Chapter VII

GOVERNMENT POLICY AND PROGRAMMES FOR PHYSICALLY CHALLENGED
CHAPTER-VII

GOVERNMENT POLICY AND PROGRAMMES FOR PHYSICALLY CHALLENGED

Parents play a very vital role in building the self-confidence, self-esteem and concept in their child with disability. Unfortunately, many children with disabilities become victims of negative attitudes of parents. These must be changed if children with disabilities are to perform to optimize their potential.

The knowledge of the trained professionals can be optimally utilized to promote the creative ability and potentials of the persons with disability when the entire environment is adequately sensitive to the possibilities in Special Education and Rehabilitation.

Newer strategies and programmes are being formulated in consultation with the stakeholders to develop a cross disability approach so that the quality of the life of all persons with disability is improved.

7.1 Executive Instructions and Programmes:

Rehabilitation of the physically handicapped is a complex and continuing activity which calls for efforts at all levels—international and national, Government and private require a well co-ordinated
and planned humane approach. The Government of India in the recent years has been taking increasing interest in the programmes for their education, training, employment, economic assistance, travel, health and medical care etc.

These programmes are in the form of concessions/relaxations, and reservations/priority, extended to the physically handicapped persons by the various ministries of the Government of India, through executive instructions.

These orders have the force of law until the government makes rules under Article 309 of the Constitution in respect of the government employees and until any law is made by the legislatures and Parliament in respect of other establishments.

The present study examines these executive instructions issued by various ministries at the central level from time to time as the policies and programmes for the physically challenged person.

7.2 Ministry of Home Affairs, Department of Personnel and Administrative Reforms:

Steps have been taken by the Ministry of Home Affairs, Department of Personnel and Administrative Reforms (P & A.R.) to promote employment of physically handicapped persons under the Central Government. The same have been applicable to other central ministries/departments.
7.3 Reservations/Priority:

Physically handicapped persons (blind, deaf and orthopaedically handicapped) are accorded priority III for submission of candidates by Employment Exchanges against Central Government vacancies for Group ‘C’ and ‘D’ posts.\(^1\) The Directorate General of Employment and Training (D.G.E. & T) had accordingly issued instructions to the various Employment Exchanges.\(^2\)

For this purpose the Ministry of Home Affairs issued a memorandum on the list of categories to whom various priorities have been allowed for the purposes of employment in the Government of India.\(^3\)

One percent vacancies shall be reserved each for the blind, the deaf and the orthopedically handicapped with an overall ceiling of 3 percent in group ‘C’ and ‘D’ posts in central services and in comparable posts in Government of India public sector undertakings.\(^4\)

Apart from these reservations, a provision is also made where candidates belonging to a particular category of handicapped persons are not available or where the nature of work does not technically permit the appointment of a particular category of handicapped persons inter se-exchange shall be allowed.\(^5\)

Where a sufficient number of persons belonging to a given category of the physically handicapped is not available, the unfilled vacancies will be carried forward to the following years.\(^6\)

The Ministry of Labour, through the Department of Social Welfare have also decided to reserve 3 percent of the vacancies in
groups 'C' and 'D' posts in central services and in comparable posts in Government of India public sector undertakings. Under this office memorandum dated 4 November 1977, the Ministry of Home Affairs have also provided for total or partial exemption in certain cases from the obligation to reserve 3 percent vacancies for the physically handicapped. Such exceptions shall be granted by an Inter-Departmental Committee in the Union Department of Social Welfare.

Physically handicapped candidates are exempted from typing qualification for appointment to clerical posts, if they are found otherwise qualified and are certified as being unable to type by the Medical Board attached to the Special Employment Exchanges or by a Civil Surgeon.

In order to help the Ministries in appointing physically handicapped persons an illustrative lists of jobs in group 'C' and 'D' posts which were found to be suitable for each of the categories of the Handicapped persons has been circulated.

In order to implement this programme the occupational Information Unit of the Directorate General of Employment and Training (DGE & T) collected information from various Ministries/Departments and has prepared a consolidated list of jobs in Group 'C' and 'D' posts suitable for each category of the physically handicapped persons.

In addition, the work of recanting of chairs in the Government of India offices is to be entrusted to the blind persons as far as
possible and were the volume of work justifies full-time chair recaner, creation or regular post is to be considered.

7.4 Concessions/ Relaxations:

With reference to the direction of Ministry of Home affairs dated 2-3-1965, the Government of India have decided that for the purpose of appointment to Class III and Class IV posts under the Central Government filled through the Employment Exchanges, the upper age limit in the case of the blind, deaf-mute and orthopedically handicapped persons shall be relaxed by 5 years. In partial modification of the above instructions the further liberalization of age has been relaxed upto 10 years. S.C./S.T.s are allowed another 5 years over and above the age relaxation admissible to them as SC and STs.

7.5 Physically Fitness Standards:

With reference to the Ministry's office memorandum dated the 15th January 1958, wherein the appointing authorities were requested that the cases of handicapped persons seeking employment in Public Services that may be referred to them should be viewed with utmost sympathy. The question of placing physically handicapped persons in public services has been further examined by the GOI, and have directed that the physically handicapped persons are not subjected to the usual medical examination by the appointing authorities but the report of the Medical Board attached to the Special Employment Exchanges (SEE)
for the physically handicapped is sufficient for entry into the Group 'C' and 'D' of central government services except in the Railways.16

7.6 Other Concessions:

As the Ministry of Finance, etc. are aware, the Government of India have been taking special interest in the education, employment and welfare in general, of persons suffering from physical handicaps. In accordance with this, policy instructions were issued under the Ministry of Home affairs dated the 28th July 1950 that deafness or deaf-muteness should not by itself be regarded as a disqualification.17 It is also desirable that the cases of handicapped persons seeking employment in the public services that may be referred to the appointing and medical authorities should be viewed with utmost sympathy.18 It has been observed that the intake of blind persons in the recruitment has been negligible. It was, therefore decided to identify jobs which can be entrusted entirely to blind persons.19

In order to help Government servants discharged or to be discharged to being declared medically unfit on account of injury or physical handicap suffered during service, orders have been issued that such a group 'C' and 'D' officer, wherever practicable, be considered for another identical/equivalent post for which he may be found suitable against direct recruitment quota without insisting on the condition of appointment through the employment exchange/SSC.
Further, in the case of a government servant retired on medical ground, his son/daughter/near relative can be considered for appointment on compassionate ground if the family of the government servant is in great distress after his pre-mature retirement.

7.7 Ministry of Railways:
Appointment in class III post:

Physically handicapped persons who are considered suitable for appointment in class III categories may be appointed directly by central managers of all Indian Railways without any agency of the Railway Services Commission.\textsuperscript{20}

Grant of Priority:

Physically handicapped persons are accorded Priority III for submission of candidates by the Employment Exchange against Central Government vacancies for Group ‘C’ and ‘D’ posts.\textsuperscript{21} In this connection the Board has issued instructions to all Zonal Railways and production units to adopt the same procedures applicable to the Central Government while employing the physically handicapped persons. Since in the Railways for physically handicapped persons cannot be appointed on most of the categories because of the safety considerations, the position has been reviewed by the Ministry of Railways and it has been decided that 15 percent of vacancies should be reserved instead of the present 3 per cent.
As per existing instructions of the government, all vacancies in group 'C' and 'D' posts are not only to be notified in the employment exchanges but are also to be filled through the agency except in the case of recruitment through Service Commissions. It has also been decided that in addition to SEE's the ordinary employment exchanges, the nearer Vocational Rehabilitation Centres (VRC) for physically handicapped persons may also be asked to nominate suitable handicapped persons.

