

Sarthak Educational Trust report Government Capacity building Program

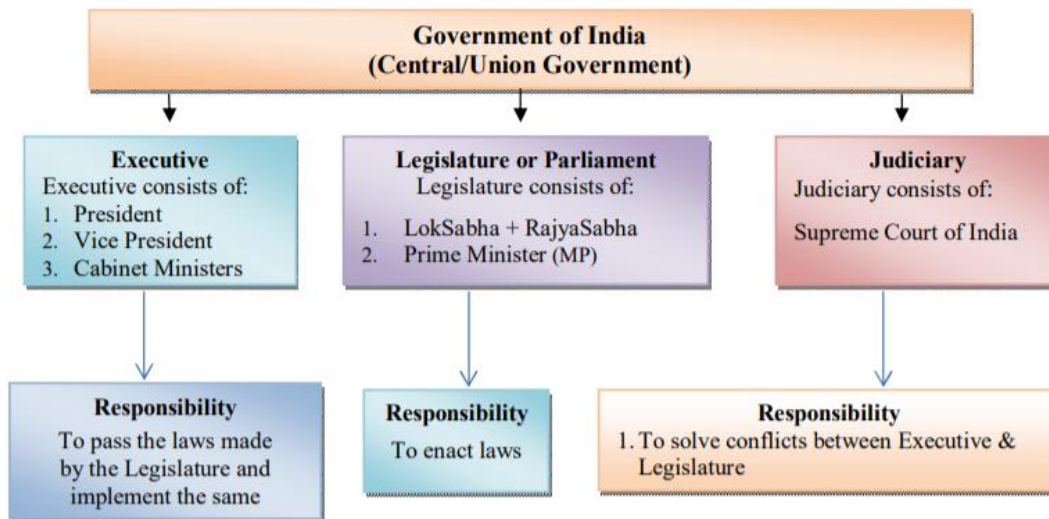
Background

India has an overall population of more than 130 million people, as per the estimates till 2019, which makes it the second most populated county of the World, only after China. Therefore, to govern and implement various policies for such humungous numbers, India has more than 45 different Government Ministries, and numerous departments, under them.

The Government of India (GoI), officially known as the Union Government and also known as the Central Government, was established by the Constitution of India, and is the governing authority of the union of States (29), and Union Territories (7), collectively call the Republic of India, headquartered in New Delhi, the Capital of India. Each State and each Union Territory has its own government, Governor in case of Sates and Lieutenant Governor in case of Union Territories and a Chief Minister. The 73rd and 74th Amendment Act introduced the system of Panchayati Raj in rural areas and Municipality in urban areas.

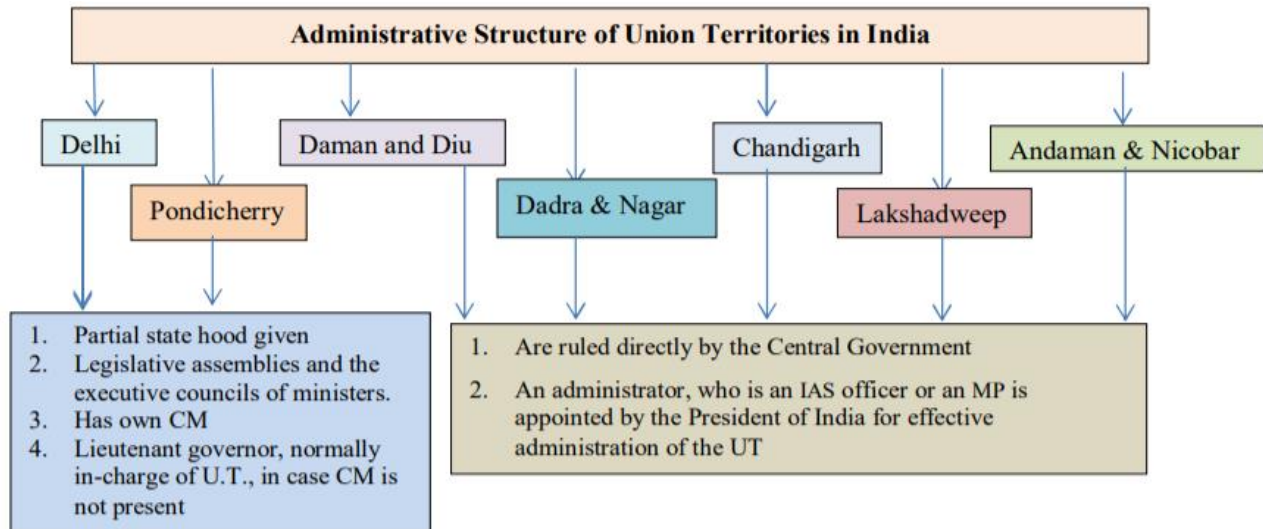
Further, The Government of India or the Central or the Union Government is divided into three main sections viz., (i) The Executive, (ii) The Legislature, and (iii) The Judiciary.

