



No. 17-8/2017-GDS
Government of India
Ministry of Communications
Department of Posts
(GDS Section)

Staff 35/L
29/06/17

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated 21.06.2017

To

All Chief Postmasters General
All Postmasters General

Subject: Reservation for persons with disability in engagement of GDS posts – regarding.

I am directed to invite your kind attention to this office letter No. 21-8/92-ED & TRG dated 22.04.1994 whereby instruction/guidelines were issued in respect of reservation for physically handicapped persons (persons with disabilities) for engagement in ED categories (now Gramin Dak Sevaks) within the broad frame-work of provisions applicable to Departmental Group 'D'/'C' Cadres.

2. As per existing instructions, the Head of Circles and Regional PMGs should give preference ceteris paribus (other things being equal) to the persons with disabilities for appointment in ED categories. The capacity of the candidate to perform the job should however be considered in consultation with prescribed medical authorities. It further provides that no specific post will be reserved for these categories. In other words no roster etc is required to be maintained. As far as possible the representation of physically handicapped persons should approximate the levels applicable to Group C and D posts services.

3. Now, the Parliament has passed a new act viz. "THE RIGHTS OF PERSONS WITH DISABILITIES ACT 2016" and has come into force with effect from 19 April 2017. The provisions of this act are mandatory and binding on all establishments. According to this Act, no Government establishment shall discriminate against any person with disability in any matter relating to employment. Every 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 under clause (a),(b) and (c), and one percent for persons with benchmark disabilities under clause (d) and (e) namely :

(a) Blindness and low vision

- (b) Deaf and hard of hearing
- (c) Locomotors 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 clause (a) to (d) including deaf - blindness in the posts identified for each disability.

4. The Ministry of Social Justice and Empowerment had notified the list of posts identified and suitable for persons with disabilities in Group C and erstwhile Group D. As per the notified list, the following posts of this department have been identified for persons with following disabilities:

Postman (City)	-	OA, OL, B, LV, HH
Village Postman	-	-do-
Messenger Dak Peon	-	-do-
Letter Box Peon	-	-do-
Mail Carrier	-	OL, B, LV, HH
Runner Mail	-	OA, OL, B, LV, HH

(abbreviations used – OA – One arm, OL – One Leg, B – Blind, LV – Low Vision, HH – hearing impaired)

5. In view of above, the following have been decided in partial modification of earlier instructions/guidelines:

- a) All Recruiting Authorities shall maintain percentage of reservations for persons with disabilities as applicable in regular appointment in Group 'C' cadre to all categories of GDS posts except for persons with benchmark of disability "Blind" (for all categories of GDS). Percentage of reservation may be maintained as in the case of SC, ST and OBC categories in GDS posts.
- b) Production of disability certificate as applicable in regular appointment of Group "C" would be compulsory.
- c) These provisions do not require maintenance of reservation rosters but all Recruiting Authorities shall maintain a register for reservation of persons with disabilities so that required percentage of reservation to persons with disabilities could be ensured. The register shall contain the details like Name, Address, kind of disabilities and date of engagement.
- d) For maintaining required percentage of reservation for persons with disabilities, all Recruiting Authorities shall reserve more GDS Posts to

these categories in future engagement subject to existing instructions on overall sealing of reservation in a year.

6. This is for strict compliance. Non observance of the provision of the reservation for persons with disabilities shall be considered as an act of disobedience and the concerned nodal officer concerned in the Circle/Region responsible for the proper strict implementation of reservation for person with disabilities, be departmentally proceeded against for the default.
6. These orders will come into force from the date of issue.
7. The receipt of this letter may kindly be acknowledged.



(R. L. Patel)
Assistant Director General
(GDS/PCC)

Copy to:

1. Sr. PPS to Secretary (P)
2. PS to DG (Posts)
3. PS to Member (P)/Member (Tech)/ Member (O)/ Member (PLI)/ Member (Planning)/ Member (Banking)
4. PS to CGM BD/PLI Directorate
5. All DDGs in Postal Directorate
6. Director RAKNPA/Postal Training Centre
7. All Recognized Federations/Union
8. GM, CEPT, Mysore for information and necessary action.
9. AD, CEPT Unit, Hyderabad for making suitable modification in the online GDS engagement software.
10. Guard File