



Capacity building of Support NGOs working for Persons with Disabilities (PwDs)

WORKSHOP REPORT

7th – 9th Sept. 2010

Venue: Hotel Red Fox, Jaipur

**Prepared By
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Introduction

In India few government or donor funded projects seldom bother to include persons with disabilities in the overall gamut of their program. What can be done to give India's 90 million disabled people a chance to participate in mainstream development programmes? Could a livelihoods approach help undermine the entrenched prejudice that disabled people are an unproductive burden on others?

A report from the Overseas Development Institute argues that we need to pay more attention to differentiation when considering human capital within livelihoods frameworks. Policies need to reflect the reality that people's human capital exhibits wide diversity – including that attributable to disability. Looking beyond welfarism, it questions whether the livelihoods of disabled people can be seriously addressed if development initiatives embrace only land-based activities. A large number of these NGOs are funded by state/ central government and provide services in the area of prevention of disability, awareness building, educational and vocational rehabilitation, placement services so on and so forth. Some of the NGOs are also undertaking CBR programs wherein the community plays a crucial role in rehabilitation of the persons with disabilities.

Organizations are after all nothing but people working for it. Training is about developing these people as individuals/ groups to perform better for the cause they believe in. Training is important for 3 Is:

1. Implementing – doing things well
2. Improving – doing things better
3. Innovating – doing new things

On this back drop, a training module has been developed by RMoL, on "Capacity building of Support NGOs at District/ Block Level working for Persons with Disabilities (PwDs)", The module consist of capacity building on key aspects of organizational systems and function in general and their role as support NGOs for promoting livelihood of PwDs in specific.

The first round of such kind of workshop was held during 27th – 29th September 2009. The second round was organized during 7th – 9th September 2010.

Day I: 7th September 2010

The workshop started with basic introduction of the participants wherein all participants introduced themselves which included introduction to their organization, the type of work that the organization is engaged in as well as the specific job responsibility of the participants. On completion of the introduction it was noted that the participants were a mixed group of both head of the organization as Chief Functionary, Founder and General Secretary of the organization, Special Educators, Field Coordinators, Parents as well as Persons with Disabilities who were employed in the organization they were representing.

Session 1: Film Show

Session 1 was started by 11 am as on the very same day due to labour union strike few participants couldn't reach the venue in the given time. So it was decided to wait for the remaining participants. While the other participants were reaching the venue one film was shown to the participants. The film was a bale dance by Chinese artists (She without arms, He without legs). The film was immensely appreciated by the participants.

Session 2: Who is a Person with Disability?

The session 2 concentrated on understanding "Who is a Person with Disability (PwD)?" The difference between definition of two words i.e. disability and handicapped was explained to the participants. In addition detailed discussion took place on how to behave and interact with PwDs from different categories keeping in mind, the self respect of the PwD.

Another issue participants discussed was how a person feels when he / she is restricted for any physical / mental activity. Therefore, it is very necessary to understand the special needs of a person, and also to consider and understand him/ her as a human. Along with the issue of mainstreaming the training of person's with disability emerged as a crucial concern.

Session 3: Leadership Assessment scale

Following this session and after appreciating the initial details, a self instructive scale was given to the participants on leadership assessment for themselves. Their doubts / queries were clarified before proceeding to the next session. This was particularly to assess traits of leadership. After completing the exercise participants were asked to share their views on how and why this exercise was important. As a head of the organization, coordinator of field or project how they should deal with the people, what are the areas where they have scope to improve their traits was discussed and explained.

Session 4: Film Show

The post lunch session started with another film show on Status of Disability in India .This film is woven film of various photos and pictures of people with disabilities The film does not have any dialogue. Then the participants were asked what they have seen, what message it is conveying, according to them what is the status of PwDs in India. The participants liked the exercise and they participated in discussion held immediate after this film show. The opinions came out vividly.

Session 5: Disability Scenario in India & Rajasthan

Session 3 concentrated on disability scenario in India and with particular reference to Rajasthan. The session discussed various available statistical data. Two kinds of statistics were discussed – One that was available from government sources including Census & National Sample Survey and the other being available from World Bank, UN agencies as well as from various NGO sources. The participants appreciated the gap in the service and their role in being a catalyst in enhancing the service delivery to PwDs particularly in unreached areas.

The day ended with this session and it was decided that the session on team building would be taken up on the next day.

