National Consultation on Skill Development, Empowerment & Livelihood for Persons with Disability 02-03 Feb 2020

Prepared By:
I-Access Rights Mission,
Centre for Disability Studies and Action,
Tata Institute of Social Sciences

ORGANISING PARTNERS

National Skill Development Corporation
Indian Institute of Education
Tata Institute of Social Sciences
Savitribai Phule Pune University
Inclusive Divyangjan Entrepreneur Association
## CONTENTS

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>02</td>
<td>ORGANISING PARTNERS</td>
</tr>
<tr>
<td>03</td>
<td>ACKNOWLEDGEMENT</td>
</tr>
<tr>
<td>04</td>
<td>INTRODUCTION</td>
</tr>
<tr>
<td>08</td>
<td>CONFERENCE PROCEEDINGS 02.02.2020</td>
</tr>
<tr>
<td>08</td>
<td>INAUGRAL SESSION</td>
</tr>
<tr>
<td>15</td>
<td>THEMATIC SESSION: DISTRICT ACTION PLAN</td>
</tr>
<tr>
<td>24</td>
<td>THEMATIC SESSION: HIGHER EDUCATION</td>
</tr>
<tr>
<td>32</td>
<td>THEMATIC SESSION: ENTREPRENEURSHIP AMONG PWD</td>
</tr>
<tr>
<td>34</td>
<td>CONFERENCE PROCEEDINGS 03.02.2020</td>
</tr>
<tr>
<td>34</td>
<td>THEMATIC SESSION: ENTREPRENEURSHIP AMONG PWD</td>
</tr>
<tr>
<td>45</td>
<td>VALEDICTORY</td>
</tr>
<tr>
<td>47</td>
<td>SKILL CHAMPIONS</td>
</tr>
<tr>
<td>49</td>
<td>CONCLUSION</td>
</tr>
<tr>
<td>52</td>
<td>REFERENCES</td>
</tr>
</tbody>
</table>
National Skill Development Corporation (NSDC) is a not-for-profit public limited company. NSDC aims to promote skill development by catalysing creation of large, quality and for-profit vocational institutions. NSDC was set up by Ministry of Finance as Public Private Partnership (PPP) model.

The Indian Institute of Education, Pune is a nationally and internationally renowned institute founded by the legendary educationist Padma Bhushan J.P. Naik (1907 -1981)

I-Access Rights Mission, TISS is a field Action Project by The Centre for Disability Studies and Action, Tata Institute of Social Sciences in 2013 that enables accessibility for students with disabilities in Higher Education. I-Access worked as Knowledge Partner for this consultation.

Abhisar Foundation, has been working towards vocational education for the many years in the disability sector.

IDEA, Inclusive Divyangjan Entrepreneurial Association has two seemingly simple goals- Entrepreneurship and Employment.

Prognosis Management & Research Consultants Pvt. Ltd., is a progressive step by the management of Pune Health Care Management & Research Centre, an Organisation working in the Health Development Sector since 2005.
A deep appreciation to all the stakeholders for recognising disability and livelihood as an important agenda. A deep gratitude to the National Skill Development Corporation for bringing in stakeholders from various sectors to one platform to discuss and create an action plan for skill development for persons with disability. A special acknowledgement to Dr. Sanjaya Pradhan, Lead Affirmative Action, NSDC for initiating this process of planning, organising and supporting the National Consultation.

A special acknowledgement to Prof. Prof. Nitin R. Kamalkar, Vice Chancellor of Pune University and Dr. (Capt.) Chitale, Professor-PUMBA & Director, Skill Development Center, SPPU for hosting the National Consultation within the premises of Savitribai Phule Pune University, Pune.

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Looking Forward to the way forward and working in unison with skill councils, universities, Industries, Government, NGO’s, PWD and various skill champions of Maharashtra towards Sustainable Livelihood for empowerment of persons with disability.

Dr. Vaishali Kolhe,
Associate Professor,
Project Director: I-Access Rights Mission,
Centre for Disability Studies and Action,
Tata Institute of Social Sciences,
Mumbai
Email Id: vaishali@tiss.edu
Phone No.: 9850038149
INTRODUCTION

SKILL DEVELOPMENT AND PWD

People with disabilities (PWD) make up an estimated one billion, or 15 percent, of the world’s population. About 80 percent are of working age. The right of people with disabilities to decent work, however, is frequently denied. People with disabilities, particularly women with disabilities, face enormous attitudinal, physical and informational barriers to equal opportunities in the world of work. Compared to non-disabled persons, they experience higher rates of unemployment and economic inactivity and are at greater risk of insufficient social protection that is key to reducing extreme poverty. (ILO)

The labor market status of PWD reveals that in all countries, employment rates of PWD are lower than the non-PWD population. The PWD employment rate fell from 42.7 percent in 1991 to 37.6 percent in 2002. This difference of 5% can be attributed to the fact that persons with mental illness or intellectual impairment were not counted as persons with disabilities in the 47th round of National sample survey organization. (World Bank, 2009)

It is estimated that by 2022, India will have the maximum number of working age population in the world (population between the ages 15 to 59) who could contribute to the economic growth of the nation. (KPMG, 2014) Participation in the workforce is the primary activity for most people of working age. Work provides not only economic rewards but also a sense of identity, accomplishment, and meaning (NSDC). The Government has introduced few schemes, some of which are:

Pradhan Mantri Kaushal Vikas Yojana (PMKVV): This is a flagship outcome-based skill training scheme aimed at benefiting 24 lakh youth. A monetary reward is provided to trainees on assessment and certification. The steering Committee for PMKVV is responsible for providing directions for implementation.

Kaushal Yojana (DDU-GKY): The Skill component of NRLM, Aajeevika Skills, has been revamped as the Deen Dayal Upadhyaya - Grameen Kaushalya Yojana. The minimum entry age for the scheme has been reduced to 15 years (from the earlier 18). The Government is also exploring a Project for providing Livelihoods in Full Employment (LIFE) for skilling the unskilled workers in NREGA.

Other new programmes include Nai Manzil for education and skill development of dropouts; USTTAD (Upgrading Skills and Training in Traditional Arts/Crafts for Development) to conserve traditional arts/crafts and build capacity of traditional artisans and craftsmen belonging to minority communities; NaiRoshni, a leadership training programme for minority women; and MANAS for upgrading entrepreneurial skills of minority youth. (MSDE)
Vocational Training Centres (VTCs) run by various training organisations under the scheme of Deendayal Disabled Rehabilitation Scheme (DDRS).

Skill Training programme is being conducted by National Handicapped Finance Development Corporation (NHFDC), a Public Sector Undertaking and seven National Institutes under the administrative control of Department of Empowerment of Persons with Disabilities.

21 Vocational Rehabilitation Centres (VRCs) under the administrative control of Ministry of Labour and Employment located at various parts of the country.

The Ministry of Skill Development and Entrepreneurship and Department of Empowerment of Persons with Disabilities have entered into a partnership by signing an MoU for skilling in PwD sector.

The Pradhan Mantri Kaushal Vikas Yojana targets to train 50,000 Persons with Disabilities.

