

Event Proceedings

9th National Conference on Disability



9th National Conference on Disability December 23rd - 24th, 2022

Venue:

All India Council for Technical Education
(AICTE), New Delhi

The Theme - Glocal Partnerships for Disability Inclusive Development

The discussions in the 2-day 9th National Conference revolved around how Global & Local Partnerships can work together to ensure Disability Inclusive Development in the world we live in.

Sarthak 9th NCD - Day 1, 23rd December, 2022:

Panel 1 - Government and CSR Efforts for Disability Inclusive India

Panel 2- Inaugural Panel - Setting the Theme - Glocal Partnerships for Disability Inclusive Development

Panel 3 - Enabling Disability Inclusive Development through Employment & Entrepreneurship

Panel 4 - Born for Business - Experiences of PwD Entrepreneurs going Global

Panel 5 - International Partnerships for Innovations reaching the masses & Spreading the Idea

Sarthak 9th NCD - Day 2, 24rd December, 2022:

Panel 6 - Abilympics France 2023 - Championing for the Cause

Panel 7 - Collaborate to Catalyse Inclusion of PwDs – IDEA

Panel 8 – Advocating the Change

Panel 9 - Access to Success - Early Intervention & Inclusive Education for PwDs

Panel 10 - Media Leadership for PwD Inclusion

DAY 1 - 23rd December, 2022

Panel 1 - Government and CSR Efforts for Disability Inclusive India

Panellists -

- Shri Anuj Aggarwal - Senior Manager- People & Culture Business Partner, Aristocrat
- Ms. Diksha Singh - Corporate Social Responsibility Head, Powerlinks Transmission Private Limited
- Ms. Srishti Madan - Senior Manager- Corporate Social Responsibility, Infoedge
- Dr. B Mohammed Asheel - National Professional Officer (Injury and Disability Prevention, World Health Organization Country Office, India)
- Shri Ashok Emani - Principal ESG, National Investment and Infrastructure Fund (NIIF)
- Ms. Rajkiran Kaur - District Social Security Officer, Haryana Disability Department

Moderator - Shri Sandeep Bhargava, Advisory Board member, Sarthak & Former Executive Vice President, Vodafone India Ltd.

KEY DISCUSSIONS -

- ✓ United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and Right for Persons with Disabilities (RPwD) Act 2016 both stand tall in comparison and are very futuristic and comprehensive in outlining the guidelines for Persons with Disabilities (PwDs).

- ✓ There is a need to properly address concepts of barriers which hamper the activities of PwDs, for example, Just making ramps is not enough. Are they actually usable by wheelchair users with the right slope and structure? is important.
- ✓ Organisations like Tata Power are now focusing to increase their PwD hiring from 20% to 35%.
- ✓ Involvement of Gram Sabha and Panchayats at grassroot level for accessibility is key to better implementation of disability programs.
- ✓ Intervention specially under Early Intervention through establishing more early intervention centres to reduce instances of disability should be the key focus.
- ✓ Naukri.com portal has a separate option for PwDs to enter their self-declaration option to ensure DNI hiring and about 1.5 to 2 lakh profiles are present currently of PwDs on their portal for Corporates. 'Jobhai.com' is a specific separate job portal, which will be active shortly which has blue-collared jobs for PwDs and any person can access that.
- ✓ Attention on 'good business and good citizens', is the Moto in Aristocrat, including a lot of marginalised communities like LGBT, PwDs as inclusive workforce. The organization conducts awareness sessions to remove barriers and bias. In next 6-8 months partnering with Sarthak to provide livelihood to more PwDs.
- ✓ NIIF is working on infrastructure development and are ensuring to reduce challenges for PwDs. for example providing accessible multiplex cinema halls, accessible airports and railway stations and trying to create equality as part of infrastructure development across 200 companies now.
- ✓ Easy measures like a simple and easily available tablet costing Rs. 10 for Hypothyroidism can reduce the instances of disability at early childhood levels, if such information is available and awareness is there.