Day II: 8th September 2010

The second day started with recapitulation of the previous day. Then the group was oriented about the need of Livelihood promotion for person's with disability.

Session 6: Livelihood Promotion for person's with disability

This session was concentrating on the need of promoting livelihood for people with disabilities. the presentation emphasized the challenges in livelihood, how poverty and disability are interlinked, the need of generating livelihood options for PwDs. Participants were interested in discussion held after this presentation. The discussion was mainly on what livelihood options they can think of in their area of work.

Session 7: Livelihood Options in Rural and Urban Area

After tea break the presentation was made on various livelihood option available for PwDs in rural and urban area. It focuses the sectors of rural as well as urban livelihood. In rural area it is farm a and Non-farm based sector. The critical issues such as vocational training, access to credit were also discussed. In Non- farm sector major employment area is distributed in two areas such as formal sector and In-formal sector.

The participants were asked to list down the issues they face while generating employment in three areas such as:

- Human resource development
- Quality and Production
- Marketing

Participants were sharing their difficulties and discussing the possible option they can take up. In post lunch session the participants were asked to form two groups:

- 1) Speech & hearing impairment, Blind, low vision, orthopedically impairment
- 2) Mentally retarded, multiple disabilities

Both the groups were provided with guidelines so that they can have discussion on following issues:

- Various government schemes on livelihood in urban and rural area
- Public-private partnership
- Community participation

Mr. Samir Ghosh oriented the participants on above mentioned areas. While explaining he briefed about livelihood schemes and programmes covering rural as well as urban sector. The schemes such as MGNREGA, SGSY, SGSRY, etc. were taken into account hence, it was suggested to the participants to think about how PwDs can be best benefitted from all these schemes, and if PwDs can't be involved directly then how to involve parents of PwDs for empowering their lives financially as well as socially.

When one is thinking about empowering PwDs financially it is necessary to make public-private partnership for effective implementation and transparent functioning system. Hence, participants were asked to give their suggestion on how public- private partnership can be establish and strengthen for promoting livelihood for PwDs. So they were asked to think about vocational training, quality assurance, marketing, employment, etc. Along with this issue, as all are well aware of the fact that community plays a crucial role in empowering and

rehabilitating PwDs, participants were asked how they can involve community in generating, promoting and strengthening livelihood options for PwDs. The issues they were asked to cover was role of community in ensuring microcredit, involving PwDs in already formed SHGs or forming their new SHGs and encouraging them for self employment. Further the involvement of Gramsabha or local governing bodies and how effectively they can be take lead in promoting livelihood for PwDs.

In post lunch session groups sat for their work. Initially they were given time of 90 minutes but the participants requested for extending the time as they required more conceptual clarity about the public-private partnership and community participation.

Hence, it was decided that the group presentation will take place on the next day in the morning session. And also Training facilitator Mr. Samir Ghosh decided to provide additional inputs on the government schemes for better understanding of the participants. The day was called off at 5.45

Day III: 9th September 2010

Session 8: Working with PwDs and Self Esteem

This session was particularly designed to bring home the point that the self esteem of an individual at work as well as for whom the organization is working need to be high. While individual self esteem inculcates in work commitment as well as motivation, understanding and facilitating the enhancement of the self esteem of PwD results in achieving better outcome. Hence the session started with a film show named “The Incredible Mom” wherein an American lady is shown performing all her duties as a mother caring her infant baby as well as managing the outdoor work without having both her hands. The film depicts the incredible self confidence of the person as individual and in the society. Subsequent to this was an exercise on self esteem to clearly depict the self esteem measure in their own eyes. Again this evoked a lot of discussion were participants were free to volunteer the sharing of their response. Since this session also entailed a lot of personal experience of participants as parents of mentally challenged, cerebral palsy and deaf children, the discussion turned emotional hence the day had to be ended with participants having to reconcile with their feelings. Ultimately, the last session had to be postponed for the next day.

Session 9: Government Schemes

The day III started with presentation on various government schemes mentioned in guidelines for group work. The presentation was to help the participants understand the objectives and provisions of the schemes. The presentation also facilitated the possible work areas where PwDs and their families can be involved. After this presentation participants were allotted some time to incorporate the ideas and concepts in their work.

