



सत्यमेव जयते



# TRAINING MODULE

For



# SENIOR & MID-LEVEL FUNCTIONARIES



Braille

**In-service Training and Sensitization  
of Key Functionaries of Central &  
State Governments, Local Bodies and  
Other Service Providers**



**Rehabilitation Council of India**

Department of Empowerment for Persons with Disabilities (Divyangjan)  
Ministry of Social Justice and Empowerment  
Government of India





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## 1. Objectives of the Training Module

- a) To sensitize key functionaries of the Central and State Governments, Local Bodies and other service providers, on disability and related matters and their role in creating an inclusive society.
- b) To create awareness about disability-related legislations, constitutional provisions and safeguards, international obligations, development programmes, schemes and programmes, institutional framework for the benefit of Persons with Disabilities, rehabilitation and referral services, amongst the various stakeholders.
- c) To create awareness among Government employees and peer groups about the capabilities of Persons with Disabilities.

## 2. Institutional Framework for Persons with Disabilities

### Ministry of Social Justice and Empowerment (MSJE), Government of India

The Ministry is entrusted with the welfare, social justice and empowerment of the disadvantaged and marginalized sections of the society, including Persons with Disabilities and others viz. Scheduled Castes, Backward Classes, Senior Citizens, Victims of Drug Abuse etc. The basic objective of the policies, programmes, laws and institutions of the Indian welfare system is to bring the target groups into the mainstream of development by making them self-reliant and the creation of an inclusive society.

Though the **subject of “Disability” figures in the State List of the Seventh Schedule of the Constitution**, but to ensure adequate attention to the disability sector, it was mentioned in the 11<sup>th</sup> Five Year Plan that “The ‘Disability Division’ of the Ministry of Social Justice and Empowerment will be strengthened by converting it into a separate Department, so that it can liaise effectively with all the other concerned Ministries/ Departments and fulfill its responsibilities towards persons with disabilities”.

There are two departments under the Ministry vide notification dated 12.05.2012, namely:

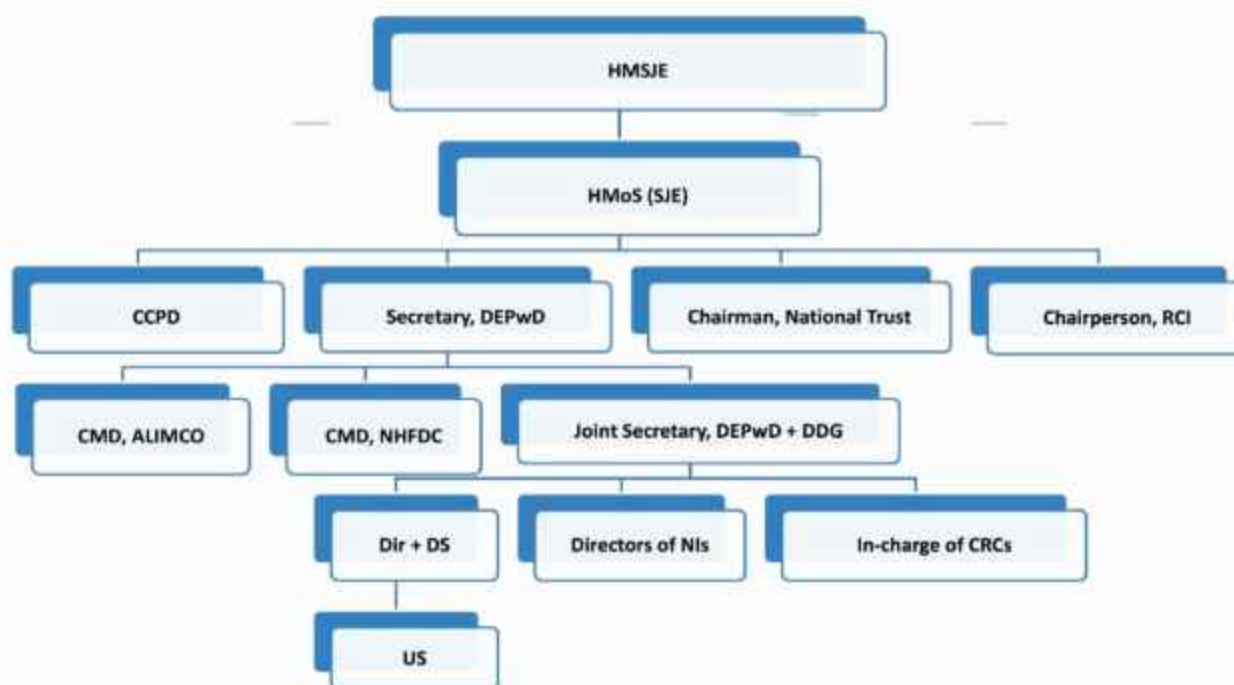
- (i) the Department of Social Justice and Empowerment; and
- (ii) the **Department of Empowerment of Persons with Disabilities (previously known as Department of Disability Affairs).**



The Ministry is headed by the Cabinet Minister and assisted by Ministers of State.

### Department of Empowerment of Persons with Disabilities (DEPwD)

#### Organizational Chart of DEPwD



To give a focused attention to policy issues and meaningful thrust to the activities aimed at the welfare and empowerment of persons with disabilities, **the Department of Disabilities was carved out of the Ministry of Social Justice and Empowerment on 12<sup>th</sup> May 2012. The Department was renamed as Department of Empowerment of Persons with Disabilities (DEPwD) on 8<sup>th</sup> December 2014.** While the phrase 'Persons with Disabilities' has been adopted by the Government in the Rights of Persons with Disabilities Act, 2016 (RPwD Act, 2016), in line with United Nations Convention on Rights of Persons with Disabilities (UNCRPD), the said Act's *Hindi* version contains the word "*Divyangjan*" to mean 'Persons with Disabilities'.

**DEPwD is the Nodal Agency for matters pertaining to disability and persons with disabilities, with a vision to build an inclusive society, enabling environments and empowerment of persons with disabilities.** The Department strives to ensure that persons with disabilities lead productive, safe and dignified life, through:

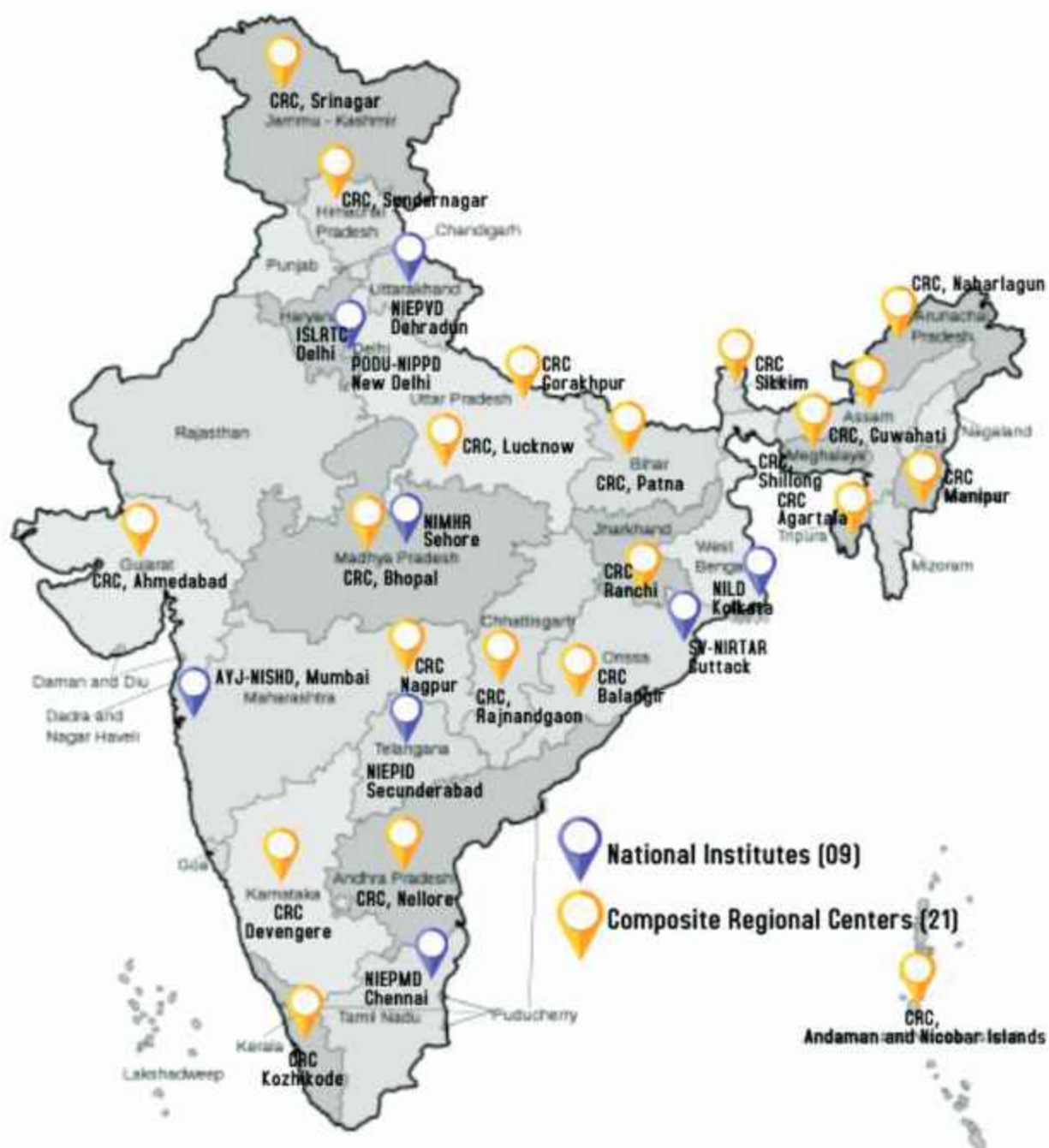
- Undertaking measures for physical, educational & economic rehabilitation and social empowerment.
- Developing rehabilitation professionals and personnel.
- Improving internal efficiency, responsiveness and service delivery.
- Advocating empowerment of persons with disabilities through awareness generation among different sections of the society.



