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

1. Introduction

1.1 This is regarding revision of the Central Sector Scheme of In-Service Training and Sensitization of key functionaries of Central & State Governments, Local Bodies & Other Service Providers. An outlay of Rs.20.00 crores was made for the said Scheme in the XIVth Five Year Plan of the Department.

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


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

2.2. Rights of Persons with Disabilities Act, 2016 came into force with effect from 19th April, 2016 and is the basic legislation that deals with the rights and empowerment of persons with disabilities.

2.3 As per Right of Persons with Disabilities Act, 2016 “person with disability” means a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others. It defines persons with disability as those who have a minimum disability of 40% as certified by a medical authority. It provides for education, rehabilitation, employment, non-discrimination and social security for Persons with Disabilities.

Section 47 (1) Rights of Persons with Disabilities Act 2016: Without prejudice to any function and power of Rehabilitation Council of India constituted under the Rehabilitation Council of India Act, 1992, the appropriate Government shall endeavour to develop human resource for the purposes of this Act and to that end shall,—

(a) mandate training on disability rights in all courses for the training of Panchayati Raj Members, legislators, administrators, police officials, judges and lawyers;

(b) induct disability as a component for all education courses for schools, colleges and University teachers, doctors, nurses, para-medical personnel, social welfare officers, rural development officers, asha workers, anganwadi workers, engineers, architects, other professionals and community workers;

(c) initiate capacity building programmes including training in independent living and community relationships for families, members of community and other stakeholders and care providers on care giving and support;

(d) ensure independent training for persons with disabilities to build community relationships on mutual contribution and respect;

(e) conduct training programmes for sports teachers with focus on sports, games, adventure activities;
any other capacity development measures as may be required.

As per Section 47(2) Rights of Persons with Disabilities Act, 2016, all Universities shall promote teaching and research in disability studies including establishment of study centres for such studies.

As per Section 47(3) Rights of Persons with Disabilities Act, 2016, In order to fulfil the obligation stated in sub-section (1), the appropriate Government shall in every five years undertake a need based analysis and formulate plans for the recruitment, induction, sensitisation, orientation and training of suitable personnel to undertake the various responsibilities under this Act.

3. National Policy Statement

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

4. Human Resource Development

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

(i) Training of primary level workers both in health care and in community development comprising of Aaganwadi workers, Auxiliary Nurses (Midwives) etc.
(ii) Support for training and orientation of personnel of Government and NGOs providing services.
(iii) Training and sensitization of community decision makers such as members of Panchayats, head of families etc.
(iv) Training and orientation of family members as caregivers. Human resources will be trained to meet the requirement of education for children with disabilities under inclusive education, special education, home-based education, pre-school education etc.

5. Requirement for a Scheme for In-service Training and Sensitization of Key functionaries of Central & State Governments, Local Bodies & Other Service Providers.

(i) The Working Group on Delivery Processes and Mechanism for Empowerment of PwDs for 12th Five Year Plan (2012-13 to 2016-17) recognized inadequate awareness and sensitivity amongst various stakeholders as a major challenge. One of the aspects dealt in the report inter-alia was training and sensitization of key functionaries in the Government sector and other service providers for achieving the objective of empowerment of persons with disabilities and especially the above scheme. The observations are as follows:

"There is an urgent need to train and sensitize Medical Officers of PHCs/CHCs and District Govt. Hospitals, Rehabilitation Professionals, and other key functionaries of the Central, State, Local Bodies and other Service Providers on a regular basis on disability related matters through State/District/Block level workshops".
(ii) In-service training is needed to create awareness about the rights and entitlements of PwDs, provisions in various schemes, developmental programmes, ways and means to access their specific entitlements and that they are entitled to as equal citizens. Awareness is required for the key functionaries responsible for implementation of Schemes/Programmes in Governments. One of the goals is to increase sensitization and awareness levels and capacity building of key Govt. Functionaries especially those who are involved in the implementation of schemes and programmes and delivery of services. This is envisaged to be achieved by organizing training programmes through workshops at State/District/Block level on regular basis.

