

Creating a National Resource Kit of Laws, Policies and Programmes for Persons with Disabilities: West Bengal

Executive Summary

The state of West Bengal has issued the West Bengal Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules 1999 to implement the provisions under the central Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act 1995.

The Department of Women and Child Development and Social Welfare is primarily responsible for the welfare of persons with disabilities in the state. The government of West Bengal has issued six notifications in education, ten notifications in employment and training, ten notifications in health and rehabilitation, ten notifications in social protection and two notifications in transport for persons with disabilities.

- Capital: Kolkata
- Population: 91,347,736
- Population of persons with disabilities: 1,847,184¹
- Literacy: 77.08%
- HDI: 0.625 Ranked: 19th (2005 status)²
- Department: Department of Women and Child Development and Social Welfare
- Other authorities: Office of the Chief Commissioner for Persons with Disabilities

Legal Provisions

The state of West Bengal has issued the West Bengal Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules 1999³ (WBPWD Rules) for the welfare of persons with disabilities. The state also implements the provisions under the central Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act 1995 (Persons with Disabilities Act) and The National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act 1999 (National Trust Act).

Persons with Disabilities who have a minimum of 40 per cent disability are eligible for the benefits and schemes offered by the government. The various provisions by the state of West Bengal for the persons with disabilities are listed categorically as under:

Accessibility

The government provides that the persons with disabilities are entitled to a barrier free environment: in transport – by arranging easy access, by adapting toilets in transports in such a way as to enable wheel chair users to use them conveniently, on the road by installation of auditory signs on the side of red lights, by causing kerb cuts and slopes for wheel chair users, by engraving on the surface of the zebra crossing and by installing warning signals at appropriate places; and in buildings – with construction of ramps with

1. <http://socialjustice.nic.in/statewisedisabled.php>
2. http://en.wikipedia.org/wiki/West_Bengal
3. <http://www.bardhaman.gov.in/disabled/Rule.htm>

rails; in environment – by adaptation of toilets for wheel chair users and by installation of Braille signage and auditory signals (beep), elevator or lifts.

Education

The state of West Bengal provides three per cent reservation for persons with disabilities in all new admissions in all the government and government aided educational institutions.⁴ The government has implemented the single language option in schools for persons with hearing impaired.⁵

The government provides that children with disabilities in all academic sessions are exempted from paying fees in government and government aided institutions.⁶ Students with disabilities are given 40 per cent concession in application fees and examination fees for secondary and higher secondary examinations.⁷ Persons with disabilities are given extra time of 20 minutes for every hour of examination on a pro rata basis. Persons with vision impaired are allowed the use of a scribe for attempting their examinations. The scribe should hold a lesser qualification than the candidate. Students with disabilities are allowed an age relaxation of five years for admission to various courses.

The government provides scholarships for students in two categories: up to class VIII and from class IX onwards. Students aspiring for scholarships in the category of class IX onwards need to apply to the District Mass Education Extension officer in the prescribed format. Students up to class VIII aspiring for scholarships should apply to the heads of their institutions who would forward the applications to the Commissioner (Disabilities), in case of schools within KMC, and to their district magistrates through the VDO or the chairperson of their municipality, in case of schools outside KMC. Applications should be ideally submitted in the first quarter of the year.

The state provides scholarships to disabled students studying up to class VIII at the rate of Rs. 100 per month.⁸

The government provides three per cent reservation in admission to medical courses to persons with locomotor disabilities in the lower limbs in the range of 50 per cent to 70 per cent disability. Unfilled seats are filled by students with disability in the range of 40 per cent to 50 per cent.⁹

Students with visual impairment, physical disability and dyslexia are allowed use of scribes during examinations.

-
4. Department of School Education, Primary Branch No. 846 SE (Pri) Dated: 12th Aug 1999
 5. School Education Department, Primary Branch No. 369 (3) SE (Pri) /IEDC-18 / 09 Dated: 9th June 2010
 6. School Education Department, Primary Branch No. 657 SE (Pri) / IEDC15 / 08 Dated: 6th June 2008
 7. Department of women and Child Development and Social Welfare No. 1A / 09 / N Dated: 28th February 2011
 8. Department of Women and Child Development and Social Welfare No. 280 SW / FS / ID / 17 / 08 Dated: 2nd Sept 2008
 9. Order No MCI-34(1)(C.en.)/2009-Med./2569 dated 21st April 2009

Employment and Training

Based on the provisions in the Persons with Disabilities Act, the government provides three per cent reservations in all posts for persons with disabilities.¹⁰ Each reserved vacancy for persons with disabilities in each block of 33 roster points is filled with persons having the disabilities: I. Visual impairment or low vision; II. Hearing impairment; III. Locomotor disability or cerebral palsy.

