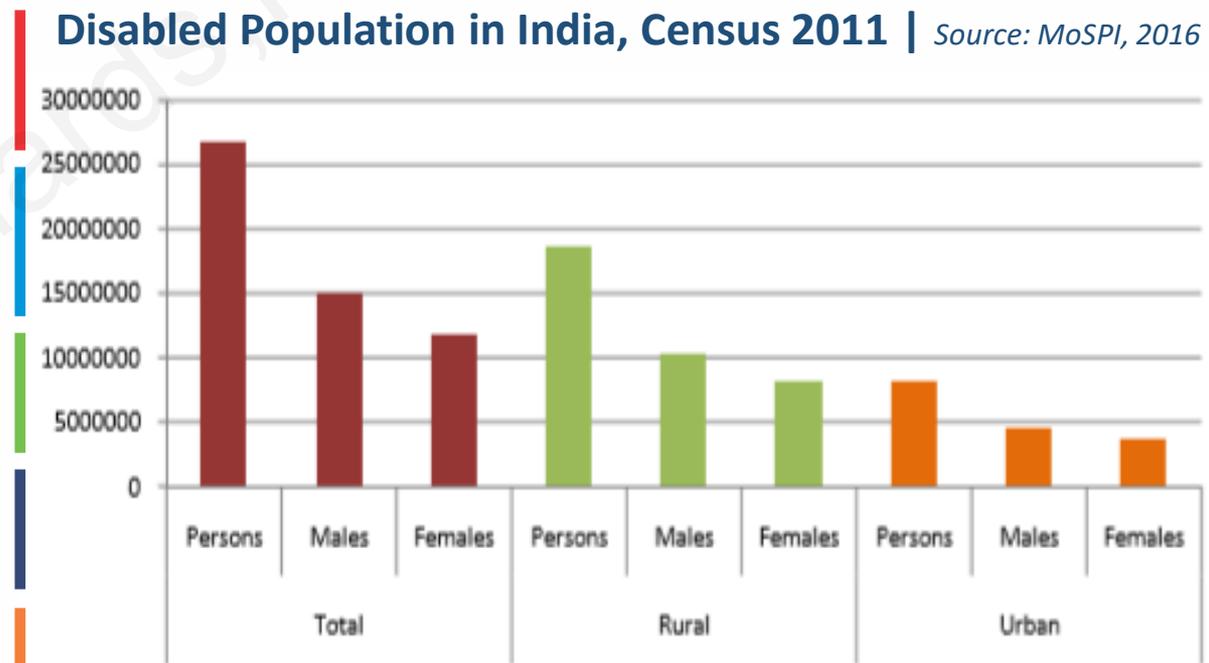


People with disabilities are vulnerable because of the many barriers we face: attitudinal, physical, and financial. Addressing these barriers is within our reach and we have a moral duty to do so..... But most important, addressing these barriers will unlock the potential of so many people with so much to contribute to the world

