

INCEPTION REPORT

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Background

Disability is considered a development issue because of its relationship to poverty. The two issues are invariably interlinked. In fact Robert Holzmann, the former Director of the World Bank's Social Protection Dept, has said *"Poor people are disproportionately disabled, and people with disabilities are disproportionately poor."* Disabled people living in poverty suffer from double disadvantage – of being poor and disabled. The same is true for 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 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. For example, consider the cases of infants born with a disability as a result of inappropriate medications used during pregnancy, or traffic accidents resulting in loss of limbs, or blindness and leprosy infections as a result of pesticide and fluoride poisoning just to name a few. Aging is another major contributing factor – wherein 36% of disabled people in India are reported to be over the age of 60.

PwDs in developed countries incur additional expenses to achieve a standard of living similar to those without disabilities. These expenses include assistive devices, costlier transportation options, and specific health problems, special diets etc among others. For example, the extra cost of disability is about 11 – 69 percent of income in the UK and 29- 37 percent in Australia. Countries spend an average 1.2 percent of GDP on disability programs covering six percent of the working population in 2007. Developing countries, on the other hand, often have limited resources to handle the range of disability problems. For example, about 0.5 percent of people living in developing countries need prostheses or orthotics. In addition to limited trained human resources, the developing countries also face various other issues such as appropriate govt policies and programs and proper implementation of these resulting into lack or minimal access to services/facilities for health care, education, vocational training and livelihood etc.

It is especially true for India, wherein experience suggests that livelihood promotion for PwDs has been one of the most neglected issues. 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

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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.

It is now well accepted fact that PwDs cannot be excluded from the MDGs. With 1 in 5 people living in poverty in developing countries have a disability. Disability being both a cause and consequence of poverty; it is now well accepted fact that “Extreme poverty will not be eradicated without considering the needs and rights of people with a disability” and the same has been added to the MDGs as per world Report on disability¹ as well as Report on the status of Convention on the rights of Child.²

If Governments do not wish to incur productivity loss stemming from underinvestment linked to lack of employment or underemployment of this group of human capital constituting a large chunk of population, then it needs to be proactive and be inclusive in relevant policies and programs. Government of India has begun taking some steps in this direction with inclusion of PwDs in NRLM program that is mandated to pull out poor in India out of poverty.

Government of Odisha through its rural livelihood project titled “Targeted Rural Initiatives for Poverty Termination (TRIPTI)”, which is being implemented through the “Odisha Livelihoods Mission” (OLM), with financial support from the World Bank and is recently rechristened as State Rural Livelihood Mission (SRLM), as part of the National Rural Livelihood Mission. OLM, an independent society under the Department of Panchayati Raj and Rural Development, Government of Odisha, is implementing the project in 10 coastal districts of Odisha state.

Mobilization of poor to form their ‘own institutions’ is the primary objective of the project; for which strong institutions of the poor in the form of SHGs are constituted. Such village level and cluster level federations provide a space and voice to the marginalized sections of the society. They are the mediators to provide an accessibility of resources to the poor, in order to reduce their dependence on external agencies. These institutions act as an instrument of knowledge and technology dissemination, and hubs of production, collectivization and commerce.

As the noted economist and Nobel Laureate Dr Amartya Sen puts it, “*A more consistent attention must be given to assessing development progress not simply as a measure of an aggregate of economic activity but as an assessment of the inclusiveness of economic growth, with emphasis not only on the*

¹ WHO & World Bank. (2011). *World Report on Disability*, p. 28. Retrieved from http://www.who.int/disabilities/world_report/2011/en/index.html

² United Nations Secretary General. (2011). *Report on the Status of the Convention on the Rights of the Child*, UN Document A/66/230, p. 6. Retrieved from http://www.un.org/ga/search/view_doc.asp?symbol=A/66/230

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distribution of gains but also on the security, vulnerability, empowerment and a sense of full participation the people may enjoy in social civic life”³

The project is mandated to work for poor and majority of the persons with disability are from poor households. Taking into account the fact that PwDs have dual risk of the vulnerability – stemming from poverty as well as disability; the project focus is on inclusion of persons with disability so as to provide them equal opportunity in the society, protect their rights and ensure their full participation in development activities in the society. The project envisages creating enabling environment so that the persons with disability can live better life with dignity as envisioned by Dr. Sen.

³ Amartya Sen(2006) as quoted in the World Bank Development Policy Review- ‘India: Inclusive Growth and Service Delivery: Building on India’s Success’, p.10)

Situation Analysis: Global

Status of Disability

As per the first World Disability report jointly released by the World Bank and World Health Organization in June 2011, there are about one billion people all over the world with some or the other disability. The report mentions 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 also mentions that disability disproportionately affects vulnerable populations. People from the poorest wealth quintile, women, and older people also have a higher prevalence of disability. Further, the number of people with disabilities is growing. This is because populations are ageing – older people have a higher risk of disability – and because of the global increase in chronic health conditions associated with disability. People with disabilities 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. They are also 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.

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 such as addressing barriers to health care, education, employment and rehabilitation, along with support and assistive devices, and by creating enabling environment. While specifying how to addressing barriers to employment, the report mentions requirement of antidiscrimination laws, and tax and other financial incentives for employers , in addition to mainstreaming vocational training, peer training, mentoring, and early intervention show promise in improving disabled people's skills.

Legal Framework for PwDs

It is a well documented fact that PwDs often are excluded from the mainstream of the society and denied their human rights. Discrimination against PwDs ranges from denial of educational opportunities, to more subtle forms of discrimination, such as segregation and isolation because of the imposition of physical and social barriers. Despite some progress in terms of legislation over the past decade, such violations of the human rights of PwDs have not been systematically addressed. A need exists for appropriate measures to promote opportunities for PwDs to participate on the basis of equality in all aspects - political, civil, economic, social and cultural rights with persons without disabilities.

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 PwDs. General Policy instruments, such as the outcome documents of world summits and conferences, are applicable to PwDs. These instruments include the (MDGs) 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. 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.

Incheon Strategy

Recently in 2012 at the Ministerial Declaration on the Asian and Pacific Decade of Persons with Disabilities, 2013–2022, Incheon strategy was adopted to “Make the Right Real” for Persons with Disabilities in Asia and the Pacific. The strategy provides the Asian and Pacific region, and the world, with the first set of regionally agreed disability-inclusive development goals. Developed over more than two years of consultations with governments and civil society stakeholders, the Incheon Strategy comprises 10 goals, 27 targets and 62 indicators.⁴

The Incheon Strategy builds on the Convention on the Rights of Persons with Disabilities and the Biwako Millennium Framework for Action and Biwako Plus Five towards an Inclusive, Barrier-free and Rights-based Society for Persons with Disabilities in Asia and the Pacific.

⁴ Social Development Division , Economic and Social Commission for Asia and the Pacific (ESCAP) United Nations Building , Rajadamnern Nok Avenue , Bangkok 10200, Thailand

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It is hoped that the Incheon Strategy will enable the Asian and Pacific region to track progress towards improving the quality of life, and the fulfillment of the rights, of the region's 650 million persons with disabilities, most of whom live in poverty. The ESCAP secretariat is mandated to report every three years until the end of the Decade in 2022, on progress in the implementation of the Ministerial Declaration and the Incheon Strategy.

In order to realize and protect the rights of persons with disabilities in the Asian and Pacific region, the Incheon Strategy underscores a number of policy directions. Some of the relevant ones include:

- Development policies and programmes are disability-inclusive and gender-sensitive and harness the potential of combining universal design with technological advancements for enabling persons with disabilities to fulfill their rights;
- National, sub national and local policies and programmes are based on plans that are explicitly inclusive of persons with disabilities and that also prioritize the active participation of persons with disabilities, through their representative organizations, in relevant decision-making processes;

Salient features

- ✓ Aims to accelerate disability-inclusive development and CRPD ratification and implementation
- ✓ Derived from 20 years of experience: Asian and Pacific Decades of Disabled Persons: 1993–2002 and 2003–2012
- ✓ Key feature: time-bound and measurable Incheon goals and targets
- ✓ Based on CRPD principles
- ✓ Time-frame for achieving goals: Asian and Pacific Decade of Persons with Disabilities, 2013 to 2022
- ✓ For a disability-inclusive Asia-Pacific, partnerships must be forged:
 - Multi-sectoral
 - Multi-stakeholder
 - Multi-level

The Incheon strategy has 10 main goals to “Make the Right Real” They are as given below -

- 1) Reduce poverty and enhance work and employment related prospects
- 2) Promote participation in political processes and in decision making
- 3) Enhance access to the physical environment, public transportation, knowledge, information and communication
- 4) Strengthen social protection
- 5) Expand early intervention and education of children with disabilities
- 6) Ensure gender equality and women's empowerment

- 7) Ensure disability inclusive disaster risk reduction and management
- 8) Improve the reliability and comparability of disability data
- 9) Accelerate the ratification and implementation of the convention on the Rights of Persons with Disabilities and harmonization of national legislation with convention
- 10) Advance sub regional, regional and inter regional cooperation

Livelihood Issues of PwDs

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 be 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.

It is being well accepted that 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. 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.

It is in this light a recent declaration of Incheon Strategy becomes crucial as it intends to “Make the Rights Real” Similar to the Millennium Development Goals, 2 the Incheon goals and targets are time-bound for accelerating implementation by focusing particular attention on the achievement of a set of priority goals and targets during the course of the new Decade, 2013–2022, as well as facilitating the measurement of progress to be attained by countries and territories in the Asia-Pacific region.

It was felt that the Decade must see greater progress in reducing poverty among persons with disabilities and their families. They observed that persons with disabilities experience significant labour market disadvantages, have less economic participation and hence are disproportionately poorer than

persons without disabilities. Having a decent job and the necessary education, training and support to keep that job is one of the best means of overcoming poverty. Those who can and want to work must therefore be better supported, protected, and equipped to do so. This requires more accommodating labour markets. Lifting persons with disabilities and their families out of poverty would contribute to the achievement of inclusive growth and sustainable development.

As mentioned earlier the strategy has various goals, targets and indicators. Goals describe the desired end results. Targets are aimed to be achieved within a given time frame. Indicators measure progress towards the targets and verify that the targets have been achieved. There are two types of indicators: core indicators and supplementary indicators. All indicators should be disaggregated by sex wherever possible. The time frame for achieving the goals and targets is the Asian and Pacific Decade of Persons with Disabilities, 2013 to 2022.

Some significant details pertaining to goal no 1 which relates to “Reduction of Poverty & work and employment of Persons with disability” “are mentioned below.

Goal 1 Reduce poverty and enhance work and employment prospects

3 Core indicators were formed to facilitate inter country sharing of progress in the course of the new Decade. These are indicators for which data can be generated with some effort. Supplementary indicators may facilitate progress tracking among countries with similar social and economic development conditions and for which data may be less easy to collect.

Target 1.A - Eliminate extreme poverty among persons with disabilities

Target 1.B - Increase work and employment for persons of working age with disabilities who can and want to work

Target 1.C - Increase the participation of persons with disabilities in vocational training and other employment-support programmes funded by governments

Indicators for tracking progress

Core indicators

1.1 Proportion of persons with disabilities living below the US\$ 1.25 (PPP) per day international poverty line, as updated by the World Bank and compared to the overall population

1.2 Ratio of persons with disabilities in employment to the general population in employment

1.3 Proportion of persons with disabilities who participate in government-funded vocational training and other employment-support programmes as a proportion of all people trained

Supplementary indicators

1.4 Proportion of persons with disabilities living below the national poverty line

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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.

India being the member of ESCAP and signatory to this declaration, it becomes pertinent that GOI and the respective state governments take appropriate steps towards achieving the goals. A development program such as NRLM & its state chapter OLM with its strategy of “Inclusion of Persons with Disabilities” carry a great potential for achieving this goal & linked targets.

Situation Analysis: National

Status of Disability

One of the oldest civilizations, India has a rich cultural heritage. Since it achieved independence in 1947, it has achieved multifaceted socio-economic progress during the last 66 years. However, India is still grappling with poverty as a significant problem. Disability has a close linkage with poverty as seen in earlier chapters and hence it becomes pertinent to address disability as a development and human rights issue.

