

F.No.-36/CE/PW/ES-II/2025 / 478
अंडमान तथा निकोबार प्रशासन
ANDAMAN AND NICOBAR ADMINISTRATION
मुख्य अभियंता का कार्यालय
OFFICE OF THE CHIEF ENGINEER
अंडमान लोक निर्माण विभाग
ANDAMAN PUBLIC WORKS DEPARTMENT
निर्माण भवन / NIRMAN BHAWAN

Sri Vijaya Puram 30th Jan, 2026

ENDORSEMENT

A copy of the Office Memorandum dated 22.09.2025 issued by the Department of Empowerment of Persons with Disabilities (DEPwD), Ministry of Social Justice & Empowerment, Government of India, as forwarded by the Directorate of Social Welfare, A&N Administration, regarding provision of aids and assistive devices to employees with disabilities as a measure of reasonable accommodation under the Rights of Persons with Disabilities Act, 2016, is forwarded herewith.

All concerned officers/sections are requested to examine the guidelines carefully and ensure their circulation and implementation in all offices and establishments under their administrative control. Necessary action may be taken in accordance with extant rules and instructions.

Encl.: As above

To,

1. All Superintending Engineer under APWD.
2. All Executive Engineer under APWD.
3. The Executive Engineer (E&M) Ptg, CE's Office for uploading the endorsement in the Departmental website.
4. All Section In-charges, CE's Office, APWD.

[Signature]
29/11/26
Engineering Officer
To Chief Engineer

Circulation of DEPwD Office Memorandum regarding provision of aids and assistive devices as a measure of reasonable accommodation - reg.

मुख्य अभियंता का कार्यालय Office of the Chief Engineer
आर.डी.नं. / R.D. No.: 1590
दिनांक / Date: 28/1/26
अंडमान लोक निर्माण विभाग Andaman Public Works Department

RAVINDER KUMAR <director-sw@and.nic.in>

Tue, 27 Jan 2026 3:22:31 PM +0530

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Cc "ashokbiswas028"<ashokbiswas028@gmail.com>,"Molly Chakoo"<secy-sw@and.nic.in>

Sir/Madam,

Please find the attached letter along with the DEPwD Office Memorandum dated 22.09.2025, regarding provision of aids and assistive devices to employees with disabilities as a measure of reasonable accommodation under the RPwD Act, 2016.

All Heads of Departments are requested to ensure necessary circulation and implementation of the guidelines in all offices under their control.



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F.No. 8-15/UDID/DSW/2018-19/PF-I / 237
अंडमान तथा निकोबार प्रशासन
ANDAMAN AND NICOBAR ADMINISTRATION
समाज कल्याण निदेशालय
DIRECTORATE OF SOCIAL WELFARE
गोलघर, श्री विजयपुरम
GOALGHAR, SRI VIJAYA PURAM

Dated 23rd January, 2026

To

All Heads of Departments
Andaman and Nicobar Administration

Sub: Circulation of DEPwD Office Memorandum dated 22.09.2025 regarding provision of aids and assistive devices as a measure of reasonable accommodation - reg.

Sir/Madam,

This is to forward a copy of the Letter and Office Memorandum No. 18-130/2025-DD-III dated 12.01.2026 issued by the Department of Empowerment of Persons with Disabilities (DEPwD), Ministry of Social Justice & Empowerment, Government of India, regarding the provision of aids and assistive devices to employees with disabilities as a measure of reasonable accommodation under the Rights of Persons with Disabilities Act, 2016.

All Heads of Departments are requested to examine the guidelines contained in the aforesaid Office Memorandum and ensure its circulation and implementation, as appropriate, in all offices and establishments under your control, so as to facilitate effective participation of employees with disabilities in the workplace.

