

File. No. 84-7(ISLRTC)/2024/4255  
Indian Sign Language Research and Training Centre  
Department of Empowerment of Persons with Disabilities (Divyangjan)  
Ministry of Social Justice & Empowerment, Govt. of India

Module No. 403-405, 4<sup>th</sup> Floor,  
NSIC Business Park,  
Okhla Industrial estate,  
New Delhi- 110020  
Dated: 7<sup>th</sup> April, 2025


**Office Memorandum**

**Sub:** 30th Minutes of Meeting of the Executive Council of “Indian Sign Language Research and Training Centre (ISLRTC)” held in hybrid mode on 24<sup>th</sup> March, 2025, 11:00 AM.

30th meeting of the Executive Council of “Indian Sign Language Research and Training Centre (ISLRTC)” held in hybrid mode on 24<sup>th</sup> March, 2025, 11:00 AM under Chairpersonship of Ms. Manmeet Kaur Nanda, Joint Secretary and Chairperson, Executive Council of ISLRTC, at Conference Room, DEPwD, 5<sup>th</sup> Floor, B-III, Block, Pt. Deendayal Antyodaya Bhawan, CGO Complex, New Delhi-110003.

A copy of duly approved minutes of the meeting is forwarded herewith for information and necessary action of all concerned.

**Encl: As Stated**

  
Sh. Kumar Raju  
Director

**To**

1. Ms. Sunita Dhewal, Deputy Secretary, IFD, Representing Ms. Debolina Thakur, Joint Secretary & FA, M/o SJ&E, Shastri Bhavan, New Delhi-110001.

2. Mr. Vikash Trivedi, Member Secretary, RCI, B-22,NRPC Colony, Block B, Qutub insdustrial Area, New Delhi-110016.
3. Dr. Suman Kumar, Director, AYJNISHD, Mumbai, K.C. Marg, Bandra Reclamation, Bandra (West), Mumbai-400050.
4. Prof. M. Pushpavathi, Director, All India Institute of Speech & Hearing (AIISH), Mysuru, Karnatak-570006.
5. Ms. Nisha Grover, Director, Akshar Trust, Vododara, Gujarat-39000.
6. Sh. A. S. Narayanan, President, National Association of the Deaf (NAD), 1<sup>st</sup> Floor, Plot-19-A, Vishal Complex, Patparganj Village, Mayur Vihar, Phase-I, Delhi-110091.
7. Ms. Uma Kapoor, Secretary General, AIFDW, Paharganj, New Delhi-110055.
8. Dr. Vinay Singh, Professor, DEGSN, NCERT, New Delhi-110016.
9. Dr. Renuka Rameshan, ASLI, New Delhi represent Shri Arun C Rao, President, ASLI, Savitri Nagar, New Delhi - 110017
10. Ms. Atiya Hajee, General Secretary, ISLIA meeting attend by Mrs Monica Punjabi, President ISLIA, Hyderabad 14/4, Konark Nagar-1, Opp. Reliance Fresh, Viman Nagar, Pune-411014 (Maharashtra)
11. Sh. Kamla Kant Pandey, Lecturer, Uttar Pradesh Institute for Hearing Handicapped, Allahabad.
12. Shri Padmakar Tulshiram Ingle Vivekanand Pratishthan, Jalgaon, Maharasthtra- 425001
13. Smt. Karri Uma Devi, Rahul Kunj, Srinivasa Nagar, Ring Road, Vizianagaram.

**Copy to:-**

- i. PS to Joint Secretary (MKN), DEPwD

# Indian Sign Language Research and Training Centre

Department of Empowerment of Persons with Disabilities  
Ministry of Social Justice & Empowerment, Government of India

30<sup>th</sup> meeting of the Executive Council of "Indian Sign Language Research and Training Centre (ISLRTC)" held in hybrid mode on 24<sup>th</sup> March, 2025, 11:00 AM under Chairpersonship of Ms. Manmeet Kaur Nanda, Joint Secretary and Chairperson, Executive Council of ISLRTC, at Conference Room, DEPwD, 5<sup>th</sup> Floor, B-III, Block, Pt. Deendayal Antyodaya Bhawan, CGO Complex, New Delhi-110003.

## Agenda Item No. 30.1

### Confirmation of the minutes of 29<sup>th</sup> meeting of EC held on 07<sup>th</sup> Nov, 2024

Minutes of the 29<sup>th</sup> EC meeting held on 07<sup>th</sup> Nov, 2024 under the Chairpersonship of Sh. Rajeev Sharma, Joint Secretary, DEPwD and Chairperson. Minutes of the meeting were circulated on 20<sup>th</sup> Nov, 2024 and no comments were received.

## Agenda Item No. 30.2

### Action Taken Report on minutes of 29<sup>th</sup> EC held on 07<sup>th</sup> Nov, 2024 and 13<sup>th</sup> GC meeting held on 28<sup>th</sup> Nov, 2024

Item 29.3	<b>Establishment of Centre at AYJNISHD, Mumbai</b>
	<b>Decision:</b> The Council advised that, Sh. Rakesh Kumar Gangwal, AP deputed to AYJNISHD, Mumbai to submit the record of service provided with data based evidence to establish the outcome of establishment of ISLRTC Centre at AYJNISHD, Mumbai in next EC.
29.6	<b>Recruitment of Assistant Professor and Librarian</b>
	<b>Decision:</b> The Council instructed that the scrutiny process for Assistant Professors should be completed within 10 days and for Librarian within 6 weeks.
29.7	<b>Engagement of Library Assistant</b>
	<b>Decision:</b> The Council instructed that the recruitment process for Library Assistant must be completed within 1 week.
Table Agenda item no. 1	<b>Deputation of ISL Interpreter to Court</b>
	<b>Decision:</b> The Council advised for follow up and sent a reminder regarding the DO letter issued by Secretary, DEPwD to Sh. Pravash Prashun Pandey, JS, National Mission for Justice Delivery & Legal Reforms-I, Justice –II & National Judicial Academy), New Delhi



