



State Society for Ultra Poor and Social Welfare
Government of Bihar

SAKSHAM Inception Report



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Situation Analysis: National

Status of Disability

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

As per 2011 census, about 26.8 million people in India were found to be Persons with Disabilities (PwDs), constituting 2.21% of the population. They were enumerated across 8 categories including PwDs in seeing, hearing, movement, speech, persons with mental retardation, mental illness, multiple disabilities and others. Of the total number of PwDs, 69% belonged to rural areas and only 31% were from urban areas. There has been a 22.4% increase in the total disabled population between census 2001 and 2011.

The attitudes towards PwDs are undergoing a 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 insufficient services related to health, education, livelihood and social security for PwDs, in addition to the issues of accessibility that need to be addressed through creating a barrier-free environment. As a result, this section of society is unaware and deprived of its' basic human rights and hence remains marginalized and invisible in all spheres – be it civic, socio-economic or political. This makes it important to take proactive steps to include them in mainstream society as contributing and productive members. The following sections highlight the existing legislative measures for PwDs, followed by a brief situation analysis services related to their health, education and livelihoods.

Legal Framework for PwDs

The Directive Principles of State Policy, clearly states the commitment of the Govt. of India¹;

“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”

¹ Directive Principle of State Policy, Article 46 - 1950

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The Constitution of India² provides that the State shall offer relief and help to the disabled. Article 41 of the Constitution states - the State shall, within the limits of its economic capacity and development, make effective provisions for securing the right to work, to education and to public assistance in cases of disablement.

The Ministry of Social Justice and Empowerment (MoSJE) 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). National/Apex level institutions and corporations were established under its administrative control. Empowering the disabled is a multi-sectoral and collaborative endeavor of various Ministries/Departments of the Government of India, viz, MoSJE, MH&FW, MoLE, Urban Development, MoRD, MWCD, School Literacy & Higher Education (MHRD) etc.

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 Disabilities (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 despite 20 years since the enactment of the PwD Act, the implementation has not been satisfactory.

Some relevant observations on the PwD Act 1995 as per World Bank Report, 2009³ are 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.

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 story. A recent Planning Commission - UNDP study in ten states⁴ 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 non-existent 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.

² Constitution of India, Entry 9 of list II of the 7th Schedule

³ People with Disabilities in India: From Commitments to Outcomes, 2009, World Bank

⁴ Livelihood Opportunities for Persons with Disabilities in India" UNDP 2012

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

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

The National Policy for Persons with Disabilities, 2006 recognizes that PwDs are a valuable human resource for the country and seeks to create an environment that provides them with 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, provision of assistive devices, education, economic rehabilitation, rights of women and children with disability, promotion of NGOs, social security etc.

The World Bank Report, 2009⁵ mentions that there is limited reference to the role of PwDs themselves in policy development, implementation and monitoring and evaluation. Also there remains no strategy for integrating disability concerns into the work of Panchayati Raj Institutions (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 the 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 and lack of concrete strategies for implementing them.”

The Draft Rights of Persons with Disabilities Bill, 2014 addresses the shortcomings in the PwD Act, 1995 along with the obligation to honor the rights of PwDs as per UNCRPD in India. The draft of this Disability Bill is currently awaiting the debate in and approval of the Parliament.

Persons with Disabilities and their Health

India is home to 26.8 million PwDs. Government efforts towards prevention and management of disabilities has recently gained momentum with the launch of the Navjaat Shishu Suraksha Karyakram (NSSK) in 2009 and the Rashtriya Bal Swasthya Karyakram (RBSK) in 2013. The NSSK aims at basic new born care & resuscitation and the RBSK addresses deficiencies, birth defects, diseases and developmental delays in children from 0-18 years. These two programmes together, aim to address the health needs of as many as 270 million children in India, including those with disabilities. Furthermore, regular ante-natal check-ups with an increased focus on maternal health followed by incentivized institutional deliveries such as the Janani Suraksha Yojana (JSY) aims to address safe deliveries, while incidentally preventing disabilities at birth.

⁵ *People with Disabilities in India: From Commitments to Outcomes, 2009, World Bank*

However, the resources and number of health care professionals specializing in disability such as occupational therapists, physiotherapists, speech therapists, CBR workers etc. remains abysmally low. The human resource requirement based on the report by the Institute of Applied Manpower Research (IAMR) in 2009⁶ states that there will be a shortage of about 1.05 lakh disability rehabilitation professionals by the end of the 12th Five Year Plan, and an investment deficit of nearly 2000 crores. Thus the implementation of ambitious programmes regarding prevention and management of disabilities can be successful only once the human resource gap in health sector is filled.

Education of Persons with Disabilities

The MHRD in its Annual Report 2013-14 identified 27.79 lakh Children with Special Needs (CWSN), of which 21.74 lakhs were already enrolled in schools. Furthermore, 72, 168 CWSN were being covered under the School-Readiness programme in 12 States/ UTs and 1.93 lakhs were being provided with Home-based Education. In all 87.81% CWSN have been included into the education system in one way or the other. 11.42 lakh schools (79.78%) have been made accessible, with 2,12,197 schools being provided with disabled friendly toilets. Nearly 52% teachers have been provided with short training programmes on inclusive education and States and UTs have appointed 20, 942 resource persons to provide support on inclusive education to regular teachers. For the year 2014-15, the Inclusive Education for Disabled at Secondary Stage (IEDSS) Scheme has approved a total of 2, 11, 616 CWSN above 14 years of age, who have completed elementary education, to be covered for completion of secondary education.

Despite such efforts by the MHRD, regular attendance of CWSN remains an area of concern, along with the quality of learning outcomes. The challenges faced by school teachers, coupled with a sheer lack of motivation have a negative impact on learning outcomes of most children attending regular government schools, irrespective of their abilities. Initiatives such as Home-based education (HBE) of children with high support needs are unable to deliver the desired results as the Block level resource teachers responsible for the same as often unable to cater to needs of children of different disabilities, due to limitations in their own training.

Vocational Training efforts for CWSN are also on-going, through the Ministry of Social Justice and Empowerment with support from civil society organizations. However, most often, the training provided is insufficient for CWSN to sustain them independently with dignity.

⁶ *Projection of Human Resource Requirement in the field of Rehabilitation of Persons with Disabilities in India, Sharma, S.K (2009)*

Livelihood Opportunities for PwDs

Considering the limited livelihood options for PwDs, the main conclusions 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 their location (whether urban or rural). 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 PwDs, and it appears that observable characteristics of disabled people do not explain most of their "employment deficit", but other factors, including discrimination are driving their poor employment outcomes. It also mentions that having disabled family members has significant impact 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 PwDs, the attitudes of the education system and community is 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.

