

**Government of Tripura  
Factories & Boilers Organisation**

No. F. 2(199)-FB/ESTT/99/

Dated, February, 2025.

**NOTIFICATION**

**Subject: - Equal Opportunity Policy of Factories & Boilers Organisation, Labour Department, Government of Tripura.**

The Governor of Tripura, in exercise of power conferred under Section-21 of "The Right of Persons with Disabilities Act, 2016", is hereby pleased to notify the Equal Opportunity Policy for persons with Disabilities of Factories & Boilers Organization as follows: -

- i. Facilities and suitable amenities like wheel chairs, computers, special furniture in accordance with their needs to be provided to the persons with disabilities, and provisions of wider doorways and ramp to enable easy access to building and workplace, suitable sitting place, grab bars, accessible toilet as per their needs, drinking water point etc. shall be provided to the persons with disabilities to enable them to effectively discharge their duties in this establishment;
- ii. List of posts identified and suitable for persons with benchmark disabilities in Factories & Boilers Organization, Labour Department is at **Annexure**.
- iii. The manner of selection and promotion of PwDs for various posts shall be as per guidelines issued by memo no. F.No.85(133)-SW/DC/2017 (Vol-III)/ 934 dated 09.01.2019 and F. No. 85(133)-SW/DC/2017 (Vol-III)/ PART/2545 dated 07.09.2021 of Department of Social Welfare and Social Education.
- iv. Preference in transfer & posting, preference in allotment of residential accommodation shall be given to an employee with benchmark disabilities as per guidelines by the Government from time to time.
- v. Employee with physical disabilities may be granted Special Casual Leave for a maximum period of 15 days in a calendar year if they require such leave in connection with the treatment/replacement of their artificial limbs in the Artificial Limb Centre or hospital or any other such institution. The leave may be sanctioned on one occasion or more than one occasion subject to the maximum limit specified above.
- vi. The woman employee having disabled/mentally challenged child may be granted Child Care Leave for a maximum period of two years (i.e. 730 days) up to the age of 22 (twenty-two) years of such category of child for taking care of, up to 2(two) children subject to conditions. (ii) to (vii) of Rule 39(C) of the Tripura State Civil Services (Leave) Rules, 1986. Documents relating to the disability as well as a

declaration of the concerned Government servant regarding dependency of the child shall have to be submitted to the competent authority.

- vii. Appointment of Grievance Redressal Officer (GRO) shall be made to hear complaints in respect of employees with disabilities regarding issues pertaining to discrimination in employment, investigate it and take up the matter with establishment for taking corrective actions. The officer shall also be liable to maintain records.
- viii. Appointment of liaison officer shall be made to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employee.

By order of the Governor,

(Karabi Debbarma)  
Under Secretary to the  
Government of Tripura.

Copy to: -

1. The PS to the Secretary to the Government of Tripura, Labour Department, Agartala.
2. The PS to the Secretary to the Government of Tripura, Social Welfare & Social Education Department, Agartala.
3. The State Commissioner for persons with disabilities, Social Welfare & Social Education Department, Government of Tripura, Agartala.
4. Director, Printing & Stationary, Government Press Agartala for publication in the Extra Ordinary Gazette.

Copy also to: -

1. The PS to the Secretary to Hon'ble Chief Minister, Tripura.
2. The PS to the Chief Secretary, Government of Tripura.

(Karabi Debbarma)  
Under Secretary to the  
Government of Tripura.

**Annexure****Name of the Department:** Factories & Boilers Organization, Government of Tripura.

Sl No.	Group of Post	Name of Post	Categories for which identified	Functional Classification	Physical Requirements
1.	Group C	LDC	i) Locomotor Disabilities including Leprosy cured, Dwarfism, Acid attack victims,	OA, OL, OAL, BLOA, LC, AAV	S, SE, H, RW, C, MF, PP, L, M
			ii) Blindness & Low Vision	L V	S, SE (with suitable aids and appliance), H, RW, C, MF, PP, L, M
			iii) Deaf & Hard of Hearing	PD	S, SE, H (with suitable aids and appliance), RW, C, MF, PP, L, M
			iv) Autism, intellectual Disability, Specific learning Disability, Mental illness & Multiple Disability		S, SE, H, RW, C, MF, PP, L, M
2.	Group D	Peon	i) Locomotor Disabilities including Leprosy cured, Dwarfism, Acid attack victims,	OA, OL, OAL, AAV, D, CP, MW	S, ST, W. SE, H, BN, M, C, PP, MF, L, KC
			ii) Blindness & Low Vision	LV, B	S, ST, SE (with suitable aids & appliance), H, W, C, PP, MF, L, BN, M, KC
			iii) Deaf & Hard of Hearing	PD, FD	S, ST, SE, W, H (with suitable aids and appliance), C, PP, MF, L, BN, M, KC

			iv) Autism, intellectual Disability, Specific learning Disability, Mental illness & Multiple Disability		S, ST, H, W, SE, C, PP, MF, L, BN, M, KC
	Night Guard	i)	Locomotor Disabilities including Leprosy cured, Dwarfism, Acid attack victims, Low vision	MW, D, AAV	S, ST, SE, W, H, C, PP, MF, PP, L, BN, M, KC
		ii)	Blindness & Low Vision	LV	S, ST, H, W, SE (with suitable aids), C, PP, MF, L, BN, M, KC
		iii)	Deaf & Hard of Hearing		S, ST, H (with suitable aids & appliance), W, SE, C, PP, MF, L, BN, M, KC