2017)**

Year	Total Vacancies	Total Posting of PwDs	Posting of PwDs as % of total postings	Year	Total Vacancies	Total Posting of PwDs	Posting of PwDs as % of total postings
1996	5362	225	4.20	2007	8328	284	3.41
1997	5348	174	3.25	2008	9074	325	3.58
1998	6187	253	4.09	2009	11029	328	2.97
1999	5924	513	8.66	2010	12109	332	2.74
2000	6118	169	2.76	2011	11241	345	3.07
2001	7499	203	2.71	2012	9981	426	4.27
2002	5278	191	3.62	2013	9655	961	9.95
2003	11265	307	2.73	2014	9965	724	7.27
2004	12682	315	2.48	2015	9334	423	4.53
2005	10457	508	4.86	2016	12759	409	3.21
2006	8303	260	3.13	2017	12299	679	5.52

*Source: Primary data from Departments*

**Chart 3**  
**Vacancies and appointments of PwDs ( 1996 - 2017)**



*Source: Primary Data from Departments*

**14.13** An Analysis of the available data indicated that the representation of PwDs in the recruitments made during each year from 1996 to 2016 was in the range of 2.71% in 2001 to 9.95 % in 2013. The overall representation of PwDs in appointments made during this period is 4.17% as show below:

Total number of appointments	: 200197
Total number of PWD appointed	: 8354
Percentage of PwDs appointments in Total appointments	: 4.17%

**14.14** The above inference is based on data made available by the various departments from their available documents. Presumably, this information is without proper validation with reference to the records of the PSC and other recruitment agencies. Before taking any follow-up action based on this data it will be desirable that a proper validation based on cross verification with reference to data with other stakeholders is essentially carried out.

### **Analysis of SPARK Data**

**14.15** SPARK (Service and Pay Roll Administrative Repository for Kerala) is a comprehensive employee management information system maintained by Government of Kerala for HR and Payroll management of its employees. Management of disbursement of salaries to the employees is one of the main features of this web based application. The SPARK maintains among other things a database of monthly salary disbursements made through the treasuries in the State.

**14.16** The physically disabled persons in service are entitled to a special allowance at specified rates fixed by government from time to time. The number of employees getting such an allowance could be considered as fair indicator of representation of PwDs in State Government service. Accordingly the committee approached Finance Department in Government to share data of number employees enjoying the benefit of Special Allowance for PwDs. Finance Department promptly made available the data of employees who received the allowance in March 2018. The consolidated department wise data indicated that 18829 employees, constituting 3.87%, out of 486587 employees drawing salary in March 2018 received the Special Allowance for the Disabled, indicating that there is reasonable representation of PwDs in State Government Service, when considered as a whole(**Annexure 11**). However, when the data is analyzed department-wise, it is noticed that certain departments, the representation of PwDs is found to less than the mandated 3 % as detailed below:

**Table : 9**  
**Details of departments with PwD representation less than 3%**

Sl.No	Department	Total staff strength	No. of staff receiving special allowance for the disabled	Percentage of staff receiving special allowance for the disabled
1	Agriculture	8983	267	2.97
2	Education (Collegiate)	13737	393	2.86
3	Education (General)	155477	3921	2.52
4	Education (Higher Secondary)	29228	398	1.36
5	Election	77	2	2.60
6	Excise	4847	55	1.13
7	Fire Force	4492	38	0.85
8	Forest and Wildlife	7091	157	2.21
9	Ground Water	483	8	1.66
10	Hydrographic Survey Wing	131	2	1.53
11	Jails	1735	17	0.98
12	Labour Courts	42	1	2.38
13	National Cadet Corps	872	23	2.64
14	Police	56083	329	0.59
15	Rajbhavan	98	0	0
16	Secretariat	16	0	0
17	Administrative Reforms Commission	23	0	0
18	State Water Transport	893	0	0
19	Vigilance	1166	20	1.72
20	Sports & Youth Affairs	36	1	2.78
21	Minority Welfare	14	0	0
22	Environment Department	20	0	0

source: SPARK Data

A critical review of status of appointments of PwDs in these appointments is essential to ensure that representation of PwDs in appointments, as mandated by law is maintained, without fail.

**14.17** Contrary to the above position, there are a number of departments where the representation of PwDs exceeds 10 % of the total staff strength as in Table 10

**Table:10**  
**Details of Departments with PwD Representation Exceeding 10%**

Sl.No	Department	Total staff strength	No. of staff receiving special allowance for PwDs	Percentage to Total staff strength
1	Administration of Justice-Judiciary	12581	2292	18.22
2	Education (Sports School Division)	17	3	17.65
3	National Employment Service	1175	137	11.66
4	Factories & Boilers	247	27	10.93
5	Harbour Engineering	503	65	12.92
6	Insurance Medical Services	2421	251	10.37
7	Labour	893	97	10.86
8	Land Use Board	49	5	10.20
9	Panchayat	1070	388	36.26
10	Public Library	80	9	11.25
11	State Planning Board	379	41	10.82
12	KIRTADS	46	6	13.04
13	University Appellate Tribunal	12	2	16.67
14	Vigilance Tribunal	33	6	18.18

*Source: SPARK Data*

**14.18** As seen from the table above, the departments like Police, Prisons, Fire & Rescue, Forest and Excise, Vigilance & Anti-Corruption Bureau, the present strength of PwDs does not satisfy the mandatory condition of 3% reservation. This is because of the fact that the vast majority of the staff strength of these departments is constituted by posts such as civil police officers, excise guards etc, which require a higher level of physical fitness for appointments. For this reason, such posts are not among those identified as suitable for appointment of PwDs. According to the relevant provisions in the PwD Act 1996 and Rights of Persons with Disability Act 2016, the shortfall in representation of PwDs in such unidentified posts will have to be compensated through appointment of PwDs to the vacancies in categories of posts identified as suitable for appointment of PwDs. This is often not materialized in these departments in view of the position that the strength of identified posts are quite insignificant compared to strength in unidentified posts. The PwD Act 1996 and Rights of Persons with Disability Act 2016 contain specific provisions for dealing with such situations.

Provision to Section 33 of the PWD Act 1996 reads as follows:

*“ provided that the appropriate Government may having regard to the type of work carried on in any department or establishment, by notification subject to such conditions, if any, as may be specified in such notification, exempt any establishment from the provisions of this section”*

Section 34 of The Rights of Persons with Disability Act 2016 has the following provision:

*“ Provided further that the appropriate Government, in consultation with the Chief Commissioner or the State Commissioner, as the case may be, may, having regard to the type of work carried out in any Government establishment by notification and subject to such conditions, if any, as may be specified in such notifications exempt any Government establishment from the provisions of this section”*

**14.19** A detailed review of representation of PwDs in appointments in the above departments is essential to ensure that the PwDs are not denied the legitimate quota of appointments in these departments.

**14.20** Government of India has issued specific guidelines regarding applicability of this clause for exempting any establishment partly or fully from the provision of reservation of PwDs. The relevant portions in the OM No. 36035/3/2004-Estt (Res) dated 29.12.2005 and OM No. 36035/02/2017-Estt(Res) dated 15.01.2018 of the Department and Personnel Training, Ministry of Personnel, Public Grievance & Pensions, Government of India are extracted below:

*OM No. 36035/3/2004-Estt( Res), dated 29.12.2005*

*“ Exemption from Reservation: If any Department/Ministry considers it necessary to exempt any establishment partly or fully from the provision of reservation for persons with disabilities, it may make a reference to the Ministry of Social Justice and Empowerment giving full justification for the proposal. The grant of exemption shall be considered by an Inter-Departmental Committee set up by the Ministry of Social Justice and Empowerment”.*

*OM No. 36035/02/2017-Estt (Res), dated 15.01.2018*

*“Exemption from Reservation: If any Ministry/Department in the Central Government considers it necessary to exempt any establishment or any cadre or cadres fully or partly from the provisions of reservation for persons*

*with benchmark disabilities, it shall make a reference to the Department of Empowerment of Persons with Disabilities giving full justification for the proposal, who having regard to the type of work carried out in any Government establishment by notification and subject to such condition, if any, as may be specified in the notification, in consultation with the Chief Commissioner for Persons with Disabilities (CCPD) may exempt any Establishment or any cadre(s) fully or partly from the provisions of reservation for persons with benchmark disabilities”.*

**14.21** State Government has not so far issued any orders exempting any category/cadre/establishment from the provision of reservation of PwDs. The State Government may consider adopting such a course of action to exempt cadre(s)/ categories which require higher level of physical fitness from the purview of the provisions mandating reservation for PwDs in appointments.

## **15. Data from the Kerala Public Service Commission**

**15.1** The Kerala Public Service Commission through its letter No. A VII (1) 4068/03/GW/DO dated, 13.09.2018 shared valuable information relating to candidates, advised for appointment from among different disability groups in Government establishments from 2008 onwards. The total number of candidates advised for appointment against the quota reserved for PwDs in Government department/PSUs etc from 2008 to 2018 comes to 4340, of which 4300 candidates were advised for appointment in various posts in Government departments and 40 candidates for appointment in PSUs/ other Government establishments ( **Annexure 12**)

**15.2** The data provided by the PSC did not however contain information on the total number of candidates advised for appointment from all categories (general and reservation). Another deficiency with respect to the data from the PSC was unavailability of disability group-wise and year-wise information of the advises made for appointments from its different units.

**15.3** The data furnished by the PSC belongs to two different time periods viz.(i) period from 1.1.2004 to 31.12.2007, for which backlog vacancies were determined and candidates advised for appointment thereagainst and (ii) period from 01.01.2008 to 31.10.2018 when advices of PwDs for appointment were made as part of regular recruitment. Regarding the appointments against backlog vacancies from 1.01.2004 to 31.12.2007, Government have seen to have made the computation of backlog with reference to the total appointments made through the PSC during 2004-07 in posts identified as suitable for

appointment of physically disabled candidates . Accordingly, Government set apart 126 posts in Class II ( 3% of 4203) 798 posts in Class III ( 3% of 26616) and 264 posts in Class IV ( 3% of 8787) in Government Department as backlog vacancies and reserved them exclusively for appointment of Persons with Disabilities. In compliance of this Government order, PSC is reported to have made special recruitment of 1355 candidates from among PwDs in State Government service. This was against the 1188 backlog vacancies identified by Government in the above Government Order. The 1355 appointments made through PSC corresponds to 3% of 45,166 appointments.

**Table :11**  
**Appointment against Backlog Vacancies for PwDs (2004-2007)**

Total Number of Vacancies from 2004 to 2007 (department data)	39770
Total Number of recruitments of PwDs during during 2004 to 2007	1355
Recruitment of PwDs as Percentage of Total Recruitments	3.41

The legal position with regard to determination of number of vacancies to be earmarked for PwDs is that the total vacancies arising in the cadre strength of each establishment both in the identified posts and unidentified posts together are to be taken into account and appointment to such number of person is to given in the identified posts. This position is asserted by the Hon'ble Supreme Courts in its judgement in SLP No.14889of 2009 and C.A.No.9096/2013, the quota of reservation to PWD in appointments is to be determined with reference to the total vacancies arising in the cadre strength of each establishment and based on vacancies arising in the posts identified for appointment of PwDs. State Government in consideration of the above position issued an order in G.O. (P)No.8/17/SJD, dated 06.05.2017, contemplating reservation of 3% of cadre strength to PwDs. This order does not seem to convey the legal position as explained above as the reservation to PwDs is to be provided to the extent of 3% of the vacancies arising in the cadre strength of each establishment and not 3% of the cadre strength. This Government Order therefore requires review and modification to convey the true spirit of the Government decision with regard to reservation to PwDs in appointments. The yardsticks followed in 2011 for determining backlog vacancies for PwDs for the period from 2004 to 2007 are also found to be inconsistent with the legal position that the number of vacancies



to be reserved for PwDs are to be determined with reference to the total number of vacancies arising in both identified posts and unidentified posts together. It is suggested that a review of the backlog position of PwD appointments for the period from 2004 to 2007 be conducted based on Public Service Commission's data of total appointments in all categories made during this period and the actual appointments of PwDs made against such vacancies to assess whether the actual backlog of PwD appointments during the period 2004-2007 has been made good through the special recruitment of 1355 PwDs by Public Service Commission based on G.O.(P) No. 7/2011/SWD dated 24.01.2011.

**15.4** An assessment whether the 3% quota for PwDs was maintained in recruitments made by PSC from 2008 to 2017 would be possible only with reference to the total number of recruitments made in all categories together. As the PSC's data was deficient in this respect, the Committee has to rely on data on appointments from 2008 to 2017 compiled on the basis of information collected from the 89 Government departments, which furnished data to the Committee. The data so compiled by the Committee suggests the total number of vacancies which arose in such departments from 2008 to 2017 is 107446. 3 % of this comes to 3224, which is the mandatory level of vacancies to be earmarked to PwDs. According to the data received from the PSC, the number of PwDs advised for appointment in Government departments during the 2008-2018 ( up to October 2018) is 4300, which is relation to the figure of 107446 as per the compiled data comes to 4%. The corresponding figures in the compiled data of the departments are 107446 appointments, of which 4452 appointments are from among the physically disabled during the 2008-2017 period.

**Table :12**  
**Representation of PwDs in Appointments (2008-2017)**

Total Recruitments (2008-2017) *	107446
PwD Appointments 2008-2018#	4300
Appointment of PwDs as Percentage of Total Appointments	4.00

\*Department wise Data # PSC Data

**15.5** The apparent mismatch could be because of the fact that the departments have reckoned all physically disabled staff in service, irrespective of whether their appointments were against the reserved quota for PwDs or not. From this

position, it can be safely concluded that the representation of PwDs in appointments made to Government departments during 2008-2017 period is more than 3% as mandated by the PWD Act of 2005.

**15.6** The Following findings emerge from the above analysis of data relating to the appointment of PwDs in the State Service, received from the different sources viz., Government Departments, Kerala Public Service Commission and SPARK.

**15.7** The assessment of adequateness of appointment of PwDs in the State Government Services could be made for the following three time periods:

- i. 1996 to 2003; for which data furnished by Heads of Departments is to be relied upon
- ii. 2004 to 2007, for which details of backlog appointments made by the PSC and data furnished by Heads of Departments are available.
- iii. 2008 to 2017, for which data of recruitment made by the PSC and the details of appointments furnished by Head of Departments are available.

**15.8** In respect of the period from 1996 to 2003, the total number of appointments in 89 Government Departments which have furnished data to the Committee is 52981, which includes 2035 appointments to PwDs. The appointments of PwDs form 3.41% of the total appointments during the period, if this period is considered as a single block. It may therefore be inferred that there is no backlog of appointments of PwDs in Government departments as far as the period from 1996 to 2003 is concerned.

**15.9** In respect of period from 2004 to 2007, State Government identified 1188 backlog vacancies of PwDs and against this the PSC recruited 1355 Physically Disabled candidates through special recruitment. The corresponding figures emerging from the data received from the heads of departments are 39770 vacancies and 1367 PwD appointments (3.44%). The 1355 PwD appointments reported by PSC constitute 3.41% of the 39770 vacancies as computed from the data furnished by the Heads of Departments. If these information is relied upon, it is to be inferred that there is no backlog in PwD appointments as far as the period from 2004 to 2007 is concerned.

**15.10** But, however, in view of the apparent mistake in computing backlog of PwD appointments due to reckoning vacancies in the posts identified as suitable for appointment of PwDs alone, the results requires further verification with the reference to the data of total appointments made by PSC in the years 2004-2007 for confirmation of the above inference.

**15.11** During the period from 2008 to 2017 the number of total vacancies which arose in the 89 departments was 107446 of which 4952 appointments were from the PwDs. The PSC has reported a total number of 4300 PwD appointments during the period from 2008 to 2018 (upto October). As per the data received from the Heads of departments, the appointments of PwDs account for 4.61 % of the total number of appointments made during 2008-2017. The PSC's figure of 4300 PwD appointments constitute 4% of the total appointments of 107446 made from 2008-2017( as per department data). It can therefore be concluded that the condition relating to 3 % reservation to PwDs in appointments has been complied with in State Government service in the case of appointment during 2008-2017.

**15.12** The analysis of SPARK data based on data of Government employees drawing special allowance for PwDs also shows that the representation of PwDs in State Service as in March 2018 is of the order of 3.87%, indicating that there is reasonable representation of PwDs in the State service, when taken as a single unit.

## **16. (b). Status of PWD appointments in Public Sector Undertakings/Autonomous institutions/Universities etc.**

**16.1** In respect of Public Sector Undertakings/ autonomous organization etc. the scenario is different from that in Government departments. According to the data received from 150 such institutions (**Annexure 13**), during the period from 1996 to 2017, there was 51873 vacancies available for recruitment, against which 1042 PwDs were appointed. This is only 2% of the total vacancies which arose during the period. Therefore, in respect of PSUs/Local authorities/Autonomous Organisations etc there is a backlog of 1% in appointments during the period from 1996 to 2017, based on available data. A true picture will emerge only if the data from the remaining PSU/autonomous entities are also received and consolidated.

**16.2** State Government has repeatedly issued instructions to the effect that the Government orders issued from time to time with respect to PWD reservation in appointments in state Government service apply to similar categories of posts in PSUs/other autonomous institutions as well. Para 6 of G.O.(P) No.8/2010/SWD, dated 1.02.2010 reads as follows:

*"Government have examined the matter in detail and are pleased to order that 3% reservation to physically handicapped candidates in the categories of posts identified as suitable for appointment of physically handicapped as per*

*Government Orders read as 1st, 2<sup>nd</sup>, 4<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> papers above are extended to the similar categories in the State Public Sector Undertakings/Autonomous Institutions under the State Government/Universities/Co-operative Institutions and such other bodies also with effect from the date of this order, provided the qualification are the same”.*

This was reiterated by Government in 2013 by G.O.(P) No.1/2013/SJD, dated 3.01.2013, para 6 of which reads as follows:

*“The 3% reservation to physically handicapped candidates in the categories of posts identified as suitable for appointment of physically handicapped as per these orders shall be extended to the similar categories in the State Public Sector Undertakings/autonomous institutions under the State Government/ Universities/ Co-operative institutions and such other bodies also regardless of the qualification prescribed for the same”.*

**16.3** The available data on status of PWD appointments in State PSUs and other autonomous entities under State Government is consolidated and appended as **Annexure-13**. A summarised statement of such details is given below as table :-

**Table :-13**  
**Representation of PwDs in appointments in PSUs/Autonomous institutions**  
**(1996-2017)**

Sl.No (1)	Organisation type ( 2)	#Total appointments (1996-2017) (3)	#Total appointments of PWD (4)	Required number of PWD appointments [3% of 3] (5)	Backlog (-) / No Backlog(+) (5)-(4) (6)
1	PSUs	40988	653	1231	-578
2	Universities	5801	105	175	-70
3	Autonomous Bodies and Institutions	1904	67	58	9
4	Co-Operative Institutions	816	13	24	-11
5	Welfare Fund Boards	1656	166	50	-116
6	Other Institutions	209	38	7	-31
	<b>Total</b>	<b>51374</b>	<b>1042</b>	<b>1545</b>	

# incomplete data

Source: Primary data from PSUs etc

**16.4** From the information gathered by the Committee, it is seen that in the case of Public Sector Undertakings, Grant-in-aid institutions, Universities, Welfare Fund Boards and other Government establishments of autonomous/semi-autonomous nature the level of compliance with respect to reservation to PwDs in appointments is much low compared to that in Government departments. Though there are more than 300 such establishments, only about 150 of them responded to the communications calling for details of PWD representation in appointments. In majority of cases, the details furnished were either incomplete or vague. The general observation is that most of the PSUs and autonomous institutions have not paid adequate attention for the implementation of the PWD Act of 1996 and the Rights of Persons with Disability Act of 2016 in their establishments. Many of the institutions were found to be of the impression that the provisions relating to reservation to PwDs in appointments are not relevant in their context. Some of the establishments expressed a view that as their posts required higher level of physical ability or skill, such posts cannot be manned by persons with disabilities.

**16.5** Since aided educational institutions in the State also come within the purview of the definition 'establishment' [Section 2(k)] of the PwD Act, 1995 and 'Government establishment' [Section 2(k)] of the RPWD Act, 2016 respectively, reservation for PwDs in these institutions was a matter of consideration before the Committee. The Committee had a couple of discussions in the matter with the Special Secretary of Social Justice Department. Now the Government of Kerala have vide G.O.(P)No.18/2018/SJD dated 18.11.2018 issued directions to implement the provisions of reservations relating to PwDs as in the PWD Act 1995 and the RPWD Act 2016 in aided Schools and aided colleges including professional colleges from 07.02.1996 and from 19.04.2017

#### **17. iv. Identifying suitable posts for 4<sup>th</sup> category specified in The Rights of Persons with Disabilities Act, 2016.**

**17.1** The Committee called for suggestions from Government departments/PSUs/Universities/autonomous institutions under State Governments control with regard to categories of posts in the respective establishments which are identified as suitable for appointment of persons with benchmark disabilities coming under clause (d) and (e) of Section 34 of the Rights of Persons with Disability Act 2016. Based on the suggestions received from various stakeholders and also taking into consideration the broad yardsticks adopted earlier in identification of posts for appointments of PwDs, the Committee made a preliminary short listing of posts which could be earmarked for appointment PwDs belonging to the above two categories. The

Committee submitted an interim report containing lists of posts identified as suitable for appointment of the new disability groups to whom the right of reservation in appointment was extended through the Rights of Persons with Disability Act 2016 to Government on 18.06.2018. This list has been further modified incorporating more categories of posts, identified as suitable for appointment of physically disabled persons belonging to the above disability categories based on suggestions from Heads of departments, Public Sector Undertakings and other institutions. The suggestions of the concerned Government departments and the suggestions of the Committee are incorporated in the report. The amended list of such categories of posts is appended as **Annexure 14**.

**17.2** In this context it is to be mentioned that as per section 33(ii) of the Rights of Persons with Disability Act 2016, the Expert Committee constituted by the Government under the said provision is the statutory authority to make recommendations to Government in identifying the posts to which persons with disabilities are to be appointed. Therefore the suggestions made by this Committee cannot be considered as a statutory recommendation as envisaged in Section 33 of the said Act and be treated as only suggestions for consideration by the Expert Committee constituted under Section 33 (ii) of the Rights of Persons with Disability Act, 2016. These suggestions have therefore to be subjected to detailed scrutiny by the said Expert Committee established by Government for the purpose and its recommendations have to be obtained for in the matter of declaring posts/categories of posts as suitable appointment of persons belonging to these disability groups.

## **18. Recommendations**

**18.1 Issue of the Guidelines :** Comprehensive instructions governing reservation of PWDs based on the provisions of the RPwD Act, 2016 are necessarily to be issued by Government so that the reservation of persons with benchmark disabilities in appointments in Government establishments will be through a streamlined process. State Government could consider issuing suitable guidelines in the matter in line with those issued by Government of India vide Office Memorandum No. 36035/02/2017-Estt ( Res) dated 15<sup>th</sup> January 2018 of Department of Personnel & Training, Ministry of Personnel, Public Grievances and Pensions.

**18.2 Review of List of Posts identified for PwDs:** Central Government has notified on 4<sup>th</sup> January 2018 guidelines for the purpose of assessing the extent of specified disability in a person, as stipulated by section 56 of the Rights of Persons with Disability Act, 2016. The existing list of categories of posts identified for

appointment of PwDs requires a comprehensive review in the light of these guidelines. State Government is urged to undertake such a review and come up with a comprehensive list, so that reservation of PwDs as contemplated in the Rights of Persons with Disability Act could be implemented in its true spirit. State Government may consider issuing similar guidelines for evaluation and procedure for certification of various specified disabilities and for identification of posts suitable for the disabled categories as under section 34 of the Act .

### **18.3 Out of turn appointments given by Kerala Public Service Commission to Persons with Disability- implications.**

**18.3.1** In the Government of India instructions issued vide O.M.No 36035/3/2004-Esst (Res) dated, 29.12.2005 as subsequently modified, (**Annexure IA and Annexure IB**), it was directed that all establishment shall maintain separate 100 point reservation roster register in the format in Annexure II for determining/effecting reservations for the disabled – one each for Group ‘A’ , Group ‘B’, Group ‘C’ and Group ‘D’ posts filled by direct recruitment. Each roster shall have cycles of 100 points and each cycle shall be divided into 3 blocks comprising,-

- I<sup>st</sup> Block - point No. 1 to 33
- II<sup>nd</sup> Block - point No.34 to 66
- III<sup>rd</sup> Block - point No. 67 to 100

**18.3.2** As per the above instructions, points 1,34 and 67 of the 100 point roster shall be earmarked and reserved for persons with disabilities-one point each of the three categories of disabilities. If the post falling at point no.1 is not identified for the disabled or the head of the establishments considers it desirable not to fill it up by a disabled persons or it is not possible to fill up that post by the disabled for any other reason, one of the vacancies falling at any of the points from 2 to 33 shall be treated as reserved for the disabled and filled as such. Likewise a vacancy falling at any of the points from 34 to 66 or from 67 to 100 shall be filled by the disabled. **The purpose of keeping points 1,34 and 67 as reserved is to fill up the first available suitable vacancy from 1 to 33, first available suitable vacancy from 34 to 66 and first available suitable vacancy from 67 to 100 by persons with disabilities.**

**18.3.3** From the above it is very clear that it is not mandatory to give I<sup>st</sup>, 34<sup>th</sup> and 67<sup>th</sup> vacancy to Persons with Disabilities, if these vacancies are not suitable for appending PwDs

**18.3.4** In para 15 (d) of this O.M it is stated that there is a possibility that none of the vacancies from 1 to 33 is suitable for any category of the disabled. In that case

two vacancies from 34 to 66 shall be filled as reserved for the persons with disabilities. If the vacancies from 34 to 66 are also not suitable for any category, three vacancies shall be filled as reserved from the third block containing points from 67 to 100. This means that if no vacancy can be reserved in a particular block, it shall be carried into the next block.

**18.3.5** But as per the reservation chart furnished by the PSC (*Annexure 15*) it is seen that the positions at 1,34, and 67 of the reservation roster are earmarked for out of turn appointment of PwDs in each category of identified posts. This is different from the system followed by the Government of India in providing reservation to PwDs in appointment. The present practice adopted in the state would result in giving reservations in the vacancy of single post also if it is an identified post. This also results in under-estimation of number of vacancies to be reserved for PwDs as the vacancies arising in the unidentified categories of posts goes un-reckoned in the present system. So, as envisaged in the Government of India Office Memorandum, total vacancies in each group (as regards Government of Kerala service, we could adopt the Class I, Class II, Class III and Class IV classification instead of Group A, Group B, Group C and Group D classification) has to be clubbed together for maintaining the roster register for appointment of PwDs and suitable vacancies shall be assigned to PwDs, taking the total vacancies as a whole. In other words, all 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 Disability or it is not possible to fill it up by Persons with 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. This in effect will reduce the backlog which may arise due to posting in unidentified category of posts.

**18.3.6** It is suggested that maintenance of class –wise roster of vacancies by the Public Service Commission in the manner it is done by Government of India may be made mandatory. So also all State Government Departments may be instructed to maintain similar class-wise roster register

#### **18.4 Placement of Persons with Disabilities in the respective rosters of reserved category/ open category**

**18.4.1** Regarding the placement of Persons with disabilities, who were appointed against the reservation quota of PwDs, in the respective posts of reserved category/open category, the Clause 19 & 20 of the said O.M read as follows:



*“19:HORIZONTALITY OF RESERVATION FOR PERSONS WITH DISABILITIES: Reservation for backward classes of citizens ( SC, STs and OBCs) is called vertical reservation and the reservation for categories such as persons with disabilities and ex-servicemen is called horizontal reservation. Horizontal reservation cuts across vertical reservation ( in what is called interlocking reservation)and person selected against the quota for persons with disabilities have to be placed in the appropriate category to which they belong in the roster meant for reservation of SC/STs/OBCs. To illustrate, if in a given year there are two vacancies reserved for the persons with disabilities and out of two persons with disabilities 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 SCs, the disabled candidate belonging to SC shall be adjusted in future against the next available vacancy reserved for SCs.*

*20. Since the persons with disabilities have to be placed in the appropriate category viz. SC/ST/OBC/General in the roster meant for reservation of SCs/STs/OBCs, the application form for the post should require the candidates applying under the quota reserved for persons with disabilities to indicate whether they belong to SC/ST/OBC or General Category”.*

**18.4.2** A three member bench of the Hon’ble Supreme Court of India in its judgement, in Union of India and another Vs National Federation of the Blind and others, made it clear that total reservations should not exceed 50% (as declared in Indra Sawhney case), since after appointments they will be placed in the respective rosters of reserved category or open category respectively on the basis of the category to which they belong.

**18.4.3** But as per the reservation chart given by the PSC (**Annexure 15**) it is seen that the reservation at points 1,34, and 67 were given out of turn and thus a total number of 103 candidates are appointed in order to implement the 3 % reservation of PwDs in effect two appointments each are made against points 1,34, and 67 of the roster-one from among PwDs in the lists and another one from the regular lists. Moreover from **Annexure-15**, it is seen that the Persons with Disabilities have not been placed in the appropriate category Viz SCs/STs/OBCs, General etc. in the roster meant for reservation of SCs/STs/OBCs. As such in each 103 appointments 53 appointments are for

reserved category ( i.e 50 for communal reservation and 3 for persons with disability) All these appointments are done in the manner of vertical reservation. This would in effect result in 51.46 % reservation as against the 50% envisaged in the Constitution of India and is not in consonance with the Hon'ble Supreme Court direction .