Situation Analysis: State of Bihar

Bihar is a state in eastern India. Located in the eastern part of the country, state of Bihar is an entirely land-locked state. Bihar lies mid-way between the humid West Bengal in the east and the sub humid Uttar Pradesh in the west which provides it with a transitional position in respect of climate, economy and culture. It is bounded by Nepal in the north and by Jharkhand in the south. The Bihar plain is divided into two unequal halves by the river Ganga which flows through the middle from west to east. It is the 12th largest state in terms of geographical size at 38,202 sq mi (99,200 km²) and 3rd largest by population. Close to 85% of the population

lives in villages. Bihar has notified forest area of 6,764.14 km² which is 6.8% of its geographical area. The economy of Bihar is largely service oriented, but it also has a significant agricultural base. The state also has a small industrial sector. Bihar lags behind the other Indian states in human, economic development terms. Economists and social scientists claim that this is a direct result of the skewed policies of central government as well as poor governance in the state. The current state government has however made significant strides in improving governance. Hindi and Urdu and Maithili (recently added) are the official languages of the state.

As per the Indian Human Development Report 2011, Planning Commission and IAMR, Bihar HDI falls in Low Human Development category. The HDI in (2007-08) is 0.367. The Bihar Economic Survey 2014-15 states that the rate of urbanization in Bihar is 11.3% which is far below the national average (31.2%). The same report suggests that the Sex Ratio is 942 (females per 1000 males) is higher than the national average of 919, while the Infant Mortality Rate (IMR) is 42 as compared to the national value 40.

Status of disability in Bihar

Understanding the current status of disability in a state like Bihar is of prime importance before one ventures ahead to plan out strategies for inclusion of PwDs in society. Given below are some tables with appropriate explanations in this regard.

Table 1: Disabled population in Bihar

Indicator	Total			Rural			Urban		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total population (in crores)	10.41	5.42	4.98	9.23	4.81	4.42	1.17	0.62	0.55
Disabled population (in lakhs)	23.31	13.43	9.87	20.46	11.80	8.65	2.84	1.62	1.22

Source: Census 2011

As seen from the above table, there are 23.31 lakh PwDs in Bihar. Out of which 20.46 lakhs (87.77%) PwDs are in rural area while 2.84 lakh (12.23%) are in urban area. The male female disability ratio is 13.43 lakhs (58%) males to 9.87 lakhs females (42%). However as per World Bank report (2009), the calculation of at least 6% of the population is PwDs this stands at 62.4 lakhs with 54.7 lakhs residing in rural area and which constitutes about 7.7 lakhs in urban areas.

Legal Framework for PwDs

In Bihar, the department of Social Welfare is responsible for looking after disability affairs in the state with State Commissioner for Disability being the grievance redressal and legal entity. The office is located in the Dept of Social Welfare, Sinchai Bhavan, Old Secretariat at Patna. The office has staff for looking after coordination and alliance with other departments of Govt. of Bihar.

Bihar State Disability Policy

The Draft Bihar State Policy for PwDs is a comprehensive document developed by the task force appointed by the State Government of Bihar, in January 2008 and the draft was submitted in 2009. The disability Policy is in line with Biwako Millennium Framework and UN Standard Rules on the Equalization of Opportunities for PwDs. The strategy envisaged in the Policy aims to amplify the human rights approach to disability enshrined in the Constitution of India. The Policy outlines the commitment of the State Government to ensure an enabling environment conducive to holistic development, full participation and emancipation of PwDs. It calls for creation of an inclusive society where all members including PwDs can realize their full potential and lead a life with dignity. As guiding principles, the policy intends to promote self- representation i.e. active participation of PwDs in decisions affecting them, inclusion i.e. principles, strategies and activities of all government programmes must consider disability, sustainability i.e. all components of the comprehensive disability policy framework should be integrated with planning and development in such a manner that financial resources over time are ensured.

However, the draft policy now needs to be revisited in the light of the UNCRPD and repealing of 1995 PwD Act. Accordingly, new provisions on aspects such as Right to family, Inheritance Rights, and State obligations towards making provisions for Reasonable Accommodation need to be added. The Policy will be revisited to add the abovementioned and any other chapters to make it more holistic and congruent with international conventions.

Social Indicators of Bihar

The following table presents a comparative analysis of the best and weakest districts of Bihar on select indicators as stated in the Annual Health Survey 2012-13.

Table 2: Social Indicators of Bihar

Indicators	Bihar	Best District	Weakest District
Effective Literacy Rate	68.7	Patna (78.7)	Purnia (60.6)
Schooling status (children between 6 yrs – 17 yrs) %	95.5	Samastipur (99.0)	Kishanganj (90.9)
Disability prevalence (per 100,000 population)	1905	Kishanganj (1303)	Nawada (2676)
Children with birth weight <2.5 kgs (%)	21.9	Araria (9.8)	Sheohar (43.9)
IMR	48	Patna (31)	Madhepura (64)
U5MR	70	Aurangabad (51)	Sitamarhi (97)
MMR	274	Patna Commissionrait (221)	Purnia Commissionrait (349)

Source: Annual Health Survey 2012-13 Factsheet, Bihar

The sections below, attempt to go into specific aspects pertaining to the disabled population in Bihar

Education of Children with Special Needs

Table 3: Population of Children with Special Needs (CWSN)

Total child population in Bihar (0-18 years in crores)	4.78 ⁷
Total number of CWSN in Bihar (0-19 years in lakhs)	9.3 ⁸

As per UDISE data of 2013-14, of the total students enrolled in secondary education, only 1.07% of students are CWSN. This is quite low as against the percentage of disabled population to the total population as per census 2011. The PAB minutes 2015-16⁹, approved an outlay of Rs. 4142.30 lakh on Inclusive Education @ Rs. 1987.191/- per annum per child for 2, 08,450 CWSNs. For Secondary Education, a total of 9,601 children and 9,001 children were sanctioned to be covered under the Inclusive Education for the Disabled at the Secondary Stage (IEDSS) Scheme in 2013-14 and 2014-15 respectively.

It is important to note here, that the PAB Minutes of Rashtriya Madhyamik Shiksha Abhiyan (RMSA) 2014-15 mention that very little progress has been made by the state under the IEDSS scheme. A mere Rs. 270 lakhs was sanctioned towards this scheme, with a strong urge to increase utilization. No initiative by the State government has been taken towards inclusion of children with disabilities in the education system at elementary and secondary levels. No special educators had been appointed, and there was a lack of defined roles and responsibilities of existing resource teachers at the block level. Most proposals under IEDSS to the Centre are received by NGOs without due diligence completed by Bihar state authorities, with negligible involvement of the State. This presents State apathy towards inclusive education of children with disabilities.

However, the initiatives taken by the DoSW, Bihar towards sanctioning special schools for the Deaf *KOSHISH* in Motihari and *DRISHTI* in Darbhanga, Banka, West Champaran Supaul, Gaya, Kishanganj and Patna are positive, and must be lauded for its effort.

