



## ABSTRACT

Public Services – Department for Women, Children, Disabled and Senior Citizens – Providing reservation for differently abled persons in all Government establishments under the Rights of Persons with Disabilities Act 2016 (Central Act No.49 of 2016) – Orders – Issued.

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DEPARTMENT FOR WOMEN, CHILDREN, DISABLED AND SENIOR  
CITIZENS (ESTT)

G.O.Ms.No. 10

Dated: 30-08-2018.

Read the following:-

1. G.O.Ms.No.115, WDCW & L (WH.Desk) Department, dated: 30.07.1991.
2. G.O.Ms.No.18, WD, CW & L (WH.Desk) Department, dated: 01.03.1994.
3. G.O.Ms.No.72, WD & CW (WH.Desk) Department, dated: 05.08.1997.
4. G.O.Ms.No.112, WD & CW (WH) Department, dated: 06.12.1997.
5. G.O.Ms.No.385, General Administration (Ser.D) Department, dated: 18.11.2000.
6. G.O.Ms.No.52, WDCW & DW (DW) Department, dated: 25.10.2002.
7. G.O.Ms.No.41, WDCW & DW (DW) Department, dated: 27.11.2003.
8. G.O.Ms.No.252, General Administration (Ser.D) Department, dated: 28.08.2004.
9. G.O.Ms.No.23, WCD & SC Department, dated: 26.05.2011.
10. G.O.Ms.No.99, General Administration (Ser.D) Department, dated: 04.03.2013.
11. G.O.Ms.No.6, WCD & SC (Estt.) Department, dated: 12.04.2016.
12. From the Director, Welfare of Disabled and Senior Citizens, Lr.No.C/1828/2017-4, dated:23.06.2017.

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### **ORDER:-**

In the G.O. 1<sup>st</sup> read above orders were issued, trifurcating the reservations infavour of Handicapped persons in the ratio of 1:1:1 among the Blind, Deaf/Dumb and Orthopedically Handicapped respectively, where 3% reservation is applicable in favour of handicapped persons in direct recruitment. In the G.O. 3<sup>rd</sup> read above, orders were issued fixing roster points to the different categories of handicapped including women.

2. Based on the orders issued in the G.O. 7<sup>th</sup> read above, General Administration (Ser.D) Department had issued orders fixing the roster points and the State and Subordinate Service Rules, 1996 accordingly were amended in the G.O. 8<sup>th</sup> read above.

**P.T.O.**

3. In consonance with the provisions of section 36 of the Persons with Disabilities Act, 1995 and in supersession of the orders issued in the G.Os 1<sup>st</sup> to 8<sup>th</sup> read above, comprehensive orders were issued in the G.O. 9<sup>th</sup> read above including the provision for interchange among the three categories of Disabled persons. Accordingly, State and Subordinate Service Rules, 1996 were amended vide G.O. 10<sup>th</sup> read above. Para 6 (iv) of the G.O. 9<sup>th</sup> read above, stipulated that if qualified women candidates are not available for the posts reserved for women, qualified male candidates of the same category of disabled may be appointed. Since the illustration under para 6 (iv) of the above is repugnant to the proviso mentioned there upon, said illustration was amended vide G.O. 11<sup>th</sup> read above.

4. In the letter 12<sup>th</sup> read above, the Director, Welfare of Disabled and Senior Citizens Department has sent proposals to issue necessary orders increasing the reservation for differently abled persons from 3% to 4% in all Government establishments as per section 34(1) of the Rights of Persons with Disabilities Act, 2016 (Central Act No.49 of 2016).

5. Government after careful examination of the proposal and in consonance with the provisions of section 34 of Rights of Persons with Disabilities Act, 2016 (Central Act No.49 of 2016) and in supersession of the orders issued in the G.Os 9<sup>th</sup> to 11<sup>th</sup> read above hereby issue the following comprehensive orders:-

(i) Four percentage of the total number of vacancies in the cadre strength of each category of posts in case of Direct Recruitment in all Government establishments shall be reserved for persons with benchmark disabilities of which one percent each shall be reserved for persons with benchmark disabilities under below mentioned clause (a), (b), (c), (d) and (e), namely:-

|   |        |    |
|---|--------|----|
| (a) Blindness and low vision;   | -----  | 1% |
| (b) Deaf and hard of hearing;   | -----  | 1% |
| (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; | }----- | 1% |
| (d) Autism, intellectual disability, specific learning disability and mental illness;                                   | }----- | 1% |
| (e) Multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness;                       | }----- |    |

Provided that the Government 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 establishment from the provisions of this reservation, as per the procedure prescribed at para (6) of this order.

(ii) Definitions of disabilities: Definitions of categories of disabilities for the purpose of reservations in posts shall be as stipulated in Rights of Persons with Disabilities Act, 2016.

