

A white paper for a field action on Differently-abled people in Mumbai: An ATLMRI initiative

Purandaran K

Venkatesha Murthy R

Pathan Jaffar

Adecco–TISS Labour Market Research Initiative (ATLMRI)

Tata Institute of Social Sciences

Mumbai

December 2009



CLYDESDALE BANK HOUSE
33 REGENT STREET, LONDON, SW1Y4NB



TATA INSTITUTE OF SOCIAL SCIENCES
DEONAR, MUMBAI 400088

Introduction

This paper is an attempt to sketch out a possible roadmap for the field action programme for differently abled population in Mumbai. It discusses meanings and types of different abilities in par with global description. Importantly, Census (2001) data in the Indian context is being discussed to provide a macro picture of differently abled population in India. Taking cues from this, data for Maharashtra is analyzed to have a fare idea about state wise phenomenon. Further, coming down to Mumbai, data from Census (2001) is examined to understand the density of differently abled population in the city.

After establishing a basic and macro picture about the differently abled in India, Maharashtra, and Mumbai, this paper crafts vision, mission, and goals for Labour Market Information Cell (LMIC) a body under ATLMRI for the intended intervention to help out differently abled in Mumbai. Major intention of this intervention is to provide information support to the differently abled in Mumbai to find out suitable employment opportunities. This paper also outlines a methodology through which the said goals and objectives can be achieved in consistent with vision and mission. At the end of the document, a brief about recent activities by LMIC is illustrated.

Definitions

The term differently-abled was coined by the US Democratic National Committee in the early 1980s. The major reason for the change in terminology appears to be the motivation to view the people with various kinds of disabilities in a positive manner and also make the term handicapped a politically correct terminology. As per the record, it appears that the term-differently abled first appeared in *The Los Angeles Times in 1985* (The Phrase Finder, accessed on Nov. 27, 2009). As it is explained in a conventional sense the term disability (hence forth, differently abled) means a condition or function judged to be significantly impaired in relative to the usual standard of an individual or group. The term is used to refer to the individual functioning status including physical impairment, sensory impairment, cognitive impairment, intellectual impairment, mental illness, and various types of chronic disease.

Differently-abled is conceptualized as a multidimensional experience for the person involved. It may have manifold effect on organs or body parts and person's participation in activities of day to day life. Hence, three dimensions of differently-abled are recognized in international classification—firstly in connection with body functions and structure, secondly, activity and participation related, and thirdly, environment and social related (ICF-2001). This classification also recognizes the role of physical and social environmental factors in affecting differently-abled outcomes. Quite importantly, implementation of the International Classification of Functioning (ICF) started in 2001 with the unanimous endorsement of the classification by the 54th World Health Assembly as the framework for describing and measuring health and different-abilities. Since its incubation then, ICF has been applied in a variety of settings at national and international level.

Types of Disabilities

There are various physical and mental impairments that can hinder or condense a person's aptitude to carry out day to day activities (Disability World). Disability can be discussed under different categories as follows.

- **Mobility and Physical Impairments**

The features of physically differently abled include upper limb(s) disability, lower limb(s) disability, manual dexterity and disability in co-ordination with different organs of the body. Disability in mobility may be in two forms 1. in-born and, 2. acquired with age. This also can be a result of any disease. In addition to this, people with broken bones may fall into this category of differently abled.

- **Visual Impairments**

Quite commonly observed visual impairments are: scratched cornea, scratches on the sclera, diabetes related eye conditions, dry eyes and corneal graft (Ibid). Blindness is a general form of visual disability noticed among lakhs of people in the world.

- **Hearing Impairments**

Hearing impairments comprises of people with complete or partial deafness. People with partial deafness can make use of hearing aids. A person can be a deaf by birth or deafness may occur in the course of life, importantly, caused by several biological factors.

- **Speech Impairments**

Speech disabilities vary in terms of its nature and degree. It mainly includes categories such as difficulty with voice strength, fluency, aphasia which may alter the articulation of certain words, or total speechlessness. Speech impairment may be congenital or accumulated over a period of time due to injury or any disease. Over a period, it has been observed that people with speech impairments are often subject to subjugation, ridicule in public spaces, and discrimination at the work places.

