





Scope for Persons with Disabilities for Employment and Entrepreneurship in Food Processing Sector

MARCH 2016







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MESSAGE

It gives me immense pleasure to note that ASSOCHAM is organizing National Conference on Sustainable Development of Persons with Disabilities through Food Processing Industries on March 22, 2016.

People with disabilities constitute a huge talent pool. However, due to several barriers, physical, administrative and attitudinal, their participation in the mainstream - education, employment and social life - remains limited. There has been some progress in the last two decades with the passage of The Persons with Disabilities Act in 1995, which opened up opportunities in education and employment for people with disabilities particularly in the government sector. However, the pace of progress remains much to be desired. In the private sector, very few companies are employing people with disabilities. The employment rate of people with disabilities in the private sector is as low as 0.25% of the total workforce. It is also a fact that people with disabilities, given the opportunity, have proved to be assets to the organizations

I am hopeful that this deliberation and suggestions made in this conference will help all the stakeholders to bring awareness with respect to giving opportunity to disabled, to prove themselves that they can be valuable assets to the organizations.

ASSOCHAM extend its earnest gratitude to Ministry of Food Processing Industries, Ministry of Social Justice and Empowerment, Government of Haryana as a state partner for their support in making this program a grand success.

Lastly, I also appreciate the efforts of **Dr. Om S. Tyagi**, Sr. Director, ASSOCHAM along with **Ms. Shikha Dutta** and **Mr. Ravi Ranjan Singh** for organizing this Conference.

I not only wish the event a great success but also assume that ASSOCHAM shall continue to organize such programs for larger public benefits with great degree of excellence.

D. S. Rawat Secretary General, ASSOCHAM





MESSAGE

According to Population Census 2011, there are 2.68 crores (2.21%) persons with disability in India. However, the actual number of people with disabilities is far greater than what has emerged in the Census - the estimates range from 5% to 15% of the population.

About 80% of people with disabilities live in rural areas. Food Processing Industry (FPI) has the potential to enhance rural livelihood. It is estimated that by 2022, the FPI is expected to generate about 4.40 million additional employment opportunities.

Recently, in September 2015, United Nations has adopted the Sustainable Development Goals (SDGs) where member nations, including India, have vowed to "leave no one behind" in development. The Goals include ending poverty and achieving full employment by 2030. This is not possible without having a concerted focus on making rural development and employment inclusive for people with disabilities.

There are already some initiatives in the private and NGO sector where people with different disabilities are productively engaged in the FPI. These not only have to be supported and scaled up but also have to be mainstreamed. Government's initiatives to promote the industry and skill development should reach persons with disabilities in rural areas and become inclusive. The infrastructure being built, like food parks, etc. should be made accessible to people with disabilities. There should be incentives to employers, entrepreneurs and self help groups of people with disabilities to enhance livelihood in this sector.

We are very happy to partner with ASSOCHAM in this initiative because we strongly feel that employment opportunities in the rural sector is crucial for persons with disabilities and FPI has the potential to provide the opportunity for the same.

