



DEDICATED TO LATE MR. JAVED ABIDI
11TH JUNE 1965 - 4TH MARCH 2018



EMPLOYMENT EDUCATION ACCESS POLICY & LAW AWARENESS YOUTH

ANNUAL REPORT
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Writing this foreword is one of the most difficult tasks I have undertaken. I took over as the Executive Director of NCPEDP after the untimely demise of Mr. Javed Abidi- a man I looked up to as my mentor, my teacher and my anchor.

I am deeply aware of the huge responsibilities I have ahead of me- to maintain the same momentum, the same energy, the same impact as Mr. Abidi had on the disability rights movement of this country and the enormous work that needs to be done to achieve that.

It was a long struggle led by Mr. Abidi that resulted in the enactment of the Rights of Persons with Disabilities Act and saw millions of disabled citizens of India come together to rally for a law that was based on rights, equality and nondiscrimination.

But we are now in the 2nd year of the implementation of RPWD Act 2016 and there are still 15 states who have yet to notify the Rules, let alone implementing it. People with disability still remain perceived as recipients of charity. I myself have been at the receiving end of the apathy, stigma and have faced societal barriers all through. I have also seen Incremental changes happen, but the announcements and promises have outpaced their implementation. For instance, in June 2018, the Election Commission had suggested alternative voting methods for disabled people, including early voting, voting from home, postal vote, transport assistance and mobile polling stations. While these are visible in a few places they are missing in others.

Ideally our Rights, enshrined by the Constitution of India, should be enough to protect everyone. However in practice, people with disabilities remain the most marginalized, excluded and isolated. The RPWD act 2016 itself is recognized as one of the most powerful legislations in the world but any law remains just another piece of paper unless implemented in true letter and spirit.

In India, NCPEDP has always remained on the forefront of policy advocacy for the rights of persons with disabilities. We follow a rights based approach and believe that every person with disability/ies must be able to lead a dignified life in a society that is inclusive and equitable. And this year we have taken another step towards ensuring this by setting up 4 Disability Law Units in all regions of the country offering personal support to those that face discrimination and abuse

Through our persistent lobbying with various ministries, we have been able to push for guidelines and policies to be developed by Ministry of Information and Broadcasting on making television accessible for people with hearing disabilities and by Telecom Regulatory Authority of India on making the ICT accessible for people with disabilities. The revised Government of India Guidelines for Websites has been updated and also includes mobile apps under its mandate.

And all of this has been possible only because of the support we have received from each one of you. I am grateful to all our sponsors, partners, fellow disabled people organizations, our Trustees and the NCPEDP team who have supported us in this period of transition we witnessed this year. And I look forward to your continued support in the days to come.

Arman Ali
Executive Director

National Centre for Promotion of Employment for Disabled People (NCPEDP) is a non-profit organisation working since 1996 as an interface with the government, private sector, international agencies and voluntary organizations to empower people with disabilities through equal opportunities in employment, education and accessibility of public spaces and services. We work towards ensuring an inclusive society where people with disabilities are equal participants living with dignity through economic independence.

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.

Our Five Pillars

Employment

Education

Access

Policy & Law

Awareness

We, at NCPEDP, believe that employment is not possible without education. Employment and education need accessibility. All three, in turn, need to be supported by appropriate legislation, and it is imperative to create awareness to achieve all of these. And in order to ensure that people with disabilities continue to enjoy equal opportunities, we need young leaders who can take the disability movement forward. Hence in recent times NCPEDP has started working with young people with disabilities to make them change agents in their respective fields while also carrying forward the disability rights baton.

Our work has been defined by our advocacy resulting in landmark policy changes that have had a lasting impact in transforming the lives of people with disabilities. We also work changing attitudes towards people with disabilities through public awareness; we recognize efforts to promote employment, inclusive education and accessibility; and we conduct research to advance the rights of persons with disabilities through informed advocacy.

We believe that political advocacy is a critical part of our 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 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 5 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 by celebrating best practices. The two Awards instituted by us – the NCPEDP Mphasis Universal Design Awards and the NCPEDP Mindtree Helen Keller Awards, recognize the exceptional contribution by individuals and organizations in actively promoting accessibility and employment for people with disabilities, with the hope that awardees become brand ambassadors for the cause and take the momentum forward.

NCPEDP is now focusing on youth with disabilities as a catalyst cutting across the five core pillars. Collaborations, consultations and capacity building are the routes to achieve our mission of an inclusive India.

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 ensuring representation of people with disabilities 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 (NCRPD)

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 Rights Group(DRG)

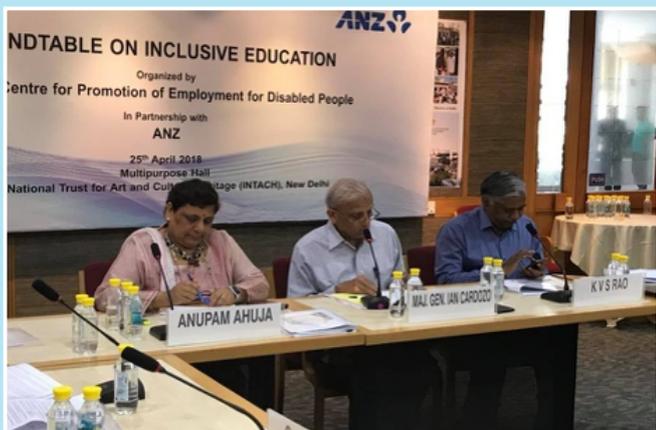
Disabled Rights Group is India's first platform for a cross-disability advocacy group founded by Late Mr. Javed Abidi in 1993. DRG, a political lobby group on the Rights of Persons with Disabilities, has led several successful advocacy campaigns leading to the onset of India's Disability Rights Movement. 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)

Disabled People's International (India) - Our Global Reach

While not limiting its work only to India, NCPEDP also has a global footprint. 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.

As MNA from India NCPEDP ensures that voices of people with disabilities from developing nations of the Global South are included in any discussions that impact them and best practices and advocates from India are given a voice at international platforms such as the Conference of State Parties (COSP).