As per 2001 census, about 22 million people in India were found to be PwDs including 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

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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 as per the 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.

The attitudes towards PwDs are undergoing a snail speed gradual change in some of the urban areas but majority of the PwDs in semi-urban and rural areas still face prejudices and negative attitudes. There are practically no services, facilities and infrastructure for PwDs neither the issues of accessibility or barrier free environment addressed. As a result this group of people is unaware and deprived of their basic human rights and hence remains marginalized and invisible in all spheres – such as civic, socio-economic or political making it of utmost importance to take some proactive steps in order to include them in mainstream society as contributing and productive members. Certain legislative measures to this effect are underway that are discussed below.

Legal framework for PwDs

The Directive Principle of State Policy, clearly states the commitment of the Govt. of India. It says, ***“The State shall promote, with special care, the educational and economic interests of the weaker section of the people and, in particular, the Scheduled Castes and Scheduled Tribes, and shall protect them from social injustice and all forms of exploitation”***

(Directive Principle of State Policy, Article 46)-1950.

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.

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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.

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 of India 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.

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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. The draft of this new disability bill has been submitted and is currently awaiting the debate in and approval of the cabinet.

Livelihood Issues of PwDs

Considering the situation analysis of livelihood of PwDs as mentioned earlier, the main conclusions of the analysis of the World Bank report on “ Employment of PwDs in India “ are not unexpected and surprising. The report mentions that PwDs in India are substantially less likely to be working than other people. The extent of the differences however, varies by disability type. For example - those with mental illness, mental retardation and visual impairments are 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. The report also points out that PwDs 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. It also observes that education has a limited effect on the probability of being employed for people with disabilities, and 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. It also mentions that 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 PWDs.

For improving employment outcomes for people with disabilities, education system and community attitudes are considered quite significant. The report provides some recommendations based on the analysis, some of the significant ones are given below:

- Improving public sector employment practices by way of reservation for disabled workers that needs to be reviewed and reformed;
- Improving quality of private sector initiatives, and strengthening public-private partnerships(PPP);
- Increasing outreach to marginalized groups and regions;
- Both public and NGO training for PwDs including WwDs and a broader range of disabilities;
- Pilot interventions for rural outreach of both public and NGO programs,
- Public funds from existing programs should be dedicated to this purpose requiring much stronger engagement with communities and SHGs of disabled people.

Inclusion of PwDs in NRLM and its state chapters in various states, including OLM is very much in congruence with the above mentioned recommendations.

Situation Analysis: State

General

Odisha also known as **Orissa**, is an Indian state on east coast by the Bay of Bengal. It is surrounded by West Bengal to the north-east and in the east, Jharkhand to the north, Chhattisgarh to the west and north-west and Andhra Pradesh to the south. It is the modern name of the ancient kingdom of Kalinga, which was invaded by the Mauryan Emperor Ashoka in 261 BCE. The modern state of *Orissa* was established on 1 April 1936, as a province in British India and consisted predominantly Oriya speakers. On 13 April 1948, Bhubaneswar was officially declared as the new state capital.

Odisha is the 9th largest state by area in India, and the 11th by population. Oriya is the official and most widely spoken language, by three quarters of the population. Orissa is the 10th largest state in India with an urbanization rate of 14.97%. It spreads over an area of 1, 55,707 square kms with a forest cover of 58,136.23 square kms. It has 30 districts, 314 blocks and 317 tahsils. Prone to natural calamities; floods, droughts and droughts regularly devastate the state. Frequent occurrences of natural calamities also stand as a barrier to overall progress in the state.

The Social Assessment Study Report 5 has tried to analyze Orissa's poverty. It mentions that the economy in Orissa is a classic example of the failure of the trickle -down paradigm. Whatever little growth it achieved in its economy did not translate into developmental gains in terms of improving the social conditions of the people. It failed to generate employment, reduce poverty or achieve (re) distributive justice. In spite of so many well-meaning public funded anti-poverty programs, the poverty rate in Orissa has declined only marginally over the last three decades with an average annual decline rate at 0.97%. In absolute terms, the number of the people below the poverty line has grown. Since the official poverty line in India is drawn on the minimalist criteria of minimum food subsistence (nutritional measures), it can be said that about half of Orissa literally starves today. Within Orissa huge disparities exist between the different regions. It is striking to note that Orissa has unique "spatial poverty traps" – especially in the southern regions of the state where villages are located in hilly terrains in the forests without any connectivity, extremes of seasonality. Inhabited predominantly by the Scheduled Tribes living at a level of subsistence economy, this is the poorest region in the country. This contrasts with the coastal region in terms of geo-climatic conditions and the livelihoods patterns of the people, their socio-demographic features and levels of poverty. But, in general, Orissa has low levels of infrastructural development, heavy dependence on the primary-extractive economy, low agricultural productivity, frequent natural disasters, weak institutions and public delivery systems, a preponderance of socially excluded groups, and socio-political asymmetries which are often counted as factors responsible for Orissa's poverty.

⁵ *Social Assessment Study Report*

The magnitude and the complexity of the problem of poverty in Orissa are staggering. The traditional money-metric measures of poverty, which has often guided planners and policy makers, are extremely inadequate in explaining poverty in Orissa. Conventional wisdom fails to capture the social realities of the poor in Orissa. Poverty in Orissa is chronic, severe, and multidimensional. This makes poverty cumulative – material deprivations, geographical isolation, social exclusion, gender discrimination, and political disenfranchisement, each reinforcing the other to increase the vulnerabilities, defenselessness and the insecurities of the poor against risks, shocks and stress. According to the Social Assessment Report⁶, poverty in the context of Orissa has many faces, such as economic assetlessness, social inferiority, isolation, physical weakness, powerlessness, and humiliation and lack of self-confidence. These multiple dimensions of poverty have intricate linkages. The micro world of the poor is complex with the iniquitous economic relationships, deep-rooted discriminatory practices, asymmetric and hierarchical relationships with government officials and their mystical operations, the ubiquitous vested interests that operate so openly, are all connected through the threads (of the “web” of poverty) which are invisible, elastic, yet very strong. Thus the poor is caught up in a complex “web” of multiple deprivations, structural subordination, and entitlement failures. These disabling forces are much too strong in determining the life-chances of the poor – their access to opportunities and control over resources, their choices and their voice – to be effectively addressed by the conventional poverty alleviation programs.

The State’s efforts at poverty alleviation during the last several decades have been quite substantial, notwithstanding their deficiencies and institutional inefficiencies. The conventional development interventions by the State over the last decades have resulted in a growth rate too low to have an impact on the levels of living and human development of the large numbers of the poor. Excessive dependence on the State for every lead in development curtailed the creative initiatives of the people. Excessive policy emphasis on capital accumulation as the driving force in economic growth as also the expansion of ISEA Study-TRIPTI, Orissa Poverty Reduction Mission delivery of services as the approach to poverty undermined the importance to build the capacity of the people themselves to deal with the multiple deprivations and the structures of constraint as both the causes and consequences of their material deprivation.

Over the last decade, Orissa has been attempting to adapt its development plans to ensure that social polarization, inequality and poverty reproduction are not exacerbated as it turns into a pro-reform state and its economy is liberalized to stimulate industrialization and exploitation of its huge natural resource base through private investment. In recent years it has taken a multi-pronged approach –

⁶ *Social Assessment Report*

decentralization of the process of development decision making through the Panchayat Raj system, increasing the delivery of inputs and services to the poor more efficiently, enhancing the transparency and accountability of the administrative redistribution machinery (e.g., through the Right to Information Act) etc.

More importantly, it has begun to initiate new program of social mobilization through the Mission Shakti, which is a new approach to development that enables the poor, especially the women, to be active agents in the process of their own development rather than passive recipients of benefits. This initiative intends to scale -up, building on the initial successes of the self-help group experiments. This means building organizations of the poor (women) through promoting SHGs and their federations, providing them with the necessary support to access easy credit and also with the needed support to build their capacity before poor women can overcome their double burden.

As per the Social Assessment Study Report⁷ the core poverty groups in coastal Orissa are the landless, wage earners, small and marginal farmers, forest dependent communities (albeit small in numbers in the coastal districts), and a large section of the fishing communities. They are the groups whose poverty is chronic and severe, marked by uncertain livelihood, erratic income, poor asset base, food insecurity, seasonal unemployment, need for multiple earners in the family, distress sale, heavy indebtedness, poor access to institutional support and services, frequent exposure to shocks and risks, and vulnerabilities to disasters, poor insurance and safety nets, and excessive dependence on open access common property resources. While elaborating on the types of poor , and related Issues, it is further mentioned that ***persons with disabilities from any social category are unable to pursue livelihoods Government schemes are available, but lack of awareness and local manipulation mean they do not always reach the intended beneficiaries.***

Status of Disability in Odisha

Regarding the status of disability, there is a lack of updated statistics on disability and poverty in India. The latest available official information is the Census of India (2001), which estimates about 2.1% and 2.77% of disabled people in India and Odisha respectively. Various studies suggest that the majority of disabled people live below the poverty line in India. Ghai (2001:29) argues that 65%-80% of the estimated 60 million disabled people live in rural areas of India without access to basic facilities like electricity, water and sanitation. The study conducted by Harris-White (1999) finds that 54%-62% of disabled people live below the poverty line in Tamil Nadu (Mitra, 2005:13). Since Odisha's poverty level is 18% more than that of Tamil Nadu (GOI, 2012), it can be assumed that conditions of disabled people in Odisha may be worse. The Governments of India and Odisha (GOO) have taken many initiatives to address the poverty of disabled people.

⁷ *Social Assessment Study Report*

According to a study by Mahapatra,⁸ most of the disabled people in Odisha do not have access to healthcare, education and employment opportunities. The Census of India (2001) finds the employment rate of disabled people in Odisha be 33% rural, 27% urban. However, the latest survey in Odisha suggests that 77.8% of disabled people depend on others for their survival and among the rest, 45% are self-employed and 29% are employed on a daily basis (Mohapatra, 2012a). A study conducted by NCPEDP in 1999 reveals that the employment rate of disabled people in the private sector was 0.28% and in multinational companies, 0.05%, in India (NCPEDP 2009:16-29). A study by the Shanta Memorial Rehabilitation Centre in Jagatsinghpur district of Odisha suggests that only 2% of disabled people benefit under the 'foods for work' programmes⁹ (SMRC, 2005).

Disabled people's self-employment status indicates that 2,314 out of 1,021,335 disabled people in Odisha accessed NHFDC loans in between 1997-2012¹⁰ (NHFDC, 2012). The latest survey suggests that only 7.6% of all self-employed disabled people in Odisha have accessed NHFDC loans; the rest managed their finances via family or friends (Mohapatra, 2012a). Despite specific guidelines from Odisha's Government, only 377 Self Help Groups (SHGs) for disabled people have been promoted in Odisha¹¹ (GOO, 2006), out of which 108 SHGs are linked to any kind of credit. This reflects a bleak picture of self-employment for disabled people and raises questions about the relevance of available entitlements in remote rural areas. The low level of employment and self-employment forces disabled people to depend on governmental safety net programmes and family support, however, coverage of social security schemes is negligible. The survey finds that merely 48.8% possess disability certificates and 17.8% receive a disability pension of 200/-INR per month in Odisha (Mohapatra, 2012a). Furthermore, the study conducted in Jagtsinghpur reveals that merely 33.4% disabled people have accessed housing schemes (SMRC, 2005:23). These statistics could be prevalent throughout the state. Therefore, the social security measure meets only a small percentage of disabled people in Odisha.

A recent study by a voluntary organization Swabhiman has revealed the extent to which persons with disabilities are marginalized in the state of Odisha. The survey 'Profile on Disability in Odisha'¹², was conducted in association with the Department of Women and Child Development. The findings reveal that 77.8 percent of persons with disabilities survive as dependants. Among the rest, 45 percent run small businesses, while 29 percent are daily wage earners. For those running their own business, the seed capital mostly comes from savings, family or friends. Percentage of loans availed from National Handicapped Finance and Development Corporation (N.H.F.D.C.) is a measly 7.6 percent. The scenario in the education sector is equally bleak. Literacy rate of persons with disabilities is only 57.8 percent.