## Action Taken Report on minutes of 13<sup>th</sup> GC held on 28<sup>th</sup> Nov, 2024

10.2 (3)	<b>NCERT Project on ISL</b>
	<b>Decision:</b> The Council decided to involve various deaf organization/NGO, resource persons for having better resources and to complete the project on priority and to coordinate with M/s Yunikee and ask them to submit the quotation to NCERT for recording of NCERT Text books of Class IX to XII available on Diksha Portal by using the technology developed by them.
10.2 (4)	<b>Development of non-scholastic materials of NBT into ISL</b>
	<b>Resolution:</b> The Council noted the action taken by the Centre and advised that deaf organizations/NGO may be involved to expedite the project.
Additional Item of 10 <sup>th</sup> GC Item no. 2	<b>To review the course duration of DISLI</b>
	<b>Resolution:</b> The Council directed RCI to decide the matter within a month.
	<b>Action taken:</b> A letter no.IS-03007/30/2023-ISLRTC-D/4090 dated 20th Dec, 2024 sent to RCI requesting to related admitting CODA and SODA in 2025, a meeting is also held with RCI, Member Secretary on 15 <sup>th</sup> Jan, 2025 and on regular follow up with RCI.
Item no. 3	<b>Submission of Proposal for the way forward</b>
	<b>Resolution:</b> The Council suggested that the Centre to conduct Seminar and Conference and have meetings with deaf organization/NGO's and stake holders to know the need of the hearing impaired, understand emerging technology to facilitate the hearing impaired deaf and accordingly prepare the need based proposal to way forward.
	<b>Action taken:</b> ISLRTC conducted a meeting with organizations working for Deaf in the month of January 2025. Thereafter, a 2nd National committee on ISL has also been conducted on dated 24.02.2025 at ISLRTC, New Delhi. In the meeting long term and short term action plan has been prepared. VSR of ISLRTC now integrated with National Disability helpline to support deaf community and provide information in ISL. Director ISLRTC and Sh. Harish Soni, Asst. Professor visited Haryana Welfare society on 09.12.2024 and understand the needs of the CWHI, also visited their ISL Sign Lab to understand their digital material of ISL. The Centre has also collected ISL books from 1st to 8th std from Haryana Welfare society. The centre has submitted the detailed report of ISLRTC.
Item no. 4	<b>Increasing footprints of ISLRTC</b>
	<b>Resolution:</b> The Council decided that the Centre to establish a system for review

	<p>of performance of the teachers on weekly/ fortnightly basis to ensure the teaching quality and the Centre to conduct faculty development programme for Nis &amp; CRCs</p> <p><b>Action taken:</b> Induction/ orientation program has been conducted for syllabus of DISLI &amp; DTISL for the teachers of concerned NI/CRC. Further, system for review of performance and assessment SOP of the teachers has also been developed.</p>
Additional agenda points no. 1 of 12 <sup>th</sup> GC	<p><b>On the line of TLM kits for different age groups of children developed by NIEPID for ID students, ISL TLM kits may be prepared and got included in ADIP for distribution at anganwadis, primary schools early intervention Centres, etc. The kit may include videos of academic content in ISL taught by deaf teachers</b></p>
	<p><b>Decision:</b> The Council advised that AIISH, Mysore has already developed a TLM Kit for the Hearing Impaired and directed to coordinate with AIISH, Mysore. Additionally, ISLRTC should immediately share a sample of its developed awareness material with ADIP committee of DEPwD for inclusion in ADIP scheme.</p>
5.	<p><b>ISLRTC should be involved in the examinations of DISLI and DTISL conducted by AYJNISHD, Mumbai</b></p> <p><b>Decision:</b> The Council instructed that a letter be written to the Joint Secretary, DEPwD, with a copy to RCI, requesting the addition of the ISLRTC name and logo on DISLI &amp; DTISL course mark sheets and certificates.</p>
<b>Additional points</b>	
3.	<p><b>The Council noted that still some of the colleges are not engaging deaf teacher as per the mandate hence RCI be requested to issue circular with instructions that if no deaf teachers is engage as per the mandate the permission to conduct the course will be cancelled.</b></p> <p><b>Decision:</b> The Council instructed to follow up on the RCI Circular regarding Deaf faculty engagement in various institutes and the letter to all deaf schools under DDRS may be send for engagement of deaf teachers and ISL interpreters.</p>
5.	<p><b>The Council noted the action taken by the Centre to ensure the quality education at the Centre conducting DISLI and DTISL course, the Centre may engage Deaf Experts of Executive Council/General Council and best Organizations to Mentor the institutes in their nearby locality.</b></p>
7.	<p>The Council noted the progress made on TEACH proposal which has been submitted and presented before skill selection committee of the</p>