Rama Chari

Director DEOC

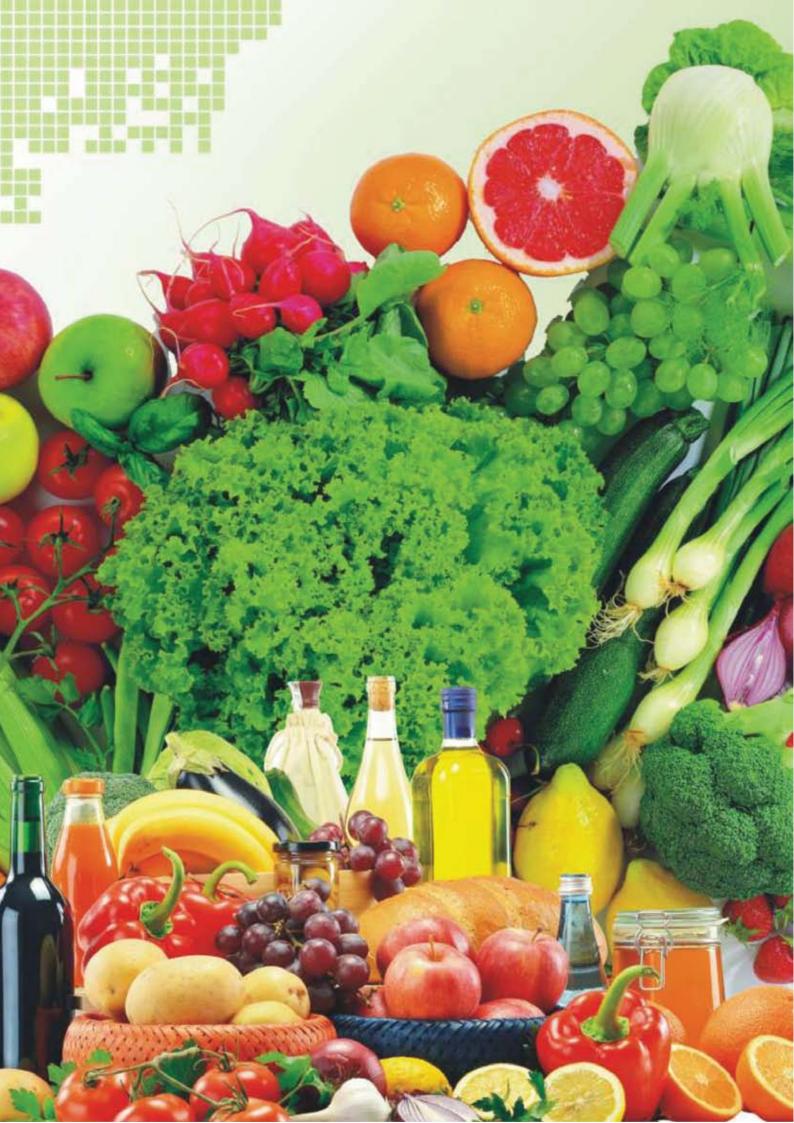


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Policies/Schemes of the Central Government for Persons with Disabilities and its Impact

People with disabilities constitute a huge talent pool. However, due to several barriers, physical, administrative and attitudinal, their participation in the mainstream - education, employment and social life - remains limited. There has been some progress in the last two decades with the passage of The Persons with Disabilities Act in 1995, which opened up opportunities in education and employment for people with disabilities particularly in the government sector. However, the pace of progress remains much to be desired. In the private sector, very few companies are employing people with disabilities. The employment rate of people with disabilities in the private sector is as low as 0.25% of the total workforce.¹ It is also a fact that people with disabilities, given the opportunity, have proved to be assets to the organisations. There are quite a few examples of people with different disabilities engaged in different roles in different industries. Several studies have also indicated that inclusive workforce has a positive impact on business. It is a win-win for the disability sector and the business to work together in developing and engaging the untapped talent pool of people with disabilities in the business.

The Food Processing Industry in India has the potential to contribute to the country's agricultural growth and employment, alleviate rural poverty, guarantee food and nutritional security and contain food inflation. It is widely accepted that the food processing sector is the most appropriate sector for creating jobs for rural poor, and thus reduce the burden on agricultural sector for creation of their livelihood.

In order to galvanise the potentials and capabilities of persons with disabilities and to promote inclusion in food processing industries, ASSOCHAM decided to organise 'National Conference on Sustainable Development of Persons with Disabilities through Food Processing Industries' on 22nd March 2016 in Chandigarh. The knowledge Partners for the Conference are Diversity and Equal Opportunities Centre (DEOC)

¹ NCPEDP Corporate Research Study, 1999







and Alliance to Promote Abilities & Rehabilitation (ATPAR). The Knowledge Paper includes the available data of the socio-economic status of persons with disabilities in the country; relevant schemes of the Central Government and their impact/reach; an overview of the Food Processing Industry and the current scenario with respect to employment of people with disabilities in the industry.

The Objectives of the Conference:

- Exploring the avenues for sustainable development of the persons with disabilities through food processing related activities/industries.
- To study the existing Policies/Programmes/Schemes related to Employment which could and should affect the lives of people with disabilities.
- To study the reach of these Schemes and to analyze their impact with respect to the actual needs of people with disabilities in rural areas.
- To create awareness or dissemination of information among the persons with disabilities and their carers about the avenues of their engagement in food processing related activities as a sustainable source of livelihood.
- Exploring the avenues of Employment of persons with disabilities in private sector.









2 Overview of Employment of Persons with Disabilities in India

Census 2011 Data on Persons with Disabilities

According to Population Census of 2011, there are 26.81 million persons with disabilities in India. The disability wise breakup is given below.

- In Seeing : 50.33 million
- In Hearing: 50.71 million
- In Speech: 19.99 million
- In Movement: 54.36 million
- Mental Retardation: 15.06 million
- Mental Illness: 7.23 million
- Any Other: 49.27 million
- Multiple Disabilities: 21.17 million

Out of the total population with disabilities, 56% are males and 44% are females and 31% live in urban areas and 69% in rural areas. 55% of



people with disabilities are literate. 49% are non workers. About 13.4 million (8.8 million in rural India and 4.6 million in urban India) persons with disabilities are in the employable age group.²

² Swavalamban, Ministry of Skill Development and Entrepreneurship and Department of Empowerment of Persons with Disabilities







Disability Legislations

There are four laws which are specific to persons with disabilities in India. They are:

- The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995
- The National Trust for the Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999
- The Mental Health Act, 1987
- The Rehabilitation Council of India Act, 1992

The Persons with Disabilities Act, 1995 mandates 3% reservation in education and government/public sector employment; accessibility of roads, public transport, schools, etc. India has ratified the UN Convention on the Rights of Persons with Disabilities (CRPD) in October 2007. The CRPD prohibits discrimination on the basis of disability with regard to all matters concerning all forms of employment. It mandates ratified countries to take measures to ensure access to general technical and vocational guidance programmes, placement services, training opportunities for self-employment, entrepreneurship and so on.

The Bill on the Rights of Persons with Disabilities, 2014 is in the anvil. It emphasizes the socio-economic and civil-political rights of persons with disabilities. It covers more impairment categories (about 19 impairments) compared to the previous legislations; 5% reservation in government and public sector employment, including for people with intellectual, psychosocial impairment, multiple disabilities, autism, leprosy cured etc. It also mandates equality of opportunity and accommodation in educational institutions and workplaces; sets timelines for making infrastructure accessible; has provisions for support services for people with high support needs and penalties for non-compliance/violation of the provisions of the Bill.