⁸ Mohapatra, 2012b

⁹ SMRC 2005

¹⁰ NHFDC 2012

¹¹ GOO, 2006

¹² Profile on Disability in Odisha

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Barely 30.1 percent have passed primary school and 14.2 percent are class 8th pass! 9.1 percent of the people with disabilities are matriculates, 3.3 percent have a graduation degree, while a meager 0.9 percent have a post graduate degree. Very few school, college or university in the state is barrier free, the report highlighted. The survey exposes deep rooted apathy towards providing special facility for students with disabilities in universities and colleges, or encouraging extra-curricular activities for them. At a social level too there is nothing to cheer about. 63.5 percent persons with disabilities do not have life partners and only 47 percent desire to have children. While 52.3 percent persons with disabilities have access to family dining, 41.2 percent are not involved in household chores at all.

Disability Data base in Odisha

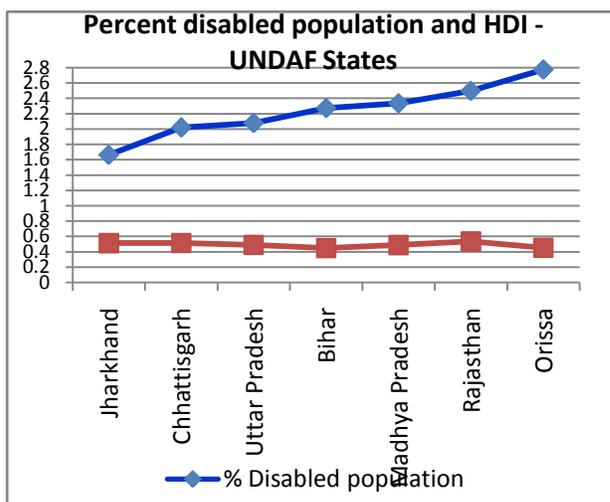
Table1: Disabled population in Odisha

Indicators	Population	Percentage (%)
<i>Total population</i>	<i>1,028,610,328</i>	<i>100.0</i>
<i>Total disabled population</i>	<i>21,906,769</i>	<i>2.1</i>
<i>Disability rate (per lakh population)</i>	<i>2,130</i>	<i>-</i>
<i>Type of Disability</i>		
<i>(a) In seeing</i>	<i>10,634,881</i>	<i>1.0</i>
<i>(b) In speech</i>	<i>1,640,868</i>	<i>0.2</i>
<i>(c) In hearing</i>	<i>1,261,722</i>	<i>0.1</i>
<i>(d) In movement</i>	<i>6,105,477</i>	<i>0.6</i>
<i>(e) Mental</i>	<i>2,263,821</i>	<i>0.2</i>

Source: Census of India 2001

As seen from the above table, disability rate i.e. number of disabled people per lakh population is 2,130 in Orissa. The total percentage of the people with disabilities is 2.1 % which comes to 21,906,769 disabled people in the state. People with visual impairment – 10,634,881 constitute the highest percentage ie. 1 % of the total disabled population compared to the other categories of disability. It may be mentioned that the census figures are considered as underestimation due to variety of reasons and the accepted number of people with disabilities is calculated as 6% of the total population, which in this case would be approx. 617,166,195 people in Orissa.

Table2: Disabled Population and Human Development Index



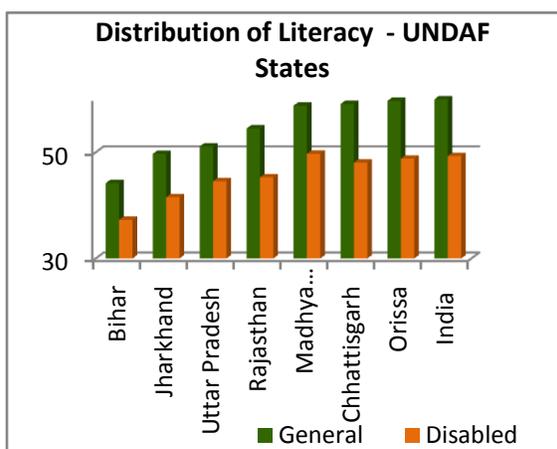
Source: Census 2001

States	% Disabled population	HDI (2005)
Jharkhand	1.67	0.51
Chhattisgarh	2.02	0.52
Uttar Pradesh	2.08	0.49
Bihar	2.27	0.45
Madhya Pradesh	2.34	0.49
Rajasthan	2.5	0.54
Odisha	2.77	0.45
India	2.13	0.61

Based on a study report of Livelihood opportunities for people with disabilities undertaken by Planning Commission GOI and UNDP, the above table provides some interesting information.

Odisha has the highest proportion of disabled population (2.77%), Jharkhand has the smallest percentage of disabled population (1.67). All other states are more or less near to the national average. Uttar Pradesh is the state with largest number of PwDs (34.53 lakhs) and Bihar is the state with least HDI amongst the states under study. It is interesting to note that graph shows a decrease in HDI with increase in proportion of disabled population.

Table3: Literacy



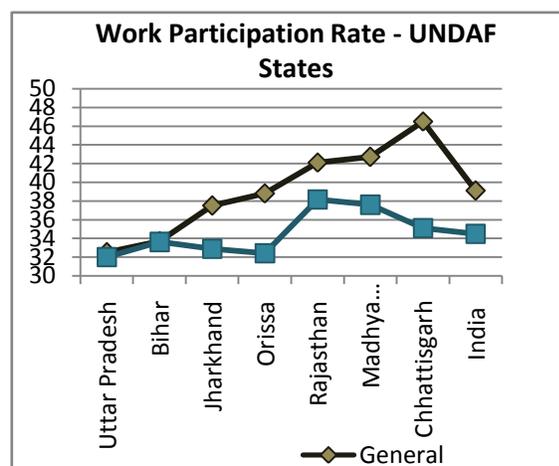
Source: Census 2001

States/Literacy Rate	General	Disabled	Literacy Gap
Bihar	44.2	37.3	6.91
Jharkhand	49.7	41.5	8.16
Uttar Pradesh	51.1	44.6	6.55
Rajasthan	54.5	45.3	9.22
Madhya Pradesh	58.8	49.7	9.07
Chhattisgarh	59.1	48.1	11
Odisha	59.7	48.8	10.9
India	61	49.3	11.7

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Though Uttar Pradesh and Bihar has least literacy rate, they have shown the least literacy gap. Chhattisgarh, Orissa, Rajasthan and Madhya Pradesh has high literacy gap between general and disabled population.

Table 4: Work Participation

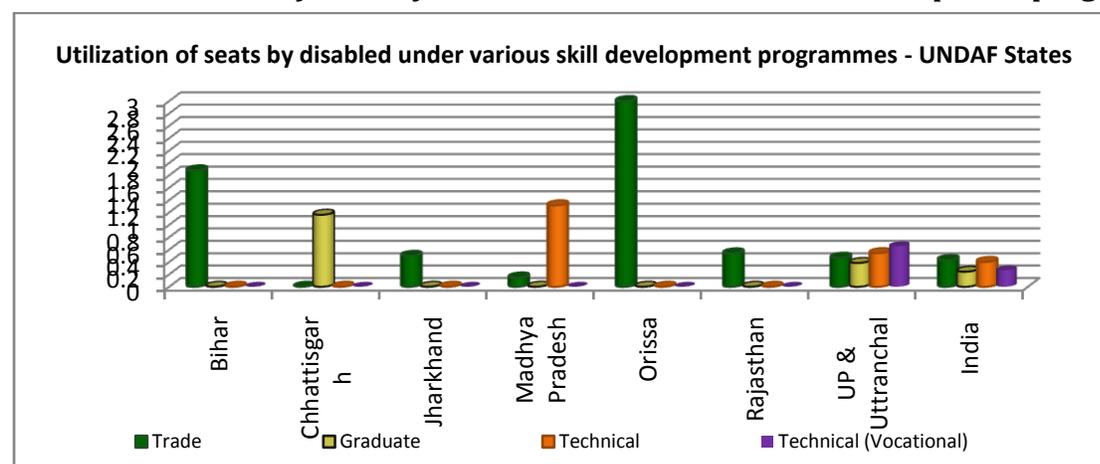


Source: Census 2001

States / Work Participation Rate	General	Disabled	WPR gap
Uttar Pradesh	32.5	32	0.49
Bihar	33.7	33.6	0.08
Jharkhand	37.5	32.9	4.62
Odisha	38.8	32.4	6.40
Rajasthan	42.1	38.2	3.94
Madhya Pradesh	42.7	37.6	5.10
Chhattisgarh	46.5	35.1	11.40
India	39.1	34.5	4.61

As seen from the above table, Rajasthan has the highest work participation rate for the disabled population. Uttar Pradesh has the least work participation rate for both general and disabled population. Orissa stand mid way with 6.40 as the WPR gap which is more than the national average of 4.61.

Table 5: 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)
Bihar	1.88	0.00	0.00	0.00
Chhattisgarh	0	1.16	0.00	0.00

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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 & Uttaranchal	0.47	0.38	0.54	0.65
India	0.43	0.24	0.40	0.27

As evident from the above table, Chhattisgarh is the only state that has not utilized the seats for PwDs under Trade apprenticeship. Madhya Pradesh and Uttar Pradesh are the only two states that have utilized the seats for disabled in Technical Apprentices. Odisha is the only state that has fulfilled the 3% reservation criteria for Trade apprenticeship Programmes.

Table6: 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

Recently a study was conducted by Planning commission, Gol and UNDP to document the best practices for livelihood promotion of PwDs in ten states including seven focus states of UNDP; Orissa being one of these states. The report of this study was released in 2011- 12. Accordingly to this report, the study reviewed work participation rates along with the status of various livelihood schemes with special reference of PwDs. As revealed by the study and can be seen from the above table, Orissa has lower work participation rate (WPR) ie 6.40 that makes it stand 4th in the given states. The WPR regarding Disabled people in Orissa is 32.4 which is less than the national average 34. 49.

The report mentions that there was no data was available for the 3% job reservation in all 10 states under study including Orissa. Also no data was available for poverty alleviation schemes in which PwDs

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have reservations. This is mainly due to the lacuna in formats and monitoring. Appropriate recommendations for improving this drawback have been suggested.

Only some meaningful data was available on the website of MGNREGA which has been produced below with some comparative figures.