The Department has the following statutory bodies, PSUs and National Institutes:

Statutory Bodies	National Institutes
<ul style="list-style-type: none"> <li>• Chief Commissioner for Persons with Disabilities;</li> <li>• Rehabilitation Council of India;</li> <li>• National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities</li> </ul> <p><b>CPSUs:</b></p> <ul style="list-style-type: none"> <li>• National Handicapped Finance and Development Corporation (NHFDC)</li> <li>• Artificial Limbs Manufacturing Corporation of India (ALIMCO)</li> </ul>	<ul style="list-style-type: none"> <li>• Pt. Deendayal National Institute for Empowerment of Persons with Physical Disabilities, Delhi</li> <li>• National Institute for Empowerment of Persons with Visual Disabilities, Dehradun</li> <li>• National Institute for Empowerment of Persons with Intellectual Disabilities, Secunderabad</li> <li>• Ali Yavar Jung National Institute for Persons with Speech and Hearing Disabilities, Mumbai</li> <li>• Swami Vivekananda National Institute for Rehabilitation Training and Research, Cuttack</li> <li>• National Institute for Locomotor Disabilities, Kolkata</li> <li>• National Institute for Empowerment of Persons with Multiple Disabilities, Chennai</li> <li>• National Institute of Mental Health Rehabilitation; Sehore, Madhya Pradesh</li> <li>• Indian Sign Language Research and Training Centre, Delhi</li> </ul> <p>There are 21 Composite Regional Centers under these National Institutes (as on 20-09-2021).</p>

## National Institutes and Composite Regional Centres (CRC) functioning across India



### 3. Services Framework needed by Persons with Disabilities

*Continuum of Rehabilitation Services needed by PwDs*

Core Services	Support Services
<ul style="list-style-type: none"> <li>•Early Identification &amp; Early Intervention</li> <li>•Education: Special, Inclusive and Open</li> <li>•Medical Management Services</li> <li>•Surgical Management Services</li> <li>•Psychological Services</li> <li>•Physiotherapy</li> <li>•Occupational Therapy</li> <li>•Sensory Integration Therapy</li> <li>•Speech &amp; Language Services</li> <li>•Audiology/Hearing Services</li> <li>•Assistive Technology/Devices</li> <li>•Vision Services</li> <li>•Counseling and Training for Family</li> <li>•Nursing Services</li> <li>•Nutrition Services</li> <li>•Prosthetic and Orthotic Services</li> <li>•Social Work Services</li> <li>•Skill Training</li> </ul>	<ul style="list-style-type: none"> <li>•Economic Support</li> <li>•Legal Guardianship</li> <li>•Awareness of Self Advocacy</li> <li>•Human Rights &amp; Fundamental Freedoms</li> <li>•Accessibility</li> <li>•Social Inclusion</li> <li>•Legal Aid &amp; Greivance Redressal System</li> <li>•Employment</li> <li>•Independent Living</li> <li>•Recreation and Leisure</li> </ul>

The Government provides these through **Institution-based rehabilitation services (IBR)** as well as through **community-based rehabilitation services (CBR)**, or even through outreach services of both. There are inadequate resources, both financial and human, especially in the rural areas. To tackle this issue, CBR is an useful method of involving communities in the holistic and sustainable rehabilitation of persons with disabilities and for ensuring participation of persons with disabilities in everyday community life. **The current buzzword is Community Based Inclusive Development, CBID, which means catering to all disadvantaged groups.**

It is important to remember that, by and large, people with disabilities need the same services as other persons in the same age-group, from birth to death but in a more intense way. Civil rights like access to civic services and police protection, political rights like the right to participate in electoral processes; economic, social and cultural rights like access to Health, Education, Employment, Social Security on an equal basis with all other citizens, are some of the rights under the RPwD Act, 2016. **Additionally, some reasonable accommodation and modifications like accessible infrastructure, inclusive education and rehabilitation measures like physiotherapy and occupational therapy, may be necessary, to ensure that people with disabilities can function, as equal contributors to nation-building.**



## 4. International Obligations

### UNCRPD

India is a signatory to UNCRPD and ratified this Convention on 01.10.2007. The Convention laid down the following principles for empowerment of persons with disabilities: -

- (a) respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
- (b) non-discrimination;
- (c) full and effective participation and inclusion in society;
- (d) respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- (e) equality of opportunity;
- (f) accessibility;
- (g) equality between men and women;
- (h) respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities;

### **Incheon Strategy**

India is also party to the Incheon Strategy 'to make the right real' in Asia and Pacific. Strategy set 10 goals for the Asia Pacific countries to create an inclusive society that ensures, promotes and upholds the rights of all persons with disabilities. These goals are:-

**Goal 1** Reduce Poverty and enhance work and employment prospects

**Goal 2** Promote participation in political process and in decision making

**Goal 3** Enhance access to the physical environment, public transportation, knowledge, information and communication

**Goal 4** Strengthen social protection

**Goal 5** Expand early intervention and education of children with disabilities

**Goal 6** Ensure gender equality and women's empowerment

**Goal 7** Ensure disability-inclusive disaster risk reduction and management

**Goal 8** Improve the reliability and comparability of disability data

**Goal 9** Accelerate the ratification and implementation of UNCRPD and harmonies National Laws

**Goal 10** Advance sub regional, regional and interregional cooperation

### Sustainable Development Goals

Indian being a party to the Sustainable Development Goals Agenda: 2030, disability inclusive development is to be ensured. The following SDGs have the element of disability inclusiveness:-

**Goal 1.3 :** Appropriate social protection system for PwDs

**Goal 4.5 :** Access to education and vocational training for PwDs

**Goal 4.a :** Developing disability and gender sensitive inclusive education facilities.

**Goal 8.5:** Decent employment opportunity for PwDs and fostering principle of equal pay for equal work.

**Goal 10.2:** Social, economic and political inclusion of PwDs

**Goal 11.2:** Accessible transport and improving road safety

**Goal 11.7:** Universal access to safe, inclusive and accessible public spaces for PwDs.

**Goal 16.7:** Ensure responsive, inclusive, participatory and representative decision making at all levels

**Goal 17.18:** Availability of high quality, timely and reliable data of PwDs.

## 5. Understanding the Rights of Persons with Disabilities (RPwD) Act, 2016

**The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995** was enacted to give effect to the Proclamation on the Full Participation and Equality of the People with Disabilities in the Asian and Pacific Region. The Act defined Persons with Disabilities as those having not less than forty percent disability and identified seven categories of disabilities, namely, blindness, low vision, hearing impairment, locomotor disability, mental retardation, mental illness and leprosy-cured.

Over a period of time, the conceptual understanding of the rights of persons with disabilities became clearer and there has been worldwide change in approach to handle issues concerning persons with disabilities. The United Nations adopted its **Convention on the Rights of Persons with Disabilities (UNCRPD)** laid down the principles to be followed by the States Parties for empowerment of persons with disabilities. India was amongst the earliest to sign and ratify the UNCRPD. Being a signatory to the Convention, India had an international obligation to comply with the provisions of the said Convention which required an entirely new legislation. After extensive deliberation at various levels involving State Governments, Union Territories and various stakeholders, **the Rights of Persons with Disabilities Act, 2016 (RPwD Act, 2016) was enacted which came into force on 19.04.2017.** It gave effect to all Articles contained in the UN Convention.

The RPwD Act is based on the principles of UNCRPD. It casts responsibility on the establishments to ensure empowerment and inclusion of persons with disabilities in all walks of life. Sector specific role of various establishments for implementation of RPwD Act, 2016 are enumerated in the succeeding paras.



