Eastern Railway
(Personnel Department)
17, N. S. Road, Kolkata -700 001

PCPO's S.L. No. 169/2019

No. E.890/0/1/R&R/Policy/Pt. XIX Kol. dt. 27.08.2019

All Concerned,
(as per standard list)

Sub: Reservations for Persons with Disabilities (PwBD) for recruitment from open market- List of Posts identified suitable for them-regarding

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A photocopy of Railway Board's letter No.E(NG)II/2017/RC-2/1 Policy dated 14.08.2019 on the above mentioned subject is forwarded herewith for information, guidance and necessary action. Board's earlier letters dated **14.02.2014**, **16.02.2018 (RBE No. 23/2018)** & **27.02.2019** was circulated vide PCPO's Sl.No.20/2014, 40/2018 & 51/2019 respectively.

DA: As above

27/8/19
(D. Hansda)
Sr. Personnel Officer (RP)
for Principal Chief Personnel Officer

Index No. 1063: Reservations for Persons with Disabilities (PwBD) for recruitment from open market- List of Posts identified suitable for them-regarding

Government of India (Bharat Sarkar)
Ministry of Railways (Rail Mantralaya)
(Railway Board)

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No. E(NG)II/2017/RC-2/1 Policy New Delhi, dated 14.8.2019

The General Manager (P),
All Zonal Railways/Production units

Sub: Reservations for persons with Disabilities (PWDs) for recruitment from open market – List of posts identified suitable for them – regarding

Ref: (i) **Board's letter of even No. dated 16.2.2018**
(ii) **Board's letter of even No. dated 27.2.2019**
(iii) **Board's letter of even No. dated 18.4.2019**

Vide reference (i) above (circulated as RBE 23/2018), the quantum of reservation for Persons with Benchmark Disability (PwBD) was increased from 3% to 4% of the total number of vacancies for direct recruitment, in keeping with the provisions of the relevant Act. Subsequently, in view of the current and imminent open market notifications, a provisional shortlisting exercise to determine suitability of posts in various categories of PwBD was done and circulated for information and guidance of Railways. It was mentioned in this letter that requisite percentage of reservation as per extant provisions is to be ensured.

OS/Rectt
16/8/19

2. References have been received from both Blind candidates and Associations representing them that Blind candidates are not being empanelled (in the context of CEN/02/2018 recruitment notification) as per their panel merit on the grounds that there are no posts that are suitable to accommodate such candidates. It may be recalled that vide reference (iii) above, this issue had been flagged by Board and Railways were advised to examine and readjust the distribution between Blind and LV candidates to the extent possible to ensure that blind candidates figuring as per their merit are not excluded from being empanelled under the VI quota only on this account.

3. Representations however, continue to be received that Board's advisory referred to at (iii) above, is not being implemented in true spirit by Railways. It is pointed out that Board's letter at Ref.(ii) regarding provisional shortlisting of identified posts for various PwBD categories/sub-categories was supplementary to the 3% reservation already earmarked as per the then provisions, vide Board's letter No. E(NG)II/2014/2/1 List dated 14.02.2014. This letter of 14.02.2014 clearly states that the list of identified PwD posts is not exhaustive and that Railway administrations are free to identify more posts locally. The earlier circular of Board issued under E(NG)II/2009/RC-2/5 List dated 27.8.2009 also includes the same enabling provision. It is, therefore, made clear that Railway administrations are free to earmark more posts [beyond the provisional identified list as circulated vide Ref.(ii) above] for empanelling PwBD candidates to fulfill the reserved percentage quota. Railways are advised to make use of this enabling provision in letter and spirit to ensure that within a PwBD main category (such as VI), candidates who otherwise qualify in terms of merit, are not excluded from appointment on account of the notified posts not being declared suitable for their relevant sub-categorisation (such as fully Blind). Such additional shortlisting of suitable posts may be done by each Railway within the extent of around 1% reservation notified for each PwBD main category.

(S. Balachandra Iyer)
Executive Director Estt.(N)
Railway Board

Copy to: All Chairperson/RRCs

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