Livelihoods for PwDs

PwDs have limited opportunities for livelihoods. Inadequate opportunities for employment, limited avenues for skill building, coupled with low self esteem make PwDs feel like second grade citizens. Opportunities for gainful employment with a sense of self reliance will go a long way in reducing dependence of PwDs on their families, and in making them contributing members of society. The data on PwDs in working age as per census and World Bank (WB) is as follows:

⁷ Data extrapolated from UNICEF, Bihar

⁸ Census 2011

⁹ Minutes of the 223rd PAB meeting held on 26th March, 2015 for approval of the Annual Work Plan & Budget of Sarva Shiksha Abhiyan (SSA), Bihar sourced at http://ssa.nic.in/pabminutes-documents/PAB%20Minutes%202015-16/Bihar/Bihar%20PAB%20Minutes%202015-16%20_1_.pdf

Table 4: PwDs in working age group

Total disabled population (<i>figures in lakhs</i>)	Total	Rural	Urban
As per Census 2011	10.56	9.15	1.41
As per World Bank (apportioned figure)	16.74	15.44	1.3

Both WB and Census figures indicate that a sizable number of PwDs are in working age out of which, a majority reside in rural areas and need to be engaged in a constructive manner to make them contributing members of the society.

Table 5: Work Participation Rates in major States (year 2011)

Work Participation Rate	General	Disabled	WPR gap
Andhra Pradesh	64.94	51.97	12.97
Bihar	54.53	53.55	0.98
Chhattisgarh	71.42	54.66	16.76
Jharkhand	62.23	54.69	7.54
Madhya Pradesh	66.08	55.94	10.14
Maharashtra	61.83	56.89	4.94
Orissa	60.66	50.04	10.62
Rajasthan	67.6	55.00	12.60
Uttar Pradesh	50.06	47.60	2.46
West Bengal	54.09	46.45	7.64
India	58.48	50.50	7.98

Source: Census 2011 data

The Planning Commission, Gol, and UNDP conducted a study entitled “Livelihood opportunities for Persons with Disabilities” which was released in 2012. The report showed that though Bihar has lower work participation rate (WPR), it has shown the least gap between general and disabled WPR. The report further mentions that the data was not available for the 3% job reservation in all 10 states under study including Bihar. Also no data was available for poverty alleviation schemes in which PwDs have reservations. This is mainly due to the lacuna in formats and monitoring. Appropriate recommendations for improving this drawback have been suggested. Bihar shows the least gap in the work participation rate according to 2011 census.

Table 6: Disabled Beneficiaries under MGNREGA (year 2014-15)

States	No. of Disabled persons registered in NREGA in FY 2014-15	No. of Disabled persons worked in NREGA in FY 2014-15	Person days Generated in FY 2014-15	Person days generated per PwD	% PwDs worked against registration
Andhra Pradesh	227121	74362	2982425	40	32.74
Bihar	25319	2473	69425	28	9.77
Chhattisgarh	102826	15093	257910	17	14.68
Jharkhand	24646	5456	179866	33	22.14
Madhya Pradesh	150555	38158	706929	19	25.34
Maharashtra	110517	19294	531331	28	17.46
Orissa	29006	3258	75800	23	11.23
Rajasthan	19662	3888	115167	30	19.77
Uttar Pradesh	44657	9070	244789	27	20.31
West Bengal	412294	79447	1778720	22	19.27

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

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As seen in the table above, Bihar has shown 9.77% PwDs worked against registration. Bihar stands in the fourth position in terms of person days generated per PwD (28) after Rajasthan (30), Jharkhand (33) and AP (40). The further details of Bihar's MGNREGA with regards to PwDs are explained in the table above. As can be seen, total number of PwDs registered under NREGA during 2014-15 is 25319 out of which 2473 have been benefitted i.e. 9.77%. Also the person days generated per PwDs is 28 which is way below the 100 days mark as promised by MGNREGA scheme, providing a great scope for livelihood for PwDs with appropriate measures taken to include them more comprehensively.

Due to low levels of employment and self reliance, PwDs are currently dependent on various schemes available from the State and Centre. Utilization of schemes of DoSW, Bihar reflects the following figures;

Scheme	Financial achievement		Physical achievement	
	2013-14	2014-15 (upto Sep 2015)	2013-14	2014-15 (upto Sept 2015)
Central Schemes				
Indira Gandhi National Old age Pension Scheme	95759	101927	42.94	51.01
Indira Gandhi National Disability Pension Scheme	15899		5.06	
Indira Gandhi National Widow Pension Scheme	926		0.40	
National Family Benefit Scheme	5877		0.29	
State Schemes				
Laxmi Bai Pension Scheme	13769	9525	6.00	6.88
Bihar State Disability Pension Scheme	10603	5470	5.34	8.31
Bihar State Social Security Pension Scheme	850	600	0.59	0.73
Kabir Funeral Grant Scheme	2990	1600	1.00	0.53
Chief Minister Family Benefit Scheme	107	200	0.01	0.01
Chief Minister Disabled Strengthening Scheme (SAMBAL)	1558	1200	9.72	-
Bihar Shatabdi Leper Welfare Scheme	184	325	0.13	0.22
Mukhyamantri Bhikshavritti Nivaran Yojana & Old Age Home (SAHARA)	0.27	150	-	-

Source: Bihar Economic Survey 2014-15

The DoSW works with several vulnerable groups such as ultra poor, women, the elderly and PwDs. However, this report focuses on the PwDs in particular, and the efforts required improving their situation. They are equal citizens of the state and must be provided with full opportunities to reach their full potential. This would require convergence of several crucial departments, so as to ensure their entitlements. Making the state conducive to the most marginalized, will automatically elevate the opportunities for the less disadvantaged, and catapult it towards progress.

About SAKSHAM

Department of Social Welfare (DoSW), Govt. of Bihar set up "SAKSHAM" i.e. State Society for Ultra Poor and Social Welfare (SSUPSW) in the year 2011 – 12 to provide technical assistance to the department and to undertake special projects for the welfare of poor people of Bihar. SAKSHAM is an independent organization registered under the Society Registration Act 1860. Vision of SAKSHAM is "to protect and promote the rights of

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women, children, older persons, PwDs, ultra poor and beggars by ensuring their care, protection, development, socio-economic and cultural empowerment through enabling policies and programs”.

General Body (GB) is the apex body of SAKSHAM for the policy decisions. It is headed by the Development Commissioner of Govt. of Bihar as the chairperson & represented by the Secretaries of concerning departments of the state government and heads of the different government agencies and Civil Society Organizations. Secretary, Department of Social Welfare is the Chairperson of its Executive Committee. The Society is managed by CEO & PD from Department of Social Welfare. CEO and PD of the Society are supported by Dy. CEO and Sr. Administrative Officer for Programme implementation & day-to-day to functioning of the Society with a team of Professionals and support staff.

