Let me start with the good news first. NCPEDP in partnership with Mphasis won the much coveted Zero Project Award under the Innovative Practice 2019 on Independent Living and Political Participation for strategic lobbying and engagement with Government for a national disability legislation. We are indeed so grateful to Mphasis for their faith in us, our work and in the power of advocacy and together and the support they have extended to us for so many years now.

2019-20 has been a year of learning. We have been trying to break ground with the NSSO and now the Census to ensure enumeration of accurate data on persons with disabilities, more plausible than the 2.1 and 2.2% currently quoted. Repeated submissions and representations have not yielded much ground. The Ministry of Human Resource Development has developed 3 drafts (or more) of the National Education Policy and students and teachers with disabilities find barely a mention. Accessibility and reasonable accommodation find a cursory mention. The RPWD Act has notified the Harmonized Guidelines and Space Standards for Barrier Free Built Environment as the standard for accessibility of built infrastructure and yet the CPWD under the Ministry of Housing and Urban Affairs has brought out yet another publication on accessible infrastructure.

2019 also saw India's review of the Country Report on status of implementation of the Convention of Rights of Persons with Disabilities before the CRPD Committee. NCPEDP and the partners of the National Disability Network came submitted a Parallel Report. After several deliberations with representatives of participating DPOs and also with officials from the DEPwD, the CRPD Committee in its Concluding Observations highlighted several gaps and recommendations for the Indian Government to implement.

In our endeavour to promote implementation of disability rights and inclusion in employment and education we decided to take the Act to the grassroots and to the most vulnerable people even within the disability movement., 7 regional seminars on Rights of Persons with Disabilities 2019 were held across 9 states and 3 seminars on youth and employment with focus on equal opportunity policy were held. The discrimination faced by people affected by leprosy was addressed in our seminars held in Mumbai, Lucknow and Delhi. Through our disability law units, we have had the opportunity to touch the lives of more than 3000 through seminars, community interactions and trainings.

The year also saw the 20th edition of our Helen Keller Awards instituted to recognise and celebrate people with and without disabilities who have done path breaking work to promote employment of persons with disabilities. The ceremony had the graceful presence of Ms. Tarika Roy, Joint Secretary, Department of Empowerment of Persons with Disabilities, and Dr Rajiv Kumar, Vice Chairman NITI Aayog. The Mphasis NCPEDP Universal Design Awards grows each year with increasing applications and a broader emphasis on accessibility to include products and services too.

At the end, I would like to extend my gratitude to our sponsors, partners, fellow disabled people organizations who have supported us through our journey. Thank you for walking along with us and we look forward to your continued support.

Arman Ali
Executive Director
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:

- Encourage employment of people with disabilities
- Increase public awareness on disability issues
- Empower people with disabilities through appropriate legislation
- Ensuring accessibility of public spaces, services and products

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 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 - Research and working with Governments to create awareness about disability rights and enforce laws that will improve the lives of people with disabilities. Employing the legal process, when the rights of people with disabilities have been violated.

B. Capacity building - Collaborate with government, corporates, civil society organizations and likeminded organizations, and disability activists to actively work towards creating an inclusive and accessible environment so that persons with disabilities are able to enjoy their basic human rights and fundamental freedoms. At present NCPEDP is the Indian member of two umbrella organisations - The Disabled People Association and Commonwealth Disabled People’s Forum.

C. Media - Educating the public about disability rights through print, electronic, social media, and in-person outreach.

D. Recognition of best practice - Recognizing and highlighting the efforts and the people who are working to promote employment and accessibility for persons with disabilities through Awards the NCPEDP Mindtree Helen Keller Award and NCPEDP Mphasis Universal Design Awards namely.

E. Training - Training stakeholders on disability sensitisation. These include the government, businesses, civil society and people with disabilities themselves.
1. **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.

2. **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.

3. **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. 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.

4. **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.