**Fare Concessions:**

Indian Railways have granted certain fare concessions to physically handicapped persons and their attendants undertaking journey to join hospitals for treatment and on discharge from hospital and training institutions. Children push chairs, wheelchairs and perambulators, collapsible or non-collapsible belonging to all categories of physically handicapped persons when taken in the same compartment by which the owners are travelling in all classes of accommodation were exempted from transport-charges by the Railways. The blind can travel at 1/4 of the standard fare in Railways. As announced by the minister while replying to the budget discussion in the Parliament on 5 March 1981, the Ministry of Railways have decided to allow 75 percent concessions in both first and second classes to these categories of disabled persons when travelling alone.
7.8 Posts and Telegraphs Department:

Physically handicapped persons suffering from a particular disability are considered for selection and appointment to various posts in the Department and also in its subordinate and branch offices as mentioned in the Table below:

<table>
<thead>
<tr>
<th>Nature of Disability</th>
<th>Designation of Post</th>
</tr>
</thead>
</table>
| I. Persons who have lost one leg but are capable of moving about with aid of artificial leg or crutches. | 1. Lower Division Clerks  
2. Clerks in time scale of pay in Telephone District at Hyderabad and Bangalore, Jammu and Kashmir Tele-communication Circle. |

| II. Post Offices | 1. Post Office Clerks  
2. Returned Letter Officer Clerks  
3. Foreign Post Office Clerks |
| Persons who have lost one leg but are capable to moving about with the aid of crutches or artificial leg. |

**Note:** Deaf and Dumb are not suitable for any post.

2. One-armed persons and persons who are deformed or have severe facial disfigurements will not be suitable for these posts.

III. Railways Mail Service:

Physically handicapped persons are not suitable for employment in Railway Mail Service where the Officials are required to undertake train journey.
The posts and Telegraphs Department has decided to offer scholarship to cover 100 disabled children of its employees. The value of scholarships for the education and training of handicapped children will be at Rs. 20 per month for a period not exceeding 4-5 years.
It was decided by the Department that 3 per cent of the vacancies would be filled equally by the blind, deaf and orthopedically handicapped. If there are no reserved vacancies in any particular year the backlog will be cleared later.\(^{30}\)

The department has also taken a decision to open public call offices at important railway stations, bus terminals, public parks etc., which would essentially be manned by physically handicapped persons. It was proposed to open 200 such public call offices throughout the country out of the tariffs that are to be charged at the rate of 50 paise for a local call from the public, the physically handicapped would be paying to be Department at the rate of 30 paise per call. The Department will provided the necessary equipment like PCO booths, cash chests, telephone instruments, etc.

7.9 Ministry of Health and Family Welfare:

Physical Fitness Standards:

The Medical Board may recommended one-ened persons for Group ‘A’ and Group ‘B’ civil posts which do not require stereoscopic vision or perception of depth, if the Board is satisfied that the person can perform all the functions of the particular job for which he or she is a candidate and the visual acuity in the functioning eye us up to the specific standard.\(^{31}\)

Apart from this a provision has also been made that stammering is not considered as a disqualification for appointment to clerical posts.\(^{32}\)
7.10 Ministry of Tourism and Civil Aviation:

The question of reservation in services and posts in the Directorate General of Civil Aviation suitable for handicapped persons has been under consideration. In a meeting held on 25 March 1981 in the Ministry of Tourism and Civil Aviation, it was decided that the introduction of reservation system for the posts of Aeronautical Engineers, may be considered. Action to Amend the relevant Recruitment Rules is proposed to be taken in hand shortly.

7.11 Bureau of Public Enterprises:

Under the office Memorandum No. 2(186) /69(BPE) GM-1 the Bureau of Public Enterprises issued instructions regarding employment of handicapped persons in public enterprises. The Public Enterprises allowed age relaxation of 5 years in the cases of blind, deaf-mute and orthopedically handicapped persons for the purpose of entry in class III and Class IV posts.

In partial Modified modifications of the orders of 1974 referred to above it has been decided that the upper age limit in the case of blind, deaf-mute and orthopedically handicapped persons should be relaxed upto 10 years for purpose of appointments to Group ‘C’ and ‘D’ posts.

The Ministry of Petroleum etc. are requested to suitably advise the Central Public Enterprises under their administrative control, so as to ensure compliance of these orders. The Public Enterprises may also be intimated that the directive issued to them regarding
reservation of posts for ex-servicemen and dependents of those killed in action. \(^{37}\)

**7.12 Public Sector Banks:**

The Public Sector Banks such as Allahabad Bank, Bank of India, Central Bank of India, Dena Bank, Indian Bank, Indian Overseas Bank, Panjab National Bank, Reserve Bank of India, United Commercial Bank, Union Bank of India, etc. have extended a number of concessions/relaxations to the physically handicapped persons in recruitment to clerical and subordinate cadres.\(^{38}\) The areas in which concession/relaxations given are:
- Relaxations in upper age limit by 3-5 years;
- Acceptance of physical fitness certificate given by the Medical Boards attached to the special employment exchanges;
- Relaxations of marks up to 5 percent;
- Exemption from payment of examination, entrance fee, etc.\(^{39}\)

**7.13 Government of India Undertakings**

**Air India:**

The upper age limit is relaxed by 5 years in the case of blind, deaf-mute and orthopedically handicapped persons for appointment in certain services as listed in the Table on next page.\(^{40}\)
### Table No. 7.2

**List of Categories of Personnel to whom Age Relaxation is Given by Indian Airlines due to Physically handicap**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Posts</th>
<th>Scale (in Rupees)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Technical</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 to 3</td>
<td>Carpenter</td>
<td></td>
</tr>
<tr>
<td>3 to 6</td>
<td>Tailor</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Masons</td>
<td>200-640</td>
</tr>
<tr>
<td></td>
<td>Plumber</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Painter</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Technicians</td>
<td>245-640</td>
</tr>
<tr>
<td>Non-Technical</td>
<td>Class IV</td>
<td></td>
</tr>
<tr>
<td>1 to 2</td>
<td>Employees</td>
<td>100-190</td>
</tr>
<tr>
<td></td>
<td>Cooks</td>
<td>130-245</td>
</tr>
<tr>
<td></td>
<td>Loader</td>
<td>150-230</td>
</tr>
<tr>
<td>3 to 6</td>
<td>Drivers</td>
<td>150-345</td>
</tr>
<tr>
<td></td>
<td>Assistants</td>
<td>150-640</td>
</tr>
</tbody>
</table>

Physically Handicapped persons who are otherwise qualified to hold clerical posts such as office assistants, audit assistants, library assistants, stock verifier etc., and have been certified by the Indian Airlines Medical Officer to carry our such functions are exempted from possessing typing qualifications, if such qualifications are prescribed for these posts.

Physically handicapped persons who have been examined by the Medical Board attached to the SEE are exempted from the usual medical examination required for appointment. They are further examined by the Medical Officer of Indian Airlines who will certify...
their fitness for carrying out the functions assigned to the post for which their candidature is being considered.\textsuperscript{43}

The Indian Airlines Corporation allows 50 percent concessional fare to blind persons on single journey or single fare for round trip journeys on all domestic flights. However, escorts will have to pay full fare. In respect of orthopedically handicapped persons no concessions in fares are given but they are allowed to carry a pair of crutches or braces or any other prosthetic divides free of charge, provided the passenger is dependent on them.\textsuperscript{44}

\textbf{7.14 University Grants Commission:}

The University Grants Commission (UGC) has issued the following instructions to universities with regard to recruitment of the physically handicapped persons:

(a) When qualified blind persons are available for appointment to teaching posts in the Universities and colleges, they should not be ignored simply because they are blind.