DAY 1 - 23rd December, 2022

Panel 2 - Inaugural Panel - Setting the Theme - Glocal Partnerships for Disability Inclusive Development

Panellists -

- Shri Rajiv Kumar - Chief Election Commissioner of India, Election Commission of India
- Dr. Jitender Aggarwal - Founder & Chief Executive Officer, Sarthak Educational Trust
- Dr. M.P. Poonia - Vice Chairman, All India Council for Technical Education
- Shri Lov Verma – Former Secretary, Dept of Empowerment of Persons with Disabilities (DEPwD) & Sarthak Advisory Board Member
- Dr. Sudhir Gupta - Sarthak Advisory Board Member

Moderator - Shri Sandeep Bhargava, Advisory Board member, Sarthak & Former Executive Vice President, Vodafone India Ltd.

KEY DISCUSSIONS -

- ✓ There is a need to publicise more about Right for Persons with Disabilities (RPwD) Act 2016 across India, as despite its implementation public awareness is still lacking.
- ✓ Disabilities like Sickle Cell Anaemia are still lacking media attention and need to be also highlighted more including other new disabilities included in the RPwD Act 2016

- ✓ Sarthak Global Resource Centre is a good example for Glocal partnerships, as it will encourage – advocacy, skilling employment, capacity building of other organisations like Non-Governmental Organizations (NGOs) and should be supported by different organizations financially.
- ✓ DEPwD can provide their centres under PPP model to NGOs like Sarthak to run training and other programs for persons with disabilities.
- ✓ DEPwD will put their UDID data for match making for organisations on anonymous bases on their website to be used by organisations like Sarthak for providing them necessary benefits like skilling and employment.
- ✓ Covid has made us realise how work from home, or product making at home can be done very easily, this can be used advantageously for PwDs to become economically stable.
- ✓ DEPwD is ensuring National Council of Educational Research and Training (NCERT)books in Braille for visually impaired specially the stories are already part of the many of the NCERT books. With the support of IIT's 3D content using Tactile options for visually impaired is being created.
- ✓ Corporate should come forward under the CSR initiatives to provide more support to the department for creating more 3-Dimensional books, use of artificial intelligence solutions for PwDs.
- ✓ Gaming companies should also support the department and other organisations in creating better options for Divyangs.
- ✓ DEPwD is also exploring Skill Impact Bonds to attract foreign companies to invest in India for creating more and better resources for the Disability Sector in India.

- ✓ Election Commission of India (ECI) is setting benchmarks now through ensuring equity and equality for PwDs. Data from DEPwD and organisations like Sarthak CapSarathi App, can help improve the database of ECI to provide them necessary benefits during the election process to not only make them more inclusive but more accessible elections as well.
- ✓ ECI is engaging PwD Icons to promote participation in elections and reaching out to each PwD at home to get their votes casted and exercise their right to vote.
- ✓ AICTE is developing a special curriculum for PwD students, ensuring counselling centres for grievances handling etc. for more mainstreaming of PwDs in all institutes under them. They will also support Sarthak University as and when it materialises.
- ✓ Sarthak is also conceptualizing a Global University for Persons with Disabilities which will provide a talent pool of trained and resume ready manpower to serve the disability sector, which will be highly socially inclined and sensitized towards PwDs. It is also planning to start two courses with Shree Guru Gobind Singh Tricentenary (SGT) University, Gurugram – Post graduate diploma in disability studies and action (PGDDSA) and Post Graduate Diploma in Early Intervention (PGDEI).
- ✓ Parents of PwDs from rural areas now should ensure their children who have some form of disability to come forward now and be part of the mainstream and become self-dependent.



DAY 1 - 23rd December, 2022

Panel 3 - Enabling Disability Inclusive Development through Employment & Entrepreneurship

Panellists -

- Shri Anuj Kaura – Director, Supply Chain, Amazon
- Ms. Dolly Mittal – Head, Affirmative Hiring, Tata Consultancy Services
- Ms. Vinath Hegde - Head HRM, Eureka Forbes
- Shri Amit Rawat - Zonal Human Resources Head, Reliance
- Shri Anjani Kumar – Regional Zonal Human Resources Head, Big Basket
- Dr. Muniraju S.B. - Deputy Adviser, NITI Aayog
- Shri Ashish Kumar - Manager Corporate Partnerships, Skill Council for Persons with Disabilities (SCPwD)

Moderator – Dr. Sudhir Gupta, Advisory Board Member, Sarthak & Former Director of Cygnus Medicare Private Limited

KEY DISCUSSIONS -

- ✓ Need to identify the job requirements (Job Mapping & required reasonable accommodation) to ensure sustainability in hiring of PwDs.
- ✓ The major change required is to change the mindset & start hiring of PwDs and need to spread more awareness through sensitization in more industries to hire PwDs.

