

INCEPTION REPORT

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Introduction

Disabled people living in poverty have always suffered from double disadvantage and are also at higher risk of becoming even poorer. The same is true for all people living in poverty, who have a higher risk of facing a disabling condition due to their limited access to basic services such as health, education, and sanitation and higher rates of exposure to hazardous working conditions.

"Poor people are disproportionately disabled, and people with disabilities are disproportionately poor." (Robert Holzmann, Former Director of the World Bank's Social Protection Department)

Poor nutrition during pregnancy, generic factors, infectious diseases, poor sanitation and crowded living conditions together with poor food, lack of basic health and rehabilitation services are among of the major causes of disability. Modernization itself is also a causal factor, such as in the cases of infants born with a disability as a result of inappropriate medications used during pregnancy, traffic accidents resulting in loss of limbs and blindness and leprosy infections as a result of pesticide and fluoride poisoning. Aging is another major contributing factor; 36% of disabled people in India are over the age of 60.

Experience suggests that livelihood promotion for this group has been the most neglected issue. While globalization and opening of the market has yielded fruits for certain sections of urban India, PwDs have been excluded even within this benefited section of the society. With the passing of The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, though the government has reserved 3 percent of the jobs in the formal sector as well as in various poverty alleviation programmes, the countrywide statistics prove the inadequacies of the State Governments to implement the provisions. Thus even the percentage reserved in the poverty alleviation scheme is not exhausted, although hundreds and thousands of PwDs are still anxiously on the lookout for most rudimentary livelihood support for themselves.

A concerted effort is being made by Government of Maharashtra under NRLM to promote livelihood options for PwD in their programme through decentralized planning by formulating inclusive livelihood plan for PwDs. Implementation of this inclusive strategy would not only enhance the livelihood options for PwDs but also form a role model for other districts. In this regard, an initial meeting was held on 12th October 2012 at YASHADA between MSRLM officials, academicians, renowned NGO heads and World Bank officials wherein a general presentation was made to highlight the extent of livelihood issues of PwDs in Maharashtra. It was

subsequently decided that a concept note be prepared and shared with the CEO, MSRLM and explore methods of including the PwDs in the overall canvas of MSRLM plan.

Disability Scenario

International Perspective

Basic Demography

In June 2011, the World Bank and World Health Organization (WHO) released the first World Report on Disability. Noting that one billion people in the world have some sort of disability, this comprehensive report sheds light on the myriad of challenges facing disabled persons and the potential solutions.

The report suggests that about 15 percent of adults worldwide have moderate disability, while 2-3 percent has a severe disability. About 5 percent of children worldwide (93 million) have a moderate disability, while 0.7 percent (13 million) has a severe disability. Females have a higher prevalence of disability than males. The prevalence of disabilities around the world will be increasing in the future because of global trends in ageing. This report examines disability as a medical and social issue. Disability encompasses impairments, activity limitations, and participation restrictions. The International Classification of Functioning, Disability and Health (ICF) define “disability as a dynamic interaction between health conditions and contextual factors, both personal and environmental”. Environmental factors include knowledge and attitudes, technology, natural or built environment, services, systems, policies, and support. The report synthesizes the evidence on how to address the barriers the persons with disabilities face in health, rehabilitation, support and assistance, environments, education and employment. It argues that many of the barriers are avoidable, and that the disadvantages associated with disability can be overcome with multiple systemic interventions.

Results from the World Health Survey indicate higher disability prevalence in lower income countries than in higher income countries. People from the poorest wealth quartile, women, and older people also have a higher prevalence of disability and it is important to note that the number of people with disabilities is growing. This is because firstly, populations are ageing and older people have a higher risk of disability and secondly because of the global increase in chronic health conditions associated with disability. There is a clear indication that disability disproportionately affects vulnerable populations. People with disabilities are isolated and dependent on others. In addition, there are many barriers to participation for people with disabilities. These include inadequate policies and standards, prejudice, inadequate services and funding, insufficient consultation, lack of accessibility in built environments, and a lack of data on disability. They also experience lower levels of health (greater vulnerability to preventable secondary conditions, co-morbidities, and age-related conditions), education, employment and income than their peers without disabilities.

Legal Framework

All international human rights instruments protect the human rights of persons with disabilities, as they apply to all human beings. This principle of universality is reinforced by the principles of equality and non-

discrimination, which are included in human rights instruments such as -Convention on the Elimination of All Forms of Discrimination against Women, Convention on the Rights of the Child etc. In addition, some international and regional human rights conventions protect the rights of persons with disabilities specifically such as : ILO Convention concerning Vocational Rehabilitation and Employment (Disabled Persons), Inter-American Convention on the Elimination of All Forms of Discrimination Against Persons With Disabilities ,Convention on the Rights of the Child (article 23); African Charter of Human and People's Rights (art. 18(4)); the African Charter on the Rights and Welfare of the Child (article 13); etc.

International instruments, such as declarations, resolutions, principles, guidelines and rules, are not technically legally binding. They express generally-accepted principles and represent a moral and political commitment by States. They also can be used as guidelines for States in enacting legislation and formulating policies concerning persons with disabilities. General policy instruments, such as the outcome documents of world summits and conferences, are applicable to persons with disabilities. These instruments include the Millennium Development Goals adopted at the United Nations Millennium Summit in September 2000. Other disability-specific non-binding international instruments have been adopted at the international level including Declaration of the Rights of Mentally-Retarded Persons, Declaration on the Rights of Disabled Persons, World Programme of Action concerning Disabled Persons, UN Convention for the Rights of Persons with Disability etc.

Livelihood of PwDs

To alleviate poverty, economic development programs and policies must embrace the entire population, including vulnerable groups like those with disabilities. Without integrating the disabled population, economic development efforts cannot be effective. The commitment to the MDGs shared by the international community needs to include a commitment to disabled people. Excluding disabled people from the development agenda would undermine meeting the overall goal of achieving the MDGs. Disability needs to be placed as an issue along others on the development agenda, and programs aimed at decreasing malnutrition, promoting maternal health, and promoting safe living and working conditions must be developed. Efforts of inclusion are needed to remove all barriers preventing persons with disabilities from full participation in all areas of a community.

The (UN Convention for the Rights of Persons with Disability) UNCRPD recognizes the right of disabilities person to work on an equal basis with others. While it is accepted that given enabling environment; most people with disabilities can be productive; in reality , PwDs in working age experience significantly lower employment rates.

Many disabled persons work part-time or are in the informal sector. Their wages tend to be less than non-disabled persons. Realizing the fact that transportation is one of the major barriers, public transportation needs to accessible. Universal design is increasingly being adopted in bus and rail systems in developed

countries, including lifts and ramps for all vehicles and visual and tactile warning systems at the edge of platforms, amongst other features. Some countries like UK have anti-discrimination laws and legislation; Brazil & Ghana address it in their constitution. Reasonable accommodation is required in countries like USA and voluntary in others like Denmark. Israel has affirmative action laws for people with disabilities whereas Turkey, have a quota system. Switzerland offers sheltered work for disabled persons and has one of the highest rates of employment for disabled persons. Social protections for disabled persons provide an important safety net, but also deter people when the jobs they seek offer lower wages than the long-term disability benefits.

The need of the hour therefore for Governments worldwide to bring in relevant inclusive laws and regulations, initiate public education programs to bring about change in attitudes of employers, NGOs and other stakeholders at large.

National Perspective

India is one of the oldest civilizations on earth, with kaleidoscopic variety and a rich cultural heritage. It has achieved multifaceted socio-economic progress during the last 65 years of its independence. Poverty however remains a significant problem in India which is closely linked with disability.

Basic Demography

At the turn of the new millennium about 22 million people in India were found to have disability as per official estimate obtained from the Population Census 2001. These included persons with visual, hearing and speech, locomotor or mental disabilities, constituting about 2.13 percent of the population. On the other hand, NSSO survey on Disability (July – December 2002) estimated the disabled population in the country as 18.5 million, who formed about 1.8 percent of the population. Population Census and NSS surveys are the major two sources of official statistics. But the two differ substantially especially in respect of overall estimates of persons with various types of disability and their age distribution, mainly due to differences in the concepts and definitions as also the data collection methodologies.

As per **Population Census 2001**, of the persons with disability (PWD), about 75% belonged to rural areas and only 25% were from urban areas. For the population of the country as a whole, 2.13% were found to have one type of disability or the other. In rural India, the prevalence of disability was much higher (2.21%) as compared to that in its urban counterpart (1.93%). Among males, the prevalence of disability (2.37%) was significantly higher than that among females (1.87%). The prevalence rate among SC population (2.23%) was marginally higher as compared to the general population; while among ST population, it was noticeably lower (1.92%). Among the major states of India the prevalence of disability (percentage of disabled in total population) was relatively much higher in J & K (3%), Orissa (2.8%), Kerala (2.7%), Tamil Nadu and H.P. (2.6% each) while it was

quite low in Maharashtra (1.6%), Jharkhand, Punjab and Delhi (1.7% each), Karnataka & Andhra Pr.(1.8% each) etc.

As per **the NSSO Survey (2002)** 8.4% of rural households and 6.1% of urban household has reported disability of one or more of their members in the survey. More than 90% of these households reported disability of only one member, 6 to 8% in the rural areas and nearly 10% of households in the urban areas reported to have two disabled members. Only in 1% or less of the households, three or more disabled members could be found in both the sectors. For the population of the country as a whole, 1.8% was found to have at least one type of disability. Again out of them 10.63 per cent suffered from more than one type of the disabilities. In rural India, the prevalence of disability was more (1.85%) as compared to its urban counterpart (1.5%). Further, among males, the proportion of disabled (2%) was significantly higher than that among females (1.5%). Among the disabled persons, 7% were ST, 22% were SC, 41% belonged to OBC and 30% were categorized as 'others'. The proportion of disabled persons in the population was found to be relatively high (more than 2%) in H.P (2.6%), Orissa (2.5%), Kerala (2.2%), and Punjab (2%) and significantly low in Delhi (0.6%), Assam (1.0%), Jharkhand (1.2%), Rajasthan (1.5%) etc. In almost half of the states the prevalence was in the range of 1.7% to 1.8%.

There are a lot of debates around these numbers. Disability sector feels that the 2001 census and NSS results are highly underestimated. The World Bank and other international agencies put this figure to 6 percent making it about 66-70 million people with disability in India.

With special reference to Employment of the Disabled Persons the following database is available:

- In Population Census (2001) *more than a-third (36%) of disabled males and more than two third (68%) of disabled females* of age 15 to 59 years were found to be *non-workers* (not economically active) vis-a-vis only 19% of males and 60% of females as non-workers among general population. Majority of persons with speech or movement disability and almost three fourth of persons with mental deficiencies were non-workers. On the whole 55% of disabled males were main workers, 9% marginal workers and 36% non-workers. Among disabled females the respective percentages were 19% main worker, 13% marginal worker and remaining 68% non-workers. Out of the total disabled non-workers, about 50% of the non workers were dependent, more than 20% were students, about 14% were engaged in household duties, 2% were pensioners, 1% of them were beggars, vagrants, etc and 5% were categorized as others.
- The NSSO Survey (2002) estimated *only 25% of the disabled population as employed*, 1% is unemployed and the rest were out of labour force. Among males, 36% were found to be employed while among females only 10% were employed and 89% were out of labour force.
- More than 90% of the disabled persons with mental retardation or blindness, 85% of persons with mental illness and about 80% of persons with low vision were out of labour force. Nearly 70% of the persons with speech or locomotor disability and about 65% of the persons with hearing disability were also out of labour force. Out of the persons employed, about 13% were self-employed in agriculture,

10% were casual laborers, 5% were self-employed in non-agricultural activities and only 4% (5% for locomotor disability, 3% in case of speech disability and less than 1% for the other types of disability) were regular employees. Among the disabled persons who were out of labour force, 15% attended domestic duties and 5% attended educational institution. In general, nearly 55% of the disabled males working were involved in the primary sector, 17% in secondary sector and 28% in the tertiary sector. Out of the total disabled females, more than 60% were involved in the primary sector, 16% in the secondary sector and 22% in the tertiary sector.

Legal Framework

International norms concerning disability as discussed earlier are useful for setting common standards for disability legislation if they appropriately reflect in national policies and programs for PwDs. India is a signatory to the Proclamation on the Full Participation and Equality of People with Disabilities in the Asian and Pacific Region as on 1 September 2001. India is also a signatory to UNCRPD. While the importance and increasing role of international law in promoting the rights of persons with disabilities is recognized by the international community, legislation at country level is fundamental in promoting the rights of persons with disabilities.

The Constitution of India provides (Entry 9 of List-II of the Seventh Schedule) that the State shall offer relief and help to the disabled. Article 41 of the Constitution states - the State shall, within the limits of its economic capacity and development, make effective provisions for securing the right to work, to education and to public assistance in cases of disablement.

The Ministry of Social Justice and Empowerment is the nodal ministry for implementing various programs for the treatment, rehabilitation, welfare and economic development of PwDs, with the assistance of State Governments and Non-Government organizations (NGOs). Empowering the disabled is a multi-sectoral and collaborative endeavor of various Ministries/Departments of the Government of India, viz, (MSJE) Ministries of Social Justice and Empowerment, Health, Labour, Urban Development, Rural Development, Women and Child Development, Education etc. National/Apex level institutions and corporations were established under its administrative control as given below.



The Economic and Social Commission for Asia and Pacific (ESCAP) declared 1993 to 2002 as the Asian and Pacific Decade of Disabled Persons. In response, Parliament enacted, in 1995, 'The Persons with Disability (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995'. The act aims to provide for education, employment, access, barrier free environment etc for PwDs. However even after so many years of passing the act, the implementation has not been satisfactory. Also the act is not comprehensive enough to accommodate the recent UNCRPD provisions. Hence a new Disability draft law has been drafted and is awaiting the parliament debate and approval.

Some relevant observations on the act as per World Bank Report mentions, that while the philosophy of the Act represents a major step forward in disability policy in India, its underlying philosophy can be considered a hybrid between medical and social models of disability. Despite the PWD Act being a ground-breaking piece of legislation, there remain a number of policy shortcomings in its design. With respect to *public sector employment*, the Act provides for 3 percent of "identified posts to be filled by PWD. The current list of posts (identified only in 2001) is restrictive, arbitrary and based purely on impairment, without consideration of personal or environmental factors. There are also no sanctions for non-compliance. The overall approach is one that is not considered good practice internationally, even in systems where a quota approach is used. A second feature of the quota policy is that it applies only to three disability types – locomotor, visual and hearing, with a 1 percent reservation for each. Thus even the full disability categories of the Act are not included in the reservation policy.

While some of the provisions regarding employment of PwDs in Public sector may look impressive, the implementation of these measures at the ground level however, is another sad story. A recent Planning Commission - UNDP study in ten states on – “Livelihood Opportunities for Persons with Disabilities in India” clearly indicates that there is gross under utilization of the reservation for PwDs in all poverty alleviation schemes. The report has also revealed the almost nonexistent status of social and private sector organizations working in the area of livelihood of PwDs. It provides some good practices in various parts of the country that could be replicated on a larger scale so that a sizable number of PwDs could get livelihood opportunities.

The National Trust Act, 1999 is another legal framework that provides for the welfare of persons with Autism, Cerebral Palsy, Severe Mental retardation, multiple disabilities. It also provides for the legal guardianship for all these categories and enabling environment for all of them.

The (RCI) Rehabilitation Council of India act, 1992 is concerned with the development, monitoring, standardization of human resources for providing rehabilitation services for the persons with disabilities in India.

The National Disability Policy which recognizes that Persons with Disabilities are valuable human resource for the country and seeks to create an environment that provides PwDs equal opportunities, protection of their rights and full participation in society. The focus of the policy is on prevention of disabilities, early detection and intervention, assistive devices, education, economic rehabilitation, women and children with disability, promotion of NGOs, social security etc.

