TABLE OF CONTENTS

About The Organization .......................................................... 3
LEADING WITH VISION, INSPIRING SUCCESS................................. 4
GUIDING LIGHTS: OUR BOARDS MEMBERS ...................................... 5
CELEBRATING BREAKTHROUGH, INSPIRING PROGRESS .................. 10
ENVISIONING TOMORROW, EMBRACING OPPORTUNITIES .................. 12
NCPEDP – Javed Abidi Fellowship ON DISABILITY ......................... 17
PIONEERING RESEARCH, BRIGHTER FUTURE ............................... 20
Empowering Voices: Transforming Political Participation and Disability Data ......... 21
CHAMPIONING EXCELLENCE, CELEBRATING INCLUSION .............. 23
Spotlight on progress................................................................... 27
ABOUT THE ORGANIZATION

BUILDING A LEGACY, EMBRACING THE FUTURE

*National Centre for Promotion of Employment for Disabled People (NCPEDP)* is a non-profit organization that caters to individuals with disabilities across various spectrums. It serves as a vital intermediary linking the government, industry, international entities, and voluntary organizations to empower persons with disabilities.

We believe that research-based advocacy is a critical part of the disability rights movement. To this day, NCPEDP continues to play the role of a watchdog organization to ensure that disability is mainstreamed in the development agenda, while upholding the slogan "Nothing About Us Without Us". We partner with institutions, policymakers, and disability rights activists to advocate for basic rights and ensure that stakeholders are held accountable. We substantiate our claims and propose solutions using evidence-based research. Working closely with experienced researchers and advocacy experts, NCPEDP targets each of its 6 core pillars, to ask the questions no one was asking, seek the answers to generate appropriate intervention strategies, and create new and innovative tools to advance the rights of persons with disabilities.

**OUR CORE PRINCIPLES**

- Education
- Employment
- Accessibility
- Legislation and policy
- Awareness and communication
- Youth

**OUR VISION**

A society where people with disabilities are equal members leading dignified lives through economic independence.

**OUR MISSION**

To promote equality for people with disabilities in all spheres of life through research and advocacy around Employment, Education, Accessibility, Communication.
Dear Readers,

It is my honor to present the Annual Report for the fiscal year 2023–24. This report stands as a testament to our ongoing commitment to fostering inclusivity and championing the rights of persons with disabilities.

In the face of unprecedented challenges, our organization has remained steadfast in its mission to empower individuals with disabilities, ensuring they have equal access to opportunities for meaningful inclusion in the society. Throughout the past year, we have continued to innovate, advocate, and collaborate with stakeholders across sectors to break down barriers and create pathways so that no one is left behind.

I am particularly proud to highlight our organization’s leading role in establishing comprehensive health insurance tailored specifically for persons with disabilities. This landmark achievement not only addresses a critical need but also represents a significant step towards ensuring the holistic well-being of individuals within our community.

Additionally, we are thrilled to witness the impact of the first-ever manifesto for and by citizens with disabilities created by us with support from more than 15000 individuals & 600 organizations across the nation. This groundbreaking initiative amplifies the voices of those often marginalized in society, providing a platform for their concerns, aspirations, and contributions to be recognized and acted upon. The massive response has opened channels for political participation and representation of disabled people.

Despite the obstacles posed by the global landscape, we have witnessed remarkable achievements and milestones. From the implementation of inclusive policies to creating future leaders & torchbearers, our efforts have yielded tangible results, empowering countless individuals to realize their full potential and be an equal part of the society.

As we reflect on the accomplishments of the past year, we are reminded of the transformative power of collective action. None of our achievements would have been possible without the unwavering dedication of our staff, the support of our partners, and the resilience of the individuals we serve.

Looking ahead, we are committed to building upon our successes and advancing our mission with renewed vigor. We will continue to strive for a future where every person, regardless of ability, can thrive and succeed in the workplace.

I extend my heartfelt gratitude to all who have contributed to our journey thus far and invite you to join us as we continue to pave the way towards a more inclusive and equitable society.

Arman Ali, Executive Director
GUIDING LIGHTS: OUR BOARDS MEMBERS

Pradeep Gupta  
Chairperson, NCPEDP

Pradeep Gupta, a prominent figure in the IT industry, chairs the National Centre for Promotion of Employment for Disabled People (NCPEDP). He's lauded for his leadership and mentoring, receiving the "National Entrepreneurship Award as the Best Mentor" from the Ministry of Skill Development and Entrepreneurship, Government of India. As the Chairman of the CyberMedia Group, overseeing brands like Dataquest and PCQuest, Pradeep remains at the forefront of media innovation. His contributions have earned him prestigious awards, including the Distinguished Alumni accolades from IIT Delhi and IIM Calcutta, as well as the Helen Keller award for his work in the disability sector. He features in the book "100 Great IITians". Pradeep holds degrees from IIT Delhi (1975) and IIM Calcutta (1977) and has been awarded an Honorary Doctorate by Rai University for his remarkable contributions.