3 Policies/Schemes of the Central Government for Persons with Disabilities and its Impact

Given in this section are some schemes of Central Government related to higher education, skill development and employment for persons with disabilities.

Education

- There is 3% reservation for people with disabilities in all educational institutions aided by the Government, as per The Disability Act 1995. This is applicable for all universities, professional institutions, ITIs, skill development programmes under Ministry of Rural Development, Ministry of Micro, Small & Medium Enterprises (MSME), Ministry of Housing and Poverty Alleviation and other Ministries engaged in skill development.
- Department of Empowerment of Persons with Disabilities in collaboration with Ministry of Skill Development and Entrepreneurship has launched a National Action Plan which envisages skilling 25 lakh persons with disabilities by 2022.³
- 3. There are 20 'Vocational Rehabilitation Centres for Handicapped', under the Ministry of Labour and Employment, out of which, one centre at Vadodara has been set up exclusively for women with disabilities.
- 4. There are Central Sector Scholarship Schemes for persons with disabilities as detailed below.⁴
 - Pre Matric Scholarship and Post Matric Scholarship for Students with Disabilities studying in classes IX, X, XI, XII, post-matriculation diploma/certificates and Bachelor's Degree or Diploma in India, to students with disabilities.

³ http://msde.gov.in/assets/images/PWD_National_Action_Plan_booklet%20A5.pdf

⁴ http://socialjustice.nic.in/schemespro3.php#a1







- Rajiv Gandhi National Fellowship for providing scholarship to students with disabilities to pursue programmes in higher education such as M.Phil. and Ph.D.
- o National Overseas Scholarship for students with disabilities for studying abroad for pursuing Master's level courses and Ph.D. abroad in select specific fields of study.
- NHFDC Scholarship Scheme for Professional or technical courses (National Fund) to pursue professional or technical courses from recognized institutes to get employed/self-employed. Please refer to http://nhfdc.nic.in/site/ Trust_fund.pdf for more information.
- National Handicapped Finance and Development Corporation (NHFDC) also provides loans to students with disabilities for pursuing education in India and abroad.⁵

Employment

- 1. As per The Disability Act 1995, there is 3% reservation one percent each for persons with blindness or low vision; hearing impairment; and locomotor disability or cerebral palsy in the post identified for each disability. The Act also provides 3% reservation in poverty alleviation schemes.
- There are 40 'Special Employment Exchanges for physically handicapped' and 38 'Special Cell'. Persons with disabilities are required to register themselves with the special employment exchanges/cells to be eligible for government employment under reservation.
- 3. Deendayal Disabled Rehabilitation Scheme (DDRS), an umbrella scheme addressing all aspects of rehabilitation and empowerment includes 18 projects covering services ranging from programmes for pre-school and early intervention, special education, vocational training and placement, community based rehabilitation, manpower development, psycho-social rehabilitation of persons with mental illness and rehabilitation of leprosy-cured persons.

⁵ http://www.nhfdc.nic.in/schemes/schemes-implemented-through-scas-nationalised-banks







- 4. Incentives to Private Sector Employers: The Government pays the employer's contribution of the disabled employee's provident fund and employee's state insurance up to three years for employment of persons with disabilities upto salary of Rs. 25,000 per month.⁶
- 5. The Ministry of Petroleum and Natural Gas has reserved 7.5% of all types of dealership agencies of public sector oil companies for persons with physical disabilities.⁷
- 6. The National Handicapped Finance and Development Corporation (NHFDC) provides loans to persons with disabilities for self employment. Loans are given for:⁸
 - Setting up small business in service/trading;
 - Purchase of vehicle for commercial activity
 - Agriculture / allied activities
 - For setting up small industrial unit
 - For self-employment amongst persons with mental retardation, cerebral palsy and autism (the financial assistance is extended through parents or legal guardian or spouse of the dependant mentally disabled person)
- 7. Under the 'Scheme for Public Sector Banks for Orphanages, Women's Homes and Physically Handicapped Persons', the benefits of the differential rate of interest are available to "physically handicapped persons" as well as institutions working for the "welfare of the handicapped". Rate of interest is charged at 4% per annum keeping in view the social objectives. Under the scheme of Financing Small Scale Industries, a special provision has been made in the rate of interest for the physically handicapped person (0.5% concession) for availing capital limit up to Rs. 2,00,000/-.9

⁶ http://disabilityaffairs.gov.in/content/page/incentive-scheme1.php

⁷ http://ayjnihh.nic.in/awareness/schemes5.asp?pageid=4)

⁸ http://www.nhfdc.nic.in/

⁹ http://cis-india.org/accessibility/blog/central-government-schemes







- 8. A clear provision has been made in Mahatma Gandhi National Rural Employment Guarantee Act (NREGA), to ensure people with disabilities are not excluded. According to the NREGA Operational Guidelines 2008, "If a rural disabled person applies for work, work suitable to his/her ability and qualification will have to be given. This may also be in the form of services that are identified as integral to the programme."
- 9. National Rural Livelihood Mission (NRLM) is a flagship programme of the Government of India. The programme aims to reach out to all rural poor households in the country estimated at 8-10 crores and organise them in Self help Groups and Federations at village and higher levels by 2021-22. It is mentioned in the scheme that it will reach out to the most marginal and vulnerable community including people with disability.
- 10. The Ministry of Housing and Urban Poverty Alleviation had been implementing a Centrally Sponsored Scheme Swarna Jayanti Shahari Rozgar Yojana (SJSRY) which has been restructured into National Urban Livelihoods Mission (NULM) since September, 2013. It aims at organising urban poor in Self-Help Groups, imparting skill training to urban poor for self and wage employment and helping them to set up self-employment ventures by providing credit on subsidised rate of interest. Under the Self Employment Programme (SEP) and Employment through Skills Training and Placement (EST&P), which are components of NULM, a special provision of 3% has been reserved for the persons with disability category.