Roundtable on Inclusive Education



From left to right: Dr Anupam Ahuja from Department of Education of Groups with Special Needs, Gen. Ian Cardozo from NCPEDP, and Dr. KVS Rao from DEPwD



Ms. Meenakshi Jolly from MHRD and Dr KVS Rao from DEPwD

A Roundtable on Inclusive Education, organized by National Centre for Promotion of Employment for Disabled People (NCPEDP) with support from ANZ, was held on 25th April 2018 in New Delhi. Experts from the disability sector and officials from the relevant Ministries and apex bodies participated in this Roundtable. The aim of the Roundtable was to deliberate on the Epilogue – the action plan prepared by Ministry of Human Resource Development to promote inclusive education in India and submit feedback to the same.

Chaired by Major General Ian Cardozo, Executive Director, NCPEDP (Interim) the roundtable comprised of four panel discussions:

- 1- Status of Inclusive Education in India; Panelist included Ms. G. Syamala, Executive Director, Action for Ability Development and Inclusion, Dr K.V.S Rao, Director, Department of Empowerment of People with Disabilities, Ministry of Social Justice and Empowerment and Dr J.S. Arora, General Secretary, National Thalassaemia Welfare Society who came together to discuss challenges faced by the newly recognised disabilities in the Act.
- 2- Early Identification, Assessment and Certification- Panelist included Dr. Anita Julka, Professor, Department of Education of Groups with Special Needs, NCERT, Ms. Merry Barua, Founder, Action for Autism, Ms. Radhika Alkazi, Founder, AARTH – Astha and Dr. Geet Oberoi, Founding President, ORKIDS
- 3- Retention and Human Resource Development- Panelist included Dr Anupam Ahuja, Former HOD – Department of Education of Groups with Special Needs, Mr. Dipendra Manocha, President, DAISY Forum of India, Ms. Rama Chari, Director, DEOC - Diversity and Equal Opportunity Centre, Mr. Sachin Singh, Instructor, Indian Sign Language Research and Training Centre, Dr. Sruti Mohapatra, General Secretary, Swabhiman on Research and Human Resource Development, Dr. Sandeep Tambe, Assistant Director, Rehabilitation Council of India (RCI), and Ms. Mamta Kohli, Senior Social Development Advisor at Department for International Development (DFID)
- 4- Convergence and Way Forward: Panelist included Ms. Meenakshi Jolly, Director – Schools, Ministry of Human Resource Development, Mr. Mukesh Jain, Former Joint Secretary & CEO, National Trust, Department of Empowerment of Persons with Disabilities and Dr K.V.S Rao, Director, Department of Empowerment of People with Disabilities.

Recommendations and suggestions received at the Roundtable were then submitted to the Ministry of HRD for further action.

Roundtable on Accessible Road Transport for People with Disabilities



From left to right: Mr. Manoj Kumar from DTC, Mr. Rajive Raturi from HRLN, Dr. Meenu Bhambhani from Mphasis Ltd, Mr. Sachin Singh from ISLRTC, and Mr. Pradeep Raj from Association for Disabled People



From left to right: Mr. Anand Rao ED, ASRTU, Mr. Ankit Rajiv Jindal from Friends for Inclusion, Prof. M Balakrishnan from IIT Delhi, Mr. Anuj Jain from National Association of Deaf, and Mr. Nipun Malhotra from Nipman Foundation

In order to start a discourse around accessibility of road transport for persons with disabilities, NCPEDP and Association of State Road Transport Undertakings (ASRTU) organized a Roundtable on Accessible Road Transport with support from UK Government, Mphasis and Axis Bank. General Ian Cardozo, Executive Director (Interim), NCPEDP welcomed the participants and panelist of the inaugural session comprising of Mr. Manoj Kumar, Chairman-Cum-Managing Director, DTC, Mr. Anand Rao, Executive Director, Association of State Road Transport Undertakings (ASRTU), Dr Meenu Bhambhani, Vice President & Head - Corporate Social Responsibility, Mphasis.

The discussions were broadly clubbed under three sessions:

- **User Perspectives on Barriers to Accessible/Inclusive Surface Transport-** Panelist comprised of Mr. Anand Rao, Executive Director, ASRTU, Mr. Anuj Jain, Executive Director, National Association of the Deaf, Prof. M Balakrishnan, Department of Computer Science and Engineering, IIT Delhi and Mr. Nipun Malhotra, CEO and Founder, Nipman Foundation, and Ms. Sonal Shah from the Institution of Transportation and Development Policy were the key speakers in this session which was moderated by Mr. Ankit Rajiv Jindal, Founder - Friends for Inclusion. The Panelists discussed the impediments to a robust inclusive transport system and gave recommendations to address those challenges.
- **Regulatory barriers on accessible transport for elderly and people with disabilities** – Panelist comprised of Dr. Meenu Bhambhani, Vice President and Head – CSR, Mphasis Ltd, Mr. Manoj Kumar, Chairman-Cum-Managing Director, DTC, Mr. Pradeep Raj, General Secretary, Association for Disabled People, Mr. Rajive Raturi, Director, Disability Rights Initiative, HRLN and Mr. Sachin Singh, Teacher, ISLRTC. The session focused on barriers faced by persons with disabilities in accessing transport on account of governmental laws and regulations like discrimination in issuing licenses for persons with disabilities, lack of coordination between implementing agencies etc.
- **Showcasing Possible Solutions-** Ms. Mamta Kohli, Senior Social Development Advisor, DFID, Mr. Bennet D'cunha, CoFounder, Ezy Mov Solutions, Mr. Ferdinand J. Rodricks, Proprietor, Ferro Equip, Mr. Simon George, Founder, Special Care Holidays and Ms. Susmita, Founder, Accessible Auroville discussed the need to find scalable, cost efficient last mile solutions making transport facilities dynamic and accessible to people with disabilities. Each Session was followed by an open house where participants gave their recommendations on making accessible transport for persons with disabilities a reality in India. A white paper on the topic was also released on the occasion.

As a result of this workshop NCPEDP was invited to organize a panel on accessibility at the Bus World organized in Bangalore to discuss accessible transport for persons with disabilities.

Advocacy with Ministry of Electronics and Information Technology

NCPEDP's advocacy with the Ministry of Electronics and Information Technology has resulted in the issuance of the revised Guidelines for Indian Government Apps & Websites (GIGW) which also include accessibility standards for mobile apps. Our lobbying efforts resulted in the Revised Guidelines being uploaded on the Ministry website on 11th April 2018 and circulated amongst all Indian Government Departments at all levels.

