LOCKED DOWN AND
LEFT BEHIND

EMPLOYMENT | EDUCATION | ACCESS
POLICY & LAW | AWARENESS | YOUTH

ANNUAL REPORT
1ST APRIL 2020- 31ST MARCH 2021
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ABOUT THE ORGANIZATION & APPROACH

National Centre for Promotion of Employment for Disabled People (NCPEDP) is a cross-disability, non-profit organization, working as an interface between the Government, Industry, International Agencies, and the Voluntary Sector towards empowerment of persons with disabilities.

NCPEDP advocates for the need to move away from traditionally held views of charity and welfare to those of productivity and enabling of disabled people.

The mandate at NCPEDP has been to:

- Promote equality for people with disabilities in all sphere of life through research and advocacy, employment, education and accessibility
  - Encourage employment of People with Disabilities
  - Increase public awareness on Disability Rights and Issues
  - Empower people with disabilities through appropriate legislation
  - Ensure accessibility to all in Built-In Environment, Information, Infrastructure, and Communication

OUR APPROACH

We believe that political 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. We celebrate inclusion. The Awards instituted by us recognize the exceptional contribution by individuals and organizations in actively promoting employment and accessibility for people with disabilities, with the hope that awardees become brand ambassadors for the cause and take the momentum forward.

A. Advocacy

We at NCPEDP believe that advocacy is a critical process in the disability rights movement. Over the years, NCPEDP has conducted evidence-based advocacy and has partnered with institutions, policy makers, and disability rights activists to advocate for disability inclusion in the mainstream agenda. NCPEDP also advocates for the legal rights of people with disabilities, by providing legal aid to people with disabilities and employing legal process at times of violation of their rights.
B. Awareness and Capacity building Training

People with disabilities are often considered as an afterthought. As the world’s single largest minority, people with disabilities are often discriminated against and excluded. The exclusion is mostly due to lack of awareness and sensitization on the part of individuals and institutions alike. Keeping the Rights of Persons with Disabilities Act (RPwD Act), 2016 at its core, NCPEDP regularly conducts awareness raising and sensitization amongst the masses, people with disabilities themselves; Disabled People’s Organizations; youth; governments; private sector and other stakeholders for creating an inclusive and accessible society so that persons with disabilities are able to enjoy basic human rights and fundamental freedoms. At present NCPEDP is the Indian member of two umbrella organisations - The Disabled Peoples’ International and Commonwealth Disabled People’s Forum.

C. Knowledge Management & Dissemination-

Using evidence to bring change has been one of the guiding principles at NCPEDP. By creating an evidence-based information pool for advocacy, capacity building and awareness, much of its research and knowledge are centred around its six pillars. Conducting research and working with Government, Civil Society Organizations and other stakeholders to create awareness about disability rights. NCPEDP disseminates them in the form of Research Reports, FAQs, White Papers, and Analysis etc. through various communication channels including in accessible formats wherever possible for persons with disabilities.

D. Media

Educating the public about disability rights, the myriad of issues pertaining to persons with disabilities through print, electronic, social media, and in-person outreach.

E. Youth Mobilization & Empowerment

According to the United Nations Population Fund’s (UNFPA) State of the World’s Population Report, India has the largest population of youth in the world i.e., 28% of the country’s population. Estimates suggest that there are between 180 and 220 million youth with disabilities worldwide and nearly 80% of them live in developing countries. This further suggests that there is a substantial number of youths with disabilities in the country and yet, their voices have not found sufficient resonance in the policy making and decision-making processes nor have they been given a platform for voicing their opinions and issues even within the disability rights movement itself.

We at NCPEDP believe that as the future torch bearers, youth with disabilities should be equal stakeholders in ensuring an inclusive world. The National Convention for Youth with Disabilities is one such initiative which provides the platform to the youth with disabilities to enhance their leadership potential.

F. Recognition of best practices

Recognizing and acknowledging the efforts and people working to promote employment opportunities and accessibility for persons with disabilities through Awards the NCPEDP- Mindtree Helen Keller Award and NCPEDP- Mphasis Universal Design Awards, namely.
ABOUT THE BOARD

Mr. Mittal is the former Chairman and President of NASSCOM, the premier trade body for the IT-BPM Industry in India. He has held corporate leadership roles in the IT industry at companies such as Wipro, Digital, Compaq, and Hewlett Packard. Mr. Mittal has served as a member of the Prime Minister’s Committee on National e-Governance and on the Global Advisory Council of the World Information Technology and Services Alliance. He is currently an independent director on several boards and is associated with several NGOs. He is also Chair of the Advisory Council set up for developing the IT Vision for Indian Railways.

Mr. Narayanan has been working with the hearing- impaired community for the past 25 years. He is the Secretary of National Association of the Deaf, India. He is actively involved in the setting up and functioning of Indian Sign Language Research and Training Centre. Currently, he is leading the campaign for the recognition of Indian Sign Language as one of the official languages of India, issuance of driving licenses for deaf people, and captioning on TV, among other issues.

Mr. Seth is an independent Director on the board of Jubilant Foodworks (Dominos), Centum Learning, Usha Breco Ltd., Samtel Avionics, Narayana Hrudalaya and Servion Global Solutions Ltd. He is also the Chairman/Director of Informage Enterprises Pvt. Ltd., a consultancy that invests and drives disruptive technologies, Comza Informage Pvt Ltd., Partner Trinetra Business Advisors India LLP and Informage Advisory LLP. An alumnus of IIT Kanpur and IIM Calcutta, Mr. Seth has held several senior positions in HCL, Usha Martin, UB Group and retired as the Non-Executive Chairman of British Telecom in India in July 2012. He is also on the Board of Governors of IIM Lucknow and IIT Delhi and is the Advisory board member of TERI and a Governing member of the TERI University board. He is also a Trustee of the NASSCOM Foundation, which drives CSR initiatives for the IT Industry.
ABOUT THE BOARD

A print journalist of 20 years standing, Dr Subramaniam is currently Deputy Editor with The Hindu, where he covers international relations, political economy, and human rights. Blind since birth and a passionate cross-disability rights advocate, Dr. Subramaniam is under no illusion that in any country, improvements in the lives of people with disabilities are contingent upon the overall standard of living of the general population. Dr Subramaniam is currently on the board of Sightsavers India, and NCPEDP. He holds a Ph.D. from the London School of Economics and Political Science, and M.A. and M.Phil from Jawaharlal Nehru University.

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 North East 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.

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.
ABOUT THE BOARD

Mr. Gupta is the Chairman of the CyberMedia Group, South Asia's first and largest specialty media house with publications, websites, events, and TV programmes in the areas of information-technology, telecommunication, consumer electronics, and entrepreneurship. An angel investor and mentor to a number of entrepreneurs, Mr. Gupta is the co-founder of Indian Angel Network and is and has been on the board of UTI AMC, IIT Mandi, TiE Global, PanIIT Global, Indian Newspaper Society, IvyCap Ventures’, etc. An engineering graduate from IIT Delhi and an MBA from IIM Kolkata, he is the recipient of the NCPEDP-Shell Helen Keller Award.

