



DISABILITY INCLUSION ACROSS 17 SUSTAINABLE DEVELOPMENT GOALS

Seminar Report

Prepared by

Diversity and Equal Opportunity Centre (DEOC)

Seminar Co-organised by

**National Centre for Promotion of Employment for Disabled People
(NCPEDP)**

and

American India Foundation (AIF)

20th January 2017

About the Seminar

National Centre for Promotion of Employment for Disabled People (NCPEDP) and American India Foundation (AIF) organised a Seminar, titled 'Disability Inclusion across 17 Sustainable Development Goals (SDGs)', on the 9th of December, 2016, to discuss how the SDGs could be achieved for persons with disabilities in India.

The Chief Guest of the Seminar was Mr. Thaawarchand Gehlot, the Hon'ble Minister of Social Justice and Empowerment (MSJE) and the Guest of Honour was Mr. Yuri Afanasiev, UN Resident Coordinator and UNDP Resident Representative in India. It was attended by approximately 100 delegates, who included senior government officials from MSJE and the Rural Development Ministry, prominent leaders from several civil society organisations working on various social and human rights issues and leaders from the disability sector representing different disabilities and regions. The Partners for the Seminar were Department of Empowerment of Persons with Disabilities (Divyangjan), United Nations India and National Association of the Deaf (NAD). The Co-Sponsors were Wipro Limited, EXL Service Limited, Cisco Systems India Pvt. Limited, Indian Oil Corporation Limited, Atul Nishar Foundation, Sasken Communication Technologies Limited and Titan Company Limited. The Associate Sponsors were Bata India Limited, Tata Steel Limited and Tech Mahindra Foundation.

The aim of the Seminar was to formulate a set of recommendations which would be submitted to NITI Aayog in order to facilitate the effective implementation of SDGs for persons with disabilities.

The work of collating and finalising the recommendations was commissioned to Diversity and Equal Opportunity Centre (DEOC) by NCPEDP. DEOC had prepared a Working Document which was circulated to all the participants prior to the Seminar. All the relevant recommendations suggested by the speakers and participants have been incorporated in this Document.

This Report includes relevant information about the SDGs, particularly with respect to persons with disabilities, the role of NITI Aayog, some significant points made by the delegates and all the suggested recommendations for implementing the SDGs for persons with disabilities.

Sustainable Development Goals

On the 25th of September 2015, United Nations adopted a set of goals, which were to end poverty, protect the planet and ensure prosperity for all, as part of a new sustainable development agenda. Each goal has specific targets to be achieved by 2030. There are 17 goals, 169 targets and 230 individual indicators. The implementation of the sustainable development agenda began on the 1st of January, 2016. The key principle of the SDGs is to 'leave no one behind', i.e. 'no goal is considered to be met unless it is met for everyone'.¹

SDGs and Disability

The Disabled People's Organisations (DPOs) and the leaders of the disability rights movement across the world had to engage in arduous negotiations with the United Nations to ensure that the issue of disability be firmly included in the SDGs. Disability activists around the world argued that the goal to eradicate poverty could not be achieved without addressing disability issues, as 20 percent of the world's poorest people are people with disabilities.²

Disabled People's International (DPI) and NCPEDP lobbied for disability to be included in all the relevant Goals of the SDGs. They also advocated for disability specific indicators for all the relevant targets. Though not all the demands were met, there is a definite consideration of persons with disabilities in the SDGs, which is a significant improvement compared to the earlier Millennium Development Goals (MDGs) that had no mention of disability.

