

**Reservations / Relaxations / Concessions for Persons with Benchmark Disabilities (PwBD)**

Reservations / Relaxations / Concessions to PwBD candidates would be given as per the extant guidelines issued by the Government of India.

**Definitions of categories of Disabilities:**

Under section 34 of "The Rights of Persons with Disabilities Act, 2016", persons with benchmark disabilities are eligible for Reservation. The post is identified suitable for the Persons with undernoted categories of disabilities as defined in the Schedule of RPWD Act 2016 and notified by the Department of Empowerment of Persons with Disabilities (Divyangjan) from time to time.

**A. "Orthopedically Challenged" (OC) category:**

A person's inability to execute distinctive activities associated with movement of self and objects resulting from affliction of musculoskeletal or nervous system or both, including Cerebral Palsy, Leprosy Cured, Dwarfism, Muscular Dystrophy and Acid Attack Victims. OC persons are covered under locomotor disability with following benchmark:

- a. **OA - One arm affected (Right or Left)**
  - b. **OL - One leg affected (Right or Left)**
  - c. **OAL - One arm & one leg affected**
  - d. **BL - Both legs affected but not arms**
  - e. **BLOA – Both legs & one arm affected**
- Persons with OA and OAL category should have normal bilateral hand functions.**

- a. **"Leprosy cured person"** means a person who has been cured of leprosy but is suffering from:
  - i. Loss of sensation in hands or feet as well as loss of sensation and paresis in the eye and eye-lid but with no manifest deformity;
  - ii. Manifest deformity and paresis but having sufficient mobility in their hands and feet to enable them to engage in normal economic activity;
  - iii. Extreme physical deformity as well as advanced age which prevents him/her from undertaking any gainful occupation, and the expression "leprosy cured" shall be construed accordingly;
- b. **"Cerebral palsy"** means a Group of non-progressive neurological conditions affecting body movements and muscle coordination, caused by damage to one or more specific areas of the brain, usually occurring before, during or shortly after birth;
- c. **"Dwarfism"** means a medical or genetic condition resulting in an adult height of 4 feet 10 inches (147 centimeters) or less;
- d. **"Muscular dystrophy"** means a group of hereditary genetic muscle disease that weakens the muscles that move the human body and persons with multiple dystrophy have incorrect and missing information in their genes, which prevents them from making the proteins they need for healthy muscles. It is characterised by progressive skeletal muscle weakness, defects in muscle proteins, and the death of muscle cells and tissue;
- e. **"Acid attack victims"** means a person disfigured due to violent assaults by throwing of acid or similar corrosive substance.

### **Relaxation of Upper age limit**

Relaxation of upper age limit for PwBD candidates is 10 years.

### **Guidelines for candidates with locomotor disability and cerebral palsy:**

Only those persons with benchmark disabilities would be eligible for reservation. "Benchmark disability" means a person with not less than 40% of a specified disability where specified disability has not been defined in measurable terms and includes the persons with disability, where disability has been defined in a measurable terms, as certified by the certifying authority.

A Compensatory time of twenty minutes per hour or otherwise advised shall be permitted for the candidates with locomotor disability and cerebral palsy where dominant (writing) extremity is affected to the extent of slowing the performance of function (minimum of 40% impairment).

A person who wants to avail benefit of reservation will have to submit a disability certificate (**Annexure A**) issued by a Competent Authority as per Government of India guidelines. Such certificate will be subject to verification/ re-verification as may be decided by the competent authority.

### **Guidelines for PwBD using a Scribe**

The PwBD candidates whose writing speed is adversely affected permanently for any reason can use their own scribe at their cost during the written test. In all such cases where a scribe is used, the following rules will apply:

1. The candidate will have to arrange his / her own scribe at his/her own cost.
2. The scribe arranged by the candidate should not be a candidate for the written test (for the post of Senior Investment Associate). If violation of the above is detected at any stage of the process, candidature for the recruitment process of both the candidate and the scribe will be cancelled. Candidates eligible for and who wish to use the services of a scribe in the written test should invariably carefully indicate the same in the Application form. Any subsequent request may not be favourably entertained.
3. The scribe may be from any academic stream.
4. Both the candidate as well as scribe will have to give a joint undertaking/declaration (as per format given in **Annexure B**) confirming that the scribe fulfils all the stipulated eligibility criteria for a scribe as mentioned above. Further in case it later transpires that he/she did not fulfil any laid down eligibility criteria or suppressed material facts the candidature of the applicant will stand cancelled, irrespective of the result of the recruitment process.
5. Those candidates who use a scribe shall be eligible for compensatory time of 20 minutes or otherwise advised for every hour of the written test.
6. Only candidates registered for compensatory time will be allowed such concession. Since the compensatory time given to candidates shall be system based, it shall not be possible for the test conducting agency to allow such time if he / she is not registered for the same. Candidates not registered for compensatory time shall not be allowed such concessions.

**The format of the disability certificate and joint undertaking/declaration is provided at the end of this Annexure.**

Eligible outstation candidates from PwBD category called for written test and interview will be paid II AC class to & fro railway / bus fare or actual expenses incurred, whichever is less, by shortest route on production of proof of travel (rail//bus ticket) etc. This concession will not be admissible to candidates from PwBD category who are already in service in Central / State Government, Corporations, Public Undertakings / Local Government, Institutions and Panchayats etc.

