

NOTIFICATION No. 2/2025 DATED: 02.02.2025



GOVERNMENT OF TAMIL NADU Co-operation, Food and Consumer Protection Department, Chennai.

HIGH COURT OF JUDICATURE, MADRAS

Applications are invited ONLY THROUGH ONLINE MODE (https://www.mhc.tn.gov.in) from Indian Citizens, in the prescribed format, from qualified and eligible candidates for filling up of the following posts sanctioned to the District Consumer Disputes Redressal Commission in the State of Tamil Nadu:-

Sl. No.	Name of Post	No. of Vacancies	Salary			
1.	President	6*	District Judge in the Super Time Scale of pay: Rs.70290 – 1540 – 76450 (First			
			National Judicial Pay Commission)			
			[The pay of a person who is in receipt			
			of any pension, shall be reduced by the			
			gross amount of pension.]			
2.	Member	17*	(Deputy Secretary to Government)			
			Scale of pay: Rs.61900-228100 (Level-			
			26)			
			[The pay of a person who is in receipt			
			of any pension, shall be reduced by the			
			gross amount of pension.]			

^{*}Distribution of vacancies provided in the Annexure -A.

The selection for appointment and salary to the posts included in this recruitment is purely provisional subject to the final orders in the cases pending before the Hon'ble Supreme Court of India and the Hon'ble High Courts.

Note:- Before filling in the application, the candidates are advised to go through the (i) Consumer Protection (Qualification for appointment, method of recruitment, procedure of appointment, term of office, resignation and removal of the President and Members of the State Commission and District Commission) Rules, 2020, (ii) Tamil Nadu Consumer Protection (Salary, Allowances and Conditions of Service of President and Members of the State Commission and District Commission) Rules, 2021 AND (iii) Consumer Protection (Qualification for appointment, method of recruitment, procedure of appointment, term of office, resignation and removal of the President and Members of the State Commission and District Commission) Amendment Rules, 2023.

2.Age:- (as on 01.07.2025)

A candidate must have attained the age of 35 years.

Explanation:-

Applicants should not have been born on or after 02.07.1990.

3. Minimum Eligibility:

- (a) The candidate applying for the post/s notified above, must necessarily know to read, write and speak Tamil.
- (b) **<u>President</u>**:- The candidate is, or has been, or is qualified to be a District Judge..
- (c) <u>Member</u>:- The candidate should possess a Bachelor's Degree from a recognized University and is a person of ability, integrity and standing, and having special knowledge and professional experience of not less than <u>Ten years</u> in consumer affairs, law, public affairs, administration, economics, commerce, industry, finance, management, engineering, technology, public health or medicine.

Note:-

- i. As per Rule 4 (3) of Consumer Protection (Qualification for appointment, method of recruitment, procedure of appointment, term of office, resignation and removal of the President and Members of the State Commission and District Commission) Rules, 2020, at least one member or the President of the State Commission shall be a woman.
- ii. In case of serving officials, they can submit their online applications directly, after duly informing their Head of Department / Appointing Authority in writing.
- (d) <u>Persons with Disability</u> should be capable of efficiently discharging the duties of a President / Member, on being provided with such reasonable aids / assistance to the satisfaction of the appointing authority in consultation with the Selection Committee as per proviso to Rule 10 of the Tamil Nadu State Judicial (Cadre and Recruitment) Rules, 2007.

4. Term of Office:-

The selected President / Member of the District Consumer Disputes Redressal Commission in the State of Tamil Nadu shall hold office for a term of four years or upto the age of sixty-five years, whichever is earlier and shall be eligible for reappointment for another term of four years subject to the age limit of sixty-five years, and such reappointment is made on the basis of the recommendation of the Selection Committee.

5.Fees:-

A sum of Rs.2,500/- (Rupees Two thousand and Five Hundred only) is fixed as examination fee for each post.

6. Selection procedure:-

The Selection will be made on merit, based on the performance of the candidates in the (A) Common Written Examination and (B) Viva-voce

A. COMMON WRITTEN EXAMINATION (Maximum Marks: 100)

The Common Written Examination consisting of two papers as specified in the table below, with the **qualifying marks of fifty percent in each paper**.