**Salient features of the Rights of Persons with Disabilities Act, 2016, *inter alia*, are:**

- i. **Twenty-one specified disabilities** have been defined in the Schedule.
- ii. The persons with disabilities **enjoy various rights** such as right to equality, life with dignity, respect for his or her integrity, etc., equally with others.
- iii. **Duties and responsibilities of the appropriate Governments** have been enumerated.
- iv. All educational institutions funded by appropriate Government shall provide **inclusive education** to the children with disabilities.
- v. **A National Fund** is created to provide financial support to persons with disabilities.
- vi. **Stakeholders' participation in the policy making through Central and State Advisory Boards.**
- vii. **Increase in reservation in posts from existing three percent to atleast four percent** in the vacancies for persons or class of persons with benchmark disabilities in every establishment.
- viii. **Five percent reservation of seats for students** with benchmark disabilities in higher educational institutions.
- ix. Guidelines to be issued by the Central Government for **issuance of certificates of specified disabilities.**
- x. **Penalties for offences** committed against persons with disabilities, and
- xi. **Court of Session to be designated as Special Court** by the State Government in every district to try offences.

**List of States/UTs which have notified State Rules so far (*as on 20<sup>th</sup> September, 2021*)**

State Rules under the RPwD Act, 2016 till date have been notified by 32 States and UTs; Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttar Pradesh, Uttarakhand, West Bengal, UTs of Andaman and Nicobar Islands, Chandigarh, Lakshadweep Puducherry, NCT of Delhi and UT of Jammu & Kashmir.

### Important terms in the RPwD Act, 2016

- ❖ **Person with Disability refer Section 2(s):** A person with a long-term physical, mental, intellectual or sensory impairment which, coupled with different barriers around her/him, hinders her/his full and effective participation in society equally with others.
- ❖ **Person with Benchmark Disabilities refer Section 2(r):** A person **with not less than 40% of a specified disability** where specified disability has not been defined in measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority.
- ❖ **A Person with benchmark disability who needs High-Support (refer Section 2(t) to be read with Section 2(l))**— physical, psychological or otherwise, to carry out activities of daily living, access services/facilities and to take decisions.
- ❖ **Reasonable Accommodation (refer Section 2(y))** It refers to any adjustment or modification made without imposing any disproportionate or undue burden to ensure that persons with disabilities exercise their rights equally with others.
- ❖ **Inclusive Education (refer Section 2(m)):** means a system of education in which children with and without disability study together, through a adaptable teaching and learning system to meet the learning needs of different types of students with disabilities.
- ❖ **Universal Design (refer Section 2(ze)):** It means the design of products, environments, programmes and services to be usable by all people to the greatest extent possible, without the need for adaptation or specialized design; and shall apply to assistive devices including advanced technologies for particular group of persons with disabilities which can be accessed, understood and used to the greatest extent possible by all people, regardless of their age, size or disability.
- ❖ **Rehabilitation(refer Section 2(za)):** It is a process which aims at enabling that persons with disabilities achieve the best possible level of functioning in all aspects of their being – physical, social, sensory, intellectual, psychological or environmental.
- ❖ **Public Buildings(refer Section 2(w))** means a Government or private building, used or accessed by the public at large, including a building used for educational or vocational purposes, workplace, commercial activities, public utilities, religious, cultural, leisure or recreational activities, medical or health services, law enforcement agencies, reformatories or judicial for as, railway stations or platforms, roadways bus stands or terminus, airports or waterways;
- ❖ **Public Facilities and Services(refer Section 2(x))** includes all forms of delivery of services to the public at large, including housing, educational and vocational trainings, employment and career advancement, shopping or marketing, religious, cultural, leisure or recreational, medical, health and rehabilitation, banking, finance and insurance, communication, postal and information, access to justice, public utilities, transportation.



## 6. Rights and Entitlements

While the erstwhile “The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 was welfare based, the RPwD Act, of 2016 is a rights based. The Act mandates the Government to ensure that the persons with disabilities enjoy their rights equally with others..

### Equality and Non-Discrimination (Section 3)

The Rights of Persons with Disabilities Act, 2016 puts an onus on the Government to ensure that persons with disabilities (PwDs) enjoy the right to equality, to live with dignity and respect.

The Government has the responsibility of making modifications and adjustments in line with the needs of *divyangjan* so that they are able to access all facilities available for them; by creating conducive environment.

### Women and Children with Disabilities (Section 4)

The Act mandates the appropriate Governments and local authorities to take effective measures so that women and children with disabilities can enjoy their rights equally as that of others.

Children with disabilities are empowered to express their opinion freely on matters that affect them, which implies that they have a say on any measure or effort towards their well-being

### Community Life (Section 5)

The Act states that every person with disability shall have a right to live in the community and not just bound to live in a certain kind of arrangement. The Government is mandated to take measures so as to ensure that persons with disabilities should be given access to a range of in-house, residential/ community based services. This means that residential and other community based support services should be made accessible including care giving support, etc.. Assistive devices like wheelchairs, hearing aids, prosthetic limbs, should be made available to all categories of persons with disabilities keeping in view the gender and age specific needs.

### Protection from Cruelty and Inhuman Treatment (Section 6)

The Act provides for protection to persons with disabilities from torture, cruel, inhuman and degrading treatment,. It states that no person with disability can be part of any such research without his/ her express consent obtained through accessible modes/means of communication. Under Rule 4, it has been clarified that no person with disability shall be a subject of research, except when the research involves physical impact on his body.

**Protection from Abuse, Violence and Exploitation (Section 7)**

The Act mandates the appropriate Government to take measures to protect persons with disabilities from all forms of abuse, violence and exploitation including the measures to rescue, protect and rehabilitate victims of such incidence. The appropriate Governments are responsible to create awareness about the rights of persons with disabilities to prevent such incidence. The Executive Magistrate and the Police Officer in the locality have been specifically entrusted responsibilities in handling such cases, if reported.

**Protection and Safety (Section 8)**

The RPwD Act mandates PwDs to have equal protection and safety in situations of risk, armed conflict, humanitarian emergencies and natural disasters. It is incumbent upon the National Disaster Management Authority (NDMA) and State SDMA to take appropriate measures to ensure inclusion of PwDs in all disaster management activities for the safety and protection of PwDs. It is also incumbent upon the DDMA and SDMA to maintain record of PwDs in the districts and take suitable measures to inform such persons of any situations of risk to enhance disaster preparedness. The Act also mandates the authorities engaged in reconstruction activities subsequent to any situations of risk to undertake activities in consultation with the concerned State Commissioners for PwDs in accordance with the accessibility requirements of PwDs.

**Home and Family (Section 9)**

Every child with disability has the right to live with his/ her parents and cannot be separated from them only on the ground of disability. However, with the explicit order of the Court the child can be placed at some other custody keeping in view the best interest of the child. In case of parents are not in a position to take care of child with disability, the competent court can place the child with disability in the custody of his near relations or others in the following order of preference:

1. With near relations (when the parents are unable to take care of the child);
2. Within the community in a family setting;
3. In a shelter home run by the Government or a Non-Government Organization (in exceptional circumstances).

**Reproductive Rights (Section 10)**

The Act provides that it is the responsibility of the Government to ensure that persons with disabilities have access to information related with reproduction and family planning. The Act prohibits any medical procedure on person with disability which leads to infertility without his or her free and informed consent.

**Accessibility in Voting (Section 11)**

The Act puts an onus on the Election Commission of India and the State Election Commission to make sure that all polling stations are accessible to persons with disabilities and all materials related to the elections are understandable and accessible to them. Accessibility in



this aspect can be achieved by ensuring that the built environment, voting systems and websites are accessible.

**Access to Justice (Section 12)**

The Act mandates the Government to take steps to ensure that the persons with disabilities have easy access to court, tribunal, authority, commission or any other body having judicial or quasi-judicial or investigative powers.

The National and State Legal Services Authority have been made responsible for ensuring that every scheme, programme, facility or service provided by them must be accessible to persons with disabilities. The Act states that all public documents must be in accessible formats. Some examples of public documents are electoral rolls, census reports, town planning reports, village records, records of the national banks, birth and death registers, court orders, scheme and programme documents, etc.

All judicial/quasi-judicial bodies should be equipped with all necessary facilities for facilitating recording of testimonies, arguments, or opinion of persons with disabilities in their preferred language and means of communication.

**Legal Capacity (Section 13)**

The Act provides that persons with disabilities enjoy the right to legal capacity and recognition equally with others and be treated like autonomous, independent individuals having a unique identity before the law. Like any other individual, a person with a disability shall have the right to access banking facilities and manage his/her own financial affairs in his/her own name. He/she also has the right to own and inherit movable and immovable property.

The Act recognises the supremacy of the persons with disabilities in exercising legal capacity over any person providing support services. In event of a conflict of interest between a person providing support and a person with disability in a financial transaction, then such a supporting person is barred from providing support to the person with disability in that transaction. There should not be a presumption of conflict of interest just on the basis that the supporting person is related to the person with disability.

A person with disability may change/remove any support arrangement and seek the support of another. Such alteration, modification or dismantling is for future transactions only and will not have any effect on previous transactions done by the person with disability with the previous support arrangement. The Act bars the support providing persons from exercising undue influence or force his decisions and rather he should respect the choice of persons with disabilities, his dignity and privacy.