(b) Qualified blind persons should be employed for tutorial work in certain subjects or even for post-graduate teaching where enrolment is small; and

(c) Blind persons should be given preference for appointments in teaching music.\textsuperscript{45}

In 1976, UGC issued a circular to all the universities in the country indicating that while it may not be feasible to issue any instructions regarding reservation of posts, a sympathetic view should be taken in the recruitment of physically handicapped
persons for suitable appointments provided they fulfill the prescribed qualifications and other conditions.46

7.15 The Association of Indian Universities:

The Association of Indian Universities recommended that the physically handicapped students who can produce reasonable evidence of having difficulty in attending normal institutions should be permitted to appear as private candidates for non-technical examinations not involving practical training.47

Physically handicapped examinees should be provided free of cost the services of competent amanuenses (one who writes to dictation.)48

Besides this, the association also recommended for the physically handicapped examinees should be permitted to type write their answers, if they desire so.49 Blind students are permitted to take up an arts subject in place of mathematics or science at the Matriculation or an equivalent examination.50

Industrial Training Institutes allow admission to physically handicapped for training in a trade for which he has been recommended by either the Medical Board attached to special employment exchanges for the physically handicapped or the local civil surgeon (where such medical board have not been constituted.)51
7.18 Programmes
Department of Social Welfare:

Scholarships:

The Union Department of Social Welfare started programmes of scholarships to physically handicapped students in 1955 to help them secure education and training. The scheme provides scholarships for general education from Class IX onwards and for technical training at certificate, diploma and degree levels.52

(a) Handicapped persons between 14 and 40 years of age placed as implant trainees in approved industrial or commercial establishments;

(b) Students in Correspondence Courses; and

(c) Students studying music in institutions affiliated to the Gandharva Maha Vidhyalaya Mandal, Miraj, Bombay and the Prayag Sangeet Samithi, Allahabad.53

Integral Education:

The programme of Integrated Education for placing handicapped children in ordinary schools was sponsored by the Union Department of Social welfare in 197454.

Special coaching classes are conducted for each type of handicapped child. Assessment at the time of admission and later at regular intervals is a major feature of his programme. Selection of students is made by an expert body taking into consideration the extent of disability and also the willingness of the parents to admit the child in an integrated programme55.
Training of Teachers of the Blind and Deaf:

A scheme to train teachers of the blind was started by the Union Department of Social Welfare in 1963. Grants are given to form regional centres managed by Victoria Memorial School for the Blind, Bombay; Ramakrishna Mission Ashram, Narendrapur, Calcutta, Blind Relief Association, Delhi; and Government of Tamil Nadu, Madras. All the four centres function with a common syllabus and examination.

The Department of Social Welfare gives grant-in-aid to the Training College for Teachers of the Deaf, Lucknow, for conducting training College for teachers of the Deaf.

The examination is held by the registrar Department Education, Uttar Pradesh, Allahabad. Successful candidates are awarded certificates.

National Awards:

In order to stimulate the placement of trained physically handicapped persons, the Department of Social Welfare initiated in 1969 a scheme of National Awards to outstanding employees of the physically handicapped employees.

The Scheme covers the employers and employees from the following sectors:

(a) Government of India, State Governments and other statutory bodies;

(b) Public Sector undertakings of the Central and State Governments; and
The initial selection of the awardees is made by the State level committees appointed by each State Government/ Union Territory Administration which recommended the names to the national level selection committee set up under the Union Department of Social Welfare. Particulars of the recommended employees and employers in the prescribed proforma are required to reach the Union Department of Social Welfare may, at their discretion, also invite recommendations from institutions of the handicapped administrated directly by them.

The national level selection committee whose decision is final in the matter, consists of 8 members with the Minister for Education and Social Welfare as Chairman. The other members include representatives of Union Department of Health and Labour and experts from the field of rehabilitation of the disabled.

**7.19 University Grants Commission (UGC):**

**Fellowships:**

Junior and Senior Fellowship are awarded by the University Grants Commission. A Senior Fellowship is of Rs. 600/- per month while a Junior Research Fellowship is of Rs. 400/- per month. The duration of a senior Fellowship is two years and that of the junior Fellowship of four years. In addition to the monthly payment an annual contingent grant of Rs. 2,000/- or Rs. 1500/- is paid to senior or junior Fellow respectively. In the case of blind scholars, UGC provides a special grant to cover the appointment of a reader.59
7.20 Ministry of Labour:
Vocational Rehabilitation Centers and Special Employment Exchanges:

The Directorate General of Employment and Training, Ministry of labour, has Set up Vocational Rehabilitation Centers and Special Employment Exchanges to provide placement facilities to the physically handicapped persons for gainful employment and Training, Ministry of Labour, New Delhi.

Apprenticeship Training Scheme Under the Apprentices Act, 1961:

The implementing authorities of the Apprenticeship Training programme at the Centre/State level have been instructed:

(a) To identify the trades from among the existing 103 trades designated under the apprentices Act, 1961 considered suitable for apprenticeship training of physically handicapped persons falling under the category of deaf and dumb, bind and orthopaedically handicapped.

(b) to survey the employment opportunities in establishment in the trades so identified; and

(c) to place the maximum number of apprentices of these categories in the establishments concerned so as to achieve the overall target of 3 percent, taking all the establishments in public and private sector together.60
Physically handicapped persons have been accorded exemption from appearing in the typewriting test in the all India Trade Test for apprentices conducted by the National Council for Training in Vocational Trades under the apprentices act Act, 1961 on production of certificate from Medical Boards attached to the SEEs/VRCs for the physically handicapped or the local Civil Surgeons, where such Medical Boards have not been constituted.

7.21 Medical and Health:

**National Scheme of medical Rehabilitation:**

The Scheme of was introduced with a view to provide physical, emotional, social, vocational and economic rehabilitation to the disabled population of the country. The major objective of the scheme of medical rehabilitation is to establish artificial limb centers at regional and state levels and thus expand rehabilitation services in various parts of the country. The scheme is being executed by the Artificial Limbs Manufacturing Corporation of India, Kanpur, a public sector undertaking, the Ministry of industries and Civil supplies.

The Union Ministry of Health at Family Welfare is, however, concerned with the training of personnel required under the scheme. The training programme for physiotherapists, occupational therapists and prosthetic technicians is being executed through the agencies of ALIMCO of India (Kanpur) Rehabilitation Centre, Safdarjung Hospital (New Delhi) and State Governments.
Besides this, All India Institute of Speech and Heating Mysore, All India Institute of Physical Medicine and Rehabilitation, Bombay were also providing medical rehabilitation programmes to the physically handicapped.

7.22 Housing:
Preference in Allotment of Government Residential Accommodation:

The Government of India (Directorate of Estates, Ministry of Works and Housing) have decided to consider request for allotment of residential accommodation on an adhoc basis to severely orthopaedically handicapped, blind and deaf government employees who are eligible for general pool accommodation, on merits. This will enable such ployees to secure allotment of general pool accommodation much ahead of their term.\textsuperscript{62}

The applications of such persons are scrutinised by special accommodation committee which comprises joint secretory (Administration) Ministry of and Housing, Joint Secretory (Health), Joint Secretary (Department of personnel), Joint Secretary (Finance), T.B. Specialist and Head of the Department of orthopedics, T.B. Specialist and head of the Department of Orthopedics (Maulana Azad Medical College).\textsuperscript{63}
7.23 Travel:

Supply of petrol/diesel on Subsidy to Handicapped Persons Owning and Using Motorised Transport Vehicles:

Under the Programmes, a scheme to make petrol/diesel available at concessional rates to physically handicapped persons has been introduced in 1977. Physically handicapped owners of motorized vehicles granted exemption from the payment of road tax by the state Government/Union Territories Administration are eligible to claim refund up to 50 percent of the expenditure incurred by them on purchase of petrol/diesel from recognized dealers.

