

INTERNATIONAL CONFERENCE  
On

*Global Perspective of HRM in Disability Sector*



*Date: 28th – 29th , January 2011.  
Day: Friday & Saturday*

*Venue: Auditorium, TIAS*

*Organized By*

**TECNIA INSTITUTE OF ADVANCED STUDIES**

Affiliated To Guru Gobind Singh Indraprastha University, Delhi Approved by AICTE, Ministry of HRD, Govt. of India.

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**INTERNATIONAL CONFERENCE**  
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## *Genesis*

Bringing disabled persons at par with the able-bodied persons as far as instilling confidence among them to survive and face the challenges of life on their own is not the duty of the government only, but also a societal responsibility. Disability among human beings is as old as humanity itself. Right from the primitive society to the modern day world, various ways and means have been adopted to cure and prevent disability among human beings. In India, the problems of disability are perplexed due to its huge population, most of whom living under the shadow of ignorance and poverty.

The process of rehabilitation of the disabled starts with prevention, early identification, intervention, integration and finally leads to rehabilitation. The Government of India brought three important Acts for the welfare of the persons with disabilities, namely, Rehabilitation Council of India (RCI) Act (1992), Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act (1995) and National Trust Act (1999). The RCI Act passed by the Parliament gives the responsibility to the Rehabilitation Council of India, a statutory body under the Ministry of Social Justice & Empowerment, Government of India to frame policies and programmes for the development of manpower in the field of rehabilitation of disabled persons in the country.

Human Resource Development (HRD) deals with creating conditions that enable people to get the best out of themselves. It is a process of competency development in people through public policy, programmes and interventions to help them apply their competencies for their own benefit and for the benefit of others. The core of HRD depends upon the context in which the items are used.

The United Nations Development Programmes (UNDP) has defined it as “policies and programmes that support and sustain equitable opportunities for continuing acquisition and application of skills, attitude and competencies which promote individual autonomy and one that is mutually beneficial to individuals, to community and to a larger environment of which they are a part”.

In India, after the independence a lot of attention was paid for the development of medical education in the country, but the problem of disability got very less attention. Since, the prevalence of disability in India is high and figures are uncertain, it was not possible to develop the required number of human resource during the 9th and 10th plans. After the RCI came into existence in 1995, an attempt was made to estimate the future requirement of human resources for projections in the 9th and 10th plans. The expert committee constituted for estimating the demand came out with a report that about 7,24,000 trained personnel are required to cover the total disabled population in the country by the 10th Plan. However, the above estimates are not based on empirical data and cannot be treated as a basis for a rational study.

Keeping in view, this background the dream envisaged to carry out international conference for in-depth study to assess the future requirement of human resources in the field of rehabilitation of persons with disabilities is the ideal one.

## *Objectives*

The broad objectives of the present conference are as follows:

- i) To work out future projections of human resource requirement by level of education and specialization
- ii) To estimate the mismatch between the demand and supply of different categories of manpower
- iii) To estimate the cost of training for meeting the requirement of human resource development in the field of disability.

## *For Whom*

This International Conference provides an excellent platform to the Government, private and Social entities to interact with experts in this field, build knowledge base, acquire skills and get personalized help on their initiatives of global competitive HRM practices in relation to Disability sector. The Conference is designed for decision makers in Government establishment, executives responsible for policy formulation and its implementation through Government, Private and Social Institutions. Corporate executives would find immense amount of exposure towards fulfilling their CSR objectives. Participation would be from the Government sector, MNCs, Indian Corporate, PSUs, non-profit organizations, professionals from NGOs, Academicians, Research Scholars and Management Students. The participants would be given a Certificate of Participation by the Institute.

## *Key Issues*

In order reach a realistic identification of HRM initiatives required by the Government, Private or NGO establishments, following are some of the sectoral areas identified for deliberation during the conference.

