

SAKSHAM
EMPOWERMENT
OF PEOPLE
WITH DISABILITIES



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1. Organisation's Introduction

Spark Minda Group

Spark Minda Group, established in 1958, is a renowned global leader in the development and manufacture of cutting-edge Smart Auto Technology Solutions for the Mobility Space, serving market leaders in passenger, commercial and off-road vehicles, motorcycles and scooters. The Group, valued at USD 500 million, operates a sophisticated research and development centre, Spark Minda Technical Centre (SMIT), in Pune, Maharashtra, India, where it has conducted extensive research over the past decade. Its dedication to research and decades of experience have propelled it ahead of its peers in developing innovative solutions for the future.

Spark Minda Foundation

Spark Minda Foundation (SMF) is the CSR wing of Spark Minda Group. The main goal of Spark Minda Foundation is to support community development by majorly focusing on skilling of youth, empowering women, supporting healthcare, empowering People with Disabilities (PwDs) and sustaining the environment. In order to achieve this extremely important goal, the Foundation implements impactful programmes. Aakarshan, a skill development programme, is functional in the states of Uttarakhand, Uttar Pradesh, Haryana, Maharashtra, and Tamil Nadu. Through this initiative, we have trained more than 13,000 people and employed over 70% of the trained learners. Another significant programme named Saksham, for empowering People with Disabilities, has reached to more than 16,000 people with disabilities. Under this programme, approximately 1,000 PwDs have been employed across Spark Minda Group factories. Spark Minda Foundation believes in equity, empathy and inclusion.

SMF is 100% subsidiary of the mother company, Minda Corporation Limited which is listed in BSE and NSE.

2. Organisations' Commitment to SDG

Sustainable Development Goals (SDGs)

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global 17 GOALS TO TRANSFORM OUR WORLD partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forest.

Alignment with SDGs

Skilling and Livelihood Promotion

Under this area of intervention, we have the Aakarshan Skill Development Programme is Dual system of training programme and Business integrated Prison Programme in alignment with SDG 1 – No Poverty, SDG 4 – Quality Education, SDG 5 – Gender Equality, and SDG 17 – Partnerships for the Goals.

Empowerment of People with Disabilities

Our Saksham- Empowerment of People with Disabilities programme in alignment with SDG 1 – No poverty, SDG 3 – Good Health and Well-being, SDG 8 – Decent Work and Economic Growth, SDG 10 – Reduced Inequalities, SDG 11 – Sustainable Cities and Communities and SDG 17 – Partnerships for the Goals.

Community Healthcare

Under this area of intervention, we have the Shakti- Menstrual Hygiene Management Programme inside prison for women inmates. which are in alignment with SDG 3 – Good Health and Wellbeing, SDG 5 – Gender Quality, SDG 6 – Clean Water and Sanitation, and SDG 17 – Partnerships for the Goals.

Environment & Resource Protection

We engage in generating Renewable Energy, Plantation Drives, Waste Management and Water conservation which is in alignment with SDG 6 – Clean Water and Sanitation, SDG 7 – Affordable and Clean Energy, SDG 13 – Climate Action and SDG 15 – Life on land.

3. SDG Alignment with Thematic Area

The Saksham programme began in 2015, with annual camps for the empowerment of people with disabilities. Since then, it has been a trailblazer in reaching out to people with disabilities both nationally and across borders. In continuation to this, Spark Minda Foundation has also established centres for empowerment of PwDs in Maharashtra, Uttar Pradesh and Uttarakhand and have benefitted several PwDs through fitments, employment facilitation and UDID Registration. This area of intervention is in line with the following Sustainable Development Goals.



SDGs 1: No Poverty

Our programme “Saksham” has been a pioneer in reaching out to PwDs nationwide and even across boundaries since 2015, ensuring their mobility, skilling and employability. Spark Minda Foundation has been actively working towards providing PwDs free of cost accessible assistive aids, assistance in enrolling for UDID cards and placement of eligible PwDs in employment with our partners and group factories. This has helped several of these people to become financially independent and lift themselves out of poverty. Providing PwDs with access to basic human resources and services and assisting them in earning a living is our proud contribution to Goal 1.