	department on 21 <sup>st</sup> February, 2025 and the formal approval is awaited.
8.	The Council noted that the Centre is planning to conduct the purple fest at Nagaland in collaboration with CRC Nagaland, Deaf institutes tentatively in the month of May 2025.
9.	<b>Ms. Annu, Interpreter, DEPwD to connect Director ISLRTC with Shri Devpal to upload the DISLI, DTISL and ISL course developed by Sh. Arun Rao in Moodle.</b> <b>Decision:</b> The Council directed to send a reminder to Sh. Vineet Singhal, Director, DEPwD and to upload DISLI Semester 1 <sup>st</sup> & 2 <sup>nd</sup> data on Moodle platform.
10.	<b>The Council asked the Centre to prepare a data of students who are having UDID Card and issued with Swavlamban card.</b> <b>Decision:</b> The Council advised that UDID cardholders who need corrections in their UDID card should raise a query on the UDID portal regarding this. Further, council member also suggested to coordinate with UDID section of DEPwD for Disability certification of Deaf candidates as presently Deaf candidate gets a disability category under "Multiple Disability" which is not correct.
13.	<b>Ms. Raji Gopal, Head-Degree (HI), NISH, Kerala, suggested that RCI and ISLRTC may develop the graduate course in ISL and apprised about the Degree Course conducted by their Institute. The Chairperson directed the Centre and RCI to plan a visit to NISH in next 01 month and to collaborate with them for starting Graduate Course and also to visit AIISH, Mysuru.</b> <b>Decision:</b> The Council directed that the potential draft bachelor course in the field of Deaf and ISL should be discussed with prominent Deaf experts / organization in country and also to form a committee for Bachelor level courses.
15.	<b>Ms. Monica Punjabi on behalf of Ms. Usha Punjabi, Superintendent, IDBA, Indore apprised the Council that there is essential requirement of Video content for the DISLI and DTISL students. The Chairperson asked IDBA to submit a proposal to ISLRTC for recording of DISLI and DTISL syllabus.</b> The proposal to develop video content of DISLI & DTISL course has been submitted under the nation fund scheme of DEPwD and decision is awaited.
16.	<b>Considering the suggestion of Ms. Monica Punjabi on behalf of Ms. Usha Punjabi, Superintendent, IDBA, Indore the Council directed the Centre to plan Training for Trainers for DISLI and DTISL students.</b> <b>Decision:</b> The Council ordered that the date of the FDP be finalized and that it be

	completed by June 30, 2025.
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**Agenda Item no. 30.3**

**Budget for the 2<sup>nd</sup> Meeting of the National Committee on Indian Sign Language**

The Council accorded Ex Post facto approval of the 2nd Meeting of the National Committee on Indian Sign Language conducted on 24<sup>th</sup> February, 2025 10:00 AM to 5:00 PM at ISLRTC / NSIC-MDBP, New Delhi, with the Budget of Rs. 1,24,000 + GST + TA/DA claims as follows:

S.No.	Head	Rate	Quantity	Amount
1.	Sitting fee	Rs 2,500/- per day	30 members x 1 day	Rs 75,000/-
2.	TA/DA (for those members who participate physically)	All committee members will be entitled for payment of TA/DA as per entitlement for level-10 officer and local hospitality for ex officio member/expert.	30 members	As per actual claims
3.	Hospitality (lunch, tea and snacks, water, etc.) for participants + ISLRTC staff	Approx. Rs 800/- per person per day	40 participants x 1 day	Rs 32,000/- + GST
4.	Kits and stationary	Approx. Rs 100/- per kit (folder, notepad, pen)	30 members	Rs 3,000/- + GST
5.	Venue booking - NSIC-MDBP Conference Room	Rs 7,500/- + GST = Rs9,000/- per day	1 day	Rs 9,000/-
6.	Miscellaneous and incidental charges	Banner, etc.	-	Rs5,000/-
		<b>TOTAL = Rs 1,24,000/- + GST + TA/DA claims for 30 external participants</b>		

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**Agenda Item no. 30.5**  
**Salary to Director, ISLRTC**

The Council accorded the approval to release the salary to Sh. Kumar Raju Director, ISLRTC as per the appointment Order F. N-ISLT011/7/2024-NI(E-40780) dated 18th November 2024, on a contract basis for a period of three years, with a consolidated remuneration of Rs. 1,75,000/- per month with an annual increment of 3%. The Council also approved that the TA/DA and local conveyance to Director, ISLRTC will be paid as per Level-13. The details financial implication for 3 years towards salary to Director, ISLRTC is as follows:

S. No.	Sh. Kumar Raju, Director Salary Calculation Sheet (3 years)		
1.	22.11.2024 to 21.11.2025	1,75,000*12 (month)	21,00,000.00
2.	22.11.2025 to 21.11.2026	1,75,000*12*+3% Increment annual	21,63,000.00
3.	22.11.2026 to 21.11.2027	1,80,250*12+3% Increment annual	22,27,890.00
<b>Total Tentative Financial implication for 3 Years</b>			<b>64,90,890.00</b>

**Agenda Item no. 30.6**  
**Engagement of Senior PA on Contract Basis**

The Council accorded approval to engage a Senior PA on a contractual basis to support the administrative/ managerial function and efficiently manage the Director's Office.

Senior Personal Assistant (Senior PA) approved to be engaged at Rs.55,000/- per month (Consolidated) for 12 months extendable based on performance review as follow:

Education qualification: Degree of recognized University or Equivalent with Eight years of experience as Executive Assistant, Administration preferably in Central / State Govt. organization. Desirable: Post Graduate, degree, Knowledge of Hindi stenography / Typing.

Age: Maximum age 56 year & 3% increment per year will be applicable as per the recruitment terms & condition mentioned for contract appointment in NIs/CRCs .Expenditure to be incurred from the General Head of Grant-in-Aid.

**Agenda Item no. 30.7**  
**Renewal of Lease Agreement and Related Financial Implications**

The Council approved the ex-post facto approval for the Renewal of Lease Agreement and Related Financial Implications.

The lease agreement for office space at NSIC, Okhla (Module 403-405) is renewed for a period of three years, commencing from 26th June 2024 to 25th June 2027. The renewed lease entails a 5% annual escalation in the rent, with the monthly rent for the first year being ₹11,53,215/-. The total financial implication for the lease term, inclusive of applicable GST (18%) will amount to ₹5,14,78,848/- .