	I	ı		
Paper	Topics	Nature of	Maximum	Duration
		Examination	marks	
Paper-I	(a) General Knowledge and	Objective	100	2 hours
	current affairs	Type		
	(b) Knowledge of Constitution	(OMR)		
	of India			
	(c) Knowledge of various			
	Consumers related Laws as			
	indicated in the Schedule			
Paper-II	(a) One essay on topics chosen	Descriptive	100	3 hours
	from issues on trade and	Type and		
	commerce consumer related	should be		
	issues or Public Affairs	handwritten		
	(b) One case study of a			
	consumer case for testing			
	the abilities of analysis and			
	cogent drafting of orders.			

Schedule

Syllabus for Common Written Examination for the post/s of Members of the State Commission:

- 1. The Consumer Protection Act, 2019 (35 of 2019)
- 2. The Legal Metrology Act, 2009 (1 of 2010)
- 3. The Bureau of Indian Standards Act, 2016 (11 of 2016)
- 4. The Competition Act, 2002 (12 of 2003)
- 5. The Food Safety and Standards Act, 2006 (34 of 2006)
- 6. The Drugs and Cosmetics Act, 1940 (23 of 1940)
- 7. The Sale of Goods Act, 1930 (3 of 1930)
- 8. The Real Estate (Regulation & Development) Act,2016 (16 of 2016)
- 9. The Electricity Act,2003 (36 of 2003)
- 10. The Insurance Act, 1938 (4 of 1938)

(i) The question papers for Common Written Examination shall be only in English.

(ii) Venue for Common Written Examination:

Common Written Examination will be conducted at Chennai and depending upon the number of candidates who are found eligible, Centres, if required will be announced beyond Chennai.

B. Viva-voce (50 Marks)

The candidates for viva-voce will be shortlisted based on the marks secured in the Common Written Examination in the ratio of 1:3. Such shortlisting will be done based on the marks obtained in the Common Written Examination, fulfillment of eligibility, criteria, experience and achievements of the candidates, as stated by them, with proof, in their applications. The decision of the Selection Committee in this regard shall be final and no correspondence in this regard will be entertained.

The object of the viva-voce test is to assess the suitability of the candidate, for judging their mental alertness, general knowledge, clear and logical exposition attitude, ethics, power of assimilation, power of communication, character, intellectual depth, his/her tact and ability to handle various situations in the Court / Administrative / Management Skills.

7. Preparation of Selection List:

Final selection of candidates will be made on the basis of combined marks secured by the candidates in the Common Written Examination and Viva-voce, as per merit.

8. Certificate of Physical Fitness:-

The candidates selected for appointment to the above post/s, will be required to produce a Certificate of Physical Fitness as indicated in the Annexure – A from the competent authority.

9. Declaration of Financial and other interest:-

A Judicial / Non-Judicial Member before entering upon his /her office shall declare his/ her assets and liabilities.

10.General Instructions:-

- (a) Any application, even under the Right to Information Act, seeking any information will not be entertained till the completion of the entire Recruitment Process.
- (b) The decision of the Selection Committee in respect of all matters pertaining to this Recruitment Process would be final and binding on all candidates.
- (c) The information regarding the details of marks awarded to the candidate, heading wise, if any, in the Common Written Examination / Viva-voce will not be furnished to anyone even under RTI.

- (d) Hall Ticket for Common Written Examination / viva voce will not be sent by post. The candidates should download the Hall Ticket only from the website https://www.mhc.tn.gov.in.
- (e) The Government reserves the right either to postpone or cancel this Notification at any point of time without assigning any reason.
- (f) No TA / DA / Accommodation / Conveyance will be provided to the candidates who are required to attend the Common Written Examination / Viva-voce.

11. Disqualifications:-

A person shall be disqualified for appointment to the posts notified above, if he / she-

- (a) has been convicted and sentenced to imprisonment for an offence which involved moral turpitude; or
- (b) has been adjudged to be an insolvent; or
- (c) is of unsound mind and stands so declared by a competent court; or
- (d) has been removed or dismissed from the service of the State Government or Central Government or a body corporate owned or controlled by such Government; or
- (e) has, in the opinion of the State Government, such financial or other interest as is likely to prejudicially affect his / her functions.

12. Oath of Office and Secrecy:-

Every person appointed as a President / Member in the District Consumer Disputes Redressal Commission in the State of Tamil Nadu shall, before entering upon the office, make and subscribe an Oath of office in Form- I and Oath of secrecy in Form-II as annexed to the Tamil Nadu Consumer Protection (Salary, Allowances and Conditions of Service of President and Members of the State Commission and District Commission) Rules, 2021.