Session 10: Group presentations

Group – 1 (Mental Retardation & Multiple Disability)

Group had given scheme wise suggestions along with the major area they were provided for group work. Following are the suggestions made for rural schemes:

❖ SGSY

- Disabled group should get more subsidy
- Sheltered workshop should be organized
- Parents of disabled children should get loans for self employment

❖ MGNREGA

- Placement of MR (Mild) as supervisor or assistant in crush
- While presenting for Urban Schemes they had following ideas:
 - Skill training
 - SHG formation of parents of PwDs
 - Loan / credit for self employment
 - Trade training through sheltered workshops

❖ Public –Private Partnership

- Hiring expertise for designing new training methods for PwDs
- Placement in malls and hotels

- Marketing through local media and skill development
- Linkages with various community clubs, organizations for marketing
- Quality assurance by experts
- Training of master trainers
- Use of advance technology

❖ **Community Participation**

- Partnership with local donor for raw material
- Monitoring through community meetings and Gramsabha
- Maintaining progress book through community participation

Group – 2 (Hearing and Speech Impairment and Low vision & Blind)

The group had members working in the area of hearing and speech impairment mainly so the group focused this category of disability particularly. On the basis of this they made their presentation. Following are the ideas they put forth:

❖ **SGSY:**

- Formation of groups
- Based on training starting stipend and loans through banks

❖ **SGRY:**

- Provide vocational training
- Easy job environment

❖ **MGNREGA:**

- Placement as Gramsahayak

❖ **JGSY**

- Urban Scheme: the group members didn't focus on the urban schemes as all of them were working in rural area.

❖ **Public-Private Partnership**

- Sensitization of community and organization
- Employability Potential Assessment
- Vocational Training for understanding environment
- Department of Purchase
- Quality Assurance – training
- Management practice
- Modernizing training institute
- Awareness of employer
- Special trainers of sign language

❖ **Community Participation**

- Awareness
- Formation of SHGs
- Participation of local bodies: identifying PwDs, creating awareness, supporting PwDs
- Monitoring the process of accessing PwDs

- After group presentations it was felt that more efforts should be taken for capacity building of organizations in areas such as conceptual understanding of policies, acts and various government schemes, proposal writing, and developing & mobilizing human resources. Hence, joining hands with RMoL would be an immense help to PwDs as well as the organizations to enhance their capacities.

The day was ended with evaluation exercise and vote of thanks from the side of RMoL as an organizer and facilitator Mr. Samir Ghosh.

Way Forward

The Capacity Building programme conducted by RMoL was targeted towards building the capacity of selected NGOs from various districts of Rajasthan who could become potential partners of RMoL for conducting vocational training programme for PwDs as well as act as support NGOs to mainstream Vocational Training Centres.

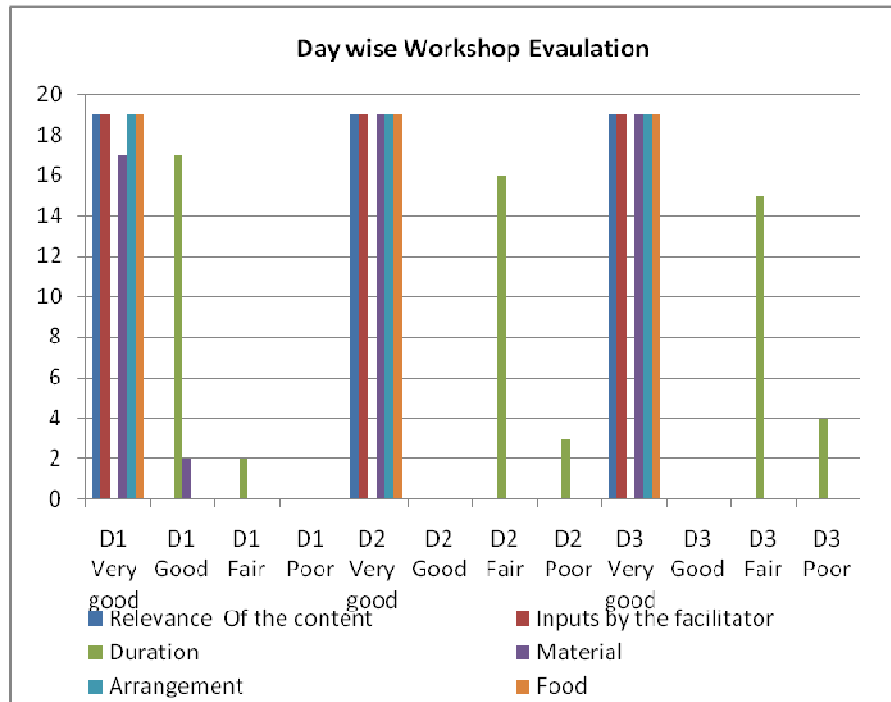
The programme was part of creating enabling environment in the State for enhancing the livelihood of PwDs. Following the training programme of the 19 NGOs who participated would require additional inputs so as to actually start the work;