Assistive Devices

 Assistance to Disabled Persons for Purchase/Fitting of Aids and Appliances (ADIP Scheme): The main objective of the scheme is to assist needy persons with disabilities in procuring aids and appliances. 100% concession is given to persons with income of Rs. 15,000/- per month and 50% concession to those with income between Rs. 15001/- to Rs. 20,000/- per month. The cost ceiling for aids/appliance is 10,000/- and for Students with Disabilities it is Rs. 12000/-¹⁰

¹⁰ http://socialjustice.nic.in/adipmain.php







 Swavalamban:¹¹ The Directory of Aids and Assistive Devices for Persons with Disabilities is an online repository of information built as a result of an initiative of the Department of Disability Affairs under the Ministry of Social Justice and Empowerment, Government of India, to collate exhaustive resources around assistive technology on a single platform.

Impact and Gaps

Though there are several policies and schemes for persons with disabilities, however, their impact leaves much to be desired. There are several challenges that people face in accessing the schemes. Concerted effort is required to improve the implementation mechanisms and reach of schemes particularly in rural and remote areas of the country.

Following are some data taken from the Annual Reports of the relevant Ministries on the impact of the schemes:

- The number of placements of people with disabilities has declined over the years. It was 4,200 in 1999; 3,700 in 2008 and only 2100 in 2012, while for the same period, the total number of placements of non disabled people by the Exchanges has increased from 1,77,700 in 2000 to 3,04,900 in 2008 and to 4,27, 600 in 2012.
- There is a huge scope for NHFDC to increase their reach to a large number of people with disabilities. The total number of beneficiaries in the Year 2011-12 was only 10,625 and the total amount disbursed was Rs. 50.86 crores. Out of the total beneficiaries, 74% were males and 84% were people with orthopedic disability. There is no data of number of people who applied for the loan in their Annual Reports. Many people with disabilities have reported that the procedure for availing loan is complicated and only a few are able to meet the requirements. There is also lack of awareness among people with disabilities about the existence of NHFDC and its schemes.
- As per the data available on the website of the Ministry of Rural Development, out of the total people employed under NREGA, only 0.67% was people with

¹¹ http://www.swavalamban.info/index.php/en/







disabilities.¹² Other relevant data like number of people with disabilities who registered for employment, average person days worked, gender / disability break up, etc. are not available.

- As of January 2015, 20.95 lakh SHGs in 2125 blocks in 316 districts have been promoted. Earlier, NRLM was known as Swarna Jayanti Swarozgar Yojna (SGSY). In SJSY there used to be 3% reservation and data on number of people with disabilities covered would be reported in Annual Reports. However, after it was restructured as NRLM, the data on number of people with disabilities covered is not being reported. With persons with disabilities being mentioned as a focus, there are certain exclusive SHGs and Training programmes are being planned for them. However, no data is mentioned as to how many self help groups of people with disabilities have been formed. Moreover, persons with disabilities seem to have been left out of regular programmes, which seems a regress from the previous SJSY scheme.
- Under the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), from 2004-05 to 30th November 2014, a total of 10.94 lakhs candidates have been trained and 8.51 lakhs have been given placement. The Annual Report of the Ministry of Rural Development (2014-15) has the data for social groups such as SC, ST, women, minorities, but not for people with disability. Further, it was announced in September 2014 that MoU with "champion employers" has been signed to not only train the rural poor but also provide employment and promotions. About 6.06 lakhs candidates will be trained in the current fiscal. There seems to be a segregated approach being followed by DDU-GKY towards training people with disability. Instead of making all the training agencies inclusive and barrier free and giving them the 3% quota, the Government is focusing on creating exclusive training programmes for people with disability through disability NGO partners.
- There is another initiative of setting up Rural Self Employment Training Institutes (RSETI). As on 31st December 2014, 583 RSETI are functioning in India with an overall target 3.53 lakhs for the fiscal 2014-15. However, here too no data

¹² http://dcmsme.gov.in/schemes/wenterpre.htm







is available for people with disability. A pilot programme has been tried out in Karnataka to provide training for people with disabilities in the institute.