Som Mittal  
Board Member- NCPEDP

Som Mittal is the Chairperson of NCPEDP and the former Chairman and President of NASSCOM, where he led the IT-BPM industry through significant milestones, including surpassing the USD 100 billion mark. A graduate of IIT Kanpur and IIM Ahmedabad, he has over three decades of senior leadership experience in IT companies such as Wipro, Digital, Compaq, and HP, as well as in the engineering, manufacturing, and automotive sectors with Larsen & Toubro, Escorts, and Denso. Mittal has held global CXO positions and influenced government policies on trade, serving on the Prime Minister’s Committee on National e-Governance and the Advisory Council for Indian Railways IT Vision. He is a board member of several major companies, including Cyient Ltd., EXL Service Holdings, Inc., and Apollo Hospitals Enterprise Limited, and chairs multiple board committees. In the social sector, he chairs NGOs like NCPEDP and the Museum of Art and Photography (MAP) and is involved with educational institutions like Lady Shri Ram College and NIIT University. Recognized for his contributions to the global ICT industry, he has received several prestigious awards, including a Lifetime Achievement Award from the Indian Merchants Chamber and World Information Technology and Services Alliance, and he is a Distinguished Alumni of IIT Kanpur.
A.S. Narayanan
Board Member- NCPEDP

A.S. Narayanan has dedicated 25 years to working with the Deaf community. He serves as the President of the National Association of the Deaf, India, the sole Disabled People's Organization advocating for Deaf rights in the country. Additionally, he is a member of the steering committee of NITI AAYOG, representing Deaf interests at the highest levels of government. Narayanan is actively involved in the establishment and operation of the Indian Sign Language Research and Training Centre.

Narayanan's advocacy focuses on the recognition of Indian Sign Language as an official language of India and advocating for closed captioning on TVs. He serves on various committees, including those related to disability rights legislation and accessibility standards for Persons with Disabilities in TV programs.

Arun Seth
Board Member- NCPEDP

Mr. Arun Seth took early retirement from his corporate career to focus on bringing the benefits of IT/Telecom to real world businesses in energy, health, fintech, medtech, education, hospitality etc. via a vibrant innovative entrepreneurial eco system and a focus on giving back to society. He had been very active with Govt and Regulators on shaping Telecoms Policy and IT policy being an elected member of Nasscom for more than a decade. Currently an independent Director on FMRT, IITK and on the board of listed cos Jubilant Pharmova Ltd, Jubilant Ingrevia Ltd, Narayana Hrudalaya. An alumnus of IIT Kanpur and IIM Calcutta – he has worked in senior commercial positions in the BT, HCL, Usha Martin and the UB Group, in the last 40+ years.
Major General Ian Cardozo  
*Board Member- NCPEDP*

A decorated war veteran, Major General Cardozo became the first officer with a disability in the Indian Army to be approved for command of an infantry battalion and brigade, after losing a leg during the battle of Sylhet in Bangladesh. He was also the first officer of the Indian Army to be awarded the Sena Medal for gallantry on a patrol in the erstwhile North-East Frontier Agency (NEFA) in 1960. Major General Cardozo has been part of the Sino-Indian war of 1962, and the Indo-Pak wars of 1965 and 1971. After retirement as Chief of Staff of a Corps in the Northeast of India, he worked as Vice President of the War Wounded Foundation and was later appointed as the Chairman of the Rehabilitation Council of India. His books ‘Param Vir’, and ‘The Sinking of INS Khukri’ have been widely acclaimed.

Kanchan Pamnani  
*Board Member- NCPEDP*

Ms. Pamnani is a Solicitor practicing mainly in the Bombay High Court in the field of Corporate, Testamentary, Property and Disability law. A graduate in Commerce from Sydenham College and a postgraduate in law from the University of Bombay, Ms. Pamnani has completed two courses from the World Intellectual Property Organisation, Geneva and a course in Arbitration from the Indian Merchant’s Chamber and a diploma in Intellectual Property Law from the University of Bombay. She has passed the examination of the Bombay Incorporated Law Society and additionally the Qualified Lawyers Transfer Test from the Law Society, England.
Rakesh Jinsi
Board Member - NCPEDP

Mr. Jinsi has held leadership positions with organisations such as Eicher, Hero Motors, Chase Manhattan, Force Motors, Tata Trucks, New Holland Fiat Tractors, SOS Children’s Villages and School of Inspired Leadership. He has been a member of National level bodies such as National Human Rights Commission, National Skill Development Corporation and Voluntary Action Network of India (VANI), the apex body of the NGO sector. He has also been an advisor to the Boards of few organisations including the CMD of Hero Cycles. He currently serves as the President (Chairperson) Of the Board of SOS Children’s Villages of India, as a member of the International Senate SOS Children’s Villages International Austria, as an Independent Director on the board of Fairfield Asia (a part of the Dana group), as a Chairperson of Khushboo Welfare Society, as a Trustee of Ahvaan Trust and Member Advisory Board with Leadership Et’ Humanite’.

