

Incentives to Private Sector Employers for providing employment to persons with Disabilities.

The scheme of giving incentives to employers. for providing employment to persons with disabilities in the private sector. as approved by the Government would be as under:-

(i) Total Outlay : Rs.1800 Crore for the 11th Five Year Plan

(ii) Sector covered :Private Sector

(iii) Jobs to be created : 1 lakh per annum

(iv) Salary limit : Employees with disabilities. with. monthly wage up to Rs.25000/. per month working in the private sector would be covered.

(v) Incentives : Payment by Government towards employer's contribution to the Employees Provident Fund and Employees State Insurance for the first three years. The administrative charges of 1.1% of the wages of the employees covered under the Employees Provident Fund & Miscellaneous Provisions (EPF&MP) Act will continue to be paid by the employer.

2. Conditions:

A. The scheme will be applicable to the employees with disabilities:-

(i) Covered under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 and the National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple disabilities Act, 1999.

(ii) In the private sector all Over India on enrolment of the employees in employees Provident Fund (EPF) and the Employees State Insurance: (ESI), under the Employees Provident Fund and Miscellaneous Provisions Act, 1952 and employees State Insurance Act, 1948 respectively. In the State of Jammu and Kashmir, the employees would be registered in EPF under the J&K Employee Provident Fund and Miscellaneous Provisions Act, 1961.

(iii) Appointed on or after 1.4.2008.

B. The employers would submit a copy of the disability certificate, issued to the disabled employee by the Competent Authority under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 and the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full

Participation) Rules.1996. first time when :such benefit under EPF and ESI is claimed.

C. The Government will directly provide employer's contribution for the schemes covered under the Employees Provident Fund & Miscellaneous Provisions Act. 1952 and the employment State Insurance Act 1948. This will be done in respect of employees for a maximum period of 3 years. The Administrative charges of 1.1% of the wages of the employees covered under the EPF Act will continue to be paid by the respective employers.

3. The Ministry of Social Justice and Empowerment would make available to the employees provident fund organization and employees State Insurance Corporation lump-sum funds by way of advance. These would be used for the purpose of adjustment of individual clients received from the employers under the scheme. The amount with the organizations would be replenished periodically.

Initially both the organizations would be provided Rs.5.00 crores each and considering the requirement, the amount would be subsequently enhanced. The advance amount would be subject to quarterly review by the high level Committee to be set up.

4. To monitor the implementation of the scheme, the High Level Committee co-chaired by the Ministries of Labour and Employment and Social Justice and Empowerment would be constituted. The composition of the Committee will be as follows:

1. Secretary, Ministry of Labour and Employment - Chairman
2. Secretary, Ministry of Social Justice and Empowerment – Co-Chairman
3. Joint Secretary, Ministry of Labour and Employment. Member
4. Chief Provident Fund Commr. Of Employees Provident Fund Organization – Member.
5. Commissioner, Employees State Insurance Corporation – Member
6. Joint Secretaries and Financial Advisers, Ministry of Social Justice and Empowerment and Labour and Employment - Member
7. Joint Secretary level Officer in Ministry of Social Justice and Empowerment – Member Secretary.

5. The Committee would meet periodically, as per requirement, with a minimum sitting of once in a quarter and consider various issues necessary for the smooth functioning of the scheme.