An IAS officer of the 1978 batch (Uttar Pradesh Cadre), Mr. Saurabh Chandra retired as the Secretary, Ministry of Petroleum and Natural Gas in April 2015. With a career spanning over 37 years, Mr. Chandra has vast experience in formulation and implementation of policies in multiple areas & sectors - oil and gas, industry & manufacturing, foreign direct investment, intellectual property and disinvestment including strategic sales. Currently, Mr. Chandra serves as the Chairman of the Board of Directors, Multi Commodity Exchange of India Limited. He is also an Independent Director on the Board of Usha Breco Ltd. and on the Panel of Outside Experts in Technical Category, ONGC.
FROM THE EXECUTIVE DIRECTOR’S DESK

The year started with one of the deadliest pandemics in our lives bringing unprecedented discomfort and woes in its wake, where the most vulnerable were the most excluded, exploited and isolated. We survived through it with utter sanity and resilience is the highlight I wish to begin with! NCPEDP commenced the year with enthusiasm but little did we know that the nation will come to a standstill in March 2020 and we will be confined to our homes—our new workplace. Keeping in view the disruption in our work in wake of the COVID19, a renewed focus was brought into our advocacy work for people with disabilities with which NCPEPD continued its cutting across work in the disability sector. Within the first month of India’s nationwide lockdown, NCPEDP published a Covid19 Status report to gauge the Status of Persons with Disabilities based on a survey of more than 1000 persons with disabilities in India as our effort to raise an alarm on the adversities persons with disabilities are going through because of the pandemic. The report also covered the gamut of the governance framework for securing the rights of persons with disabilities during the pandemic and the much-needed recommendations for the government and for preparedness for disability inclusion in future disasters in consonance with the UN theme of 2020 “Building Back Better”. Later, it became a substantial part of National Human Rights Commision’s advisory to the government on the situation of persons with disabilities. NCPEDP also announced a Covid19 Helpline to provide support to persons with disabilities impacted by the lockdown that went abuzz within days for dire requirements like ration, medicines, etc. Continuing with our advocacy, NCPEDP’s network consisting of the National Disability Network and The National Committee of Rights of Persons with Disabilities successfully prevented the dilution of RPwD Act, resulting in withdrawing the proposed amendments to the Act, and also the proposed Amendments to the Rehabilitation Council of India Act, the formation of Disability Studies University and many more. One of the proud moments of the year can also be attributed to the inclusion of our recommendations in the draft National Education Policy that was featured in the final NEP published in July 2020. One of the aftermaths of the Covid19 pandemic is that it really had surfaced the cracks in our system and the lapses in the areas of Education, Access to Healthcare, Disability Inclusive Disaster Management practices, and the paramount significance of Accessibility and its various nuances that led NCPEDP with its Network formed Core Groups to facilitate Area Specific Advocacy to bridge this gap. Every year, along with its advocacy work, NCPEDP raises awareness about Disability rights through the celebration of The International Day of Persons with Disabilities. It also recognizes the champions of Accessibility and Universal Design and people and organization who are promoting Employment opportunities for people with disabilities through its Annual Flagship Events—The NCPEDP Mindtree Helen Keller Awards and NCPEDP-Mphasis Universal Design Awards. This year, the daunting task of hosting the events was undertaken by our team virtually and we celebrated World Disability Day with a seminar on the UN Theme of “Build Back Better” successfully, though without the symbolic “Walk to Freedom”. As we geared up to adapt to the new normal in 2021, we conducted 2 State Level Awareness Trainings on the Rights of Persons with Disabilities Act, 2016 in the month of March 2021 in Hyderabad and Bengaluru with the support of our Disability Law Unit—South. In the end, I would like to extend my gratitude to our sponsors, partners, fellow disabled people organizations and humbly acknowledge their commitments towards an inclusive society for All. Thank you so much for sailing with us through this testing year and we hope for your continued support in the coming year.
NATIONAL DISABILITY NETWORK

Disability has for long been seen as merely a charity/welfare issue and not as a development/human rights issue in our country. NCPEDP felt that disabled people, disability groups and Disabled People’s Organizations (DPOs) should be encouraged to take the leadership role in this crusade. It was with this in mind that the ‘National Disability Network’, (NDN) the first of its kind in India was formed in 1999.

With members from every State and Union Territory, the NDN aims to bring groups and individuals working for disability rights across India on a common platform and empower them to lead the movement, thus creating representation across the country. The main goals of the Network have been to promote local advocacy groups and build leadership in the disability sector; to facilitate local advocacy groups to join hands with state level groups to eventually form a national network that will act as a pressure group to influence meaningful policies at various levels – village, block, district, state and national.

NATIONAL COMMITTEE ON THE RIGHTS OF PERSONS WITH DISABILITIES – THE THINK TANK ON DISABILITY ISSUES

The National Committee on the Rights of Persons with Disabilities was constituted by NCPEDP in 2008, as a think tank that could plan strategies and develop advocacy campaigns for inclusion of disability into the national agenda. The Committee has designed and led NCPEDP’s key advocacy campaigns, playing a central role in bringing disability to the forefront of national consciousness. Its efforts have been instrumental in drafting milestones in policy such as the Bill on the Rights of Persons with Disabilities and the National Policy on Universal Electronics Accessibility. The Committee’s current focus is on improving accessibility, with advocacy efforts ongoing with the Ministries of Railways, Communications & Information Technology, Information & Broadcasting, Housing and Urban Affairs and NSSO.

DISABLED PEOPLE’S INTERNATIONAL (INDIA)

While not limiting its work only to India, NCPEDP also has a global presence. It is the Member National Assembly (MNA) from India of the Disabled People’s International (DPI) - the world’s first successful cross-disability Disabled People’s Organization (DPO) registered in Canada in 1981 with a presence in more than 130 countries across seven regions.

NCPEDP helps include participation from India in events like the Conference of State Parties organised in the United Nations every year and in projects like the Zero Project, mainstreaming of leprosy in the disability movement, to name a few.
COMMONWEALTH DISABLED PEOPLE’S FORUM

A global consortium working towards the promotion and equalization of opportunities for all disabled people. The organization aims to ratify and implement UN Convention on the Rights of Persons with Disabilities and the Sustainable Development Goals in every Commonwealth country and develop inclusive policies.

DISABILITY RIGHTS GROUP

Disabled Rights Group is India’s first platform for a cross-disability advocacy group founded by Late Mr. Javed Abidi in 1993. DRG, a political lobby group on the Rights of Persons with Disabilities, has led several successful advocacy campaigns leading to the onset of India’s Disability Rights Movement. Some notable resultants of successful campaigns by DRG are promulgation of India’s Disability Act 1995, inclusion of disability in the 2001 and 2011 Census, inclusion of people with disabilities and disability experts in relevant steering committees of 12th Five-Year Planning, speedy ratification of UN Convention on the Rights of Persons with Disabilities by India and finally drafting of a new disability rights legislation in letter and spirit, post-India’s ratification of the UNCRPD in 2007. It’s sustained advocacy efforts also led to the formation of the Department of Disability Affairs and the Indian Sign Language Research and Training Centre (ISLRTC).

INDIAN FORUM FOR REHABILITATION AND ASSISTIVE TECHNOLOGY

Indian Forum for Rehabilitation and Assistive Technology is an informal network made up of persons with disabilities, organizations of persons with disabilities (OPD), family members with a person with disability, CBR practitioners, other service providers, representatives of children, women an older people with disabilities. The organizations’ objective is to improve the quality of rehabilitation services for all at different levels and increase the coverage. It advocates with the Ministries of Health and Family Welfare and Social Justice and Empowerment, Government of India to ensure that Community based Rehabilitation has a central emphasis as a strategy for delivery in the World Health Assembly resolution on attaining the highest standard of health for persons with disabilities.
ADVOCACY INITIATIVES

COVID19 INITIATIVES

A. Locked Down And Left Behind: A Report on the Status of Persons with Disabilities in India during the COVID–19 Crisis

NCPEDP published a report based on a survey of more than 1000 persons with disabilities, Disability Persons Organizations across the country and expert members of National Committee on the Rights of Persons with Disabilities (NCRDP) to gauge the status of Persons with Disabilities in India during the COVID – 19 Crisis. The report highlighted how persons with disabilities in India have been affected by the COVID – 19 crisis, the governance framework for securing their rights in this situation, and recommendations for their better access to protection and safety in the current (and any subsequent) wave of this crisis. It became a substantial part of NHRC’s advisory to the government on the situation of persons with disabilities during the COVID-19 pandemic.

As part of the process of preparing a status report focusing on the situations of persons with disability during COVID-19, NCPEDP conducted a Focussed Group Discussion with members from the NDN and NCRPD network. The report showed that over 73% of those interviewed were facing severe challenges on account of the lockdown. Interviews with a subsample of 201 persons with disabilities from across India showed that 67% had no access to doorstep delivery of essentials, and only 22% confirmed that they have access to essentials. 48% had no access to a government helpline, and 63% had not received the financial assistance for persons with disabilities announced by the Finance Ministry.