Encl.: As above

Yours faithfully,

Director (SW)

Copy To

1. The Sr. PS to Commissioner-cum-Secretary (SW) for kind information .
2. The Sr. PS to Secretary (SW) for kind information .
3. The PA to Director (SW)

Director (SW)



सं./No 18-130/2025-DD-III

भारत सरकार / Government of India

सामाजिक न्याय और अधिकारिता मंत्रालय / Ministry of Social Justice & Empowerment

दिव्यांगजन सशक्तिकरण विभाग

Department of Empowerment of Persons with Disabilities (Divyangjan)

पंचवा तल, बी विंग, पंडित दीनदयाल अंत्योदय भवन, सी जी ओ कॉम्प्लेक्स, लोधी रोड, नई दिल्ली - 110003

5th Floor, B Wing, Pt. Deendayal Antyodaya Bhawan, CGO Complex, Lodhi Road New Delhi-110003

दिनांक/Date : 12.01.2026

To

The Principal Secretary / Secretary,

Department of Social Welfare / Social Justice / Empowerment of Persons with Disabilities,

All States / Union Territories

Scuy(Sw) / OD
Dir (Sw)

Subject: Circulation of DEPwD Office Memorandum dated 22.09.2025 regarding provision of aids and assistive devices as a measure of reasonable accommodation – reg.

Sir/Madam,

I am directed to refer to the Office Memorandum dated 22.09.2025 issued by the Department of Empowerment of Persons with Disabilities (DEPwD) regarding the provision of aids and assistive devices to employees with disabilities in Central Government establishments, as a measure of reasonable accommodation as envisaged under the Rights of Persons with Disabilities Act, 2016. The said Office Memorandum has been issued in order to facilitate effective participation of employees with disabilities in the workplace and to enable them to perform their duties efficiently.

2. The guidelines contained in the aforesaid Office Memorandum outline the manner in which aids and assistive devices may be provided to employees with disabilities, based on individual requirements, as part of reasonable accommodation in the work environment, with a view to ensuring equality of opportunity and non-discrimination in employment in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016.

3. A copy of the said Office Memorandum is enclosed herewith for kind information, and States/Union Territories are requested to examine the guidelines contained therein and consider their adoption, as appropriate, in State/UT Government offices and establishments under their administrative control, so as to ensure uniformity in the

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provision of reasonable accommodation to employees with disabilities, and to further the objectives of the Rights of Persons with Disabilities Act, 2016.

Encl: as above

Yours faithfully,



(Debala Bhattacharjee)

Under Secretary to the Government of India
(email:debala.joarder@gov.in)

सं./ No. 18-130/2025-DD-III

भारत सरकार / Government of India

सामाजिक न्याय और अधिकारिता मंत्रालय/Ministry of Social Justice & Empowerment
दिव्यांगजन सशक्तिकरण विभाग/ Department of Empowerment of Persons with
Disabilities

पाँचवा तल, पंडित दीनदयाल अंत्योदय भवन
5th Floor, Pt. Doondaya Antyodaya Bhawan,
सी जी ओ कॉम्प्लेक्स, लोधी रोड, नई दिल्ली -110003
CGO Complex, Lodhi Road, New Delhi-110003
दिनांक / Dated: 22.09.2025

OFFICE MEMORANDUM

Subject: The provision of aids and assistive devices for employees with disabilities in Central Government Establishments under Rights of Persons with Disabilities Act, 2016.

The undersigned is directed to refer to DoPT's OM No. 36035/44/2023-Estt(Res-II) dated 2nd February, 2024 on the subject "Guidelines for providing certain facilities in respect of persons with disabilities who are already employed in Government for efficient performance of their duties" and to state the following:

2. The aids and assistive devices are essential for employees with disabilities to effectively discharge their duties and perform at par with the employees without disabilities. In light of recent communications from certain departments regarding the provision of aids and assistive devices to Persons with Disabilities (PwDs) at the workplace, it is clarified that entitlement to such support must be guided by the principles of reasonable accommodation as specified under RPwD Act 2016 as under:

"reasonable accommodation" means necessary and appropriate modification and adjustments, without imposing a disproportionate or undue burden in a particular case, to ensure to persons with disabilities the enjoyment or exercise of rights equally with others;

The Note-1 of the DEPwD list of post identified for persons with disabilities, notified on 04.01.2021 (<https://depwd.gov.in/en/identification-of-posts-for-pwds/>), states that,

"persons with benchmark disabilities require aids and assistive devices to overcome their difficulties. The aids and assistive devices may be provided to persons with benchmark disabilities on their appointment keeping in view their requirement as per the instructions of DoPT issued from time to time."

