

Illustrative formula for computing PLB in Railways

Annex 4.4.1

In Chapter 4.4, the Commission has recommended that the existing PLB scheme in the Railways may be replaced by the PRIS and in the meantime, the existing PLB formula may be reviewed to include financial parameters. One of the options could be to compute the quantum of PLB using the following formula:-

$$\text{Bonus} = \text{AW}_1 \text{ deserved} - \text{AW}_1 \text{ paid}$$

Where

$$\text{AW Deserved} = \text{AW}_0 \left[\frac{\text{Total wages}_1 + (\text{surplus}_1 - \frac{K_1}{K_0} \text{surplus}_0)}{\text{Total wages}_0 (L_1 / L_0)} \right]$$

AW = Average wage paid in period 0 or 1 as per the subscript

Total wages₁ = wages in period 1

Total wages₀ = Wages in period 0

K₁ = Total capital in period 1

K₀ = Total capital in Period 0

L₁ = Labour in period 1

L₀ = Labour in period 0

Surplus = Total value addition – Total wages
with subscripts denoting the period

It is possible to exclude the surplus arising only out of fare/freight revisions by considering everything in real terms i.e. taking all aggregates at constant (base period) prices.

Employment

50. The following steps will be taken for employment of persons with disabilities:
- (i) The government shall initiate a dialogue with private sector organizations to help persons with disabilities in getting employment.
 - (ii) Develop appropriate home-based income generation programmes for the persons with disabilities especially for persons with severe and multiple disabilities, who opt for such programmes. The system of coaching for employment will also be encouraged for persons with disabilities and their caregivers.
 - (iii) Facilitate modifications in the design of machinery, workstation and work environment necessary for the disabled persons to operate without barriers in training centres/factories/industry/offices etc.
 - (iv) Provide assistance through appropriate agencies like Marketing Boards, District Rural Development Agencies (DRDAs), private agencies and Non Governmental Organizations in marketing of goods and services produced by persons with disabilities.
 - (v) Coverage of persons with disabilities in poverty alleviation programmes will be improved so that they get their due share of 3 percent as provided under statutory provisions.

Barrier-free environment

51. For creation of barrier-free environment, the following strategies will be adopted:
- (i) Public buildings (functional or recreational), transport amenities including roads, sub-ways and pavements, railway platforms, bus-stops/terminals, ports, airports, modes of transports (bus, train, plane and waterways), playgrounds, open space etc. will be made accessible.

- (ii) Use of sign language in all public functions will be encouraged.
- (iii) Modification of Curriculum of Architects and Civil engineers will be undertaken to include issues relating to construction of barrier-free buildings. In service training will be provided on these issues to the government architects and engineers.
- (iv) Full adoption of comprehensive building byelaws and space standards for barrier-free built environment shall be ensured. Effort will be made to ensure adoption of the byelaws and space standards by all the states, municipal bodies and Panchayati Raj institutions in the country. These authorities will ensure that all newly constructed buildings for public use are barrier-free.
- (v) State Transport Undertakings will ensure disabled friendly features in their vehicles. Railways will provide barrier-free coaches in a phased manner. They will also make the platforms-buildings, toilets and other facilities barrier-free.
- (vi) The Government will ensure that Industrial establishments, offices, public utilities both in public and private sector provide disabled friendly work place for their employees. Safety standards will be developed and strictly enforced.
- (vii) Proactive steps will be taken to ensure disabilities-friendly IT environment in the country.
- (viii) All the buildings, which are for public use, will be audited for its accessibility to persons with disability. There may be a need to develop professionally recognized access auditors whose services would be utilized for the purpose.
- (ix) Banking system will be encouraged to meet the needs to the persons with disabilities.
- (x) Communication needs to the persons with disabilities will be met by making information service and public documents accessible. Braille, tape-service, large print and other appropriate technologies will be used to provide information for the persons with visual disability.