The report also includes data from a survey of 1,067 (approx. 73% male, 27% female) persons with disabilities which showed that over 73% of those interviewed were facing severe challenges on account of the lockdown. Interviews with a subsample of 201 persons with disabilities from across India showed that 67% had no access to doorstep delivery of essentials, and only 22% confirmed that they have access to essentials. 48% had no access to a government helpline, and 63% had not received the financial assistance for persons with disabilities announced by the Finance Ministry.

The report states that these and other similar issues could have been taken care of if the ‘Comprehensive Disability Inclusive Guidelines’ issued by the Central Government’s Department of Empowerment of Persons with Disabilities (DEPwD) had been uniformly enforced across India.
ADVOCACY INITIATIVES

B. NCPEDP Helpline

COVID 19 has brought unprecedented discomfort and woes in its wake, where the most vulnerable have been the most excluded, exploited and isolated. And with the nationwide lockdown being announced on 24th March, 2020 the situation worsened further.

During these times, NCPEDP announced a helpline to provide support to people with disabilities impacted by the lockdown. The purpose of the helpline was threefold:

- To understand key issues faced by people with disabilities
- To resolve the issues by liaising with appropriate Government authorities directly or through our partners
- Providing direct relief and support wherever required.

C. Providing Relief and Support to persons with disabilities affected by the COVID-19 lockdown

As a resultant of the many desperate calls, NCPEDP received from people directly or from organisations and institutions working with them that were most adversely impacted by the shortage of supplies during the lockdown, NCPEDP provided relief and support to over 700 families of persons
ADVOCACY INITIATIVES

with disabilities.

With support from Mphasis this endeavours in providing relief to the affected people was successful.

The geographical location as well as the partners in the 7 states selected across the country are as follows:

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>State</th>
<th>Area/Districts</th>
<th>Partner Organization</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Chattisgarh</td>
<td>Ambikapur, Saraguja</td>
<td>Anamika Welfare Society</td>
</tr>
<tr>
<td>2.</td>
<td>Delhi</td>
<td>Northwest Delhi- Mangolpuri, Sultanpuri, Sulaiman Nagar, Kinari</td>
<td>Viklang Sahara Samiti</td>
</tr>
<tr>
<td>3.</td>
<td>Karnataka</td>
<td>Yellapur, Uttara Kannada</td>
<td>The Association of People with Disability</td>
</tr>
<tr>
<td>4.</td>
<td>Manipur</td>
<td>Siemat Village, Churachandpur and Noney district</td>
<td>Disabled Development Association and State Platform of Disabled People’s Organization</td>
</tr>
<tr>
<td>5.</td>
<td>Madhya Pradesh</td>
<td>Ratlam, Khandwa, Neemuch, Bhind, Burhanpur</td>
<td>Madhya Pradesh Viklang Manch</td>
</tr>
<tr>
<td>6.</td>
<td>Maharashtra</td>
<td>Amravati</td>
<td>Local contact</td>
</tr>
<tr>
<td>7.</td>
<td>Jharkhand</td>
<td>Patmada and Boram, East Singhbhum and Saraikela</td>
<td>Jharkhand Viklang Manch</td>
</tr>
<tr>
<td>8.</td>
<td>Odisha</td>
<td>Khordha district</td>
<td>Swabhiman</td>
</tr>
</tbody>
</table>

D. Open Letter to the Prime Minister

As the Prime Minister announced the extension of the COVID19 lockdown, the disability sector wrote a strong appeal with a list of 5 key demands to include people with disabilities as a priority group. Calling for proper implementation of the Guidelines for Safety and Protection of Persons with Disabilities in the COVID 2019 response, NCPEDP had also sought partnership with the NDMA and the DEPWD to enhance outreach, urgency and quality of services to people with disabilities across the country.

The following are the demands he has raised in the open letter to the Prime Minister:

1. Uniformity in pensions for people with disabilities across states and urgent release of the same.
2. Increase of ex gratia amount as declared by the Government to be increased from Rs. 1000/- to Rs 5000/-
3. Announcement of an adequate economic package for rehabilitation of persons with disabilities that have been impacted by this lockdown, for them to resume their lives with dignity and independence.

5. Accessibility plays a key role in the inclusion of persons with disabilities and all announcements should be in accessible formats with preferred use of electronic media such as radio and television. Point 9 focusing on education during the lockdown period also failed to include accessibility mandates for students with disabilities.

The letter urged the Prime Minister to send out a strong message to all people concerned that in this attempt to provide all possible safeguards against COVID 19 in order to make sure that no one is left behind.

MEMBER OF THE NATIONAL ADVISORY COMMITTEE ON ACCESSIBLE ELECTIONS

The Election Commission of India constituted an advisory committee to create a strategic plan for 2020-24 for conducting accessible elections. As member of the same committee, Mr. Arman Ali, Executive Director, NCPEDP provided valuable points of concerns on behalf of the sector which would be addressed in the final strategic plan by the Commission.

CONSTITUTION OF CORE GROUPS FOR SUSTAINED ADVOCACY ACROSS SECTOR

In response to the NCRPD/NDN meeting conducted in June 2020, four core groups were created on the following thematic areas for focused and outcome-based advocacy in the following areas. The first round of Core Group Meeting was conducted on 31st July 2020.

- Disaster Management and COVID-19
- Accessibility
- Census
- Education

WORLD HEALTH ASSEMBLY RESOLUTION ON REHABILITATION

Mr. Arman Ali represented NCPEDP in the subsequent meeting of the World Health Assembly specially called to advocate with the Government of India for inclusion of Rehabilitation in the Ayushman Bharat Scheme. A representation to this effect was sent to Ministry of Health on 15th August 2020.

A need was felt to gather evidence on rehabilitation from a health perspective on the basis of which the Ministry of Health could be approached. The evidence and the report thereafter will be of enormous
value to advocate to the Government of India to improve the quality of rehabilitation services and to fill the gaps in this service. NCPEDP is providing inputs in this regard after gathering suggestions from its pan India network of organisations known as NDN & NCRPD

**ADVOCACY AGAINST AMENDMENTS TO THE RIGHTS OF PERSONS WITH DISABILITIES ACT**

NCPEDP successfully led the advocacy against the proposed amendment to the Rights of Persons with Disabilities Act, 2016 which sought to decriminalize Section 89, 92 (a) and 93. For this purpose, a meeting was conducted on July 6th 2020 to bring the whole disability sector on the same platform regarding the proposed amendments. On behalf of the entire disability sector, NCPEDP sent a representation to present the objections to the proposed amendments. The major objections that the representations put across were:

- No correlation between the stated objectives of increasing investment and the provisions sought to be amended
- Labelling offences under RPWD Act as ‘minor’ is legally untenable
- Proposed compounding of Sections 89, 92(a) and 93 will weaken the implementation of the RPWD Act
- Proposed compounding of Sections 89 and 93 fails to meet the legal criteria for compounding of offences
- Proposed compounding of Section 92(a) is discriminatory and violates Article 14 of the Constitution of India
- In a major win for the disability sector, the proposed move to decriminalize the above-mentioned provisions was dropped by the Ministry of Law and Justice in the light of the severe opposition from the sector.

**RECOMMENDATIONS ON REHABILITATION COUNCIL OF INDIA (RCI) ACT PROPOSED AMENDMENTS**

The Ministry of Social Justice and Empowerment had proposed amendments to the Role, Structure and functions in the Rehabilitation Council of India Act. Based on the proposed amendments a series of meeting were called by NCPEDP which involved experts from the sector and a consultative process feedback was shared with the government.

The Disability sector also urged to conduct a National level Consultation under a government appointed Empowered committee, representative of persons with disabilities and other stakeholders to develop a new law as the amendment process would not do justice to the needs and aspirations of people with disabilities and the Government’s commitment to RPWD Act 2016, NEP 2020 and other initiatives of other Ministries.
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Few of the concerns and the recommendations highlighted were:

1. The amendments appear to propose making the RCI a “self-sustaining body” within four years. It is likely that the financial burden of this will fall on persons with disabilities as well as professionals involved in the body for registration/training.