- i) Appropriate leadership development skills for becoming support NGOs - most of the organizations are working in singular manner where currently they are dealing either with the government or a funding agency. This limits their leadership role only to do social marketing for arranging funds for the organization. Experiences suggest that almost all of them have never undergone any scientific management oriented programme towards organizational development. To be a support organization the skill of mentoring another organization as a leadership quality is a foremost importance. It is therefore suggested that leadership development and personal growth workshop by an organization imparting soft skills as well as having strong knowledge in disability area may be identified for imparting such training.
- ii) It is further suggested that two days exercise may be undertaken for project writing and developing monitoring system. This project along with the monitoring system that would be common to all organizations may be then submitted to RMoL for becoming partner organizations.

Evaluation

Evaluation was conducted for all the sessions at the end of each day. Participants were requested to tick mark on the drawing sheet which was placed in the hall in a turnaround manner so as to give the participant his / her privacy of opinion. At the end of third day there were participants, The evaluation was sort on 6 parameters – Content, facilitation, duration, material, arrangement and food. Four point scale was used for evaluation. The score sheet is mentioned below;

	Day 1				Day 2				Day 3			
	Very good	Good	Fair	Poor	Very good	Good	Fair	Poor	Very good	Good	Fair	Poor
Relevance Of the content	19				19				19			
Inputs by the facilitator	19				19				19			
Duration		17	2				16	3			15	4
Material	17	2			19				19			
Arrangement	19				19				19			
Food	19				19				19			



List of Participants



SUB CAPACITY BUILDING OF NGO FOR PWD

TIME: 11:30 A.M.

DATE: 7-9 Sept. 2010

S.No.	Name & DESIGNATION	DEPARTMENT/ ORGANISATION	CONTACT NO.
1	Chandra Shekhar Sharma (Centre Incharge)	Rajasthan Mahila Kalyan Mandal VPO Chachiyaryas, Ajmer	09214800479
2	Mr. Samir Ghosh	Priya Shekhawat (Interpreter of Sign- Lang)	08955664338
3	Meenakshi Trivedi (Special Teacher) Disha School	Disha Special School Jaipur	2282086
4	Jayavardhan (Unit Head, Basic Rights)	CECODECON, JAIPUR	08955467010
5	Suresh Kumar Swami (Nov. Chetna Society)	Nav Chetna Society (Sriganganagar)	9462400740
6	Anand Prakash Kulsheshtna	Deaf & Blind School Kota	9829707831
7	Kailash Chandra Kumawat	Deaf and Dumb Poddar School Jaipur	9928843111
8	Amrut A. Prajapati, Teacher	Blind School Mount Abu	9413700375
9	Madhu Sudhan Sharma	CUTS, Jaipur	9460870097
10	Mamta Singh Programme Coordinator	BALALI. Institute of Rural Development Society Bundi	09425131734
11	Rishi Bhatnagar Executive	Aide et Action, Jaipur	09414071249
12	Mukesh Chand Sharma	Jankala munch Sansthan Jaipur	09928768293
13	Mona Mathur VTC Master trainer	Nirmal Vivek School, Jaipur	
14	SHER PAL SINGH, Project Coordinator	Indian Council of Social Welfare, Jaipur	9460135751
15	Rahul Sen President	"SHVBHDA" Ajmer	9640789743
16	K.S. Gaur	Karam Manovikas Sansthan, Alwar (Raj.)	9414240645
17	Nawal Kishore	Gayatri Nagar, Dausa Rajasthan	94140-35821
18	Laxman Prajapat	Ganesh Nagar Chosap, Rajasthan	9784311834
19	Ratanlal Tambi	Badiri Bal Kalyan Samiti Bhilwara (Rajasthan)	9414114477