

**Government of West Bengal  
Irrigation & Waterways Department  
Jalasangpad Bhaban, 3rd Floor, Western Block  
Bidhannagar, Salt Lake City, Kolkata-700 091**

**No. : 725-IW-11011(99)/99/2025**

**Dated: 27.02.2026**

From: The Deputy Secretary to the Government of West Bengal.

To:

1. The Chief Engineer, South, I & W Directorate.
2. The Chief Engineer, West, I & W Directorate
3. The Chief Engineer, South West, I & W Directorate
4. The Director of Personnel & Ex. Officio Chief Engineer, I & W Directorate
5. The Chief Engineer, North, I & W Directorate
6. The Chief Engineer, (Design & Research), I & W Directorate
7. The Chief Engineer, North East, I & W Directorate
8. The Chief Engineer, Teesta Barrage Project, I & W Directorate
9. The Chief Engineer (Mechanical & Electrical), Irrigation & Waterways Directorate
10. The Chief Engineer ( Project Director, WBMIFMP), Irrigation & Waterways Directorate.

**Subject:** Guideline regarding implementation of reservation for Persons with benchmark Disabilities (PwBDs) for the Services and posts under Government of West Bengal in the Model 100-Point Roster of Vacancies.

Ref: Memo No. 883(78)/SW/O/2P-02/2026 dated 12.02.2026 (CP 106) received from Senior Special Secretary, Women & Child Development and Social Welfare Department -I.

The undersigned is directed to enclose the above referred memorandum and request them to circulate the same to their subordinate offices to take necessary actions from their end.

Encl: As stated above.

*sdf*

**Deputy Secretary to the Government of West Bengal**

No.: 725 /1(2)-IE

Dated: 27.02.2026

Copy forwarded for information and necessary action to:

1. P.A to the Secretary, I&W Department.
- ✓ 2. The Executive Engineer, DVC Study Cell, I&W Dte.----With a request to upload the same in this Department's official website.

*27.2.26*

**Deputy Secretary to the Government of West Bengal**



Government of West Bengal

Women &amp; Child Development and Social Welfare Department-I)

Bikash Bhavan, North Block, 10<sup>th</sup> Floor, Salt Lake City, Kolkata - 700 091

Memo no : 883(78) / SW/O/2P-02/2026

To

1) The Additional Chief Secretary /Principal Secretary/ Secretary

(All Departments)

2) The District Magistrates ( All)

**Sub: Guideline regarding implementation of reservation for Persons with benchmark Disabilities (PwBDs) for the services and posts under Government of West Bengal in the Model 100-Point Roster of Vacancies**

**Ref: Model 100 point Roster published by Department of Labour, GoWB vide Notification no Labr/20-Emp/EC/IM-01/2025 dated 27/01/2026**

Madam /Sir,

In accordance with the para 2(b) of the notification under reference (copy enclosed), this Department has drawn up the detailed guideline regarding implementation of reservation for Persons with benchmark Disabilities (PwBDs) for the services and posts under Government of West Bengal in the Model 100-Point Roster of Vacancies and maintenance of a disability category wise register in every Government establishment. The said guideline is enclosed for your kind perusal.

I am directed to request you to kindly instruct the concerned officials / establishments under your administrative jurisdiction to strictly follow the said guideline for implementation of reservation for Persons with benchmark Disabilities (PwBDs) in the Model 100-Point Roster of Vacancies and maintenance of a disability category wise register in the prescribed format in every Government establishment.

Encl: As stated (17 sheets)

GSS-ACS

13/02/26

Yours faithfully,

Senior Special Secretary

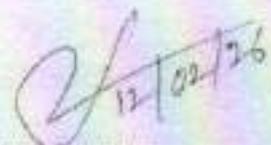
to the Govt of West Bengal

Memo no : - 883(78)/1(10) / SW/O/2P-02/2026

Date: 12 /02/26

Copy forwarded for information and taking necessary action to :

- 1) The Director of ICDS,GoWB
- 2) The Secretary ,West Bengal - Commission for Protection of Child Rights
- 3) The Director of Child Rights & Trafficking,GoWB
- 4) The State Commissioner for Persons with Disabilities,GoWB
- 5) The Director of Social Welfare,GoWB
- 6) The Additional Secretary ( Admin), W & CD & SW Department
- 7) The Controller of Vagrancy,GoWB
- 8) The Member -Secretary, West Bengal Transgender Persons Welfare Board
- 9) The Member-Secretary, West Bengal Commission for Women
- 10) The Secretary, West Bengal Women Development Undertaking

  
 Additional Secretary

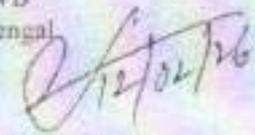
to the Govt of West Bengal

Memo no : 883(80)/1(10) /1(2) / SW/O/2P-02/2026

Date: 12 /02/26

Copy forwarded for information to :

1. The Private Secretary to the IMIC, W &CD & SW Department , GoWB
2. The Senior Personal Secretary to the Chief Secretary, Govt of West Bengal.

  
 Additional Secretary

to the Govt of West Bengal



**Government of West Bengal**  
**Women & Child Development and Social Welfare Department**  
**Bikash Bhavan, North Block, 10<sup>th</sup> Floor, Salt Lake City, Kolkata – 700 091**

**Guideline regarding implementation of reservation for Persons with benchmark Disabilities (PwBDs) for the services and posts under Government of West Bengal in the Model 100-Point Roster of Vacancies:**

Section 34 of the Rights of Persons with Disabilities (RPWD) Act, 2016 ((49 of 2016), has mandated that every appropriate Government shall appoint in every Government establishment, not less than four percent of the total number of vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities (PwBDs). In pursuance of the aforesaid provision under RPWD Act, 2016, the Rule 11(4) of the Rights of Persons with Disabilities Rules, 2017, notified by the Ministry of Social Justice & Empowerment Govt of India, states that the reservation for persons with benchmark disabilities in accordance with the provisions of section 34 of the Act shall be horizontal and the vacancies for persons with benchmark disabilities shall be maintained as a separate class.