**18.4.4** Therefore, the practice now followed by Kerala Public Service Commission need to be reviewed in the light of Central Government instructions in force and the reservations for Persons with Disabilities shall be treated as horizontal reservation to limit the total reservation to 50% of the total appointments.

**18.4.5** To implement this, the persons to whom appointments are given in the quota for the PwDs shall be placed in the appropriate category to which they belong in the roster meant for reservation of SCs/STs/OBCs.

**18.5** For building up and dissemination of information relating to PWD appointments, Government may consider establishment of an Information Technology based Management Information System(MIS) with involvement of all stakeholders such as Government Departments, PSC, PSUs/Other Autonomous entities etc,

**18.6 Backlog from 19.04.2017:** The Rights of Persons with Disability Act 2016 has come into effect from 19.04.2017. The 4% reservations to PwDs contemplated in the Act has to be made effective in the state also from that date. Expeditious orders and guidelines are required to be issued by State Government in the matter of providing 4 % reservation the appointments from the above date. More than 20 months have lapsed since the Act came in force and in the absence of suitable Government orders/instructions, the additional 1% reservation to PwDs as per the Act has not been enforced into the recruitments made by PSC from 19.04.2017 onwards. The backlog of PwD appointments from 19.04.2017 till the effective date of implementation of the 4% reservations to PwDs needs to be worked out in consultation with the PSC and appointment to such vacancies made through special recruitment. Sufficient number of posts to accommodate such recruits may have to be created by State Government as supernumerary posts, to be absorbed against future vacancies in the respective establishments.

**18.7 Issue of State Rules :** Section 101 of The Rights of Persons with Disabilities Act 2016 requires the State Government to notify rules for carrying out the provisions of the Act, not later than six months from the date of commencement

of the Act. Government may expedite action to issue State rules as mandated by the above section of the Act.

**18.8 Functional and Physical requirements:** Suitability of a Posts for appointment PwDs is to be determined with reference to the functional and physical requirements for each such post. Government may consider specifying the functional and physical requirements for each of such posts which are identified as suitable for appointment of PwDs. The format to be used for producing the certificate of disability by the candidates may also be designed and notified.

**18.9 Monitoring Mechanism :** Social Justice Department is the nodal department for implementation of the Rights of Persons with Disabilities Act in the State. A state level monitoring mechanism needs to be established in the Directorate of Social Justice Department for continuous monitoring of implementation of the provisions of the Act and for regular evaluation of progress achieved therein.

## **19 Acknowledgements**

The Committee thankfully acknowledges the valuable support received from Sri. Biju Prabhakar.I.A.S, the Special Secretary to Government Social Justice Department, Director Social Justice Department, Director, SID & Executive Director, Kerala Social Security Mission and all officers & Staffs in the Social Justice Department in Government Secretariat, Directorate of Social Justice and the Kerala Social Security Mission and Smt. Asha.A.S.Nair, Data Entry Operator which enabled the Committee to complete the assigned task.

27<sup>th</sup> December 2018

1.M. Gireeskumar

3. S. Suresh Chandran

3.K. Bahuleyan Nair

4. S.Vijayamohan

## **ANNEXURES**

No. 36035/3/2004-Estt(Res)  
GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES & PENSIONS  
DEPARTMENT OF PERSONNEL & TRAINING

\*\*\*\*\*

New Delhi, Dated the 29<sup>th</sup> December, 2005

**OFFICE MEMORANDUM**

Subject- Reservation for the Persons with Disabilities.

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With a view to consolidating the existing instructions, bringing them in line with the Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Act, 1995 and clarifying certain issues including procedural matters, the following instructions are issued with regard to reservation for persons with disabilities (physically handicapped persons) in posts and services under the Government of India. These instructions shall supercede all previous instructions issued on the subject so far.

2. **QUANTUM OF RESERVATION**

- (i) Three percent of the vacancies in case of direct recruitment to Group A, B, C and D posts shall be reserved for persons with disabilities of which one per cent each shall be reserved for persons suffering from (i) blindness or low vision, (ii) hearing impairment and (iii) locomotor disability or cerebral palsy in the posts identified for each disability;
- (ii) Three percent of the vacancies in case of promotion to Group D, and Group C posts in which the element of direct recruitment, if any, does not exceed 75%, shall be reserved for persons with disabilities of which one per cent each shall be reserved for persons suffering from (i) blindness or low vision, (ii) hearing impairment and (iii) locomotor disability or cerebral palsy in the posts identified for each disability.

3. **EXEMPTION FROM RESERVATION :** If any Department / Ministry considers it necessary to exempt any establishment partly or fully from the provision of reservation for persons with disabilities, it may make a reference to the Ministry of Social Justice and Empowerment giving full justification for the proposal. The grant of exemption shall be considered by an Inter-Departmental Committee set up by the Ministry of Social Justice and Empowerment.

4. **IDENTIFICATION OF JOBS / POSTS:** The Ministry of Social Justice and Empowerment have identified the jobs / posts suitable to be held by persons with disabilities and the physical requirement for all such jobs / posts vide their notification no. 16-25/99.NI.I dated 31.5.2001. The jobs / posts given in Annexure II of the said notification as amended from time to time shall be used to give effect to 3 per cent reservation to the persons with disabilities. It may, however, be noted that:

- (a) The nomenclature used for any job / post shall mean and include nomenclature used for other comparable jobs / posts having identical functions.
- (b) The list of jobs / posts notified by the Ministry of Social Justice & Empowerment is not exhaustive. The concerned Ministries / Departments shall have the discretion to identify jobs / posts in addition to the jobs / posts already identified by the Ministry of Social Justice & Empowerment. However, no Ministry / Department / Establishment shall exclude any identified job / post from the purview of reservation at its own discretion.
- (c) If a job/ post identified for persons with disabilities is shifted from one group or grade to another group or grade due to change in the pay-scale or otherwise, the job/ post shall remain identified.

5. **RESERVATION IN POSTS IDENTIFIED FOR ONE OR TWO CATEGORIES:** If a post is identified suitable only for one category of disability, reservation in that post shall 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.

6. **APPOINTMENT AGAINST UNRESERVED VACANCIES:** In the posts which are identified suitable for persons with disabilities, a person with disability cannot be denied the right to compete for appointment against an unreserved vacancy. Thus a person with disability can be appointed against an unreserved vacancy, provided the post is identified suitable for persons with disability of the relevant category.

7. **ADJUSTMENT OF CANDIDATES SELECTED ON THEIR OWN MERIT :** Persons with disabilities selected on their own merit without relaxed

standards alongwith other candidates, will not be adjusted against the reserved share of vacancies. The reserved vacancies will be filled up separately from amongst the eligible candidates with disabilities which will thus comprise physically handicapped candidates who are lower in merit than the last candidate in merit list but otherwise found suitable for appointment, if necessary, by relaxed standards. It will apply in case of direct recruitment as well as promotion, wherever reservation for persons with disabilities is admissible.

8. **DEFINITIONS OF DISABILITIES** : Definitions of categories of disabilities for the purpose of this Office Memorandum are given below:

(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.

(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 characterised by abnormal motor control posture resulting from brain insult or injuries occurring in the pre-natal, peri-natal or infant period of development.

(c) All the cases of orthopaedically handicapped persons would be covered under the category of "locomotor disability or cerebral palsy."

9. **DEGREE OF DISABILITY FOR RESERVATION** : Only such

persons would be eligible for reservation in services / posts who suffer from not less than 40 per cent of relevant disability. A person who wants to avail of benefit of reservation would have to submit a Disability Certificate issued by a competent authority in the format given in Annexure I.

10. **COMPETENT AUTHORITY TO ISSUE DISABILITY CERTIFICATE** :- The competent authority to issue Disability Certificate shall be a Medical Board duly constituted by the Central or a State Government. The Central / State Government may constitute Medical Board(s) consisting of at least three members out of which at least one shall be a specialist in the particular field for assessing locomotor / cerebral / visual / hearing disability, as the case may be.

11. The Medical Board shall, after due examination, give a permanent disability certificate in cases of such permanent disabilities where there are no chances of variation in the degree of disability. The Medical Board shall indicate the period of validity of the certificate, in cases where there are chances of variation in the degree of disability. No refusal of disability certificate shall be made unless an opportunity is given to the applicant of being heard. On representation by the applicant, the Medical Board may review its decision having regard to all the facts and circumstances of the case and pass such orders in the matter as it thinks fit.

12. At the time of initial appointment and promotion against a vacancy reserved for persons with disability, the appointing authority shall ensure that the candidate is eligible to get the benefit of reservation.

13. **COMPUTATION OF RESERVATION:** Reservation for persons with disabilities in case of Group C and Group D posts shall be computed on the basis of total number of vacancies occurring in all Group C or Group D posts, as the case may be, in the establishment, although the recruitment of the persons with disabilities would only be in the posts identified suitable for them. The number of vacancies to be reserved for the persons with disabilities in case of direct recruitment to Group 'C' posts in an establishment shall be computed by taking into account the total number of vacancies arising in Group 'C' posts for being filled by direct recruitment in a recruitment year both in the identified and non-identified posts under the establishment. The same procedure shall apply for Group 'D' posts. Similarly, all vacancies in promotion quota shall be taken into account while computing reservation in promotion in Group 'C' and Group 'D' posts. Since reservation is limited to identified posts only and number of vacancies reserved is computed on the basis of total vacancies (in identified posts as well as unidentified posts), it is possible that number of persons appointed by reservation in an identified post may exceed 3 per cent.



14. Reservation for persons with disabilities in Group 'A' posts shall be computed on the basis of vacancies occurring in direct recruitment quota in all the identified Group 'A' posts in the establishment. The same method of computation applies for Group 'B' posts.

15. **EFFECTING RESERVATION – MAINTENANCE OF ROSTERS:**

(a) All establishments shall maintain separate 100 point reservation roster registers in the format given in **Annexure II** for determining / effecting reservation for the disabled – one each for Group 'A' posts filled by direct recruitment, Group 'B' posts filled by direct recruitment, Group 'C' posts filled by direct recruitment, Group 'C' posts filled by promotion, Group 'D' posts filled by direct recruitment and Group 'D' posts filled by promotion.

(b) Each register shall have cycles of 100 points and each cycle of 100 points shall be divided into three blocks, comprising the following points:

1<sup>st</sup> Block – point No.1 to point No.33

2<sup>nd</sup> Block – point No. 34 to point No.66

3<sup>rd</sup> Block – point No.67 to point No.100

(c) Points 1, 34 and 67 of the roster shall be earmarked reserved for persons with disabilities – one point for each of the three categories of disabilities. The head of the establishment shall decide the categories of disabilities for which the points 1, 34 and 67 will be reserved keeping in view all relevant facts.

(d) All the vacancies in Group C posts falling in direct recruitment quota arising in the establishment shall be entered in the relevant roster register. If the post falling at point no. 1 is not identified for the disabled or the head of the establishment considers it desirable not to fill it up by a disabled person or it is not possible to fill up that post by the disabled for any other reason, one of the vacancies falling at any of the points from 2 to 33 shall be treated as reserved for the disabled and filled as such. Likewise a vacancy falling at any of the points from 34 to 66 or from 67 to 100 shall be filled by the disabled. The purpose of keeping points 1, 34 and 67 as reserved is to fill up the first available suitable vacancy from 1 to 33, first available suitable vacancy from 34 to 66 and first available suitable vacancy from 67 to 100 by persons with disabilities.

(e) There is a possibility that none of the vacancies from 1 to 33 is suitable for any category of the disabled. In that case two vacancies from 34 to 66 shall be filled as reserved for persons with disabilities. If the vacancies from 34 to 66 are also not suitable for any category, three vacancies shall be filled as reserved from the third block containing points from 67 to 100. This means that if no vacancy can be reserved in a particular block, it shall be carried into the next block.

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

(g) If the number of vacancies in a year is such as to cover only one block or two, discretion as to which category of the disabled should be accommodated first shall vest in the head of the establishment, who shall decide on the basis of the nature of the post, the level of representation of the specific disabled category in the concerned grade/post etc.

(h) A separate roster shall be maintained for group C posts filled by promotion and procedure as explained above shall be followed for giving reservation to persons with disabilities. Likewise two separate rosters shall be maintained for Group D posts, one for the posts filled by direct recruitment and another for posts filled by promotion.

(i) Reservation in group A and group B posts is determined on the basis of vacancies in the identified posts only. Separate rosters for Group A posts and Group B posts in the establishment shall be maintained. In the rosters maintained for Group A and Group B posts, all vacancies of direct recruitment arising in identified posts shall be entered and reservation shall be effected the same way as explained above.

**16. INTER SE EXCHANGE AND CARRY FORWARD OF RESERVATION IN CASE OF DIRECT RECRUITMENT:**

(a) Reservation for each of the three categories of persons with disabilities shall be made separately. But if the nature of vacancies 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 with the approval of the Ministry of Social Justice & Empowerment and reservation may be determined and vacancies filled accordingly.

(b) If any vacancy reserved for any category of disability cannot be filled due to non-availability of a suitable person with that disability 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 the '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 disabilities. In case no suitable person with disability is available for filling up the post in the subsequent year also, the employer may fill up the vacancy by appointment of a person other than a person with disability. If the

vacancy is filled by a person with disability of the category for which it was reserved or by a person of other category of disability by inter se exchange in the subsequent recruitment year, it will be treated to have been filled by reservation. But if the vacancy is filled by a person other than a person with disability in the subsequent recruitment year, reservation shall be carried forward for a further period upto two recruitment years whereafter the reservation shall lapse. In these two subsequent years, if situation so arises, the procedure for filling up the reserved vacancy shall be the same as followed in the first subsequent recruitment year.

17. In order to ensure that cases of lapse of reservation are kept to the minimum, any recruitment of the disabled candidates 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.

**18. CONSIDERATION ZONE, INTERSE EXCHANGE AND CARRY FORWARD OF RESERVATION IN CASE OF PROMOTION**

(a) While filling up the reserved vacancies by promotion by selection, the disabled candidates who are within the normal zone of consideration shall be considered for promotion. Where adequate number of disabled candidates of the appropriate category of handicap are not available within the normal zone, the zone of consideration may be extended to five times the number of vacancies and the persons with disabilities falling within the extended zone may be considered. In the event of non availability of candidates even in the extended zone, the reservation can be exchanged so that post can be filled by a person with other category of disability, if possible. If it is not possible to fill up the post by reservation, the post may be filled by a person other than a person with disability and the reservation shall be carried forward for upto three subsequent recruitment years, whereafter it shall lapse.

(b) In posts filled by promotion by non-selection, the eligible candidates with disabilities shall be considered for promotion against the reserved vacancies and in case no eligible candidate of the appropriate category of disability is available, the vacancy can be exchanged with other categories of disabilities identified for it. If it is not possible to fill up the post by reservation even by exchange, the reservation shall be carried forward for upto three subsequent recruitment years whereafter it shall lapse.

**19. HORIZONTALITY OF RESERVATION FOR PERSONS WITH DISABILITIES:** Reservation for backward classes of citizens (SCs, STs and OBCs) is called vertical reservation and the reservation for categories such

as persons with disabilities and ex-servicemen is called horizontal reservation. Horizontal reservation cuts across vertical reservation (in what is called interlocking reservation) and persons selected against the quota for persons with disabilities have to be placed in the appropriate category viz. SC/ST/OBC/General candidates 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 persons with disabilities and out of two persons with disabilities 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.

20. Since the persons with disabilities have to be placed in the appropriate category viz. SC/ST/OBC/ General in the roster meant for reservation of SCs/STs/OBCs, the application form for the post should require the candidates applying under the quota reserved for persons with disabilities to indicate whether they belong to SC/ST/OBC or General category.

21. **RELAXATION IN AGE LIMIT :**

- (i) Upper age limit for persons with disabilities shall be relaxable (a) by ten years (15 years for SCs/STs and 13 years for OBCs) in case of direct recruitment to Group 'C' and Group 'D' posts; (b) by 5 years (10 years for SCs/STs and 8 years for OBCs) in case of direct recruitment to Group 'A' and Group 'B' posts where recruitment is made otherwise than through open competitive examination; and (c) by 10 years (15 years for SCs/STs and 13 years for OBCs) in case of direct recruitment to Group A and Group B posts through open competitive examination.
- (ii) Relaxation in age limit shall be applicable irrespective of the fact whether the post is reserved or not, provided the post is identified suitable for persons with disabilities.

22. **RELAXATION OF STANDARD OF SUITABILITY:** If sufficient number of persons with disabilities are not available on the basis of the general standard to fill all the vacancies reserved for them, candidates belonging to this category may be selected on relaxed standard to fill up the remaining vacancies reserved for them provided they are not found unfit for such post or posts. Thus, to the extent the number of vacancies reserved for persons with disabilities cannot be filled on the basis of general standards, candidates belonging to this category may be taken by relaxing the standards to make up

the deficiency in the reserved quota subject to the fitness of these candidates for appointment to the post / posts in question.

23. **MEDICAL EXAMINATION:** As per Rule 10 of the Fundamental Rules, every new entrant to Government Service on initial appointment is required to produce a medical certificate of fitness issued by a competent authority. In case of medical examination of a person with disability for appointment to a post identified as suitable to be held by a person suffering from a particular kind of disability, the concerned Medical Officer or Board shall be informed beforehand that the post is identified suitable to be held by persons with disability of the relevant category and the candidate shall then be examined medically keeping this fact in view.

24. **EXEMPTION FROM PAYMENT OF EXAMINATION FEE AND APPLICATION FEE:** Persons with disabilities shall be exempt from payment of application fee and examination fee, prescribed in respect of competitive examinations held by the Staff Selection Commission, the Union Public Service Commission etc. for recruitment to various posts. This exemption shall be available only to such persons who would otherwise be eligible for appointment to the post on the basis of standards of medical fitness prescribed for that post (including any concession specifically extended to the disabled persons) and who enclose with the application form, necessary certificate from a competent authority in support of their claim of disability.

25. **NOTICE OF VACANCIES:** In order to ensure that persons with disabilities get a fair opportunity in consideration for appointment to an identified post, the following points shall be kept in view while sending the requisition notice to the Employment Exchange, the SSC, the UPSC etc. and while advertising the vacancies:-

- (i) Number of vacancies reserved for SCs/STs/OBCs/Ex-Servicemen/Persons suffering from Blindness or Low Vision/Persons suffering from Hearing Impairment/Persons suffering from Locomotor Disability or Cerebral Palsy should be indicated clearly.
- (ii) In case of vacancies in posts identified suitable to be held by persons with disability, it shall be indicated that the post is identified for persons with disabilities suffering from blindness or low vision; hearing impairment; and/or locomotor disability or cerebral palsy, as the case may be, and that the persons with disabilities belonging to the category/categories for which the post is identified shall be allowed to apply even if no vacancies are reserved for them. Such candidates will be considered for selection for appointment to the post by general standards of merit.
- (iii) In case of vacancies in posts identified suitable for persons with disabilities, irrespective of whether any vacancies are reserved or

- (iv) not, the categories of disabilities viz blindness or low vision, hearing impairment and locomotor disability or cerebral palsy, for which the post is identified suitable alongwith functional classification and physical requirements for performing the duties attached to the post shall be indicated clearly.
- (v) It shall also be indicated that persons suffering from not less than 40% of the relevant disability shall alone be eligible for the benefit of reservation.

26. **CERTIFICATE BY REQUISITIONING AUTHORITY :** In order to ensure proper implementation of the provisions of reservation for persons with disabilities, the requisitioning authority while sending the requisition to the UPSC, SSC etc. for filling up of posts shall furnish the following certificate to the recruiting agency:-

“It is certified that the requirements of the Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Act, 1995 and the policy relating to reservation for persons with 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 disabilities.”

27. **ANNUAL REPORTS REGARDING REPRESENTATION OF PERSONS WITH DISABILITIES :**

(i) Soon after the first of January of every year, each appointing authority shall send to its administrative Ministry/Department:-

- (a) PWD Report-I in the prescribed proforma (Annexure III) showing the total number of employees, total number of employees in the posts which have been identified suitable for persons with disabilities and number of employees suffering from blindness or low vision, hearing impairment, and locomotor disability or cerebral palsy as on the 1<sup>st</sup> January of the year, and
- (b) PWD Report-II in the prescribed proforma (Annexure IV) showing the number of vacancies reserved for persons suffering from blindness or low vision, hearing impairment, and locomotor disability or cerebral palsy and number of such persons actually appointed during the preceding calendar year.

(ii) The administrative Ministry/Department shall scrutinize the information received from all appointing authorities under it and send consolidated PWD Report-I and PWD Report- II in prescribed proformae in respect of the Ministry/Department including information in respect of all attached and

subordinate offices under its control to the Department of Personnel and Training by the 31<sup>st</sup> March of each year.

(iii) The following points may be kept in view while sending the reports to the Department of Personnel & Training:-

- (a) The reports sent to the DOPT should not include information in respect of public sector undertakings, statutory, semi-Government and autonomous bodies. Statutory, semi-Government and autonomous bodies shall furnish consolidated information in the prescribed proforma to the administrative Ministry/Department concerned who may scrutinize, monitor and maintain it at their own level. The Department of Public Enterprises may collect similar information in respect of all public sector undertakings.
- (b) The attached/subordinate offices shall send information to their administrative Ministry/Department only and shall not send it direct to this Department.
- (c) The figures in respect of persons with disabilities shall include persons appointed by reservation as well as appointed otherwise.
- (d) The PWD Report I relates to persons and not to posts. Therefore, while furnishing this report the posts vacant etc. should not be taken into account. In this report persons on deputation should be included in the establishment of the borrowing Ministry/Department/Office and not in the parent establishment. Persons permanent in one grade but officiating or holding temporary appointment in the higher grade shall be included in the figures relating to the Class of service to which the higher grade belongs.

28. **LIAISON OFFICER FOR PERSONS WITH DISABILITIES :**

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.

29. All the Ministries/Departments are requested to bring the above instructions to the notice of all appointing authorities under their control.



(K.G. Verma)

Deputy Secretary to the Govt. of India

To

- (i) All Ministries/Departments of the Govt. of India.
- (ii) Department of Economic Affairs (Banking Division), New Delhi
- (iii) Department of Economic Affairs (Insurance Division), New Delhi
- (iv) Department of Public Enterprises, New Delhi
- (v) Railway Board.
- (vi) Public Service Commission/Supreme Court of India/ Election Commission/Lok Sabha Secretariat/ Rajya Sabha Secretariat/ Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/ Prime Minister's Office/Planning Commission.
- (vii) Staff Selection Commission, CGO Complex, Lodi Road, New Delhi
- (viii) Office of the Chief Commissioner for Disabilities, Sarojini House, 6, Bhagwan Das Road, New Delhi – 110 001
- (ix) Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
- (x) All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate offices of this Ministry.
- (xi) Information and Facilitation Centre, DOPT, North Block, New Delhi.
- (xii) 200 spare copies for Estt(Res)Desk.



**NAME & ADDRESS OF THE INSTITUTE / HOSPITAL**

Certificate No. \_\_\_\_\_

Date \_\_\_\_\_

**DISABILITY CERTIFICATE**

Recent Photograph  
of the candidate  
showing the  
disability duly  
attested by the  
Chairperson of the  
Medical Board.

This is certified that Shri / Smt / Kum \_\_\_\_\_  
son/wife/daughter of Shri \_\_\_\_\_ age \_\_\_\_\_  
sex \_\_\_\_\_ identification mark(s) \_\_\_\_\_ is suffering from  
permanent disability of following category:

**A. Locomotor or cerebral palsy:**

- (i) BL-Both legs affected but not arms.
- (ii) BA-Both arms affected
  - (a) Impaired reach
  - (b) Weakness of grip
- (iii) BLA-Both legs and both arms affected
- (iv) OL-One leg affected (right or left)
  - (a) Impaired reach
  - (b) Weakness of grip
  - (c) Ataxic
- (v) OA-One arm affected
  - (a) Impaired reach
  - (b) Weakness of grip
  - (c) Ataxic
- (vi) BH-Stiff back and hips (Cannot sit or stoop)
- (vii) MW-Muscular weakness and limited physical endurance.

**B. Blindness or Low Vision:**

- (i) B-Blind
- (ii) PB-Partially Blind

C. Hearing impairment:

- (i) D-Deaf
- (ii) PD-Partially Deaf

(Delete the category whichever is not applicable)

2. This condition is progressive / non-progressive / likely to improve / not likely to improve. Re-assessment of this case is not recommended / is recommended after a period of \_\_\_\_\_ years \_\_\_\_\_ months.\*

3. Percentage of disability in his/her case is ..... percent.

4. Sh./Smt./Kum.....meets the following physical requirements for discharge of his/her duties:-

- |                                                      |        |
|------------------------------------------------------|--------|
| (i) F-can perform work by manipulating with fingers. | Yes/No |
| (ii) PP-can perform work by pulling and pushing.     | Yes/No |
| (iii) L-can perform work by lifting.                 | Yes/No |
| (iv) KC-can perform work by kneeling and crouching.  | Yes/No |
| (v) B-can perform work by bending.                   | Yes/No |
| (vi) S-can perform work by sitting.                  | Yes/No |
| (vii) ST-can perform work by standing.               | Yes/No |
| (viii) W-can perform work by walking.                | Yes/No |
| (ix) SE-can perform work by seeing.                  | Yes/No |
| (x) H-can perform work by hearing/speaking.          | Yes/No |
| (xi) RW-can perform work by reading and writing.     | Yes/No |

(Dr. \_\_\_\_\_)  
Member  
Medical Board

(Dr. \_\_\_\_\_)  
Member  
Medical Board

(Dr. \_\_\_\_\_)  
Chairperson  
Medical Board

Countersigned by the  
Medical Superintendent / CMO/Head of  
Hospital (with seal)

\*Strike out which is not applicable.

**ANNEXURE -II**

**RESERVATION ROSTER FOR PERSONS WITH DISABILITIES**

Year of Recruitment	Cycle No. and Point No.	Name of Post	Whether identified suitable for Persons with Disabilities suffering from			Unreserved or Reserved *	Name of the person appointed and date of appointment	Whether the person appointed is VH/HH/OH or None **	Remarks, if any.
			VH	HH	OH				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)

\* If identified reserved, write VH/HH/OH, as the case may be, otherwise write UR

\*\* Write VH, HH, OH or None, as the case may be.

\*\*\* VH, HH, OH stand for visually handicapped, Hearing Handicapped and Orthopaedically Handicapped.

ANNEXURE III

**PWD Report I**

**ANNUAL STATEMENT SHOWING THE REPRESENTATION OF THE PERSONS  
WITH DISABILITIES IN SERVICES  
(As on 1<sup>ST</sup> January of the year)**

**MINISTRY / DEPARTMENT  
ATTACHED / SUBORDINATE OFFICE:**

Group	Number of Employees				
	Total	In Identified posts	VH	HH	OH
1	2	3	4	5	6
Group A					
Group B					
Group C					
Group D					
Total					

**Note:** (i) VH stands for Visually Handicapped (persons suffering from blindness or low vision)  
(ii) HH stands for Hearing Handicapped (persons suffering from hearing impairment)  
(iii) OH stands for Orthopaedically Handicapped (persons suffering from locomotor disability or cerebral palsy)

PWD REPORT IISTATEMENT SHOWING THE NUMBER OF PERSONS WITH DISABILITIES APPOINTED DURING THE YEAR  
(For the Year \_\_\_\_\_)MINISTRY / DEPARTMENT  
ATTACHED / SUBORDINATE OFFICE:

GROUP	DIRECT RECRUITMENT										PROMOTION						
	No. of vacancies reserved				No. of Appointments Made						No. of vacancies reserved			No. of Appointments Made			
	VH	HH	OH	Total	In Identified Posts	VH	HH	OH	VH	HH	OH	Total	In Identified Posts	VH	HH	OH	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
Group A									NIL	NIL	NIL						
Group B									NIL	NIL	NIL						
Group C																	
Group D																	

**Note:** (i) VH stands for Visually Handicapped (persons suffering from blindness or low vision)

(ii) HH stands for Hearing Handicapped (persons suffering from hearing impairment)

(iii) OH stands for Orthopaedically Handicapped (persons suffering from locomotor disability or cerebral palsy)

(iv) There is no reservation for persons with disabilities in case of promotion to Group A and B posts. However, persons with disabilities can be promoted to such posts, provided the concerned post is identified suitable for persons with disabilities.

**IMMEDIATE/COURT MATTER**

No.36012/24/2009-Estt(Res)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

North Block, New Delhi.  
Dated the 3<sup>rd</sup> December 2013

**OFFICE MEMORANDUM**

**Subject: Reservation for persons with disabilities- Computation of reservation- implementation of the judgement of Hon'ble Supreme Court in the matter of Union of India & Anr. Vs. National Federation of Blind & Ors.**

\*\*\*\*\*

The undersigned is directed to refer to this Department's OM No.36035/3/2004-Estt.(Res) dated 29.12.2005, a copy of which is enclosed for ready reference, through which this Department had issued consolidated instructions regarding reservation for persons with disabilities. The instructions were in consonance with the provisions of the Persons with Disabilities (Equal Opportunity, Protection of Rights and Full Participation) Act, 1995.