On December 20, 2018 NCPEDP participated in a stakeholder dialogue on Inclusion of people with disabilities through Information and Communication Technology to deliberate on a draft whitepaper being developed by FICCI along with Microsoft on the topic. The white paper provides insights on inclusion of people with disabilities through Information and Communication Technology (ICT) with special focus on Education, Health, Employment & Urban Development towards promoting Inclusive ICT for increasing accessibility for persons with disabilities.

Roundtable on Rights of Person with Disabilities Act 2016 : Impact on the Private Sector



From left to right: Ms. Shilpi Kapoor from Barrier Break, Mr. Radhuvesh Sarup from Microsoft, Mr. Srikant Sinha from NASSCOM Foundation, Mr. Ankit Rajiv Jindal from DEOC



From left to right: Ms. Pankajam Sridevi from ANZ, Mr. Shrikant Karra, Mphasis, Ms. Aruna Newton from Infosys

On 11th April 2018 NCPEDP, in partnership with ANZ and American India Foundation organized a Roundtable on The Rights of Persons with Disabilities Act, 2016 – Impact on the Private Sector in Bangalore. The Roundtable aimed at creating awareness within the private sector on the provisions of the Act applicable to them and to outline concrete steps that should be taken to comply with it. The Roundtable was supported by NASSCOM and NASSCOM Foundation.

Key speakers included: Mr. K.K. Natarajan, Executive Chairman, Mindtree, Ms. Pankajam Sridevi, Managing Director, ANZ, Mr. Shrikant Karra, CHRO, Mphasis Ltd, Ms. Aruna Newton, AVP and head, Global D&I, Sustainability, Infosys, Mr. Raghuvesh Sarup, CMO India, Microsoft, Mr. Pradeep Gupta, Trustee NCPEDP, Mr. Manish Kumar, Programme Manager, AIF, and Mr. Ashok Pamidi, Senior Director, D & I Initiatives, NASSCOM Foundation.

The Roundtable was attended by 76 representatives of IT, ITES and e-commerce companies such as Accenture and Dell, etc.

A Model Equal Opportunity Policy for all establishments was also released during the Roundtable. This was developed by NCPEDP in line with the provisions of the Rights of Persons with Disabilities Act 2016 as a ready reference which can be readily used by the establishments after making some modifications to personalize it to the needs of the specific organization



Roundtable on Inclusion of Persons with Disabilities in Business

On 11th March 2019, NCPEDP organized this meeting in partnership with OXFAM to discuss the policy gaps and recommendations to strengthen the inclusiveness of Persons with Disabilities in the Corporate Sector.

The premise of the meeting was a paper published jointly by NCPEDP and OXFAM India to prepare draft recommendations for the Ministry of Corporate Affairs and the Security and Exchange Board of India to strengthen the proposed National Voluntary Guidelines (NVGs) and Business Responsibility Report (BRR) framework from the perspective of persons with disabilities (PWDs). The paper articulates the challenges faced by people with disabilities viz. a. viz. employment in private sector companies. Gaps, expectations, and recommendations – as conveyed by primary stakeholders and other stakeholders in the disability sector – are highlighted so as to serve as inputs for policymakers for better inclusion of persons with disabilities in the corporate sector.

The Roundtable was attended by 23 people from the development and corporate sector and NCPEDP staff.

Advocacy for Accessible Buildings

The Rights of Persons with Disabilities (RPWD) Act was enacted in 2016 and the Rules were notified in June 2017. As per the Rules, all public buildings (including those owned privately) had to be made accessible within 5 years and no new building was to be given a completion certificate unless conforming to the provisions of the 'Harmonised Guidelines and Space Standards on Barrier Free Built Environment for Persons with Disability and Elderly Persons' (HG), 2016.

However, NCPEDP found discrepancies between the Harmonized Guidelines and the National Building Code 2016, which was more detailed and exhaustive. However the NBC is only a recommendatory guideline but permissions are accorded as per the Model Building Bye Laws which are based on the NBC 2005. We lobbied with the Prime Minister's Office and as a result of our intervention the Ministry of Housing and Urban Affairs issued a notification to all states asking them to use the NBC 2016 as a reference while updating their state bye-laws.

Future Focused Skill Development for Persons with Disabilities



From left to right: Mr. Arman Ali from NCPEDP, Ms. Anjlee Agarwal from Samarthyam and Mr. Hanumant Rawat from AIF



Release of handbook "Access for All"

On 29th March 2019 NCPEDP, in collaboration with American India Foundation(AIF) and Tarsadia Foundation, organised a Roundtable on " Future Focussed Skill Development for Persons with Disabilities." The meeting aimed at starting a discourse on the new age jobs that people with disabilities should be trained for. Over 50 representatives from the corporate sector and skill development agencies participated in the same. Eminent guests present included Ms. Reeti Dubey, Vice President Human Resources, RBS; Ankit Jindal, NTT Data Services; and Ms. Vineeta Raghuwanshi from E & Y.

During the discussions it became apparent that organisations were still struggling with the most basic issues of outreach and recruitment of people with disabilities, struggling with a limited supply of candidates that did not match pace with the growing demand. It was decided that Microsoft would work with the Royal Bank of Scotland to create a database of available jobs.

Mphasis and NCPEDP conferred with the prestigious Zero Project Award

Our partner Mphasis and National Centre for Promotion of Employment for Disabled People (NCPEDP) were honored with the prestigious Zero Project Award, an initiative of the Essl Foundation in February 2019 in Vienna for their exemplary work in advocating for a national disability legislation. The Award was jointly conferred to both entities under the Innovation Practices category at the Awards Function held in Vienna. The Award was received by Mr. Guru Grewal – Head of Europe Business, Mphasis UK Ltd. And Mr. Arman Ali, Executive Director NCPEDP at a grand ceremony organized at the United Nations, Vienna.



Simplifying the Rights of Persons with Disabilities Act 2016 to increase its reach and impact

1- The translation of the RPWD Act into 10 regional languages and sign language was supported by ANZ.

- (a) **Regional Languages:** The real test of the effectiveness of the RPWD Act lies in its implementation throughout the country. For that to happen it becomes essential that the Act is available to all people of the country in languages that they understand. Since the RPWD Act was available only in English, NCPEDP realized the importance and value of translating the Act into several regional languages. In light of this realization the Act was translated in Bengali, Telugu, Marathi, Tamil, Urdu, Gujarati, Kannada, Assamese and Oriya.

