

Promoting Ability Beyond Disability

Scheme of Providing Incentives to Employers in the Private Sector for Providing Employment to Persons with Disabilities

*Government of India
Ministry of Social Justice & Empowerment
and
Ministry of Labour & Employment*

UN Convention on the Rights of Persons with Disabilities*

Article 1 – Purpose

"The purpose of the present Convention is to promote, protect and ensure the **full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.**

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments, **which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.**

* The UNCRPD has come into force from 3.5.2008. India was among the first countries to sign and ratify it.

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I. Introduction

1. As per Census, 2001, there are 2.19 Crore Indians with disability – visual, hearing, locomotor and mental.
2. **The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995**, mandates 3% reservation in suitably identified posts in Government establishments for persons with disability. This provision is being implemented by Central and all State Governments, including PSUs and Autonomous Bodies fully funded by the Government.
3. There are numerous examples of persons with disability being gainfully employed including in the higher echelons;
 - Blind persons are practicing as High Court Lawyer, Chartered Accountant, etc. A premier software company has employed a blind person as Risk Analyst.
 - A number of blind persons perform BPO and other jobs using talking software (JAWS).
 - Persons with hearing impairment perform various jobs in assembly units.
 - Many persons with Mental Retardation have been working efficiently in printing industry doing various jobs like cutting of paper, etc.
 - Large number of persons with locomotor disability successfully do a wide variety of jobs.
 - Persons with disability are also now being recruited into All India Services and Group 'A' posts in Central Services.

4. Persons with disabilities have thus proved themselves to be productive members of the workforce in various employments.

In many cases, they have proved themselves to be better employees than those without disabilities.

What is needed is to give them an opportunity for employment so that they are able to lead a life of dignity and economic independence.

5. Government has been supporting Vocational training of persons with disabilities

- 20 **Vocational Rehabilitation Centres** are being run by the Ministry of Labour & Employment in 17 States and 2 UTs to assess the capacity of persons with disabilities and train them accordingly so that they may take up suitable vocations. One of the VRCs (in Vadodara) is exclusively for women with disabilities. The 20 VRCs rehabilitated about 11,200 persons with disability during 2006
- About 200 NGOs are supported by the Ministry of Social Justice & Employment for providing vocational training to persons with disabilities
- There are also 43 **Special Employment Exchanges** catering exclusively to persons with disability as also 38 **Special Cells** for them, under a Special Placement Officers attached to a normal **Employment Exchange**.

6. **Paralympics** are organized as the equivalent of the Olympics for persons with disabilities.

Likewise, **Abilympics** are organized at state, national and international levels to showcase vocational abilities of persons with disabilities. The Ministry of Social Justice & Empowerment supports Abilympics at all three levels of competition.

7. National Awards are given by the Central Government every year for the best employer, who hires persons with disabilities. These awards are given on the International day of Disabled Persons (3rd December)

II The Union Finance Minister's, Budget Speech of 2007- 08 had stated inter alia as follows:

Employment for the Physically Challenged

105. Among the disadvantaged sections of the society are physically challenged persons. They face difficulties in obtaining regular employment. In order to incentivise employers in the organized sector to provide regular employment, I purpose a scheme whereunder Government will reward the employer once the physically challenged employee is regularized and is enrolled under the Employees Provident Fund (EPF) and the Employees State Insurance (ESI). Under the scheme, Government will reimburse the employer's contribution to the EPF and ESI for the first three years..."

III The Scheme :

In pursuance of the above, Government of India has introduced a new scheme with effect from 1.04.08 with the following salient features:

Nature of Incentive to Employers:

Payment by the Central Government of the employer's EPF and ESI contribution for the first three years, for each person with disability employed in a private sector establishment. (The administrative charges of 1.1% of the wages under EPF will however have to be paid by the employer).

The Incentive is available for Employees with Disabilities:

- Appointed on or after 1.4.2008 in a private sector establishment
- On a monthly wage up to Rs.25, 000/-
- Having a Disability Certificate issued by a Competent Medical Board under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.
 - **"Disability"** under the above Act includes:
 - blindness,
 - low vision,
 - leprosy-cured,
 - hearing impairment,
 - locomotor disability (including Cerebral Palsy)
 - mental retardation
 - mental illness
- The Act defines a **"person with disability"** as one "suffering from not less than 40% of any disability as certified by a Medical Authority"

IV Two simple steps to be taken by the Employer for availing the incentive are:

- Appoint a person with disability
- Inform the concerned EPFO / ESIC office, in the prescribed proforma, with a valid Disability Certificate of the employee.

