

PROPOSAL FOR SKILL DEVELOPMENT, EMPLOYMENT AND ENTREPRENEURSHIP FOR **WOMEN WITH DISABILITIES**

OBJECTIVES

People with disabilities have the knowledge, attitudes and skills they need for work. The objective of this project is to enable people with disabilities to access work opportunities, by actively promoting and facilitating the acquisition of relevant knowledge, skills and attitudes.

We propose to do this by utilizing 9 years of knowledge and experience in the area of PWDs (Person with disabilities) rehabilitation by setting up a **vocational unit** to help generate the **employment** and develop **entrepreneurship ecosystem** for **women with disabilities**.

OVERVIEW

As per census of India, 2001 there are 2.1% of total population living with disability. But some reliable agencies like World Bank, UNESCO, WHO referred that there is around 6% to 8% of total population living with disability. The persons with disability are indeed neglected by their family as well as society. In our country, there are very few vocational training and rehabilitation centers for person with disability, especially in slum areas. Considering the felt need of this deprived population, RIDA Foundation stretch its hand with initiatives such as SAARTHI and HADICON to reach those population.

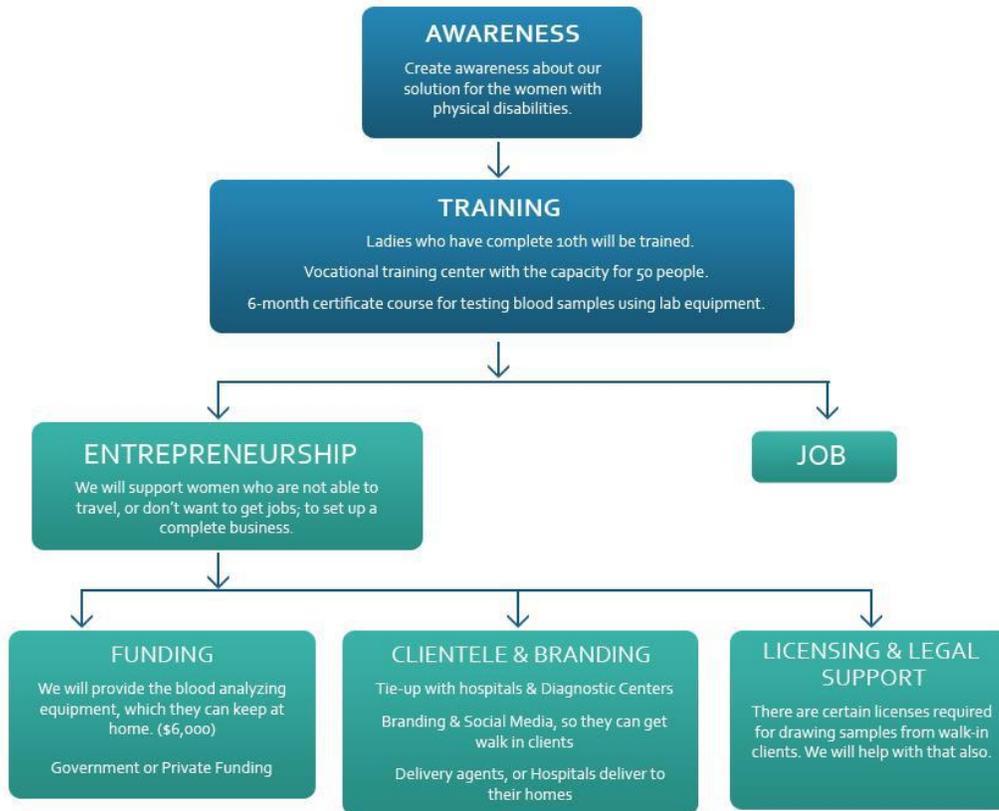
Persons with disabilities in India face many challenges when looking to develop employable skills and in gaining meaningful employment. While India has ratified the United Nations Convention on the Rights of People with Disability (UNCRPD), persons with disabilities continue to face many difficulties in the labor market. People with disabilities need skills to engage in livelihood activities. But they start with a number of disadvantages. Their families and communities may assume that they are unable to engage in such activities.

Around the world, women make up just over 51% of the population. Women with disabilities experience double discrimination, which places them at higher risk of gender-based violence, sexual abuse, neglect, maltreatment and exploitation in Indian society. The problems of women with disabilities become very complex with other factors such as social stigma and poverty. This reality is especially true of women with disabilities in cultures where the role of wife and mother is considered to be the primary role for a female.