- As per the Annual Report of the Ministry of Housing and Urban Poverty Alleviation, during 2014-15, under the Self Employment Programme (SEP), out of the, total of 5,166 beneficiaries, 43 belong to persons with disabilities category, which is about 0.83% of the total beneficiaries assisted. Under Employment through Skills Training and Placement (EST&P), out of the total, 49,809 beneficiaries, 290 belong to persons with disabilities category, which is about 0.58%." The percentage of people with disabilities covered is far less than the mandatory 3%.
- One of the Sector Skill Councils of National Skill Development Corporation (NSDC) is the Agriculture Sector.¹³ It has detailed the qualification packs and assessments for different courses for training in the sector. Training Partners have been listed on the NSDC website. However, data regarding the number of persons with disabilities trained is not mentioned. These Training Partners should be mandated to make their trainings inclusive and adhere to the 3% reservation for persons with disabilities.
- The Employment and Unemployment Surveys of National Sample Survey (NSS) are primary sources of data on various indicators of labour force at National and State levels. These surveys are conducted regularly to assess the employment-unemployment level across the country giving data across different parameters including gender, social groups like SC/ST and employment across various sectors, education, skill levels, reason for unemployment, etc. The data from these surveys are used for planning, policy formulation and as input for further statistical exercises by various Government organisations, academicians, researchers and scholars. Disability data is not collected in the Survey.

The poverty alleviation schemes aimed at enhancing livelihood of urban and rural poor should be effectively implemented to reach out to people with disabilities. There should also be focused programmes to facilitate and provide support to people with disabilities to access these schemes.

¹³ http://nscsindia.org/ExploreSectorSkillCouncilDetail.aspx?SSC=MTE=







4. Overview of Food Processing Industry

Introduction

Food processing industry (FPI) includes all varieties of value addition done to the agricultural, horticultural or animal products including processes like sorting, grading and packaging that enhances shelf life of food products. India's food processing industry accounts for nearly 32% of the country's total food market. The output of the food processing industry was estimated at 1094 billion during the year 2015, growing at a CAGR of 13% during the period 2011 to 2015.

Industry Size

- India is the second largest producer of fruits and vegetables in the world, accounting for about 10 percent of the global production.
- India ranks first in the world in production of milk. Milk and milk products account for a significant 17 percent of India's total expenditure on food.
- The 'meat and marine products' market share is expected to increase from Rs. 25,200 crores in 2012 to Rs. 56,500 crores by 2017, witnessing a CAGR of 17 percent.
- The Indian packaged food market, including confectionary, dairy, baked goods, sauces and household staples, such as packaged rice, was worth Rs. 1 lakh crores at the end of 2011.



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Manpower Demand and Human Resource Requirement (2013-17 and 2017-22) - Skill Gap Analysis

Food Processing Industry (FPI) is traditionally dominated by unorganised players while entry of multi-national companies is



driving the growth of organised segment in the industry. Industry growth along with demand for quality standards and technology adoption in manufacturing are driving the need for fresh skilling and up-skilling in the sector. **By 2022, the FPI is expected to generate about 4.40 million additional employment opportunities.**

The food processing industry demands different skill sets on the basis of their relevance to various segments. About 25 percent of the human resource in the industry is involved in processing stage with 25 percent of the workforce dedicated towards marketing. The structure changes for cooperative organisations and private players. Private players have more resources in marketing function as compared to cooperative organisations. Large number of women can be found employed in this sub-sector. They are employed in MSMEs or cooperative organisations manufacturing pickles, papad or jams.

Demographic Characteristic of Workforce under each Segment:

1) Fruits & Vegetables Segment: Predominantly concentrated by unorganised players, contractual or informal employees are recruited in high numbers as compared to other sub-sectors. For fruits and vegetables sub-sector, seasonality plays a big role in peak-time employment. However, these roles are contractual for jobs, such as packers and loaders. The employers in this sub-sector almost double their contract labourers during the peak season. There is no homogeneity on the levels of education of the workforce; however one can say that process operators are higher secondary or below and this forms the bulk of hiring. Workers and operators are hired locally







from nearby areas where the plant is situated. Word of mouth and employee referrals or region specific employment newsletters play a big role in hiring at this level.

2) Milk and Milk Products Segment: This sub-sector employs large number of resources at the procurement level. The procurement function is a field-level job and requires no specific educational qualification except for the supervisor who should be a graduate. Marketing professionals are employed with professional degrees. The demographic structure is quite distinct for cooperatives and private player.



3) Meat and Marine Products Segment: Marine processing units employ a large number of women to leverage their inherent domestic skills of handling food items. The meat processing industry is starkly contrasting as compared to the marine segment since there are very less women employed in this industry. Labour force is mostly sourced from Uttar Pradesh, Assam and West Bengal and culinary habits play an important role while selecting an employee.

4) Grain and Oil Segment: Grain and oilseed is a highly fragmented segment with maximum units under unorganised category. Recent entry of FMCG players



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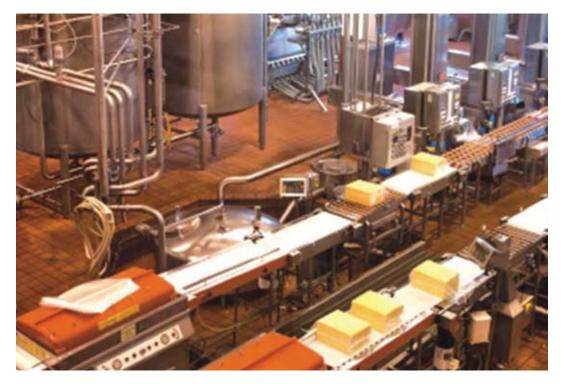


into value-added grains is generating employment and the sub-sector is moving from unorganised to organised. A fresher is employed as a trainee or operator and undergoes on-the-job training up to one year. ITI or diploma certified join the sector in maintenance or processing functions. This sub-sector has a high concentration of employees in the vocational / diploma education level. Higher secondary and below are typically hired for job roles like packers and loaders

5) Packaged Food Segment: Packaged Foods is dominated by FMCG players at one end of the spectrum and small home grown enterprises who operate at the local level This sub-sector has significant presence of self employment in bakery segment. Specialized bakers and cooks for different cuisines are very much in demand in the emerging fine dining food service category. Women have a large presence in the bakery segment preparing home made food items, such as cakes and confectionary.