There are a few targets where disability is explicitly mentioned. Some targets do not mention disability explicitly but are relevant to people with disabilities as explained below. For example, universal targets and targets related to vulnerable people are applicable for persons with disabilities. Then, there are targets related to policies, resources, infrastructure and technology, which would be crucial for achieving SDGs for people with disabilities. We have looked at the various targets and have tried to classify them into the following categories:

- 1) **Targets that have explicit mention of Disability/Persons with Disabilities:** There are 11 explicit mentions of disability/persons with disabilities in SDGs - three in the introductory paragraphs; seven in the targets and one in the follow up section.
- 2) **Targets for the 'Vulnerable':** Para 23 of the Declaration clearly mentions that 'persons with disabilities' are 'people who are vulnerable'. It is also mentioned that 80% of people with disabilities live in poverty. There are six targets where the terms 'vulnerable' or 'vulnerable situation' has been mentioned. These have to be achieved for persons with disabilities.
- 3) **Universal Targets:** There are several universal targets where it says, "all people", "universal access", "universal health coverage", "all women and girls", "all learners", "all girls and boys", "all youth", "all forms of

¹UN Website, Sustainable Development Goals, <https://sustainabledevelopment.un.org/post2015/transformingourworld> accessed on 23th November 2016

²Website of the United Nations, Some Facts about Persons with Disabilities, <http://www.un.org/disabilities/convention/facts.shtml> accessed on 25th November 2016

discrimination”, “all forms of violence”, “all harmful practices”, “legal identity for all”, etc. These too have to be met for people with disabilities.

- 4) **Targets for Policies:** There are targets which say, “enforce non-discriminatory laws and policies”, “create sound policy framework”, “adopt and strengthen sound policies”, “devise and implement policies”, “eliminate discriminatory laws, policies and practices and promote appropriate legislation”, “promote public procurement practices that are sustainable” and so on. The policies that are being formulated/strengthened should have specific and appropriate provisions for making them inclusive and disabled friendly. There should be a mechanism to monitor these targets with respect to persons with disabilities.
- 5) **Targets for Resources:** There are targets for the allocation of resources for implementation, like “increase health financing”, “substantially expand globally the number of scholarships”, “significant mobilization of resources to end poverty”, etc. There is a need to ensure that adequate resources are allocated for disability concerns too.
- 6) **Infrastructure and Technology Targets:** There are targets related to infrastructure and technology which have phrases such as, “enhance the use of enabling technology”, “expand infrastructure and upgrade technology”, “support domestic technology development”, “facilitate sustainable and resilient infrastructure development”, “upgrade infrastructure and retrofit industries”, etc. There should be a mechanism to ensure that all these developments be accessible to people with disabilities.
- 7) **Communication/Awareness related Targets:** There are targets aimed at creating awareness which mention, “ensure people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature”, “improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning”, etc. It is important that these targets are monitored for accessibility of information.
- 8) **Participation/Representation related Targets:** There are targets for enabling community participation and representation which say, “ensure women’s full and effective participation”, “support and strengthen the participation of local communities”, “ensure responsive, inclusive, participatory and representative decision-making at all levels”, “equal opportunities for leadership at all levels of decision-making in political, economic and public life” and so on. It is important that people with disabilities are represented at all levels of decision making. There should be a mechanism to monitor the above targets for persons with disabilities.
- 9) **Targets related to Capacity Building for Improving Data:** The target to “enhance capacity building for improving availability of high quality data” is important for the disability sector, as there is a huge dearth of data regarding disability in the country.

A **global indicator framework** has been developed by the 'Inter-Agency and Expert Group on Sustainable Development Goal Indicators' for the 169 targets with 230 indicators.³ The indicators have been classified into three tiers⁴ – Tier 1, Tier 2 and Tier 3. These are explained below:

- Tier 1: Indicator conceptually clear, established methodology and standards available and data regularly produced by countries.
- Tier 2: Indicator conceptually clear, established methodology and standards available but data are not regularly produced by countries.
- Tier 3: Indicator for which there are no established methodologies and standards or methodologies/standards are now being developed/tested.