A Sector Skill Council for Persons with Disabilities has been set up to develop standards for job roles for Persons with Disabilities and their training, assessment and certification. The Council has identified 6 Qualification Packs based on the suitability of 19 disabilities. (MSDE, 2015)

The Skill Council for Persons with Disability (SCPwD) was incepted in October 2015 to offer Persons with Disability meaningful, industry relevant, skill based training. The Organization was promoted by Confederation of Indian Industry under the aegis of Ministry of Skill Development and Entrepreneurship and Ministry of Social Justice and Empowerment. The Skill Council for Persons with Disability (SCPwD), since its inception, has been working on mobilizing training partners towards fulfilling the skill initiative of PwD under the PMKVY (Pradhan Mantri Kaushal VikasYojna meaning Prime Minister’s Skill Development Plan) scheme and currently has 174 training partners that provide training for Persons with Disability. (SCPwD)

In order to create employment opportunities for Persons with Disabilities through self-employment, financial assistance is also provided to them through National Handicapped Finance Development Corporation (NHFDC). (MSDE, 2015)
Honorable Dignitories

HON. CHIEF GUEST
Dr. Nitin R Kamalkar, Vice Chancellor, SPPU, Pune

GUEST OF HONOUR
Hon. Prerna Deshbatar, Disability Commissioner, State Disability Commission of Maharashtra;

SPECIAL GUEST OF HONOUR
Dr. S. Kharat, Joint Secretary, Skill Development and Entrepreneurship Department, Government of Maharashtra
Dignitaries Lighting the Lamp: (From the Left) Dr. (Capt) C. M. Chitale, Professor-PUMBA & Director, Skill Development Center, SPPU; Chief Guest- Dr. Nitin R Kamalkar, Vice Chancellor, SPPU; Hon. Prerna Deshbaratar, Disability Commissioner, State Disability Commission of Maharashtra; Dr. Vaishali Kolhe, Project Director, I-Access Rights Mission, TISS; Prof. Manoj Kar, Professor, Health systems, Education and Policy, IIE; Dr. Ravinder Singh, ICMR

Group Photograph (Dignitaries From the Left) Dr. (Capt) C. M. Chitale, Professor-PUMBA and Director, Skill Development Center, SPPU with soldiers with disability from QMI; Prof. Manoj Kar, Professor, Health systems, Education and Policy, IIE; Chief Guest- Dr. Nitin R Kamalkar, Vice Chancellor, SPPU; Hon. Prerna Deshbaratar, Disability Commissioner, State Disability Commission of Maharashtra; Dr. Ravinder Singh, Scientist, ICMR; Dr. S. Kharat, Joint Secretary, Skill Development and Entrepreneurship Department, Government of Maharashtra; Dr. Sanjaya Pradhan, Lead Affirmative Action, NSDC; Mrs. Minetta Paatil, President, Abhisar Foundation; Dr. Vaishali Kolhe, Project Director, I-Access Rights Mission, TISS; Dr. Suhas Kale, Controller of Examination & Department of Skill Development & Entrepreneurship
CONFERENCE PROCEEDINGS

02.02.2020

INTRODUCTORY NOTE

The speaker launched the event by covering the basic demographics of the Region, Disability, Skill Development Initiatives in the region and the intersections of both Disability and Employment.

In terms of disability, Persons with Disability constitute 2.21% of the total population. 54.52% of them are literate, 36.34% of the total population are ‘Workers’ and 8.53% of the literate Persons with Disabilities hold a graduate degree as their qualification.

She emphasized the current state governments’ initiative of setting up a target of generating 4.5 crores skilled manpower by 2022.

She explained that there is an evident skill gap in skilling of PWD. There is a need to work with a multi-sectorial approach with Persons with Disability and stakeholders from government industries, corporates, NGO’s, Skill Councils and Entrepreneurs. The ground reality is that persons with disability are not equipped with the required skill sets of the industries and hence, they are not able to cope in the current scenario. The industry stakeholders also echo this perception and hence, this conference will provide the platform for all stakeholders to come together and dialogue towards a better scope of skill development for PWD in India.

Therefore, she wrapped up by signifying the initiative of the consultation to initiate a strategic action plan for persons with disabilities through building rural and urban skill-based and start-up eco-systems for mainstream employment under the focus of Sustainable Development Goal No. 8 of ‘Decent Work’.
INAUGRAL SESSION

Dr. Vaishali Kolhe
Prof. Manoj Kar
Dr. Sanjaya Pradhan
Prerna Deshbhartar
Dr. Ravinder Singh
Prof. Nitin R. Kamalkar

CONFERECE PROCEEDINGS

02.02.2020

WELCOME NOTE

The speaker began by welcoming everyone and implicating what a great opportunity it is for everyone to collaborate from different sectors in one place. He quoted the founder of his institution, Indian Institute of Education, J P Naik, “One Hope that Education must contribute to society in which it is grown and initiated.”

He emphasized the context of the consultation which is the Sustainable Development Goals which birthed from the Millennium Development Goals. SDG stands for 3 essential factors, Stronger Environment, Equilibrium Social Development, and Economy.

He suggested that all three factors work in tandem to provide employment facilities to persons with disabilities and emphasizes the fact that a single institute solely cannot achieve this and calls for a trans-disciplinary approach across institutions which is also what the consultation aligns itself with. Hence, the consultation calls for a multi-sectorial partnership from the development sector, academia, civil society, and the government, to understand the framework which is nationally addressed and designed.

He concludes by reiterating the approach of the consultation and that in the course of the two days the outcome of the consultation would contribute towards a new and stronger India through inclusivity with the Sustainable Development Goals as the foreground.
The speaker began his speech by extending his gratitude to all the partners who have joined hands towards this initiative. He shifts his focus towards the audience and exclaims that the people present today are all doing some tremendous job towards skill development.

In the context of the above, he states that with so many stakeholders, one can really make the work impactful in unison just like the infamous affirmation that goes, “One plus one is equal to eleven”. He implied that it is a fact that excluding Persons with Disability from the economy is putting the countries GDP at a 5% loss. Hence, we need to look at their inclusion for the furtherance of all, in the country.

The speaker thereafter also shares a few gaps that are currently being faced and need to be addressed in the sector in respect to a profound gap in mobilizing the numbers for training of people with disability where also the person with disability as an individual has received similar training from different training partners. He questions how can one make an effort to promote growth in livelihood once the basic needs are fulfilled. He continues that there is a Lack of an internal lobby and it’s essential to make use of resources of industrialists to create jobs and individualized skills of persons with disability to create entrepreneurs which would create a ripple effect to create more entrepreneurs.

The speaker closed his speech by thanking each and everyone present at the consultation and hopes that with a collaborated effort a marked growth in the sector of disability in the coming years.
INAUGRAL SESSION

Dr. Vaishali Kolhe
Prof. Manoj Kar
Dr. Sanjaya Pradhan
Prerna Deshbhartar
Dr. Ravinder Singh
Prof. Nitin R. Kamalkar

CONFERENCE PROCEEDINGS

02.02.2020

OVERVIEW AND SCOPE OF SKILL DEVELOPMENT

The speaker began with emphasizing how challenging the field is and the work being done by each and every stakeholder is commendable since, in her experience as well, each change or initiative towards the growth of the sector has a surreal feeling.