Dr. Meenu Bambhani

Dr. Bambhani is the VP and Head of Corporate Citizenship & Global Inclusion, Diversity and Equity (GIDE), APAC at State Street. She is a D&I professional with over two decades of experience in human development with specialisation in social policy. She is responsible for oversight of all Corporate Citizenship, Global Inclusion and Diversity programmes throughout the Asia Pacific Region covering 12 locations. Dr Bambhani spent over a decade at Mphasis, a global IT conglomerate where she played a key role in creating high-profile opportunities to address systemic challenges in disability inclusion. Experienced in disability advocacy with the World Bank and nonprofits, she holds a Master’s in Disability and Human Development from the University of Illinois at Chicago besides being an alumna of the International Ford Foundation Fellowship.

She holds prominent recognitions ranging from the President’s National Award for Best Individuals Promoting Employment Opportunities for Persons with Disabilities in 2010; received special recognition at NASSCOM for Excellence in Diversity and Inclusion; Received APAC Disability Award in Marketplace Category for Innovative Programmes in Disability Inclusion through CSR.
Rajvi Mariwala

Raj Mariwala, Director of Mariwala Health Initiative (MHI), passionately champions the cause of mental health accessibility. Through MHI, Raj provides essential grants and strategic support to various organizations and collectives dedicated to expanding mental health services within communities, ensuring that all individuals have equitable access. Emphasizing the importance of an inclusive approach, MHI fosters environments that prioritize accessibility, affirmation, and rights-based care, placing the needs and voices of historically marginalized communities at the forefront.

In addition to the role at MHI, Raj serves as a board member of Parcham, a nonprofit organization committed to empowering young, marginalized women through advocacy for human rights, equity, and social justice. Complementing the dedication to social causes, Raj is also a practicing canine and feline behaviorist, demonstrating her multifaceted interests and commitment to making a positive impact in various spheres of life.

Arvind Gupta

As the Head and Co-Founder of Digital India Foundation, he has committed himself to digital inclusion and policy innovation. His role extends to academia, where he shares his knowledge as an Adjunct Professor at IIT-BHU. Mr. Gupta’s extensive career spans sectors and continents, excelling in Consumer Internet, Digital Media, Payment Systems, Analytics, and the Data Economy. Recognized on the Global FinTech Top100 list, he also holds prestigious roles at the World Economic Forum and OECD.

He received the Eisenhower Global Fellowship for Innovation in 2014, the DataQuest Pathbreaker of the Year award, and the Distinguished Centenary Alumni award from IIT-BHU. As CEO of MyGov, he spearheaded efforts for digital inclusion through participative governance.

Mr. Gupta drives successful startups like amplify.ai and ApnaPay. As a Founder Member of iSPIRT, he champions nationwide Digital Direct Benefit Transfer (DBT) initiatives, showcasing his commitment to digital progress. He’s a prominent speaker at global forums and contributes articles on the digital economy and governance to prestigious publications like The Harvard Business Review and The World Economic Forum. Recently, he joined an advisory council addressing digital monopolies.
CELEBRATING BREAKTHROUGH, INSPIRING PROGRESS

Health Insurance for Persons with Disabilities

NCPEDP in collaboration with the National Human Rights Commission (NHRC) and International Regulatory Development Authority of India (IRDAI) organized a first of its kind Consultation on “Health Insurance for Persons with Disabilities” in Mumbai (Maharashtra) on 28th July 2023. This Round Table Consultation in collaboration with NHRC & IRDAI, had participation from more than 75 members including:

- Insurance Providers and Third-Party Administrators
- Heads of civil society organizations
- Underwriters and Product Development Managers

The discussions paved the way for developing a scoping report documenting the challenges and recommendations and accordingly, engage with the policy makers, government department, insurance providers and ministries through the same.

International Purple Fest, Goa

NCPEDP in collaboration with the Office of State Commissioner for Persons with Disabilities, Govt. of Goa and Government of India, co-organized the 2nd edition of International Purple Fest 2024. NCPEDP curated the flagship Purple Think Tank- a series of 9 panel discussions over key advocacy issues such as- Health Insurance, Disaggregated Data, Political Inclusion, Employment, Education, Social Inclusion, Advocacy etc. The Purple Think Tank was inaugurated by the Hon’ble Chief Minister of Goa, Mr. Pramod Sawant. It also witnessed participation from Hon’ble Minister of Social Welfare, Mr. Subhash Phaldesai, Hon’ble Secretary (DEPwD), Mr. Rajesh Agarwal and many other notable speakers.
MANIFESTO: FOR AND BY CITIZENS WITH DISABILITIES

In a first of its kind, initiative NCPEDP prepared a *Manifesto: For and By Citizens with Disabilities* with inputs from more than 15,000 individuals with or without disabilities from across the country along with a support from more than 600 organizations including those of disabled people, elderly citizens, parents of children with disabilities and disabled war veterans.