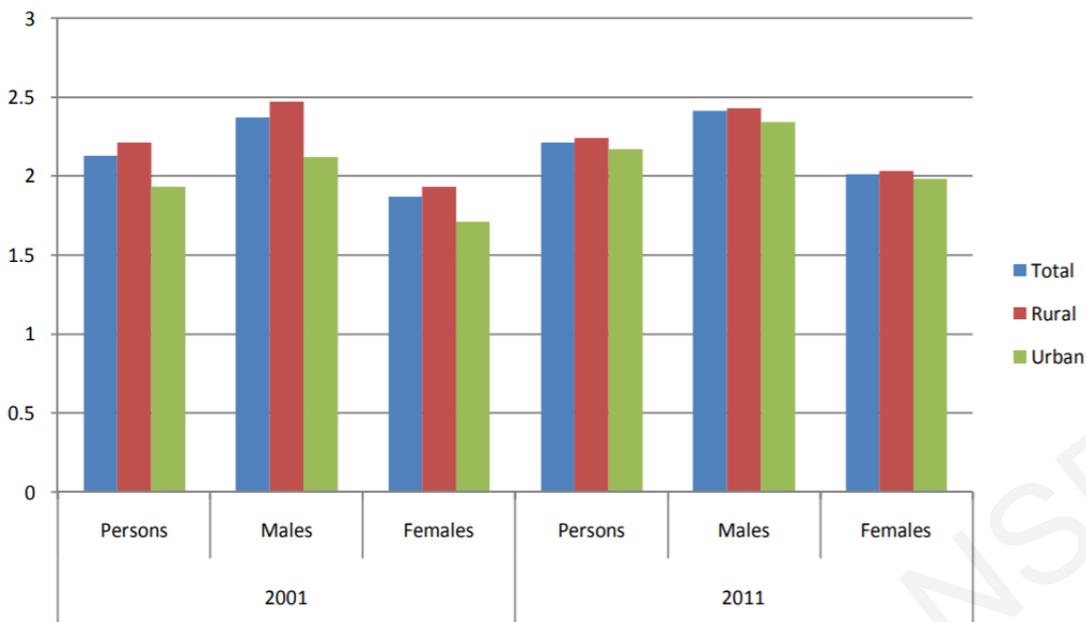
- Stephen Hawkins

People with Disability (PwD) in India- A Statistical Profile

- Population of PwD/ Divyangjan is 2.68 Cr: 2.21% of the total population of India (Census 2011, updated in 2016) & over 8 crore as per World Bank and International Agencies.
- Excluding PwD from the economy affects GDP of 5% to 7% (World Bank).
- At all India level 36% of the total disabled persons are workers.
- Among the male disabled persons, 47% are working and for female disabled, only 23%.
- In rural India, 25% of the female disabled are working, while in urban India it is 16%.
- PwDs in India: 1.50 crore are male & 1.18 crore are female.
- 50% (1.34 crores) are in the employable age.
- 74% are non-workers/ marginal workers.
- 70% PwD live in rural areas

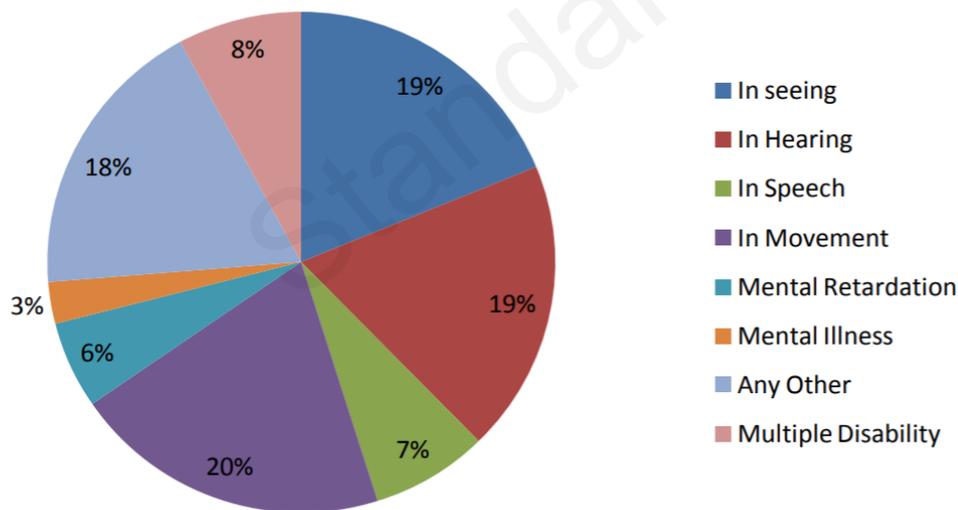


Percentage of disabled to the concerned total population in India, Census 2001 & 2011 (Source: MoSPI, 2016)



The percentage of disabled to the total population increased from 2.13% in 2001 to 2.21% in 2011. In rural areas, the increase was from 2.21% in 2001 to 2.24% in 2011 & in urban areas, from 1.93% to 2.17%.

Disabled population by type of disability in India Census 2011 (Source: MoSPI, 2016)



The Census 2011 revealed that, in India, 20% of the disabled persons are having disability in movement, 19% are with disability in seeing, and another 19% are with disability in hearing. 8% has multiple disabilities.

Need for Reliable Statistical Data for PwD



- Essential for determining the broader social needs of persons with disabilities, such as provision of assistive technology for use in employment or education or broader policy and laws.
- Necessary for monitoring the quality and outcomes of policies for persons with disabilities
- Will enable the state agencies to assess the cost-effectiveness of policies for persons with disabilities, which in turn can provide the evidence to persuade Government to work for the ultimate benefit for all the citizens

Who is known as a PwD?



“a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others”

- The Rights Of Persons With Disabilities Act, 2016

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Evolution of the Concept Of Disability



Charity Model

PwD need to be looked after and protected.

They need others to make decisions on their behalf.



Medical Model

Focused on the impairment



Empowerment Model

Problem does not lie with the individual.

The environment enables/disables a person.