SDGs 3: Good Health and Wellbeing

People with Disabilities generally have higher healthcare demands than others- including basic needs and needs pertaining to disabilities and therefore more susceptible to the impact of poor quality or inaccessible health care services than others. Our Saksham programme has been committed to provide free of cost accessible and assistive technology such as artificial limbs and callipers and aids that help reduce their dependence on others. This is in line with the 2030 Agenda for Sustainable Development and great initiative towards achievement of disabilities-inclusive development.





SDGs 8: Decent Work and Economic Growth

Since 2015, the Saksham Programme has reached more than 16,500 PwDs through fitments, UDID registrations and employment facilitations. This programme strongly encourages and makes constant efforts to encourage economic growth, higher productivity and entrepreneurship by helping people with disabilities achieve full mobility, making them employable and capable for them to self-sustain. The programme actively works towards their employment, participation in job fairs and provides on the job skill training as well ensuring their full and productive employment and decent work. Keys and wheel is a part of Swavalamban project that aims to make people financially independent and self-reliant. This focuses on providing Entrepreneurship opportunity to People with Disabilities.



SDGs 9: Industry, Innovation and Infrastructure

Saksham Programme supports domestic technology development, research and innovation through appliances and material used in manufacturing fitments for the PwDs. All Saksham Centres for Empowerment of PwDs have quality, reliable and sustainable infrastructure and focuses on affordable and equitable access for all. Further, the infrastructure is upgraded with a focus on resource-use efficiency and adoption of clean technologies in accordance with Goal 9.



SDGs 10: Reduced Inequalities

Income inequalities are on the rise. PwDs due to exclusion from education and employment are among the lower income earners. The Saksham programme strives to reduce inequalities of PwDs within the community and provides equal opportunities to all. The programme has reached several PwDs across the nation through its empowerment camps, the main goal of which is to provide them assistive aids, enrolling them for UDID cards and their placement in our partner organizations and the group factories. The group has provided jobs to more than 1,000 PwDs in the group factories.



SDG 11: Sustainable Cities and Communities

The Saksham programme opens up several career opportunities for PwDs and provides them access to safe and affordable services and help build an inclusive and a resilient society. This helps uplift their standard of living and helps them settle in urban cities which contributes to the 2030 Agenda of inclusive and sustainable urbanization.



SDG s 17: Partnerships For the Goals

Spark Minda Foundation has established several partnerships with government agencies, non-profit organizations, trade associations and like-minded CSR groups that help us expand our reach and collect more data. These

partnerships in accordance with the SDG 17 have made the lives of these PwDs better by providing employment & entrepreneurship opportunities, skill training and development and several other forms of support. Some of our partners include Skill Council for People with Disabilities (SCPwD), India Business and Disabilities Network (IBDN), Perkins India, Bhagwan Mahaveer Viklang Sahayata Samiti (BMVSS) Jaipur Foot, ALIMCO, ASSOCHAM and many more.

4. Scalability and Replicability of the Programme

Disabilities inclusion is critical to achieving the Sustainable Development Goals and global health priorities to achieve health for all.

As per the Census 2011, out of the 121-crore population in India 2.68 crore people were enumerated as 'disabled' which was 2.21% of the total population. Among the disabled population 56% were males and 44% were females. Out of total disabled people, 69% reside in rural areas whereas 31% in the urban areas.

The highest number of disabled people is from the State of Uttar Pradesh. Nearly 50% of the disabled people belonged to one of the five States namely Uttar Pradesh (15.5%), Maharashtra (11.05%), Bihar (8.69%), Andhra Pradesh (8.45%), and West Bengal (7.52%).

Keeping the rising figures of disabilities, Spark Minda Foundation came up with Saksham Initiative that focuses on the empowerment of people with disabilities. Saksham was initiated in 2015 with the vision to provide equal opportunities to people with Disabilities. The first camp for empowerment of People with disabilities held in Indonesia with 529 fitments in year 2015. Seeing the increasing demand, a permanent setup was established in Maharashtra in year 2018, replicated in Uttar Pradesh in year 2021, followed by Uttarakhand in year 2023. In some of the higher terrains and field regions, local people don't have access to all the facilities and healthcare requirements. That's precisely why we targeted these areas to bring all the facilities to them and ensure that PwDs in these regions get access to hands-on solutions. Empowerment of People with Disabilities Empowering individuals with disabilities has always been a paramount area of focus for our organization in its pursuit of social development.