She enunciates that skill development poses an essential factor in the lives of persons with disabilities and is, indeed, the need of the hour with a lot of scopes in the field of livelihood.

In Maharashtra, currently, she highlights that there are numerous vocational courses which will empower persons with disabilities. Although, there is also a necessity for upgradation of the current courses with the help of the National Skill Development Corporation.

She concluded by expressing her hope for the status of skill development in Maharashtra to be at par with other states in the country.

Hon. Prerna Deshbhartar (IAS), Disability Commissioner, State Disability Commission for Persons with Disability, Pune, Maharashtra.
The speaker initiated his talk by highlighting the rights-based approach that has been a paradigm shift from the Medical Model. He states that with the advent of the UNCRPD and the RPWD Act 2016, it is of utmost importance to work towards the rights of Persons with Disability and hence, the rights to a sustainable livelihood is a key factor to work towards.

He then elaborates on the initiative where he promotes a significant report called the Global Report on Effective Access to Assistive Technology (GREAT) along with WHO which highlights the importance of assistive technology and also enabled employability for persons with disability.

The speaker moves on to highlight that the Government has also started quite a few initiatives towards providing assistive technology through different systems, for instance the organised sector like Defence and Railways provide to their employees with disabilities whereas, unorganised sectors presently do not have such facilities. So the speaker states that he himself has taken a vested commitment to list out various assistive technologies that can be provided to people with disabilities which will enable people with disabilities to approach any centre and demand assistive aids as per their individualised needs.

The speaker concludes by shedding light on another project that is in process with the Ministry of social justice and empowerment, where they are creating a matrix to understand the various abilities that an individual with a disability needs to pertain to get employed at an organisation. They have also created a platform called the ‘Inclusive Requirement Stage’ where both the employer and employee can post their individualised requirements and job prospects respectively.
The speaker opened his talk by expressing his immense gratitude and pride in being part of the consultation as the hosts. He stated that the consultation will facilitate further ideas as well as learning as the scope of the field is immense.

The speaker highlights the universities initiatives in the field like the setting up of dedicated centres for Skill Development, Disability and a separate cell for Mental Well-Being. He proudly stated that the university has been a pioneer in setting up of colleges for people with visual impairment and hearing impairment. There are many other ways that the university has initiated activities to empower persons with disabilities like:

1. Computer Training to more than 500 students with disabilities who have also been guided to get placed into various companies.
2. Skill Development initiatives like collaborating with Queens Mary Technical Institute for Soldiers with Disability by starting an MBA course for the soldiers with disabilities.
3. They have centres dedicated to creating articles.
4. Vocational centres where TOT's are conducted on Automotive, Telecom, and Gems and Jewellery Sector.
5. Promoting Entrepreneurship without any discriminating in 5 areas of Healthcare, Water, Artificial Intelligence, Agriculture and Automobile.

Therefore, he wraps up his talk by stating that, he completely agreed with Prof. Kar on Educational institutions getting involved with the society and that is what Pune University hopes to achieve by investing in the above areas or even more by partnering with the various stakeholders present as he reiterated that the sector holds a lot of scopes and there is still lots to do.
INAUGRAL SESSION

Special Guest Address: (From the Left) Dr. Prakash Salvi (I/ C), Director General, IIE, Pune; Dr. Ravinder Singh, ICMR; Dr. (Capt) C. M. Chitale, Professor-PUMBA & Director, Skill Development Center, SPPU; Chief Guest- Dr. Nitin R Kamalkar, Vice Chancellor, SPPU; Dr. Sanjaya Pradhan, Lead Affirmative Action, National Skill Development Corporation; Hon. Prema Deshbhartar, Disability Commissioner, State Disability Commission of Maharashtra

Chief Guest Address: (From the Left) Dr. Prakash Salvi (I/ C), Director General, IIE, Pune; Dr. Ravinder Singh, ICMR; Dr. (Capt) C. M. Chitale, Professor-PUMBA & Director, Skill Development Center, SPPU; Dr. Sanjaya Pradhan, Lead Affirmative Action, National Skill Development Corporation; Chief Guest- Dr. Nitin R Kamalkar, Vice Chancellor, SPPU;
The speaker began by highlighting the significance of Government of Maharashtra’s initiative on the State Board of Vocational Education. The role of the Institute is to encourage institutes for developing human resources to reduce the mismatch between demand and supply of manpower in various sectors like Engineering, Information Technology, Agriculture, Paramedical, Home Science, Trade & Commerce. To reduce unemployment among youth by equipping them for suitable industrial, self & wage employment through well designed formal & non-formal Vocational Education & Training programmes at Various institutes. The board is affiliated to various institutions to conduct and run the various vocational courses. 

she stated that 63% of the school students drop out at different stages before reaching high school. 2.5 Million Vocational training Seats are available in the country whereas 12.8 Million people entered the labour market every year.

Based on the above, she exclaimed that the Government of Maharashtra has set a vision to skill 4.5 crore youth by 2022. They have also begun a sectorial focus considering that there is a 0.49 shortage of supply of human resources. Hence, she states that Skill Demand has increased which in turn calls for more personality development among the youth, training and Capacity Building, Network with skill councils and NGO’s working in skilling, Networking with Universities, Inclusion Innovations in Technology and Skilling of persons with Disabilities and Accessible Skilling Material, Teaching Pedagogies and need-based interventions with sustainable livelihood approach, and Incubation Centres.

She concluded by emphasizing that there is an urgent need to work on skill development of persons with disability as they are excluded and most vulnerable. Skill development courses need to be upgraded as per the emerging trends of employability of persons with disability towards Sustainable development. Women with disability shall also be given a dignified environment to work.
Felicitation of Dr. S. Kharat, Joint Secretary, Skill Development and Entrepreneurship Department, Government of Maharashtra by Dr. Vaishali Kolhe, Associate Professor, Project Director, I-Access Rights Mission, Centre for Disability Studies and Action, Tata Institute of Social Sciences, Mumbai.
The speaker begins his talk by explaining exactly what he’s going to be covering in his session which is a Framework on Disability and Skill Development along with statistics.

He believes that to put it into perspective it is necessary to concentrate on three specific things:
1. How to Identify and Plan where 80% is supported by data.
2. Categorising once identified.
3. How to get the categories into the livelihood sector.

He suggests that in terms of the livelihood sector, there are certain key criteria’s that remain stagnant for instance potential working pool are often underaged with certain skills and if the data is looked at, the majority are older, that too, from rural areas. There are a lot of discrepancies that need to be looked into specifically the types of job that a type of disability can carry out and the innate skills of an individual as well.

Hence, he puts forth a framework of Skill Development of Persons with Disability beginning with
1. Disability Mapping Household wise.
2. Social Mobilisation.
3. Functional Assessment to analyse who can do what.
4. Review and Adaptation of Training Pedagogy.
5. NGO Assessment and Empanelment.
6. Capacity Building of VTCs.