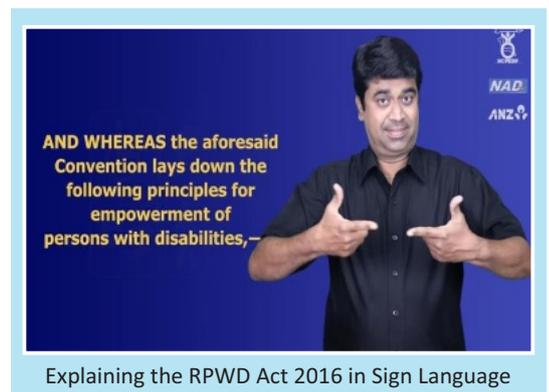


The regional translations of the RPWD Act, 2016 were released at the State Seminars on the RPWD Act, 2016.

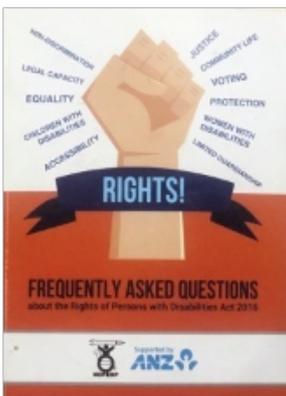
(b) The Act in Sign Language

The RPWD Act has been translated into sign language with the support of our partners National Association of the Deaf and Deaf Enabled Foundation. The translation has both captions and sign language and thus it is accessible to all. This was an essential part of spreading awareness about the Act especially amongst the deaf population of the country.

The Sign Language Interpretation of the RPWD Act was released on Facebook and Twitter in May 2018.



2- FAQs on RPWD Act, 2016



As a pioneer organization advocating for the rights of persons with disabilities NCPEDP receives calls/ emails with queries about various issues around disability and the program team of NCPEDP persistently responds to them with as much precision as possible. This ongoing task prompted us to prepare a book on Frequently Asked Questions on the Rights of Persons with Disabilities Act, supported by ANZ which would help the readers to develop a better understanding of the legislation.

The book was released on 14th August 2018 at the Presentation Ceremony of the NCPEDP-Mphasis Universal Design Awards 2018 by Mr. Shekhar Gupta, Founder and Editor-in-Chief, The Print.

National Consultation on the UNCRPD Parallel report and NCRPD Meeting



From left to right: Mr. Rajiv Raturi from NCPEDP, Ms. Radhika Alkazi from Astha, Ms. Rama Cheri from DEOC and Mr. Arman Ali from NCPEDP



From left to right: Mr. Pradeep Raj from Association of Disabled People, Diksha Sanyal and Dr. Dhvani Mehta from Vidhi Centre for Legal Policy, Ms. Smitha Sadasivan from Disability Rights Alliance India and Dr. Sruti Mohapatra from Swabhiman

NCPEDP in partnership with Mphasis organized a two day consultation on 11th & 12th January 2019 with members of National Committee on Rights of Persons with Disabilities (NCRPD) on the India's United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) parallel report.

India is a signatory to the United Nations Convention on the Rights of Persons with Disabilities and the convention directs every State Party to submit a comprehensive report to the CRPD Committee on measures taken to give effect to its obligations within a period of two years once it ratifies the convention. India ratified the UNCRPD in 2007 but submitted its first report after 8 years. This report is reviewed by the CRPD committee which also actively engages with parallel reports submitted by civil society organizations when addressing and collating the List of issues to be communicated to the respective Government prior to passing the concluding observations.

69 members participated in this event comprising of leaders of the disability sector from different parts of the country, representing different disabilities. The two day process sought feedback from participating members and the report was finalized and submitted to the CRPD monitoring committee in Geneva. The report highlights the gaps in implementation of the CRPD and in the Country Report submitted by the Government.

NCPEDP's Disability Law Units

National Centre for Promotion of Employment for Disabled People has set up 4 Regional Disability Law Units to support implementation of the RPWD Act and empower persons with disabilities through trainings, information dissemination, engagement and advocacy.

The DLUs are operational and are supported by a 5th DLU in North East with whom we have a nonfinancial arrangement. In the financial year of 2018-19, NCPEDP reached out to 435 stakeholders directly and approximately 1700 stakeholders

were reached out to indirectly through the regional seminars and the National consultation of NDN NCRPD partners. Through other activities of these DLU's 10 individuals were provided legal counselling and connected to lawyers. Over 330 students, including students with disabilities, participated in seminars on the RPWD Act through outreach programmes organized by DLUs.

Issues of Women with disabilities, advocacy on ensuring that Lok Sabha elections are barrier free, and Inclusive education were also taken up by DLU. Stakeholders included persons with disabilities, DPO representatives, NGO's, caregivers, students, lawyers and duty bearers.

- The Disability Law Unit (DLU) for North India has been set up in our Delhi office in October 2018 and will take care of all States of Jammu and Kashmir, Punjab, Haryana, Uttarakhand, Uttar Pradesh, Himachal Pradesh, Madhya Pradesh, and the National Capital Region of Delhi. RTIs have been filed on status of updation of the Model Building Bye Laws and other issues including Status of implementation of RPWD Act 2016 which was then compiled into a Report and released by NCPEDP and DRIF on the occasion of the International Day of Persons with Disabilities.
- The Disability Law Unit (DLU) for East India has been set up with our partner Swabhiman based in Bhubaneswar, Odisha. The DLU became operational from December 2018 and it works towards compilation of data base of organizations working on disability and Disabled Persons Organizations and on compilation of schemes and rehabilitation programmes etc. . The DLU East will cover the states of Odisha, Jharkhand, Chhattisgarh, West Bengal and Bihar.
- The Disability Law Unit (DLU) Western India has been set up in Mumbai to cover the states of Goa, Maharashtra. Managed by a Coordinator seconded by NCPEDP to a legal firm closely associated with us. Work on compilation of data bases etc. has commenced effective December, 2018.
- The Disability Law Unit (DLU) for South India has been set up with Association of People with Disabilities (APD) in Bangalore. A Two-Day Regional Seminar was organized by APD in partnership with NCPEDP to launch the DLU and to discuss the “Effective Implementation of Rights of Persons with Disabilities (RPwD) Act, 2016,” at Indian Social Institute in Bangalore on 25th and 26th March 2019 to work out best strategies to implement the Act.