13. The Selection Committee reserves the right to issue any clarification at any later stage, if required.

The applications are liable to be summarily rejected, without any intimation, if found not conforming to the instructions given herein.

Last date for submission of online application is 03.03.2025

Last date for remittance of fee 05.03.2025

Member-Convener,
Additional Chief Secretary to Government,
Co-operation, Food and Consumer
Protection Department, Chennai – 600 009.

$\underline{ANNEXURE} - \underline{A}$

S1.	Name of the District	Vacancies for the post of			
No.	Commission	President	Member		
1.	Madurai		1		
2.	Karur	1*	1		
3.	Dindigul		1		
4.	Srivilliputhur		1		
5.	Thiruvarur		1		
6.	Ramanathapuram		1		
7.	Nagercoil	1	1 + 1*		
8.	Theni		1		
9.	Tirunelveli		1		
10.	Salem		1		
11	Sivagangai		2		
12.	Thanjavur		1		
13.	The Nilgiris	1	1		
14.	Ariyalur		1		
15.	Tiruchirappalli	1*			
16.	Tiruvannamalai	1*			
17.	Thoothukudi	1*			
18.	Nagapattinam		1		
	Total	6	17		

<u>Note:</u> *Ensuing vacancies [one post of President in Karur, Tiruchirappalli, Tiruvannamalai, Thoothukudi District and one post of Member in Nagercoil District] will be filled up as and when vacancy arises.

$\underline{ANNEXURE - B}$

CERTIFICATE OF PHYSICAL FITNESS

	I	hereby	certify	that	I	have	examined
Shri./Smt./Ms			• • • • • • • • • • • • • • • • • • • •			and	I have not
discovered that	he /	she has	any disea	ase (com	muni	cable or	otherwise),
constitutional	W	eakness	or	bodily	i	nfirmity,	except
					I	do not c	onsider this
a disqualification	n for	his / her f	or employ	ment as	Presi	dent / Me	ember in the
District Consum	er Di	sputes Rec	dressal Co	mmission	n for a	a period o	of four years
or upto the age of sixty five years, whichever is earlier.							
Date		:					
Signature of can	didat	e :					

Signature
Designation
(Civil Surgeon / District Medical Officer)

COMMON INSTRUCTIONS TO CANDIDATES APPLYING FOR THE POSTS OF PRESIDENT AND MEMBER IN THE DISTRICT CONSUMER DISPUTES REDRESSAL COMMISSION IN THE STATE OF TAMIL NADU

(Notification No.2/2025, Dated:02.02.2025)

I. HOW TO APPLY:-

The online application for the Examination consists of two parts:

- A. Registration
- B. Filling up of Application

NOTE:

Applicants who have already registered for any previous recruitments in the Recruitment Portal of the Madras High Court, have to RE-REGISTER as 'NEW APPLICANTS' as the previous registered User ID and Password will be invalid.

- **A.** <u>REGISTRATION</u>: The Applicants are required to visit https://www.mhc.tn.gov.in and click "REGISTER YOURSELF" and enter the following details:
 - 1. Applicant's E-mail ID
 - 2. Applicant's Mobile No.
 - 3. Name (As in the School Certificate or Govt. Gazette, if name changed)
 - 4. Create Password
 - 5. Retype Password and
 - 6. Enter Captcha Code

After successfully entering all the details, the applicants shall click 'SUBMIT'; a message will appear in the screen as 'Successfully Registered' and a link will be sent for activation to the email ID provided by them. The applicants shall click on the link and activate the same. Once activated, the applicants can login to the website by using their registered email ID as the user ID and the password given by them during registration.

NOTE:

- (i) The applicants are requested not to disclose their login credentials to anyone and the Government / Judicial Recruitment Cell, High Court, Madras, will not be responsible for any misuse of data. **Registered e-mail ID and registered password of the applicants must be noted and preserved for future use**.
- (ii) Applicants are advised to have a <u>valid Personal Mobile Number/valid Personal E-mail ID.</u> In case the applicants do not have a valid email ID/Mobile Number, they should create their own email ID and obtain mobile number before applying online and must keep the email account/mobile number active throughout the selection process.