2. National Education Policy 2020 recognizing the heavy-handed approach regulatory system existing in the country strongly advocated for independent empowered bodies that will set academic standards, accreditation and regulation mechanisms in Higher Education. For this purpose the Higher Education Commission of India has been envisaged. The proposed amendments were not in consonance with these provisions in NEP 2020.

3. MHCA 2017 provides for mental health care and services. The proposed amendments do not take into consideration the need and access to mental health care services. The current Human Resource is inadequate and there is an urgent need to redesign the training programs. Further, RCI must be seen as an academic body and must look into the development of trained and effective Human Resource all levels of service delivery, i.e. human resource at community level, intermediate level and tertiary level.

4. The proposed amendments in the RCI Act were also not in alignment with ‘The National Commission for Allied and Healthcare Professions Bill, 2020’ brought out by the present Government.

5. There are at least 60-80 amendments that are proposed to the RCI Act 1992, thereby acknowledging the archaic nature of the Act. Not only do need these to be revised but additional clauses would need to be added to make it more comprehensive, progressive and aligned to other Acts and Policies.

6. Lastly, the RPWD Act 2016 expanded the number of impairments from 7 to 21. The specific needs of all persons with disabilities, especially people with high support needs have to be understood along with the specific skill set of professionals/personnel to deliver these services.

FEEDBACK TO THE DRAFT UNIVERSITY BILL OF DISABILITY STUDIES AND REHABILITATION SCIENCES 2021

The Ministry of Social Justice and Empowerment through its notification dated 24.12.2020 had sought comments on the Draft University Bill of Disability Studies and Rehabilitation Sciences, 2021 from concerned stakeholders. NCPEDP along with others from the sector were of the opinion that while the proposed University is a one of its kind, but it takes the disability sector backwards by promoting exclusion/segregation rather than inclusion. Also, it goes against the progressive nature of the Rights of Persons with Disabilities Act, 2016 as also the concept of inclusion advocated by the National Education Policy (NEP), 2020.

The reasons shared towards negating the proposed University Bill were:

- Setting up of a University only for disability studies and rehabilitation goes against the
ADVOCACY INITIATIVES

interdisciplinary approach and is not in consonance with inclusive practices.

• Much emphasis needs to be given on setting up Centers/Departments of Disability Studies in Existing universities and Higher Education Institutions on the lines of cross-disability and cross-gender approaches. Focus needs to be laid on increasing the number of trained human resources by offering courses which are in line with that of NIMHANS/IISC/IITs including doctoral degrees. These also need to have on-line alternatives for delivery of courses based on Universal Design of Learning and Reasonable Accommodation as per RPWD Act 2016, NEP 2020 and GOI and International Guidelines for digital platforms.

• Disability studies should be made part of the mainstream academic endeavors which the proposed University through its exclusionary approach failed to do.

• The proposed Draft lacks clarity on the actual disability studies/ rehabilitation by focusing more on the governance aspect of it and also deviates from the norms and practices of the Higher Education system and may downgrade the status.

The sector also showed its disagreement with the proposal for running the university in a “self-sustaining” model.

PRE-BUDGET CONSULTATION 2021-22
ORGANISED BY NCPEDP IN COLLABORATION WITH CENTRE FOR BUDGET AND GOVERNANCE ACCOUNTABILITY (CBGA)

NCPEDP had organised a Pre-Budget Consultation 2021-22 which saw the participation of the National Disability Network members from across the country. Based on the Consultation a list of recommendations was prepared and shared with Ministry of Finance, Government of India. The recommendations broadly include:

1. Providing disaggregated data
2. Disability responsive planning and budgeting by all ministries
3. Gender responsiveness in budgeting process
4. Specific earmarking of budgets for disability under various central/state schemes of different Ministries/Departments including colleges and universities and specifically for sign language interpreters
5. Strengthening policy measures to make education inclusive
6. Need to strengthen public health services with enhanced budgetary support
7. Stepping up investment to safeguard livelihood
8. Need to ensure accessibility and inclusion leading to full and effective participation of persons with disabilities
9. Prioritising awareness generation and sensitization programs through capacity building and training workshops
10. Ensuring inclusive tax policy measures
ADVOCACY INITIATIVES

LEPROSY CORE GROUP MEETING

The core group meeting was held on 29th July 2020 in presence of 15 members from different organizations like The Leprosy Mission Trust India (TLMTI), Vidhi Centre for Legal Policy, Diversity and Equal Opportunity Centre, Association of People affected by Leprosy, Sasakawa India Leprosy Foundation, NCPEDP and man more. The agenda of the meeting encompassed discussions on:

1. Advocacy activities: 19 RTIs filed by NCPEDP seeking information on food and consumer, supplies, awareness on leprosy issues, MCR footwear or healthcare etc.,

2. Capacity building trainings conducted by NCPEDP in collaboration with APAL (Association of People affected by Leprosy)

3. Update on Elimination of Discrimination against Persons Affected by Leprosy (EDPAL) Bill - Through a concerted effort the year 2019, there has been a decline from 119 discriminatory laws to 102 against people affected with leprosy. The Ministry of Health and Family Welfare has the TLMTI asked to rework and to give more details to the Bill to push it to different ministries. The new Bill has been drafted, shared with the Ministry and a response still awaits from the ministry.

4. Introduction by Dr Vivek Lal, Executive Director, SILF: Dr Vivek Lal is the present Executive Director of Sasakawa India Leprosy Foundation. He has been working on Leprosy issues since past 10 years.

5. Introducing the new Disabled People International-The Nippon Foundation

5.1 Capacity Building and Leadership training for Youth affected by Leprosy and Youth with Disabilities: Young leadership is crucial for the sector. Thus a group of 100 youth (50 youth with Leprosy/ Family member of people affected by leprosy and 50 youth with disabilities) will be identified by the APAL and State partners and trained.

5.2 Advocacy for Policy Change on Leprosy Issue: To lay emphasis on the need of strong and continued advocacy on different pressing issues like Land Rights, Employment Opportunities, Housing and obviously the existing discriminatory laws. The focus will be on the 10 identified states and on Central Government.

As the way forward, it was concluded that:

1. Capacity building of second line of leadership, land issue (focus on Bihar), and Assessment Criteria for disability certificate needs to start parallelly

2. A media campaign to be started around evictions happening and land rights of people affected with leprosy.

LEGAL AID HELPLINE

NCPEDP started a legal aid helpline in the month of February 2021 to cater to the grievances and queries of people with disabilities across India that require legal advice or legal action. All the queries will be directed to a panel of advocates who will get in touch with the persons seeking advice. Besides
consultation, legal representation is also provided wherever necessary. Not just a basic human right, but access to justice also protects the legal rights of all. Our initiative aims at providing ease of entry to the legal institution and process which is also in consonance with one of the objectives of NCPEDP’s Pillar on Policy and Law. 24 cases are being dealt under the same program.

**STUDY ON STATUS OF EMPLOYMENT WITH DISABILITIES WITH INDIAN INSTITUTE OF MANAGEMENT, BANGALORE**

The National Centre for Promotion of Employment for Disabled People (NCPEDP) and the Indian Institute of Management (IIM) Bangalore, in collaboration are conducting a study on the status of employment of persons with disability. The study is extremely critical in the current context considering that persons with disability are one of the most vulnerable sections impacted by the current Covid-19 crisis as per recent studies. Additionally, it has been four years since the implementation of the Rights of Persons with Disabilities Act, 2016 and there is a need to assess the implementation of this Act.
AWARENESS WORKSHOPS AND TRAININGS

In wake of Covid19 and its restrictions, NCPEDP organized 2 trainings at Hyderabad and Bengaluru in the Month of March 2021.

HYDERABAD

NCPEDP in association with Network of Persons with Disabilities (NPDO) and its Disability Law Unit (South) organized a regional-level seminar on the Rights of Persons with Disabilities Act (RPWD Act) 2016 on February 23rd -24th at St. Ann's Generalate, Hyderabad. The Seminar was supported by Mphasis. India legislated the RPWD Act in December 2016 and in doing so ensured its commitment to the international community to bring its domestic law in harmony with the UN Convention on the Rights of Persons with Disabilities which it ratified in October 2007.