2. Para 13 of the Office Memorandum of 29.12.2005 provides that reservation for persons with disabilities in case of direct recruitment as well as promotion for Group C and Group D posts shall be computed on the basis of total number of vacancies occurring in Group C and Group D posts as the case may be in the establishment although the recruitment of the persons with disabilities would only be in the posts identified suitable for them. Para 14 of the said O.M. provides that ~~Reservation for persons with disabilities in Group 'A' posts shall be computed on the basis of vacancies occurring in direct recruitment quota in all the identified Group 'A' posts in the establishment. The same method of computation applies for Group 'B' posts.~~

3. The Hon'ble Supreme Court in its judgement dated 8.10.2013 in the matter of Civil Appeal No.9096 of 2013 (arising out of SLP (Civil) No.7541 of 2009) titled Union of India & Anr. Vs. National Federation of Blind & Ors. has, inter-alia, held :

"Thus, after thoughtful consideration, we are of the view that the computation of reservation for persons with disabilities has to be computed in case of Group A, B, C and D posts in an identical manner viz., "computing 3% reservation on total number of vacancies in the cadre strength" which is the intention of the legislature."

4. The Hon'ble Supreme Court has, inter alia, directed that the following action be taken in order to ensure proper implementation of the reservation policy for the disabled and to protect their rights:-

(i) to issue an appropriate order modifying the O.M. dated 29.12.2005 and the subsequent O.Ms consistent with this Court's Order within three months from the date of passing of the judgment.

(ii) the "appropriate Government" to compute the number of vacancies available in all the "establishments" and further identify the posts for disabled persons within a period of three months from today and implement the same without default.

(iii) the DoPT shall issue instructions to all the departments/public sector undertakings/Government companies declaring that the non observance of the scheme of reservation for persons with disabilities should be considered as an act of non-obedience and Nodal Officer in department/public sector undertakings/Government companies, responsible for the proper strict implementation of reservation for person with disabilities, be departmentally proceeded against for the default.

5. Keeping in view the directions of the Hon'ble Supreme Court, Para 14 of the OM dated 29.12.2005 is modified to the following extent:

"Reservation for persons with disabilities in Group 'A' or Group 'B' posts shall be computed on the basis of total number of vacancies occurring in direct recruitment quota in all the Group A posts or Group 'B' posts respectively, in the cadre."

6. Other provisions of the OM viz. quantum of reservation, horizontality of reservation, effecting reservation and maintenance of rosters etc. would remain the same.

7. All the Ministries/Departments/Organisations of the Government of India are requested to compute the number of vacancies available in all the cadres under their control including attached offices, subordinate offices, public sector undertakings, Government companies, cantonment Board etc. in the aforesaid manner and further identify the posts for disabled persons within a period of three months from the date of the judgement of the Hon'ble Supreme Court (i.e. 8.10.2013) and implement the same without default.

8. This is for strict compliance in accordance with the directions of the Hon'ble Supreme Court in respect of all the Ministries/Departments including their Public Sector Undertakings/Government companies, Cantonment Boards etc. Non-observance of the provisions of reservation for persons with disabilities shall be considered as an act of disobedience and the Nodal Officer concerned in Department/Public Sector Undertaking/Government company, responsible for the

proper strict implementation of reservation for person with disabilities, be departmentally proceeded against for the default.



(G. Srinivasan)

Deputy Secretary to the Government of India

Tel.No.23093074

To

- (i) The Secretary, All the Ministries/Departments of the Government of India
- (ii) The Secretary, Department of Financial Services (Banking and Insurance Division), New Delhi
- (iii) The Secretary, Department of Public Enterprises, New Delhi
- (iv) The Secretary, Railway Board, Rail Bhavan, New Delhi.
- (v) Union Public Service Commission, Supreme Court of India, Election Commission of India, Lok Sabha Secretariat, Rajya Sabha Secretariat, Cabinet Secretariat, Prime Minister's Office, Planning Commission.
- (vi) The Secretary, Staff Selection Commission, CGO Complex, Lodhi Road, New Delhi.
- (vii) Office of the Chief Commissioner of Disabilities, Sarojini House, 6 Bhagwan Das Road, New Delhi-110001;
- (viii) Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
- (ix) All officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all the attached/subordinate offices of this Ministry.
- (x) Information and Facilitation Centre, North Block, New Delhi – 25 copies.

**Copy to Chief Secretaries of all States/Union Territories – for information**

**Copy to Director (NIC), DOP&T- with a request to place this on the website of this Ministry for information of all concerned.**



No.36035/02/2017-Estt (Res)  
GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES & PENSIONS  
DEPARTMENT OF PERSONNEL & TRAINING

North Block, New Delhi  
Dated the 15<sup>th</sup> January, 2018

OFFICE MEMORANDUM

**Subject: Reservation for the Persons with Benchmark Disabilities – reg.**

Previous  
OMs on  
the  
subject

OM No.  
36035/16  
/91-  
Estt.(SCT)  
dated  
18.02.  
1997

OM No.  
36035/3/  
2004-  
Estt.(Res)  
dated  
29.12.  
2005

With enactment of 'THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016' from 19<sup>th</sup> April, 2017 and notification of 'THE RIGHTS OF PERSONS WITH DISABILITIES RULES, 2017' on 15<sup>th</sup> June, 2017, the following instructions are issued in line with the provisions made therein regarding reservation for Persons with Benchmark Disabilities, as defined under Section 2(r) of the Act against the posts and services of the Central Government.

**2. QUANTUM OF RESERVATION**

2.1 In case of direct recruitment, four per cent of the total number of vacancies to be filled up by direct recruitment, in the cadre strength in each group of posts i.e. Groups A, B and C shall be reserved for persons with benchmark disabilities.

2.2 Against the posts identified for each disabilities, of which, one per cent each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and one per cent, under clauses (d) and (e), unless otherwise excluded under the provisions of Para 3 hereinafter:-

- (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

**3. EXEMPTION FROM RESERVATION:**

If any Ministry/Department in the Central Government considers it necessary to exempt any establishment or any cadre or cadres fully or partly from the provisions of reservation for persons with benchmark disabilities, it shall make a reference to the Department of Empowerment of Persons with Disabilities giving full justification for the proposal, who having regard to the type of work carried out in any Government establishment by notification and subject to such condition, if any, as may be specified in the notification, in consultation with the Chief Commissioner for Persons with Disabilities (CCPD) may exempt any Establishment or any cadre(s) fully or partly from the provisions of reservation for persons with benchmark disabilities.

**4. ADJUSTMENT AGAINST UNRESERVED VACANCIES:**

4.1 In the category of posts which are identified suitable for persons with benchmark disabilities, a person with benchmark disability cannot be denied the right to compete for appointment by direct recruitment against an unreserved vacancy. Thus a person with benchmark disability can be appointed by direct recruitment against vacancy not

*G. Srinivasan*

specifically reserved for the persons with benchmark disability, provided the post is identified suitable for persons with benchmark disability of the relevant category.

4.2 Persons with benchmark disabilities selected without relaxed standards along with other candidates, will not be adjusted against the reserved share of vacancies. The reserved vacancies will be filled up separately from amongst the eligible candidates with benchmark disabilities which will thus comprise of candidates with benchmark disabilities who are lower in merit than the last candidate in merit list but otherwise found suitable for appointment, if necessary, by relaxed standards.

5. **CERTIFICATE OF DISABILITY:**

A person who wants to avail the benefit of reservation will have to submit a certificate of disability issued by a Competent Authority. Such certificate in the event of selection of such person for any post, will be subject to such verification/re-verification as may be decided by the competent authority.

✓6. **COMPUTATION OF NUMBER OF POSTS TO BE RESERVED:**

✓6.1 The number of posts to be reserved for persons with benchmark disabilities in case of Group C posts shall be computed on the basis of total number of vacancies in the cadre strength of Group C posts, in the establishment, although the recruitment of the persons with benchmark disabilities would only be against the category of posts identified suitable for them. The number of vacancies to be reserved for the persons with benchmark disabilities in case of direct recruitment to Group 'C' posts in an establishment shall be computed by taking into account the total number of vacancies arising in Group 'C' posts for being filled by direct recruitment in a recruitment year both in the identified and non-identified category of posts under the establishment. Since reservation, wherever applicable, for Persons with Benchmark Disabilities is provided computing total number of vacancies in the cadre strength in identified category of posts as well as unidentified category of posts, it may be possible that number of persons appointed by reservation in an identified category of post may exceed four per cent.

✓6.2 Reservation for persons with benchmark disabilities in Group 'A' or Group 'B' posts shall be computed on the basis of total number of vacancies occurring in direct recruitment quota in the cadre in all the Group 'A' posts or Group 'B' posts respectively, and the computation of total vacancies shall include vacancies arising in the identified and non-identified category of posts.

✓7. **EFFECTING RESERVATION - MAINTENANCE OF ROSTERS:**

✓7.1 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.

✓7.2 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

G. Suresh Kumar

- ✓ 7.3 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 Sl. 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.
- ✓ 7.4 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.
- ✓ 7.5 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.
- ✓ 7.6 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.
- ✓ 7.7 After all the 100 points of the roster are covered, a fresh cycle of 100 points shall start.
- ✓ 7.8 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.

8. **INTER SE EXCHANGE AND CARRY FORWARD OF RESERVATION IN CASE OF DIRECT RECRUITMENT:**

8.1 Where in any recruitment year any vacancy cannot be filled up due to non availability of a suitable person with benchmark disability or for any other sufficient reason, such vacancy shall be carried forward in the succeeding recruitment year and if in the succeeding recruitment year also suitable person with benchmark disability is not available, it may first be filled by interchange among the **following four** categories of disabilities, at one percent each to each category:

**(A)**

(a) blindness and low vision;

**(B)**

(b) deaf and hard of hearing;

G. Jeyaraman

(C)

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

(D)

- (d) autism, intellectual disability, specific learning disability and mental illness;  
(e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness,

8.2 Only when there is no person with benchmark disability available for the post in that year, the employer shall fill up the vacancy by appointment of a person, other than a person with benchmark disability.

8.3 If the nature of vacancies in an establishment is such that a given category of person cannot be employed, the vacancies may be interchanged with the prior approval of Department of Empowerment of Persons with Disabilities, among the above mentioned four categories.

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

8.5 In the subsequent recruitment year the '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 benchmark disability is not available, it may be filled by interchange among the categories of benchmark disabilities identified for reservation. In case no suitable person with benchmark disability is available for filling up the vacancy in the succeeding year also, the employer may fill up the vacancy by a person other than a person with benchmark disability. If the vacancy is filled by a person with benchmark disability of the category for which it was reserved or by a person of other category of benchmark disability by inter se exchange in the subsequent recruitment year, it will be treated to have been filled by reservation. But if the vacancy is filled by a person other than a person with benchmark disability in the subsequent recruitment year, reservation shall be carried forward for a further period upto two recruitment years whereafter the reservation shall lapse. In these two subsequent years, if situation so arises, the procedure for filling up the reserved vacancy shall be the same as followed in the first subsequent recruitment year.

8.6 The Government establishment shall interchange vacancies only if due process of recruitment viz. proper advertisement of vacancy to fill up the vacancies reserved for persons with benchmark disabilities has been complied with.

8.7 In order to ensure that cases of lapse of reservation are kept to the minimum, any recruitment of the persons with benchmark disabilities candidates 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 current vacancies would be carried forward if not filled up provided that in every recruitment, the number of vacancies reserved for Persons with Benchmark Disabilities including carried forward vacancies will be announced beforehand, for the information of all aspirants.

*G. Sivarao*

9. **HORIZONTALITY OF RESERVATION FOR PERSONS WITH BENCHMARK DISABILITIES:**

9.1 Reservation for backward classes of citizens (SCs, STs and OBCs) is called vertical reservation and the reservation for categories such as persons with benchmark disabilities and ex-servicemen is called horizontal reservation. Horizontal reservation cuts across vertical reservation (in what is called interlocking reservation) and persons selected against the quota for persons with benchmark disabilities have to be placed in the appropriate category viz. SC/ST/OBC/Unreserved 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 persons with benchmark disabilities and out of two persons with benchmark disabilities appointed, one belongs to Scheduled Caste and the other belongs to Unreserved category, then the SC candidate with benchmark disability shall be adjusted against the SC point in the reservation roster and the Unreserved candidate with benchmark disability against unreserved point in the relevant reservation roster. In case none of the vacancies falls on point reserved for the SCs, the candidate under benchmark disability belonging to SC shall be adjusted in future against the next available vacancy reserved for SCs.

9.2 Since the persons with benchmark disabilities have to be placed in the appropriate category viz. SC/ST/OBC/Unreserved in the roster meant for reservation of SCs/STs/OBCs, the application form for the post should require the candidates applying under the quota reserved for persons with benchmark disabilities to indicate whether they belong to SC/ST/OBC or Unreserved. Thus, reservation for persons with benchmark disabilities is horizontal.

10. **CERTIFICATE BY REQUISITIONING AUTHORITY:**

10.1 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 19<sup>th</sup> 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."*

10.2 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.

11. **RELAXATION OF STANDARD OF SUITABILITY:**

11.1 If sufficient number of candidates with benchmark disabilities candidates are not available on the basis of the general standard to fill all the vacancies reserved for them, candidates belonging to this category may be selected on relaxed standard to fill up the remaining vacancies reserved for them provided they are not found unfit for such post or posts. However, this provision shall not be used to allow any relaxation in the eligibility criteria laid down for the issuance of certificate of disability.

G. Sivarani

11.2 Same relaxed standard should be applied for all the candidates with Benchmark Disabilities whether they belong to Unreserved/SC/ST/OBC. No further relaxation of standards will be considered or admissible in favour of any candidate from any category whatsoever.

**12. MEDICAL EXAMINATION:**

As per Rule 10 of the Fundamental Rules, every new entrant to Government Service on initial appointment is required to produce a medical certificate of fitness issued by a competent authority. In case of medical examination of a person with benchmark disabilities for appointment to a post identified as suitable to be held by a person suffering from a particular kind of disability, the concerned Medical Officer or Board shall be informed beforehand that the post is identified suitable to be held by persons with benchmark disabilities of the relevant category and the candidate shall then be examined medically keeping this fact in view.

**13. ANNUAL REPORTS REGARDING REPRESENTATION OF PERSONS WITH BENCHMARK DISABILITIES:**

The Ministries/Departments shall continue to upload data on representation of Persons with Benchmark Disabilities along with data on SCs, STs, OBCs in respect of posts/services under the Central Government on the URL i.e. [www.rrcps.nic.in](http://www.rrcps.nic.in) as on 1<sup>st</sup> January of every year. All Ministries/Departments have been provided respective usercode and password with guidelines for operating the URL.

**14. MAINTENANCE OF REGISTER OF COMPLAINTS BY THE GOVERNMENT ESTABLISHMENT:**

14.1 Every Government establishment shall appoint a senior officer of the Department as the Grievance Redressal Officer.

14.2 The Grievance Redressal Officer shall maintain a register of complaints of persons with disabilities with the following particulars, namely:-

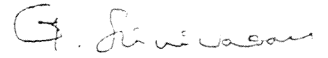
- (a) date of complaint;
- (b) name of complainant;
- (c) the name of the establishment or person against whom the complaint is made;
- (d) gist of the complaint;
- (e) date of disposal by the Grievance Redressal Officer; and
- (f) any other information.

14.3 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.

14.4 Every complaint filed as per Para 14.3 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.

*G. Srinivasan*

15. All the Ministries/Departments are requested to bring the above instructions to the notice of all appointing authorities under their control.



(G. Srinivasan)

Deputy Secretary to the Govt. of India

Ph.No.011-23093074

To

- (i) All Ministries/Departments of the Govt. of India
- (ii) Department of Financial Services, Ministry of Finance, Jeevan Deep Building, Parliament Street, New Delhi
- (iii) Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi
- (iv) Railway Board, Rail Bhavan, Delhi.
- (v) Union Public Service Commission/Supreme Court of India/ Election Commission of India/ Lok Sabha Secretariat/ Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/ Prime Minister's Office/Planning Commission.
- (vi) Staff Selection Commission, CGO Complex, Lodi Road, New Delhi
- (vii) Office of the Chief Commissioner for Disabilities, Sarojini House, 6, Bhagwan Das Road, New Delhi – 110001
- (viii) Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
- (ix) All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate offices of this Ministry.

**Copy to: Director, NIC, DOPT – with the request to immediately place this OM on the website of this Department ("what's new" tab) for information of all concerned.**



[illegible]

### Respective Categories

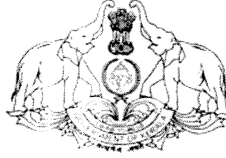
- (a) blindness and low vision
- (b) deaf and hard of hearing
- (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy
- (d) autism, intellectual disability, specific learning disability and mental illness
- (e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness

\*\*\*If identified reserved, write **a/b/c/(d & e)** as the case may be, otherwise write UR

\*\*\*Write a/b/c/(d & e) or None, as the case may be

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## GOVERNMENT OF KERALA

## Abstract

**PUBLIC SERVICES – RESERVATION FOR PHYSICALLY HANDICAPPED  
PERSONS – 3% RESERVATION TO CLASS III AND CLASS IV  
POSTS – ORDERS ISSUED**

**PERSONNEL AND ADMINISTRATIVE REFORMS  
(ADVICE-C) DEPARTMENT**

G.O (P) No.20/98/P&amp;ARD

Dated, Thiruvananthapuram 11 July 1998

- Read: -
1. G.O (Ms) No.146/85/GAD dated 24-4-1985.
  2. G.O (P) No.215/85/GAD dated 12-6-1985.
  3. G.O (P) No.367/85/GAD dated 3-9-1985.
  4. G.O (P) No.30/95/P&ARD dated 29-11-1995.

**ORDER**

In the Government Order read as 1<sup>st</sup> paper above, orders were issued for a maximum of 50 appointments each in the categories of Subordinate Service, Last Grade Service and Part-time Contingent Service being set apart every year for appointment of the Physically Handicapped persons to the Public Services. As per the G.O read at 2<sup>nd</sup> paper, the Kerala Public Service Commission (Consultation) Regulations, 1957 were amended to exclude the above appointments from the purview of the Public Service Commission. In the G.O read as 4<sup>th</sup> paper above, the scheme was revised as the Scheme for the direct recruitment of Physically Handicapped Persons in Public Service. As per the scheme, 51 appointments each would be made every year in Subordinate Service, Last Grade Service and Part-time Contingent Service. The vacancies should be chosen in such a manner that the three broad categories of Physically Handicapped get equal opportunities to be appointed under the scheme, i.e, a ratio of 1:1:1 should be maintained among orthopaedically handicapped, deaf, deaf and dumb and blind in appointment.

Section 33 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, provided that Every appropriate Governments shall appoint in every establishment such percentage of vacancies not less than 3% of persons or class of persons with disability of which one per cent each shall be reserved for persons suffering from (i) blindness or low vision, (ii) hearing impairment, and (iii) locomotor disability or cerebral palsy, in the posts identified for each disability. Based on this Government of India has decided that 3% reservation for the physically handicapped

in group C and D posts shall be allowed on the basis of total number of vacancies occurring in all group C and group D posts respectively under each Head of Department.

Government, after examining the matter in detail, are pleased to order that 3% vacancies in Class III and Class IV posts in Public Services will be reserved for appointment from Physically Handicapped Persons as done by the Government of India in accordance with the provisions in the "Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995".

The existing Scheme for appointment of physically handicapped persons to 153 posts in Public Services every year issued in the G.O read as 4<sup>th</sup> paper above is suitably modified and the revised scheme for appointment of Physically Handicapped Persons in Public Services as approved by Government is Appended to this order (Appendix).

By order of the Governor.

**DHARAM VETER,**  
Secretary to Government.

To

All Heads of Departments.  
The Chief Executives of Public Sector Undertakings, Companies and Corporations.  
All District Collectors.  
All Departments (all sections) of the Secretariat including Law, Finance and Legislature.  
The Secretary, Kerala Public Service Commission (with C.L)  
The Registrar, High Court of Kerala, Ernakulam (with C.L)  
The Registrar, Mahatma Gandhi University, Kottayam (with C.L)  
The Registrar, University of Kerala/Kochi/Kozhikode/Kannur (with C.L)  
The Registrar, Kerala Agricultural University, Thrissur (with C.L)  
The General Manager, Kerala State Road Transport Corporation, Thiruvananthapuram (with C.L)  
The Secretary, Kerala State Electricity Board, Thiruvananthapuram (with C.L)  
The Advocate General, Ernakulam.  
The Private Secretary to the Chief Minister and other Ministers.  
The Private Secretary to the Leader of Opposition, Contonment House, Thiruvananthapuram.  
The Private Secretary to the Speaker/Deputy Speaker, Legislative Assembly.  
The Deputy Secretary to the Governor, Raj Bhavan, Thiruvananthapuram.  
The Deputy Secretary to the Chief Secretary.  
The Director of Public Relations.  
The Stock File.

## APPENDIX

### **Scheme for Direct Recruitment of Physically Handicapped Persons in Public Service**

1. This scheme shall be called "Scheme for Direct recruitment of Physically Handicapped Persons in Public Service".
2. Only Physically Handicapped persons satisfying the criteria laid down in the Explanation under Rule 9(c) in Part II of Kerala State and Subordinate Services Rules, 1958 shall be eligible for appointment under the Scheme.
3. Three per cent of the vacancies arising in Class III and Class IV categories shall be reserved for appointment from Physically Handicapped persons. The posts to which appointment will be made are enumerated in Annexure I. The number of appointments to be made each year in various categories will be fixed annually by Government in the Personnel and Administrative Reforms Department on the basis of the number of appointments made in the Class III and Class IV posts (except N.J.D vacancies during the previous year. The Government will collect in January each year from the office of the Kerala Public Service Commission details of the vacancies in Class III and Class IV posts to which advice has been made by the Public Service Commission excluding N.J.D vacancies. The list should contain the number of advices made by each district office and be sent to the Government office separately. Three percentage of the total number of vacancies will be allocated among various districts taking into account the number of appointments made in each district. The posts suitable for appointment of the different categories of Physically Handicapped are given in Annexure II.
4. The selection shall be made on a District-wise basis for appointment to posts coming under the scheme of District -wise recruitment and on a State-wise basis for appointments to other posts.
5. The selection shall be made by a selection committee consisting of the District Collector as the Chairman, the District Employment Officer and another District Officer of a major department in the District co-opted by the District Collector as members. The Sub-Regional Employment Officer of the Special Employment Exchange for Physically Handicapped will be the member of the Selection Committee in the place of District / Divisional Employment Officer in districts where special Employment Exchanges for Physically Handicapped are functioning. The Committee may utilise the services of experts to assist them in the conduct of test and/or interview. The District Collector shall be the co-ordinating authority in the matter of ascertaining the vacancies, selection and allotment for appointment.
6. As soon Government fix the quota for each district, the District Collector shall ascertain from the District Offices of the Departments in the District concerned the vacancies in the posts enumerated in Annexure I likely to arise during the year which can be set apart for appointment of physically handicapped persons. The vacancies should be chosen in such a manner that the three broad categories of physically handicapped get

equal opportunities to get appointed under the scheme, i.e, a ratio of 1:1:1 shall be maintained among (1) orthopaedically handicapped, (2) deaf, deaf and dumb and (3) blind in appointment.

7. The vacancies of District-wise recruitment shall be reported to the District Employment Exchanges and the vacancies of State-wise recruitment to the Director of Employment asking for a panel of names.

8. On getting the panel of names from the District Employment Exchanges/Director of Employment, the candidates shall be directed to the District Medical Board for Medical Examination to ascertain whether they satisfy the criteria laid down in the Explanation under Rule 9(c) of Part II of Kerala State & Subordinate Service Rules, 1953.

9. The candidates certified by the Medical Board as Physically handicapped satisfying the criteria laid down in the Explanation under Rule 9(c) will be called for rest and/or interview by the Selection Committee. Definite norms shall be laid down by the Selection Committee for the selection.

10. The selected candidates in each category of posts shall be arranged in the order of merit and the candidates allotted in the order of their ranks to the District Officers/appointing authorities of the concerned Departments for issuing the appointment orders.

11. The Rules regarding age, probation etc., as provided in the General Rules in Part II of Kerala State & Subordinate Services Rules, shall apply to the recruitments under the scheme. The rules regarding communal rotation shall also apply.

12. The Rules regarding verification of character and antecedents shall apply. The candidates allotted for appointment shall be initially appointed on a temporary basis under General Rule 9(a) (i) and regularised after his/her character and antecedents are verified by the Police Department and found to be satisfactory.

13. The rules regarding inter-district transfers shall apply to the cases of candidates appointed under the scheme on district-wise basis.

14. The year for the purpose of the scheme shall be reckoned as the calendar year. In such exigencies where the reservation could not be utilised during the year the same shall be carried forward in the subsequent three recruitment years at the end of which the reservation shall be deemed to have lapsed.

15. The District Collectors shall after the year's selection is over submit to Government by 31<sup>st</sup> December, every year, in the Personnel and Administrative Reforms (Advice-C) Department a comprehensive report on the selections made under the scheme during the year for information and record.

**ANNEXURE I****Posts suitable for appointment of the Physically Handicapped*****Subordinate Service:***

1. Clerk (LD)
2. Typist (LD)
3. Confidential Assistants
4. Teachers (Primary)
5. Compositors
6. Proof Reader
7. Book Binder
8. Accounts Clerk
9. Lab Assistant
10. Compiler
11. Store Keeper
12. Accountant
13. Librarian
14. Musician
15. Tracer
16. Draftsman
17. Tutor Grade II (Mridangam, Violin, Veena, Vocal Music)
18. Clerk Typist
19. H.S.A (Languages and Social Studies)
20. Assistant Teachers (School for Blind)
21. Braillist
22. Craft Teacher
23. Weaving Instructor
24. Occupational therapist
25. Booth Attender
26. Masseur
27. Assistant Instructor in Basket Making
28. Craft Instructor
29. Dark Room Assistant
30. Photo Copier Assistant
31. Telephone Operator
32. Music Teacher
33. Part-time Instrumental Music Teacher

***Last Grade Service:***

1. Peon
2. Chowkidar
3. Telephone Attendant
4. Lift Operators
5. Roneo Operators

6. Dark Room Attender
7. Duster
8. Map Binder
9. Packer Counter/Packer
10. Ice man
11. Female Attendant
12. Waiting Room Attendant
13. Messenger
14. Pump Operator
15. Packer
16. Xerox Operator
17. 'X' ray Attender
18. Gardner

## ANNEXURE II

### Post suitable for appointment of different categories of the Physically Handicapped

Category of Handicap	Post in the Subordinate Service (Entry Grade)	Posts in the Last Grade Service
(1)	(2)	(3)
A. Orthopaedically Handicapped	Clerks	Peons
(a) Upper Extremities		
(i) Major Defects	Accounts Clerk	Peons
(ii) Minor Defects	Lab Assistants (Chemical/ Clinical) Proof Readers Store Keepers Compilers (Teachers (primary) Typist Clerks Accounts Clerks Clerk Typist	Chowkidars Attender

(1)	(2)	(3)
(b) Lower Extremities:		
(i) Major Defects	Tutor in Music Clerks Account Clerks Compositors Confidential Assistants Proof Readers Typists Clerk Typist	Telephone Operator Lift Operator
(ii) Minor Defects	Librarians Musicians Tracers Confidential Assistants Typists Draftsman Proof Readers Clerk Typist Compositors Teachers (primary) Laboratory Assistant (Chemical/Clinical) Clerks Accounts Clerks Clerks Book Binders Store Keepers Typists Compositors Tracer Clerk Typist	Peons Chowkidars Telephone Operator Lift Operator
B. Deaf, Deaf and Dumb	Clerks Accounts Clerks Clerks Book Binders Store Keepers Typists Compositors Tracer Clerk Typist	Roneo Operators
C. Partially Deaf	Clerks Draftsman Compositors Lab Assistants (Chemical/Clinical) Librarians Confidential Assistants Typists Book Binders Tracer Clerk-Typist	Chowkidars Peons Roneo Operators

(1)	(2)	(3)
D. Blind	Musicians Primary School Teachers Tutor Grade – II in Mridangam Violin and Veena H.S.A (Languages & Social Studies) Asst. Teacher (School for Blind) Braillist Draft Teacher Weaving Instructor Dark Room Assistant Masseur Booth Attender Occupational Therapist Telephone Operator Asst. Instructor in Basket making Craft Instructor Photocopier Operator Music Teacher Part-Time Instrumental Music Teacher	Peon Lift Operators Duplicator Operators Female Attendant Dark Room Attender X-ray Attender Duster Gardner Map Binder Waiting Room Attendant Pump Operator Radio Operator Packer Packer Counter Ice man Xerox Operator
E. Partially Blind	Musicians Teacher (primary) Tutor Grade-II in Mridangam, Violin & Veena H.S.A (Languages & Social Studies) Asst. Teacher (School for Blind) Braillist Craft Teacher Weaving Instructor Dark Room Assistant Masseur Booth Attender Occupational Therapist Telephone Operator Asst. Instructor in Basket making Craft Instructor Photocopier Operator Music Teacher Part-Time Instrumental Music Teacher	



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കേരള സർക്കാർ  
2007



Reg. No. രജി. നമ്പർ  
KL/TV(N)/12/2006-2008

# KERALA GAZETTE

കേരള ഗസറ്റ്

EXTRAORDINARY

അസാധാരണ

PUBLISHED BY AUTHORITY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്

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## GOVERNMENT OF KERALA

### Abstract

SOCIAL WELFARE DEPARTMENT—FIXING THE 3% TARGETS TO CLASS III, CLASS IV POSTS IN PUBLIC SERVICE earmarked for 2004, 2005 AND 2006 FOR THE APPOINTMENT OF PHYSICALLY HANDICAPPED PERSONS AND ENTRUSTING THE SELECTION PROCESS TO KERALA PUBLIC SERVICE COMMISSION—  
ORDERS ISSUED

### SOCIAL WELFARE (A) DEPARTMENT

G. O. (P) No. 50/2007/SWD. Dated, Thiruvananthapuram, 15th September, 2007.

- Read:—1. G. O. (P) No. 20/98/P & ARD, dated 14-7-1998.  
2. G. O. (P) No. 32/2007/SWD, dated 28-6-2007.  
3. Letter No. R&AH(2) 8908/05/GW., dated 24-4-2007 from the Secretary, Kerala Public Service Commission.  
4. Letter No. AV(3) 4068/03/GW., dated 15-5-2007 of Secretary, Kerala Public Service Commission.