A new Notification with regard to the Model 100 point Roster has been published by the Labour Department, GoWB, vide No Labr/26-Emp/EC/1M-01/2025 dated 27/01/2026. For proper implementation of the reservation policies for PwBDs in all services and posts under the State Government by respective Appointing Authorities, the following guidelines are issued in accordance with para 2(b) of the aforesaid notification of the Labour Department:

**1. Quantum of Reservation for Persons with Benchmark Disabilities (PwBDs):**

(i) As per section 34 (1) of the RPWD Act, 2016-

"Every appropriate Government shall appoint in every Government establishment, not less than four percent of the total number of vacancies in the cadre strength in each group of posts meant to be filled with persons with benchmark disabilities of which, one percent, each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and one percent for persons with benchmark disabilities under clauses (d) and (e), namely:—

(a) blindness and low vision;

(b) deaf and hard of hearing;

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*Sudhanta Ghosh*  
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- (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;
- (d) autism, intellectual disability, specific learning disability and mental illness
- (e) multiple disabilities from amongst persons under clauses (x) to (d) including deaf-blindness in the post identified for each disabilities."
- (ii) In terms of the prevailing notification of the Labour Department, GoWB, PwBD reservation points in the Model 100-Point Roster shall be at:
- 12 (UR-PwBD),  
42 (UR-PwBD),  
72 (UR-PwBD),  
90 (SC-PwBD).

These roster points are generic PwBD points and are not disability-wise earmarked at the roster stage.

Disability-wise allocation shall be determined only at the stage of recruitment, based on actual appointments and maintenance of a disability-wise rotation register in every establishment.

### 2. Identification of Suitable Posts for PwBDs:-

(i) As per Section 33 (i) and (ii) of the RPWD Act, 2016, every appropriate Government shall constitute an Expert Committee for identification of posts in the govt establishments which can be held by respective category of persons with benchmark disabilities in respect of the vacancies reserved in accordance with the provisions of section 34.

For the State of West Bengal Appropriate Govt means the W & CD & SW, Department, GoWB.

(ii) All Departments under the State Government shall identify suitable posts for reservation for Persons with benchmark Disabilities and submit the proposal in the prescribed format to the Expert Committee formed by the W & CD & SW, Department, GoWB under section 33(ii), RPWD Act, 2016, for ratification.

(iii) If any post has been identified as suitable only for one category / two categories / three categories of Disabilities as described in Point 1 of this guideline (**Quantum of Reservation for Persons with Benchmark Disabilities**), reservation in that post shall be given to persons with that identified category (ies) of Disability only. Reservation of 4% shall not be reduced in such cases and total reservation in the post shall be distributed equally, as far as practically possible, among the eligible candidates having identified categories of benchmark disabilities.

### 3. Adjustment against vacancies not reserved for PwBD:-

(i) A person with benchmark Disability can be appointed by direct recruitment to a post against any vacancy not specifically reserved for the persons with benchmark disabilities, provided the post has

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*Sangmita Ghosh*  
17/12/24

been identified by the State Govt as suitable for persons with benchmark Disability of the same category to which the person belongs. Any such person with benchmark disabilities, selected on the basis of his / her rank and caste status in the UR/SC/ST/OBC merit list of an examination along with other non-PwBD candidates, shall not be adjusted against the reserved share of vacancies for PwBDs.

(ii) The vacancies, reserved for PwBDs shall be filled up separately from amongst the eligible candidates with identified benchmark disabilities and comprised of candidates with benchmark disabilities who are lower in rank than the last candidate in the general merit list, but otherwise found eligible for appointment as per the related notification for recruitment published by the Recruitment Authority.

#### 4. Requisition and Advertisement for PwBD vacancies:-

(i) The Appointing Authority, after identification of the posts by the Expert Committee shall, send the requisition to the Recruiting Agency or Authority, as the case may be, for filling up of post(s) specifying the categories of benchmark disabilities identified for PwBD reservation in the Model 100 point Roster.

(ii) In accordance with the section 34(1) of the RPWD Act, 2016, the Appointing Authority shall strive to ensure to fill up the vacant posts, reserved for the PwBDs with persons with benchmark disabilities, of which, one percent each shall be reserved for the identified categories of Disability. To ensure the aforesaid provision of the Act, while sending the requisition, the Appointing Authority will exclude the categories of disabilities which have already been covered in the same cycle of Model 100-Point Roster and categorically mention the same in the requisition to the Recruiting Authority.

(iii) The Recruiting Authority shall mention in the advertisement only those specific categories of disabilities identified for PwBD reservation by the Appointing Authority.

(iv) In case, the Appointing Authority has intimated in its requisition letter to exclude the categories of Disabilities, already covered in the same cycle of Model 100-Point Roster, the Recruitment Authority shall also categorically mention the same in the advertisement for recruitment to ensure transparency.

(v) Thus the Appointing Authority shall specify, in its requisition, the following:

- a) the exact PwBD roster point(s) involved in the recruitment, namely -12 [UR-PwBD], 42 [UR-PwBD], 72 [UR-PwBD] and 90 [SC-PwBD], as applicable;
- b) the categories of benchmark disabilities identified as suitable for the post, in accordance with section 33 of RPwD Act, 2016, against such involved Roster Point ;
- c) whether, within the same cycle of the Model 100-Point Roster, any PwBD roster point has already been filled and, if so,

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*Sudhanta Ghosh*  
12/2/26

- i) the roster point number, and
  - ii) the identified benchmark disability category already accommodated.
- (d) Recruitment advertisements shall strictly and categorically mirror such requisition.