As mentioned in the World Bank Report, the policy often repeats general commitments of the PWD Act, though remains more general in strategies for implementing them. There is limited reference to the role of PWD themselves in policy development, implementation and monitoring and evaluation. Also there remains no strategy for integrating disability concerns into the work of PRIs. The report concludes that “despite its many positive features, there is scope for improvement in the policy framework for disability in India, particularly at state level where policy development has been largely piecemeal. The more fundamental issue is the extent to which the entitlements under the Act have been realized in the decade since its passage general on concrete strategies for implementing them.”

The new draft disability law is a fall out of the shortcomings in the PwD act and its failure in implementation along with the obligation to honor the rights of people with disability as per UNCRPD in India. It is currently awaiting the debate in and approval of the cabinet.

Livelihood of PwDs

The World Bank report on “Employment of PwDs in India” has pointed out that like all other countries, the employment rates of PWD are lower than the non-PWD population in India. Some of the main conclusions of the analysis of the WB report are:

- People with disabilities are substantially less likely to be working than other people. However, the extent of the differences varies sharply by disability type, with those with mental illness, mental retardation and visual impairments, the most disadvantaged.
- The gap in employment between disabled and non-disabled people has increased over the 1990s, which is a cause of major concern.
- People with disabilities appear to face different obstacles to employment according to their gender and to whether they live in rural or urban areas. This heterogeneity has important implications for policy and program design, as one size is unlikely to fit all.
- For the most part, education has a limited effect on the probability of being employed for people with disabilities
- It appears that observable characteristics of disabled people do not explain most of their “employment deficit”, but rather than other factors – including discrimination – are driving their poor employment outcomes
- Having disabled family members has significant impacts on the employment behavior of other adult members, both in terms of whether or not the men in the house work and in how much work all other adults are able to do.

The report concludes that there are no magic solutions to the poor employment outcomes of PWD. It further suggests that improving employment outcomes for people with disabilities starts with the education system and community attitudes. Public interventions have achieved minimal coverage over a sustained period, with no signs of significant improvement. There are relative out-performers by state under different programs, but even those achieve low outcomes in absolute terms. NGO programs face inherent challenges of scale and often need stronger linkage to the labor market to improve impact. Several recommendations emerge from the analysis some of the significant ones being: Improving public sector employment practices by way of reservation for disabled workers needs to be reviewed and reformed; Improving quality of private sector initiatives, and strengthening public-private partnerships; Increasing outreach to marginalized groups and regions; Both public and NGO training for disabled people needs to make greater efforts to include women with disabilities and a broader range of disabilities; Pilot interventions for rural outreach of both public and NGO active labor programs are needed, and public funds from existing programs should be dedicated to this purpose requiring much stronger engagement with communities and SHGs of disabled people.

State Perspective

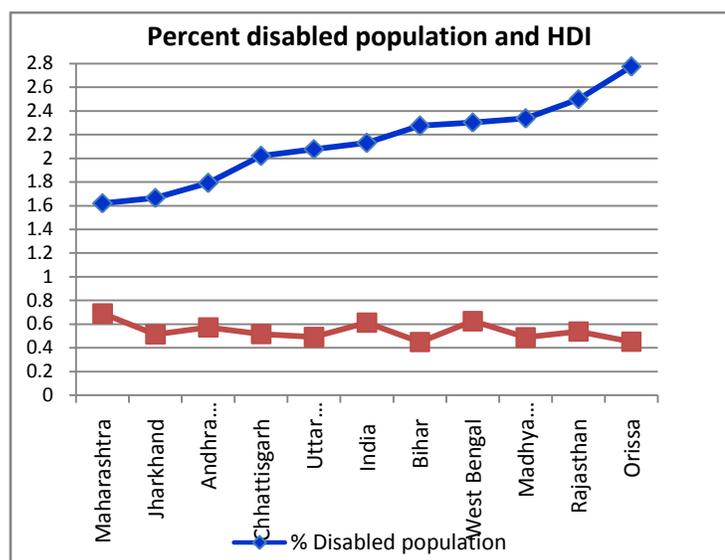
Basic Demography

Maharashtra is one of the progressive states in Western India with its commercial capital Mumbai. It is also one of the culturally vibrant and educationally progressive states.

As per the Census 2001, total number of PwDs in the state of Maharashtra is 15.7 lakhs. Out of the total disabled population 10,20,371 live in rural area and 5,49,211 are from urban area. Total number of people

having problems in seeing is highest - 5, 80,930 followed by total number of people having problems in movement which is - 5, 69,945. There are 7, 73,971 males and 6, 35,715 females with disabilities. However, according to World Bank Report 2009, Total PwDs is 58.1 lakhs. When the figure comes to PwDs in working age it is 5.31 lakhs with 3.78 residing in rural area and 1.53 in urban area. The World Bank puts total figure of PwDs in working age as 19.67 lakhs with 12.4 from rural and 6.87 from urban area.

Table 1: Disabled Population and Human Development Index in selected states (Planning commission –UNDP study)



States / Indicators	% Disabled population	HDI (2005)
Maharashtra	1.62	0.689
Jharkhand	1.67	0.513
Andhra Pradesh	1.79	0.572
Chhattisgarh	2.02	0.516
Uttar Pradesh	2.08	0.49
Bihar	2.28	0.449
West Bengal	2.30	0.625
Madhya Pradesh	2.34	0.488
Rajasthan	2.50	0.537
Odisha	2.77	0.452
India	2.13	0.612

Source: Census 2001

Maharashtra has the least proportion of disabled population (1.62%) whereas Odisha has the highest proportion of disabled population (2.77%). Maharashtra is the state with highest HDI amongst the states.

Table - Literacy

	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (in %)	72.9	84.2	60.8	64.5	78.9	49.8	83.7	90.4	75.8
Disabled (in %)	57.72	66.66	44.57	52.90	63.25	38.09	66.67	72.81	57.18

Source: Census 2001

As seen from the above table, total 9.05 lakhs (57.72%) PwDs are literate in the state. Out of which 6.23 lakhs (66.66%) are literate men whereas 2.83 lakhs (44.57%) are women with disabilities. Maharashtra is the state amongst the states under study that has highest literacy rate for the disabled population. Maharashtra is the second highest in female literacy rate (0.6) compare to male literacy rate in rural areas with West Bengal being the first highest (0.63).

Table – Literacy rate

States / Literacy Rate	General	Disabled	Literacy gap
Bihar	44.2	37.29	6.91
Jharkhand	49.7	41.54	8.16
Uttar Pradesh	51.1	44.55	6.55
Andhra Pradesh	54.2	44.23	9.97
Rajasthan	54.5	45.28	9.22
Madhya Pradesh	58.8	49.73	9.07
Chhattisgarh	59.1	48.07	11.03
Orissa	59.7	48.81	10.89
West Bengal	65.8	52.72	13.08
Maharashtra	72.9	57.72	15.18
India	61	49.31	11.69

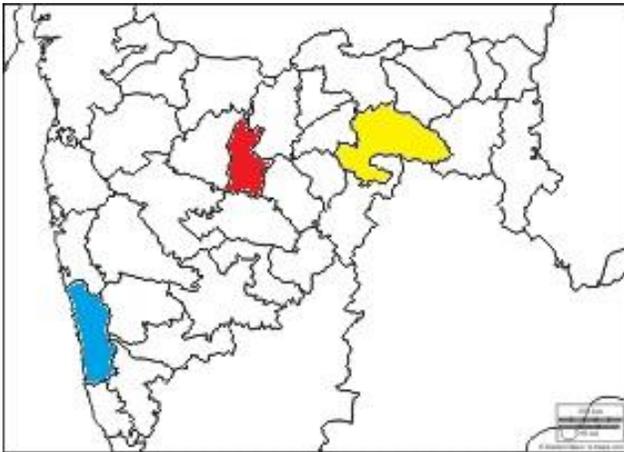
As seen from the above table, Maharashtra is the second highest in female literacy rate (0.6) compared to male literacy rate in rural areas; West Bengal being the first highest (0.63). Though Maharashtra is the state with highest literacy rate, it has also shown the highest literacy gap between general and disabled population. Same is the case with the second highest West Bengal.

(Source: Census 2001)

Districts	As per Census 2001 (figures in thousands)						As per WB Report 2009 (figures in thousands)					
	Total			Rural			Total			Rural		
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Gadchiroli	5.1	3.3	1.7	4.9	3.2	1.7	18.8	12.4	6.3	18	11.8	6.2
Gondia	10	6.5	3.6	9.4	5.9	3.4	37.1	24	13.2	34.6	21.9	12.7
Jalana	14.8	10.2	4.5	13	8.7	4.3	54.7	37.8	16.8	48.2	32.3	15.8
Nandurbar	9.8	6.3	3.5	9.1	5.7	3.4	36.5	23.5	13	33.6	21	12.6
Osmanabad	12.8	8.8	4.1	11.6	7.7	3.8	47.5	32.4	15	42.8	28.6	14.1
Ratnagiri	7.4	4.8	2.6	6.9	4.4	2.5	27.5	17.7	9.8	25.6	16.1	9.4
Sholapur	23.9	16.9	7	18.7	12.8	5.9	88.4	62.5	26	69.3	47.6	21.7
Thane	19.6	15.6	3.9	7.9	5.6	2.3	72.4	58	14.5	29.2	20.6	8.7
Wardha	6.8	5	1.8	5.6	3.9	1.7	25.1	18.4	6.8	20.6	14.4	6.2
Yavatmal	14.2	10.2	3.9	12.9	9	3.7	52.4	37.8	14.6	47	33.2	13.8
Total for 10 districts	124.3	87.6	36.7	99.6	66.8	32.7	460.3	324.4	135.9	368.8	247.5	121.3

As can be seen from the table given below comparing the total disabled population as per the census 2001 vis-a-vis World Bank 2009 figures, the census provides for 124.3 thousand PwDs with 87.6 thousand male and 36.7 female with disabilities; whereas the World Bank provides a stunning figure of 460.3 thousand total PwDs with 324.4 thousand male and 135.9 thousand females with disabilities. It may be worth taking into account that both Census and World Bank has Solapur district at the top of the list for highest number of PwDs and Gadchiroli dist at the bottom of the list with lowest number of PwDs as per Census and WB.

Focus Districts



	Jalna
	Ratnagiri
	Yavatmal

As concluded in the World Bank report, PwDs often face different obstacles to employment according to their gender and geographical location. This heterogeneity has important implications for policy and program design, as one size is unlikely to fit all. Therefore, a pilot study has been undertaken by MSRLM. For this pilot study of “Inclusion of PwDs in MSRLM program”, selected districts from the above mentioned focus districts of the state have been selected. They are – Jalna, Ratnagiri and Yavatmal. The rationale for the selection of these districts is as given below –

❖ Jalna



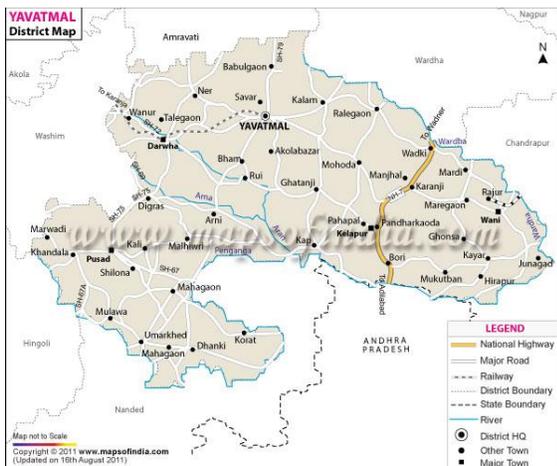
The district is situated at the central Maharashtra, in the north Marathwada region. The district has moderately to gently sloping undulated topography. The northern part of the district is occupied by the Ajanta and Satmala hill ranges. With HDI ranking as 33 out of 35, the dist has shown a very slow pace in development. As mentioned in “the industrial potential survey of Jalna district”; there exists great scope in the areas such as horticulture, fisheries, milk, poultry farming and hatcheries. Also no specific plan for development of waste- land for fodder cultivation of forestry has been chalked out.

❖ Ratnagiri

This coastal district is located in the Konkan region in the southwestern part of state on the Arabian Sea coast. It ranks moderate on HDI (22 out of 35). It is known for the delicious golden Alphonso mangos, rice and coconuts and beautiful landscape which is getting eroded day by day. The major reason for selecting this district is to gain insights into the unique challenges of livelihood of PwDs in coastal area.



❖ Yavatmal



Located in Vidarbha region of the state, Yavatmal dist is full of hills and valleys and faces numerous challenges due to climate

and geographical difficulties. Second last from below (34 th rank out of 35) on the ranking of HDI, this district is one of the most vulnerable districts in terms of malnutrition. In the news for all wrong reasons related to various agricultural issues and Farmers’ suicides, this district poses its own unique challenges in terms of livelihood options. The picture becomes grimmer when it is noted that the dist has high number of people in various disabilities as can be seen from the disability data given later in this chapter.

Database of PwDs for the Focus Districts

Table - People with Visual impairment

Districts	Visual - As per Census 2001 (figures in thousands)						Visual - As per WB Report 2009 (figures in thousands)					
	Total			Rural			Total			Rural		
	T	M	F	T	M	F	T	M	F	T	M	F
Ratnagiri	9.6	4.4	5.2	8.8	4.0	4.9	35.4	16.1	19.3	32.7	14.7	18.0
Yavatmal	14.8	8.3	6.5	13.1	7.3	5.8	54.9	30.8	24.1	48.4	27.1	21.3
Jalna	16.7	9.1	7.6	14.0	7.6	6.4	61.9	33.9	28.0	51.8	28.1	23.7

As seen from the above table, while Jalna district shows the highest number of VH people - both as per the census (16.7 thousand) and as per WB (61.9 thousand); Ratnagiri shows lowest numbers (Census 9.6 thousand and WB- 35.4 thousand)

Table- People with Speech impairment

Districts	Speech - As per Census 2001 (figures in thousands)						Speech - As per WB Report 2009 (figures in thousands)					
	Total			Rural			Total			Rural		
	T	M	F	T	M	F	T	M	F	T	M	F
Ratnagiri	2.2	1.2	1.0	2.0	1.1	0.9	8.0	4.3	3.7	7.3	3.9	3.4
Yavatmal	3.2	1.8	1.4	2.5	1.4	1.2	11.8	6.5	5.3	9.4	5.1	4.3
Jalna	2.3	1.3	1.0	1.9	1.0	0.9	8.5	4.7	3.7	7.0	3.8	3.2

The figures in the table reveal that Yavatmal dist has the highest number of people with speech impairment as per census 3.2 thousand and WB -11.8thousand.

Table - People with hearing impairment

Districts	Hearing Impairment - As per Census 2001 (figures in thousands)						Hearing Impairment - As per WB Report 2009 (figures in thousands)					
	Total			Rural			Total			Rural		
	T	M	F	T	M	F	T	M	F	T	M	F
Ratnagiri	2.5	1.2	1.3	2.3	1.1	1.2	9.2	4.5	4.7	8.7	4.2	4.5
Yavatmal	3.1	1.8	1.3	2.7	1.6	1.1	11.3	6.7	4.7	10.1	5.9	4.2
Jalna	2.4	1.3	1.1	2.1	1.2	0.9	9.0	5.0	4.0	7.9	4.4	3.5

The trends are similar when it comes to people with hearing impairment. Yavatmal dist has the highest number 3.1 thousand as per census and 11.3 thousand people as per WB.

Table - People with Locomotor Disabilities

Districts	Locomotor - As per Census 2001 (figures in thousands)						Locomotor - As per WB Report 2009 (figures in thousands)					
	Total			Rural			Total			Rural		
	T	M	F	T	M	F	T	M	F	T	M	F
Ratnagiri	8.8	5.7	3.1	8.0	5.2	2.9	32.6	21.0	11.6	29.8	19.1	10.7
Yavatmal	15.6	10.1	5.6	13.1	8.5	4.7	57.9	37.3	20.6	48.6	31.3	17.3
Jalna	13.4	8.9	4.6	11.2	7.4	3.7	49.7	32.8	16.9	41.3	27.5	13.8

As regards to people with loco motor disabilities, once again Yavatmal scores highest with 15.6 thousand people as per census and 57.9 thousand people as per WB. The lowest number of people with locomotor disabilities is found in Ratnagiri district. As per census there are 8.8 thousand and 32.6 thousand people with loco motor disabilities as per WB.