With the above, he wrapped up his talk by suggesting that skill development can be provided to the population by going into the numbers of one disability in one district and adding on the districts till a saturation point is achieved for all disabilities in various districts.
The speaker began with the current scenario of vocational training which is that the current institutions which provide pre-vocational or vocational training are not remunerative. Majority of the students do not reach the status of an employee and they continue to remain as a trainee. A planned transition is hence required from these institutions to gainful employment.

Based on this, he enumerated their journey into vocational training and livelihood for persons with disability. They began by introducing some students to different styles of embroidery where they saw their rapid progress and eventually became experts in copying any design.

The speaker highlighted that based on the above they modified the processes of production to suit the individuals with their disability and their unique skills and showcased their three rehabilitation processes:

1. Raw Material is provided to the person with disability who then creates the art and the final product is ready.
2. Raw material is provided to people without disability to just create a basic product and then the value additions are done by a person with disability.
3. The raw material is provided to a person with disability to create the basic product and the value additions are carried out by a person without disability.

He then wraps up the talk by adding a take-home message that, "Select the vocational goal early considering the innate abilities and interest, Develop skills required for the vocation from an early age. and Develop saleable products which can make use of these skills."
The speaker initiates the talk with a brief introduction about the organisation which is a CSR initiative called Saksham Empowerment of the Divyang, the company has set up a centre at Chingripada where they provide assistive aids that are manufactured at the centre along with employment opportunities through partnerships with various organisations that provide Employability Training.

The speaker thereafter elaborates on the core work conducted by the project in Assistive Aids and Skill Development. Since 2015, they have organised Artificial Limb Fitment camps. In terms of skill development, the project provides on the job training provided to persons with disability who are recruited. The company conducts a Job Mapping process to place the person with a disability in the suitable division which is conducted by the Production Incharge, HR and CSR co-ordinator for their manufacturing as well as non-manufacturing units.

The speaker, hence closes her talk by providing a few suggestions on District Action Plan like Grouping of NGOs, Proposal for Employment in the Corporates by the recommendation of the District Offices, Distribution of aids on the suggestion of district offices and local NGOs, Identification of people for the distribution of aids by the NGO advisories, UDID: increased accessibility to be ensured, Workshops can be conducted, Identification of PWDS without certificates and referencing to the District, Health Services and Mapping of People with Disability.
The speaker before going into the core areas, emphasised on a key area which is Technology. He urges each and every stakeholder to make optimum utilisation of Technology as technology is one asset that will definitely facilitate Livelihood for instance, opportunities of working from home.

Secondly, he urges the stakeholders to make use of universal portals that can be accessed from any district that provide various employment opportunities.

The speaker thereafter also highlights that since technology is significant, it needs to be accessible as well and hence, one of the key areas that he emphasises on is Website Accessibility as people with disabilities do not have access to information due to being unable to access the internet. So, he reiterates that on one side, yes, technology is very important but on the other hand it needs to be accessible at the same time.

The speaker then gives an overview of the work being conducted by Sunrise with a brief introduction of himself and then speaks about the product of the organisation called ‘Maharishi Augmented Reality System’ (MARS) which is a Skill Development Platform & Knowledge Dissemination Solution including a Mobile App, a user Friendly Multi Media Content Development, and Design and development of Training material in Multiple Languages. One of the key features of the product is that all the features are accessible for each disability for instance, each video also has sign language interpretation.

He then concludes by underlining a 360 degree view which is, that technology should be used in process improvement for market access which is pertinent and with the help of technology an online purchase model with a background of agency or persons making the items should be initiated for a universal access and skilling of people with disabilities.
The speaker provides the context in respect to Skill and Disability, he explains that it is essential to take into consideration:
1. The skills of the past and the present but to also look at the demand and opportunities that will hold in the future,
2. Prioritising where to Target: Big companies are stacked up, they aren’t looking for human resources as such as they are also adapting to technology pretty fast through Artificial Intelligence,
3. Focus on deep machine learning is essential
4. Building on behavioural and personality skills as, as human beings, we have the advantage of cognitive skills that are very essential in the current day and age.

In respect to the above, the speaker highlights that with the digital movement and drastic innovations taking place, it is necessary for all stakeholders to huddle up and identify prospects for persons with disability for their livelihood. To achieve that, there are certain inherent skills that we can look at like
1. Utilising the loyalty of persons with disability as the attrition rates are the lowest when it comes to people with disabilities.
2. Leveraging the emotional quotient like soft skills; interpersonal skills, negotiation, and stress management.
3. Repurpose industrial bodies like CII. Their expertise needs to inculcated for affirmative action.
4. Leveraging the Diversity and Inclusion agenda of companies and convert it into action by also facilitating a wholistic ecosystem in place to onboard persons with disabilities.
5. A collaborative effort of enabling us towards technology through awareness building.

The speaker wraps up that the above can also be implemented in an area like Pune for instance since there is an ecosystem in place for implementation and once the pilot is successful, accordingly replication can follow in other areas as well.
The speaker initiates his speech by stating that he represents people with disabilities in Maharashtra right from Sindhudurg to Gadhniroli. The core work that he focuses on is running District Disability Rehabilitation Centres (DDRC) under the District Magistrate. The speaker shifts the focus on the experiences and observations in the skill sector for the past 25 years where he exclaims that:

1. There is a segregation present in disability as well as various departments so, there is a lack of department coordination.
2. Presence of outdated courses in most of the centres, maybe there are few upgraded courses which are of a period of minimum one year and maximum two years, it is essential to bring about a change in the trend of monotonous training and stagnated curriculums.
3. Adoption of centres under the monitoring of DDRC so that they can conduct the projects as is with external support from DDRC’s.
4. Collaboration of DDRC’s with the Skill Development Department as they have the themes and the DDRC’s have access to mobilising persons with disabilities.
5. Collaboration of commissionerate, educational institutions and DDRC to identify children with disabilities who are experiencing stagnation in academics by inducting them in technology-based skill development courses that will provide them encouragement and hence a sense of empowerment.
6. Utilising courses curated by the organisation called ‘Pratham’.
7. An established linkage of the commissionerate, the technical board, skill development of Maharashtra and DDRC for facilitating engaging projects and skill upgradation of existing skills of Self Help Groups as they have minimum 5 members in each group with dedicated and keen interest towards skilling themselves.
Felicitation of Session Chair, Dr. Samir Ghosh, Director, Shodhana Consultancy, Pune; by Prof. Manoj Kar, Professor, Health systems, Education and Policy, IIE; and Mrs. Minetta Paatil, President, Abhisar Foundation

Felicitation of Moderator Dr. Suhaskale, Controller of Examination & Department of Skill Development & Entrepreneurship by Prof. Manoj Kar, Professor, Health systems, Education and Policy, IIE; and Mrs. Minetta Paatil, President, Abhisar Foundation
CONFERENCE PROCEEDINGS
02.02.2020
PROMOTING SKILL DEVELOPMENT OF PERSONS WITH DISABILITIES

The speaker introduced the session to the audience where he suggested that he will introduce the core tasks being conducted by the centre, followed by successful and empowering case studies of soldiers with disabilities and a concluding overview of the Queens Mary Technical Institute. He then moves on to providing a brief overview of the skill development centre at SPPU where they have begun a course on Diploma in Industrial Administrative Services Management in 2008. Before starting the course, a survey was conducted in the industry to identify the jobs that can be carried out and on the basis of the survey, the course was curated. The eligibility criteria for the course is minimum 12th pass that provides exposure on various management subjects right from principals, practices, accounting, finance management and entrepreneurship.

