

GOVERNMENT OF INDIA
MINISTRY OF SOCIAL JUSTICE AND EMPOWERMENT
DEPARTMENT OF EMPOWERMENT OF PERSONS WITH DISABILITIES
LOK SABHA

UNSTARRED QUESTION No. 356
TO BE ANSWERED ON 05.12.2023

JOB RESERVATION FOR DISABLED

356. SHRI RAJIV PRATAP RUDY:

Will the Minister of SOCIAL JUSTICE AND EMPOWERMENT सामाजिक न्याय और अधिकारिता मंत्री be pleased to state:

(a) whether public sector companies are required to reserve 4% of all jobs for disabled people in compliance with Rights of Persons with Disability Act, 2016; if so, the details thereof;

(b) whether it is a fact that even as growing number of Public Sector Undertakings (PSUs) embrace affirmative action and commit to hiring a diverse workforce, India's top PSUs have only 3 persons with disabilities for every 1,000 employees on roll, if so, the details thereof and the reasons therefor; and

(c) the steps taken by the Government to increase representation of Persons with Disability (PwD) in top organizations ?

ANSWER

MINISTER OF STATE FOR SOCIAL JUSTICE AND EMPOWERMENT

(SUSHRI PRATIMA BHOUMIK)

(a) Yes, sir. As per Section 34(1) of the Rights of Persons with Disabilities (RPwD) Act, 2016, not less than four percent reservation in vacancies for persons with benchmark disabilities (persons with disabilities having 40% disability or more) is applicable to all Government establishments including public sector companies.

(b) The data is not centrally maintained.

(c) Section 20 of the RPwD Act, 2016 mandates every government establishment to provide reasonable accommodation and appropriate barrier free and conducive environment to employees with disability. Further, the Department implements National Action Plan for Skill Development of PwDs with a view to provide quality vocational training with high employability focusing only on PwDs.