The applicants are advised not to enter Mobile Number and Email ID of internet cafe / browsing centre / Common Service centres or any other person.

- (iii) No request regarding change in Mobile Number/E-mail ID will be entertained.
- (iv) The Government / Judicial Recruitment Cell, High Court, Madras will not be responsible in any manner, for non delivery of SMS / E-mail at any stage either due to non-lifting of the mobile phone or if the same is out of coverage area or is out of order due to some technical fault on the part of the applicant or service provider.
- (v) The Government / Judicial Recruitment Cell, High Court, Madras will not be responsible in case of any communication not reaching the applicant due to defect in given address, E-mail ID, mobile number, etc.
- (vi) It will be the responsibility of the applicant to update himself / herself by visiting the website of Madras High Court https://www.mhc.tn.gov.in periodically for any important announcement/information.

B. (i) **FILLING UP OF APPLICATION:**

- a. After Registration, the applicants shall login with the USER ID and PASSWORD given by the applicants.
- b. The online application consists of 5 steps :
 - (1). Personal Information
 - (2). Educational & Technical qualification details
 - (3). Additional Information
 - (4). Declaration
 - (5). Confirm your details
- c. After completion of Step-1 to Step-5, the applicants should check the details entered by them. Once the '**SUBMIT**' button is clicked, the applicants will not be able to change any of the details submitted in the application.

(1) STEP ONE (PERSONAL INFORMATION):

The personal information furnished by the applicants in the Registration Form will be generated automatically. The details furnished in the Registration Form cannot be edited. Applicants shall fill their other personal information as required in the application form. They shall upload the scanned copy of their passport size photograph of high contrast and their full signature. After submitting the personal information, the applicants shall select the **'SAVE/NEXT STEP'** button to proceed to Step-2.

NOTE:

Photograph shall be in .jpg format only in size between 20 KB and 50 KB with dimensions of 230 pixels and 200 pixels, height and width respectively.

Signature shall be in .jpg format only in size less than 20 KB with dimensions of 60 pixels and 140 pixels, height and width respectively.

(2) STEP TWO (EDUCATIONAL QUALIFICATION DETAILS):

The applicants shall fill the educational qualifications and service particulars, experience details / experience in bar and any other accomplishments/information possessed by them. After filling the said particulars, the applicants shall select "SAVE/NEXT STEP" button to complete step -2 and proceed to step-3.

(3) STEP THREE (ADDITIONAL INFORMATION):

The applicants shall fill the Additional information as required in the application. They shall upload the scanned copies of their Educational Qualification, Experience particulars etc., in .pdf file format only. After submitting the requisite particulars, they shall select "SAVE/NEXTSTEP" button to complete step -3 and proceed to step-4.

NOTE:

Educational qualification (SSLC or its equivalent, HSC or its equivalent and Degree Certificate / Law Degree Certificate / Provisional Certificate), Experience Certificates etc., shall be scanned and uploaded as a single PDF file of size below 3 MB and other scanned copies shall be in size below 200 kb.

(4) STEP FOUR (DECLARATION):

The applicants shall <u>tick the check box</u> in the declaration as required in the application and after completing the same, they shall select the '**NEXT STEP**' button to complete Step - 4 and proceed to Step - 5.

(5) STEP FIVE (CONFIRM YOUR DETAILS):

- (i) On completion of step-4, the details furnished by the applicants in steps 1 to 4 appear on the screen as **PREVIEW**. The applicants shall carefully peruse the details furnished and confirm the same by selecting '**SUBMIT'** button.
- (ii) Before proceeding to next step, if the applicant intends to make any correction or modification in the details furnished in the previous step, they can select 'PREVIOUS STEP' and make necessary modification.

(iii) When the applicants click on 'SUBMIT' button, a pop up alert dialogue box will appear stating that,

'If OK button is selected, the application will be converted as PDF and the details furnished in the application cannot be modified thereafter. The Applicant cannot add/delete/modify the Post/Posts Applied as per this Notification.'

If the applicants want to edit the information provided by them, they shall select the 'CLOSE' option to cancel submission and go back to the previous steps for editing or select 'OK' to submit the online application. After submitting the application, it will lead to PAYMENT GATEWAY.