NCPEDP has entered into a non - financial partnership with the existing DLU at Shishu Sarothi for the north eastern region.

Two Years of The Rights of Persons with Disabilities (RPWD) Act 2016 - Status of implementation in the States and UTs of India

December 2018 marked the 2nd anniversary of the passage of the RPWD Act. NCPEDP partnered with Disability Rights India Foundation (DRIF) to undertake a study to evaluate the progress made vis-à-vis the implementation of the RPWD Act 2016 in the States and Union Territories of India. This report was supported by Titan.

As per the responses received, the Act had been translated by the Central Government only in two of the 21 official languages of India, i.e. Hindi and Odia. Out of the 24 responses received, only 10 States (41.7%) had notified the State Rules. A few States mentioned that they have drafted the Rules but have not notified them. 15 States/UTs (62.5%) have Commissioners for Persons with Disabilities and only 3 States (12.5%) have constituted an Advisory Committee to assist the State Commissioner.

While Section 34 (1) of the Act provides 4% reservation to people with benchmark disabilities; our findings revealed that only 11 States/UTs (45.8%) have issued notifications for increasing the reservation quota from 3% to 4%.

It was heartening to see the mileage this report received from media and state governments too took cognizance of the same. We received queries from the States where implementation was weak and over time we see steps to ensure implementation taken by these states. The Report was unveiled on 3rd December on International Day of Persons with Disabilities before a huge audience of over 5000 people.

Disability Dialogues: Conversations around Disability



From left to right: Mr. Rahul Bajaj, Ms. Pratishtha Deveshwar, Ms. Saumya Sharma, and Mr. Nipun Malhotra



During the discussion- Panelists and Ms. Rati Misra from NCPEDP

Taking the discourse on disability to stakeholders in bilateral and donors agencies, NCPEDP organized a panel discussion on the 17th of May, 2018, Global Accessibility Awareness Day, to sensitize the staff of the British High Commission about key issues faced by youth with disabilities particularly around accessibility in developing countries. This discussion called 'Disability Dialogues' was also the curtain raiser to campaign in India leading up to the Global Disability Summit being held on 24th July in London.

The speakers were Mr. Nipun Malhotra, Founder Nipman Foundation, Mr. Rahul Bajaj, the first person with disability from India to be selected for the prestigious Rhodes Scholarship, Ms. Saumya Sharma, Rank IX, UPSC 2017 and Ms. Pratishtha Deveshwar, Student Lady Sri Ram College emphasized 'accessibility' as the biggest enabler in their success.

The discussion ended on the impact of the Rights of Persons with Disabilities Act, 2016 and its potential to impact the disability rights movement.

The International Day of Persons with Disabilities (IDPD) has been historically used by NCPEDP to draw attention of the masses, the media and the policy makers to the issue of disability. Many thousands of people with disabilities congregate at the Amar Jawan Jyoti in India Gate to celebrate this day.

This year too, the celebrations were Organized by NCPEDP in partnership with American India Foundation (AIF) on December 03, with music and dance at this historical venue and culminated with the symbolic Walk to Freedom, a subtle reminder of the work before us.

The theme for IDPD as declared by the United Nations for 2018 was 'Empowering persons with disabilities and ensuring inclusiveness and equality'. NCPEDP and the American India Foundation (AIF) unveiled the Status Report on Implementation of the RPWD Act and also released the NCPEDP-AIF Manual on the RPWD Act that explains provisions of this Act as per various stakeholders.



Cultural Performance



MP Manoj Tiwari Flagging off the Walk to Freedom



Unveiling the NCPEDP-AIF Manual

The event saw energetic performances by students from the National Association of the Blind, Muskaan School and SNS Foundation while a group of wheelchair dancers – We are One- held the audience spell bound with their pirouettes. The event also included a panel discussion to debate “Is India inclusive and equal?” Panelists included young bureaucrats, students of law and activists with disabilities who came together to assess ground reality and suggest solutions.

Member of Parliament, Mr. Manoj Tiwari flagged off the NCPEDP - AIF Walk to Freedom.



Glimpse of the cultural activities

11th June was a poignant day for all of us as we commemorated the 53rd birth anniversary of our late Director, Javed Abidi. Given his fondness and keen interest in young people we organized a Youth Festival in his memory. Called the Youth Adda, the evening saw informative discourses on critical issues like the CRPD and RPWD Act interspersed with musical performances by young people with disabilities.

The platform saw over 200 young people with different disabilities come together to discuss issues ranging from accessibility of built infrastructure to text books, websites and mobile apps. Issues that were discussed included isolation of girls with disabilities admitted into special schools at early ages and sent to mainstream schools only after Class VIII and recognition of sign language as an official language of India.

National Disability Consultation on Rights of Persons with Disabilities Act 2016

A National Disability Consultation on Rights of Persons with Disabilities Act 2016 was organized by NCPEDP in partnership with UK Government, Mphasis and Axis Bank and was supported by the Department for Empowerment of Persons with Disabilities and Leonard Cheshire on 19th & 20th July 2018. The event saw the presence of over 270 attendees from 27 States and Union Territories of India and aimed to create awareness on the RPWD Act among stakeholders from across India who could then go back and replicate their learnings from here within their networks.



Ms. Shakuntala Gamlin, Secretary, Department of Empowerment of Persons with Disabilities, MSJE



From left to right, Ms. Rama Chari from DEOC, Mr Ajay Kumar Mittal from World Blind Union, Ms. Shakuntala Gamlin from DEPwD, Mr Rizwan Ali from Latika Roy Foundation, Mr Som Mittal from NCPEDP, and Dr. Sruti Mohapatra from Swabhiman



From left to right: Ms. Poonam Nataraja from Vidya Sagar Mr. Dipendra Manocha from Saksham, Dr. Amarjit Singh Anand from Parivaar and Ms. Vaishnavi from Rashtriya Vikalang Manch



From left to right: Mr. Anuj Jain from National Association of Deaf, Mr. M Srinivasulu from Network of Persons with Disabilities Organizations, Mr. Nipun Malhotra from Nipman Foundation, and Mr. Dawinder Singh from Spinal Cord Injury Association

The keynote address was given by Mrs. Shakuntala Gamlin, Secretary, Department of Empowerment of Persons with Disabilities who spoke about how every stake holder needed to be aware of the statutory obligations and enjoyment of full rights for persons with disabilities would not only be ensured through collective effort from the Central and State

Governments but also from civil society and all institutions put together. The participants from the 27 states included people from disability community like Handicapped Development Foundation, Viklang Sahara Samiti, Vikalp Foundation, Latika Roy Foundation, Diversity and equal opportunity centre, National Platform for the Rights of the Disabled and Maharashtra Dyslexia Association to name a few. The prestigious convention was also attended by representative from Development sector organizations like National Skill Development Cooperation, Tech Mahindra Foundation, United Nations along with presence of corporate players like IBM, Tata Steel. Educators from distinguished universities such as Delhi University, Jawaharlal Nehru University, and University of Calcutta were also part of the consultation.