In accordance with the lease renewal terms, an immediate payment for the enhanced rent for the month of December 2024, along with arrears for the period from June to November 2024, has been made, amounting to ₹23,42,092/-. The payment was released to avoid penalties and interest charges, in compliance with the contractual obligations.

It is further reported that the security deposit has been affected due to the escalation in rent. While the Centre has deposited ₹37,59,410/- towards the security deposit, a shortfall of ₹4,80,726/- exists. The required amount for the security deposit, has been deposited to NSIC.

S. No.	Particular	Rent Monthly (A)	GST@18% (as per present rate) (B)	Period (C)	Total Amount D=(A+B)*C	Remarks
1.	Module No. 403-405 (Total Area = 10983 Sqft)	11,53,215 105*10983	2,07,579	26.06.2024 to 25.06.2025 (12 Months)	1,63,29,528/- 13,60,794 per month	1st Year
2.		12,10,876 110.25*10983	2,17,958	26.06.2025 to 25.06.2026 (12 Months)	1,71,46,008/- 14,28,834/- per month	2nd Year (Rent Enhanced by 5%)
3		12,71,420 115.76*10983	2,28,856	26.06.2026 to 25.06.2027 (12 Months)	1,80,03,312/- 15,00,276/- Per month	3rd Year (Rent Enhanced by 5%)
Total Tentative Financial Implication for next 3 Years					5,14,78,848/-	

### **Agenda Item no. 30.8**

### **Proposal to launch a 6-Month Online Executive Certificate Course on Indian Sign Language (ISL)**

The Council approved to launch a six-month online certificate course on Indian Sign Language (ISL) for parents, executives, and others as proposed with a suggestion to exclude the term Executive as it is targeted for parents, doctors, engineers, teachers, social workers and grass root worker also.

Additionally, letters will also be sent to various organizations / associations, including the National Convention of Educators of the Deaf (NCED), the Dentists' Association, Physiotherapy Associations, Psychologist Association etc for wide coverage and promotion of the course. Letters will also dispatched to KVS, NVS, CBSE, state boards, and NIOS to encourage participation and awareness of ISL. Course structure, Faculty & Team Requirements, Batch Size has been approved as follows:

### **Course Structure**

- **Duration:** 6 months
- **Mode:** Online (Live Sessions Only)
- **Eligibility:** 10<sup>th</sup> would be minimum educational qualification
- **Levels:** Basic to Intermediate
- **Total Number of Classes:** 96 Hours (2 classes per week)

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- **Class Duration:** 2 hours per session
- **Assessment:** Assessment will be offline and certification by ISLRTC upon completion

### Faculty & Team Requirements

A dedicated team will be recruited to ensure the smooth implementation of the course:

S.No.	Position	Responsibility	Salary(₹/month)
1.	Deaf Teacher-1	Live demonstrations, practical learning, and assessments	45,000
2.	Sign Language Interpreter-1	Accessibility, registration management, scheduling, and support	40,000
3.	<b>Total Monthly Salary Expense</b>		<b>85,000</b>
4.	<b>Total Salary Expense (6 months)</b>		<b>5,10,000</b>

### Batch Size

- Minimum **20 participants per batch**
- Additional batches can be introduced based on demand

### Corporate & Institutional Tie-ups

- Bulk registrations with hospitals, engineering firms, and educational institutions for customized training

### Agenda Item no. 30.9

#### Proposal for Hiring a Social Media Consultant

The Council approved the proposal engage a Social Media Consultant on a contractual basis with a monthly consolidated salary of Rs. 45,000 and advised that the consultant should have basic skills in Indian Sign Language as follow:

#### Qualification:

Social Media Consultant approved to be engaged at Rs.45,000/- per month (Consolidated) for 12 months extendable based on performance review as follow:

Education qualification: Master Degree or PG Diploma in Mass Communication, Journalism, Advertising, Public Relations, or Marketing from a recognized University / Institute with minimum of 50% marks or equivalent grade point average & minimum three years of experience. Desirable: Minimum **three years** of experience in managing social media accounts for corporate entities or government organizations (including YouTube, Facebook, Twitter, Instagram, LinkedIn, WhatsApp, Telegram, etc.).



Age: Maximum age 56 year & 3% increment per year will be applicable as per the recruitment terms & condition mentioned in contract appointment in NIs/CRCs .Expenditure to be incurred from the General Head of Grant-in-Aid.

This engagement will ensure the efficient management of ISLRTC's social media platforms, enhance content outreach, and align digital strategies with contemporary best practices for increased impact and visibility.

**Agenda Item no. 30.10**

**Proposal to revive 15 days Short Term Training Programme on ISL in self-sustaining and revenue generation mode.**

The Council approved the proposal to revive 15 days Short Term Training Programme on ISL in self-sustaining and revenue generation mode for purpose of training of professionals, special educators, govt. officials, social welfare workers, rehabilitation professionals, etc. in ISL. This programme will be conducted in self-sustaining and revenue generation mode as follow:

The modalities and logistics are detailed below.

- 1) Duration = 15 working days for 6 hours daily, i.e. 90 hours
- 2) Number of trainees in a batch = Minimum 15 and maximum 20 (A batch will be commenced only if the minimum criteria of 15 candidates is met).
- 3) Certification = ISLRTC will provide a certificate of completion after conducting assessment.
- 4) Fees = Rs 12,500/- per trainee
- 5) ISLRTC will provide kits, and hospitality (tea, snacks, lunch) during the training.
- 6) Accommodation, travel and other arrangements are to be made by the trainees.
- 7) Trainers = For purpose of conducting the training, it is planned to engage one Instructor and one Interpreter for the duration of the training at an honorarium rate of Rs 2,500/- per day.