With the passage of this law, the Persons with Disabilities Act of 1995 stood repealed. The seminar revolved around the discussion on key issues faced by persons with disabilities in their day-to-day lives.

The seminar witnessed participation of over 80 representatives from different Disabled People's Organizations across different districts of Telangana and Andhra Pradesh. Students and individuals from different universities and organizations were also present at the seminar.

BENGALURU

NCPEDP in association with the Association of People with Disability (APD) and its Disability Law Unit (DLU) South organised a state-level two-day seminar on Sustainable Development Goals (SDGs) 2030 in the context of inclusion of people with disabilities in Karnataka on March 4th -5th 2021 at the Indian Social Institute, Bangalore. The Seminar was supported by
AWARENESS WORKSHOPS AND TRAININGS

Mphasis. The objective of the seminar was to mainstream SDGs 2030 in the disability sector and to influence the state Government to focus more on persons with disabilities in budgetary allocations and to formulate new programs and schemes. The event saw a congregation of disability sector leaders, people with disabilities, NGOs and members of SDG committees and APD taskforce leaders from across the state.

On day two of the seminar, the discussions revolved around the issues of children with disabilities, women with disabilities, livelihood of youth with disabilities and 5% resource allocations in the context of SDG goals.

A total of 52 members from various districts of Karnataka who are representing various disabled organizations, APD partners, RPD taskforce leaders from Davanagere, Koppal, Vijayapura, Ballari, Kalburgi and Raichur, Disability sector leaders & Bangalore NGOs actively participated.

Mr. S. Babu Khan, Regional Coordinator Disability Law Unit-South & Assistant Director, Policy and Advocacy with Ms. K Usha Rani, Asst. Director, APD, Bangalore

DLU SOUTH

- Three online sensitization and awareness on Rights of Persons with Disabilities Act 2016 and facilities available in Karnataka were held with RPD taskforce members of Raichur (15) Vijayapura (22) and Bagalkot (21) districts. Totally 58 persons with disabilities participated.

- In collaboration with Azim Premji Foundation, Education department of Kalburgi division and Association of People with Disability capacity building programme organized for special teachers through online. Sessions were organized on Rights of Persons with Disabilities Act 2016 and other facilities available for children with disabilities. The programme was held on 25th July 2020 in which 152 special teachers participated.
India's landscape in the entrepreneurial ecosystem is changing to an era of boosting Start Ups and Entrepreneurs to become more ‘Self Reliant & Aatmanirbhar’. But somewhere in this excitement, the growth story of large group of people who are among ‘Job Creators' and have been the 'Invisible Contributor's' to National Wealth has remained unknown to the ecosystem, thus making Entrepreneurs with Disabilities - the 'Unsung Heroes'. To highlight their contributions and address the challenges, on 6th February 2021, a National Conference 'Business Beyond Barriers - Empowering Entrepreneurs with Disabilities' was jointly hosted on a virtual platform by the National Centre for Promotion of Employment for Disabled People (NCPEDP), Alliance To Promote Abilities & Rehabilitation (ATPAR), Network of Entrepreneurs with Disabilities for Assistance and Rehabilitation (NEDAR), and the National Handicapped Finance and Development Corporation (NHFDC).

Over 2500 people- including People with Disabilities, representatives from Government, public, private and disability sectors across India, attended the same. The discussions focused on how various stakeholders can play a positive role in facilitating Persons with Disabilities to be part of the entrepreneurial ecosystem.

The Speakers were: Ms. Stuti Kacker (IAS Retd), Member – Governing Board SCPwD, Ex Secy DEPwD, MSJE, Mr. Rajan Sehgal, IFS CMD NHFDC, Ravindra Singh, CEO, SCPwD, Rajan Sehgal, IFS, CMD, NHFDC, P Udayakumar, Dir (Planning & Marketing), National Small Industries Corporation, Aquib Javed, Joint Director, DGET, M Srinivas Rao, CEO GAME, Karthikeyan, CEO & MD, Worth Trust, Dan Roy, Director Operations, Perkins Solutions, US, KE Ranganathan, Managing Director, Roca India, T.D. Dariyal, Ex State Commissioner for Disabilities, Govt of NCT & Delhi), Mr. Dilip Chenoy, Secretary

During the session

Mr. Dilip Chenoy, Secretary General , FICCI

Mr. Dan Roy, Director Operations, Perkins Solutions, US
AWARENESS WORKSHOPS AND TRAININGS

General, FICCI, Mr. Dev Kumar, Asst. General Manager, SIDBI, Mr. A Samuel Raja Ratna, IDBI, Deputy General Manager and Mr. Arman Ali, Executive Director, NCPEDP.

The sessions encompassed, identifying and addressing the challenges faced by Entrepreneurs with Disabilities and a myriad of Schemes / Initiatives and opportunities supportive to the Eco System, Role of Industry, Industry Associations, Skilling, Finance & Market Linkages of government to Include, Promote & Sustain businesses of Entrepreneurs with Disabilities. To showcase a successful entrepreneurial model and highlight the role of industry and skilling in development sector the Worth Trust Model was presented by Mr. Karthikeyan, CEO & MD, Worth Trust and one of their customer Mr. Dan Roy, Director Operations, Perkins Solutions, US. Worth Trust is a 60-year-old manufacturing unit which employs over 85% Persons with Disabilities.
ADVOCACY THROUGH DISABILITY LAW UNITS (DLUS)

States Covered by DLU- South: Karnataka

A. Three memorandums were submitted to government departments (Deputy Collectors, CEOs and DDWOs) to rehabilitate Persons with Disabilities in Karnataka. The main point’s covered in memorandums are:
   1. Provide ration to the families of Persons with Disabilities irrespective of BPL and APL card.
   2. Provide more employment opportunities for Persons with Disabilities in MGNREGA.
   3. Health facilities such as treatment and medicines for all types of disable people, children and women with disabilities. Medical kit for people with spinal cord injury.

B. Rights of Persons with Disabilities task force Karnataka and other DPOs raised the issue on non-disbursal of monthly pensions by the state government during the Covid19 lockdown. In this context media advocacy has been done continuously, as a result the state government issued press release and also disbursed monthly pensions for 66,28,341 beneficiaries under schemes like Sandhya Suraksha, Manasvini, Mythri and schemes for Widows and Persons with Disabilities. The state government had released 3500 crores for 5 months.

C. On sustained advocacy by the DLU, Karnataka State Disability Commissioner issued circular for utilization of 5% resources in 15th Finance and further discussions held with RPD taskforce leaders to utilize the resources for Persons with Disabilities. Also, during the month of June 1330 Persons with Disabilities were registered under MNREGA (Belgaum division 233, Kalburgi division 681, Bangalore and Mysore division 416).

D. In the month of April 2021, the Rights of Persons with Disabilities Task Force State President met Mrs. Shashikala Jolle, Minister of Women, Child Development and Empowerment of Differently Abled, Senior Citizens, Govt of Karnataka in Koppal and submitted memorandum on issues related to Persons with disabilities in Karnataka.

E. Raichur RPD taskforce leaders submitted memorandum in April 2021 to State Disability Commissioner to demand proper utilization of 5% resources for the development of persons with disabilities under 21 disabilities.

States Covered by DLU- East: Odisha, Bihar, Jharkhand, Chhatisgarh and West Bengal

SURVEYS ON “DIGITAL EDUCATION: WILL CHILDREN WITH DISABILITIES MISS THE BUS”

Swabhiman (DLU-East), along with members of Odisha State disability Network and students with disabilities in Odisha, conducted 2 surveys to assess the education of children with disabilities in post Covid19 phase.

In total, 3627 respondents were covered from different areas of Bhubaneswar, urban and rural slum
ADVOCACY THROUGH DISABILITY LAW UNITS (DLUS)

areas, across Odisha, from other states, Jharkhand, Madhya Pradesh, Tripura, Chennai, Sikkim, Nagaland, Haryana, Jammu etc. 303 houses were physically visited, and 86 interviews were conducted. The report is a first step in the direction of more comprehensive and elaborate surveys and research in this critically important area of Inclusive Education in the Post Covid Digital Learning period.