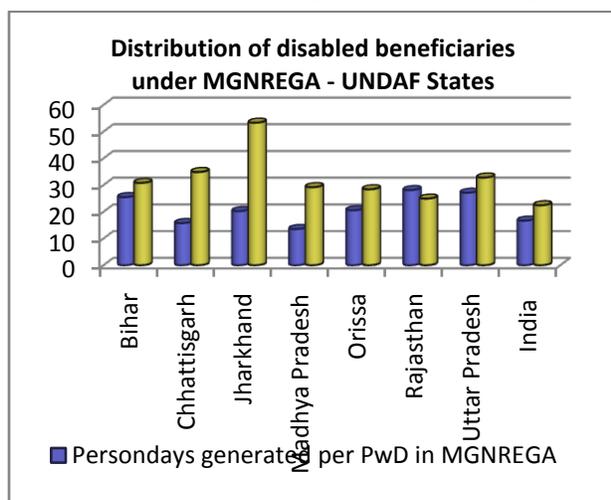
Table7: MGNREGA Disabled Beneficiaries

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

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

As seen in the table above, Orissa has shown 28.38% PwDs worked against registration which is higher than the national average of 22.41 %. However, it may be noted that Orissa stands third last in terms of this percentage, Maharashtra (9.16%) & West Bengal (19.19 %) being the other two states in the lower percentage category. Some satisfaction can be derived by the fact that Orissa stand third again in terms of person days generated per PwD (21) after Uttar Pradesh (27) and Bihar (25)

Table8: Distribution of disabled beneficiaries under MGNREGA



Source: MGNREGA website

<http://www.nrega.nic.in/netnrega/home.aspx>

States	Persondays generated per PwD	% PwDs worked against registration
Bihar	25	30.8
Chhattisgarh	16	34.9
Jharkhand	20	53.3
Madhya Pradesh	14	29.2
Orissa	21	28.4
Rajasthan	28	24.9
Uttar Pradesh	27	32.8
India	17	22.41

As is clear from the above table, Jharkhand has shown the highest PwD registration under MGNREGA amongst the states under study. Rajasthan has generated highest person days per PwD and Madhya Pradesh and Chhattisgarh are the states that have shown less number of person days per PwDs. However, the figures speak for themselves only to reiterate the fact of gross underutilization of the scheme by disabled population

Legal Framework for PwDs

In Orissa, the state commissioner of disability is the main person looking after disability affairs in the state. In pursuance of the provisions of the PWD Act, the Commissioner-cum-Secretary, Women & Child Development Department was earlier designated as the State Commissioner for the Persons with Disabilities. During 2009-10, M/s Kasturi Mohapatra is appointed as State Commissioner for Persons with Disabilities. The office is functioning within the campus of Capital Medical, Unit-6, Bhubaneswar. The role of the Commissioner is to safeguard the rights, privileges and facilities made available to persons with disabilities and monitor implementation of schemes and programmes for the disabled. Any aggrieved disabled person can approach the State Commissioner for Persons with Disabilities for quick and immediate redressal of grievances relating to denial of rights. The State Commissioner is hearing the grievances of disabled persons once every week. The State Commissioner is also reviewing the implementation of the PWD Act in the State and submitting reports to the Chief Commissioner for Persons with Disabilities, Government of India. Besides, the State Govt. has also declared the Collectors and District Magistrates of the Districts as Deputy Commissioners for Persons with Disabilities under the Act. The state has formed rules for PwD act in 2003 and has been running schemes for the benefit of PwDs in the state. It may be mentioned, however that a recent status report in 2011 on implementation of PwD

act in the state conducted by Special Rapporteur NHRC13 does not paint a rosy picture of the scenario.

State Disability Policy

Draft Version of Orissa State Policy on Disability is a comprehensive document developed in May 2008 by WCD department, the State Government of Orissa.

Earlier, emphasis was given on their medical rehabilitation only. Now the focus has been changed to the comprehensive coordinated economic rehabilitation. With the signing of ratification of United Nations Conventions for Rights of persons with disabilities (UNCRPD) 2006 by our country, the existing raft policy is in the process of getting replaced by a more progressive policy. There have been vast & positive changes in the perception of State & Civil Society towards persons with disabilities in recent years. This has been largely possible owing to the enactment of important legislations viz. persons with disabilities (Equal Opportunities, Protection of Rights and full Participation) Act, 1995, National Trust for Welfare of Persons with Autism, cerebral Palse, Mental Retardation & Multiple Disability Act, 1999, Rehabilitation Council of India Act, 1992; Mental Health Act, 1987 and signing and ratification of United Nations Convention for Rights of persons with Disability, 2006 (UNCRPD) by government of India. Thus, in line with the UNCRPD, a new revised, all comprehensive policy will be able to implement effectively the existing legislations and carve out innovative strategies to further strengthen their legal aspects so that an environment can be created which will provide the persons with disabilities equal opportunities for protection of their Right and for full participation in society. Persons with disabilities are like any other citizens of the country & our constitution has given them the very same rights as citizens. They are entitled to equal enjoyment of human rights with others. The majority of persons with disabilities can lead a better quality of life if they have equal opportunities. Therefore, currently the state is in the process for revised comprehensive policy.

Mission Kshyamata

Government of Orissa launched “Mission Kshyamata” as part of its empowerment initiative of persons with disability, formally on the World Disability Day (3rd December) in 2004. As a first step to the economic independence of the persons with disability Self Help Promoting institutions are encouraged to facilitate formation of exclusive SHGs of persons with disability. It is visualized to have 500 SHGs of persons with disability by the end of the year 2006.

In this respect it was planned to come out with a directory of these SHGs operational in the state. However, irrespective of Mission Khyamata many of the field organizations have facilitated the SHG of PWDs; many of them have been using different methodology and varied degrees of experience and success involved in such activities predating the Mission.

Including Disabled people in Youth Policy in Orissa

¹³ Status Report on Implementation of PwD act in the state of Odisha

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Following the draft of the National Youth Policy, 2012, unveiled by the Ministry of Youth Affairs and Sports, that has identified youth with disabilities as a priority target group, State of Orissa is also following the suit.

As part of the series of state and district consultations across various themes with different focus groups towards the formulation of Odisha State Youth Policy, 2013; about 70 differently abled young men and women participated in a recent consultation to provide their inputs toward the formulation of Youth Policy in the state. Considering the fact that 77.8 % of persons with disabilities survive as dependants and that these people face multiple challenges in every sphere of their lives and remain excluded from participation in mainstream development process despite constitutional and legislative measures. Equitable budget allocation amongst non disabled and disabled persons, accessibility and disabled friendly infrastructure, safeguard of their right to expression, gainful employment of disabled youth as per their choice and, representation in decision making positions for persons with disability and ITIs and Polytechnic institutes of the state should have special skill development course designed for the youth with disabilities were some of the key suggestions that came up during this consultation.

TRIPTI (Targeted Rural Initiatives for Poverty Termination and Infrastructure)

“Targeted Rural Initiatives for Poverty Termination and Infrastructure” (TRIPTI) is an IDA (World Bank) assisted livelihood project to be implemented in the State of Orissa. This project has been planned to be taken up in 38 blocks of 10 coastal districts of Orissa i.e. Puri, Khurda, Cuttack, **Jagatsinghpur**, Kendrapara, Bhadrak, Jajpur, Angul, Bhadrak and Balasore. The project recognizes the progress under the **Mission Shakti** movement in Orissa that has demonstrated considerable achievement in the field of social mobilization of the poor women into 3, 00,000 Self Help Groups with credit mobilization from Banks. But, the economic benefit that was envisaged has not been realized under the movement in the poverty pockets of the identified project area. It can be attributed to the fact that the credit linkage has not been tied up with livelihood promotion activities. This project hence gives importance to providing credit linkage along with livelihood support for enhancing the income of poor families. TRIPTI emphasizes on strengthening and creation of organizations of the poor – SHGs and Federations at Panchayat, Block and District levels with distinct roles and responsibilities. Focus will be on Microfinance through provision of financial services to poor and under-served communities with avenues for stimulating rural economic development through local enterprise.

Goal of project TRIPTI is -----

“The poor will form and participate in economic organizations based on market-driven livelihood activities through which they increase their ability to access markets, inputs, technology, leverage credit from public and private financial institutions, acquire productive assets and ultimately increase their incomes”.

TRIPTI aims at enhancing the socio-economic status of the poor, especially women and disadvantaged groups, in ten districts of Orissa over a period of five years, beginning 10 February 2009. As mentioned, the project is assisted by the International Development Agency of the World Bank and implemented by Orissa Poverty Reduction Mission, a society under the Panchayati Raj Department of government of Orissa.

TRIPTI adopts a three-pronged strategy which includes investment in processes to build “voice” (empowerment) of the rural poor and simultaneously, access to productive assets and finally provide a platform for “scaling-up” of livelihoods activities. People’s institution of the poor for voice and scale, are for enabling the poor to negotiate and bargain with market actors for better economic gains and subsequently, negotiate with service providers (government, private sector, civil society) for better service delivery.

Several models have been initiated by the GoO, NGOs, private sector and Bank supported projects in India; and they have demonstrated innovative developmental and business practices to successfully deliver financial services to the poor; and create opportunities for marketing produce and local level value addition with scale. The project seeks to build on these existing innovations and provide an enabling institutional framework to scale-up more promising initiatives and innovations.

TRIPTI builds on the social and credit mobilization of Mission Shakti¹⁴ and steps it up through financial services and livelihood enhancement for the rural poor in the selected areas. Major project principles are -

- Economic – all interventions will be designed to ensure improved cost-effectiveness and increased economic return to the community members.
- Institutional - effective utilization of existing capacity (district, block level staff and federation members) for delivering and monitoring services at the district level.
- Social -- improved capacity of communities to organize them to identify their needs and access support to meet these needs.
- Participation - increased focus on involving communities in a participatory manner.

TRIPTI has adopted a three-pronged approach to achieve its objectives -

- ✓ Strengthening economic organizations of the poor to be more self reliant and achieve better livelihoods for members.
- ✓ Enable women's' groups to play a more vocal role in local decision-making and help them sustainably access financial services from public and private financial institutions for establishing economically viable small to medium scale enterprises.
- ✓ Increase incomes of the majority of the poor members of SHGs through enhanced rural livelihoods by financing capacity building measures and developing market linkages.

Inclusion of PwDs in TRIPTI

Access to livelihood opportunities for PwDs is fundamental to ending the cycle of poverty and disability. In recognition of this, skills development and economic empowerment need to be encouraged for people with a disability. People with a disability can experience numerous barriers including negative attitudes, lack of access to training, information and inaccessible work places when seeking employment. Livelihood programs which are disability inclusive can play a valuable role in addressing these barriers. People with a disability may not be able to access loans or other financial support to start a business and therefore need explicit consideration in microfinance initiatives.¹⁵ As employers do not always recognise the capabilities and breadth of experience people with a disability can bring to the

14 Mission Shakti

¹⁵ *End the Cycle. (n.d.). 'Employment, Disability and Poverty.'* Retrieved from <http://endthecycle.org.au/>

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workplace, strengths and capacity of people with a disability need to be valued and developed.¹⁶ There are many successful examples which highlight the contribution people with a disability make to the workforce and local economies. The economic empowerment of people with a disability is the key to independent living and social participation.¹⁷ Livelihood initiatives encourage opportunities to end the cycle of poverty and disability and also contribute towards poverty reduction and inclusion of people with a disability in their local community. Many mainstream micro finance programs are not inclusive of people with a disability due to restrictive entry requirements related to education, skills and collateral. Livelihood programs are encouraged to address such barriers and promote disability inclusive, equitable self-employment and work opportunities.

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.”¹⁸ It further accepts the fact that the disabled or physically/mentally challenged often have limited access to education, employment and public services. It is a well documented fact that all over the world that Children with disability are less likely to attend school than children without a disability and that Disability has a stronger impact on school attendance than gender; non - availability of social capital in the form of wider spread of literacy, particularly among the disabled population along with non-existence of institutions that promote collective action need to be developed carefully. 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. 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.

¹⁶ End the Cycle. (n.d.). 'Employment, Disability and Poverty.' Retrieved from <http://endthecycle.org.au/>

¹⁷ CBM. (2012). [Internal Document] Strategic Plan for CBM's Work in Livelihood 2012-2014

¹⁸ Social Assessment Report on National Rural Livelihood Project by Rural Development Ministry, GoI

Situation Analysis: Focus Districts

Profiles & relevance of Focus Districts

Profile of Jagatsingpur district

Enriched with glorious cultural heritage, Jagatsinghpur district formed on 01.04.1993. Before that, it was a part of the erstwhile Cuttack district. Jagatsinghpur district is surrounded by Bay of Bengal in the East, Cuttack district in the West, Kendrapada district in the North and Puri district in the South. Having a geographical area of 1759 sq km, the Jagatsinghpur district is the smallest district in Odisha in terms of territorial location. This district has got a total population of 11,36,604 including 577,699 male and 558,905 female as per 2011 census. The total SC population of the District is 2,228,79 and ST population is 8640 as per 2001 census. The District ranks first in the State by achieving 88.96 percent male literacy rate according to the latest census of 2011, and second in female literacy rate with 69.94 percent after Khurda District. There are 8 Blocks, 8 Tahasils, 1320 villages, 194 Gram Panchayats and 13 Police stations functioning in the District. The District enjoys a temperate climate. Winters are cold, while summers are hot and humid. The District is prone to cyclonic rainfalls during the monsoons. The maximum temperature of the District is 38 degree C and minimum temperature is 12 degree C. The average rainfall measured in the District is 1765.1mm. The District is packed with many attractive places such as Paradeep Port, Paradeep, Paradeep Garh, Sarala Temple-Jhankad and Garh Kujanga are some of the visiting places of the District. Gorakhanath Temple is one of the most attractive temples of the District. Jagannath Temple of Garoi is also a famous tourist spot visited by a large number of people from the world.

