



सत्यमेव जयते

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/16454/1024/26

Dated: 26/03/2026

Case No. CCPD/16454/1024/26

In the matter of --

Mr. R. Kamal

...Complainant

versus

(1)The Secretary (Fibre),

Ministry of Textiles, Udyog Bhavan, Delhi

(2) The Chairperson/ Vice Chairperson Central Silk Board),

CSB Complex, Bengaluru Urban, Karnataka

...Respondents

RECORD OF PROCEEDINGS

1. Gist of the Complaint:

1.1 Mr. R. KAMAL, a person with 100% Hearing Impairment filed a complaint dated 05.03.2026 regarding denial of permission to apply and appear for outside employment through competitive examinations.

5वीं मंजिल, एनआईएसडी भवन, प्लॉट न०. 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,
20892275

E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in

(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)

(Please quote the above file/case number in future correspondence)



सत्यमेव जयते

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/16454/1024/26

Dated: 26/03/2026

1.2 He is an Upper Division Clerk at the Regional Silk Technological Research Station under the Central Silk Board, has submitted a grievance regarding the repeated denial of permission to apply for outside employment through competitive examinations such as those conducted by SSC and other agencies. Despite duly informing the authorities as per procedure, his requests were rejected citing staff shortage. His subsequent representations, grievance petitions, and appeal to higher authorities were also denied without consideration of his status as a person with 100% hearing impairment. He contends that these rejections violate provisions of the Rights of Persons with Disabilities (RPwD) Act, 2016 and relevant DoPT guidelines, which mandate fair consideration, reasonable accommodation, and provision of opportunities for career advancement.

1.3 Additionally, his request for transfer to Chennai on disability grounds was also declined, further aggravating his personal and family hardships, including medical needs and his children's education. He argues that the authorities failed to conduct an individualized assessment or provide reasonable accommodation, thereby denying him equitable opportunities. He has sought intervention to direct the Central Silk Board to grant permission to apply for outside employment, issue a No Objection Certificate upon selection, and ensure compliance with government policies and disability rights provisions in a fair and non-discriminatory manner.

2. Notice to the Respondents:

2.1 A notice dated 24.03.2026 was issued to the above mentioned Respondents for appearing before the Court on 25.03.2026.

3. Hearing:

3.1 A hearing was conducted in hybrid mode on 25.03.2026, wherein the following parties/representative appeared:

Sl No.	Name and Designation of the Parties (Shri/Smt./Ms.)	Appearing on Behalf of	Mode of Appearance
1.	R. Kamal	Complainant	Online

5वीं मंजिल, एनआईएसडी भवन, प्लॉट न०. 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,
20892275

E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in

(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)

(Please quote the above file/case number in future correspondence)



सत्यमेव जयते

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/16454/1024/26

Dated: 26/03/2026

2. Dy. Dir. (Administration)

Respondent No. 2

Online

4. Record of Proceedings:

4.1 The Complainant submitted that he has not been allowed to apply for any job outside the Respondent establishment. The latest denial came when the Respondent refused to forward his application for the CGLE to be conducted by the SSC and grant leave to him to appear in the said examination.

4.2 The Respondent submitted that they are facing acute shortage of manpower in every grade. Out of a sanctioned strength of 2109 posts, they currently have a held strength of approximately 1200 only. As such, applications for employment outside is not being forwarded in respect of any employee across the grades and categories.

4.3 In response to a query, the respondent submitted that they have considered the DoPT instructions on the issue, especially the OM dated 30.03.2010, which provides that applications for employment elsewhere of Central Government Servants suffering from disability in terms of the provisions of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 shall be readily forwarded except in very rare and exceptional cases where there may be compelling grounds of public interest for withholding such applications. They submitted that the instructions enables the cadre controlling authorities to withhold the applications in public interest. They further submitted that applications from SC and ST employees are also not forwarded.

4.4 The Court sought whether any standing order has been issued by them conveying the ban on

5वीं मंजिल, एनआईएसडी भवन, प्लॉट न०. 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,
20892275

E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in
(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखें)
(Please quote the above file/case number in future correspondence)



सत्यमेव जयते

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/16454/1024/26

Dated: 26/03/2026

forwarding of applications for outside employment. The Respondent submitted that such a circular has not been issued, but whenever any employees submits an application, the position is clarified to such an employee. In response to another query from the Court as to whether the shortage of over 40% of the manpower is due to any ongoing litigations, the Respondent replied in negative. He averred that the shortage is due to large number of retirements. The Court observed that the retirements are not sudden and hence, the state of vacancies indicate a lack of proper manpower planning.

4.5 The Court made the following queries:

(a) Why should the employees and aspirants/candidates applying for recruitment in the Respondent establishment should not be informed of the ban or forwarding applications so that they take an informed career decision instead of finding themselves trapped in a situation like the case in hand?

(b) Why should it not be inferred that the non-issue of a general circular on ban on forwarding applications is a deliberate act of using the discretion from case to case basis?

(c) Why should the employees be made to suffer for the failure of the cadre controlling authorities in manpower management?

4.6 The Respondent could not offer any reply to any of the above queries.

4.7 The Court advised the Respondent to review their decision and allow the Complainant to

5वीं मंजिल, एनआईएसडी भवन, प्लॉट न०. 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,
20892275

E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in

(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)

(Please quote the above file/case number in future correspondence)



सत्यमेव जयते

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/16454/1024/26

Dated: 26/03/2026

appear in the ensuing CGLE conducted by the SSC by issuing the NOC immediately. A copy of the NOC alongwith an Action Taken Report shall be forwarded to this Court at the earliest. The next course of action shall be decided on the basis of the ATR received from the Respondent.

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

Yours faithfully,

(Praveen Prakash Ambashta)
Dy. Chief Commissioner

5वीं मंजिल, एनआईएसडी भवन, प्लॉट न०. 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,
20892275

E-mail: ccpd@nic.in; Website: www.ccdisabilities.nic.in
(पया भविष्य मे पत्राचार के लिए उपरोक्त फाईल/केस संख्या अवश्य लिखे)
(Please quote the above file/case number in future correspondence)