Structure of Central Government of India



On the other hand, the state legislature or the state assembly (in India) is headed by the Chief Minister of that state. The state legislature is divided into two parts namely the Vidhan Sabha and the Vidhan Parishath. The Governor is appointed by the President of India, who is the head of the State of all the organs of the government at the state level. Additionally, there are a total

of 7 union territories in India namely Delhi, Pondicherry, Daman and Diu, Dadra & Nagar, Chandigarh, Lakshadweep and Andaman & Nicobar Islands and its administrative structure in show in below diagram.



Capacity building: Disability

In India, the population of persons with disability is around **26.8 million**, constituting 2.21% of India's total population (Census 2011). However, World Bank data proposes the number between 40 to 80 million. But despite the discrepancy between the numbers it is very clear that PwDs constitute a significant part of Indian population.

Therefore, it becomes imperative to have Officials in all the concerned government agencies to be well versed and updated on the prevalent conditions, challenges and situations, to successfully frame and implement desired policies and support system to benefit the concerned stakeholders effectively.

It thus becomes the need of the hour to build capacities of the Officials from time to time to keep them abreast with latest scenarios and needs of individuals. Sarthak has been actively working in this sphere through engaging in activities which strengthen the knowledge, abilities, skills and behavior of individuals and improve institutional structures and processes such that the organization can efficiently meet its mission and goals in a sustainable way.

Hence, it calls for strengthening public servants' capacity to implement the disability related projects through the development of new skills, attitudes and behaviors and through new ways of working together across organizational boundaries.

About Sarthak Educational Trust

Sarthak Educational Trust is geared towards mainstreaming persons with disability since 2008 through intervention, inclusive education, skill development, sustainable employment and advocacy. Currently, it serves in 20 different locations of India, and has successfully trained and placed 16000 and 18000 persons with disability respectively with the support of 1000+ corporate partners across India. (www.sarthakindia.org)

Government Capacity Building Program at Sarthak

Objective of Capacity building

To create, enhance, upgrade and develop knowledge of concerned individuals covering various topics related to disability, at country level and state level, to design, implement and ensure social protection and social security schemes, match the needs of PwDs in India.

Chapter 1: Capacity building of government officials in Gurugram, Rohtak and Hissar Haryana : Disability Sensitization Workshop (2015)

The workshop aims at creating awareness and sensitized approach among different levels of workforce among government officials to work towards creating an eco-sphere to have an inclusive workplace by recognizing 'ability in disability'. The objective are as follows:

- To educate the participants about the ability and potential of PwDs.
- To educate and aware participants about Disability, Policy & Provisions for PwDs and PwD rights.
- To help the participants identify suitable roles for PwDs in their respective functions
- To bring attitudinal/ perceptual shift towards the PwDs as a valuable resource for the organization.
- To equip the participants with the tools/techniques, reasonable accommodation for successful inclusion of PwDs.
- To create an enabling environment for PwDs to work with sensitive colleagues.

The workshop was attended by 80 government officials covering the districts of Rohtak, Hisar and Gurugram in Haryana.