5. **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 resultant 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).
a. Advocacy with the office of the Registrar General of India on the disability question in the Census 2021.
   NCPEDP coordinated with the office of the Registrar General of India on the disability question to be included in the Census and for training and sensitization of enumerators. The question, as incorporated by the Census Department is a direct one that asks whether there is a family member living with disabilities. Our experience shows that such a question rarely gets a response given the stigma associated with disability in the country. NCPEDP organised a pan India consultation on 26th April 2019 with over 50 participants from disability community and submitted two sets of recommendations to the RGI. The first set was recommended questions based on the internationally acceptable Washington Group of Questions (with minor changes) and the second set adapted the earlier questions to those used in the NSSO survey on the 76th question on disability, as suggested to us by the Department of Empowerment of Persons with Disabilities.

NCPEDP also conducted a training on 'Sensitisation for Data Collection on Disability in Census' conducted for National Trainers for pre-testing of Census 2021 on 15th May 2019. Speakers included Mr. Rajive Raturi and Ms. Rati Misra from NCPEDP and people representing different disabilities-Mr. Anuj Jain from National Association of Deaf, Mr. Shishir Bhatnagar – a wheelchair user and Mr. Parag Namdeo from Sense International – working for people with deaf blindness and Ms. Manish Gogoi from National Thalassemia Welfare Society

b. Parallel Report on the status of implementation of the CRPD in India and presented before the Monitoring Committee
   A three member team from NCPEDP, Mr. Arman Ali, Mr. Rajiv Raturi and Ms. Rati Misra visited the UN Headquarters in Geneva in April 2019 to present the Parallel Report to the CRPD Monitoring Committee. NCPEDP also had an opportunity to present a submission on leprosy before the Committee, highlighting challenges faced by people affected by leprosy in India.

c. Meeting with the Ministry of Information and Broadcasting
   A meeting was called by the Ministry of Information and Broadcasting to take forward the discussions on implementation of the Policy to make Television Accessible to People with Hearing disabilities. NCPEDP and its partners, the architects of this policy were invited for deliberations and it was decided that a phases implementation of the accessibility standards would come into effect from 15th August 2019. It was also announced by the Secretary MIB that Broadcasters must start by telecasting at least one programme with the accessibility protocol and increase the frequency with time to achieve the targets outlined in the policy.

d. Report on State of Inclusive Education in India developed for UNESCO by Tata Institute of Social Sciences, Mumbai
   The 2019 State of the Inclusive Education Report for India, an collaborative effort of UNCESO and Tata Institute of Social Science, was released on 3rd July 2019. The report attempts to deepen the understanding of the gaps in the various programmes developed across country and the barriers to inclusive education to enable Indian education system respond better to the learning need of children with disabilities. The report very strategically highlights the issues pertaining to the learning of disabled children, the need of assistive technologies, with particular attention paid to bridging the digital divide and overcoming equity concerns. As per the report, three-fourths of the children with disabilities at the age of 5 years and one-fourth between 5-19 years do not go to any educational institution.
   The report also proposes 10 recommendations like alignment of Right to Education with RPwD Act, better coordination with Ministry, use of assistive technologies, training of special educators with an aim to scale up the quality of inclusive education for children with disabilities.
   Mr. Arman Ali and Mr. Rajiv Raturi from NCPEDP were members of the Editorial Board of the publication and NCPEDP
was part of the committee that deliberated on the report.

e. **Collaboration on Guidelines for Inclusive workplaces for people with disabilities**
NCPEDP collaborated with Infosys, Microsoft, HCL and others to develop guidelines for inclusive workplace practices. A write up on different disabilities and reasonable accommodation for each was also shared with the group.

f. **Advocacy with various ministries and departments for amendment/repealment of laws discriminating against persons with leprosy**
NCPEDP wrote to concerned Departments and Ministries of several states to expedite the process of repealing/amending laws that are discriminatory against persons affected by leprosy in response to the letter written by Hon'ble Minister for Health, Dr. Harsh Vardhan suggesting the same. Several responses confirming repealing of the offending laws were received by us and after taking cognizance of our letter, the Commissioner of Persons with Disabilities convened a special meeting on laws discriminating against persons affected by leprosy and also sections of the RPWD Act that needed amendment.

