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Minutes of the Meeting of Expert Committee held on 21.12.2017 AT 15:00 Hrs in Room No. 216 in Rail Bhavan under the Convenorship of Executive Director Estt. (Gazetted Cadre) to identify Gr'A' Railway Services for provision of Reservation to Person with Disabilities through Direct Recruitment - regarding the implementation of The Rights of Persons with Disabilities (RPwD) Act, 2016.

1. The list of participants is annexed herewith.

2. The Committee examined the provisions of the PwD Act-1995 and the RPwD Act-2016 in detail.

3. The Committee was of the view that Reservation for PwD for the categories identified in pursuance with the earlier PwD Act 1995 and exemptions accorded therein may continue. However, it was unanimously agreed that a candidate under category Hearing Impaired would be acceptable in the services already so identified for Hearing Impaired if the Impairment is correctable to hear upto 25 decibels with the help of Hearing aid. It was also agreed that Physical Requirements of the PwD categories already identified may be revised to align with the specific need of Railway's working environment.

4. The Committee was of the view that Leprosy Cured and Acid Attack victims (of categories identified under section 34 (1)(c)) can be considered for provision of Reservation under Locomotor Disability including Cerebral Palsy (LDCP) category provided they fulfill the Physical Requirements prescribed for the LDCP category. However, candidates under Dwarf / Muscular Dystrophy category of disability under section 34(1)(c) may not be considered eligible as they cannot meet the other medical/functional requirements of the Railway Services. In respect of categories already identified Committee members expressed concern regarding Cerebral Palsy i.e. whether they would be able to perform Railway specific duties. It was, however, agreed that these candidates should fulfil physical requirements specified for the services /posts.

5. The New categories identified in Section 34(1) (d) i.e. autism, intellectual disability, specific learning disability and mental illness; and Section 34 (1) (e) i.e. multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities are not conducive to the working of Railway environment where safety of the passenger as well as the officer himself is of paramount importance. Candidates under categories identified as per Section 34 (1) (d) and Section 34 (1) (e) may find it difficult to match the minimum requisite competencies for Group A officers including inter-alia leadership, team building & bonding etc. As a result they could suffer from behavioral issues giving rise to dissonance within them. This also has the potential of adversely affecting the output which could lead to safety concerns not only for the travelling public but also for the officer himself. Hence, the Committee was of the view that these categories (i.e. those mentioned under 34 (i)(d) and 34(i)(e)) may first be considered for recruitment at Group C level by an appropriate Committee before extending that to Group A recruitments. The performance of such persons if recruited under Group C can present the organisation a better picture to decide on reservation for such categories at Group A level. By that time, it is hoped that details of combination of multiple disabilities which could be recommended and details on conduct of their medical examination will also crystallize.

5. There is hardly any possibility of continuously assigning Ministerial type of duties/posts to Direct Recruit Group 'A' officers as it would be very difficult to ensure their career progression in the cadre/service. Further, officers upto the level of PHoD (HAG) and even beyond are required to regularly conduct field inspections irrespective of the service (whether technical or non technical) to which they may belong.

6. Shri K.V.S. Rao, Director (DEPwD) advised that the organisation is competent to decide to exclude any category of disability identified in RPwD Act 2016 for justified reasons that can withstand scrutiny of court of law. Regarding exclusion of category of disability already identified as per previous Act, he advised against it and stated that it would require a detailed study about the category of such persons recruited and also analysis of the work done by them. This can be done by the expert Committee of the DEPwD. He however stated that in accordance with the RPwD Act, 2016, in case an organisation decides to exclude certain categories of

disability as per its requirement, the organisation has to ensure that the 4% reservation is given in the identified categories in a particular Cadre/Service. The said view was also expressed in the meeting.

7. The issue of exempting Technical Services from the purview of reservation for PwDs as decided in the Board meeting of 15.12.2017 was also discussed with Shri Rao. He clarified that while non inclusion of certain additional categories of disabilities is within the domain of the Ministry with the approval of the Secretary of the Ministry, exemption of the entire cadre/service from the provisions of the RPwD act would require approval of the Department for Empowerment of Persons with Disabilities in consultation with the Chief Commissioner for Persons with Disabilities. He further clarified that for making a meaningful reference on the issue, Railways should critically analyse the performance of all such officers who have been appointed under the quota for PwD. It has to be an objective assessment of their performance, contribution and the Organisation's interest. He further stated that if after the objective assessment the Ministry comes to the conclusion that a specific Cadre/Service needs to be exempted, a detailed reference be made to the DEPwD.

