



State Society for Ultra Poor and Social Welfare
Government of Bihar

SSUPSW Plan of Action 2015-16



Submitted by

Samir Ghosh
Consultant, SSUPSW

Contents

| | |
|--|----------|
| Preamble | 1 |
| Strategy for Convergence | 2 |
| Plan of Action 2015-16 | 3 |
| 1. <i>Formulation of Bihar State Policy for PwDs</i> | 3 |
| 2. <i>Preparation of Employment Guidelines</i> | 3 |
| 3. <i>Formulation of guidelines to facilitate access of PwDs</i> | 3 |
| 4. <i>Formulation of Standard operating procedure {SOP} for govt. and non-govt. institutions</i> | 4 |
| 5. <i>Developing training module for training of PwDs.....</i> | 4 |
| 6. <i>Preparation of Action Plan for empowerment of PwDs</i> | 4 |
| 7. <i>Formulation of Standard operating procedure {SOP} for operating standards of care & protection for PwDs.....</i> | 4 |
| 8. <i>Budget Analysis for policy statements.</i> | 4 |
| 9. <i>Operationalizing Buniyad.....</i> | 4 |
| 10. <i>Develop and maintain a uniform comprehensive online Management Information System (MIS) on disability in accessible format for public in general.....</i> | 5 |
| 11. <i>Sensitization of all stakeholders</i> | 5 |
| 13. <i>Skilled PwDs available for participating in livelihood activities.....</i> | 5 |
| 14. <i>Disability Mapping</i> | 5 |

SSUPSW Plan of Action 2015-16

Preamble

The Central and State Governments are spending large amounts for the development of rural areas and improving the living conditions of the people. Several programmes have been launched to achieve these objectives. Many of the programmes planned and executed by different ministries/departments/agencies have almost similar objectives and targeting the same groups/areas. These programmes are for creating employment opportunities, social security measures, providing basic minimum services, building infrastructure and managing land and water resources for sustainable development and thereby alleviating poverty. This strategy is facilitating the village economy to emerge from subsistence to self-sustenance.

In order to use resources efficiently and involve the local governments actively, i.e., to apply the principle of subsidiary in practice, co-existence of horizontal coordination and vertical consolidation are instrumental, where local governments and other planning entities work together and plan development together. They are implementing various rural development programmes through a set of guidelines and by separate set of administrative and institutional mechanisms. In order to facilitate the horizontal planning process at various local governments' level, the tendency to build scheme-specific guidelines needs to be modified to bring uniformity in planning, sanctioning, release of funds, implementation and monitoring and evaluation of the programmes. Interestingly, all the guidelines stipulate inter programme coordination and convergence. Broad procedures and processes are similar in many ways in these programmes. But the approval system and implementing agencies are different. In this context, the Ministry of Rural Development has taken a major initiative to converge its various programmes with programmes implemented within the Ministry and other Ministries like agriculture, environment and forest, etc.

Convergence at the grassroots implies integrated grassroots planning and implementation. Convergence planning can achieve multiple goals such as maximization of returns from the investment, promotion of public private-community partnerships, sustainable development, meeting the unmet needs of the community and emergence of good governance. The instruments include pooling of resources, both human and capital, transfer of productive and eco-friendly technologies and value addition through provision of backward and forward linkages. The achievement of objectives without compromising on essential conditionalities of the converging programmes will form the bottom line of partnership(s). The discussions would facilitate realization among the stakeholders that convergence approach would help everyone to realize the common goal of poverty reduction and creation of quality and durable assets for PwDs.

Bottom Up approach has been the hallmark of decentralization. On similar lines, participation of PwDs in planning and implementation of SSUPSW programmes specifically planned for them will ensure space to the socially and economically disadvantaged group in the decision making and assigning priorities. Since technical upgradation or introduction of appropriate technologies is envisaged as an integral part of the convergence planning, the

characteristics and consequences including risks, if any have to be shared with all the partners. The line departments have to provide technical support in user-friendly manner to the district team.

Strategy for Convergence

To make the convergence more effective and trend setters, the following suggestions deserve attention of the SSUPSW team, State Government Departments and other stakeholders;

1. **Identify the schemes of each department that involve PwDs as target group / beneficiary**
2. **Identifying potential areas/activities/schemes of each department for convergence** - The existing perspective/annual plans of various schemes in the selected area will be studied and discussed in the district/block level consultations of the district team with the concern district / block government department functionaries to address the identified needs.
3. **Social Mobilization/Sensitization** - Disability sensitization programme for the District and block officials of the concerned departments/organizations should be undertaken by the district SSUPSW team. A special module/session on 'Attitudes and behavioural change' is necessary to sensitize the functionaries. To make convergence planning more people centric, the activities planned in convergence with the line departments/organizations should be discussed in the Local Self Government. This intervention may enable the community to suggest a set of related activities to be taken by the local bodies which will form the basis for designing of convergence projects with line departments/agencies.
4. **Fund Provision/Mobilization** – As per the plan, the funds required for activities that would be carried out in convergence with the government departments/institutions would be allocated by the concern department/institution. If any activity of the plan that needs to be carried out in convergence and fund provision is not available with the department/ institution, then SSUPSW should extend funding for such activities.
5. **District Coordination Team (DCT)** - To make the process of planning, implementation and monitoring more effective, SSUPSW has gone for formation of the District Coordination Team. The DCT will develop initial recommended design options for a new disability livelihoods program to begin implementation in 2015-16. This would include options relating to the following:
 - 1) Program design and access to entitlements;
 - 2) Eligibility and assessment processes; and
 - 3) Program communication/requirements (e.g. reporting, awareness generation).