Due to our advocacy, Gujarat Government tabled the draft before the Cabinet to remove sections pertaining to persons affected by leprosy from the Gujarat Prevention of Beggary Act, 1959 and the same has been passed in the Monsoon Session of the Parliament.

g. **Advocacy with Ministry of Human Resource and Development**
NCPEDP was consistently engaged with Ministry of Human Resource and Development to ensure inclusion of needs of children with disabilities in the Draft Education Policy, 2016. A series of consultations with different stakeholders were carried out, all inputs were collated and submitted to the Ministry.

h. **Bombay High Court Judgment - Sensitization of government officials on RPwD Act, 2016**
The Bombay High Court in its order on Rashtriya Apang Vikas Mahasangh v. State of Maharashtra observed that there exists a general lack of sensitivity towards the rights of persons of disabilities. Observing that the lack of implementation arises from the lack of awareness about the provisions of law, the court ordered that officials of the State and all in charge of municipal governance and civic affairs must be educated on the provisions of the Act. States were advised to carry out awareness and training programs for all officers, inviting experts from the field to address them.

Based on this judgement NCPEDP wrote to all States asking that these trainings be organized for their officials and has been invited by the Governments of Nagaland, Arunachal Pradesh, and Lakshadweep and Sikkim. In view of it, NCPEDP organized a sensitization program with support from Sikkim Government and AIF Foundation on the Rights of Persons with Disabilities Act (RPwD Act) 2016 and its provisions for the line departments of the organization. In total, 60 people from 18 departments of Sikkim Government were part of the seminar with presence of Shri Hem Kr. Chettri, SCS, Secretary, Social Justice and Welfare department and Ms. Rohini Pradhan, Joint Secretary, Social Welfare department, Government of Sikkim.

i. **Voluntary National Review Consultation (VNR) on the Sustainable Developmental Goals (SDGs)**
A National level Consultation on the Volunteer National Review 2020 to be prepared by Niti Aayog on status of implementation of the Sustainable Development Goals was organized by NCPEDP in partnership with Sightsavers India and Mphasis to report the same from a disability lens. Over 80 people from the development sector were part of the seminar at Sikkim.
consultation like Leprosy Mission, National Association of Blind, Association of People Affected with Leprosy, Network of Positive People, Vidyasagar, Pratyek to name a few.

j. National Consultation on Concluding Observations of the UNCRPD

Two National level consultations were organized by NCPEDP, one of the conveners of the United National CRPD Coalition, in partnership with the Women with Disabilities India Network (WWDIN) and Disability Rights Group at Kolkata on 22nd and 23rd February 2020 and at Delhi on 4th March 2020.

The Kolkata workshop saw participation of over 45 people representing different disabilities and geographies from across India. It had representation of all the regions ranging from East (Nagaland, Assam, West Bengal) to South (Karnataka, Chennai, Telangana) to West (Maharashtra) to North (Delhi) and Central India (Madhya Pradesh). The idea was to put forth and create awareness on the recommendations constructed by the UNCRPD committee for the Indian Government to facilitate an improvement in the status of implementation of the CRPD. The consultation also encouraged the participants to disseminate the learnings forward to their networks, members, partners, and also the stakeholders they work with to create awareness and advocate for their implementation.

The Delhi consultation focused to bring the similar representation of disability sector and representatives of relevant ministries and departments of Government of India together to deliberate on the future plan of action following the recommendations. The event saw the participation of the following government representatives: Mr. Santosh K. Yadav, Joint Secretary, School Education, Ministry of Human
k. National Focussed Group Discussion on Empowerment of Women with Disabilities

Post the consultation at Delhi on 4th March, a National Focused Group Discussion on Empowerment of Women with Disabilities was held. NPCEDP was one of the supporting organizations which saw participation of around 40 people from various Disabled People Organizations.