The state of West Bengal provides that state government employees who are either persons with disabilities, or parents or legal guardians of persons with disabilities may be posted to offices closest to their hometown to enable better reach to medical and support facilities.¹¹ The Department of Health and Family Welfare¹² also provides that the posting and transfer of its departmental employees with disabilities and employees who are legal guardians of persons with disabilities will be made to a place of their choice closest to their hometown or families. The Department of Jails provides the same facility to its employees.¹³ The Labour Department directs the Employment Directorate that the transfer of the employees who are disabled should be done such that the employee is transferred to an office that is at a commutable distance from his or her place of residence.¹⁴

According to a notification issued by the Employment Cell of the Labour Department,¹⁵ any of the following documents are admissible as proof of identity at the time of registration or renewal of registration at the employment exchange for persons with disabilities. Documents for residential proof include: ration card or voters identity card. Documents for proof of age include: admit card or certificate issued by the Board of Secondary Examination or its equivalent for candidates having the qualification of Madhyamik, birth certificate issued by the Registrar of Births and Deaths for candidates with qualifications lesser than Madhyamik or certificate showing the date of birth issued by the school authorities recognised by the government of West Bengal.

Persons with disabilities are given an exemption of up to 40 per cent in payment of the application fees and examination fees of the various examinations conducted by the Public Service Commission of West Bengal and the other service commissions in the state. Persons with disabilities are given a relaxation of five marks in both admission and, selection and recruitment. In case of non availability of persons with disabilities fulfilling the general physical standards for reserved posts, candidates would be selected on relaxed standards. Persons with disabilities are provided extra time of 20 minutes for every hour of the examination on a pro rata basis. Persons with vision impairment are allowed the use of a scribe for the exam, the scribe should hold lesser qualification than the candidate. Persons

10. Labour Department, Employment Cell No. 344 (100) – EMP/ IN – 43 / 94 Dated: Kolkata, 16th April 1999

11. Department of Women and Child Development and Social Welfare No. 1731 (20) SW Dated: Kolkata 12 June 2006

12. Department of Health and Family welfare No. HF / O / GA / 2784 /W/ 12/ 2004 Dated: Kolkata, 25th February 2004

13. Department of Jails No. 918 – HJ Dated: 28th June 2004

14. Labour Department No. 501 - GR Dated: Kolkata, 20th February 1996

15. Labour Department, Employment Cell No. 102 – ERAP Dated: Kolkata, 4th August 2009

with disabilities have an upper age limit of 45 years for direct recruitment to state government employment.¹⁶

The government provides that for candidates applying for age relaxation in direct recruitment and falling in both the categories of persons with disabilities and backward classes, the candidate may apply for age relaxation in whichever category that would be advantageous to him or her.¹⁷

The government provides that in any establishment, no employee shall be dispensed with or reduced in rank, in cases of employees who acquire a disability during their service. If found unsuitable for their post, they may be shifted to a suitable post with the same pay scale and service benefits. In case such a post is not available, the employee may be kept in a super numerary position until such a post is created or he/ she attains the age of super annuation.

No promotion shall be denied on account of disability.

Persons with disabilities are eligible for exemption from payment of professional tax.¹⁸

The government undertakes skill development initiatives for persons with disabilities who are registered job seekers. The labour department has launched a new scheme called the Scheme for skill development for registered job seekers of the employment exchanges in West Bengal.

The scheme has the following activities: Providing training for registered job seekers through selected institutions, certification thereof and disbursement of subsidy for such training programmes subject to a maximum of Rs. 5000 or 50 per cent of the course fees, whichever is less, organising mock tests for the trainees and assessing their shortcomings, vocational guidance – counselling job seekers of their abilities and enlightening them about available opportunities.

Eligibility: a job seeker is eligible to apply for training on the following conditions–

- a. He / she is registered with the employment exchange for at least five years
- b. The minimum age for applying for training is 22 years.
- c. He / she has to contribute 50 per cent of the course fees, including evaluation costs
- d. Candidates who receive training under this scheme will not be eligible to apply for the same training again for the next three years.