We also organize empowerment camps at a larger scale to provide the benefit of these services to people across Jammu Kashmir, Uttarakhand, Maharashtra and Uttar Pradesh.

Spark Minda Group also offers employment to PwDs across its operations in the country to provide employability and sustainability to life.

5. Innovation

The main aim of the Group's CSR is to work for community development through Education, Skilling, Livelihood Promotion, Women Empowerment, Facilitation of Healthcare, Empowerment of People with Disabilities and sustaining the Environment.

Our mission is to create Minda Corporation Limited (MCL) as a sustainable, efficient and global organisation while positively impacting society, people and the environment, reflects our commitment to operate in a responsible and sustainable manner and serves as the foundation for all of our activities. Making a concrete, workable plan that produces actual outcomes is the goal.

Success is not solely dependent on disclosures, diversity, and climate change. It's about integrating these values—plus more— across all aspects of our company, from sustainable innovation to investment. allowing one to take on today's toughest difficulties and tomorrow's brightest chances.

To list some other major highlights, we have conducted camps for the Empowerment of People with Disabilities in Jammu & Kashmir, Uttarakhand and Uttar Pradesh where we provided fitments to People with Disabilities. The Jammu & Kashmir camp was done in collaboration with the Indian Army. Also, collaboration with Social Welfare Department of Uttarakhand Government is a great initiative and support for the Spark Minda Foundation.

Other than the centers, SMF also organizes camps in various locations like Jammu and Kashmir, Uttarakhand, Maharashtra, and Uttar Pradesh.

Our commitment to the empowerment and inclusion of People with Disabilities remains unwavering, and we continue to work tirelessly towards creating a society where every individual, regardless of their abilities, can thrive and contribute to the nation's progress.

Our corporate governance leadership, which upholds the values of ethics and accountability, has helped us achieve this. As we set out on this path to create a more responsible business community, we hope to strengthen our current business plans and motivate other companies to join the fraternity of stakeholders that support ethical business practices and a sustainable future for everybody.

Mapping of Functions for People with Disabilities

Type of Disability	SW Assy								Magnetic Module							
	Level II	Level II	Level II	Level II	Level I	Level III	Level II	Level I	Level II	Level II	Level II	Level II	Level III	Level II	Level II	
	Rotor Assy & Body Assy & Greasing	Punching	Lock Bar & BLB Assy	SV Body Screwing	Cable Tie Tightning	SV Testing	Functiona I Testing	Packing	Magnetic Spring Insertion	Case "O" Ring Assy	Magnet Assy.	Shutter/C Slinder Shutter Assy & Greasing	Cover Assy	Screw Tightning]	Key Reading	
Person with Visual Impairment		✓	✓	✓	✓											
Person with Hearing Impairment	✓	✓	✓		✓			✓	✓	✓	✓	✓				
Person with Speech Impairment	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Person with mobility impairment	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓
Total	3	4	4	3	4	2	2	3	2	2	3	3	2	2	2	2

Example of Job Mapping Exercise for Manufacturing area

A job mapping exercise is conducted across the group to know the requirement, such as at what function, and what kind of PwDs are required. This exercise is conducted in both the levels, manufacturing areas and non-manufacturing areas. The PwDs absorbed by the factories are given on job training to accomplish the designated task. Thus, imparting skill and knowledge for their growth.

Keys on Wheels

Keys on Wheels focuses on providing Entrepreneurship opportunity to people with Disabilities. Spark Minda Foundation and Minda Silca Engineer Pvt.Ltd have collaborated with IIT Bombay to design a customized Tricycle for the people with Disabilities (PwDs) which provides them with an opportunity to become financially independent by growing their business.

Swavalamban Project

Minda Silca Engineering Private Limited MSEPL is a global brand of reference for the production of keys. For the Swavalamban project, MSEPL provides -

- Training via Workshops
- Machines
- Keys & consumables (Raw Material)
- After Sale Services
- Technical Assistance
- Branding Support
- Guidance on legal aspects of Business

This is an Economical This is an economical locksmithing entrepreneurial and will provide people with livelihood, mobility and self-sufficiency.

6. Impact Created

Since Saksham's inception, through our efforts to empower People with Disabilities we have achieved around 16,500 fitments, 1,700 UDID registrations and assisted 1,003 PwDs in securing employment within our organization as well as outside.

These individuals represent diverse disabilities profiles, including physical impairments, visual impairments, speech and hearing impairments, and metabolic disorders.

Apart from the camps in Maharashtra and Jammu & Kashmir, we also had a camp in Vietnam. This camp was organised in partnership with Govt. of India, Embassy of India in Vietnam, Govt. of Vietnam, Social Welfare Dept, Labour Welfare Dept, Investment Dept, Health Dept and Disabilities Dept of Vietnam. This camp provided 533 fitments to PWDs with assistive aid.

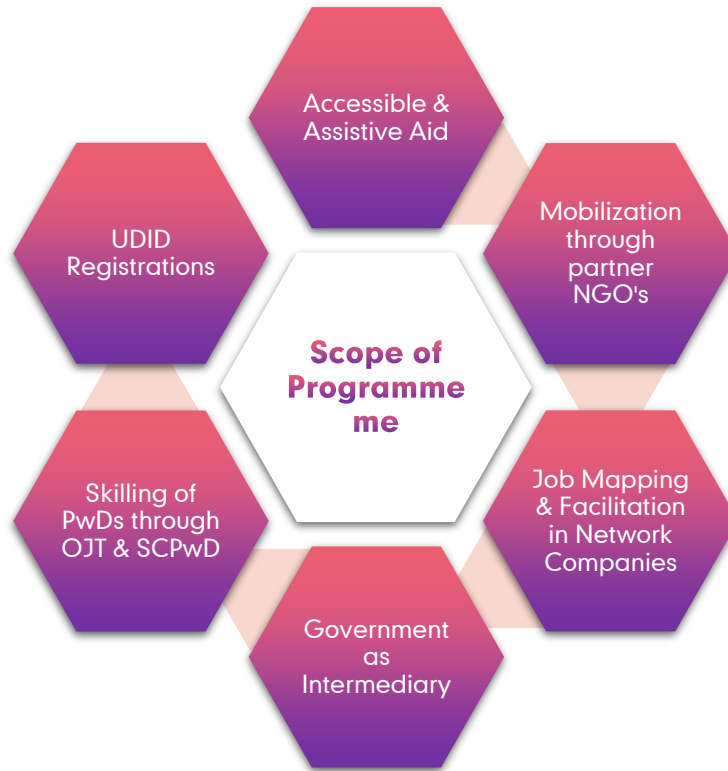
We have also established centre in Pune wherein we provide services to the PWDs under the CSR. These services include manufacturing and fitment of artificial limbs and calipers, provision of assistive aids and devices, aid for UDID cards and disabilities certificates and employment facilitation within and outside the Spark Minda Group.

7. Saksham – Empowerment of People with Disabilities

Empowering individuals with disabilities has always been a top priority for our organization as we strive for social development. Our programme, Saksham, is in line with the Accessible India Campaign initiated by the Indian government and contributes to the achievement of various Sustainable Development Goals (SDGs), including SDG 1: No poverty, SDG 3: Good health and well-being, SDG 8: Decent work and economic growth, SDG 10: Reduced inequalities, SDG 11: Sustainable communities, and SDG 17: Partnerships for the goals.

Through the Saksham programme, our aim is to provide comprehensive support to individuals with disabilities, including assistive aids, UDID (Unique Disabilities Identity) registrations, skill development initiatives, and livelihood assistance. We are dedicated to promoting the holistic development of People with Disabilities.

Since its inception in 2015, Saksham has not only had a significant impact within India but has also expanded beyond national borders, with an initial launch in Indonesia, followed by Uttar Pradesh and Maharashtra and Uttarakhand. We are dedicated to promoting the comprehensive growth of individuals with disabilities.



Objectives of the Programme:

- a) To provide accessible and assistive aid
- b) To facilitate UDID registration
- d) To facilitate Skilling and Employment for PWDs

To reach a wider audience, we have established three permanent facilities for the Empowerment of People with Disabilities situated in Uttar Pradesh, Maharashtra and Uttarakhand.



Pune, Maharashtra



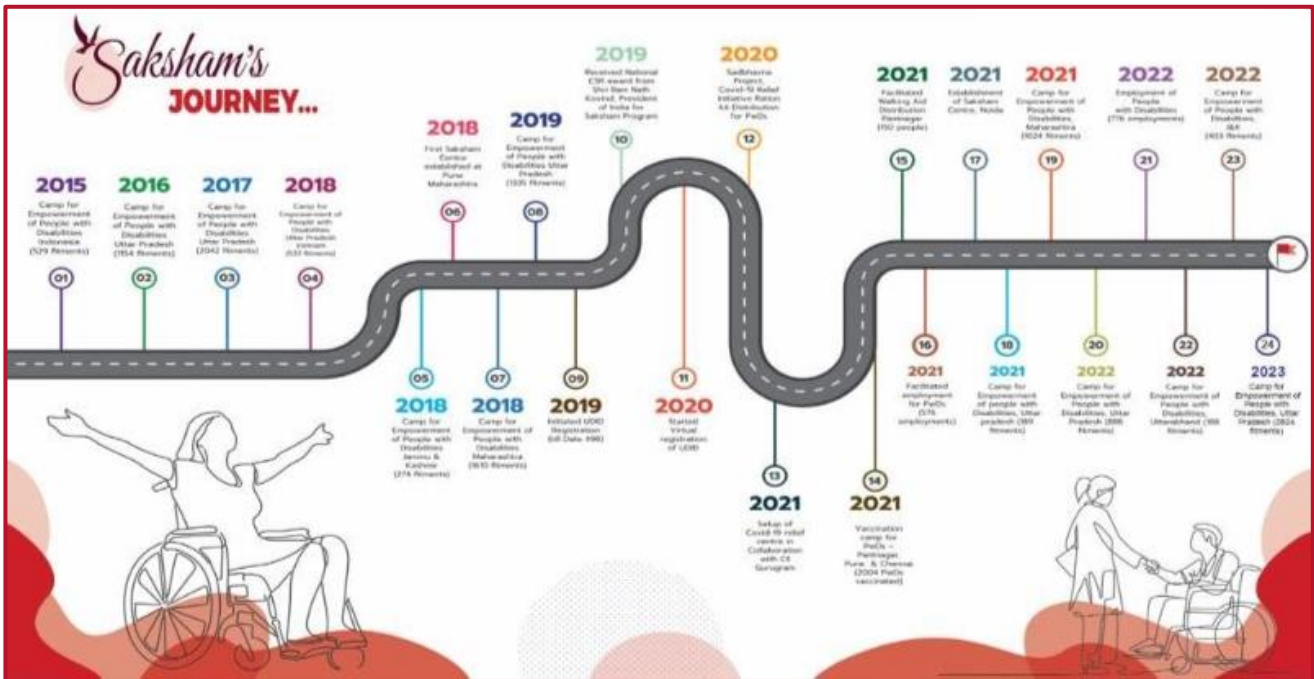
Noida, Uttar Pradesh



Rudrapur, Uttarakhand

Saksham Center in Uttarakhand, which was established in 2023, is a collaborative effort between the Spark Minda Foundation and the Department of Social Welfare, Government of Uttarakhand. This joint initiative aims to extend our services to rural areas and improve accessibility for the public. By joining forces, we can broaden our outreach and make a positive impact on remote communities.

Journey



Camp for Empowerment of People with Disabilities

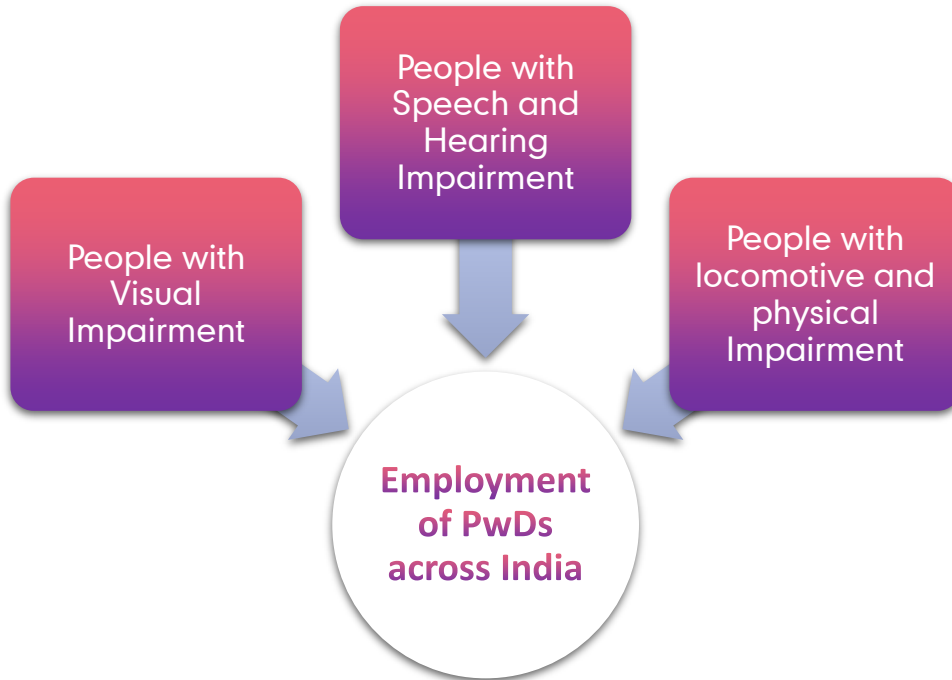
Spark Minda Group's endeavor is that every people in the country is treated fairly and empowered. We organize empowerment camps every year at different locations with the aim to reach PwDs for providing accessible and assistive aids, facilitating UDID registration, providing employment opportunities and skill training. Our aim is to build an inclusive and harmonious society. We want people to believe that it is not the disabilities that count but the abilities they have that matter.

Areas Covered during camp- Uttar Pradesh, Maharashtra, Jammu & Kashmir, Uttarakhand, Vietnam, Indonesia.



Employment of PwDs

Minda Group company also strives to provide equal opportunities to people. PwDs are employed in the company to increase inclusivity and create a positive impact in their life. More than 400 people are employed within the group company



Testimonials



Harishchandra Shirose

Employee with Speech and Hearing Impairment

Believe you can and you are halfway there. Harishchandra was born with speech and hearing impairment. He had to face many obstacles in his life, but has overcome all with courage. Harishchandra, an iron-willed, always wanted to be independent and support his family. Working with Spark Minda has helped him to become independent. He works in the assembly line is satisfied with the work here than his previous job.



Mohammed Danish khan

Child with Locomotor Disability

Mohammed Danish khan is an absolute gem of a child of 3 years from Delhi. When he was just two years old, he started having fits. He used to stutter when he spoke, and over time his left leg began to twist, making it difficult for him to walk straight. His Family is struggling to pay for his treatment. At Saksham Camp he received an ankle-foot orthosis and Danish is so thrilled that he can now enjoy himself with his friends as he is believing that he can walk properly now.



Prasad Bharitkar

Person with Locomotor Disability

Prasad Bharitkar, 19 yrs old of Pune, Maharashtra, a college going student, met with an accident during the 1st lockdown in 2020 and had to get his hand amputated. He had lost all hopes but then he learnt about the work done by Saksham centre from his friends' and got his fitment catered to at the centre, and on his first day of fitment and training he tried to write his name and signature. As it is said that optimism is the faith that leads to achievement, nothing can be done without hope and confidence. With practice he is now able to do all his work independently and is learning to ride his bike too.



Mansur Khan

Person with Locomotor Disability

Mansur Khan, a 45 years old man from Pune, Maharashtra was a mechanic and the sole breadwinner for his family. A few years ago, he met with an accident and lost his leg. This rendered him jobless. He learnt about the work done by Saksham centre from the hospital staff and got his first prosthetic leg fitted. With the prosthetic leg that he received, Mansur drives an auto rickshaw and is able to provide for his family again.



Nighat Arifa

Person with Locomotor Disability

A teacher, a mother, a homemaker, a wife, a daughter; Nighat Arifa identifies herself in all these roles. But being a teacher gives her a sense of accomplishment as it was her childhood dream. When Nighat was a mere 6-year-old, she had to undergo a small procedure, post which her leg was in a plaster cast. During this time, due to increased constriction and cut off of blood supply, she had to get her leg amputated. Post the amputation surgery, Nighat had started wearing her prosthesis from the age of 9 and has since been accustomed to it. Post completing her education, she got shortlisted for teaching career through the SSRB examinations. She is now a teacher at a government school and imparts education, knowledge and guidance to the children from the nearby areas.



Khalid Mughal

A Person with Artificial Limb

Khalid Mughal belongs to Tangdhar village of Jammu and Kashmir, lost his right arm and injured his eye in an accident while playing with his friends. A normal school going bright child suddenly losing his limb and eyesight, he was shattered. It was difficult for him to carryout day-to-day normal task with disability. He had lost all his hopes but then the Indian Army identified him to avail the facility through the camp set-up by Spark Minda Foundation and Indian Army. Khalid got his fitment of the lost upper limb done and he was ecstatic thinking about the activities that he can now accomplish with the prosthesis



Shabir Ahmad

A Person with Artificial Limb

Shabir Ahmad a 30-year-old from the town of Gurez in the Bandipora district of Jammu & Kashmir loves driving. Imagine being unable to do your most loved activity. Unfortunately, Shabir had to live through it. Driving was not only his most loved activity but also his source of income. In the December of 2021 he was diagnosed with a blockage in his nerve due to which the doctor had advised him an amputation. As there was no alternative, Shabir underwent the surgery and was rendered helpless. Shabir, for the first time in his life, had to be dependent on his brother for the daily needs of his family. He was made aware of the camp which was to be organized at Zangli, Kupwara through the Indian Army. This camp was his ray of hope and he instantly agreed to attend the same, although Gurez is approximately 130 km from the location. In the camp, Shabir was fitted with a prosthetic limb that would aid him in driving. Post his fitment on the day, he drove his car in the vicinity and was happy with his decision to visit the camp.

Impact

Through our unwavering efforts to empower People with Disabilities, we have reached over 16,500 PwDs. Moreover, we have facilitated more than 1,700 UDID registrations and assisted over 1,000 PwDs in securing employment both within our organization and externally. These individuals represent a diverse range of disabilities, including physical impairments, visual impairments, speech and hearing impairments. We remain committed to the empowerment and inclusion of People with Disabilities, working tirelessly to create a society where every individual, regardless of their abilities, can thrive and contribute to the progress of the nation.

8. Strategies Undertaken for Implementation

Monitoring and Evaluation (M&E) is a continuous management function to assess if progress is made in achieving expected results, to spot bottlenecks in implementation and to highlight whether there are any unintended effects (positive or negative) from a programme or project (“project/plan”) and its activities.

All of our projects and programmes are monitored at the corporate level once a week, within the committee every two months and with the board on a half-yearly basis.

There are few steps to achieve the stage of monitoring and evaluation, these are as following: -

- **Need Analysis:-** Looking out for the location where camps are needed to be established to provide assistive aids to PwDs. Similar mapping is also done in the factory area for the employment of PwDs.
- **Like-minded collaborations for leveraging strength:-** Collaboration with like-minded/ similar domain people is done to make our programme more impactful. Spark Minda Foundation has collaborated with more than 35 NGOs working for the PwDs to leverage each other's strength.
- **Community partnership for mobilization and support:-** Partnering with key people from the community and district administration for their support to mobilize PwDs of their area to participate and avail the facility.
- **Organizing camps:-** Generally, 7-12 days camps are organized as per the requirement.
- **Identifying PwDs for Employment:-** Employment desk is set up in the camps to identify suitable PwDs for employment. Our Partnership with Sector Skill Council for PwDs ensures successful skilling for them.
- **Training:-** On Job Training is provided to PwDs, they are also trained over life skill modules and various emergency trainings.
- **Ergonomically Upliftment:-** Infrastructure is upgraded as per the type of disabilities to ease their work.
- **For Employment:-** A job mapping exercise is conducted within the factory to identify the need of PwDs in different departments of factories. A deployment matrix tool is developed to access the need better.

Key Challenges

- **Mobilization and coordination with PwDs from the rural sector/ pockets:-** Accessibility was a major concern in the initial implementation of the programme, partnering and maintaining relations with the grass root level NGOs through the governmental connects has benefitted to decrease the gap and thus to increase reach.
- **Satisfaction of PwDs vis-à-vis their aspiration:-** Technology plays an important role in the satisfaction of the PwD. With advancements in the field, availability of conventional models reduces. There are times where PwDs demand for the conventional prosthesis than the modular ones irrespective of the benefits of the latter.
- **Repair and maintenance of accessible aid:-** When a PwD gets their fitment from a camp, maintenance and repair work pose a greater challenge as the PwD cannot wait until the next camp. To resolve and address this issue, Divyang Empowerment Centres were established.

- **Lack of skilling programme that transfer into employable skills in key sectors of the economy:-** Skilling of PwDs is a major task and till date has had little to no upgradation. Provision of on the job trainings (OJTs) is the way through which we have been dealing with the problem of unavailability of skilled manpower.
 - **Convincing Production manager for employment of PwDs:-** Provision of employment to PwDs in a manufacturing setup possesses a series of approvals, majorly concerning the safety of the PwD and the target of the production. Though there were hindrances initially, once they were employed there was no looking back.
 - **Inclusive Infrastructure within and outside Spark Minda:-** Provision of accessible aids and assistive aids with respect to the varied terrain an individual has to traverse to go from point A to point B.
1. **Community connects:-** It is essential to establish a connection with the community to be able to gain their support and cooperation for organizing a programme of this scale. To ensure this, camps are organized in proximity to the areas where the foundation's CSR Programme and teams are active.
 2. **Rapport building:-** To be able to gain confidence of the community and ensure voluntary participation of several stakeholders such as the local administration and peacekeepers, CSR volunteers and council members working in the group units, build rapport to improve the efficiency with which the programmes can be conducted.
 3. **Teamwork:-** A team is required to reach out to people with disabilities through calls and through screening camps. With the help of our local collaborators screening camps are organized to mobilize people with disabilities for the final camp. Each block is given a specific date for visiting the camp. A team onsite is responsible for establishing community connect and building rapport and is equally important for supporting the larger team, and coming together for the execution of the programme.
 4. **Partnership and collaboration:-** It is also important to identify and collaborate with the right organizational partners that help widen the reach of the envisioned programme. Partners also facilitate the increase in the depth and width of the work being done. Each identified partner must be working for the cause of people with disabilities be it in employment, skilling, UDID registration or in providing assistive aid.
 5. **Standard Operating Procedure:-** A document mentioning the detailed standard operating procedure is in the working to ensure easy replicability of this model.
 6. **Sustainability:-** The continued benefits of a project can only be availed and absorbed by the society if the perpetuity of the project is ensured. Community connect, rapport building, partnership and collaboration and creation of a standard operating procedure will ensure the sustainability of this programme.

9. Awards and Recognitions

1. 2019 – IICA National CSR Award by Ministry of Corporate Affairs



2. Diversity & Inclusion Excellence Award 2020 by ASSOCHAM for Best Employer of PwDs.



3. 2018: CSR Leadership Award by India CSR



4. 2019: Service Provider and Placement Officer for PwDs by Social Welfare Ministry of Uttarakhand



5. 2021: 8th National CSR Times Award



6. 2022: ICSI's 6th Annual National CSR Awards for Saksham by Honourable Minister Shri Amit Shah