6) Beverages Segment: Employment in this sub-sector is highly organised and dependent on multinationals and bottling companies for hiring. A small part in beverages sub-sector is occupied by small regional or local players in the drinks or juices segment; such companies operate in the unorganised segment.

Sources for information on FPI: KPMG in India analysis, Exim Bank Report



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Inclusion of People with Disabilities in the Food Processing Industry (FPI)

People with disabilities have been part of FPI, though the numbers are not very large. Some skilled and professionally trained people with disabilities have taken up jobs directly with the companies. Some others, who have got trained in formal institutions, have sought the support of NGOs for training and livelihood opportunity and have got placement in a few private sector companies. Some NGOs have Production Centers (also called "sheltered workshops") which make variety of products, including food products. People with disabilities are trained and work in these Production Units. There are also self help groups, individuals and families who are involved in the business end to end - from production to selling the product locally.

There is no data of number of people with disabilities working in FPI but the numbers are not very large. There is still a lack of awareness among the private employers in the industry about the potential of people with disabilities. The skill training initiatives have not reached people with disabilities. Most people with disabilities working in Production Units in NGOs and



those self employed are earning very less. They do not have mentoring and marketing support.

Some examples of opportunities for persons with disabilities in FPI are given below.

1. Private Company Initiatives: Sakthi Masala, household name for masala powder, has employed about 200 persons with disabilities, almost 32% of their workforce.







ITC has been promoting employment of disabled people in the hospitality and other related sectors.

2. Production Units in NGOs: There are number of informal Food Processing Units existing in the disability sector which are primarily run by NGOs in different States. There is no data regarding the number of Units and the people working there.



As per the Food Processing Industry segments, the segments which are most active in the NGO sector are-

- 1. Fruits and Vegetables: producing Jams, jellies, sauces, juices and pickles.
- 2. **Grains and Oils:** where masala powders, nutrition powders, oils are prepared and packed.
- 3. **Packaged Food Range:** consist of snack items, papad, fryums which are manually prepared. All kinds of bakery products like biscuits, cookies, cakes and confectioneries are produced.
- 4. **Beverages:** herbal juices like aloe vera and amla and other fruit juices are prepared using simple technology.

Following are some NGOs in the Disability Sector in the Food Processing Industry:

• Muskaan

Products: Bakery, Pickles, Juices, Jams Sector B, Pocket 2, Vasant Kunj, New Delhi 110070 Ph: +91 11 41761873/41761874 W: http://www.muskaanthengo.org/web/muskaan







• NAB Centre for Blind Women

Products: Confectionary and Café Management L-25, Hauz Khas Enclave, New Delhi 110016 Ph: +91 11 41656266 W: http://www.nabcentreforwomen.org/

• Behala Bodhayan

Products: Pickles, Juices, Jams 48/3 Sarsuna Main Road, Kolkata 700061 Ph: +91 33 2493 9410 (L), +919339751472(M) W: http://www.behalabodhayan.org/



• Koshish

Products: Herbal Products W: http://autismsupport.in/helpline/koshish-special-school-autism-support-in-delhi/

• Shauyra Centre

Products: Bakery and Snack Items (cookies, cakes) 68/4, Jagan Nath Market, Mathura Road, Opp Maharani Bhag New Delhi, 110065 Contact Person: Ms. Rubina Mohan Ph: +91 11 26920406, +91 9650 316800 W: www.shauryacentre.org http://autismsupport.in/helpline/shaurya-centre-schools-for-autism-in-delhi/

Manav Kalyan Avam Uttan Samiti

Products: Aloe Vera and Amla cultivation and Products Sun Bazar (Kot), Markinguj Ghazipur 233001 Contact Person: Mr. Shankar Pandey Ph: +91 7800517374



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• Spastics Society of Karnataka

Products: Bakery products No 31, 5th Cross, Off 5th Main Road, Indira Nagar Bengaluru 560038 Ph: +91 80 4074 5900 W: http://www.spasticssocietyofkarnataka.org/

Activities being Performed by Persons with Disabilities in the Existing Units

- Cultivation and farming activities
- Plucking, cleaning, sorting, peeling and cutting
- Crushing and pulp making
- Kneading, baking
- Cooking, frying, rolling
- Operating machines/technology
- Measuring and quality control
- Packaging, bottling, sealing, labelling
- Sales and retailing
- Inventory management
- Accounting



Range of Disability Categories employed in FPI

Food Processing Units have been the most successful industry segment which has successfully trained and employed people with all disabilities.

- Intellectual Disabilities
- Cerebral Palsy
- Visual Impairment
- Multiple Disabilities
- Hearing Impairment
- Orthopedic Impairment
- Autism









- Psycho-social Impairment
- Other Impairments

The job profile of people with disabilities range from production work to supervisory to managerial, depending on their skill sets and aptitude.

