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NOTIFICATION

No. B.12017/10/2023-LESDE, the 16th May, 2024: In pursuance to Notification No. B.13016/5/2022-SWD dated 21.02.2024 issued by Social Welfare, Tribal Affairs, Woman & Child Development Department, and so mandated by Section 21 of The Rights of Persons with Disabilities Act, 2016, the Governor of Mizoram is pleased to notify Equal Opportunity Policy for Persons with Disabilities under Labour, Employment, Skill Development & Entrepreneurship Department with effect from the date of publications in the official gazette of Mizoram as mentioned as below:-

Labour, Employment, Skill Development & Entrepreneurship Department is committed towards creating an inclusive and accessible work environment that ensures that equal opportunity is provided to Persons with Disabilities as that given to their non-disabled counterparts.

- 1) Provisions for assistive device barrier free accessibility for Persons with Disabilities include accessible toilets specially designed for Persons with Disabilities, ramps and lifts.
- 2) Posts identified which are suitable for Persons with Disabilities:-
 - a) Assistant Labour, Employment, Skill Development & Entrepreneurship Department Officer (LESO)
 - b) Instructor
 - c) UDC/Accountant/Cashier
 - d) LDC-cum-typist
 - e) Driver
 - f) Group D
- 3) The manner of selection of Persons with Disabilities for various posts, post- recruitment and pre-promotion training: Persons with disabilities will be considered for available posts based on their qualifications and ability to perform the essential function of the job. The selection process will be conducted in a manner that is fair, transparent, and in compliance with all applicable laws and regulations. Reasonable, accommodations will be provided during the selection process upon request.
- 4) Preference in transfer and posting: Persons with Disabilities will be given preference in transfer and posting, taking into consideration their specific needs and requirements. This preference aims to provide a comfortable and supportive work environment for individuals with disabilities.
- 5) Special leave, preference in allotment of residential accommodation if any, and other facilities: The Department acknowledges the unique needs of Persons with Disabilities and provides special leave and accommodation as required. This includes, but is not limited to reasonable time off for medical appointments, rehabilitation, and any necessary adjustments to work schedules or duties.

Person with Disabilities will be given preference in the allotment of residential accommodation, if applicable, to ensure that their living arrangements are conducive to their needs.

It is the responsibility of all the officers and staff to adhere to and promote this Equal Opportunity Policy for Persons with Disabilities.

Lalmalsawma Pachuau,
Secretary to the Govt. of Mizoram,
Labour, Employment, Skill Development &
Entrepreneurship Department