The surveys found that only 56.5% of students were “struggling yet attending classes” irregularly. Around 77% of students said they would not be able to cope and would fall behind in learning due to their inability to access distance learning methods while 71% said they were finding it difficult to cope with the COVID-19 social and educational scenario.

The parents of as many as 90% Children with Disabilities said teachers were not giving them attention while 86% said they did not know how to use technology. As many as 76% of mothers said they did not know how to help as they themselves did not understand technology. A large proportion of teachers (81%) said they did not have accessible educational material, suitable for online learning, with them. The teachers also reported that 64% of students did not have smartphones or computers at home. The surveys also found that 67% of students expressed their need for laptops, smartphones or tabs for educational purposes, while 77% asked for study material in alternate format suitable for children with disabilities. And, around 74% of them said they needed data/Wi-fi support for educational purposes while 61% expressed a need for scribes, escorts, readers and attendants.
The winners of the 11th NCPEDP- Mphasis Universal Design Award were awarded on Monday September 28, 2020 in a virtual ceremony in the wake of Covid19 pandemic. This year there were 13 Winners, 2 Special Jury Awardees, and 4 Jury Recognitions under categories A, B, and C and Javed Abidi Public Policy Award for Accessibility and Universal Design, selected from across India.

Instituted in 2010 by the National Centre for Promotion of Employment for Disabled People (NCPEDP) in partnership with Mphasis, the Awards have been recognized as the benchmark for best practices on accessibility for all, promoting local solutions with a focus on affordability, accessibility, and scale.

Over 76 applications were received from across the country and even overseas. The jury for the prestigious award comprised of Mr. Som Mittal, Chairman, NCPEDP; Mr. Nipun O S, AVP and Head, CSR, Mphasis; Ms. Shilpi Kapoor, CEO, Barrier Break; Ms. Mamta Kohli, Senior Social Development Advisor, FCDO; and Prof. P. VM Rao, Head, Department of Design, IIT Delhi.

Presiding over the event, Mrs. Shakuntala Doley Gamlin, Secretary, Department of Empowerment of Persons with Disabilities said, “Accessibility issues are challenging to the policy makers, engineers, governments, corporates, innovators and inventors. The Act provides for universal accessibility not only in infrastructure, but also in information technology and public transport systems.

Whatever the challenges may be, we should not tire from going incrementally towards perfecting and trying to replicate the designs and the accessibility issues that can finally take us towards a professed goal of universal accessibility. Without accessibility, inclusivity cannot become a reality.”

Srikanth Karra, Chief Human Resource Officer, Mphasis said, “Supporting promising start-ups in disability through innovative service delivery programs are required for longer lasting and large scale changes. You can always do the small sponsorships and small scale interventions, but doing it at the structural or policy level has been a much more everlasting and solid contribution. Therefore at Mphasis we align our CSR programs accordingly and that’s a key tenet on which we operate”.

The Awards cover accessibility in the following fields:
RECOGNITIONS OF BEST PRACTICES

1. Built Environment
2. Transport
3. Information and Communication Technology
4. Services
5. Aids and Appliances
6. Public Policy and Advocacy

CATEGORY A: PERSONS WITH DISABILITIES

Awards in this category are given to people with disabilities who have created an impact in Accessibility and Universal Design in the above-mentioned areas in their personal/professional capacity. The winners of year 2020 are:

Mr. Ravindra Rambhan Singh
Maharashtra

Mr. Raghavendra Satish Peri
Telangana

Dr. Vikrant Sirohi, Haridwar
Uttarakhand

CATEGORY A: PERSONS WITH DISABILITIES

1. Mr. Ketan Kapoor B, Maharashtra
2. Ms. Pratishtha Deveshwar, Punjab
RECOGNITIONS OF BEST PRACTICES

CATEGORY B: WORKING PROFESSIONALS

Awards in this category are given to people who work for the cause of accessibility. She/ he may be an employee of an education institute/ NGO/ corporate/ government body that has taken up the cause or maybe a consultant or freelancer who has devoted her/ his time for the cause.

The winners of 2020 are:

Mr. Sandeep D Ranade, Maharashtra
Mr. Anupam Kumar Garg, Uttar Pradesh

Mr. Adarsh Hasija, Karnataka
Mr. Naveen Kumar M, Tamil Nadu

SPECIAL JURY AWARD

Dr Srinivas Puppala, Telangana

SPECIAL RECOGNITION BY JURY

1. Ms. Aakanksha Sharma & Mr. Bharath Surendra, Gujarat
2. Ms. Astha Ashesh Avinash, Gujarat
RECOGNITIONS OF BEST PRACTICES

CATEGORY C: COMPANIES/ ORGANISATION

Awards in this category are given to those companies or organisations who have taken up the cause of Accessibility and Universal Design by implementing either/all of these within their organisations, which has led to them recruiting or serving people with disabilities and providing them equal opportunities to participate to the best of their abilities.

The winners of year 2020 are:

- Flexmotiv Technologies Pvt Ltd, New Delhi
- Kidaura Innovations Private Limited, Maharashtra
- Tactopus Learning Solutions Pvt. Ltd, Karnataka
- Truce Consulting Services Pvt Ltd, Karnataka
RECOGNITIONS OF BEST PRACTICES

THE NCPEDP – MPHASIS JAVED ABIDI PUBLIC POLICY AWARDS FOR ACCESSIBILITY AND UNIVERSAL DESIGN

Ms. Karpagam. M, Chennai, Tamil Nadu

Mr. Arun Kumar Singh, Jharkhand

SPECIAL JURY AWARD

Mr. Kausar Jamil Hilaly, Guwahati, Assam

EMPLOYMENT | NCPEDP-MINDTREE HELEN KELLER AWARDS

On the 10th of December 2020, the 11 Awardees of the NCPEDP- Mindtree Helen Keller Awards 2020 were felicitated virtually as a recognition of their exemplary work towards furthering employment opportunities for persons with disabilities.

The Helen Keller Awards were instituted back in 1999, to start a discourse on equal opportunities for persons with disabilities in the area of employment. Over years, with more and more outreach and awareness, these awards have not only acknowledged the Role Models of Inclusion at Workplace but in the process have inadvertently sensitized organizations and people involved to build an inclusive environment for people with disabilities wherein they are mainstreamed, adapted, and are growing to their potential, supported with several nuances of reasonable accommodations.

This year, eleven awardees were recognized during the ceremony under three different categories on Human Rights Day to drive home the message of employment and economic empowerment as a fundamental right of all people.
RECOGNITIONS OF BEST PRACTICES

The Guest of Honor, Ms. Arundhati Bhattacharya Chairperson & CEO Salesforce (India) in a discussion with Mr. Som Mittal, NCPEDP Board Chairman said “One area that all companies should look at is to find ways in which the abilities of persons with disabilities can get utilized. If we use persons with disabilities wallflowers, it becomes a lose-lose situation, for the company and the employee”.

Over 104 applications were received from 16 states across the country and even overseas. This year, as a part of the outreach, NCPEDP targeted role models especially from tier 2 and tier 3 cities of India, who have silently been doing path-breaking work to achieve this cause.

The jury for this prestigious award comprised of Saurabh Chandra, Trustee NCPEDP; Abraham Moses, General Manager & Good Samaritan, Mindtree Ltd; Ira Singhal, Joint Director Dept of Social Welfare, Delhi Government and Deepak Ghaisas, Chairman, Gencoval Strategic Services Pvt Ltd.
RECOGNITIONS OF 
BEST PRACTICES

CATEGORY A: ROLE MODEL PERSONS WITH DISABILITIES

Persons with Disabilities from within the disability sector and outside who have been active as ambassadors of the cause of employment for persons with disabilities and are a positive role model for others.

The year 2020 awardees are:

Ms. Ammu Mohan:
Senior Process Analyst, Refinitiv India
Shared Services Private Limited, Karnataka

Mr. Kartik Sawhney:
AI Scientist at Microsoft,
Co-Founder, and CEO at I-Stem, Delhi

Mr. Ajay Minocha:
Senior Credit Risk Analyst/ Credit Officer,
Deutsche Bank, Maharashtra

Ms. Kiran Nayak:
Secretary, Karnataka Vikalachetanara Samasthe (KVS), Karnataka
RECOGNITIONS OF BEST PRACTICES

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

Individuals from within the disability sector or outside who have contributed substantially to the cause of promoting employment opportunities for persons with disabilities over an extended period of time.