Jobseekers need to apply to the institutions based on the advertisement on the prescribed format.

The Directorate of Employment G.W.B also arranges for special coaching for job seekers preparing for competitive exams.

Initially selected trades for training under this scheme: accounting and finance, commercial arts and visual communication, construction and architectural assistantship, cookery and catering, export and import management, food processing, gems and jewellery, hospital and health management, hotel management, information technology, information technology

16. Department of women and Child Development and Social Welfare No. 1A / 09 / N Dated: 28th February 2011

17. Backward Classes Welfare Department No. 703 – BCW / NR – 105 / 95 Dated: 13th February 2001

18. Finance Department, Taxation Branch No. 941 FT, 7th March. 1981 & Finance Department, Taxation Branch No. 937 - IT, Calcutta, the 30th March, 1990

enabled services, interior decoration and beautification, paramedical, retail management, travel and tourism, and fire and security.

Health and Rehabilitation

IN pursuance of Rule 6 of WBPWD Rules, the government permits the following persons to issue identity cards to persons with disabilities on the basis of certificates issued by authorised medical boards: In Kolkata – Commissioner (Disabilities) or any person authorised by him or her; In the districts – the District Social Welfare Officer and the Child Development Project Officer within their respective jurisdictions.¹⁹

The government has directed that the Child Development Project Officers in the Belliaghata ICDS Project and the Red Light ICDS Project will issue identity cards to persons with disabilities for their area at the Bidhannagar State General Hospital.²⁰

The government has directed that the medical boards constituted for issuing disability certificates for persons with hearing impaired should issue the certificates based on audiometry tests and should not insist on BERA tests as not all government hospitals are equipped with the infrastructure to carry out BERA tests. The government further provides that doctors should not insist on the applicants getting these tests done at private hospitals and certificates of disability should not be refused on this account to any applicant.²¹ The government has ordered that in government hospitals and teaching hospitals where audiometry machines are not available for examining patients with hearing impaired, service of non governmental organisations which have audiometry facilities under the supervision of trained ENT specialists may be accepted for generating audiometry reports.²²

To address the difficulties faced by the medical boards in the district and sub-divisional level hospitals in examining and certifying persons with disabilities due to the lack of specialist medical officers, the government has authorised the superintendent of these hospitals and / or the chairperson of the medical boards to co-opt the services of specialist private medical practitioners in the required fields from the region, provided that no specialist government medical practitioners are available in the district. Upon non availability of specialist private medical practitioners in a region, the superintendent may co-opt specialists from the teaching hospitals in the area.²³

The state has ordered that the chairpersons of all medical boards should ensure that the disability certificates issued should indicate the type of disability and the percentage of disabilities. Multiple disabilities should be clearly mentioned on the certificate with information on the nature of the disabilities. Railway concession forms should be signed only by the medical superintendent of the district / sub-divisional hospitals and the medical superintendent – cum – vice principal of the medical college and hospitals. When the board / hospital is approached by an institution or home for persons with disabilities for issuing

19. Department of Women and Child Development and Social Welfare NO.2101-SW, dated: 08th July 1999

20. Department of Social Welfare Memo No. 908/ CON 08 / 07 / 2009 Dated: Kolkata the 24th July 2009

21. Department of Health and Family welfare, PHP Branch No. HF / O / PHP / 411 / 6N – 2 / 2005 Dated: 10th July 2007

22. Department of Health and Family Welfare, PHP Branch No. HF / O / PHP / 336 / 6N – 2 / 200 Dated: 4th August, 2008

23. Department of Health and Family Welfare, PHP Branch No. HF / O / PHP / 312 / SW / O / 311 – 01/03 Dated: Kolkata the 22nd May 2003

certificates for their students or inmates, the certificates should be issued without insisting on proof of residence for the inmates or students. Persons with Mental Disabilities should be certified by following the questionnaire circulated vide notification No. 16 – 18 / 97 - NI Dated 01.08.2002 of the Government of India in the Ministry of Social Justice and Empowerment.²⁴ The government has clarified that while issuing the disability certificate, the name of the disease need not be mentioned in the certificate, but the percentage of the disability and the type of the disability such as blind, low vision, locomotor disability, cerebral palsy, hearing impairment, mental impairment, mental retardation, autism and multiple disabilities as defined in the Persons with Disabilities Act and The National Trust Act, need to be mentioned.²⁵