The speakers of the session were Ms. Kuhu Das from Association for Women with Disabilities, Ms. Smitha Sadasivan from Disability Rights Alliance, Ms. Akhila Parmeshwari from Nami India, Dr. Saima Furqan from Pallium India and Mr. Arman Ali, Executive Director, NPCEDP. Mr. Ali spoke on the importance of political participation of women with disabilities and how women's representation in local governments could make a difference.

l. National Disability Network/National Committee of Rights of Persons with Disabilities Coalition Meeting

NPCEDP organized the National Disability Network and National Committee on Rights of Persons with Disabilities meeting with participation of over 40 participants from across India on 16th January 2020.

The meeting was organized to understand the challenges, obstacles and shortcomings faced in the implementation of the Rights of Persons with Disabilities Act, (RPwD) 2016 and identify the way forward.

Shri KVS Rao, Director, Department of Persons with Disabilities (DePWD) also presented an update on implementation of the RPWD Act.

The meeting resulted in an Advocacy Agenda evolving for 2020 and focussing on the Census 2021, National Education Policy, information exchange between partners and deliverables of the Disability Law Units. Data on issues ranging from education, employment, disability certificates and other relevant issues can be shared with NPCEDP in order to help build up a data-base.
a. Youth and Employment

**Round Table on Developing Industry Frameworks for Inclusion of Persons with Disabilities**

Mr. Arman Ali, Executive Director, NCPEDP gave the keynote address at the Round Table event organised by Infosys on June 20th 2019. Participants include representatives from Mindtree Ltd, HCL, Microsoft Wipro Limited and from many other companies. This Round Table saw the launch of a network of likeminded corporates working to promote inclusion and accessibility in the workplace.

**Workshop on Skilling youth with disabilities**

On 11th October'19, NCPEDP organized a workshop in Delhi focusing on skilling of youth with disabilities and enhancing the scope of employment for them. NCPEDP partnered with Youth4Jobs Foundation and Axis Bank for the event which saw participation of over 60 people representing development organizations such as Action for Ability Development and Inclusion, Association of Disabled People, National Association of Deaf, Deepalaya, American India Foundation, The Blind Relief Association, Confederation of Indian Industry Nasscom Foundation, Reliance Foundation and many more.

The key speakers included: Mr. Anup K Srivastava, CEO, Sector Skill Council for Persons with Disability, Mr. Sita Ram Yadav, Deputy Secretary (Skill Training/Vigilance/National Award & In Service Training), DEPwD, Ministry of Social Justice and Empowerment, Mr. Arun Bhutani, Director, Lok Bharti Group, Ms. Richa Bansal, Founder, Saarathee, Ms. Aradhana Lal, Vice President-Sustainability Initiatives, Lemon Tree Hotels, and Mr. Nipun Malhotra, Co-Founder, Nipman Foundation

b. Regional State level Seminar on Rights of Persons with Disabilities Act 2016

In 2019-20, NCPEDP organized 5 Regional State Level Seminars covering 8 states on Rights of Persons with Disabilities Act 2016 with support from Axis Bank and Mphasis. The seminars were organized to discuss the important features of the RPwD Act 2016 and the Status of implementation at respective states. Near to 400 people from locally based disabled people organizations, representatives of various organization working on disability, guardians of children with disability, government officials, and other NGO representatives were part of it.

NCPEDP local partners that supported in organizing the seminars were Aarushi at Bhopal, Handicare at Uttar Pradesh, Jharkhand Viklang Manch at Jharkhand and APD and VOSARD at Kerala.

From left to right: Mr. Arman Ali from NCPEDP; Mr. Anup K Srivastava from Sector Skill Council for Persons with Disability; Mr. Sita Ram Yadav from DEPwD; and Prof. N Annavaram

Kerala  Jharkhand  Bhopal
c. Preparation for Celebration of Global Week Against Inequality

Oxfam India brought together a group of like-minded organizations to celebrate the Global Week of Inequality from 18th January 2020 to 25th January 2020. A 'Fight Inequality Alliance' was formed out. NCPEDP's Disability Law Unit-North was a part of this alliance to represent the various inequalities that the disability community faces. Preparation for the campaign involved meeting with the other members of the alliance and developing a strategy to gain more visibility on social media platforms about inequality in India.

d. State Seminar in enhancing the relationship between the disability movement and people affected by leprosy