Table – People with Intellectual Disability

Districts	Intellectual Disability - As per Census 2001 (figures in thousands)						Intellectual Disability - As per WB Report 2009 (figures in thousands)					
	Total			Rural			Total			Rural		
	T	M	F	T	M	F	T	M	F	T	M	F
Ratnagiri	4.2	2.4	1.8	3.7	2.0	1.6	15.6	8.8	6.8	13.6	7.6	6.0
Yavatmal	5.3	2.9	2.4	4.3	2.3	2.0	19.5	10.7	8.8	15.9	8.6	7.3
Jalna	4.0	2.4	1.6	3.3	1.9	1.3	14.7	8.8	5.9	12.0	7.2	4.9

As seen from the above table Yavatmal has the highest percentage of people with intellectual disability. The census puts it as 5.3 thousand and WB mentions 19.5 thousand people with intellectual disability in the state.

It is well accepted fact that maternal and child malnutrition has major contribution to deaths and diseases. According to the Maternal and Child Under nutrition Study Group of UNICEF 2009, “3.5 million child deaths, 35% of the disease burden in children younger than 5 years, and 11% of total global disability adjusted life-years (DALY) are attributable to maternal and child under nutrition”. It was estimated by the same group that “stunting, severe wasting, and intrauterine growth restriction together were responsible for 2.2 million deaths and 21% of DALYs for children below five years of age. Micronutrient malnutrition, caused by deficiencies in vitamins and minerals, can manifest itself through such conditions as fatigue, pallor associated with anemia (iron deficiency), reduced learning ability (mainly iron and iodine deficiency), goiter (iodine deficiency), reduced immunity, and night blindness that is caused by severe vitamin A deficiency.”

If one sees the findings of Rajmata Jijau Mother- Child Health and Nutrition Mission data for the state, in the light of abovementioned study; then it is clear that the status of nutrition in the state a lot to be desired. Out of the 33 districts in Dec. 07 – Yavatmal dist ranks 29 with regards to malnutrition grades III & IV which is considered to be the severe malnutrition among children -0-6 years of age. Even in grade II which is considered as moderate malnutrition, Yavatmal ranks 32. This is a definite cause of concern with regards to childhood disability requiring some urgent action.

As concluded in the World Bank Report, “Access to Basic Education” along with positive attitudes is one of the major factors contributing towards employment of PwDs. In this light, overall Educational Development Index (EDI) value for the state is 0.704, is in good category. While access index value for the state is 0.746, which is good; the infrastructure index value is 0.624; which is in average category. The detailed report of the pilot dist reveals that with the exception of Jalna dist which has below average outcome index 0.567, the other dist have good outcome index(Gondiya- 0.939, Yavatmal – 0.902 and Ratnagiri – 0.902 respectively)

Compared to the all India data, the identification of (CWSN) – Children with Special Needs is (2.68%) which is higher than the national average (1.50%). Even the total coverage of CWSN covered against identified CWSN is higher (95.37%) than the national average (91.39%) under various initiatives – be it enrollment in schools or EGS/ AIE centres or Home based education. Even the percentage of aids and appliances required and provided is (96.96%) vis a vis 72.39% which is higher than the national average (72.39%).

Access to education for the PwDs in general is 38% lower than the general population. Education is the rudimentary need for a person to grow and become independent. The avenues open up for those who are educated in many more ways in comparison to the one who is uneducated – a fact known widely throughout the world. It is also a fact that basic education is a prerequisite to further skill development that enhances the opportunities for an individual to enter into the job market. The PwDs having much lower access to basic education already closes their door towards gainful employment. Therefore the current challenge would also be to find out appropriate livelihood opportunities for a large number of PwDs, who had never the opportunity to go to the school.

A recent study found that 70% of the thirty fastest - growing occupations require a college degree or focused technical training. It has been suggested that elevating employment rates for persons with disabilities requires attention to the goals of postsecondary transition and completion. While postsecondary attainment is important, transition and completion may require early intervention into the educational pursuits of adolescents/ transition - aged youth¹

Legal Framework

In Maharashtra the state commissioner's office is located at Pune. The office has staff for looking after coordination and alliance with other departments of Govt. of Maharashtra such as DRDA, health, education, etc

State Action Plan on Disability

Shodhana Consultancy Pune was commissioned for preparing the state action plan on disability in 2000-2001. The multi sectoral action plan was prepared with participatory method with stakeholder groups such as NGOs, Govt. officials, PwDs and their families etc. It was announced in the winter session in 2001. It is unfortunate that no action was initiated at the ground level despite this plan till recent times when a group of PwDs and other stakeholders came together and began lobbying for further action on this front. The momentum gathered and draft policy framework for the same has been put in place very recently.

¹ Disability and Economics: The nexus between disability, education and employment, UN Headquarters, July 2011

State Disability Policy

As per the news in Sakal Times dated 9th Oct. 2012, the much awaited draft of the 'Maharashtra State Policy 2012 for Persons with Disability' is available on the official website of Maharashtra State Handicapped Finance and Development Corporation (MSHFDC). The State Government has invited suggestions and recommendations on the policy. The policy is supposed to be a right-based. It has been recommended that the disability commissionerate should only monitor the activities while all other additional responsibilities, like education, should be handed over to the concerned departments. It also directs that 'disability' is not subject restricted to the department of social welfare but all other departments should be involved in the management of disability. The policy focuses on the prevention of disabilities, rehabilitation with special focus on the spheres of health, employment, education and social service. The policy lays emphasis on women and children with disabilities, right of accessibility, and collection of regular information on PwDs and issue of certificates.

Livelihood of PwDs

The Planning commission, GOI and UNDP study which was released in 2011- 12 has no data was available for the 3% job reservation in all 10 states under study including Maharashtra. Also no data was available for poverty alleviation schemes in which PwDs have reservations. This is mainly due to the lacuna in formats and monitoring. Appropriate recommendations for improving this drawback have been suggested. Whatever data is available, however, though has been mentioned and analyzed below for understanding the current situation with regards to livelihood of PwDs with reference to various Govt. initiatives. As regards various skill development programmes, the table given below reveals that Andhra Pradesh and Maharashtra are the only two states that have shown seat utilization in all the available apprenticeship programmes.

Table 9: Utilization of seats by disabled under various skill development programmes

Source: Ministry of Labour and Employment - Annual Report 2009-10

States / Apprentices	Trade	Graduate	Technical	Technical (Vocational)
Andhra Pradesh	1.09	0.14	0.30	0.45
Maharashtra	0.07	0.23	0.90	0.46
West Bengal	0.3	0.00	0.00	0.00
Bihar	1.88	0.00	0.00	0.00
Chhattisgarh	0	1.16	0.00	0.00
Jharkhand	0.5	0.00	0.00	0.00
Madhya Pradesh	0.15	0.00	1.32	0.00
Orissa	3.01	0.00	0.00	0.00
Rajasthan	0.54	0.00	0.00	0.00
UP & Uttranchal	0.47	0.38	0.54	0.65
India	0.43	0.24	0.40	0.27

Table – PwDs and MNREGA

States	Person days generated per PwD	% PwDs worked against registration
Andhra Pradesh	Not available	35.89
Maharashtra	19	9.16
West Bengal	15	19.19
Bihar	25	30.77
Chhattisgarh	16	34.85
Jharkhand	20	53.32
Madhya Pradesh	14	29.17
Orissa	21	28.38
Rajasthan	28	24.9
Uttar Pradesh	27	32.78
India	17	22.41

Source: MGNREGA website - <http://www.nrega.nic.in/netnrega/home.aspx>

As the above table shows Jharkhand has the highest PwD registration under MGNREGA with Maharashtra being at the last position with 9.16% PwDs worked under registration. Maharashtra is also among the states that have shown lesser number of person days per PwDs.

Table – work participation rates

Work Participation Rate	General	Disabled	WPR gap
Uttar Pradesh	32.5	32.01	0.49
Bihar	33.7	33.62	0.08
West Bengal	36.8	33.26	3.54
Jharkhand	37.5	32.88	4.62
Orissa	38.8	32.4	6.40
Rajasthan	42.1	38.16	3.94
Maharashtra	42.5	33.84	8.66
Madhya Pradesh	42.7	37.6	5.10
Andhra Pradesh	45.8	36.37	9.43
Chhattisgarh	46.5	35.1	11.40
India	39.1	34.49	4.61

Source: Census 2001

As seen from the above table, Rajasthan has the highest work participation rate for the disabled population. It also indicates that Andhra Pradesh, Chhattisgarh, Maharashtra and Odisha have poor Work Participation Rate for disabled as compare to other states. Further table given below suggests that the population in working age is 3.87 lakhs (41.48%) men and 1.44 lakh (22.61%) women with disabilities.

Table – Maharashtra work participation rates – geographical areas and gender wise

	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total (in %)	42.5	53.3	30.8	48.9	53.9	43.6	33.8	52.4	12.6
Disabled (in %)	33.84	41.48	22.61	37.06	42.78	28.89	27.84	39.14	10.41

Source: Census 2001

Livelihood Database for Pilot Study Districts

As mentioned earlier, hardly any data is available for PwDs and the utilization of poverty alleviation schemes with exception of MNREGA. The most recent data for the pilot dist is mentioned below.

Table- No. of Disabled Persons and Person days for 2012-2013 under MNREGA

Sr. No.	District	No. of Disabled persons registered in NREGA	No. of Disabled persons worked in NREGA in FY 2012-2013	Person days Generated in FY 2012-2013	% PwDs	% of person days
1	JALNA	428	91	2491	21.26	27.37
2	RATNAGIRI	678	114	2348	16.81	20.59
3	YAVATMAL	6852	465	14251	6.78	30.64

As seen from the above table, Yavatmal dist has highest number of PwDs registered (6852), worked (465) with person days (14,251). However, if we work out the % of PwDs who got work (MNREGA promises that PwDs would get a preference and also 100 days work per person) then it may be noted that the gap between the no. of people registered and got work is quite big. Our calculations (in bold n blue color) show that % of PwDs getting MNREGA work is in fact least in Yavatmal dist (6.78%). However the no. of person days is highest - 30 days work per PwD. In Ratnagiri dist only 16.81 % PwDs who had registered have got work with 20.59 person days per PwD. It shows that the gap between the promise (100 days work per person) and real situation on ground is very high.

Why Livelihood

In India, the PwD Act, 1995 ensured 3% reservation for PwDs in poverty alleviation programmes as well as in certain job categories. However, the Planning Commission – UNDP report entitled “Livelihood Opportunities for Persons with Disabilities”, 2012 suggests that a great majority of PwDs are still deprived of the most rudimentary livelihood support which is their basic human right. More than fifteen years after the reforms, disabled people have about 60% percent lower employment rates than the general population, a gap that has been increasing over the past fifteen years (*World Bank, 2007*). Gap in employment between disabled and non-disabled people has increased over the 1990s, which is a cause of major concern. The economic boom has not made any impact on employment of PwDs. There is also wage discrimination (*Sophie Mitra & Usha Sambamoorthi 2008*).

A report from Action on Disability and Development (*ADD India*) looks at the vicious circle linking poverty and disability. It argues that the basic cause of disabled people's poverty is social, economic, and political exclusion. The poverty reduction aspirations of donors, governments and agencies cannot be taken seriously until they learn to work with, not just on behalf of, disabled people.

The report notes that:

- Many traditional approaches towards disability are patronizing, exclusive and only reach small numbers of disabled people, mainly in urban areas.
- The move from sheltered employment schemes to facilitating the entry of disabled people into mainstream employment is progressive. However, market-based mechanisms will not lift disabled people out of poverty as long as prejudice remains deeply embedded in social, political and economic institutions.
- Disabled people's organizations (DPOs) are frequently dominated by urban-based men with physical impairments. Women, especially those with learning difficulties, sensory impairments or mental illness and people with deaf blindness and multiple disabilities rarely get equal access.
- Although a high proportion of those living in most extreme poverty (e.g. street children) are disabled, they are often also excluded from assistance programs as disability is seen as a specialist issue, for others to deal with.

ADD argues that the assumption that disabled people are a drain on society is a self-fulfilling prophecy as long as disabled people are excluded and denied resources to engage with society. In this context, DFID's paper on 'Disability, Poverty and Development', March 2004, recognizes the disproportionate level of poverty among disabled people and the widespread exclusion experienced. It calls for a twin-track approach: disabled people should be included in all areas of work, as well as there being specific initiatives working with disabled people.

Governments, donors and NGOs need to recognize that if disability inclusion is to be achieved, active measures are needed to combat the discrimination that currently exists.

The recent (2011) draft of *Social Assessment Report on National Rural Livelihood Project by Rural Development Ministry, GoI* clearly mentions that “some groups are more disadvantaged than others. Analysis shows clearly that Scheduled Tribes (Adivasis), Scheduled Castes (Dalits), some religious minorities such as Muslims, women, and **people with disabilities** are amongst the poorest groups.” It further accepts the fact that the disabled or physically/mentally challenged often have limited access to education, employment and public services. Some barriers to their inclusion are physical, such as the inaccessible of buildings or transport, others may be institutional (e.g., discriminatory practices), and still others attitudinal (e.g., the stigma attached to persons living with AIDS). **People with disabilities face serious barriers to getting jobs.** Unequal access to education and training programs is a major challenge that needs to be resolved a priori. Then they need to be able to learn about and obtain jobs which they can physically access and carry out despite their disability. They also face social and psychological barriers - ignorance, myths, prejudice, stereotyping and other misperceptions about their capacities, acceptance by fellow workers, and low self-esteem, fear and over-protective families. Infrastructure is a key need to improve access for the physically disabled, with employers also often reluctant to provide accessibility and facilities. In general, there is little legislative support for disabled people, and where protective laws exist they may be poorly enforced. Technology may provide support in certain areas – for example, computers and the Internet could help those with mobility or communication difficulties, but these would need to be made available consciously to poor people (De Marco, 2009). **Including disabled people in the NRLP would require these – and other – issues to be squarely addressed.”**

While mentioning the strategies, the report discusses that People with disabilities face immense challenges and both poverty reduction and human rights programs have a great deal to do to address their needs effectively. CDD programs have typically addressed disability through sub-project level interventions that are geared to vulnerable groups such as the disabled, elderly or children/ youth at risk. The Andhra Pradesh Rural Poverty Reduction Programme (APRPRP) applied the principles of participation and voice to organizing disabled people into Self-help Groups and federations. The project links these SHGs to the wider community and other stakeholders. It aims to empower and build the social capital of disabled people so that they can effectively articulate their interests and needs and participate actively in the development of options to address these. In the context of livelihood projects, training programs are a significant step that could help improve their situations. A useful ‘package’ for people with disabilities would be: vocational guidance and skills training, and entrepreneurship development or employment placement.

In the Non govt. field also the picture is not very encouraging as very few NGOs are working in the field of livelihood of PwDs. Further whatever little is happening in the area of livelihood options for people with disability is hardly being shared; thus minimizing the chances of replication of good practices from the field. Documentation of such initiatives in order of further nationwide emulation thus becomes the need of the hour. Learning regarding what works and what doesn't work could be most valuable so as to avoid reinventing the wheel. There is also a need to develop basic understanding on the diversity and heterogeneity of PwDs in relation to designing livelihood options. Diversity in categories of PwDs, pose immense challenges in planning livelihood strategies in a compartmentalized manner. The methodology of doing the same work could be different for different categories. This may call for either remodelling the work place or redesigning machine tools or both.

Currently, as emerged from the study, some work is going under the 3% reservations for PwDs in various poverty reductions schemes of Gol, 3% reservations in Govt. jobs, financial assistance\ through National Handicapped Finance Development Corporation combined with sporadic efforts of disability NGOs/ DPOs thru SHGs, micro finance and bank linkages as well as skill development and placements. How far reaching and satisfactory is this work is being discussed later in the report based on the primary data gathered from various state govt. offices as well as ongoing work by some NGOs and state govt. agencies.

