

University of Vavuniya, Sri Lanka

Center for Students accessibility Services (CSAS)

Employment policy for disability inclusion

Contains

1. Introduction
2. Purpose of the policy
3. Key norms and principles of the policy
4. Strategies for the implementation of the policy

Annexure: 1 circular no. 27/88 of ministry of public administration and home affairs- English

Annexure: 2 circular no. 27/88 of ministry of public administration and home affairs-Tamil

Annexure: 3 circular no. 27/88 of ministry of public administration and home affairs- Sinhala

1. Introduction-

The Vavuniya campus of the University of Jaffna which was initiated as an affiliated university college in 1991 and upgraded as a university campus in 1997 has now been re-upgraded as 17th independent university of Sri Lanka by the government in Aug 2021 due to its successful functions in creating valuable citizens to the country as the results of committed services of the rectors, registrars, asst. registrars, Deans of faculties, heads of the departments, senior lecturers, lecturers, non-academic staff etc and valuable cooperation from students, parents, the community members etc for last 31 years.

Now this new university is planning to implement 'an employment policy for disability inclusion' while planning to develop its human, physical and financial resources in order to improve its quality of academic services to undergraduates and their service providers.

Since the government of Sri Lanka is strongly practicing disability inclusion in government employment opportunities from 1988 and it has ensured minimum 3% job opportunities for persons with disability in all

government sectors through the circular no. 27/88 of the ministry of public administration and home affairs, it is essential for this university to implement the circular in the university staff recruitment processes.

Some basic information of the university-

Address: Pammaimadu, Vavuniya, Sri Lanka
Tp no: 0094242222265
Email: vcoffice@vau.ac.lk
Website: www.vau.ac.lk
Key contact authority: Dr. T. Mangaleswaran
Designation: The Vice Chancellor
Mobile no: 0714347689

2. Purpose of the policy-

Allover purpose of this policy is to ensure 3% job opportunity for persons with disability in the university.

As one of the responsible government universities of Sri Lanka, The University of Vavuniya also has social obligation to practice the government employment policy for disability inclusion. For this objective, it has to follow the circular no. 27/88 of the ministry of public administration and home affairs in its staff recruitment processes in order to ensure 3% job opportunities for persons with disability in the university. Therefore, the first purpose of this policy is to implement the government circular within the university.

Sri Lanka ministry of higher education and University Grand Commission (UGC) are also always motivating higher education institutions including universities to consider the employments for persons with disability within their circles.

In addition to above, the international community is always encouraging in general to protect and promote the rights for employment of the persons with disability. Particularly, the International Labor Organization (ILO) highly expects that all the government institutions must provide possible employment opportunities for persons with disability in their level

best. Hence, the university of Vavuniya also has to consider career opportunities within the university to fulfill the international expectation.

Since Sri Lanka had signed the United Nations Convention of Rights of Persons with Disability (UNCRPD) in 2007 and Sri Lankan parliament had ratified it in 2016, all government institutions including universities have obligation to follow the employment rights of persons with disability, prescribed in article no. 27 (work and employment) of UNCRPD.

For the above said purposes, this young university is trying to practice an employment policy for disability inclusion.

3. Key norms and principles of the policy-

1. Minimum 3% job opportunities is considered by the relevant officers of the university in the time of fulfilling vacancies. This means that 3% of the vacancies is allocated for persons with disability. If the no. of applicants with disability is insufficient, then only, the vacancy is fulfilled with persons without disability.
2. To be entitled for a job, an applicant with disability who is applying for a job must have fulfilled all minimum qualifications such as education qualifications, professional qualifications etc expected by the university. This means that the disability is not a qualification for a job, but, it is a condition only to receive 3% job allocation.
3. The members of the university, members of the university council and members of CSAS are solely bounded to practice the norms and principles for the disability inclusion in employment opportunities prescribed in this policy since this policy has been adapted by the university council.
4. Likewise, administration officers, the registrar, asst. registrar, all the deans of the faculties and heads of the departments of the university are also solely bounded to practice these norms and principles.
5. It is an unavoidable responsibility of the university ensuring accessibility facilities for a recruited staff with disability in his/her working environment. This means that lack of accessibility facilities should not prevent recruitment of a person due to his/her disability.

And lack of accessibility facilities should not be a barrier for a recruited staff with disability to carry out his/her career smoothly.

4. Strategies for implementation of the policy-

1. In all possible ways, the university should take measures to do publicity on its practicing of 'employment policy for disability inclusion' by using possible means such as meetings, seminars, workshops, printing and electronic media etc.
2. The university should upload this policy in the web pages of SCPD in its website and should update it from time to time.
3. To have a good awareness on the policy, a copy of the policy should be provided to the university registrar, asst. registrar, administration officers, Deans of the faculties, the heads of the departments and others.
4. The university especially SCPD should conduct awareness workshops on the policy to needy relevant officers of the university such as university registrar, asst, registrar, administration officers, Deans of the faculties, the heads of the departments and others in order to make sure of good practice of the policy.
5. SCPD should have the responsibility of continuous monitoring on the practicing of the policy and should provide its feed backs to the university council from time to time. On behalf of SCPD, the director and the coordinator are solely found to have close monitoring on the practice of this policy and providing feed backs on it in order to ensure its best practice within the university.