7.24 Communications:

Postage:

Braille literature is carried free from any charge for the benefit of blind persons to and fro by the posts and Telegraphs Department. In addition, payment of registration fee, acknowledgement fee and attested copy of the receipt are also exempted.

Wireless Licenses:

Institutions for the blind are, exempted from the payment of the prescribed license fee in respect of wireless receiving sets used by them for the exclusive benefit of blind inmates.
7.25 Others:

Customs Duty:

Institution for the blind and deaf are permitted to import equipment and apparatus required for education and training of the ex-servicemen, if such vacancies still remain unfilled these will be made available to other ex-servicemen.68 for Class I and Class II posts, recruitment to which is normally made through Union Public Service Commission otherwise than on the result of Competitive examination the case of disabled defence service personnel who possess requisite qualification and experience and are below 45 years of age will be considered by the Union Public Service Commission. Such candidates are entitled to Priority I for appointment to these posts provided they are found suitable by the Commission.69

Concessions/Relaxations:

For appointment to both reserved and unreserved vacancies in group ‘C’ and ‘D’ posts, ex-serviceman are given age relaxation upto 45 years (50 years in case of Defence Service Personnel belonging to the SC and ST). They are entitled also to the benefit of age relaxation by the length of military service, plus three years. The disabled ex-serviceman can avail himself of either of these two age relaxation benefits whichever is advantageous to him.70

Disabled Defense Service Personnel are also eligible for appointment to Groups A, B & C posts which are filled on the basis of results of competitive examinations conducted by the Union Public
Service Commission/Staff Selection Commission provided they are educationally qualified. For appearing at the examination they are allowed relaxation in the upper age limit upto 3 years (8 years in the case of disabled Defence Service Personnel belonging to SC/ST). They would, however, not be allowed to avail themselves of a larger number of chances in respect of recruitment to a service, or a group of services, than the maximum number of chances permissible to general candidates who do not enjoy age relaxation has also been extended to competitive examinations held by bodies other than Union Public Service Commission, like the Institute of Secretariat Training and Management.71

A certificate of age from the Directorate General of Resettlement, Ministry of Defense will be accepted as documentary evidence in support of the claim of a disabled Defence Service Personnel.72

**Educational Qualifications:**

Disabled Defence Service Personnel who are considered for appointment to Group ‘D’ posts filled through the Employment Exchanges but who do not possess the required educational qualification, will not be considered ineligible for appointment merely on that account. Their ability to discharge the duties expected of the incumbents of the particular Group ‘C’ posts is to be assessed on the basis of suitable tests designed by the appointing authorities.73
As regards appointment to Group ‘D’ posts the prescribed minimum educational qualification of Middle School standard or a lower standards will be relaxed in case of those disabled Defence Services personnel who have put in 3 years of service before being invalidated from the Ministry of Military Service, or whose total service in the Defence Forces and a civil department is not less than 3 years. The Life Insurance Corporation of India also does not insist on the prescribed minimum percentage of marks in case of disabled ex-servicemen.

A number of State Government have accorded employment concessions to disabled ex-serviceman and dependents of deceased service personnel particularly of those killed or disabled in action more or less at par with the Central Government. Almost, all state governments give preference to this category over ex-servicemen in general.

**Medical Standards:**

The disabled defense service personnel are examined by demobilization Medical Board of the Defence Services, prior to their release from the service, and the certificate of fitness granted by that Group ‘A’ and ‘B’ posts. However, if the physical capacity of a person wither deteriorate or improves after demobilization, the employing authority may require a fresh medical examination by the appropriate civil medical Board. In that case, the Medical Board will follow the norms laid down for the Defence Service Medical
Board and if the disabled person is found fit for discharging the duties of the post, he will be considered medically fit.\textsuperscript{78}

For purpose of employment to Group 'C' and 'D' posts the certificate of fitness issued by the Demobilization Defence Services Medical Board is adequate and no further medical certificate of fitness would be required for taking the disabled defence services personnel in employment.\textsuperscript{79}

Concessions listed under this Ministry are applicable to defense service personnel of all ranks disabled in operation against the enemy or personnel of all ranks disabled in operation against the enemy or in disturbed areas and the same are applicable to other disables personnel in field or peace areas.

A number of programmes and policies have been formulated and complemented since independence, but an explicit national policy for the welfare of the disabled has not so far been evolved. Consequently among the general social welfare programmes, in terms of priorities, in services emphasis has also been given to disabled persons in the Five-year plans. The content, the clientele the organization of the programmes have changed considerably since the adaptation of First Five-Year Plan

The First Plan marked a change from charity to rehabilitation. Further the emphasis has also been shifted from rehabilitation to positive and promotive services. In the third plan, stress was laid on the development of training facilities geared to employment and on increasing the scope of employment opportunities for the handicapped. During the Fourth Plan emphasis is on the integrated
approach in providing services to the disabled. The fifth plan reiterated the third plan's emphasis on employment of the handicapped.

Rehabilitation programmes have thus a dual interest. On the one hand, they are concerned with the well-being of the handicapped individual and seek to restore him to the maximum vocational functioning and social participation, i.e. self-reliance of which he is capable. On the other hand, they have a broad national purpose in helping to conserve an improve the human resource needed for national reconstruction and development, i.e. to integrate for national reconstruction and development, i.e. to integrate the handicapped into the main stream of the society.

7.26 Institution working for the welfare of the orthopedically handicapped persons or physically challenged persons:

A real beginning in the field of orthopedic organizations was made in 1947 when the Society for the Rehabilitation of Crippled Children, was set up.

The Society has an orthopedic hospital, psychological department for emotionally disturbed children, a school for crippled children, with a system of toy-therapy, training programmes for doctors, physio-therapy and occupational therapy.

All India Institute for Physical Medicine and rehabilitation:

Another milestone was the 1950 South–East Asia Conference on Rehabilitation of handicapped children held at Jamshedpur,
under the joint auspices of the Government of India, the United Nations, and specialized agencies. A direct outcome of this Conference was the decision to establish a rehabilitation and training center for India in the King Edward VII Memorial Hospital at Bombay, where between 1950 and 1954 an occupational therapy Training Center and Physical Therapy School were started with the aid of the United Nations, ILO, WHO, UNISEF, the world veterans Federations and the International society for Rehabilitation of the Disabled.

The Centre in the hospital started functioning since August 1955 and having a training center to provide serviced country and to serve as model for later rehabilitation programme chiefly for the orthopedically handicapped. It is now known as the All India Institute for Physical medicine and Rehabilitation.

Institution for the Physically Handicapped, New Delhi:

The erstwhile Jawarharlal Nehru Complex of Institutions, New Delhi has been registered as "The institute for Physically handicapped" in November 1976.

The Following services are extended by the Institute:

a) A college to train physio-occupational therapists with a capacity of 75 students which offers Diploma Course in Physio-Therapy and occupational Therapy.

b) A sheltered workshop to provide "earn while you learn" facilities for about 70 handicapped persons.
c) An attached out-patient wing to the therapy unit which offers therapeutic and other treatments to the patients.

d) A school to impart general education upto class X for physically handicapped children.