- ✓ To reduce Attitudinal barriers, now-a-days many corporates are dividing their employee resources into 10-15 groups and involving them in mentoring, volunteering & sensitizing PwDs.
- ✓ Equal Treatment/Equal Opportunity - Need to check policies & check whether they are not the reasons for discrimination. The policies should be inclusive in every company.
- ✓ Accessibility for the PwDs at work place like screen readers, for wheelchair users' ramp is must. Inclusion is imperative now and not a choice anymore.
- ✓ Empowerment through education should be the major area for PwDs to make them jobs ready or self-employed, for this Amazon is updating technology, creating and vetting training modules through Experts, plus ensuring structural changes in their facilities to support PwDs.
- ✓ In major cities, hiring of PwDs is well managed, however, in smaller cities there is a need to engage more local industries through sensitization at district levels.
- ✓ Organizations like Reliance have deployed signage in their facilities for customer awareness to identify the PwD employee and interact accordingly. They have successfully hired 2000+ PwDs this year and are looking to scale up the process.

- ✓ Need to make India a Leader in terms of Assistive Devices to help PwDs to live a normal life with dignity. (*Sabka Saath, Sabka Vishwas, Sabka Prayas, Sabka Vikas*).
- ✓ 5-6% Gross domestic product (GDP) of our country is impacted as per NITI Aayog research due to basic accessibility gaps. There is a need to earmark a 5% quota for PwDs in all Government schemes. CSOs like Sarthak can play an important role in sensitizing the society and should also prepare a best practices document.
- ✓ At Big Basket facilities, to hire PwDs sustainably they engage parents of PwDs through visit to share and showcase the safe work environment for their wards to work in. Now they are also ensuring promotions through talent recognition during jobs for PwDs.



DAY 1 - 23rd December, 2022

Panel 4 - Born for Business - Experiences of PwD Entrepreneurs going Global

Panellists -

- Shri Rahul Gupta – Ex-Vice President & Head, Financial Sponsors Coverage, Axis Bank
- Dr. Bhushan Punani - Blind People's Association, General Secretary
- Ms. Abha Khetarpal - National Award Winner & 100 Women Achiever Awardee, President- Cross the Hurdles
- Shri Jatinder Singh - Assistant Secretary, PHD Chamber of Commerce and Industry
- Dr. Neeru Kumar – Chief Executive Officer, Ask Insights
- Ms. Richa Sahni - Entrepreneur & Head CSR, Atypical Advantage

Moderator - Shri Atul Bhatnagar, Advisory Board Member, Sarthak & Former Chief Operating Officer, National Skill Development Corporation of India

KEY DISCUSSIONS -

- ✓ The world has to get sensitized Globally & need of the hour is to identify Champions and invest in them.
- ✓ Disability is a huge sector, however there are still very few senior positions available for PwDs.
- ✓ Boards having Diversity have witnessed high growth rates.

- ✓ The main focus should be on Equal Employment Opportunities for example there should be one PwD in the Board which will definitely lead to organizational policy change, with respect to PwDs.
- ✓ Now with the G20 Presidency being with India, there is a huge focus on Start-up dominant themes. Need to focus on PwD Entrepreneurship and taking them ahead at global level should be focused.
- ✓ On the platform of Atypical Advantage PwDs, more than 10,000 + talented profiles are active.
- ✓ There is a critical need to reach out to micropreneurs as Covid-19 taught us that people can also work from home.
- ✓ Blind People's Association is coming up with a Entrepreneurship Institute for PwDs with the support of Gujarat Government. There are 6 parameters to become successful Global Entrepreneurs:
 - a) Right level of Education
 - b) Right Aptitude
 - c) Technology
 - d) Need to Right Knowledge
 - e) Need to be fulfilled by Guidance
 - f) Financial Support.



