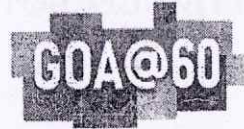


Office of the Director of Social Welfare  
Development & Entrepreneurship  
Inward No. 5810  
Date: 26/10/22



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

No. 9(3)-2022-23-EPwD/Sec-21/3812

Date: 26/10/2022

### 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.

C/1099

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.

*S. Kamat*

**(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, Secretariat Porvorim Goa



Panaji, 9th November, 2017 (Kartika 18, 1939)

SERIES I No. 32

# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

### NOTE

There are three Extraordinary issues to the Official Gazette, Series I No. 31 dated 2-11-2017, namely:—

(1) Extraordinary dated 2-11-2017 from pages 1559 to 1562 from Department of Finance, Notifications regarding amendment of the Goa Goods and Services Tax Act, 2017.

(2) Extraordinary (No. 2) dated 3-11-2017 from pages 1563 to 1564 from Department of Finance (Debt Management Division)—Not. No. 5-4-2017-Fin(DMU) regarding Market Borrowing Programme and Corrigendum from Dept. of Finance (R&C).

(3) Extraordinary (No. 3) dated 8-11-2017 from pages 1565 to 1566 from Dept. of Finance (R & C), Notifications and Corrigendum regarding Goa GST Act and Rules, 2017.

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Department	Notification/Order/Addendum	Subject	Pages
1. Department of Elections Jt. Chief Electoral Officer.	Not.- 8-4-2013/ELEC/ /4615	Amendment of Notification regarding political parties and symbols.	1567
2.a. Law Joint Secretary.	Not.- 10/8/2017-LA/183(a)	The Payment of Wages (Amendment) Act, 2017.	1595
b. —do—	Not.- 10/8/2017-LA/183(b)	The Specified Bank Notes (Cessation of Liabilities) Act, 2017.	1595
c. —do—	Not.- 10/8/2017-LA/183(f)	The Maternity Benefit (Amendment) Act, 2017.	1598
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3. Science, Techn., & Envrn. I/C. Dir. & ex officio Jt. Secy.	Not.- 267-10-2017/STE-/ /DIR/750	Scheme for providing grant-in-aid to GWMC.	1638

### Department of Elections

Office of the Chief Electoral Officer

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### Notification

8-4-2013/ELEC/4615

The following Notification 56/2017/PPS-III dated 18-10-2017 issued by the Election Commission of India, New Delhi is hereby published for general information.

Place: Panaji-Goa.

Dated: 25-10-2017.

Devidas S. Gaonkar

Joint Chief Electoral Officer.

1567

appropriate Government and the local authorities shall take the following measures for the purpose of section 15, namely:—

(a) to conduct survey of school going children in every five years for identifying children with disabilities, ascertaining their special needs and the extent to which these are being met;

Provided that the first survey shall be conducted within a period of two years from the date of commencement of this Act;

(b) to establish adequate number of teacher training institutions;

(c) to train and employ teachers, including teachers with disability who are qualified in sign language and Braille and also teachers who are trained in teaching children with intellectual disability;

(d) to train professionals and staff to support inclusive education at all levels of school education;

(e) to establish adequate number of resource centres to support educational institutions at all levels of school education;

(f) to promote the use of appropriate augmentative and alternative modes including means and formats of communication, Braille and sign language to supplement the use of one's own speech to fulfill the daily communication needs of persons with speech, communication or language disabilities and enables them to participate and contribute to their community and society;

(g) to provide books, other learning materials and appropriate assistive devices to students with benchmark disabilities free of cost up to the age of eighteen years;

(h) to provide scholarships in appropriate cases to students with benchmark disability;

(i) to make suitable modifications in the curriculum and examination system to meet the needs of students with disabilities such as extra time for completion of examination paper, facility of scribe or amanuensis, exemption from second and third language courses;

(j) to promote research to improve learning; and

(k) any other measures, as may be required.

18. *Adult education.*— The appropriate Government and the local authorities shall take measures to promote, protect and ensure participation of persons with disabilities in adult education and continuing education programmes equally with others.

#### CHAPTER IV

##### Skill Development and Employment

19. *Vocational training and self-employment.*— (1) The appropriate Government shall formulate schemes and programmes including provision of loans at concessional rates to facilitate and support employment of persons with disabilities especially for their vocational training and self-employment.

(2) The schemes and programmes referred to in sub-section (1) shall provide for—

(a) inclusion of person with disability in all mainstream formal and non-formal vocational and skill training schemes and programmes;

(b) to ensure that a person with disability has adequate support and facilities to avail specific training;

(c) exclusive skill training programmes for persons with disabilities with active links with the market, for those with developmental, intellectual, multiple disabilities and autism;



(d) loans at concessional rates including that of micro credit;

(e) marketing the products made by persons with disabilities; and

(f) maintenance of disaggregated data on the progress made in the skill training and self-employment, including persons with disabilities.

20. *Non-discrimination in employment.*— (1) No Government establishment shall discriminate against any person with disability in any matter relating to employment:

Provided that the appropriate Government may, having regard to the type of work carried on in any establishment, by notification and subject to such conditions, if any, exempt any establishment from the provisions of this section.

(2) Every Government establishment shall provide reasonable accommodation and appropriate barrier free and conducive environment to employees with disability.

(3) No promotion shall be denied to a person merely on the ground of disability.

(4) No Government establishment shall dispense with or reduce in rank, an employee who acquires a disability during his or her service:

Provided that, if an employee after acquiring disability is not suitable for the post he was holding, shall be shifted to some other post with the same pay scale and service benefits:

Provided further that if it is not possible to adjust the employee against any post, he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier.

(5) The appropriate Government may frame policies for posting and transfer of employees with disabilities.

21. *Equal opportunity policy.*— (1) 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 Central Government.

(2) Every establishment shall register a copy of the said policy with the Chief Commissioner or the State Commissioner, as the case may be.

22. *Maintenance of records.*— (1) Every establishment shall maintain records of the persons with disabilities in relation to the matter of employment, facilities provided and other necessary information in compliance with the provisions of this Chapter in such form and manner as may be prescribed by the Central Government.

(2) Every employment exchange shall maintain records of persons with disabilities seeking employment.

(3) The records maintained under subsection (1) shall be open to inspection at all reasonable hours by such persons as may be authorised in their behalf by the appropriate Government.

23. *Appointment of Grievance Redressal Officer.*— (1) Every Government establishment shall appoint a Grievance Redressal Officer for the purpose of section 19 and shall inform the Chief Commissioner or the State Commissioner, as the case may be, about the appointment of such officer.

(2) Any person aggrieved with the non-compliance of the provisions of section 20, may file a complaint with the Grievance Redressal Officer, who shall investigate it and shall take up the matter with the establishment for corrective action.

(3) The Grievance Redressal Officer shall maintain a register of complaints in the manner as may be prescribed by the Central Government, and every complaint shall be inquired within two weeks of its registration.