33/4113/2007/DTP

## ORDER

As per Government Order read as 1st paper above Government had implemented a scheme for reserving 3% vacancies in Class III, Class V Posts in Public Services for appointment from Physically Handicapped Persons as envisaged in section 33 of Persons with Disabilities (Equal Opportunities Protection of Rights and Full Participation) Act, 1995.

2. As per the existing practice, 3% of the total number of vacancies will be allocated among various districts taking into account the number of appointments made in each districts. The District Collector is the co-ordinating authority to appoint such posts to the district. But it occurs delay in the process of making recruitments. The selection process has not been completed during the year 2004, 2005 and 2006.

3. The Kerala Public Service Commission as per letter 4th cited has advised to take up the selection process in Class I, II, III and IV posts through Kerala Public Service Commission.

4. As per Government Order read as 2nd paper above the selection process of Class I and Class II posts has been entrusted to the Kerala Public Service Commission.

5. As per the letter 3rd cited, Kerala Public Service Commission has forwarded details of appointments made by the Commission during the year 2003, 2004 and 2005 and the same is shown in Annexure I. According to the appointments made from previous year 3% targets has to be fixed for the appointment of the Physically Handicapped Persons in the succeeding years.

6. Government have examined the matter in detail and are pleased to fix the 3% targets to Class III and Class IV Posts in public service for the appointment of the Physically Handicapped Persons earmarked for 2004, 2005 and 2006 as shown in the Annexure II, and entrust the selection process of Class III and Class IV appointments of Physically Handicapped Persons, to the Kerala Public Service Commission.

By order of the Governor,

Dr. VISITVAS MEHTA,  
Secretary to Government.

To

All Departments (all sections) of the Secretariat including Law and Finance.  
 All District Collectors/All Heads of Departments.  
 The Principal Accountant General (Audit), Kerala, Thiruvananthapuram.  
 The Accountant General (A&E), Kerala, Thiruvananthapuram.  
 The Secretary, Kerala Public Service Commission (with C. L.)  
 The Secretary, Legislature Secretariat (with C. L.)  
 The Advocate General, Ernakulam (with C. L.)  
 The Registrar, High Court of Kerala, Ernakulam (with C. L.)  
 The Director of Social Welfare.  
 The State Commissioner for Persons with Disabilities, Thiruvananthapuram.  
 The Director of Public Relations, Thiruvananthapuram.  
 The Private Secretary to the Chief Minister and other Ministers.  
 The Private Secretary to the Leader of Opposition.  
 The Private Secretary to the Speaker/Deputy Speaker, Legislative Assembly,  
 Thiruvananthapuram.  
 The Secretary to the Governor, Raj Bhavan, Thiruvananthapuram.  
 The Additional Secretary to the Chief Secretary.  
 The General Administration (SC) Department.  
 Stock file, Office copy.

ANNEXURE I TO G.O. (P) No. 50/2007/SWD DATED 15-9-2007

Statement showing the details of State-wise and District-wise recruitment of Class III & Class IV Posts made by Kerala Public Service Commission during the year 2003, 2004 and 2005

*State-wise selection*

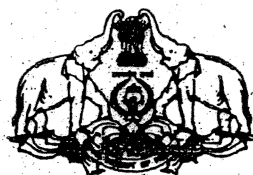
Posts	2003	2004	2005
Class III	2114	2410	1159
Class IV	4	59	20

*District-wise selection*

District	2003		2004		2005	
	Class III	Class IV	Class III	Class IV	Class III	Class IV
Thiruvananthapuram	1513	406	1707	463	1767	349
Kollam	1067	227	1744	357	1235	285
Pathanamthitta	536	148	550	157	506	131
Alappuzha	296	230	835	344	606	234
Kottayam	845	643	1160	446	1236	195
Idukki	370	141	577	252	423	144
Emakulam	397	43	1503	634	870	202
Thrissur	1013	147	1822	473	719	242
Palakkad	689	147	1258	144	803	211
Kozhikode	736	160	997	363	663	166
Malappuram	1518	68	2059	288	1021	171
Wayanad	259	118	661	170	193	130
Kannur	784	200	1314	317	1141	158
Kasargode	528	100	722	131	561	156

Total 10551 + 2778 + 16909 + 4539 + 11744 + 2774 +

2114 4 2410 59 1159 20  
 12665 2782 19310 4598 12903 2794



## GOVERNMENT OF KERALA

## Abstract

SOCIAL WELFARE DEPARTMENT—FILLING UP OF THE 3% BACKLOG VACANCIES IN  
RESPECT OF PHYSICALLY HANDICAPPED PERSONS FROM 1-1-2004 -  
31-12-2007—SPECIAL RECRUITMENT TO THE 3% BACKLOG  
VACANCIES—ORDERS ISSUED

## SOCIAL WELFARE (A) DEPARTMENT

G. O. (P) No. 07/2011/SWD. Dated, Thiruvananthapuram, 24th January, 2011.

- Read:—*
1. G.O. (P) No. 20/98/SWD dated 14-7-1998.
  2. G.O. (P) No. 119/05/SWD dated 6-8-2005.
  3. G.O. (P) No. 32/07/SWD dated 28-6-2007.
  4. G.O. (P) No. 50/07/SWD dated 15-9-2007.
  5. G.O. (P) No. 85/07/SWD dated 30-11-2007.
  6. G.O. (P) No. 31/08/SWD dated 19-5-2008.
  7. G.O. (P) No. 46/08/SWD dated 19-7-2008.
  8. G.O. (P) No. 11/09/SWD dated 10-2-2009.
  9. G.O. (P) No. 43/09/SWD dated 13-10-2009.
  10. Letter No. AV(3) 4068/03/GW dated 27-1-2010 from the Secretary, Kerala Public Service Commission.
  11. Government letter No. 10980/A2/08/SWD dated 18-6-2010 to Secretary, Kerala Public Service Commission.

## ORDER

Section 33 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 reads that "Every appropriate Government shall appoint in every establishment such percentage of vacancies not less than three per cent for persons or class of persons with disability of which one per cent each shall be reserved for persons suffering from (i) blindness or low vision; (ii) hearing impairment; (iii) locomotor disability or cerebral palsy in the posts identified for each disability."

the scheme by District Collectors, it was decided to entrust the selection of physically handicapped candidates to Class I, II, III & Class IV posts to Kerala Public Service Commission.

3. Accordingly, as per Government Orders read as 3rd, 4th & 6th above, Government entrusted the selection process of physically handicapped persons to the 3% vacancies in Class I, II, III & Class IV earmarked for them to Kerala Public Service Commission with effect from 1-1-2004. But the modalities of appointment and the turn of physically handicapped candidates were fixed only as per G.O. (P) 46/08/SWD dated 19-5-2008. Hence the appointment of physically handicapped from 1-1-2004 to 31-12-2007 to the 3% vacancies earmarked for them could not be made. As a result of this, backlog vacancies to be appointed by physically disabled persons exist in almost all Departments. Government have decided to conduct special recruitment to fill up the backlog vacancies. Accordingly, details of district-wise, Department-wise and year-wise appointments made against the posts identified for physically handicapped candidates during 1-1-2004 to 31-12-2007 have been collected from the Kerala Public Service Commission and the number of posts in each category to be set apart and earmarked for filling the 3% backlog vacancies entitled for the physically disabled from 1-1-2004 to 31-12-2007, was assessed.

4. As per Government Order read as 2nd above Government had identified 20 categories in Class I & II as suitable for appointment of physically handicapped candidates. As per Government Order read as 8th above 156 categories in Class III and 44 categories in Class IV and as per Government Order read as 9th paper above 48 categories in Class I & Class II and 4 categories in Class III were also identified and declared suitable for appointment of physically handicapped candidates.

5. As per the details of appointments received from the Kerala Public Service Commission, 4203 posts in Class II, 26,616 posts in Class III and 8787 posts in Class IV have been filled up through Kerala Public Service Commission in all the Government Departments during 2004 to 2007 against the posts identified as suitable for the physically disabled. No candidates have been advised for Class I posts during the period. Therefore 126 posts in Class II (3% of 4203) 798 posts in Class III (3% of 26616) and 264 posts in Class IV (3% of 8787) have to be set apart as backlog vacancies and reserved exclusively for appointment of physically handicapped candidates.



6. The question of filling up of the backlog vacancies, and special recruitment of physically handicapped persons against the 3% quota against the backlog vacancies during 2004 to 2007 was discussed in detail and advice of Kerala Public Service Commission and advisory Departments have been obtained and with the concurrence of those Departments and Kerala Public Service Commission Government have framed the modality to be applied in filling up of the backlog for the period from 1-1-2004 to 31-12-2007.

7. In the meantime the issue of grievances from the part of blind and deaf that they have missed the due share of 1% in the orders read as 5th paper above by which Government had ordered to reappoint and regularize 603 physically handicapped persons in the backlog vacancies up to 2003 was also examined. On 31 blind/partially blind candidates and 17 deaf/partially deaf candidates were included in the said Government Order. Their Organizations have filed Writ Petition before the Hon'ble High Court voicing the grievances that they have not got the due share of 1% among the 1:1:1 ratio. The Hon'ble High Court in the Judgment dated 6-5-2008 in WP(C) 37281/07 (L) observed that "In so far as the vacancies up to the year 2003 are concerned, the Government shall take note of the number of vacancies which ought to have been set apart for visually impaired and hearing impaired persons amongst the said vacancies up to the year 2003, in maintaining the ratio of 1:1:1 and in making a requisition to the Commission to fill up the vacancies from the year 2004, the Government shall ensure that the claims made by any visually impaired or hearing impaired persons, which otherwise could have been satisfied if the ratio of 1:1:1 is adhered to even against the vacancies up to 2003 are, as far as possible, recouped in the course of appointing physically handicapped persons against the vacancies from 2004 onwards. If this exercise requires adjustment of the vacancies which arise beyond 2008 also, then the same shall also be done, to see that the process of recouping is done as completely as possible".

8. Government have examined the matter in detail and are pleased to order that:

(i) 126 posts in Class II (3% of 4203) 798 posts in Class III (3% of 26616) and 264 posts in Class IV (3% of 8787) in Government Departments will be set apart as backlog vacancies and reserved exclusively for appointment of Person with Disabilities.

(ii) The Kerala Public Service Commission is advised to conduct Special Recruitment from eligible Persons with Disabilities on urgent basis, and to prepare rank list for selection to the above vacancies/posts and to issue advice memo thereon.

(iii) The number of backlog posts to be filled up department-wise by Person with Disabilities as per the list given in Annexure will be in accordance with the total number of appointments made to each Department during the period 1-1-2004 to 31-12-2007.

(v) The orders issued by Government identifying the posts suitable for appointment of Persons with Disabilities will have retrospective effect from 2004 to make them applicable for the proposed special recruitment only.

(vi) The blind/low vision and hearing impaired (deaf) candidates will be given priority in the matter of appointment in the Special Recruitment drive to cover the shortage in the number of persons appointed from these categories.

(vii) The Expert Committees constituted by the Government are instructed to give recommendations to the Government on the posts/categories/institutions/Departments to be notified as not eligible for appointment of Persons with Disabilities, in terms of Section 33 of the PWD Act, 1995.

By order of the Governor,

B. S. Mavon,

Secretary to Government.

To

The Secretary, Kerala Public Service Commission, Pattom, Thiruvananthapuram  
(with Covering Letter)

All Heads of Departments.

All District Collectors.

All Departments in Secretariat including Law, Finance and Legislature.

The Advocate General, Ernakulam (with Covering Letter)

The State Commissioner for Persons with Disabilities (Convenor, Expert Committee).

The Director of Social Welfare, Thiruvananthapuram (Convenor, Expert Committee).

The Director of Information and Public Relations Department.

The General Administration (SC) Department.

The PS to Chief Minister and other Ministers.

The PS to the Leader of Opposition.

The PS to Speaker/Deputy Speaker, Legislative Assembly, Thiruvananthapuram.

The Principal Accountant General (Audit) Kerala, Thiruvananthapuram.

The Accountant General (A&E) Kerala, Thiruvananthapuram.

Stock file, Office copy.





കേരള സർക്കാർ

സംഗ്രഹം

സാമൂഹ്യനീതി വകുപ്പ്-1.8.94 നും 31.12.96 നും മധ്യേ കാലയളവിൽ എംപ്ലോയ്മെന്റ് എക്സ്ചേഞ്ച് മുഖേന 179 ദിവസം താൽക്കാലിക സേവനം അനുഷ്ഠിച്ച അംഗപരിമിതർക്ക് പുനർ നിയമനം നൽകി ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

സാമൂഹ്യനീതി (ഡി) വകുപ്പ്

സ.ഉ(പി)നം.51/15/സാ.നീ.വ

തിരുവനന്തപുരം, തീയതി 24.8.2015

- പരാമർശം- 1. 18.5.2013 ലെ സ.ഉ(പി) 40/13/സാ.നീ.വ നമ്പർ ഉത്തരവ്  
2. 17.1.2014 ലെ സ.ഉ(പി) 3/14/സാ.നീ.വ നമ്പർ ഉത്തരവ്  
3. 30.12.2014 ലെ സാമൂഹ്യനീതി വകുപ്പ് ഡയറക്ടറുടെ H4-4149/14 നമ്പർ കത്ത്.  
ഉത്തരവ്

പരാമർശം ഒന്ന്, രണ്ട് ഉത്തരവുകൾ പ്രകാരം 16.8.99 നും 31.12.2003 നുമിടയിൽ എംപ്ലോയ്മെന്റ് എക്സ്ചേഞ്ച് മുഖേന താൽക്കാലികമായി നിയമനം ലഭിച്ച് 179 ദിവസം പൂർത്തിയാക്കിയിട്ടുള്ളവരും വിടുതൽ ദിവസം പൊതു അവധി/അവധി ദിവസങ്ങൾ ആയതിനാൽ 179 ദിവസം പൂർത്തിയാക്കാൻ സാധിക്കാത്തവരുമായ ഏകദേശം 2677 അംഗപരിമിതർക്ക് പുനർ നിയമനം നൽകി വരുന്നു.

2. പരാമർശം 3 ലെ സാമൂഹ്യനീതി വകുപ്പ് ഡയറക്ടറുടെ കത്തു പ്രകാരം 1.8.94 നും 31.12.96 നും മധ്യേ കാലയളവിൽ എംപ്ലോയ്മെന്റ് എക്സ്ചേഞ്ച് മുഖേന 179 ദിവസം താൽക്കാലിക സേവനം അനുഷ്ഠിച്ച അംഗപരിമിതർക്ക് പുനർ/റഗുലർ നിയമനം നൽകണമെന്ന് ശുപാർശ ചെയ്തു.

4. സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ചു. 1.8.94 നും 31.12.96 നും മധ്യേ കാലയളവിൽ എംപ്ലോയ്മെന്റ് എക്സ്ചേഞ്ച് മുഖേന താൽക്കാലിക സേവനം അനുഷ്ഠിച്ച 150 ഓളം അംഗപരിമിതർക്ക് പരാമർശം ഉത്തരവ് ഒന്ന്, രണ്ട് പ്രകാരമുള്ള വ്യവസ്ഥകൾക്ക് വിധേയമായി പരാമർശം ഒന്നിലെ ഉത്തരവ് പ്രകാരം വ്യക്തികൾ 2677 സൂപ്പർനൂമറി തസ്തികകളിലെ ഇതുവരെ നികത്തപ്പെടാത്ത ഒഴിവുകളിൽ ഉൾപ്പെടുത്തി പുനർ നിയമനം നൽകുന്നതിന് ഉത്തരവാകുന്നു.

5. ടി ഉത്തരവ് പ്രകാരം പുനർ നിയമനത്തിന് അർഹരാകുന്ന ജീവനക്കാരെ സ്ഥിരപ്പെടുത്താനുള്ള സംബന്ധിച്ച് വിശദമായ മാർഗ്ഗനിർദ്ദേശം പിന്നീട് പുറപ്പെടുവിക്കുന്നതാണ്.

ഗവർണ്ണറുടെ ഉത്തരവിൻ പ്രകാരം,

എ.ഷാജഹാൻ

സെഷ്യൽ സെക്രട്ടറി

സെക്രട്ടറി, കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ, തിരുവനന്തപുരം(ആമുഖ കത്ത് സഹിതം)

ഡയറക്ടർ, സാമൂഹ്യനീതി വകുപ്പ്, തിരുവനന്തപുരം

സംസ്ഥാന വികലാംഗ കമ്മീഷണർ, തിരുവനന്തപുരം

രജിസ്ട്രാർ, കേരള ഹൈക്കോടതി, എറണാകുളം(ആമുഖ കത്ത് സഹിതം)

അഡ്വക്കേറ്റ് ജനറൽ ഓഫീസ്, എറണാകുളം, തിരുവനന്തപുരം(ആമുഖ കത്ത് സഹിതം)

സെക്രട്ടറി, നിയമസഭ, തിരുവനന്തപുരം(ആമുഖ കത്ത് സഹിതം)

എല്ലാ വകുപ്പ് മേധാവികൾക്കും

എല്ലാ ജില്ലാ കളക്ടർമാർക്കും

എല്ലാ പൊതുമേഖലാ വകുപ്പ് എം.ഡി/സി.ഇ.ഒ മാർക്കും

പ്രിൻസിപ്പൽ അക്കൗണ്ടന്റ് ജനറൽ(എ & ഇ)/(ആഡിറ്റ്) കേരള, തിരുവനന്തപുരം(ആമുഖ കത്ത് സഹിതം)

പൊതുഭരണ (സർവ്വീസസ്.എ, സി.ഇ) വകുപ്പ്

ധനകാര്യ വകുപ്പ്(Vide U.O(F)No.WW-1/129/2015-Fin)

നിയമവകുപ്പ്

പൊതുഭരണ(എസ്.സി) വകുപ്പ്

ഇൻഫർമേഷൻ & പബ്ലിക് റിലേഷൻസ് വകുപ്പ്(വെബ് & ന്യൂ മീഡിയ)

ഡയറക്ടർ, എംപ്ലോയ്മെന്റ് & ട്രെയിനിംഗ്, തിരുവനന്തപുരം

കത്തൽ ഫയൽ/ഓഫീസ് കോപ്പി

ഉത്തരവിൻ പ്രകാരം

*(Signature)*

സെക്ഷൻ ഓഫീസർ

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2012



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KL/TV(N)/12/12-14

# KERALA GAZETTE

കേരള ഗസറ്റ്

EXTRAORDINARY

അസാധാരണം

PUBLISHED BY AUTHORITY

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്

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	തിരുവനന്തപുരം, ശനി	12th Karthika 1934	നമ്പർ 1103
		1934 കാർത്തികം 12	

GOVERNMENT OF KERALA

## Abstract

SOCIAL WELFARE DEPARTMENT—DECLARATION OF MORE POSTS IN CLASS I, II  
AND III AS SUITABLE FOR APPOINTMENT OF PHYSICALLY DISABLED  
PERSON—ELIGIBILITY CRITERIA MODIFIED—ORDERS ISSUED.

SOCIAL WELFARE (D) DEPARTMENT

G. O. (P) No. 61/2012/SWD. Dated, Thiruvananthapuram, 17th October, 2012.

- Read:—1. G. O. (P) No. 119/2005/SWD dated 6-8-2005.  
2. G. O. (P) No. 43/2009/SWD dated 13-10-2009.  
3. G.O. (Ms.) No. 37/2011/SWD dated 2-8-2011.  
4. Minutes of the Expert Committee Meeting held on 7-9-2012.

## ORDER

As per Section 33 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 every appropriate Government shall appoint in every establishment such percentage of vacancies

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not less than three per cent for persons or Class of persons with disability of which one per cent each shall be reserved for persons suffering from (i) blindness or low vision, (ii) hearing impairment, (iii) locomotor disability or cerebral palsy in the posts identified for each disability.

As per G. O. read as 1st paper above the Government have already identified 20 posts in Class I and Class II categories as suitable for appointment of Physically Handicapped Persons in various Government Departments. As per G. O. read as 2nd paper above the Government have already identified 48 posts in Class I and Class II and 4 posts in Class III categories as suitable for appointment of Physically Disabled Persons in Government Department.

The Expert Committee submitted their recommendation by identifying more posts under Class I and Class II as suitable for physically disabled persons in different Government Departments. The Expert Committee has been recommended in Class I and II categories listed in G. O. (P) No. 119/05/SWD dated 6-8-2005 and G. O. (P) No. 43/2009/SWD dated 13-10-2009 more posts identified in physically disabled and categories viz., hearing impairment, blindness or low vision, and Locomotor disability/Cerebral Palsy. Accordingly revised list of posts has been prepared on the basis of the recommendation/suggestion of the Expert Committee, Expert Doctors and Heads of Departments. It is since learnt that G. O. dated 13-10-2009 has been issued after considering such report of Expert Committee and based on the recommendation for identifying categories of posts suitable for appointment physically disabled candidates. The question raised by Special Government Pleader to Advocate General, Hon. High Court, Ernakulam in OP (KAT) No. 2045/12 filed by Smt. Jaya S. Anand that whether Government is entitled to specify the categories of posts into different categories applicable to persons with orthopaedic lower extremities and orthopaedic upper extremities, where the Persons with Disabilities Central Act, 1995 only stipulated that person with locomotor disability is entitled for reservation based on the observation of Hon'ble High Court, Ernakulam during the hearing of above OP.

In view of the above circumstances, Government have examined the matter in detail and are pleased to order that the categories of posts identified by the Expert Committee constituted by Government as modified in accordance with the provisions of Section 2(o) contained in Chapter I of Persons with Disabilities Act, 1995 and provisions of Section 33 in Chapter VI. Accordingly a comprehensive list of different categories of posts which are identified for the different divisions among the disabled for appointment in public service including the categories listed in the Government Order are included in the Annexure A.

Also the categories of posts of Higher Secondary Teacher (Jr.) in Higher Secondary Education Department and Vocational Teacher, Vocational Instructor, Non-vocational Teacher (Jr.) and (Sr.) in Vocational Higher Secondary Education Department (Class III posts) are also identified for Physically Handicapped Persons as shown in the Annexure B against Class III posts.

The Kerala Public Service Commission will advise physically disabled candidates from the Rank Lists for the said categories of posts prepared by the Commission against the 3% quota reserved for the Physically Disabled Candidates.

By order of the Governor,

K. M. ABRAHAM,

*Principal Secretary to Government.*

To

All Heads of Departments.

All District Collectors.

All Departments (all sections) of Secretariat including Law, Finance and Legislature (with C. L.).

The Secretary, Kerala Public Service Commission (with C. L.).

The Advocate General, Ernakulam, Thiruvananthapuram (with C. L.).

The Registrar, High Court, Ernakulam.

The Director, Social Welfare Department, Thiruvananthapuram.

The State Commissioner for Persons with Disabilities, Thiruvananthapuram.

The Director of Information and Public Relations, Thiruvananthapuram (Information Officer, Web and New Media).

The Private Secretary to the Chief Minister and other Ministers.

The PS to the Leader of Opposition.

The Private Secretary to the Speaker/Deputy Speaker.

The Joint Secretary to Chief Secretary.

Stock File/Office copy.

ANNEXURE - A

List of categories of posts under Class I and Class II which are identified as suitable for appointment of Physically Disabled Candidates including the posts already identified in G. O. (P) No. 119/05/SWD dated 6-8-2005 and G. O. (P) 43/2009/SWD dated 13-10-2009

Sl. No. (1)	Name of post (2)	Name of Department (3)	Category (4)
1	Analyst Grade-3	Drugs Control Department	Locomotor disability/Cerebral Palsy, Hearing impairment
2	Assistant Engineer-Civil, Mechanical, Electrical	Harbour Engineering Department	Hearing impairment, Low vision, Locomotor disability/Cerebral Palsy
3	Assistant Engineer	Archeological Department	Locomotor disability/Cerebral Palsy, Low vision, Hearing impairment
4	Assistant Geologist	Mining Geology Department	Locomotor disability/Cerebral Palsy, Hearing impairment
5	Assistant Drilling Engineer	Mining Geology Department	Hearing impairment, Low vision, Locomotor disability/Cerebral Palsy
6	Assistant Town Planner	Town Planning Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

7	Assistant Director	Industries and Commerce Department	Locomotor disability/Cerebral Palsy, Low vision	
8	Additional Legal Advisor	Vigilance and Anti-Corruption Bureau	Locomotor disability/Cerebral Palsy, Blind	
9	Archivist	State Archeological Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision	
10	Assistant Engineer	Irrigation Department	Locomotor disability/Cerebral Palsy, Low vision, Hearing impairment	
11	Assistant Engineer	Public Works Department	Locomotor disability/Cerebral Palsy, Low vision, Hearing impairment	5
12	Assistant Surgeon	Health Services Department	Locomotor disability/Cerebral Palsy, Hearing impairment	27
13	Assistant Electrical Inspector	Electrical Inspectorate Department	Locomotor disability/Cerebral Palsy, Hearing impairment	
14	Agricultural Officer	Agriculture Department	Locomotor disability/Cerebral Palsy, Low vision, Hearing impairment	
15	Assistant Registrar	Co-operative Department, Fisheries Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision	

(1)	(2)	(3)	(4)
16	Block Development Officer	Rural Development Department	Locomotor disability/Cerebral Palsy
17	Child Development, Project Officer	Social Welfare Department	Locomotor disability/Cerebral Palsy
18	Commercial Tax Officer	Commercial Tax Department	Locomotor disability/Cerebral Palsy
19	Dairy Extension Officer	Dairy Development Department	Locomotor disability/Cerebral Palsy
20	Drugs Inspector	Drugs Control Department	Locomotor disability/Cerebral Palsy, Hearing impairment
21	Deputy Collector	Land Revenue Department	Locomotor disability/Cerebral Palsy, Low vision
22	Higher Secondary School Teacher— Arts and Commerce  Higher Secondary School Teacher—Science	Higher Secondary Education Department	Locomotor disability/Cerebral Palsy, Blindness, Low vision
23	Insurance Medical Officer/ Assistant Insurance Medical Officer	Department of Insurance Medical Service	Locomotor disability/Cerebral Palsy, Blindness, Low vision
24	Junior Scientific Officer	Chemical Examination Laboratories	Locomotor disability/Cerebral Palsy, Hearing impairment

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25	Junior Chemist	Mining Geology Department	Locomotor disability/Cerebral Palsy, Hearing impairment
26	Junior Hydrologist and Geologist	Ground Water Department	Locomotor disability/Cerebral Palsy, Hearing impairment
27	Lecturer.	KIRTADS, Kozhikode	Locomotor disability/Cerebral Palsy, Blindness, Low vision
28	Lecturer	Government Law Colleges	Locomotor disability/Cerebral Palsy, Blindness, Low vision
29	Lecturer	Ayurveda Medical Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
30	Lecturer in Sanskrit	Ayurveda Medical Education Department	Locomotor disability /Cerebral Palsy, Blindness
31	Lecturer Pathology, Biochemistry, Pharmacology, Physiology	Medical Education Department	Locomotor disability/Cerebral Palsy
32	Lecturer in General Medicine	Medical Education Department	Locomotor disability/Cerebral Palsy
33	Lecturer in Arts and Commerce, Science Lecturer in Arabic	Collegiate Education Department	Locomotor disability/Cerebral Palsy, Blindness, Low vision, Hearing impairment
34	Lecturer	College of Music	Locomotor disability/Cerebral Palsy, Blindness, Low vision
35	Lecturer Engineering Colleges, Polytechnics	Technical Education Department	Locomotor disability/Cerebral Palsy, Low vision

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(1)	(2)	(3)
36	Lecturer	Locomotor disability/Cerebral Palsy
37	Lecturer	Locomotor disability/Cerebral Palsy
38	Medical Officer	Locomotor disability/Cerebral Palsy
39	Medical Officer	Locomotor disability/Cerebral Palsy
40	Municipal Secretary Grade III	Locomotor disability/Cerebral Palsy
41	Research Officer	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
42	Scientific Assistant	Locomotor disability/Cerebral Palsy; Hearing impairment, Low vision
43	Survey Superintendent	Locomotor disability/Cerebral Palsy, Hearing impairment
44	Tutor/Lecturer	Locomotor disability/Cerebral Palsy, Hearing impairment
45	Tribal Extension Officer	Locomotor disability/Cerebral Palsy
46	Veterinary Surgeon	Locomotor disability/Cerebral Palsy
47	Munsiff Magistrate	Locomotor disability/Cerebral Palsy- Locomotor disability-moderate

Additional posts identified in Class I, II category

48	Senior Lecturer in Physiology	Medical Education Department	Locomotor disability/Cerebral Palsy
49	Lecturer in Forensic Medicine	Medical Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
50	Senior Lecturer in Nursing	Medical Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
51	Senior Lecturer in General Medicine	Medical Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
52	Senior Lecturer in Paediatrics	Medical Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
53	Tutor Technician	Medical Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

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ANNEXURE - B

**List of additional categories of posts under Class III which are identified as suitable for appointment of Physically Disabled Candidates**

<i>Sl. No.</i>	<i>Name of post</i>	<i>Name of Department</i>	<i>Category</i>
(1)	(2)	(3)	(4)
1	Higher Secondary School Teacher (Jr.) Arts and Commerce	Higher Secondary Education Department	Locomotor disability/Cerebral Palsy, Blindness, Low vision
2	Higher Secondary School Teacher (Jr.) Science	Higher Secondary Education Department	Locomotor disability/Cerebral Palsy, Low vision
3	Vocational Teacher Vocational Instructor	Vocational Higher Secondary Education Department	Locomotor disability/Cerebral Palsy, Low vision, Hearing impairment
4	Non Vocational Teacher (Sr.) Non Vocational Teacher (Jr.)	Vocational Higher Secondary Education Department	Locomotor disability/Cerebral Palsy, Low vision, Hearing impairment

## ANNEXURE II TO G. O. (P) No. 50/2007/SWD DATED 15-9-2007

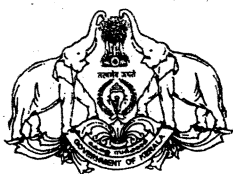
Statement showing the details of 3% target to be fixed for the appointment of Physically Handicapped Persons in Class III & Class IV Posts during the year 2004, 2005 and 2006 based on the appointments made by Kerala Public Service Commission during the year 2003, 2004 and 2005

Districts	Target 2004			Target 2005			Target 2006		
	District-wise		State-wise	District-wise		State-wise	District-wise		State-wise
	No. of posts allocated in Class III	No. of posts allocated in Class IV	No. of posts allocated in Class III	No. of posts allocated in Class III	No. of posts allocated in Class IV	No. of posts allocated in Class III	No. of posts allocated in Class III	No. of posts allocated in Class IV	No. of posts allocated in Class III
Thiruvananthapuram	45	12	9	51	14	8	53	10	8
Kollam	32	7	7	52	11	8	37	9	4
Pathanamthitta	16	4	3	17	5	2	15	4	1
Alappuzha	9	7	1	25	10	3	18	7	1
Kottayam	25	19	5	35	13	5	37	6	4
Idukki	11	4	2	17	8	2	13	4	Nil
Ernakulam	12	1	2	45	19	7	26	6	3
Thrissur	30	4	6	55	14	9	22	7	2
Palakkad	21	4	5	38	4	6	24	6	2
Kozhikode	22	5	5	30	11	4	20	5	2
Malappuram	46	2	9	62	9	8	31	5	3
Wayanad	8	4	1	20	5	1	6	4	Nil
Kannur	24	6	5	39	10	6	34	5	4
Kasargode	16	3	3	22	4	3	17	5	1
Total	317	82	63	508	137	72	353	83	35

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KL/TV(N)/634/2012-14

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കേരള ഗസറ്റ്

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		14th Pousha 1934 1934 ചൊവ്വ 14	

GOVERNMENT OF KERALA

## Abstract

SOCIAL JUSTICE DEPARTMENT—DECLARATION OF MORE POSTS IN CLASS III,  
CLASS IV AS SUITABLE FOR APPOINTMENT OF PHYSICALLY DISABLED  
PERSONS—INCLUSION OF MORE CATEGORIES OF POSTS AND  
MODIFICATION OF ELIGIBILITY CRITERIA—ORDERS ISSUED

SOCIAL JUSTICE (D) DEPARTMENT

G.O. (P) No. 1/13/SJD.