The Disability Manifesto addresses 10 critical issues ranging from budgetary allocation to health insurance, accessibility, social security, socio-political inclusion, economic participation, climate change, gender equality, sports, and education. Emphasizing the need for equal treatment, disability rights advocates have urged political parties to prioritize the agenda of persons with disabilities and to recognize persons with disabilities as a decisive voting bloc.
ENVISIONING TOMORROW, EMBRACING OPPORTUNITIES

Promoting Inclusive Development for Persons with Disabilities

Promoting Inclusive Development for Persons with Disabilities (PIDPD) is a 3-year program supported by Mphasis F1 Foundation. The program solely focuses on promoting legal rights of persons with disabilities through policy/advocacy, awareness, legal aid & guidance, and capacity building. The uniqueness of this project is its pan India coverage of all disabilities in all domains. It is notable that this program is not limited to a specific boundary and reforms itself as per the current needs of the sector & ongoing practices of the government.

Objectives of the Program

- To continue to systematically work with the identified ministries, i.e., Ministry of Panchayati Raj & Rural Development, Ministry of Education, Ministry of Home Affairs, and Ministry of Finance for the effective implementation of the Rights of Persons with Disabilities Act, 2016.
- To continue to represent India and the Disability Sector on global platforms such as The Conference of the State parties, The Global Disability Summit, Sustainable Development Goals etc.
- To create awareness with various stakeholders including persons with disabilities about the RPWD Act, 2016. To ensure its easy & effective implementation through awareness workshops, campaigns, capacity building, academic workshops, research, and legal aid.
- To recognize and promote good practices and to create awareness through NCPEDP- Mphasis Universal Design Awards.

DISABILITY LAW UNITS- NCPEDP’S REGIONAL ARMS

Disability Law Units (DLUs) are one of the key bodies in their region i.e. North, East, and South providing legal aid support to persons with disabilities. They are also the prime stakeholder promoting transparencies of government schemes and programs by filing of RTIs and submitting the memorandums. The DLUs act as NCPEDP’s outreach pillars in different regions of the country helping it bridge the gap between the centre and these regions.

DLU-NORTH IN PARTNERSHIP WITH THE DISABILITY RIGHTS ADVOCACY GROUP (DRAG), UTTAR PRADESH

In the reporting period, a total of 86 Right to Information (RTI) applications were filed. The helpline facility addressed 86 calls, providing essential support and information. Several workshops were conducted to raise awareness and educate the public on various important topics. On June 2, 2023, a
workshop on the Rights of Persons with Disabilities (RPwD) Act 2016 was held, in collaboration with the Angoori Devi Institute, with 50 participants in attendance. Another workshop focusing on Fundamental Rights took place on August 26, 2023, attracting 65 participants. Additionally, a virtual podcast on the Unique Disability ID (UDID) system was held on September 17, 2023, which was listened to live by 50 individuals. These activities demonstrate a robust effort in promoting awareness and education on crucial issues affecting the community.

**DLU EAST IN PARTNERSHIP WITH SWABHIMAN, ODISHA**

In the reporting period, six cases were received, and there are currently 23 active legal cases being handled. A total of 509 Right to Information (RTI) applications were filed, reflecting a significant engagement in seeking transparency and information. On March 3, 2023, a Regional Consultation was held with participants from five different states, highlighting a broad and inclusive approach to regional issues. Additionally, several Disability Sensitization Programs were conducted at various institutions, including Prabhuji English Medium School, Saraswati Sishu Vidya Mandir Rasulgarh in Bhubaneswar, NISWAS Bhubaneswar, and Ramadevi Women’s University. These programs aim to promote awareness and understanding of disability-related issues within educational environments.

**DLU SOUTH IN PARTNERSHIP WITH THE ASSOCIATION FOR PEOPLE WITH DISABILITIES, KARNATAKA**

In the reporting period, ten cases were received and 90 Right to Information (RTI) applications were filed. Additionally, 13 memorandums were submitted. Several workshops and meetings were conducted to enhance accessibility and sensitization efforts. From March 27-29, 2023, a State-level Accessibility Capacity Building workshop was held, attracting 300 participants. District-level online meetings on accessibility were conducted, covering 16 districts and 517 polling stations. Furthermore, a Sensitization Program took place from July 13-15, 2023, with 57 participants in attendance. These activities underscore a strong commitment to improving accessibility and raising awareness about related issues.