- **Cognitive or Learning Impairments (Mental retardation)**

Cognitive impairments are in people who are suffering from dyslexia and various other learning difficulties that include speech disorders. This group is most vulnerable, because, they need some close supervision all the time and also it is difficult to train them for any activity or job (Kundu, 2000).

Differently abled in India

India has a considerable number of differently abled persons. According to the Census 2001, there are nearly 22 million people with different abilities in India who account for 2.13 per cent of the total population (Census 2001). These mammoth numbers of differently abled people have varieties of impairments such as visual, hearing, speech, locomotors and mental disabilities. Importantly, there is pressure on rural part of India as far as differently abled are concerned. As data shows that 75 per cent of persons with different abilities live in rural areas, out of which 49 are literate and 34 per cent are employed (Annual Report 2008-09).

As table 1 shows that out of 22 million differently abled population, the majority of the people (49 percent) account for visual challenges. The second largest group (28 percent) fall in the category of movement related impairments. Subsequently, 6 percent suffer with hearing related problems, 7 percent of them are with speech related mutilation, and remaining 10 percent population account for mental and/or cognitive challenges.

Table 1 : Type of disability in India

S.No	Type	Per cent
1	Movement	28
2	Seeing	49
3	Hearing	6
4	Speech	7
5	Intellectual	10

Source: Census India 2001, cited in DIIR, www.disabilityindia.com

As government claims, there have been relief and rehabilitation facilities from government side to enable these people to establish their own economic life. In addition, there are several non-government organizations working towards empowerment of these people. In this direction vocational rehabilitation system is a notable example.

Data on differently abled in Maharashtra

Maharashtra encompasses an area of 308,000 square kilo meters, and is the third largest state in India. The census 2001 revealed that Maharashtra has a population of 96.7 million inhabitants that makes Maharashtra, a second most populous state in India (Manorama, 2009). It has been estimated that there are 1.56 million differently abled persons in Maharashtra (See appendix –I). As table 2 depicts that there are more than 1.5 million disabled persons in Maharashtra. Even at the micro level (referring to all India picture), it clearly shows that rural regions have more numbers of differently abled people than that of urban regions (Census 2001). Although, female number among total differently abled persons appears to be low, it shows a clear indication that there is large female population that is challenged by several impairments.

Table 2 : Differently abled person in Maharashtra (millions)

Area	Male	Female	Total
Urban	0.333264	0.215947	0.549211
Rural	0.600603	0.419768	1.020371
Total	0.933867	0.635715	1.569582

Source : Censes 2001

The table 3 clearly points out that visual impairment is a biggest challenge. This is in consistent with the all India level data that the people with visual challenges form a large chunk of differently abled population in the country. In addition to this, it is also found that there are a large number people in Maharashtra with speech, hearing, movement, and cognitive impediments.

Table 3: Distribution of disabled persons in Maharashtra by nature of disability (millions)

Disability	Male	Female	Total
Visual	0.320466	0.260464	0.580930
Speech	0.063802	0.049241	0.113043
Hearing	0.051789	0.040601	0.092390
Movement	0.374671	0.195274	0.569945
Cognitive	0.123139	0.090135	0.213274

Source : Censes 2001

The table 4 clearly indicates an existing undesirable economic status of differently abled population in Maharashtra. More than 66 percent are in the non-working group and close to 20 percent of population engaged in agricultural activities-combining cultivators and agricultural labourers. A very small number of them form household industry workers.

Table 4: Economic activity of disabled in Maharashtra (number in millions)

Economic activity	Person	Percent
Cultivators	0.150747	9.60
Agricultural labourers	0.154051	9.81
Household industry workers	0.017749	1.13
Other workers	0.208561	13.29
Non workers	1.038474	66.16
TOTAL	1.569582	100

Source : Census 2001

Now moving down to the specific case, we explore the data for Mumbai (Mumbai is capital city of Maharashtra and popularly known to be commercial capital of India). The data in table 5 shows the differently abled population in Mumbai urban and sub-urban. It is clear from the data that sub urban region of Mumbai has more differently abled population than that of urban region. More importantly, we can see a significant number of female are challenged by several impairments.

