



**"Say YES to LIFE/ Say NO to DRUGS"**  
**CSK Himachal Pradesh Krishi Vishvavidyalaya, Palampur**  
**General Administration Branch**

No. QSD.8-23/CSKHPKV (GA)/ 46124-223  
Dated, Palampur, the

19 AUG 2023

From

Registrar

To

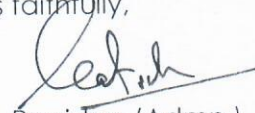
1. All the Statutory Officers, CSKHPKV, Palampur.
2. All the Heads of departments/Offices, CSKHPKV, Palampur.
3. All the Associate Directors/Scientist Incharges/Programme Coordinators Regional Research Centres/RSSs/KVKs in CSKHPKV.
4. All the Deputy/Asstt. Registrars (H.Q.), CSKHPKV, Palampur.

Subject: 1. Reservation to the Persons with Benchmark Disabilities (PwBDs).  
2. Regarding adoption of Govt. of India Notification dated 04.01.2021 and 24.08.2022 for providing of 4% posts for persons with Benchmark Disabilities.

Sir/Madam,

I am directed to inform you that the Hon'ble Vice-Chancellor has been pleased to adopt the instructions as such in the University issued by the Chief Secretary to the Government of Himachal Pradesh vide letter No. PER(AP)-C-F(4)-1/2022 dated 22.06.2023, the Secretary (SJ&E) to the Govt. of Himachal Pradesh, Shimla vide letter No. SJE-(B)-F-(1)-2/2020-Vo-I dated 05.04.2023 and the Director, Empowerment of SCs, OBCs, Minorities & the Specially Aabled, Himachal Pradesh Shimla vide letter No.4-1/2016-(43)-SOM-WEL-Identification/12350-12485 dated 17.07.2023 on the above subject. The Photo copies of above letters are enclosed herewith for information and necessary action.

Yours faithfully,

  
Asstt. Registrar (Admn.)  
CSKHPKV, Palampur.  
Dated: Even.

Encls: As above.

Endst. No. Even.

Copy to:

1. The Joint Controller (State Audit), CSKHPKV, Palampur.
2. The Joint Director (I & PR), DEE, CSK HPKV, Palampur.
- ✓ 3. The Incharge, UNS, CSKHPKV, Palampur for uploading in the website.
4. The Secretary to Vice-Chancellor, CSKHPKV, Palampur.

  
Asstt. Registrar (Admn.)  
CSKHPKV, Palampur.

No. PER(AP) C-F(4)-1/2022  
Government of Himachal Pradesh  
Department of Personnel (AP III)

Dated: Shimla 17/06/2023 the 22<sup>nd</sup> June, 2023

From:

The Chief Secretary to the  
Government of Himachal Pradesh.

To:

1. All the Administrative Secretaries to the Government of Himachal Pradesh.
2. All the Divisional Commissioners in Himachal Pradesh.
3. All the Heads of Departments in Himachal Pradesh.
4. All the Deputy Commissioners in Himachal Pradesh.
5. All the Chairmen/Managing Directors/Secretaries/Registrars of all the Public Sector Undertakings/Corporations, Boards, Universities, etc. in H.P.

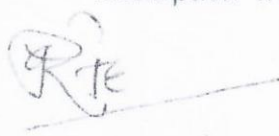
Subject: Reservation to the Persons with Benchmark Disabilities (PwBDs).

Md. Sir

The Department of Personnel vide letter No. PER(AP)-C-F(4)-1/2020, dated 22.06.2020 and No. PER(AP) C-E(3)-2/2020, dated 06.07.2022 has issued instructions governing reservation for the persons with benchmark disabilities in direct recruitment and in promotion respectively. The para-3 and para-4 of abovementioned instructions contained the provisions regarding "Exemption from Reservation" and "Identification of Jobs/Posts and Annual Report".

2. The Department of Social Justice & Empowerment, Himachal Pradesh vide letter No. S.J.E-(D)-F(1)-2/2020-Vol-1, dated 05.04.2023 has adopted the Notifications No. DS-16/2020-DD-III dated 04.04.2021 & No. 30-12-2020 (D) II, dated 24.08.2022 issued by the Government of India, Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities (Divyangjan) vide which the Government of India has identified the services suitable to be offered to the persons with benchmark disabilities and the physical requirements for such services.

3. Consequently the provisions of para-3 & para-4 of abovementioned instructions issued by this department regarding "Exemption from Reservation" and "Identification of Jobs/Posts and



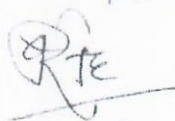
Annual Report" may kindly be treated to be amended to the following extent:-

**3. EXEMPTION FROM RESERVATION:-**

3.1 Proviso to Section 20(1) of the Rights of Persons with Disabilities Act, 2016, states that the appropriate Government may, having regard to the type of work carried on in any establishment, by notification and subject to such conditions, if any, exempt establishment from the provisions of this Section.