Other sessions encompassed the important aspects of the Rights with Persons with Disabilities Act 2016 like employment viability, women with disabilities, legal capacity, grievance redressal mechanism, inclusive education and child rights, Social Security, Health and Rehabilitation and accessibility.

The array of distinguished speakers included Ms. Rajkamal Vempati, SVP and Head, HR, Axis Bank; Mr. Gavin McGillivray, Head, DFID, India; Dr. Meenu Bhambhani, VP and Head (Global CSR), Mphasis; Mr. Srikant Sinha – CEO, NASSCOM; Ms. Dolly Chakraborty, Joint Secretary, Department of Empowerment of Persons with Disabilities; Dr. Nupur Barua Head, South Asia Research Hub DFID; Mr. T.D. Dhariyal, State Commissioner of Persons with Disabilities, Delhi; and Ms. Kanchan Pamnani, Advocate and Trustee, NCPEDP.

From the disability community speakers represented organizations like from Latika Roy Foundation, Multiple Sclerosis Society of India, World Blind Union, National Thalassaemia Welfare Society, Saksham, Vidya Sagar, Nipman Foundation, Spinal Cord Injury Association, National Association of Deaf, Network of Persons with Disabilities Organizations, Telangana, Parivaar, Handicare, The Rising Flame, Sruti Disability Rights Centre to name a few.

Exhibition on Assistive Technology



Display by Saksham Trust

On the sidelines of the National Disability Consultation, a small exhibition was organised to showcase innovations in the area of assistive technology to help people live independently and with dignity.

Exhibitors included Saksham Trust, National Association of the Deaf, V-shesh, Prakat Solutions, Swabhiman, HRLN and Enable India Foundation.

Mainstreaming people affected by leprosy in the disability rights movement



During the Meeting

Along with this event, a stakeholders' conference on leprosy was also organized focusing on discrimination against people affected by leprosy, particularly to address the 119 discriminatory provisions against various laws.

The consultation organized with support of Nippon Foundation had participation from NCPEDP, representatives from Association of Persons affected by Leprosy (APAL), Vidhi Centre for Legal Policy, The Leprosy Mission, Sasakawa India Leprosy Foundation, Dr. P K Gopal (IDEA), Ms. Rama Chari, Ms. Mridu Goel, Ms. Kanchan Pamnani, Dr. Satendra Singh and Mr. M Srinivasulu. Leprosy is one of the world's oldest diseases. India accounts

for over 60 percent of annual new cases of leprosy and is home to around 800 self-settled leprosy colonies. In a blatant violation of human rights and basic dignity, we found that there existed 119 provisions across various Acts passed by the Central and State Governments that discriminate against people affected by leprosy (PAL). These are also directly at contrast with the provisions of the Rights of Person with Disabilities Act 2016 that mandates non-discrimination and equality for all irrespective of the disability. It is to work towards addressing these discriminatory provisions that NCPEDP, with support of Association of People affected by Leprosy(APAL), Nippon Foundation and Disabled People's International (DPI), constituted a core group on leprosy consisting of persons affected by leprosy, disability sector leaders, lawyers and activists and has also thrown its weight behind Vidhi Centre for Legal Policy, which has filed a civil writ petition asking the Supreme Court of India to declare these provisions as unconstitutional because they discriminate against persons affected by leprosy. The core group comprised of Mr. Arman Ali, Dr. Vineeta Shankar, Ms. Rama Chari, Dr. P.K. Gopal, Ms. Tulika Das, Ms. Nikita Sarah. Mr. Ankit Rajiv Jindal, Ms. Dhvani Mehta, Ms. Kanchan Pamnani, Ms. Mridu Goel, Mr. Uday Thakar, Mr. Venugopal , Mr. Vagavathali Narsappa, Ms. Rati Mishra. Our combined advocacy resulted in several of these laws getting repealed gradually. One notable discriminatory law that was repealed leading to Leprosy being removed as a ground for divorce in five personal laws - Hindu Marriage Act, Dissolution of Muslim Marriages Act, Divorce Act (for Christians), Special Marriage Act and the Hindu Adoptions and Maintenance Act. Currently there are only 102 Acts remaining to be repealed.

NCPEDP-Mphasis Universal Design Awards 2018



Winners with the Chief Guest Mr Hardeep Singh Puri, Hon'ble Minister of State (Independent Charge), Ministry of Housing and Urban Affairs, and Guest of Honour Mr Shekhar Gupta, Editor in Chief, The Print



From left to right V. Suryanarayanan, Executive Vice President and Chief Financial Officer, Mphasis; Mr. Saurav Chandra, Trustee, NCPEDP; Maj. Gen. Ian Cardozo ED, NCPEDP; Mr. Shekhar Gupta, Editor in Chief, The Print; Mr. TD Dhariyal, Disability Commissioner, Delhi; Ms. Kanchan Pamnani, Trustee, NCPEDP; and Mr. Pradeep Gupta, Trustee, NCPEDP.