DAY 1 - 23rd December, 2022

Panel 5 - International Partnerships for Innovations reaching the masses & Spreading the IDEA

Panellists -

- Dr. Suja Mathew – Director, NISH
- Dr. Gaurav Raheja - Audit Consultant, Indian Institute of Technology, Roorkee
- Shri Srinivasu Chakravarthula - Director- Product Accessibility, Freshworks
- Ms. Chandrika Parmar - Director, Development of Corporate Citizenship, S.P. Jain Institute of Management and Research
- Shri Debasis Majumdar - Chief Executive Officer & Managing Director, Seed Maritime United Kingdom Limited
- Shri Abhishek Sandhir - Vice President & Global Head of Sales, Teralytics
- Shri Sameer Nigam – Chief Executive Officer, Stratbeans

Moderator – Shri Siddhartha Rastogi, Advisory Board Member, Sarthak & MD, Ambit Investment Advisors Pvt. Ltd.

KEY DISCUSSIONS -

- ✓ Today without Digital Technology nothing is possible and also there are many innovations for example communication technology-mobile phones, which can be used by every individual, specially can empower Divyangs without any discrimination.
- ✓ Different types of accessibility options like speech to text, scanning information, digital payments, journalism & research or audio transformation are being used with the help of mobile phones effectively by PwDs.

- ✓ The word **IT (Information Technology)** can also become as **Inclusion & Trust** building technology.
- ✓ We need to talk and approach a wider audience in order to change their mindset & attitude towards PwDs.
- ✓ Social construction of technology is determined by people, it's not only people who adopt technology, it is also technology that adopts people. For example - Unified Payments Interface (UPI) payments.
- ✓ GDI (Global Disability Innovation hub) is a research and practice sector driving disability in the world and it operates in 41 countries, it started in 2016.
- ✓ Sarthak has also expanded in the UK and it will be working for the accessibility technologies for the PwDs.
- ✓ From the last 3 years technology has been successfully adopted in education, livelihood campaigns and marketing.
- ✓ In the coming years, a keyboard will be launched where typing 10-20 words per minute will be possible using a Telepathy helmet where a person will think and a computer will type.
- ✓ Technology can now overcome limitations, the recent launch of 5G will enhance the technological outreach to support the PwD support system.



DAY 2 - 24rd December, 2022

Panel 6 - Abilympics France 2023 - Championing for the Cause

Panellists -

- Shri Vijay Jodha – Consultant Writer, Photographer & Filmmaker
- Prof. Elangovan B – Principal, JSS College, Mysore
- Dr. Sushma Goel - Professor and Vice Principal, Lady Irwin College
- Dr. Simmi Bhagat – Professor, Department of Fabric and Apparel Science, Lady Irwin College
- Lt. Col. Arun Kumar Chandel - Vice President, NSDC & Technical Delegate Assistant, WorldSkills India, National Skill Development Corporation
- Dr. Gurpreet Kaur - Principal, Apparel Training & Design Centre (ATDC)
- Shri Madhav Sharma – Professor, Guru Gobind Singh Indraprastha University

Moderator – Shri Siddhartha Rastogi, Advisory Board Member, Sarthak & MD, Ambit Investment Advisors Pvt. Ltd.

KEY DISCUSSIONS -

- ✓ National Abilympic Association of India (NAAI) is the biggest platform to show talent of PwDs and such opportunities provide cultural rights irrespective of the person being non-disabled or disabled and NAAI needs to be recognized at global level.

- ✓ Academia can perpetuate in context to PwDs through publishing success stories after training of such candidates.
- ✓ Academia is training PwDs in a limited skill set despite having so many facilities. Through Anganwadi workers, the Government is also trying to provide all the information in forms of charts at grassroot levels, easily comprehensive for children to train.
- ✓ Skill training videos or documentations can be uploaded on social media which will help PwDs earn something and reach out to larger audiences. Other PwDs can try to improve their skills on a routine and daily basis, using social media platforms.
- ✓ PwD youth should make themselves fully skilled so as to get respect like normal people. Become the best in the work you love most – ‘skills se shikhar tak’.
- ✓ Government policies of promoting startup entrepreneurship self-employment are now coming up in a big way, expertise and standardization of skilled work is the need from PwD pool, who can further train other people as entrepreneurs to increase quality by a systematic approach.



