



Event Proceedings

Day 1, Panel 1; Theme -Government & International Panel - Assessing Disability as a Cross-Cutting Issue in Development

The panel was aimed at considering disability as a cross-cutting issue in development and discussing required initiatives to quicken the pace to achieve much desired empowerment of PwDs in different arenas.

Panelist:

- Mr. S. B. Singh, DDG, Ministry of Labour & Employment
- Dr. Muniraju S.B., Deputy Adviser, NITI Aayog
- Ms. Veena Sinha, Head, Global Information Services, British Council Shared Services Centre
- Mr. Sandeep Bhargava, Former EVP, Vodafone Idea Limited



Key Ideas:

1. Disability is a cross-cutting issue across globe and calls for concerted efforts to achieve the desired shift.
2. On average, 1 in every 7 person is disabled and this ratio seems to be increased in coming future if no proper measures are taken.

3. Foremost step towards mainstreaming and inclusion is correct estimation of population of PwDs in upcoming census of 2021. Through this correct estimation inclusion in National Plan could be targeted and worked upon.
4. Existing State and Government policies and initiatives need to be promoted through targeted efforts to ensure its reach to grassroots level.
5. Accessibility needs to be ensured at every level such as home, workplace, public properties, transport and others to promote inclusion.
6. Single Window System to extend information, guidance and support system to PwDs with district level penetration is needed.
7. Inclusive Education is the initial step in the line of inclusion and mainstreaming of PwDs and calls for accessibility and considerate environment and facilities for children with special needs.
8. Employment led financial independence paves the platform for sustenance of mainstreaming efforts and calls for extending opportunity for PwDs across sectors and promote the same through online/offline mediums.
9. National Career Service is one such platform to promote available opportunities for PwDs through online job posting and application support.
10. There is no one size fits all approach to address this cross-cutting issue and Diversity Assessment Framework (DAF – Measuring the Right Number and Right Problem) could be an efficient tool to extend support as required.
11. In this Session Sarthak Knowledge Bank – A tool to promote quality services to PwDs through maintaining online repository of learning and best practices and extending capacity building support – was released digitally.



Day 1, Panel 2

Theme - Setting the Theme: Voice, Choice & Control – Pathway to Disability Inclusive Development

This panel was targeted towards assessing the current eco-system in terms of inclusion and opportunities for PwDs and strategise to enhance their reach, representation and quality of life.

Panelist:

- Mr. Edgard D Kagan, Deputy Chief of Mission at Embassy of The United States of America
- Lt. Gen. S. M. Mehta (Retd), AVSM, SM, VSM, CEO, The Hans Foundation
- Padma Bhushan Dr. MB Athreya, Mentor, Sarthak
- Mr. Krishan Kalra, President, NAAI
- Dr. Jitender Aggarwal, Founder & CEO, Sarthak & Secretary General, NAAI
- Mr. Lov Verma, Former Secretary, DePwD



Key Ideas:

1. The population size of PwDs (450 million as reported by World Health Organization) presents with the gravity of issue of Disability Inclusive Development.
2. Looking at the continuous upsurge of mental disorders policy imperatives must be directed towards addressing the concern on priority grounds.
3. The primary step in the line of disability inclusive development is to come together and raise voice to resolve the issue rather than hiding the problem.
4. Concerted efforts by various likeminded individuals and organizations are direly needed to enhance reach and providing support services to every nook and cranny of India.
5. Focused initiative must be directed towards rural penetration and support system to provide local solutions.
6. We need to create equal opportunity eco-system through concerted efforts as true empowerment prevails when a particular section of society finds their own choice and are equipped enough to exercise them as well.
7. In this panel 3D Model of Sarthak Global Resource Centre - An effort towards providing requisite intervention to PwDs across age groups under a single roof as well as equipping change makers with the needed understanding and latest industry know-how's - was released.
8. Sarthak & NAAI Annual Reports were also released in this session. The report provided with the complete overview of all developments and initiatives in year 2019 and also presents with the glimpse of projects in pipeline.
9. Inclusive workplace is directed towards mutual benefit through of persons with disability as well as the hiring organization.
10. Pressing need of Accessibility and Equality was put forth as significant components to create cohesive system to let all grow together.
11. Entrepreneurship needs to be promoted not only as a livelihood prospect for PwDs but an initiative to provide employment support to others as well.
12. The session witnessed felicitation of 'Emerging Employers (Startek, InterContinental Hotels Group, Big Basket, Vishal Mega Mart, Metro Cash and Carry, Marks & Spencer, Orient Craft and Walmart) for their active contribution in creating equal workplace opportunity for PwDs.

13. Catalysts of change namely Aricent Technologies Holdings Ltd (Also known as Altran), Hotel Andaaaz- Delhi, Powerlinks Transmission Limited, NSDC, The Hans Foundation, Team Computers, Capgemini Technology Services India Ltd and Torque communications were also recognized for their contribution to the sector.