3. Taking a cue from the UNCRPD, to which India is a Party since 2008, the Hon'ble Supreme Court of India in its Handbook has observed that "reasonable accommodations by

their very nature depart from the status quo and thus entail some complications. Therefore, complications or additional effort on behalf of the employer or State authority are an inevitable consequence of making a reasonable accommodation. The Court clarified that only if such complications cause a disproportionate or undue burden, would the defence be applicable. Hence, the test of undue burden should be done on a case-by-case approach.

4. The Handbook concerning Persons with Disabilities, issued by Hon'ble Supreme Court of India (<https://depwd.gov.in/en/document/handbook-concerning-persons-with-disabilities-workplace-accommodations>), mentions providing assistive technologies, among others, for accommodation determinations must be made on a case-by-case basis, in consultation with the person concerned.

5. It has been observed that some departments do not give meaningful work to PwD employees, in anticipation of deterioration of output in quality and quantity. PwD employees, given proper assistive devices, can be productive and valuable, in order to do justice to the expenditure made on remuneration to them, the PwD employees need to be engaged in a productive manner.

6. The para -C of the DOP OM dated 2nd February, 2024 stipulates that Ministries/Departments, their attached and subordinate offices, Central Public Sector Enterprises, Cantonment Boards, etc., should assist persons with disabilities by providing high-tech/latest technology-led assistive devices. In this context, it is urged that good quality assistive devices may be provided to the PwD employees, to engage them to their full potential and towards benefit of the governmental system as a whole. For example, motorised wheelchairs/tricycles, high-quality hearing aids, low vision assistive devices, etc. including low vision aids, hearing aids with battery, special furniture, software scanners, computers and other hardware, etc., may be provided to improve their efficiency. Such provisions should be identified in consultation with the employee and the concerned National Institutes under DEPWD (list enclosed), based on their specialisation and specified disabilities, assigned to them for general oversight. A review exercise shall be carried out every three years.

7. The above implies that no "one size fits all" criteria is to be used for all employees with disabilities in r/o aids/assistive devices, required for effective discharge of their duties. An indicative/illustrative list of softwares/technology interventions like JAWS (Job Access with Speech)/NVDA (Non Visual Desktop Access), ORCA, large prints, tactile graphics, magnification software etc. for blind/low vision employees; head-mouse, motorised wheelchair, high quality prosthetics or orthotics etc. for locomotor disabilities; high quality hearing aids for hearing impaired persons; text-to-speech or vice versa software for persons having difficulty in reading like dyslexia etc.; LaTeX+TeX / Math ML content add-on/software etc. may be explored as reasonable accommodation on case-to-case basis to enable the employee to discharge his/her assigned duties effectively. Please note that this list is illustrative and not exhaustive.

8. Such provision of assistive devices may be made on reimbursement basis, or the department may choose to purchase it and provide. However, a reasonable limit of INR 10

policy

Jakhs may be placed on the cost of the said assistive devices every 3 years. Only beyond this limit, or for any additional assistive device or for replacement before 3 years, the case may be referred to DePWD for comments. To avoid unwarranted delay in the process, the necessary reimbursement or purchase may be considered in the respective Department and be allowed with the approval of the Secretary of the Department/ Ministry. The level of sophistication required for effective discharge of the assigned job may be decided by the Department concerned.

(Signature)
21/07/2025
(Debala Bhattacharjee)

Under Secretary to the Govt. of India
(email: debala.joardar@gov.in)

To

The Secretary

All Ministry/Department (as per standard list)

Copy to:

The O/o Chief Commissioner for Persons with Disabilities, 5th Floor, NISD Building Plot No.G-2, Sector-10, Dwarka, New Delhi-110075

EM (P)