The District is predominantly agrarian. It has been experiencing natural calamities like floods and cyclones which are major hindrance in the economic development. Apart from agriculture, trade and commerce, transport, storage and communication manufacturing, processing and repairing services engage a major chunk of population in the District. A section of people is engaged in fishing as allied activity. The Major food crop grown in Jagatsinghpur District is paddy. Sugarcane, turmeric and cotton are the major commercial crops. The District enjoys rich fertile soil of the Mahanadi.

Relevance of selection

Jagatsingpur ranks 19 with HDI score of 0.557 out of the total 30 districts in the state of Orissa. Additionally, Jagatsinghpur district, is the worst affected by Super Cyclone among all the 14 districts of Orissa. Jagatsinghpur is one of the few districts, which is ravaged by all types of disasters. While cyclones, Floods and fire are common disasters; the district falls under zone III of earthquakes and was shook by the tsunami/earthquake of 2004. The district was ravaged by the super cyclone of 1999 followed by floods, what it left behind was a trail of cadavers and carcasses. Along with it remained a group of people shrouded in a mesh of poverty, vulnerability and disability. A

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survey done by SMRC highlighted the fact that the disabled had lost their voice and rights to a dignified living. Disability needs encompasses those of all the vulnerable groups- women, children, the aged and the disabled themselves. Thus by addressing the needs of the disabled one is actually addressing the needs of the entire vulnerable group too. Women with disabilities are among the poorest of all people, the most marginalized and the most abused- physically, mentally and socially (Baquer and Sharma 1997). They have been subject to deliberate neglect, verbal abuse, physical assault and sexual harassment (Action Aid Disability News, Vol. 10).

A pilot study in selected blocks of Jagatsingpur, thus is expected to provide valuable insights regarding Inclusion of Persons with Disabilities under TRIPTI.

Profile of Ganjam district

Ganjam district is named after the Old Township and European fort of Ganjam. The name Ganjam comes from the word Gan-i-aam which means Granary of the World. It is spreading over the geographical area of 8070.60 square km. in Odisha. There are 22 blocks, 475 Grampanchayats, 18 Urban Local bodies, 3229 villages, 29 Police Stations and 13 Assembly Constituencies. Ganjam had a population of 3,520,151. Males constitute 50.49% of the population and females 49.51%. Ganjam has an average literacy rate of 71.88% male literacy is 81.85%, and female literacy is 61.84%. Total Child Population (Age between 0–6 years) are 11.30% of the total Ganjam Population. Sex ratio is 981 and Density of Population is 429

Ganjam district has been blessed with beautiful and mineral rich coast extended over 60 km. It provides unique opportunity for fishing and port facility at Gopalpur for international trade. The rivers like Rushikulya, Dhanei, Bahuda, Ghoda Hada are the source of agriculture and power sectors of the district. The Chilika Lake which attracts international tourist known for its scenic beauty and a marvelous bird's sanctuary is situated in the eastern part of district. Mix moist peninsular high and low level Sal forests, tropical moist and dry deciduous and tropical deciduous forest types are providing a wide range of forest products and unique lifestyle to wild lives.

In 2006 the Ministry of Panchayati raj named Ganjam one of the country's 250 most Backward Districts out of a total of 640. It is one of the 19 districts in the state currently receiving funds from the Backward Regions Grant Fund Programme (BRGF).

Relevance of selection

Ganjam is ranked 20th with HDI score of 0.551, out of the total 30 districts in the state of Orissa. It is **also** the second largest district of Orissa with a PWD population of 2.5 lakh. It becomes interesting to note therefore, that in 2011, Ganjam District was adjudged as the best district in the country, was conferred the National Award for the 'Best District in Providing Rehabilitation Services'.

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Started in 2006, the programme called Window of Hope identifies all people with disabilities within a definite time-frame, empowers them with improved access to services, extends facilities of corrective surgery to them, aid and appliances in a free, fair, friendly, transparent and time-bound manner so as to enable them to exercise their fundamental right of living a life of dignity. The State Government of Odisha has launched a new initiative called 'Bhima Bhoi Bhinnakhyama Samarthyaa Abhiyan' to replicate the model of Ganjam District in the entire State. The initiative focuses on identification, certification and rehabilitation of persons with disabilities through a decentralized single window system. Currently being implemented at an annual cost of about Rs.40 crore, the initiative is expected to empower over two and a half lakh persons with disabilities in the State.

Ganjam is covered under NRLM - National Rural Livelihood Mission in the state of Orissa. NRLM recognizes that poverty and disability are closely linked to each other and therefore takes efforts to address specific needs of individuals as well as families of Persons with Disabilities (PWDs). NRLM has suggested States to undertake participatory vulnerability assessment process while undertaking social mobilization at the community level. This entry point activity at the village level with a specific focus in identification of households with PWDs shall ensure greater inclusion of these individuals and families into the NRLM network. NRLM ensures adequate coverage of persons with disability with at least 3% of the total households covered would be persons with disability. SRLMs such as Bihar, Rajasthan and Maharashtra have initiated field trial pilots on working with PWDs with technical assistance from senior disability rights consultants.

A pilot study in selected blocks of Ganjam , thus is expected to offer valuable learning for Inclusion of Persons with Disabilities under NRLM.

Status of Disability Data in the Focus Districts

In order for appropriate planning for strategies, given below are the figures of disabled population in the given focus districts – in terms of various categories as identified in the 1995 PWD act.

Table9: Total disabled population in the focus districts

Districts	Total Disabled Population - As per Census 2001 (figures in thousands)						Total Disabled Population - As per WB Report 2009 (figures in thousands)					
	Total			Rural			Total			Rural		
	T	M	F	T	M	F	T	M	F	T	M	F
Ganjam	93.20	50.12	43.08	80.09	42.77	37.35	201.51	98.64	103.65	171.30	83.25	88.76
Jagatsinghapur	27.16	15.70	11.46	23.34	13.40	9.94	58.73	30.90	27.58	49.92	26.08	23.62

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As can be seen from the above table, Ganjam has higher number of disabled population. This trend can be seen in all the tables given below. Total disabled population in Ganjam district as per census is 93.20 thousand whereas as per WB the figure comes to 201.51 thousand. Similarly, total disabled population in Jagatsingpur is 27.16 thousand according to the census whereas it is 58.73 thousand as per WB. The numbers in rural areas show Ganjam having 80.09 thousand disabled people as per census and 171.30 thousand as per WB estimate whereas Jagatsingpur having 23.34 thousand rural disabled as per census and 49.92 thousand rural disabled people as per WB.

Table 10: People with visual impairment

Districts	Visual Impairment - As per Census 2001 (figures in thousands)						Visual 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
Ganjam	54.71	27.05	27.65	47.01	23.08	23.98	118.29	53.24	66.54	100.56	44.94	56.99
Jagatsinghapur	10.71	5.80	4.91	9.20	4.95	4.25	23.15	11.42	11.80	19.68	9.64	10.11

The above table shows the total number of people with visual impairment as 54.71 thousand according to census and 118.29 thousand people as per WB. In rural areas the number as per census is 47.01 and as per WB it is 100.56 thousand. Jagatsingpur has lower numbers in all areas – total as well as rural for both census and WB.

Table 11: People with speech impairment

Districts	Speech Impairment - As per Census 2001 (figures in thousands)						Speech 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
Ganjam	6.21	3.56	2.65	5.34	3.04	2.30	13.43	7.01	6.37	11.41	5.92	5.46
Jagatsinghapur	1.83	1.05	0.78	1.57	0.90	0.68	3.96	2.07	1.87	3.36	1.74	1.61

As can be seen from the above table, the total population with speech impairment in Ganjam district is 6.21 thousand as per census and 13.43 thousand as per WB. Rural population with speech impairment is 5.34 thousand in Ganjam according to census and 11.41 thousand as per WB. In Jagatsingpur, the total rural population is 1.57 thousand as per census and 3.36 as per WB.

Table 12: 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
Ganjam	4.41	2.51	1.90	3.79	2.14	1.65	9.54	4.94	4.58	8.11	4.17	3.92
Jagatsinghapur	2.41	1.28	1.14	2.07	1.09	0.99	5.22	2.51	2.74	4.44	2.12	2.34

The above table continues the trend wherein Ganjam has higher number of disabled people. It indicates that people with hearing impairment amount to 4.41 thousand as per census in Ganjam and 9.54 thousand as per WB. Rural counterparts come to 3.79 thousand as per census and 8.11 as per WB.

Table13: People with locomotor disability

Districts	Locomotor Disability - As per Census 2001 (figures in thousands)						Locomotor 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
Ganjam	20.76	12.73	8.02	17.84	10.86	6.96	44.88	25.06	19.31	38.15	21.15	16.54
Jagatsinghapur	8.41	5.35	3.06	7.23	4.57	2.65	18.18	10.54	7.35	15.46	8.89	6.30

As seen from the above table, the total number of people with locomotor disability is 20.76 thousand as per census and 44.88 as per WB in Ganjam district. The numbers in Jagatsingpur come to 8.41 thousand according to census and 18.18 thousand according to WB.

Table14: People with intellectual disability

Districts	Intellectual Disability - As per Census 2001 (figures in thousands)						Intellectual Disability - As per Census 2001 (figures in thousands)					
	Total			Rural			Total			Rural		
	T	M	F	T	M	F	T	M	F	T	M	F
Ganjam	7.11	4.27	2.85	6.11	3.64	2.47	15.38	8.39	6.85	13.07	7.08	5.87
Jagatsinghapur	3.80	2.22	1.58	3.27	1.89	1.37	8.22	4.37	3.81	6.99	3.68	3.26

As can be seen from the above table, Ganjam has 7.11 thousand people with intellectual disability whereas 15.38 thousand people as per WB. In rural areas the numbers are 6.11 and 13.07 respectively as per census and WB. Jagatsingpur has a total of 3.80 thousand people with intellectual disability as per census and 8.22 thousand people as per WB. In rural areas the number comes to 3.27 thousand and 6.99 thousand as per census and WB respectively.

Livelihood Issues of PwDs in Focus Districts

“Widening global disparities have increased the sense of deprivation and injustice for many. And social mobility and equal opportunity remain alien concepts for far too many people”¹⁹

The marginalized group of PwDs consisting of about 6% of the world population is amongst these deprived sections. 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,

¹⁹ World Development Report, 2000/2001 p.VI

the Indian approach to the issue continues to be paternalistic with more emphasis on welfare and does that creating opportunities and environment for participation.

Result Based Management

Impact	OLM 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 Odisha.
Excluded group	All Persons with Disabilities (PwDs) are included in the public policy and programme with their rights protected and dignity maintained
Strategic Results	1. Appropriate enabling environment is created by OLM to promote and advocate the institutionalization of inclusion of the PwDs 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 OLM 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 OLM

Outcome – 1 with Outputs and Activities

SR - 1	Appropriate enabling environment is created by OLM to promote and advocate the institutionalization of inclusion of the PwDs in all government programmes related to livelihood in rural areas
Outcome - 1	1.1. Importance of social inclusion of PwDs is internalized & appreciated and adopted as an essential component for livelihoods programming
Output – 1	1.1.1. Constitute Disability resource teams at district level for identified districts
Activity – 1	Visit to district and meeting with the district and block level authorities
Activity – 2	Meeting with SHGs
Activity – 3	Identification of team members at district level
Activity – 4	Creation of district level teams
Activity – 5	Preparation of ToR for all the teams
Output - 2	1.1.2. Exposure visits of State Team and District team to good CBR and Institutional projects
Activity – 6	Shortlist and finalizing with organization for visit
Activity – 7	Finalizing logistics for the visit
Activity – 8	Preparation of short ToR and pre-visit orientation
Activity – 9	Scheduling the visit and post visit de-briefing

Output 1: Constitute Disability resource teams at State, district and block level for identified districts

It is essential that resource teams are formed at various levels in order to ensure effective implementation and monitoring of the programme. This is especially important and inevitable for the 3 focus districts where the program would be rolled out.

