



OFFICE OF THE CHIEF SECRETARY
SECRETARIAT, PORVORIM

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CIRCULAR

Sub:-Reservation for Persons with Disabilities

Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 casts responsibilities on the appropriate Governments to take measures for empowerment of persons with disabilities (PWDs). As per section 33 of the said Act, every appropriate Government shall appoint in every establishment such percentage of vacancies not less than three percent vacancies in a cadre of Group A, B, C, and D in direct recruitment for persons or class of persons with disabilities of which one percent each shall be reserved for persons suffering from (i) blindness or low vision; (ii) hearing impairments; (iii) locomotors disability or cerebral palsy in the posts identified for each disability.

In this regards various circulars/letters have been issued by Directorate of Social Welfare time to time to all the Heads of Departments/ Autonomous Bodies/Corporations etc. to maintain Roster for Persons with Disabilities as per the guidelines.


However, it is noticed that some of the Departments have not maintained the Roster for Persons with Disabilities as required. The review of the action taken by various Department in this regard is being taken by the Hon'ble High Court in Writ Petition (Civil) No.52 of 2017 filed by Gabriella Chrystyn De Mello v/s State of Goa & 3 others, directing the Government to ensure compliance of the direction of the Hon. Apex Court order dated 8th October 2013 in the matter of National Federation of Blind vs Union of India & ors wherein vide para no. 55(3), Apex Court has directed all the State Governments to scrupulously follow the guideline as regards the appointment's of Person with Disabilities in Government services against the posts identified for them. Further, Hon'ble High Court also directed the State Government to inform as to whether the State has earmarked 1% vacancies to person with visual impairment in the services and whether these vacancies have been filled up as required.

In view of the above all the Heads of Departments /Chief Executive Officers of Autonomous Bodies are hereby directed to take following action immediately: 1007c

1. Maintain the Roster for Person with Disabilities as per the guidelines and submit it for the verification by the Directorate of Social Welfare annually or after every round of recruitment to ensure that the recruitment policy is properly followed.
2. All the Department shall ensure that while seeking the NOC for recruitment from the Personnel Department necessary information is furnished regarding verification of roster and also take note that no NOC will be granted by the Personnel Department unless the above directions are complied.

Failure to comply with the above directions shall invite disciplinary action against the concerned Heads of Departments /Chief Executive Officers of Autonomous Bodies etc and the respective Liaison Officers, as the case may be towards dereliction of duties mandated under the guidelines.

This is for strict compliance.


(Dharmendra Sharma, IAS)
Chief Secretary
GOVT. OF GOA

Copy to:

All concerned