Table 5: Person with Disability in Mumbai (absolute numbers)

Type of impairment	Mumbai (Suburban)			Mumbai		
	Male	Female	Total	Male	Female	Total
Visual	34596	24118	58714	17487	11441	28928
Speech	4624	3522	8146	1572	2134	3706
Hearing	1994	1577	3571	787	909	1696
Movement	18922	9404	28326	7905	4115	12020
Cognitive	10132	6921	17053	4503	3114	7617
TOTAL	70268	45542	115810	32254	21713	53967

Source : Censes 2001

ATLMRI's Intervention: A Road Map Ahead

Adecco-TISS Labour Market Research Initiatives (ATLMRI) is a research and policy advocacy programme. It aims at collaborative research programmes to analyze the growth trajectories in the Indian economy and to understand the character of Indian labour force. Moreover, ATLMRI endeavor to establish essential linkage between different stake holders namely the government, industries, training providers, and prospective employees. It was established in 2006 through an agreement between Adecco, a global placement consulting firm and Tata Institute of Social Sciences.

In order to extend ATLMRI's service to the differently abled people in Mumbai, we created a new body, within its own purview of action, called "Labour Market Information Cell" (LMIC) which aims at building a bridge between differently abled job seekers and employers, training institutes, and other agencies such as non-governmental organizations (NGOs) that work for differently abled persons. LMIC carries its own vision, mission, and specific objective.

Vision: Ensuring differently abled persons receive gainful employment opportunities in society to establish their own economic liberty and social status.

Mission: Enable differently abled persons in Mumbai to find a lucrative employment.

Aim: To connect differently abled people with potential employers, skill providers, and other agencies to enable them to find a productive employment.

Specific objectives

- To access the need of differently abled people in Mumbai.
- To expose the differently abled persons to different stakeholders such as job providers, placement agencies, training providers, skill providers, and other organizations those are concerned with differently abled in Mumbai.
- To map the competency of the differently abled individuals as per the job requirements of the concerned organization.

Method or an Approach

Working for differently abled appears to be an innovative and a noble idea. But, the road ahead requires a full pledged dedication and support system. Once this is ensured, there are all the possibilities to achieve our objectives.

We follow a simple methodology to start with our ambitious vision. First of all, we would be taking up an "extensive need assessment" to understand the requirements of differently abled people in Mumbai urban and semi-urban regions. Need based analysis takes into account of some of the recent frameworks developed by scholars in the recent days, and also it covers recent literature in the Indian context to see the current developments and changes in the differently abled world. Need based analysis will be based on a field work using a scholarly frameworks. An interview will be conducted with a selected sample (possibly random sampling method) population of differently abled persons, and other stake holders-Parents of differently abled {DA}, government agencies which provide training and employment opportunities to DA, and NGOs which work closely with DA's concerning their issues. Primarily, assessment would cover the issues such as employment related training, requirement in education, need of vocational

training, accessibility related matters and so on. Thus, based on the assessment results, we can frame an intervention plan. So "need assessment" can be viewed as a corner stone for the present initiative by ATLMRI.

Further, our team members make field visits to institutions, agencies, organizations, NGOs and other government bodies which are working for differently abled persons to seek their support in this endeavor. Their support is important in the issues concerned with training, skill development programmes (see appendix III for detailed information on training development programmes available for differently abled persons) and mobilizing differently abled persons in the city. It is also important to note that these stake holders play a pivotal role in identifying people with different abilities.

As far as our third objective is concerned, we have skilled team at ATLMRI to match the profiles of differently abled candidates (DA) for a specific job or a skill development programme. The first step in this direction is to collect the resumes or curriculum vitas of differently abled candidates from the sources such as special job development cells, government job development centers, and some NGOs which offer training programmes for DAs.

In this direction, we aim at creating a network between institutions. We shall have a data base with the details of all the necessary information that is related to different abilities. More importantly, it is our main responsibility to contact the industries, corporations, and other form of employers to seek their support to look into the profiles of differently abled persons and see the possibility of get them employed in their organizations according to the education and skills.