B. (ii) PAYMENT GATEWAY:

- (i) A page mentioning the post/s applied and the amount of Fee of Rs. 2,500/- (per post) will appear on the screen. On clicking the 'PROCEED TO PAY' button, system will be redirected to the Payment Gateway page. In the redirected page, candidate has to select the payment mode to initiate the payment.
- (ii) In the Payment Gateway page, the following payment options are available
 - (a) Debit Card
- (b) Credit Card
- (c) Net Banking &
- (d) UPI payments

The applicant is allowed to Pay the Fee through Online (Net banking/ Debit card/ Credit Card/UPI) mode only.

(iii) If the transaction gets failed after initiating the payment process for unknown reasons, the candidate can initiate payment transaction again after sometime.

[The candidates are advised **not to click on Back button** while paying the examination fees in Payment Gateway]

- (iv) After successfully making the payment through internet, the applicants can check the details of the payment in the home page. Then they can download the application form and payment receipt.
- (v) Refund and Cancellation policy: Any request for cancellation or refund for fees paid online will not be entertained under any circumstances. However, if the amount is debited more than once due to technical issues, excess amount will be automatically refunded within the TAT as specified by Banks. No communications in this regard will be entertained.

NOTE:

- (i) Failure to pay the fee prescribed within the time stipulated will result in outright rejection of application and no correspondence in this regard is entertained.
- (ii) No other Mode of payment of fee, like Demand Draft / Postal Order / Cheque / NEFT/RTGS or any other mode of online /Offline payment will be entertained and those applications will summarily be rejected.
- (iii) Fees once paid, will not be refunded or adjusted towards any other recruitment under any circumstances.
- (iv) The applicants, who wish to peruse and take printout of their filled in application form, shall select the "view" option and download their application in PDF form.
- (v) The applicants, need not send the print out of the application form to the undersigned or to the High Court.
- (vi) All the particulars mentioned in the online application including name of the applicant, post applied for, educational qualifications, date of birth, address, e-mail ID etc. will be considered as final and no modification will be allowed after submission of the online application. Since certain fields are mandatory and cannot be edited, applicants are requested to fill the online application form with utmost care and caution as no correspondence regarding change of details will be entertained.

II. GENERAL INSTRUCTIONS:

- (a) The candidates will be supplied with Question Booklets 10 minutes before commencement of the Examination. Before writing or shading the answer, candidate should ensure that all the questions are there in seriatim without any omission and there are no blank pages in Question Booklet.
- (b) Candidates should carry only Ball Point Pen (Blue or Black) and Hall Ticket inside the examination Hall. Other materials are not allowed into the examination hall.
- (c) Candidates must write their Registration Number in the space provided in the Ouestion Booklet.
- (d) Candidates should not remove or tear off any sheet from the Question Booklet and they are not allowed to take the Question Booklet and the Answer Sheet out of the Examination Hall during the time of examination. Candidates would be permitted to take the Question Booklet only after the Examination is completed.
- (e) Borrowing of any material, instruments from other candidates during the Exam session is strictly prohibited.
- (f) Candidates are strictly prohibited from involving in any indiscipline or irregular practices like, consulting with other candidates, copying, allowing the other candidates to copy from their answer paper, carrying notes, seeking the help of an Invigilator / any outsider, etc. Any violation would lead to the candidates being expelled from the Examination Hall and invalidation of their Answer sheets. They will also be debarred from the present and future examinations, apart from penal action.

- (g) No candidate except Persons with Benchmark Disability (i.e. disability should not be less than 40%) will be allowed to exceed the time limit allotted for answering the paper and no candidate will be allowed to leave the Examination Hall before the closing time of the examination.
- (h) At the end of the examination, OMR Answer Sheet / Question-cum-Answer Booklet should be returned to the Invigilator. Candidates are prohibited from taking with them, from the examination hall, any used / unused OMR Answer Sheet / Question-cum-Answer Booklet supplied to them.
- (i) It is cautioned that the candidates are required to write their Registration Number only in the space provided for that purpose at the first cover-page of the Question-cum-Answer Booklet. Writing of, his/her own name or registration no. or any mark of identification in any form or any Number or name or mark, by which the OMR answer sheet/ Question-cum-Answer Booklet of a candidate may be distinguished/ identified from others, in any space other than the one provided for, is strictly prohibited and shall, in addition to other grounds, entail cancellation of his/her candidature and withholding of his/her result, without assigning any reason. Any correspondence, in this regard, will not be entertained

