



**PLANNING AND ECONOMICS AFFAIRS
DEPARTMENT**

**No. 4727/BPE/84/Plg., Thiruvananthapuram,
dated, 25th May 1984**

From
The Commissioner for Public Enterprises

To
The Chief Executives,
All Public Sector Undertakings

Sir,

Subject:- Reservation of posts for the physically handicapped persons in Public Sector Undertakings-Instruction-Issued.

The question of reservation of posts in the Public Sector Undertakings for the physically handicapped persons has been under consideration of the Government for some time. It has now been decided that reservation in 'workers' and 'staff' categories of posts for the physically handicapped persons listed below should be made subject to a maximum of 3 per cent in all Public Sector Undertakings where at least 100 persons are employed in the category provided they are otherwise qualified and able to discharge the duties attached to the post satisfactorily.

- (i) The Blind
- (ii) The Deaf
- (iii) The Orthopaedically handicapped

2. The categories of physically handicapped persons for the purpose of reservation in employment will be on the basis of definition furnished in the Annexure.

3. If in any year the vacancies reserved for the physically handicapped are not filled the reservation should be carried over to the next year. In order to implement these reservations, the jobs which can be performed by the various categories of physically handicapped persons without loss of productivity should be identified by the concerned Public Sector Undertakings.

4. The physically handicapped will be allowed an age concessions of 10 (ten) years over and above the existing age limit prescribed for direct recruitment to the posts.

5. The reservations will be subject to the condition that in the year the total number of posts so reserved for SC/ST/OBC and physically handicapped do not exceed the limit of 50 per cent.

Yours faithfully,

M.V. BALAKRISHANAN,
Under Secretary,
For Commissioner for Public Enterprises.

Definition of the categories of the handicapped for purposes of reservation in employment

THE BLIND.- The blind are those who suffer from either of the following conditions:

- (a) Total absence of sight.
- (b) Visual acuity not exceeding 6/60 or 20/200 (Snellen) in the better eye with correcting lenses.
- (c) Limitation of the field of vision subtending an angle of 20 degree or worse.

THE DEAF.- The deaf are those in whom the sense of hearing is non-functional for ordinary purposes of life. They do not hear understand sounds at all events with amplified speech. The cases included in this category will be those having hearing loss more than 90 decibels in the better ear (profound impairment) or total loss of hearing in both ears.

THE ORTHOPAEDICALLY HANDICAPPED.- The Orthopaedically handicapped are those who have a physically defect or deformity which causes an interference with the normal functioning of the bones, muscles and joints.