3.2 Accordingly, if any Department/Establishment considers it necessary to exempt any post(s)/cadre(s) partly or fully from the provision of reservation in direct recruitment and promotion for persons with benchmark disabilities, it shall make a reference to the State Commissioner (Disabilities), Department of Social Justice & Empowerment, Himachal Pradesh giving full justification for the proposal. Thereafter, any establishment, in consultation with the State Commissioner (Disabilities), may, having regard to the type of work carried out in any Government establishment, by notification and subject to such conditions, if any, as may be specified in such notifications exempt any Government establishment from providing reservation to persons with benchmark disabilities. While doing so, Notes 1 to 9 under the Notification No.38-16/2020-DD-III, dated the 4<sup>th</sup> January, 2021 issued and No.30-12/2020-DD-III, dated the 24<sup>th</sup> August, 2022 of the Government of India and adopted by the State Government vide letter dated 05.04.2023 may kindly be kept in view. The Department(s)/Establishment(s) shall not exclude any identified post(s)/Service(s) from the purview of reservation at its own discretion.

3.3 The Social Justice & Empowerment Department vide Notification No.SJE-B-A(4)-16/2018, dated 17.09.2018 has constituted an Expert Committee to guide the committees constituted by other Department(s) for Identification/Exemption of 4% posts for persons with benchmark disabilities in the State.



4. **IDENTIFICATION OF JOBS/POSTS AND ANNUAL REPORT:-**

- 4.1 In respect of identification of posts suitable for persons with disabilities in Groups-A,B,C&D/Class-I,II,III&IV, the State Government has adopted the list circulated by the Ministry of Social Justice & Empowerment, Department of Empowerment of Persons with Disabilities (Ministry), Government of India vide their Notifications No.38-16/2020-DD-III, dated 04.01.2021 & No.30-12/2020-DD-III, dated 24.08.2022. The 'list' has been adopted by the Department of Social Justice & Empowerment, Himachal Pradesh vide their letter No.SJE-(B)-F(1)-2/2020-Vol-I, dated 05.04.2023 with prospective effect subject to the condition that in case the post(s)/service(s) notified by the Government of India is not identical with any of the post(s)/service(s) of the State of Himachal Pradesh, in that case the concerned department shall identify the posts/services through the Expert Committee.
- 4.2 Every appointing authority/establishment shall send an annual report regarding representation of Persons with Disabilities, showing position as on first of January every year to the Social Justice and Empowerment Department who will compile the data being the Nodal Department.
- 4.3 The structure of the Expert Committee for the identification of posts which are to be reserved for persons with benchmark disabilities, has been notified by the Directorate of Empowerment of SCs, OBCs, Minorities and the Specially Abled, Himachal Pradesh vide letter No.4-1/2016-(43)-SOM WEL-(Identification)-19895-20015, dated 31.10.2018.

4. It is requested that selection of Persons with Disabilities in the services of the State may be done on priority and strictly as per job requirement of the post. All the Departments/Public Sector Undertakings/Corporations/Boards/Universities etc. are requested to



No SJE-(B)-F-(1)-2/2020-Vol-I  
Government of Himachal Pradesh,  
Department of Social Justice & Empowerment.

From

Secretary (SJ&E) to the  
Government of Himachal Pradesh.

To

1. All the Administrative Secretaries to the Government of Himachal Pradesh.
2. All Divisional Commissioners in Himachal Pradesh.
3. All Head of Departments in Himachal Pradesh.
4. All Deputy Commissioners in Himachal Pradesh.
5. All the Chairman/Managing Director/Secretaries & Registrars of all the Public Sector Undertakings/Corporations/Boards/Universities, etc. H.P.

Dated; Shimla-171002 the 05-04-2023

Subject:-

Regarding adoption of Govt. of India Notification dated 04-01-2021 and 24-08-2022 for providing of 4% posts for Persons with Benchmark Disabilities.

Sir/Madam,

I am directed to refer to the subject cited above and to say that Central Government has enacted the Rights of Persons with Disabilities Act, 2016, which came into effect from 19-04-2017. The Department of Social Justice and Empowerment, Government of Himachal Pradesh, in pursuance of the Sub Section (ii) of the Section 33 of 'The Rights of the Persons with Disabilities Act, 2016' (hereinafter called said Act) had circulated structure of the Expert Committee vide letter No. 4-1/2016-(43)-SOM-Wel (Identification)-19895-20015 dated 31<sup>st</sup> October, 2018 for the identification of the posts for persons with benchmark disabilities.

The Government of India, Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities (Divyangjan) has identified the services suitable to be offered to the persons with benchmark disabilities and the physical requirements for such services vide Notification No. 38-16/2020-DD-III dated 04-01-2021 and No. 30-12-2020-DD-III dated 24-08-2022. This list of identification of suitable posts for different types of disabilities can be accessed and downloaded by visiting official website of the Ministry at [www.socialjustice.nic.in](http://www.socialjustice.nic.in).

Contd.....

