

Detailed Project Report



Detailed Project Report

Pilot	Disability and Livelihood Promotion
Pilot Area	Ratnagiri and Yavatmal districts of Maharashtra
Submitted by	Maharashtra State Rural Livelihoods Mission (MSRLM)



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Introduction

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

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

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

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

A concerted effort is being made by Government of Maharashtra under NRLM to promote livelihood options for PwD in their programme through decentralized planning by formulating inclusive livelihood plan for PwDs. Implementation of this inclusive strategy would not only enhance the livelihood options for PwDs but also form a role model for other districts.

Inclusion of PwDs has been included as the focus area in MSRLM plan and strategies are being worked out for its implementation and also interventions for livelihoods of PwDs are being furnished on pilot basis.

Disability Scenario

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

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

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.

As per the Census 2001, total number of PwDs in the state of Maharashtra is 15.7 lakhs. Out of the total disabled population 10,20,371 live in rural area and 5,49,211 are from urban area. Total number of people having problems in seeing is highest - 5, 80,930 followed by total number of people having problems in movement which is - 5, 69,945. There are 7, 73,971 males and 6, 35,715 females with disabilities. However, according to World Bank Report 2009, Total PwDs is 58.1 lakhs. When the figure comes to PwDs in working age it is 5.31 lakhs with 3.78 residing in rural area and 1.53 in urban area. The World Bank puts total figure of PwDs in working age as 19.67 lakhs with 12.4 from rural and 6.87 from urban area.

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

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

Source: Census 2001

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

Table - Literacy

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

Source: Census 2001

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

Districts	As per Census 2001 (figures in thousands)					As per WB Report 2009 (figures in thousands)					
	Total		Total			Total			Rural		
	Total	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
Gadchiroli	5.1	1.7	4.9	3.2	1.7	18.8	12.4	6.3	18	11.8	6.2
Gondia	10	3.6	9.4	5.9	3.4	37.1	24	13.2	34.6	21.9	12.7

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Jalna	14.8	4.5	13	8.7	4.3	54.7	37.8	16.8	48.2	32.3	15.8
Nandurbar	9.8	3.5	9.1	5.7	3.4	36.5	23.5	13	33.6	21	12.6
Osmanabad	12.8	4.1	11.6	7.7	3.8	47.5	32.4	15	42.8	28.6	14.1
Ratnagiri	7.4	2.6	6.9	4.4	2.5	27.5	17.7	9.8	25.6	16.1	9.4
Sholapur	23.9	7	18.7	12.8	5.9	88.4	62.5	26	69.3	47.6	21.7
Thane	19.6	3.9	7.9	5.6	2.3	72.4	58	14.5	29.2	20.6	8.7
Wardha	6.8	1.8	5.6	3.9	1.7	25.1	18.4	6.8	20.6	14.4	6.2
Yavatmal	14.2	3.9	12.9	9	3.7	52.4	37.8	14.6	47	33.2	13.8
Total for 10 districts	124.3	36.7	99.6	66.8	32.7	460.3	324.4	135.9	368.8	247.5	121.3

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

As concluded in the World Bank report, PwDs often face different obstacles to employment according to their gender and geographical location. This heterogeneity has important implications for policy and program design, as one size is unlikely to fit all. Therefore, a pilot study has been undertaken by MSRLM. For this pilot study of "Inclusion of PwDs in MSRLM program", selected districts from the above mentioned focus districts of

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the state have been selected. They are – Ratnagiri and Yavatmal. The rationale for the selection of these districts is as given below –

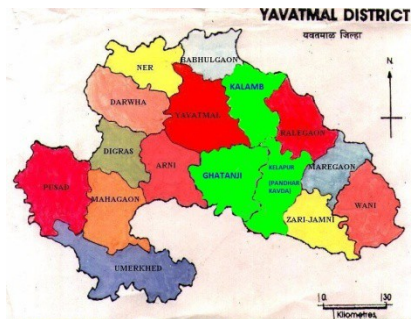
❖ Ratnagiri



Focus Blocks

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

❖ Yavatmal



Focus Blocks

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

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

Database of PwDs for the Focus Districts

Table - People with Visual impairment

Districts	Visual - As per Census 2001 (figures in thousands)						Visual - As per WB Report 2009 (figures in thousands)					
	Total			Rural			Total			Rural		
	T	M	F	T	M	F	T	M	F	T	M	F
Ratnagiri	9.6	4.4	5.2	8.8	4.0	4.9	35.4	16.1	19.3	32.7	14.7	18.0
Yavatmal	14.8	8.3	6.5	13.1	7.3	5.8	54.9	30.8	24.1	48.4	27.1	21.3