The State Governments are responsible to designate one or more authorities to mobilize the community and create social awareness to support persons with disabilities in exercising of their legal capacity and to create support systems so that persons with disabilities living in institutions and having high support needs are able to exercise legal capacity. (Section 15)

**Provision of Guardianship (Section 14)**



Limited Guardianship can be granted to a person with disability for specific decisions / situations, for a specific period of time, by a District Court or any authority designed by the State Government only when such court/authority finds that despite suitable and sufficient support to the person he/she is unable to make legally binding decisions. **Limited Guardian**, is required to consult the person with disability and makes a decision on behalf of the latter.

The Court or the designated authority or the authority designated by the State Government, may grant total support to persons with disabilities where the support of a Limited Guardian is required repeatedly for a person with disability.. However, such decision needs to be reviewed on a periodic basis to determine the nature and manner of support to be provided.

## 7. Early Identification and Certification (refer Section 56-59)

- Health authorities required to screen all children atleast once in a year for the purpose of identifying at risk cases and provide facilities for training to the staff at the primary health centres (Section 25(2)(d-e).
- To ensure close coordination among District Early Intervention Centres with PHCs, CHCs, District hospitals and other health care institutions.
- Schedule of the Act contains the list of specified disabilities.
- Government notified Guidelines for assessment and certification of disabilities on 04.01.2018.
- For Autism certification guidelines notified on 25.04.2016 to be refer to.
- Health authorities need to ensure grant of certificate of disability within a period of one month as per RPwD Rules, 2017 (refer Rule 17-20 notified on 15.06.2017.)
- Certification of disability can be done through UDID portal [www.swavlambancard.gov.in](http://www.swavlambancard.gov.in). Head of the health care institutions to ensure training of staff on UDID.
- States/UTs need to appoint appellate authority to look into the appeal made by PwDs against the decision of certifying authorities.

**Implementing Agency – Healthcare Institutions**

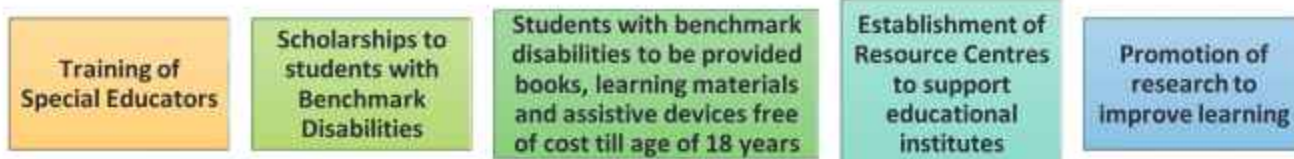
**8. Inclusive Education (refer Section 16,17,18 and 31)**

- The Act puts an onus on the Government and the local authorities to ensure that all education institutions funded or recognized by them should create an inclusive educational setup where students with and without disabilities can learn together.
- To make educational institutions accessible.
- To ensure admission of children with disabilities without discrimination
- Make provision for imparting education in the most preferred language/means of communication to meet the needs of all categories of student with disabilities
- To make suitable modification in the curriculum and examination system to meet the needs of students with disabilities.
- Employment of special education teachers along with capacity building of various stakeholders within the education system to support and facilitate inclusive education.
- To develop schemes and programmes for provision of scholarships, books/learning materials, etc free of cost to the students with disabilities.
- To ensure every child with benchmark disability has access to free education in an appropriate environment till he attains the age of 18 years.
- Government/Government aided higher educational institutions to provide not less than 5% reservation to all categories of student with benchmark disabilities.
- State to appoint a nodal officer in the District Education Office to deal with matters implementation of the above provisions.
- Head of the educational institutions, District and sub-district education offices, Educational Offices and the State Education Department are to ensure implementation.
- The Government and local authorities are responsible to promote participation of people with disabilities in adult education and continuing education programmes equally with others.

**Implementing Agency – Educational Establishments****Article 24 of UNCRPD**

*It highlights that inclusive education is to be provided with the aim of full development of human potential and sense of dignity and self-worth, development of personality, talent and creativity to the fullest potential of PwDs which enables them to participate effectively in free society.*



**Measures that must be taken to support education of children with disabilities:**

Any other measure that may be required.

**9. Skill Development and Employment (Section 19-23)**

The Act prohibits any discrimination in employment on the ground of disability, even if disability is acquired during service. It mandates the establishments to take measures for making the workplaces accessible and to frame Equal Opportunity Policy detailing the facilities and provisions made for persons with disabilities. Rule 8 of the RPwD Rules, 2017 specifies the parameters to be covered under the Equal Opportunity Policy to be framed by Government and private establishments.

**Article 27 of UNCRPD**

*The Convention recognises that persons with disability have the right to work on equal basis with others, to just and favorable conditions of work, including equal opportunities and equal remuneration for work of equal value and prohibits discrimination on the basis of disability in employment.*

**Vocational Training and Self-Employment (Section 19)**

- Onus on the Government to make schemes and programs to support employment and vocational training of persons with disabilities and such schemes should include the persons with disabilities in both formal and non-formal vocational training.
- Creating a system of facilitating/supporting imparting of skill and training, loans at concessional rate of interest for self employment and also for marketing their products.

**Non-Discrimination in Employment (Section 20)**

- Government establishments to take measures to make their workplace barrier free and create conducive environment so that persons with disabilities are able to function/work at par with others.
- Promotion not be denied to a person with disability merely on the ground of disability.
- If a person acquires disability during service, no Government establishment can remove the employee or can reduce his/her rank. If such an employee is no more able to do the work at his present position; she/he shall be shifted to any other position with same pay and service benefits. If that is not possible, then she/he must be kept in a supernumerary position till a suitable post is available or till he/she superannuates.

**Equal Opportunity Policy (Section 21 and 22)**

- Both Government and Private establishments to notify Equal Opportunity Policy (EOP) and make available on their website. Also need to register a copy of such policy with the Chief Commissioner or the State Commissioner for persons with disabilities;
- Establishments with less than 20 employees, to indicate details of basic facilities and amenities available to employees with disabilities in their EOP;
- Establishments with more than 20 employees, to include details of amenities and facilities to be provided to PwDs, list of identified posts suitable for PwDs, provisions for assistive devices, barrier free infrastructure, etc, in their EOP as per Rule 8 of RPwD Rules, 2017.
- Mandatory for Government and Private establishments to maintain records relating to employment of persons with disabilities. These records shall be open to inspection by the authorities appointed by the Government.
- Employment exchanges are required to maintain records of *divyangjan* seeking employment.

**Grievance Redressal Officer (Section 23)**

- Government establishments must appoint **Grievance Redressal Officer** to look into the complaints of persons with disabilities. The Grievance Redressal Officer should be not below the rank of a Gazetted Officer and if not possible, the senior most officer in the Government establishment may serve as the Grievance Redressal Officer.
- It is the responsibility of the Grievance Redressal Officer to investigate complaints within 2 weeks and to maintain a register of all complaints.
- If the complainant is not satisfied with the action taken, then she/he might approach the District-Level Committee on Disability.

**Implementing Authorities – All Government/Private Establishments, Office of CCPD and Office of State Commissioners to monitor**



## 10. Social Security, Health, Rehabilitation & Recreation (Section 24-30)

### Social Security (Section 24)

- Appropriate Government within the limit of its economic capacity and development to develop schemes and programs to safeguard and promote rights of PwDs for decent standard of living that allows them to live independently or within the community.
- Quantum of assistance provided to *divyangjan* under any scheme must be 25% higher than the assistance provided to others under similar scheme.
- These Schemes inter-alia should include:-
  - community centers with good living conditions in terms of safety, sanitation;
  - healthcare and counseling;
  - facilities for children and adults who are abandoned by families or are without shelter or livelihood;
  - access to safe drinking water and accessible facilities for sanitation;
  - support to women with disability for livelihood and upbringing of their children,
  - Comprehensive insurance;
  - caregivers allowance in case of persons with High Support Needs;
  - disability pensions;
  - unemployment allowances for persons with disabilities registered with Special Employment Exchanges for 2 years or more and without any gainful employment.
- Union Ministry of Rural Development provides disability pension @ Rs.300/- per month to persons with severe disabilities in the age group of 18-79 years under National Social Assistance Programme. The State/UTs, depending upon their economic capacity, top up disability pension with their share.



**Implementation Agencies – States/UTs are primarily responsible for social security schemes. However, Union Ministry of Rural Development is implementing a scheme for disability pension.**



**Healthcare (Section 25)**

The appropriate Government and local authorities are responsible to take following measures to ensure that *divyangjan* are able to access healthcare facilities:

- Free Healthcare closer to place of residence (especially in villages), to those eligible as per income criteria fixed by the appropriate government.
- Barrier free access to all parts of a Government/Private hospital or healthcare institution/ Centre.
- Priority in treatment

The Government is also required to take measures for preventing occurrence of disability through awareness/training, undertaking surveys and research on the cause of disabilities; identifying “at-risk” cases; conducting awareness campaigns for general hygiene, health and sanitation; ensuring healthcare during natural disasters and other situations of risk; promoting sexual and reproductive healthcare of women with disability, etc.