**Agenda Item no. 30.11**

**Proposal to launch PG-DISLI and PG-DTISL Courses at ISLRTC**

The Council accorded the post facto approved to launch PG-DISLI and PG-DTISL Courses at ISLRTC as proposed, with estimated expenditure given below:

S. No	Items	No	Amount (Rs)	Remarks
1	ISL Master Trainers (Deaf, C-Level/DTISL + 3 years' experience) @45,000 PM	01	4,95,000	For 11 Months
2	ISL Interpreter (C-Level/DISLI + 3	01	4,40,000	For 11 Months

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	years' experience) @40,000 PM			
3	<b>Books, Journals</b>		150000	PGDTISL and PGDISLI
	<b>TOTAL</b>		<b>10,85,000</b>	

Fees: Rs.60,000 per annual and Caution Money Rs. 5000

Intake Capacity: 30 students per batch for both PGDTISL & PGDISLI course

### **Agenda Item no. 30.12**

#### **Remuneration, TA/DA for March, 2024 Exam**

The Council accorded post facto approval for an amount of Rs.62,946/- towards payments made to Theory Paper Evaluators, Paper Setters, External Examiners, Centre Liaison Officers (CLOs), Exam Centers.

### **Agenda Item no. 30.13**

#### **TA/DA to contractual staff and students**

The Council directed that the Centre to follow the guideline issued by the department in this regard.

### **Agenda Item no. 30.14**

#### **Budget of Guwahati Workshop**

The Council approved the payment of difference of excess expenditure incurred under food and Kit Bag & Folder amounting to Rs.12,124/- (Rs.7,999/- + Rs.4,125/-) to CRC Guwahati from the Miscellaneous head as the expenditure incurred for conducting workshop is within the total budget approved.

### **Agenda Item no. 30.15**

#### **Engagement of DEOs, MTS, Housekeeping Staff, Multimedia Designer, Administrative Officer & Assistant through GeM**

The Council approved the Engagement of DEOs, MTS, Housekeeping Staff, Multimedia Designer, Administrative Officer & Assistant with a total estimated cost of Rs. 65,49,831/-. All the above mentioned post were approved in the 28<sup>th</sup> EC meeting held on 08.07.2024.

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**Agenda Item no. 30.16****Proposal for Provision of Dedicated Leased Line Internet Connection for ISLRTC**

The Council approved the dedicated Leased Line Internet Connection of 100 Mbps for ISLRTC with estimated cost of ₹39,530/- per month, including applicable taxes through GEM.

The expenditure for this proposal will be covered under the General Head of GIA, the total expenditure will be Rs. 4,74,360/- per annum.

**Agenda Item no. 30.17****Development of ISL Textbooks as a subject at Foundational stage aligned with NEP 2020.**

The Council approved the development of a set of ISL textbooks as a language subject for the foundation stage (ages 3-8 years) within 12 months with an estimated cost of Rs. 15,55,000/-. Is given below:

S.No.	Item/Article	Rate	Quantity	Estimated Cost (Rs)
1.	Research Staff - One @ Rs.40000 PM	40,000	12	480000
2.	Research Assistant - One @ Rs.30000 PM	30,000	12	360000
3.	Illustrator / Designer – One @ Rs.25000 PM	25,000	12	300000
4.	Laptop with illustration and designing software - Two	90,000	2	180000
5.	Pilot testing (Field Trials/Travel Expenses and Review by external experts/consultants on need- basis)	70,000	1	70000
6.	Stationery	25,000	1	25000
7.	Printing of books (10 sets as output of the project)	4,000	10	40000
8.	Miscellaneous			100000
	Total			<b>15,55,000</b>

The Council also recommended that engaging with other national institutes for a project-based program.

**Agenda Item no. 30.18****Engagement of Psychologist cum Counselor on a Contractual Basis**

The Council approved to engage a Psychologist cum Counselor on contract with a monthly salary of Rs. 40,000 for 11 months extendable based on the performance review. The total financial implication for the proposed period shall be Rs. 4,40,000 per annum. Preference shall be given to a Deaf psychologist to ensure effective communication and understanding of concerned students.

**Agenda Item no. 30.19****Four Hand Sign Language Dictionary Development & Training for Children with Deaf Blindness**

The Council approved the proposed development of a dictionary and standardization of Four-Hand Sign Language with around 1000 terms and conducting a one-day training for 100 participants (deafblind children and escorts) with an estimated expenditure of Rs 18,80,000/- as per follows:

**Modalities**

- i. Target age group: 2 to 14 years
- ii. Project duration: 01 year
- iii. Project partner: NIEPMD, Chennai
- iv. Other collaborating agencies:
  - a. Sense International India
  - b. Clarke School of Deaf
  - c. Helen Keller institute for Deaf and Deafblind

S.No.	Item/Article	Rate	Quantity	Estimated Cost
1.	Research Staff (PG with relevant RCI qualification such as B.Ed Special Education in HI/VI/Multiple Disabilities, etc.)- One	₹40,000/month	12 months	₹4,80,000
2.	Research Assistant (UG with relevant RCI qualification such as B.Ed Special Education in HI/VI/Multiple Disabilities, etc.) -- One	₹30,000/month	12 months	₹3,60,000
3.	Laptop with 3D Editing Software	₹80,000	1	₹80,000
4.	Illustration/Design (Artist/Designer)	₹25,000/month	6 months	₹1,50,000
5.	Flashcards	₹75,000/set	5 sets	₹3,75,000
6.	Stationery	₹15,000	1	₹15,000



7.	Field Trials/Travel Expenses	₹50,000	1	₹50,000
8.	One day training and Orientation of Sign Language for Children with Deaf Blind (Venue and Technical requirements- Rs. 50000, Hospitality- Rs.50000, Accomodation- Rs. 100000, Participants TA- Rs. 100000, Training Kits- Rs.30000 Miscellaneous- Rs.20000)	₹3500 Per Participant	100 including Escort	Rs.350000
9.	Miscellaneous	₹20,000	1	₹20,000
<b>Total = ₹18,80,000</b>				

#### **Agenda Item no. 30.20**

#### **Establishment of "Technology center for Deaf Empowerment and Sign Language" at ISLRTC**

The Council directed to collaborate with various organizations and startups working in the field of developing assistive technology / solutions for deaf / hearing impairment and space can be provided at ISLRTC, New Delhi to work mutually. This task should be completed within the next six months. The list of such organizations should be obtained from DEPwD.