LMIC so far

As of now there has been some progress in terms of network building with different institutions which work for differently abled persons in Mumbai. We visited several organizations as part of the initial stage of association development. The table 6 gives the brief about our work as part of LMIC activity.

Table: 6 LMIC Visit to various Organizations

Sl.No	Organizations	Purpose of visit	Result
1	National Job Development Centre, Chembur, Mumbai.	Collect data on various training programmes, and other skill development programmes.	Required information collected
2	Aliyavar Jung National Institute for Hearing Handicapped, Bandra, Mumbai.	Collect data on various training programmes, and other skill development programmes.	Required information collected
3	Fellowship of the Physically Handicapped, Haji Ali, Mumbai.	Field exposure for our team members and linkage building	Purpose served
4	Blind Peoples Association, Worli, Mumbai.	Talk with the authorities regarding the organization's strategies to get visually challenged trained & employed	Had a fruitful meeting
5	Special Employment Exchange, Manali, Mantralaya, Mumbai.	CV collection and discussion with the chief officer	Purpose served
6	All India Institute of Physical Medicine and Rehabilitation, Mahalakshmi, Mumbai.	To understand the system and process of dealing with physically challenged.	had an extensive orientation
7	District Social Welfare Officer, Chembur, Mumbai.	Collect information about NGOs which work in the area of differently abled	Information collected
8	Vocational Rehabilitation Centre, Chunabhatti, Mumbai.	Collect data on various training programmes, and other skill development programmes.	Required information collected

In addition to the work that is stated in table 6, we have been working for 26/11/2008 terrorist victims. We have been providing them necessary information about available jobs according to their education level and skills. At the same time, we have been trying to build linkages with company Human Resource (HR) Managers to work out a probable roadmap for the LMIC project.

Conclusion

This white paper shows the way to work towards differently abled population in Mumbai. It briefly discusses the conceptualization of different disabilities and emphasizes on vision, mission, goal and specific objectives. It also clearly spells out a possible methodology towards achieving the organization's objectives. Finally, this paper gives away a brief picture about LMIC's work progression so far. We are committed towards the goal achievement. We as a team ready to take up all the challenges in this noble endeavor.

References

Annual Report 2008 – 09, Ministry of Social Justice & Empowerment, Government of India, *Viba Press Pvt. Ltd.*, New Delhi

Census 2001, Office of the Registrar General and Census Commissioner, India. *New Delhi*.

Disability World, Accessed from <http://www.disabled-world.com/disability/types/>

ICF-2001, The International Classification of Functioning, Disability and Health, WHO's framework for measuring health and disability at both individual and population levels. Accessed from <http://www.who.int/classifications/icf/en/>

Kundu, C.L., 2000, Status of Disability in India, *Rehabilitation Council of India*, New Delhi

Manorama Year Book, 2009, *Malayala Manorama Publication*, Kottayam.

The Phrase Finder, accessed on Nov. 27, 2009, from <http://www.phrases.org.uk/meanings/111450.html>.