Objectives of SAKSHAM

- To create an enabling policy environment for the welfare of ultra poor and beggars, women, children, older persons, PwDs by supporting formulation, planning, management and implementation of enabling policies.
- To evolve strategies and approaches for the welfare of ultra poor and beggars, women, children, older persons, PwDs, especially in situation of vulnerabilities, risk abuse, discrimination and social stigmatization, including mentally challenged persons.
- To provide credit and other facilities for economic empowerment of ultra poor, PwDs and Older Persons etc.
- To contribute to the lives of ultra poor, PwDs, older persons etc. through empowerment and fostering strong self-managed grassroots institutions and support investment by them.
- To function as the Resource Centre for DoSW and its Directorates in policy analysis and policy development – including development/revision of operational guidelines, standards of care and policy documents.
- To support DoSW and its Directorates to review and strengthen institutional arrangements and in formulating and implementing programs/schemes for ensuring a continuum of social welfare and health and nutrition services for Ultra poor and beggars, Women, Older persons and PwDs - including setting up, management and monitoring of resource/units residential/non-residential institutions for example Old Age Homes, Children Homes, Shelter Homes, Short Stay Homes etc.

SAKSHAM and Inclusion of PwDs

The exclusion of the disabled poor does not happen by accident. It has evolved over time and has been shaped by several factors including existing power structures in our society, marginalization among the marginalized, lack of access to services and facilities due to various attitudinal, physical and informational barriers. Well-paid, productive work is the most basics of human needs. Yet it is denied to millions of PwDs in poor countries

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because of exclusion from education, from services such as micro finance, and because of systematic and widespread discrimination in the context of employment.

As years of experience on the implementation of various government programmes in India have shown that, besides adequate resource base and administrative initiative, the success of these programmes also depends upon the participation of the poor themselves, starting from the very planning phase. As is the case of PwDs wherein it is 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 illiteracy, particularly among the disabled population along with non- existence of institutions that promote collective action need to be developed carefully.

“... But action must also take place with local leadership and ownership, reflecting local realities. There is no simple, universal blue print”

In line with the above mentioned statement of the World Development Report,¹⁰ the state of Bihar has taken some proactive steps in this direction and has included PwDs as a major vulnerable group in SAKSHAM to enhance their development and improve their status of living and help them break this vicious circle of poverty and disability.

¹⁰ World Development Report, 2000/2001p.VII

Result Based Management

Impact	SAKSHAM will create enabling environment for inclusion of all socially excluded groups to mainstream them towards achieving self-respect and dignity of life through comprehensive development measures in Bihar.			
Excluded groups	<u>Group A:</u> All Persons with Disabilities (PwDs) are included in the public policy and programme with their rights protected and dignity maintained	<u>Group B:</u> All women particularly the ultra poor, very poor, widows, separated, deserted, single and sex workers are included in the public policy and their rights protected and dignity maintained	<u>Group C:</u> All the older persons are effectively included in the public policy and programme with their rights protected and dignity maintained	<u>Group D:</u> All children below 6 years of age with their rights to survival, protection, participation and development guaranteed
Strategic Results	1. Appropriate enabling environment is created by SAKSHAM to promote and advocate the inclusion of the excluded groups in all government programmes			
	2. Appropriate capacity building programmes for selected institutions, support structures, individuals as well as groups designed, conducted and facilitated by SAKSHAM for strengthening their capacity to participate in designated programmes			
	3. Persons with Disabilities fully participate in their own development created, enhanced and supported by SAKSHAM			
	4. Appropriate research (primary and secondary) & documentation facilitated by SAKSHAM with an integrated database (qualitative & quantitative) system is in place that allows storing, analyzing, retrieving and disseminating relevant information to various stakeholders			

All Persons with Disabilities (PwDs) are included in the public policy and programme with their rights protected and dignity maintained

Outcome 1 with Outputs and Activities

SR – 1	Appropriate enabling environment is created by SAKSHAM to promote and advocate the inclusion of PwDs in all government programmes
Outcome – 1	1.1. Formulation of Bihar State Policy for PwDs
Output – 1	1.1.1. Review of existing disability legislations, institutional framework and international conventions
Activity – 1	Review of all Indian legislations and institutional framework
Activity – 2	Review of all International conventions related to disability
Output – 2	1.1.2. Preparation of Working Draft
Activity – 3	Preparation of working draft based on review
Output – 3	1.1.3. Stakeholder Consultation
Activity – 4	Preparing conceptual framework
Activity – 5	Identification of stakeholders
Activity – 6	Organizing stakeholder consultation
Activity – 7	Preparation of workshop report
Output – 4	1.1.4. Draft Policy Presentation to Chief Secretary
Activity – 8	Draft policy presentation to Chief Secretary
Output – 5	1.1.5. Preparation of Final Draft Policy
Activity – 9	Incorporation of workshop inputs and preparation of final draft

Outcome 1: Formulation of Bihar State Policy for PwDs

Output 1: Review of existing disability legislations, institutional framework and international conventions

Review of existing disability legislations, institutional framework and international conventions is a must as it forms the baseline for the policy preparation and also provides insights to the additional inputs that need to be thought of and appropriately included while writing the policy.

Output 2: Preparation of Working Draft

A policy has implications on a larger population on a long term basis. Careful considerations must be done before it is set out in the public domain as an instrument of programme guidelines. It is imperative that all facets are appropriately addressed and vetted by concern experts and stakeholders. Hence appropriate consultation as well as peer review is done before the final draft is prepared and sent to the cabinet.

Output 3: Stakeholder Consultation

The policy will encompass PwDs through a life cycle approach. It is crucial that the policy respects the concept of “Nothing about us without us”. A consultation workshop to discuss all aspects of the policy with the stakeholders is an essential element to incorporate their views and sentiments before finalization. Only then the policy will be a public policy in true form.

Output 4: Draft policy presentation to Chief Secretary

The draft with inputs from the stakeholder consultation would be presented in a meeting chaired by the Chief Secretary and participated by all the Principal Secretaries and Secretaries from relevant departments.

Output 5: Preparation of final draft policy

The draft will be finalized after inputs from primary stakeholders as well as meeting with the Chief Secretary.