### Illustrative Scenarios:

**Scenario I: A post, identified as suitable for all the categories of PwBD as specified at Point 1 of this guideline (QUANTUM OF RESERVATION):**

In any given cycle of the Model 100-Point Roster for a post, let us assume that the:

Roster Point No. 12 [UR-PwBD] has already been filled up by a candidate with benchmark disability under Clause (a) (Blindness & Low Vision), and Roster Point No. 42 [UR-PwBD] by a candidate with benchmark disability under Clause (b) (Deaf & Hard of Hearing), as specified at Point 1 (QUANTUM OF RESERVATION). In such a scenario, while sending the requisition for the same post in the subsequent recruitment drive, where vacancies arise at Roster Point No. 72 [UR-PwBD], and Roster Point No. 90 [SC-PwBD], as specified at Point 1 (QUANTUM OF RESERVATION), the Appointing Authority must clearly specify in the requisition that only PwBD candidates belonging to the remaining benchmark disability categories under Clauses (c), (d) and (e), namely:

Locomotor Disability, etc. [Clause (c)].

Autism/ID/SLD/Mental Illness [Clause (d)], and

Multiple Disabilities including Deaf-Blindness [Clause (e)],

shall be eligible to apply against the PwBD reserved vacancies for those roster points. The Recruiting Agency shall also mandatorily reflect the same in the recruitment advertisement/notification.

However, PwBD candidates belonging to Clauses (a) and (b), as specified at Point 1 (QUANTUM OF RESERVATION) shall not be barred from applying against other unreserved or social category vacancies (UR/SC/ST/OBC) for the same post on their own merit, and if selected, such appointments shall not be adjusted against the 4% PwBD quota.

Further, in filling up Roster Point No. 90 [SC-PwBD], the candidate selected must necessarily belong to both the SC category as well as one of the remaining benchmark disability categories (c), (d) or (e) as specified at Point 1 (QUANTUM OF RESERVATION).

**Scenario-II: A post, identified as suitable for only two categories as specified at Point 1 (QUANTUM OF RESERVATION):** In any given cycle of the Model 100-Point Roster, let us assume that the post has been identified as suitable for disabilities categories (a) & (b) only. In this case, each identified category will be entitled to get 2 % reservation.

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*Sangeeta Laloni*  
12/2/26

At Roster Point No. 12 (UR-PwBD), candidates of both Disability (a) and Disability (b) are eligible to compete. A candidate belonging to Disability category (a) is selected on merit and appointed. Now, next vacancy arises at Roster Point No. 42 (UR-PwBD) in the same or subsequent recruitment drive for the same post. Since Disability category (a) has already been accommodated at Roster Point No. 12, the requisition shall restrict eligibility only to Disability category (b), being the remaining identified benchmark disability. Therefore, the advertisement shall expressly state that only Disability (b) candidates are eligible for the PwBD vacancy. It is to be noted here that permitting Disability (a) to compete again would defeat the mandatory equal entitlement of Disability (b) under Section 34(1).

**Note-1:** Exclusion of an identified disability category [here disability (a)] in a recruitment drive, at the stage of requisition & advertisement, for the purpose of ensuring equal distribution of reservation under Section 34(1), shall be deemed to be temporary and conditional in nature. If any eligible PwBD candidate, belonging to the identified benchmark disability category [here disability (b)] is not available, the vacancy shall be carried forward to the next recruitment drive. In case, again no eligible PwBD candidate belonging to category (b) is available in that recruitment drive, the Appointing Authority shall exercise the provision of inter-category interchange in the subsequent recruitment drive in accordance with Section 34(2) of the RPwD Act, 2016. During that subsequent recruitment drive, the previously excluded benchmark disability category [in this example, category (a)] will again become eligible for recruitment, subject to the prior approval of the W & CD & SW Department.

The procedure of effecting inter-category interchange among the identified categories for a post has been described in the following two Explanations:

**Explanation to Note-1:** Disability category (a) shall not be allowed to participate in the two successive recruitment drives when the vacancy is to be filled up specifically by Disability category (b). The scope of interchange among the identified disability categories, under Section 34(2) of the RPwD Act, 2016, shall only arise after the Appointing Authority duly records non-availability of any eligible candidate belonging to the disability category (b) in two successive recruitment drives. The benchmark disability category [here category (a)] excluded in two successive recruitment drives shall be included in the subsequent (third) recruitment drive, only if such inter-category interchange among the identified categories is formally approved by the W & CD & SW Department.

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12/2/26

**Explanation 2 to Note- 1: Process of advertisement on the eye of interchange**

If eligible candidate belonging to the Disability category (b) remains unavailable even after two successive recruitment drives, then the appointing authority shall record non-availability with reasons and seek prior approval of the W & CD & SW Department to formally invoke the provision for inter-category interchange among the identified categories for that post. Only after such approval, a fresh / revised requisition has to be furnished by the Appointing Authority to Recruitment Authority and subsequently a fresh/revised advertisement has to be brought out in the following manner:

Both the identified categories of disabilities (a) and (b) will now become eligible for the above-mentioned carried forward PwBD vacancy. Only at this stage, the Disability category (a) once again lawfully becomes eligible for consideration under the provision of interchange among the identified disability categories as mentioned under Section 34(2) of the RPwD Act, 2016.