Need for Sensitization

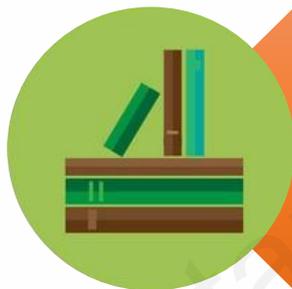


- Policy for Skill Development & Entrepreneurship focuses on **skilling of socially, geographically & physically disadvantaged** *with limited success so far.*
- Rights of Persons with Disability Act mandates **5% reservation** in all schemes (priority to women) for key disability categories; and **4% reservation** in jobs *with poor outcomes.*
- SANKALP Project under DLI 6 & 7 aims to **increase in % of women, SC, ST & PwDs** in Skilling programs under inclusion and diversity. *Implementation commencing now*
- Need to break the stereotypes related to PwDs.
- Lack of inclusive environment and practices for PwDs in organizations

Proposed Plan For PwD Sensitization



Creating awareness about PwD related Laws/Schemes/Acts/Provisions



Suggesting Guidelines and Indicative Criteria to develop sensitization at different levels



PwD Laws/Schemes/Acts/Provisions



- Rights of Persons With Disability Act, 2016

<http://disabilityaffairs.gov.in/upload/uploadfiles/files/RPWD%20ACT%202016.pdf>

- National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disability Act, 1999

http://disabilityaffairs.gov.in/upload/uploadfiles/files/National_Trust_act-english.pdf

- Rehabilitation Council of India Act, 1992

<http://disabilityaffairs.gov.in/upload/uploadfiles/files/rciact.pdf>

- The persons with disabilities (PWD) (equal opportunities, protection of rights and full participation) Act, 1995

<http://niepmd.tn.nic.in/documents/PWD%20ACT.pdf>

- UN Declaration on the Rights of Mentally Retarded Persons

<https://www.britannica.com/topic/United-Nations-Declaration-on-the-Rights-of-Disabled-Persons>

- Divyangjan Swavalamban Yojana Scheme for Persons with Disabilities

<https://enabled.in/wp/divyangjan-swavalamban-yojana-scheme-for-persons-with-disabilities/>

Levels of PwD Sensitization via NOS

PERSONAL

- Create awareness within individuals on the importance of making PwD comfortable during interaction.
- Recognizing, acknowledging & overcoming the inherent biases regarding a disability.

Examples:

- Ask if he/she needs assistance before providing it.
- Be cautious of using outdated, offensive terms.

ORGANIZATIONAL

- Create awareness within organizations on the importance of making the workplace PwD friendly & integrating inclusive practices.

Examples:

- Building awareness and investing in training
- Making use of assistive technology

SUGGESTED INDICATORS

Personal Level	Organizational Level
Understanding different types of disabilities.	Improving workplace design and accessibility to make it PwD friendly
Knowledge of the current status of the PwD.	Fostering capacity building for PwD sensitivity
Knowledge about the challenges faced by PwD and the ways to help them overcome the same	Encouraging PwD inclusive recruitment and training practices
Awareness about the appropriate verbal and non-verbal communication and behaviour towards PwD	Reviewing and refining job roles and work processes to make them inclusive for PwD
Importance of displaying empathy towards PwD	Connecting with the right kind of organizations for sourcing PwD candidates
Awareness of & the right way to use the laws, acts & provisions defined for PwD by the statutory bodies	Understanding the importance of the abilities of PwD candidates and their role in boosting the growth of the organization
Awareness of the various government and private schemes and benefits available for PwD	
Identification of the various institutes working for PwD	
Awareness about the livelihood opportunities for PwD	

**Disability is not a Choice,
But Discrimination is!**

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Resources *(reference only)*



- https://disabilityawareness.com.au/?doing_wp_cron=1573037229.2114319801330566406250
- <https://ndmc.gov.in/departments/Departments/Civil/Access%20to%20All%20-%20Sensitization%20Program%20-%20Version%203.pdf>
- <https://www.universalclass.com/articles/business/sensitivity-training-disabilities-issues.htm>
- https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/554802/DFID-Disability-Framework-2015.pdf
- http://mospi.nic.in/sites/default/files/publication_reports/Disabled_persons_in_India_2016.pdf

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- The Right of Persons with Disabilities Act, 2016*. (n.d.). Retrieved from disabilityaffairs.gov.in: <http://www.disabilityaffairs.gov.in/upload/uploadfiles/files/RPWD%20ACT%202016.pdf>

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About National Skill Development Corporation (NSDC): National Skill Development Corporation, working under the aegis of Ministry of Skill Development & Entrepreneurship, is a unique public-private-partnership which aims to catalyze creation of quality vocational training ecosystem in India. The organisation provides funding to build scalable and profitable vocational training initiatives. Its mandate is also to enable support system which focuses on quality assurance, information systems and train-the-trainer academies either directly or through partnerships. Since establishment in 2009, NSDC has trained more than 2 crore people through its partnership with 600+ training partners, wide a robust network of 11,000+ training centers spread over 600 districts across the country. NSDC has institutionalized 37 Sector Skill Councils and is also implementing Government's flagship skill development schemes such as Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Pradhan Mantri Kaushal Kendra (PMKK), National Apprenticeship Promotion Scheme (NAPS), among others.

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