The state has ordered that persons with intellectual impairment are to be assessed by a clinical psychologist, all other parameters in issuing the certificate will remain the same. The government further states that while issuing disability certificates for persons with mental retardation, the practice of issuing the IQ score is to be stopped and the percentage of disability is to be mentioned. The conversion from the IQ score to percentage of disability (intellectual impairment) is to be done based on the gazette notification of the Government of India dated 13.06.2001.²⁶

By the Rule 4 of the WBPWD Rules, the state has ordered that the disability certificates issued by the Regional Institute of Ophthalmology Medical College for the Visually Impaired is not a valid document unless the same is authorised by the medical board of Kolkata medical college and hospital.²⁷

Persons with disabilities may submit any of the following documents as proof of identity at the time of examination by medical boards: Ration card, Passport, Driving licence, Office Identity Card, PAN Card, EPIC, Admit card issued by council / school board, Putta, Registered deed, Students identity card, Bank pass book or Identity card issued by labour department. A minor who does not have a ration card can be identified by his / her parents who have any of the above mentioned documents to prove their identity.²⁸

Details of medical boards for identification and certification of disabilities:

- Medical Board for Kolkata Municipal Corporation
- R. G. Kar Medical College and Hospital, South Dum Dum
- Municipality Medical College and Hospital
- NRS Medical College and Hospital
- Calcutta National Medical College and Hospital

For districts: All district (Sadar) hospitals & sub divisional hospitals

24. Department of Health and Family Welfare No. HF / O / PHP / 661 / 6N – 06 / 2004 PT.2 Dated: 21st July 2005

25. Department of Health and Family Welfare, PHP Branch No. HF / O / PHP / 438 / 6N – 2 / 2005 Dated: Kolkata, 27th July, 2007

26. Department of Health and Family Welfare No. HF / O / PHP / 121 / 4S – - 01 – 03 Dated: Kolkata 4th March 2004

27. Department of Health and Family Welfare, PHP Branch No. HF / O / PHP / 550 / 1R – 02 / 2004 Dated: Kolkata, 15th June 2005

28. Department of Health and Family Welfare, ISM Branch No. HF / O / PHP / 363 / 5 6N – 06 / 2004 Dated: Kolkata, 1st June 2004

Test reports and disability certificates issued by the national institutes: National Institute for the Orthopaedically Handicapped, National Institute for the Hearing Handicapped, National Institute for the Visually Handicapped and National Institute for the Mentally Handicapped in respect of orthopaedic disability, audiometry test, refractory / vision test and IQ test report will be accepted by the medical boards for issuance of disability certificates. Additionally, IQ test reports issued by the following institutes are also accepted by the medical boards for issuance of medical certificates:

- Clinical Psychologist Office of the Commissioner (Disabilities), West Bengal.
- Institute of Psychiatry
- Pavlov Hospital
- Department of Applied Psychology/ Psychology – University of Calcutta

In case of mental disability, a certificate would be issued by the mental board stated above after observation and treatment for one year.

Social Protection

The government provides a disability pension of Rs. 750 per month to persons with disabilities in the state.²⁹

The government provides that the disabled children of government employees are eligible to receive family pension for life if they are unable to earn their living even after attaining the age of 25. The details of the disabled child may be brought to the notice of the PSA with supporting medical certificates for attaching the name to the family pension by the employee or the pensioner or the spouse of the employee or pensioner receiving the family pension. The acknowledgement received from the PSA is to be preserved by the child / legal guardian of the child in case of persons with mental disabilities. When a claim for family pension is made by the child or the legal guardian of the child, a certificate is to be furnished stating that the claimant continues to be disabled as stated earlier.³⁰ The state provides that disabled children of the teaching and the non teaching staff of non government aided schools are eligible to receive family pension if their disability has rendered them incapable of earning their living even after attaining the age of 25.³¹

The government provides conveyance allowance to the visually impaired and locomotor disabled employees of the state government at the rate of five per cent of their basic pay, subject to a maximum of Rs. 400 per month.³² This facility is also extended to the visually impaired and locomotor disabled teaching and non teaching employees of the non government aided schools.³³ Conveyance allowance is also provided to the visually impaired and locomotor disabled employees of government aided schools³⁴ under the control of the

29. Department of Women and Child Development and Social welfare No. 830 SW / o/ IB 09 / 0 – 1
Dated: Kolkata 13th March 2009

