

No. 6/21/95-DPE (SC/ST Cell)
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Block No. 14, CGO Complex,
Lodi Road, New Delhi-110003
Dated the 23rd November, 2000.

OFFICE MEMORANDUM

SUB: Implementation of Reservation in services under Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995—In PSUs

The undersigned is directed to state that Committee on Petitions Rajya Sabha has undertaken a study visit to Mumbai, Bangalore and Hyderabad from 10-18 October, 2000 to interact with the managements of PSUs etc. on the steps being taken by them to provide reservation in jobs to Persons with Disabilities pursuant to Section 33 of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 and the Committee has observed that most of the PSUs are not addressing adequately the problems relating to the recruitment of Persons with Disabilities and therefore, directed the PSUs to taken urgent action on the following issues:

- a) Some of the PSUs/Banks stated that posts have been identified for recruiting the desired number of disabled persons but because of non-availability of sponsored candidates through Employment Exchanges, the same could not be filled up. The Committee directed that all out efforts must be made to get the names of disabled persons through publicity in vernacular language and approaching NGOs, State Government, etc. as recruitment of persons with disabilities to the extent of 3 per cent is a statutory requirement.
- b) According to the earlier instructions issued by DOPT, points No.33, 67 and 100 were earmarked for persons with disabilities for the purpose of filling up the vacancies. However, the same has been modified and now points 1, 34 and 67 have to be taken in the 100 point register. It has been observed that most of the PSUs are filling up the vacancies taking point 33,

67 and 100. Suitable instructions should be issued to all PSUs/Banks clarifying the above point

c) The Committee also expressed dissatisfaction over the fact that some PSUs/Banks (a) have not taken up with the administrative Ministry, if problems were faced as regards getting adequate number of candidates for filling up backlog vacancies and (b) there has been a time lag in issuing the letter directive by the Administrative Ministry and the receipt of the same by the PSUs, resulting in denial of benefits to disabled during such period. The Committee desired that all circulars issued by DOPT should be once again issued to the PSUs and nationalized Banks.

d) A time frame by which the backlog of vacancies can be cleared should be evolved and implemented immediately.

2. A copy of the Act and copies of the circulars issued by DOPT to all Ministries/Departments which have also been circulated by this Department to all Administrative Ministries/Departments are again forwarded herewith. All Administrative Ministries/Departments are requested to bring the observations of the Committee to the notice of the PSUs under their control for immediate necessary action and also circulate the instructions issued by DOPT from time to time to the PSEs for compliance. A time frame by which the backlog of vacancies can be cleared, should be evolved and implemented immediately as observed by the Committee and communicated to all Ministries/Departments vide: DOPT's OM dated 29.8.2000 and circulated by this Department vide OM dated 11.9.2000.

3. Action taken in this regard may kindly be intimated to the Ministry of Social Justice & Empowerment and this Department positively by 20.12.2000.

Sd/-

(C. C. Unnikrishnan)
Deputy Secretary to the Govt. of India
Tel. No. 4360624

To

All Administrative Ministries Departments concerned with PSIT5

Copy to:

(i) Chief Executives of all PSUs.

(ii) The Ministry of Social Justice & Empowerment (Smt. Gauri Chatterjee, JS), Shastri Bhawan, New Delhi with reference to their DC 16-8-97-NII(PWD) dated 7.11.2000.

(iii) Department of Personnel & Training (Shri J. Kumar, DS).