DAY 2 - 24rd December, 2022

Panel 7 - Collaborate to Catalyse Inclusion of PwDs – India Disability Empowerment Alliance (IDEA)

Panellists -

- Shri Gopal Aggarwal – Director, Shikshit Yuva Sewa Samiti, Basti, UP
- Shri Carmeo Nornoha - Executive Director, Bethany Society, Meghalaya
- Ms. Shreya Tiwari – Secretary, Parivartan Society, Jharkhand
- Shri Manoj Jangde - Founder & CEO, Jan Vikas Parishad Evam Anusandhan Sansthan (JVPAS), Chattisgarh
- Shri Laishram Tokendra Ricky - Founder Secretary, Spastic society of Manipur
- Dr. Pradeep Rath – Chief Executive Officer, Open Learning System, Odisha
- Shri Sameer Nair - Head Livelihoods, Youth for Jobs, Delhi.

Moderator – Shri SK Gupta, Advisory Board Member, Sarthak & Former DDG, Department of Telecommunication, GOI

KEY DISCUSSIONS -

- ✓ Collaborations can create the system change, bring easy changes in mindsets of the large populace.
- ✓ There are no opportunities in States like Jharkhand for PwDs, through platforms like IDEA, pan-India opportunities can be created, through joint efforts.

- ✓ 5 most important skills of 21st century include - Collaboration, Communication, Creativity, Critical thinking and Attitude. North East states focused skills and livelihood programs are to be implemented to enhance the skills of rural youth PwDs and generate livelihoods.
- ✓ Caste discrimination is also there in disability still fighting to have the special rights for PwDs, hence to overcome these complicated challenges, is not a job of any one NGO or one-person, it needs collective efforts and thinking.
- ✓ Establishing rural training centres, as has been established by Sarthak in Basti District can help create service hubs to skill rural PwDs through both online and offline modes in the coming years by collaborating with the support of Corporate.
- ✓ Digital support being provided by Sarthak through platforms like CapSarathi App – having every information related to Disability and RozgarSarathi portal – specially showcasing jobs available in market, is enabling outreach to many more Divyangs at village levels in Chhattisgarh.



DAY 2 - 24rd December, 2022

Panel 8 - Advocating the Change

Panellists -

- Shri Rajeev Sharma - Joint Secretary, Department for Persons with Disabilities (DEPwD)
- Shri Raj Kumar Makkad - State Disability Commissioner, Haryana Disability Department
- Shri Manoj Kumar – National Highways Authority of India (NHAI)
- Shri Lov Verma – Former Secretary, DEPwD & Sarthak Advisory Board Member
- Dr. Jitender Aggarwal - Founder & Chief Executive Officer, Sarthak Educational Trust
- Shri Raj Kapur - Advisory Board Member, Sarthak Educational Trust

Moderator – Shri SK Gupta, Advisory Board Member, Sarthak & Former DDG, Department of Telecommunication, GOI

KEY DISCUSSIONS -

- ✓ DEPwD is providing support to PwDs through its 9 National Institutes and 21 Composite Resource Centres (CRC's) supported under Corporate Social Responsibility (CSR). Now the Ministry has decided to provide free education and free treatments to PwDs, through them.
- ✓ Under the Accessible India Campaign of DEPwD, 13 departments have already implemented accessibility guidelines like - Housing & Urban Affairs, Railways, Sports, Cultural, Health & Family Welfare Departments & others.
- ✓ DEPwD is also exploring Skill Impact Bonds to attract foreign companies to invest in India for creating more and better resources for the Disability Sector in India.

- ✓ DEPwD is also running scholarship schemes for PwDs at different levels of education/degrees for national and international studies and schemes like Assistance to Disabled Persons (ADIP) to provide assistive devices to PwDs. Through Deendayal Disabled Rehabilitation Scheme (DDRS)/District Disability Rehabilitation Centres (DDRC's) - Providing NGO centric schemes, therapy services, etc.
- ✓ The Haryana government has made it compulsory for all the subdivisions of Haryana to make the disability certificate and people can appeal if they find that the certificate made is wrong. With the help of the Anganwadi survey, 32000 children with special needs receive educational benefits and have been admitted to government schools and those who are unable to attend school due to a high percentage of disability receive education at home from 750 special educators hired, regardless of disability.
- ✓ In terms of employment, Haryana Govt. has created 15000 vacancies following a specific survey on whether or not PwDs received the 3% government job quota.
- ✓ Make a disability-wise checklist before going for any construction project. Government has made regulations, but they are not implemented because of lack of knowledge. NHAI is planning to make accessible toilets on waysides, which earlier were not there, along with foot-over bridges with ramps and lifts on all highways.
- ✓ Currently there is a lack of hiring of PwDs in the construction sector, due to a perception that they cannot work in the construction sector. Organizations like Sarthak through advocacy and job mapping can reduce this gap. Eg. in toll plazas PwDs can get work easily, in physical construction areas skilled workers are required, PwDs can be placed according to disability and work.
- ✓ Sarthak is exploring the possibilities of enrolling on the Social Stock Exchange being launched by Securities and Exchange Board of India (SEBI) for listings of NGOs, which will help provide financial support to IDEA NGO partners.
- ✓ “Be the change you want to change in the world”. Lot of efforts are needed in the Accessible India Campaign along with regular monitoring for the success of the targets which have still not been met as per timelines from DEPwD.