NCPEDP organized 9 State level capacity building programmes in the States of Jharkhand, West Bengal, Uttar Pradesh, Maharashtra, Odisha, Telangana, Andhra Pradesh, Delhi and Haryana. These training programmes were organized to raise awareness on the newly enacted RPWD Act 2016 on awareness raising, treatment, rehabilitation, ending stigma and discrimination and assessment of the leprosy situation. NCPEDP conducted the seminars in partnership with Association of Persons Affected by Leprosy (APAL) supported by Disabled People's International and The Nippon Foundation. The local partners that supported NCPEDP for the workshops in respective states were Handicare in Uttar Pradesh, Disability Rights Initiative, Human Rights Law Network in Maharashtra, Sanchar AORD in West Bengal, Swabhiman in Odisha, Network of persons with disability Organizations (NPdO) in Telangana, Viklang Manch in Jharkhand and Vidhi Centre for Legal Policy, The Leprosy Mission Trust India in Delhi.
In the year 2019-20, NCPEDP reached out to 3000 stakeholders directly and indirectly through the regional seminars, advocacy interventions, community interactions and the National consultation of NDN NCPRD partners. Through the other activities undertaken by DLUs, more than 24 individuals were provided legal counselling and connected for legal aid. Issues of Women with disabilities, accessibility in public transports such as trains and buses, in public places, government offices and schools, violation of rights of children with disabilities during solar eclipse, providing relief after a natural calamity, reservation of 5% in universities were also taken up by DLUs. Stakeholders included persons with disabilities, DPO representatives, NGOs, caregivers, students, lawyers and duty bearers.

Trainings and Activities:

**DLU South**

1. **Workshop on Rights of Persons with disabilities Act 2016 (RPwD Act)** - District level officer’s workshop organised in Koppal on implementation of RPwD act 2016 and influenced 50 officers to implement the provisions under section 37 of RPwD Act 2016.

2. **MNREGA enrolment** - Rights of Persons with Disabilities task force Programmes ensured 600 Job cards under MNREGA ensured in Koppal district of Karnataka. In 2019 as of October 2019, more than 4500 new cards have been generated for persons with disabilities and 5600 persons with worked for an average of 27 days.

3. **Notification of Kerala and Maharashtra State Rules** - In Karnataka, the district administration of Davanagere, Koppal and Kalburgi recognized Rights of Persons with Disability (RPD)

4. **Election Campaign for People with disabilities**

**DLU East**

1. **Orientation on National Education Policy, 2019**
   Orientation on Equity and Inclusion of Children with disabilities in the context of draft National Education Policy was conducted with title “Ethics, Opportunities and Challenges in the Light of National Education Policy.” Over 80 students and faculty participated in the programme. A network of NGOs and CBOs working on rights of children and supported by CRY.

2. **Training programme on CRPD-RPwD Act-SDGs**
   A two days training program on UN Convention of Rights with Persons with Disabilities - India's Rights of Persons with Disabilities Act-Sustainable Development Goals was held for DPOs of Ganjam, Raygada and Gajapati districts in 25th-26th July 2019. A total of 40 DPO members attended including those with visual impairment, low vision and locomotor disabilities. The sessions were conducted by Dr. Sruti Mohapatra and Mr. Mihir Mohanty. Sessions included brief History of UNCRPD and Millennium Development Goals; What is Sustainable Development Goal (SDG) and what is 2030 Agenda; How issues related to disability are linked with SDG and 2030 Agenda; SDG Goals with specific reference to disability (UNCRPD) and RPwD Act 2016; Understanding different monitoring tools used from village level to state level for reporting the progress in SDG implementation; Role of DPOs in implementation and monitoring the progress.
RECOGNITION OF BEST PRACTICES

a. NCPEDP - Mphasis Universal Design Awards 2019

The NCPEDP - Mphasis Universal Design Awards were initiated with a view to recognize the unprecedented work done by those who are instrumental in promoting accessibility for people with disabilities in India; thus ensuring a life of equality and dignity for them. Accessibility here not only means access to physical spaces but also to information, technology, transport, aids, appliances, advocacy and other services.