Chapter 2: Capacity building of government officials in Jammu, Jammu & Kashmir (2016)

In January 2016, workshop with officials of Jammu and Kashmir was conducted in Sarva Shiksha Abhiyan office directed towards promoting inclusive education. The objectives of the workshop were as follows:

- To examine the existing schemes, measures & incentives aimed at enhancing participation of adolescents/young persons with disabilities and ensuring their retention at secondary level.
- To make provisions for students with certain disabilities who are less represented at secondary level and higher education (adolescents/young persons with developmental disorders such as ASD and ID, learners with multiple disabilities, etc)
- To assess the challenges in retention of learners with disabilities, to suggest measures to increase their enrolment and provide them with quality learning at secondary and senior secondary levels across the country (specially learners with disabilities belonging to disadvantaged groups, and weaker sections such as ST, SC, OBC, religious/linguistic Minorities, belonging to poor, migrant families and backward regions, girls, transgenders, among others).
- To empower parents of adolescents/young persons through support and counsel to voice their concerns, express their opinions and participate in the educational process of their wards.
- To make use of a collaborative framework involving different stakeholders, with specific roles and responsibilities in addressing the needs and requirements of adolescents/young persons with disabilities.
- To compile best practices in Inclusive Education adopted by States/UTs at secondary level and thereon devise strategies and plan of action for other States/UTs.
- To sensitize the different stake holders about the needs of adolescents/young persons with disabilities.

The workshop was attended by 35 government officials covering the districts of Rohtak, Hisar and Gurugram in Haryana.

Chapter 3: Capacity building of Aanganwadi workers officials in Delhi : Early Intervention Services (2017)

Capacity building workshop was conducted with Aanganwari workers with an objective to train them about nutrition of pregnant ladies, vaccination, measures to avoid disability in kids and early signs of disability. The objective of workshop was as follows:

- Provide information about prevention of disability
- Provide information about care and nutrition of expected mothers
- Provide information about normal pregnancy
- Provide information of safe and hygienic delivery
- Provide information about high risk babies
- Provide information about early signs of disability

- Provide information about the process followed and need of Early Intervention
- To Impart knowledge to Aanganwari workers about the prenatal, natal and postnatal care of the child

120 Aanganwari workers participated during the workshop across Delhi and gained the knowledge about nutrition of pregnant ladies, vaccination, measures to avoid disability in kids and early signs of disability.

Chapter 4: Capacity building of Government Educational Officials in Delhi: Inclusive Education (2017)

In the year 2017, Sarthak conducted workshop with 10 government schools in Delhi. The program aims to achieve following objectives, so as to ensure equitable inclusive education:

- Acceptance of requirement and possibility of inclusion of Children with Disability in regular schools.
- Creation of Accessible and Disable friendly physical infrastructure.
- Provision of Individual Assessment and Individualized Education Plan.
- Sensitization and Training of Teachers
- Modified Curriculum and Assessment System
- Pre vocational Skilling

150 educational stakeholders attended the workshop with an aim to promote inclusive education in government schools.

Measurable outcomes

1. Organized more than 100+ Advocacy events like Workshops, Round table Conferences, National Conferences across the length and breadth of the country, engaging different departments and government Officials.
2. Created awareness amongst the Officials covering variety of topics related to disability like Definition of Disability, Types of Disability, Vision Impairment Causes, Impact, Management, Hearing Impairment Causes, Impact & Management, Intellectual Disability Causes, Impact & Management, Physical Disability Causes, Impact & Management, Statistical Facts, Myths About Disability, Showcasing of Motivational and Informative Videos, UNCRPD Act, RPWD Act 2016, National Action Plan, Accessible India campaign, etc.
3. Contributed actively in creating the National Action Plan for Skill Development Ministry.

Future Plans-

1. Upskilling Capacity building program of government officials with Central and State government
2. Exchange of best practices with other government of other countries.
3. Constructing Global Resource Centre in India, to disseminate more awareness amongst various stakeholders, through sharing broader and practical perspectives about disability