As seen from the above table, Ratnagiri shows lowest numbers (Census 9.6 thousand and WB- 35.4 thousand)

Table- People with Speech impairment

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

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

Table - People with hearing impairment

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

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

Table - People with Locomotor Disabilities

Districts	Locomotor - As per Census 2001 (figures in thousands)						Locomotor - As per WB Report 2009 (figures in thousands)					
	Total			Rural			Total			Rural		
	T	M	F	T	M	F	T	M	F	T	M	F
Ratnagiri	8.8	5.7	3.1	8.0	5.2	2.9	32.6	21.0	11.6	29.8	19.1	10.7
Yavatmal	15.6	10.1	5.6	13.1	8.5	4.7	57.9	37.3	20.6	48.6	31.3	17.3

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

Table - People with Intellectual Disability

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

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

It is well accepted fact that maternal and child malnutrition has major contribution to deaths and diseases. According to the Maternal and Child Under nutrition Study Group of UNICEF 2009, “3.5 million child deaths, 35% of the disease burden in children younger than 5 years, and 11% of total global disability adjusted life-years (DALY) are attributable to maternal and child under nutrition”.

If one sees the findings of Rajmata Jijau Mother- Child Health and Nutrition Mission data for the state, in the light of abovementioned study; then it is clear that the status of nutrition in the state a lot to be desired. Out of the 33 districts in Dec. 2007 – Yavatmal dist ranks 29 with regards to malnutrition grades III & IV which is

considered to be the severe malnutrition among children 0-6 years of age. Even in grade II which is considered as moderate malnutrition, Yavatmal ranks 32. This is a definite cause of concern with regards to childhood disability requiring some urgent action.

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

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

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

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

Livelihood of PwDs

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

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

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

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

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

Table - PwDs and MNREGA

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

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

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

Table – work participation rates

Work Participation Rate	General	Disabled	WPR gap
Uttar Pradesh	32.5	32.01	0.49
Bihar	33.7	33.62	0.08
West Bengal	36.8	33.26	3.54
Jharkhand	37.5	32.88	4.62
Orissa	38.8	32.4	6.40
Rajasthan	42.1	38.16	3.94
Maharashtra	42.5	33.84	8.66

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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

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

Source: Census 2001

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

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

Source: Census 2001

Livelihood Database for Pilot Study Districts

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

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

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

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

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

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

Objectives

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

Strategy for PwD Inclusion in MSRLM

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

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

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

3. Disability Mapping & Functional Assessment – The MSRLM village and block 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 would take lead in planning and executing the identification process in a time bound manner along with digitization of the data. Next the functional assessment would be facilitated by the block team of MSRLM in collaboration with health department, GoM. In addition to the certification, the functional assessment should clearly bring out the need assessment including ability matrix taking into account the residual use of individual PwDs.

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

1. Creation of Master Trainers – Capacity building programme to create master trainers which will be a combination of selected PwDs from the community as well as members from the block team of MSRLM. This would be carried out by empanelled NGOs.
2. 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. The primary concern is the way of transaction so as to suit different category of PwDs. The Block Manager (Disability) with the help of empanelled NGOs will undertake access audit that will include ensuring barrier free environment as well as appropriateness of training pedagogy and advice modifications accordingly.
3. Orientation and capacity building of government functionaries and PRI members – In order to have effective implementation of social inclusion strategy, all the implementing partners need to be knowledgeable about disability and PwD issues. Hence disability orientation for government functionaries and PRI members would be a continuous activity as they play very crucial role in the implementation particularly for access to entitlements. This would be done by pool of Master Trainers.
4. Orientation of parents and care givers (in case of multiple disability) – To strengthen the positive attitude of the PwDs and empower them to avail the livelihood opportunities, it is essential that their parents and care givers are oriented and exposed towards possibilities and potentials of their own children. This would also bring in the positive behavioural attitude in the parents and care givers that would enhance the quality of life of PwDs. Most of the NGOs particularly working for multiple disability have their core competence both in parental counseling as well as anchoring parent's association. This will be the responsibility of the empanelled NGOs to carry out the work that would also include extending handholding support.
5. Training of Rehabilitation Resource Persons (RRPs) – The programme is proposed so that there is an appropriate linkage of households having PwD members with various benefits available at the Gram Panchayat level. The RRP's trained by expert agency would thus become the interface between these two so that inclusion of PwDs is reflected in the Gram Panchayat Plan. The RRP's would be chosen from the villages where active PwDs would be given first preference and sent for appropriate CBR training. Such agencies are located in Ahmedabad, Aurangabad, Bangaluru, Bhubaneswar, Kolkata, Malegaon and Secunderabad.
6. Capacity Building of District Manager (SI&IB) and Block Manager (Disability) – The DM (SI&IB) and BM(Disability) would undergo a specially designed training (10 days) on disability. The module would comprise classroom, simulation exercise as well as exposure visit to appreciate multi-dimensionality of disability. The disability studies of Tata Institute of Social Sciences, Mumbai would be requested to impart this training.