(iii) The roster points for each cycle of 100 vacancies shall be reserved to the categories of Persons with Disabilities mentioned at para 6 (i) above and the roster points for women among them shall be reserved as detailed below.

| <b><u>1 to 100</u></b>                             |   |  |   |
|--|---|--|---|
| <b>6</b><br>(Blindness and Low Vision)<br>(Women)  | <b>31</b><br>(Deaf and hard of hearing)<br>(Open)   | <b>56</b><br>(Locomotor Disability) including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy)<br>(Open)   | <b>82</b><br>Autism, intellectual disability, specific learning disability and mental illness, multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness<br>(Open)   |
| <b><u>101 to 200</u></b>                           |   |  |   |
| <b>106</b><br>(Blindness and Low Vision)<br>(Open) | <b>131</b><br>(Deaf and hard of hearing)<br>(Women) | <b>156</b><br>(Locomotor Disability) including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy)<br>(Open)  | <b>182</b><br>Autism, intellectual disability, specific learning disability and mental illness, multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness<br>(Open)  |
| <b><u>201 to 300</u></b>                           |   |  |   |
| <b>206</b><br>(Blindness and Low Vision)<br>(Open) | <b>231</b><br>(Deaf and hard of hearing)<br>(Open)  | <b>256</b><br>(Locomotor Disability) including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy)<br>(Women) | <b>282</b><br>Autism, intellectual disability, specific learning disability and mental illness, multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness<br>(Open)  |
| <b><u>301 to 400</u></b>                           |   |  |   |
| <b>306</b><br>(Blindness and Low Vision)<br>(Open) | <b>331</b><br>(Deaf and hard of hearing)<br>(Open)  | <b>356</b><br>(Locomotor Disability) including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy)<br>(Open)  | <b>382</b><br>Autism, intellectual disability, specific learning disability and mental illness, multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness<br>(Women) |

(iv) 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 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 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 concerned administrative Department as per the recommendations of Inter Departmental Committee as mentioned at para (6) of this order.

Provided further that if qualified women candidates are not available for the posts reserved for women in the initial recruitment year, the vacancy shall be filled up by the male candidates with the same category of disabilities of that roster point without carrying the vacancy forward to the next year. If both women and male candidates are not available in the initial recruitment year, the vacancy shall be carried forward to the succeeding recruitment year for being filled up firstly by women in such categories of the roster point. If women with the disability in such category are not available in that succeeding recruitment year also, the vacancy shall be filled up by the male candidates with the disabilities of same categories of that roster point. If women and male candidates in such succeeding recruitment year also are not available, the vacancy may first be notified for next category in the roster and even after such notification if no such candidates are available, the vacancy may be notified for further next category in the order of roster points.

(v) Only when there is no person with disability of any of the disability categories available for the posts, the employer shall fill up the vacancy by appointment of a person other than a person with disabilities.

6. When any department considers that it is not possible to provide reservation for any category of persons with disabilities or that the extent of reservation needs to be reduced or that the extent of disability needs to be specified or interchanged keeping in view the nature of duties to be performed by the employees in that particular department, the department may seek partial or full exemption for such reservation. Such exemption shall be decided by the following inter departmental committee:-

|     |  |                          |
|-----|--|--------------------------|
| (1) | Secretary to Government,<br>Department for WCD & SC.                         | Chairman/<br>Chairperson |
| (2) | Director/Commissioner for the<br>Welfare of Disabled and Senior<br>Citizens. | Convenor                 |
| (3) | State Commissioner for Disabled<br>Welfare                                   | Member                   |

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|     |   |        |
|-----|---|--------|
| (4) | Secretary to Government,<br>General Administration (Ser)<br>Department.                       | Member |
| (5) | Director,<br>Medical and Health Department.   | Member |
| (6) | Secretary to Government or his<br>nominee of the department concerned<br>who sought exemption | Member |

7. The General Administration (Services) Department shall issue necessary amendments to the Telangana State and Subordinate Service Rules, 1996 accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

M. JAGADEESHWAR,  
SECRETARY TO GOVERNMENT.

To

The Director, Welfare of Disabled and Senior Citizens, Hyderabad.

The State Commissioner for Disabled Persons.

All Departments of Secretariat.

All Heads of Departments.

All District Collectors.

The Director, Medical and Health Department.

All Officers concerned ***through*** their respective HODs.

The Commissioner, Information & Public Relations, Hyderabad with  
a request to give wide publicity.

**Copy to:-**

P.S to Principal Secretary to C.M.

P.S to Minister (TR & B, WCD & SC).

P.S to Chief Secretary.

P.S to Secretary to Government, Department for WCD & SC.

P.S to Secretary, General Administration (Services) Department.

P.S to Secretary, Legal Affairs, Legislative Affairs & Justice.

Law (F) Department.

SF/SCs.

// FORWARDED : : BY ORDER //

SECTION OFFICER