The tier classification contains 81 Tier 1 indicators, 57 Tier 2 indicators and 88 Tier 3 indicators. In addition to these, there are 4 indicators that have multiple tiers (different components of the indicator are classified into different tiers). Out of the 230 indicators, only 11 have an explicit mention of disability. They are:

- ❖ 1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work injury victims and the poor and the vulnerable. (Tier 2)
- ❖ 4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict affected, as data become available) for all education indicators on this list that can be disaggregated.(Tier 1/2/3 depending on the indice).
- ❖ 4.a.1 Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic hand-washing facilities (as per the WASH indicator definitions) (Tier 2)
- ❖ 8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities. (Tier 2)
- ❖ 8.5.2 Unemployment rate, by sex, age and persons with disabilities. (Tier 1)
- ❖ 10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities. (Tier 3)
- ❖ 11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities. (Tier 2)
- ❖ 11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities. (Tier 3)
- ❖ 11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months. (Tier 3)

³Official list of SDG Indicators, <http://unstats.un.org/sdgs/indicators/indicators-list/> accessed on 29th November 2016

⁴Tier Classification for Global SDG Indicators, 10th November 2016, <http://unstats.un.org/sdgs/files/meetings/iaeg-sdgs-meeting-04/Updated%20Tier%20Classification%20of%20SDG%20Indicators%2010-11-16.pdf>, accessed on 29th November 2016

- ❖ 16.7.1 Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions. (Tier 3)
- ❖ 16.7.2 Proportion of population who believe decision making is inclusive and responsive, by sex, age, disability and population group. (Tier 3)

It is clearly stated that the Sustainable Development Goal indicators should be disaggregated, where relevant, by income, sex, age, race, ethnicity, migratory status, disability and geographic location, or other characteristics, in accordance with the Fundamental Principles of Official Statistics. The targets which mention vulnerable people or which are universal targets should also be similarly disaggregated.

Global indicators may not be enough for ensuring that SDG targets are met for persons with disabilities. For example, for the goal to ensure equal access at all levels of education there may be a need for additional disability indicators, which could say, "Percentage of teachers in service who have received in-service training in the last 12 months to teach students with special educational needs" and "net attendance ratio for children with disabilities".⁵

The UN Disability Data Experts Group has recommended the use of the **Washington Group Short Set of questions**⁶ for disaggregating data by disability for SDGs. The Washington Group has also developed a set of survey questions for identifying children with disabilities in partnership with UNICEF.⁷

It is mentioned in the Declaration that "national ownership is key to achieving sustainable development". It states that the follow up process would be country-led. The goals and targets will be followed-up and reviewed using a set of global indicators. These will be complemented by indicators at the regional and national levels which will be developed by member states. **It is therefore important for the disability sector to actively engage with the relevant organisations in the country to ensure implementation of SDGs for persons with disabilities.**

⁵Disability indicators for the SDGs, UN DESA/DSPS/Secretariat for the Convention on the Rights of Persons with Disabilities, with contributions and support from the World Health Organization, 16th October 2015

⁶ The Washington Group Short Set of Questions on Disability, <http://www.washingtongroup-disability.com/wp-content/uploads/2016/01/The-Washington-Group-Short-Set-of-Questions-on-Disability.pdf> accessed on 25th November 2016

⁷ Washington Group, Child Functioning, <http://www.washingtongroup-disability.com/washington-group-question-sets/child-disability/> accessed on 28th November 2016

Role of NITI Aayog - Nodal Organisation for SDGs in India

In India, NITI Aayog has been entrusted with the role of coordinating the '2030 Agenda for Sustainable Development.' As per the information given on the website of NITI Aayog, their task is to "not merely periodically collect data on SDGs but to act proactively to fructify the goals and targets not only quantitatively but also maintaining high standards of quality."