**Scenario III: Filling up the Roster Point No. 90 [SC-PwBD] for a post, identified as suitable for all the categories of PwBD as specified at Point 1 (QUANTUM OF RESERVATION):**

In any given cycle of the Model 100-Point Roster for a post to fill up the Roster Point No. 90 [SC-PwBD], the candidate selected must necessarily belong to both the SC category as well as one of the remaining identified benchmark disability categories, excluding the identified categories which have already been covered at the Roster points 12, 42 & 72.

Only upon non-availability of such eligible SC-PwBD candidates, the procedure of carry-forward and inter-category interchange as per the provision under Section 34(2) of the Act shall be followed with the prior approval of the W & CD & SW Department, GoWB.

**5. Preparation of Merit List:**

(i) A separate Merit List only for the PwBD candidates as mentioned in point 3(ii) [Adjustment against vacancies not reserved for PwBDs] is to be prepared by the Recruiting Agency / Authority, indicating category of benchmark Disability along with respective social category status (UR / SC etc) against each of such PwBD candidates. Now, while filling up an earmarked PwBD vacancy in the Model 100 Point Roster, other than point No 90 [SC (PwBD)], a candidate (excluding the categories

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*Sarjit Kumar*  
12/2/26

of benchmark disabilities already covered in the same cycle of 100-Point Roster, if any ) shall be selected as per her /his rank in the PwBD merit list, if available. In case of Roster point No 90 [SC (PwBD), the highest ranked SC (PwBD) candidate (excluding the categories of benchmark disabilities already covered in the same cycle of 100-Point Roster) in the Merit List for the PwBD candidates is to be selected, if available.

(ii) In successive recruitment cycles, if candidates belonging to a particular identified Disability Category are consistently securing higher positions in the merit list for PwBDs, it shall not entitle such candidates of that particular Disability category to occupy all the PwBD roster points of the same roster cycle. Once an identified Disability category has been accommodated at one of the PwBD roster points, subsequent PwBD vacancies in that cycle shall be filled up by other benchmark disabilities as identified for that post subject to availability because provision of horizontal reservation for PwBDs cannot be converted into a mechanism for monopolisation by any single identified, disability category.

**For example:** - In case of recruitment for any post, identified for all categories with PwBDs, in any given cycle of Model 100-Point Roster, if the vacancy occurred in Roster Point No. 12 is to be filled up, all five PwBD categories of benchmark disabilities will be eligible to compete for such vacancy and the candidate securing highest rank in the PwBD Merit List, irrespective of his/her category of benchmark Disability shall be selected for such vacancy.

Again, in case of any subsequent recruitment for the same post, if the vacancy occurred at Roster Point Nos. 42 and /or 72 are to be filled up, only the remaining four categories of benchmark disabilities, except the category of benchmark Disability borne by the previously selected candidate already placed at Roster Point No. 12, will be eligible to compete for such vacancies and shall be included in the PwBD Merit List as per their merit. However, any other candidates having the already covered benchmark Disability can compete for any vacancy, not specifically reserved for the persons with benchmark disabilities, provided the post is identified suitable for persons with benchmark Disability of the said category and such candidates shall be adjusted in the Model 100 Point Roster, following the process as mentioned at Point No. 3 of this guideline (**ADJUSTMENT AGAINST VACANCIES NOT RESERVED FOR PwBDs**) of this guideline and will not feature in the PwBD merit list.

In case of recruitment for the same post, if the vacancy occurred at Roster Point No. 90 (SC-PwBD) is to be filled up, the highest ranked SC candidate with benchmark Disability of the specified category (excluding the categories of benchmark disabilities already covered in the same cycle of 100-Point Roster, if any), as per PwBD Merit List is to be selected, if available.

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*Sushmita Ghosh*  
12/2/26

#### 6. Carry Forward of PwBD Vacancy:-

##### (i) As per Section 34(2) of the RPWD Act, 2016-

"Where in any recruitment year any vacancy cannot be filled up due to non-availability of a suitable person with benchmark disability or for any other sufficient reasons, such vacancy shall be carried forward in the succeeding recruitment year and if in the succeeding recruitment year also suitable person with benchmark disability is not available, it may first be filled by interchange among the five categories and only when there is no person with Disability available for the post in that year, the employer shall fill up the vacancy by appointment of a person, other than a person with disability"

(ii) Where in any recruitment year, 90<sup>th</sup> vacancy in the Model 100-point Roster cannot be filled up due to non-availability of a suitable SC (PwBD) person belonging to the required category of Disability or for any other sufficient reasons, such vacancy shall be carried forward in the succeeding recruitment year and if in that succeeding recruitment year, again a suitable SC (PwBD) person belonging to the required category of Disability is not available, the vacancy may first be filled by a suitable SC (PwBD) person, through interchange among the other identified categories of disabilities for that post. Only when there is no SC (PwBD) person with any identified category of benchmark Disability available for the post in that year, the employer shall fill up the vacancy by appointment of a SC person, other than a PwBD.

(iii) For the both scenario mentioned above, i.e. (i) & (ii), the Employer /Appointing Authority will seek the prior approval of the Department of Women & Child Development & Social Welfare, Government of West Bengal, being the "appropriate Government" and in no circumstances shall any PwBD vacancy be automatically de-reserved or diverted to non-PwBD category without exhausting the carry-forward, inter-change, and approval process under Section 34(2).

#### 7. Effecting Reservation - Maintenance of Register:-

(i) In addition to the general Model 100-Point Roster of Vacancies, every appointing authority shall mandatorily maintain a separate, post-wise and group-wise 100-Point Register exclusively for PwBD vacancies, in the prescribed format (Annexure-I) enclosed with this guideline to ensure strict compliance with the 4% reservation mandate under Section 34(1) of the RPWD Act, 2016 and the horizontal reservation principle under Rule 11 of the RPWD Rules, 2017.