Disability and livelihood promotion strategy and SPIP inputs

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

Awareness and Sensitization Workshops for MSRLM and Stakeholders

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

Project Monitoring & Evaluation

Integrated Monitoring & Evaluation Program

1. Specially-focused programming implies that Strategic Results (around which the strategies have been developed) describe as much as possible tangible changes in the status of the excluded groups.
2. Making Strategic Results PwD-focused ensures that improvements in the conditions of excluded group are essential criteria for measuring the success of programmes or projects
3. Institutional and governance factors are determinants of national capacity to address the needs of the vulnerable groups. Consequently, results achieved at these levels should not be considered as an end.
4. Preparation of vulnerability index of category-wise and gender-wise PwDs
5. Development of integrated and measurable indicators
6. Anchor the pilot project on a CBR mode to ensure that a system is built to base the basic ownership at a community level
7. Ensure implementation as per Project Result Based Accountability Format (RBAF)

Project Approach & Management

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

1. To strengthen planning through clear definitions of programme outputs, outcomes and strategic results.
2. To improve coordination of monitoring, evaluation and research activities, setting priorities in data collection and facilitating collaboration with MSRLM partners
3. To increase accountability, defining each player’s role and responsibilities very clearly and, setting basis for project and programme evaluation, in general, and MSRLM’s performance assessment, in particular.
4. To ensure efficient use of data in decision making by synchronizing data collection and decision making opportunities.
5. Process document and track the social and economic path of SHGs and federations
6. Preparing Workshop / Training Programme Reports
7. Process documentation at various levels (Village, Block and District) by NGOs

MSRLM Inclusion Strategy

The MSRLM Inclusion Strategy has been carved out under 4 major headings namely Situation Analysis, Creating Enabling Environment, Skill Training of PwDs and Livelihoods Plan Rollout.

1) Situation Analysis

- i) Disability Mapping

- ii) Block Status Analysis
- iii) Consultation with Stakeholders

2) Creating enabling environment

- i) Community Mobilization
- ii) Identification & empanelment of NGOs / Support Organizations (SOs)
- iii) Disability Mapping & Functional Assessment
- iv) Access to Entitlements
- v) Capacity Assessment of existing training agencies
- vi) Capacity Building of Vocational Training Centres (VTCs)
- vii) Organizing Statewide awareness campaign on employability of PwDs
- viii) Creation & Capacity Building of block level team
- ix) Best Practice Review & Livelihood Options in the context of selected (pilot) blocks

3) Skill Training of PwDs

- i) Review & adaptation of training pedagogy
- ii) Imparting Skill training to Selected PwDs
- iii) Handholding and counseling by support organizations (SOs)
- iv) Transition Training for PwDs

4) Livelihoods Plan Rollout (Pilot Blocks)

- i) Placement in government jobs as per quota
- ii) Market Assessment & Matching trades
- iii) Formation of SHGs (Exclusive and Inclusive)
- iv) Leadership training of DPOs
- v) Revolving Fund (RF)
- vi) Micro-plans
- vii) Community Investment Fund (CIF)
- viii) Identification & Strategizing rural livelihoods opportunities (Farm based and Non-farm based)
- ix) Entrepreneurship training for PwDs and DPOs
- x) Training and Linkages with financial institutions

Organizational Structure of PwD Inclusion in MSRLM

The disability inclusion project would be managed through an appropriate structure from State to the Community level. At the State level there would be appropriately qualified State Coordinator in a senior management level. All the thematic managers at the State level would have appropriate orientation on Disability so as to converge their core competence to align with disability livelihood management.