Barriers to Employment

Listed below are some barriers that are preventing inclusion of people with disabilities in the FPI.

Barriers to Employment in Private Sector:

- Lack of equal access in mainstream training and skill development programmes.
- Lack of awareness among employers about the potential of persons with disabilities.
- Lack of non discrimination policies and availability of reasonable adjustments as per the CRPD.
- Lack of proactive initiatives and affirmative action to train and employ people with disabilities.

Challenges faced by Production Units and individual entrepreneurs with disabilities:

- There is lack of professional support. Hence, products lack standardisation and certification, poor quality in packaging etc.
- They lack resources and expertise for branding
- Raw material procurement costs are high and hence prices are not standardised
- Limited resources restrict usage of technology support
- Lack of linkage with mainstream for financial support
- Warehousing and logistics challenges

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Recommendations to include Persons with Disabilities in the Food Processing Industry

ollowing are some recommendations to promote inclusion of people with disabilities in the Food Processing Industry:

- More synergy is required between the Nation Action Plan to skill persons with disabilities and the Food Processing Sector to train people with disabilities in specific skills required in the industry.
- The vocational/skill training provided by a network of Training Partners of NSDC and DDU-GKY should ensure that at least 3% of the people trained are people with disabilities. The Training Partners should become inclusive in terms of accessible infrastructure, curriculum, trained teachers, accessible tools and technologies, etc.
- The training institutes in Food Processing Sector like NIFTEM (National Institute of Food Technology Entrepreneurship and Management) Research Institute in Sonipat) and IICPT (Indian Institute of Crop Processing Technology) Research Institute in Thanjavur, Tamil Nadu) should become inclusive and ensure at least 3% of their trainees are persons with disabilities. They could also undertake focused programmes for persons with developmental disabilities.
- The Government should provide financial and knowledge support to Training Partners to become inclusive.
- > Focused training for people with developmental disabilities should be organised.
- Private players can set up a training academy close to the employment clusters and develop an apprentice-trainer model.
- Collaboration between Private Sector and NGOs in the training and placement process.
- Production Units in NGOs should become self sustaining micro enterprises. They should have access to credit and other support for improving the quality of products, packaging and marketing.







- Private companies can try franchise and other models to engage with self help groups of people with disabilities.
- NRLM and NULM should have focused programme to ensure access to persons with disabilities in all the programmes under the missions.
- Government should give better incentives to encourage private companies to employ people with disabilities and to promote enterprises owned by people with disabilities and Production Units under NGOs.
- Industry bodies should facilitate affirmative action programmes for facilitating employment and skill training of people with disabilities in the industry.
- Private companies should adhere to non discrimination of people with disabilities in all aspects of employment (people should not be denied employment just because they have a disability) and more disabled-friendly policies should be adopted by them.
- All companies/food parks and other infrastructure should follow universal design. Existing infrastructure should be audited as per accessibility standards and become disabled-friendly.
- Data on number people with disabilities trained and employed should be maintained by companies and aggregate numbers should be reported (ensuring confidentiality of individual information).
- NSSO Employment Surveys and all relevant Ministries should include persons with disabilities as a category for data collection and maintain gender and disability desegregated data.



Scope for Persons with Disabilities for Employment and Entrepreneurship in Food Processing Sector







7 About Partners

1. ASSOCHAM

Evolution of Value Creator: ASSOCHAM initiated its endeavour of value creation for Indian industry in 1920. Having in its fold more than 400 Chambers and Trade Associations, and serving more than 4,50,000 members from all over India. It has witnessed upswings as well as upheavals of Indian Economy, and contributed significantly by playing a catalytic role in shaping up the Trade, Commerce and Industrial environment of the country.

Today, ASSOCHAM has emerged as the fountainhead of Knowledge for Indian industry, which is all set to redefine the dynamics of growth and development in the technology driven cyber age of 'Knowledge Based Economy'.

ASSOCHAM is seen as a forceful, proactive, forward looking institution equipping itself to meet the aspirations of corporate India in the new world of business. ASSOCHAM is working towards creating a conducive environment of India business to compete globally.

ASSOCHAM derives its strength from its Promoter Chambers and other Industry/ Regional Chambers/Associations spread all over the country.

Vision: Empower Indian enterprise by inculcating knowledge that will be the catalyst of growth in the barrierless technology driven global market and help them upscale, align and emerge as formidable player in respective business segments.

Mission: As a representative organ of Corporate India, ASSOCHAM articulates the genuine, legitimate needs and interests of its members. Its mission is to impact the policy and legislative environment so as to foster balanced economic, industrial and social development. We believe education, IT, BT, Health, Corporate Social responsibility and environment to be the critical success factors.







Members – Our Strength: ASSOCHAM represents the interests of more than 4,50,000 direct and indirect members across the country. Through its heterogeneous membership, ASSOCHAM combines the entrepreneurial spirit and business acumen of owners with management skills and expertise of professionals to set itself apart as a Chamber with a difference.

Currently, ASSOCHAM has more than 100 National Councils covering the entire gamut of economic activities in India. It has been especially acknowledged as a significant voice of Indian industry in the field of Corporate Social Responsibility, Environment & Safety, HR & Labour Affairs, Corporate Governance, Information Technology, Biotechnology, Telecom, Banking & Finance, Company Law, Corporate Finance, Economic and International Affairs, Mergers & Acquisitions, Tourism, Civil Aviation, Infrastructure, Energy & Power, Education, Legal Reforms, Real Estate and Rural Development, Competency Building & Skill Development to mention a few.