Despite years of legislations, policies and action, Persons With Disabilities (PWD) comprise one of the most deprived sections of the Indian population. While there are huge disagreements about definitions and numbers, everybody agrees that very few PWDs in India, get the opportunity to engage in remunerative work that are at par with their capabilities. Large majority of PWDs lead sub-optimal lives, either over protected by their families or abandoned by them and forced to live a life of destitution. In either case, their ability to engage in useful and meaningful work is curtailed.

Among the disabled some are more likely to be without work than others. An Action Aid study on Disability and Social Exclusion in Rural India supported by the government that covered rural areas across two states of Rajasthan and Andhra Pradesh demonstrates that unemployment rates vary by type of disability, a pattern that has been called a hierarchy of disadvantage. Persons with mental retardation are the most disadvantaged groups- in the survey in Rajasthan 94 percent of those do not earn a living. In the other end of the spectrum are those with speech and hearing disabilities who are comparatively better off with an unemployment rate of 54 percent. This finding is consistent with NSSO (2003) data that show that among the disabled persons with speech and hearing , locomotor or visual impairments have highest employment while the people with mental retardation are the most disadvantaged. However, it must be stated that even the minority of disabled

villagers who find work do so irregularly and for limited periods.. The Action Aid survey revealed that the PWD are engaged only during peak seasons when other workers are unavailable and are paid less than the 'able-bodied' workers. In Andhra Pradesh for example, wage employment averaged only seven to 10 days in a month and never exceeded seven months in a year, resulting in uncertain incomes and seasonal shortfalls.

Further, majority of the PWD in the rural areas are employed as wage labourers in agriculture which is not only one of the lowest return occupations in India but also inappropriate for the PWD due to the physical nature of the work. Low levels of education acts as a constraint to their engagement into skill based occupation and limits their option to physical work in agricultural fields. While in the rural Indian context, education does not translate into improved livelihood options, without functional literacy and basic numerical knowledge, engagement in other options gets barred.

Livelihood is an area where the PWDs face tremendous discrimination not just for their physical state but for the way the society is organized. Barriers to the participation of PWD in work often stem from social attitudes that assume that PWDs are incapacitated. While Stephen Hawking is a glorious and famous example, there are many other PWDs who have excelled professionally. However, the Indian approach to the issue continues to be paternalistic with more emphasis on welfare and doles that creating opportunities and environment for participation.

In dealing with livelihood issues for the PWDs, it is also important to take a non-tragic view of disability and look beyond the problem to uncover the possibilities. Yes, PWDs have problems- but they also have strengths, they also possess some assets – like all individuals do. Rather than harping on the problems, it might be a better idea to identify and build on the strengths. This has to be complemented by action to make institutions responsible for creating employment opportunities for the PWDs more responsive and effective.

Unless the issue of rural livelihood of the PWD is addressed- with radical change in approach from philanthropy to empowerment, an important section of the population would live a sub optimal life without getting the chance to explore their potential. Is it acceptable to us as a society?

MSRLM

The Maharashtra State Rural Livelihoods Mission has been constituted under the aegis of the National Rural Livelihoods Mission in Maharashtra in July 2011 with the support of the Government of India, the World Bank and the Government of Maharashtra. For effective implementation the mission has been registered under the Societies Registration Act 1860 as an independent society under the chairmanship of the Hon. Chief Minister of the state. The Mission aims at eradication of rural poverty by building sustainable institutions of poor and ultimately leading them to sustainable livelihoods.

The mission envisions poverty elimination through social mobilization, institution building, financial inclusion and the creation of several models of sustainable livelihoods so that each poor family is able to secure incremental annual income. The key task under the mission is to reach out to 45 lakh rural poor households of Maharashtra and stay engaged with them till they come out of poverty. The mission will bring about a paradigm shift in the approach to rural livelihoods and rural poverty eradication in that it engages directly with institutions of poor and empowers them to find lasting solutions to poverty. It sees the poor as the engines of growth rather than mere receivers of aid or being dependent on 'trickle down'.

The mission has started its activities in an intensive mode in 36 blocks of 10 districts. The mission aims to create dedicated and professional support structure in these 36 blocks in order to implement the programme effectively. The mission will upscale the programme in a phased manner in rest of 315 blocks in next 4 years. Till that time, the 315 blocks will implement NRLM in a non intensive manner, ie with existing block and district machinery through the DRDAs. It is thus essential to orient, rather reorient the DRDAs and block level officials, bankers and NGO representatives regarding the paradigm shift that we envisage in NRLM and the changed approach of the mission towards working with the poor in order to create sustainable livelihoods, thereby enhancing their quality of life.

The Project shall be implemented in a phased manner. For the initial launching of the mission a total of ten districts viz. Gadchiroli, Wardha, Yeotmal, Osmanabad, Jalna, Ratnagiri, Nandurbar, Solapur, Thane & Gondia have been identified as the pilot districts for the National Rural Livelihood Project (NRLP). These districts have been identified on the basis of geographical location, ranking on the HDI index, IAP districts etc.

Poverty Diagnostics Study a prelude to preparation of a realistic and workable State Perspective Implementation Plan (SPIP) has been undertaken by MSRLM. This study incorporates poverty scenario in the state; context of social exclusion and extent/quality of social mobilization efforts made thus far in the state;

context and the status of financial inclusion in the state; value chain analysis for key livelihood activities pursued by the poor such as crop cultivation, livestock and dairy; and stock taking of the livelihood initiatives taken up thus far in the state. The MSRLM structure functional at various levels is as follows;

SMMU – SMMU will be conducting first Maharashtra Rural Livelihood Innovation Forum for identifying the suitable innovators and innovations from the State. Innovation involves development of a new product or new model of service delivery to address challenges faced by the rural poor. Social entrepreneurs start off as innovators trying to develop new products or service delivery models.

The MSRLM will design a high end web site to enable all the key stakeholders to have 'one- touch' to the mission activities. Further SMMU intends to develop a complete on-line, electronic package as a part of financial management system. SMMU will form a think tank that includes eminent persons from the field of social sector, NGOs, development professionals, members of bureaucracy, technical experts, and bankers having rich experience in social mobilization, institutional building, capacity building, livelihoods, technology interventions, banking and microfinance, NABARD, UNICEF etc.

The SMMU also intends to conduct workshops, PRA exercise, discussion forums with the field staff and other stakeholders to understand and catch wider dimensions of vulnerability and poverty and adopt the best practices/time tested methodologies practiced by other government programmes implemented at the grassroot level.

1. DMMU – DMMU would commence the activities of the project. it would look after social mobilization, institution building, capacity building, the financial inclusion and SHG- bank linkage.
2. BMMU – The Cluster Coordinators at block level will actually do the group building activities.
3. Training Partners
4. Key Resource Centre - couple of good institutions/firms working in the areas of HR management would form the KRA
5. Specialists / Consultants

Non Intensive Blocks Strategy

Maharashtra is a large State comprising 35 districts (of which 2 are urban districts) and 351 blocks. Of which, 10 districts and 36 blocks have been selected as NRLP districts and blocks. It implies that in 315 blocks and 23 districts, NRLM will be implemented in non-intensive manner for 2012-13.

Strategic partnerships will be forged with good NGOs that have worked under SGSY and are willing to follow the principles of NRLM. Efforts will also be made to lessen the dependence of SHGs on external support by identifying community volunteers, community best practitioners and taking their help in capacity building of SHGs. Services of Extension officers, who have a rich experience of nurturing SHGs will be utilized in training and capacity building of the institutions of the poor. Block resource persons will work closely with the communities and aid in effective nurturing of SHGs. They will also help strengthen the MIS system for SHG-Bank Linkage and Repayment Tracking of all SHGs. Adequate training will be provided to these block level functionaries so as to enhance their belief in the capabilities of the poor, and they becoming sensitive to the needs and aspirations of the poor.

Apart from this, role of Bankers is critical in the success of the program. Hence adequate efforts will be made to reorient the bankers towards NRLM. Financial provisions for such trainings will be made in the IB, CB component

Strategies

Block Level - For the ease of the operation the entire block would be divided in to 4 contiguous clusters (containing one or more ZP constituencies), and each such cluster would be the basic unit for the entire operation. At each such cluster, there would be one Project Resource Person (PRP) who would be manning the entire operation. Essentially the PRP would be assisting the Block Program Manager (BPM) in the overall management of the mission with particular emphasis upon developing the core competencies of the newly recruited staff under the MSRLM and community mobilization strategies. He would be stationed at the block office of the MSRLM along with other regular staff.

District Level - Similarly at each District there would be a district level resource person who would be entrusted with providing thematic support to the District NRLM cell. He would work in close coordination with the district program manager (DPM), detailing out specific strategy for the concerned district including social mobilization and financial inclusion plan, training need analysis of the various stake holders at the district level, supporting district team in conducting immersions & other training tours, etc. He will be stationed at the district Head Quarter along with the DPM & team. Since he will be the anchor person for rolling out the pilot, it is envisioned that he will also be in touch with the neighboring districts for thematic support as and when required by the MSRLM. In particular Gadchiroli resource person would also support Gondia mission team. Similarly Yavatmal would support Wardha, Jalna would support Solapur, & Nandurbar would support Thane district team in whole mission management. A similar counterpart would work at state level in State Mission Management Unit (SMMU) to coordinate and monitor all the activities related to the resource persons. In

addition he would also be entrusted with the job of giving insights on the State perspective implementation plan, development of MIS, finance and procurement plans etc.

Cluster level - For community mobilization and support, initially a team of 5 Community Resource Person would be deployed in **each cluster** which would consist of essentially members of the self -help groups who have successfully come out of the poverty on a sustainable basis. These members would train the self-help groups in to the basics of the group dynamics, conduct of meeting, accounting and book keeping etc. These teams would work at the very grass-root levels and will be assigned particular clusters, where they will work with the SHGs in various villages. Block level PRP would be handling the movement plan depending upon the training needs. These CRPs would help the project in to identifying the local community volunteers in each village, who can be groomed to take up the task of community Mobilizers, book keepers etc.

All block, district and community level resource person from the resource organization would be essentially working under the general supervision and directions of the CEO MSRLM. They would report to the CEO or any other officer on his behalf as and when required to. Further CEO MSRLM would have power to review the working of all such persons and suggest change/removal to the resource organization as the case may be. At the beginning, their services would be requisitioned for a period of one year and based upon internal evaluation extendable further. All their service conditions including salary, leave, bonus etc. will be governed by the detailed MOU agreed upon between the MSRLM and SERP.

MSRLM recognizes the fact that every district is at a different level of preparedness and each district has its own strengths and weaknesses. District specific pilot strategies will be customized by conducting consultations with various stakeholders at the district level.

As social mobilization pilots gear up, 3-4 thematic pilots will be initiated after doing comprehensive need assessment.

- For tribal and IAP districts such as Gadchiroli and Gondia , financial inclusion pilots become more relevant. Mobile banking, SHG branch with village level touch points, BC model can be tried out these as well as other tribal districts.
- MKSP project has been sanctioned for Wardha. The DRDA has developed a brand 'Wardhini' under SGSY for a range of products manufactured by SHGs. The entire value chain has been worked out for 18 food and non- food products. A livelihoods pilot that bridges the institutional gaps in Wardhini can be taken up. Rs 10 lakh has been allocated for taking up the pilot. The district team has been asked to submit a detailed plan of action.

- On the similar lines every DRDA will be encouraged to develop a brand name for the marketing of the SHG products/items. MSRLM would play the role of facilitator by arranging them services of marketing agencies/brand building etc.
- Livelihoods pilots on Zero budget natural farming, grid locking system for soil and moisture conservation in Yeotmal ,Wadis in Nandurbar , Jalna ,Thane can also be detailed out.
- MSRLM will enter into MoUs with implementing partners for these pilots. Assistance from various likeminded organizations will be taken.
- Learning's from these pilots will be used for effective up scaling and creating good systems for large scale implementation.

Apart from the pilots as mentioned above, it is estimated that around 150 village organizations/cluster level federations will be formed and nurtured following the principles of NRLM. Community volunteers and VO accountants will be appointed at the VO level and their salaries will be paid by the project as long as the VOs become self sustaining. A provision of training and capacity building of these Community volunteers and VO accountants has been made in the CIS head. Apart from this, a provision of first tranche of Rs400000 each for 150 VOs has been made as Community Investment Fund, a part of which will be utilized by the VOs starting nutrition centers, providing health loans, health insurance and also as a loan for member SHGs as per their micro credit plan. A provision of Rs 6 Crores has been made for the purpose

Strategy for Social Inclusion with special reference to Livelihood Interventions of PwDs

The pro-poor component of the National Rural Livelihoods Mission (NRLM) project aims to respond to the needs of those groups who have been excluded from existing self-help group building strategies and face specific barriers to entering into saving groups at the village level. It will also address the specific livelihood enhancement requirements of these groups. Under the new project design, MSRLM will focus on evolving strategies to meet the requirements of these groups that can be mainstreamed as part of the implementation of the MSRLM across the state.

It has been agreed that Persons with disabilities (PwDs) will form one key target group under the pro-poor inclusion window of the project, as indicated in the principle document of NRLM. During the meeting held in YASHADA, a more expansive definition of exclusion was discussed. This more expansive definition includes – deserted women/female headed households, single women, widows, migrants, those who are unable to meet savings requirements under the existing group structure, as well as women who have been unable to get involved in savings groups for reasons other than economic factors.

Groups of Stakeholders	Basis of Exclusion	Strategy	Institutional Plans
1. Women who have not been able to 'get involved in groups'	Late arrivals to saving groups Other issues of 'trust' or commonality with SHG members, migrants	Identification Need assessment Involvement in existing groups, Awareness raising	Mainstream facilitation process
2. Very Poor Not in groups No saving regime Day laborers (landless)	Unable to enter saving regime Lack of awareness	(major target group for new group formation) Lower saving threshold Linkage to govt. programs	As above
3. Ultra poor All above Lack of HH capacity (female headed HH, widows, single women, elderly, husband under trial)	All above + Special livelihood inputs – allotment of GP land, asset creation, crèches	Above + Identification and needs assessment Village/GP livelihood plan	Sensitization/capacity building of inclusion CRPs Special funding window
4. Differently-abled Mentally challenged Multi-disability	Lack of family/community/government awareness of potential Low confidence, lack of access to institutions (education, other support services)	Identification Needs assessment Linkage to government programs, Village/GP livelihood plan, Access issues within village	Block/District level facilitation teams Funding 'window' for Skill development Micro enterprise (individual/group)
5. Sex Workers	Stigma and attitudinal problems		
6. Sexual Minorities (gay, lesbian, transgender, bisexual, kothi and hijra)	Stigma and attitudinal problems		

Objectives

To design and develop 'Strategy for Social Inclusion by mapping exclusion' in general and specifically roll-out 'Disability and Livelihood Interventions' in pilot districts with the support of MSRLM's state, district and block teams.

Strategy for PwD Inclusion in MSRLM

A concerted effort is being made by Government of Maharashtra under National Rural Livelihoods Mission (NRLM) to promote livelihood options for PwD in their programme through decentralized planning by formulating inclusive livelihood plan for PwDs. Implementation of this inclusive strategy would not only enhance the livelihood options for PwDs but also form a role model for other districts. In this regard, an initial meeting was held on 12th October 2012 at Yashwantrao Chavan Academy of Development Administration (YASHADA) between Maharashtra State Rural Livelihoods Mission (MSRLM) officials, academicians, renowned NGO heads and World Bank officials wherein a working team was constituted for formulation and piloting of the livelihood plan for PwDs in selected districts of Maharashtra.

Subsequently, a meeting held on 29th October 2012 at Mumbai in the office of the CEO, MSRLM and Mr. Samir Ghosh, Inclusion Advisor to World Bank. In the light of the work initiated in Rajasthan and Odisha it was also proposed that similar work need to be initiated immediately in 2-3 districts of Maharashtra as well on pilot basis. The salient feature of the work would be as follows;

Sub Component 1: *Preparatory Task* – Preparatory period would ensure the ice-breaking work with the district authorities as well as with the community. PwDs generally suffer a strong a negative bias and stigma both within the family as well as community. It is imperative that there will have to be multipronged approach regarding social mobilization so as to create a healthy partnership between the communities and PwDs. This needs to be done through the active participation of NGOs as facilitators, community opinion leaders, PwDs, their families & care givers and various government functionaries. The activities that would be carried out as a part of this sub-component are as follows;

1. Design tool for Exclusion mapping
2. Protocol for Exclusion
3. Chapter on Social Inclusion in the Community Operations Manual

Sub Component 2: *Identification of Partner NGOs* - Exploring and ensuring the motivation and commitment of partners to address the livelihood issue of PwDs as a target group. The work would be spread over 2-3 districts using a saturation model. The number of blocks would be as per the designated blocks by MSRLM.