Inclusion Organogram

The programme implementation team will start at the district level with District Mission Manager being overall accountable person for the disability programme, who would be technically supported by the District Manager Social Inclusion & Institution Building as a focal point as well as other thematic district managers. District Manager (SI & IB) would be functionally supporting the Block Manager (Disability). The District Manager (SI & IB) and the Block Manager (Disability) would receive additional special training on disability affairs. At a community level, Rehabilitation Resource Persons (RRP) (equivalent to CRPs) would be appointed, who would be imparted with 12 weeks CBR training as per the RCI guidelines. The RRP would be chosen from the community where preference would be given to active PwDs. Each RRP would be looking after 10 Disabled Peoples Organization (DPOs – PwD SHGs). The RRP would be working in close coordination with the Cluster Coordinators and the Block Manager (Disability).

Currently, the function of State Coordinator (Disability), Block Manager (Disability) and RRP would be managed by the existing staff till the pilot is complete.

Role of MSRLM Staff

State Coordinator (Disability)

The major activities that the State Coordinator (Disability) would be performing are;

- 1) Provide appropriate and continuing education inputs to the team
- 2) Provide up to date information and best practice advice about the PwDs and any related assistance
- 3) Assist in preparing strategies for livelihoods as per local conditions, including implementation of best practice and transfer of technology
- 4) Initiate research and development for livelihood promotion of PwDs
- 5) Support in developing job vacancies within the organization as well as external agencies for PwDs
- 6) Support to develop workplace policies and practices that are inclusive of PwDs, for example reasonable adjustment to accommodate employees with disability in the workplace
- 7) Forwarding job vacancies directly to the project areas so they can put forward appropriate candidates with disability
- 8) Facilitates the planning, development and implementation of PwD-centered plans across the State
- 9) Coordinate and participate in State level plans and meetings of other line departments to ensure convergence
- 10) Monitor, document and report district-wise progress toward meeting outcomes
- 11) Coordinate communications with other service agencies to ensure district-wise planned outcomes are met.
- 12) Develop Quality Assurance plans to monitor the implementation of each program in the district related to disability.
- 13) Manage personnel by interviewing, hiring, evaluating, supervising, and helping to develop the most qualified individuals to work as direct support professionals.
- 14) Manage and implement program budgets and provide input for budget development. Ensure programs stay within allocated budget; follow policies and procedures for procurement.
- 15) To initiate a State Wide Network of DPOs, the function of which will be to help Co-ordinate efforts of the various Government Department, NGOs, Banks etc. that are involved in mobilizing and forming DPOs.
- 16) Promote awareness of programs and services available to PwDs and advocates on their behalf.
- 17) Ensure maintenance and up keep of appropriate database of individual PwDs across the State and generate exceptional reports as may be required.

- 18) Develop ongoing mutually beneficial relationships with potential employers, assist in providing employers with competent and capable disabled applicants and provide informational support and follow-up services to employers who employ PwDs.

Block Manager (Disability)

The major activities that the Block Coordinator (Disability) would be performing are;

- 1) Provide advice to design implementation program for Inclusion of Person with Disability (PwD) in MSRLM and other government programs in the respective blocks.
- 2) Provide guidance and monitor social mobilization to form DPOs (Self Help Groups of PwDs)
- 3) Sensitize and capacity building of the field functionaries
- 4) Integration of DPOs with the mainstream village organizations
- 5) Promote federation of DPOs at block level
- 6) Facilitate arrangement of certification and functional assessment
- 7) Ensuring entitlements/benefits to all eligible PwDs as per government norms.
- 8) Coordinate, facilitate and monitor work of NGO partners.
- 9) Identify and arrange for skill development of PwDs on the basis of ability matrix derived out of functional assessment.
- 10) Monitor the program activities undertaken for PwD in the block and provide guidance as required.
- 11) Liaison with various agencies for arranging for the assistive devices in consonance with the State Coordinator (Disability).
- 12) Make livelihood opportunity assessment in terms of available trades and market.
- 13) Design special programmes for PwDs with severe disability.
- 14) Ensure parents and care givers consultations on a regular basis in case of PwDs having mental retardation, mental illness and multiple disability.
- 15) Arrange for leadership development of SHGs and federation
- 16) Ensure disbursement of RF
- 17) Ensure disbursement of CIF
- 18) Ensure disbursement of individual loan in collaboration with MSHFDC and other financial institutions