Outcome 2 with Outputs and Activities

Outcome – 2	1.2. Importance of social inclusion of PwDs is internalized and implemented as an essential component for programming based on PwD policy framework
Output – 6	1.2.1. Study of programmes / schemes / services being implemented by DoSW/ SAKSHAM for PwDs
Activity – 10	Desk Review
Activity – 11	Field visit and interaction with beneficiaries
Activity – 12	Preparation of Study report
Output – 7	1.2.2. Formation of State level Resource Teams (SRT)
Activity – 13	Developing ToR for SRT
Activity – 14	Identification of team members as per set criteria
Activity – 15	Conducting capacity building programme for SRTs
Activity – 16	Organize exposure visits of SRT to selected best practice initiatives
Activity – 17	Debriefing workshop and preparation of Action Plan by SRT team members
Output – 8	1.2.3. Guidelines for Barrier free environment
Activity – 18	Desk review of national and international standards for barrier free access to mobility
Activity – 19	Desk review of national and international standards for barrier free access to communication
Activity – 20	Desk review of national and international standards for barrier free access to built environment
Activity – 21	One day sharing session with Stakeholders, DoSW & SAKSHAM official for designing the guidelines and standard norms of accessibility for PwD
Activity – 22	Preparation of guidelines

Outcome 2: Importance of social inclusion of PwDs is internalized and implemented as an essential component for programming based on PwD policy framework

Output 6: Study of programmes / schemes / services being implemented by DoSW/ SAKSHAM for PwDs

While designing the program and intervention strategies for the development of PwDs through DoSW/ SAKSHAM, it's important to appraise the programmes for its appropriateness and effectiveness in regards to the beneficiaries.

Output 7: Formation of State level Resource Teams (SRT)

Dedicated and professional support structure is essential for the effective implementation and sustainability of the programme. Hence a team comprising selected functionaries of SAKSHAM including professionals would be formed. This team would be knowledgeable about the approach of SAKSHAM / DoSW that is being followed while working with PwDs and allied support agencies. Capacity building of the team would be conducted along with exposure visit. Exposure visits are organized so that the team members can observe and learn from the organizations visited and implement the same in their activities and implement those in an appropriate manner.

Output 8: Guidelines for Barrier free environment

Despite several specific provisions that cast obligations on Central, State and local Governments for creation of a barrier free environment, little evidence of compliance is seen. One of the reasons could be that appropriate guidelines may not be available as a ready reckon. Hence preparation of guidelines will facilitate the appropriate department for creating barrier free environment to ensure PwDs participation in the economic, political and socio-cultural life.

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 SAKSHAM
Outcome – 3	2.1. All stakeholders appropriately sensitized and trained to support PwDs
Output – 9	2.1.1. Study of resource units / residential institutions / non-residential institutions
Activity – 23	Desk Review of resource units / residential institutions / non-residential institutions managed / funded by SAKSHAM / DoSW
Activity – 24	Visiting the SAKSHAM / DoSW supported resource units / residential institutions / non-residential institutions
Activity – 25	Capacity Assessment
Activity – 26	Preparation of Study report
Output – 10	2.1.2. Preparation of SOP / Guidelines for management for resource units / residential institutions / non-residential institutions
Activity – 27	Desk review
Activity – 28	Field visit to SAKSHAM / DoSW supported resource units / residential institutions / non-residential institutions
Activity – 29	One day sharing with Stakeholder, SAKSHAM/DoSW officials
Activity – 30	Finalization of plans and strategies to incorporate standards of care & protection for PwDs in the existing programmes / schemes of SAKSHAM
Output – 11	2.1.3. Study of institutions / organizations working for PwDs
Activity – 31	Desk Review of existing institutions / organizations working for PwDs
Activity – 32	Visiting the institutions / organizations working for PwDs
Activity – 33	Capacity Assessment
Activity – 34	Preparation of Study report
Output – 12	2.1.4. Defining Standard of Care & Protection for PwDs
Activity – 35	Desk review
Activity – 36	Field visit to institutions / organizations working for PwDs
Activity – 37	One day sharing with Stakeholder, SAKSHAM/DoSW officials
Activity – 38	Finalization of plans and strategies to incorporate standards of care & protection for PwDs in the existing programmes / schemes of SAKSHAM

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Outcome – 3	2.1. All stakeholders appropriately sensitized and trained to support PwDs
Output – 13	2.1.5. Sensitization workshop for SPMU
Activity – 39	conceptualization
Activity – 40	Workshop material development, session planning and finalizing
Activity – 41	Workshop-wise budgeting
Activity – 42	Conducting workshop
Activity – 43	Preparation of workshop report
Output – 14	2.1.6. Training module for training of PwDs (Leadership Training module for PwDs)
Activity – 44	Desk review
Activity – 45	Preparation of training module
Activity – 46	Pilot testing of module
Output – 15	2.1.7. Capacity building of SAKSHAM team at district and block level
Activity – 47	Stakeholder-wise conceptualization
Activity – 48	Workshop-wise material development
Activity – 49	Workshop-wise session planning and finalizing
Activity – 50	Workshop-wise budgeting
Activity – 51	Conducting workshop for district centre heads of Buniyad
Activity – 52	Conducting workshop for block centre heads of Buniyad
Activity – 53	Preparation of workshop reports

Outcome 3: All stakeholders appropriately sensitized and trained to support PwDs

Output 9: Study of resource units / residential institutions / non-residential institutions

Most of the work, be it creation of enabling environment or rolling out of integrated plan for PwDs, study of resource units / residential institutions / non –residential institutions would be necessary so as to suggest appropriate service delivery mechanism for these institutes.

Output 10: Preparation of SOP / Guidelines for management for resource units / residential institutions / non-residential institutions

It is imperative that appropriate Standard Operating Procedures and management guidelines are established for smooth, effective and congenial work atmosphere in the organization to serve the PwD clientele.

Output 11: Study of institutions / organizations working for PwDs

Desk review of the organizations working in the field of disability would be undertaken and based on the set criteria these organizations would be shortlisted. Capacity assessment of the shortlisted organizations would be conducted and study report would be prepared.

Output 12: Defining Standard of Care & Protection for PwDs

Numerous studies have shown across the world that PwDs are subject to abuse and ill treatment. It is also known that PwDs from the high support group require intense personal care and are highly vulnerable physically, economically and emotionally. It is vital that basics standard of care is prescribed and adequate measure of protection both physically and emotionally are in place.

Output 13: Sensitization workshop for SPMU

Dedicated and professional support structure at the apex level is essential. The team working at the State level in SAKSHAM need to be knowledgeable and sensitized.

Output14: Training module for training of PwDs (Leadership Training module for PwDs)

PwDs in general suffer from low self esteem. This is partly due to the atmosphere at home as well as the negative attitude of society in general. While intervention at an early age is best to take care of such feelings, demographically it is known that a large number of PwDs are in the age group of 16 to 60 yrs. To boost the moral and

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enhance their self esteem and build leadership qualities, 2 days module would be developed. The module would comprise classroom, simulation exercise as well as exposure visit to appreciate multi-dimensionality of disability.

Output 15: Capacity building of SAKSHAM team at district and block level

Buniyad is a structure established at district and block level under SAKSHAM. These structures will be functioning as single window service point for the PwDs at the lowest spatial level. Buniyad will also be a multi functional agency to collaborate with social, political and administrative structure in order to bring in the best services for PwDs. This demands adequate management acumen of the staff working in Buniyad. Accordingly, capacity building of the Buniyad staff would be an essential element of the work envisaged.