30. Finance Department, Pension branch No. 201 F (Pen) Dated: 26th Feb 2007

31. School Education Department, Budget branch No. 325-SE (B) Dated Kolkata, the 5th September
2005 1M-43/2003

32. Department of women and Child Development and Social Welfare No. 1A / 09 / N Dated: 28th
February 2011

33. School Education Department, Secondary branch No. 1115 SE (S) / 3A – 2 / 08 Dated: 4th September
2008

34. School Education Department, Secondary branch No.745-SE(S)/3A-2/08 Dated, the 19th June, 2008

West Bengal Board of Secondary Education and non government colleges³⁵ at the rate of five per cent of their basic pay, subject to a maximum of Rs. 200 per month.

The government provides not less than three per cent reservation in all poverty alleviation schemes for persons with disabilities.³⁶

Persons with disabilities are given preferential allotments of lands at concessional prices for construction of houses, setting up of businesses, setting up of special recreational centres, establishment of special schools, establishment of research centres and establishment of factories for entrepreneurs with disabilities in getting long lease of land on a case to case basis.³⁷

Three per cent reservation is extended to persons with disabilities in the Annapurna and Antyodaya Anna Yojnas of the government of West Bengal.³⁸

Persons with disabilities are entitled for support to self employment under the Swarna Jayanti Gram Swarozgar Yojna through formation of self – help groups. In case of persons with disabilities, a self help group may consist of a minimum of five persons belonging to families below poverty line. Three per cent quota is allotted to persons with disabilities under this Yojna.

Persons with disabilities are entitled to financial assistance from the National Handicap Finance and Development Corporation at a concessional rate as below:

For projects costing less than Rs. 50,000 – NHFDC will bear the total cost and the rate of interest would be 5 per cent per annum

For project costs above Rs. 50,000 and less than 5 lakhs – NHFDC would bear 95 per cent of the cost while the beneficiary would share 5 per cent and the rate of interest would be 6 per cent per annum

For project costs above Rs. 5 lakhs, NHFDC would pay about 90 per cent of the costs and the beneficiary would pay 10 per cent. The interest on the loan is charged at 8 per cent

Loans are to be repaid within 10 years. A rebate of 1 per cent interest is offered on the loans extended to women with disabilities

Three per cent of funds for construction and upgradation of dwellings / houses free of cost are reserved for disabled rural poor living below the poverty line under the Indira Awas Yojna.

35. Higher Education Department C.S. Branch No. 400-Edn.(C.S.) Dated, Kolkata , The 24th, April, 2007 10M-26/2002

Department of Women and Child Development and Social Welfare No. 218 (5)-SW, Dated 28th January, 1998 1° – 2/ 98

36.

37. Department of Land and Land Reforms, Land Reforms Branch No. 1710 – 1R / 56 / 07 – LR / IC Dated: 21. March 2007

38. Panchayats and Rural Development Department No. 763 (37)-RD(SECY.)/3-1/2001 (Pt.-I) Kolkata, The 2nd February, 2007.

The state provides disability pension to persons with severe disabilities (more than 80 per cent disability) and for persons with multiple disabilities between the age of 16 years and 64 years and who are living below the poverty line at the rate of Rs. 400 per month under the Indira Gandhi National Disability Pension Scheme through the Ministry of Rural Development of the Government of India implemented through the Department of Panchayat and Rural Development of the Government of West Bengal. The grant is universal and there is no quota at any level.

Economic assistance of up to Rs. 10,000 is given to adult persons with disabilities belonging to families in the low income bracket for pursuing a vocation or a trade that will help him in economic rehabilitation under SCHD for the economic rehabilitation of the physically handicapped (adult) persons by the department of Women, Child Development and Social Welfare – Commissioner (Disabilities) office for Kolkata and district social welfare departments for districts.

Persons with disabilities are eligible for acquiring assistive devices under ADIP (Government of India scheme) Only those aids and appliances that do not cause less than Rs. 50 and more than Rs. 6,000 are included under the scheme. For students with disabilities studying in class 9 or higher and with visual impairment, hearing and / or speech impaired, mental retardation or multiple disabilities, a grant of Rs. 8,000 is given during the interval of their education up to the Class 12th.

Persons with disabilities are provided with prosthetic aids free of cost by the state government under the prosthetic aids scheme at the Commissioner (Disabilities) office for those in Kolkata and at District Social Welfare offices for those in other districts.

