



**Government of Goa**  
**DIRECTORATE OF SKILL DEVELOPMENT & ENTREPRENEURSHIP**  
**Panaji-Goa, 403001**

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**EQUAL OPPORTUNITIES POLICY FOR**  
**PERSONS WITH DISABILITIES**

Directorate of Skill Development & Entrepreneurship is committed to provide equal opportunities policy in the light of "The Rights of Persons with Disabilities Act, 2016" (RPwD Act)

**We endeavour to:-**

(1) Provide equal and fair opportunities for employment to all eligible applicants.

(2) Maintain a healthy work environment free from harassment based on age, colour, disability, religion sexual orientation or gender identity, marital status, parental status and ethnic Origin.

(3) We shall not discriminate any employee or job applicants on the grounds of disability.

(4) We shall provide appropriate barrier free and conducive environment to the employees with Disabilities.

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

(6) As per the mandate of the Rights of Persons with Disability Act, Directorate of Skill Development & Entrepreneurship has appointed a Grievance Redressal Officer.

(7) Enable use of Assistive Technology like providing wheelchair to all the Govt. Industrial Training Institute in Goa.

(8) Mobilization/Awareness on Skill Development courses available in this Directorate.

(9) 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) Marketing the products made by persons with disabilities; and

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

(10) Train Vocational Instructors in special education/sign language. Providing PwD friendly building by undertaking construction of ramps at major points, converting existing steps to ramp wherever possible, fixing staircase railings. This will include entry to classrooms, workshops etc. Providing Easy Access to Drinking Water, Sanitation (PwD friendly toilet) and library.

(11) Enable use of Assistive Technology like providing wheelchair to all the Govt. Industrial Training Institute in Goa.

(12) Providing Tool-Kit free of Cost to PwD trainees in Govt. training centres under short term courses. Formation of Peer Support Group at Institute level.

(13) Liaison Officer is appointed by this Directorate.

(14) 4% reservation in direct and promotion as well as vacancy based Roster for Person with Disabilities is maintained.

(15) Reserved parking shall be provided to the Person with Disabilities.

(16) Separate queue arrangement shall be made for Persons with Disabilities who comes to this Directorate.

(17) Post recruitment, training shall be provided to the PwD Employees.