Dated, Thiruvananthapuram, 3rd January, 2013.

- Read:—1. G.O. (P) No. 20/98/P & ARD dated 14-7-1998.  
2. G.O. (P) No. 21/08/SWD dated 7-3-2008.  
3. G.O. (P) No. 11/2009/SWD dated 10-2-2009.  
4. G.O. (P) No. 8/2010/SWD dated 1-2-2010.  
5. G.O. (P) No. 9/2010/SWD dated 9-2-2010.

33/108/2013/DTP.

6. G O. (P) No. 95/10/SWD dated 13-12-2010.
7. G O. (P) No. 26/11/SWD dated 3-5-2011.
8. G O. (P) No. 57/11/SWD dated 22-11-2011.
9. Minutes of the Expert Committee meeting held on 12-11-2012.

#### ORDER

As per Section 33 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 every appropriate Government shall appoint in every establishment such percentage of vacancies not less than three per cent for persons or Class of persons with disability of which one per cent each shall be reserved for persons suffering from (i) blindness or low vision, (ii) hearing impairment, (iii) locomotor disability or cerebral palsy in the posts identified for each disability.

2. As per G. O. read as 1st paper above the Government had identified 33 posts in Class III and 18 posts in Class IV categories as suitable for appointment of Physically disabled Persons in various Government Departments.

3. As per G. Os read 3rd to 8th paper above, several posts in Class III and Class IV categories in various Government Departments, State Public Sector Undertakings/Autonomous Institutions under the State Government, Universities/Corporations, Institutions and such other bodies have been declared as suitable for appointment of physically disabled persons as duly identified/recommended by the Expert Committee constituted as per the G. O. read as 2nd paper above.

4. The question of identifying more posts as suitable for physically disabled persons and removing some infirmities the above G.Os has been under consideration of Government for quite some time. Accordingly, as entrusted by Government, the Expert Committee constituted as per the G. O. read as 2nd paper above for the purpose, inter alia recommended Government to issue a comprehensive orders incorporating all categories stipulated in the relevant G.Os read above as also identified some more categories of physically disabled persons as eligible for appointment to certain other posts in Class III and Class IV categories vide the minutes read above. The Expert Committee submitted their recommendation by identifying more posts under Class III and Class IV as

suitable for physically disabled persons in different Government Departments and Corporations, Boards, Autonomous Bodies, Universities and other such institutions which come under the State Government. The posts identified in physically disabled and categories viz. (i) blindness or low vision, (ii) hearing impairment and (iii) Locomotor disability/Cerebral palsy. Accordingly a revised list of posts and categories of physically disabled persons has been prepared on the basis of the recommendation/suggestion of the Expert Committee, Expert Doctors and Heads of Departments. Further, Government feel that the categorisation of physically handicapped persons should be strictly as per sections 2(O) and 33 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 and that the sub classification of orthopaedically handicapped into the Upper Extremities and Lower Extremities and the nomenclature as deaf, partially deaf, partially blind etc. are not correct in terms of the said statutory provision.

5. Government after having examined the whole issue in detail are pleased to accept the recommendations of the Expert Committee. Accordingly, in supersession of all earlier orders issued in the matter (G. Os read as 1st, 3rd to 8th paper above), Government order that, various categories of physically disabled persons and posts in Class III and Class IV categories suitable for them in Government Departments and similar categories in Public Sector Undertakings/Autonomous Institutions under the State Government, Universities etc., shall be as appended to this order.

6. The 3% reservation to physically handicapped candidates in the categories of posts identified as suitable for appointment of physically handicapped as per these orders shall be extended to the similar categories in the State Public Sector Undertakings/autonomous institutions under the State Government/Universities/Co-operative institutions and such other bodies also regardless of the qualification prescribed for the same.

By order of the Governor,

K. M. ABRAHAM,

*Principal Secretary to Government.*

To

- All Heads of Departments.
- All District Collectors.
- All Departments (all Sections) of Secretariat including Law, Finance and Legislature (with C/L).
- All PSUs, Boards, Corporations/Universities.
- The Secretary, Kerala Public Service Commission (with C/L).
- The Advocate General, Ernakulam (with C/L).
- The Registrar, High Court, Ernakulam.
- The Director, Social Justice Department, Thiruvananthapuram.
- The State Commissioner for Persons with Disabilities, Thiruvananthapuram.
- The Director of Information and Public Relations, Thiruvananthapuram (Information Officer, Web & New Media).
- The Private Secretary to the Chief Minister and other Ministers.
- The PS to the Leader of Opposition.
- The PS to Minister for Panchayath and Social Justice.
- The Private Secretary to the Speaker/Deputy Speaker.
- The Joint Secretary to Chief Secretary.
- Stock File/Office Copy.



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Previous Reference: G. O. (P) No. 20/98/P & ARD dated 14-7-1998

## APPENDIX

Post suitable for appointment of the Physically Handicapped

Subordinate Service:—

1.	Clerk (LD)	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
2.	Typist (LD)	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
3.	Confidential Assistants	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
4.	Teachers (Primary)	Locomotor disability/Cerebral Palsy, Low vision
5.	Compositors	Locomotor disability/Cerebral Palsy
6.	Proof Reader	Locomotor disability/Cerebral Palsy
7.	Book Binder	Locomotor disability/Cerebral Palsy, Hearing impairment
8.	Accounts Clerk	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
9.	Lab Assistant	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
10.	Compiler	Locomotor disability/Cerebral Palsy
11.	Store Keeper	Locomotor disability/Cerebral Palsy, Hearing impairment
12.	Accountant	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
13.	Librarian	Locomotor disability/Cerebral Palsy, Hearing impairment
14.	Musician	Blindness/Low vision
15.	Tracer	Hearing impairment
16.	Draftsman	Locomotor disability/Cerebral Palsy, Hearing impairment

- |     |                                                        |                                                                                |
|-----|--------------------------------------------------------|--------------------------------------------------------------------------------|
| 17. | Tutor Grade II (Mridangam, Violin, Veena, Vocal Music) | Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision, Blindness |
| 18. | Clerk Typist                                           | Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision            |
| 19. | HSA (Languages and Social Studies)                     | Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision, Blindness |
| 20. | Assistant Teacher (School for Blind)                   | Locomotor disability/Cerebral Palsy, Low vision, Blindness                     |
| 21. | Brailist                                               | Locomotor disability/Cerebral Palsy, Low vision                                |
| 22. | Craft Teacher                                          | Locomotor disability/Cerebral Palsy, Low vision                                |
| 23. | Weaving Instructor                                     | Blindness/Low vision                                                           |
| 24. | Occupational Therapist                                 | Blindness/Low vision                                                           |
| 25. | Booth Attender                                         | Locomotor disability/Cerebral Palsy, Blindness/Low vision                      |
| 26. | Masscur                                                | Blindness/Low vision                                                           |
| 27. | Assistant Instructor in Basket Making                  | Blindness/Low vision                                                           |
| 28. | Craft Instructor                                       | Blindness/Low vision                                                           |
| 29. | Dark Room Assistant                                    | Blindness/Low vision                                                           |
| 30. | Photocopier Operator                                   | Blindness/Low vision                                                           |
| 31. | Telephone Operator                                     | Locomotor disability/Cerebral Palsy, Blindness/Low vision                      |
| 32. | Music Teacher                                          | Blindness/Low vision                                                           |
| 33. | Part time Instrumental Music Teacher                   | Blindness/Low vision                                                           |

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**1. 1st Grade Service:—**

- |                            |                                                                                      |
|----------------------------|--------------------------------------------------------------------------------------|
| 1. Peon                    | Locomotor disability/Cerebral Palsy,<br>Hearing impairment, Low vision/<br>Blindness |
| 2. Chowkidar               | Locomotor disability/Cerebral Palsy,<br>Hearing impairment                           |
| 3. Telephone Attendant     | Locomotor disability/Cerebral Palsy,<br>Low Vision                                   |
| 4. Lift Operators          | Locomotor disability/Cerebral Palsy,<br>Low Vision                                   |
| 5. Roneo Operators         | Hearing Impairment                                                                   |
| 6. Dark Room Attender      | Locomotor disability/Cerebral Palsy,<br>Low Vision                                   |
| 7. Duster                  | Low Vision                                                                           |
| 8. Map Binder              | Low Vision                                                                           |
| 9. Packer Counter/Packer   | Low Vision                                                                           |
| 10. Ice Man                | Low Vision                                                                           |
| 11. Female Attendant       | Low Vision                                                                           |
| 12. Waiting Room Attendant | Low Vision                                                                           |
| 13. Messenger              | Low Vision                                                                           |
| 14. Pump Operator          | Low Vision                                                                           |
| 15. Packer                 | Low Vision                                                                           |
| 16. Xerox Operator         | Locomotor disability/Cerebral Palsy,<br>Low Vision                                   |
| 17. X-ray Attender         | Locomotor disability/Cerebral Palsy,<br>Low Vision                                   |
| 18. Gardner                | Low Vision                                                                           |

Previous Reference: G. O. (P) No. 11/2009/SWD dated 10th February 2009

ANNEXURE I

LIST OF POSTS IDENTIFIED AS SUITABLE FOR PHYSICALLY DISABLED PERSONS IN CLASS III  
(SUBORDINATE SERVICE) CATEGORIES IN GOVERNMENT DEPARTMENTS

Sl. No.	Name of Post	Name of Department	Category
(1)	(2)	(3)	(4)
1	Accountant Clerk	Common Category	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
2	Agricultural Assistant	Agriculture Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
3	Amin	Judiciary	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
4	Art Assistant Gr. II	Upper and Lower Primary School, General Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
5	Art Master Gr. II	Upper and Lower Primary School, General Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
6	Artisan	Engineering College and Polytechnic	Locomotor disability/Cerebral Palsy, Hearing impairment

7	Artist	Collegiate Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
8	Artist	Archeology	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
9	Artist/Photographer	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment
10	Artist-cum-photographer	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment
11	Assistant Archivist Gr. II	Archives Department	Locomotor disability/Cerebral Palsy, Hearing impairment
12	Assistant Art Instructor	Music College	Locomotor disability/Cerebral Palsy, Blindness/Low vision
13	Assistant Cashier Clerk	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
14	Assistant	Common category	Locomotor disability/Cerebral Palsy, Low vision Hearing impairment
15	Assistant Instructor (Short hand)	Engineering College and Polytechnic	Locomotor disability/Cerebral Palsy
16	Assistant Offset Operator	Agriculture Department	Locomotor disability/Cerebral Palsy, Hearing impairment
17	Audio Visual Technician	Industries and Commerce	Locomotor disability/Cerebral Palsy

(1)	(2)	(3)	(4)
18	Audio Visual Trailor Operator Gr. II	General	Locomotor disability/Cerebral Palsy
19	Auditor	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment
20	Bhagavathar	Music College	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
21	Blacksmith	General	Locomotor disability/Cerebral Palsy, Low vision
22	Boiler Assistant	Engineering College and Polytechnic	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
23	Bench Clerk	Judiciary	Locomotor disability/Cerebral Palsy
24	CA/Steno Typist Gr. II	Common Category	Locomotor disability/Cerebral Palsy
25	Calculator Operator	Schools for handicapped	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
26	Carpenter-cum-Blacksmith	General	Locomotor disability/Cerebral Palsy, Hearing impairment
27	Carpenter Gr. II	General	Locomotor disability/Cerebral Palsy, Hearing impairment
28	Cashier	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment
29	Cashier-cum-Clerk	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment

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30	Chemist	Health Service	Locomotor disability/Cerebral Palsy, Hearing impairment	11
31	Chenda Player	Music College	Locomotor disability/Cerebral Palsy, Blindness	
32	Chick Sexer	Agri. (Animal Husbandry) Department	Locomotor disability/Cerebral Palsy, Hearing impairment	
33	Cinema Operator and Projectionist	General	Locomotor disability/Cerebral Palsy	
34	Clerk-cum-Accountant	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision	
35	Clerk-cum-Store Keeper	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision	
36	Clerk-cum-Typist	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment	
37	Clerk Steward	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment, Blindness/Low vision	
38	Computer Operator	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment, Blindness/Low vision	
39	Copyist	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment	

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(1)	(2)	(3)	(4)
40	Data Entry Operator	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment, Blindness
41	Deliverer	Survey and Land Records	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
42	Demonstrator	Engineering College and Polytechnic	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
43	Dental Hygienist	Health Service	Locomotor disability/Cerebral Palsy, Hearing impairment
44	Despatch Rider	Agriculture Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
45	Designer	Archeology	Locomotor disability/Cerebral Palsy, Hearing impairment
46	Documentation Assistant	Archeology	Locomotor disability/Cerebral Palsy, Hearing impairment
47	Drawing and Painting Master	Music College	Locomotor disability/Cerebral Palsy, Hearing impairment
48	Drawing Master Gr. II	Upper and Lower Primary School, General Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment
49	Drummer (Maddalam Player)	Music College	Locomotor disability/Cerebral Palsy, Blindness/Low vision



(1)	(2)	(3)	(4)
60	Gas Man	Collegiate Education	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
61	Herbarium Keeper	Collegiate Education	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
62	Herbarium Keeper	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
63	Heliozincographer	Survey and Land Records	Locomotor disability/Cerebral Palsy, Hearing impairment
64	High School Assistant (Science)	General Education	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
65	High School Assistant (Physical Science)	General Education	Locomotor disability/Cerebral Palsy, Hearing impairment
66	Inspector Assistant	Legal Metrology	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
67	Instructor (Composing)	Schools for Handicapped	Locomotor disability/Cerebral Palsy, Hearing impairment
68	Instructor (Fine Arts)	Higher Secondary	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
69	Instructor (Wood Work)	Higher Secondary	Locomotor disability/Cerebral Palsy, Hearing impairment

70	Instructor (Work Experience Programme)	General Education	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
71	Instructor Gr. II (Textiles and Spinning)	Engineering College and polytechnic	Locomotor disability/Cerebral Palsy, Hearing impairment
72	Instrument Mechanic	Electrical Inspectorate	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
73	Investigator (LD)	Economic and Statistics	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
74	Junior Accountant	Common Category	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
75	Junior Instructor	Industrial Training Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
76	Junior Laboratory Attender	Health Services	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
77	Junior Statistic Instructor	Economic and Statistics	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
78	Laboratory Assistant	Vocational Higher Secondary	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
79	Laboratory Assistant Gr. II	Animal Husbandry	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

(1)	(2)	(3)	(4)
80	Laboratory Technician Gr. II	Health Service	Locomotor disability/Cerebral Palsy, Hearing impairment
81	Lab Technician Gr. II	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
82	Library Assistant	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment, Blindness
83	Mechanic (Spinning)	Engineering Colleges and Polytechnic	Locomotor disability/Cerebral Palsy, Hearing impairment
84	Mechanic (Textile Technology)	Engineering Colleges and Polytechnic	Locomotor disability/Cerebral Palsy, Hearing impairment
85	Machinist	Agriculture Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
86	Medical Record Librarian	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
87	Medical Record Librarian II	Health Service	Locomotor disability/Cerebral Palsy, Hearing impairment
88	Mender	Archives Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
89	Mortuary Technician	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

90	Moulder	General	Locomotor disability/Cerebral Palsy, Hearing impairment
91	Mridangam Player	Music College	Locomotor disability/Cerebral Palsy, Hearing impairment, Blindness/Low vision
92	Museum Guide	Archeology	Locomotor disability/Cerebral Palsy, Low vision
93	Museum Guide	Museum Department	Locomotor disability/Cerebral Palsy, Low vision
94	Ophthalmic Assistant	Health Service	Locomotor disability/Cerebral Palsy
95	Overseer Gr. II	Agriculture Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
96	Panchakarma Assistant	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
97	Punch Card Operator	Economic and Statistics	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
98	Photographer	Archeology	Locomotor disability/Cerebral Palsy, Hearing impairment
99	Price Reporter	Economics and Statistics	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
100	Publication Assistant	Health Service	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

(1)	(2)	(3)	(4)
101	Record-cum Store keeper	Common Category	Locomotor disability/Cerebral Palsy, Hearing impairment
102	Record keeper	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment
103	Sample Collector	Health Service	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
104	Sample Warden	Drugs Controller	Locomotor disability/Cerebral Palsy, Hearing impairment
105	Sanskrit Pandit Gr. II	Music College	Locomotor disability/Cerebral Palsy, Blindness/ Low vision
106	Scientific Assistant Gr. II	Agriculture Department	Locomotor disability/Cerebral Palsy, Hearing impairment
107	Scribe	Ayurveda College	Locomotor disability/Cerebral Palsy
108	Sculpture and Modelling Master	Music College	Locomotor disability/Cerebral Palsy, Hearing impairment
109	Skilled Assistant (Plumbing)	Schools for handicapped	Locomotor disability/Cerebral Palsy, Hearing impairment
110	Skilled Assistant	Electrical Inspectorate	Locomotor disability/Cerebral Palsy, Hearing impairment
111	Skilled Assistant (Printing and Composing)	Schools for handicapped	Locomotor disability/Cerebral Palsy, Hearing impairment

112	Staff Nurse Gr. II	Health Service
113	Stamp Examiner	Treasury
114	Store Assistant	Common category
115	Store Clerk	Common category
116	Store Keeper	Common category
117	Store-cum-Record Keeper	Common category
118	Studio Assistant Gr. II	College of Fine Arts
119	Surveyor Gr. II	Survey Department
120	Sewing Mistress	General Education
121	Tally Clerk	Common category

Locomotor disability/Cerebral Palsy, Hearing impairment
Locomotor disability/Cerebral Palsy, Hearing impairment
Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
Locomotor disability/Cerebral Palsy, Hearing impairment
Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
Locomotor disability/Cerebral Palsy, Hearing impairment
Locomotor disability/Cerebral Palsy, Hearing impairment
Locomotor disability/Cerebral Palsy, Hearing impairment
Locomotor disability/Cerebral Palsy, Hearing impairment
Locomotor disability/Cerebral Palsy, Hearing impairment
Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

(1)	(2)	(3)	(4)
122	Teacher Gr. II	Upper and Lower Primary School, General Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
123	Teacher (Rattan Workers)	Higher Secondary School	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
124	Teacher (Drawing-cum-Needle Work)	Upper and Lower Primary School, General Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment
125	Technical Assistant (Mama)	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
126	Technical Assistant (Ayurveda)	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
127	Technical Assistant (Visha)	Ayurveda College	Locomotor disability/Cerebral Palsy
128	Technical Assistant Gr. II	Helath Service	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
129	Technical Assistant (X-ray)	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
130	Technical Store Keeper	Drugs Controller	Locomotor disability/Cerebral Palsy, Hearing impairment

131	Technician (Draviaguna)	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
132	Technician (Laboratory)	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
133	Technician (Nethra)	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
134	Technician (Pharmacy)	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
135	Taxidermist	Collegiate Education	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
136	Theatre Assistant	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
137	Theatre Mechanic Gr. II	Health Service	Locomotor disability/Cerebral Palsy, Hearing impairment
138	Trade Assistant	Industries and Commerce	Locomotor disability/Cerebral Palsy, Hearing impairment, Blindness/Low vision
139	Trade Instructor Gr. II	Institution of Printing Technology	Locomotor disability/Cerebral Palsy, Hearing impairment, Blindness/Low vision
140	Trades Man	Institute of Printing	Locomotor disability/Cerebral Palsy, Hearing impairment
141	Tunner Gr. II	General	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

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(1)	(2)	(3)	(4)
142	Typewriter Mechanic	Engineering Colleges and Polytechnic	Locomotor disability/Cerebral Palsy, Hearing impairment
143	Typist Clerk	Common Category	Locomotor disability/Cerebral Palsy, Hearing impairment
144	Typist Gr. II	Common Category	Locomotor disability/Cerebral Palsy, Hearing impairment
145	Village Extension Officer	Rural Development	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
146	Welder	General	Locomotor disability/Cerebral Palsy, Hearing impairment
147	Work Superintendent	Soil Conservation ETC	Locomotor disability/Cerebral Palsy, Hearing impairment
148	Workshop Instructor	Engineering Colleges and Polytechnic	Locomotor disability/Cerebral Palsy, Hearing impairment
149	Workshop Mechanic II	General	Locomotor disability/Cerebral Palsy, Hearing impairment
150	Workshop Mechanic (Textile wing)	Engineering Colleges and Polytechnic	Locomotor disability/Cerebral Palsy, Hearing impairment
151	Workshop Mechanic (Motor)	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
152	X-ray Technician Gr.II	Health Service	Locomotor disability/Cerebral Palsy, Hearing impairment

ANNEXURE II

LIST OF POSTS IDENTIFIED AS SUITABLE FOR PHYSICALLY DISABLED PERSONS IN CLASS IV  
(LAST GRADE SERVICE) CATEGORIES IN GOVERNMENT DEPARTMENTS

(1)	(2)	(3)	(4)
1	Blue Printer	Survey and Land Records	Locomotor disability/Cerebral Palsy, Hearing impairment
2	Boy Servant	Common category	Locomotor disability/Cerebral Palsy, Hearing impairment
3	Carpenter cum Packer	Agri (Animal Husbandry)	Locomotor disability/Cerebral Palsy, Hearing impairment
4	Chaiman	Land Revenue	Hearing impairment
5	Clay Worker	Fine Arts	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
6	Cook	Archeology	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
7	Dispenser	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
8	Dhobi	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
9	Field Supervisor	Agriculture Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

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(1)	(2)	(3)	(4)
10	Gallery Attender	Archeology	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
11	Grounds Man	Collegiate Education	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
12	Hospital Attendant	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment, Blindness/ Low vision
13	Hospital Attender/ Specimen Collector/ Gardner Ayurveda	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
14	House Keeper	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
15	Janitor	State Library	Locomotor disability/Cerebral Palsy, Hearing impairment
16	Lab Attender	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
17	Lab Keeper	Agricultural Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
18	Laker and Bottle Cleaner	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment
19	Map Operative	Survey and Land Records	Locomotor disability/Cerebral Palsy, Hearing impairment

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20	Marker	Collegiate Education	Locomotor disability/Cerebral Palsy, Hearing impairment
21	Maistri	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment
22	Mess girl and boy	Fisheries	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
23	Museum Assistant	Forest	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
24	Nursing Assistant Gr. II	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
25	Painter	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
26	Pharmacy Attender Gr. II	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment
27	Poultry Attendant and Servant	Agri (Animal Husbandry)	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
28	Power Laundry Attender	Ayurveda College	Locomotor disability/Cerebral Palsy, Hearing impairment, Low Vision
29	Press Man	Survey and Land Records	Locomotor disability/Cerebral Palsy, Hearing impairment
30	Record Attender Gr. II	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment

(1)	(2)	(3)	(4)
31	Sick room Attendant	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment
32	Silk Screener Printing-cum-Duplicator	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment
33	Specimen Collector	Archeology	Locomotor disability/Cerebral Palsy, Hearing impairment
34	Specimen Collector	Collegiate Education	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
35	Store Attender	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
36	Studio Attender	Fine Arts	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
37	Sweeper	Fisheries	Locomotor disability/Cerebral Palsy, Hearing impairment
38	Technical Helper	Archeology	Locomotor disability/Cerebral Palsy, Hearing impairment
39	Ticket Attender	Archeology	Locomotor disability/Cerebral Palsy, Hearing impairment
40	Van Cleaner	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
41	Village Man	Land Board/Land Revenue	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

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42	Water Pump Mechanic	Collegiate Education	Locomotor disability/Cerebral Palsy, Hearing impairment
43	Work Mistress	Public Health	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
44	Workshop Attender	Agricultural Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

**Previous Reference: G. O. (P) No. 9/2010/SWD dated 9th February, 2010**

<i>Sl. No.</i>	<i>Name of Post</i>	<i>Name of Department</i>	<i>Category</i>
1	HSA (Languages and Social Studies)	Education Department	Locomotor disability/Cerebral Palsy, Blindness, Low vision, Hearing impairment

**Previous Reference: G. O. (P) No. 95/2010/SWD dated 13th December, 2010**

<i>Sl. No.</i>	<i>Name of Post</i>	<i>Name of Department</i>	<i>Category</i>
1	Lab Technician Gr. II (Pharmacy)	Medical Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment

Previous Reference: G. O. (P) No. 26/2011/SWD dated 3rd March 2011

<i>Sl. No.</i>	<i>Name of Post</i>	<i>Name of Department</i>	<i>Category</i>
1	Legal Assistant	Law Department	Locomotor disability/Cerebral Palsy, Low vision

Previous Reference: G. O. (P) No. 57/2011/SWD dated 22nd November, 2011

<i>Sl. No.</i>	<i>Name of Post</i>	<i>Name of Department</i>	<i>Category</i>
1	LPSA/UPSA	Education Department	Locomotor disability/Cerebral Palsy, Blindness, Low vision
2	Lab Technician	Medical Education Department	Locomotor disability/Cerebral Palsy, Hearing impairment
3	Meter Reader/Spot Biller	Kerala State Electricity Board	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
4	Junior Co-operative Inspector/Junior Auditor	Co-operation Department	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision
5	Plumber	Water Authority	Locomotor disability/Cerebral Palsy, Hearing impairment, Low vision

2291

/SJD(OS)

66/85

545-  
5/19

G.O(P) No. 8 / 11 / SJD

കേരള സർക്കാർ

സാമൂഹ്യനീതി വകുപ്പ്-അംഗപരിമിതർക്ക് പി.എസ്.സി മുഖേനയുള്ള നിയമനങ്ങളിൽ 3% സംവരണം 1996 മുതൽ നൽകിയും 100 പോയിന്റ് റിസർവേഷൻ റോസ്റ്ററിൽ 33, 66, 99 എന്നീ ഔട്ട് ഓഫ് ടേണുകൾക്ക് പകരമായി 1, 34, 67 ഔട്ട് ഓഫ് ടേണുകൾ നിശ്ചയിച്ചു കൊണ്ടും ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു.