(ii) In the said PwBD Register, only appointments made against the earmarked PwBD roster points, namely 12 [UR-PwBD], 42 [UR-PwBD], 72 [UR-PwBD] and 90 [SC-PwBD] in each cycle of 100 appointments, shall be mapped and monitored. The disability category shall be recorded only after

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*Sankar Kumar Ghosh*  
12/2/24

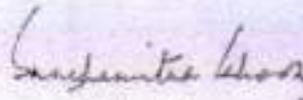
appointment & actual joining of PwBD candidate and shall be based on the medical certification of the selected candidate.

(iii) All the PwBD vacancies occurred chronologically would be filled up by rotation among the categories of benchmark disabilities, identified for the post, applying the procedure explained in Example 1, 2, 3 & 4 of Annexure-I (enclosed) and recorded in the PwBD Register, only after appointment & actual joining of PwBD candidate based on the medical certification of the selected candidate.

(iv) PwBD candidates selected on merit against UR/SC/ST/OBC vacancies shall not be adjusted against PwBD roster point, and such appointments shall not be counted towards the 4% PwBD reservation and shall not feature in this Register.

(v) All entries made in the PwBD Register shall be authenticated by the Appointing Authority and any deviation from the prescribed manner of effecting PwBD reservation shall be treated as a violation of Sections 33 and 34 of the RPwD Act, 2016.

These guidelines are issued in concurrence with the Rights of Persons with Disabilities Act, 2016, the Rights of Persons with Disabilities Rules, 2017 and notification issued by the Labour Department, Government of West Bengal vide no Labr/20-Emp/EC/1M-01/2025 dated 27/01/2026.

  
Principal Secretary 12/2/26  
to the Government of West Bengal

## Annexure -4

## Reservation Register for Persons with Benchmark Disabilities

Name of the Post:-

Group: A/B/C/D

Sl. No.	Cycle No. of Model 100- Post Register	Ranker Post no. of Model 100- Post Register	Identified as suitable by the Expert Committee in terms of Section 33 & 34, RPwD Act, 2016 for PwD persons with benchmark disabilities under the following categories:				Whether reserved for SC (Yes/ No)	No. & date of the notification for recruitment	Name of the person appointed	Date of Appointment / Joining	The person appointed having benchmark disability (a' b' c' d & e)	Remarks / Status of vacancy / interchange among the identified categories filling up a PwD vacancy by a person, other than a PwD as per section 34(2), RPwD Act, 2016
			a	b	c	(d & e)						
1												
2												
3												
4												

## Example 1

## Reservation Register for Persons with Benchmark Disabilities

Name of the Post:-

Group: A/B/C/D

Sl. No.	Cycle No. of Model 100- Post Register	Ranker Post no. of Model 100- Post Register	Identified as suitable by the Expert Committee in terms of Section 33 & 34, RPwD Act, 2016 for PwD persons with benchmark disabilities under the following categories:				Whether reserved for SC (Yes/ No)	No. & date of the notification for recruitment	Name of the person appointed	Date of Appointment / Joining	The person appointed having benchmark disability (a' b' c' d & e)	Remarks / Status of vacancy / interchange among the identified categories filling up a PwD vacancy by a person, other than a PwD as per section 34(2), RPwD Act, 2016
			a	b	c	(d & e)						
1		11	Yes	Yes	Yes	Yes	No			Highest ranked candidate in the PwD Merit list belonging to any of the five categories		
2		42	Yes	Yes	Yes	Yes	No			Highest ranked candidate in the PwD Merit list excluding the category selected at serial no 1		
3		77	Yes	Yes	Yes	Yes	No			Highest ranked candidate in the PwD Merit list excluding the categories selected at serial no 1 & 2		
4		90	Yes	Yes	Yes	Yes	Yes			Highest ranked SC(PwD) candidate in the Merit list excluding the categories selected at serial no. 1, 2 & 3		

Sanjiv Kumar  
12/2/24

## Example 2

## Reservation Register for Persons with Benchmark Disabilities

Name of the Post:-

Group: A/B/C/D

Sl. No.	Cycle No. of Model 100-Point Roster	Roster Part no. of Model 100-Point Roster	Identified as suitable by the Expert Committee in terms of Section 33 & 34, RPwD Act, 2016 for PWD persons with benchmark disabilities under the following categories				Whether reserved for SC (Yes/No)	No & date of the notification for Recruitment	Name of the person appointed	Date of Appointment / Joining	The person appointed having benchmark disability (a/ b/c/ d/ e)	Notified (in case of vacancy / overhang among the identifier categories filling up PWD vacancy) by a person other than PWD as per section 34(2) RPwD Act, 2016
			a	b	c	(d & e)						
1	I	12	No	Yes	Yes	No	No				Highest ranked candidate in the PWD Merit list belonging to any of the two identified categories.	
2		42	No	Yes	Yes	No	No				Highest ranked candidate in the PWD Merit list excluding the category selected at serial no. 1	
3		72	No	Yes	Yes	No	No				Highest ranked candidate in the PWD Merit list excluding the category selected at serial no. 2	
4		90	No	Yes	Yes	No	Yes				Highest ranked SC(PWD) candidate in the Merit list excluding the category selected at serial no. 3	

