

**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
(RAILWAY BOARD)**

\*\*\*\*

RBE No. 62/2017

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

**New Delhi, dated : 28.06.2017**

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

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

**Ref:-**

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

\*\*\*\*

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

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

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



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

**5. Definition of Disabilities:**

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