NITI Aayog, as the first step, has undertaken an exercise to map the goals and targets with the Nodal and other Ministries in consultation with the Ministry of Statistics and Programme Implementation (MoSPI). Further, the Centrally Sponsored Schemes, including the 'core of the core', 'core' and 'optional' Schemes being implemented by the States have been mapped along with some of the recent initiatives undertaken by the Central Government."⁸

According to media reports, NITI Aayog will prepare a vision document for about 15 years i.e. up to 2030, which is co-terminus with the period to achieve the SDGs. It will also prepare a seven-year strategy from 2017-18 to 2023-24 with the mandate to convert the long-term vision into an implementable and enforceable policy and action as a significant part of a "National Development Agenda". In addition, there will be a mid-term review after three years i.e. the year ending in March 2020.⁹

Specific Issues of People with Disabilities vis-à-vis the Sustainable Development Agenda

The concern of the disability community is that if there are no focused measures to include disability in the NITI Aayog's Vision Document and National Development Agenda, people with disabilities may get 'left behind'. Before detailing the recommendations, it would be useful to understand the unique barriers that could prevent the targets being achieved for persons with disabilities.

1) **People with disabilities face multiple deprivations and discriminations:**

Disability, poverty, health, hunger and malnourishment are strongly intertwined. A clearly established fact is that disability leads to poverty and vice versa. People with disabilities have higher expenditures, lesser education and more restricted employment opportunities and thus, are worse off compared to counterparts without disabilities. Further, the stigma associated with disability and commonly encountered environmental barriers make it difficult for a person with disability to participate in the community. Women

⁸Sustainable Development Goals (SDGs), Targets, CSS, Interventions, Nodal and other Ministries (As on 08.06.2016), http://niti.gov.in/writereaddata/files/SDGsV20-Mapping080616-DG_0.pdf accessed on 23rd November 2016

⁹NITI Aayog to go beyond traditional areas of planning, Business Standard, 24th November 2016, http://www.business-standard.com/article/economy-policy/niti-aayog-to-go-beyond-traditional-areas-of-planning-116112300669_1.html accessed on 26th November 2016

with disabilities face greater social challenges than men with disabilities. These multiple aspects need to be examined and addressed in order to meet the goal of poverty eradication for persons with disabilities.

- 2) **Disability cost:** Nobel Laureate Amartya Sen noted that many disabled people need to spend more than non-disabled people in order to achieve the same standard of living. Disability adds to the cost of living, like extra medical care, expensive transportation, cost of assistive technology and so on. Studies have shown that the poverty rate for disabled people doubles if these extra costs are taken into account.¹⁰ Extra disability costs would impact other goals as well. For example, the additional transport cost needed to reach a health centre may deter people from accessing health service even if it were free or the lack of suitable assistive technologies may prevent access to Internet and so on. Currently, there are no schemes to cover the disability costs in the country. The pension amount in some States of India is so low that it does not even cover the basic cost of food, let alone the additional disability cost. (The Indira Gandhi Disability Pension Scheme offers only Rs. 300/- per month as pension for persons with disabilities)¹¹.
- 3) **Barriers to Accessing Basic Services:** Infrastructural accessibility is another unique barrier that people with disabilities face compared to other vulnerable groups. There are quite a few programmes in the country that aim to provide basic services to the poor but many people with disabilities are left out because of several barriers like lack of accessible transport, inaccessible government offices, difficulty standing in long queues, undertaking follow-up visits, dealing with inaccessible information, insensitive officials and so on. In spite of 20 years of disability legislation, 10 years of the ratification of the UN Convention on the Rights of Persons with Disabilities (CRPD) and one year of Accessible India Campaign, the programmes and services are continuing to be planned and implemented in a manner which is not accessible. For example, 82 e-toilets (fully automatic electronic toilets) have been installed in Bengaluru (2015-16). None of them are disabled friendly¹². Skywalks are being built at several places but they will only have escalators. The Government is increasingly engaging with citizens through technology but most government websites, for example, *MyGov*, *e-Patshala*, *IRCTC*, were found to be inaccessible based on a study conducted recently by the Centre for Internet and Society (CIS)¹³. Accessibility again cuts across all the goals and is a prerequisite for targets to be met for persons with disabilities.
- 4) **Data paucity on disability:** Except for the Census 2011 data, there is hardly any official data on disability in the country. There is no data to indicate the