**Implementing Agency – Health Department of States/UTs**

**Insurance Schemes (Section 26)**

The Act provides that the Government must make insurance schemes specifically for their employees with disabilities.

**Implementing Agency – DoPT and General Administration Department of States/UTs**

**Rehabilitation (Section 27)**

Government and local authorities must undertake services and programs for *divyangjan* to promote their Rehabilitation, healthcare, education and employment. The Government may also grant financial support to NGOs that work for the cause of *divyangjan*, besides undertaking research and development.

**Implementing Agency – Health Department, Department dealing with empowerment of PwDs, Education Department, Labour & Employment Department, Institutions providing rehabilitation services of States/UTs**

**Culture and Recreation (Section 29)**

The Act provides that the Government must take measures to protect the right of *divyangjan* for participating in cultural and recreational activities through specific facilities and support enabling them to freely pursue their interests and talents. Efforts must be made to promote accessible recreational activities (both indoor and outdoor). Some of the important measures that need to be taken are:

- Making art accessible to persons with disabilities
- Developing technology and assistive devices to ensure inclusion of *divyangjan* in recreational activities.
- Promoting recreation centres and establishment of disability history museum.
- Encouraging participation of *divyangjan* in scouting, dancing & other outdoor/adventure activities.
- The courses in culture and arts subject must be designed in such a way so as to ensure participation of and access by *divyangjan*.
- Persons with hearing impairment must have access to television with sign language interpretation or sub-titles or close captioning.

**Implementing Agency – Culture Department, Department of Urban Affairs, Department of Youth Affairs, Department of Education of States/UTs**

**Sports Activities (Section 30)**

- It is incumbent upon the sports authorities to recognize the rights of *divyangjan* to participate in sports activities. The schemes and programs of sports authorities must have provisions for inclusion of persons with disabilities. The Act provides that:
  - Existing infrastructure, facilities, courses and programs to be redesigned and redeveloped to ensure inclusion of PwDs
  - Specific efforts such as appropriate allocation of funds for developing infrastructure, developing technology to enhance potential talent and capacity of PwDs for participating in sports activities
- organizing sports events for persons with disabilities at various levels and facilitating awards to the winners and other participants.

**Implementing Agency –Department of Sports of States/UTs**



## 11. Special Provisions for Persons with Benchmark Disabilities (Section 31 to 37)

### Article 24 of UNCRPD

*The Convention provides that, States Parties must facilitate the learning of Braille, alternative script, augmentative and alternative modes and means of communication and orientation & mobility skills; and facilitate peer support and mentoring.*

### Provisions for Persons with Benchmark Disabilities

- Right to free education till the age of 18 years, in a neighborhood school or a special school of her/his choice.
- Not less than 5 % reservation of seats for students with disabilities in Government/ Government aided institutions for higher education.
- Relaxation of upper age-limit for admission by 05 years.
- Not less than 4% reservation of total number of vacancies in Government jobs in each group of posts for the following categories persons with benchmarks disabilities.

(a)	<i>Blindness and low-vision</i>	1%
(b)	<i>hearing impairment(deaf and hard of hearing)</i>	1%
(c)	<i>locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy</i>	1%
(d)	<i>autism, intellectual disability, specific learning disability, mental illness,.</i>	1%
(e)	<i>multiple disabilities amongst persons under (a) to (d)</i>	

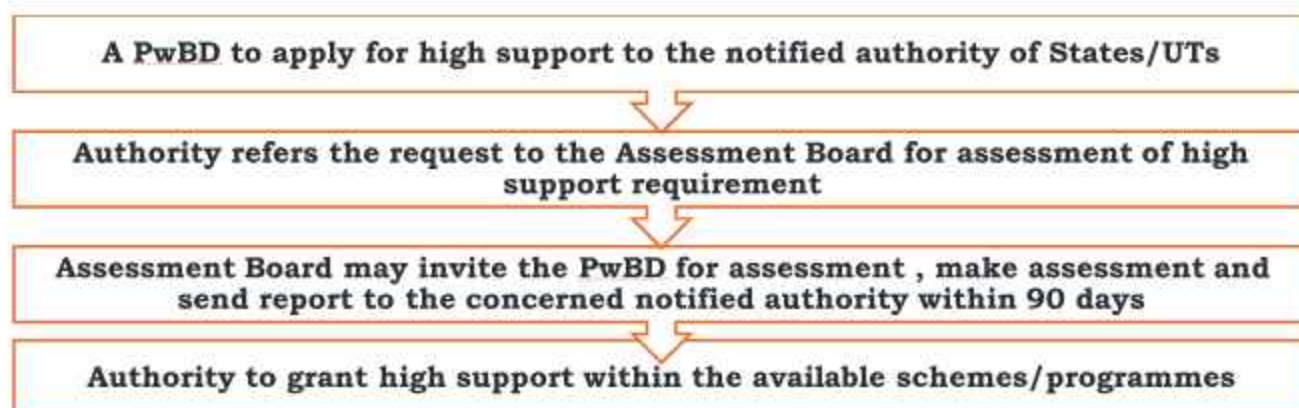
Identification of Posts suitable for reservation for Persons with Benchmarks Disabilities in Government jobs; and reviewing the identified posts at regular intervals, not exceeding 3 years. The Central Government notified a list of 3566 post suitable for various categories with benchmarks disabilities on 04.01.2021. The State Governments need to undertake similar exercise or adopt the Government of India notification.

- Framing of scheme for providing incentives to employers in private sector to promote employment of persons with benchmark disabilities.
- Special Employment Exchange to keep and provide information about people who seek employment or seek to engage employees from amongst Persons with Benchmark Disabilities.
- Framing of Special Schemes and Development Programmes in favour of Persons with Benchmark Disabilities including 5% reservation in all poverty alleviation programs and development schemes; 5% reservation in allotment of agricultural land and housing; 5% reservation in allotment of land on concessional rate to be used for promoting housing, shelter, setting up of occupation, business, enterprise, recreation centers and production centers.

### Provisions for Persons with Disabilities with High-Support Needs (Section 38)

A Person with Benchmark Disabilities (PwBD) who needs High-Support can apply to an authority as notified by the States/UTs with a request for the needed support. The Central Government notified rules on 08.03.2019 regarding composition of Assessment Board and manner of high support requirement of persons with benchmark disabilities

Flow chart of processing high support requirement:



## 12. Other Duties and Responsibilities of Appropriate Governments

- **Awareness Campaigns (Section 39):** Organizing and supporting campaigns for spreading awareness about the rights of Persons with Disabilities in consultation with the Chief Commissioner or the State Commissioner for Persons with Disabilities. Such campaigns should intend to :
  - Promote values of inclusion, tolerance, empathy and respect for diversity;
  - Advance recognition of skills, merits and abilities of persons with disabilities, and of their contributions to the workforce, labor market and profession;
  - Foster respect for the decisions made by persons with disabilities on all matters related to family life, relationships, bearing and raising children;
  - Provide orientation and sensitization at the school, college, university and professional training level on the human condition of disability and the rights of Persons with Disabilities;
  - Provide orientation and sensitization on disabling conditions and rights of Persons with Disabilities to employers, administrators and co-workers; and
  - Ensure that the rights of Persons with Disabilities are included in the curriculum in universities, colleges and schools.
- **Accessibility (Section 40):** The Central Government in consultation with the Chief Commissioner formulates rules for persons with disabilities, laying down the standards of accessibility for the physical environment, transportation, information and communications, including appropriate technologies and systems, and other facilities and services provided to the public in urban and rural areas.
  - The standards for public buildings have been specified in the Harmonized Guidelines and Space Standards for Barrier Free Built Environment for Persons with Disabilities and elderly persons which were issued by the Government of India, Ministry of Urban Development in March, 2016.



- Standards of Bus Body Code for Transportation system were specified in the notification (number GSR. 895(E)) of the Government of India in the Ministry of Road Transport and Highways, dated 20<sup>th</sup> September, 2016
- For Information and Communication Technology, there are website standards as specified in the Guidelines for the Indian Government Websites (GIGW), as adopted by Department of Administrative Reforms and Public Grievances (DARPG).
- Documents placed on websites must be in Electronic Publication (ePUB) or Optical Character Reader (OCR) based PDF format.
- Concerned Ministries and Departments must ensure that the Rules laid down regarding accessibility are complied with and that the Accessibility Standards, as notified, must be reviewed by the Central Government keeping in mind the improvements in technology and latest scientific knowledge.

