



PBC No. 200 / 2025
RBE No. 102 / 2025

दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिक अधिकारी कार्यालय
Office of the Principal Chief Personnel Officer
प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

सं/No: P(R) 113 / P / PWD / Vol.II

दिनांक/Dated: 29.09.2025

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS, Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD, DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

विषय/Sub :Clarification on the allocation of Benchmark Disabilities under section 34 of the Rights of Persons with Disabilities (PRwD) Act. 2016

A copy of the Railway Board's letter No. E(NG)II/2017/RC-2/1 dated 26.09.2025 along with a copy of Department of Empowerment of Persons with Disabilities' OM No. P-13013/32/2025-Policy dated 25.08.2025 on the above subject is enclosed for information, guidance, and necessary action.

संलग्नक/Encl. 03 pages

सहायक कर्मचारी संबंधी अधिकारी/Asst.Personnel Officer / IR & Trg.
कृते प्रमुकाधि/For Principal Chief Personnel Officer

प्रतिलिपि/Copy to: The General Secretary/SRMU
The General Secretary / DREU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR
IT Section/PB/HQ - to upload in the SR website.

RBE No. /2025

RBE No. /02/2025

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. E(NG)II/2017/RC-2/109.2025

New Delhi, Dated: 24.09.2025

The General Manager (P),
All Zonal Railways/Production Units,
All Chairpersons/RRBs.

Sub: Clarification on the allocation of Benchmark Disabilities under section 34 of the Rights of Persons with Disabilities (RPwD) Act, 2016.

A Copy of Department of Empowerment of Persons with Disabilities' OM No. P-13013/32/2025-Policy dated 25.08.2025 on the above subject is enclosed for information and guidance / compliance.

DA: As above

(U. K. Tiwari)
Director/Estt.(N)
Railway Board



(U. K. Tiwari)
Director/Estt.(N)
Railway Board

Rail Bhawan, Raisina Road, New Delhi-110001

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

New Delhi, Dated : 26.09.2025

Copy to:

1. The General Secretary, AIRF, Room No.253, Rail Bhawan, New Delhi.
2. The General Secretary, NFIR, Room No.256-E, Rail Bhawan, New Delhi.
3. All Members of Departmental Council and National Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi.
4. The Secretary General, FROA, Room No.256-A, Railway Board.
5. The Secretary General, IRPOF, RoomNo.268, Rail Bhawan, New Delhi .

R-0195322
 CRB3
 12/8
 28/8

R-019589031

3013/32/2025-Policy

Government of India

Ministry of Social Justice & Empowerment

Department of Empowerment of Persons with Disabilities (Divyangjan)

No. P-13013/32/2025-Policy

Government of India

Ministry of Social Justice & Empowerment

Department of Empowerment of Persons with Disabilities (Divyangjan)

Pt. DeendayalAntyodayaBhawan,
 CGO Complex, Lodhi Road, New Delhi.

Pt. DeendayalAntyodayaBhawan,
 CGO Complex, Lodhi Road, New Delhi.

Dated 25 August, 2025

Dated 25 August, 2025

To,

The Chairman and CEO

Railway Board

M/o Railways

Raisina Road, New Delhi - 110001

Subject: Clarification on the allocation of reservation for Persons with Benchmark Disabilities under section 34 of the Rights of Persons with Disabilities (RPwD) Act, 2016 – regarding.

Sir/Madam,

I am directed to inform that this Department is in receipt of reference concerning the recruitment process being conducted by the Ministry of Railways wherein the 1% reservation earmarked for persons with visual impairment has reportedly been further subdivided into 0.5% each for persons who are blind and those with low vision.

The Section 34 of the Rights of Persons with Disabilities (RPwD) Act, 2016 mandates a reservation of not less than four percent of the total number of vacancies in government establishments for persons with benchmark disabilities. This reservation is distributed as one percent each for the following categories:

(a) Blindness and low vision;	1%
(b) Deaf and hard of hearing;	1%

P.T.O.

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.	

3. In view of the above, it is to convey that the Act does not mandate any sub-quota of reservation within a category of disability. The one percent reservation provided for each specified category of disabilities, as outlined in Section 34, is allocated collectively to the group as a whole. Accordingly, reservation of 1% for each category is to be treated as **collective and indivisible**.

4. The Ministry of Railways is, therefore, requested to ensure that recruitment processes under its purview strictly adhere to the RPwD Act, 2016, and refrain from any further sub-division of quotas within a notified category of disability.

5. This is issued with the approval of the Competent Authority.

(Debala Bhattacharjee)

Under Secretary to the Govt. of India

(Email: debala.joarder@gov.in)

(Debala Bhattacharjee)

Under Secretary to the Govt. of India

(Email: debala.joarder@gov.in)

Copy to:

The Secretary

The Department of Personnel & Training

(Kind Attention: Shri Sandeep Mukherjee, Director, Reservation)

31064, Kartavya Bhavan-03

Email: sandeepm[dot]mnre[at]gov[dot]in

(For information and with a request to issue necessary instruction in this regard to all Central Government establishments)