**IMPACT IN NUMBERS**

The impact of initiatives undertaken can be quantified across various metrics. In terms of legal support, Disability Legal Units (DLUs) have handled a significant caseload, received 22 cases and actively managed 67 legal cases. Additionally, they’ve filed 685 RTIs and submitted 13 memorandums. In the realm of training and education, 352 students have been trained through workshops and training events, with a total of 565 participants.
ACADEMIC WORKSHOPS

The importance of disability awareness has been given prominence over the recent decades, making it easier for the people with disabilities and the society to develop empathy for one another. Disability awareness helps in subsiding the stereotypical mindset of the society, hence providing vast opportunities for everyone to get involved in creating a positive, inclusive society for all.

Disability awareness signifies in educating the society regarding disability and how we as an individual can bring about the necessary changes. Learning acceptance is the fundamental of having an understanding approach to the disability awareness which hence can take place anywhere such as at home, school, workplace, health institutes, etc. These courses will help in spreading awareness about disability among future torchbearers and act as a catalyst in fighting against the discrimination and exclusion of people with disabilities.

WORKSHOPS AND TRAINING

A variety of workshops and training programs have been conducted across different regions to raise awareness and build capacity on various issues. In the North, the Awareness Workshop focused on the RPwD Act 2016, attracting 50 participants, while the Fundamental Rights Workshop saw an attendance of 65 participants. In the South, a State-level Capacity Building workshop held from March 27-29, 2023, drew in 300 participants, and district-level meetings were organized across 16 districts, covering 517 polling stations.

ADVOCACY WITH GOVERNMENT

Efforts in advocacy with the government have been targeted across various sectors to promote inclusivity and accessibility. In engagements with the Ministry of Railways, consultations were held to provide recommendations on accessibility guidelines, with participation from 11 members of the NDN-NCRPD. Regarding health insurance policies, a consultation on inclusive health insurance was conducted in collaboration with NHRC and IRDAI, involving 75 participants including insurance providers, civil society heads, underwriters, and product managers. Political inclusion webinars were organized to amplify the voices of the disabled community in the political sphere, with representatives from five poll-bound states participating. Additionally, a consultation on disability-inclusive budgeting took place on November 22, 2023, with 30 participants, including government officials, corporate representatives, and disability rights organizations. These efforts signify a concerted push for greater inclusivity and accessibility in various aspects of governance and policy making.

The Promoting Inclusive Development for Persons with Disabilities (PIDPD program) has made significant strides in promoting the rights and inclusion of persons with disabilities across India. The program’s extensive activities and impactful results demonstrate its effectiveness in advocacy, legal aid,
awareness, and capacity building. The collaborative efforts with various stakeholders have led to substantial improvements in accessibility, policy influence, and community support.

Scholarship for Students with Disabilities

India has an estimated 70-100 million persons with disabilities, but only a small percentage are integrated into mainstream education and employment. Financial distress significantly contributes to the high dropout rates among students with disabilities, especially post-Covid-19. To address this, the NCPEDP-Bajaj Finserv Scholarship Program was launched to support students with disabilities in Uttar Pradesh and Maharashtra, helping them continue their education and improve their employability. Currently, 136 students are enrolled in the scholarship program.

CAPACITY BUILDING WORKSHOPS FOR STUDENTS WITH DISABILITIES

Capacity building workshops are integral to the NCPEDP-Bajaj Finserv Scholarship Program, providing essential training and resources to students, parents, and teachers.

Over 300 individuals, including students, parents, and teachers. This diverse group engaged in sessions aimed at enhancing their understanding of disability laws and their practical applications. The workshop covered a wide range of topics, including an in-depth exploration of the Rights of Persons with Disabilities Act, 2016. Detailed explanations were provided about their rights and the legal frameworks designed to protect and promote these rights.

Sessions were designed to equip participants with the necessary skills and knowledge to navigate the job market. Interactive discussions on various career paths, skill requirements, and opportunities for persons with disabilities were held. Hands-on experiences through role-playing exercises and practical demonstrations helped participants better understand workplace environments and expectations. The event encouraged active participation, fostering a sense of community among attendees. These workshops have been organized in the states of Maharashtra & Uttar Pradesh.

INSTITUTIONAL VISITS

Visits to various institutions were conducted to meet students and follow up on their progress.

Institutions Visited:

Lucknow: Visits were made to Integral University, DSMNRU, and NAB to meet students and follow up on their progress.

Mumbai: Elphinstone College and St. Xavier’s College were visited to meet students and teachers for follow-ups.
Summary of Achievements

Students Supported: 136 students have been supported through scholarships.
The NCPEDP-Javed Abidi Fellowship is a transformative three-year initiative designed to empower youth with disabilities, equipping them to become leaders in advocacy. This program annually supports 25 fellows by providing stipends, mentorship, networking opportunities, and capacity-building workshops, fostering evidence-based advocacy in disability rights.

