



**INDIAN COUNCIL OF AGRICULTURAL RESEARCH  
KRISHI BHAWAN : NEW DELHI**

F. No. 21-12/2011-CDN

Dated the 2<sup>nd</sup> Feb., 2011

**ENDORSEMENT**

The Government of India, Ministry of Personnel Public Grievances & Pensions (DOPT) has issued the O.M. No. 36038/2/2008-Estt.-Estt.(Res.) dated 4.1.2011 regarding – Special Recruitment Drive for filling up backlog reserved vacancies for Persons with Disabilities. The above mentioned O.M. is being uploaded on the ICAR Web-Site [www.icar.org.in](http://www.icar.org.in) for information and further guidance.

( J.N. BHAGAT )

Under Secretary (GAC)

**DISTRIBUTION :-**

**I            ICAR Research Institutes etc :-**

1. All Directors/Project Directors of all ICAR Institutes/National Research Centres/Bureaux.
2. Project Coordinators/Coordinated Res. Projects/Zonal Project Coordinators

**II            ICAR Headquarters :-**

1. PSO to DG, ICAR/PPS to Secretary, ICAR/PS to FA (DARE).
2. Chairman ASRB/ND, NAIP/Director(DIPA), Pusa, New Delhi.
3. All Deputy Director General of ICAR.
4. Director(Fin.)/ Dir.(A&C)/Dir.(P.)/DS (GAC), ICAR.
5. Shri Hans Raj, ISO, (DIPA) KAB-I for putting in the ICAR Web-Site.
6. ADG (PIM)/ADG (CDN)/Proj. Dir. (DIPA) of ICAR.
7. All officers/sections at ICAR Krishi Bhawan/KAB – I & II.
8. Secy. (Staff Side), HJSC, ICAR, Krishi Bhawan.
9. Guard file/Spare copies (10).

No. 36038/2/2008-Estt-Estt (Res)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training  
\*\*\*\*\*

North Block, New Delhi  
Dated 4<sup>th</sup> January 2011

**OFFICE MEMORANDUM**

Subject Special Recruitment Drive for filling up backlog reserved vacancies for Persons with Disabilities.

The undersigned is directed to refer to this Department's OM of even number dated 27.11.2008 whereby a Special Recruitment Drive was launched to fill up the backlog reserved vacancies of Persons with Disabilities. It was expected that after completing the process of selection of candidates for these vacancies, the selected candidates would be issued offers of appointment by 15.7.2010. It is, however, observed that a large number of backlog vacancies have not been filled up so far.

2. The position about the success of Drive was reviewed and it was observed that a large number of vacancies identified for the Drive are still to be filled. It is, therefore, requested that each Ministry/Department should make concerted efforts to ensure that all the backlog reserved vacancies in the Ministry/Department and its Attached Offices/Subordinate Offices/Public Sector Undertakings/Autonomous Bodies etc., which have not been filled up so far, are filled up by the **30<sup>th</sup> June, 2011**. The progress of the Drive during this period may be monitored scrupulously and reported to the Minister-in-Charge of the Ministry every month.

3. The present position of the Drive is to be put before the Cabinet. It is, therefore, requested that latest status of filling up of the vacancies through the Drive may be reported to this department at the earliest but not later than 15.1.2011 in the proforma prescribed vide OM dated 27.11.2009. A Copy of the OM dated 27.11.2009 is enclosed for ready reference.



(K.G. Verma)

Director

Telefax: 23092158

Encl: OM dated 27.11.2009

To,

1. All Ministries/Departments of Govt. of India
2. Union Public Service Commission/ Supreme Court of India/ Election Commission/ Lok Sabha Secretariat/ Rajya Sabha Secretariat/ Cabinet Secretariat/ Central Vigilance Commission/ President's Secretariat/ Prime Minister's Office/ Planning Commission
3. Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi
4. 50 Spare copies.
5. NIC, North Block, New Delhi

Director TB  
JUN Marg  
M



5  
NIC

SPECIAL RECRUITMENT DRIVE FOR PWD  
MOST IMMEDIATE  
TIME BOUND

No.36038/2/2008-Estt.(Res.)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training  
\*\*\*\*\*

North Block, New Delhi  
Dated the 27<sup>th</sup> November, 2009

OFFICE MEMORANDUM

Subject : Special Recruitment Drive to fill up the backlog reserved vacancies for Persons with Disabilities  
\*\*\*\*\*