For more details, visit

www.socialjustice.nic.in

www.labour.nic.in

www.epfindia.nic.in

www.esic.nic.in

Vocational Rehabilitation Centres for Persons with Disability under the Ministry of Labour & Employment

State	Vocational Rehabilitation Centre
1. Andhra Pradesh	Vocational Rehabilitation for Handicapped, ATI, Campus, Vidya Nagar, Hyderabad-500007 Tel. No. 040-27427381
2. Assam	Vocational Rehabilitation for Handicapped, Old ITI Campus, Guwahati-781008 Tel. No. 0361-2607858
3. Bihar	Vocational Rehabilitation for Handicapped, A/84, Plot No. 1, Gandhi Vihar, Police Colony, Anisabad, Patna-800002 Tel. No. 0612-2250213
4. Gujarat	(i) Vocational Rehabilitation for Handicapped (Women), Hostel Building, Pensionpura, Vadodara-390002 Tel. No. 0265-2782857
	(ii) Vocational Rehabilitation for Handicapped, ATI Campus, Kubarnagar, Ahmedabad-382340 Tel. No. 079-22811629
5. Karnataka	Vocational Rehabilitation for Handicapped, 22, Hosur Road, Bangalore-560029 Tel. No. 080-26564995
6. Kerala	Vocational Rehabilitation for Handicapped, MC Road, Nalanhira, Thiruvanthpuram-695015 Tel. No. 0471-2531175
7. Madhya Pradesh	Vocational Rehabilitation for Handicapped, Naper Town, Near Bus Stand, Nav Bharat Press, Jabalpur-482001 Tel. No. 0761-2405581

8. Maharashtra	Vocational Rehabilitation for Handicapped, V.N. Purav Marg, Sion, Mumbai -400022 Tel. No. 022-24052707
9. Orissa	Vocational Rehabilitation for Handicapped, Plot No. 1,2,5 & 6, Jagamara, Post Khandgiri, Bhubaneswar -751030 Tel. No. 0674-2116473
10. NCT of Delhi	Vocational Rehabilitation for Handicapped, Plot No. 9,10 &11, Karkurduma, Vikas Marg, Delhi -110092 Tel. No. 011-22372704
11. Punjab	Vocational Rehabilitation for Handicapped, ATI Campus, Gill Road, Near Arora Takies, Ludhiana -141003, Tel. No. 0161-2490883
12. Rajasthan	Vocational Rehabilitation for Handicapped, 5-A/23, Jawahar Nagar, Jaipur -302004 Tel. No. 0141-2652232
13. Tamil Nadu	Vocational Rehabilitation for Handicapped, CTI Campus, Guindy, Chennai -600032 Tel No. 044-22501534
14. Tripura	Vocational Rehabilitation for Handicapped, Abhoy Nagar, Agartala -799005 Tel. No. 0381-2325632
15. Uttar Pradesh	Vocational Rehabilitation for Handicapped, ATI Campus, Govind Nagar, Kanpur -208022 Tel. No. 0512-2296005
16. West Bengal	Vocational Rehabilitation for Handicapped, 38, Bodress Roy Lane, Baligate, Kolkata -700010 Tel. No. 033-23708146
17. Jammu & Kashmir	Vocational Rehabilitation for Handicapped, K.G. Polytechnic Campus, Gogji Bagh, Jawahar Nagar, Srinagar -190008 Tel. No. 0194-2310658

18. Himachal Pradesh	Vocational Rehabilitation for Handicapped, Near Rotary Chowk, Mohalla Bagh, Mata Ji Unna -174303 Himachal Pradesh Tel. No. 01975-202222
19. Puducherry	Vocational Rehabilitation for Handicapped, Opp. Boat House, Ariyankuppam, Puducherry -605007

V **Publicity of the Scheme:**

Wide publicity is being given to the scheme

- Advertisement in all the newspapers released and to be followed regularly
- Campaign through Television and Radio to be launched shortly
- Minister, Social Justice & Empowerment has requested all the Chief Ministers to give adequate publicity of the Scheme
- Chairman and Secretary Generals of the National Level Chambers of Commerce and Industry have been requested to popularize the scheme amongst their members
- Twenty Chief Executives of the organizations given awards for being best employers have been requested to take publicize it.