

FACILITIES TO DISABLED PERSONS

1731 SHRI SUSHIL KUMAR GUPTA:

Will the **Minister of Social Justice and Empowerment** be pleased to state:

- (a) whether initiatives are being taken to persuade companies making sure that when disabled people (PwD) joins a job, they have all the tools which they need in order to do their best work;
- (b) if so, what are the details in this regard; and
- (c) if not, whether Government will give a serious consideration to this aspect?

ANSWER

MINISTER OF STATE FOR SOCIAL JUSTICE & EMPOWERMENT

(SUSHRI PRATIMA BHOUMIK)

(a) to (c): Rule 8 of the Rights of Persons with Disabilities Rules, 2017 *inter alia* provides as under:

- i. Every establishment shall publish equal opportunity policy for persons with disabilities.
- ii. The establishment shall display the equal opportunity policy preferably on their website, failing which, at conspicuous places in their premises.
- iii. The equal opportunity policy of a private establishment having twenty or more employees and the Government establishments shall *inter alia*, contain the following, namely:-
 - (a) facility and amenity to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment;
 - (b) the manner of selection of persons with disabilities for various posts, post-recruitment and pre-promotion training, preference in transfer and posting, special leave, preference in allotment of residential accommodation if any, and other facilities;
 - (c) provisions for assistive devices, barrier-free accessibility and other provisions for persons with disabilities;
 - (d) appointment of liaison officer by the establishment to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees.
- iv. The equal opportunity policy of the private establishment having less than twenty employees shall contain facilities and amenities to be provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment.