



DR. ANJLEE AGARWAL

Universal Accessibility & Inclusive Mobility Specialist



ABOUT ME

Catalyst Inclusive Environments | Spearheading Accessibility & Mobility Solutions | Diversity Crusader

Promoting sustainable and livable societies is Anjlee’s mission and she is passionate about socio-cultural inclusion and people-friendly spaces where accessibility and mobility is without barriers. Regularly nominated by the Indian and UN Agencies as a subject expert on standards formulation, gender friendly & disability-inclusive designs, programs and policies.

EDUCATION

Ph. D.
University of Utrecht, Netherlands, 2017-2020

M. Phil.
University of Utrecht, Netherlands, 2013-2016

SKILLS

- Universal Design and Diversity Inclusion
- Policy & Standards Formulation
- Capacity Building & Awareness Raising
- Gap Analysis and Design Appraisals to enhance Inclusivity
- Impact Evaluation of Development Projects with -disability, -age and -gender lens
- Action Research
- Expertise on POSH (Prevention of Sexual Harassment of Women at workplace)

EXPERIENCE

- **Co-founder & Executive Director** *1991 - ongoing*
[Samarthyam](http://www.samarthyam.com) (www.samarthyam.com)
 - Disseminates and implements ‘Accessibility Awareness and Inclusion Strategies’ through a novel model, which primarily focuses on promoting an enabling environment. Undertake an action oriented approach to mainstream persons with disabilities and to live quality life with dignity. Empaneled Access Auditor, Govt. of India
- **Access Auditor**
Built Environment | Transport Ecosystems *1993 - ongoing*
 - Cross-disability focused, -disability, -age and -gender friendly elements are emphasized to implement universal accessibility and user-friendly environment.
 - Making public transport system and pedestrian infrastructure accessible and promote ‘first and last mile’ connectivity to persons with disabilities and reduced mobility.
- **Ambassador, Sustainable Development Goals**
Leave No One Behind and Disability Inclusive 2030 Agenda
 - Integration and promotion of disability rights and disability inclusion into institutional and community structures, processes and mechanisms.
 - Actively involved in building partnerships on SDGs – Empowering Organizations of Persons with Disabilities (OPDs) in India.
 - Leave behind legacy of Disability Inclusive 2030 Agenda and Disability Inclusive Decade 2032.
 - Tangible impact creation in lives of persons with disabilities.

MEMBERSHIP

- NITI-CSO, NITI Aayog, Government of India
- Committee on Functional Requirements in Buildings, Bureau of Indian Standards, Government of India
- Indian Roads Congress
- Steering Committee, Accessible India Campaign
- Task force for Safe Travel of Women & Girls by Public Transport, Government of India
- Transport Research Board (TRB)
- Clean Air Initiative, Manila, Philippines
- Access Expert, University Grants Commission, Ministry of Education, Govt. of India

STANDARDS AND CODES FORMULATION

- Non-negotiable Accessibility Standards for Built Environment, Rule 15 of the Rights of Persons with Disabilities Act 2016, Government of India, 2025
- Functional Requirements in Buildings, Part 3, The National Building Code, Bureau of Indian Standards, Govt. of India, 2010- ongoing
- Parameters for Assessment of Accessibility in Higher Education Institutes, UGC, Government of India, 2024
- Standards for Accessible Schools, UNICEF, 2015-23
- Formulation of Harmonized Guidelines for Ministry of Urban Development, 2010 and authored the Harmonized Guidelines and Space Standards for persons with disabilities and elderly, 2016. Notified by Gol as national accessibility standards under the RPwD Act 2016
- Framing of Universal Design Guidelines for Refugee Camps and villages, Bangladesh, 2009
- Indian Roads Congress, co-authored Codes on Pedestrian Facilities and Urban Roads, 2007-ongoing
- Co-author, Design Guidelines for Safer Commute to Schools, Indian Roads Congress, 2022
- Guidelines Home Based Education For Children With Disabilities: Parents, Teachers, Special Educators; UNICEF , 2021 (published on Diksha Portal, Gol)
- Accessibility Code for Educational Institutions, Ministry of Education, Government of India, 2021
- Accessibility Guidelines for Sports Complex and Residential Facilities for Sports Persons with Disabilities, Ministry of Sports & Youth Affairs, Government of India, 2021
- Access for All, Concise Version of National Building Code, American Indian Foundation, 2019
- Technical Leaflet “Right of Way” & “Traffic Police & Hum Tum” for Professionals, Administrators and Planners published by National Trust, MSJE, Government of India, 1998-2019
- Guide Book on Making Schools Accessible for Children with Disabilities, UNICEF, 2018
- IRC: SP:117-2018, Manual on Universal Accessibility for Urban Roads & Streets, Indian Roads Congress, 2018
- Urban Roads Manual, Indian Roads Congress, 2018
- Guidelines on Health Services and Facilities for Women with Disabilities, USAID, 2016
- “Training Manual to promote Universal Design- Training of Trainers on Access Audits”, Third Edition, Rehabilitation Council of India, 2015
- Handbook Air Travel: Sensitization and Training, Ministry of Social Justice & Empowerment, Government of India, 2015
- Practitioner’s Manual on Inclusive WASH: Schools and Public Spaces, Ministry of Social Justice & Empowerment, Government of India, 2015
- Technical Brochures on “Access for All” and “Internal & External Design Considerations” for Professionals, Administrators and Planners, published by Ministry of Social Justice & Empowerment, Govt. of India and Samarthyam, 2014-15
- School Audit Toolkit, UNICEF India, 2014
- Universal Accessibility Guidelines for Pedestrian, Non-motorised Vehicles and Public Transportation, 2014
- Guidelines on Barrier free Environment for Children with Disabilities in Schools, DFID and VSO, UK, 2014
- Guidelines on Universal Design in Hospitals & Residential Facilities, 2014
- Universal Design Toolkit on Public Transit Systems: Facilities & Services, 2013

STANDARDS AND CODES FORMULATION

- Universal Signage & Way Finding Design Guidelines, 2012
- IRC: 103 Guidelines for Pedestrian Facilities for Indian Roads Congress, 2012
- UTTIPEC Street Design Guidelines for Government of NCT Delhi, India, 2012
- Access Advocacy Toolkit for VSO India, DFID and CBM, 2012
- “Training Manual to promote Universal Design- Training of Trainers on Access Audits”, Second Edition, published by Rehabilitation Council of India, Government of India, 2009
- “Handbook on Disability Inclusive Disaster Risk Reduction”, Delhi Disaster Management Authority (DDMA) and National Disaster Management Authority (NDMA) for inclusion of persons with disabilities in disasters, 2009
- Access ABCD- Booklet on Barrier Free Environment in Internal Design Considerations for persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities published by National Trust, Government of India, 2007
- “Work Book for In-service Teachers”, on Barrier Free Environment in Inclusive School published by Indira Gandhi National Open University (IGNOU), 2007
- “Handbook of Inclusive Education for Educators, Administrators and Planners”, SAGE Publications; New Delhi/Thousand Oaks/London, 2005
- “Training Manual to promote Barrier Free Environment- Guidelines for Training of Trainers”, First Edition, Rehabilitation Council of India, Government of India, 2004

LEAD RESEARCHER

- Building Partnerships and empowering the Organizations of People with Disabilities (OPDs) women with disabilities leaders on SDGs in India, Sightsavers and European Union, 2018-2021
- Schools for All, UNICEF and National Commission for Protection of Child Rights, Government of India, 2018-23
- A Rapid Desk Based Study on Disability Considerations for Infrastructure in sub-Saharan Africa and South Asia, DFID, 2016
- Accessibility & Safety Audit Report, Bandra Station, Mumbai; UNESCO, 2015
- Universal Accessibility in Walkability, Non Motorised Vehicles and Public Transport Infrastructure, MoUD, 2014
- WASH Facilities for Persons with Disabilities, Jharkhand, India, 2013
- Anthropometrics of persons with disabilities: Users of Mobility & Other Aids. New Delhi, DFID, VSO and Government of India, 2012-13
- Accessibility Research and Comparative Analysis of Building Standards & Regulations, DFID, VSO and Government of India, 2011
- Building Bye-Laws in various states of India, Government of India, 2010
- Action Oriented Research Project on Community Accessibility & Inclusion Audit, World Vision, 2010
- Research on Right of Way in Road & Street Infrastructure for Persons with Severe Disabilities, National Trust, Government of India, 2008
- Road Safety Aspects and Street Infrastructure for Persons with Disabilities and Elderly with implementation strategies for 1 km area in Central Delhi, Government of NCT Delhi, 2006-07
- Braille Registration plates and Audio Meters in Auto Rickshaws, Government of NCT Delhi, 2006-07
- Implementation of user-friendly Public Transport Systems in Delhi, Action Aid, 2006
- Promotion of user-friendly Public Transport Systems (Bus & bus shelters) in India, Action Aid, 2005
- Accessibility of Indian Railways, Indian Railways, 2005

ACCOMPLISHED FOSTERING 'ENABLING ENVIRONMENT' PROJECTS

- Access audited 1800+ buildings/ sites and transportation hubs
- Team Lead and Advisor on Strategic Planning of Flagship “Accessible India Campaign” Government of India, 2015- ongoing
- Champion of “Right to Education (R2E) project” on inclusive education for children with disabilities in schools, 2012- ongoing
- Team Lead, “Empowering Persons with Disabilities”, UNESCAP, 2019-2023
- Team Lead, “Making schools and anganwadis accessible”, UNICEF India, 2019-2022
- Authored Global Monitoring Report on Education: “Schools Accessibility for Children with Disabilities”, UNESCO, 2019
- Team Lead, “Leave No One Behind”, Project on empowering people with disabilities and organizations on Sustainable Development Goals, 2016- ongoing
- Authored Guidebook on Making Schools Accessible for Children with Disabilities, UNICEF India, 2018 and Accessibility and Inclusive Education, UNICEF HQ, New York, 2014

GLOBAL OUTREACH

- Working Group on Asia Pacific Decade Review by UN ESCAP, Thailand, 2023
- Workshop Organizer “Universal Accessibility”, 4th World Conference on Shelters of Survivors of Violence, Taiwan, 2020
- Co-Chair, Women with Disabilities, United Nations, Conference of State Parties, New York, 2018
- Co-speaker, Accountability, Advancing rights of women with disabilities, AWID Forum, Brazil, 2016
- Lead Speaker, United Nations, Zero Project Conference on Schools for All, Vienna, Austria, 2016
- Workshop Organizer “Universal Accessibility in Shelters”, 3rd World Conference on Shelters of Survivors of Violence, United Nations, The Hague, Netherlands, 2015
- South Asian Feminist Regional Forum, Economic, Social & Cultural Rights, Colombo, Sri Lanka, 2015
- Chair, Women with Disabilities, Consultation of State Parties 8th Session (COSP 8), HQ United Nations, New York, US, 2015
- Key Note Speaker, Business for All, Association of Women with Disabilities, Almaty, Kazakhstan, 2015
- Observer, 2nd Working Group, Make the Right Real, Incheon Strategy, UNESCAP, India , 2015
- Representative Women with Disabilities, India, 58th Session of CEDAW, HQ United Nations, Geneva, Switzerland, 2014
- Leader, India Delegation on Right to Sanitation Campaign in South Asia, Kathmandu, Nepal, 2013
- Chair & Speaker, 13th International Conference on Transport & Mobility for Elderly & the Disabled, New Delhi, India, 2012
- Organizer, Access for All Workshop, Colombo, Sri Lanka, 2012
- Chair & Speaker, 12th International Conference on Transport & Mobility for Elderly & the Disabled, Hong Kong, 2010
- Master Resource person and Access Consultant for framing of Universal Design Guidelines for Refugee Camps and villages, Bangladesh, 2009
- Organizer & Resource Person, “Access for All” Workshop, Colombo, Sri Lanka, 2008

GLOBAL OUTREACH (CONTD.)

- Chair & Speaker, 11th International Conference on Transport & Mobility for Elderly & the Disabled, June, Montreal, Canada, 2007
- Resource Person, International Workshop on Implementing Accessibility Regulations, Colombo, Sri Lanka, 2007
- Panelist, 2nd International Conference for Universal Design, Kyoto, Japan, 2006
- Guest Lecturer, Municipal Lifelong Learning Centre, Osaka, Japan, 2006
- Speaker, 10th International Conference on Transport & Mobility for Elderly & the Disabled, Hamamatsu, Japan, 2004
- Speaker, High Level Forum for Government Officials, UNESCAP, Bangkok, Thailand, 2004
- Resource Person, Non-Handicapping Environment for Persons with Disabilities, UNESCAP, Bangkok, Thailand, 2002
- Resource Person, Accessible Tourism for Persons with Disabilities and Elderly, UNESCAP, Bali, Indonesia, 2000

POLICY DEVELOPMENT

- Accessibility and Inclusive Workplace for Persons with Disabilities, 2023
- Policy for Women with Disabilities, Govt. of Rajasthan, 2022.
- Accountability, Advancing rights of women with disabilities, United Nations, 2016
- POCSO amendment on children with disabilities for NCPCR and National Trust, 2013
- Rural Habitat Policy on Universal Accessibility, 2009

INCLUSIVE WASH

Pioneering effort in developing standards for accessible WASH (Water, Sanitation, Hygiene) facilities and services including detailed designs of accessible “All Gender” toilets for persons with disabilities, which are age and disable friendly.

AWARDS

- Connect Karo Awards, WRI Ross for Sustainable Cities, 2018
- Best Innovative Policy Award, Zero Project, United Nations, Vienna, Austria, 2016
- Exemplary Women Award, Delhi State, Achievers, India, 2015
- India Sustainable Leadership Award, Most Influential Sustainability Leaders, 2015
- National Leadership Award, presented by Vice President of India 2014
- Super Idols Awards, Achiever with special abilities who have soared beyond physical challenges and conventional barriers to realize their chosen dreams, 2012
- Noble Laureates- Karamveer Purskaar, National Awards for Social Justice and Citizen Action, 2009
- Social Act of Courage- 13th Red & White Bravery Gold Award, Delhi State, 2005
- Cavinkare Ability Mastery Award, 2005
- National Award: Role Model, presented by Dr. APJ Abdul Kalam, President of India, 2003

CONTACT



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