



न्यायालय मुख्य आयुक्त दिव्यांगजन
COURT OF THE CHIEF COMMISSIONER FOR PERSONS WITH DISABILITIES (DIVYANGJAN)
दिव्यांगजन सशक्तिकरण विभाग/Department of Empowerment of Persons with Disabilities (Divyangjan)
सामाजिक न्याय और अधिकारिता मंत्रालय/Ministry of Social Justice & Empowerment

भारत सरकार/Government of India

5वाँ तल, एन.आई.एस.डी. भवन, जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष : (011) 20892364
 5th Floor, N.I.S.D. Bhawan, G-2, Sector-10, Dwarka, New Delhi-110075; Tel.: (011) 20892364
 Email: ccpd@nic.in; Website: www.ccdisabilities.nic.in

Case No: 14138/1011/2023

In the matter of—

Mr. Somdatt Sharma

...Complainant

Versus

The Chairman & Managing Director, IDBI Bank
 Email: recruitment@idbi.co.in, rec.executive@idbi.co.in **...Respondent**

Hearing:

A hearing in hybrid mode (online/offline) was conducted on 08.07.2025. The following parties/representatives were present during the hearing:

Sl.No.	Name of the parties /Representatives	For Complainant/ Respondent	Mode of Attendance
1.	Mr. Abhishek Naulakha	Complainant	Online
2.	Mr. Lavnando Padi, CGM, HR	Respondent	Online
3.	Mr. Sushant Tapo, GM, HR	Respondent	Online

RECORD OF PROCEEDINGS

At the outset, the Complainant submitted that IDBI Bank's recruitment notice for Specialist Cadre Officers (2023–24) failed to provide reservation, age relaxation, or information about the post suitability for PwBDs thereby violating provisions of the RPwD Act, 2016.

2. The Court inquired whether the Respondent's have EOP in place; to which the Respondents replied in affirmation and even told that they are registered institution under RPW Act, 2016.

3. Further, the Respondent explained that the Bank has advertised 06 vacancies for the post of Dy. General Manager (DGM) on 24.05.2023, out of which 02 posts were identified for DGM-Legal. The Complainant, being a law graduate and

belonging to the Gen-OH category, desired to apply for the post of DGM-Legal and requested relaxation in the age limit. As the post of DGM-Legal is minuscule and the position is not available pan India in the Bank, the reservation for PwBD candidates including the Complainant may not be practicable under Specialist Cadre.

4. The Complainant specifically highlighted the absence of any mention of PWD reservation in the official advertisement for the positions in question. This omission raised concerns about the transparency and legality of the recruitment process.

5. The Respondent also submitted that their reservation policy operates on a cadre-based system, rather than a post-based system. This means that the bank aims to fulfill PWD reservation requirements across the entire cadre, not necessarily for each individual position advertised.

6. After hearing both parties, the Court recommends that the Respondent shall submit detailed documents of recruitment process, within 15 days from the date of receipt of this record of proceedings, outlining the entire recruitment process. This requisite documents should include, the advertisement, eligibility criteria, selection criteria, list of applicants, shortlisting process, interview results, and final selection list.

7. This is issued with the approval of the Commissioner for Persons with Disabilities.

(P. P. Ambashta)
Dy. Chief Commissioner