### **Article 9 of UNCRPD**

*The Convention provides for creation of accessible built environment; additionally, it highlights that live assistance and intermediaries including guides, readers and professional sign-language interpreters should be provided in buildings open to the public.*

- **Access to Transport (Section 41):** Ensuring facilities at the bus-stops, railway stations and airports in line with the standards of accessibility relating to parking spaces, toilets, ticketing counter, ticketing machines to facilitate use of various modes of transport like buses, trains, airplanes by divyangjan; and facilities determined by the Central Government.  
Additionally, to promote the personal mobility of Persons with Disabilities, Government must encourage use of adapted personal vehicles, through schemes for:
  - Incentives and concessions to enhance the affordability of vehicles;
  - Retrofitting vehicles by adding a component or accessory to suit the needs of PwDs;
  - Personal mobility assistance.
- **Access to Information and Communication Technology (Section 42):** Ensuring that all audio (radio), print (newspaper/magazine) and electronic media (television) should be in accessible formats or alternative formats for Persons with Disabilities. In September 2019, the Ministry of Information and Broadcasting issued accessibility standards for Persons with Disabilities in television programmes mandating the provision of captioning and Indian Sign Language interpretation. As per the mandate of the Act electronic goods that are meant for everyday use should be developed and made available in universal design.
- **Consumer Goods (Section 43):** Promoting development, production and distribution of universally designed consumer products and accessories for general use of Persons with Disabilities.
- **Mandatory observance of accessibility norms (Section 44):** No building shall be granted permission to build any structure, issued a certificate of completion or allowed to take occupation, if it does not adhere to the rules formulated by the Central Government. Municipal Authorities/town planning authorities need to adhere to this provision.



The Act requires that **all existing public buildings be made accessible within 5 years of notification of the Rules i.e. before 15<sup>th</sup> July 2022**. Public building includes both Government and Private buildings accessed by public at large, which includes educational institutions, vocational training institutes, workplaces, medical or health services, law enforcement agencies, railway stations, roadways bus stands or terminus, airports, waterways, commercial places, public utilities, religious, cultural, leisure or recreational places, police stations, courts etc.

As per Section 46 of RPwD Act, 2016, all Government & Private service providers must start providing services in line with the accessibility guidelines as mentioned in the Rules, within 2 years from its notification.

- **Human Resource Development (Section 47):** Both the Central and State Government must develop the human resource for proper implementation of the Act, by
  - Training of Panchayati Raj members, Legislatures, administrators, Police, judges, lawyers on the rights of PwDs, inclusion of disability as a component in the educational curriculum at school/college/university level for teachers doctors, nurses, para-medical personnel, social welfare officers, rural development officers, ASHA workers, *anganwadi* workers, other professionals/community workers, families of PwDs, caregivers, members of communities etc, training of community members and other stake holders for fostering independent and community living.

All Universities must promote teaching and research in disability studies including establishment of study centers for courses in disability. The Government must conduct a need based assessment every 5 years and formulate a plan for recruitment, induction, sensitization, orientation and training of people for undertaking at various responsibilities under this Act.

- **Social Audit (Section 48):** Independent assessment of all schemes and programs to ensure there are no adverse impacts upon the Persons with Disabilities, and also that their needs/concerns are being properly met.

### 13. Central/State Advisory Boards on Disability & District Level Committees

**Central Advisory Board on Disability (Section 60):** The national-level consultative and advisory board to ensure that a comprehensive policy is evolved for the Empowerment of Persons with Disabilities and their full-enjoyment of rights. Following are the functions of the Board:

- To advise Central and State Government on policies, programmes, legislation and projects with respect to disability.
- To develop the National Policy to address issues associated with disability.
- To review and coordinate activities of all Departments of the Government and other Departments and NGOs working on issues related to PwDs
- To proactively ensure that schemes and projects for PwDs must become part of the national plans by raising the issue with concerned authorities and international organizations.

- To recommend suggestions related to accessibility, reasonable accommodation, and non-discrimination for PwDs with respect to information, services, built environment and their participation in social life.
- To assess the impact of laws, policies and programmes to ensure full participation of PwDs
- To perform any other function assigned to it by the Central Government.

**State Advisory Board on Disability (Section 66):** Every State Government is to set up State Advisory Board with a composition as specified in the Act. The functions performed by the State Advisory Board are the same as that of the Central Advisory Board. 32 States/UTs have constituted Boards as per the information available with DEPwD as on 31-08-2021.

The State Government must set up a **District Level Committee (Section 72)** on disability to perform the functions as determined by the State Government.

## 14. Chief Commissioner & State Commissioner for PwDs

### Functions of the Chief Commissioner for Persons with Disabilities (Section 75):

- To identify provisions of any laws, policies, programs or procedures which are inconsistent with the RPwD Act, 2016, and recommend corrective measures.
- Inquire into the cases of violation of rights of PwD and the safeguards available to them, with respect to the Central Government, and take up the matter with appropriate authorities for corrective action.
- Review factors that inhibit the enjoyment of rights of PwDs and recommend appropriate remedial measures.
- Study treaties and other international instruments on the rights of PwDs and make recommendations for their effective implementation.
- Undertake and promote research in the field of rights of PwDs.
- Promote awareness of the rights of PwDs and the safeguards available for their protection
- Monitor implementation of the provisions of the RPwD Act, schemes and programmes meant for PwDs.
- Monitor utilization of funds disbursed by the Central Government for the benefit of PwDs.
- Perform such other functions as the Central Government may assign.

**Powers of the Chief Commissioner (Section 77):** Enjoys powers of a civil court, while performing following functions:

- Summoning and enforcing the attendance of witnesses;
- Requiring the discovery and production of any documents;
- Requisitioning any public record or copy thereof from any court or office;
- Receiving evidence on affidavits; and
- Issuing commissions for the examination of witnesses or documents.

**State Commissioner for PwDs (Section 79):** All State Governments have to appoint a State Commissioner for Persons with Disabilities. The powers and functions of the State Commissioner are the same as those by the Chief Commissioner, but limited to only within the particular State with respect to State Government establishments. .



## 15. Special Courts (Section 84 and 85)

For the purpose of providing a speedy trial, the State Governments shall, with the concurrence of the Chief Justice of the High Court, by notification, specify for each district, a Court of Session to be a Special Court to try the offences under the RPwD Act, 2016. 24 States/UTs has designated special Courts as per information available with DEPwD as on 31.8.2021.

For every Special Court, the State Government will appoint public prosecutor.

## 16. National and State Fund for PwDs (Sections 86 to 88)

The central Government has set up the National Fund for Persons with Disabilities and prescribed the manner of its utilization and management under the Rights of Persons with Disabilities Rules, 2017. The Fund is audited by the CAG.

Each State is required to initiate/create/constitute State Fund for Persons with Disabilities and manage such as per their Rules. The accounts of all State Funds shall be audited by CAG.

## 17. Offences and Penalties

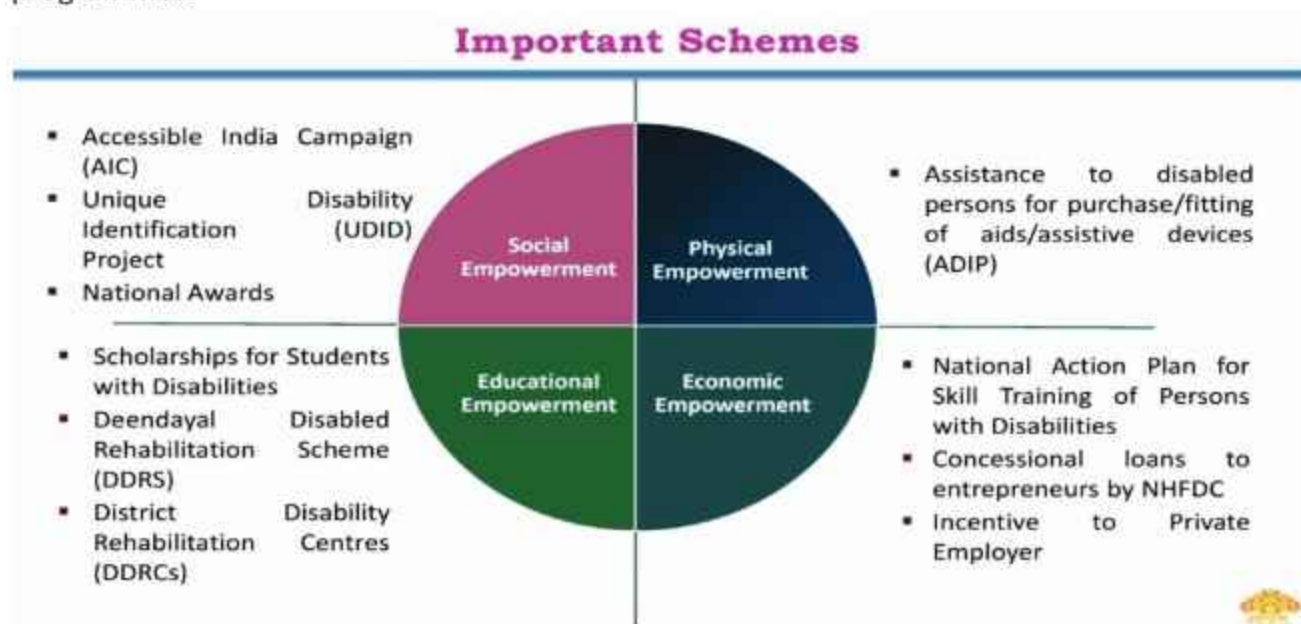
Section	Offence	Penalty/Punishment
89	Violation of provisions of the Act/Rules	First Offence – Fine upto Rs 10,000/-  For subsequent offence – fine between Rs 50,000 – Rs 5 lakh
91	Fraudulently availing benefit meant for persons with benchmark disabilities (disability of 40% or more)	Fine upto Rs 1 lakh or Imprisonment upto two years or with both.
92	Punishment for offences of atrocities a) intentionally insults or intimidates with intent to humiliate a person with disability in any place within public view b) assaults or uses force to any person with disability with intent to dishonour him or outrage the modesty of a woman with disability; c) having the actual charge or control over a person with disability voluntarily or knowingly denies food or fluids to him or her	Imprisonment - 6 months to 5 years and with fine



	d) being in a position to dominate the will of a child or woman with disability and uses that position to exploit her sexually; e) voluntarily injures, damages or interferes with the use of any limb or sense or any supporting device of a person with disability; f) Conducting any medical procedure on a women with disability leading to termination of pregnancy without her express consent.	
93	Punishment for failure to furnish information	Fine upto Rs 25,000 for continuous failure or refusal in submitting of information/document –fine @ Rs 1000 for each day of continued failure/refusal.

