PwD Sensitization

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(For Reference Only)
People with disabilities are vulnerable because of the many barriers we face: attitudinal, physical, and financial. Addressing these barriers is within our reach and we have a moral duty to do so...... But most important, addressing these barriers will unlock the potential of so many people with so much to contribute to the world

- Stephen Hawkins
People with Disability (PwD) in India - A Statistical Profile

- Population of PwD/ Divyangjan is 2.68 Cr: 2.21% of the total population of India (Census 2011, updated in 2016) & over 8 crore as per World Bank and International Agencies.
- Excluding PwD from the economy affects GDP of 5% to 7% (World Bank).
- At all India level 36% of the total disabled persons are workers.
- Among the male disabled persons, 47% are working and for female disabled, only 23%.
- In rural India, 25% of the female disabled are working, while in urban India it is 16%.
- PwDs in India: 1.50 crore are male & 1.18 crore are female.
- 50% (1.34 crores) are in the employable age.
- 74% are non-workers/marginal workers.
- 70% PwD live in rural areas.
The percentage of disabled to the total population increased from 2.13% in 2001 to 2.21% in 2011. In rural areas, the increase was from 2.21% in 2001 to 2.24% in 2011 & in urban areas, from 1.93% to 2.17%.

The Census 2011 revealed that, in India, 20% of the disabled persons are having disability in movement, 19% are with disability in seeing, and another 19% are with disability in hearing. 8% has multiple disabilities.
Need for Reliable Statistical Data for PwD

• Essential for determining the broader social needs of persons with disabilities, such as provision of assistive technology for use in employment or education or broader policy and laws.

• Necessary for monitoring the quality and outcomes of policies for persons with disabilities.

• Will enable the state agencies to assess the cost-effectiveness of policies for persons with disabilities, which in turn can provide the evidence to persuade Government to work for the ultimate benefit for all the citizens.
Who is known as a PwD?

“a person with long term physical, mental, intellectual or sensory impairment which, in interaction with barriers, hinders his full and effective participation in society equally with others”

Evolution of the Concept Of Disability

Charity Model
PwD need to be looked after and protected.
They need others to make decisions on their behalf.

Medical Model
Focused on the impairment

Empowerment Model
Problem does not lie with the individual.
The environment enables/disables a person.
Need for Sensitization

- Policy for Skill Development & Entrepreneurship focuses on skilling of socially, geographically & physically disadvantaged with limited success so far.

- Rights of Persons with Disability Act mandates 5% reservation in all schemes (priority to women) for key disability categories; and 4% reservation in jobs with poor outcomes.

- SANKALP Project under DLI 6 & 7 aims to increase in % of women, SC, ST & PwDs in Skilling programs under inclusion and diversity. Implementation commencing now

- Need to break the stereotypes related to PwDs.

- Lack of inclusive environment and practices for PwDs in organizations
Proposed Plan For PwD Sensitization

Creating awareness about PwD related Laws/Schemes/Acts/Provisions

Suggesting Guidelines and Indicative Criteria to develop sensitization at different levels
• Rights of Persons With Disability Act, 2016

• National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disability Act, 1999

• Rehabilitation Council of India Act, 1992

• The persons with disabilities (PWD) (equal opportunities, protection of rights and full participation) Act, 1995
http://niepmd.tn.nic.in/documents/PWD%20ACT.pdf

• UN Declaration on the Rights of Mentally Retarded Persons

• Divyangjan Swavalamban Yojana Scheme for Persons with Disabilities
https://enabled.in/wp/divyangjan-swavalamban-yojana-scheme-for-persons-with-disabilities/
Levels of PwD Sensitization via NOS

<table>
<thead>
<tr>
<th>PERSONAL</th>
<th>ORGANIZATIONAL</th>
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| • Create awareness within individuals on the importance of making PwD comfortable during interaction.  
• Recognizing, acknowledging & overcoming the inherent biases regarding a disability.  

*Examples:*  
• Ask if he/she needs assistance before providing it.  
• Be cautious of using outdated, offensive terms. | • Create awareness within organizations on the importance of making the workplace PwD friendly & integrating inclusive practices.  

*Examples:*  
• Building awareness and investing in training  
• Making use of assistive technology |
<table>
<thead>
<tr>
<th><strong>SUGGESTED INDICATORS</strong></th>
<th><strong>Personal Level</strong></th>
<th><strong>Organizational Level</strong></th>
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<tbody>
<tr>
<td><strong>Understanding different types of disabilities.</strong></td>
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<td>Improving workplace design and accessibility to make it PwD friendly</td>
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<td><strong>Knowledge of the current status of the PwD.</strong></td>
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<td>Fostering capacity building for PwD sensitivity</td>
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<td><strong>Knowledge about the challenges faced by PwD and the ways to help them overcome the same</strong></td>
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<td>Encouraging PwD inclusive recruitment and training practices</td>
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<td><strong>Awareness about the appropriate verbal and non-verbal communication and behaviour towards PwD</strong></td>
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<td>Reviewing and refining job roles and work processes to make them inclusive for PwD</td>
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<td><strong>Importance of displaying empathy towards PwD</strong></td>
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<td>Connecting with the right kind of organizations for sourcing PwD candidates</td>
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<td><strong>Awareness of &amp; the right way to use the laws, acts &amp; provisions defined for PwD by the statutory bodies</strong></td>
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<td>Understanding the importance of the abilities of PwD candidates and their role in boosting the growth of the organization</td>
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<td><strong>Awareness of the various government and private schemes and benefits available for PwD</strong></td>
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<td><strong>Identification of the various institutes working for PwD</strong></td>
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<td><strong>Awareness about the livelihood opportunities for PwD</strong></td>
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Disability is not a Choice, But Discrimination is!
Resources *(reference only)*


Thank You