Sangeeta Kumar  
12/2/26

**Example 3**  
**Reservation Register for Persons with Benchmark Disabilities**

No.	Cycle No. of Model 100-Point Roster	Roster Point no. of Model 100-Point Roster	Name of the Post:-				Group: A/B/C/D				Whether in case of vacancy / Interchange among the identified categories filling up PWD vacancy by a person, other than PWD as per section 34(2), RPwD Act, 2016	
			Identified as suitable by the Expert Committee in terms of Section 33 & 34, RPwD Act, 2016 for PWD persons with benchmark disabilities under the following categories				Whether reserved for SC (Yes/No)	No. & date of the Notification for Recruitment	Name of the person appointed	Date of Appointment / Joining		The person appointed having benchmark disability (w/ No/ DdA)
			a	b	c	(d & e)						
1	F	10	Yes	Yes	No	No				Highest ranked candidate in the PwBD Merit list belonging to any of the three identified categories.		
2		42	Yes	Yes	Yes	No	No			Highest ranked candidate in the PwBD Merit list including the category selected in serial no. 1		
3		12	Yes	Yes	Yes	No	No			Highest ranked candidate in the PwBD Merit list including the categories selected in serial no. 1 & 2		
4		90	Yes	Yes	Yes	No	Yes			Highest ranked SC(PwBD) candidate in the Merit list belonging to any of the three identified categories.		

**Example 4**  
**Reservation Register for Persons with Benchmark Disabilities**

No.	Cycle No. of Model 100-Point Roster	Roster Point no. of Model 100-Point Roster	Name of the Post:-				Group: A/B/C/D				Whether in case of vacancy / Interchange among the identified categories filling up PWD vacancy by a person, other than PWD as per section 34(2), RPwD Act, 2016	
			Identified as suitable by the Expert Committee in terms of Section 33 & 34, RPwD Act, 2016 for PWD persons with benchmark disabilities under the following categories				Whether reserved for SC (Yes/No)	No. & date of the Notification for Recruitment	Name of the person appointed	Date of Appointment / Joining		The person appointed having benchmark disability (w/ No/ DdA)
			a	b	c	(d & e)						
1	F	13	No	No	Yes	No	No				Highest ranked candidate in the PwBD Merit list belonging to category c	
2		42	No	No	Yes	No	No				2nd Highest ranked candidate in the PwBD Merit list belonging to category c	
3		12	No	No	Yes	No	No				3rd Highest ranked candidate in the PwBD Merit list belonging to category c	
4		90	No	No	Yes	No	Yes				Highest ranked SC(PwBD) candidate in the Merit list belonging to category a	

*Sankaranta Das*  
12/1/26

The  
  
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Date : 27.01.2026

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

**GOVERNMENT OF WEST BENGAL**

Labour Department  
 (Exempted Category Cell)  
 N. S. Buildings, Block-A, 12<sup>th</sup> Floor  
 I, K. S. Roy Road, Kolkata-700 001

NOTIFICATION

No. Labr/20-EMP/EC/1M-01/2025 – Date: 27.01.2026 — In exercise of the powers conferred by section 14, read with clause (b) of section 3, and section 13, of “the West Bengal Regulation of Recruitment in State Government Establishments and Establishments of Public Undertakings, Statutory Bodies, Government Companies and Local Authorities Act, 1999 (West Ben. Act XIV of 1999) and in compliance with the provision of “the West Bengal Scheduled Castes and Scheduled Tribes (Reservation of Vacancies in Services and Posts) Act, 1976 (West Ben. Act XXVII of 1976)”, “the West Bengal Commission for Backward Classes Act, 1993 (West Ben. Act I of 1993)” and Notification No. 1106-BCW/MR-33/2025 dated 03-06-2025, issued by the Backward Classes Welfare Department and in exercise of power conferred by Section 34 of “the Rights of Persons with Disabilities Act, 2016 (49 of 2016),” and in commensurate with article 15(6) of the Constitution of India and in pursuance of Memo. No. 325-PAR(AR)/3P-1/2019 dated 09-07-2019, issued by the Personnel and Administrative Reforms Department, Government of West Bengal, the Governor is pleased to prescribe and update the following Model 100-Point Roster showing therein the points reserved for the Scheduled Castes, Scheduled Tribes, Other Backward Classes (Category-A and Category-B), Persons with Disabilities, Ex-servicemen, the Exempted Categories and Economically Weaker Section (EWS), for the guidance of the appointing authorities:-

**MODEL 100-Point Roster of Vacancies**

1 <sup>st</sup> Vacancy	–	Scheduled Caste
2 <sup>nd</sup> Vacancy	–	Unreserved
3 <sup>rd</sup> Vacancy	–	EWS (E.C.)
4 <sup>th</sup> Vacancy	–	Scheduled Tribe.