DAY 2 - 24rd December, 2022

Panel 9 - Access to Success - Early Intervention & Inclusive Education for PwDs

Panellists -

- Dr. Rajive Bhatia – Ear Nose Throat Specialist
- Group Captain Kalpa Ghosh - Indian Air Force Benevolent Association
- Dr. Ashwini Vaishampayan - Head – Healthcare, Jai Vakeel foundation
- Dr. Monica Choudhary - Ansal University
- Dr. Nidhi Singhal - Director, Research & Trainings, Action for Autism

Moderator- Shri Sunil Pahilajani, Advisory Board member, Sarthak

KEY DISCUSSIONS -

- ✓ As per the current surveys 3 out of 1000 children at birth have hearing impairment, 2% of populace has intellectual disabilities in our country, which is an alarming trend and needs to be addressed through early identification specially within 3 years of the birth, to get best results.
- ✓ Role of Anganwadi and ASHA workers through EI rehab training is very crucial at grassroot levels and they should be utilised effectively to sensitize immediate families and parents of Children with Disabilities (CwDs).

- ✓ In the Air Force 200-300 deaths occur annually of the personnel, hence Indian Air Force benevolent Fund ensures support to the kin of such personnel to remove the fear from the Officers minds – ‘Mere Baad Kya’, to serve in their best capacities for the nation.
- ✓ Despite so many laws, still very low acceptance of CwDs in mainstream schools, alongwith costly assistive devices for them which their parents can't afford is leading to lower literacy rates, needs immediate interventions to support PwDs right from childhood.
- ✓ There are great examples of working together to work in the disability sector, like everyone came together during Covid-19 pandemic, to reduce the challenges for PwDs.
- ✓ Many parents still think about CwDs as a burden or problem for them and the society. It is assumed very easily that they cannot do anything in their life, or as ‘Woh log ', which creates the gap. We need to change these assumptions and look at the abilities and success rather than shortcomings.
- ✓ Implementation of Laws and Govt. Schemes are missing last mile connectivity and need to be addressed properly.



DAY 2 - 24rd December, 2022

Panel 10 - Media Leadership for PwD Inclusion

Panellists -

- Ms. Gunjan Sharma – Journalist, Press Trust of India (PTI)
- Ms. Geet - Social Media Influencer
- Shri Rakesh Prasad - Director- Human Resource, Indigo
- Shri Ashish Dwivedi - Communication Professional, Torque

Moderator: Ms. Aradhana Kohli - Managing Trustee, International Association of Women in Radio and Television

KEY DISCUSSIONS -

- ✓ There is a lack of focus from the media side on disability and PwDs. More emphasis should be placed on accessibility sensitization and other positive aspects. Urgency required to showcase correct image of PwDs in films, television and all platforms.
- ✓ The media must provide good content for sensitization in order for the public to accept the situation.
- ✓ Heroic stories should come to life, which will give confidence to the PwD community that they can also come forward to do something different in life.

- ✓ Media plays an important role in what the audience sees and executes, hence media should be very careful in portraying the image of a PwD.
- ✓ Show PwDs in normal roles like a Doctor, Officer, Politician etc in films and television shows and not as only PwD characters. Media can help normalize the PwD community to live in the mainstream with dignity in a big way, by running successful campaigns like Polio, which has been very successful to bring a turnaround in eradication of Polio in our country.
- ✓ Media houses should include PwD employees for better representation of PwD issues in media, and If the organisation does not want to pay they can at least provide internships to just check whether they can perform their duties perfectly or not.
- ✓ Many PwDs get rejected for a particular job due to the lack of building accessibility, and other minor challenges which act as barriers in getting decent jobs. They can be encouraged to do something special, whether at home, through work-from-home (WFH), or through the use of technology, especially now they can project their talent through social media platforms like YouTube channels.



