GOA@60

GOVERNMENT OF GOA
DIRECTORATE OF SOCIAL WELFARE
18TH JUNE ROAD, PANAJI-GOA
Tel.No.2223784, 2232257 Fax No.2228172

No. 9(3)-2022-23-EPwD/Sec-21/3812 Date: 20/10/2022

CIRCULAR

Sub: -Equal Opportunity Policy for Persons with Disabilities.

The Rights of Persons with Disabilities Act,2016 (Central Act no.49 of 2016) was notified vide notification No.10/4/2016-LA-171 dated 04/10/2017 and published in the Official Gazette series I No.32 dated 09th November 2017 wherein Section 21 of Rights for Persons with Disabilities Act, 2016 mandates that 'Every establishment shall notify equal opportunity policy detailing measures proposed to be taken by it in pursuance of the provisions of this chapter in the manner as may be prescribed by the Government. Every establishment shall register a copy of the said policy with the State Commissioner'. For which Government shall take steps to: -

1. The establishment shall display the equal opportunity policy preferably on their website, failing which at conspicuous places in their premises.
2. The equal opportunities policy of a private establishment having twenty or more employees and the Government establishments shall inter alia, content the following namely:-
   a) Facility and amenity to be provided to the Persons with Disabilities to enable them to affectively discharge their duties in the establishment;
   b) List of posts identified suitable for Persons with Disabilities in the establishment;
   c) 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;
   d) Provisions for assistive devices, barrier-free accessibility and other provisions for Persons with Disabilities;
   e) 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.

3. 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 Persons with Disabilities to enable them to effectively discharge their duties in the establishment.

It is therefore, enjoined on all the judicial and quasi-judicial bodies to strictly ensure that all the steps mentioned above as envisaged in Section 21 of the Rights of Persons with Disabilities Act, 2016 are taken in letter and spirit for the empowerment of Persons with Disabilities in the State on **'TOP PRIORITY'** basis and compliance reported to this office immediately.

(Sandhya Kamat)
Director of Social Welfare
Ex-Officio/ Addl. Secretary (SW)

Copy to:

1. The all Heads of Departments/Autonomous bodies/Corporations/ Commissions.
2. The O.S.D. to Hon'ble Minister for Social Welfare.
3. The Under Secretary to Hon'ble, Chief Minister, Secetariat Porvorim Goa