¹⁰ A study in the United Kingdom found that the poverty rate for disabled people was 23 percent compared to 18 percent for non-disabled people, but when extra expenses associated with being disabled were considered, the poverty rate for people with disabilities increased to 47 percent (Kuklys, 2005), Page 10, Social Analysis and Disability, Key Cross-Cutting and Cross-Sector Disability Issues, <http://siteresources.worldbank.org/EXTSOCIALDEV/Resources/3177394-1175102311639/3615048-1175607868848/SA-Disability-Chapter-2.pdf> accessed on 25th November 2016

¹¹ Office Memorandum, Ministry of Rural Development, <http://nsap.nic.in/Guidelines/dps.pdf> accessed on 26th November 2016

¹² Right to Information (RTI) Response to Sama Foundation, Bengaluru, 27th April 2016

¹³ The Centre for Internet and Society, <http://cis-india.org/accessibility/news/times-of-india-november-21-2016-most-popular-apps-inaccessible-to-millions-of-disabled> accessed on 25th November 2016

number of poor people with disabilities, number of people with disabilities who have access to basic services, number of people with disabilities who own fixed assets, number of people benefitting from development programmes and so on and so forth. Such information would be essential in order to monitor the SDGs for persons with disabilities. In a response to an RTI filed by NCPEDP demanding the number of children covered under the Integrated Child Development Services (ICDS), the Ministry of Women and Child Development said that the existing MIS (Management Information Systems) does not capture information on disabled children.¹⁴ Another concern is that there is no standardised method to collect data on disability in the country which is both culturally and socially appropriate.

- 5) **Awareness:** There is very little awareness about disability rights among people who plan and implement the development programmes, including policy makers, government officials and even some professionals/stakeholders of other development sector groups. Disability is still seen as an opportunity for dispensing charity rather than as a development or a human rights issue by policy makers. Awareness would be another prerequisite for the effective implementation of SDGs for persons with disabilities.

Significant Views of Eminent Speakers and Delegates

Eminent speakers and delegates shared their views on SDGs, their concerns and the areas that require focus. Some of their significant points are given below:

- a) Hon'ble Minister of the Ministry of Social Justice and Empowerment (MSJE), Mr. Thaawarchand Gehlot is one of the few Ministers on the Committee on SDGs in NITI Aayog. Hence, MSJE's recommendations on SDGs will have weightage.
- b) There is a need for a "special education"/early education post graduate degree course in India, as there are not many skilled people/manpower in early intervention/early education in India.
- c) There are two key phrases that capture the essence of SDGs, 'leave no one behind' and 'lead a life of dignity'. In the last one year, after the framing of SDGs and while assessing the work done on the SDGs, one gets a feeling that 'leave no one behind' has been left behind and that 'lead a life of dignity' has become mere rhetoric. We have to bring back the idea/agenda of justice and dignity.
- d) The four factors that are stalling the progress of disabled people in India are accountability deficit (rampant tokenism and lack of accountability runs at all levels i.e. bureaucracy, the private sector and at the civil society level), participatory deficit (disabled people are not included in policy formulation or implementation), data deficit and inclusion deficit.
- e) As per the survey conducted by Aajeevika Bureau, the data shows that the poorest of poor people are those who are not able to join the informal workforce (immigrant labour force) and these households are headed by

¹⁴CRPD – key issues in India, December, by DEOC for NCPEDP, 2011

women, old people or people with long term disabilities. Out of the 5000 families surveyed, 1850 families had extreme/multiple vulnerabilities. Out of the 1850 families, 1100 families had one member with disability.