The 9th edition of the NCPEDP Mphasis Universal Design Awards was held on August 14, the eve of Independence Day at, India International Centre, New Delhi to commemorate those who have made impeccable contribution in actively promoting accessibility for persons with disability. The Awards were given away by Chief Guest Shri Hardeep Singh Puri, Union Minister of State with Independent Charge in the Ministry of Housing and Urban Affairs and Mr. Shekhar Gupta, Founder and Editor-in-Chief, The Print – our Guest of Honour. 14 exceptional awardees were felicitated under four categories-

Category A: People with disabilities whose work has created an impact in the field of accessibility and Universal Design

1. Mr. Alim Chandani, Vice President, Centum Foundation
2. Mr. Dhananjay Bhole, Academic Co-coordinator, Centre for Inclusive Education and Accessibility, Savitribai Phule University
3. Mr. Harish Kumar, Founder, Ability on Wheels

Category B: Working professionals who are working towards accessibility

1. Dr. JS Arora, General Secretary, National Thalassaemia Welfare Society
2. Mr. Tigmanshu Bhatnagar, Guest Faculty, Indian Institute of Technology, Delhi
3. Mr. Vishal Kapoor, Chief Design Officer of Future Enterprise Ltd.

Category C: Corporates /Organizations who are working towards promoting accessibility

1. The Election Commission of India
2. ORKIDS Foundation
3. Ezy Mov Solution Pvt. Ltd.
4. Humanity Welfare Organisation Helpline

Category D: Javed Abidi Public Policy Award— Individuals whose efforts have resulted in effective policy changes

In 2018, for the first time, the NCPEDP-Mphasis Universal Design Award instituted the Javed Abidi Public Policy Award to honour those that have demonstrated exemplar advocacy on accessibility. These were awarded to-

- 1- Mr. Amar Jain, Associate (Equity Capital Market), Cyril Amarchand Mangaldas
- 2- Mr. Vishal Kumar Jain, Senior Manager, HR MIS & Analytics, TATA Motors
- 3- Diversity and Equal Opportunity Centre
- 4- National Association of the Deaf

NCPEDP-Mindtree Helen Keller Awards 2018



Winners with Chief Guest Dr. Satya Pal Singh, Hon'ble Minister of State for HRD, Ministry for Human Resource Development



From left to right : Mr. Arun Seth from NASSCOM Foundation, Mr. N.S.Parthasarthy from Mindtree Ltd, Dr. Satyapal Singh, Hon'ble Minister of State for HRD and Mr. Arman Ali from NCPEDP

NCPEDP-Mindtree Helen Keller Awards were given away on 2nd December, 2018, the eve of the World Disability Day by Dr. Satya Pal Singh, Hon'ble Minister of the Ministry for Human Resource Development looking after for Higher Education. 12 Awardees were felicitated under three categories:

CATEGORY A: Disabled persons from within the disability sector and outside who have been active as ambassadors of the cause of employment for disabled people and are a positive role model for others.

1. Mr. Dawinder Singh, Proprietor, Sehdev Jewellers and GemLab Laboratories; Director, iBerry Wireless Pvt. Ltd. And Venus Enterprises; and CEO, WebTec.com
2. Mr. Moses Chowdari Gorrepati, Program Manager, Enable India
3. Mr. Naveen Ravindranath, Executive, Issue Retrieval Centre, IT Asset Management, Dell EMC
4. Ms. Tiffany Brar, Founder, Jyothirgamaya Foundation

CATEGORY B: Individuals from within the disability sector or outside who have contributed substantially to the cause of promoting employment opportunities for disabled people over an extended period of time.

1. Ms. Aradhana Lal, Vice President - Brand, Communications & Sustainability Initiatives, Lemon Tree Hotels Ltd.
2. Mr. B.S. Nagesh, Founder, Trust for Retailers & Retail Associates of India
3. Mr. Yajurvendra Anil Mahajan, Founder & Executive Director, Deepstambh Foundation

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

1. Dr. Reddy's Foundation
2. Square Meal Foods Pvt. Ltd
3. The Leprosy Mission Trust India
4. Trent Hypermarket Pvt. Ltd. (A TATA & TESCO Enterprise)
5. WORTH Trust

NATIONAL CENTRE FOR PROMOTION OF EMPLOYMENT FOR DISABLED PEOPLE
 E-108, EAST OF ANILASH, NEW DELHI - 110 008
 INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st March 2018

	SCHEDULE	F.Y. 2017-18	F.Y. 2016-17
INCOME			
Grants	[VI]	25,745,553.00	17,072,542.00
Contribution / Sponsorship for Projects		13,825,000.00	10,588,484.00
Interest Income		714,506.00	181,752.00
Other Income		1,200.00	4,000.00
Total		39,890,259.00	28,446,778.00
EXPENDITURE			
Programme Related Expenses			
Providing Easy Access for Persons with Disabilities – Phase I		250,316.00	17,300,400.00
Providing Easy Access for Persons with Disabilities – Phase II		19,784,287.00	-
Disability Dialogue on Accessibility & Youth Disability		2,850,000.00	-
Empowering Youth with Disabilities		-	1,400,000.00
Future Focused Skill Development for Persons with Disability		79,881.00	-
Handbook on RPWD Act, 2016		250,515.00	1,140,484.00
Implementation of RPWD Act, 2016		1,00,675.00	2,000,274.00
Path to Freedom		1,170,423.00	2,110,850.00
Strengthening setting of Photo		2,480,889.00	-
State Seminars on RPWD Act, 2016		-	2,110,850.00
Displaying the RPWD Act 2016 for increase its reach and impact		1,411,328.00	3,401,834.00
Consultancy for Submission of Policy		252,583.00	-
Inter-City Events		677,885.00	2,100,000.00
Roundtable on Smart City		-	200,000.00
Administration Expenses		227,200.00	1,400,100.00
Depreciation	[VII]	82,282.00	74,128.00
Loss Transferred to Asset Fund		88,278.00	74,128.00
Total		28,248,658.01	28,700,460.00
EXCESS OF INCOME OVER EXPENDITURE			
Transferred to Project Fund	[I + II]	14,862,872.09	4,148,060.00
Transferred to General Fund		8,655,581.12	-

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 100-A/Annex



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

[Signature]

(CA, Subhash Chandra, FCA, LLB)
 Partner
 M No. 001128
 PIN No. 110008

Place: New Delhi
 Date: 11/04/2018

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

[Signature]
 (Santosh Mittal)
 Chairman

[Signature]
 (Anand Singh)
 Executive Director



NATIONAL CENTRE FOR PROMOTION OF EMPLOYMENT FOR DISABLED PEOPLE
 B-100, WEST OF KAILASH, NEW DELHI - 110 002
 RECEIPTS & PAYMENT ACCOUNT FOR THE YEAR ENDED 31st MARCH 2018