## 18. Schemes, Concessions and Benefits under DEPwD, MSJE

The Department of Empowerment of Persons with Disabilities (Divyangjan) supplements the efforts of State Governments for Empowerment of PwDs through various schemes and programmes:



### Assistance to Disabled Persons for Purchase/Fitting of Aids/Appliances (ADIP)

The main objective of the Scheme is to assist the *divyangjan* in procuring durable, sophisticated and scientifically manufactured, modern, standard aids and appliances to promote physical, social, psychological rehabilitation of PwDs by reducing the effects of disabilities and at the same time enhance their economic potential.

The Scheme is implemented through various implementing agencies including National Institutes/ Composite Regional Centres /Artificial Limbs Manufacturing Corporation of

India (ALIMCO)/District Disability Rehabilitation Centres/State Handicapped Development Corporations/other local bodies/ NGOs. The scheme also envisages support for cochlear implant surgery for children with hearing impairment in the age group of 0-6 years.

### **Deendayal Disabled Rehabilitation Scheme (DDRS)**

The DDRS of the Department is a **Central Sector Scheme** for projects relating to rehabilitation of Persons with Disabilities to reach and maintain their optimal, physical, sensory, intellectual, psycho-socio functional levels. There are **09 model projects** under the DDRS: pre-school, early intervention and training; special schools for Intellectual Disability, Visual Disability, Hearing and Speech Disability; Half-way Home for Psycho-Social Rehabilitation of treated and controlled Persons with Mental Illness; Community Based Rehabilitation; Home Based Rehabilitation Programmes/Home Management Programme; Special Schools for Children with Cerebral Palsy; Low-Vision Centers; and Rehabilitation of Leprosy Cured Persons. The funding is given to the NGOs on recommendations from the State Government.

### **District Disability Rehabilitation Centres (DDRC)**

DDRC Scheme is implemented since 1999-2000 for providing comprehensive rehabilitation services to Persons with Disabilities (PwDs). 325 districts have been identified, out of which DDRCs have been set up in 264 districts. Approximately 50-60 DDRCs are functional. The role of State Govt. in implementing DDRCs is as under:

- To set up District Management Team (DMT). Authorize District Collectors to make minor modifications and make interim advances.
- To identify Implementing Agencies.
- To provide barrier free building.
- To supplement financial resources provided by the Central Government.
- To consider other State Level bodies to run DDRC.

### **National Action Plan for Skill Training of PwDs**

The National Action Plan (NAP) for Skill Development of PwDs is being implemented since 21.03.2015 in accordance with the Common Norms guidelines set forth by Ministry of Skill Development and Entrepreneurship in such trades which are aligned with QP-NOS framework and having Model Curriculum. The financial assistance is provided on the basis of recommendations of State Government to the implementing agencies meeting the norms laid down in guidelines of the Department. In the last three years, approximately 1.25 Lakh PwDs have been trained.

### **Scheme for Implementation of Persons with Disabilities Act (SIPDA)**

The Rights of Persons with Disabilities Act, 2016 (RPwD Act) casts certain obligations on the appropriate Government to provide facilities and services to Persons with Disabilities (PwDs) for their Empowerment. The grants-in-aid are provided under this Scheme to State Governments and various other bodies, set up by the Central and State Governments,



including Autonomous Bodies and Universities, NGOs etc to support activities, pursuant to implementation of the provisions of the RPwD Act, 2016. This has following components:

- Creation of barrier-free environment other than the area covered under the Accessible India Campaign
- National Action Plan for Skill Training and Incentive Scheme for Private employers
- Accessible India Campaign
- Unique Disability ID Project
- Awareness Generation and Publicity Scheme
- Research on Disability Related Technology, Products and Issues
- In-Service Training and Sensitization of key functionaries of Central & State Governments, Local Bodies and other providers.
- Setting up of Cross Disability Early Identification Centres
- Braille Press and Deaf Collage projects

**Schemes Under the National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999:**

Under the National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Intellectual Disability (previously known as Mental Retardation) and Multiple Disabilities Act, 1999; following schemes are implemented:

1. *Disha (Early Intervention and School Readiness Scheme)*: For children upto 10 years with the disabilities covered under the National Trust Act. The scheme offers:
  - (i) Provision of Therapies, trainings and provision of support to family members.
  - (ii) Day-care facilities for at least 4 hours in a day.
2. *Vikaas (Day Care)*: A day care scheme for individuals above 10 years for enhancing the interpersonal and vocational skills, which supports :
  - (i) Provision of caregiving support to individual with special needs at the center.
  - (ii) Respite supporting for family members.
  - (iii) Day-care facilities for at least 6 hours in a day along with age specific activities.
3. *Samarth (Respite Care)*: A scheme to provide respite home for orphans, families in crisis, persons with disabilities from BPL & LIG families including destitute. The scheme offers:
  - (i) Opportunities for family members to get respite time in order to fulfil other responsibilities.
  - (ii) Group home facility for all age groups with adequate and quality care services with acceptable living standards including provision of basic medical care.
4. *Gharaunda (Group Home for Adults)*: GHARAUNDA is an acronym for Group Home and Rehabilitation Activities Under National for Disabled Adults. This scheme provides housing and care services throughout the life of the individual with special needs. Further, it offers:
  - (i) Adequate and quality care service with acceptable living standards including provision of basic medical care.
  - (ii) Vocational activities, Pre-Vocational activities and assistance for further training.
5. *Niramaya (Health Insurance Scheme)*: This scheme is to provide affordable health insurance to children with disabilities covered under the Act; and offers:
  - (i) Health insurance cover of up to Rupees One Lac; with single premium across age band



- (ii) It requires no pre-insurance medical tests
  - (iii) Reimbursement of treatment from any hospital; including medicines, pathology, diagnostic tests, preventive dentistry, surgery, non-surgical hospitalization, alternative medicines, transportation costs etc.
6. *Sahyogi (Caregiver Training Scheme)*: A scheme to set up Care Associate Cells (CACs) for training and creating skilled workforce of caregivers to care for Persons with Disabilities and their families. It provides:
- (i) Training to create skilled workforce of care associates to provide adequate and nurturing care for Persons with Disabilities and their families who require it.
  - (ii) Opportunities to parents to get trained in caregiving, if they desire.
  - (iii) Choice of training through two-levels of courses primary and advanced.
7. *Gyan Prabha (Educational Support)*: A scheme to encourage individuals with disabilities covered under the Act; for pursuing educational and vocational courses, including:
- (i) Higher education, skill development courses, professional courses and vocational training leading to employment or self-employment.
  - (ii) Providing a specific amount per course which will generally cover fees, transportation, books, out-of-pocket expenses etc.
8. *Prerna (Marketing Assistance)*: A marketing assistance scheme to create viable and wide spread channels for sale of products and services produced by persons with disabilities. It aims to provide:
- (i) Funds to participate in events such as exhibitions, melas, fairs etc.
  - (ii) Incentives based on sales turnover.
  - (iii) Funds to participate in national, regional, state and district level events for marketing and selling.
9. *Sambhav (Aids and Assistive Devices)*: This is a scheme to setup additional resource centers in each city, to collate and collect the aids, software and other forms of assistive devices; it also offers provision for:
- (i) Maintaining information, pertaining to aids and assistive devices present at Sambhav center; on the National Trust website
  - (ii) Provide information and easy access to devices, appliances, aids, software etc.
  - (iii) Display and demonstration of the devices to the concerned stakeholders.
10. *Badhte Kadam (Awareness, Community Interaction and Innovative Project)*: The scheme supports registered organizations of the National Trust to carry out activities for increasing the awareness, sensitization, social integration and mainstreaming of disabilities covered under the Act. It aims to achieve following objectives:
- (i) Raise awareness in public and encourage inclusion, social integration and participation of persons with disabilities in all aspects of life.
  - (ii) Disseminate information on preventive strategies
  - (iii) Publicize and maximize benefits of the National Trust schemes for Persons with Disabilities and their families.
  - (iv) Increase representation in remote areas & under-represented areas of National Trust.
  - (v) Spread awareness about the myths and misconceptions about disabilities, disability etiquettes etc.