Output 2: Exposure visits of State Team and District team to good CBR and Institutional projects

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 OLM 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 – 3	2.1.1. Empanelment of implementation agencies for selected blocks
Activity – 10	Desk Review of potential NGOs accredited by State Government
Activity – 11	Preparation of ToR for selected NGOs to be empanelled
Activity – 12	Issuing EOI, short listing of NGOs
Activity – 13	Interaction with the short listed NGOs
Activity – 14	Facilitating pre-bid interactions
Output – 4	2.1.2. State and district level Awareness and Sensitization workshops
Activity – 15	Preparation of a concept note for planning communication strategy
Activity – 16	Commissioning of a study for preparation of communication strategy plan
Activity – 17	Workshop-wise material development
Activity – 18	Workshop-wise session planning and finalizing
Activity – 19	Workshop-wise logistics
Activity – 20	Workshop-wise budgeting
Activity – 21	Conducting workshops
Activity – 22	Documentation of workshop deliberations and feedback for programme strategy
Output – 5	2.1.3. Capacity building of selected implementation partners/resource agencies
Activity – 23	Preparation & finalization of training modules including field visits
Activity – 24	Formal publication (print/digital) of training module
Activity – 25	Development of reading material
Activity – 26	Workshop logistics
Activity – 27	Workshop budgeting
Activity – 28	Conducting workshop
Activity – 29	Preparation of workshop report
Output – 6	2.1.4. Orientation on disability to government functionaries and PRI members
Activity – 30	Workshop-wise material development
Activity – 31	Workshop-wise session planning and finalizing
Activity – 32	Conducting workshops

Output 3: Empanelment of implementation agencies for selected blocks

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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. A ToR would be developed in order to clearly define their roles as Project Implementing Agency (PIA) and / or Support Organization (SO).

Output 4: State and District level Awareness and sensitization 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 5: 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 6: Orientation on disability to government functionaries and PRI members

Orientation on disability to Government functionaries and PRI members is necessary for effective implementation of the programme strategy. Hence a workshop for district and block level government functionaries and PRI members is proposed.

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 OLM for strengthening their capacity to participate in livelihood programme
Outcome - 3	2.2. Skilled PwDs available for participating in livelihood activities
Output - 7	2.2.1. Consultations with PwDs (only for the existing SHGs) in the OLM blocks
Activity – 33	Visit to selected districts
Activity – 34	Meeting with district and block authorities along with OLM team
Activity – 35	Community visit and focus group discussion with villagers
Activity – 36	Focus group discussion with PwDs
Activity – 37	Creating of a district, block and village level team for promotion of livelihoods for PwDs
Activity – 38	Preparation of FGD report

Output 7: Consultations with PwDs (primary stakeholders) and other stakeholders in the OLM 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.

Outcome – 4 with Outputs and Activities

SR – 3	PwDs fully participate in the sustainable livelihood opportunities created, enhanced and supported by OLM
Outcome - 4	3.1. Skilled, Semi-Skilled and unskilled PwDs actively participating in livelihood activities under various government and non-government programmes
Output - 8	3.1.1. Designing of the disability and livelihood program strategies, implementation mechanisms in partnership with potential partners
Activity – 39	Review of existing reports, data and identification of good practices most relevant to TRIPTI blocks
Activity – 40	Workshop on designing of the Disability and Livelihood program strategies, implementation mechanisms and partnerships
Output – 9	3.1.2. Presentation of draft strategy and program to OLM team and other relevant stakeholders for comments and feedback and rolling out a pilot programme
Activity – 41	Preparation of comprehensive inclusive livelihoods strategy on the basis of workshop conducted
Activity – 42	Presentation of the strategy to TRIPTI team and other most relevant stakeholders for comments and feedback
Output – 10	3.1.3. Integrated Monitoring and Evaluation Programme designed
Activity – 43	Identification of indicators for Integrated Monitoring and Evaluation Programme (IMEP)
Activity – 44	Preparation of IMEP flow chart
Activity – 45	IMEP protocol design
Output – 11	3.1.4. Finalization and dissemination of the strategy and programme design
Activity – 46	Facilitating meeting with members of DPDC showcasing the livelihoods possibilities of PwDs
Activity – 47	Inputs for finalization and phasing of pilot districts and blocks / GPs

Output 8: 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 9: Presentation of draft strategy and program to OLM team and other relevant stakeholder for comments and feedback

Program and interventions envisaged for PwDs 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, OLM team and stakeholders. Once the comments and feedback received are incorporated into the draft, the strategy is finalized and ready for execution.

Output 10: Integrated Monitoring and Evaluation Programme designed

To ensure effective implementation of the programme strategy with proper follow up and supervision at various levels by the appropriate government authorities / partnering agencies, an Integrated Monitoring and Evaluation Programme would be designed.

Output 11: Finalization and dissemination of the strategy and programme design

The programme strategy would be finalized after incorporating the appropriate feedbacks received from the relevant stakeholders during the programme strategy presentation workshop. Once the strategy is finalized it would be disseminated among the various stakeholders. Inputs in the finalization of the pilot districts and blocks / GPs are essential to activate the process in the best suited field area that is favorable for the plan to be executed. This process has to be carried out in a phased manner so that all the issues are well addressed.

Log frame for Strategic Result 1

Aty. No.	Level	Measurable Indicators	Means of Verification (MoV)	Assumptions
	Appropriate enabling environment is created by OLM 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	Sensitization workshops conducted	Participants list	Appropriate propagation by Government / NGOs for creating awareness regarding disability and livelihood promotion for PwDs
		Exposure visit conducted	Participants list	
		District level Teams in place	List of Team Members	
	1.1.1.1. Constitute Disability resource teams at State, district and block level for identified districts	All resource teams in place	appointment details	Field visits done and members for resource teams identified
		ToRs available	ToRs for teams	Desk review of secondary data
1	1.1.1.1.1. Visit to district and meeting with the district and block level authorities	Visit and meeting conducted	Visit Report	Active and supportive Village functionaries, GP members, NGOs and CBOs
2	1.1.1.1.2 Meeting with SHGs	Meeting held		
3	1.1.1.1.3. Identification of team members at State, District and Block level	Members identified for teams	List of team members	
4	1.1.1.1.4. Creation of State, district and block level teams	State, district and block level team established		
5	1.1.1.1.5. Preparation of ToR for all the teams	ToR prepared for teams	ToR	Active team members selected
	1.1.2. 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
6	1.1.2.1. 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
7	1.1.2.2. Finalizing logistics for the visit	Participants informed about the logistics	Bills & Vouchers and emails	
8	1.1.2.3. Preparation of short ToR and pre-visit orientation	ToR prepared and pre-visit orientation done	ToR document and ppt of pre-visit orientation	
9	1.1.2.4. Scheduling the visit and post visit de-briefing	Visit undertaken and reflection workshop/de-briefing conducted	Visit and workshop report	

Log frame – Strategic Result 2

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 OLM 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. Empanelment of implementation agencies for selected blocks	NGOs identified ready for empanelment with OLM	List of NGOs	Availability of active NGOs working for / interested to work for PwDs
10	2.1.2.1. 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
11	2.1.2.2. Visiting the short listed NGOs	Field visit undertaken	Visit report	Supportive NGOs willing to work for livelihoods of PwD
12	2.1.2.3. Preparation of ToR for selected NGOs to be empanelled	ToR prepared	ToR document	NGOs finalized for empanelment
	2.1.2. State and district level awareness & sensitization workshops	No. of workshops conducted	Workshop reports	Adequate cooperation received from the district authorities
13	2.1.2.1. Preparation of a concept note for planning communication strategy	Concept note prepared	Concept note	Able to identify the resource person and him/her agreeing to finish the work in the stipulated time
14	2.1.2.2. Commissioning of a study for preparation of communication strategy plan	Resource person identified	Communication strategy plan	
		ToR finalized and study commissioned	ToR of the Resource Person	
14	2.1.2.3. Workshop-wise material development	Workshop-wise Material developed	Workshop material	Not significant
15	2.1.2.4. Workshop-wise session planning and finalizing	Workshop-wise sessions finalized	Workshop schedule	Not significant
16	2.1.2.5. Workshop-wise logistics	Participants informed about the	Bills & Vouchers	

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		logistics	and emails	
17	2.1.2.6. Workshop-wise budgeting	Workshop-wise Budget prepared	Workshop Budget	
18	2.1.2.7. Conducting workshops	No. of workshops conducted	Participants list	Budget released for workshop on time
19	2.1.2.8. Documentation of workshop deliberations and feedback for programme strategy	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 OLM teams
20	2.1.3.1. Preparation of training modules	Training module prepared	Training module document	Training need analysis completed
21	2.1.3.2. Development of training material	Training material developed	Training material	Not significant
22	2.1.3.3. Preparation of ready reckoner for partners	Ready reckoner for partners prepared	Ready reckoner	Simplicity and clarity maintained Adequate pedagogy developed
23	2.1.3.4. Workshop logistics	Logistic arrangements made	Bills & Vouchers and emails	Not significant
24	2.1.3.5. Workshop budgeting	Workshop Budget prepared	Workshop Budget	Appropriate budget allocation and available on time
25	2.1.3.6. Conducting workshop	Workshop conducted	Participants list	
26	2.1.3.7. Preparation of workshop report	Workshop report prepared	Workshop report	Workshop conducted and completed
	2.1.4. Orientation on disability to government functionaries and PRI members	Orientation programme on disability conducted for govt. functionaries and PRI members	Participants list	Adequate cooperation received from the district authorities
27	2.1.4.1. Workshop-wise material development	Workshop-wise Material developed	Workshop material	Not significant
28	2.1.4.2. Workshop-wise session planning and finalizing	Workshop-wise sessions finalized	Workshop schedule	
29	2.1.4.3. Conducting workshops	Workshop conducted	Participants list	Appropriate budget allocation and available on time

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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 OLM 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 & their eligibility criteria
				Livelihood opportunities available for PwDs
	2.2.1. Consultations with PwDs (primary stakeholders) and other stakeholders in the OLM 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
30	2.2.1.1. Visit to selected blocks	No. of Visits undertaken	Visit Report	Active participation of PwDs, village functionaries and community ensured
31	2.2.1.2. Meeting with district and block authorities along with OLM team	No. of meetings conducted	Minutes of the meeting	Adequate awareness generated
32	2.2.1.3. 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
33	2.2.1.4. Focus group discussion with PwDs	No. of FGDs done	FGD report	Cohesive and active village community
34	2.2.1.5. 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

Log frame for Strategic Result 3

Aty. No.	Level	Measurable Indicators	Means of Verification (MoV)	Assumptions
PwDs fully participate in the sustainable livelihood opportunities created, enhanced and supported by OLM				
	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		
35	3.1.1.1. Development of Strategy	Strategy developed	Strategy Document	Strategies developed keeping in view the geological condition of the region
	3.1.2. Presentation of draft strategy and program to OLM team and other relevant stakeholders for comments and feedback	Presentation of draft strategy made to OLM team	Draft strategy ppt	All stakeholders decide on a common date to meet and give their feedback
		Feedback and comments received from OLM team	Feedback and comments	
36	3.1.2.1. Preparation of comprehensive inclusive livelihoods strategy	Comprehensive inclusive strategy prepared	Comprehensive inclusive strategy document	Issues related to livelihoods of PwDs adequately addressed
37	3.1.2.2. Presentation of the strategy	Workshop conducted	Minutes of the meeting held	
	3.1.3. Integrated Monitoring and Evaluation Programme designed	IMEP designed	IMEP document	Monitoring and evaluation indicators adequately addressed
38	3.1.3.1. Identification of indicators for Integrated Monitoring and Evaluation Programme (IMEP)	Indicators identified	List of indicators	Desk review completed
39	3.1.3.2. Preparation of IMEP flow chart	IMEP flow chart prepared	IMEP Flowchart	Not significant
40	3.1.3.3. IMEP protocol design	IMEP protocol designed	IMEP protocol document	