8. The stipulated medical standards for Railway Services (whether technical or non-technical), have been prescribed, inter-alia, in the interest of travelling public as also such officers. Railway being essentially an operational organisation, there is hardly any scope for exclusive ministerial type of assignment. Further, even if an officer with disability is given a specific assignment not involving field/operational posting, this will restrict his exposure to overall railway working and may even affect the promotional prospects due to limited and restricted exposure to railway working causing frustration to such an officer. Such handicap would come directly in conflict with discharge of official duties including regular touring, inspection, direct interaction with public, organised labour and accident relief operation & restoration etc. Also the Civil Engineers of Railway Engineering Services in contrast to other non-Railway Engineering Services are also involved in maintenance and repair of Railway Tracks and Bridges etc.. They have to work on operating track in the face of moving high speed train traffic that requires high degree of visual and hearing ability, mental alertness and physical ability to move speedily in undulating terrain. Keeping in view that Railway Officers have to

spend considerable time in field job at different levels, an officer with a disability may find the field working not only inconvenient but also unsafe for public and himself as well the following has been recommended:

S.No.	Service	Existing		Proposed	
		Functional Classification	Physical Requirement*	Functional Classification	Physical Requirement*
1.	IRSE	Orthopedically Handicapped (OH) - One Arm (OA) /One Leg (OL) Hearing Impaired (HI)	S,ST,BN,W,SE,MF,C,R,RW	Locomotor Disability (LD) - One Arm (OA) /One Leg (OL), **Leprosy Cured, Acid Attack victims**	S,ST,BN,W,SE,MF,C,RW, **KC,CL,JU, H**
				Hearing Impaired (HI(HH))	S,ST,BN,W,SE,MF,C,RW, **KC,CL,JU, H (Acceptable with Hearing Aids)**
2.	IRSME	OH - OA/OL	S,ST,BN,W,SE,MF,C,R,RW	LD - OA/OL, Leprosy Cured, Acid Attack victims	S,ST,BN,W,SE,MF,C,RW, **KC,CL,JU, H**
3.	IRSEE	OH - OA/OL HI	S,ST,BN,W,SE,MF,C, R	LD - OA/OL, **Leprosy Cured, Acid Attack victims**	S,ST,BN,W,SE,MF,C,RW, **KC,CL,JU , H**
				HI(HH)	S,ST,BN,W,SE,MF,C,RW, **KC,CL,JU, H (Acceptable with Hearing Aids)**
4.	IRSSE	OH - OA/OL,	S,ST,BN,W,SE,MF,C,R,R& W	LD - OA/OL, **Leprosy Cured, Acid Attack victims**	S,ST,BN,W,SE,MF,C,RW, **KC,CL,JU, H**
5.	IRSS	OH - OA/OL HI	S,ST,BN,W,SE,MF,C,R,R& W	LD - OA/OL, **Leprosy Cured, Acid Attack victims**	S,ST,BN,W,SE,MF,C,RW, H
				HI(HH)	S,ST,BN,W,SE,MF,C,RW, **KC,CL,JU, H (Acceptable with Hearing Aids)**
6.	IRTS	OH - OA/OL,	S,ST,W,SE,RW,H,C	LD - OA/OL, **Leprosy Cured, Acid Attack victims**	S,ST,BN,W,SE,MF,C,RW, **PP, H**

7.	IRAS	OH - OA/OL/OAL/BL Low Vision (LV) HI (PD)	S,ST,W,SE,RW,H,C	LD - OA/OL/OAL/BL, **Leprosy Cured, Acid Attack victims**	S,ST,BN,W,SE,MF,C,RW, H
				Low Vision (LV),	S,ST,BN,W,SE,MF,C,RW, H
				HI(HH)	S,ST,BN,W,SE,MF,C,RW, **H(Acceptable with Hearing Aids)**
8.	IRPS	OH-OA/OL, LV HI (PD)	S,ST,BN,SE,C,W,H,RW	LD-OA/OL(including **Leprosy Cured, Acid Attack victims),**	S,ST,BN,W,SE,MF,C,RW, H
				LV	S,ST,BN,W,SE,MF,C,RW, **KC,CL,JU, H**
				HI(HH)	S,ST,BN,W,SE,MF,C,RW, **KC,CL,JU, H (Acceptable with Hearing Aids)**
9.	IRMS	OA,OL	Not available	LD(OA/OL/BL)	**S,ST,BN,W,SE,MF,C,RW, H**
10.	RPF	Exempted			

* OA=One Arm affected, OL=One Leg affected, HI=hearing Impaired, PD=partially Deaf, MW=Muscular Weakness S=Sitting, BN=Bending, SE=Seeing, RW=Reading & Writing, C=Communication, MF=Manipulation by Fingers, PP=Pulling & Pushing, L=Lifting, KC=Kneeling & Crouching, ST=Standing, W=Walking, H=Hearing, JU=Jumping, H (Acceptable with Hearing Aids)=Should be able to hear upto 25 decibel.

OH=Orthopedically Handicapped, LD=Locomotor Disability, CP=Cerebral Palsy, LV = Low Vision

Signatures with date		29/12/17	29/12	29/12/17		
Name and Designation	Manoj Kumar Srivastava (EDTT(F))	Anil Kumar Lahoti (EDCE(P))	Kalyani Chadha (EDME(W))	Dr. Amitava Datta (EDH(G))	K.V.S. Rao (Director (DEPwD))	Chetan Prakash Jain (EDE(GC) and Convenor of the Committee)
Services Represented	IRTS AND RPF	IRSE AND IRSSE	IRSME, IRSEE and IRSS	IRMS	Nominee of DEPwD	IRPS AND IRAS