Sub Component3: *Disability Mapping & Functional Assessment* - Guide and support selected partner organizations to conduct disability mapping exercise in their own allotted geographical jurisdiction in a structured and common format. The Disability Mapping exercise will have two specific elements;

1. A disability survey that would enumerate category wise PwDs in working age. – In order to consider that all PwDs are included in the livelihood plan as a saturation mode. It is essential that appropriate enumeration is done in accordance with the UNCRPD definition.
2. A detailed function assessment of each PwD to access their capacity on the basis of their physical (residual) and intellectual ability. Thus a category wise functional ability matrix would be created that will facilitate the formulation of individual as well as group livelihood plans.

Sub Component 4: *Capacity Building*: Capacity Building of multiple agencies in order to prepare various stakeholders for facilitating the livelihood of PwDs

1. Review and adaptation of appropriate training pedagogy – Current training pedagogy do not adequately address the PwDs issues hence an appropriate training pedagogy is necessary. The primary concern is the way of transaction so as to suit different category of PwDs.
2. Capacity building of partner NGOs – Most of the NGOs does not have livelihood orientation specifically in case of PwDs therefore capacity building of NGOs in this area is required.
3. Capacity building of PwDs for creation of Master Trainers – Capacity building programme for PwDs needs to be undertaken in order to create a pool of trainers who in turn could be able to train the PwDs (which is currently lacking).
4. Orientation and capacity building of government functionaries and PRI members – In order to have effective implementation of social inclusion strategy, all the implementing partners need to be knowledgeable about

disability and PwD issues. Hence disability orientation is planned for government functionaries and PRI members as they play very crucial role in the implementation.

5. Orientation of parents and care givers (in case of multiple disability) – To strengthen the positive attitude of the PwDs and empower them to avail the livelihood opportunities, it is essential that their parents and care givers are oriented and exposed towards possibilities and potentials of their own children. This would also bring in the positive behavioural attitude in the parents and care givers that would enhance the quality of life of PwDs.
6. Capacity building of vocational training institutes in selected districts for giving them disability orientation – There are many VTCs (other than those working for PwDs only) working in the field of livelihood but very few of them have adequate experience in the field of livelihood of PwDs. Hence in order to orient such VTCs in the field of disability the said training programme is essential.
7. Training of Community Base Rehabilitation Workers – The programme is proposed so that there is an appropriate linkage of households having PwD members with various benefits available at the Gram Panchayat level. The CBR worker who would be trained would thus become the interface between these two so that inclusion of PwDs is reflected in the Gram Panchayat Plan.

Disability and livelihood promotion strategy and SPIP inputs

The State Project Implementation Plan (SPIP) which will be a comprehensive document depicting workable guidelines, will contain a suitable chapter on Livelihoods intervention of PwDs. The chapter will be developed in a form of ready reckoner so that it is easy to follow and serves as a working document.

Awareness and Sensitization Workshops for MSRLM and Stakeholders

1. Finalization of workshop program, workshop materials, participation
2. Organizing workshops at State level and in 'targeted' districts and blocks
3. Documentation of the workshops

Project Monitoring & Evaluation

Integrated Monitoring & Evaluation Program

1. In order to ensure that MSRLM's action benefit the socially excluded groups that include PwDs as well, the entire plan has been conceived under the Integrated Monitoring And Evaluation Program (IMEP). Key to the planning strategy has been under the following thrust:
2. Specially-focused programming implies that Strategic Results (around which the strategies have been developed) describe as much as possible tangible changes in the status of the excluded groups.
3. Making Strategic Results PwD-focused ensures that improvements in the conditions of excluded group are essential criteria for measuring the success of programmes or projects

4. Even if gaps to fulfill the rights of PwDs are at the institutional or governance levels, it would still be advised to position institutional and governance results at the outcome rather than strategic result level. The RBM has been designed accordingly.
5. Institutional and governance factors are determinants of national capacity to address the needs of the vulnerable groups. Consequently, results achieved at these levels should not be considered as an end.
6. Preparation of vulnerability index of category-wise and gender-wise PwDs
7. Development of integrated and measurable indicators
8. Anchor the pilot project on a CBR mode to ensure that a system is built to base the basic ownership at a community level
9. Ensure implementation as per Project Result Based Accountability Format (RBAF)

Project Approach & Management

The plan has been prepared under the Result Based Management & Accountability Framework, which is primarily due to the following reasons:

1. To strengthen planning through clear definitions of programme outputs, outcomes and strategic results.
2. To improve coordination of monitoring, evaluation and research activities, setting priorities in data collection and facilitating collaboration with MSRLM partners
3. To increase accountability, defining each players role and responsibilities very clearly and, setting basis for project and programme evaluation, in general, and MSRLM's performance assessment, in particular.
4. To ensure efficient use of data in decision making by synchronizing data collection and decision making opportunities.
5. Create a team at block level and link it with DMMU and BMMU
6. Prepare a ToR for the team with clearly defined responsibility.
7. Prepare chapter on social inclusion
8. Prepare RBM
9. Process document and track the social and economic path of SHGs and federations
10. Preparing Workshop / Training Programme Reports
11. Process documentation at various levels (Village, Block and District) by NGOs
1. Document role played by PRI in the journey of livelihood intervention

Result Based Management with Output Description

Impact with Strategic Results

Impact	MSRLM will create enabling environment for inclusion of all socially excluded groups to mainstream them towards achieving self-respect and dignity of life through gainful livelihood measures in rural Maharashtra.			
Excluded groups	<u>Group A:</u> All Persons with Disabilities (PwDs) are included in the public policy and programme with their rights protected and dignity maintained	<u>Group B:</u> All women particularly the ultra poor, very poor, widows, separated, deserted, single and sex workers are included in the public policy and their rights protected and dignity maintained	<u>Group C:</u> All the people belonging to Nomadic Tribes and Migrants are effectively included in the public policy and programme with their rights protected and dignity maintained	<u>Group D:</u> All the people belonging to Sexual Minorities are included in the public policy and programmes with their rights protected and dignity maintained
Strategic Results	<ol style="list-style-type: none"> 1. Appropriate enabling environment is created by MSRLM to promote and advocate the institutionalization of inclusion of the excluded groups in all government programmes related to livelihood in rural areas 2. Appropriate capacity building programmes for selected institutions, support structures, individuals as well as groups designed, conducted and facilitated by MSRLM for strengthening their capacity to participate in livelihood programme 3. Persons with Disability fully participate in the sustainable livelihood opportunities created, enhanced and supported by MSRLM 4. Appropriate research (primary and secondary) & documentation facilitated by MSRLM with an integrated database (qualitative & quantitative) system that allow storing, analyzing, retrieving and disseminating relevant information to various stakeholders related to livelihoods is in place 			

Outcome – 1 with Outputs and Activities

SR - 1	Appropriate enabling environment is created by MSRLM to promote and advocate the institutionalization of inclusion of the excluded groups in all government programmes related to livelihood in rural areas
Outcome - 1	1.1. Importance of social inclusion of all excluded groups is internalized & appreciated and adopted as an essential component for livelihoods programming
Output - 1	1.1.1. Designing of tool and preparation of protocol for exclusion mapping
Activity - 1	Desk review of relevant secondary data
Activity - 2	Preparation of tool
Activity - 3	Field testing of tool
Activity - 4	Preparation of protocol
Output - 2	1.1.2. Preparing a chapter on social inclusion for Community Operations Manual
Activity - 5	Desk review of relevant secondary data
Activity - 6	Writing the chapter
Output - 3	1.1.3. Exposure visits of relevant key officials organized to other states where inclusion has been strategized
Activity - 7	Shortlist and finalizing with organization for visit
Activity - 8	Finalizing logistics for the visit
Activity - 9	Preparation of short ToR and pre-visit orientation
Activity - 10	Scheduling the visit and post visit de-briefing

Output 1: Designing of tool and preparation of protocol for exclusion mapping

Social exclusion is a phenomenon of omission either on purpose or due to design defect. In most of the cases they are poorest of the poor or vulnerable or both. Therefore it is essential to be aware and take adequate precaution that they don't get left out. This output is a step to ensure that the most needy are not left out and identified on time for intervention. With review of all necessary secondary data the tool would be developed and field tested to ensure robustness and protocol would be developed.

Output 2: Preparing a chapter on social inclusion for Community Operations Manual

Community Operation Manual consisting of information and processing methods for the implementing partners while to deal with the community in a better way is being prepared. This manual would also include a chapter on social inclusion for which adequate material would be gathered by undertaking desk review of the available secondary data and then the chapter on inclusion would be prepared.

Output 3: Exposure visits of relevant key officials organized to other States where inclusion has been strategized

Exposure visits are organized so that people living in one place can visit another to observe and learn from their activities and implement those in an appropriate manner in its own project. Organization for the exposure visit would be selected and required logistic arrangements would be done and communicated to the officials selected for the visit. After the visit, a reflection workshop would be organized for de-briefing of the visit undertaken.

Outcome – 2 with Outputs and Activities

SR - 2	Appropriate capacity building programmes for selected institutions, support structures, individuals as well as groups designed, conducted and facilitated by MSRLM for strengthening their capacity to participate in livelihood programme
Outcome - 2	2.1. All stakeholders appropriately sensitized and trained to support and impart skill development of PwDs
Output - 4	2.1.1. Identification and assessment of potential partner NGOs for empanelment
Activity - 11	Desk Review of potential NGOs accredited by Commissioner Disability
Activity - 12	Visiting the short listed NGOs for detailed capacity assessment on 28 point parameters
Activity -13	Capacity Assessment Report Writing
Activity - 14	Preparation of ToR for selected NGOs to be empanelled
Output - 5	2.1.2. State and district level workshops
Activity - 15	Stakeholder-wise conceptualization
Activity - 16	Workshop-wise material development
Activity - 17	Workshop-wise session planning and finalizing
Activity - 18	Workshop-wise logistics
Activity - 19	Workshop-wise budgeting
Activity - 20	Conducting workshops
Activity - 21	Preparation of workshop report
Output - 6	2.1.3. Capacity building of selected implementation partners / resource agencies
Activity - 22	Preparation of training modules
Activity - 23	Development of training material
Activity - 24	Preparation of ready reckoner for partners
Activity - 25	Workshop logistics
Activity - 26	Workshop budgeting
Activity - 27	Conducting workshop
Activity - 28	Preparation of workshop report
Output - 7	2.1.4. Capacity building of MSRLM team at State, district and block level
Activity -29	Stakeholder-wise conceptualization
Activity - 30	Workshop-wise material development
Activity - 31	Workshop-wise session planning and finalizing
Activity - 32	Workshop-wise logistics
Activity - 33	Workshop-wise budgeting
Activity - 34	Conducting workshops
Activity - 35	Preparation of workshop report

Output 4: Identification and assessment of potential partner NGOs for empanelment

Most of the work, be it creation of enabling environment or rolling out the livelihoods plan, NGO support would be an integral part of the project. However, it would be crucial that appropriate NGOs are empanelled. Capacity assessment of shortlisted NGOs would be undertaken from the list provided by Commissioner Disability. Subsequent to this a ToR would be developed in order to clearly define their roles as Project Implementing Agency (PIA) and / or Support Organization (SO).

Output 5: State and District level workshops

There are different implementing partners / agencies, which needs to be aware of the project strategies and also its implementation while working with the community and the primary stakeholders. For this, workshops on various aspects of the implementing agency need to be organized at all levels to make them more competent and ensure effective implementation of the inclusion strategy at all levels.

Output 6: Capacity Building of selected implementation partners / resource agencies

Implementing partners leads the project and in order to achieve the project goals it is essential that these partners / agencies are well versed with the strategies to be followed while working with the primary stakeholders and their issues. Most of the partners / resource agencies do not even have the orientation to disability and livelihoods which needs to be given foremost.

Output 7: Capacity Building of MSRLM team at State, district and block level

Dedicated and professional support structure of the government is essential. These authorities should also be knowledgeable about the approach of the mission that is being followed while working with PwDs and allied support agencies. Hence capacity building of MSRLM team at district / block level which are the fundamental bodies with whom the PwDs and implementing agencies need to communicate and work along throughout the project needs to be done. Also disability orientation to State level MSRLM functionaries is essential so they are not only adequate aware about the project essence but function in same spirit.

Outcome – 3 with Outputs and Activities

SR - 2	Appropriate capacity building programmes for selected institutions, support structures, individuals as well as groups designed, conducted and facilitated by MSRLM for strengthening their capacity to participate in livelihood programme
Outcome - 3	2.2. Skilled PwDs available for participating in livelihood activities
Output - 8	2.2.1. Consultations with PwDs (primary stakeholders) and other stakeholders in the MSRLM blocks
Activity - 36	Visit to selected districts
Activity - 37	Meeting with district and block authorities along with MSRLM team
Activity - 38	Community visit and focus group discussion with villagers
Activity - 39	Focus group discussion with PwDs
Activity - 40	Creating of a district, block and village level team for promotion of livelihoods for PwDs
Activity - 41	Preparation of ToR for the teams
Activity - 42	Orientation workshop for teams
Activity - 43	Preparation of workshop report
Output - 9	2.2.2. Workshop on enhancement of skills and livelihood of PwDs
Activity - 44	Designing of specific course structure for developing the skill of the trainer to train PwDs
Activity - 45	Arrangement of training and logistics of the training
Activity - 46	Conducting of the training
Activity - 47	Preparation of training report
Activity - 48	Preparation of action plan by each of the agencies for imparting training to PwDs
Activity - 49	Selection of PwDs for training by the local teams
Activity - 50	Arranging skill development training for PwDs keeping the provision of reasonable accommodation
Activity - 51	Formation of SHGs – PwDs exclusive
Activity - 52	Formation of SHGs – PwDs inclusive
Activity - 53	Designing SHG training with inclusive pedagogy
Activity - 54	Organizing SHG training
Activity - 55	Preparation of training report

Output 8: Consultations with PwDs (primary stakeholders) and other stakeholders in the MSRLM blocks

Consultation with Persons with Disability, their parents and care givers form an imperative and primary activity to start of the project. This would create a baseline for other activities and also frequent interactions followed would ensure smooth functioning of the project.

Output 9: Workshop on enhancement of skills and livelihoods of PwDs

To be acquainted with the skills of PwDs that to category specific and the methods to enhance these skills and provide them with appropriate livelihood opportunities; it is required to bring together the relevant professionals and stakeholders on one platform. By organizing such workshop, the livelihood needs of the PwDs would be adequately addressed.

Outcome – 4 with Outputs and Activities

SR - 3	PwDs fully participate in the sustainable livelihood opportunities created, enhanced and supported by MSRLM
Outcome - 4	3.1. Skilled, Semi-Skilled and unskilled PwDs actively participating in livelihood activities under various government and non-government programmes
Output - 10	3.1.1. Designing of the disability and livelihood program strategies, implementation mechanisms in partnership with potential partners
Activity - 56	Developing strategies for agriculture based livelihood
Activity - 57	Developing strategies for other farm based activities such as poultry, piggery, goat rearing, Pisciculture etc
Activity - 58	Developing strategies for dairy farming
Activity - 59	Developing strategies for non-farm based activities
Activity - 60	Developing strategies for inclusion of PwDs in community investment fund (CIF)
Output - 11	3.1.2. Presentation of draft strategy and program to MSRLM team and other relevant stakeholders for comments and feedback
Activity - 61	Preparation of comprehensive inclusive livelihoods strategy
Activity - 62	Presentation of the strategy
Output - 12	3.1.3. Disability mapping, functional assessments and provisions of supportive services in phase 2
Activity - 63	Facilitating door to door survey in selected 3 blocks
Activity - 64	Preparation of survey report
Activity - 65	Finalizing terms and conditions with other agencies for procuring professionals on board for functional assessment
Activity - 66	Facilitating functional assessment with the support of partner agencies
Activity - 67	Village-wise determination of ability matrix

Output 10: Designing of the disability and livelihood program strategies, implementation mechanisms in partnership with potential partners

A programme strategy provides us with a clear vision towards the upcoming challenge in the project; it gives insights about the hidden barriers while executing it and also how to overcome them. Actionable plan of execution based on the programme strategy gives us permanent understanding about how to achieve results from future strategic initiatives. Disability and livelihood programme strategy and implementation mechanisms developed followed in the precise manner would ensure effective implementation of strategy and achievement of project objectives.

