

## **Scheme of In-Service Training and Sensitization of key functionaries of Central & State Governments, Local Bodies & Other Service Providers.**

### **1. Introduction**

1.1 This is regarding introduction of the proposed Central Sector Scheme of In-Service Training and Sensitization of key functionaries of Central & State Governments, Local Bodies & Other Service Providers. An outlay of Rs.20 crores was made for the said Scheme in the XIIth Five Year Plan of the Department, and provision of Rs 1.00 crore has been approved the year 2014-15 by the Planning Commission.

1.2 According to Census 2011, there are 2.68 crores disable people in the country, This includes persons with visual, hearing, speech locomotor and mental disabilities.

### **2. The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995**

2.1 This is the main Act concerning disability issues in the country.

2.2. The Persons with Disabilities Act, 1995 came into force with effect from 1st January, 1996 and is the basic legislation that deals with the rights and empowerment of persons with disabilities.

2.3 The PwD Act defines 'disability' as blindness, low vision, hearing impairment, locomotor disability, mental retardation, mental illness and leprosy cured. It defines persons with disability as those who have a minimum disability of 40% as certified by a medical authority. It provides for education, rehabilitation, employment, non-discrimination and social security for Persons with Disabilities.

### **National Policy Statement**

The National Policy recognizes that Persons with Disabilities are valuable human resource for the country and seeks to create an environment that provides them equal opportunities, protection of their rights and full participation in society. One of the focus of the policy is on Human Resource Development.

## **Human Resource Development**

According to National Policy Statement, the manpower will be developed in the following areas:

Training of primary level workers both in health care and in community development comprising of Aaganwadi workers, Auxiliary Nurses (Midwives) etc.

- i. Support for training and orientation of personnel of Government and NGOs providing services.
- ii. Training and sensitization of community decision makers such as members of Panchayats, head of families etc.
- iii. Training and orientation of family members as caregivers.

Human resources will be trained to meet the requirement of education for children with disabilities under inclusive education, special education, home-based education, pre-school education etc, The following training programmes of different specialization and levels shall be developed:

- i. Training modules for teachers for inclusive education.
- ii. Diploma, degree and high level programmes in special education
- iii. Training of caregivers for home-based education and care services for disabled adults/ senior citizens etc.

### **3. Requirement for a Scheme for In-Service Training and Sensitization of key functionaries of Central & State Governments, Local Bodies & Other Service Providers.**

- (i) The Working Group on Delivery Processes and Mechanism for empowerment of PwDs for XIIth Plan recognized inadequate awareness and sensitivity amongst various stakeholders as a major challenge. One of the

aspect dealt in the report inter-alia was training and sensitization of key functionaries in the Government sector and other service providers for achieving the objective of empowerment of persons with disabilities and especially the above scheme. The observations are as follows :

"There is an urgent need to train and sensitize Medical Officers of PHCs/CHCs and District Govt Hospitals, rehab professionals, and other key functionaries of the Central, State, Local Bodes and other Service Providers on a regular basis on disability related matters through State/District/Block level workshops".

(ii) In-service training is needed to create awareness about the rights and entitlements of PwDs, provisions in various schemes, developmental programmes, ways and means to access their specific entitlements and that they are entitled to as equal citizens. Awareness is required for the key functionaries responsible for implementation of Schemes/Programmes in Governments. One of the goals is to increase sensitization and awareness levels and capacity building of key Govt functionaries especially those who are involved in the implementation of schemes and programmes and delivery of services. This is envisaged to be achieved by organizing training programmes through workshops at State/District/Block level on regular basis.

(iii) **Obligations arising out of UNCRDP**

India is a signatory to UNCRPD. Several obligations have been enumerated which are to be adhered to by all the countries. *One of the stipulations* of Article 4 of UNCRPD states that :

**" State Parties undertake to ensure and promote the full realization of all human rights and fundamental freedoms for all persons with disabilities without discrimination of any kind on the basis of disability. To this end, State Parties undertake :**

**To promote the training of professionals and staff working with persons with disabilities in the rights recognized in this Convention so as to better provide the assistance and services guaranteed by those rights.**

(iii) It is the need of the hour to impart training to key functionaries, who are responsible for policy making and those at the operative level, abreast of the latest developments so as to ensure equal rights, social and economic justice and empowerment to all. This Scheme is specially designed for the key functionaries of Central/ State Govt/ Local Bodies and other Service providers connected with disability sector, keeping in mind their professional needs.

(iv) Training, both at the time of induction to any organized job and thereafter at a regular interval, to update the employee is fundamental for the success of both individual and organization. The disability rehabilitation is being a new and recognized now as development issue, PwDs as human resource, focus of rehabilitation services has shifted from charity/welfare to Rights based/empowerment and NGOs as Social Entrepreneurs/NP, an in-depth training of officials engaged in disability rehabilitation itself, besides others is need of the hour.

(v) In the past there have been schemes/project (DRC/NPRPD) launched, but the desired success from these schemes/projects was not achieved and programs did not sustain long. One of the reason perhaps was that the functionaries were not exposed to the practicalities of the situations and required training was not imparted/continued to update the functionaries. Therefore, all stakeholders dealing with disability sector needs to be given exposure/sensitization and training at different level.