KEY TAKEAWAYS –

- ✓ DEPwD Centres can be used under PPP model to organizations like Sarthak to run training and employment other programs for persons with disabilities.
- ✓ Making available filtered details of PwDs registered in Unique ID for Persons with Disabilities (UDID) scheme for match making for organisations like Sarthak to provide necessary benefits including their skilling and employment, can be helpful to outreach PwDs.
- ✓ Covid has made us realise how work from home, or product making at home can be done very easily. This opportunity can be a game changer for PwDs in creating more wage employment or self-employment opportunities for them.
- ✓ DEPwD is ensuring NCERT books in Braille for visually impaired specially the stories are already part of the many of the NCERT books. With the support of IIT's 3-D content using Tactile options for visually impaired to experience through feeling the objects is being created.
- ✓ Corporate should come forward under the CSR initiatives to provide more support to the department for creating more 3D book, use of artificial intelligence solutions for PwDs. Gaming companies should also support the department and other organisations in creating better options for Divyangs.
- ✓ Skill Impact Bonds are being explored to attract foreign companies to invest in India for creating more and better resources for the Disability Sector in India.

KEY TAKEAWAYS –

- ✓ ECI is setting benchmarks now through ensuring equity and equality for PwDs. Data from DEPwD and organisations like Sarthak CapSarathi App, can help improve the database of ECI to provide them necessary benefits during the election process to not only make them more inclusive but more accessible elections as well.
- ✓ ECI is engaging PwD Icons to promote participation in elections and reaching out to each PwD at home to get their votes casted and exercise their right to vote.
- ✓ AICTE is developing a special curriculum for PwD students, ensuring counselling centres for grievances handling etc. for more mainstreaming of PwDs in all institutes under them. They will also support Sarthak University as and when it materialises.
- ✓ NHAI is ensuring accessible foot-over bridges with ramps, lifts of highways, accessible toilets alongside highways are being constructed for the ease of PwDs and elderly.
- ✓ Disabilities like Sickle Cell Anaemia are still lacking media attention and needs to be highlighted more including other new disabilities included in the RPwD Act 2016.
- ✓ The media must provide good content for sensitization in order for the public to accept the situation, and project PwDs as normal characters be it be films, television shows or any other medium.

KEY TAKEAWAYS –

- ✓ Collaborations and partnerships at local, national and global levels through platforms like IDEA can effectively create system change, bringing easy changes in mind-set of the large populace.
- ✓ Government policies of promoting startups, entrepreneurship, self-employment are now coming up in a big way, expertise and standardization of skilled work is the need from the PwD pool, who can further train other PwDs.
- ✓ Establishing rural training centres, as has been established by Sarthak in Basti District can help create service hubs to skill rural PwDs through both online and offline modes in the coming years by collaborating with the support of Corporate.
- ✓ In coming years telepathically enabled keyboards will be launched where typing 10-20 words per minute will be possible using a Telepathy helmet where a person will think and computer will type, which will be highly beneficial for the visually impaired.
- ✓ In the hiring process the main focus should be on creating Equal Employment Opportunities for example there should be one PwD in the Board which will definitely lead to organizational policy change, with respect to PwDs.
- ✓ Role of Anganwadi and ASHA workers through EI rehab training is very crucial at grassroot levels and they should be utilised effectively to sensitize immediate families and parents of CwDs.

Links for Launches –

Following report launches were made during the 2-day Conference –

1. NAAI Annual Report: https://www.abilympicsindia.org/web/uploads/NAAI_AR_2022.pdf
2. Sarthak Annual Report: https://sarthakindia.org/cms/annual-report-data/SARTHAK_AR_2022.pdf
3. Advocacy Report: https://sarthakindia.org/reports_web/Sarthak_Advocacy_2022.pdf
4. NAAI Report: https://sarthakindia.org/reports_web/Sarthak_NAAI_Report.pdf



Thank You