Output 11: Presentation of draft strategy and program to MSRLM team and other relevant stakeholder for comments and feedback

Program and interventions envisaged for all the excluded groups needs to be strategized and to ensure its effective implementation; the drafted strategy has to be appreciated and approved by all the concerned govt. functionaries, MSRLM team and stakeholders. Once the comments and feedback received are incorporated into the draft, the strategy is finalized and ready for execution.

Output 12: Disability mapping, functional assessment and provision of supportive services in phase – 2

Disability mapping exercise is carried out in order to understand the number of disabled individuals, their problems, issues and conditions in which they live. This gives an overview of the disability status in the selected blocks and points out the areas that need more attention while implementation. Functional assessment is carried out in order to understand the specific capabilities of individual PwDs in accordance with their functionality in spite of their disability. This is done with the help of multiple professionals, who assess their potential according to the residual functional ability in spite of their disabling conditions. The functional assessment also helps in preparation of a clear guideline for advising on reasonable accommodation. Typically this is done by professionals such as Occupational Therapist, Rehabilitation Engineers, Speech Therapist, Othotists, etc

Outcome – 5 with Outputs and Activities

SR - 3	PwDs fully participate in the sustainable livelihood opportunities created, enhanced and supported by MSRLM
Outcome - 5	3.2. Inclusion of PwDs becomes an integral strategy for district planning process.
Output - 13	3.2.1. Inputs for finalization and phasing of pilot districts and blocks / GPs
Activity - 68	Testing of livelihood options as per developed strategies according to ability matrix in selected pilot villages
Activity - 69	Continuous handholding and supervision through the locally created teams
Output - 14	3.2.2. Finalization and dissemination of the strategy and programme design
Activity - 70	Facilitating meeting with members of DPDC showcasing the livelihoods possibilities of PwDs

Output 13: Inputs for the finalization and phasing of pilot districts and blocks / GPs

Inputs in finalization of the pilot districts and blocks / GPs are essential to activate the process in best suited field area that is favorable for the plan to be executed. The process has to be carried out in phased manner so that all the issues are well addressed.

Output 14: Finalization and dissemination of the strategy and programme design

To achieve the goal of social inclusion of all the excluded groups in the various livelihood programmes of GO-NGOs, it is obligatory that the finalized programme strategy is being adopted by the concerned government departments and NGOs. This is possible only when the strategy dissemination on wider scale takes place and reaches to various implementers that have the excluded groups as their programme beneficiaries.

Outcome – 6 with Outputs and Activities

SR - 4	Appropriate research (primary and secondary) & documentation facilitated by MSRLM with an integrated database (qualitative & quantitative) system that allow storing, analyzing, retrieving and disseminating relevant information to various stakeholders related to livelihoods is in place
Outcome - 6	4.1. Identify and articulate appropriate field based research needs, methodologies and its applications to enhance livelihood opportunities for PwDs
Output - 15	4.1.1. Initiation of appropriate research studies
Activity - 71	Facilitating exceptional research studies related to livelihoods of PwDs in collaboration with knowledge partner of MSRLM
Output - 16	4.1.2.Desk review and identification of good practices relevant to MSRLM blocks
Activity - 72	Desk review of MSRLM districts and blocks in the light of PwDs to bring out the status report
Activity - 73	Developing tool for identification of best practices
Activity - 74	Orientation of the tool to local facilitators
Activity - 75	Documentation of good practices by local facilitators
Output - 17	4.1.3. Development of appropriate material for category specific livelihood enhancement of PwDs
Activity - 76	Identifying potential organization for partnering with MSRLM for undertaking material development
Activity - 77	ToR development for the partner organization

Output 15: Initiation of appropriate research studies

Research and experimental development is formal work undertaken systematically to increase the stock of knowledge, including knowledge of humanity, culture and society, and the use of this stock of knowledge to devise new applications for the subject under study. Similarly, appropriate research studies in the field of disability and livelihood would be initiated that would not only support but also suggest the further improvements required to strengthen the skills of PwDs and provide new livelihood opportunities for them. Such research studies would be initiated and facilitated in collaboration with knowledge partners of MSRLM.

Output 16: Desk review and identification of good practices relevant to MSRLM blocks

Desk review would be undertaken to bring out the status report of disability in the MSRLM blocks. Selected local facilitators would be oriented to the tool designed for identification of good practices. The good practices documented by these facilitators in some cases can form a role model and replicated in other blocks too.

Output 17: Development of appropriate material for category specific livelihood enhancement of PwDs

Each disabled has its own special requirements to access the livelihood opportunities. It is too ambitious to deal with each of them but what can be done is find out the areas of category specific livelihood enhancement of PwDs and develop the appropriate material address them. This would definitely bring about additional methods to enhance the livelihood skills of PwDs that to category specific. For this a workshop is being organized wherein professionals from the field of disability and livelihood brought together to explore the possibilities and provide guidance on appropriate material development.

Outcome – 7 with Outputs and Activities

SR - 4	Appropriate research (primary and secondary) & documentation facilitated by MSRLM with an integrated database (qualitative & quantitative) system that allow storing, analyzing, retrieving and disseminating relevant information to various stakeholders related to livelihoods is in place
Outcome - 7	4.2. M&E, database management and documentation system Institutionalized
Output -18	4.2.1. Inputs into SPIP on disability and livelihoods promotion based on this strategy
Activity - 78	Writing the chapter of inclusion of PwDs and its strategy for SPIP
Output -19	4.2.2. Assist MSRLM in devising an evaluation framework
Activity - 79	Identification of indicators for Integrated Monitoring and Evaluation Programme (IMEP)
Activity - 80	Preparation of IMEP flow chart
Activity - 81	IMEP protocol design

Output 18: Inputs into SPIP on disability and livelihoods promotion based on this strategy

Dissemination of the inclusion strategy to all the relevant authorities/govt. departments/ organizations implementing livelihood programmes would only ensure that the strategy is available with these stakeholders. The goal of inclusion strategy could be achieved only when it finds place in State Perspective Implementation Plan (SPIP).

Output 19: Assist MSRLM in devising evaluation framework

The IMEP developed would outline key M&E and research activities to be undertaken, link them to decision-making events and resources. In essence, it outlines the information system for Results-Based Management. Developing and using the IMEP must also be seen as an integral part of result-based programme planning. Such programmes are proven tools for prioritizing and collecting information related to learning, management and accountability requirements.

Log frame – Enabling Environment

Aty. No.	Level	Measurable Indicators	Means of Verification (Mov)	Assumptions
	Appropriate enabling environment is created by MSRLM to promote and advocate the institutionalization of inclusion of the excluded groups in all government programmes related to livelihood in rural areas			
	1.1. Importance of social inclusion of all excluded groups is internalized & appreciated and adopted as an essential component for livelihoods programming	1. All Govt. livelihoods program has specific strategy for inclusion of vulnerable groups.	1. Livelihood programme guidelines	1. The implementing agencies implement the program with a missionary zeal and the spirit of the program guidelines. Appropriate Livelihood opportunities made available to all excluded groups by the department
		2. No. of livelihood programmes that included all excluded groups as target beneficiaries	2. Participants list available different implementing partner agencies	
		No. of community programmes where Community Operations Manual was used	List of Community programme conducted by using Community Operations Manual	
		Increase in no. of beneficiaries from excluded groups under livelihood programmes	Beneficiary records	Proper awareness generated and All excluded groups aware of the livelihood programmes
	1.1.1. Designing of tool and preparation of protocol for exclusion mapping	Training module and Protocol design available	Training module and Protocol document	Not significant
1	1.1.1.1. Desk review of relevant secondary data	Status of selected districts available in detail	Status report	Not significant
2	1.1.1.2. Preparation of tool	Training module developed	Training module	1. Orientation of the tool and protocol completed 2. Villages selected and team ready for field test
3	1.1.1.3. Field testing of tool	Tool developed and available for field testing	Tool document	
4	1.1.1.4. Preparation of protocol	Protocol designed	Protocol document	
	1.1.2. Preparing a chapter on social inclusion for Community Operations Manual	Community Operations Manual with chapter on social inclusion available	Community Operations Manual	Basic framework of Community operations manual ready and available

5	1.1.2.1.Desk review of relevant secondary data	Material on Community Operations Manual available	Desk review report	Not significant
6	1.1.2.2. Writing the chapter	Chapter on social inclusion prepared for Community Operations Manual	Community Operations Manual	
	1.1.3. Exposure visits of relevant key officials organized to other states where inclusion has been strategized	No. of officials gone for exposure visit	Participant list	Institutionalization of inclusive strategy agreed in principle
7	1.1.3.1. Shortlist and finalizing with organization for visit	Organization for the visit finalized	ToR document	Proper implementation of the learning received by the officials from visit
8	1.1.3.2. Finalizing logistics for the visit	Participants informed about the logistics	Bills & Vouchers and emails	
9	1.1.3.3. Preparation of short ToR and pre-visit orientation	ToR prepared and pre-visit orientation done	ToR document and ppt of pre-visit orientation	
10	1.1.3.4. Scheduling the visit and post visit de-briefing	Visit undertaken and reflection workshop/de-briefing conducted	Visit and workshop report	

Log frame – Training

Aty. No.	Level	Measurable Indicators	Means of Verification (Mov)	Assumptions
	Appropriate capacity building programmes for selected institutions, support structures, individuals as well as groups designed, conducted and facilitated by MSRLM for strengthening their capacity to participate in livelihood programme			
	2.1. All stakeholders appropriately sensitized and trained to support and impart skill development of PwDs	Sensitization workshops conducted	Participants list	Appropriate propagation by Government / NGOs for creating awareness regarding disability and livelihood promotion for PwDs
		Skill development training programme conducted		
		Trained personnel engaged in skill training of PwDs	List of skill training	
	2.1.1. Identification and assessment of potential partner NGOs for empanelment	NGOs identified ready for empanelment with MSRLM	List of NGOs	Availability of active NGOs working for / interested to work for PwDs
		Capacity Assessment completed	Capacity Assessment Report	
11	2.1.1.1. Desk Review of potential NGOs accredited by Commissioner Disability	List of NGOs accredited by Commissioner Disability available	List of NGOs	Availability of NGO list with State Commissioner for PwD
12	2.1.1.2. Visiting the short listed NGOs for detailed capacity assessment on 28 point parameters	Field visit undertaken and Capacity Assessment completed	Visit report	Supportive NGOs willing to work for livelihoods of PwD
13	2.1.1.3. Capacity Assessment Report Writing	Capacity Assessment Report prepared	Capacity Assessment Report	Appropriate cooperation received from NGOs during assessment
14	2.1.1.4. Preparation of ToR for selected NGOs to be empanelled	ToR prepared	ToR document	NGOs finalized for empanelment
	2.1.2. State and district level workshops	No. of workshops conducted	Workshop reports	Adequate cooperation received from the district authorities
15	2.1.2.1. Stakeholder-wise conceptualization	Stakeholder-wise workshop design prepared	Stakeholder-wise workshop design	Not significant
16	2.1.2.2. Workshop-wise material development	Workshop-wise Material developed	Workshop material	
17	Workshop-wise session planning and finalizing	Workshop-wise sessions finalized	Workshop schedule	Not significant

18	Workshop-wise logistics	Participants informed about the logistics	Bills & Vouchers and emails	
19	Workshop-wise budgeting	Workshop-wise Budget prepared	Workshop Budget	
20	Conducting workshops	No. of workshops conducted	Participants list	Budget released for workshop on time
21	Preparation of workshop report	Workshop reports prepared	Workshop report	Trained staff available for documentation
	2.1.3. Capacity building of selected implementation partners / resource agencies	No. of Capacity Building Programmes conducted	Participants list and training reports	Close and smooth liasioning with the potential Partners and MSRLM teams
22	Preparation of training modules	Training module prepared	Training module document	Training need analysis completed
23	Development of training material	Training material developed	Training material	Not significant
24	Preparation of ready reckoner for partners	Ready reckoner for partners prepared	Ready reckoner	Simplicity and clarity maintained Adequate pedagogy developed
25	Workshop logistics	Logistic arrangements made	Bills & Vouchers and emails	Not significant
26	Workshop budgeting	Workshop Budget prepared	Workshop Budget	Appropriate budget allocation and available on time
27	Conducting workshop	Workshop conducted	Participants list	
28	Preparation of workshop report	Workshop report prepared	Workshop report	Workshop conducted and completed
	2.1.4. Capacity building of MSRLM team at State, district and block level	No. of Capacity Building Programmes conducted	Participants list and training reports	Close and smooth liasioning with the teams at all levels
29	Stakeholder-wise conceptualization	Stakeholder-wise workshop design prepared	Stakeholder-wise workshop design	Inclusive strategy followed and convergence with line departments ensured
30	Workshop-wise material development	Workshop-wise Material developed	Workshop material	Not significant
31	Workshop-wise session planning and finalizing	Workshop-wise sessions finalized	Workshop schedule	
32	Workshop-wise logistics	Participants informed about the logistics	Bills & Vouchers and emails	
33	Workshop-wise budgeting	Workshop-wise Budget prepared	Workshop Budget	Appropriate budget allocation and available on time
34	Conducting workshops	No. of workshops conducted	Participants list	
35	Preparation of workshop report	Workshop reports prepared	Workshop report	Workshop conducted and completed

Aty. No.	Level	Measurable Indicators	Means of Verification (Mov)	Assumptions
	Appropriate capacity building programmes for selected institutions, support structures, individuals as well as groups designed, conducted and facilitated by MSRLM for strengthening their capacity to participate in livelihood programme			
	2.2. Skilled PwDs available for participating in livelihood activities	No. of skilled PwDs participated in livelihood activities	Participants list / training records	PwDs knowledgeable about different livelihoods program and their eligibility criteria Livelihood opportunities available for PwDs
	2.2.1. Consultations with PwDs (primary stakeholders) and other stakeholders in the MSRLM blocks	No. of consultations with PwDs	Consultation report	Stakeholders aware about government livelihoods schemes / programmes
		No. of consultations with other stakeholders conducted	Consultation report	Villages identified and appraisal done
36	Visit to selected districts	No. of Visits undertaken	Visit Report	Active participation of PwDs, village functionaries and community ensured
37	Meeting with district and block authorities along with MSRLM team	No. of meetings conducted	Minutes of the meeting	Adequate awareness generated
38	Community visit and focus group discussion with villagers	No. of visits and FGDs done	Visit and FGD reports	Active participation of PwDs, village functionaries and community ensured
39	Focus group discussion with PwDs	No. of FGDs done	FGD report	Cohesive and active village community
40	Creating of a district, block and village level team for promotion of livelihoods for PwDs	District, block and village level team established	List of team members	Active and supportive Village functionaries, GP members, NGOs and CBOs
41	Preparation of ToR for the teams	The teams is clear about their own and collective role	ToR document	Active team members selected
42	Orientation workshop for teams	No. of orientation workshops conducted	Participants list	Budget allocated for the orientation and received on time
43	Preparation of workshop report	Workshop report prepared	Workshop report	