The undersigned is directed to invite attention to this Department's OM of even number dated 10<sup>th</sup> December, 2008 whereby a Special Recruitment Drive was launched to fill up the backlog reserved vacancies of the persons with disabilities. The OM stipulated that reservation and backlog reserved vacancies would be determined on the basis of vacancies arising in the establishment in accordance with the instructions contained in this Department's O.M. No. 36035/3/2004-Estt.(Res.) dated 29.12.2005. However, the High Court of Delhi in W.P.(C) No.15828/2006[National Federation of the Blind Vs. UOI & Ors.] held that reservation to persons with disabilities should be calculated on the basis of the strength of the establishment and passed orders for computing the quota and backlog of reservation as per their directions. This Department, subsequently filed a Special Leave Petition (No. 7541 / 2009 ) in the Supreme Court challenging the order of the Hon'ble High Court, and without prejudice to the outcome of SLP, issued OM No. 36012/23/2009-Estt.(Res.) dated 4.5.2009 requesting all the Ministries / Departments etc. to implement the order of the High Court. Since the principles on the basis of which the Special Recruitment Drive dated 10.12.2008 was launched were not in line with the orders of the High Court, the Drive could not be continued after the decision of the High Court.

2 The Supreme Court vide their interim order dated 6.11.2009 in SLP No.7541/2009 (Union of India & Others Vs. National Federation of Blind) stayed the directions of the High Court and reaffirmed the interim order passed by it on 31.8.2009 whereby the Union of India was directed to file a detailed status report regarding the extent to which the posts had been identified and filled up and also indicating the steps taken to fill up the vacancies that had arisen after the commencement of the 1995 Act. Pending final decision of the Supreme Court, reservation for persons with disabilities shall now be determined and implemented in accordance with this Department's O.M. dated 29.12.2005.

3. Keeping all aspects in view, it has been decided to launch a fresh Special Recruitment Drive to fill up the backlog reserved vacancies of persons with disabilities existing as on 15.11.2009 according to the following schedule -

Sr.No	Action	Target Date
1	Ministries / Departments may issue instructions to all appointing authorities under their charge.	By 4.12.2009
2	Ministries / Departments may collect information about backlog reserved vacancies as on 15.11.2009.	By 31.12.2009
3	Ministries/Departments/Appointing Authorities may report vacancies to the UPSC/SSC/ concerned Recruiting Agency.	By 31.1.2010
4	UPSC/SSC/Recruiting Agency may advertise the vacancies.	By 28.2.2010
5	UPSC/SSC/Recruiting Agency may receive applications / nominations.	By 15.4.2010
6	UPSC/SSC/ Recruiting Agency may hold interviews / tests.	By 31.5.2010
7	UPSC/SSC/Recruiting Agency may communicate information about the selected candidates to the concerned Ministry/Department/Office.	By 25.6.2010
8	Ministry / Department / Appointing Authority may issue offers of appointment to the selected candidates.	By 15.7.2010

4. The following points would make the meaning of the "backlog reserved vacancies of persons with disabilities" clear, which should be kept in view while determining the backlog -

- If any vacancy earmarked reserved for any category or disability in the initial year of recruitment cannot be filled on account of non-availability of a suitable person with that disability or for any other sufficient reason, such vacancy is left unfilled and is treated as a 'backlog reserved vacancy' in the subsequent recruitment year. Further details in this regard may be seen in this Department's O.M. NO. 35025/3/2004-Estt(Res) dated 29.12.2005.
- Prior to the issue of the O.M. dated 29.12.2005, if in any year, suitable physically handicapped candidates were not available to fill up a reserved vacancy, the vacancy was filled by another category candidate and reservation was carried forward for a period of upto three recruitment years. During that period, in the event of non-availability of suitable persons

with disability, the reserved vacancies were not kept unfilled. Nevertheless, it is possible that some Ministries/Departments/ establishments might have kept some vacancies earmarked reserved for the persons with disability unfilled due to non-availability of persons with disability. If such vacancies exist, these will be treated as backlog reserved vacancies for the purpose of the Drive.

5. It is important to note that the Government has to file a report in the Supreme Court in terms of the interim order dated 31.8.2009 referred to in para 2 above. All the Ministries/Departments are, therefore, requested to scrupulously monitor the Drive and review its progress from time to time. The Liaison Officer in the Ministry / Department should keep a vigil on the progress of Drive in the Ministry / Department and all its attached offices / subordinate offices / public sector undertakings / autonomous bodies etc. If he finds any problem in the matter, he may bring it to the notice of the Secretary of the concerned Ministry / Department who may in turn issue necessary instructions.