5 <sup>th</sup> Vacancy	-	Unreserved (Ex-Servicemen in Group-D Post)
6 <sup>th</sup> Vacancy	-	OBC Category-A
7 <sup>th</sup> Vacancy	-	Scheduled Caste (E.C.)
8 <sup>th</sup> Vacancy	-	Unreserved
9 <sup>th</sup> Vacancy	-	OBC Category-B
10 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
11 <sup>th</sup> Vacancy	-	Scheduled Caste (Ex-Servicemen in Group-C Post)
12 <sup>th</sup> Vacancy	-	Unreserved (PwBD)
13 <sup>th</sup> Vacancy	-	OBC Category-A (E.C.)
14 <sup>th</sup> Vacancy	-	Unreserved
15 <sup>th</sup> Vacancy	-	Scheduled Caste
16 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
17 <sup>th</sup> Vacancy	-	EWS (Ex-Servicemen in Group-D Post)
18 <sup>th</sup> Vacancy	-	Scheduled Caste
19 <sup>th</sup> Vacancy	-	OBC Category-B (E.C.)
20 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
21 <sup>st</sup> Vacancy	-	Scheduled Caste (Ex-Servicemen in Group-D Post)
22 <sup>nd</sup> Vacancy	-	Unreserved (Ex-Servicemen in Group-C Post)
23 <sup>rd</sup> Vacancy	-	Unreserved
24 <sup>th</sup> Vacancy	-	Scheduled Tribe
25 <sup>th</sup> Vacancy	-	EWS
26 <sup>th</sup> Vacancy	-	OBC Category-A
27 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
28 <sup>th</sup> Vacancy	-	Scheduled Caste (E.C.)
29 <sup>th</sup> Vacancy	-	OBC Category-B
30 <sup>th</sup> Vacancy	-	Unreserved
31 <sup>st</sup> Vacancy	-	Unreserved (Ex-Servicemen in Group-D Post)
32 <sup>nd</sup> Vacancy	-	Scheduled Caste
33 <sup>rd</sup> Vacancy	-	Unreserved (Meritorious Sportsman)
34 <sup>th</sup> Vacancy	-	EWS (E.C.)
35 <sup>th</sup> Vacancy	-	Unreserved
36 <sup>th</sup> Vacancy	-	Scheduled Caste
37 <sup>th</sup> Vacancy	-	Unreserved
38 <sup>th</sup> Vacancy	-	OBC Category-A
39 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
40 <sup>th</sup> Vacancy	-	Scheduled Caste
41 <sup>st</sup> Vacancy	-	Unreserved
42 <sup>nd</sup> Vacancy	-	Unreserved (PwBD)
43 <sup>rd</sup> Vacancy	-	Scheduled Tribe (E.C.)
44 <sup>th</sup> Vacancy	-	EWS
45 <sup>th</sup> Vacancy	-	OBC Category-A (E.C.)
46 <sup>th</sup> Vacancy	-	Unreserved

47 <sup>th</sup> Vacancy	-	Scheduled Caste (E.C.)
48 <sup>th</sup> Vacancy	-	Unreserved
49 <sup>th</sup> Vacancy	-	OBC Category-B (Ex-Serviceman in Group-D Post)
50 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
51 <sup>st</sup> Vacancy	-	Scheduled Caste
52 <sup>nd</sup> Vacancy	-	OBC Category-A
53 <sup>rd</sup> Vacancy	-	Unreserved (E.C.)
54 <sup>th</sup> Vacancy	-	Scheduled Tribe (Ex-Serviceman in Group-D Post)
55 <sup>th</sup> Vacancy	-	EWS
56 <sup>th</sup> Vacancy	-	Unreserved
57 <sup>th</sup> Vacancy	-	Scheduled Caste (E.C.)
58 <sup>th</sup> Vacancy	-	Unreserved (Ex-Serviceman in Group-C Post)
59 <sup>th</sup> Vacancy	-	OBC Category-B
60 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
61 <sup>st</sup> Vacancy	-	Scheduled Caste
62 <sup>nd</sup> Vacancy	-	EWS
63 <sup>rd</sup> Vacancy	-	OBC Category-A (Ex-Serviceman in Group-D Post)
64 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
65 <sup>th</sup> Vacancy	-	Scheduled Caste
66 <sup>th</sup> Vacancy	-	Unreserved (Meritorious Sportsperson)
67 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
68 <sup>th</sup> Vacancy	-	Scheduled Caste
69 <sup>th</sup> Vacancy	-	OBC Category-B (E.C.)
70 <sup>th</sup> Vacancy	-	Unreserved
71 <sup>st</sup> Vacancy	-	Scheduled Caste (Ex-Serviceman in Group-D Post)
72 <sup>nd</sup> Vacancy	-	Unreserved (PwBD)
73 <sup>rd</sup> Vacancy	-	Unreserved (E.C.)
74 <sup>th</sup> Vacancy	-	Scheduled Tribe
75 <sup>th</sup> Vacancy	-	EWS (Ex-Serviceman in Group-C Post)
76 <sup>th</sup> Vacancy	-	OBC Category-A (E.C.)
77 <sup>th</sup> Vacancy	-	Unreserved
78 <sup>th</sup> Vacancy	-	Scheduled Caste (E.C.)
79 <sup>th</sup> Vacancy	-	Unreserved
80 <sup>th</sup> Vacancy	-	Unreserved
81 <sup>st</sup> Vacancy	-	Unreserved (Ex-Serviceman in Group-C Post)
82 <sup>nd</sup> Vacancy	-	Scheduled Caste
83 <sup>rd</sup> Vacancy	-	Unreserved (Ex-Serviceman in Group-D Post)
84 <sup>th</sup> Vacancy	-	OBC Category-A
85 <sup>th</sup> Vacancy	-	EWS (E.C.)
86 <sup>th</sup> Vacancy	-	Scheduled Caste (E.C.)
87 <sup>th</sup> Vacancy	-	Unreserved (E.C.)
88 <sup>th</sup> Vacancy	-	Unreserved

89 <sup>th</sup> Vacancy	–	OBC Category-B
90 <sup>th</sup> Vacancy	–	Scheduled Caste (PwBD)
91 <sup>th</sup> Vacancy	–	Unreserved
92 <sup>th</sup> Vacancy	–	Unreserved
93 <sup>th</sup> Vacancy	–	Scheduled Tribe (E.C.)
94 <sup>th</sup> Vacancy	–	Unreserved (Ex-Serviceman in Group-D Post)
95 <sup>th</sup> Vacancy	–	EWS
96 <sup>th</sup> Vacancy	–	Unreserved
97 <sup>th</sup> Vacancy	–	Scheduled Caste (E.C.)
98 <sup>th</sup> Vacancy	–	Unreserved
99 <sup>th</sup> Vacancy	–	OBC Category-A
100 <sup>th</sup> Vacancy	–	Unreserved (E.C.)