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	3.1.4. Finalization and dissemination of the strategy and programme design	No. of livelihood programs that adopted the inclusive strategy	Dissemination methods documents	Institutionalization of inclusive strategy
			Village wise dissemination record with block level team	
		No. of Blocks/GPs identified for piloting	List available at block / GP	Active community and groups
				Scope for livelihoods promotion ensured
41	3.1.4.1.Facilitating meeting with members of DPDC showcasing the livelihoods possibilities of PwDs	No. of meetings with CEO Zilla Parishad	Minutes of the meetings	Sustainable livelihoods options available for PwDs
42		No. of meetings with Sabhapati Zilla Parishad		
43	3.1.4.1.Inputs for finalization and phasing of pilot districts and blocks / GPs	No. of villages that participated in pilots	Village list	Proper monitoring of livelihood schemes by local teams ensured
44		Supervision done on regular basis by local team	Visit reports	Community mobilized and active local team in place

Timeline at a glance

Sr. No.	Outcomes / Outputs	Jun		Jul		Aug		Sept		Oct		Nov	
		1st	2nd	1st	2nd	1st	2nd	1st	2nd	1st	2nd	1st	2nd
1	Inception Report and Work plan												
2	First Monthly report												
3	Constitute Disability resource teams at district level for identified districts												
4	Exposure visits of State Team and District team to good CBR and Institutional projects												
5	Second Monthly Report												
6	Empanelment of implementation agencies for selected blocks												
7	Third Monthly Report												
8	State and district level Awareness and Sensitization workshops												
9	Fourth Monthly Report												
10	Capacity building of selected implementation partners / resource agencies												
11	Orientation on disability to government functionaries and PRI members												
12	Consultations with PwDs (only for the existing SHGs) in the OLM blocks												
13	Designing of the disability and livelihood program strategies, implementation mechanisms in partnership with potential partners												
14	Fifth Monthly Report												
15	Presentation of draft strategy and program to OLM team and other relevant stakeholders for comments and feedback and rolling out a pilot programme												
16	Integrated Monitoring and Evaluation Programme designed												
17	Finalization and dissemination of the strategy and programme design												
18	Submission of activity report & documents												

Month-wise detailed Work-plan

June 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
1	Inception Report & Work plan	Preparation of Inception report and work plan	Inception Report & Workplan	4 th week
2	1.1.1. Constitute Disability resource teams at State, district and block level for identified districts	Visit to district and meeting with the district and block level authorities	Jagatsinghpur district team identified	2 nd week
3		Focus group discussion with SHG federation		
4		Identification of team members at district level		
5		Creation of district level teams		
6	1.1.2. Consultations with PwDs (primary stakeholders) and other stakeholders in the OLM blocks	Visit to selected districts	Visit undertaken to Ersama block (Jagatsinghpur)	2 nd week
		Meeting with district and block authorities along with OLM team		
		Community visit and focus group discussion with villagers		
		Focus group discussion with PwDs	FGD Report 1 completed	4 th week
		Creating of a district, block and village level team for promotion of livelihoods for PwDs		
7	2.1.4. Orientation on disability to government functionaries & PRI members	Orientation to TRIPTI Block- level team	Orientation to TRIPTI team completed	2 nd week
8	First Monthly Report	Monthly activity report prepared	First Monthly Report	4 th week

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July 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
9	1.1.1. Constitute Disability resource teams at State, district and block level for identified districts	Visit to district and meeting with the district and block level authorities	Ganjam district level team formed	1 st week
10		Meeting with SHGs		
11		Identification of team members at district level		
12		Creation of district level teams		
13		Preparation of ToR for all the teams	ToRs for district teams	2 nd week
14	2.1.4. Orientation on disability to government functionaries & PRI members	Workshop-wise material development	Orientation to block level OLM team completed	1 st week
15		Workshop-wise session planning and finalizing		
16		Conducting workshops		
17	1.1.2. Consultations with PwDs (primary stakeholders) and other stakeholders in the OLM blocks	Visit to selected districts	FGD Report 2 completed	1 st week
18		Meeting with district and block authorities along with OLM team		
19		Community visit and focus group discussion with villagers		
20		Focus group discussion with PwDs		
21		Creating of a district, block and village level team for promotion of livelihoods for PwDs		
22	Second Monthly Report	Monthly activity report prepared	Second Monthly Report	4 th week

August 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
23	2.1.4. Orientation on disability to government functionaries & PRI members	Workshop-wise material development	Orientation to Govt. functionaries and PRI members	2 nd week
24		Workshop-wise session planning and finalizing		4 th week
25		Conducting workshops		
26	State and district level Awareness and Sensitization workshops	Preparation of a concept note for planning communication strategy	Workshop Report	1 st week
27		Commissioning of a study for preparation of communication strategy plan		
28		Workshop-wise material development		
29		Workshop-wise session planning and finalizing		2 nd week
30		Workshop-wise logistics		
31		Workshop-wise budgeting		4 th week
33		Conducting workshops		
34		Preparation of workshop report		
35		Documentation of workshop deliberations and feedback for programme strategy		
36	1.1.2. Consultations with PwDs (primary stakeholders) and other stakeholders in the OLM blocks	Visit to selected districts	FGD Report 3 completed	4 th week
37		Meeting with district and block authorities along with OLM team		
38		Community visit and focus group discussion with villagers		
39		Focus group discussion with PwDs		
40		Creating of a district, block and village level team for promotion of livelihoods for PwDs		
41	3.2.1. Integrated Monitoring and Evaluation Programme designed	Identification of indicators for Integrated Monitoring and Evaluation Programme (IMEP)	Indicators for IMEP identified	1 st week
42	Third Monthly Report	Monthly activity report prepared	Third Monthly Report	4 th week

September 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
43	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 OLM officials completed	2 nd week
44		Finalizing logistics for the visit		2 nd week
45		Preparation of short ToR and pre-visit orientation		1 st week
46		Scheduling the visit and post visit de-briefing		4 th week
47	2.1.1. Empanelment of implementation agencies for selected blocks	Desk Review of potential NGOs accredited by State Government	NGOs identified	1 st week
48		Preparation of ToR for selected NGOs to be empanelled	ToR for NGOs prepared	1 st week
49		Issuing EOI, short listing of NGOs	NGOs shortlisted	4 th week
50		Interaction with the short listed NGOs	NGOs empanelled	
51		Facilitating pre-bid interactions		
52	2.2.1. Consultations with PwDs (primary stakeholders) and other stakeholders in the OLM blocks	Visit to selected districts	FGD Report 4 completed	4 th week
53		Meeting with district and block authorities along with OLM team		
54		Community visit and focus group discussion with villagers		
55		Focus group discussion with PwDs		
56		Creating of a district, block and village level team for promotion of livelihoods for PwDs		
57	3.1.1. Designing of the disability and livelihood program strategies, implementation mechanisms in partnership with potential partners	Review of existing reports, data and identification of good practices most relevant to TRIPTI blocks	Desk review completed	1 st week
58	3.2.1. Integrated Monitoring and Evaluation Programme designed	Preparation of IMEP flow chart	IMEP designed and protocol prepared	2 nd week
59		IMEP protocol design		
60	Fourth Monthly Report	Monthly activity report prepared	Fourth Monthly Report	4 th week

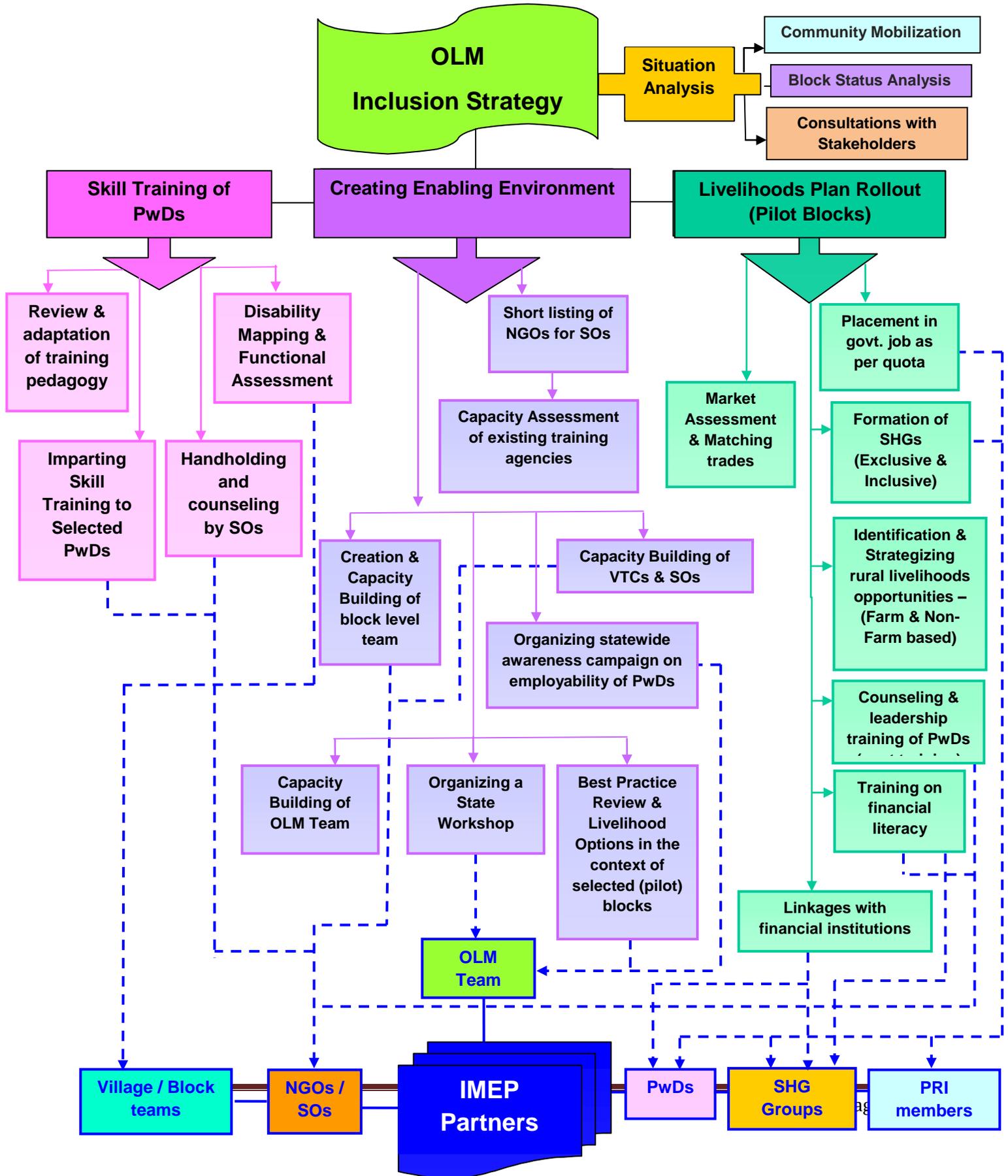
October 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
61	2.1.3. Capacity building of selected implementation partners / resource agencies	Preparation & finalization of training modules including field visits	Training module published	1 st week
62		Formal publication (print/digital) of training module		
63		Development of reading material	Reading material available	2 nd week
64		Workshop logistics	Capacity Building workshop for NGOs conducted	2 nd week
65		Workshop budgeting		
66		Conducting workshop		
67		Preparation of workshop report	Workshop report	4 th week
68	2.2.1. Consultations with PwDs (primary stakeholders) and other stakeholders in the OLM blocks	Visit to selected districts	FGD Report 5 completed	4 th week
69		Meeting with district and block authorities along with OLM team		
70		Community visit and focus group discussion with villagers		
71		Focus group discussion with PwDs		
72		Creating of a district, block and village level team for promotion of livelihoods for PwDs		
73	3.1.1. Designing of the disability and livelihood program strategies, implementation mechanisms in partnership with potential partners	Workshop on designing of the Disability and Livelihood program strategies, implementation mechanisms and partnerships	Workshop conducted	4 th week
74	Fifth Monthly Report	Monthly activity report prepared	Fifth Monthly Report	4 th week