This proposal is to build center for entrepreneurship development cum vocational training cum job placement to promote self and group employment for women with disabilities.

PROPOSED SERVICES

The proposed SDEE-PWD center would provide vocational training of **medical laboratory testing** to women with disabilities having 10+ standard of education and **sewing machine operation** training to less-educated women with disabilities.



STEPS IN IMPLEMENTING THE SDEE-PWD CENTRE

The first step is to find a 3000 SQ. FT. space in Mumbai. The subsequent steps to implement the SDEE-PWD center:

1. Development of a project plan and geographical need analysis.
2. Renting/leasing space for the center as per the fund approval
3. Preparation of Construction, interior designing and setup layouts
4. Legal permit procedures for vocation training center setup
5. Procurement of equipment and instruments
6. Recruitment of trainers, counselors and administrative staff
7. Awareness and social marketing program in the local area
8. Setting up admission process and standard operating procedures for the center
9. Admission of women with disabilities
10. Beginning of the vocational training center



MEDICAL LABORATORY TESTING – VOCATIONAL TRAINING

Medical laboratory testing is an integral part of quality health care. The medical laboratory workforce includes multiple categories of laboratory practitioners, who have various levels of education and training, ranging from on-the-job training to certificate, diploma, and graduate or professional degrees. Medical laboratory practitioners include phlebotomy, pathologists, technologists, technicians, and doctoral-level clinical scientists, and each has a vital role in the health care system, managing and applying evidence-based, scientific testing that supports patient care and protects against public health threats. In this vocation training program, the following training shall be provided:

- draw blood from patients and blood donors
- put patients at ease during procedure
- verify a person’s identity to ensure proper labeling of the blood
- label the drawn blood for testing or processing
- enter patient information into a database
- learn to process specimens for testing
- blood sample matching
- blood banking and urine analysis

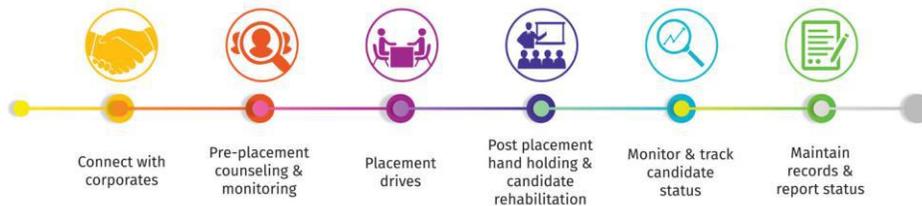
COMMUNITY INVOLVEMENT

For the SDEE-PWD to be effective, people have to believe that the SDEE-PWD is there to serve them and to provide value. SDEE-PWD will work with the municipal corporation and other local governing bodies for mobilization and awareness generation. SDEE-PWD will reach out to women with disabilities to sensitize and convince them, answer their queries and successfully enroll them in relevant programs.

EXPECTED OUTCOME

Upon completion of the vocational training program, SDEE-PWD will work leading healthcare setups in nearby locations for the job placement of the trained women. The career opportunities exist with the following healthcare setups.

- clinical labs and independent laboratories
- hospitals
- physicians' offices
- health maintenance organizations
- public health agencies
- nursing homes
- research institutions
- blood donor centers
- mobile laboratories



Placement and settlement support to trained PWDs

COST BREAKDOWN

The following 3 types of costs are associated with the project:

(1) *Infrastructure Setup Cost:* We propose to rent or lease min. 3000 SQ FT bare shell space in local area. The infrastructure setup and interior designing cost is approx. Rs 2,000/- per sq. ft. totaling to Rs 60,00,000/- for 3000 SQ FT size center.

(2) *Pre-operating costs:*

- | | |
|---|-----------------|
| a. Laboratory Equipment/Instruments | : Rs. 15,00,000 |
| b. Machine tools and workshop equipment | : Rs. 5,00,000 |
| c. Mobile Van | : Rs. 8,00,000 |
| d. Computers and Printers | : Rs. 5,00,000 |
| e. Medical Supplies, Stationery, etc | : Rs. 2,00,000 |
| f. Medical Furniture and fixtures | : Rs. 5,00,000 |

Total : Rs. 40,000,000

(3) Operating Costs per annum:

