



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
(पोत परिवहन, सड़क परिवहन और राजमार्ग मंत्रालय)
National Highways Authority of India
(Ministry of Shipping, Road Transport and Highways)

जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली-110 075
G-5 & 6, Sector-10, Dwarka, New Delhi-110075

दूरभाष / Phone : 91-11-25074100/25074200
फैक्स / Fax : 91-11-25093507 / 25093514
एक्स. / Extn.: 2223 / 2318 / 2468 / 2553

NHAI/13013/3/02-03/CMD-CO/Policy on Toll (Vol. X)

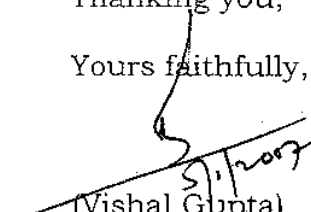
05.01.2007

CIRCULAR NO.: NHAI/COMMERCIAL OPERATIONS/82

Competent Authority has approved that an appeal should be made to all toll collecting agencies including BOT Concessionaire to engage Physically Challenged Person to the extent possible in or around toll plaza as part of endeavor to assist these persons in getting gainful employment on the basis of spirit and guidelines of national objective. In this regard copy of appeal is enclosed for forwarding the same to all fee collecting agencies and BOT Concessionaire concerned.

Thanking you,

Yours faithfully,


(Vishal Gupta)
General Manager (CO)

Encl. As above

To,

All PIUs/CMUs
NHAI

Copy submitted for favour of information please:

All Members
All CGMs/CVO
All GMs
PS to Chairman
Librarian



प्रदीप कुमार, आई.ए.एस
अध्यक्ष

PRADEEP KUMAR, I.A.S.
CHAIRMAN

दूरभाष / Tel. : +91-11-25093503, 25074100/4200
एक्सटेंशन / Extn. : 1603
फैक्स / Fax : +91-11-25093505
ई-मेल / E-mail : pradeepkumar@nhai.org
वेबसाइट / Website : http://www.nhai.org

भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
NATIONAL HIGHWAYS AUTHORITY OF INDIA
(पोत परिवहन, सड़क परिवहन और राजमार्ग मंत्रालय)
(MINISTRY OF SHIPPING, ROAD TRANSPORT AND HIGHWAYS)
जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली-110075
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NHAI/13013/3/02-03/CMD-CO/Policy on Toll (Vol. X)

02.01.2007

Sub : Providing job opportunities for the physically challenged—reg.

Dear Sir,

Rehabilitation and economic empowerment of persons with disabilities is a social responsibility of all members of the society. While the Government has taken major initiatives by enacting Persons with Disabilities Act 1995, and also formulating a national policy for enhancing livelihood opportunities for persons with disabilities, it is suggested that you and your organisation may also join in this large national effort by providing job opportunities to such category of people. Some jobs like collecting of fee at toll plazas and jobs in office areas and other locations are quite suitable to such personnel.

Experience has shown that given the right opportunities, persons with disabilities prove to be a reliable, committed and sincere workforce. The emerging view in the corporate sector is also accepting the need to tap this enormous human resource and is working out strategies to include them.

Research has revealed that most persons with disabilities equal or exceed their colleagues in terms of productivity and reliability, have an above average attendance record, have an above average record of coming on time and have a lower rate of turnover.

To facilitate this employment process with support systems, the following could be considered :

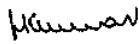
- a) Identify specific skills to match job requirements.
- b) Advertise through local media with clear information regarding reservation for persons with disabilities in the required jobs.
- c) Provide intensive pre and on-job training.
- d) Provide/facilitate access by way of transportation to and from work site if required (travel allowances, pickups etc).
- e) Provide appropriate aids and appliances to facilitate work place mobility, functioning and amenities (wheelchairs, motorised tricycles etc).
- f) Use enabling IT facilities (computer software, calculators, cash counting machines etc).
- g) Construct Toll Plazas according to Universal Design Standards ensuring barrier free access.

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For getting information about selection of such persons, following agencies may be contacted :

- a) Special Employment Exchanges (State Directorate of Labour and Employment).
- b) Vocational Rehabilitation Centres, Directorate General of Employment and Training (Ministry of Labour and Employment).
- c) Industrial Training Institutes (State Directorates of Labour and Employment).
- d) Polytechnics (State Education Departments).
- e) NGOs working in disability sector (State Social Welfare Department).
 - Action for Ability Development & Inclusion (AADI), New Delhi (011-26537012).
 - National Centre for Promotion of Employment for Disabled Persons (NCPEDP) 011-26261139.

I am sure that you will give a thought to this appeal and come forward to be a part of a larger national effort for a well deserved social cause.


(PRADEEP KUMAR)
CHAIRMAN, NHAI