*(E.C. means Exempted Categories, EWS means Economically Weaker Section,  
PwBD means Persons with Benchmark Disabilities)*

2. The Governor is also pleased to direct that the reservation for Persons with Disabilities, as provided under sub-section (1) of section 34 of the 'Rights of Persons with Disabilities Act 2016' (49 of 2016) shall be implemented as follows:
  - (a) Four roster points reserved for the PwBDs in the Model 100 point Roster will be generic in nature and hence not earmarked disability category wise. Disability category wise allocation will be determined only at the stage of recruitment, based on actual appointments and maintenance of a disability category wise register in every Government establishment.
  - (b) Detailed Guidelines regarding implementation of reservation for Persons with Benchmark Disabilities for the services and posts under Government of West Bengal in the Model 100-Point Roster of Vacancies and maintenance of a disability category wise register in every Government establishment will be published by Department of Women & Child Development & Social Welfare in due course of time after issuance of this Notification.
3. The Governor is further pleased to direct that (a) vacancies in Group 'C' Post at 11<sup>th</sup>, 22<sup>nd</sup>, 58<sup>th</sup>, 75<sup>th</sup> and 81<sup>st</sup> points and (b) vacancies in Group- 'D' Posts at 9<sup>th</sup>, 17<sup>th</sup>, 21<sup>st</sup>, 31<sup>st</sup>, 49<sup>th</sup>, 54<sup>th</sup>, 63<sup>rd</sup>, 71<sup>st</sup>, 83<sup>rd</sup> and 94<sup>th</sup> points of the above 100-Point Roster in State Services and Posts, Group-C and Group-D including those filled up through the P.S.C., West Bengal shall be filled up by ex-servicemen subject to the provisions of Rule-4 of the 'Ex-Servicemen (Reservation of Vacancies in State Services and Posts, Group-C and Group-D) Rules, 1982' as published vide Finance Department Notification No. 6249-F dated 15-06-1982.
4. The Governor is further pleased to direct that the vacancies in Group 'B', 'C' and 'D' posts at 33<sup>rd</sup> and 66<sup>th</sup> points of the above 100-Point Roster shall be filled up from the meritorious sportspersons according to the provisions of this Department Notification No. 49-Emp/1M-25/98, dated 01-03-2011 read with Labr/209-Emp/1M-17/2014(Pt-1) dated 21-07-2016.
5. In terms of the Backward Classes Welfare Department's Notification No. 917-BCW/MR-33/2025 dated 08-05-2025 the Backward Classes for the purpose of the 'West Bengal Commission for Backward Classes Act, 1993' (West Ben. Act 1 of 1993) stand divided into two categories, viz. Category-A and Category-B wherein Category-A classes would mean 'More Backward' and Category-B classes would mean 'Backward' within the "Backward Classes."
6. By the Backward Classes Welfare Department's Notification No. 1106-BCW/MR-33/2025 dated 03-06-2025 the Governor is further pleased to reserve 10% and 7% of vacancies in services and posts for the Category-A and Category-B respectively of the Other Backward Classes under Government of West Bengal, the local and statutory authorities constituted under any State Act, Corporations in which not less than 51% of the paid up share capitals

- is held by the State Government, Universities, Colleges affiliated to the Universities, primary, secondary and higher secondary schools, other educational institutions which are owned or aided by the State Government and public sector, to be filled up by direct recruitment shall be reserved for backward classes of citizens.
7. All appointing authorities should obtain names from Exempted Category cell under the Directorate of Employment, West Bengal, to fill up the vacancies meant for Exempted Category Candidates in the above roster except the cases of Employment on compassionate ground viz. death-in-harness and premature retirement due to permanent incapacitation.
  8. The relevant Notifications issued by the competent authorities relaxing upper age limits for SC, ST, Other Backward Classes Category-A and Category-B, Persons with Disabilities, Ex-Servicemen and Exempted Category Candidates may be kept in view while taking steps for filling up vacancies meant for the respective categories.
  9. (a) As no curtailment of existing percentage of reservation for SC, ST and OBC Category-A and Category-B can be made the reserved points for SC(E.C.), ST(E.C.), OBC Category-A (E.C.) and OBC Category-B (E.C.) shall be filled up by the Exempted Category Candidates belong to SC, ST and OBC Category-A, Category-B only. In case of non-availability of a suitable Exempted Category Candidate belonging to SC, ST or OBC Category-A and Category-B or any of such reserved point, the said vacancy shall be filled up by a Non-Exempted Category Candidate belonging to SC, ST or OBC Category-A, and Category-B, as the case may be.
  - (b) In case suitable unreserved exempted category candidates are not available the vacancies meant for unreserved Exempted Category candidates in the 'Model 100-Point Roster of vacancies' may be filled up by way of recruitment of candidates belonging to Unreserved non-Exempted Categories.
  10. Since existing percentage of reservation for Economically Weaker Sections (EWS) cannot be curtailed, in case of non-availability of a suitable Ex-Serviceman candidate belonging to EWS category for Roster Point Nos. 17 and 75, the said two vacancies shall be filled up by a non-Ex-Serviceman candidate belonging to EWS category. Similarly, in case of non-availability of a suitable Exempted Category candidate belonging to EWS category for Roster Point Nos. 3, 34 and 85, the said three vacancies shall be filled up by a non-Exempted Category candidate belonging to EWS category.
  11. This order issues in supersession of this Department's Notification No. Labr/110-Emp/EC/1M-01/2025 dated 13.06.2025.
  12. All appropriate authorities have been consulted on respective issues concerning them.

By order of the Governor,

Sd/-

**NANDINI CHAKRAVORTY**

*Chief Secretary to the Government of West Bengal*