	2.2.2. Workshop on enhancement of skills and livelihood of PwDs	Skilled PwDs available	Skill wise list of PwDs	Accessible Skill development agencies fully ready to train PwDs keeping in view the appropriate pedagogy and transaction method
44	Designing of specific course structure for developing the skill of the trainer to train PwDs	Specific course structure designed	Course design	Trainers knowledgeable about disability, its legislations and livelihoods options available for PwDs
45	Arrangement of training and logistics of the training	Participants informed about the logistics	Bills & Vouchers and emails	Budget allocated and received on time
46	Conducting of the training	Training conducted	Participants list	
47	Preparation of training report	Training report prepared	Training report	Training conducted
48	Preparation of action plan by each of the agencies for imparting training to PwDs	No. of action plans prepared	Action Plans	Options for skill development programmes created and propagated properly
49	Selection of PwDs for training by the local teams	No. of PwDs selected	List of selected PwDs	Adequate data on no. of PwDs per village / Panchayat available
50	Arranging skill development training for PwDs keeping the provision of reasonable accommodation	Skill Development training for PwDs organized	Training design	The legislation related to barrier free environment is understood and adequately followed
				Budget allocated and available on time
51	Formation of SHGs – PwDs exclusive	No. of SHGs- PwDs exclusive formed	SHG records	Adequate awareness generated and support of Cohesive & active village community ensured
52	Formation of SHGs – PwDs inclusive	No. of SHGs- PwDs inclusive formed	SHG records	
53	Designing SHG training with inclusive pedagogy	Training for SHGs designed	Training design	Effective trainings designed based on the grasping power/understanding of SHG members
54	Organizing SHG training	No. of SHG trainings organized	Participants list	Trained resource persons available for conducting training with inclusive pedagogy
55	Preparation of training report	Training report prepared	Training report	Training conducted and completed

Log frame – Skill Development & Livelihood Opportunities

Aty. No.	Level	Measurable Indicators	Means of Verification (Mov)	Assumptions
PwDs fully participate in the sustainable livelihood opportunities created, enhanced and supported by MSRLM				
	3.1. Skilled, Semi-Skilled and unskilled PwDs actively participating in livelihood activities under various government and non-government programmes	Increase in no. of PwDs benefited by government and non-government programmes	Beneficiary records	Effective implementation of inclusive strategy
		Increase in no. of skilled and semi skilled PwDs	PwDs data at block /Panchayat office	Proper motivation to PwDs by local teams for adapting the change in livelihood
	3.1.1. Designing of the disability and livelihood program strategies, implementation mechanisms in partnership with potential partners	Disability and livelihoods programme strategy designed	Strategy Document	Focus on PwDs demand for knowing their rights and sustainable livelihoods options available
		All partners fully ready to roll out livelihoods program		
56	Developing strategies for agriculture based livelihood	Strategies for agriculture based livelihood developed	Strategy Document	Strategies developed keeping in view the geological condition of the region
57	Developing strategies for other farm based activities such as poultry, piggery, goat rearing, Pisciculture etc	Strategies for other farm based activities developed	Strategy Document	Category specific skills understood and barrier free environment ensured
58	Developing strategies for dairy farming	Strategies for dairy farming developed	Strategy Document	
59	Developing strategies for non-farm based activities	Strategies for non-farm based activities developed	Strategy Document	
		Market oriented nonfarm activities identified conducive to local conditions	List of identified nonfarm activities	Micro-finance available to start the entrepreneurship
		Identified PwDs ready with required skills to start nonfarm activities	List of PwDs	
60	Developing strategies for inclusion of PwDs in community investment fund (CIF)	strategies for inclusion of PwDs in community investment fund	Strategy Document	Provision of financial resources in place

		(CIF) developed		
	3.1.2. Presentation of draft strategy and program to MSRLM team and other relevant stakeholders for comments and feedback	Presentation of draft strategy made to MSRLM team	Draft strategy ppt	All stakeholders decide on a common date to meet
		Feedback and comments received from MSRLM team	Feedback and comments	
61	Preparation of comprehensive inclusive livelihoods strategy	Comprehensive inclusive strategy prepared	Comprehensive inclusive strategy document	Issues related to livelihoods of PwDs adequately addressed
62	Presentation of the strategy	Presentation of strategy done	Minutes of the meeting held	
	3.1.3. Disability mapping, functional assessments and provisions of supportive services in phase 2	Disability survey conducted and functional assessment completed	Survey data and functional assessment reports	Adequate fund allocation for functional assessment
				Availability of adequate number of professionals
				Availability of adequate technical facilities
63	Facilitating door to door survey in selected 3 blocks	Door to door survey conducted in 3 blocks	Digitized data	Active participation of local teams in facilitating the survey
64	Preparation of survey report	Survey report prepared	Survey report	Survey conducted, primary data available
65	Finalizing terms and conditions with other agencies for procuring professionals on board for functional assessment	Procurement of professionals for functional assessment completed	List of professionals	Liasioning with concern agencies
66	Facilitating functional assessment with the support of partner agencies	Functional assessment conducted	Functional assessment reports	Active participation of PwDs and local teams ensured
				Availability of adequate technical facilities
				Availability of category specific adequate number of professionals
67	Village-wise determination of ability matrix	Village-wise ability matrix prepared	Village-wise ability matrix	Functional assessment conducted and reports available

Aty. No.	Level	Measurable Indicators	Means of Verification (Mov)	Assumptions
	PwDs fully participate in the sustainable livelihood opportunities created, enhanced and supported by MSRLM			
	3.2. Inclusion of PwDs becomes an integral strategy for district planning process.			
	3.2.1. Inputs for finalization and phasing of pilot districts and blocks / GPs	No. of Blocks/GPs identified for piloting	List available at block / GP	Active community and groups Scope for livelihoods promotion ensured
68	Testing of livelihood options as per developed strategies according to ability matrix in selected pilot villages	No. of villages that participated in pilots	Village list	Proper monitoring of livelihood schemes by local teams ensured
69	Continuous handholding and supervision through the locally created teams	Supervision done on regular basis by local team	Visit reports	Community mobilized and active local team in place
	3.2.2. Finalization and dissemination of the strategy and programme design	No. of livelihood programs that adopted the inclusive strategy	Dissemination methods documents Village wise dissemination record with block level team	Institutionalization of inclusive strategy
70	Facilitating meeting with members of DPDC showcasing the livelihoods possibilities of PwDs	No. of meetings with CEO Zilla Parishad No. of meetings with Sabhapati Zilla Parishad	Minutes of the meetings	Sustainable livelihoods options available for PwDs

Log frame – Research & Documentation

Aty. No.	Level	Measurable Indicators	Means of Verification (Mov)	Assumptions
	Appropriate research (primary and secondary) & documentation facilitated by MSRLM with an integrated database (qualitative & quantitative) system that allow storing, analyzing, retrieving and disseminating relevant information to various stakeholders related to livelihoods is in place			
	4.1. Identify and articulate appropriate field based research needs, methodologies and its applications to enhance livelihood opportunities for PwDs	No. of research studies undertaken	Study reports	Specialized research agencies engaged in undertaking research work as per MSRLM priorities
	4.1.1. Initiation of appropriate research studies	Research study initiated in collaboration with knowledge partner of MSRLM	Topics of research study, progress reports and final report	Liasioning with knowledge partner ensured
71	Facilitating exceptional research studies related to livelihoods of PwDs in collaboration with knowledge partner of MSRLM	No. of research studies undertaken	Study reports	Guidance of Knowledge partners to the field staff ensured
	4.1.2. Desk review and identification of good practices relevant to MSRLM blocks	Desk review completed and good practices identified	Desk review report and document of good practices	Adequate secondary data available
72	Desk review of MSRLM districts and blocks in the light of PwDs to bring out the status report	Status of selected districts available in detail	Status report	Adequate secondary data available
73	Developing tool for identification of best practices	Tool for identifying best practice developed	Identification of best practice tool	Knowledge partner support ensured
74	Orientation of the tool to local facilitators	Orientation programme conducted	List of local facilitators participated in the orientation	Active local facilitators identified and available for orientation
75	Documentation of good practices by local facilitators	No. of good practices documented	Documents of good practices	Trained local facilitators available for preparing reports and documentation work
	4.1.3. Development of appropriate material for category specific livelihood enhancement of PwDs	Appropriate material for category specific livelihood enhancement of PwDs developed	material for category specific livelihood enhancement of PwDs	Adequate category specific livelihood options available and appropriate training in place

76	Identifying potential organization for partnering with MSRLM for undertaking material development	No. of organizations identified for material development	List of organizations	Liasioning with knowledge partners and active potential partners identified
77	ToR development for the partner organization	ToR for partner organizations prepared	ToR document	Active potential partners in place

Aty. No.	Level	Measurable Indicators	Means of Verification (Mov)	Assumptions
	Appropriate research (primary and secondary) & documentation facilitated by MSRLM with an integrated database (qualitative & quantitative) system that allow storing, analyzing, retrieving and disseminating relevant information to various stakeholders related to livelihoods is in place			
	4.2. M&E, database management and documentation system Institutionalized	Monitoring mechanism developed and practice	MIS reports	Effective implementation of M&E strategy in place
		Database management system in place and accessed by all stakeholders	Data bank	Effective reporting system available at all levels and data accuracy maintained
		Documentation available for ready access	Digitized Resource library	Adequate documentation work carried out on regular basis
	4.2.1. Inputs into SPIP on disability and livelihoods promotion based on this strategy	Inputs for SPIP prepared based on inclusive strategy	SPIP document inclusive of disability and livelihood promotions	Inclusive strategy developed
78	Writing the chapter of inclusion of PwDs and its strategy for SPIP	Chapter on inclusion of PwDs and its strategy for SPIP prepared	Chapter on inclusion of PwDs and its strategy	Inclusive strategy available
	4.2.2. Assist MSRLM in devising an evaluation framework	Evaluation framework developed	Evaluation framework	MSRLM gives adequate importance to qualitative and quantitative evaluation
79	Identification of indicators for Integrated Monitoring and Evaluation Programme (IMEP)	Indicators for IMEP identified	IMEP indicators	Adequate secondary data analysis undertaken
80	Preparation of IMEP flow chart	IMEP flow chart prepared	IMEP flow chart	IMEP strategy developed
81	IMEP protocol design	IMEP protocol designed	IMEP protocol document	

Overall Timeline

Sr.No.	Details	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
O - 1	Importance of social inclusion of all excluded groups is internalized & appreciated and adopted as an essential component for livelihoods programming												
Op - 1	Designing of tool and preparation of protocol for exclusion mapping												
A - 1	Desk review of relevant secondary data												
A - 2	Preparation of tool												
A - 3	Field testing of tool												
A - 4	Preparation of protocol												
Op - 2	Preparing a chapter on social inclusion for Community Operations Manual												
A - 5	Desk review of relevant secondary data												
A - 6	Writing the chapter												
Op - 3	Exposure visits of relevant key officials organized to other states where inclusion has been strategized												
A - 7	Shortlist and finalizing with organization for visit												
A - 8	Finalizing logistics for the visit												
A - 9	Preparation of short ToR and pre-visit orientation												
A - 10	Scheduling the visit and post visit de-briefing												
O - 2	All stakeholders appropriately sensitized and trained to support and impart skill development of PwDs												
Op - 4	Identification and assessment of potential partner NGOs for empanelment												
A - 11	Desk Review of potential NGOs accredited by Commissioner Disability												
A - 12	Visiting the short listed NGOs for detailed capacity assessment on 28 point parameters												
A - 13	Capacity Assessment Report Writing												
A - 14	Preparation of ToR for selected NGOs to be empanelled												

Sr.No.	Details	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Op – 5	State and district level workshops												
A - 15	Stakeholder-wise conceptualization												
A - 16	Workshop-wise material development												
A - 17	Workshop-wise session planning and finalizing												
A - 18	Workshop-wise logistics												
A - 19	Workshop-wise budgeting												
A - 20	Conducting workshops												
A - 21	Preparation of workshop report												
Op - 6	Capacity building of selected implementation partners / resource agencies												
A - 22	Preparation of training modules												
A - 23	Development of training material												
A - 24	Preparation of ready reckoner for partners												
A - 25	Workshop logistics												
A - 26	Workshop budgeting												
A - 27	Conducting workshop												
A - 28	Preparation of workshop report												
Op - 7	Capacity building of MSRLM team at State, district and block level												
A - 29	Stakeholder-wise conceptualization												
A - 30	Workshop-wise material development												
A - 31	Workshop-wise session planning and finalizing												
A - 32	Workshop-wise logistics												
A - 33	Workshop-wise budgeting												
A - 34	Conducting workshops												
A - 35	Preparation of workshop report												

Sr.No.	Details	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
O - 3	Skilled PwDs available for participating in livelihood activities												
Op - 8	Consultations with PwDs (primary stakeholders) and other stakeholders in the MSRLM blocks												
A - 36	Visit to selected districts												
A - 37	Meeting with district and block authorities along with MSRLM team												
A - 38	Community visit and focus group discussion with villagers												
A - 39	Focus group discussion with PwDs												
A - 40	Creating of a district, block and village level team for promotion of livelihoods for PwDs												
A - 41	Preparation of ToR for the teams												
A - 42	Orientation workshop for teams												
A - 43	Preparation of workshop report												
Op - 9	Workshop on enhancement of skills and livelihood of PwDs												
A - 44	Designing of specific course structure for developing the skill of the trainer to train PwDs												
A - 45	Arrangement of training and logistics of the training												
A - 46	Conducting of the training												
A - 47	Preparation of training report												
A - 48	Preparation of action plan by each of the agencies for imparting training to PwDs												
A - 49	Selection of PwDs for training by the local teams												
A - 50	Arranging skill development training for PwDs keeping the provision of reasonable accommodation												
A - 51	Formation of SHGs – PwDs exclusive												
A - 52	Formation of SHGs – PwDs inclusive												
A - 53	Designing SHG training with inclusive pedagogy												
A - 54	Organizing SHG training												
A - 55	Preparation of training report												

Sr.No.	Details	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
O - 4	Skilled, Semi-Skilled and unskilled PwDs actively participating in livelihood activities under various GO and NGO programmes												
Op -10	Designing of the disability and livelihood program strategies, implementation mechanisms in partnership with partners												
A - 56	Developing strategies for agriculture based livelihood												
A - 57	Developing strategies for other farm based activities such as poultry, piggery, goat rearing, Pisciculture etc												
A - 58	Developing strategies for dairy farming												
A - 59	Developing strategies for non-farm based activities												
A - 60	Developing strategies for inclusion of PwDs in CIF												
Op -11	Presentation of draft strategy and program to MSRLM team and other relevant stakeholders for comments and feedback												
A - 61	Preparation of comprehensive inclusive livelihoods strategy												
A - 62	Presentation of the strategy												
Op -12	Disability mapping, functional assessments and provisions of supportive services in phase 2												
A - 63	Facilitating door to door survey in selected 3 blocks												
A - 64	Preparation of survey report												
A - 65	Finalizing terms and conditions with other agencies for procuring professionals on board for functional assessment												
A - 66	Facilitating functional assessment with the support of partner agencies												
A - 67	Village-wise determination of ability matrix												
O - 5	Inclusion of PwDs becomes an integral strategy for district planning process.												
Op -13	Inputs for finalization and phasing of pilot districts and blks / GPs												
A - 68	Testing of livelihood options as per developed strategies according to ability matrix in selected pilot villages												
A - 69	Continuous handholding and supervision through the local teams												
Op -14	Finalization and dissemination of the strategy and prog. design												
A - 70	Facilitating meeting with members of DPDC showcasing the livelihoods possibilities of PwDs												

Sr.No.	Details	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
O - 6	4.1. Identify and articulate appropriate field based research needs, methodologies and its applications to enhance livelihood opportunities for PwDs												
Op -15	4.1.1. Initiation of appropriate research studies												
A - 71	Facilitating exceptional research studies related to livelihoods of PwDs in collaboration with knowledge partner of MSRLM												
Op -16	4.1.2.Desk review and identification of good practices relevant to MSRLM blocks												
A - 72	Desk review of MSRLM districts and blocks in the light of PwDs to bring out the status report												
A - 73	Developing tool for identification of best practices												
A - 74	Orientation of the tool to local facilitators												
A - 75	Documentation of good practices by local facilitators												
Op -17	4.1.3. Development of appropriate material for category specific livelihood enhancement of PwDs												
A - 76	Identifying potential organization for partnering with MSRLM for undertaking material development												
A - 77	ToR development for the partner organization												
O - 7	4.2. M&E, database management and documentation system Institutionalized												
Op -18	4.2.1. Inputs into SPIP on disability and livelihoods promotion based on this strategy												
A - 78	Writing the chapter of inclusion of PwDs and its strategy for SPIP												
Op -19	4.2.2. Assist MSRLM in devising an evaluation framework												
A - 79	Identification of indicators for Integrated Monitoring and Evaluation Programme (IMEP)												
A - 80	Preparation of IMEP flow chart												
A - 81	IMEP protocol design												