Insight into 'New Business Models': ASSOCHAM has been a significant contributory factor in the emergence of new-age Indian Corporates, characterized by a new mindset and global ambition for dominating the international business. The Chamber has addressed itself to the key areas like India as Investment Destination, Achieving International Competitiveness, Promoting International Trade, Corporate Strategies for Enhancing Stakeholders Value, Government Policies in sustaining India's Development, Infrastructure Development for enhancing India's Competitiveness, Building Indian MNCs, Role of Financial Sector the Catalyst for India's Transformation.

ASSOCHAM derives its strengths from the following Promoter Chambers: Bombay Chamber of Commerce & Industry, Mumbai; Cochin Chambers of Commerce & Industry, Cochin: Indian Merchant's Chamber, Mumbai; The Madras Chamber of Commerce and Industry, Chennai; PHD Chamber of Commerce and Industry, New Delhi.

Together, we can make a significant difference to the burden that our nation carries and bring in a bright, new tomorrow for our nation.







2. Diversity & Equal Opportunity Centre (DEOC)

Website: www.deoc.in; E-Mail: info@deoc.in; Mobile : +91-9880583277

DEOC offers sustainable solutions for employers to ensure non discrimination by providing services in the areas of accessibility of infrastructure, development of inclusive policies and procedures, capacity building and development and affirmative action for promoting employability of persons with disabilities. DEOC was formed by an inclusive group of multi disciplinary professionals in 2007. DEOC has experience working with leading private sector companies, NGOs and international organisations. DEOC has authored the HR Manual 'Values Route to Business Success – The Why and How of employing People with Disabilities', which was published by Confederation of Indian Industry (CII).

DEOC services are classified into the following four verticals:

1. CONSULTING SERVICES

We provide consultancy service to national and international organisations to enhance inclusion of people with disabilities in various aspects – employment, education, health and other services.

2. ACCESSIBILITY SERVICES

We offer the following services with respect to Accessibility:

- Access Audits of Built Environment
- Design Appraisals
- Implementation Support/Project Management

3. TRAINING SERVICES

DEOC offers training on range of topics in the area of disability inclusion to various target audience, from the decision makers to service providers, professionals and DPOs.

4. KNOWLEDGE SERVICES

DEOC undertakes various research assignments in the area of disability policies and management at micro and macro levels. A variety of projects from authoring HR







Manual to policy recommendations to conducting baseline studies to content writing for website have been successfully undertaken by DEOC.

3. Alliance to Promote Abilities and Rehabilitation (AT PAR)

E-mails: atpar2015@gmail.com, director@atpar.in; Mobile: +91 9810260019 / +91 9717980019

AT PAR is a social enterprise that aspires to build abilities and create opportunities for people with disabilities and other marginalised groups and to enable them to have equal access to **Economic Empowerment, Social Inclusion & Rehabilitation.** It is registered as a Limited Liability Partnership firm.

Its founder members are Mrs. Thilakam Rajendran, special educator by profession, who has been involved with the disability sector for more than two decades in the area of skill building and creating employment opportunities for persons with disabilities, while Mr. K V Rajendran has been in the corporate sector for 40 years contributing in the areas of HR, business development and supporting foundations in CSR activities.

A team of eminent professionals have come together to facilitate and offer a gamut of services to individuals, educational institutions, Corporates, NGOs, Families and other service providers through **Consultancy, Guidance, Training and Skill Building-**

- By bridging the gaps in skills and skill providers in the social & educational sector.
- Linking the development sector with Corporates for skill share & resources.
- Enterprise management and Entrepreneurship.
- Providing Market linkages for products.
- Guidance for assistive devices and aids to enable quality lifestyle & rehabilitation.



ASSOCHAM's Regional & Overseas Offices

ASSOCHAM REGIONAL OFFICES

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International Law Centre, 61-63 Dr. Radhakrishnan Salai Mylapore, Chennai-600004 **Contact Person: Mr. Vinod Solomon** Phone: 044-28120000 • Fax: 044-28120001 Mobile: +91 9486204970 E-mail: chennairo@assocham.com vinod.solomon@assocham.com

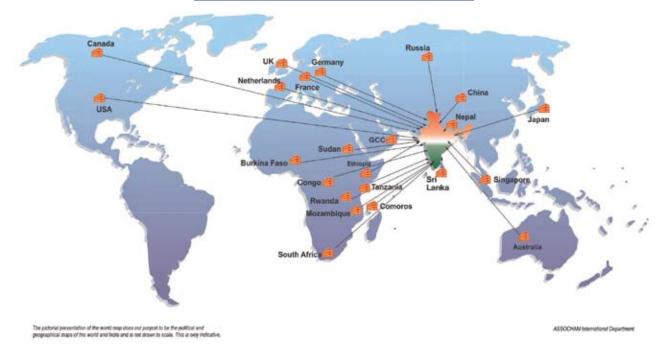
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ASSOCHAM OVERSEAS OFFICES



THE ASSOCIATED CHAMBERS OF COMMERCE AND INDUSTRY OF INDIA

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