സാമൂഹ്യനീതി (ഡി) വകുപ്പ്

സ.ഉ(പി)നം.8/17/സാ.നീ.വ തിരുവനന്തപുരം, തീയതി 6.5.2017

- പരാമർശം-
1. 14.7.2008 ലെ G.O(P)No.20/98/P & ARD നമ്പർ ഉത്തരവ്
  2. 19.7.2008 ലെ സ.ഉ(പി)നം.46/2008/സാ.ക്ഷേ.വ നമ്പർ ഉത്തരവ്
  3. 24.1.2011 ലെ സ.ഉ(പി)നം.7/2011/സാ.ക്ഷേ.വ നമ്പർ ഉത്തരവ്
  4. പി.എസ്.സി യുടെ 30.8.2016 ലെ A VIII(1) 4068/03/GW നമ്പർ കത്ത്
  5. OM.No.36035/3/2004/Estt (Res) dated 29.12.2005 of Ministry of Personnel, Public Grievances & Pensions, Department of Personnel, Government of India
  6. 16.12.2016 ലെ OA.No.2499/16 ന്റെ വിധിന്യായം
  7. OA(EKM)No.654/2015, OA(EKM)No.539/2016 തുടങ്ങി സമാന കേസുകളിലെ വിധിന്യായങ്ങൾ

ഉത്തരവ്

1995 ലെ PWD Act വകുപ്പ് 33 അനുസരിച്ച് സംസ്ഥാന സർക്കാരിന്റെ ക്ലാസ്സ് 3, 4 നിയമനങ്ങളിൽ 3% സംവരണം ഭിന്നശേഷിക്കാർക്ക് ഉറപ്പാക്കി പരാമർശം 1 പ്രകാരം ഉത്തരവ് പുറപ്പെടുവിച്ചിരുന്നു. പരാമർശം 2 പ്രകാരം പി.എസ്.സി റാങ്ക് ലിസ്റ്റിലെ സർവ്വേണ പോയിന്റുകൾ 33,66,99 എന്നാക്കി നിശ്ചയിച്ചുകൊണ്ടും (i) Blind or Low vision (ii) Hearing impairment (iii) Locomotor disability or cerebral palsy എന്നീ വിഭാഗങ്ങളിലുള്ള ഭിന്നശേഷിക്കാർക്കായി നീക്കിവച്ചുകൊണ്ടും ഉത്തരവ് പുറപ്പെടുവിച്ചിരുന്നു.

1.1.2004 മുതൽ 31.12.2007 വരെയുള്ള കാലയളവിലെ ബാക്ക് ലോഗ് കണ്ടെത്തി സ്പെഷ്യൽ റിക്രൂട്ട്മെന്റിലൂടെ അംഗപരിമിതരുടെ നിയമനം നടത്താൻ പി.എസ്.സിയെ ചുമതലപ്പെടുത്തി പരാമർശം 3 പ്രകാരം ഉത്തരവായിരുന്നു.

പരാമർശം ആറിലെയും ഏഴിലെയും വിധിന്യായത്തിൽ അംഗപരിമിതർക്ക് 3% സംവരണം ഉറപ്പു വരുത്തി 1996 മുതലുള്ള ബാക്ക് ലോഗ് വേക്കൻസികൾ കണ്ടെത്തുവാനും 33, 66, 99 എന്നീ റോസ്റ്റർ പോയിന്റിൽ മാറ്റം വരുത്തി 1, 34, 67 എന്നാക്കി മാറ്റുന്നതിന് ആവശ്യമായ നടപടികൾ അടിയന്തിരമായി കൈക്കൊള്ളുവാൻ നിർദ്ദേശിച്ചിരിക്കുന്നു.

സർക്കാർ ഇക്കാര്യം വിശദമായി പരിശോധിച്ചു. ബഹു:സുപ്രീംകോടതിയുടെ SLP.No.14889 of 2009 ലെയും Civil Appeal No.9096/2013 ലെയും വിധിന്യായത്തിന്റെയും വിവിധ കോടതി വിധികളുടെയും കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷന്റെ അഭിപ്രായത്തിന്റെയും സൂചന 5 ലെ കേന്ദ്ര സർക്കാരിന്റെ ഓഫീസ് മെമ്മോറാണ്ടത്തിന്റെയും വെളിച്ചത്തിൽ സർക്കാർ/അർദ്ധ സർക്കാർ/സ്വയംഭരണ സ്ഥാപനങ്ങൾ/യൂണിവേഴ്സിറ്റികൾ/ സർക്കാരിൽ നിന്നും ഏതെങ്കിലും തരത്തിലുള്ള സഹായം ലഭിക്കുന്ന സ്ഥാപനങ്ങൾ / പൊതുമേഖലാ സ്ഥാപനങ്ങൾ എന്നിവിടങ്ങളിലെ




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നിയമനങ്ങളിൽ നിലവിൽ ഭിന്നശേഷിക്കാർക്കായുള്ള 100 പോയിന്റ് റിസർവേഷൻ റോസ്റ്ററിലെ 33, 66, 99 എന്നീ ഔട്ട് ഓഫ് ടേബിൾ പകരമായി 1, 34, 67 എന്നീ ഔട്ട് ഓഫ് ടേബിൾ നിയമനങ്ങളും PWD Act നിലവിൽ വന്ന തീയതിയായ 7.2.1996 മുതൽ അംഗപരിമിതർക്ക് കേഡർ സ്പെഷ്യാലിസിന്റെ 3% സംവരണത്തിന് അംഗീകാരം നൽകിയും ഉത്തരവ് പുറപ്പെടുവിക്കുന്നു. ടി വിഷയം സംബന്ധിച്ച് വിശദമായ മാർഗ്ഗനിർദ്ദേശങ്ങൾ പിന്നീട് പുറപ്പെടുവിക്കുന്നതാണ്.

ഗവർണ്ണറുടെ ഉത്തരവിൻ പ്രകാരം,  
മിനി ആന്റണി ഐ.എ.എസ്  
സെക്രട്ടറി

സെക്രട്ടറി, കേരള പബ്ലിക് സർവ്വീസ് കമ്മീഷൻ, തിരുവനന്തപുരം  
അഡ്വക്കേറ്റ് ജനറലിന്റെ കാര്യാലയം, ബ്രാഞ്ച് ഓഫീസ്, തിരുവനന്തപുരം (ആമുഖ കത്ത് സഹിതം)  
എല്ലാ വകുപ്പുവ്യക്തന്മാർക്കും  
എല്ലാ അർദ്ധ സർക്കാർ സ്വയംഭരണ സ്ഥാപനങ്ങൾ/യൂണിവേഴ്സിറ്റികൾ/ സർക്കാരിൽ നിന്നും  
ഏതെങ്കിലും തരത്തിൽ സാമ്പത്തിക സഹായം കൈപ്പറ്റുന്ന സ്ഥാപനങ്ങളിലെ  
അദ്ധ്യക്ഷന്മാർക്കും  
ഡയറക്ടർ, സാമൂഹ്യനിതി വകുപ്പ്  
കത്തൽ ഫയൽ/ഓഫീസ് കോപ്പി  
✓ മുൻപാർജ്ജമൻ ചമ്പ്ലിക് കിയേമൻസ് ട്രെയിനിംഗ്  
പ്രദർശിപ്പിച്ചു ചട്ടം

ഉത്തരവിൻ പ്രകാരം  
  
സെക്ഷൻ ഓഫീസർ

**Backlog in PwD Appointments in State Government Service ( 1996 to 2017)**

Sl No.	Name of Department	Total vacancies reported from 1996 to 2017	3 % of Total vacancies reported	Total PwD appointments (1996 to 2017)	Backlog/ No backlog (+/-)	Remarks
1	Technical Education Department	4007	120	130	10	No backlog
2	Economics & Statistical Department	3211	96	136	40	No backlog
3	Vigilance & Anti-corruption Bureau	204	6	6	0	No backlog
4	Printing Department	984	30	60	30	No backlog
5	Drugs Control Department	400	12	23	11	No backlog
6	Legal Metrology	86	3	12	9	No backlog
7	Homeopathy Department	1599	48	79	31	No backlog
8	Museum & Zoo Department	248	7	16	9	No backlog
9	Registration Department	2535	76	163	87	No backlog
10	Food Safety	292	9	17	8	No backlog
11	Archives Department	62	2	8	6	No backlog
12	Fire & Rescue Services	162	5	19	14	No backlog
13	Factories & Boilers	311	9	19	10	No backlog
14	Industry Department	1413	42	49	7	No backlog
15	Finance Department	883	26	23	-3	BACKLOG
16	Motor Vehicles Department	943	28	85	57	No backlog
17	Ground Water Department	763	23	8	-15	BACKLOG
18	Forest Department	1465	44	71	27	No backlog
19	Prison Department	41	1	10	9	No backlog
20	Labour Department	1163	35	77	42	No backlog
21	Archeology Department	114	3	14	11	No backlog
22	Co-Operation Department	2816	84	163	79	No backlog
23	Fisheries Department	716	21	57	36	No backlog
24	Land Use Board	56	2	6	4	No backlog
25	National Employment Service	890	27	88	61	No backlog
26	Stationary Department	322	10	20	10	No backlog
27	Indian System of Medicine	2204	66	144	78	No backlog
28	Advocate General	653	20	48	28	No backlog
29	Electrical Inspectorate	336	10	20	10	No backlog
30	Social Justice	1670	50	66	16	No backlog
31	Dairy Department	872	26	54	28	No backlog
32	Urban Affairs	86	3	12	9	No backlog
33	Hydrographic Survey Wing	188	6	0	-6	BACKLOG

Sl No.	Name of Department	Total vacancies reported from 1996 to 2017	3 % of Total vacancies reported	Total PwD appointments (1996-2017)	Backlog/ No backlog (+/-)	Remarks
34	Enquiry Commissioner & Vigilance	133	4	7	3	No backlog
35	Local Self Government	2148	64	70	6	No backlog
36	General Education Department	34913	1047	1348	301	No backlog
37	Culture Department	23	1	1	0	No backlog
38	Minority Welfare		0		0	No backlog
39	State Planning Board	312	9	18	9	No backlog
40	Industrial Training	2748	84	92	8	No backlog
41	Police Department	1693	51	82	31	No backlog
42	Panchayat Department	9796	294	669	375	No backlog
43	Vocational Higher Secondary	3169	95	185	90	No backlog
44	Law Department	195	6	12	6	No backlog
45	Mining & Geology	219	7	7	0	No backlog
46	Survey & Land Records	167	5	43	38	No backlog
47	Rural Development	3587	108	158	50	No backlog
48	Civil Supplies	3137	94	96	2	No backlog
49	Public Works Department	7431	223	147	-76	BACKLOG
50	Agriculture Department	2464	74	73	-1	BACKLOG
51	Kerala State Lotteries Department	605	18	33	15	No backlog
52	Soil Survey & Soil Conservation	1291	39	35	-4	BACKLOG
53	Sainik Welfare Department	63	2	7	5	No backlog
54	Collegiate Education	4351	131	153	22	No backlog
55	State Insurance Department	382	11	17	6	No backlog
56	Chemical Examiners Laboratory	66	2	8	6	No backlog
57	Housing Technical Cell	13	0	0	0	No backlog
58	Kerala State Remote Sensing & Environment centre	18	1	0	-1	BACKLOG
59	Excise Department	5394	162	28	-134	BACKLOG
60	Treasury Department	3110	93	190	97	No backlog
61	Animal Husbandry	4133	124	191	67	No backlog
62	Land Revenue	19203	576	965	389	No backlog
63	State Central Library	138	4	23	19	No backlog
64	Town and Country Planning	677	20	16	-4	BACKLOG
65	Health Department	25751	773	710	-63	BACKLOG
66	Harbour Engineering	442	13	31	18	No backlog
67	N.C.C Department	1239	37	11	-26	BACKLOG
68	Medical Education	1940	58	155	97	No backlog
69	Kerala State Audit Department	1224	37	34	-3	BACKLOG
70	Higher Secondary Education	14741	442	265	-177	BACKLOG
71	National Savings Department	0	0	0	0	No backlog

Sl No.	Name of Department	Total vacancies reported from 1996 to 2017	3 % of Total vacancies reported	Total PwD appointments (1996-2017)	Backlog/ No backlog (+/-)	Remarks
72	Handloom & Textile Department	0	0	0	0	No backlog
73	Land Board	0	0	0	0	No backlog
74	Coir Development Department	0	0	0	0	No backlog
75	Parliamentary Affairs	0	0	0	0	No backlog
76	Port Department	215	6	11	5	No backlog
77	Environment & Climate Change	42	1	0	-1	BACKLOG
78	Ayurveda Medical Education	454	14	60	46	No backlog
79	Backward Community Development	0	0	0	0	No backlog
80	Irrigation Department	3671	110	122	12	No backlog
81	Commissioner for Entrance Examinations	0	0		0	No backlog
82	Sports & Youth Affairs	53	2	3	1	No backlog
83	Kerala State Audit Department	0	0	0	0	No backlog
84	State Water Transport Department	1123	34	8	-26	BACKLOG
85	GST	2662	80	172	92	No backlog
86	Scheduled Caste Development Dept	676	20	48	28	No backlog
87	Tourism Department	418	13	21	8	No backlog
88	Insurance Medical Services	1708	51	178	127	No backlog
89	GAD	564	17	148	131	No backlog

**Representation of Different Disability Groups in Appointments  
in State Governemnt Service (1996 to 2017)**

Sl No.	Name of Department	Total vacancies reported (1996 - 2017)	Total PwD appointments (1996-2017)	PwD appointments as % of total appointments	Visual Disability number	%	Hearing Disability Number	%	Disability of Movement number	%
1	Technical Education Department	4007	130	3.24	29	0.72	35	0.87	66	1.65
2	Economics & Statistical Department	3211	136	4.24	28	0.87	20	0.62	88	2.74
3	Vigilance & Anti-corruption Bureau	204	6	2.94	0	0.00	2	0.98	4	1.96
4	Printing Department	984	60	6.10	4	0.41	16	1.63	40	4.07
5	Drugs Control Department	400	23	5.75	0	0.00	5	1.25	18	4.50
6	Legal Metrology	86	12	13.95	1	1.16	2	2.33	9	10.47
7	Homeopathy Department	1599	79	4.94	6	0.38	10	0.63	63	3.94
8	Museum & Zoo Department	248	16	6.45	14	5.65	2	0.81	0	0.00
9	Registration Department	2535	163	6.43	21	0.83	39	1.54	103	4.06
10	Food Safety	292	17	5.82	5	1.71	4	1.37	8	2.74
11	Archives Department	62	8	12.90	4	6.45	0	0	4	6.45
12	Fire & Rescue Services	162	19	11.73	0	0.00	5	3.09	14	8.64
13	Factories & Boilers	311	19	6.11	2	0.64	5	1.61	12	3.86
14	Industry Department	1413	49	3.47	8	0.57	12	0.85	29	2.05
15	Finance Department	883	23	2.60	5	0.57	3	0.34	15	1.70

Sl No.	Name of Department	Total vacancies reported (1996 - 2017)	Total PwD appointments (1996-2017)	PwD appointments as % of total appointments	Visual Disability number	%	Hearing Disability Number	%	Disability of Movement number	%
16	Motor Vehicles Department	943	85	9.01	14	1.48	24	2.55	47	4.98
17	Ground Water Department	763	8	1.05	1	0.13	2	0.26	5	0.66
18	Forest Department	1465	71	4.85	7	0.48	17	1.16	47	3.21
19	Prison Department	41	10	24.39	0	0.00	4	9.76	6	14.63
20	Labour Department	1163	77	6.62	3	0.26	11	0.95	63	5.42
21	Archeology Department	114	14	12.28	0	0.00	4	3.51	10	8.77
22	Co-Operation Department	2816	163	5.79	22	0.78	17	0.60	124	4.40
23	Fisheries Department	716	57	7.96	8	1.12	9	1.26	40	5.59
24	Land Use Board	56	6	10.71	0	0.00	1	1.79	5	8.93
25	National Employment Service	890	88	9.89	11	1.24	15	1.69	62	6.97
26	Stationary Department	322	20	6.21	1	0.31	3	0.93	16	4.97
27	Indian System of Medicine	2204	144	6.53	18	0.82	24	1.09	102	4.63
28	Advocate General	653	48	7.35	10	1.53	0	0.00	38	5.82
29	Electrical Inspectorate	336	20	5.95	1	0.30	8	2.38	11	3.27
30	Social Justice	1670	66	3.95	14	0.84	22	1.32	30	1.80
31	Dairy Department	872	54	6.19	4	0.46	10	1.15	40	4.59
32	Urban Affairs	86	12	13.95	2	2.33	5	5.81	5	5.81
33	Hydrographic Survey Wing	188	0	0.00	0	0.00	0	0.00	0	0.00
34	Enquiry Commissioner & Vigilance	133	7	5.26	0	0.00	1	0.75	6	4.51
35	Local Self Government	2148	70	3.26	15	0.70	16	0.74	39	1.82
36	General Education Department	34913	1348	3.86	426	1.22	147	0.42	775	2.22
37	Culture Department	23	1	4.35	0	0.00	0	0.00	1	4.35
38	Minority Welfare			0.00		0.00		0.00		0.00
39	State Planning Board	312	18	5.77	3	0.96	1	0.32	14	4.49

Sl No.	Name of Department	Total vacancies reported (1996 - 2017)	Total PwD appointments (1996-2017)	PwD appointments as % of total appointments	Visual Disability number	%	Hearing Disability Number	%	Disability of Movement number	%
40	Industrial Training	2748	92	3.35	12	0.44	30	1.09	50	1.82
41	Police Department	1693	82	4.84	8	0.47	29	1.71	45	2.66
42	Panchayat Department	9796	669	6.83	81	0.83	116	1.18	472	4.82
43	Vocational Higher Secondary	3169	185	5.84	19	0.60	43	1.36	123	3.88
44	Law Department	195	12	6.15	1	0.51	1	0.51	10	5.13
45	Mining & Geology	219	7	3.20	1	0.46	1	0.46	5	2.28
46	Survey & Land Records	167	43	25.75	1	0.60	1	0.60	41	24.55
47	Rural Development	3587	158	4.40	24	0.67	32	0.89	102	2.84
48	Civil Supplies	3137	96	3.06	6	0.19	18	0.57	72	2.30
49	Public Works Department	7431	147	1.98	5	0.07	5	0.07	137	1.84
50	Agriculture Department	2464	73	2.96	16	0.65	15	0.61	42	1.70
51	Kerala State Lottery Department	605	33	5.45	5	0.83	7	1.16	21	3.47
52	Soil Survey & Soil Conservation	1291	35	2.71	4	0.31	8	0.62	23	1.78
53	Sanik Welfare Department	63	7	11.11	5	7.94	0	0.00	2	3.17
54	Collegiate Education	4351	153	3.52	44	1.01	2	0.05	107	2.46
55	State Insurance Department	382	17	4.45	1	0.26	6	1.57	10	2.62
56	Chemical Examiners Laboratory	66	8	12.12	1	1.52	1	1.52	6	9.09
57	Housing Technical Cell	13	0	0.00	0	0.00	0	0.00	0	0.00
58	Kerala State Remote Sensing & Environment centre	18	0	0.00	0	0.00	0	0.00		0.00
59	Excise Department	5394	28	0.52	7	0.13	12	0.22	9	0.17
60	Treasury Department	3110	190	6.11	30	0.96	27	0.87	133	4.28
61	Animal Husbandry	4133	191	4.62	18	0.44	19	0.46	154	3.73
62	Land Revenue	19203	965	5.03	92	0.48	162	0.84	721	3.75

Sl No.	Name of Department	Total vacancies reported (1996 - 2017)	Total PwD appointments (1996-2017)	PwD appointments as % of total appointments	Visual Disability number	%	Hearing Disability Number	%	Disability of Movement number	%
63	State Central Library	138	23	16.67	6	4.35	2	1.45	15	10.87
64	Town and Country Planning	677	16	2.36	3	0.44	1	0.15	12	1.77
65	Health Department	25751	710	2.76	108	0.42	107	0.42	485	1.88
66	Harbour Engineering	442	31	7.01	0	0.00	9	2.04	22	4.98
67	N.C.C Department	1239	11	0.89	2	0.16	1	0.08	8	0.65
68	Medical Education	1940	155	7.99	10	0.52	24	1.24	121	6.24
69	Kerala State Audit Department	1224	34	2.78	5	0.41	8	0.65	21	1.72
70	Higher Secondary Education	14741	265	1.80	72	0.49	83	0.56	110	0.75
71	National Savings Department	0	0	0.00	0	0.00	0	0.00	0	0.00
72	Handloom & Textile Department	0	0	0.00	0	0.00	0	0.00	0	0.00
73	Land Board	0	0	0.00	0	0.00	0	0.00	0	0.00
74	Coir Development Department	0	0	0.00	0	0.00	0	0.00	0	0.00
75	Parliamentary Affairs	0	0	0.00	0	0.00	0	0.00	0	0.00
76	Port Department	215	11	5.12	4	1.86	3	1.40	4	1.86
77	Environment & Climate Change	42	0	0.00		0.00		0.00		0.00
78	Ayurveda Medical Education	454	60	13.22	6	1.32	5	1.10	49	10.79
79	Backward Community Development	0	0	0.00	0	0.00	0	0.00	0	0.00
80	Irrigation Department	3671	122	3.32	23	0.63	36	0.98	63	1.72
81	Commissioner for Entrance Examinations	0	0	0.00	0	0.00	0	0.00	0	0.00
82	Sports & Youth Affairs	53	3	5.66		0.00		0.00	3	5.66
83	Kerala State Audit Department	0	0	0.00	0	0.00	0	0.00	0	0.00
84	State Water Transport Department	1123	8	0.71	1	0.09	2	0.18	5	0.45



Sl No.	Name of Department	Total vacancies reported ( 1996 - 2017)	Total PwD appointments (1996-2017)	PwD appointments as % of total appointments	Visual Disability number	%	Hearing Disability Number	%	Disability of Movement number	%
85	GST	2662	172	6.46	28	1.05	42	1.58	102	3.83
86	Scheduled Caste Development Dept	676	48	7.10	4	0.59	9	1.33	35	5.18
87	Tourism Department	418	21	5.02	1	0.24	5	1.20	15	3.59
88	Insurance Medical Services	1708	178	10.42	36	2.11	25	1.46	117	6.85
89	General Administration Department	564	148	26.24	48	8.51	55	9.75	45	7.98
	Total	200197	8354	4.17	1425	0.71	1453	0.73	5476	2.74

**SPARK Data-Details of staff receiving Special Allowance for the Disabled**

Sl.No	Department Name	total Staff Strength	Number of staff receiving special allowances	Percentage of Staff receiving Spl Allowance for the Disabled
1	Advocate General	619	35	5.65
2	Administration of Justice-Judiciary	12581	2292	18.22
3	Agriculture	8983	267	2.97
4	Animal Husbandry	7849	582	7.41
5	Archaeology	171	16	9.36
6	Archives	128	6	4.69
7	Ayurveda Medical Education	1179	82	6.96
8	Chemical Examiners Laboratory	183	12	6.56
9	Civil Supplies	1873	160	8.54
10	Coir Development	331	16	4.83
11	Commissioner for Entrance Examination	33	1	3.03
12	Co-Operation	3597	216	6.01
13	Culture	19	1	5.26
14	Dairy Development	1017	65	6.39
15	Drugs Control	355	24	6.76
16	Education (Collegiate)	13737	393	2.86
17	Education (General)	155477	3921	2.52
18	Education (Law Colleges)	169	13	7.69
19	Education - Technical	8282	282	3.40
20	Education (Sports School Division)	17	3	17.65
21	Education (Higher Secondary)	29228	398	1.36
22	Education (Vocational Higher Secondary)	5634	270	4.79
23	Economics & Statistics	1690	119	7.04
24	Election	77	2	2.60
25	Electrical Inspectorate	412	21	5.10
26	National Employment Service	1175	137	11.66
27	Excise	4847	55	1.13
28	Factories & Boilers	247	27	10.93
29	Fire Force	4492	38	0.85
30	Fisheries	1032	81	7.85
31	FOREST AND WILDLIFE	7091	157	2.21
32	Ground Water	483	8	1.66
33	Harbour Engineering	503	65	12.92
34	Health Services	41629	1759	4.23
35	Homoeopathy	2448	170	6.94
36	Homoeopathic Medical Colleges	475	25	5.26

Sl.No	Department Name	total Staff Strength	Number of staff receiving special allowances	Percentage of Staff receiving Spl Allowance for the Disabled
37	Hydrographic Survey Wing	131	2	1.53
38	Indian Systems of Medicine	4739	274	5.78
39	Industrial Training	2809	208	7.40
40	Industrial Tribunals	90	7	7.78
41	Industries & Commerce	1283	76	5.92
42	Insurance Medical Services	2421	251	10.37
43	Jails	1735	17	0.98
44	Labour	893	97	10.86
45	Labour Courts	42	1	2.38
46	Land Use Board	49	5	10.20
47	Kerala State Audit	1135	69	6.08
48	Lotteries	484	35	7.23
49	Medical Education	11369	554	4.87
50	Mining & Geology	227	9	3.96
51	Motor Vehicles	2156	96	4.45
52	Municipal Administration	233	16	6.87
53	Museums and Zoos	271	22	8.12
54	National Cadet Corps	872	23	2.64
55	National Savings	106	5	4.72
56	PANCHAYATS	1070	388	36.26
57	Police	56083	329	0.59
58	Port	258	15	5.81
59	Printing	1746	101	5.78
60	Public Library	80	9	11.25
61	Information & Public Relations	218	13	5.96
62	Public Service Commission	1723	113	6.56
63	PW-Buildings	3342	163	4.88
64	PW-Roads and Bridges	3481	129	3.71
65	PW-Irrigation	7221	227	3.14
66	PW-NH	1009	37	3.67
67	Rajbhavan	98		0.00
68	Revenue	18301	1367	7.47
69	Survey and Land Records	2967	117	3.94
70	Revenue- Land Board	97	4	4.12
71	Registration	3138	246	7.84
72	Rural Development	4578	246	5.37
73	Sainik Welfare	139	8	5.76
74	Scheduled Caste Development	1720	130	7.56
75	Scheduled Tribes Development	1087	84	7.73
76	Secretariat	16		0.00
77	Finance Department	814	39	4.79
78	General Administration	3938	205	5.21
79	Secretariat-Law	463	28	6.05
80	Legislature Secretariat	1211	79	6.52
81	Administrative Reforms Commission	23		0.00

Sl.No	Department Name	total Staff Strength	Number of staff receiving special allowances	Percentage of Staff receiving Spl Allowance for the Disabled
82	Social Justice Department	547	47	8.59
83	Soil Survey and Soil Conservation	1137	75	6.60
84	Stationery	227	15	6.61
85	State Planning Board	379	41	10.82
86	State Insurance	304	23	7.57
87	State Water Transport	893		0.00
88	State Goods and Services Tax Department Kerala	4525	280	6.19
89	Tourism	620	25	4.03
90	Town Planning	476	29	6.09
91	Treasuries	3644	309	8.48
92	Vigilance	1166	20	1.72
93	Legal Metrology	519	22	4.24
94	Handloom	61	2	3.28
95	Housing	9	17	188.89
96	Enquiry Commissioner and Special Judge	53	3	5.66
97	Sports & Youth Affairs	36	1	2.78
98	KIRTADS	46	6	13.04
99	University Appellate Tribunal	12	2	16.67
100	Vigilance Tribunal	33	6	18.18
101	Womens Commission	44	3	6.82
102	Minority Welfare	14		0.00
103	Backward Communities Development	17	1	5.88
104	Food Safety	608	32	5.26
105	Environment	20		0.00
106	Women and Child Development Department	2842	135	4.75
107	LSGD Engineering Wing	4426	154	3.48
		<b>486587</b>	<b>18811</b>	<b>3.87</b>

**Details of PwD Recruitment by KPSC (2008 to 2018)**

Office	Year	Low Vision	Hearing Impairment	Locomotor Disability/Cerebral Palsy	Total
Head Quarters	2008			4	4
	2009	4			4
	2010	14	7	18	39
	2011	11	6	17	34
	2012	8	8	3	19
	2013	12	11	9	32
	2014	20	8	18	46
	2015	13	17	23	53
	2016	11	13	21	45
	2017	32	32	43	107
	2018	28	12	18	58
Sub total					<b>441</b>
Kollam Regional Office	2008				0
	2009				0
	2010				0
	2011			58	58
	2012			63	63
	2013			43	43
	2014				0
	2015			96	96
	2016			76	76
	2017			87	87
	2018			7	7
Sub total					<b>430</b>
Regional Office Ernakulam	2008				0
	2009		8		8
	2010		3	12	15
	2011		3	14	17
	2012		2	5	7
	2013				0
	2014	2			2
	2015				0
	2016	1			1
	2017	28	17	25	70
	2018	1		3	4
Sub total					<b>124</b>
Regional Office Kozhikkode	2008				0
	2009				0
	2010				0
	2011				0
	2012				0

