

Copy of Circular letter No. 7833-7GS-60/33698, dated the 21st September, 1960, from Chief Secretary to Government, Punjab, to All Heads of Departments, etc. etc.

Subject—Employment of Handicapped persons in the Public Service.

I am directed to invite a reference to the instructions contained in the Punjab Government letter No. 5290-7GII 59/6949, dated the 7th/11th July, 1959 on the subject cited above, which *inter-alia* lay down that in the cases of Class III or class IV posts of the artisan class or those involving manual or skilled labour or a routine type of work, deaf-muteness or deafness by itself need not to be regarded as a disqualification against appointment provided that the person concerned is otherwise, fit and qualified to hold the post. Ever-since the issue of these instructions, the question of extending the scope of absorption of the physically handicapped persons, e.g. the Blind, Deaf and Dumb in the national economy, after their completion of training in the institutions established for them or otherwise, has been engaging the attention of Government. It has now been decided that they may be considered for employment against the categories of the post listed at Annexure I, provided they are not otherwise unqualified and unfit to discharge the duties of the posts, against which they can be suitably employed. Whenever there is a vacancy or vacancies of the type mentioned at Annexure I, the appointing authority will circulate the vacancy or vacancies to the institutions mentioned at Annexure II and others and also to the Director of National Employment Service, Punjab.

2. In this connection, I am to add that the criterion of unfitness because of a bodily defect, etc., should be assessed very carefully and actually with reference to the nature of duties of the particular post or service against which the physically handicapped persons are to be appointed. The recruitment rules should be interpreted liberally whenever it is necessary and as far as possible, the physically handicapped personnel should be given preference over other persons in filling up posts in various services and departments in which they can be suitably employed without serious detriment to efficiency.

3. It is requested that receipt of this communication may be acknowledged and these instructions brought to the notice of all concerned.

ANNEXURE I

List of categories of jobs for absorbing persons who are physically handicapped.

Blind	Deaf	Dumb
1. Weaving	1. Bench Fitting	1. Cane Work
2. Toy Making	2. Electronics	2. Poultry Farming
3. Basket making	3. Wireman	3. Bangle Making
4. Cane Work	4. Carpentry	4. Bee Keeping
5. Newar Making	5. Blacksmith	5. Dairy Farming
6. Hand Spinning (Charkha Work)	6. Moulding	6. Book Binding
7. Hand Pump Operators	7. Tin and Copper Smithing	7. Composing
	8. Toy making	8. Leather Work
		9. Tailoring and Cutt- ing

ANNEXURE II

1. Government Institute for the Blind, Panipat.
2. Home for the Blind, Ferozepore City.
3. Institute for the Blind, Ambala Cantt.
4. Institute for the Blind, Andh Vidyala, Durgiana.
5. Deaf and Dumb School, Jullundur.
6. Sakey (Home for the Orthopaedically Handicapped), Chandimandir.
7. Khalsa Dewan Andh Vidyalo, Amritsar.