Incepted in 2010, 2019 marked the 10th year of the Universal Design Awards.

These Awards were presented on the 14th of August 2019 - the eve of India's Independence:

The jury members comprised of:

- Mr. Som Mittal, Chairman, NCPEDP
- Mr. Srikanth Karra, CHRO, Mphasis
- Ms. Shilpi Kapoor, CEO, Barrier Break
- Dr. Shilpa Das, Head PhD Research Programme, National Institute of Design

Winners were selected in the following categories:

**Category A: People with disabilities whose work has created an impact in the field of accessibility and Universal Design**
1. Aneesh Karma
2. Nekram Upadhyay
3. Rajesh Sharad Ketkar

**Category B: Working professionals who are working towards accessibility**
1. Ankita Gulati, TouchVisionTech
2. Kunaal Prasad, Brajma Intelligent Systems Private Limited
3. Prashant Gade, INALI Foundation
4. Rajni Kant Singh, LEPRA Society

**Category C: Corporates/Organizations who are working towards promoting accessibility**
1. Big Bazaar - Future Retail
2. BlecTech Innovations Private Limited
3. National Institute of Open Schooling
4. Robert Bosch Engineering and Business Solutions Private Limited
5. S.M Learning Skills Academy for Special Needs Private Limited

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

**Jury Award:**
Ministry of Information & Broadcasting
NCPEDP - Mindtree Helen Keller Awards of 2019 took place at the India Habitat Centre, Stein Auditorium, New Delhi on 2nd December 2019. The Awards were given away to twelve exceptional individuals and organisations who are role models in furthering employment opportunities for persons with disabilities.

In its twentieth year, the Awards have, over the years, emerged as a credible way to map the progress being made year by year towards greater dignity and empowerment of India's 70 million disabled citizens.

To mark the 20th year of the awards, the Helen Keller Awards logo signifying Equal Opportunity in the workplace was launched as a testimony of equal opportunity by companies that believe in it and take steps to ensure implementation.

The award ceremony was presided over by the Chief Guest Dr. Rajiv Kumar, Vice Chairman, NITI Aayog; Mr. Debashis Chatterjee, CEO & MD, Mindtree; Ms. Tarika Roy, Joint Secretary, Department of Empowerment of Persons with Disabilities; Mr. Arvind Gupta, Non-Executive Director, L&T; Mr. Som Mittal, Chairman, NCPEDP; and Mr. Arman Ali, Executive Director, NCPEDP.
This year, twelve awards were given under three different categories:

Awardees Include:

**Category A: Role Model Persons with Disabilities:**

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. Aditi Verma- Owner, Aditi's Corner, Mumbai
2. M Ummul Khair- Coordinator, Disability Legislation Unit and Legal Aid Cell, Vidya Sagar, Chennai
3. Shriram Parthasarathy- Marketing Communications Manager (Social & Digital Media, and Customer Advocacy), Microsoft, Mumbai
4. Vineet Saraiwala- Inclusion Lead, Big Bazaar, Mumbai

**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 disabled people over an extended period of time.

1. Alina Alam- Founder- CEO, Mitti Café, Bengaluru
2. Avinash Dugar, Founder and CEO, La Gravitea, Jamshedpur
3. Surender Singh- Manager (Employment), Muskaan, Delhi

**Category C: Role Model Companies/NGOs/Institutions:**

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

1. The Association of People with Disability (APD), Bengaluru
2. Infosys, Bengaluru
3. Subros Limited, Manesar
4. Sense International India, Ahmedabad
5. Vishal Mega Mart, Gurgaon
Over 5000 people with and without disabilities congregated at the India Gate on 3rd December 2019 to celebrate the World Disability Day or the International Day of Persons with Disabilities as it is now known. Organized by National Centre for Promotion of Employment for Disabled People (NCPEDP) in partnership with American India Foundation (AIF) annually, the celebration witnessed performances with rich cultural programmes at India Gate.

The theme for 2019 was 'The Future is Accessible'—a call to prioritize equity and accessibility.