Outcome 4 with Outputs and Activities

Outcome – 4	2.2. Skilled PwDs available for participating in livelihood activities
Output – 16	2.2.1. Identification of posts for employment of PwDs
Activity – 54	Desk Review
Activity – 55	Identification of Posts for PwDs
Output – 17	2.2.2. Ability matrix – Skill inventory for PwDs
Activity – 56	Desk Review
Activity – 57	Category-wise skill mapping based on functional assessment
Activity – 58	Preparation of ability matrix

Outcome 4: Skilled PwDs available for participating in livelihood activities

Output 16: Identification of posts for employment of PwDs

The PwD Act 1995, mandates every government establishment to reserve not less than 3% of the vacancies for PwDs. It is well recognized that PwDs have restricted capacities due to their physical and mental limitations that may challenge their work capacity keeping in mind the safety and security aspect. To that extent it is important to identify posts suitable to PwDs according to their disability.

Output 17: Ability matrix – Skill inventory for PwDs

Functional assessment by appropriate professionals would be done for all PwDs so that appropriate skill can be imparted to them that would be best suited keeping in mind their interest and aptitude. A matrix would be drawn out so that skill enhancement programme can be developed.

Outcome 5 with Outputs and Activities

SR – 3	Persons with Disabilities fully participate in their own development created, enhanced and supported by SAKSHAM
Outcome – 5	3.1. Empowerment of PwDs by formulation of appropriate plan of action
Output – 18	3.1.1. Roadmap of Annual Action for Empowerment of PwDs
Activity – 59	Desk review of State, national best practices for preparation of programme strategies
Activity – 60	One day workshop for preparation of framework for annual action plan
Activity – 61	Preparation of annual action plan along with budget and timeline for the state of Bihar

Outcome 5: Empowerment of PwDs by formulation of appropriate plan of action

Output 18: Roadmap of Annual Action for Empowerment of PwDs

It is proposed that every district would have an annual action plan in accordance with the available data of PwDs. This would be a convergent plan where participation of all departments would be ensured so that a clear roadmap is drawn out for smooth implementation of programmes for achieving the desired results.

Outcome 6 with Outputs and Activities

Outcome – 6	3.2. Buniyad plays a pivotal role for empowerment of PwDs at the lowest spatial level
Output – 19	3.2.1. Establishment and strengthening of Buniyad centres at district and block level
Activity – 62	Preparation of operational manual
Activity – 63	Building linkages between Buniyad and specialized organizations including national institutes for PwDs
Activity – 64	Organizing workshop to facilitate convergence with relevant departments
Activity – 65	Preparation of district convergence plan for Buniyad

Outcome 6: Buniyad plays a pivotal role for empowerment of PwDs at the lowest spatial level

Output 19: Establishment and strengthening of Buniyad centres at district and block level

Buniyad Operation Manual would consist of 2 parts. The first part will contain the basics aspects of disability and its dynamics. The second part would consist of operational procedures to avoid any ambiguity while working in collaboration with other departments.

Outcome 7 with Outputs and Activities

SR – 4	Appropriate research (primary and secondary) & documentation facilitated by SAKSHAM with an integrated database (qualitative & quantitative) system is in place that allows storing, analyzing, retrieving and disseminating relevant information to various stakeholders
Outcome – 7	4.1. Develop and maintain a uniform comprehensive online Management Information System (MIS) on disability in accessible format for public in general
Output – 20	4.1.1. Disability mapping and creation of database
Activity – 66	Desk review of the existing data on PwDs
Activity – 67	Facilitating enumeration and identification of PwDs
Activity – 68	Preparation of survey report
Activity – 69	Preparation of MIS format for database management on disability
Output - 21	4.1.1. Documentation of Case Studies
Activity – 70	Conceptualization
Activity – 71	Workshop budget
Activity – 72	Conducting the workshop for district & block level Buniyad programme managers
Activity – 73	Preparation of workshop report

Outcome 7: Develop and maintain a uniform comprehensive online Management Information System (MIS) on disability in accessible format for public in general

Output 20: Disability mapping and creation of database

Disability mapping exercise is carried out in order to understand the number of disabled individuals, their problems, issues and conditions in which they live. This gives an overview of the disability status in the selected blocks and points out the areas of priority. In addition, the rehabilitation of PwDs is a dynamic process specially when taking the life cycle approach. This calls for creation of adequate and up to date database management system that is synchronized with all players dealing with PwDs. This database would be an online system that would be comprehensive in nature and accessible to all as public document.

Output 21: Documentation of Case Studies

Documentation of evidence based case studies is a bank of knowledge creation. Learning from both success and failure suggest areas for improvement. However, the documentation needs to be scientific and methodical. Selected team from SAKSHAM as well as field level persons would be trained in scientific documentation method.

Timeline

No.	Details	Jun 2015	Jul 2015	Aug 2015	Sep 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016
Outcome – 1	1.1. Formulation of Bihar State Policy for PwDs												
Output – 1	1.1.1. Review of existing disability legislations, institutional framework and international conventions												
Output – 2	1.1.2. Preparation of Working Draft	FV1											
Output – 3	1.1.3. Stakeholder Consultation		FV2										
Output – 4	1.1.4. Draft Policy Presentation to Chief Secretary		FV3										
Output – 5	1.1.5. Preparation of Final Draft Policy												
Outcome – 2	1.2. Importance of social inclusion of PwDs is internalized and implemented as an essential component for programming based on PwD policy framework												
Output – 6	1.2.1. Study of programmes / schemes / services being implemented by DoSW/ SAKSHAM for PwDs			FV4									
Output – 7	1.2.2. Formation of State level Resource Teams (SRT)			FV4			FV6	FV7					
Output – 8	1.2.3. Guidelines for Barrier free environment						FV6						
Outcome – 3	2.1. All stakeholders appropriately sensitized and trained to support PwDs												
Output – 9	2.1.1. Study of resource units / residential inst./ non-residential inst.				FV5		FV6	FV7					
Output – 10	2.1.2. Preparation of SOP / Guidelines for management for resource units / residential institutions / non-residential institutions						FV6	FV7		FV8			
Output – 11	2.1.3. Study of institutions / organizations working for PwDs							FV7		FV8			
Output – 12	2.1.4. Defining Standard of Care & Protection for PwDs							FV7		FV8		FV9	
Output – 13	2.1.5. Sensitization workshop for SPMU				FV5								
Output – 14	2.1.6. Training module for training of PwDs (Leadership Training module for PwDs)						FV6						
Output – 15	2.1.7. Capacity building of SAKSHAM team at district and block level							FV7		FV8		FV9	
Outcome – 4	2.2. Skilled PwDs available for participating in livelihood activities												
Output – 16	2.2.1. Identification of posts for employment of PwDs												
Output – 17	2.2.2. Ability matrix – Skill inventory for PwDs												
Outcome – 5	3.1. Empowerment of PwDs by formulation of appropriate plan of action												
Output – 18	3.1.1. Roadmap of Annual Action for Empowerment of PwDs						FV6						
Outcome – 6	3.2. Buniyad plays a pivotal role for empowerment of PwDs at the lowest spatial level												
Output – 19	3.2.1. Establishment and strengthening of Buniyad centres at district and block level							FV7					
Outcome – 7	4.1. Develop and maintain a uniform comprehensive online Management Information System (MIS) on disability in accessible format for public in general												
Output – 20	4.1.1. Disability mapping and creation of database							FV7					
Output – 21	4.1.1. Documentation of Case Studies												

