

## HRD Practices in the Field of Disability Rehabilitation: A Comprehensive Report across the Country

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### Abstract

Present study is conducted in order to find out the current state of art of various disability rehabilitation academic training programmes across the country. The study revealed that the Rehabilitation Council of India (RCI) has taken huge steps towards initiating and developing various academic training programmes in the field of disability rehabilitation since its inception in the year 1986. The courses provided by (RCI) are ranged from foundation program, certificate courses to M.Phil. level. Although a good number of trained professionals are coming out of these training programs every year but still our country is lagging behind in meeting the demand of trained professionals in the field of disability rehabilitation. The government has to take necessary steps in order to meet out that demand. Also, it should look into the well being of existing professionals.

**KEYWORDS:** HRD Practices, Training Program, Disability Rehabilitation

#### An overview

According to World Health Organization (WHO), "Disability is an umbrella term, covering impairments, activity limitations, and participation restrictions. Impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations. Thus disability is a complex phenomenon, reflecting an interaction between features of a person's body and features of the society in which he or she lives. "According to Person with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995.

"Disability" means-

1. Blindness;
2. Low vision;
3. Leprosy-cured;
4. Hearing impairment;
5. Loco-motor disability;
6. Mental Retardation;
7. Mental illness

**Rehabilitation:** Rehabilitation in general means restoration to a former state, capacity, privilege or rank. Applied to the disabled, it refers to the process of preparing the person for a normal place within the community or restoring him as nearly as possible to the position in which he was before the accident or illness which brought about the handicapping condition. According to the definition adopted by the international labour conference June 1955, rehabilitation means "restoring of handicapped persons to the fullest possible physical, mental, social, vocational and economic usefulness of which they are capable." In other words it is the restoration of the handicapped person, physically, mentally, socially and vocationally to the fullest extent compatible with his abilities and disabilities. Rehabilitation involves the whole

range of services from the time of onset of individual disabilities to the point at which he is restored to normal activity or the nearest possible approach to it. Government of India established Rehabilitation Council of India in 1986 in order to develop quality human resource professionals through standardized training programmes. The council got statutory status in the year 1992 and till date more than 50000 professionals have been trained & registered under Rehabilitation Council across the country.

### **Objective:**

The present study is a review of the different HRD training programs conducted by Rehabilitation Council of India (RCI) in the field of disability rehabilitation with following objectives:

1. To undertake an in depth study on various types of HRD training programs conducted in the field of disability rehabilitation.

### **Methodology**

Secondary data available on the websites, magazines, journals and periodicals was used to study the current status of various training programmes across the country. The present review takes stock of the state of art of HRD training programs conducted in the field of Disability Rehabilitation. Rehabilitation Council of India (RCI) is the governing body of all rehabilitation professionals which is responsible for developing HRD training programmes across the country. The following were the findings of review:

### **Review of Literature**

The United Nations has stated that about 10% of the human race is disabled. However, certain surveys conducted by WHO in different parts of the world which include the less well known disabilities like specific learning disabilities, epilepsy, leprosy cured people, persons with attention deficits, emotional disturbance, chronic illness and the like, the numbers can well exceed over 20%. India has not officially recognized all the disabilities that are often recognized in developed societies. In 1991, the National Sample Survey Organization (NSSO) of India conducted a sample survey in 16 states. They enumerated blind, deaf, speech and loco motor handicapped people. Another survey conducted by NSSO of India in 1991 estimated the number of children with developmental delays often resulting in mental retardation at 3% of the child population. This survey also estimated that 1.9% of the population had visual, hearing speech or loco motor disability; in precise numbers they put the estimate at 16.15 million. India has about 300 million children less than 14 years of age. On the basis of the NSSO report we may have about 9 million children having mental retardation, 8 million having loco motor disability, 4 million having visual disability and 5 million having speech and hearing disability. The estimates of NSSO are considered by most experts to be highly conservative. Even then, with 1.9% of the people having physical or sensory disabilities, and 3% having intellectual retardation, we can count on 5% of the population having a disability. This means that 50 million people in this country have a noticeable disability. But if we add such disabilities as learning disabilities, emotional disturbance, leprosy and the like, the percentage of people with disabilities will not be less than 10%. This means 90 million people, which is more than the population of the United Kingdom, have one disability or other. Other professional surveys have put much higher estimates. To illustrate, the NSSO survey of 1991 estimates the number of blind people at 4 million. However, a survey conducted in 1989 by Dr. Madan Mohan, a renowned rehabilitation scientist in collaboration with WHO puts the number at 12 million and this is the figure usually quoted by the Ministry of Health. The study also suggests that 28.56 million people

have visual problems. They constitute more than 3.5% of the population. The same applies to people with loco-motor disabilities. The NSSO puts the number at 8.9 million. However, the actual number is believed to be 3 to 4 times higher and perhaps not less than 25 million.

Even though there is lack of clarity regarding the precise number on account of different definitions adopted by various surveys and the difficulty of a house to house count by qualified people in a large country like ours, the only acceptable conclusion that emerges is that the number is large probably between 5 to 10% of the population which requires special rehabilitation assistance.