**Other Schemes of the Department:****a. Scholarship Scheme**

- Pre-matric scholarship for students with disabilities
- Post-matric scholarship for students with disabilities
- Scholarship for top-class education for students with disabilities
- National overseas scholarship for students with disabilities
- National fellowship for persons with disabilities (MPhil/PhD)
- Central Sector Plan Scheme of Free Coaching for students with disabilities

**b. National Awards for persons with disabilities****c. Financial Assistance through National Handicapped Finance and Development Corporation (NHFDC)****19. Accessible India Campaign**

Accessible India Campaign (AIC) or *Sugamya Bharat Abhiyan*, a nationwide flagship campaign was launched on 3<sup>rd</sup> December 2015 for achieving universal accessibility for PwDs and to create an enabling and barrier free environment in which equal opportunities and access is provided for the growth and development of PwDs to lead productive, safe and dignified lives.

The Campaign is being implemented across 3 components, namely: built-up environment, transportation system and Information & Communication Technology (ICT) eco-system. The implementation process mandates conducting accessibility audits and based on these audits, making the public places/infrastructure fully accessible. Under AIC, financial assistance is released to State/UT Governments for carrying out retrofitting in selected existing building for making them accessible. Standards relating to physical environment, transport and ICT have been defined in Rule 15 of RPwD Rules, 2017. Achievements of AIC till 20.09.2021 are as under:

**Accessible Floor****A) Built-up environment accessibility:**

There are **1671** audited State Govt. buildings across 49 cities. Based on the audit reports, States/UTs have prepared and submitted 1434 detailed proposals and cost estimates to DEPWD for grant-in-aid. As regards Central Government Buildings that are owned/maintained by CPWD, 1030 out of 1100 buildings identified by CPWD have been retrofitted.

**Accessible Ramp**



## B) Transport accessibility:

**Railways** - Ministry of Railways have made all 709 A1, A and B category stations accessible with short term features namely, parking, non-slippery walkways, ramps, toilets, signage, drinking water facility and “May I Help You” desk.

**Airports** - All 35 international and 55 out of 69 domestic airports made partially accessible with features such as, accessible toilets, ramps and lifts with provision of Braille symbols and Auditory instructions in existing lifts by retro fitting, by the Ministry of Civil Aviation. Other accessibility features such as seamless security check-in, ambu-lift, tactile path etc. are also being provided.

**Passenger Buses** – 8443 buses (5.73%) out of 147096 buses have been made fully accessible and 44153 (30.01%) buses made partially accessible without wheelchair accessibility, as on 31.08.2021.



**Aero-bridge at Airport**



**Accessible Bus**

## C) ICT accessibility:

Education and Research Network (ERNET) was appointed for making 805 State Government websites accessible by DEPwD through its own funds. At present, 591 websites have been made accessible. Additionally, Ministry of Electronics and Information Technology (MeitY) has selected 100 Central Government websites for making them accessible out of which 95 have already been converted and made live. MeitY is also formulating draft accessibility standards for ICT products and services in India with the help of Centre for Development of Advanced Computing (CDAC) and Bureau of Indian Standards (BIS).



**Accessible Website**

DEPwD has developed an AIC Management Information System (MIS) portal to monitor the progress of the campaign. All Ministries/Departments of the Central Government and all State/UT Governments have to upload details of progress made on the portal.

The Sugamaya Bharat App has been launched on 02.03.2021 and provides mechanism for grievance redressal. The intent and objective of this mobile application is to crowdsource the accessibility-related issues under Built Environment, Transportation System and ICT systems being faced, especially by Divyangjan.



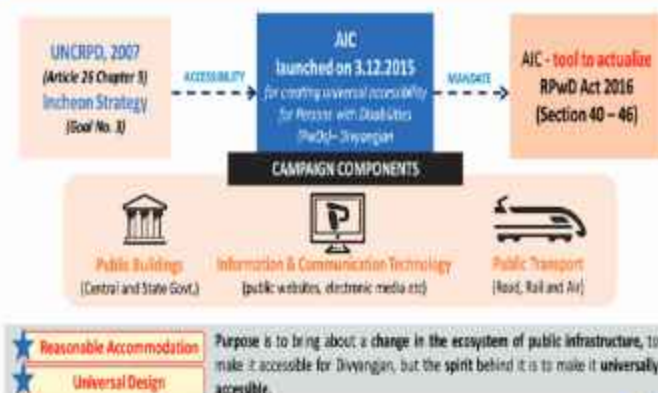
## 20. Websites of concerned Organisations under DEPwD, MSJE

1. **Ministry of Social Justice of Empowerment (MSJ&E), Government of India**  
<http://socialjustice.nic.in/> | Twitter: @MSJEGOI
2. **Department of Empowerment of Persons with Disabilities, MSJ&E, Govt. of India**  
<http://disabilityaffairs.gov.in/content/> | Twitter: @socialpwd | Facebook: @DoEPWDs
3. **Rehabilitation Council of India, DEPwD, MSJ&E, Govt. of India**  
<http://rehabcouncil.nic.in/> | Facebook: @Rehabilitation Council of India
4. **Chief Commissioner of Persons with Disabilities, Govt. of India**  
 Sarojini House, 6, Bhagwan Das Road, Mandi House, New Delhi | <http://ccdiseabilities.nic.in/>
5. **National Institute for Empowerment of Persons with Multiple Disabilities (NIEPMD)**  
 East Coast Road, Muttukadu, Kovalam, Chennai. | [www.niepmid.tn.nic.in](http://www.niepmid.tn.nic.in)
6. **National Institute for Empowerment of Persons with Intellectual Disabilities (NIEPID)**  
 Manovikas Nagar, Secunderabad, Telangana. | [www.niepid.nic.in](http://www.niepid.nic.in)
7. **National Institute for Empowerment of Persons with Visual Disabilities (NIEPVD)**  
 116, Rajpur Road, Dehradun, Uttarakhand. | [www.nivh.org.in](http://www.nivh.org.in)
8. **Ali Yavar Jung National Institute Speech and Hearing Disabilities (AYJ-NISHD)**  
 K.C. Marg, Bandra Recl., Bandra (W) Mumbai. | [www.ayjnihh.nic.in](http://www.ayjnihh.nic.in)
9. **National Institute for Locomotor Disabilities (NILD)**  
 B.T. Road, Bonhoogly, Kolkata. | [www.niohkol.nic.in](http://www.niohkol.nic.in)
10. **Swami Vivekanand National institute of Rehabilitation Training and Research (SV-NIRTAR)**  
 Olatpur, Bairoi, Cuttak, Odisha | [www.svnirtar.nic.in](http://www.svnirtar.nic.in)
11. **Pt. Deendayal Upadhyaya National Institute for Persons with Physical Disabilities (PDDU-NIPPD)**  
 4, Vishnu Digamber Marg, New Delhi. | [www.iphnewdelhi.in](http://www.iphnewdelhi.in)
12. **Indian Sign Language Research and Training Centre (ISLRTC)**  
 C/o PDDU-NIPPD, 4, Vishnu Digamber Marg, New Delhi | <http://www.islrtc.nic.in/>
13. **National Institute of Mental Health Rehabilitation (NIMHR)**  
 Purana Zila Panchayat Bhawan, Luniya Chauraha, Mandi road Sehore, MP | <https://nimhr.ac.in/>
14. **The National Trust, DEPwD, MSJ&E, Govt. of India**  
<https://thenationaltrust.gov.in/> | Facebook: @thenationaltrust
15. **National Handicapped Finance & Development Corporation, DEPwD, MSJ&E, Govt. of India**  
<http://www.nhfdc.nic.in/> | Facebook: @nhfdcindia
16. **Artificial Limbs Manufacturing Corporation of India, DEPwD, MSJ&E, Govt. of India**  
<http://alimco.in/> | Facebook: @alimcohq



## Building a Culture and Ethos of Accessibility Towards Universal Accessibility

### Accessible India Campaign



### Features of Accessibility in Built Environment

OUTDOOR FEATURES	INDOOR FEATURES
i. Accessible route/approach;	iv. Accessible reception;
ii. Accessible Parking - Reserved parking near entrance	v. Accessible corridors and tactile flooring;
iii. Accessible entrance to building - ramp;	vi. Accessible lifts with braille; auditory commands;
	vii. Staircases with durable handrails;
	viii. Accessible toilets;
	ix. Accessible drinking water provision;
	x. Auditory and visual signage

## 10 Key Accessibility Features in Buildings







## Rehabilitation Council of India

Department of Empowerment for Persons with Disabilities (Divyangjan)  
Ministry of Social Justice and Empowerment  
Government of India

B-22, Qutub Institutional Area, New Delhi-110016

Tel. No.: 011-26532408, 26532384, 26534287, 26532816; Fax: 011-26534291

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