RECEIPTS	SCHEDULE	F.Y. 2016-17	F.Y. 2017-18
Cash & Bank Balance			
Cash in Hand		10,178.00	4,784.00
Cash at Bank		7,026,029.00	20,694.00
Grants			
Contribution / Sponsorship for Projects		16,729,000.00	25,175,071.00
Interest Income		18,134,024.00	14,288,120.00
Other Receipts		1,200.00	4,800.00
TOTAL, Rs.		26,000,026.00	50,871,599.00
PAYMENTS			
Providing Easy Access for Persons with Disabilities - Phase I		428,118.00	11,200,480.00
Providing Easy Access for Persons with Disabilities - Phase II		10,784,287.00	-
Disability Dialogue on Accessibility & Youth Disability		1,028,000.00	-
Empowering Youth with Disabilities		-	1,400,888.00
Policy Focused SME Development for PwDs		75,881.00	-
Handbook on RPWD Act, 2016		281,018.00	1,400,881.00
Implementation of RPWD Act, 2016		100,873.00	2,400,271.00
Walk to Freedom		1,219,423.00	3,118,880.00
Strengthening Skilling of PwDs		2,400,888.00	-
State Seminars on RPWD Act, 2016		-	3,118,880.00
Organizing the RPWD Act 2016 to Transition to Fresh and Impact		1,411,508.00	3,820,881.00
Care Journey for Subscribers of Policy		281,018.00	-
Major Voucher Awards		877,508.00	2,000,000.00
Responsibility on Smart City		-	281,000.00
Administration expenses		318,408.00	1,200,000.00
Local & National Fairs (NFI)		(28,104.00)	488,201.00
Expenses Payable (paid during the year) (NFI)		488,408.00	-
Cash & Bank Balance			
Cash in Hand		17,833.00	10,178.00
Cash at Bank (including PFI)		18,225,296.78	7,026,029.00
TOTAL, Rs.		36,060,973.00	36,871,599.00

Significant Accounting Policies and Notes to Accounts

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



For & on behalf of:
 S. SANKAR & CO.
 Chartered Accountants

(CA, Rajesh) Sankar, (CA, LLB)
 Partner
 M.No. 00740
 P.No. 000608

Place: New Delhi
 Date: 14-03-2017

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

(Soni Mittal)
 Chairman

(Kumar AG)
 Executive Director



NATIONAL CENTRE FOR PROMOTION OF EMPLOYMENT FOR DISABLED PEOPLE
 D-120, EPIP OF KANASH, NEW DELHI - 110 010
 BALANCE SHEET AS ON 31st MARCH 2019

SOURCES OF FUNDS	SCHEMULE	Amount (Rs)	
		F.Y. 2018-19	F.Y. 2017-18
I. FUND BALANCES			
a. Capital Fund	[FC]	16,861,190.79	6,887,601.87
b. Asset Fund	[FD]	479,044.55	484,521.05
c. Project Fund	[FE]	5,568,245.97	6,488,891.00
		<u>22,908,481.31</u>	<u>13,861,014.00</u>
II. LOAN FUNDS			
a. Secured Loans		-	-
b. Unsecured Loans		-	-
		<u>-</u>	<u>-</u>
TOTAL Rs.	[I + II]	<u>22,908,481.31</u>	<u>13,861,014.00</u>
APPLICATION OF FUNDS			
I. FIXED ASSETS			
Gross Block	[FA]	1,189,047.88	1,062,400.00
Less: Accumulated Depreciation		820,000.17	828,347.00
Net Block		<u>419,047.71</u>	<u>234,053.00</u>
II. CURRENT ASSETS, LOANS & ADVANCES			
a. Loans & Advances	[SA]	489,000.00	399,477.00
b. Other Current Assets	[SB]	1,815,150.88	3,450,000.00
c. Cash & Bank Balance	[SC]	18,223,104.70	7,035,355.00
	[A]	<u>20,527,155.58</u>	<u>10,884,832.00</u>
Less: CURRENT LIABILITIES & PROVISIONS			
a. Advance Credit Balance	[SL]	-	-
b. Current Liabilities	[SD]	100,000.00	813,188.00
	[B]	<u>100,000.00</u>	<u>813,188.00</u>
NET CURRENT ASSETS	[A - B]	<u>21,046,155.58</u>	<u>11,271,644.00</u>
TOTAL Rs.	[I + II]	<u>21,046,155.58</u>	<u>11,271,644.00</u>

Significant Accounting Policies and Notes to Accounts

The schedules referred to above form an integral part of the Balance Sheet.

Report of each date is Part I III Attached



For & on behalf of:
 B. SARKAR & CO.
 Chartered Accountants

[Signature]

[CA. Subash Gargi, FCA, LLB]
 Partner
 8/12, 4/1/102
 P/1 No. 1220002

Place: New Delhi
 Date: 31-03-2019

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

[Signature]
 (For Head)
 Chartered

[Signature]
 (For CEO)
 Executive Director



OUR SUPPORTERS ▶



How you can get involved

Become our Advocate:



- Make your office, home and work stations accessible for persons with disabilities
- Make all your products / services accessible for people with disabilities
- Ensure mandatory recruitment of people with disabilities as part of your HR policy
- Ensure disability inclusion in all projects supported by you and your company

Partner with us



Support us on a project and become part of the change on the ground. Please write to us at secretariat@ncpedp.org to explore partnerships

Become our Donor:



Help us build our Corpus. Donate to support our work. Any contribution, small or big, will go a long way in helping us ensure equality, dignity and inclusion in the life of a person with a disability. You can donate anywhere from Rs 1,000 to Rs 5,000 to Rs 10,000 or more

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

Donations by cheque- National Centre for Promotion of Employment for Disabled People

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

•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

17th May, 1996

•Executive Director

Mr. Arman Ali

•Chairman of the Board

Mr. Som Mittal

•Telephone

011-26221276 / 26221277 / 49122868

• NCPEDP's Helpline Number

+91 7303944839

•Fax

011-26221275

•Email

secretariat@ncpedp.org

•Social Media

Facebook- <https://www.facebook.com/NCPEDP/>

Twitter- https://twitter.com/ncpedp_india

LinkedIn- <https://www.linkedin.com/company/ncpedp/>

Instagram- https://www.instagram.com/ncpedp_india/

•Registration Details

NCPEDP registered under India Trust Act, On 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