The celebrations saw energetic wheelchair performances by a dance troupe called 'We are One' comprising of dancers with different disabilities followed by performances by students from Muskaan, an organisation started in 1992 by parents and professionals to provide services and facilities for children and adults with intellectual disability. Diwakar Sharma, finalist in the Little Champs Sa Re Ga Ma television programme who has also performed in the President's house, British High Commission and Vigyan Bhawan graced the occasion with his melodious voice. Arushi from the National Thalassemia Welfare Society gave a beautiful kathak performance, while the National Association of Deaf mimed the discrimination faced by people with disabilities on a daily basis.

Distinguished guest for the occasions were: Mr. Kamesh Sanghi, Director Livelihoods, AIF and Mr. A. S. Narayanan, President, National Association of the Deaf.

The event was culminated with The Walk to Freedom, a symbolic walk and an enthusiastic reminder of the struggles of the disability rights movement.

The NCPEDP-AIF Walk to Freedom event on International Day of Persons with Disabilities was supported by National Association of the Deaf, Disability Rights Group, Disabled People's International and Volunteers for the Blind.

The event was co-sponsored by Aza, Exl Service, Infosys, Microsoft and Wipro.
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| APPLICATION OF FUNDS     |          |              |              |
| I. FIXED ASSETS          | [04]     | 1,271,797    | 1,100,247    |
| Gross Block              |          | 747,633      | 620,602      |
| Less: Accumulated Depreciation |        |              |              |
| Net Block                | [05]     | 524,164      | 479,645      |

II. CURRENT ASSETS, LOANS & ADVANCES:
| a. Loans & Advances          | [06]     | 377,970      | 445,000      |
| b. Other Current Assets     | [07]     | 2,771,665    | 1,392,712    |
| c. Cash & Bank Balance     |          | 25,306,518   | 19,778,862   |

Less: CURRENT LIABILITIES & PROVISIONS:
| a. Current Liabilities     | [08]     | 787,878      | 106,000      |
| B                           | [09]     | 787,878      | 106,000      |

NET CURRENT ASSETS
| [A - B]                     | [I + II] | 27,750,275   | 21,508,574   |
| TOTAL Rs.                   | [I + II] | 28,274,439   | 21,988,219   |

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. 057426
FR No. 322062E
Place: New Delhi
Date: 3/14/2023

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

(Som Mittal)
Chairman

(Arman Ali)
Executive Director
## Financial Statement

### Schedule F.Y. 2019-20 vs F.Y. 2018-19

#### I. Income

<table>
<thead>
<tr>
<th>Description</th>
<th>F.Y. 2019-20</th>
<th>F.Y. 2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>18,681,324</td>
<td>21,148,553</td>
</tr>
<tr>
<td>Contribution for Projects</td>
<td>6,300,000</td>
<td>13,026,000</td>
</tr>
<tr>
<td>Interest Income</td>
<td>1,698,592</td>
<td>714,306</td>
</tr>
<tr>
<td>Other Income</td>
<td>36,946</td>
<td>1,200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>26,714,762</strong></td>
<td><strong>34,890,059</strong></td>
</tr>
</tbody>
</table>

#### II. Expenditure

Programme Related Expenses:
- Promoting Easy Access for Persons with Disabilities - Phase I: - $530,820
- Promoting Easy Access for Persons with Disabilities - Phase II: 16,274,008
- Disability Dialogues on Accessibility & Youth Disability: - 520,000
- Future Focused Skill Development for PwD: - 76,661
- Handbook on RPWD Act, 2016: - 283,510
- Implementation of RPWD Act, 2016: - 122,573
- Walk to Freedom: 1,159,466
- Strengthening Skilling of PwDs: 1,579,584
- Simplifying the RPWD Act 2016 to Increase its Reach and Impact: - 1,411,340
- Oxfam-Consultancy for Submission of Policy: - 202,563
- Helen Keller Awards: 1,456,263
- Other Expenses: 3,739
- Depreciation: 04 127,031
- Less: Transferred to Assets Fund: 127,031
- **Total Expenditure** 20,473,960
- Transferred to Project Fund: (02,685)
- Transferred to General Fund: 6,334,387
- **Total Excess of Income over Expenditure** 6,241,702

