



PBC No. 08 / 2026

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: 23.01.2026

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 regarding eligibility of Persons with Benchmark Disabilities for reservation in recruitment.

A copy of Railway Board's letter No.2025-E(SCT)I/133/10 dated 16.01.2025 alongwith a copy Office Memorandum No. 18-25/2024-Policy dated 17.12.2025 issued by the Ministry of Social Justice & Empowerment (Department of Empowerment of Persons with Disabilities) on the above subject is enclosed for information, guidance and necessary action.

संलग्नक/Encl. 04 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.

GOVERNMENT OF INDIA (भारत सरकार)
MINISTRY OF RAILWAYS (रेल मंत्रालय)
RAILWAY BOARD (रेलवे बोर्ड)

No. 2025-E(SCT)I/133/10

New Delhi, dated: 16.01.2026

The General Manager (P)
All Indian railways & Production Units

The Director General/RDSO/Lucknow.

The CMD/M.D of all the PSUs/Autonomous Bodies under the control of Ministry of Railways.

Sub:-Clarification regarding eligibility of Persons with Benchmark Disabilities for reservation in recruitment.

A copy of Ministry of Social Justice & Empowerment (Department of Empowerment of Persons with Disabilities)'s O.M. No. 18-25/2024-Policy dated 17.12.2025 which is self-explanatory on the above mentioned subject is forwarded herewith.

2. The same may please be brought to the notice of all concerned for information/necessary action and strict compliance.

DA:- As above.


(Goutom Mondal)
Joint Director, Estt.(Res.)
Railway Board
Mail Id:goutom.mondal@gov.in
Tele No. 011-23047206

Secretary

S. No. 45

R. 042709728

No. 18-25/2024-Policy

Government of India

Ministry of Social Justice and Empowerment

Department of Empowerment of Persons with Disabilities (Divyangjan)

C.R. Branch, Railway Board

e-Office No. 23.23.24.25

5th Floor, B Wing, Pt. Deendayal Antodaya Bhawan,

CGO Complex, Lodhi Road New Delhi-110003

Dated: 17 December, 2025

Date 19/12/2025

Office Memorandum

Subject: Clarification regarding eligibility of Persons with Benchmark Disabilities for reservation in recruitment.

Secy
W.M.
19/12/25
AM/STAFF
22/12/25

The undersigned is directed to refer to a representation from Sh. Himshikhar Deka dated 19.11.25 and this Department's OM No. P-13013/57/2023-Policy dated 20.01.2025 (copy enclosed), to DoPT, clarifying that candidates with disabilities which are progressive, non-progressive or not likely to improve, as defined under the RPwD Act, 2016, shall be considered equivalent to "Permanent Disability" for the purpose of disability certification in terms of RPwD Amendment Rules, 2024 and may be considered for the benefit of reservation under Section 34 of the RPwD Act 2016. Further, the certificates having the condition prescribed as "likely to improve" to be issued temporary disability certificate and may not be considered eligible for reservation.

Expt/Res
22/12/25

2. It is to be noted that, PwBD candidates with disabilities that are progressive, non-progressive or not likely to improve may not be denied reservation merely on the ground that their disability certificate indicates the disability as "temporary". Therefore, if the recruiting body receives such disability certificates being "temporary" in nature but having conditions other than "likely to improve", the certificates not to be outrightly rejected, and candidates be advised to get them re-assessed under RPwD Amendment Rules 2024.

3. Further, to effectively address the issues raised in the petition, while publishing the advertisements, all Ministries/ Departments and Establishments under its control are requested to ensure specifying the following so that candidates do not face undue hardship while applying for the examination:

i. That the disability conditions falling under the category "likely to improve" under temporary disability category, are not eligible for reservation.

ii. That the conditions i.e. "progressive, non-progressive or not likely to improve" are to be treated eligible for reservation.

Encl: As above

JD/DD-E(SCT)I
JD/DD-E(SCT)II

BB
(Debala Bhattacharjee)
Under Secretary to the Govt. of India
(Email: debala.joarder@gov.in)

To,

The Secretary, all Ministries/Departments, Government of India
(As per standard list)

Copy to:

Sh. Himshikhar Deka,
Chandmari, Kamrup, Guwahati.
E-mail: himshikhar.99@gmail.com

*Pd. Put up for circu-
lation.*

DD/E/Res. - I *22/12/25*
so-34/ kshmta *3 DE/Res.*

सं. / No. P-13013/57/2023-Policy
भारत सरकार / Government of India
सामाजिक न्याय और अधिकारिता मंत्रालय
Ministry of Social Justice & Empowerment
दिव्यांगजन सशक्तिकरण विभाग
Department of Empowerment of Persons with Disabilities (Divyangjan)

पाँचवा तल, पंडित दीनदयाल अंत्योदय भवन
5th Floor, Pt. Deendayal Antyodaya Bhawan,
सी जी ओ कॉम्प्लेक्स, लोधी रोड, नई दिल्ली -110003
CGO Complex, Lodhi Road, New Delhi-110003

दिनांक / Dated: 20.01.2024

2024

कार्यालय शापन / OFFICE MEMORANDUM

Subject: Clarification with respect to reservation to PWBD in Direct Recruitment on the basis of Temporary Disability Certificate-reg;

The undersigned is directed to refer to DoPT's OM dated 20.12.2024 on the subject to furnish the comments of DEPWD regarding the grant of benefit of reservation/age relaxation in direct recruitment to PWBDs on the basis of temporary disability certificate:

(i) Under section 34 of the RPwD Act 2016, persons with benchmark disability i.e. 40% and above are eligible for the benefits of reservation in r/o four specific categories of disabilities. The Section does not make any reference to the nature of the disability certificate. As per the recently revised RPwD (Amendment) Rules, 2024 issued vide Notification dated 16.10.2024, the medical authority shall, after due examination-

- issue a permanent Disability certificate in cases where there are no chances of improvement over time in the degree of disability; or
- issue a certificate of disability Card indicating the period of validity, in cases where there is any chance of improvement over time in the degree of disability.

This implies that the cases of disabilities that are progressive/non-progressive/non-likely to improve, as were specified in the RPwD Rules, 2017, are now covered under the "permanent disability" category. Further, as per DoPT's guidelines, temporary certificates are not eligible for reservation benefits in promotion. Since reservation benefits are not being granted in the "promotion", the same ground should also apply for appointment through direct recruitment.

In view of this, henceforth, for any appointment the temporary certificates of disability i.e. certificates with specific validity period, where there is any chance of improvement over time in the degree of disability may not be accepted as eligible for getting reservation benefits for PwBDs, under Section 34 of RPwD Act 2016 in r/o Direct Recruitment as well as Promotions.

P.T.O .

(ii) As per Section 34(3) of the RPwD Act 2016, the appropriate Government may, by notification, provide for such relaxation of upper age limit for employment of persons with benchmark disability, as it thinks fit.

Subsequent to the issuance of RPwD (Amendment) Rules, 2024 dated 16.10.2024, the matter of age -relaxation has been re-examined and it is opined that age relaxation, though is not linked with reservation, both of them (age relaxation and reservation) are relief offered to applicants in disadvantageous position. Therefore, both these benefits may be treated equally, i.e., these may be made available to the persons with permanent disability only.

2. This issues with the approval of the Competent Authority.

B/S 20.1.2025

(Debala Bhattacharjee)

अवर सचिव, भारत सरकार / Under Secretary to the Govt of India

दूरभाष/Tel: 2436-6027

D/o Personnel and Training
[Shri Ajay Kumar Sinha, Under Secretary]
North Block, New Delhi - 110 001