(vii) The National Institutes under the Department having mandate of HRD are more confined to professional training and leave behind the other groups (except occasional training under their short term training). Further, there is lack of co-ordination amongst them w.r.t. training. It is therefore, a new Scheme on Training of key functionaries has been envisaged in the XIIth Five Year Plan of Deptt. of Disability Affairs, MSJE and a budget of Rs.20.00 crores has been earmarked.

#### 4. **Objectives to be achieved**

(i) The objective of the Scheme is to train and sensitize key functionaries of the Central/State Govt, Local Bodies and other Service Providers on a regular basis on disability related matters through State/District/Block level

workshops. The workshops will aim to raise the awareness among employees and peer groups about capabilities of persons with disabilities and how we can work together to create an inclusive environment etc work place.

(ii) To ensure enlightened, efficient and committed key functionaries to further the cause of empowerment of PwDs.

(iii) To create awareness about disability related legislations, development programmes, schemes and programmes for the benefits of PwDs, rehabilitation and referral services amongst the various stakeholders namely, In-service officials of Central and State Govts, local bodies and other service providers.

(iv) To provide in-service training on some important skills like oralism sign language, Braille etc

(v) To create awareness and sensitize towards prevention, early identification, intervention, rehabilitation and mainstreaming of persons with disabilities;

(vi) To obtain feedback about the quality of delivery of the Schemes/Programmes of Govt.

(vii) The outcome of the Scheme will be Human Resource Development through skills enhancement with a view to effect efficiency, effectiveness and economy in jobs assigned to them.

(viii) The training programmes are meant to sensitize the Officers to new and important issues facing the disability sector in the changing social and economic scenario. The objective of the Scheme is to focus on the demand-driven training of key functionaries dealing with disability sector which will be conducted in close co-ordination with the Administrative training Institutes.

## 5. Scope of the project

(i) **The Scheme proposes to train approx 30,000 key functionaries (approx 10,000 each year for a period of three years) of the certain Central State Govts, Local Bodies (Panchayats and**

Municipalities) and other service providers connected with the disability sector.

- (ii) Seminars/Workshops for three days will be conducted at National/State/District/Block level .
- (iii) It is proposed to impart training through administrative institutes Central and State Govt.
- (iv) Training modules/courses with detailed syllabus will be prepared by Rehabilitation Council of India in consultation with National Institutes /of the Department.
- (v) The expenditure to be incurred on per trainee is approx. Rs.6500/- However, this is suggestive cost. Rates/Cost of per trainee would be fixed keeping in view the prevalent rates at Centre and States, in consultation with RCI. The general guidelines for admissible activities and norms of expenditure will be formulated for the purpose of funding the training Institutes.
- (vi) Rehabilitation Council of India will be the nodal agency.
- (vii) The fund sanctioning authority will comprise of the following members :

- (a) Secretary, Deptt of DA
- (b) JS, Deptt of DA
- (c) JS& FA
- (d) Chairman, Rehabilitation Council of India
- (e) Director (concerned)- Member Secretary

**Training Programmes** National/State/District/Block level seminars and workshops of three day course duration for the trainees will include cost of venue, boarding/lodging, trainer fee, etc, with a yearly calendar of programmes.

## 6. Total Outlay

Rs.20 crores is the approved outlay for the Scheme in the XIIth Five Year Plan and Rs.1crore have been approved for the year 2014-15.

## **7. Target Group**

(i) Key functionaries of certain Central Ministries/Department, State Govt, Local Bodies (Panchayats and Municipalities) and other Service Providers connected with the Disability Sector.

(ii) Medical and Para-medical Practitioners

(iii) Teachers and Principals

## **8. Training Institutions**

(a) Training Institutes of Central and State Government.

(b) Other training institutions of Banks, Co-operative Sector, CPSUs.

## **9. Training Modules**

Training modules/courses with detailed syllabus will be prepared by Rehabilitation Council of India in consultation with National Institutes. Training modules will be provided in soft copy to all Training Institutes.

Rehabilitation Council of India will be the Nodal Agency.

## **10. Fund Sanctioning Authority**

A Committee comprising of following members will be the fund sanctioning authority.

(i) Secretary, Deptt. of Disability Affairs

(ii) JS, Deptt. of Disability Affairs

(iii) JS& FA

(iv) Chairman, Rehabilitation Council of India

(v) Director (Concerned)- Member Secretary

**Financial implication during 2014-15 to 2016-17 of the XIIth Plan would be as under :**

<b>Year</b>	<b>Activities</b>	<b>Estimated Expdt (Rs. in Cr.)</b>
<b>2014-15</b>	<b>Approx. 10,000 key functionaries to be trained (Estimated expdt on per trainee Rs.6500/-)</b>	<b>Rs.6500 X 10000 = Rs.6,50,00,000/-</b>
<b>2015-16</b>	<b>Approx 10,000 key functionaries to be trained (Estimated expdt on per trainee Rs.6500/-)</b>	<b>Rs.6500 X 10000 = Rs.6,50,00,000/</b>
<b>2016-2017</b>	<b>Approx. 10,000 key functionaries to be trained  (Estimated expdt on per trainee Rs.6500/-)</b>	<b>Rs.6500 X 10000 = Rs.6,50,00,000/</b>
	<b>TOTAL</b>	<b>Rs. 19,50,00,000/- (Rs.19.50 crores</b>

**The Scheme will be implemented from the financial year i.e. 2014-15 to 2016-17 .**