

वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद
Council of Scientific and Industrial Research
अनुसंधान भवन, 2, रफी मार्ग, नई दिल्ली-110001
Anusandhan Bhawan, 2, Rafi Marg, New Delhi-110001

No. : 5-1(39)/2008-PD

दिनांक/Date: 31.12.2025

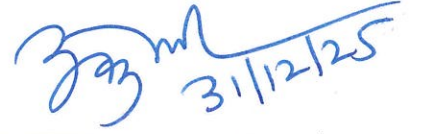
कार्यालय ज्ञापन / OFFICE MEMORANDUM

विषय : भर्ती में आरक्षण के लिए मानक विकलांगता वाले व्यक्तियों की पात्रता के संबंध में स्पष्टीकरण के सम्बन्ध में।

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

अधोहस्ताक्षरी को यह कहने का निदेश हुआ है कि सक्षम प्राधिकारी ने भारत सरकार, सामाजिक न्याय और अधिकारिता मंत्रालय, दिव्यांगजन सशक्तिकरण विभाग द्वारा उपरोक्त विषय पर जारी दिनांक 17/12/2025 के कार्यालय ज्ञापन सं. 18-25/2024-Policy को सभी सीएसआईआर प्रयोगशालाओं/संस्थानों/इकाइयों को सूचना, मार्गदर्शन और अनुपालन के लिए अग्रेषित करने की स्वीकृति प्रदान की है।

The undersigned is directed to state that the Competent Authority has accorded approval to forward the Office Memorandum No. 18-25/2024-Policy dated 17/12/2025 issued by the Government of India, Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities (Divyangjan) on the subject mentioned above to all CSIR Labs./Instts./Units for information, guidance and compliance.



(अमरेन्द्र कुमार/Amrendra Kumar)
अवर सचिव (नीति प्रभाग)/Under Secretary (PD)

संलग्न/Encl. : यथोपरि/ As above
प्रतिलिपि/Copy to:

- 1) सी.एस.आई.आर. की सभी राष्ट्रीय प्रयोगशालाओं/संस्थानों/मुख्यालय/एककों के निदेशक/प्रधान
The Directors/Heads of all CSIR National Labs./Instts./Hqrs./Units
- 2) सी.एस.आई.आर. वेबसाइट/ CSIR Website
- 3) कार्यालय प्रति/Office copy.

No. 18-25/2024-Policy
Government of India

Ministry of Social Justice and Empowerment

Department of Empowerment of Persons with Disabilities (Divyangjan)

कार्यालय संयुक्त सचिव सी.एस.आई.आर./डी.एस.आई.आर.
पत्र डायरी सं. 526681
फाईल डायरी सं.
दिनांक 23/12/2025

5th Floor, B Wing, Pt. Deendayal Antodaya Bhawan,
CGO Complex, Lodhi Road New Delhi-110003

Dated: 17 December, 2025

Office Memorandum

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

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.

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:

- That the disability conditions falling under the category "likely to improve" under temporary disability category, are not eligible for reservation.
- That the conditions i.e. "progressive, non-progressive or not likely to improve" are to be treated eligible for reservation.

Encl: As above

To,

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

Copy to:

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

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



Details for registration number : DODAF/E/2025/0001687

Name	Himshikhar Deka
Date of receipt	19/11/2025
Address	Chandmari, Guwahati
District name	Kamrup
State name	Assam
Mobile no	7002243687
Email Id	himshikhar.99@gmail.com
Grievance description	

Empowerment of Persons with Disabilities >> Policy and Act related Matter >> Policy Related Matter >> Equality of opportunity

Disability Certificate/ UDID Card : AS2320819940037022

Documents of Claim : NA

Other Supporting Documents : NA

Sir/Madam,I would like to lodge a grievance regarding the non-compliance of the O.M. issued by the Dept of Empowerment of Persons with Disabilities (Divyangjan), Ministry of Social Justice & Empowerment.

1. DEPwD, vide its O.M. dated 20.01.2025 (copy enclosed though the date is incorrectly printed as 20.01.2024), has clearly confirmed that Candidates with disabilities that are progressive, non-progressive, or not likely to improve, as defined under the RPwD Rules, 2017, shall be considered as having "Permanent Disability" for the purpose of disability certification & benefits.

2. However, multiple Public Sector Financial Institutions such as RBI, NABARD, SEBI, & others continue to issue recruitment notifications that categorically state that only candidates possessing a "Permanent Disability Certificate" are entitled to PWBD reservation. Such instructions directly contradict DEPwD's clarification. As a result, lakhs of candidates whose disabilities are categorized as progressive—and who hold disability certificates marked as "temporary" despite being eligible under DEPwD's clarification—are unfairly excluded. This has created serious concern, ambiguity, & discrimination, placing such candidates in a disadvantageous & uncertain position during recruitment processes. So, I humbly request the competent authority to:

1. Direct Public Sector Financial Institutions to align their recruitment eligibility criteria with DEPwD's clarification dated 20.01.2025.
2. Ensure that candidates with progressive disabilities are not denied PWBD reservation benefits solely because their disability certificate is marked "temporary".
3. Issue uniform instructions to all public sector recruiting bodies to strictly follow DEPwD's clarification to prevent discrimination & hardship.
4. Direct the above institutions to issue necessary corrigenda or clarifications so that eligible candidates with progressive disability are not unfairly excluded.

Name of organisation(s) where grievance is pending 1. Policy Section .

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

कार्यालय ज्ञापन / 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 .