Transport

The government provides free transport to persons with disabilities with more than 40 per cent disability on all state corporation buses and trams. Persons with disabilities should get an identity card for this purpose from their District Social Welfare Officers or Child Development Project Officers of ICDs and from the Commissioner (Disabilities) in case of persons with disabilities from Kolkata Municipal Corporation. Identity cards are valid for a period of ten years after which they have to be renewed.

Persons with disabilities who are blind in both eyes, palsied mongoloid categories of mentally retarded persons and persons who are unable to move on their own due to long duration of congenital defects are allowed to bring their escorts free of charge as certified by a Presidency surgeon in Kolkata or a CMO in case of districts. Persons with disabilities with identity cards can travel free on all trams and buses including inter-district buses operated by STCs and CTC. This option is not available for travelling in Rocket and luxury buses and inter-state buses operated by STC.³⁹

According to Rule 233(2) of the West Bengal Motor Vehicles Act 1989, two seats are reserved for persons with disabilities in all the tramcars, stage carriage buses and mini buses belonging to the state corporations and private bus operators in the state.⁴⁰

39. Transport Department No. 2203 Wt / 7B22/2001 Dated May 16th 2003

40. Transport Department No. 4355 / WT / 3N – 88 / 2009 Dated: 22nd Oct 2009

| Sr. NO. | Category | Notification No | Details |
|---------|-------------------------|---|--|
| 1 | Education | Department of School Education, Primary Branch No. 846 SE (Pri) Dated: 12 th Aug 1999 | 3% reservation |
| 2 | Education | School Education Department, Primary Branch No. 369 (3) SE (Pri) /IEDC-18 / 09 Dated: 9 th June 2010 | Single language option |
| 3 | Education | School Education Department, Primary Branch No. 657 SE (Pri) / IEDC15 / 08 Dated: 6 th June 2008 | Fee exemption |
| 4 | Education | Department of women and Child Development and Social Welfare No. 1A / 09 / N Dated: 28 th February 2011 | 40% concession in fees |
| 5 | Education | Department of Women and Child Development and Social Welfare No. 280 SW / FS / ID / 17 / 08 Dated: 2 nd Sept 2008 | Scholarship |
| 6 | Education | ¹ Order No MCI-34(1)(C.en.)/2009-Med./2569 dated 21 st April2009 | Reservation for medical courses |
| 7 | Employment | Labour Department, Employment Cell No. 344 (100) – EMP/ IN – 43 / 94 Dated: Kolkata, 16 th April 1999 | 3% reservation in employment |
| 8 | Employment | Department of Women and Child Development and Social Welfare No. 1731 (20) SW Dated: Kolkata 12 June 2006 | Posting and transfer rules |
| 9 | Employment | ¹ Department of Health and Family welfare No. HF / O / GA / 2784 /W/ 12/ 2004 Dated: Kolkata, 25 th February 2004 | Posting rules – Health & Family Welfare |
| 10 | Employment | Department of Jails No. 918 – HJ Dated: 28 th June 2004 | Posting rules – Department of Jails |
| 11 | Employment | Labour Department No. 501 - GR Dated: Kolkata, 20 th February 1996 | Posting rules – Labour Department |
| 12 | Employment | ¹ Labour Department, Employment Cell No. 102 – ERAP Dated: Kolkata, 4 th August 2009 | Identification documents for employment registration |
| 13 | Employment | Department of women and Child Development and Social Welfare No. 1A / 09 / N Dated: 28 th February 2011 | Concession in fees, marks and age relaxation, extra time and use of scribe |
| 14 | Employment | ¹ Backward Classes Welfare Department No. 703 – BCW / NR – 105 / 95 Dated: 13 th February 2001 | Belonging to disabled and backward classes category |
| 15 | Employment | Finance Department, Taxation Branch No. 941 FT 7 th March. 1981 | Professional tax exemption |
| 16 | Employment | Finance Department, Taxation Branch No. 937 - IT, 1990 | Professional Tax exemption |
| 17 | Health & Rehabilitation | ¹ Department of Women and Child Development and Social Welfare NO.2101- | Identity cards for persons with |