(iii) Obligations arising out of UNCRDP:

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

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

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

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

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

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

(vii) The National Institutes under the Department having mandate of HRD are more confined to professional training and leave behind the other groups (except occasional training
under their short term training). Further, there is lack of co-ordination amongst them w.r.t.
training. It is therefore, that a new Scheme on Training of key functionaries has been envisaged
in the 12th Five Year Plan of Dept. of Disability Affairs (now DEPwD), MoSJ&E.

6. Objectives to be achieved

(i) The objective of the Scheme is to train and sensitize key functionaries of the
Central/State Govt. Local Bodies and other Service Providers on a regular basis on
disability related matters through State/District/Block level workshops. The workshops will
aim to raise awareness among employees and peer groups about capabilities of persons with
disabilities and how we can work together to create an inclusive environment etc. at work place.

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

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

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

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

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

7. Scope of the Scheme

(i) The Scheme proposes to train key functionaries (approx 5000-6000 for one year) of
the certain Central Ministries/Department, State Govts., Local Bodies (Panchayats
and Municipalities) and other service providers connected with the disability
sector.

(ii) Training programmes for half days, one to two days will be conducted at National
/State/District/Block level. Longer duration can be considered on case to case basis.

(iii) Training will be imparted through Administrative Institutes of Central and State
Govt. / National Institutes of the DEPwD / RCI’s approved training
institutes/University Departments.

(iv) Training modules/courses with detailed syllabus will be prepared by Rehabilitation
Council of India in consultation with National Institutes of the Department.

(v) Rehabilitation Council of India will be the Nodal Agency.

(vi) The Fund Sanctioning Authority/Grant-in-Aid Committee will comprise the
following members :

(a) DDG/JS, DEPwD

(b) JS&FA/ Director Finance, DEPwD

(c) Member Secretary, Rehabilitation Council of India
(d) Director, PDUNIPPD
(e) Deputy Secretary, DEPwD
(f) Two members/experts in Training of Trainers for Modules of PwDs related issues.

8. Target Groups

I- Senior Functionaries: MPs/ MLAs / Judiciaries / Administrative Service Officers / Allied Service Officers/ Vice Chancellors / Revenue Dept. – Central and State Govts./ Police officers

II- Target Group II Functionaries – Education: Principals / Vice Principal of Govt. Colleges and Schools, Faculty of Higher Education, Education Officers, DIET Principal/ Faculty

III- Target Group – III Functionaries – Health and Allied Health: Health and Allied Health Professionals, Administrators (CMO, Dy. CMOs, MOs

IV- Target Group – IV Functionaries – Mid Level Administrators: District Education officers, District Social Welfare Officers, Block Development Officers, Chief Development Officers, Town Planners and Employment officers

V- Target Group – V Functionaries – School Education: Teachers, Head Masters, (Elementary and secondary level), SMCs

VI- Target Group – VI Functionaries – Grass Root Level Workers: ANM, Asha Workers, Anganwadi Workers, CBR workers, Village Health Workers

9. Total Outlay

An outlay of Rs. 20.00 crore was made for the said Scheme in the XIVth Five Year Plan of the Department. Rs.2.00 crore has been approved for the year 2018-19.

The Scheme has now been included as one of the components of SIPDA and from F.Y. 2019-20, funds as approved by FSA will be made available from SIPDA.

10. Training Institutions

(a) Staff Administrative College/Training Institutes of Central and State Government.
(b) National Institutes of the Department of Empowerment of PwDs, Govt. of India.
(c) RCI approved Training Institutes/University Department.

11. Training Modules

e-Training Module for different target groups developed by the RCI will be uploaded on the websites of department(www.disabilityaffairs.gov.in) and RCI(www.rehabcouncil.nic.in).

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