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: 3 OCT 2019

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 2020

<table>
<thead>
<tr>
<th>Description</th>
<th>FY 2019-20</th>
<th>FY 2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Bank Balance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash in Hand</td>
<td>17,538</td>
<td>10,178</td>
</tr>
<tr>
<td>Cash at Bank</td>
<td>10,761,324</td>
<td>7,626,030</td>
</tr>
<tr>
<td>Grants</td>
<td>17,358,324</td>
<td>16,739,668</td>
</tr>
<tr>
<td>Contribution for Projects</td>
<td>6,135,250</td>
<td>15,134,021</td>
</tr>
<tr>
<td>Interest Income</td>
<td>1,096,592</td>
<td>714,506</td>
</tr>
<tr>
<td>Other Receipts</td>
<td>36,846</td>
<td>1,200</td>
</tr>
<tr>
<td>Loans &amp; Liability created during the period</td>
<td>856,705</td>
<td>206,104</td>
</tr>
<tr>
<td><strong>TOTAL Rs.</strong></td>
<td><strong>45,801,579</strong></td>
<td><strong>40,431,507</strong></td>
</tr>
</tbody>
</table>

**Payments**

<table>
<thead>
<tr>
<th>Description</th>
<th>FY 2019-20</th>
<th>FY 2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promoting Easy Access for Persons with Disabilities - Phase I</td>
<td></td>
<td>530,820</td>
</tr>
<tr>
<td>Promoting Easy Access for Persons with Disabilities - Phase II</td>
<td>16,274,006</td>
<td>10,784,287</td>
</tr>
<tr>
<td>Disability Dialogues on Accessibility &amp; Youth Disability</td>
<td></td>
<td>2,050,000</td>
</tr>
<tr>
<td>Future Focused Skill Development for PwD</td>
<td></td>
<td>78,661</td>
</tr>
<tr>
<td>Handbook on RPWD Act, 2016</td>
<td></td>
<td>283,510</td>
</tr>
<tr>
<td>Implementation of RPWD Act, 2016</td>
<td></td>
<td>122,573</td>
</tr>
<tr>
<td>Walk to Freedom</td>
<td>1,159,466</td>
<td>1,270,423</td>
</tr>
<tr>
<td>Strengthening Skilling of PwD</td>
<td>1,579,584</td>
<td>2,499,896</td>
</tr>
<tr>
<td>Simplifying the RPWD Act 2016 to Increase its Reach and Impact</td>
<td></td>
<td>1,411,340</td>
</tr>
<tr>
<td>Oxfam- Consultancy for Submission of Policy</td>
<td></td>
<td>202,563</td>
</tr>
<tr>
<td>Helen Keller Awards</td>
<td>1,456,263</td>
<td>677,689</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>3,739</td>
<td>335,427</td>
</tr>
<tr>
<td>Expenses Payable Paid during the year (Net)</td>
<td></td>
<td>405,458</td>
</tr>
<tr>
<td><strong>Cash &amp; Bank Balance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash in Hand</td>
<td>12,751</td>
<td>17,558</td>
</tr>
<tr>
<td>Cash at Bank (Including FD)</td>
<td>25,375,767</td>
<td>19,761,324</td>
</tr>
<tr>
<td><strong>TOTAL Rs.</strong></td>
<td><strong>45,861,579</strong></td>
<td><strong>40,431,507</strong></td>
</tr>
</tbody>
</table>

- Significant Accounting Policies and Notes to Accounts
- The schedules referred to above form an integral part of the Receipts & Payment Account.

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: 3 Oct 2020

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

[Som Mittal]
Chairman

(Arman Ali)
Executive Director
**GET INVOLVED**

**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 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

**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.

**Online donations can be made to:**

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

*NCPEPD 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
17 May, 1996

Executive Director
Mr. Arman Ali

Chairman of the Board
Mr. Som Mittal

Telephone
011-26221276 / 26221277 / 49122868

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