



Government of West Bengal
Food & Supplies Department
Khadyashree Bhawan

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<https://food.wb.gov.in>



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EQUAL OPPORTUNITY POLICY FOR PERSONS WITH DISABILITIES

The Government of India has enacted the Rights of Persons with Disabilities (RPwD) Act, 2016, with effect from 19th April, 2017 and has also notified the Rights of Persons with Disabilities Rules, 2017 dated 15.06.2017. Section 21(1) of RPwD Act 2016 states that every establishment shall notify its **Equal Opportunity Policy**, detailing measures proposed to be taken by it in pursuance to the provision of this Chapter in the manner as may be prescribed by the Central Government. Further, Section 21(2) of said Act provides that every establishment shall register a copy of the said policy with the Chief Commissioner or the State Commissioner, as the case may be.

The objective of the “Equal Opportunity Policy for Persons with Disabilities” is to ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect equally with others.

In terms of the policy, a mechanism is established to ensure the manner of publication of equal opportunity policy, manner of maintaining records and register of complaints. The policy is intended to empower the employees with disabilities and enhance their engagement with the organization. It also provides the necessary safe guards to the PwDs in the form of amenities and facilities at the work place, defines rules and tasks specifically designated for PwDs, provision for assistive devices and Grievance Redressal Mechanism.

The equal opportunity policy consistently applies throughout the period of employment of the individual right from the recruitment process till superannuation.

Rule 8 of Right of Persons with Disabilities Rules, 2017 stipulate the manner of publication of “Equal Opportunity Policy” as follows :-

1. Every establishment shall publish its Equal Opportunity Policy for Persons with Disabilities.
2. The Establishment shall display the Equal Opportunity Policy preferably on their website, failing which, at conspicuous places in their premises.
3. The Equal Opportunity Policy of a private establishment having twenty or more employees and the government establishment shall, inter alia, contain following, namely:-
 - a) Facility and amenity to be provide to the persons with disabilities to enable them to effectively 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.

In compliance of the aforesaid provisions, the Food & Supplies Department, Government of West Bengal frames the following **Equal Opportunity Policy for Persons with Disabilities:**

A. Facilities and amenities:

To enable the persons with Disabilities to effectively discharge their duties, the Food and Supplies Department may, subject to regulatory guidelines, availability of devices, administrative constraints, provide the following facilities and amenities to them:

- i. Providing assistive devices suitable to their needs, by which the persons with disabilities could perform their duties efficiently.
- ii. Preference in place of posting at the time of transfer/promotion to the persons with disability as far as possible and subject to administrative constraints.
- iii. Providing easy, barrier free accessibility and accessible workstations to Persons with Disabilities, wherever posted or transferred along with provisions of ramps and wider doorways to enable access to building.

B. Recruitment and Reservation: -

In case of direct recruitment, 4 % reservations are provided in the posts to be filled for Persons with Disabilities.

In exercise of power conferred by Sec 34(1) of the 'Rights of Persons with Disabilities Act, 2016 and as notified by Labour Department vide Notification No.50-EMP/IM-25/98 Dated 01/03/2011 read with No. Labr/280/Emp/EMP/1M-2/16, dated 08/07/2019" **Model 100-Point Roster of Vacancies**" is maintained for the following types of benchmark disabilities to ensure that 1 % each shall be reserved for each type of benchmark disability-

12th Vacancy- Unreserved (Persons with Disabilities - Blindness and low vision)

32nd Vacancy- Scheduled Caste (Persons with Disabilities - Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victim and muscular dystrophy).

42nd Vacancy- Unreserved (Persons with Disabilities - Deaf and Hard of Hearing)

72nd Vacancy- Unreserved (Persons with Disabilities-Autism, intellectual disability, specific learning disability, mental illness and multiple disabilities).

Concerned appointing authorities will themselves act as Liaison Officer in respect of each Cadre/Post under this Department and Directorates and Parastatals thereunder to ensure recruitment and reservation for the PwD candidates.

C. Manner of Selection /Posting / Transfer:-

In case of transfer of any employee under PwD category, efforts will be made to post him/ her at any suitable place so as to cause him/ her minimum possible inconvenience subject to availability of vacancy and considering the interest of Public Service.

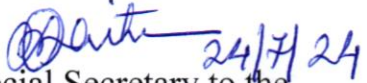
D. Leave: -

The employees with disabilities are governed as per WBSR (Part -I) and Child Care Leave & Maternity Leave (for female employees) and Paternity cum Child Care Leave for male employees as per extant G.O.

E. Appointment of Grievance Redressal Officer for PwDs:-

In terms of Notification No. CON-662/FS dated 23.07.2024 and No. CON-663/FS dated 23.07.2024, the Department has appointed **Grievance Redressal Officers** for this Department, Directorates and District Offices under this Department.

The above policy covers persons with disabilities employees. It also covers those employees who acquire disability during service. Review of policy shall be undertaken at regular intervals.


Special Secretary to the
Government of West Bengal
Food & Supplies Department

Any further correspondence or communication in reference to this communication should be addressed to the signing authority and send to the email ID : fscongpr@gmail.com