1. Transition support for learners with disabilities
2. Tracking system for students at risk of dropping out
3. To promote awareness of education for differently abled
4. Tracking mechanism for unreached disabled populations
5. Pre-school programme for all
6. Multi Grade Teaching
7. Development of more community-based learning centers in rural areas for Literacy and Livelihood
8. Inter-country schooling programme for stateless and undocumented children (coordination between governments)

## *Resource Persons (Tentative):*

- Dr. J.P.Singh, Member Secretary, Rehabilitation Council of India
- Dr. Smriti Swaroop, Professor, Ex. Head Deptt. of S.N.D.T. Women College, Mumbai
- Dr. M.N.G.Mani, Ex. Dean, Department of Education, R.K.M.V.University, Coimbatore
- Dr. Amitav Mishra, Associate Professor, Head Deptt. of Special Education, in F.E.A.S. of M.J.P.Rohilkhand University, Bareilly
- Dr. T.Shivkumar, Director, NIMH, Manovikas Nagar, Sicutunderabad, Andhra Pradesh
- Dr. Varsha Gathoo, Reader and Head Deptt. of Education in A.Y.J.N.I.H.H., Mumbai
- Dr. Subodh Kumar, Deputy Director(Academic), Rehabilitation Council of India, New Delhi.
- Dr. Himanshu Dass, Senior Consultant in IGNOU, New Delhi
- Dr. Asmita Huddar, Head Deptt. of Education of Hashu Advani College of Special Educatio, Chamboor, Mumbai.
- Dr. Seema Singh, Reader Deptt. of Special Education of BHU, Varanasi.
- Dr. S.R.Mittal, Professor, Ex. Head Deptt. of Education of Jamia Millia Islamia, New Delhi.
- Dr. Rajesh Kumar Verma, Assistant Director(Technical), Rehabilitation Council of India, New Delhi
- Dr. Sandeep Tambe, Assistant Director(Technical), Rehabilitation Council of India, New Delhi

INTERNATIONAL CONFERENCE  
On  
*Global Perspective of HRM In Disability Sector*  
PROGRAMME SCHEDULE

**First Day – 28<sup>th</sup> January 2011 (Friday)**

01:00 P.M. - 02:00 P.M.	Registration of Delegates INAUGURAL SESSION
02:00 P.M. - 02:30 P.M.	Welcome of Chief Guest, Guest of Honour and Other Dignitaries
02:30 P.M. – 02:40 P.M.	Opening Remarks by the Director, TIAS, Dr. Ajay K. Rathore
02:40 P.M. - 02:50 P.M.	Address by the Chairman Tecnia Group of Institutions, Sh. R. K. Gupta
02:50 P.M. – 03:10 P.M.	Key - Note Address
03:10 P.M. - 03:20 P.M.	Address by Guest of Honour
03:20 P.M.– 03:35 P.M.	Address by the Chief Guest
03:35 P.M.– 03:40 P.M.	Vote of Thanks
03:40 P.M.– 04:00 P.M.	Tea - Break
	TECHNICAL SESSION: - 1
04:00 P.M – 05:30 P.M	Speaker.1 Speaker.2 Speaker.3

**Second Day – 29<sup>th</sup> January 2011(Saturday)**

09:30 A.M. - 10:00 A.M.	Registration of Delegates TECHNICAL SESSION: - 2
10:00 A.M. – 11:30 A.M.	Speaker.1 Speaker.2 Speaker.3
11:30 A.M. – 12:00 Noon	Tea – Break
	TECHNICAL SESSION: - 3
12:00 Noon – 01:30 P.M.	Speaker.1 Speaker.2 Speaker.3
01:30 P.M. – 02:30 P.M.	Lunch - Break TECHNICAL SESSION: - 4
02:30 P.M. – 04:00 P.M.	Speaker.1 Speaker.2 Speaker.3
04:00 P.M. - 04:30 P.M.	Valedictory Session Vote of Thanks
04:30 P.M. - 04:45 P.M	Concluding remarks by the Chief Convener

## The Institute



*Give Yourself the Edge of Excellence through Tecnia*

Tecnia Institute of Advanced Studies was established in the year 1998 by Health and Education Society (Registered) to advance the cause of quality education in Management, Information Technology and Mass Communication. Since then, it has made commendable progress and stands today as an Institute of excellence in Management and Technical Education, Training, Research and Consultancy Services. At Tecnia, we bring together theory with hands on application, and it is this unique approach – action-based learning and interdisciplinary, team oriented situations – that develops leaders and ideas that change the world.

The Institute is affiliated to G.G.S. Indraprastha University for conducting MBA, MCA, BBA and BJMC programmes. The Institute is ISO 9001:2008 certified by JAS-ANZ, Australia ensuring that our system and procedures are of a consistent quality, followed with precise rigidity. TIAS features in 25 Top-of-The-Mind Institutes by Mail Today B-School Survey and is rated as “A” category Best Business School by latest AIMA-Business Standard and Business India Publications Surveys consistently year after year. Institute Ranked among Top 100 Business and IT Schools of India by Dalal Street Investment Journal.