Apart from this the Foundation of the Fellowship for the physically handicapped. Bombay started in January 1955 marked the beginning of another phase in the rehabilitation of the physically handicapped and filled up an important gap.

The society for the welfare of the physically Handicapped at Pune was founded in November 1956 with the main aim of running institutions for the orthopedically handicapped. The society started a home at Kothrud in 1957.

**National Institute for the Orthopedically handicapped (NIOH):**

The national Institute for the Orthopedically Handicapped is functioning at Bon-Hooghly, Calcutta in Kumar P.N. Roy group of Hospitals and Rehabilitation Complex. The main objectives of this Institutes are to carry out research, train personnel and provide certain national level services to the orthopedically handicapped. The Institute has an orthotic and prosthetic unit and a workshop in collaborations with the British Council. Recently after the IYDP celebrations the NIOH received a cash gift from the British Deputy High Commissioner where the finances can be provided from the Royal Jubilee Trusts. The NIOH intends to use the gift to renovate
and equip buildings where people from the villages of India will be trained to produce low cost aids for the handicapped.

The Artificial Limbs Manufacturing Corporation of India (AMICO):

In 1948 the first Artificial Limb Fitting Centre was set up at Pune by the Indian Army. Today there are eleven centers which fit artificial limbs and manufacture them on a small scale without any standardization. Consequently a wide gap between demand and supply existed.

The Government of India was already alive to the problem. But this problem was accentuated in 1962, when the disabled military and paramilitary personnel had to wait for a long time to obtain artificial limbs. The situation worsened in 1965 and more so in 1971 during the wars with Pakistan.

In 1963 a team of experts from WHO made a detailed study of the country's requirement of rehabilitation aids, prosthetic and orthotic appliances. They recommended the setting up of an artificial limbs manufacturing unit at Kanpur. The outcome of this is the setting up of ALIMCO at Kanpur, which is doing noteworthy services for the orthopedically handicapped in providing all sorts of artificial limbs.

The ALIMCO besides manufacturing the required material 34 more limb fitting centers have been established in collaboration with the State Governments during the fifth five-year plan period. These
centers are providing rehabilitation, prosthetic and orthotic fitting facilities to the disabled persons.

ALIMCO has finalized a scheme for providing a minimum of one limb fitting centre in each State and has set up a separate department of limbs fitting services. It expected to set up 6 regional Limb Fitting Centers at Jaipur, Madras, Nagpur, Cacutta, Trivandrum and Cuttak besides 28 peripheral Limb Fitting Centers at institute of prosthetic and orthotic training at Cuttack. This institute will impart training to orthotic and prosthetic technicians and engineers.

The ALIMCO is being financed from the National Defence fund. It will produce battery-operated wheel chairs and sophisticated items like hydraulic, pneumatic knee joints. When in full production in 1978-79 ALIMCO was having one lakh components worth Rs. 50 millions. The basic equipment's, raw materials, requirements of engineering and technology of production etc. are being met from indigenous services. There is no foreign technical collaboration.

Rehabilitation Centre of the Bhagwan Mahaveer Viklang Sahayata Samiti (Jaipur):

Mention may be made here of the Rehabilitations Center of the Bhagwan Mahaveer ViklangSahayata Samiti in Jaipur. In the centre they make a variety of shoes and legs, all customs made, to suit the orthopedically handicapped, who have to work in rural background. These artificial legs are not spoiled even if they become wet as they are made out of rubber. The treatment and fitting of the limb is free at the center for all patients, though any one is welcome to give
domination. At any given time, the Centre has more than 100 people give a donation. At any given time, the center has more than 100 people waiting to be fitted with limbs or trying them out or having them altered. During 1980, the Centre was able to provide more than 2,000 persons with artificial limbs.

Mahasaysay Award winner for 1980 and the famous inventor of Jaipur Foot Dr. P.K. Sethi say that the most satisfactory aspect of the Centers activities apart from the actual fitting of limbs is the fact that there is a strong element of community involvement. The Viklang Samiti is run mainly through donations, while many of its members give freely and willingly of their time.

As Mother Teresa of Culcutta, winner of the 1979 Noble peace Prize wrote the Centre, “May God bless your beautiful work giving new hope to the handicapped”. Likely that the successful experiment in Jaipur will spread to other parts of India and to the outside world, not only giving the handicapped new hope but also affording them a chance to live in society with dignity and equality.

**Other Institutions:**

Apart from the institutions discussed above, other noteworthy organisations which impart training, education, and other rehabilitation services to the orthopaedically handicapped were: Cripple Association, Ahmedabad; The Society for the Welfare of the Physically handicapped, Pune; The society for the Education of the Crippled (Child and Adult) Bombay; Occupational Therapy Home for Children and Occupational Therapy Institute, New Delhi; Nagpur
Association for the Rehabilitation of Physically handicapped Bangalore; the society for the Welfare of Cripples, West Bengal, Sanket, Chandi Mandir, etc.

Other specialized centers serving disabled veteran are Saint Dimdtan's hostel for the War-Blinded; The Disabled Soldier's Home run by the Indian Red cross; Four Department of Labour Trainings Schools for the Disabled; the Deaf and Dumb School and the Queen Mary's Technical School for Disabled Indian Soldiers at Pune.

7.27 Legislations for Physically Challenged Persons:

The legislative framework for the protection of the rights of disabled people is covered by four acts in India (Thomas 2005a):

- Mental Health Act 1987
- Rehabilitation Council of India Act 1992
- Persons with Disabilities Act 1995
- The National Trust Act 1999

The Mental Health Act 1987 (http://www.disabilityindia.org/mentalact.cfm) Mental Health Act came into effect in all the states and union territories of India in April 1993 and replaced the Indian Lunacy Act of 1912. This Act consolidated and amended the law relating to the treatment and care of mentally ill persons and to make better provision with respect to their properly and affairs. The objectives of the Act include to:

- regulate admission to psychiatric hospitals or psychiatric nursing homes of mentally ill-persons who do not have sufficient understanding to seek treatment on a voluntary
basis, and to protect the rights of such persons while being detained;

- protect society from the presence of mentally ill persons who have become or might become a danger or nuisance to others;
- protect citizens from being detained in psychiatric hospitals or psychiatric nursing homes without sufficient cause;
- regulate responsibility for maintenance charges of mentally ill persons who are admitted to psychiatric hospitals or psychiatric nursing homes;
- provide facilities for establishing guardianship or custody of mentally ill persons who are incapable of managing their own affairs;
- provide for the establishment of Central Authority and State Authorities for Mental Health Services;
- regulate the powers of the Government for establishing, licensing and controlling psychiatric hospitals and psychiatric nursing homes for mentally ill persons;
- provide for legal aid to mentally ill persons at State expense in certain cases.

In 2002, the Act was implemented in 25 out of 30 states and Union Territories. Under the Mental Health Act 1987, each state is required to constitute a State Mental Health Authority (SMHA) to ensure effective and equitable enforcement of the provisions of the Act. The primary role of the SMHA is in planning, implementation and monitoring of mental health programme/activities (WHO 2006).
The Rehabilitation Council of India Act 1992
(http://rehabcouncil.nic.in/pdf/about_rci.pdf) This Act sets out to regulate the training of professionals in rehabilitation and sets out a framework for a Central Rehabilitation Register. Specifically it sets out:

1. training policies and programmes;
2. to standardise the training courses for professionals dealing with persons with disabilities;
3. to grant recognition to the institutions running these training courses;
4. to maintain a Central Rehabilitation Register of the rehabilitation professionals;
5. to promote research in Rehabilitation and Special Education.