- f) According to the Socio-economic Survey conducted by the Rural Ministry, there are about eight lakh households which have a member with disability and with no earning member. The challenge is to use the data available and move forward.
- g) The concern regarding data collection, data disaggregation and programme implementation was highlighted. What method is the Government using or will use for implementing or studying the impact of SDGs on people with disabilities i.e. the 'Washington Group' method or a nationally devised method? Will it be universally applicable across all goals?
- h) Government policies largely focus on the 'individual' alone. Policies need to address the entire ecosystem revolving around the 'individual'.
- i) Poverty is a multi-dimensional issue and it needs to be addressed sustainably. The core of a successful plan or a programme on disability is about addressing the need for sustainable livelihood and sustainable infrastructure.
- j) Persons with disabilities in hilly regions and peripheral village areas should be given due focus in the Vision 2030 roadmap.
- k) In the last one year, NITI Aayog has been trying to anchor the SDGs in the current Indian policy framework. The document (mapping of targets and indicators) prepared by NITI Aayog (this is the base document for SDGs so far) needs to be examined from the perspective of disability.
- l) The worry is that Governments across the world have been "cherry picking" (being selective) while working on the goals and targets for the SDGs. They are only working on those that were included in the MDGs.
- m) A concerted effort is required for reinforcing 'without our (people with disabilities) inclusion, this is not going to happen' while the Vision 2030 document is getting prepared by NITI Aayog.
- n) Most of the SDG targets fall under the domain of State subjects. So it is important to engage with State Governments.
- o) SDGs must be popularised among people, political representatives et al.
- p) The disability sector must start its own mapping of goals and targets of the SDGs so as to keep a check on the Government.
- q) The civil society must also monitor the implementation of SDGs. By September 2017, we should have a 'shadow report'. The civil society organisations can converge to prepare the report.

Recommendations to NITI Aayog for the Effective Implementation and Monitoring of SDGs for Persons with Disabilities

NITI Aayog should recognise persons with disabilities as key stakeholders in the National Development Agenda and Vision 2030 and take systematic and focussed measures to ensure that all the relevant goals and targets are met for persons with disabilities. Given below are the recommendations that emerged at the stakeholders Seminar held on 9th December 2016, which could facilitate the speedy and effective implementation of the SDGs for persons with disabilities:

- 1) Set up a Focal Point (Unit) for disability at NITI Aayog to ensure the inclusion of persons with disabilities in the planning, implementation and monitoring of Vision 2030 and the National Development Agenda. Appoint a senior level person with the knowledge and experience of disability to head the Focal Point (Unit). Similarly, at the State and District levels, there should be a Focal Point for disability in the nodal agency focusing on the SDGs.
- 2) Ensure a fair representation of persons with disabilities and disability experts in the committees/task forces/working groups in the planning, formulation and implementation of the SDGs.
- 3) Vision 2030 and the National Development Agenda should include a road map for meeting the SDGs for persons with disabilities. Suitable disability specific indicators (both quantitative and qualitative) could be developed for each of the relevant targets. Planning, monitoring and implementation should be based on the core principles of the Convention on the Rights of Persons with Disabilities (CRPD).
- 4) Recognise disability as a cross cutting issue through a policy framework. There are about 27 Ministries¹⁵, in addition to the Ministry of Social Justice and Empowerment, which have a role to play in implementing the SDGs for persons with disabilities. Establish a dedicated Unit/Cell in the various concerned Ministries to ensure that targets are met for persons with disabilities. Each Ministry should delineate an action plan, allocate adequate financial and human resources, collect and maintain data and report to NITI Aayog on the progress with respect to the disability specific indicators at periodic intervals.
- 5) Review/Audit the existing plans, programmes and schemes (Smart Cities, sanitation campaigns, digital India initiatives, livelihood programmes, poverty

¹⁵ (1) MoSPI, (2) Finance, (3) Science & Technology, (4) Home Affairs, (5) Urban Development, (6) Commerce and Industry, (7) Labour and Employment, (8) Human Resource Development, (9) Health and Family Welfare, (10) Rural Development, (11) Skill Development & Entrepreneurship, (12) Communication and IT, (13) Drinking Water and Sanitation, (14) Panchayati Raj, (15) Housing and Poverty and Alleviation, (16) Micro, Small and Medium Enterprises, (17) Youth Affairs & Sports, (18) Tourism (19) Civil Aviation, (20) External Affairs, (21) Culture, (22) Information and Broadcasting, (23) Consumer Affairs Food & Public Distribution, (24) Law & Justice (25) Road Transport, (26) Railways and (27) Women and Child Development