6. The Ministries / Departments should collect information from all the appointing authorities under them and send the following reports to this Department:

S.No.	Details of Report	PROFORMA
1.	Progress Report in respect of filling up of backlog vacancies in the Ministries/ Departments/ Attached/ Subordinate Offices.	Proforma I
2.	Progress Report in respect of filling up of backlog vacancies in the Autonomous Bodies.	Proforma II
3.	Progress Report in respect of filling up of backlog vacancies in the Public Sector Undertakings.	Proforma III

7. It is expected that a large number of the backlog vacancies would be filled up by 15.2.2010 and remaining by 30.3.2010. If any vacancy still remains unfilled, it should be filled up latest by 15.7.2010. In order to enable this Department to assess the progress of the Drive, the above referred reports should be sent to this Department three times – first by 15.2.2010, second by 30.3.2010 indicating the progress made upto these dates and final report by 31.7.2010.

8. The Attached Offices/Subordinate Offices/Autonomous Bodies/Public Sector Undertakings should not send the report direct to this Department. They should send the information to their administrative Ministry/Department which will consolidate the information and send such consolidated information to this Department.

It is emphasized that while filling up the current vacancies, instructions about reservation for persons with disabilities contained in the Department's O.M. dated 29.12.2005 should be strictly followed.

Hindi version will follow



(K.G. Verma)  
Director

Tel. No. 2309 2158

To:

1. Secretaries of all the Ministries/Departments.
2. Liaison Officers for SCs, STs, OBCs and Persons with Disabilities in all the Ministries / Departments.
3. All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate offices of this Ministry.
4. Department of Economic Affairs, New Delhi
5. Department of Financial Services, New Delhi
6. Department of Public Enterprises, New Delhi
7. Railway Board
8. Union Public Service Commission/Supreme Court of India/Election Commission/Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Prime Minister's Office/Planning Commission/Staff Selection Commission
9. DoPT, CS Division- DS(CS./DS-CSII)
10. Office of Chief Commissioner for Persons with Disabilities
11. File No. 36012/23/2009-Estt(Res)



## SPECIAL RECRUITMENT DRIVE 2009-2010

## PROGRESS REPORT

(Consolidated information in respect of  
Ministry/Department/Attached/Subordinate Offices)

	DIRECT RECRUITMENT		PROMOTION	
	No of Backlog vacancies Identified (as on 15.11.2009)	No. of Backlog Vacancies Filled	No of Backlog vacancies Identified (as on 15.11.2009)	No. of Backlog Vacancies Filled
(1)	(2)	(3)	(4)	(5)
GROUP A			NIL *	NIL *
GROUP B			NIL *	NIL *
GROUP C				
GROUP D				
Total				

Note:- There is no reservation for persons with disability in promotion in Group A and Group B Posts.

## SPECIAL RECRUITMENT DRIVE 2009-2010

## PROGRESS REPORT

(Consolidated information in respect of Autonomous Bodies)

	DIRECT RECRUITMENT		PROMOTION	
	No. of Backlog vacancies Identified (as on 15.11.2009)	No. of Backlog Vacancies Filled	No. of Backlog vacancies Identified (as on 15.11.2009)	No. of Backlog Vacancies Filled
(1)	(2)	(3)	(4)	(5)
GROUP A or EQUIVALENT			NIL *	NIL *
GROUP B or EQUIVALENT			NIL *	NIL *
GROUP C or EQUIVALENT				
GROUP D or EQUIVALENT				
Total				

Note:- There is no reservation for persons with disability in promotion in Group A and Group B Posts.



## SPECIAL RECRUITMENT DRIVE 2009-2010

## PROGRESS REPORT

(Consolidated information in respect of Public Sector Undertaking)

	DIRECT RECRUITMENT		PROMOTION	
	No. of Backlog vacancies Identified (as on 15.11.2009)	No. of Backlog Vacancies Filled	No. of Backlog vacancies Identified (as on 15.11.2009)	No. of Backlog Vacancies Filled
(1)	(2)	(3)	(4)	(5)
GROUP A or EQUIVALENT			NIL *	NIL *
GROUP B or EQUIVALENT			NIL *	NIL *
GROUP C or EQUIVALENT				
GROUP D or EQUIVALENT				
Total				

Note:- There is no reservation for persons with disability in promotion in Group A and Group B Posts.