The District Coordination team will assist in recommending a phased approach to implementation with a primary focus on 2015-16 deliverables, but also providing recommendations for 2015- 2018 work, keeping in view the multi-year approach. The District Coordination team will develop a discussion guide on the recommended options, which will be used to gather feedback from the disability community prior to making final recommendations to the State office by March 31, 2016. The issue of adequacy and

benefit levels will be well within the scope of the work of the District Coordination team. The focus of the District Coordination team's work in the first year will be to provide recommended options regarding the design of the new livelihoods program and demonstrate by rolling out as pilot intervention. Decisions taken by the DCT regarding its work will be based on the support of the majority of members. Minority opinions will be noted on request. DCT will functionally report to District Magistrate administratively and for programmatic report to the SSUPSW State office.

6. **Utilization of Human Resources of other department/organization** - Support of human resource of the concern department would be sort for administrative and technical purpose. Other resources such as medical equipments, medicines, vehicles, available infrastructure etc would be utilized on need basis. SSUPSW block and cluster teams would be coordinating with the concern department officials for the activities to be carried out in the field.

Such thematic convergence with the government departments and other government organizations envisaging a variety of tasks to be undertaken by the team in coordination with the departments and organizations is an illustration. This type of convergence interventions would benefit the PwDs for improving their living standard on a sustainable basis. Several innovative activities would be undertaken for providing support to severely disabled persons which would set an example for other districts to replicate. Initiatives with focus on PwDs in the convergence planning would deserve special attention by all the districts to reach the unreached. Keeping this in view, Action Plan 2015-16 has been prepared and presented underneath. In order ensure effective implementation of the Action Plan, majority of the activities enlisted in the plan needs to be performed in convergence with relevant government departments.

Plan of Action 2015-16

SSUPSW will focus on evolving strategies to meet the requirements of PwDs in the working age group that can be mainstreamed as part of the implementation of the Action Plan that includes the following;

1. Formulation of Bihar State Policy for PwDs

Tasks:

- i. Review the available Bihar State Policy
- ii. Conduct the Stakeholder Workshop
- iii. Finalization of the Policy

Timeline: June 2015 – July 2015

2. Preparation of Employment Guidelines

Tasks:

- i. Desk review of the posts available for PwDs nationally and internationally
- ii. Compilation of the findings
- iii. Report writing

Timeline: August 2015 – September 2015

3. Formulation of guidelines to facilitate access of PwDs

Tasks:

- i. Desk review of the facilities available for PwDs
- ii. Preparation of guidelines

Timeline: September 2015 – October 2015

4. Formulation of Standard operating procedure {SOP} for govt. and non-govt. institutions

Tasks:

- i. Desk review
- ii. Organizational Assessment
- iii. Preparation of guidelines / SOP

Timeline: October 2015 – December 2015

5. Developing training module for training of PwDs.

A training module would be designed to inculcate self confidence amongst the PwDs and build the leadership qualities in them.

Tasks:

- i. Desk review
- ii. Developing training module

Timeline: October 2015 - November 2015

6. Preparation of Action Plan for empowerment of PwDs

Tasks:

- i. Desk review
- ii. Conducting stakeholder workshop
- iii. Preparation of Plan

Timeline: November 2015 – December 2015

7. Formulation of Standard operating procedure {SOP} for operating standards of care & protection for PwDs

Tasks:

- i. Desk review
- ii. Preparation of Guidelines / SOP

Timeline: January 2016 – February 2016

8. Budget Analysis for policy statements.

Tasks:

- i. Desk review
- ii. Preparation of budget

Timeline: November 2015 – January 2016

9. Operationalizing Buniyad

Tasks:

- i. Desk Review
- ii. Preparation of detailed strategy with a view to optimize the benefits to the PwDs from the proposed Buniyad infrastructure under BISP

Timeline: January 2016 – March 2016

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

Tasks:

- i. Preparation of strategy
- ii. Pilot testing of software

Timeline: January 2016 – June 2016

11. Sensitization of all stakeholders

In order to have effective implementation of social inclusion strategy, all the implementing partners need to be knowledgeable about disability and PwD issues.

Tasks:

- i. Disability orientation for government functionaries, SAKSHAM teams and PRI members would be a continuous activity as they play very crucial role in the implementation particularly for access to entitlements.
- ii. Finalization of workshop program, workshop materials, participation
- iii. Organizing workshops at State level and in 'targeted' districts and blocks
- iv. Documentation of the workshops

Timeline: June 2015 – June 2016

13. Skilled PwDs available for participating in livelihood activities

Tasks:

- i. Review and adaptation of appropriate training pedagogy for Skill Development – Current training pedagogy do not adequately address the PwDs issues hence an appropriate training pedagogy is necessary.
- ii. The Block team with the support of identified resource organizations will undertake access audit that will include ensuring barrier free environment as well as appropriateness of training pedagogy and advice modifications accordingly.

Timeline: January 2016 – April 2016

14. Disability Mapping

The SAKSHAM team would identify PwDs through a rapid assessment process on the basis of 10 base questions. This will give the approximate estimate of PwDs in the village. In general, the experience has shown that approximately 20 to 25% households have PwDs in a village. On the basis of the data received from the rapid assessment, detailed survey would be undertaken for the identified households only. The block team of SAKSHAM would take lead in planning and executing the identification process in a time bound manner along with digitization of the data.

Tasks:

- i. Conducting rapid survey followed by detailed survey in the identified blocks of the selected district
- ii. Data analysis and report writing
- iii. Facilitation of the certification process of the identified PwDs by SAKSHAM team

Timeline: November 2015 – June 2016