In order to give statutory powers to the Council for carrying out its duties effectively the Rehabilitation Council of India Act was passed by the Parliament which came into force with effect from 1993. The amendment in the Act in 2000 gave the additional responsibility of promoting research to the Council. The major functions of the council include the recognition of qualifications granted by Universities in India for Rehabilitation Professionals and also the recognition of qualification by Institutions outside India.

7.28 Other Initiatives taken by the Government:

1. British Luancy Act 1912 was repealed only in 1987 with the Mental retardation from the Act This gave an impetus to afford
more services for persons with intellectual disability and a move from the medical model to educational model.

2. The Rehabilitation Council of India Act 1992 is responsible for providing qualified professions trained in the accredited instructions following standard curriculum developed by it. The trained professional registering with the rehabilitation Council of India, was also made mandatory.

3. The Persons with Disability Act 1995 defines the various disabilities and delineates the array of services required for persons with disability, from that of prevention of adult life requirements. It has become mandatory, the provision of all services in barrier free environments.

4. The national Trust Act, 1999 Provides guardianship for the persons with disabilities, and includes in its list of disabilities, autism, cerebral palsy, mental retardation and multiple disabilities.

5. In the Education for All, Sarva Shiksha Abhiyan (SSA) Scheme 2001, a country wide mammoth project, persons with disabilities are included in the classroom situations in mainstream school.

6. In the Integrated Education for Disabled Children (IEDC) Scheme, the children with disabilities study in a special section in mainstream school.

7. Around 200 District Disability Rehabilitation Centers (DDRC) 2003, have been established wherever services had yet not to be strengthen.
8. In regions where services were scarce, 6 Composite Rehabilitation Centres, 1998-99 have been established to provide services for persons with disabilities, of all categories and

9. The National Institute for the Mentally handicapped, 1985 was established for material and manpower development.

7.29 Programmes of Government of Maharashtra for the welfare of Physically Challenged persons:

1. Reservation:

In Govt. Job: 3% reservation is available in Govt. job for physically handicapped persons in Gr. 'C' and Gr. 'D' posts. The state government has decided that % vacancy of each for the Blind, the Deaf and for the Orthopedically Handicapped in Class III and Class IV services of Govt. and comparable posts in the Public Sector Undertakings and local bodies to be filled in by Directorate of Recruitment in any office should be reserved for being filled in by these persons. 0/1 - Social Welfare, Cultural Affairs, Sports & Tourism Department.

2. In Educational institutions:

2% seats are reserved for handicapped for extension programme like short term courses in the following:

Mental Retardation: Awareness Programme (Pertaining to all disabilities and rehabilitation)
Learning disability: 1% seat is reserved for handicapped for admission in Technical Institutions.

3. Age relaxation:

The upper age limit is relaxed up to 45 years for handicapped persons for applying in Govt. jobs.

4. Scholarship/Stipend:

The State Govt. awards Rs.30/- P.M. as scholarship to those handicapped students from Class I to Class VIII whose family income is less than Rs.4,800/- P.M.

A certificate of at least 40% disability is required to be eligible for the scholarship.

5. Maintenance Allowance (Through Institutions/NGOs):

Disabled persons whose age is 55 years and above get maintenance allowance grant through NGOs @ Rs.125/- P.M.

6. Unemployment allowance:

Unemployed graduates are sent to work in Govt. Offices and given Rs.100/- for 15 days. They have to work for 4 hours per day.

7. Conveyance allowance:

Govt. employees get 5% of the basic or Rs.100/- P.M. maximum as conveyance allowance for attending office.

8. Bus Concession:

State Road Transport is giving 75% concession in bus fares to blind, deaf and Orthopaedically Handicapped persons and 50% concession to their attendants.
9. Assistance for self-employment:
The maximum assistance admissible under this scheme shall be Rs.500/- per beneficiary. In exceptional types of trades such as armature, winding, book binding, sheet metal work etc. for which the material of equipment required is much expensive. The ceiling of financial assistance may be raised up to a maximum of Rs.1000/- per beneficiary.

Financial assistance up to Rs.1000/- is given to the trained disabled person.

A margin money scheme is implemented by State Govt. for starting self-employment by disabled persons. Project upto Rs.25,000/- are considered for financial assistance. Out of this 80% will be Bank Loan and 20% (Limited to Rs.5,000/-) is the subsidy from the State Govt.

10. Awards/Sports/Seminars:
State Govt. gives awards to disabled for the excellent work done by them to those who fail to get National Awards by Central Govt.

11. Exemption in professional tax/road tax:
Physically handicapped persons are totally exempted from paying professional tax from 1987-88. Physically handicapped persons are also exempted from paying road tax.

12. Assistance for purchase of aids & appliances:
Handicapped persons whose income is up to Rs.1500/- P.M. are entitled to 100% grant on aids and appliances, for those whose income is between Rs.1,501/- to Rs.2,000/- are entitled 50%
assistance. The maximum limit of assistance and appliances is Rs.3,000/-. Handicapped persons are also eligible for Rs.150/- as conveyance allowance and Rs.10/- for lodging and boarding per day upto maximum of Rs.100/- for attending rehabilitation camps for aids and appliances.

13. Other Concessions:

Relaxation in typing qualification: Relaxation in typing qualification for appointment to clerical post mandatory for MPSC.

- **Margin money:** Margin money provided to the disabled upto the maximum cost of the project Rs.25,000/-. Out of this, 80% is bank loan and 20% is subsidy being provided by the State Govt. i.e Rs.5,000/-.

- **Government Quarter:** Disabled get preference in allotment of Govt. Quarter.

- **Extra timing in exam:** Deaf, dumb, blind and physically handicapped students get extra 30 minutes time in the Secondary and Higher Secondary Examinations. The above categories students are provided a Writer if necessary at the time of examination whose arrangement is done by the board.

- **Spastics students** are given extra 2 hours to solve the questions. They have options to write or type. Writer facility is also allowed.

- **Exemption from drawing figures/graphs:** Blind, Spastics and Physically Handicapped students get exemption in drawing figures/graphs in examination.
• **Facility extended by Bombay University:** Handicapped students could avail of the correspondence course facility even for science through correspondence. Writers allowed in examinations and an extra time up to 3 hours is given in each paper.

• **Merit award to disabled SSC and HSC students:** Rs.100/- is granted to meritorious handicapped students. 3 students covered every year.

• **10% reservation** is made for handicapped for employment in milk distribution centres.

• **Handicapped persons** get priority in the sanction of controlled shops.

• **3 Residential Schools** for the Orthopaedically Handicapped are set up at Nagpur, Aurangabad and Miraj.

• **Blind students** studying in colleges are given tape recorder and a set of 10 educational cassettes for their use.

7.30 **The Persons with Disabilities (Equal Opportunities, protection Of Rights And Full Participation) Act 1995** (http://www.disabilityindia.org/pwdacts.cf)

This act provides 3% reservations for disabled people in poverty alleviation programmes, government posts, and in state educational facilities, as well as other rights and entitlement. The specific objectives of the Act are:

• Prevention and Early Detection of Disabilities

• Education
A study conducted by Disability Knowledge and Research Group in India assessed the impact of this Act and tried to evaluate its implication (Thomas 2005a). It was found that those eligible had difficulties in obtaining disability certificates, benefit entitlements varied across the India and that only 3% per cent had received monetary support from the government on a regular basis.

The National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act 1999 (http://www.disabilityindia.org/trustact.cfm) This Act provides for the constitution of a national body for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities. The main objectives are:

- to enable and empower persons with disability to live as independently and as fully as possible within and as close to the community to which they belong;
• to strengthen facilities to provide support to persons with disability to live within their own families;
• to extend support to registered organization to provide need based services during the period of crises in the family of persons with disability;
• to deal with problems of persons with disability who do not have family support.