Office	Year	Low Vision	Hearing Impairment	Locomotor Disability/Cerebral Palsy	Total
	2013				0
	2014	1			1
	2015	1	1		2
	2016	3	2		5
	2017			2	2
	2018	23	22	20	65
Sub total					<b>75</b>
District Office Thiruvananthapuram	2008	0	0	0	0
	2009	15	12	5	32
	2010	8	3	10	21
	2011	3	7	7	17
	2012	12	9	10	31
	2013	8	11	16	35
	2014	9	13	17	39
	2015	13	11	8	32
	2016	11	8	14	33
	2017	15	16	22	53
	2018	11	10	10	31
Sub total					<b>324</b>
District Office Alappuzha	2008				0
	2009	4	3	4	11
	2010	3	6	5	14
	2011	9	8	9	26
	2012	4	4	8	16
	2013	11	6	7	24
	2014	13	8	15	36
	2015	5	7	5	17
	2016	5	8	12	25
	2017	18	20	18	56
	2018	2	2	4	8
Sub total					<b>233</b>
District Office Kollam	2008				0
	2009				0
	2010				0
	2011				0
	2012				0
	2013				0
	2014				0
	2015				0
	2016				0
	2017				0
	2018				0
Sub total					<b>260</b>
	2008				0
	2009				0
	2010	2	10	8	20

Office	Year	Low Vision	Hearing Impairment	Locomotor Disability/Cerebral Palsy	Total
District Office Pathanamthitta	2011	3	3	3	9
	2012	9	8	5	22
	2013	12	6	13	31
	2014	14	12	14	40
	2015	2	2	5	9
	2016	10	12	8	30
	2017	16	17	18	51
	2018	4	1	6	11
Sub total					<b>223</b>
District Office Kottayam	2008				0
	2009			14	14
	2010			17	17
	2011			23	23
	2012			24	24
	2013			16	16
	2014			8	8
	2015			19	19
	2016			13	13
	2017			17	17
	2018			10	10
Sub total					<b>161</b>
District Office Kasargod	2008				0
	2009				0
	2010				0
	2011				0
	2012				0
	2013				0
	2014				0
	2015				0
	2016				0
	2017				0
	2018				0
Sub total					209
					<b>209</b>
District Office Idukki	2008	26	22	20	68
	2009	5	6	5	16
	2010	4	8	13	25
	2011	8	7	5	20
	2012	15	5	8	28
	2013	6	8	4	18
	2014	5	6	9	20
	2015	2	2	3	7
	2016	7	9	15	31
	2017	6	15	13	34
	2018				0
Sub total					<b>267</b>

Office	Year	Low Vision	Hearing Impairment	Locomotor Disability/Cerebral Palsy	Total
District Office Ernakulam	2008				0
	2009	7	8	9	24
	2010	3	12	15	30
	2011	14	4	7	25
	2012	16	4	7	27
	2013	20	20	36	76
	2014	19	17	17	53
	2015	9	5	10	24
	2016	13	17	14	44
	2017	11	19	17	47
	2018				0
Sub total					<b>350</b>
District Office Trissur	2008	15	13	19	47
	2009	15	10	4	29
	2010	5	2	2	9
	2011	5	3	2	10
	2012	4	2	3	9
	2013	14	8	6	28
	2014	4	12	14	30
	2015	9	14	7	30
	2016	5	6	5	16
	2017	7	6	3	16
	2018	7	14	5	26
Sub total					<b>250</b>
District Office Palakkad	2008				0
	2009			37	37
	2010			32	32
	2011			18	18
	2012			76	76
	2013			20	20
	2014			30	30
	2015			14	14
	2016			38	38
	2017			43	43
	2018			25	25
Sub total					<b>333</b>
District Office Malappuram	2008				0
	2009				0
	2010				0
	2011				0
	2012	2		1	3
	2013	15	1	4	20
	2014	14	12	12	38
	2015	3	1		4
	2016	8	7	7	22
	2017	7	3	3	13



Office	Year	Low Vision	Hearing Impairment	Locomotor Disability/Cerebral Palsy	Total
	2018				0
<b>Sub total</b>					<b>100</b>
District Office Kozhikkode	2008			0	0
	2009			5	5
	2010			31	31
	2011			14	14
	2012			1	1
	2013			21	21
	2014			33	33
	2015			70	70
	2016			22	22
	2017			25	25
	2018			9	9
<b>Sub total</b>					<b>231</b>
District Office Kannur	2008			56	56
	2009			18	18
	2010			19	19
	2011			24	24
	2012			12	12
	2013			13	13
	2014			14	14
	2015			14	14
	2016			18	18
	2017			14	14
	2018				0
<b>Sub total</b>					<b>202</b>
District Office Wayanad	2008			36	36
	2009			11	11
	2010			21	21
	2011			0	0
	2012			8	8
	2013			14	14
	2014			5	5
	2015			9	9
	2016			8	8
	2017			8	8
	2018			7	7
<b>Sub total</b>					<b>127</b>
<b>Total</b>					<b>4340</b>

**Recruitment by PSC to Backlog Vacancies of PWDS(2004-2007)**

Office	Year	Low Vision	Hearing Impairment	Locomotor Disability/ Cerebral Palsy	Total
Head Quarters	2008				0
	2009				0
	2010				0
	2011				0
	2012	189	24	30	243
	2013				0
	2014				0
	2015			2	2
	2016	11	5	13	29
	2017	33	48	55	136
	2018	10	1		11
<b>Sub Total</b>					<b>421</b>
District Office Thiruvananthapuram	2008				0
	2009				0
	2010				0
	2011	46	46	53	145
	2012				0
	2013				0
	2014				0
	2015				0
	2016				0
	2017				0
	2018				0
<b>Sub Total</b>					<b>145</b>
District Office Alappuzha	2008				0
	2009				0
	2010				0
	2011				0
	2012				0
	2013				0
	2014				0
	2015	1			1
	2016				0
	2017				0
	2018				0
<b>Sub Total</b>					<b>1</b>
District Office Kollam	2008	25	17	25	67
	2009	7	7	9	23
	2010	12	15	7	34
	2011	8	3	4	15
	2012	25	5	19	49
	2013	17	7	15	39
	2014	38	28	41	107
	2015	5	5	7	17

Office	Year	Low Vision	Hearing Impairment	Locomotor Disability/ Cerebral Palsy	Total
	2016	11	9	9	29
	2017	23	14	18	55
	2018	4	5	4	13
<b>Sub Total</b>					<b>448</b>
District Office Kottayam	2008				
	2009				
	2010				1
	2011				
	2012				
	2013				47
	2014				22
	2015				1
	2016				3
	2017				
	2018				
<b>Sub Total</b>					<b>74</b>
District Office Thrissur	2008				0
	2009				0
	2010				0
	2011				0
	2012				0
	2013				0
	2014				0
	2015				0
	2016				0
	2017				0
	2018	25	23	29	77
<b>Sub Total</b>					<b>77</b>
District Office Palakkad	2008				
	2009				
	2010				
	2011				5
	2012				7
	2013				5
	2014				40
	2015				2
	2016				6
	2017				22
	2018				4
<b>Sub Total</b>					<b>91</b>
District Office Kozhikkode	2008				
	2009				
	2010				
	2011				
	2012				1
	2013				17

Office	Year	Low Vision	Hearing Impairment	Locomotor Disability/ Cerebral Palsy	Total
	2014				8
	2015				82
	2016				2
	2017				
	2018				
<b>Sub Total</b>					<b>110</b>
District Office Kannur	2008				
	2009				
	2010				
	2011				
	2012				
	2013				
	2014				
	2015				
	2016				
	2017				
	2018				76
<b>Sub Total</b>					<b>76</b>
Wayanad	2008				0
	2009				0
	2010				0
	2011				0
	2012				0
	2013				0
	2014				0
	2015				0
	2016				0
	2017				0
	2018		52		52
<b>Sub Total</b>					<b>52</b>
					<b>1495</b>

**Backlog in PwD appointments in PSUs etc( 1996 -2017)**

Sl No.	Name of Department	Total vacancies reported from 1996 to 2017	3 % of Total vacancies reported	Total PwD appointments	Backlog(-) / No Backlog (+)	Remarks
1	University of Calicut	1316	39	18	-21	BACKLOG
2	Kerala State Handloom Development Corporation	137	4	6	2	No backlog
3	Kerala Khadi Village Industries	818	25	17	-8	BACKLOG
4	Kerala Agricultural University	1156	35	6	-29	BACKLOG
5	KSEB	28635	859	363	-496	BACKLOG
6	KMSCL	88	3	0	-3	BACKLOG
7	Kerala State SC/ST development Corn	261	8	13	5	No backlog
8	Kerala Film Development Corpn	144	4	2	-2	BACKLOG
9	Kerala State Drugs & Pharmaceuticals Ltd	88	3	4	1	No backlog
10	Kerala State Beverages Corporation		0	27	27	No backlog
11	Kerala Clays & Ceramics Ltd	9	0	2	2	No backlog
12	Kerala Veterinery & Animal Sciences	258	8	4	-4	BACKLOG
13	NUALS	0	0		0	No backlog
14	Forest Industries ( Travancore) Ltd	771	23	2	-21	BACKLOG
15	Keltron ( KSEDC)	353	11	0	-11	BACKLOG
16	Fisheries University ( KUFOS)	18	1	1	0	No backlog
17	University of Kerala	931	28		-28	BACKLOG
18	Handicrafts Development Corporation	114	3	0	-3	BACKLOG
19	Kerala State Housing Board	384	12	42	30	No backlog
20	KSDC FOR CC & RC Ltd	429	13	3	-10	BACKLOG
21	Kerala Financial Corporation	203	6	8	2	No backlog
22	Kerala University of Health Sciences	122	4	5	1	No backlog
23	Kerala Electrical & Allied Engineering Co	1	0		0	No backlog

Sl No.	Name of Department	Total vacancies reported from 1996 to 2017	3 % of Total vacancies reported	Total PwD appointments	Backlog(-) / No Backlog (+)	Remarks
24	Kerala State Ex-Servicemen Development and Rehabilitation Corporation	5	0	0	0	No backlog
25	The Kerala State Cashew Development Corporation	39	1	2	1	No backlog
26	Sree Sankaracharya University of Sanskrit	340	10	4	-6	BACKLOG
27	Norka Roots	11	0	5	5	No backlog
28	Kerala Sangeetha Nataka Academy	1	0	1	1	No backlog
29	Kerala State Coastal Area Development Cr	0	0	0	0	No backlog
30	SIEMAT, Kerala	0	0	0	0	No backlog
31	Kerala State Biodiversity Board	0	0	0	0	No backlog
32	Institute of Lands & Disaster Management	0	0	0	0	No backlog
33	National Coir Research & Management Institute	10	0	1	1	No backlog
34	The Kerala Ceramics Limited, Kundara	92	3	0	-3	BACKLOG
35	Kerala Institute of Labour & Employment	4	0	0	0	No backlog
36	National Transportation Planning & Research	51	2	0	-2	BACKLOG
37	Kerala Jewellery Workers Welfare Fund Board	0	0	0	0	No backlog
38	Malabar Cements Ltd,	255	8	2	-6	BACKLOG
39	Malabar Distalleries Limited	0	0	0	0	No backlog
40	Kerala Co-Operative Deposit-Guarantee Fund	3	0	0	0	No backlog
41	Kelsa	0	0	1	1	No backlog
42	Rehabilitation Plantation Ltd	206	6	4	-2	BACKLOG
43	Greater Cochin Development Authority	19	1	3	2	No backlog
44	Kerala Mineral & Metals Limited	689	21	0	-21	BACKLOG
45	Kerala Livestock Development Board	88	3	4	1	No backlog
46	Kerala Headload Workers Welfare Board	742	22	125	103	No backlog
47	Kerala Motor Transport Welfare Fund Board	407	12	11	-1	BACKLOG

Sl No.	Name of Department	Total vacancies reported from 1996 to 2017	3 % of Total vacancies reported	Total PwD appointments	Backlog(-) / No Backlog (+)	Remarks
48	Kerala Irrigation Infrastructure Development Cr	0	0	0	0	No backlog
49	Kerala Industrial Enterprises Ltd	27	1	1	0	No backlog
50	Technopark	0	0	0	0	No backlog
51	State Horticulture Mission Kerala	0	0	0	0	No backlog
52	Kerala Infrastructure and Technology of Education	0	0	0	0	No backlog
53	Child Development Centre	0	0	0	0	No backlog
54	National Institute of Speech & Hearing	0	0	11	11	No backlog
55	Indian Institute of Information & Management	0	0	0	0	No backlog
56	Suchitwa Vision	0	0	0	0	No backlog
57	Kerala State Human Rights Commission	0	0	0	0	No backlog
58	State Farming Corporation of Kerala Ltd	108	3	10	7	No backlog
59	Kerala Shipping & Inland Navigation Corporation	48	1	3	2	No backlog
60	Kerala Forest Development Corporation	53	2	3	1	No backlog
61	Plantation Corporation Kerala Limited	0	0	6	6	No backlog
62	Traders Welfare Board	0	0	0	0	No backlog
63	Kerala State Literacy Mission Authority	0	0	0	0	No backlog
64	Hantex	0	0	0	0	No backlog
65	Kerala Labour Welfare Fund Board	58	2	2	0	No backlog
66	Supplyco	0	0	0	0	No backlog
67	Kerala State Maritime Development Cr	8	0	4	4	No backlog
68	Kerala State Handicaped Persons Welfare Corporation	34	1	11	10	No backlog
69	Kerala State Co-Operative Housing Federation	15	0	0	0	No backlog
70	Cochin University of Science & technology	0	0	8	8	No backlog
71	Kerala State Financial Enterprises	6739	202	146	-56	BACKLOG

Sl No.	Name of Department	Total vacancies reported from 1996 to 2017	3 % of Total vacancies reported	Total PwD appointments	Backlog(-) / No Backlog (+)	Remarks
72	The Travancore Cochin Chemicals Ltd	119	4	2	-2	BACKLOG
73	Vision Varkala Infrastructure Development Cor	0	0	0	0	No backlog
74	Thenmala EcoTourism Promotion Society	51	2	0	-2	BACKLOG
75	Kerala State Centre for Advanced printing & Training		0		0	No backlog
76	Kerala State Chalachitra Academy	18	1	2	1	No backlog
77	Horticorp	0	0	0	0	No backlog
78	The Kerala State Co-Operative Bank Ltd	174	5	8	3	No backlog
79	Kerala Abkari Workers Welfare Fund Board		0	0	0	No backlog
80	Centre for Management Development	0	0	0	0	No backlog
81	The metal Industries Limited	0	0	0	0	No backlog
82	Kerala Shops & Commercial Establishment Federation	0	0	0	0	No backlog
83	Rajiv Gandhi Academy for Aviation Technology	0	0	0	0	No backlog
84	Kerala Hi-Tech Textile Co-Operative Ltd	0	0	0	0	No backlog
85	Kerala State Higher education Council	0	0	0	0	No backlog
86	Kerala State Human Rights Commission	0	0	0	0	No backlog
87	Kerala Ration Dealers Welfare Fund Board	0	0	0	0	No backlog
88	Kerala Cashew Workers Relief & Welfare Fund Board	0	0	0	0	No backlog
89	Kerala Transport Development Finance Corporn	0	0	0	0	No backlog
90	Pollution Control Board	0	0	0	0	No backlog
91	Roads & Bridges Development Corpn Kerala Ltd	0	0	0	0	No backlog
92	Kerala State Industrial Enterprises Ltd	27	1	1	0	No backlog
93	Kerala Tourism Infrastructure Ltd	0	0	0	0	No backlog
94	Kerala State Poultry Development Corporation	0	0	0	0	No backlog



Sl No.	Name of Department	Total vacancies reported from 1996 to 2017	3 % of Total vacancies reported	Total PwD appointments	Backlog(-) / No Backlog (+)	Remarks
95	SAIL-SCL Kerala Limited	0	0	0	0	No backlog
96	Institute of Human Resources Development		0	18	18	No backlog
97	Kudumbashree	0	0	0	0	No backlog
98	Kerala Institute for Entrepreneurship Develop	0	0	0	0	No backlog
99	Kerala State Homeopathic Co-Operative Pharmacy	0	0	2	2	No backlog
100	The Kerala State Land Development Corporan	486	15	0	-15	BACKLOG
101	Kerafed	104	3	2	-1	BACKLOG
102	Kerala Institute of Tourism & Travel Studies	12	0	1	1	No backlog
103	Kerala Toddy Workers Welfare Fund Board	418	13	28	15	No backlog
104	Travancore Titanium Products Ltd	49	1	1	0	No backlog
105	Kerala Trvancore Cements Ltd	62	2	11	9	No backlog
106	Travancore Cochin Medical Council	11	0	1	1	No backlog
107	Kerala Ayurveda Study & Reasearch Society	113	3	0	-3	BACKLOG
108	Energy Management Centre	16	0	0	0	No backlog
109	Kerala Institute of Local Administration	33	1	0	-1	BACKLOG
110	Kerala Artisans Development Corporation	31	1	1	0	No backlog
111	Kerala Co-Operative Development & Welfare F B	26	1	0	-1	BACKLOG
112	Matsyafed	0	0	0	0	No backlog
113	Mahatma Gandhi University	1199	36	45	9	No backlog
114	Kerala Bamboo, Kattuvalli, Pondans Leaf WWFB	0	0	0	0	No backlog
115	Autocast Limited	254	8	0	-8	BACKLOG
116	Kerala Sahitya Academy	25	1	0	-1	BACKLOG
117	Thunchathezhuthachan Malayalam University	40	1	0	-1	BACKLOG
118	Foam Mattings' ( India) Limited	22	1	4	3	No backlog
119	Kerala Agro Machinery Corporation	318	10	5	-5	BACKLOG
120	Kerala State Co-Operative Consumers Federatio	523	16	1	-15	BACKLOG

Sl No.	Name of Department	Total vacancies reported from 1996 to 2017	3 % of Total vacancies reported	Total PwD appointments	Backlog(-) / No Backlog (+)	Remarks
121	Kerala Road Fund Board	0	0	0	0	No backlog
122	Kerala State Co-Operative Rubber Markettingf	0	0	0	0	No backlog
123	Kannur University	421	13	14	1	No backlog
124	Aralam farming Corporation(Kerala) Limited	0	0	0	0	No backlog
125	Kerala State Aids Control Society	0	0	0	0	No backlog
126	LBS Centre for science & Technology	0	0	0	0	No backlog
127	Kerala State Nirmithi Centre		0		0	No backlog
128	Malabar Cancer Centre	393	12	0	-12	BACKLOG
129	Kerala Agro Industries Corporation Limited	73	2	1	-1	BACKLOG
130	Institute of Management in Government	0	0	0	0	No backlog
131	Kerala Automobiles	0	0	0	0	No backlog
132	Centre for Human Resources Development	32	1	0	-1	BACKLOG
133	State Council for Food Research & Development	19	1	0	-1	BACKLOG
134	Jawaharlal Nehru Tropical Botanical	1	0	0	0	No backlog
135	State Medicinal Plants Board	0	0	0	0	No backlog
136	Kerala State Council for Science Technology	14	0	3	3	No backlog
137	Kerala Khadi Workers Welfare Board	2	0	0	0	No backlog
138	The Travancore Sugars & Chemicals Ltd	0	0	0	0	No backlog
139	Kerala Beedi & Cigar Workers Welfare Fund Board	0	0	0	0	No backlog
140	Kerala State Sports Council	0	0	0	0	No backlog
141	Kerala Feeds Limited	0	0	0	0	No backlog
142	Kerala Marketfed	0	0	0	0	No backlog
	<b>Total</b>	51374	1545	1042	-503	2.03

## Annexure 14.1

**List of Categories of Posts Identified by the Committee as suitable for appointments of PWDs belonging categories of (d) autism, intellectual disability, specific Learning disability and mental disabilities and (e) multiple disabilities.**

### COMMON CATEGORY POSTS

Sl. No	Name of Post		Remarks	Whether comes under 3% reservation
1	Clerk ( LD)	e	Multiple disability from among (a), (b), (c)	Yes
2	Typist ( LD)	e	Multiple disability from among (a), (b), (c)	Yes
3	Confidential Assistants	e	Multiple disability from among (a), (b), (c)	Yes
4	Teachers ( Primary)	e	Multiple disability from among Locomotor disability, cerebral palsy and Low vision	Yes
5	Proof Reader	e	Multiple disability from among (a), (b), (c)	Yes
6	Binder Grade II	d & e		Yes
7	Accounts Clerk	e	Multiple disability from among (a), (b), (c)	Yes
8	Lab Assistant	d & e		Yes
9	Store Keeper	d & e		Yes
10	Accountant	e	Multiple disability from among (a), (b), (c)	Yes
11	Librarian Grade IV	e	Multiple disability from among (a), (b), (c)	Yes
12	Musician	d & e		Yes
13	Tracer	e	Multiple disability from among (a), (b), (c)	Yes
14	Draftsman	e	Excluding Low Vision	Yes
15	Tutor Grade II ( Mridangam, Violin, Veena, Vocal Music)	d & e		Yes

Sl. No	Name of Post		Remarks	Whether comes under 3% reservation
16	Clerk Typist	e	Multiple disability from among (a), (b), (c)	Yes
17	HSA ( Languages and Social Studies)	e	Multiple disability from among (a), (b), (c)	Yes
18	Assistant Teacher ( School for Blind)	e	Multiple disability from among (a), (b), (c)	Yes
19	Brailist	e	Multiple disability from among (a), (b), (c)	Yes
20	Craft Teacher	d & e	Excluding Blind & Low Vision	Yes
21	Photocopier Operator	d & e		Yes
22	Telephone Operator	d & e	Excluding deaf & dump	Yes
23	Music Teacher	e	Multiple disability from among (a), (b), (c)	Yes
24	Part time Instrumental Music Teacher	e	Multiple disability from among (a), (b), (c)	Yes
25	Accountant Clerk	e	Multiple disability from among (a), (b), (c)	Yes
26	Artist/Photographer	e	Multiple disability from among (a), (b), (c)	Yes
27	Artist –cum- photographer	e	Multiple disability from among (a), (b), (c)	Yes
28	Assistant cashier Clerk	e	Multiple disability from among (a), (b), (c)	Yes
29	Assistant	e	Multiple disability from among (a), (b), (c)	Yes
30	Clerk-cum-Accountant	e	Multiple disability from among (a), (b), (c)	Yes
31	Clerk-cum-Store Keeper	e	Multiple disability from among (a), (b), (c)	Yes
32	Clerk-cum-Typist	e	Multiple disability from among (a), (b), (c)	Yes
33	Computer Operator	d & e		Yes

Sl. No	Name of Post		Remarks	Whether comes under 3% reservation
34	Data Entry Operator	e	Multiple disability from among (a), (b), (c)	Yes
35	Junior Accountant	e	Multiple disability from among (a), (b), (c)	Yes
36	Library Assistant	d & e		Yes
37	Record- cum Store Keeper	d & e		Yes
38	Record Keeper	d & e		Yes
39	Store Assistant	d & e		Yes
40	Store Clerk	d & e		Yes
41	Store Keeper	d & e		Yes
42	Store-cum-Record Keeper	d & e		Yes
43	Tally clerk	e	Multiple disability from among (a), (b), (c)	Yes
44	Typist Clerk	e	Multiple disability from among (a), (b), (c)	Yes
45	Typist Gr.II	e	Multiple disability from among (a), (b), (c)	Yes

### LAST GRADE SERVICE

Sl. No	Name of Post	Category	Remarks	Whether comes under 3% reservation
1	Office Assistant	d & e		Yes
2	Telephone Attendant	d, & e	Excluding Hearing Impairment	Yes
3	Lift Operators	e		Yes
4	Female Attendant	d & e		Yes
5	Packer	d		Yes
6	Gardner	d		Yes
7	Cleaner	d		No

Sl. No	Name of Post		Remarks	Whether comes under 3% reservation
8	Sweeper ( Full Time & Part-time)	d & e		No

## Annexure 14.2

**List of Categories of Posts in various Departments Identified by the Committee  
suitable for appointments of PwDs belonging to categories  
(d ) autism, intellectual disability, specific Learning disability  
and mental disabilities and ( e ) multiple disabilities.**

### Economics & Statistic Department

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Statistical Assistant	e		No

### Ayurveda Medical Education

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Gate Keeper	e		No
2	Kitchen Assistant	d & e		No
3	Female/Male Servant	d & e		No

### Collegiate Education

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Lecturer( Veena, Mridangam, Violin)	e		No
2	Supporting Assistant ( Veena)	e		No

### General Education

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Instructor Sewing	d & e	Excluding Blind &	No
2	Teacher Needle Work	d & e	Excluding Blind & Low Vision	No
3	Instructor Grade II Commerce	d & e	Excluding Blind & Low Vision	No
4	Teacher Grade II ( Veena, Music, Drawing master,	d & e	Blind & Low	No

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
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### Health Services

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Bottle Cleaner	d & e		No
2				

### Social Justice

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Craft Instructor	d & e		No
2	Weaving Instructor	d & e		No
3	Tailoring Instructor	d & e		No
4	Part-Time Music Teacher	d & e		No

### Irrigation Department

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Helper	d & e		No

### Medical Education

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Cobbler	d & e		No

### Technical Education

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Clay Worker	d & e		No

### Governor's Household

Sl. No	Name of Post	Catogory	Remarks	Whether it include in 3% resevstion
1	Tailor/Cleaner	d & e		No



### Annexure 14.3

**Posts Identified by Heads of Departments as suitable for appointments  
of PwDs belonging to categories**

**(d ) autism, intellectual disability, specific Learning disability and  
mental disabilities and ( e ) multiple disabilities.**

Sl.No.	Name of Department	Category	Disability	Letter No
1	Labour Department	LD Clerk Night Watchman Office Attendant Driver Driver cum OA Typist Clerk Typist Confidential Assistant Librarian Binder Record Attender Assistant Labour Officer	(d ) & ( e )  Condition al	Lr.No. ADM(S) 3034/2018, dated 23.03.18  Proposal submitted to Govt
2	Homeopathy Department	Medical Officer Clerk Clerk Typist LD Typist CA OA	(e)  d ) & ( e )	Lr.No.EA 2/ 1844 /2018DH, dated 10.04.2018
3	Town Planning	Clerk LD Typist CA Grade II OA Tracer Draftsman/Town Planning Surveyor GR II Dr...an/T. Pl. Surveyor gr I	(d ) & ( e )	
4	Ground Water Department	PTS,Binder , Office Attendant	(d ) & ( e )	Lr. No.El/1633/18/DGW
5	State Central Library	Librarian Grade III System Administrator Librarian Grade IV  LD Clerk LD Accountant		

Sl.No.	Name of Department	Category	Disability	Letter No
		LD Typist CA Grade II Binder Grade II  Driver Grade II Sargent Grade II OA Gardener Scavenger cum Sweeper Chowkidar Night Watchman Part-time Sweeper  Part-time Gardener	(d ) & ( e)	Letter No A3/926/17 SCL , dated 08.03.18
6	Enquiry Commissioner and special Judge	Assistant Computer Asst Gr.II OA Grade II	(d ) & ( e)	Lr No.E 846/2018/ECT, dated 30.04.18
7	Technical Education Department	Full Time Sanitary Worker Part-Time sanitary worker Full time Sweeper  Gardener PTS OA  Non- Technical attender Sickroom attender  Clerk	(d ) & ( e)	Lr.No.E.A- 2/6673/18/D.T.E,30.04.18
8	Vigilance & Anti-Corruption Bureau	Office Attendant	(d ) & ( e)	Lr. No.A5/6040/2018/ DVACB, dated 06.03.2018
9	Animal Husbandry	Typist (L.D & U.D) Office Attendant	(d ) & ( e)	No. K3/7388/ 2017/G/ka/ A.H.D , dated 12.04.18
10	National Employment Service	Clerk Clerk Typist LD Typist Office Attendant CA Grade II Driver Grade II	(d ) & ( e)	
11		District Treasury Officer Assist.District Treasury Officer Sub-Treasury Officer		

Sl.No.	Name of Department	Category	Disability	Letter No
	Treasury Department	Junior superintend Selection Grade Accountant Senior Accountant Junior Accountant Typist Attender Office Attendant	(d ) & ( e)	Letter No.A-2/686/2018
12	Kerala State Audit Department	Office Attendant Binder Grade-2		Letter No. K.S.A.7833/Est/ 1/2017
13	Entrance Commissioner	Nil		No.B2/623/2018/ C.E.E
14	Panchayat Department	Typist Office Attendant	(d) & (e)	
15	Co-Operative Department	L.D. Typist Office Attendant Part-Time Sweeper	(d) & (e)	
16	Industry & Commerce Department	Typist-(LD,U.D, Senior Grade, Selection Grade) Office Attendant/Watch man Roneo Operator	(d) & ( e)	
17	Printing Department	Nil		Letter No.4348/18/E1/D.P
18	Industrial Training Department	Clerk, Typist,	Decision of the	Letter No.A6/11319/2018
19	Co-Operative Audit Department	Nil	Appointme nt through Co- Operative Departmen t	E1.1919/2018, dated 17.04.18
20	Tribunal for Local Self Government	Nil	Data Incorrect	A1.145/TLSGIs/ 2018
21	National Savings Department	Nil	Details collected	No. 707/NSS- A2/18/fin