**The allocation of reserved vacancies for the PwBD will be as prescribed in the “The Rights of Persons with Disabilities Act, 2016” and as per vacancies at SVCL.**

***These guidelines are subject to change in terms of GOI guidelines/ clarifications, if any, from time to time.***

**Format of the disability certificate**

Form – VII  
Certificate of Disability  
(In cases other than those mentioned in Forms V and VI)  
(Name and Address of the Medical Authority issuing the Certificate)

(See rule 18(1))

Recent passport size  
attested photograph  
(Showing face only)  
of the person with  
disability

Certificate No.

Date:

This is to certify that I have carefully examined

Shri/Smt/Kum \_\_\_\_\_ son/wife/daughter of Shri  
\_\_\_\_\_ Date of Birth (DD/MM/YY) \_\_\_\_\_  
\_\_\_\_\_ Age \_\_\_\_\_ years, male/female \_\_\_\_\_ Registration No. \_\_\_\_\_  
permanent resident of House No. \_\_\_\_\_ Ward/Village/Street \_\_\_\_\_  
Post Office \_\_\_\_\_ District \_\_\_\_\_ State \_\_\_\_\_,  
whose photograph is affixed above, and am satisfied that he/she is a case of  
\_\_\_\_\_ disability. His/her extent of percentage physical  
impairment/disability has been evaluated as per guidelines (.....number and date of issue of  
the guidelines to be specified) and is shown against the relevant disability in the table below:-

S. No	Disability	Affected part of body	Diagnosis	Permanent physical impairment/mental disability (in %)
1.	Locomotor disability	@		
2.	Muscular Dystrophy			
3.	Leprosy cured			
4.	Cerebral Palsy			
5.	Acid attack Victim			
6.	Low vision	#		
7.	Deaf	€		
8.	Hard of Hearing	€		
9.	Speech and Language disability			
10.	Intellectual Disability			
11.	Specific Learning Disability			
12.	Autism Spectrum Disorder			
13.	Mental illness			
14.	Chronic Neurological Conditions			
15.	Multiple sclerosis			

16.	Parkinson's disease			
17.	Haemophilia			
18.	Thalassemia			
19.	Sickle Cell disease			

(Please strike out the disabilities which are not applicable)

2. The above condition is progressive/non-progressive/likely to improve/not likely to improve.

3. Reassessment of disability is:

(i) not necessary, or

(ii) is recommended/after \_\_\_\_\_ years \_\_\_\_\_ months, and therefore this certificate shall be valid till (DD/MM/YY) \_\_\_\_\_

@ - eg. Left/Right/both arms/legs

# - eg. Single eye/both eyes

€ - eg. Left/Right/both ears

4. The applicant has submitted the following document as proof of residence:-

Nature of document	Date of issue	Details of authority issuing certificate

(Authorised Signatory of notified Medical Authority)  
(Name and Seal)

Countersigned  
{Countersignature and seal of the  
Chief Medical Officer/Medical Superintendent/  
Head of Government Hospital, in case the  
Certificate is issued by a medical authority who is  
not a Government servant (with seal)}

Signature/thumb impression of the person in whose favour certificate of disability is issued
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Note:- In case this certificate is issued by a medical authority who is not a Government servant, it shall be valid only if countersigned by the Chief Medical Officer of the District

**SIDBI Venture Capital Limited**  
**RECRUITMENT OF SENIOR INVESTMENT ASSOCIATE**  
(JOINT UNDERTAKING/DECLARATION FORM)

**Particulars of the Scribe brought by the PwBD Candidate**

1. NAME OF THE PwBD :  
CANDIDATE  
(Opted to use scribe)
2. DATE OF BIRTH OF THE :  
PwBD CANDIDATE
3. NAME OF THE SCRIBE :
4. DATE OF BIRTH OF SCRIBE :
5. ADDRESS OF THE SCRIBE :
6. PERMANENT ADDRESS OF :  
SCRIBE (WITH MOBILE NO.)
7. EDUCATIONAL QUALIFICATION :  
OF THE SCRIBE
8. RELATIONSHIP, IF ANY, OF THE :  
SCRIBE TO THE PwBD  
CANDIDATE

Paste a recent  
Passport size  
Photograph of the  
Scribe

**DECLARATION**

We hereby declare that the particulars furnished above are true and correct to the best of our knowledge and belief. We have read the instructions of SIDBI Venture Capital Limited (SVCL) regarding the conduct of the PwBD candidates/scribe at the written test and the other conditions therein and we hereby undertake to abide by them. The candidate declares that he/she needs a scribe as permissible under the GOI rules governing the recruitment of PwBDs and **undertakes to fully satisfy SVCL that there was necessity for use of a scribe as his/her writing speed is affected by the disabilities.** The candidate also declares that he/she possesses Medical Certificate from prescribed competent authority about his/her disability and copy of the same has been submitted along with the application. We declare that in case any of the above particulars or declaration is found to be not correct, the candidate will stand disqualified.

SIGNATURE OF CANDIDATE  
With Date:

SIGNATURE OF THE SCRIBE  
With Date: