



RAJASTHAN STATE INDUSTRIAL DEVELOPMENT
& INVESTMENT CORPORATION LIMITED:
UDYOG BHAWAN: TILAK MARG: JAIPUR 302005

RIICO (PHYSICALLY HANDICAPPED) RULES, 1978

1. SHORT TITLE, COMMENCEMENT AND APPLICATION:

- (i) These Rules may be called "The Rajasthan State Industrial Development & Investment Corporation Ltd. Employment of the "Physically Handicapped" Rules, 1978.
- (ii) These Rules shall come into force with effect from the date these Rules are approved by the Working Committee of the Board of any subsequent date which the Working Committee may so specify and shall have effect notwithstanding anything contained in any other rules or orders.
- (iii) Notwithstanding anything contained in service rules or orders for the time being in force regulating the recruitment and conditions for service of persons appointed to the various services or posts in connection with the affairs of the Corporation Physically handicapped persons shall be eligible for recruitment and appointment to the earmarked and reserved posts in the cadre of Junior and Senior Assistants only in accordance with these rules.

2. DEFINITIONS:

In these rules unless the context otherwise requires:-

- (i) "APPOINTING AUTHORITY" – means the authority appointed as such under the relevant Service Rules of the Corporation.
- (ii) "MANAGING DIRECTOR" - means the Managing Director of RIICO appointed under Article 94 of the Articles of Association of the Corporation.
- (iii) "CORPORATION" – means Rajasthan State Industrial Development & Investment Corporation Limited, Jaipur (RIICO Ltd.).
- (iv) "PHYSICALLY HANDICAPPED" – means and includes the following categories of physically handicapped persons:-


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(A) BLIND:

The blind are those who are suffering from any of the following conditions:-

- (a) Total absence of sight.
- (b) Visual acuity not exceeding 6/60 or 20/200 (aniline) in the better eye with correcting lenses.
- (c) Limitation of the field of visions sub standing at angle of 20 degrees or worse.

(B) DEAF:

The deaf are those in whom the sense of hearing is non-functional for the ordinary purpose of life. Generally, loss of hearing at 70 decibels or above at 500, 1000 or frequencies will make residual hearing non-functional and will include deaf-mute persons.

(C) ORTHOPAEDICALLY HANDICAPPED:

The orthopedically handicapped are those who have a physical defect or deformity which causes an interference with normal functioning of bones, muscles and joints.

(D) SPEECH DEFECTIVE:


A person suffering from aphasia (complete loss of speech but sense of hearing normal) or whose speech is not clear and/or normal.

3. ELIGIBILITY:

- (i) Physically handicapped person shall be eligible for appointment in any service or post earmarked under Rules 4 of these rules provided he fulfills the basic qualification laid down in the relevant rules or as laid down by the Corporation, where no service rules have been framed for the post, and is eligible under these rules and/is functionally able to perform the duties of the post, irrespective of his disability.
- (ii) These Rules shall apply to only such physically handicapped persons who are having the identity Card of having their name registered under Rule-6 (2) of the Rajasthan Employment of Physically Handicapped Persons Rules, 1976.

4. RESERVATION AND EARMARKING OF POSTS AND RELAXATION OF PHYSICAL AND MEDICAL STANDARDS FOR PHYSICALLY HANDICAPPED:

- (i) The Corporation after having due assessment of the nature and functional requirement of each category of post under it and having regard to functional suitability of each category of the Physically Handicapped explained in Sub-rule (iv) of the Rule-2 shall, earmark


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from time to time 3% of the vacancies shall be reserved for persons or class or persons with Disabilities of which one percent each shall be reserved for persons suffering from (i) blindness or low vision (ii) hearing impairment and (iii) Locomotive disability or cerebral palsy and the posts so reserved shall be treated s horizontal reservation for the employment of physically handicapped.**

** **Amended vide Item No. 3 in Working Committee Meeting dated 14.03.2011**

- (ii) In the event of non-availability of suitable candidates for appointment against the vacancies reserved for physically handicapped persons under Clause (i) above, in a particular year, the vacancies so reserved for them shall be filled-in accordance with the normal procedure and an equivalent number of additional vacancies shall be reserved in the subsequent year. Such of the vacancies which remain so un-filled shall be carried forward to the subsequent three recruitment years in total and thereafter such reservation would lapse.
- (iii) In respect of Service and posts in which no posts have been reserved or earmarked under sub-rule (i) the Corporation may lay down relaxed conditions of physical and medical examination having due regard to the nature and functional requirement of Service or category of post.