The year 2020 awardees are:

Mr. Ranjan Banerjee, Crowne Plaza Today New Delhi Okhla

Dr. Surender Mohan Gupta, Aegis Customer Support Services Pvt. Ltd (a Startek Company), Maharashtra

Mr. Bhavesh C Bhatia, Oshonic Vision for the Blind Welfare Society, Maharashtra
RECOGNITIONS OF BEST PRACTICES

CATEGORY C: ROLE MODEL COMPANIES/NGOS/INSTITUTIONS:

Organizations from the disability sector or outside who have shown their commitment towards promoting equal employment opportunities for persons with disabilities.

The year 2020 awardees are:

- **Atma Nirbhar- Ek Challenge, Assam**
- **Rehabilitation and Aids Workshop by Women with Disability (RAWWD), Karnataka**
- **Nukkad Tea Cafe Ventures LLP, Chhattisgarh**
- **Chhanv Foundation, Uttar Pradesh**

**About Helen Keller Awards:**

The story of the Helen Keller Awards started way back in 1999 as a result of the findings of a survey conducted of the Top 100 Companies of India by the National Centre for Promotion of Employment for Disabled People (NCPEDP). The results showed that the average percentage of employment of people with disabilities was as follows:

- 0.54% in the public sector
- 0.28% in the private sector
- 0.05% in multinationals

Thus, the Award was constituted to recognize exceptional work done by Corporates and individuals towards promoting employment opportunities for people with disabilities in India.
This year’s UN theme for the International Day of Persons with Disabilities was “Building Back Better” emphasizing the importance of strengthening our collective efforts for universal access to essential services, including immediate health and social protection, education, digital infrastructure, accessible information, employment and other socio-cultural opportunities in order to ensure that persons with disabilities are not left behind in times of crisis and beyond.

To mark the celebrations, NCPEDP organized a Webinar to discuss various facets of a resilient and sustainable recovery in the new normal. The discussions saw the presence of distinguished speakers Mr. Chapal Khasnabis, Head (A.I), Access to Assistive Technology and Medical Devices Unit, World Health Organization, Geneva; Mr. Ravindra Singh, Chief Executive Officer, Skill Council for Person with Disability; Mr. Mathew Joseph, Country Director, American India Foundation (AIF); Ms. Radhika Alkazi, Founder & Managing Trustee, ASTHA; and Mr. Arman Ali, Executive Director, National Centre for Promotion of Employment for Disabled People (NCPEDP).

Mr. Chapal Khasnabis, Head (A.I) of the Access to Assistive Technology and Medical Devices Unit, World Health Organization, highlighted the need to align the disability and aging sectors. Assistive Products and Assistive Technologies play a crucial role in ensuring the people to continue to function optimally as they age. Countries like India need to play a critical role in ensuring that such essential quality products and technologies are available easily and are affordable.

Ms. Alkazi addressed issues faced by women and children with disabilities during the pandemic
emphasising that the latter had no access to disability certificates or to pensions. There was also no data on these children and the only way to address this was to come together and collaborate with those working on community based rehabilitation and with the Asha and Anganwadi workers.

Mr. Mathew Joseph of the American India Foundation during his talk shared the relief work done by the organisation in 17 states across the country to ameliorate the adversities faced by the most marginalised groups due to the pandemic outbreak. Mr. Ravindra Singh from Skill Council for Persons with Disability emphasised the impact that the pandemic had on large populations of low-income groups in rural and urban areas, pressing them back further into poverty. It was important therefore to revisit existing skill building programmes and adapt them to be relevant in rural areas too where people could be trained and employed in their own geographical areas.

The Build Back Better call was amplified exponentially by the support lent to it by several celebrities from the film industry. Rana Daggubati, the Bahubali star, tweeted “There are almost a 100 million persons with disabilities in India alone- comprising the world’s largest minority. Post COVID, lets #BuildBackBetter, create a more accessible world.” Actor of the moment Pankaj Tripathi also came out in support of persons with disabilities saying “With age, all of us will have some kind of disability. We will be able to see lesser, hear lesser. Then why are we ignoring the problems faced by persons with disabilities? We have to change this.
# FINANCIAL STATEMENTS

**NATIONAL CENTRE FOR PROMOTION OF EMPLOYMENT FOR DISABLED PEOPLE**  
E-150, EAST OF KAILASH, NEW DELHI - 110 065  
BALANCE SHEET AS ON 31ST MARCH 2021

<table>
<thead>
<tr>
<th>SOURCES OF FUNDS</th>
<th>SCHEDULE</th>
<th>F.Y. 2020-21</th>
<th>F.Y. 2019-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. FUND BALANCES:</td>
<td>[01]</td>
<td>22,018,366</td>
<td>21,987,579</td>
</tr>
<tr>
<td>a. General Fund</td>
<td>[02]</td>
<td>498,560</td>
<td>524,164</td>
</tr>
<tr>
<td>b. Asset Fund</td>
<td>[03]</td>
<td>10,931,759</td>
<td>5,662,696</td>
</tr>
<tr>
<td>c. Project Fund</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>II. LOAN FUNDS:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Secured Loans</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. Unsecured Loans</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL Rs.</strong></td>
<td>[I + II]</td>
<td>33,449,185</td>
<td>28,274,439</td>
</tr>
</tbody>
</table>

**APPLICATION OF FUNDS**

| I. FIXED ASSETS                          | [04]     | 1,347,403    | 1,271,797    |
| Gross Block                              |          | 849,843      | 747,833      |
| Less: Accumulated Depreciation           |          |              |              |
| Net Block                                |          | 499,560      | 524,164      |

| II. CURRENT ASSETS, LOANS & ADVANCES:    | [05]     | 623,995      | 377,970      |
| a. Loans & Advances                      | [06]     | 989,222      | 2,771,665    |
| b. Other Current Assets                  | [07]     | 31,894,702   | 25,388,518   |
| c. Cash & Bank Balance                   | [A]      | 33,277,919   | 28,538,159   |
| Less: CURRENT LIABILITIES & PROVISIONS:  | [08]     | 327,294      | 787,878      |
| NET CURRENT ASSETS                       | [A - B]  | 32,950,625   | 27,750,275   |
| **TOTAL Rs.**                            | [I+II]   | 33,449,185   | 28,274,439   |

Significant Accounting Policies and Notes to Accounts  
The schedules referred to above form an integral part of the Balance Sheet.  
Report of even date & Form 10B Annexed

For & On behalf of:  
S. SAHOO & CO  
Chartered Accountants

[CA. Subhajit Sahoo, FCA, LLB]  
Partner  
M No. 057429  
FR No.: 322952E  
Place: New Delhi  
Date: 11 SEP 2021

For & On behalf of:  
NATIONAL CENTRE FOR PROMOTION OF EMPLOYMENT FOR DISABLED PEOPLE

(Som Mittal)  
Chairman

(Arman Ali)  
Executive Director

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# FINANCIAL STATEMENTS

## NATIONAL CENTRE FOR PROMOTION OF EMPLOYMENT FOR DISABLED PEOPLE

E-150, EAST OF KAILASH, NEW DELHI - 110 065

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st March 2021

<table>
<thead>
<tr>
<th>SCHEDULE</th>
<th>F.Y. 2020-21</th>
<th>F.Y. 2019-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td>[09]</td>
<td>16,654,000</td>
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<tr>
<td>Contribution for Projects</td>
<td>2,030,000</td>
<td>6,300,000</td>
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<td>Interest Income</td>
<td>1,757,422</td>
<td>1,696,592</td>
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<td>Other Income</td>
<td>44,230</td>
<td>36,846</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>20,485,652</td>
</tr>
</tbody>
</table>