7.31 National Policy for Persons with Disabilities (2006) :

No.3-1/1993-DD.III

Government of India

Ministry of Social Justice and Empowerment

Introduction:

The Constitution of India ensures equality, freedom, justice and dignity of all individuals and implicitly mandates an inclusive society for all including persons with disabilities. In the recent years, there have been vast and positive changes in the perception of the society towards persons with disabilities. It has been realized that a majority of persons with disabilities can lead a better quality of life if they have equal opportunities and effective access to rehabilitation measures.

2. According to the Census 2001, there are 2.19 crore persons with disabilities in India who constitute 2.13 percent of the total population. This includes persons with visual, hearing, speech, locomotor and mental disabilities. Seventy five per cent of persons
with disabilities live in rural areas, 49 per cent of disabled population is literate and only 34 per cent are employed. The earlier emphasis on medical rehabilitation has now been replaced by an emphasis on social rehabilitation. There has been an increasing recognition of abilities of persons with disabilities and emphasis on mainstreaming them in the society based on their capabilities. The Government of India has enacted three legislations for persons with disabilities viz.

(i) Persons with Disability (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, which provides for education, employment, creation of barrier free environment, social security, etc.

(ii) National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disability Act, 1999 has provisions for legal guardianship of the four categories and creation of enabling environment for as much independent living as possible.

(iii) Rehabilitation Council of India Act, 1992 deals with the development of manpower for providing rehabilitation services.

3. In addition to the legal framework, extensive infrastructure has been developed. The following seven national Institutes are working for development of manpower in different areas, namely,

- Institute for the Physically Handicapped, New Delhi.
- National Institute of Visually Handicapped, Dehradun
- National Institute for Orthopaedically Handicapped, Kolkata
National Policy Statement:

The National Policy recognizes that Persons with Disabilities are valuable human resource for the country and seeks to create an environment that provides those equal opportunities, protection of their rights and full participation in society. The focus of the policy shall be on the following:

I. Prevention of Disabilities

Since disability, in a large number of cases, is preventable, there will be strong emphasis on prevention of disabilities. Programme for prevention of diseases, which result in disability and the creation of awareness regarding measures to be taken for prevention of disabilities during the period of pregnancy and thereafter will be intensified and their coverage expanded.

II. Rehabilitation Measures

Rehabilitation measures can be classified into three distinct groups: (i) physical rehabilitation, which includes early detection and intervention, counseling & medical interventions and provision
of aids & appliances. It will also include the development of rehabilitation professionals. (ii) educational rehabilitation including vocational education and (iii) economic rehabilitation for a dignified life in society.

III. Women with disabilities

According to Census-2001, there are 93.01 lakh women with disabilities, which constitute 42.46 percent of total disabled population. Women with disabilities require protection against exploitation and abuse. Special programmes will be developed for education, employment and providing of other rehabilitation services to women with disabilities keeping in view their special needs. Special educational and vocation training facilities will be setup. Programmes will be undertaken to rehabilitate abandoned disabled women/ girls by encouraging their adoption in families, support to house them and impart them training for gainful employment skills. The Government will encourage the projects where representation of women with disabilities is ensured at least to the extent of twenty five percent of total beneficiaries.

Steps shall be taken to provide short duration stay homes for women with disabilities, hostels for working disabled women, and homes for aged disabled women.

It has been noted that women with disabilities have serious difficulty in looking after their children. The Government will take up a programme to provide financial support to women with disabilities so that they may hire services to look after their children.
Such support will be limited to two children for a period not exceeding two years.

IV. Children with Disabilities:

Children with disabilities are the most vulnerable group and need special attention. The Government would strive to:

(a) Ensure right to care, protection and security for children with disabilities;

(b) Ensure the right to development with dignity and equality creating an enabling environment where children can exercise their rights, enjoy equal opportunities and full participation in accordance with various statutes.

(c) Ensure inclusion and effective access to education, health, vocational training along with specialized rehabilitation services to children with disabilities.

(d) Ensure the right to development as well as recognition of special needs and of care, and protection of children with severe disabilities.

V. Promotion of Non-Governmental Organizations (NGOs):

The National Policy recognizes the NGO sector as a very important institutional mechanism to provide affordable services to complement the endeavors of the Government. The NGO sector is a vibrant and growing one. It has played a significant role in the provisions of services for persons with disabilities. Some of the NGOs are also undertaking human resource development and research.
activities. Government has also been actively involving them in policy formulation, planning, implementation, monitoring and has been seeking their advice on various issues relating to persons with disabilities. Interaction with NGOs will be enhanced on various disability issues regarding planning, policy formulation and implementation. Networking, exchange of information and sharing of good practices amongst NGOs will be encouraged and facilitated. Different programmes will be undertaken by the NGO's for the rehabilitation and development of the persons with disability.

In the national policy the various policy matters and the issues highlighted are as follows:

- Collection of regular information on Persons with Disabilities
- Research
- Sports, Recreation and Cultural life
- Amendments to existing Acts dealing with the Persons with Disabilities

Principal Areas of Intervention:

- Prevention, Early Detection and Intervention
- Programmes of Rehabilitation
- Human Resource Development
- Education of Persons with Disabilities
- Employment
- Barrier-free environment
- Social Protection
• Research
• Sports, Recreation and Cultural activities

**Responsibility for Implementation:**

The Ministry of Social Justice & Empowerment will be the nodal Ministry to coordinate all matters relating to the implementation of the Policy.

An inter-ministerial body to coordinate matters relating to implementation of National Policy will be formed. All stakeholders including prominent NGOs, Disabled Peoples Organizations, advocacy groups and family associations of parents/guardians, experts and professionals will also be represented on this body. Similar arrangements will be encouraged at the State and District levels. Panchayati Raj Institutions and Urban Local Bodies will be associated in the functioning of the District Disability Rehabilitation Centres’ District Level Committees to coordinate the matters relating to the implementation of the policy.

The annual report of these Ministries/Departments will indicate progress achieved during the year.

The Chief Commissioner for Disabilities at Central level and State Commissioners at the State level shall play key role in implementation of National Policy, apart from their statutory responsibilities.

Panchayati Raj Institutions will play a crucial role in the implementation of the National Policy to address local level issues and draw up suitable programmes, which will be integrated with the district and State plans. These institutions will include disability related components in their projects.

Infrastructure created during the course of implementation will be required to be maintained and effectively used for a long period. The community should take a leading role in generating resources within themselves or through mobilization from private sector organizations to maintain the infrastructure and also to meet the running cost. This step will not only reduce the burden on state resources but will also create a greater sense of responsibility among the community and private entrepreneurs.

Every five years a comprehensive review will be done on the implementation of the National Policy. A document indicating status of implementation and a roadmap for five years shall be prepared based on the deliberations in a national level convention. State Governments and Union Territory administrations will be urged to take steps for drawing up State Policy and develop action plan.
References:


2. Ibid


4. GOI, Ministry of Home Affairs, Department of P. & P.R., through the Department of Social Welfare; Reservation of posts for the physically Handicapped persons in Group C & D Posts/Services under the Central Government, O.M. No. 39016/6/77, dated 4-11-77.

5. Ibid

6. Ibid

7. GOI, Ministry of Labour, through the Department of Social Welfare; Reservation of Vacancies for the Physically Handicapped in the Central Services and Public Sector Undertakings, O.M. No.F. 12-59/77-N1, dated 5-8-77.