5. **AS CERTAINING THE DEGREE OF DISABILITY AND FUNCTIONAL CAPACITY OF THE PHYSICALLY HANDICAPPED PERSONS SEPRATELY FOR DETAILED MEDICAL EXAMINATION ON APPOINTMENT TO CORPORATION SERVICE:**

- (i) The Managing Director shall nominate Medical Expert (s) for each category of physically handicapped person separately for detailed Medical Examination in order to ascertain the degree of disability he might be suffering from and the certificate so obtained by the Managing Director shall be attached with the application form for appointment.
- (ii) Such of the physically handicapped persons who are appointed to any reserved or earmarked posts in the Corporation, shall not subjected to the usual Medical Examination provided in the respective Service Rules on first entry into service and relevant Service Rule shall be deemed to have been amended to this extent.

6. **RELAXATION IN AGE**

The maximum age limit prescribed for appointment to various posts, may be relaxed by 10 Years in case of blind and deaf and by 5 Years in case of orthopedically handicapped and speech defective persons and various service rules shall stand amended to this effect. In special cases of hardship the Corporation may further relax this limit.


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7. **CONCESSIONS**

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Following concessions shall be allowed to blind and deaf person for making him eligible for employment mentioned in rule 4.

- i. 5% of marks wherever minimum percentage of marks in any examination is prescribed.
- ii. The academic qualifications given in the certificate issued by the recognized Institute meant for the deaf shall be considered at par with those other Institutions recognized by the Government.
- iii. The condition or desirability of training/tests/experience wherever prescribed, shall not apply to the physically handicapped for temporary appointment. Where a particular training is essential for appointment to a post, the physically handicapped person may be required to receive such training with 2 years of his appointment.

8. **ORTHOPAEDIC REHABILITATION**

Where, in view of the Appointing Authority physically handicapped person needs training in orthopedic rehabilitation, the person so employed shall have to go for appropriate training in the institution recognized for the purpose.

9. **TRAVELLING EXPENSES**

The physically handicapped person, called for interview, shall be paid second class fare by Railway or actual ordinary Bus fare, as the case may be, for both side journeys.

10. **PRIORITY IN CORPORATION ACCOMMODATION**

The blind and deaf, so employed may be given priority in allotment of Corporation accommodation wherever possible.

11. **OTHER CONCESSIONS**

The physically handicapped holding the Identity Card, issued under rule 6 of the Rajasthan Employment of the Physically Handicapped Persons Rule, 1976, shall be entitled to the benefit of all concessions and reservations made applicable to the physically handicapped from time to time by the Corporation and shall not be required to produce any other document in respect of ascertaining his physical disability.

12. **PERSON EMPLOYED IF PHYSICALLY HANDICAPPED LATER**

Person already in employment of the Corporation who may suffer from physical handicap as defined in these rules shall also be entitled to relaxation of physical and Medical Examination provided in Rule of these rules for reservation and shall also be entitled to be absorbed or adjusted on any other alternative post to which a physically handicapped person may be entitled under these rules, with the approval of the Corporation.

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13. **FEE FOR MEDICAL EXAMINATION**

Fee if paid to any Medical Officer or Expert for any Medical Examination or grant of certificate under these rules, shall be reimbursed by the Corporation.

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14. **The blind and orthopedically handicapped employee will be granted conveyance allowance at the rate of *6% of his basic pay subject to a maximum of Rs. 600/- per month, on the following conditions:-**

- a) An orthopedically handicapped employee will be eligible for conveyance allowance only if he has a minimum 40% permanent partial disability of both the upper and lower extremity deformities.
- b) The conveyance allowance will be admissible to the orthopedically handicapped employee on the recommendation of the Head of Orthopedic Department of a Government Hospital.
- c) In the case of blind employee, the allowance will be admissible on the recommendation of the Head of Ophthalmological Department of a Government Hospital.
- d) The allowance will not be admissible during leave (except Casual Leave), joining time or suspension.

15. **REMOVAL OF DOUBTS**

If any doubt arises relating to the application, interpretation and scope of these rules, it shall be referred to the Working Committee of the Corporation whose decision thereon shall be final.

* *Amended vide order dated 22-06-2012 in accordance with Govt. order No.: F.6(6)FD/Rules/2010 dated 25-04-2012.*


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