**All Correspondence should be addressed to:**

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#### **Convener**

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## CALL FOR PAPERS

This is an invitation to you to participate in the Conference and share your views by presenting a paper. Please confirm your valuable participation at the earliest. We shall be thankful, if you would share this information with your colleagues and students; for wider participation.

### GENERAL INSTRUCTIONS FOR PAPER SUBMISSION

- (i) Contributors are requested to ensure that their paper should not exceed 8 Printed pages. The paper should be typed in 12 point "Times New Roman" font on one side of A-4 paper in double line spacing with wide margins.
- (ii) One paper should not contain more than two authors.
- (iii) All charts and graphs should be drawn and labeled clearly.
- (iv) Only those references, which are actually used in the text, should be included in the reference list.
- (v) The contributor should certify on a separate sheet that the manuscript is his/her original contribution. It should be mentioned that the paper has not been submitted or accepted for publication anywhere else.
- (vi) Paper should contain abstract not more than 500 words along with key words.
- (vii) Paper must accompany the following details of authors
  - a) Name of the author with designation
  - b) Name of the co-author with designation
  - c) Correspondence address contact number / and e-mail id
  - d) Profile of the authors
  - e) Organization / institution name

### SUBMISSION OF ABSTRACT

The submission for the Conference may be in the form of descriptive, critical, research papers and case studies to mirror theory, research, practice and reflective thinking in the above area. Paper should contain abstract not more than 500 words along with key words. The abstract may be submitted through E-mail to Prof. Rajesh Bajaj (Seminar Convener) at the mail id given below.

### SUBMISSION DETAILS

- |       |  |                                     |
|-------|--|-------------------------------------|
| (i)   | <b>Last date of Submission of Abstract</b>     | <b>10<sup>th</sup> January 2011</b> |
| (ii)  | <b>Last date of complete Paper Submission</b>  | <b>15<sup>th</sup> January 2011</b> |
| (iii) | <b>Conformation about acceptance of papers</b> | <b>20<sup>th</sup> January 2011</b> |

**Venue: Auditorium, Tecnia Institute of Advanced Studies**  
**E-mail: [ichrmds.tecniaindia@gmail.com](mailto:ichrmds.tecniaindia@gmail.com)**

## Who Can Participate

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**Registration/Fee Payment:** *The interested candidates need to fill up the registration details on the format given on the reverse of this form.*

The fee per participant is as follows:

(i) Student Delegates	₹ 750
(ii) Research Scholars	₹ 1500
(iii) Academicians i.e. Lecturer/Reader/Professor	₹ 1500
(iv) Delegates from NGOs / Social organizations	₹ 2500
(v) Management Executive or Public/Private Sector Firms	₹ 5000
(vi) International Scholars	US \$ 100

**Payment should be made in form of a cheque/DD in favour of Tecnia Institute of Advanced Studies, Payable at New Delhi, with this form duly filled in through postal mail and confirmation through e-mail at this address: [ichrmds.tecniaindia@gmail.com](mailto:ichrmds.tecniaindia@gmail.com)**

The fee includes conference material and refreshments. Fee does not include accommodation, local/outstation travel. No refund will be allowed for cancellations made. A certificate would be awarded to those attending the two day programme.

Outstation candidates needing assistance in accommodation (on payment) may contact the Conference Convener at the address given below.

Applications for registration along with demand draft/cheque should be sent to:

**Dr. Anmol Arora (Convener)**

**Tecnia Institute of Rehabilitation Sciences**

**5, PSP Institutional Area. Madhuban Chowk**

**Rohini Delhi – 110085, India.**

**Phone: 9111-27550012, Mobile: +919810097591,**

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**E-mail: [ichrmds.tecniaindia@gmail.com](mailto:ichrmds.tecniaindia@gmail.com)**

**Last date for receiving the applications is 25<sup>th</sup> January 2011.**



REGISTRATION FORM  
INTERNATIONAL CONFERENCE  
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**Personal Information:**

Name: .....

Designation: .....

Organization: .....

Address: .....

.....

Phone: ..... Mobile: .....

E-mail: .....

Gender: Male ..... Female .....

Academic Qualifications: .....

Professional Qualifications: .....

Work Experience: .....

Participation Fee: Demand Draft (DD) No. .... Dated .....

Amount Rs.....

Drawn on .....

Date: .....

Signature of the Participant

**Please fill the form neatly in capital letters**

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