#### **Agenda Item no. 30.21**

#### **Proposal to Conduct DEAF-NP Training programme at Two Locations**

The Council approved the proposal to conduct 5 days DEAF-NP program at two locations as mentioned below with an estimated cost of Rs. of ₹9,05,000/-. It is approved to conduct a 5-day, 30-hour training module developed by ISLRTC in self-learning mode, especially for parents and family members, along with the other materials developed by our Centre. These materials include 200 most basic signs for facilitating parental communication in ISL with very young Deaf children. The training is proposed to be conducted at:

1. Amar Jyoti Charitable Trust, Karkardooma, AnandVihar, Delhi, 110092.
2. Anushruti Academy for the Deaf, IIT Roorkee, Uttarakhand, 247667.

Both institutions have agreed to provide venues for the program, accommodating up to 50 parents/siblings/family members/caregivers at each location.

The Estimated Budget for One 5-Day Program under DEAF-NP is given below:

Expenditure Head	Details	Total Estimated Cost (₹)
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Accommodation	Resource persons (5 persons @ ₹7,000/day)	₹35,000
Travel Allowance (TA) & DA	Resource persons (₹10,000 x 5 persons)	₹50,000
Tea and Snacks	₹100 x 55 persons x 5 days	₹27,500
Lunch	₹500 x 55 persons x 5 days	₹1,37,500
Incentives for Parents	₹500 x 5 days x 50 parents	₹1,25,000
Training Kit	Includes pen, diary, banner, certificates (₹200 x 50 persons)	₹10,000
Mementos	₹500 x 10 persons	₹5,000
Hiring Vehicle for Transport	₹3,000 x 5 days	₹15,000
Pen Drives	64 GB Pen drives with Basic ISL Course (₹350 x 50 persons)	₹17,500
Miscellaneous Expenses	Unforeseen program costs	₹30,000
<b>Total</b>		<b>₹4,52,500</b>

The total budget for two locations is estimated be ₹9,05,000/- (₹4,52,500/- x 2).

#### **Agenda Item no. 30.22**

#### **Engagement of Master Trainers for DISLI / DTISL on a Contract Basis**

The Council approved the engagement of proposed four (04) Master Trainers on a contractual basis, each with a monthly salary of Rs. 45,000 for 11 months extendable based on performance review. This recruitment will help meet the academic demands for running DISLI and DTISL course to ensure compliance with RCI norms, and facilitate effective teaching and training for students. The total financial implication for the proposed period shall be Rs. 21,60,000 / Annum.

#### **Agenda Item no. 30.23**

#### **Organizing Badminton and Chess Tournament for DISLI and DTISL students of ISLRTC**

The Council approved the proposal to conduct **Badminton and Chess Tournament for 250 DTISL and DISLI students with a suggestion** to remove the head of the T-shirts for participants worth Rs. ₹. 87,500 as per following details:

Item	Qty	Rate per Qty	Amount
<b>Badminton Rackets (for tournament use)</b>	30	₹2000	₹60,000
<b>Badminton Shuttles (High-Quality Box)</b>	20	₹1,200	₹24,000
<b>Badminton Net Set (for each court)</b>	5	₹5000	₹25,000
<b>Chess Sets (including boards and pieces)</b>	15	₹1,000	₹15,000
<b>Chess Clocks (for timed matches)</b>	5	₹3000	₹15,000
<b>Medals – Gold</b>	15	₹500	₹7,500

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Medals – Silver	15	₹500	₹7,500
Trophies - Winner & Runner-up	8	₹800	₹6,400
Certificates (Printed)	250	₹20	₹5,000
Food/Snacks for Participants & Volunteers	250	₹200	₹50,000
Water Bottles (for participants)	250	₹10	₹2,500
Photographer (for Event Coverage)	1	₹15,000	₹15,000
Speaker and Microphone (PA System)	1	₹10,000	₹10,000
Banner Printing (Event Promotions)	1	₹5,000	₹5,000
Miscellaneous (Printing, Stationery, etc.)	N/A	N/A	₹10,000
Honorarium for Coach/Trainer (Badminton)	1	₹25,000	₹25,000
Honorarium for Coach/Trainer (Chess)	1	₹20,000	₹20,000
Honorarium for Sports Experts (3 experts)	3	₹10,000	₹30,000
Transportation Costs (for experts, coaches)	N/A	N/A	₹15,000
<b>TOTAL</b>			<b>3,47,900</b>

Venue of the event could be ISLRTC and Army School, Delhi Cantt (or other suitable venues as needed)

#### **Agenda Item no. 30.24**

#### **Conducting a CRE Programme on Best Practices for Teaching English to Deaf Students Using ISL**

The Council approved to conduct Two days national level CRE Programme for 200 participants with an estimated cost of Rs. 5,38,000/-. The said CRE programme is on Best Practices for Teaching English to Deaf Students Using ISL as the medium of instruction. The programme aims to train special educators and DTISL course teachers in effective English teaching strategies using ISL. The event will be conducted in offline mode over two days at the national level, accommodating a maximum of 200 participants. The programme will include up to six resource persons, and the participation fee shall be either free or ₹750, as per RCI norms.