Appendix –I : Disabled population in Maharashtra disability wise

S.No	Districts	Seeing	Speech	Hearing	Movement	Intellectual	Total
1	Nandurbar	13174	1209	909	6344	1952	23588
2	Dhule	9834	1960	1623	11717	3195	28329
3	Jalgaon	15945	4175	3692	26496	6956	57264
4	Buldhana	11596	2697	3993	18178	5310	41774
5	Akola	9346	1992	2459	11633	3712	29142
6	Washim	5275	1295	1709	7917	2015	18211
7	Amravati	27921	3863	3802	18805	7070	61461
8	Wardha	7677	1401	1899	7963	3252	22192
9	Nagpur	19234	4262	3463	24329	11185	62473
10	Bhandara	6261	1135	1494	8277	2644	19811
11	Gondiya	11832	1149	1809	9118	2822	26730
12	Gadchiroli	4229	1230	1542	5395	1804	14200
13	Chandrapur	16892	2556	2836	12767	4463	39514
14	Yavatmal	14826	3180	3063	15644	5264	41977
15	Nanded	40967	4744	3817	20929	6872	77329
16	Hingoli	7947	1351	1779	8259	2205	21541
17	Parbhani	11186	2313	2520	13837	3411	33267
18	Jalna	16702	2283	2417	13428	3966	38796
19	Aurangabad	23181	3718	3366	21712	6603	58580
20	Nashik	23316	4795	4394	28512	9103	70120
21	Thane	18348	6349	3911	28115	13684	70407
22	Mumbai (Sub)	58714	8146	3571	28326	17053	115810
23	Mumbai	28928	3706	1696	12020	7617	53967
24	Raigarh	8890	2438	1851	10792	3824	27795
25	Pune	26853	7160	4920	36091	16258	91282
26	Ahmadnagar	35509	5537	4630	27841	10043	83560
27	Beed	12223	2810	2416	17913	4880	40242
28	Latur	14656	3211	2927	18652	5372	44818
29	Osmanabad	12911	2267	2079	13648	4152	35057
30	Solapur	21436	5733	3236	26234	9445	66084
31	Satara	9386	3310	2252	15874	6635	37457
32	Ratnagiri	9556	2166	2487	8794	4225	27228
33	Sindhudurg	3932	1328	785	4094	2669	12808
34	Kolhapur	13512	4180	1595	17083	7456	43826
35	Sangli	8735	3394	1448	13208	6157	32942
	MAHARASHTRA	580930	113043	92390	569945	213274	1569582

Source : Censuses 2001

Appendix- II : Disabled population in Maharashtra gender wise

S.No	Districts	Male	Female	Person
1	Nandurbar	13307	10281	23588
2	Dhule	16719	11610	28329
3	Jalgaon	35014	22250	57264
4	Buldhana	25133	16641	41774
5	Akola	17281	11861	29142
6	Washim	10933	7278	18211
7	Amravati	36574	24887	61461
8	Wardha	13136	9056	22192
9	Nagpur	37141	25332	62473
10	Bhandara	11666	8145	19811
11	Gondiya	15175	11555	26730
12	Gadchiroli	8167	6033	14200
13	Chandrapur	22744	16770	39514
14	Yavatmal	24821	17156	41977
15	Nanded	44685	32644	77329
16	Hingoli	12640	8901	21541
17	Parbhani	19708	13559	33267
18	Jalna	23000	15796	38796
19	Aurangabad	34894	23686	58580
20	Nashik	41552	28568	70120
21	Thane	42471	27936	70407
22	Mumbai (Suburban)	70268	45542	115810
23	Mumbai	32938	21029	53967
24	Raigarh	15956	11839	27795
25	Pune	56263	35019	91282
26	Ahmadnagar	49040	34520	83560
27	Beed	24663	15579	40242
28	Latur	27078	17740	44818
29	Osmanabad	20708	14349	35057
30	Solapur	39702	26382	66084
31	Satara	22783	14674	37457
32	Ratnagiri	14774	12454	27228
33	Sindhudurg	7087	5721	12808
34	Kolhapur	26244	17582	43826
35	Sangli	19602	13340	32942
	MAHARASHTRA	933867	635715	1569582

Source : Censes 2001

Appendix – III : Skill training programmes available for the disabled

S.No	Training programmes
1	Electronics and electrical mechanics
2	Radio and television mechanic
3	Automobile mechanic
4	Computer mechanic
5	Secretarial practice
6	Receptionist and telephone operator
7	Offset printing
8	Book binding
9	Art and craft
10	DTP, Screen printing
11	Photography
12	Dress making
13	Garment stitching
14	Embroidery
15	Novelty items such as aprons, gloves making
16	Bags making
17	Jute products
18	Carpentry
19	Chair canning
20	General mechanic
21	Cooking
22	Food preservation- jams, pickles and sauces
23	Baking
24	Paper bag making
25	Coffee brewing
26	Wheel chair making
27	Artificial limb making
28	Welding
29	Chefs cap making
30	Face mask making
31	Toy making

Source : Compiled from data collected from various NGOs and institutions