

## **Quota in jobs for persons with disability**

As per Section 34(1) of the Rights of Persons with Disabilities Act, 2016 every appropriate Government is required to appoint in every Government establishment, not less than four per cent of the total number of vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities of which, one per cent each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and one per cent, for persons with benchmark disabilities under clauses (d) and (e), namely:—

(a) blindness and low vision;

(b) deaf and hard of hearing;

(c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;

(d) autism, intellectual disability, specific learning disability and mental illness;

(e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disability.

As per the repealed Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, 3 per cent reservation in vacancies was applicable to persons with disabilities having disability of 40 per cent or more. As per the Rights of Persons with Disabilities Act, 2016, reservation in vacancies has been increased to 4 per cent which is applicable to persons with benchmark disabilities only i.e. persons having disability of 40 per cent or more.