- alleviation schemes, health programmes, financial programmes like 'jandhan', insurance schemes, etc.) under a disability inclusion lens.
- 6) MoSPI should take proactive measures to develop data collection systems for gathering disability information for SDGs in consultation with DPOs. They should:
 - a) Finalise the disability question: The UN Statistical Commission established the Washington Group on Disability Statistics in 2002, which developed a set of six questions which categorise persons with disabilities for disaggregation purposes in an internationally comparable way. These need to be field tested in India and adapted suitably based on existing social and cultural aspects.
 - b) Identify all the relevant surveys (employment surveys, BPL surveys, household surveys on socio-economic subjects, village surveys, etc.) that need to be undertaken for determining the baseline. Ensure that the disability question is appropriately included in them.
 - c) Prepare appropriate guidelines in order to ensure adequate privacy of personal information.
 - d) Modify the MIS of all relevant Ministries/Departments/Commissions and other relevant bodies to ensure that disaggregated data is collected and maintained. Train all the people involved in planning and conducting the surveys to ask the disability question in a sensitive manner.
 - 7) Build capacity and spread awareness among all stakeholders regarding the inclusion of people with disabilities. Create multi-fold awareness campaigns and organise goal specific workshops to bring together government, civil society organisations working on specific issues and DPOs in order to discuss the rights, challenges and solutions needed to implement the goals for persons with disabilities.
 - 8) Conduct studies on best practices implemented elsewhere and collate relevant resources for disability inclusion in NITI Aayog's knowledge hub/resource centre.

List of Panellists and Participants

Panellists:

1. Amarjeet Sinha, Secretary, Ministry of Rural Development
2. Amitabh Behar, Executive Director, National Foundation for India
3. Ankit Jindal, Marketing Advisor, NTT DATA Services and Director, DEOC
4. Arjun Sanyal, Director, Education (Learning and Migration Program), American India Foundation
5. Awanish Awasthi, Joint Secretary, Ministry of Social Justice and Empowerment
6. Deepali Kapoor, Programme Head, Pratham
7. Javed Abidi, Honorary Director, NCPEDP
8. Karishma Chhabra, Microsoft Corporation India Pvt. Ltd.
9. Manas Satpathy, Executive Director, PRADAN
10. N.S. Kang, Secretary, Department of Empowerment of Persons with Disabilities, MSJE
11. Nandita Bhan, Research Scientist & Adjunct Assistant Professor, Public Health Foundation of India (PHFI)
12. Nishant Pandey, Country Director, American India Foundation
13. Praveen Kumar Guru, Head of Programmes, VSO India Trust
14. Rajiv Khandelwal, Co-founder & Executive Director of Aajeevika Bureau
15. Rema Nagarajan, Senior Correspondent, Times of India
16. Sandeep Chachra, Executive Director, Action Aid
17. Thaawarchand Gehlot, Hon'ble Minister, Ministry of Social Justice & Empowerment
18. Yuri Afanasiev, UN Resident Coordinator and UNDP Resident Representative in India

Participants:

19. A.S. Narayanan, General Secretary, National Association of the Deaf (NAD)
20. Aarti Thakur, Programme Officer, NCPEDP
21. Abdul Mabood, Director, Snehi
22. Alka Upadhyaya, Joint Secretary, Rural Skills, Ministry of Rural Development
23. Amarjeet Singh Anand, President, Chanan Association for MR Children
24. Anuj Jain, Project Director, National Association of the Deaf
25. Anurodh Saxena, Delhi-NCR Programmes and Volunteering, Tech Mahindra Foundation