### II. EXPENDITURE

Programme Related Expenses:
- Promoting Easy Access for Persons with Disabilities - Phase II | 11,584,337 | 16,274,008
- Walk to Freedom | - | 1,159,466
- Strengthening Skilling of PwDs | - | 1,579,584
- Helen Keller Awards | 1,529,470 | 1,456,263
- Other Programme and Admin Expenses | 750,072 | 3,739
- Grant Receivable written off | 1,420,824 | -
- Depreciation | [04] | 101,210 | 127,031
- Less: Transferred to Assets Fund | 101,210 | 127,031

Total | 15,285,303 | 20,473,060

### III. EXCESS OF INCOME OVER EXPENDITURE

<table>
<thead>
<tr>
<th></th>
<th>F.Y. 2020-21</th>
<th>F.Y. 2019-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transferred to Project Fund</td>
<td>5,200,350</td>
<td>6,241,702</td>
</tr>
<tr>
<td>Transferred to General Fund</td>
<td>5,069,063</td>
<td>(92,685)</td>
</tr>
<tr>
<td></td>
<td>131,287</td>
<td>6,334,387</td>
</tr>
</tbody>
</table>

Significant Accounting Policies and Notes to Accounts

The schedules referred to above form an integral part of the Income & Expenditure Account. Report of even date & Form 10B Annexed

For & On behalf of:
S. SAHOO & CO.
Chartered Accountants

[CA. Subhajit Sahoo, FCA, LLB]
Partner
M No. 057426
FR No. 322952E

Place: New Delhi
Date 11 SEP 2021

For & On behalf of:
NATIONAL CENTRE FOR PROMOTION OF EMPLOYMENT FOR DISABLED PEOPLE

(Som Mittal)
Chairman

(Arman Ali)
Executive Director
## RECEIPTS & PAYMENT ACCOUNT FOR THE YEAR ENDED 31st March 2021

<table>
<thead>
<tr>
<th>SCHEDULE</th>
<th>F.Y. 2020-21</th>
<th>F.Y. 2019-20</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RECEIPTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash &amp; Bank Balance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash in Hand</td>
<td>12,751</td>
<td>17,538</td>
</tr>
<tr>
<td>Cash at Bank</td>
<td>25,375,767</td>
<td>19,781,324</td>
</tr>
<tr>
<td>Grants</td>
<td>16,654,000</td>
<td>17,356,324</td>
</tr>
<tr>
<td>Contribution for Projects</td>
<td>2,030,000</td>
<td>6,136,250</td>
</tr>
<tr>
<td>Interest Income</td>
<td>1,757,422</td>
<td>1,656,592</td>
</tr>
<tr>
<td>Other Receipts</td>
<td>35,230</td>
<td>38,845</td>
</tr>
<tr>
<td><strong>Loans &amp; advances received during the period</strong></td>
<td>135,595</td>
<td>856,705</td>
</tr>
<tr>
<td><strong>TOTAL Rs.</strong></td>
<td><strong>46,000,765</strong></td>
<td><strong>45,861,579</strong></td>
</tr>
<tr>
<td><strong>PAYMENTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promoting Easy Access for Persons with Disabilities - Phase II</td>
<td>11,564,937</td>
<td>16,274,006</td>
</tr>
<tr>
<td>Walk to Freedom</td>
<td>-</td>
<td>1,159,486</td>
</tr>
<tr>
<td>Strengthening Skilling of PwDs</td>
<td>-</td>
<td>1,579,584</td>
</tr>
<tr>
<td>Helen Keller Awards</td>
<td>1,529,470</td>
<td>1,456,263</td>
</tr>
<tr>
<td>Other Programme and Admin Expenses</td>
<td>750,072</td>
<td>3,739</td>
</tr>
<tr>
<td>Liabilities Paid during the year (Net)</td>
<td>451,584</td>
<td></td>
</tr>
<tr>
<td><strong>Cash &amp; Bank Balance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash in Hand</td>
<td>28,603</td>
<td>12,751</td>
</tr>
<tr>
<td>Cash at Bank (Including FD)</td>
<td>31,684,069</td>
<td>25,375,767</td>
</tr>
<tr>
<td><strong>TOTAL Rs.</strong></td>
<td><strong>46,000,765</strong></td>
<td><strong>45,861,579</strong></td>
</tr>
</tbody>
</table>

The schedules referred to above form an integral part of the Receipts & Payment Account.

**For & On behalf of:**

S. Sahoo & Co.
Chartered Accountants

**For & On behalf of:**

NATIONAL CENTRE FOR PROMOTION OF EMPLOYMENT FOR DISABLED PEOPLE

[CA. Subhajit Sahoo, FCA, LLB]
Partner
M No. 057426
PR No.: 322952E
Place: New Delhi
Date: 11 SEP 2021

(Som Mittal)
Chairman

(Arman Ali)
Executive Director
GET INVOLVED

HOW YOU CAN GET INVOLVED

Become our Donor and help us continue to Empower Persons with Disabilities

Become our Partner by writing to us at secretariat@ncpedp.org

Become our Advocate by making all your Products/Services/Workplaces/Homes accessible and inclusive for people with disabilities.

ONLINE DONATIONS CAN BE MADE TO:

<table>
<thead>
<tr>
<th></th>
<th>Name of Account</th>
<th>NATIONAL CENTRE FOR PROMOTION OF EMPLOYMENT FOR DISABLED PEOPLE (NCPEDP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Account No.</td>
<td>917010035116075</td>
</tr>
<tr>
<td>2</td>
<td>IFSC/RTGS Code</td>
<td>UTIB0000593</td>
</tr>
<tr>
<td>3</td>
<td>Name of the Bank</td>
<td>Axis Bank</td>
</tr>
<tr>
<td>4</td>
<td>Branch</td>
<td>East of Kailash</td>
</tr>
<tr>
<td>5</td>
<td>Branch Code</td>
<td>593</td>
</tr>
<tr>
<td>6</td>
<td>MICR Code</td>
<td>110211051</td>
</tr>
<tr>
<td>7</td>
<td>A/c Type</td>
<td>Savings Account</td>
</tr>
<tr>
<td>8</td>
<td>Bank Address</td>
<td>E-224, East of Kailash, New Delhi – 110065</td>
</tr>
<tr>
<td>9</td>
<td>City</td>
<td>NEW DELHI</td>
</tr>
<tr>
<td>10</td>
<td>State</td>
<td>DELHI</td>
</tr>
<tr>
<td>11</td>
<td>Country</td>
<td>INDIA</td>
</tr>
<tr>
<td>12</td>
<td>Pin Code</td>
<td>110065</td>
</tr>
<tr>
<td>13</td>
<td>Phone No.</td>
<td>011-46500495</td>
</tr>
</tbody>
</table>

*NCPEDP is a non-profit organisation registered under public charitable trust. All donations are tax-exempted under section 80G of the Income Tax Act.*

Donations by cheque:
National Centre for Promotion of Employment for Disabled People
NCPEDP PROFILE

• **Name of the Organisation**
  National Centre for Promotion of Employment for Disabled People (NCPEDP)

• **Official Address**
  National Centre for Promotion of Employment for Disabled People (NCPEDP) E-150, Ground Floor East of Kailash, New Delhi, 110065, India

• **Date of Establishment**
  17 May, 1996

• **Executive Director**
  Mr. Arman Ali

• **Chairman of the Board**
  Mr. Som Mittal

• **Contact Number**
  011-26221276 / 26221277 / 49122868

• **Helpline Number**
  +91-7303944839

• **Fax**
  011-26221275

• **Email**
  secretariat@ncpedp.org

• **Social Media**
  ![facebook](ncpedp), ![twitter](ncpedp_india), ![linkedin](ncpedp), ![instagram](ncpedp_india)

• **Registration Details**
  NCPEDP is registered under Indian India Trust Act 1882 o, 0n 17.05.1996 with sub-Registrar New Delhi Vide Registration No. 3765/4 in Book No. 4,Vol. No. 2493, Pages No.72 to 81.

• **Registration number for 12A, date and validity**
  Registration no. 685/96/97 dated 19.03.97

• **Organisation's IT PAN Number**
  AAATN0412H

**Registration Number at Ministry Of Corporate Affairs** registration no. with MCA / CSR No. CSR000000696