The approved budget for the proposed CRE Programme is detailed as follows:

S. No.	Head	Approx. Estimated Amount	Remarks
1	Venue and Hall Arrangements (audio-visual setup, projector, Wi-Fi, etc.)	₹80,000/-	ISLRTC does not have space to accommodate 200 participants; an external venue is required.

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2	Hospitality (tea/snacks, lunch, water, etc.)	₹3,22,000/-	For 230 persons over two days (including participants, resource persons, ISLRTC staff, etc.).
3	Resource Persons		
a) Honorarium	₹3,000/- per day x 2 days x 6 resource persons = ₹36,000/-	As per File No. IS-09001/35/2022-ISLRTC-D	
b) Accommodation	₹2,500/- per night x 2 nights x 6 resource persons = ₹30,000/-	-	
c) TA	As per norms	-	
4	Printing (banners, backdrops, certificates, etc.)	₹20,000/-	-
5	Kit (folder, pen, notepad, etc.)	₹10,000/-	-
6	Miscellaneous Expenses	₹40,000/-	-
<b>Total Estimated Cost</b>	<b>₹5,38,000/- + TA</b>	For a maximum of 06 resource persons as per norms.	

### **Agenda Item no. 30.25**

### **Conducting a Two-Day National Seminar on “Strengthening Deaf Education: The Role of Indian Sign Language in Inclusive and Equitable Learning”**

The Council directed that international organizations in the field of pedagogy to be consulted and the event can be conducted in September 2025. It is also advised for seeking suggestions from EC members regarding the participants to be involved.

The approved budget for two-day National Seminar of Rs. 12,00,000 is as follows:

Sl. No	Budget Head	Estimated Cost (₹)	Remarks
1.	Hall Booking (for 2 Days)	1,60,000	Venue rental, seating, stage setup, AV equipment.
2.	Technical Setup & Event Management (for 2 Days)	1,00,000	Includes audio-visual support, lighting, sound system, and coordination.
3.	Food & Catering (for 2	5,00,000	Includes lunch, tea/snacks for

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	Days)		300 participants, speakers, and staff.
4.	Honorarium for Speakers	60,000	Includes fees for keynote speakers, session chairs, and panelists.
5.	Travel & Accommodation	1,00,000	Airfare, train, taxi, hotel stay for speakers and invited guests.
6.	Seminar Kit & Materials	50,000	Includes notepads, pens, folders, and delegate badges.
7.	Printing & Publications	80,000	Banners, posters, social media promotion, brochures, abstract booklet, proceedings with ISBN, certificates.
8.	Photography & Videography	60,000	Live streaming, event recording, and documentation.
9.	Hiring of Vehicles	40,000	Local transportation for speakers and invited guests.
10.	Miscellaneous & Contingency	50,000	Emergency fund, local transport, volunteer honorarium.
<b>Total Estimated Cost</b>	<b>₹12,00,000</b>		

#### **Agenda Item no. 30.26**

#### **Conducting a 5-Day ISL Residential Training Program for School Teachers**

The Council approved the proposal to conduct two, 5-day ISL Residential Training Programs for School Teachers during summer vacations at two locations at Patna and another at North Eastern state with the total financial implication of ₹8,00,000. The approved expenditure for conducting five days ISL Residential Training Program for School Teachers at two locations are as follows:

Sl. No.	Budget Head	Estimated Cost (₹)	Remarks
1.	Boarding & Lodging (as per RCI norms)	1,75,000	Accommodation & meals for 50 participants and resource persons.
2.	Honorarium for Resource Persons	60,000	₹1000 per hour, max 3 lectures per day (RCI norms).
3.	Travel for Resource Persons	50,000	As per government norms (Level 11, 7th CPC).
4.	Training Materials & Stationery	45,000	Notebooks, pens, folders, and kitbags with RCI logo.

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5.	Printing & Publicity	35,000	Banners, posters, certificates, brochures, digital promotion.
6.	Technical Setup (Audio-Visual & Recording)	45,000	Includes microphones, projector, live recordings, and documentation.
7.	Miscellaneous & Contingency	40,000	Emergency expenses, logistics, and volunteer honorarium.
<b>Total Estimated Cost</b>	<b>₹4,00,000</b>		

For conducting Two, 5-day ISL Residential Training Programs for School Teachers, the total financial implication would be ₹8,00,000.

#### **Agenda Item no. 30.27**

#### **Proposal for launching Journal on Indian Sign Language (ISL)**

The Council approved the launching of Journal on Indian Sign Language (ISL) with an estimated cost of Rs.80,000 as currently no scholarly research journal dedicated to Indian Sign Language (ISL) and Deaf Studies/Education in India. The Council also directed to release printed journal on Indian Sign Language (ISL). The titles of the journal can be mutually decided in collaboration with EC members.

#### **Agenda Item no. 30.28**

#### **Agenda Item on Proposal for Conducting Five (5) Offline and Twenty-Five (25) Online CRE Programmes for the Year 2025-26**

The Council approved the proposal and directed that, since the current format is not comfortable, communication be made with RCI to change the Webex settings, ensuring that all participants keep their cameras on at all times for bidirectional communication. It also emphasized tightening the assessment process; otherwise, participants will not receive CRE points.

**Council Approved the Budget of Rs. ₹17,45,000 for five (5) offline and twenty-five (25) online CRE programs under the GIA of ISLRTC for the year 2025-26 as follows:**

#### **Unit Offline CRE Programme budget:**

Sl. No.	Budget Head	Estimated Cost (₹)	Remarks
1.	Boarding & Lodging (as per RCI norms)	1,50,000	Accommodation & meals for 50 participants and resource persons.
2.	Honorarium for Resource Persons	50,000	₹1000 per hour, max 3 lectures per day (RCI norms).