The Rehabilitation Council was born as a registered society under Societies' Registration Act XXI of 1860 on 22nd May 1986 with Registrar of Societies of Delhi Administration, vide Registration No. S/16711 of 1986. The Council functioned as an autonomous body under the administrative control of the then Ministry of Welfare, Govt. of India, New Delhi. The function of the body was to lay down broad policy and give directions for fulfilment of aims and objectives of the Rehabilitation Council. The Head of the General Body was the "President" nominated by Ministry of Welfare. The Executive Body was headed by the Chairman, nominated for two years by the Ministry of Welfare and was responsible for the management and administration and affairs of the Council in accordance with the Memorandum of Association, the Rules and Bye-Laws made for furtherance of objectives and had all powers which were necessary and expedient for the purpose. Dr. S. K. Verma, Head of the Department of Rehabilitation and Artificial Limbs at All India Institute of Medical Sciences and Mr. K.L. Bhasin from ALIMCO served as Chairman and Secretary of the Council respectively. This was a significant development in the organization, apart from setting up the office of the Council with two rooms in the Institute for the Physically Handicapped (IPH) Complex, 4, Vishnu Digambar Marg, New Delhi. By 31.3.87 the Council had recruited one Accountant (on deputation), five members of secretarial staff and one peon and extended its working into five rooms allotted by the Ministry of Welfare within the same premises. The former Secretary of the Rehabilitation Council, Dr. J. P. Singh joined on deputation from M/s. Artificial Limbs Manufacturing Corporation of India, a Public Sector Undertaking, under the Ministry of Welfare on 23.5.91. He initiated the process of expanding the activities of the Council by drawing up an expansion plan in the light of the introduction of the Bill in the Parliament as it was soon found that a Society could not ensure proper standardization and acceptance of standards by other organizations. The Parliament enacted the Rehabilitation Council of India Act in 1992. The Rehabilitation Council of India became a statutory body on 22<sup>nd</sup> June 1993.

### **Training Institutes offering programmes in the field of Disability Rehabilitation**

There are about 490 training institutes approved by Rehabilitation Council of India across the country. Out of which the maximum number of institutes are there in Maharashtra i.e. 85-90.

### **State wise number of training institutes which offer regular mode programmes is as follows:**

Andhra Pradesh	25	Haryana	14	Mizoram	1	U.P.	45
Assam	4	Himachal	5	Manipur	3	Uttaranchal	4

		Pradesh					
Bihar	11	Jammu & Kashmir	4	Meghalaya	2	West Bengal	32
Chandigarh	5	Jharkhand	13	Odisha	19	Tamil Nadu	47
Chhattisgarh	6	Karnataka	30	Pondicherry	3	Gujarat	22
Delhi	24	Kerala	34	Punjab	9	Maharashtra	88
Goa	2	Madhya Pradesh	17	Rajasthan	20	<b>Total</b>	<b>490</b>

**Details of training institutes which offer distance mode courses is as follows:**

Name of Institute	No. Of programmes offered	Name of Institute	No. Of programmes offered
U.P. Rajarshi Tandon Open University Allahabad	2	North East Hill University	1
IGNOU	6	Karnatka State Open University	1
Netaji Subhash Open University	2	MPBOU	3
Babasaheb Ambedkar Open University	1	Dr. B. R. Ambedkar University, Hyderabad	1
Tamilnadu Open University	1	Bangalore University	2

**Training Programmes in the field of Disability Rehabilitation**

Government of India constituted Rehabilitation Council of India (RCI) in 1986 with the objective of standardizing of training programmes in the field of Disability Rehabilitation as need was felt throughout the country. Before this period there were no standardized training programmes for people who want to work in for the rehabilitation of Persons with Disabilities. With this initiative Government of India took responsibility to develop quality Human Resources through various types of training programmes recognized by the council. Parliament also gave this council status of statutory body in the year 1992 and it is now being called as Rehabilitation Council of India (RCI) Act, 1992.

**Various training programmes run under this council are as follows:**

Mode of Program	Founda-tion Course	Certifi-cate course	Diploma	Bach-elor course	B.Ed. course (After graduati	Post-graduat-e Diploma	Post-gradu-ation (Maste	M.Phil.

					on)	/	Certifica	rs)	
Regular program	Nil	3	18	8	7	8	te	13	2
Distance Mode	1	Nil	1	Nil	1	4		1	Nil

### Disability wise status of various training programmes

Disability Type	Visual Impairment	Learning Disability	Speech & Hearing Impairment	Orthopedically Challenged / Cerebral Palsy	Mental Retardation	Mental Illness	Autism Spectrum Disorder	Others
Number of programs	8	2	12	10	9	5	2	11

### Details of National Institutes across the country

<b>AYJNIHH</b>	<b>Mumbai</b>	<b>NIVH</b>	<b>Dehradun</b>
<b>NIMH</b>	<b>Secunderabad</b>	<b>SVNIRTAR</b>	<b>Odisha</b>
<b>NIOH</b>	<b>Kolkata</b>	<b>DDUIPH</b>	<b>New Delhi</b>
<b>NIEPMD</b>	<b>Chennai</b>	<b>AIPMR</b>	<b>Mumbai</b>

Apart from these one Indian Sign Language Research & Training Centre (ISLRTC) is located at IGNOU, New Delhi.

**Conclusion:** it is concluded from the above details that Rehabilitation Council of India (RCI) the governing body of all rehabilitation professionals is doing a lot of work across the country in order to develop quality human resource professionals in the field of Disability Rehabilitation and Special Education. Further Government of India has established a special Department named Department of Disability Affairs under Ministry of Social Justice & Empowerment, Government of India to look into all the matters related to Disability Rehabilitation. Government has also established various National level Institutes for the same purpose of Human Resource Development along with various other objectives. Although so much of efforts are being made for HRD in the field of Disability Rehabilitation, still the matter of fact remains that by the end of this year the country is still short of professional special educators by a good number. So, the appropriate authorities should look into this matter and try to develop more professionals which will meet the demand. Also, one of the main reasons that less number of people are coming forward for such training programmes is lack of adequate job opportunities with good monetary rewards. Thus the appropriate authorities should not only think about developing quality human resource professionals but they also try to focus on creating more and more employment opportunities for professionals coming out of these training programmes.

## References

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