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June 2015

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 1	1.1.1. Review of existing disability legislations, institutional framework and international conventions				
Activity – 1	Review of all Indian legislations and institutional framework	FV1			
Activity – 2	Review of all International conventions related to disability				
Output – 2	1.1.2. Preparation of Working Draft				
Activity – 3	Preparation of working draft based on review				

July 2015

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 3	1.1.3. Stakeholder Consultation				
Activity – 4	Preparing conceptual framework				
Activity – 5	Identification of stakeholders				
Activity – 6	Organizing stakeholder consultation		FV2		
Activity – 7	Preparation of workshop report				
Output – 4	1.1.4. Draft Policy Presentation to Chief Secretary				
Activity – 9	Draft policy presentation to Chief Secretary				FV3
Output – 5	1.1.5. Preparation of Final Draft Policy				
Activity – 8	Incorporation of workshop inputs and preparation of final draft				

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August 2015

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 6	1.2.1. Study of programmes / schemes / services being implemented by DoSW/ SAKSHAM for PwDs				
Activity – 10	Desk Review				
Activity – 11	Field visit and interaction with beneficiaries		FV4		
Activity – 12	Preparation of Study report				
Output – 7	1.2.2. Formation of State level Resource Teams (SRT)				
Activity – 13	Developing ToR for SRT				
Activity – 14	Identification of team members as per set criteria		FV4		
Output – 9	2.1.1. Study of resource units / residential institutions / non-residential institutions				
Activity – 23	Desk Review of resource units / residential institutions / non-residential institutions managed / funded by SAKSHAM / DoSW				
Output – 10	2.1.2. Preparation of SOP / Guidelines for management for resource units / residential inst. / non-residential institutions				
Activity – 27	Desk review				
Output – 13	2.1.5. Sensitization workshop for SPMU				
Activity – 39	conceptualization				
Activity – 40	Workshop material development, session planning and finalizing				
Activity – 41	Workshop-wise budgeting				
Output – 16	2.2.1. Identification of posts for employment of PwDs				
Activity – 54	Desk Review				
Activity – 55	Identification of Posts for PwDs				
Output – 18	3.1.1. Roadmap of Annual Action for Empowerment of PwDs				
Activity – 59	Desk review of State, national best practices for preparation of programme strategies				

September 2015

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 9	2.1.1. Study of resource units / residential institutions / non-residential institutions				
Activity – 25	Capacity Assessment				
Output – 11	2.1.3. Study of institutions / organizations working for PwDs				
Activity – 31	Desk Review of existing institutions / organizations working for PwDs				
Output – 13	2.1.5. Sensitization workshop for SPMU				
Activity – 42	Conducting workshop		FV5		
Output – 19	3.2.1. Establishment and strengthening of Buniyad centres at district and block level				
Activity – 62	Preparation of operational manual				

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October 2015

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 8	1.2.3. Guidelines for Barrier free environment				
Activity – 18	Desk review of national and international standards for barrier free access to mobility				
Activity – 19	Desk review of national and international standards for barrier free access to communication				
Activity – 20	Desk review of national and international standards for barrier free access to built environment				
Output – 12	2.1.4. Defining Standard of Care & Protection for PwDs				
Activity – 35	Desk review for standard of care & protection for PwDs				
Output – 14	2.1.6. Training module for training of PwDs (Leadership Training module for PwDs)				
Activity – 44	Desk review				
Activity – 45	Preparation of training module				
Output – 15	2.1.7. Capacity building of SAKSHAM team at district and block level				
Activity – 47	Stakeholder-wise conceptualization				
Activity – 48	Workshop-wise material development				
Activity – 49	Workshop-wise session planning and finalizing				
Activity – 50	Workshop-wise budgeting				
Output – 19	3.2.1. Establishment and strengthening of Buniyad centres at district and block level				
Activity – 62	Preparation of operational manual				
Output – 20	4.1.1. Disability mapping and creation of database				
Activity – 66	Desk review of the existing data on PwDs				
Activity – 69	Preparation of MIS format for database management on disability				

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November 2015

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 7	1.2.2. Formation of State level Resource Teams (SRT)				
Activity – 15	Conducting capacity building programme for SRTs				FV6
Activity – 16	Organize exposure visits of SRT to selected best practice initiatives				
Output – 8	1.2.3. Guidelines for Barrier free environment				
Activity – 21	One day sharing session with Stakeholders, DoSW & SAKSHAM official				FV6
Activity – 22	Preparation of guidelines				
Output – 9	2.1.1. Study of resource units / residential institutions / non-residential institutions				
Activity – 24	Visiting the SAKSHAM / DoSW supported resource units / residential institutions / non-residential institutions				FV6
Activity – 25	Capacity Assessment				
Output – 10	2.1.2. Preparation of SOP / Guidelines for management for resource units / residential inst. / non-residential institutions				
Activity – 28	Field visit to SAKSHAM / DoSW supported resource units / residential institutions / non-residential institutions				FV6
Output – 14	2.1.6. Training module for training of PwDs (Leadership Training module for PwDs)				
Activity – 46	Pilot testing of module				FV6
Output – 17	2.2.2. Ability matrix – Skill inventory for PwDs				
Activity – 56	Desk Review				
Output – 18	3.1.1. Roadmap of Annual Action for Empowerment of PwDs				
Activity – 60	One day workshop for preparation of framework for annual action plan				FV6
Activity – 61	Preparation of annual action plan along with budget and timeline for the state of Bihar				