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3.	Travel for Resource Persons	45,000	As per government norms (Level 11, 7th CPC).
4.	Training Materials & Stationery	15,000	Notebooks, pens, folders, and kitbags with RCI logo.
5.	Printing & Publicity	10,000	Banners, posters, certificates, brochures, digital promotion.
6.	Technical Setup (Audio-Visual & Recording)	40,000	Includes microphones, projector, live recordings, and documentation.
7.	Miscellaneous & Contingency	20,000	Emergency expenses, logistics, and volunteer honorarium.
<b>Total Estimated Cost for One Offline CRE Programme</b>		<b>3,30,000</b>	<b>Budget under GIA of ISLRTC</b>

For five (5) such offline CRE programs, the total cost would be ₹16,50,000.

The total financial requirement for the proposed CRE programs is as follows:

- Total cost for 25 Online CRE Programs: ₹1,25,000
- Total cost for 5 Offline CRE Programs: ₹16,50,000
- Total Financial Implication (Online + Offline CRE Programs): ₹17,45,000

#### **Agenda Item no. 30.29**

#### **Proposal for Establishing a Wing of ISLRTC at AYJNISHD, Mumbai**

The Council not approved the proposal and directed to submit an annual action plan and AYJNISHD, Mumbai have also their staff coordinate with them.

#### **Agenda Item no. 30.30**

#### **Reservation for the Person with Benchmark Disabilities for the Recruitment to post of Assistant Professor and Librarian-reg**

The Council accorded the Ex Post Facto approval for the process taken by the Centre for recruitment of Assistant Professor & Librarian with regard to subject matter.

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### **Agenda Item no. 30.31**

#### **Space for ISLRTC, New Delhi**

The council approved the proposal to send a request letter from Department to CEO, Noida Authority for allocation of around 3-4 Acre appropriate land to setup ISLRTC (an educational institute) in Noida, UP.

Further, meanwhile, it has also been approved to float an Expression of Interest (EoI) to hire space at Noida through tender process to enable centre to continue expansion of academic, training and programmatic activities in line with ISLRTC's mandate.

### **Agenda Item no. 30.32**

#### **To engage Security Guard at ISLRTC**

The Council approved the proposal to engage two security guard at ISLRTC through GeM with estimated annual financial implication of Rs. 6,86,400/- (Rs.1100\*26 days\*12 months\*2 Guards), which will be met from the funds allocated under the General Head of GIA.

### **Additional Agenda Item No.1**

#### **Hiring of additional vehicle for Centre**

The Council approved the proposal for hiring an additional vehicle for the Centre through GeM as regular Director joined on dated 22.11.2024 and often require to visit the Government offices such as DEPwD, CPWD, NCERT, NBT, DMRC, Universities, Deaf Organisations, and other department on short notice and other activities assignment. Hiring of vehicle has been approved with estimated monthly cost of Rs. 45,000/- per month which becomes Rs. 5,40,000/- annually from the existing agency i.e. M/s Seven Tigers through GeM.

### **Additional Agenda Item No.2**

#### **Regulation of paid leave of absence in case of Contractual Appointment as per Terms & Condition issued by DEPwD for the Contractual Appointment**

The Council approved the Regulation of 1.5 leaves per month paid leave of absence in case of Contractual Appointment with reference to Terms & Condition issued by DEPwD for the Contractual Appointment. (DEPwD Order No. N-602/11/2022-NI dated 22.03.2023)



**Annexure-I**

**List of participants in the 30<sup>th</sup> Executive Council meeting of ISLRTC held in hybrid mode on 24.03.2025 at 11:00 AM.**

<b>Sl. No.</b>	<b>Name and Designation</b>	<b>Position</b>
1.	Ms. Manmeet Kaur Nanda, Joint Secretary, DEPwD	Chairperson
2.	Ms. Sunita Dhewal, Deputy Secretary, IFD	Representing Ms. Debolina Thakur, Joint Secretary & FA, M/o SJ&E
3.	Mr. Vikash Trivedi, Member Secretary, RCI	Member (Absent)
4.	Dr. Suman Kumar, Director, AYJNISHD, Mumbai	Member
5.	Prof. M. Pushpavathi, Director, All India Institute of Speech & Hearing (AIISH), Mysuru, Karnataka	Member
6.	Ms. Nisha Grover, Director, Akshar Trust, Vododara, Gujarat	Member (Absent)
7.	Sh. A. S. Narayanan, President, National Association of the Deaf (NAD), New Delhi	Member
8.	Ms. Uma Kapoor, Secretary General, AIFDW, Paharganj, New Delhi	Member
9.	Dr. Vinay Singh, Professor, DEGSN, NCERT, New Delhi	Member
10.	Dr. Renuka Rameshan, ASLI, New Delhi	Member
11.	Mrs Monica Punjabi, President ISLIA	Representing Ms. Atiya Hajee, General Secretary, ISLIA, Pune
12.	Sh. Kamla Kant Pandey, Lecturer, Uttar Pradesh Institute for Hearing Handicapped, Allahabad.	Member
13.	Shri Padmakar Tulshiram Ingle Vivekanand Pratishthan, Jalgaon, Maharashtra- 425001	Member
14.	Smt. Karri Uma Devi, Rahul Kunj, Srinivasa Nagar, Ring Road, Vizianagaram.	Member
15.	Sh. Kumar Raju, Director, ISLRTC	Member Secretary

**Following officials of ISLRTC were also present in the meeting**

<b>Sl. No</b>	<b>Name and Designation</b>
1.	Sh. Kumar Raju, Director, ISLRTC
2.	Sh. Sanjay Kumar, Deputy Director (Administration), ISLRTC
3.	Sh. Aviz Chaudhary, Section Officer, ISLRTC
4.	Sh. Rishab, Accountant, ISLRTC