Particulars	CTC/Annum	Total
a. Project Coordinator/Center In charge	: Rs 6,00,000	: Rs. 6,00,000
b. Paramedic/Computer Operator	: Rs 1,80,000	: Rs. 1,80,000
c. Analytical Lab Trainer (3 Nos)	: Rs 4,00,000	: Rs. 12,00,000
d. Clinical Trainer (2 Nos)	: Rs 4,00,000	: Rs. 8,00,000
e. Industry/Management Trainer (2 Nos)	: Rs 6,00,000	: Rs. 12,00,000
f. Special Educator (2 Nos)	: Rs 6,00,000	: Rs. 12,00,000
g. Counselor (1 No)	: Rs 5,00,000	: Rs. 5,00,000
h. Pathologist/Radiologist Consultant	: Rs 12,00,000	: Rs. 12,00,000
i. Housekeeping/Attendant (5)	: Rs 1,00,000	: Rs. 6,00,000
j. Driver/Security (4)	: Rs 1,80,000	: Rs. 7,20,000
k. Consumables		: Rs. 1,00,000
Total operating cost per annum		: Rs. 83,00,000

TOTAL COSTS

Our goal is to enroll 50 PWDs into the program in the first year spanning 5 years: 2020-2025. We propose to amortize the infrastructure and pre-operating costs of Rs 1,00,00,000 (1 crore) over five years. Based on this, we expect an expenditure of Rs 99,00,000 per annum in the initial year. To our above estimates we add a 8% per annum increase in cost due to inflation, and a 20% for expenses towards a) maintaining support and training centers, b) coordination and monitoring of SDEE-PWD c) enhancement of the SDEE-PWD, d) development and distribution of health education materials, and e) administration and fiscal management of the project. The total then amounts to Rs. **6, 80, 31, 345** over a five-year period.

PROJECT GOAL

Our goal is to enroll 50 PWDs into the program in the first year spanning 5 years: 2020-2025. While the SDEE-PWD will become operational within the initial 24 months, it will require another 1-2 years to achieve its desired full and effective capabilities. This will be accomplished in coordination with State agencies and NGOs. We anticipate a total increase of 100% strength toward end of third year and reach to 200 Women PWDs by end of 5th year. The modest start will address issues of employment for about 200 PWDs in the area.

SUSTAINABLE OPERATION IN THE FUTURE

According to census 2011, there are 2.68 Crore Persons with Disabilities (PwDs) in India (1.50 crore male and 1.18 crore female PwDs). Even though, persons with disabilities constitute a significant percentage of the population of India, their need for meaningful employment largely remains unmet, in spite of implementation of “The Persons with Disabilities Act, 1995”. Improving vocational training and employment opportunities for persons with disabilities is a critical element for enhancing the quality of life for individual with disability, their families, but there are also substantial gains for the broader economy.

RIDA Foundation will support the Government of India in its ‘Skill India’ agenda through its efforts towards addressing the aforementioned challenges. SDEE-PWD will form partnership with National Skills Development Corporation (NSDC) to enhance the skills of millions of women with disabilities across the country and empower them with livelihood linked skilling programs. RIDA Foundation has all the required eligibility criteria to become “training partner” of skill development and employment and will apply for grant-in-aid for funding the SDEE-PWD center to make it self-sustainable.

MANAGEMENT OF OPERATIONS

A Steering Committee consisting of representatives from the sponsor, government officials, RIDA Foundation, and local communities will oversee the project. An International Advisory Board will assist this committee in setting priorities and policies. Day-to-day operations will be carried out by a management team under the supervision of The RIDA Foundation. Funds received will be credited to a Trust account in a bank(s), and will be operated by The RIDA Foundation. The RIDA Foundation will have the overall responsibility for executing the project, and will coordinate its activities with government agencies and other NGOs participating in the program.

PROJECT TIMELINE

No	Activity	Months											
		1	2	3	4	5	6	7	8	9	10	11	12
1	Infrastructure setup and interior design	■	■	■	■								
2	Legal permission and documentation	■	■	■	■	■							
3	Equipment and devices procurement				■	■							
4	Hiring trainers and medical staff			■	■	■	■						
5	Awareness and marketing program					■	■						
6	Enrolment of 50 Women PwDs							■					
7	Beginning of the Vocational training								■				

CONTACTS

This proposal is being submitted by The RIDA Foundation for funding toward Rs 6, 80, 31, 345 required for the project over a five-year period. Since the project involves the participation of non-governmental organizations, central and state governments, international institutions and private citizens, it is anticipated that sponsor(s) will contribute toward the necessary funds. For further information, please contact Dr. Ravi Varma or Mr. Samir Shaikh at addresses noted below.

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