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December 2015

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 7	1.2.2. Formation of State level Resource Teams (SRT)				
Activity – 17	Debriefing workshop and preparation of Action Plan by SRT team members			FV7	
Output – 9	2.1.1. Study of resource units / residential institutions / non-residential institutions				
Activity – 24	Visiting the SAKSHAM / DoSW supported resource units / residential institutions / non-residential institutions			FV7	
Activity – 25	Capacity Assessment				
Activity – 26	Preparation of Study report				
Output – 10	2.1.2. Preparation of SOP / Guidelines for management for resource units / residential inst./ non-residential institutions				
Activity – 28	Field visit to SAKSHAM / DoSW supported resource units / residential institutions / non-residential institutions			FV7	
Output – 11	2.1.3. Study of institutions / organizations working for PwDs				
Activity – 32	Visiting the institutions / organizations working for PwDs			FV7	
Activity – 33	Capacity Assessment				
Output – 12	2.1.4. Defining Standard of Care & Protection for PwDs				
Activity – 36	Field visit to institutions / organizations working for PwDs			FV7	
Output – 15	2.1.7. Capacity building of SAKSHAM team at district and block level				
Activity – 51	Conducting workshop for district centre heads of Buniyad			FV7	
Activity – 53	Preparation of workshop reports				
Output – 17	2.2.2. Ability matrix – Skill inventory for PwDs				
Activity – 57	Category-wise skill mapping based on functional assessment				
Output – 18	3.1.1. Roadmap of Annual Action for Empowerment of PwDs				
Activity – 61	Preparation of annual action plan along with budget and timeline for the state of Bihar				
Output – 19	3.2.1. Establishment and strengthening of Buniyad centres at district and block level				
Activity – 64	Organizing workshop to facilitate convergence with relevant departments			FV7	
Activity – 65	Preparation of district convergence plan for Buniyad				
Output – 20	4.1.1. Disability mapping and creation of database				
Activity – 66	Desk review of the existing data on PwDs				
Activity – 67	Facilitating enumeration and identification of PwDs			FV7	

SAKSHAM Inception Report

January 2016

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 9	2.1.1. Study of resource units / residential institutions / non-residential institutions				
Activity – 26	Preparation of Study report				
Output – 11	2.1.3. Study of institutions / organizations working for PwDs				
Activity – 34	Preparation of Study report				
Output – 17	2.2.2. Ability matrix – Skill inventory for PwDs				
Activity – 57	Category-wise skill mapping based on functional assessment				
Activity – 58	Preparation of ability matrix				
Output – 20	4.1.1. Disability mapping and creation of database				
Activity – 67	Facilitating enumeration and identification of PwDs				

February 2016

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 10	2.1.2. Preparation of SOP / Guidelines for management for resource units / residential inst. / non-residential institutions				
Activity – 29	One day sharing with Stakeholder, SAKSHAM/DoSW officials		FV8		
Activity – 30	Finalization of plans and strategies to incorporate standards of care & protection				
Output – 11	2.1.3. Study of institutions / organizations working for PwDs				
Activity – 32	Visiting the institutions / organizations working for PwDs		FV8		
Activity – 33	Capacity Assessment				
Activity – 34	Preparation of Study report				
Output – 12	2.1.4. Defining Standard of Care & Protection for PwDs				
Activity – 36	Field visit to institutions / organizations working for PwDs		FV8		
Output – 15	2.1.7. Capacity building of SAKSHAM team at district and block level				
Activity – 52	Conducting workshop for block centre heads of Buniyad		FV8		
Activity – 53	Preparation of workshop reports				
Output – 17	2.2.2. Ability matrix – Skill inventory for PwDs				
Activity – 57	Category-wise skill mapping based on functional assessment				
Activity – 58	Preparation of ability matrix				
Output – 20	4.1.1. Disability mapping and creation of database				
Activity – 67	Facilitating enumeration and identification of PwDs				

SAKSHAM Inception Report

March 2016

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 17	2.2.2. Ability matrix – Skill inventory for PwDs				
Activity – 57	Category-wise skill mapping based on functional assessment				
Activity – 58	Preparation of ability matrix				
Output – 19	3.2.1. Establishment and strengthening of Buniyad centres at district and block level				
Activity – 63	Building linkages between Buniyad and specialized organizations including national institutes for PwDs				
Output – 20	4.1.1. Disability mapping and creation of database				
Activity – 67	Facilitating enumeration and identification of PwDs				
Activity – 68	Preparation of survey report				
Output - 21	4.1.1. Documentation of Case Studies				
Activity – 70	Conceptualization				
Activity – 71	Workshop budget				

April 2016

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 12	2.1.4. Defining Standard of Care & Protection for PwDs				
Activity – 37	One day sharing with Stakeholder, SAKSHAM/DoSW officials	FV9			
Output – 15	2.1.7. Capacity building of SAKSHAM team at district and block level				
Activity – 52	Conducting workshop for block centre heads of Buniyad	FV9			
Activity – 53	Preparation of workshop reports				
Output – 17	2.2.2. Ability matrix – Skill inventory for PwDs				
Activity – 57	Category-wise skill mapping based on functional assessment				
Activity – 58	Preparation of ability matrix				
Output – 19	3.2.1. Establishment and strengthening of Buniyad centres at district and block level				
Activity – 63	Building linkages between Buniyad and specialized organizations including national institutes for PwDs				
Output - 21	4.1.1. Documentation of Case Studies				
Activity – 72	Conducting the workshop for district & block level Buniyad programme managers				
Activity – 73	Preparation of workshop report				

SAKSHAM Inception Report

May 2016

No.	Details	1 st wk	2 nd wk	3 rd wk	4 th wk
Output – 12	2.1.4. Defining Standard of Care & Protection for PwDs				
Activity – 38	Finalization of plans and strategies to incorporate standards of care & protection				
Output – 17	2.2.2. Ability matrix – Skill inventory for PwDs				
Activity – 57	Category-wise skill mapping based on functional assessment				
Activity – 58	Preparation of ability matrix				
Output – 19	3.2.1. Establishment and strengthening of Buniyad centres at district and block level				
Activity – 63	Building linkages between Buniyad and specialized organizations including national institutes for PwDs				

Abbreviations

CBR	Community Based Rehabilitation
CWSN	Children with Special Needs
DoSW	Department of Social Welfare
ESCAP	Economic and Social Commission for Asia and Pacific
FY	Financial Year
GB	General Body
Gol	Government of India
HBE	Home-based education
HDI	Human Development Index
IAMR	Institute of Applied Manpower Research
IAMR	Institute of Applied Manpower Research
IEDSS	Inclusive Education for Disabled at Secondary Stage
IMR	Infant Mortality Rate
JSY	Janani Suraksha Yojana
MGNREGA	Mahatma Gandhi National Rural Employment Gurantee Act
MH&FW	Ministry of Health & Family Welfare
MHRD	Ministry of Human Resource Development
MMR	Maternal Mortality Rate
MoLE	Ministry of Labour & Employment
MoRD	Ministry of Rural Development
MoSJE	Ministry of Social Justice and Empowerment
MWCD	Ministry of Women & Child Development
NGOs	Non Government Organizations
NSSK	Navjaat Shishu Suraksha Karyakram
PAB	Programme Approval Board
PPP	Public-Private Partnerships
PRI	Panchayati Raj Institutions
PwDs	Persons with Disabilities
RBSK	Rashtriya Bal Swasthya Karyakram
RMSA	Rashtriya Madhyamik Shiksha Abhiyan
SHGs	Self Help Groups
UDISE	Unified-District Information System for Education
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNDP	United Nations Development Programme
Uts	Union Territories
WB	World Bank
WPR	Work Participation Rate
WwDs	Women with Disabilities