CORE OF THE PROGRAM

1. Capacity Building Workshops
2. Mentorship Sessions
3. Institutional Engagements
4. Monthly Reporting
5. Baseline Studies
6. Advocacy Planning
7. Content Creation
8. Policy Maker Meetings
9. Media Campaigns
10. Year-End Presentations
11. Cross Disability Network
12. Community Training

HIGHLIGHTS OF THE YEAR

INTERNATIONAL VISITOR LEADERSHIP PROGRAM

US Exchange Program: The three-week program was successfully completed. The IVLP fellows shared their learnings and best practices with the Executive Director, fellowship team, and other fellows.
PARTICIPATION IN RELEVANT FORUMS

Fellows participated in various forums such as the G20 Working Group Summit on Gender Equality and Disability, and regional consultations on the implementation of the RPwD Act 2016 in the Northeast and East regions. This participation will continue for the North and West regions as well.

CAPACITY BUILDING WORKSHOPS

Workshops in New Delhi: Fellows attended in-person workshops in June 2023. Sessions focused on research and documentation, media, and advocacy, liaising and networking, and communication and leadership development.

UNESCO PRESENTATION

Fellows presented their baseline studies and reports at UNESCO in front of the Board Chair and other experts. Seven finalized baseline reports were released on the website by March 2024.

PROMOTION AND OUTREACH

Promotion efforts included podcasts with Radio Udaan, webinars, individual impact videos, and a series on resilience to cover personal journeys of young advocates in the disability sector. Fellows will also participate in the Purple Fest for Think Tank discussions and other major events in January.

LEADING CAMPAIGNS

- **Kavya Poornima (Vishakhapatnam):** Organized World Senior Citizen’s Day at Rushikonda Blue Flag Beach with Andhra Pradesh Tourism Development Corporation.
- **Ferdinand Lyngdoh (Shillong):** Collaborated with multiple organizations to launch a signature campaign for accessible transportation in Shillong.
- **Kumar Mahavir (Deoghar):** Conducted livelihood training on mushroom cultivation and is mobilizing persons with disabilities to form a federation.
- **Javid Khan (Jalaun):** Conducted livelihood training with NRLM and RSETI and is working to form federations in respective blocks.
- **Thaneshwar Nishad (Chhattisgarh):** Identified suitable job roles for disabled people under MNREGA and is providing assistance for self-employment.
- **Sakshi Chauhan (Rishikesh):** Submitted a policy brief to the MLA and Tourist Minister of Uttarakhand.
ONLINE ACTIVISM

- **Media Campaign Sessions**: Online sessions on media campaigns were conducted by Dipika Kaura, Editor, CNN IBN. Fellows were given pre and post-session assignments to develop their understanding of content creation and circulation.

- **Banking Awareness**: Online awareness programs on understanding banking systems and safe banking practices were conducted by RBI, enhancing fellows’ knowledge on cybercrime and banking systems.

- **Scheme Designing Workshops**: Capacity building workshops for scheme designing and budgetary interventions were conducted, with selected fellows attending offline training in New Delhi.

- **Social Media Campaign**: A social media campaign was organized to observe Invisible Disabilities Week in November. Fellows shared stories and narratives of persons with disabilities on social media and hosted a panel discussion with NASSCOM and other esteemed organizations. A compendium of these stories was published on NASSCOM’s community page.

**Empowerment**: Enabling fellows to become influential advocates in their regions.

**Policy Influence**: Contributing to policy changes benefiting persons with disabilities.

**Community Impact**: Building a robust network of disability advocates, experts, and institutions.
PIONEERING RESEARCH, BRIGHTER FUTURE

STATUS OF HIGHER EDUCATION OF STUDENTS WITH DISABILITIES IN INDIA: END-LINE REPORT

The NCPEDP-Bajaj Finserv Scholarship Program for Students with Disabilities aims to understand and address the multifaceted challenges faced by students with disabilities in accessing higher education. This comprehensive study spans four states (Assam, Bihar, Uttar Pradesh, Maharashtra) and one Union Territory (Delhi), involving 250 students with various disabilities. The primary objectives are to assess the current enrolment rates, identify the barriers to education, and evaluate the effectiveness of existing policies and support systems.

The Study highlights significant barriers faced by students with disabilities in accessing higher education. The recommendations provided aim to create a more inclusive and supportive educational environment, ensuring that students with disabilities can achieve their full potential without facing undue hardships. The findings emphasize the need for policy interventions, better support systems, and increased awareness to foster an inclusive higher education ecosystem.