Role of Rehabilitation Resource Persons (RRPs)

Major functions of RRP are;

1. To arrange for personal assistive devices.
2. To facilitate referral services.
3. To provide home based therapies to PwDs
4. To promote associations of PwDs and parents of children with disability and create linkages with other supportive organizations.
5. To promote DPOs and develop leadership qualities in them.
6. To create a network of various associations of PwDs, Government and voluntary organizations working for the upliftment of the PwDs.
7. To create awareness on the importance of prevention of disability especially on immunization and nutrition.
8. To mobilizes community and other resources towards equalization of opportunities for PwDs.
9. To pay special attention to the women and girls with disabilities and train them towards self reliance.
10. To enable the PwDs to participate in and benefit from scheme and projects supported by government and other agencies.
11. To motivate PwDs to participate in various development programmes

12. To develop income generating skills among the PwDs
13. To make activity report of DPOs and regular update to the MSRLM block team
14. To ensure the smooth functioning of SHGs in terms of regularization of meetings, maintenance of minutes and account registers, credits and repayments.

Role of NGOs

NGOs would be appointed to facilitate the implementation of comprehensive livelihood plan for PwDs in the focus districts. The plan would be roll out in the selected blocks in phased manner. The selected NGOs would be working under the overall guidance and supervision of the State Coordinator (Disability) and functionally work with Block Manager (Disability). The project will work for promotion of livelihoods for the PwDs and bring them into active employment through appropriate interventions under the project in a life cycle approach. The selected NGOs would work under a Community Based Rehabilitation approach to provide comprehensive services to PwDs (all age group) and their families. NGOs would perform the following major activities;

1. To conduct social mobilization programmes to create a healthy partnership between the communities and PwDs
2. To conduct disability orientation programme for communities and SHGs etc
3. To organize and conduct capacity building programme on disability for Vocational Training Centres (VTCs) and Rural Self Employment Training Institutes (RSETIs).
4. To adapt or develop resource material on health promotion for PwDs, to support rehabilitation activities undertaken in the community
5. To conduct trainings and continuing education of RRP as per RCI guidelines
6. To conduct leadership training of DPOs
7. To ensure bank linkages
8. To ensure recovery of loan
9. To ensure and encourage PwDs participation in Gram Sabha
10. To carry out community awareness campaign
11. To liaison with Anganwadi / ASHA for early identification and referral services
12. To ensure active collaboration with National Institutes (NIHH, NIMD, NIMH, NIOH, NIVH, NIRTAR)

Result Based Management with Output Description

Impact	MSRLM will create enabling environment for inclusion of all socially excluded groups to mainstream them towards achieving self-respect and dignity of life through gainful livelihood measures in rural Maharashtra.			
Excluded groups	<u>Group A:</u> All Persons with Disabilities (PwDs) are included in the public policy and programme with their rights protected and dignity maintained	<u>Group B:</u> All women particularly the ultra poor, very poor, widows, separated, deserted, single and sex workers are included in the public policy and their rights protected and dignity maintained	<u>Group C:</u> All the people belonging to Nomadic Tribes and Migrants are effectively included in the public policy and programme with their rights protected and dignity maintained	<u>Group D:</u> All the people belonging to Sexual Minorities are included in the public policy and programmes with their rights protected and dignity maintained
Outcomes for Phase - I (Apr 2013 – Mar 2014)	<ol style="list-style-type: none"> Appropriate enabling environment is created by MSRLM to promote and advocate the institutionalization of inclusion of the excluded groups in all government programmes related to livelihood in rural areas Appropriate capacity building programmes for selected institutions, support structures, individuals as well as groups designed, conducted and facilitated by MSRLM for strengthening their capacity to participate in livelihood programme PwDs fully participate in the sustainable livelihood opportunities created, enhanced and supported by MSRLM All identified PwDs in the focus blocks of the pilot districts of MSRLM receive their basic entitlements 			
Outcomes for Phased-II	<ol style="list-style-type: none"> Persons with Disability fully participate in the sustainable livelihood opportunities created, enhanced and supported by MSRLM 			

(Apr 2014 –
Mar 2016)

2. **Appropriate research (primary and secondary) & documentation facilitated by MSRLM with an integrated database (qualitative & quantitative) system that allow storing, analyzing, retrieving and disseminating relevant information to various stakeholders related to livelihoods is in place**