March 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
0		Inception Report & Work plan	Inception Report	4 th week

April 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 72	4.1.2.Desk review and identification of good practices relevant to MSRLM blocks	Desk review of MSRLM districts and blocks in the light of PwDs to bring out the status report	Status Report for MSRLM blocks	4 th week
A - 73		Developing tool for identification of best practices	Tool for identification of Best Practices	4 th week

May 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 1	1.1.1. Designing of tool and preparation of protocol for exclusion mapping	Desk review of relevant secondary data	Tool for Exclusion Mapping	2 nd week
A - 2		Preparation of tool		4 th week
A - 11	2.1.1. Identification and assessment of potential partner NGOs for empanelment	Desk Review of potential NGOs accredited by Commissioner Disability	NGOs identified	2 nd week
A - 12		Visiting the short listed NGOs for detailed capacity assessment on 28 point parameters	Capacity Assessment Report	4 th week
A - 13		Capacity Assessment Report Writing		4 th week
A - 14		Preparation of ToR for selected NGOs to be empanelled	NGOs empanelled	2 nd week
A - 36	2.2.1. Consultations with PwDs (primary stakeholders) and other stakeholders in the MSRLM blocks	Visit to selected districts	ToRs for local teams	4 th week
A - 37		Meeting with district and block authorities along with MSRLM team		4 th week
A - 41		Preparation of ToR for the teams		2 nd week
A - 56	3.1.1. Designing of the disability and livelihood program strategies, implementation mechanisms in partnership with potential partners	Developing strategies for agriculture based livelihood	Strategies developed	2 nd week
A - 57		Developing strategies for other farm based activities such as poultry, piggery, goat rearing, Pisciculture etc		2 nd week
A - 58		Developing strategies for dairy farming		2 nd week
A - 59		Developing strategies for non-farm based activities		4 th week
A - 60		Developing strategies for inclusion of PwDs in community investment fund (CIF)		4 th week
A - 74	4.1.2.Desk review and identification of good practices in relevant blocks	Orientation of the tool to local facilitators	Orientation to local facilitators	1 st week onwards

June 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 74	4.1.2.Desk review and identification of good practices relevant to MSRLM blocks	Orientation of the tool to local facilitators	Orientation to local facilitators	continued
A - 3	1.1.1. Designing of tool and preparation of protocol for exclusion mapping	Field testing of tool	Field testing of exclusion tool	4 th week
A - 4		Preparation of protocol	Protocol for Exclusion	2 nd week
A - 38	2.2.1. Consultations with PwDs (primary stakeholders) and other stakeholders in the MSRLM blocks	Community visit and focus group discussion with villagers	Consultation with PwDs	4 th week
A - 39		Focus group discussion with PwDs		4 th week
A - 40		Creating of a district, block and village level team for promotion of livelihoods for PwDs	Local Teams created	4 th week
A - 61	3.1.2. Presentation of draft strategy and program to MSRLM team and other relevant stakeholders for comments and feedback	Preparation of comprehensive inclusive livelihoods strategy	Presentation of draft Inclusion Strategy	2 nd week
A - 62		Presentation of the strategy		2 nd week
A - 75	4.1.2.Desk review and identification of good practices relevant to MSRLM blocks	Documentation of good practices by local facilitators	Documentation of Good Practices	1 th week onwards

July 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 74	4.1.2.Desk review and identification of good practices relevant to MSRLM blocks	Orientation of the tool to local facilitators	Orientation to local facilitators	continued
A - 75		Documentation of good practices by local facilitators	Documentation of Good Practices	continued
A - 5	1.1.2. Preparing a chapter on social inclusion for Community Operations Manual	Desk review of relevant secondary data	Chapter on Social Inclusion in Community Operations Manual	2 nd week
A - 6		Writing the chapter		2 nd week
A - 42	2.2.1. Consultations with PwDs and other stakeholders in the MSRLM blocks	Orientation workshop for teams	Orientation to local teams	4 th week
A - 43		Preparation of workshop report		4 th week
A - 68	3.2.1. Inputs for finalization and phasing of pilot districts and blocks / GPs	Testing of livelihood options as per developed strategies according to ability matrix in selected pilot villages	Pilot testing of livelihoods options	4 th week
A - 69		Continuous handholding and supervision through the locally created teams		whole moth
A - 70	3.2.2. Finalization and dissemination of the strategy and programme design	Facilitating meeting with members of DPDC showcasing the livelihoods possibilities of PwDs	Final Inclusion Strategy	4 th week
A - 78	4.2.1. Inputs into SPIP on disability and livelihoods promotion based on this strategy	Writing the chapter of inclusion of PwDs and its strategy for SPIP	Chapter on inclusion for SPIP	2 nd week

August 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 22	2.1.3. Capacity building of selected implementation partners / resource agencies	Preparation of training modules	Capacity Building of Potential Partners	2 nd week
A - 23		Development of training material		2 nd week
A - 24		Preparation of ready reckoner for partners		2 nd week
A - 25		Workshop logistics		2 nd week
A - 26		Workshop budgeting		2 nd week
A - 27		Conducting workshop		4 th week
A - 28		Preparation of workshop report		4 th week
A - 29	2.1.4. Capacity building of MSRLM team at State, district and block level	Stakeholder-wise conceptualization	Capacity Building of MSRLM team	2 nd week
A - 30		Workshop-wise material development		2 nd week
A - 31		Workshop-wise session planning and finalizing		2 nd week
A - 32		Workshop-wise logistics		2 nd week
A - 33		Workshop-wise budgeting		2 nd week
A - 34		Conducting workshops		4 th week
A - 35		Preparation of workshop report		4 th week
A - 76	4.1.3. Development of appropriate material for category specific livelihood enhancement of PwDs	Identifying potential organization for partnering with MSRLM for undertaking material development	Organizations for material development identified and empanelled	1 th week onwards
A - 77		ToR development for the partner organization		1 th week onwards

September 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 76	4.1.3. Development of appropriate material for category specific livelihood enhancement of PwDs	Identifying potential organization for partnering with MSRLM for undertaking material development	Organizations for material development identified and empanelled	continued
A - 77		ToR development for the partner organization		continued
A - 7	1.1.3. Exposure visits of relevant key officials organized to other states where inclusion has been strategized	Shortlist and finalizing with organization for visit	Exposure visit of selected MSRLM officials	2 nd week
A - 8		Finalizing logistics for the visit		2 nd week
A - 9		Preparation of short ToR and pre-visit orientation		2 nd week
A - 10		Scheduling the visit and post visit de-briefing		4 th week
A - 44	2.2.2. Workshop on enhancement of skills and livelihood of PwDs	Designing of specific course structure for developing the skill of the trainer to train PwDs	Workshop for enhancement of skills and livelihoods of PwDs	2 nd week
A - 45		Arrangement of training and logistics of the training		2 nd week
A - 46		Conducting of the training		4 th week
A - 47		Preparation of training report		4 th week
A - 48		Preparation of action plan by each agency for imparting training to PwDs		4 th week
A - 49		Selection of PwDs for training by the local teams		2 nd week
A - 50		Arranging skill development training for PwDs keeping the provision of reasonable accommodation		2 nd week
A - 51		Formation of SHGs – PwDs exclusive		2 nd week
A - 52		Formation of SHGs – PwDs inclusive		2 nd week
A - 53		Designing SHG training with inclusive pedagogy		2 nd week
A - 54		Organizing SHG training		4 th week
A - 55		Preparation of training report		4 th week
A - 63		3.1.3. Disability mapping, functional assessments and provisions of supportive services in phase 2		Facilitating door to door survey in selected 3 blocks
A - 64	Finalizing terms and conditions with other agencies for procuring professionals on board for functional assessment		whole month	
A - 65	Facilitating functional assessment with the support of partner agencies		whole month	

October 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 63	3.1.3. Disability mapping, functional assessments and provisions of supportive services in phase 2	Facilitating door to door survey in selected 3 blocks	Disability Survey and Functional Assessment	continued
A - 65		Facilitating functional assessment with the support of partner agencies		continued
A - 66		Preparation of survey report		whole month
A - 67		Village-wise determination of ability matrix	Village-wise Ability Matrix	whole month
A - 15	2.1.2. State and district level workshops	Stakeholder-wise conceptualization		2 nd week
A - 16		Workshop-wise material development		whole month
A - 17		Workshop-wise session planning and finalizing		4 th week
A - 18		Workshop-wise logistics		4 th week
A - 19		Workshop-wise budgeting		4 th week

November 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 63	3.1.3. Disability mapping, functional assessments and provisions of supportive services in phase 2	Facilitating door to door survey in selected 3 blocks	Disability Survey and Functional Assessment	continued
A - 65		Facilitating functional assessment with the support of partner agencies		continued
A - 66		Preparation of survey report		continued
A - 67		Village-wise determination of ability matrix	Village-wise Ability Matrix	continued
A - 20	2.1.2. State and district level workshops	Conducting workshops		whole month
A - 21		Preparation of workshop report		whole month

December 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 63	3.1.3. Disability mapping, functional assessments and provisions of supportive services in phase 2	Facilitating door to door survey in selected 3 blocks	Disability Survey and Functional Assessment	continued
A - 65		Facilitating functional assessment with the support of partner agencies		continued
A - 66		Preparation of survey report		continued
A - 67		Village-wise determination of ability matrix	Village-wise Ability Matrix	continued
A - 79	4.2.2. Assist MSRLM in devising an evaluation framework	Identification of indicators for IMEP	IMEP Strategy	2 nd week
A - 80		Preparation of IMEP flow chart		4 th week

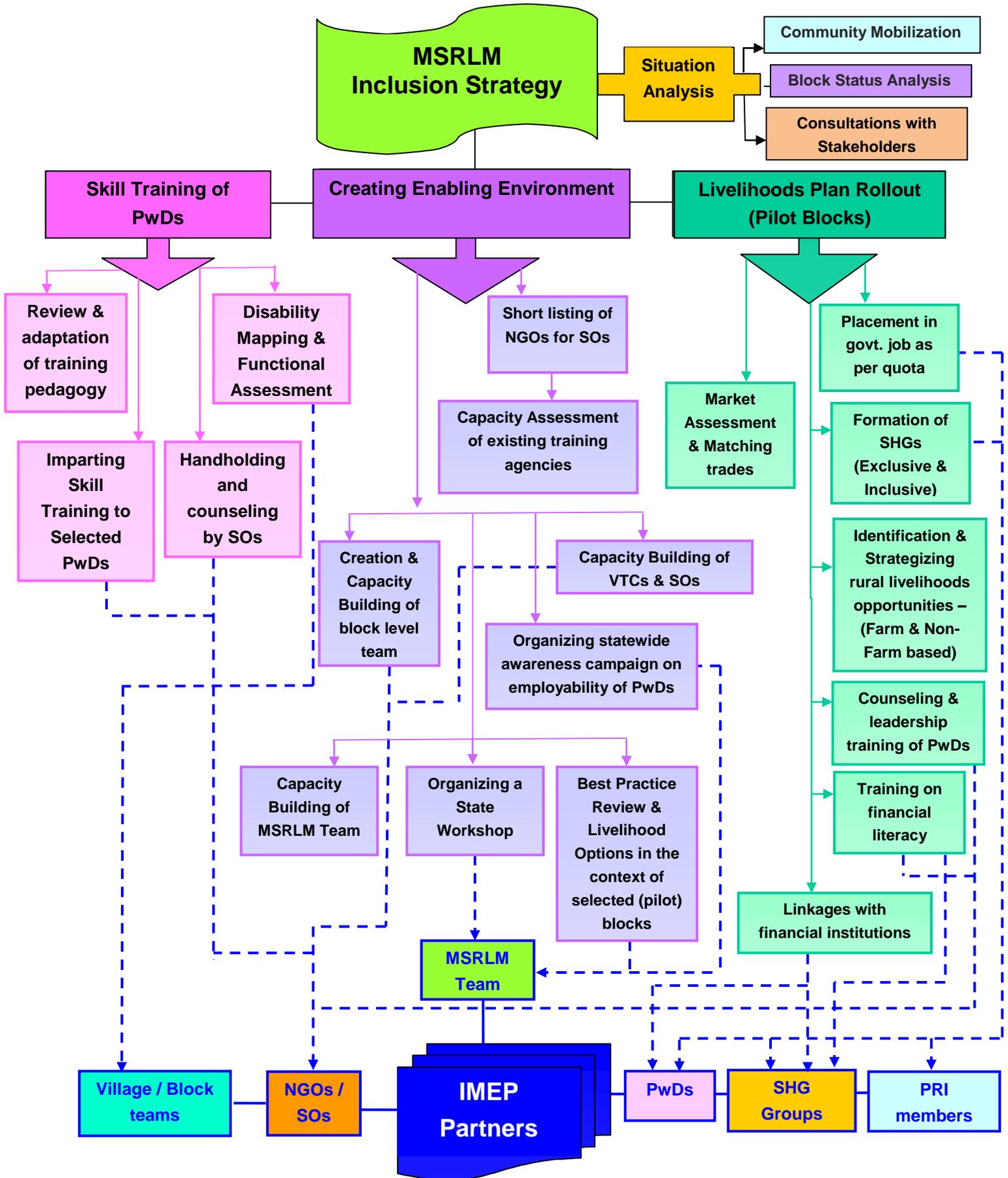
January 2014

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 63	3.1.3. Disability mapping, functional assessments and provisions of supportive services in phase 2	Facilitating door to door survey in selected 3 blocks	Disability Survey and Functional Assessment	continued
A - 65		Facilitating functional assessment with the support of partner agencies		continued
A - 66		Preparation of survey report		continued
A - 67		Village-wise determination of ability matrix	Village-wise Ability Matrix	continued
A - 81	4.2.2. Assist MSRLM in devising an evaluation framework	IMEP protocol design	IMEP Strategy	whole month
A - 71	4.1.1. Initiation of appropriate research studies	Facilitating exceptional research studies related to livelihoods of PwDs in collaboration with knowledge partner of MSRLM	Initiation of Research Studies	whole month

February 2014

Sr. No.	Output	Activity	Deliverable	Approx. Completion
A - 63	3.1.3. Disability mapping, functional assessments and provisions of supportive services in phase 2	Facilitating door to door survey in selected 3 blocks	Disability Survey and Functional Assessment	continued
A - 65		Facilitating functional assessment with the support of partner agencies		continued
A - 66		Preparation of survey report		continued
A - 67		Village-wise determination of ability matrix	Village-wise Ability Matrix	continued
A - 71	4.1.1. Initiation of appropriate research studies	Facilitating exceptional research studies related to livelihoods of PwDs in collaboration with knowledge partner of MSRLM	Initiation of Research Studies	continued

Structure of the project – Flow chart



Acronyms and Abbreviations

CEO	Chief Executive Officer
DRDA	District Rural Development Agency
GO	Government
GPs	Gram Panchayats
IMEP	Integrated Monitoring and Evaluation Programme
MoU	Memorandum of Understanding
MSRLM	Maharashtra State Rural Livelihoods Mission
NGOs	Non-Government Organizations
NRLM	National Rural Livelihoods Mission
PRI	Panchayati Raj Institutions
PwDs	Persons with Disabilities
RBAF	Result Based Accountability Format
RBM	Result Based Management
SGSY	Swarnjayanti Gram Swarozgar Yojana
SHGs	Self Help Groups
Sos	Support Organizations
SPIP	State Perspective Implementation Plan
ToR	Terms of Reference
VTCs	Vocational Training Centres
YASHADA	Yashwantrao Chavan Academy of Development Administration
ZP	Zillah Parishad