The speaker also provided an outline of a few projects like three different courses on Entrepreneurship Development with the Southern Command of the Defence Services. They also run ADD courses for the soldiers with a disability where he observed that retirement age of soldiers is at the age of 40 which is problematic and hence getting a job is one of the most essential factors which we also focus on. Hence, the course that they provide has indeed been really helpful for the soldiers in terms of building confidence, discipline, and independence.

He concludes by adding that it gives them immense pleasure and happiness to see the transformation of soldiers with disability into entrepreneurs.
The speaker provided a brief background of the initiative where the Department of Management Sciences, initiated the course ‘Diploma in Industrial Administrations and Services Management’, on 1st August 2008, at Queen Mary’s Technical Institute, Khadki, Pune, for imparting Management training as a skill development initiative to disabled soldiers as a Social initiative of the University and the Department.

The speaker exclaims that they have been teaching this course for 12 years with a strength of almost 250 to 300 soldiers with a disability and it was a challenge by itself. One of the key challenges was to conduct classes with a target group who had not picked up their course books for quite a while, the confidence was low along with their ecosystem absolutely losing confidence in them. Although, the following batches became easier after the first challenging module.

The speaker thereafter gives a brief overview of the course where she highlights the topics being covered, the duration which is of a year and examinations criteria like written assessments, cases studies and extempores.

The speaker then provided a few case studies of soldiers with disabilities where there have been instances of the soldiers running their own businesses like Elevator Installation work, Mobile military Cadet school, and in some cases even multiple businesses like opening restaurants, construction company, and agricultural farms initiatives. This has enabled the soldiers’ families to be empowered and a sense of motivation of the children taking over the business as well.

The speaker wraps up by proudly stating that there are many more such cases and it is a privilege to work with soldiers with a disability as they have such great sense of ownership and belonging.
The speaker initiates his talk by providing a brief introduction of himself and a brief of the institute. He stated that the institute is coming from an old lineage of the first world war and was a charity that was started by the Britishers. The whole concept of the institute was to defeat the notion of charity that was prominent in the 20th century and provide vocational opportunities to soldiers with disability by Queen Mary and Lady Diana in Bombay at first and then the institution was shifted to Pune in 1922.

The speaker marvels the initiative of Dr Chitale and Dr Jain as he remarks that the initiative of the course has been a game-changer for the institute as it has broken the misconception of the soldiers of attaining a job in a public or private sector to starting something of their own. He also exclaims that along with the management course there are a few vocational courses as well that elevate the basic skill sets of the soldiers with disability.

The speaker then focuses on the core areas that they work on, as the soldiers with disability have faced a huge gap from the last time they were in a classroom to the joining of the institution, they start working on basic adaptations to the classroom environment, academics, basic soft skill etiquettes along with psychological aptitude test to provide them the best-suited course.

The speaker concludes his talk by exclaiming that he would soon be initiation a paper which would give an overview of the experiences of the soldier with disability right from the challenges faced up to their achievements. He states that their capability is much higher than any of us as they are immensely motivated individuals who can do and achieve anything that they set their eyes on.
Felicitation of Dr. (Capt) C. M. Chitale, Professor-PUMBA & Director, Skill Development Center, SPPU; and Col. (Retd.) Vasant Ballewar, Deputy CEO & Dean, Queens Mary Technical Institute, Khadki, Pune by Dr. Vaishali Kolhe, Associate Professor, Project Director, I-Access Rights Mission, Centre for Disability Studies and Action, Tata Institute of Social Sciences, Mumbai.

Felicitation of Dr. Surbhi Jain, Professor at Department of Management Sciences (PUMBA), Savitribai Phule Pune University by Prof. Manoj Kar, Professor, Health systems, Education and Policy, IIE
Role Model Testimonials of Soldiers with Disability of Queens Mary Technical Institute, Khadki, Pune
The speaker opens her talk with a brief introduction of the project, ‘I-Access Rights Mission’. She states that the project began in 2013 The launched at the Centre for Disability Studies & Action (CDSA) with the aim to work with the ecology of students with disabilities towards facilitating a disabled-friendly university/campus with special focus on ‘Inclusion & Accessibility’. She mentioned about the National Action plan for skill training of PWD which was jointly launched by MSDE & Depwd with target of skilling 25 lakhs PWD from 2015-2022 as per Annual report NSDC 2017-18. Skill Development Council has introduced various activities with focus on enabling industry engagement like job melas, placement and on-boarding of apprentices by industry. Rozgar Mela was organized by the Skill Council for PwD. The programmes under the preview of Affirmative action for PWD are three types -1. Sakham- District Saturation Plan for PwD, 2. Center of excellence/Model Training Canter, 3. Training of Trainers.

Moreover, recommendation of NSDC Skill Gap report. Maharashtra 2013 suggested up skilling and Faculty training modules are needed for Skill Development.

Skill Development in higher education can be implemented with the following short term and long term plans to prepare students with disability for sustainable employment and contributing to the GDP of the country:

Short Term Goals:
1)Soft Skills Development Program and skill bridge course.
2) Organizing Skill Competency Workshop & Inclusive Job Fairs.
3) Skilling up Master Trainers for universities(TOT’s)
4) Faculty training Module for Skill Development for PWD.
5) MIDC and CSR Partnership for Job Placements of PWD.

Long Term Goals:
1)Incubation centre for PwD at universities. (Divyanjan)
2) Open Skill University for PwD.
3) Partnership of District Skill Councils & University Incubations.
INITIATIVES OF I-ACCESS RIGHTS MISSION, TISS & EXPLORING OPPORTUNITIES FOR DECENT WORK & EMPLOYMENT OF HIGHER EDUCATED PWD

The speaker proudly exclaimed that to also ensure fruitful and conventional inclusion the project has worked on a State Disability Policy in Higher Education of Government of Maharashtra. The policy has been a result of a survey conducted of universities and colleges in Maharashtra as per the various available schemes, GR's, policies and acts in respect to students with disabilities to analyse their implementation and it was found that there is grave lack of services in colleges and universities for students with disabilities. In respect to skill development, the following has been suggested in the State Disability Policy in Higher Education:

- University Incubation/innovation Centre and District skill council for PWD Partnership to create a district skill platform under the university to plan, organise and deliver skill based courses for Persons with Disability.
- Persons with disability shall be given prioriteto develop start-ups under the incubation/innovation centre of the universities. Seed money shall be provided to the PWD by the Incubation/Innovation centre as per their rules
- Job Fairs can be organized annually by involving professionals working in the field of inclusive employability and sustainable development