November 2013

Sr. No.	Output	Activity	Deliverable	Approx. Completion
75	3.1.2. Presentation of draft strategy and program to OLM team and other relevant stakeholders for comments and feedback and rolling out a pilot programme	Preparation of comprehensive inclusive livelihoods strategy on the basis of workshop conducted	Draft comprehensive programme strategy prepared	2 nd week
76		Presentation of the strategy to TRIPTI team and other most relevant stakeholders for comments and feedback	Presentation done and feedbacks received	4 th week
77	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 prepared	1 st week
78		Inputs for finalization and phasing of pilot districts and blocks / GPs	Phasing out of pilot districts & blocks/GPS	2 nd week
79	Submission of activity report & documents	Monthly activity report and other documents prepared	Submission of activity report & documents	4 th week

Structure of the project – Flow chart



Financial Implication

The project will be undertaken in 2 blocks from 2 districts (Ganjam and Jagatsinghpur) of Odisha In order to understand the overall financial implications of the project; it should be viewed from 2 angles;

A: Consultancy Input Cost and

B: The Project Activity Cost

Budget Summary

Sr. No.	Budget head	Cost (in ₹)	%
A	Consultancy Input Expenses	9,38,000	16.36
1.	Human Resource	7,50,000	
2.	Hotel stay & Per diem	1,50,000	
3.	Communication charges	21,000	
4.	Office Consumables	17,000	
B	Project Activities	47,95,500	83.64
1	Survey	23,17,500	
	a. Surveyors Training	6,35,500	
	b. Conducting Survey	19,82,000	
2	Functional Assessment	10,80,000	
3	Community Mobilizer cum CBR worker	3,50,000	
4	Capacity Building of partner NGOs	2,13,000	
	a. Disability orientation training (2 days)	1,06,500	
	b. Leadership training (2 days)	1,06,500	
5	Orientation Programmes	2,35,000	
	a. Orientation and capacity building of government functionaries and PRI members	47,000	
	b. Orientation of parents and care givers (in case of multiple disability)	1,88,000	
6.	Development of Communication Strategy	3,00,000	
	Grand Total (A+B)	57,33,500	100.00

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Budget Details

I. **Human Resource:** The Social Inclusion Specialist will function on part time basis and give at least 5 working days per month for the project.

- In all there would be 1 full time Support Staff at the Pune office
- A total of 20 Community Mobilizer cum CBR worker will work at the village level in the pilot blocks.

Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
I Human Resource						
1.	Social Inclusion Specialist (Part Time) supported by a full time Project Officer for Research and Database Management	1	10000	per day	75	750000
Sub Total I						750000

An amount of ₹ 7,50,000/- is allocated for the above purpose.

II. **Travel:** Travel by Social Inclusion Specialist include air travel.

Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
II Travel						
1.	Social Inclusion Specialist (Part Time) by flight	5	At actual			
2.	local travel including travel to districts		By OLM		25	
3.	Hotel stay & per diem	5	6000		25	150000
Sub Total II						150000

An amount of ₹ 1,50,000/- is allocated for the above purpose.

III. **Communication Charges:** Telephone charges for the Pune office has been proposed higher than the district office as the amount of communication required for the coordination with the district and the government offices is much higher for Pune office than the district office.

Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
III Communication charges						
1.	Internet , Telephone (Pune Office), Fax, Postage		3500	per month	6	21000
Sub Total III						21000

An amount of ₹ 21,000/- is allocated for the above purpose.

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- IV. **Office Consumables:** The minimum office consumables essential for the office usage has been proposed for the Pune office at the existing market rate.

Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
IV	Office Consumables					
1.	Stationery (paper, pen, pencil, markers, etc.), Electricity, Computer Stationery, Breakable consumables (glasses, cups, water jug, etc)		1500	per month	6	9000
2.	Toner Cartridge	2	4000			8000
	Sub Total IV					17000

An amount of ₹ 17,000/- is allocated for the above purpose.

- V. **Project Activities:** Some of the project activities require an additional budget for accomplishment, such activities along with proposed budget are enlisted below;

A1. Survey – As a pre disability mapping exercise, a sample survey need to be undertaken in the 2 blocks covering 30,000 households. 30 surveyors in each district (total 60 surveyors) would be hired to undertake the job. The survey would be completed in a period of 7 working weeks including training period. Major activities involved while conducting a survey are as follows;

- i) Training of surveyors – the surveyors would be specifically train to carry out the survey work. 3 days training is required which includes mock interview method.
- ii) Printing of questionnaires – A total of 30,000 questionnaires need to be printed
- iii) Remuneration to surveyors – Remuneration of ₹ 150/- per day per surveyor.
- iv) Data entry – the data entry would be off loaded to an outside agency. An amount of ₹ 5/- per questionnaire has been budgeted which is as per existing market rate.

Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
A1	Survey (50 days per district)*					26,17,500
1.1	Surveyors Training	1		3 days	6	
i	Hall Charges & Equipments	1	7000	per day	4	28000
ii	Accommodation	225	200	per day	4	180000
iii	Food charges	225	250	per day	4	225000
iv	Travel reimbursement	225	100	per day	6	135000
v	Stationary (Pen, Notepad and Folder)	225	150	1	2	67500
	Sub Total 1.1					635500
1.2	Survey					1982000
i	Printing of questionnaires	31000	10000		2	20000
ii	Remuneration to Surveyors	60	150	50	3	1350000
iii	Remuneration to Team Leaders	6	180	50	3	162000
iv	Data entry	30000	5	per questionnaire	3	450000
	Sub Total 1.2					1982000

An amount of ₹ 26,17,500/- is being proposed for the above purpose

A2. Functional Assessment – Disability mapping is one of the key components of the project where the success of the entire project rests. It requires multiple professionals, individually as well as in group to make the proper functional assessment. Keeping in view the number of people who have to be assessed, all the professionals will have to be fully engaged for at least 6 months. As per the advice on functional assessment appropriate livelihood options would be planned. In India, availability of such professional is extremely scarce. [However, in case the medical department of GoO is able to provide such kind of human resource on a continuous basis for the project, the budgeted amount could be saved.](#)

Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
A2	Functional Assessment*					10,80,000
2.1	Expert fee	6			6 months	
i	Mobility Advisor	1	30000	per month	6	180000
ii	Occupational therapist	1	30000	per month	6	180000
iii	Audiologist & Speech therapist	1	30000	per month	6	180000
iv	Sign language interpreter	1	30000	per month	6	180000
v	Rehabilitation Engineer	1	30000	per month	6	180000
vi	Clinical Psychologist	1	30000	per month	6	180000
	Sub Total 2.1					1080000

An amount of ₹ 10.80,000/- is being proposed for the above purpose

A3. Capacity building of partner NGOs – There would be altogether 2 training programmes for capacity building of the partner NGOs. These 2 training programmes include;

1. Disability orientation (2 days) – It is noted that there are very few disability organizations who are working in rural areas. As a result, a number of mainstream livelihood organizations could be encouraged to work for livelihood of PwDs. However, they would require orientation in the field of disability. This programmed is targeted towards such partner organizations.
2. Leadership training (2 days) – 2 days leadership development training for both the groups is envisaged as final package of capacity building exercise. The training in addition to general leadership training will also include specifics on rehabilitation management aspect. The course content is jointly designed by Shodhana and Tata Institute of Social Sciences (TISS), Mumbai.

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Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
A3	Capacity building of partner NGOs					2,13,000
1	Disability orientation training (2 days)					
i	Training kit	25	250			6250
ii	Venue charges	1	2000	per day	2	4000
iii	Accommodation & per diem - participants (stay on double sharing basis)	13	2500	per day	2	62500
iv	Accommodation & per diem - Resource Person (external)	1	5000	per day	2	10000
v	Resource person fees	1	2500	per day	2	5000
vi	Travel - Participants	25	750			18750
	Sub Total 1					106500
2	Leadership training (2 days)					
i	Training kit	25	250			6250
ii	Venue charges	1	2000	per day	2	4000
iii	Accommodation & per diem - participants (stay on double sharing basis)	13	2500	per day	2	62500
iv	Accommodation & per diem - Resource Person (external)	1	5000	per day	2	10000
v	Resource person fees	1	2500	per day	2	5000
vi	Travel - Participants	25	750			18750
	Sub Total 2					106500

An amount of ₹ 2,13,000/- is being proposed for the above purpose

A4. Orientation Programmes - There would be altogether 2 orientation programmes. These 2 training programmes include;

- 1. Orientation and capacity building of government functionaries and PRI members** – Appreciating sustainability as one of the key component of the project, it is inevitable that it calls for greater involvement of the Panchayati Raj Institutions and Government functionaries – both of which are currently ill-equipped to handle disability issues. It is proposed that one day orientation be given to selected group of PRI members as well as government functionaries.
- 2. Orientation of parents and care givers (in case of multiple disability)** – When it comes to multiple disability, there is an element of hopelessness and despair of the parents and care givers who deal with the day-to-day extreme difficult situation with the PwD members in the family. Going by the examples from various other countries such as China, South Korea, Vietnam, Cambodia as well as other developed nations of Europe and America, hopes and possibilities can be built up for such parents and care givers in India as well. It is therefore proposed that a day's interaction session with the parents should be done. It is estimated that 4% within the disability group belong to multiple disability category.

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Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
A4	Orientation and capacity building of government functionaries and PRI members (2 Training programmes of 1 day each)					47,000
i	Training kit	40	100	per training	2	8000
ii	Venue charges	1	1000	per training	2	2000
iii	Accommodation & per diem - Resource Person (external)	2	3000	per training	2	12000
iv	Accommodation & per diem - Participants	40	100	per training	2	8000
v	Resource person fees	1	2500	per training	2	5000
vi	Travel - Participants	40	100	per training	2	8000
vii	Travel - Resource Person	1	2000	per training	2	4000
	Sub Total A4					47000

An amount of ₹ 47,000/- is being proposed for the above purpose

Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
A5	Orientation of parents and care givers (in case of multiple disability) (2 training programmes of 4 days each) *					1,88,000
i	Training kit	40	100	per training	8	32000
ii	Venue charges	1	1000	per training	8	8000
iii	Accommodation & per diem - Resource Person (external)	2	3000	per training	8	48000
iv	Accommodation & per diem - Participants	40	100	per training	8	32000
v	Resource person fees	1	2500	per training	8	20000
vi	Travel - Participants	40	100	per training	8	32000
vii	Travel - Resource Person	1	2000	per training	8	16000
	Sub Total A5					188000

An amount of ₹ 2,35,000/- is being proposed for the above purpose

A6. Training of CBR workers cum Community Mobilizers (7 days programme)

Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
	Total 20 CBR Workers cum Community Mobilizers *					3,50,000
1.	Training of 20 CBR workers (7days programme)	1	50000	per training	7	50000
2.	Community Mobilizers cum CBR workers	20	3000	per month	5	300000
	Sub Total A6					350000

An amount of ₹ 3,50,000/- is being proposed for the above purpose

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A7. Development of Communication Strategy

Sr. No.	Capacity Control	Number	Cost (in ₹)	Unit	No. of days / month	Total (in ₹)
	Development of Communication Strategy					3,50,000
1.	Professional fees to Resource Person	2				200000
2.	Travel and per diem	2				100000
	Sub Total A7					300000

*** Work to be done through partner NGOs**

Grand Total (A + B)	57,33,500
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Hence a total amount rounded to ` 60 lakhs (Rupees Fifty eight lakhs only) is proposed as total project cost.

Acronyms and Abbreviations

CEO	Chief Executive Officer
DRDA	District Rural Development Agency
GO	Government
GPs	Gram Panchayats
ICF	International Classification of Functioning, Disability and Health
IMEP	Integrated Monitoring and Evaluation Programme
MDGs	Millennium Development Goals
MoU	Memorandum of Understanding
MoV	Means of Verification
MSJE	Ministry of Social Justice and Empowerment, GoI
OLM	Odisha 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
ToR	Terms of Reference
UNCRPD	UN Convention for the Rights of Persons with Disability
VTCs	Vocational Training Centres
ZP	Zillah Parishad