Impact with Outcomes and Outputs

Outcome – 1: Appropriate enabling environment is created by MSRLM to promote and advocate the institutionalization of inclusion of the excluded groups in all government programmes related to livelihood in rural areas

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

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

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

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

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

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

Outcome – 2: Appropriate capacity building programmes for selected institutions, support structures, individuals as well as groups designed, conducted and facilitated by MSRLM for strengthening their capacity to participate in livelihood programme

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

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

Output 5: State and District level workshops

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

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

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

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

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

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

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

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

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

Outcome – 3: PwDs fully participate in the sustainable livelihood opportunities created, enhanced and supported by MSRLM

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

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

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

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

Output 12: Disability mapping, functional assessment and provision of supportive services

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

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

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

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

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

Outcome - 4: All identified PwDs in the focus blocks of the pilot districts of MSRLM receive their basic entitlements

Output 16: Certification of all identified PwDs

To complete the certification of all identified PwDs from both the districts it is essential that adequate medical camps are organized in such a way that all the specialist / expertise to diagnose various disability categories are available and the services are provided to the PwDs in a trouble free manner.

Output 17: All identified PwDs in the age group 0 to 5 yrs receive early intervention inputs with appropriate referral

Early intervention programs to be planned for the PwDs in the age group 0 to 5 yrs so as to improve their physical and mental capabilities which would help them in performing their daily activities in better way.

Output 18: All identified PwDs in the educational age group (6 to 18 yrs) receive appropriate education in accordance with RTE act

To admit all the PwDs in this age group in the inclusive school with appropriate iterate teaching available to them at home as may be necessary.

Output 19: All identified PwDs receive personal assistive device as per their requirement

Appropriate assistive device enhances the capabilities of an individual PwD immensely to perform their activities of daily living as well as assist in achieving other social goals. Camps to be organized in order to facilitate the identified PwDs to receive personal assistive device as per their requirement and government norm.

Outcome – 5: Persons with Disability fully participate in the sustainable livelihood opportunities created, enhanced and supported by MSRLM

Output 20: Formation and sustainability of DPOs (PwD SHGs)

MSRLM teams will facilitate to bring all the identified PwDs, who are willing, to form DPOs (PwD SHGs). 60% of the identified PwDs would be brought under the SHG fold which is approximately 2130 households with PwD. For this phase, total of 165 SHGs would be strengthened / formed (There are 85 DPOs already existing in the district of Yavatmal).

Output 21: All identified PwDs in the working age group (16 to 60 yrs) received sustainable and appropriate livelihood opportunity

MSRLM will facilitate vocational / entrepreneurship development training of the selected PwDs to enhance their skill with the help of partner NGOs and other available vocational training centres. Approximately 150 PwDs would be receiving entrepreneurship development training in this phase.

Outcome – 6: Appropriate research (primary and secondary) & documentation facilitated by MSRLM with an integrated database (qualitative & quantitative) system that allow storing, analyzing, retrieving and disseminating relevant information to various stakeholders related to livelihoods is in place

Output 22: Initiation of appropriate research studies

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

Output 23: Desk review and identification of good practices relevant to MSRLM blocks

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

Output 24: Development of appropriate material for category specific livelihood enhancement of PwDs

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

Output 25: Inputs into SPIP on disability and livelihoods promotion based on this strategy

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

Output 26: Assist MSRLM in devising evaluation framework

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

Budget at a Glance

Sr · N o.	Capacity Control	Total (in Rs.)
1	Project Advisory Cost (Consultancy)	21,17,000
2	Disability Survey (Rapid assessment through existing SHGs in 3 blocks)	3,50,000
3	Workshop for District Livelihood Plan for PwDs (2 days) for 2 districts	1,20,000
4	State Level Orientation Workshop (1 day)	24,500
5	Leadership Training for PwD SHGs (2 days) for 2 districts	4,85,000
6	Revolving Fund (RF) to PwD SHGs	28,00,000
7	Exposure Visit	2,70,000
8	Capacity Building of Partner NGOs (2 days)	1,24,000
9	Capacity building of District Coordinators (Social Inclusion)	54,000
10	Orientation programme for identifying district level best practices for PwDs (1 day)	24,500
11	Entrepreneurship Development Training programme for 150 PwDs (3 batches)	7,50,000
	Grand Total	71,19,000