Sl.No.	Name of Department	Category	Disability	Letter No
22	Legal Metrology	Nil	Skilled Oriented Job	No.B2-1278/18
23	Drugs Controller	Nil	Skilled Oriented Job	No.E1.2736/2018/D.C
24	Sports & Youth Affairs	Clerk, Typist, CA, Office Attendant	Order of P.S.C	A-4 907/18
25	Motor Vehicles Department	Clerk Typist Office Attendant  Attender	(d ) & ( e)	
26	N.C.C.Department	Nil	Skilled Job	5899/D1-Est/17.N.C.C
27	Fisheries Department	Nil	Skilled Job	
28	Handloom & Textiles	Nil	Posts through Industries & Commerce	No.H.L.E1/145/2017
29	Kerala State Water Transport Department	Ld.Clerk, L.D.Cashier, Store Clerk, CA, L.D.Typist, OA, Store Keeper, Fitter Gr.II, Moulder, Pump Operator, Welder	(d) & ( e)	E1-9036/13
30	Ayurveda Medical Education	Artist/Scribe Library Assistant Sweeper / Sanitary Worker Dobby	(d) & ( e)	E1/2289/2003/DAME
31	Coir Development	Nil	Through Industry & Commerce	No.C.E1/2431/18
32	State Insurance Department	Nil		No. Ins/Esta/E1/T001608204
33	Sainik Welfare	Nil		A-2/1507/ 2012/D.S.W
34	Land Board Office	Nil	-----	L.B.A-1-1615/2018
35	Ombudsman for Local Self Government	nil	Contract basis	No.A1/456/18/OBDN
36	Election ( Accounts) Department	Nil	Not Applicable	No.1395/E.A2/2018/Election
37	Stationary Department	Nil	Not Applicable	8581/E2/2017/Sta
38	Fire & Rescue Services	Nil	Skilled Job	No.E3-2217/2018
39	Hydrographic Survey Department	Nil	Skilled Job	A-1-521/2018, dated 20.04.18
40	National Highways	nil	Details through PWD	E1/42/2018

Sl.No.	Name of Department	Category	Disability	Letter No
41	Environment Department	Nil		D.O.E.C.D/E2/897/2018
42	Harbour Engineering Department	Nil		No.B1/9999/2011/CE
43	Electrical Inspectorate	Nil	Excess Reservation	E2-3161/2018/C.E.I
44	Backward classes Development Department	Nil		
45	Dairy Department	Nil		No. E3/3669/2018
46	Land Revenue Department	L.D.Typist Clerk/Typist Confidential Asst Gr.II Office Attendant	( d ) & ( e )	No.L.R.N1-1454/18
47	Civil Supplies Department	nil	Contact with Public	No.C.S.B-7-9559/11
48	Kerala State Lottery Department	Nil	Appointment through PSC	SLTY/687/201//E-8, dated 13.04.18
49	KERALA LAND USE Board	Nil		No.E-810/18/L.U.B
50	Port Department	Nil		
51	Health Department	Nil	Not Applicable for this department	No.E.H 2-32680/2018
52	Jail Department	Nil		1-7908/2018
53	Advocate General	Nil	Promotion Post	ADB3-23845/2016
54	Survey & Land Records Department	Nil	Skilled Labour	DSLR/1427/2018-A6
55	Chemical Examinations Laboratory	Nil	Skilled Job	No.E2-739/2018/CELD
56	Factories & Boilers	Librarian Gr.IV Computer Operator L.D. Typist Clerk/Clerk Typist Office Attendant Full Time Sweeper	(d) & ( e )	No. E15592/17/F.B
57	Public Works Department	-----	D & e	No.E.C-2/9260/2018
58	Forest & Wildlife Department	----	Not Furnished	E6-14630/18
59	Culture Department	----	Not Furnished	A1-3933/18/cul
60	Archaeology Department	-----	Not Furnished	A3-1070/2018 /D.A
61	Museum & Zoo	-----	Not Furnished	30-04-2018
62	Law Department	Attender Grade II	(d) & ( e )	

Sl.No.	Name of Department	Category	Disability	Letter No
63	Economics & Statistic Department	----		No.G/4596/2018/D.E.S
64	Insurance Medical Services	-----	Not Furnished	No. B4-16229/2017/D.I.M.S
65	Irrigation Department	nil	More Time	C-6/10349/2018
66	Election( Equipment) Department	Nil	throg GAD	No634/EE2/2018/Elec
67	Police Department	Nil		No.M4(a)-33282/2018/PHQ
68	Collegiate Education	Nil		
69	LSGD	Clerk LD Typist Office Attendant	(d) & ( e), except Mental	E8/2210/2015/CE/L.S.G.D
70	Registration Department	Nil		E5-14867/13
71	Indian System of Medicine	Nil		E1-39380/2018 ISM, 18/04/18
72	Rural Development	Nil		
73	Excise Department	Nil		EX.E-8-45913/17
74	State N.S.S.Cell	Nil		
75	Soil Survey & Soil Conservation	Tracer Soil Conservation Officer Soil Survey Officer/Research Assistant/Technical Assistant Cartographer Work Superintendant Assistant Engineer	(d) & (e)	No.O & M(1) 2941/18
76	Mining & Geology	Clerk, L.D Typist, Confidential Assistant, Clerk cum Typist , Office Attendant	(d) & (e)	
77	Urban Affairs	Office Attendant, Part-time Sweeper	(d) & (e)	
78	Vocational Higher Secondary	Nil		
79	Scheduled Caste Development Department	Office Attendant, Part-time Sweeper	(d) & ( e)	Est-A2-11462/13
80	Agriculture Department	Nil		Skilled Labour
81	Tourism Department	Office Attendant	(d ) & ( e)	
82	Environment & Climate Change Department	nil		

Sl.No.	Name of Department	Category	Disability	Letter No
83	Higher Secondary Department	Clerk ,Typist, OA, Lab Assistant	include Specific Learning Disability	
84	Medical education	Nil		
85	Kerala Public Service Comission	Office Attendant	(d) & (e)	
86	Kerala State Goods & Service Tax	L.D.Clerk, L.D.Typist, CA, Office Attendant	(d)& ( e)	

## Annexure14.4

**Posts Identified by Heads of PSUs as suitable for appointments  
of PwDs belonging to categories  
(d ) autism, intellectual disability, specific Learning disability and  
mental disabilities and ( e ) multiple disabilities.**

Sl.No.	Name of Organisations	Category	Disability	Letter No
1	KSFDC	PTS Full Time /PTS Peon Helper	(d ) & ( e )	KSFDC Lr. No.1123/ E2/18 /KSFDC, dated 23.03.18
2	Kerala Agro Industries Corporation Ltd	Peon Sweeper cum Helper PTS	(d ) & ( e )	Lr. No. A1/20/19, dated 10.04.18
3	Malabar Distilleries Limited	Nil	Not Applicable	No. MDL/SEC/2018-19/003
4	Kerala Clays & Ceramics Products Limited	Messenger Clerk Clerk Typist	(e )	10.05.2018
5	Thunchathethuthachan Malayalam University	Professor Associate Professor Assist. Professor	(d ) & ( e )	Letter No.288/2018/reg
6	KIRTADS	Office Attendant Sweeper-cum- Watchman Part-Time Sweeper	(d ) & ( e )	Letter No. B/1843/201
7	Kerala University of Fisheries & Ocean Studies	Nil	Only Promotion Posts	Letter No.1848/2018
8	Indian Institute of Diabetics	Nil	No regular recruitment	Letter No. 57/A1/I.I.D/2018
9	Kerala State Legal Service Authority	Nil	On deputation only	795/D/2018/ kelsa
10	Kerala Veterinary & Animal Science University	nil	Not Furnished	No. K.V.A.S.U/G.A/A3/11883/2018
11	Kerala Sahithya Academy	Nil	Not Applicable	No.3197/2017-18/K.S.A.M
12	Kerala Agro Machinery Corporation Ltd	Nil	Direct recruitment by contract basis	K.B2/54/07.03.18



Sl.No.	Name of Organisations	Category	Disability	Letter No
13	Travancore Titanium Products Ltd	Nil	Skilled Job	PL/A/Govt/PWD/2018
14	Kerala State Industrial Enterprises Ltd	Nil	No Govt Approval for manpower	No. KSIE/A & HR/42/1389
15	Kerala State Science and Technology museum & Priyadarsini Planetarium	Nil	--- Recommended to Government	No. E/323/15 (1)
16	Mappila Kala Academy	Nil	Not Applicable	
17	Sree Sankaracharya Sanskrit University	Assistant Professor, Computer Assistant, Office Attendant, Part-time Sweeper	(d) & ( e)	
18	The State Farming Corporation Kerala Ltd	Nil	----	No.S.F.C.K/PER/C.W.G/2017-18/4517
19	Kerala State Centre for advanced Printing & Training	Nil	-----	No. C-apt/01/16/E.S.t
20	Traco Cable Company limited	Nil	Skilled job	No.60/P & A/873
21	United Electrical Industries Limited	Nil	Skilled Job	M.D/2750/2017-18
22	Kerala State Horticulture Products Development Corporation Limited	Nil	Not under PSC	3885/A/17/HPDC/531
23	Kerala State Ex-Servicemen Development and Rehabilitation Corporation	Nil	Reserved for Ex-Servicemen through contract	445/Est/RRGen/ Kexcon
24	Kerala Irrigation Infrastructure Development Corporation Limited	Nil	On Contract Basis	No. K.I.I.D.C/240/2017-18
25	Sarva Shiksha Abhiyan	Nil	On Deputation	A1-770/2018/S.S.A
26	Kerala State Power & Infrastructure Finance Corporation Ltd	Nil	On Contract Basis	No.669/K/S/P/I/F.C/2018/604

Sl.No.	Name of Organisations	Category	Disability	Letter No
27	Forest Industries (Travancore) Limited	Nil	-----	FIT/MDO/10/2017-18/2663
28	Kerala State maritime Development Corporation Ltd	Nil	On Deputation basis	No. K.S.M.D.S.L/F-5/R1/2017
29	Kerala Infrastructure and Technology for Education	Nil		No. KITE/2018/1211 ( 12)
30	Heritage Study Centre	Nil	Not Applicable	No. CHS/64/2018/E1
31	State Council of Educational Research and Training	Nil	Reply from General Education Department	No. admin2-714/18 S.C.E.R.T
32	TheState Institute of Encyclopaedic Publications	Nil	Need more advice	
33	State medicinal Plants Board	Nil	On Deputation only	S.M.P.B/k.L-02/2018
34	Kerala Khadi Village Industries	Nil	Not Applicable	No.K.B.1858/2018/stat
35	Kerala Minerals & Metals	Nil	Skilled Job	
36	Kerala State Drugs & Pharmaceuticals Ltd	Casual Worker	Within the limit Deaf & Dumb	KSDP/PRS/6/2018/1707
37	Housing Technical Cell	Part-Time Sweeper		No.A/535/2016/H.C
38	State Commissionerate for Persons with Disability	Nil	On deputation basis	No.417/S.2/18/S.C.P.W.D
39	Institute of Human Resources Development			
40	Kerala Books and Publications Society	Nil	Appointment through Employment Exchange	P & A2/447/ 2018/1059
41	Kerala State Mineral Development Corporation	Nil	Not Applicable	KEMDEL: BP3:2017-18:247
42	Energy Management Centre	Nil	Skilled Job	No. E.M.C/Esta/10570/2018
43	Kerala State Backward Classes Development Corporation	Nil		No.3932/A1/2003

Sl.No.	Name of Organisations	Category	Disability	Letter No
	Limited			
44	Sree Narayana International Study Centre	Nil	No Approved Posts	SNISC.125-2018
45	Kerala Electrical and allied Engineering Co. Ltd	Nil	Not Applicable	GMPA/18/2872/18
46	KELPAM	Nil	Not Applicable	No.Kelpam/E1/118/2018
47	Rehabilitation Plantations Limited	Nil	Atmosphere not safe for Disabled Persons	R.P.L.P/P.D/88/72
48	Norka	Nil		No.2470/A/2018 /Roots
49	Indian Institute of space Science & Technology	-	Not under Govt of Kerala	IIST/Admn/RMT
50	Information Kerala Mission	Nil	No Vacancy	NO. 710/IKM/E4/710/2018
51	Kerala Women's Commission	Nil	Not Under PSC	A3/347/2018
52	Kerala State Industrial Development Corporation Ltd	Nil		KSIDC/Tri/2018/3635
53	Kerala University	Nil		No.AD.G/PWD Act 2018
54	Kerala State Co-Operative Federation for fisheries Development ITD	Nil		No. Matsyafed/E2/1435/2018
55	Kerala Livestock development Board Limited	Junior Assistant / Assistant, Jr Computer Assistant	Excluding Blindness	No. PM-B/2083/85/v5/1357
56	The National University of Advanced Legal Studies	Nil		No. NUALS/Ad-D/2699/Est/2018
57	Ponnani Municipality	Nil	Not Applicable	G1-22357/17
58	Kerala Automobiles Limited	Nil		K.A.L/G.A.D-14/2018/109
59	Kerala Institute of Labour & Employment ( KILE)	Nil	Impossible for Existing situation	Kile A1/163/18

Sl.No.	Name of Organisations	Category	Disability	Letter No
60	Kerala State Housing Board	----	No Backlog, Excess reservation for PWD and appointment through PSC	
61	National Institute of Technology, Calicut	Nil		P1/RO/Misc/2013
62	Kerala Medical Services Corporation Limited	Quality Control Manager Purchase Manager Manager ( F & A) Senior Superintendent Supervisor.Warehouse Manger Asst Superwisor/Asst Warehouse Manager Assistant Cashier Data Entry Operator Peon Packer	(d) & ( e)	No. K.M.S.C.L/H.R/3596/2018
63	Kerala State SC/ST Development Corporation	Confidential Assistant, Tracer, Draftsman, Assistant, Accountant, Typist, Peon	(d) & ( e)	856/2018/A2
64	Kerala State Construction Corporation Ltd	Nil	Reserved for Caste	No.C.C/E3/Disabled/2018/1
65	Kerala Rural Water Supply & Sanitation Agency	Nil	On Deputation & Contract basis	No. KRWSA-PMU/3126/2017-AD1( ADMIN)
66	KSDC for CC & RC Ltd, Kottayam	nil		20.04.18
67	Kerala University of Health sciences	Nil		
68	Cashew Development Corporation	Junior Assistant	(d) & ( e)	CDC/PRL/P2/1/2018
69	Kerala Agricultural University	Nil		

Sl.No.	Name of Organisations	Category	Disability	Letter No
70	Kerala Financial Corporation	Nil		
71	The Kerala Ceramics Ltd, Kundara	Nil	In productio n field skilled labour	
72	Kerala State Biodiversity Board	Nil	Deputatio n Posts Only	
73	Institute of Land & Disaster Management	Nil		
74	National Coir Research & Management Institute	Nil		
75	National Transportation Planning & Reasearch Centre( NATPAC)	Nil		
76	Enquiry Commissioner & Special Judge ( Vigilance)	Nil		
77	Council for food Research &Development	Nil		
78	KeralaCo-operative Deposit guaranty Fund Board	Nil		
79	Kerala Jewellery Workers Welfare Fund Board	Nil		
80	Kerala Sangeetha Nataka Aademy	nil		
81	The State Institute of Encyclopaedic Publications	Editorial Assistant, L.D.Typist	dwarfism, Acid Attack victims etc	
82	State institute of Educational Management & Training Kerala	Nil		
83	Kerala State Coastal Area Development Corporation Ltd	Nil	Deputatio n / On Contract Basis	

Sl.No.	Name of Organisations	Category	Disability	Letter No
84	Kerala Tailoring Workers Welfare Fund Board	Nil		
85	Greater Cochin Development Authority	Nil	Skilled & Technical Oriented job	
86	Kerala Head load Workers welfare Fund Board	Nil		
87	Kerala Motor Transport Workers Welfare Fund Board	Nil		
88	Technopark	Nil	On Contract Basis	
89	Mahatma Gandhi University	Nil		
90	Travancore Cochin Medical Council	Nil		
91	National Institute of Speech & Hearing	Nil		
92	Indian Institute of Information Technology & Management	Nil		
93	Suchitwa Mission	Nil	Deputation only	
94	Kerala State Handicapped Person's Welfare Corporation Ltd	Nil		
95	Kerala State Corporation Housing Federation Limited	Nil		
96	Kerala Shipping & Inland Navigation Corporation Ltd	Nil		
97	Plantation Corporation of Kerala Ltd	Nil		
98	Vyapari Welfare Board	Nil		
99	Kerala State Warehousing Corporation	Nil		
100	Supplyco	Nil		
101	Malabar Cements Limited	Nil		

Sl.No.	Name of Organisations	Category	Disability	Letter No
102	The Travancore Cements Limited	Nil		
103	Cochin University of Science & Technology	nil		
104	Steel Industrials Kerala Limited	Nil		
105	The Travancore -Cochin Chemicals Ltd	Nil		
106	Kerala Co-Operative Deposit Guarantee Fund Board	Nil		
107	Kerala Abkari Workers Welfare Fund Board	Nil	No Special Rule	
108	Kerala State HortiCorp	Nil	Not Under PSC	
109	Thenmala Eco Tourism Promotion Society	Nil	Opinion from Government	
110	Centre for Management Development	Nil		
111	Centre for Development Studies	Nil		
112	Metal Industries	NII		
113	Kerala Labour Welfare Fund Board			
114	Kerala Advocate Clerrk's Welfare Fund Committee	Nil	Contract Basis	
115	Kerala State Human Rights Commission	Nil	Deputation & Co-Terminal	
116	Kerala Police Housing and Construction Corporation Ltd	Nil	Contract Basis	
117	Kerala Hi-Tech Textile Corporation Limited	Not Applicable		
118	University of Calicut	Nil		

Sl.No.	Name of Organisations	Category	Disability	Letter No
119	Kerala State Beverages Corporation	Nil		
120	Kerala Transport Development Finance Corporation Limited	Nil	Deputation & Contract	
121	Kerala Bamboo, Kattuvalli, Pondans Leaf Workers Welfare Fund Board	Nil		
122	KSFE Ltd , Thrissur	Junior Assistant, Office attendant		
123	Autocast Limited	Peon Clerk Typist Clerk		
124	Kerala State Handloom weavers Co-Operative Society Limited	Nil		
125	The Kerala Land Development Corporation Ltd	Nil		
126	Vision Varkala Infrastructure Development Corporation	Nil		
127	Foam Mattings ( India) Limited	Nil		
128	Kerala State Housing Federation Limited	Junior Clerk Junior Typist Peon		
129	Kerala Tourism Infrastructure Ltd	Nil		
130	Kerala State Pollution Control Board	Nil		
131	Kerala State Poultry Development Corporation	Nil		
132	Kerala Shops & Commercial Establishment Workers Welfare fund Board	Nil	deputation only	
133	Kerala Institute for Entrepreneurship Development	Nil	Daily Wages basis	
134	Child Development Centre	Nil	Skilled labour(to do therapy to children)	



Sl.No.	Name of Organisations	Category	Disability	Letter No
135	Kerala State Homeopathic Co-Operative Pharmacy Limited	Head Clerk, Typist , Clerk Sweeper Cleaner , Peon		
136	Kerala Road Fund Board	Nil	Daily wages /Contract	
137	Kerala Institute of Tourism & Travel Studies	Nil		
138	Kerala Toddy Workers's Welfare Fund Board	Nil		
139	Co-Operative Academy of Professional education	Assistant Grade II, Peon		
140	Kerala Forest Development Corporation Limited	nil		
141	Rajiv Gandhi Academy for Aviation Technology	Nil		
142	Matsyafed	Part Time sweeper, Helper. Farm Worker, Office Attender		
143	Kerala State Electronic Development Corporation	Nil		
144	Travancore-Cochin Medical Council	Nil		
145	Kerala ayurveda Study & Research Society	LD Clerk PA to ED LD Typist Office Attendant Librarian Grade Ayur Therapist Gardener Assistant Professor		
146	Kerala Institute of Local Administration	Nil		
147	Kerala Artisans Development Corporation	Part-time Sweeper I & II		
148	L.B.S.Centre for Science & Technology	Nil		
149	Kerala Co-Operative Development & Welfare Fund Board	Nil		
150	Kerala State Co-Operative Rubber Marketting Federations Limited	Nil		
151	Kannur University	Nil		

Sl.No.	Name of Organisations	Category	Disability	Letter No
152	Malabar Cancer Centre	Nil		
153	Institute of Management in Government	Nil		
154	Centre for Human Resources Development	Nil		
155	Kerala State Co-Operative Consumers Federation Limited	Sales Helper	d & e	
156	Kerala Sahitya Academy	Manager, Publication Officer, Librarian Grade I, Sub editor, Stenographer, Accountant, U.D.Clerk, U.D.Typist, Librarian Grade IV, Junior Accountant, L.D.Clerk, Salesman, Attender, Peon, Cleaner, Gardener Sweeper Museum Guide, Musiem Assistant, Part-Time Sweeper	( d ) & ( e )	
157	K.R.Narayanan Natonal Institute of Visual Science & Arts	as per government decision		
158	Jawaharlal Nehru Tropical Botanical Garden	Nil		
159	Kerala State C-Operative Agricultural and Rural Develop Bank	Nil		
160	Kerala State Council for science Technology			

## RESERVATION ROSTER ADOPTED BY KPSC

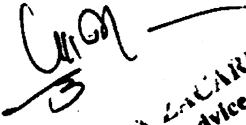
DA H.No.

1	DA Low Vision
2	<i>Main Rotation</i> 1. O.C.
3	2. E/B/T
4	3. O.C.
5	4. SC
6	5. O.C.
7	6. M
8	7. O.C.
9	8. LC/AI
10	9. O.C.
11	10. OBC
12	11. O.C.
13	12. SC
14	13. O.C.
15	14. E/B/T
16	15. O.C.
17	16. M
18	17. O.C.
19	18. E/B/T
20	19. O.C.
21	20. V
22	21. O.C.
23	22. LC/AI
24	23. O.C.
25	24. SC
26	25. O.C.
27	26. M

28	27. O.C.
29	28. E/B/T
30	29. O.C.
31	30. M
32	31. O.C.
33	32. SC
34	DA Hearing Impairment
35	33. O.C.
36	34. E/B/T
37	35. O.C.
38	36. M
39	37. O.C.
40	38. SIUC.N
41	39. O.C.
42	40. OBC
43	41. O.C.
44	42. E/B/T
45	43. O.C.
46	44. ST
47	45. O.C.
48	46. M
49	47. O.C.
50	48. O.X.
51	49. O.C.
52	50. D
53	51. O.C.
54	52. SC

55	53. O.C.
56	54. E/B/T
57	55. O.C.
58	56. M
59	57. O.C.
60	58. E/B/T
61	59. O.C.
62	60. H.N
63	61. O.C.
64	62. E/B/T
65	63. O.C.
66	64. SC
67	DA Locomotor Disability
68	65. O.C.
69	66. M
70	67. O.C.
71	68. LC/AI
72	69. O.C.
73	70. V
74	71. O.C.
75	72. SC
76	73. O.C.
77	74. E/B/T
78	75. O.C.
79	76. M
80	77. O.C.
81	78. E/B/T

82	79. O.C.
83	80. M
84	81. O.C.
85	82. E/B/T
86	83. O.C.
87	84. SC
88	85. O.C.
89	86. M
90	87. O.C.
91	88. E/B/T
92	89. O.C.
93	90. OBC
94	91. O.C.
95	92. ST
96	93. O.C.
97	94. LC/AI
98	95. O.C.
99	96. M
100	97. O.C.
101	98. E/B/T
102	99. O.C.
103	100. V

  
**LIMANTLY SACARIAS**  
 Joint Secretary (Advice Rules)

# **APPENDICES**

ടിന്നശേഷിക്കാരുടെ നിയമനം സംബന്ധിച്ച വിവരശേഖരണം  
PWD Act 1995

വകുപ്പിന്റെ പേര്.....

\* ၇၆၁၀.....

തസ്തികയുടെ പേര്	ആകെ എണ്ണം	ഭിന്നശേഷിക്കാർക്കായി സംവരണം ചെയ്ത തസ്തികയാണോ	റിപ്പോർട്ട് വർഷം നിയമനം നൽകിയ ഭിന്നശേഷിക്കാരുടെ എണ്ണം	നിയമനം നൽകിയ വിഭാഗം	നിയമന രീതി
1	2	3	4	5	6
		അതെ	അല്ല	a	b
					c

\*വിഷയം - അതാത് വർഷത്തെ ജനുവരി 1 മുതൽ ഡിസംബർ 31 വരെയുള്ള കാലയളവ്;  
2008 മുതൽ 2016 വരെയുള്ള വർഷങ്ങളിലെ വിവരങ്ങൾ പ്രത്യേകം ഫോർമാറ്റുകളിൽ തയ്യാറാക്കി സമർപ്പിക്കേണ്ടതാണ്

\*\*\*: Locomotor disability/ Cerebral Palsy, Hearing impairment, Blindness/ Low Vision

\*\*\*  
നിയമനരീതി

a, Direct Recruitment by Dist Collector  
b, Public Service Commission spl. recruitment for disabled person  
c, Those who are employed for 179 days or above

സംഗ്രഹം:

തീയതി:

ഓഫീസ് സീൽ

പേര്



Format B

PWD Act 1995 ,2016 ഭിന്നശേഷിക്കാർക്കുള്ള 4% സംവരണം- നിയമനം പുതിയ തസ്തിക കണ്ടെത്തൽ , വിവരശേഖരണം വകുപ്പിൻറെ പേര്

ബന്ധപ്പെട്ട സെക്ഷൻറെ ഫോൺ നമ്പർ

ക്രമ നമ്പർ	തസ്തികയുടെ പേര്	അനുവദിച്ച എണ്ണം ( Cader Strength)	ഭിന്നശേഷിക്കാർക്കായി മാറ്റിവച്ച തസ്തികകളിൽ ഉൾപ്പെടുന്നുണ്ടോ ?	PWD Act 2016ൽ നാലാം വിഭാഗമായി പറയുന്ന ഭിന്നശേഷി-ക്കാരെ ഈ തസ്തിക യിൽ നിയമിക്കാൻ കഴിയുമോ *	ഇല്ലെങ്കിൽ എന്തുകൊണ്ട്
1	2	3	4	5	6

\*PWD Act 2016 4<sup>th</sup> Category  
(a) autism, intellectual disability, specific Learning disability and mental disabilities (b) multiple disabilities from amongst person under classes (a) to (d) , including deaf -blindness

സ്ഥലം:  
തീയതി:

ഓഫീസ് സീൽ

ഒപ്പ്  
പേര്  
തസ്തിക

Format c

ഭിന്നശേഷിക്കാരായ സർക്കാർ ജീവനക്കാരുടെ വിവരശേഖരണം സംബന്ധിച്ച്  
Name of Dep/Company/Corporation/Board/Public Enterprises/Local Self Government/  
Self Governing Institutions/Any Other ( Specify the type of office along with the Name  
Of Department whether it is State/District/Taluk/Village Level Office etc.

Sl. No.	Name of Employee	Age	Sex	Name of Post held	Date of Joining Duty	Type of Disability/ Percentage of Disability	Mode of Recruitment		
							a	b	c
	2	3	4	5	6	7			

Mode of Recruitment

- (a) Direct Recruitment by District Collector
- (b) By Public Service Commission
- (c) Posts created as Supernumerary for those who were employed for 179 days or below

Place:  
Date:

Office Seal

Signature:  
Name:  
Designation:

PWD Act 1995  
ഭിന്നശേഷിക്കാരുടെ നിയമനം സംബന്ധിച്ച വിവരശേഖരണം  
( 1996 മുതൽ 2017 വരെ വകുപ്പിൽ ഉണ്ടായ ഒഴിവുകളുടെ വിവരം)

വകുപ്പിന്റെ പേര്.....

\* ഭിന്നശേഷി വിലാസം (a).Blindness/ Low Vision (b) Hearing impairment (c)Locomotor disability/ Cerebral Palsy

വർഷം	വകുപ്പിന്റെ/സംസ്ഥാനത്തിന്റെ മുഴുവൻ തസ്തികകളിലുമായി റിപ്പോർട്ട് ചെയ്ത ആകെ ഒഴിവുകൾ	ഭിന്നശേഷിക്കാർക്ക് കായിക നിയമനം നൽകിയ ആകെ ഒഴിവുകൾ	ഓരോ വിഭാഗത്തിലും നിയമനം നൽകിയ ജീവനക്കാരുടെ എണ്ണം	നിയമനം നൽകിയ രീതി (ജീവനക്കാരുടെ എണ്ണം)		
1	2	3	4			5
			(a)	(b)	(c)	(1) (2) (3)
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\* നിയമനരീതി : (1) Direct Recruitment by Dist Collector (2) Public Service Commission recruitment (3) Re- appointment through Employment Exchange

സ്ഥലം: തീയതി: ഓഫീസ് സീൽ ഒപ്പ് പേര് തസ്തിക ഫോൺ നമ്പർ