8. GOI, Ministry of Home Affairs, Department of P. & A.R., through the Department of Social Welfare; Reservations of posts for the Physically Handicapped in Group ‘C’ and ‘D’ pots under the Central Government, Ibid.
9. GOI, Ministry of Home Affairs, Department of P. & A.R.; 
Profanely in Typewriting for appointment to Clerical posts 
under the GOI Exemption from-in the case of Physically 
Handicapped Persons, O.M. No. 71/67/56-CS(C), dated 15 
September 1956.

10. GOI, Ministry of Home Affairs, Department of P. & A.R.; 
Reservation of Vacancies for the Physically Handicapped 
Persons in Group ‘C’ and ‘D’ posts/Services under the Central 
Government – Identification of Jobs for Physically 
Handicapped Persons, O.M.No. 39016/24/80-ESTT(C), dated 
8th September 1980.

11. GOI, Ministry of Home Affairs, Department of P. & A.R.; Grant of 
Age Concession to the Physically Handicapped Persons in Class 
III and IV Posts under the Central Government, O.M. No. 

12. GOI, Ministry of Home Affairs, Department of P. & A.R.; Grant of 
Age Concessions to the Blind, Deaf-Mute and Orthopedically 
Handicapped Persons for Appointment to Class III and IV posts 

13. GOI, Ministry of Home Affairs, Department of P. & A.R.; Grant of 
Age Concession to the Physically Handicapped Persons for 
appointment to Class III and IV (Now Group ‘D’ and ‘D’) Posts 
under the Central Government, O.M. No. 15012/6/77- 
ESTT(D), dated 28th January 1878.
14. GOI, Ministry of Labour; Grant of Age Concession to Physically Handicapped Persons and Who Belong to Scheduled Caste and Scheduled Tribe for Appointment to Class III and IV Posts under the Central Government, No. D.G.E. & T-14/8/76-Adm-I.


16. GOI, Ministry of Home Affairs; Employment of Physically Handicapped Persons in Public Services- Medical Relaxations, O.M. No. 5/1/60-ESTT(D), dated 28th June 1960.


22. GOI, Ministry of Railways (Railway Board); Reservarion of Vacancies for the Physically Handicapped Persons in Group ‘C’ and ‘D’ post on the Railways, Railway Board No. E(NG)III/78/RCI 54, dated 26th October 1979; and also Railways Board No, E(NG) II-80 RCI/67, dated 28th August 1980.

23. GOI, Ministry of Railways (Railway Board); O.M. No. E(NG) II-80 (RCI) 67, dated 23rd March 1981.

24. GOI, Ministry of Railways (Railway Board); Grant of Fare Concessions to Physically Handicapped Persons in Railways, Railway Board No. E(NG) IV/76/RCI/57, dated 14th March 1976.

25. Ibid.


27. Ibid.

28. Government of India, Department of Communications (P.& T. Board); Employment of Physically Handicapped Persons in Government Services, O.M. No. 20/14/60-SPB-I, dated the 15th February 1965.


32. Ibid.

33. GOI, Ministry of Finance, Bureau of Public Enterprises; Reservation of Posts for the Physically Handicapped Persons in Group, ‘C’ and ‘D’ posts/services under the Central Public Enterprises, O.M. No. 2 (186)/69 (BPE) GM-I, dated the 6th January 1971.

34. GOI, Ministry of Labour; Grant of Age Concession to the blind, Deaf, Mute and Orthopaedically Handicapped Persons for Appointment to Lower Post in public Enterprises, O.M. No. 2-11011/1/74, dated the 27th May 1974; And also see; GOI, Ministry of Finance, Bureau of Public Enterprises; Grant of Age Concession to the blind, Deaf-Mute and Orthopedically handicapped Persons for Appointment to Lower Posts in Public Enterprises, O.M. No. 2 (46)/73-BPE (GM-I), dated the 30th April 1974.

35. GOI, Ministry of Finance, Bureau of Public Enterprisesl Reservation of Post for the Physically Handicapped Persons in Group, ‘C’ and ‘D’ posts services under the Central Public Enterprises, op. cit.

37. Ibid.


39. Ibid.

40. GOI, Department of Social Welfare; Concessions and Programmes for the Physically Handicapped, op.cit., p.9

41. GOI, Department of Social Welfare; Concessions and Programmes for the Physically Handicapped, op.cit.p.70.

42. GOI, Department of Social Welfare; Concessions and Programmes for the Physically Handicapped, op.cit.p.9.

43. Ibid, p.10.

44. Indian Airlines Corporation; Carriage of blind People in Indian Airlines Corporation (IAC) Services, Indian Airlines Circular No. CTM/17, dated 18th May 1965.


46. Ibid.


48. Ibid.

49. GOI, Department of Social Welfare; Concessions and Programmes for the Physically Handicapped, op. cit.p.1.

50. Ibid.

52. GOI, Department of Social Welfare; Award of Scholarship for the Physically Handicapped (New Delhi, 1955.)

53. Ibid.

54. GOI, Department of Social Welfare; Programmes for the Physically Handicapped, Mimeographed Pamphlet, no date.

55. Ibid.

56. GOI, Department of Social Welfare; Programmes for the Physically handicapped, Memeographed Pamphlet, No. date.

57. Ibid.

58. Ibid.

59. GOI, Department of Social Welfare; Concessions and Programmes for the Physically Handicapped, op.cit., p.5.

60. GOI, Ministry of Labour, Directorate General of Employment and Training, New Delhi, 1981.

61. Ibid.

62. GOI, Department of Social Welfare; Concessions and Programmes for the physically Handicapped, op.cit., p.45.

63. Ibid.

64. GOI, Department of Social Welfare; Concessions and Programme for the Physically Handicapped, Op. Cit. P.47.


66. Ibid.

67. GOI, Department of Social Welfare; Concessions and Programmes for the Physically handicapped, op.cit. p.48.

69. GOI, Ministry of Home Affairs, Department of P. & A.R., Recruitment of Personnel, for Class I and Class II posts of Disabled Defence Service personnel through Union Public Service Commission, O.M. No. E 14/42/65-ESTT (D), dated 29-3-1966; and also O.M. No. 13/35/71-ESTT (C), dated 24-12-1972.

70. GOI, Ministry of Home Affairs, Department of P. & A.R.; Age Relaxation Granted to Disabled Defense Service Personnel, O.M. No. 39016/12/79 ESTT (C), dated 24/11/1979; also see, GOI, Ministry of Home Affairs, Department of P. & A.R.; Concessions for Appointment to Group ‘C’ and ‘D’ posts, O.M. No. 13/34/71-ESTT (C), dated 1st February 1972.

71. GOI, Ministry of Home Affairs, Department of P. & A.R.; Relaxation of Age Limit to the Disabled Defence Service Persons for the Post Filled on the Results of Competitive Examinations, O.M. No. F. 14/42/65/-ESTT (D) dated 29-3-1966; GOI, Ministry of Home Affairs, Department of P. & A.R.; Relaxation of Age Limit to the Disabled Defence Service Persons for the Post Filled on the Results of Competitive Examinations, O.M. No. F. 14/42/65/-ESTT (C) dated 29-3-1966;
GOI, Ministry of Home Affairs, Department of P. & A.R.; Rehabilitation Disabled Defence Services Personnel Killed or Severely Disabled ... Concessions for Appointment to Group ‘C’ and Group ‘D’ posts, O.M. No. 39016/5/81-ESTT (C), dated 21-2-1981.


75. GOI, Ministry of labour, Directorate General of Employment and Training; Concession and Priorities Admissible to Ex-Defence Service Personnel, op.cit. p.11.

76. Ibid, p.12.