<u>INSTRUCTIONS FOR PAPER – I (OBJECTIVE TYPE)</u>

- (a) Correct Booklet Series number which is used by the applicant should be written in OMR Answer Sheet. If any defect is noticed in the Question Booklet or OMR Sheet after the commencement of Examination, it will not be replaced.
- (b) Personalized OMR Answer Sheet of the candidates will be supplied by the Room Invigilator for answering the Questions. Candidates must shade / write their Question Booklet number and question booklet series in the space provided, without fail, with Blue or Black Ball point pen only.
- (c) The Optical Mark Reader (OMR) Answer sheet should be handled carefully by the candidates. They are advised not to fold, wrinkle, damage or tear OMR sheet under any circumstances. Further, the candidates are advised not to scribble or make any marks in the OMR sheet except for shading the answers at the appropriate place. Moreover, candidates are advised to fill up information and shade all the relevant Bubbles on the OMR Answer sheet carefully. They will not be given a second blank Optical Mark Reader (OMR) answer sheet under any circumstances. Any violation of these instructions will automatically lead to the invalidation of the OMR Answer sheet.
- (d) If any wrong entry is made while filling up / shading the Question Booklet Numbers/Series, Penalty will be awarded as the Judicial Recruitment Cell, High Court, Madras deems fit.
- (e) Candidate must affix his/her signature in the box provided in the OMR Answer Sheet.

- (f) In case of any ambiguity with respect to shading of bubbles, the decision of the Judicial Recruitment Cell, High Court, Madras is final.
- (g) Candidates are advised to shade only one bubble for each question in the OMR Sheet and shall not use tick mark or cross mark ($\sqrt{\text{or }X}$) in the bubble. Multiple marking will be treated as invalid, even if one of such shaded answer is correct.
- (h) Candidates should shade the answer field (answer bubble) of OMR answer sheet completely, otherwise the answer will not be validated.
- (i) If the question booklet number shaded by the candidate is not read by the OMR scanner, which may be due to improper or absence of shading of Question Booklet Number by the candidates, such answer sheets cannot be subjected to evaluation. Therefore, the said answer sheets will be invalidated.
- (j) The answer sheet will be invalidated if the box for 'Question Booklet Series' is not written / shaded or incorrectly written / shaded in the OMR answer sheet and could not be identified even by physical verification of the answer sheet.
- (k) Using Whitener / Blade / Eraser or any kind of tampering to change the answers in the OMR answer sheet will lead to invalidation.

INSTRUCTIONS FOR PAPER – II (DESCRIPTIVE TYPE)

- (a) Answers should be written in the Question-cum-Answer Booklet.
- (b) **Two questions, namely, one Essay** on topics chosen from issues on trade and commerce, consumer related issues or public affairs and **one case study** of a consumer case for testing the abilities of analysis and cogent drafting of orders, should be answered within the prescribed space provided in the Question-cum-Answer booklet.
- (c) Each question carries 50 marks.

III. INFORMATION UNDER RIGHT TO INFORMATION ACT AND CLAIM FOR REVALUATION / RE-TOTALLING

- a. No information will be furnished to anybody with regard to the recruitment, until the completion of the entire selection process.
- b. Information regarding the details of the Evaluators / Officers who scrutinized the application/certificates of the candidates /appeared for the Common Written Examination / viva-voce will not be provided.
- c. No candidate will be permitted to peruse/obtain copies of the answer sheets of the Common Written Examination (including OMR Answer sheets) till finalization of the recruitment process.
- **d.** Request for Re-valuation and Re-totaling of marks in the Common Written Examination will not be entertained.
- **e.** Marks secured by the candidates in Common Written Examination / Vivavoce under various heads of assessment, if any, will not be furnished.

IV. INSTRUCTIONS TO PERSONS WITH DISABILITY:

- a. Persons with Disability have to appear for the Common Written Examination and Viva-voce on their own and no scribe is provided / permitted.
- b. Extra 40 minutes will be given in Paper I for Persons with Benchmark Disability (i.e. disability should not be less than 40%).

 Extra 60 minutes will be given in Paper II for Persons with Benchmark

Extra 60 minutes will be given in Paper – II for Persons with Benchmark Disability (i.e. disability should not be less than 40%).