THE STATUS OF HEALTHCARE FOR PERSONS WITH DISABILITIES IN KARNATAKA

This study, conducted over 12 months in 2023-24, aimed to assess the health status and healthcare access challenges faced by people with disabilities in Bengaluru and Kalaburagi districts of Karnataka. The objective was to devise inclusive interventions for universal health coverage. Key stakeholders involved included persons with disabilities, their families, disability welfare organizations, and government authorities. The study highlights significant barriers to healthcare access for persons with disabilities in Karnataka. Addressing these challenges requires a collaborative approach involving government authorities, healthcare providers, and disability organizations. The recommendations aim to create a more inclusive and supportive healthcare system for persons with disabilities, ensuring equitable access and improved health outcomes.
EMPOWERING VOICES: TRANSFORMING POLITICAL PARTICIPATION AND DISABILITY DATA

MANIFESTO: FOR & BY CITIZENS WITH DISABILITIES

In collaboration with the National Disability Network (NDN), we released the groundbreaking “Manifesto: For and By Citizens with Disabilities.” Disability rights advocates emphasized the need for equal treatment and urged political parties to prioritize the agenda of persons with disabilities, recognizing them as a significant voting bloc. The disability manifesto is a comprehensive document created through extensive national and regional consultations. It addresses the needs and aspirations of over 1 crore voters with disabilities in India. The manifesto is the result of wide-ranging outreach and surveys, gathering insights from over 15,000 individuals and 600 cross-disability federations. These contributors included disabled persons, academic institutions, corporates, civil society organizations, and others from 31 out of 33 states in India. From this extensive pool of input, the 10 most critical demands were identified, forming the cornerstone of our advocacy efforts.

KEY DEMANDS

- Budgetary Allocation
- Health insurance
- Accessibility
- Social security
- Socio-political inclusion
- Economic participation
- Climate change
- Gender equality
- Sports
- Education

MEDIA COVERAGE

The launch and subsequent activities received wide coverage across print and digital media, including:

- India Today Network coverage by Rajdeep Sardesai
- BBC India
- NDTV

This concerted effort aims to ensure that the voices and demands of persons with disabilities are recognized and addressed in the political sphere, advocating for a more inclusive and equitable society.
EVENT OVERVIEW

The World Disability Day event for 2023 was held at the iconic India Gate, supported by EXL Service. This year’s theme was "United in action to rescue and achieve the Sustainable Development Goals for, with and by persons with disabilities." The event brought together stakeholders from various sectors to discuss the achievements and challenges within the disability sector and to foster a collaborative environment for finding inclusive solutions. The primary goal of celebrating World Disability Day is to bring together stakeholders to discuss the achievements and challenges of the disability sector. The event aims to engage participants in sharing issues affecting persons with disabilities and collaboratively finding solutions to ensure their inclusion in future developments and policies across governments and the private sector.

The World Disability Day event at India Gate was a pivotal moment for addressing the critical issues faced by persons with disabilities. Supported by EXL Service, the event brought together diverse stakeholders to discuss, collaborate, and commit to actions that will foster an inclusive society. By focusing on data collection, decision-making involvement, awareness, capacity building, accessibility, and changing perceptions, we can work towards achieving the Sustainable Development Goals for, with, and by persons with disabilities.

The event successfully engaged participants in sharing their experiences and collaboratively finding solutions to ensure the inclusion of persons with disabilities in future developments and policies across both governmental and private sectors. This collaborative approach is essential to creating a more inclusive and equitable world for everyone.
NCPEDP, in association with Mphasis, instituted the 14\textsuperscript{TH} NCPEDP - Mphasis Universal Design Awards. It was collaborated efforts from the two institutions which started the discourse around accessibility and universal design, because of which, the concept of universal design and accessibility found its place in the currently prevailing legislation on disability, the Rights of Persons with Disabilities Act 2016, which mandates all products, services, and infrastructure to be accessible. The awardees for this year included:

\textbf{The awardees for this year included:}

\textbf{CATEGORY A: PERSONS WITH DISABILITIES Awardees}

1. Dr Balaji V from Puducherry has developed a QR code-based navigation for inclusive indoor movement, bridging communication gaps between normal and disabled individuals. No special scanner is needed; just a smartphone with a QR code reader.

2. Manoj Dawar from Haryana, Founder of ‘Saksham Ek Abhiyan’, for making rural areas accessible through making ramps and supporting persons with disabilities through financial aid and education.

3. Shameena K, from Lakshadweep, who introduced accessible home tuition making inclusive education available for all.

4. \textbf{Jury Appreciation} – Sonu Ram from NCT New Delhi, working for the rehabilitation of the PwDs and accessibility of the public toilets.
CATEGORY B: WORKING PROFESSIONALS Awardees

1. Kopele Tepa from Nagaland is the founder of Bumblebee inclusive school, striving to mainstream children with special needs through education.

2. Gunasekaran J from Tamil Nadu is the founder of Cognizant Technology Solutions/Sittruli Foundation which encourages and supports para sports.

3. Dr Alka Rao, Chandigarh, has spearheaded a groundbreaking initiative, ISL enabled virtual laboratory platform (ISLEVL) addressing the accessibility gap in STEM education for the deaf community.

4. Jury Appreciation – Sudeep Goel from Rajasthan is involved in access audit in Rajasthan govt.

CATEGORY C: COMPANIES/ORGANIZATIONS

1. Torchit in Ahmedabad develops affordable assistive technology solutions to aid disabled people.

2. Anuprayaas Solutions in Punjab works in the realm of accessibility of the railways and undertook many remarkable initiatives.