The speaker concludes the talk by stating that she is proud that institutes like Tata Institute of Social Sciences envisage on reaching to the grass root levels for skilling the youth through TISS Alumni working in relevant organisations and corporates like Tata Motors, Godrej, NSDC, NSE, NRLM, Kudumshree, Ministry of Social Justice etc. I-Access Rights Mission proposes the setting up of Incubation centres for skill development in universities. Lastly, she states that this is just the beginning as there is less than 1% students with disabilities that are able to attain higher education in India. Hence, the speaker recommended to create an inclusive sustainable skilling model for high paying and dignified employment of persons with disabilities in every level.
The speaker explains that his objective behind the talk is to provide the process that takes place in a corporate sector with the certain boundaries that are set up and how with the boundaries itself there is facilitation of inclusion.
The speaker gave an overview of the journey of inclusive employment where the company began with identifying departments where they can start inducting and decided that the Shopfloors which require a lot of labor would be a good place to start. In the year 2015, they inducted persons with speech and hearing impairment as Operating Engineers from 19 to 22 years of age. The speaker in respect to this, highlighted a few challenges that they managed to overcome like Lack of skilled youth with disabilities that fit the eligibility criteria of the required educational qualification, convincing the management to induct person with disabilities into the workforce, right policies to create an accessible environment, and building sensitivity and empathy among the employees without disability.
The speaker highlighted the impact of employing person with disabilities in their workforce where they observed higher productivity as compared to employees without disability, higher interpersonal skills among the workforce through buddy programs, modification of the workplace into an accessible one and creating TOT's by the Persons with disabilities for new joinees.
The speaker wraps up by sharing a challenge that he would like solutions for which is how the company can create a growth plan for people with disabilities since they have observed in the last five years that the productivity level of the employees with disability is really high and they would like to replicate that in their other departments as well.
CONFERENCE PROCEEDINGS
02.02.2020

EXPLORING OPPORTUNITIES FOR EMPLOYMENT OF HIGHER EDUCATED DIVYANGJAN

The speaker talks about digital accessibility and its implementation status in India. The speaker provides the current scenario on digital accessibility that these services are not really accessible for all. The challenges are that the screenreader are not fully accessible and the assistive applications are not fully accessible for its users.

The speaker provides an overview on the challenges faced by persons with disability in livelihood, employment, education and Social rehabilitation. He gives an overview of solutions like Websites should be made compliant to WCAG2.0- Web Content Accessibility Guidelines 2.0. All banking services, E-commerce services have to be made accessibility compliant. Mass sensitization programs have to be conducted so people are aware of various challenges of persons with disabilities and adopt accessibility compliance and implement it. Many government officers and company officers want to be accessibility compliant but the problem is they hardly know how to pursue Accessibility compliance and the resources to compliance services. There are quite a few people in India that provide such services. If you want your website accessible, mobile applications accessible, There are a few organisations and professionals who are internationally certified by IAAP- International association for accessibility professionals. So IAAP certified professionals can do better accessibility compliance for you.

The speaker concludes by stating that it is essential to be a part of this global campaign and involve in this accessibility compliance towards services as not even 0.0001% of the websites are accessibility compliant as the best effort towards inclusion is an accessible environment.
CONFERENCES PROCEEDINGS
02.02.2020
EXPLORING OPPORTUNITIES FOR EMPLOYMENT OF HIGHER EDUCATED DIVYANGJAN

The speaker contextualising the entire journey of providing jobs across the various skill sets, the government plays an essential role in providing more jobs. On the other hand, all India services have reduced to 5% less as compared to 34 services earlier. Another job journal was the private sector which has also seen a drastic reduction of jobs.

He highlights that the economy doesn’t consider people with disabilities and the contributions that they are making today. Although they aren’t any opportunities to get it as well. Hence, he suggests that it is time that there are commissioned studies that map the contributions by persons with disabilities and discuss in business terms the opportunity being lost.

The speaker also highlights certain realities that industries face for instance the restructuring of a whole company to make it accessible require a very high number of resources which also comes across as a barrier for industries to implement in one go. Hence, there are barriers faced two ways but to overcome them it is essential to have a factual stand for implementation.

The speaker concludes by stating Basic steps that can be taken for increasing employment of persons with disabilities by providing Support to industries for internships or fellowships, Utilising the knowledge and experiencing of person with disabilities to gain best practices and implement them, Knowledge partnership. Mentorship by experts to provide a knowledge base, Utilising the banner of inclusion and diversity, Engaging senior leadership, the business- the HR, Leveraging Tier 1 and Tier 2 industries as they have availability of jobs and Rights Based approach and/or practice is essential.
Ms Gagre started off the session by welcoming the audience and thanking the organizers for inviting her. She then gave a snapshot of the current scenario of our country in terms of Divyangjan. She explained the importance of Farmers and women in our country and that even though they get reservations and schemes, the real benefit does not reach them and is often lost in the bureaucracy. She affirmed that if we want to see development in our country, then empowering the farmers is the way to go. She motivated the crowd by giving some famous examples of persons with disability who did some exceptional work like Einstein could not hear till age 3. He was a backbencher in school etc. We should thus use whatever facilities we have. We should look up to positive things. Thus being positive is important and we should also try to negate negative thoughts. Concentrate on half-full glass and not on half-empty glass. Edison tried to invent light by trying thousands of times. So we have to learn from him to be positive in our efforts. If we talk about Napoleon, he was drowning into the sea, but he motivated his soldiers by being positive and fighting back. She explained how Divyangs generally face demotivation from people around them due to disability, but we should ignore them and try to do our best.
The speaker started by showing her gratitude to have been invited and shared her story on how she started her business in 2002. She started with a very small business and now supplies maternity pads all over Maharashtra. She has started two self-help groups and her business employs many persons with disabilities. She also assured that the quality that these persons with disabilities produce is better than the market. She also asserted that according to her experience, persons with disabilities have a lot of will power and that the government should do something to ease their struggles towards education.

Even the sanitary pads that they make if the government gives tender for it will be very beneficial.

She concluded by suggesting:

1. Funds as seed money should be provided by the government such as NSDC to start entrepreneurship and business at a larger scale.

2. Divyang Cooperatives can be established to start entrepreneurship and small scale business.
The speaker spoke about his entrepreneurship struggles to develop the business with highlighting the various challenges faced in its course and how did he overcome them.

The speaker highlighted that 20 years back there were hardly any facilities available for persons with disabilities to start their business and hence, managing rather starting a business was a challenge.

Although, with perseverance today he can proudly state that the business is excelling and indeed has been a learning and a bless to him.

He ended his speech by providing key highlights:

1. Reservations of tenders for persons with disability in MIDC and all the government industrial institutions to include and provide equal opportunities.

2. Divyang District Level Authorities and Divyang Indian Chamber of Commerce and Industry shall encourage persons with disability to start innovative businesses and providing assistance towards Marketing Strategies.
PROMOTING AND STRENGTHENING ENTREPRENEURSHIP AMONG PWDS

He began by narrating his life story and how his education suffered after his accident. He started an office but that didn't work out so he closed it. He had a strong support system and that kept him going. He tried various other things but for no luck. He tried his hand with Masala just and began with some trial and error, research and development. He narrated his whole journey of starting his business and said that there were many hardships and there will be more, it is part of life.