26. Aparajita Sarangi, Joint Secretary- Rural Employment, Ministry of Rural Development
27. Arman Ali, Executive Director, Shishu Sarothi
28. Baldev Gulati, Consultant, AIF
29. Charu Johri, Director, Public Health, MANSI
30. Charulekha Gupta, Action for Ability Development and Inclusion (AADI)
31. Col. Pradeep Kapoor, General Secretary, Volunteers for the Blind Foundation
32. Darsana, Action for Ability Development and Inclusion (AADI)
33. Debasish, Swabhiman
34. Deepika Thakur, Programme Officer, NCPEDP
35. Dorodi Sharma, Disability Rights Specialist, United Nations India
36. Dr. Sunanda Reddy, CARENIDHI
37. G. Surya Pratap, National Association of the Deaf
38. Geeta Chaturvedi, Director of Programming and Research Development, VISHWAS
39. Geeta Sharma, National Association of the Deaf
40. Harshita Thakare, Programme Officer, NCPEDP
41. Javed Ahmed Tak , Honorary Chairman, Humanity Welfare Organisation
42. Ketan Kothari, Manager-Advocacy, Sightsavers India
43. Krishnendu Seengupta, Manager Strategic Partnership, AIF
44. M. Srinivasulu, President, Network of the Persons with Disability Organisation
45. Madusudan Srinivas, NDTV
46. Manish Kumar, Program Officer – ABLE, AIF
47. Manish Sharma, EXL Services
48. Manisha Sharma, Sign Language Interpreter
49. Meenu Anand, Manager- Human Resources, AIF
50. Meenu Sharma, Program Officer – ABLE, AIF
51. Merry Barua, Action for Autism
52. Mihir Mohanty, Swabhiman
53. Mohit Singla, Independent Consultant
54. Monika Kshatriya, Journalist
55. Monisha Gogoi, National Thalassemia Welfare Society
56. Mridu Goel, Chairperson, Handicare
57. Mutthu , Action for Ability Development and Inclusion
58. Neelam Jolly, VISHWAS
59. Neera Chawla, Muskaan
60. Neha Arora, Founder, Planet Abled
61. Nita Panchal, Secretary, Disability Advocacy Group, Gujarat
62. Parag Panchal, Disability Advocacy Group, Gujarat
63. Parul Ghosh, Independent Consultant
64. Poonam Lal, Chanaan Association for MR Children
65. Pradeep Raj, Association for Disabled People
66. Pratishtha Singh, Program Officer – ABLE, AIF

67. Priya Varadan, Consultant, DEOC
68. Rajvinder Kaur, Program Officer – ABLE, AIF
69. Ram Goel, Handicare
70. Rama Chari, Director, DEOC
71. Radhika Mathur, National Foundation for India
72. Rati Misra, Samarthanam Trust for the Disabled
73. Renuka Bhagat, Program Officer – ABLE, AIF
74. Ritu Panda, National Association of the Deaf
75. Rowena Mascarenhas, Director- Communications, AIF
76. Rupmani Chhetri, Programme Associate , HAQ : Centre for Child Rights
77. Ruchira Sarin, Universal Design Architect, DEOC
78. Sachin Singh, Dr. Shakuntala Misra National Rehabilitation University
79. Sajad Ahmed Tak, Humanity Welfare Organisation
80. Sakshi Broota, Co-Founder, Diversity and Equal Opportunity Centre
81. Santosh Abraham, VP, NASSCOM Foundation
82. Sapam Jasowanta, Secretary General, Handicapped Development Foundation
83. Sarla Yadav, Manager Finance, AIF
84. Sayani Basu, VSO India Trust
85. Seema Chadha, Muskaan
86. Shalini Khanna, NAB India, Centre for Blind Women and Disability Studies
87. Shama Shanmugam, Administrative Officer, AIF
88. Shashi Prabha, Accessible India Campaign
89. Shrikant Sinha, CEO, NASSCOM Foundation
90. Shireen Kurien, Praxis
91. Sundar Krishnan, Director-Digital Equalizers, AIF
92. Surbhi Taneja, Sign Language Interpreter
93. Suvarna Raj, Association for Disabled People
94. Tulika Das, Sanchar