3. National Informatics Centre, New Delhi, through their flagship product ‘SugamyaWeb’ addresses digital accessibility gaps. It has been a key supporter in the Digital India initiative.

4. SocioDent Private Limited, Tamil Nadu is creating an Assistive Oral Care Device, a patented mouthpiece-based solution for oral hygiene in homes, hospitals, and care facilities.

5. Jury Appreciation - Museum of Possibilities & Museum Café, Tamil Nadu, is a dynamic resource centre dedicated to Assistive Technology, serving as a vital link between users and innovators in this field. This innovative initiative is led by the Department for Welfare of the Differently Abled, Government of Tamil Nadu.

JAVED ABIDI PUBLIC POLICY AWARDS:

Dr Satyendra Singh: As the founder of “Doctors with Disabilities: Agents of Change” and Co-chair of the International Council for Disability Inclusion in Medical Education, Dr Singh has been a driving force behind vital policy reforms. His collaborative efforts led to the integration of disability rights as core competencies in India’s medical curriculum, resulting in eight mandatory disability core competencies being implemented in over 700 medical colleges across India.
The NCPEDP Helen Keller Awards aim to promote equal opportunities for persons with disabilities in employment. These awards recognize and celebrate individuals and organizations that have made significant contributions towards this cause. A total of 157 applications were received for the awards, which are categorized into four distinct sections.
**CATEGORY A: ROLE MODEL PERSONS WITH DISABILITIES**

1. **Ummer Farook KK**: Founder and Chairman of the Lakshadweep Differently Abled Welfare Association (LDWA).
2. **Dr. Vaibhav Bhandari**: Founder of the Swavlamban Foundation in Rajasthan.
3. **Dr. Rajalakshmi SJ**: Associate Professor at the Government Dental College and Research Institute.

**CATEGORY B: ROLE MODEL SUPPORTER OF INCREASED EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES**

1. **Dr. Rajdeep Manwani**: Head of Research at Sindhi College, Karnataka.
2. **Prateek Madhav**: CEO and Co-Founder of the AssisTech Foundation (ATF).

**CATEGORY C: ROLE MODEL COMPANIES/NGOS/INSTITUTIONS**

1. **TVS Motor Company**, Tamil Nadu
2. **Atypical Advantage**, Jharkhand
3. **Amar Seva Sangam**, Tamil Nadu
4. **Amba Charitable Trust**, Karnataka

**JURY APPRECIATION AWARDS**

1. **Amali Naik**, Executive Director of Gramina Abyuday Seva Samsthe (GASS), Karnataka.
2. **NatWest India**, Haryana
3. **MITTI Social Initiatives Foundation**

**CATEGORY D: ROLE MODEL ENTREPRENEURS WITH DISABILITIES**

1. **Krishnakant Mane**, Founder-Director of Bookmatic Pvt Ltd in Maharashtra.
3. **Rakhi Pandey**, Paridhan Botique, Ghaziabad
SPOTLIGHT ON PROGRESS

- **DECCAN HERALD**: Featured NCPEDP’s insights on the lack of health insurance for disabled people.
- **THE TIMES OF INDIA**: Covered the controversy over the exclusion of disability-related questions from NFHS-6, with prominent quotes from NCPEDP.
- **REGIONAL CONSULTATIONS**: Media coverage for consultations in East, West, and North India, highlighting the implementation status of the RPWD Act.
- **UNIVERSAL DESIGN AWARDS**: Extensive media coverage, including ANI, The Print, Lokmat Times, and others, for the nominations of the 14th Universal Design Awards.
- **ASSISTIVE TECHNOLOGY CONCLAVE**: Covered by Financial Express, The Times of India, The Pioneer, and others.
- **HEALTH INSURANCE CONSULTATION**: Media coverage in PTI, The Economic Times, Hindu Business Line, and more for the NCPEDP-NHRC-IRDA consultation.
- **BAJAJ FINSERV WORKSHOP**: Coverage on digital platforms like My CSR India and APN News.
- **STATE CONSULTATIONS**: Media coverage in Chhattisgarh for political participation consultations, featured in The Pioneer and Central Chronicle.
- **HELEN KELLER AWARDS NOMINATIONS**: Coverage on six digital platforms for the 24th NCPEDP-LTI Mindtree Helen Keller Awards.
- **NATIONAL CONSULTATION ON POLITICAL INCLUSION**: Media coverage in PTI, The Print, Money Control, UNI, and Mid-Day.
- **WORLD DISABILITY DAY OP-ED**: Comprehensive article for Bajaj Finserv by Arman Ali.
- **NAVHIND TIMES INTERVIEW**: Exclusive feature with Arman Ali.
- **CSR UNIVERSE INTERVIEW**: Featured Arman Ali discussing NCPEDP’s initiatives.
- **EMPLOYMENT ARTICLE**: Arman Ali’s article on employment for disabled individuals published in The Pioneer and Deccan Herald.