This session had motivational speeches, testimonies of persons with disabilities and some cases to bring out the issues of PWDs. There were success stories and the way forward.
Mr. Ashok Kumbhar
Ms. Rajashree Gagre
Mr. Anupama Ekande
Mr. Raghav Baravkar
Dr. Bhavesh Bhatia

CONFERENCE PROCEEDINGS
03.02.2020
PROMOTING AND STRENGTHENING ENTREPRENEURSHIP AMONG PWDS

Mr. Bhatia is the founder of Sunrise candle and a person with visual impairment. He started the enterprise from scratch and used to make and sell candles on a hand cart. He is a post-graduate in commerce. Based in Mahabaleshwar Maharashtra, Sunrise candles is a firm run majorly by visually impaired people.

He got trained in candle making from the NAB along with training as a masseuse. From his own savings, he started his enterprise with 15 kg of raw material and a hand cart which is now financially excelling. Mr. Bhatia along with being an entrepreneur is also a very enthusiastic motivational speaker. His life story is an inspiration to others.

Mr. Bhatia emphasised on the importance of becoming self-reliant and said that instead of looking for welfare persons with a disability must develop their own skills and personal capacities to become independent.

Mr. Bhatia’s speech was filled with enthusiasm, confidence and humour. He also emphasised the importance of physical fitness and is himself a sportsperson. Throughout his talk, he focused on the need to stay optimistic and motivated to become independent and not letting one’s disability be a restricting factor in their growth. The person who started his business with a handcart now provides employment to 2500 visually impaired workers in 13 states.

He shared that he does not fear public speaking because people often get scared when they see a crowd in front of their eyes, but his inability to see gives him the confidence to speak in public. His journey indeed is an inspiration and a source of motivation to all persons with disability and everyone who wishes to be an entrepreneur.
Instances of Successful Entrepreneurial Businesses of self made entrepreneurs; 
(From the left infront of the Dias) Mr Munde and Mr Chhadawelkar

Brochure of Divyang Indian Chamber of Commerce and Industry (From the Left) Mrs. Anupama Ekande, CEO, Caretech Sanitary Napkins, Pune; Dr. Vaishali Kolhe, Associate Professor, Project Director, I-Access Rights Mission, Centre for Disability Studies and Action, Tata Institute of Social Sciences, Mumbai; Mrs. Minetta Paatil, President, Abhisar Foundation; Mr. Prashant Sude, Grameen Shramik Prathishthan; Mr. Raghav Baravkar, Solapuri Masala; Mr. Ashok Kumbhar, Business House; Prof. Manoj Kar, Professor, Health systems, Education and Policy, IIE; and Ms. Rajashree Gagre, Managing Director Divyang Indian Chamber of Commerce and Industry.
Thematic Session 1
District Action Plan

Group Picture (From The left) Prof. Manoj Kar, Professor, Health systems, Education and Policy, IIE, Pune; Mrs. Bhat; Mrs. Neeta Bhatia, Vice President, Sunrise Candles; Dr. Bhavesh Bhatia, CEO, Sunrise Candles; Mr. Feroz, Professor; Mrs. Minetta Paatil, President, Abhisar Foundation; Mr. Prashant Sude, Grameen Shramik Prathishtan; Mr. Ashok Kumbhar, Business House; Shazia Qureshi, Team Lead, I-Access Rights Mission, Tata Institute of Social Sciences

Mr. Bhatia’s Exemplary Speech (From the Left) Mrs. Anupama Ekande, CEO, Caretech Sanitary Napkins, Pune; Dr. Vaishali Kolhe, Associate Professor, Project Director, I-Access Rights Mission, Centre for Disability Studies and Action, Tata Institute of Social Sciences, Mumbai; Mr. Prashant Sude, Grameen Shramik Prathishtan; Mrs. Minetta Paatil, President, Abhisar Foundation; Mr. Ashok Kumbhar, Business House; Mr. Bhatia, CEO, Sunrise Candles
Dr. Bhargavi Davar while introducing herself talked about her own experience as a person who has survived depression and suicidal tendencies along with over four decades of mental trauma. She regarded mental health institutions as typical colonial systems of segregation, which is not only an institutional structure but also a mindset which we must get rid of. She pointed out how in the eyes on the law a person with mental illness is considered unfit to vote, adopt, contract, marry etc. “you’re not even considered a person according to law how do you talk about work” she said talking about the right of persons with mental illnesses to work. She also pointed out that from among the list of all 21 types of disability, mental illness was the only category of people who are not allowed to vote and criticised the law of ‘incapacitation’ of persons with mental illnesses which declares them unfit to represent themselves. In India there is 154 such legislation which includes the clause of incapacitation; the nomenclature of ‘unsound mind’ was also criticised by her.

Bapu trust has been working with people with mental illnesses for 20 years. Dr Davar called the early intervention system in India and former legislations such as the equal opportunity law of 1995 a complete failure. She mentioned that the present RPWD act, 2016 and the Mental Health Care Act, 2017 both come from the same root, the United Nations Convention on Rights of Persons with Disabilities and that one of the key recommendation by the UN was against the use of the term ‘divyangjan’.

She further explained how persons with mental illnesses are excluded from the ‘mainstream by exclusion from the education sector, discrimination in terms of employment and even finding a place to live. The recognition, awareness and education of families about mental illnesses are very poor and it further leads to deterioration in the condition. Children with mental illnesses or psychosocial illnesses are often labelled as bad children, misbehaving children they often have poor performance in school and are bullied. The drop-out rate is therefore very high. Employment thus becomes a challenge.

She further went on to discuss the exploitation of women, especially in mental health institutions. The rules of guardianship are stricter for them and integrating them with the mainstream is even more difficult.

She finally mentioned that persons with a disability must look beyond their constituencies and how persons with other disabilities were not insulated from mental health issues.
The Session was initiated by the speaker as a participatory session which will highlight the various innovative skills that are being equipped to create successful Entrepreneurship all over the districts of Maharashtra. The speaker starts the discussion with addressing to the audience the agenda of the session to address the following topics:

The stakeholders in the audience were requested to share innovative skill development initiatives that have transformed into successful entrepreneurship. The participants listed down the following:
After listing out the various skills, the next step was to highlight the various Training Models that would improvises and facilitate higher skills.

Lastly, on the basis of the above the way forward suggested were:
In terms of education, the speaker summarised the following steps that would facilitate Students with disabilities being able to attain decent and dignified jobs:

- Implementation of Government Regulations, Schemes and Policies
- District Level Evidence-based researches to create case studies
- Skill Development Manuals for Person with Disabilities
The National Consultation on Skill Development, Empowerment and Livelihood for Persons with Disability held for two consecutive days can lead to a consolidated roadmap for how to empower persons with disabilities in skill development and overall development. The light was shed on significant points such as missing skills in the current scenario and its need. The dire need to restructure the type of skill development training and adjust it to the current scenario.

Appreciation extended to the government and the willingness of the disability commissioner to collaborate and make the needful changes. There is a need to focus on attributes such as brand development, business development and the need for training in marketing and sales, building training modules in such skills to motivate the entrepreneurs who are new to the business industry. Accessing or Utilising industries like CII and NSDC to provide seed money to entrepreneurs to motivate and support them in their journey.