Now, the Government of Himachal Pradesh has henceforth decided to adopt the Notification No 38-16/2020-DD-III dated 04-01- 2021 and No. 30-12-/2020-DD-III dated 24-08-2022 of the Government of India, Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities (Divyangjan) with immediate effect in the State of Himachal Pradesh for the purpose of the post(s) identified to be reserved for the persons with benchmark disabilities subject to condition that in case the post(s)/ service(s) notified by the Government of India, Ministry of Social Justice & Empowerment is not identical with any of the post(s)/ service (s) of the State of Himachal Pradesh, in that case the concerned department shall identify the post(s)/ service(s) through the Expert Committee mentioned under 4.3 of the Department of Personnel, Government of Himachal Pradesh Notification No. Per (AP)-C-F(4)-1/2020 dated 22-06-2020. However, Department(s) /Establishment(s) shall not exclude any identified post(s)/ service(s) from the purview of reservation at its own discretion.

All the Departments/ Public Sector Undertakings/ Corporations/ Boards/Universities etc. are required to bring the above instructions to the notice of all appointing authorities working under their control.

Yours faithfully,

(M. Sudha Devi)  
Secretary (SJ&E) to the  
Government of Himachal Pradesh.

Enst. No. SJ&E-B-F-(1)-2/2020-Vol-I Dated: Shimla the 05-04- 2023  
Copy forwarded to the following for information:-

1. The Secretary, Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities (Divyangjan), Government of India, New Delhi.
2. The Principal Adviser to Chief Minister, Himachal Pradesh, Shimla-171002.
3. The Principal Adviser, (Trg. & FA) to the Govt. of Himachal Pradesh, Shimla-171002.
4. The Principal Adviser, (RPG) to the Govt. of Himachal Pradesh, Shimla 171002.
5. The Secretary to the Governor, Himachal Pradesh, Shimla-171002.
6. The Secretary, HP Vidhan Sabha Shimla-171004.
7. The Secretary, H.P. Public Service Commission, Shimla-171002.
8. The Director, ESOMSA w.r.t. his letter No. 4-1/2016-(43)-SOM-WEL-(Identification)-1-681 dated 06-01-2023 for information and necessary action please.

*M*  
5-4-23  
Joint Secretary (SJ&E) to the  
Government of Himachal Pradesh.

17 JUL 2023

**Personal Attentions.**

No:-4-1/2016-(43)-SOM-WEL-(Identification) KASO/SP/12485  
Directorate for the Empowerment of SCs, OBCs, Minorities & the Specially Aabled, H.P. Shimla-9

To

- (1) All the Head of Departments in Himachal Pradesh. *ESK, HPKV*  
(2) All the Deputy Commissioner in Himachal Pradesh. *Palampur*  
(3) All the Chairmen/ Managing Director/ Registrar of all the PSUs/ Corporations/ Boards/ Universities in H.P.  
Dated; Shimla-171009 July, 2023.

**Subject:- Reservation to the Persons with Benchmark Disabilities (PwBDs).**

Sir/Madam,

As you are aware that section 33 of the "Rights of the Persons with Disabilities" Act 2016 envisaged that 'appropriate government shall identify posts in the establishment which can be held by respective category of persons with benchmark disabilities'.

The Department of Personnel (DoP) Government of Himachal Pradesh, has issued comprehensive guidelines for the governing the reservation in direct recruitment and in promotion for the Persons with Disabilities vide its letter No. PER (AP)-C-B(12)-3/2017 dated 22<sup>nd</sup> June, 2020 and PER(AP)-C-E(3)-2/2020 dated 06-07-2022.

Now the Department of Social Justice & Empowerment, Government of H.P. vide letter No. SJE-(B)-F(1)-2/2020-Vol-I dated 05<sup>th</sup> April 2023 **has adopted the Notification No. 38-16/2020-DD-III dated 4<sup>th</sup> January 2021 and No. 30-12/2020-DD-III dated 24<sup>th</sup> August 2022 issued** by the Government of India, Ministry of SJ&E, Department of Empowerment of Persons with Disabilities vide which the Government of India has identified the services suitable to the Persons with Benchmark Disabilities and the physical requirements for such services. The copy of the letter is enclosed herewith for ready reference please.

The Department of Personnel, Government of Himachal Pradesh, vide letter No. PER (AP)-C-F(4)-1/2022 dated 22<sup>nd</sup> June, 2023 has amended the provisions of the **para 3 and 4 of the aforesaid instructions** regarding 'Exemption from Reservation' and 'Identification of Jobs/ Posts and Annual Report' which is available on the DOP website.

It is therefore, requested that selection of Persons with Benchmark Disabilities in the service of the State may be done on priority and strictly as per above in the future.

Yours faithfully,

*[Signature]*  
Director,

Empowerment of SCs, OBCs, Minorities & the Specially Aabled, H.P. Shimla-09. *5*



*Registrar*  
*AR (G.A.)*

*2*  
*11/8/23*

*Supdt (DOP)*  
*82/8*