



न्यायालय मुख्य आयुक्त

COURT OF 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 and Empowerment

भारत सरकार/ Government of India

Case No. CCPD/15861/1011/24

Dated: 17/12/2025

Case No.: 15861/1011/2024

In the matter of:

Complainant:

Mr. Narjul Islam

Respondent:

The Chief Managing Director,
United India Insurance Company Ltd.
Chennai

RECORD OF PROCEEDINGS

1. Hearing:

1.1 A hybrid hearing in the matter was conducted by the Chief Commissioner for Persons with Disabilities on 11.02.2025. The following were present during the hearing:

Sl. No.	Name & Designation of the Attendees	On behalf of	Mode of Presence
1.	Md Najrul Islam	Complainant	Physical
2.	Mr. Govindraj, Chief Manager (HR), UIICL	Respondent	Online

5वीं मंजिल, एनआईएसडी भवन, प्लॉट नॉ. जी-2, सेक्टर-10, द्वारका, नई दिल्ली-110075; दूरभाष: 011-20892364, 20892275
5th Floor, NISD Building, Plot No.G-2, Sector-10, Dwaraka, New Delhi-110075; Tele# 011-20892364,
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(प्रयोग भविष्य में पंत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखें)

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2. Record of Proceedings

2.1 During the hearing, the Complainant acknowledged the written reply dated 08.02.2025 filed by the Respondent. The Complainant submitted that the Respondents have argued this case on the basis of the principles governing the vertical reservation, whereas the instant matter is based on horizontal reservation.

2.2 The representative appearing on behalf of the Respondent submitted that the computation of the 4% reservation is being done in accordance with sections 33 & 34 of the RPwD Act, 2016, which refers to reservation based on the total number of vacancies in the cadre strength in each group of posts. He further submitted that, in accordance with the Act, any backlog of vacancies is being carried forward and any surplus is adjusted accordingly.

2.3 The Court asked the Respondent to specify the precise legal provision that permits the adjustment of surplus against future vacancies. The Court also observed that the reservation for PwBDs is vacancy-based, not post-based and noted that the Respondent's reply did not clearly indicate whether the PwBDs appointed in the organisation were appointed against reserved vacancies or otherwise. Out of 200 vacancies advertised, the Respondents only reserved 05 vacancies for PwBDs instead of 08 vacancies.

2.4 The Court further inquired into the total cadre strength of UIIC, the number of reserved posts currently occupied by Persons with Benchmark Disabilities

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(PwBDs) and the methodology used to arrive at the figure of five (05) reserved vacancies as mentioned in the advertisement. The Court asked the Respondent to furnish supporting documents to substantiate the claims and data provided.

2.5 The Respondent were accordingly recommended to furnish the aforesaid information by way of a written reply within a period of 15 days from the date of the receipt of the record of proceedings.

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

Yours faithfully,

(Praveen Prakash Ambashta)
Dy. Chief Commissioner

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