| | | | |
|----|-------------------------|---|---|
| | | SW, dated: 08th July 1999 | disabilities |
| 18 | Health & Rehabilitation | ¹ Department of Social Welfare Memo No. 908/ CON 08 / 07 / 2009 Dated: Kolkata the 24 th July 2009 | Identity cards for Belliaghata and Red Light areas |
| 19 | Health & Rehabilitation | Department of Health and Family welfare, PHP Branch No. HF / O / PHP / 411 / 6N – 2 / 2005 Dated: 10 th July 2007 | BERA tests not required for certification process |
| 20 | Health & Rehabilitation | ¹ Department of Health and Family Welfare, PHP Branch No. HF / O / PHP / 336 / 6N – 2 / 200 Dated: 4 th August, 2008 | NGO services for audiometry tests |
| 21 | Health & Rehabilitation | ¹ Department of Health and Family Welfare, PHP Branch No. HF / O / PHP / 312 / SW / O / 311 – 01/03 Dated: Kolkata the 22 nd May 2003 | Co-opting private medical specialists |
| 22 | Health & Rehabilitation | ¹ Department of Health and Family Welfare No. HF / O / PHP / 661 / 6N – 06 / 2004 PT.2 Dated: 21 st July 2005 | Rules for disability certification |
| 23 | Health & Rehabilitation | ¹ Department of Health and Family Welfare, PHP Branch No. HF / O / PHP / 438 / 6N – 2 / 2005 Dated: Kolkata, 27 th July, 2007 | Rules for disability certification |
| 24 | Health & Rehabilitation | ¹ Department of Health and Family Welfare No. HF / O / PHP / 121 / 4S – - 01 – 03 Dated: Kolkata 4 th March 2004 | Certification for Mental Retardation |
| 25 | Health & Rehabilitation | ¹ Department of Health and Family Welfare, PHP Branch No. HF / O / PHP / 550 / 1R – 02 / 2004 Dated: Kolkata, 15 th June 2005 | Authorisation of invalid disability certificate |
| 26 | Health & Rehabilitation | ¹ Department of Health and Family Welfare, ISM Branch No. HF / O / PHP / 363 / 5 6N – 06 / 2004 Dated: Kolkata, 1 st June 2004 | Documents for identification for disability certificate |
| 27 | Social Protection | Department of Women and Child Development and Social welfare No. 830 SW / o/ IB 09 / 0 – 1 Dated: Kolkata 13 th March 2009 | Disability pension |
| 28 | Social Protection | ¹ Finance Department, Pension branch No. 201 F (Pen) Dated: 26 th Feb 2007 | Family pension for disabled children |
| 29 | Social Protection | ¹ School Education Department, Budget branch No. 325-SE (B) Dated Kolkata, the 5th September 2005 1M-43/2003 | Family pension to disabled children |
| 30 | Social Protection | ¹ Department of women and Child Development and Social Welfare No. 1A / 09 / N Dated: 28 th February 2011 | Conveyance allowance to govt employees |
| 31 | Social | ¹ School Education Department, Secondary | Conveyance |

| | | | |
|----|-------------------|---|---|
| | Protection | branch No. 1115 SE (S) / 3A – 2 / 08 Dated: 4 th September 2008 | allowance to non govt aided school employees |
| 32 | Social Protection | ¹ School Education Department, Secondary branch No.745-SE(S)/3A-2/08 Dated, the 19th June, 2008 | Conveyance allowance to govt aided school employees |
| 33 | Social Protection | ¹ Higher Education Department C.S. Branch No. 400-Edn.(C.S.) Dated, Kolkata , The 24th, April, 2007 | Conveyance allowance to non govt college employees |
| 34 | Social Protection | Department of Women and Child Development and Social Welfare No. 218 (5)-SW Dated 28th January, 1998 | Poverty alleviation schemes |
| 35 | Social Protection | ¹ Department of Land and Land Reforms, Land Reforms Branch No. 1710 – 1R / 56 / 07 – LR / IC Dated: 21. March 2007 | Preference in land allotments and construction |
| 36 | Social Protection | ¹ Panchayats and Rural Development Department No. 763 (37)-RD(SECY.)/3-1/2001 (Pt.-I) Kolkata, The 2nd February, 2007. | Reservation in Annapurna & Antyodaya Anna Yojanas |
| 37 | Transport | Transport Department No. 2203 Wt / 7B22/2001 Dated May 16 th 2003 | Free travel in state bus corp and private buses |
| 38 | Transport | Transport Department No. 4355 / WT / 3N – 88 / 2009 Dated: 22 nd Oct 2009 | 2 seats reserved in buses and trams |