Focusing on equipping students with disabilities in higher education by working with the Maharashtra government for implementation of the Rights-Based Act of RPWD 2016 by initiatives such as working on policies to ensure implementation as being practised by I-Access Rights Mission.

A significant outcome and objective of the consultation are to make district level planning and a comprehensive action plan for skill development of persons with disabilities as a pivotal aim for creating empowered livelihoods for persons with Disabilities.

The chief guest, Prof Suresh Gosavi highlighted the beneficial sessions on District planning, Higher Education and Entrepreneurship. The Session was wrapped up by a Vote of Thanks by Prof Murzban Jal, who acknowledged the partners and the various stakeholders present.
Dr. Bhavesh Bhatia, Mahabaleshwar

Dr. Bhavesh Chandubhai Bhatia founded Sunrise Candles, which is now run by over 2,280 blind individuals and enjoys a turnover over Rs. 25 crores. He was recently awarded by the Nipman Foundation and also a recipient of Rashtrapati Award.

Mrs Anupama Ekande

She has started two self-help groups in Pune. Her business employs many persons with disabilities and now supplies sanitary pads all over Maharashtra under the Brand Name of CareTech Napkins with a turn over in lakhs.

Mr. Raghav Baravkar, Pune

He started his business after his accident by getting inspired by his mother and wife. He began a small scale distribution among his family members and neighbours which resulted in the product receiving great reviews and now he is running a successful Masala production with a turn over in lakhs just through word of mouth.

Mr. Ashok Kumbhar

Started a successful company inspite of coming across various challenges in his life. Now he has a transport business all over Maharashtra.
Mr. Shivshankar Bhanudas Munde, Alandi

Started his initiative 15 years back with Rs. 2000 and running a successful home-based service mobile and electronic repairing venture with a turn over upto 6 Lakhs annually which has enabled him to get his two sisters married and supported his brother to start a venture of his own. He’s also been able to build his own house and office.

Mr. Nilesh Chhadawelkar, Pune

Founder and Managing Director of Dhyanved, Digital Knowledge Bank is working for the last 12 years in the field of education. The initiative is a comprehensive educational service to build a knowledge map for students from 4th to 10th standard.

Mr. Jagdish Kushwaha

Mr Kushwaha, a soldier with disability Started Elevator Installation work called SKS SERVICES. After 4 years, the company is doing well and working with Escalator/Elevator manufactures company Like Schindler india pvt. Ltd.; Johnson elevators etc.

Mr. Narendra Rathore

Mr Rathore is a soldier with paraplegia passed out from QMTI and currently has various businesses like restaurants, construction company and initiatives in the agriculture sector.
CONCLUSION

RECOMMENDATIONS & WAY FORWARD

The Recommendations in respect to Training under Skill Development are:
1. All accessible curriculums under Skill Development training should be curated with the aim of facilitating the sensory needs of persons with disabilities.
2. There is a need to work with a multi-sectorial approach with Persons with Disability and stakeholders from government industries, corporates, NGO’s, Skill Councils and Entrepreneurs to equip persons with disabilities with the right skill sets as per the industry.
3. Upgradation of current courses with the help of National Skill Development Corporation.
5. Selecting Vocational Skills at an early age specifically for persons with development disabilities.
6. A collaborative effort of enabling us towards technology through awareness building.
7. Adoption of centres under the monitoring of DDRC so that they can conduct the projects as is with external support from DDRC’s.
8. Collaboration of DDRC’s with the Skill Development Department as they have the themes and the DDRC’s have access to mobilising persons with disabilities.
9. Collaboration of commissionerate, educational institutions and DDRC to identify children with disabilities who are experiencing stagnation in academics by inducting them in technology based skill development courses that will provide them encouragement and hence a sense of empowerment.
10. An established linkage of the commissionerate, the technical board, skill development of Maharashtra and DDRC for facilitating engaging projects and engaging in skill upgradation of existing skills of Self Help Groups as they have minimum 5 members in each group with dedicated and keen interest towards skilling themselves.
11. Implementing Management courses among other courses to equip persons with disabilities to create their own businesses.
12. Soft Skills Development Program and skill bridge course.
13. Organizing Skill Competency Workshop.
14. Faculty training Module for Skill Development for PWD
15. Website Accessibility for all types of disability to access information of the training and the various courses.
16. Identifying and Empowering skill champions with disabilities to conduct TOT’s
17. Engaging in training models that focus domain and technical skills, strengthen prerequisite skills, assess aptitude, ICT skills, and motivational skills.
18. Trainings that can be conducted at Home for accessibility and convenience.
RECOMMENDATIONS & WAY FORWARD

Recommendations for facilitating Employment of persons with disability are:

1. Internal Lobby to make use of resources of industrialists with the sole purpose of creating jobs.
2. Acknowledging and utilising individual skills and strengths to design Entrepreneurship.
4. With the advent of the digital age, technology should be used in process improvement for market access.
5. Utilising the loyalty of persons with disability as the attrition rates are the lowest when it comes to people with disabilities.
6. Leveraging the emotional quotient like soft skills, interpersonal skills, negotiation, and stress management.
7. Repurpose industrial bodies like CII. Their expertise needs to inculcated for affirmative action.
8. Leveraging the Diversity and Inclusion agenda of companies and convert it into action by also facilitating a wholistic ecosystem in place to onboard persons with disabilities.
10. MIDC and CSR Partnership for Job Placements of PWD
11. Seed money should be provided to PwD for their own Start-Ups.
12. Website Accessibility for all types of disability to access information of various employers and portals for placements.
13. Support to industries for internships or fellowships
14. Utilising the knowledge and experiences of person with disabilities to gain best practices and implement them
15. Mentorship by experts to provide a knowledge base.
16. Engaging senior leadership of the business- the HR and leveraging Tier 1 and Tier 2 industries as they have availability of jobs.
17. Funds as seed money should be provided by the government such as NSDC to start entrepreneurship and business at a larger scale.
18. Divyang Cooperatives can be established to start entrepreneurship and small scale business.
19. Reservations of tenders for persons with disability in MIDC and all the government industrial institutions to include and provide equal opportunities.
20. Divyang District Level Authorities and Divyang Indian Chamber of Commerce and Industry shall encourage persons with disability to start innovative businesses and providing assistance towards Marketing Strategies.
RECOMMENDATIONS & WAY FORWARD

Recommendations in respect to Higher Education are:
1. Skilling up Master Trainers for universities (TOT’s)
2. Incubation centre for PwD at universities
3. Open Skill University for PwD
4. Partnership of District Skill Councils & University Incubations.
5. Training in respect to Start-Ups in the incubation centres with seed money at the end of the course for implementation.
7. District Level Evidence-Based researches to create case studies.
8. Skill Development Manuals for persons with disabilities as well as teachers.
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Knowledge Partners
I-Access Rights Mission
Faculty Room No. 02,
The Tata Institute of Social Sciences (TISS)
Deonar, Mumbai-400088
iaccess2019@gmail.com,
tissdisability@gmail.com