Day 1, Panel 3

Theme - Triggering the Change - Government & CSR support system for Disability

The session dealt with the propelling requirement of inclusion of PwDs in policy planning as well as implementation following the idea of 'Nothing about us without us.'

Panelist:

- Ms. Leena David, Coordinator- Digital Inclusion , Capgemini Technology Services India Ltd
- Mr. Yogesh Luthra, CEO, Powerlinks Transmission Ltd
- Ms. Vandana Rellan Juneja, Director-Marketing & New Initiatives, Macmillan Education
- Mr. Shashank Shekhar, Advisor, HCL Foundation
- Mr. AK Chandel, Senior Head, NSDC
- Mr. Siddhartha Rastogi, Managing Director, Ambit Capital Pvt Ltd



Key Ideas:

1. All stakeholders must make concerted efforts to support employment of approximately 75% of disabled population.
2. Illiteracy being the biggest contributor in unemployed PwD youth, education services for PwDs is direly needed at par with able bodied individuals.
3. Inclusive Skill building centre can be the initial step in the direction of inclusive workplace.
4. Soft skills such as communication must be focused while equipping trainees with the required technical knowledge for different job roles.
5. The focus should be at creating equal learning and employment opportunity for PwDs so as they may also follow their interests rather than following a few limited options.
6. India has 27% job in service sector, thus vocational skill courses for PwDs must be directed towards capitalizing this huge market potential.
7. In this panel Sarthak Management Information System was released. MIS is a one stop solution for complete database management across centers, data analysis and report generation for all sarthak services. Through MIS, Sarthak aims at quick identification of challenges and providing immediate solutions to achieve targets in an efficient manner.
8. Sarthak extended its token of appreciation to All India Cricket Association of Physically Challenged by in the form of a cheque of 31,000 INR. The team won World Cup by 31 runs against England and made the nation proud.



Day 1, Panel 4

Theme: Disability Inclusion Advantage

Enhancing employment opportunities for people with disabilities is one of the main concerns of the disability sector in India. There is a wide gap between the employment rate of people with and without disabilities in the country. This session focuses on employment prospects of PwDs and disability inclusion advantage.

Panelist

- Ms. Neha Verma, Manager Human Resources, South West Asia ,IHG
- Mr. Jayant Nasa, Doctoral Candidate – Marketing, Indian School of Business
- Mr. Piyush Dutt, CHRO, Vishal Mega Mart
- Mr. Prithwish Bose, Associate Director HR, Flipkart
- Mr. SM Gupta, Global CPO, Startek.



Key Ideas:

1. 3E Formula of Employment, Engagement & Equality at Workplace can be adopted to create inclusive workplace for PwDs.
2. Diversity is a fact and Inclusion is a choice and considering the PwD populace we must go with the right choices to create facilitative eco-system for all.
3. Inclusion of PwDs comes up with various positive changes in culture and environment of an organization.
4. Families must posit their faith in the potential of PwDs and allow them to work and become independent.
5. Employers must look at the skill set, potential and willingness of prospective PwD workforce and create an equal opportunity workplace for them.
6. Training of PwDs as per industry requirement calls for more effort owing to lack of education and opportunity, but once trained PwDs are reported to be more productive by various hiring organizations.
7. Using the tools and practices of job mapping, sensitization workshops and industry requirement mapping, organisations working for employment of PwDs can provide sustainable solutions.
8. Benefits and concessions by Government could act as a major catalyst in the process of providing inclusive workplace for PwDs and thus calls for directed policy advocacy efforts on the lines of other nations.
9. In this session 'Report on Employment Landscape for Persons with Disability in India' was released. The research was conducted by ISB, Hyderabad and IIM, Udaipur in association with Sarthak Educational Trust.



Day 1, Panel 5

Theme: Enhancing the Voice, Changing the World – Media's Portrayal of PwDs

Media plays a pivotal role to influence social fabric of any nation. Media images & stories influence thinking and establish social norms. Thus the session dealt with the role media can play in enhancing the voice and representativeness of PwDs.

Panellist

- Mr. Mayank Batra, Digital Marketing Trainer & Consultant; Get Digital With Mayank, Google Digital Unlocked
- Ms. Drishti Pant, Senior Associate Content, People Matters
- Ms. Sangeeta Tanwar, Writer, Quartz India
- Ms. Shradha Chettri, Principle Correspondent, The Times of India
- Ms. Annapurna Jha, Resident Editor, Central Hall
- Mr. Vijay Jha, Editor, Jansatta.com



Key Ideas:

1. Acceptance of PwDs within their families is the primary step in the direction of social inclusion. People should step out of Log Kya Kahenge (LKK) factor.
2. Awareness programs regarding the PwD issues must be promoted to identify and address challenges PwDs face.
3. Education and Sensitization of general masses is also of prime importance to follow sensitized practices and behavior.
4. Sympathy towards PwDs and their challenges must be completely replaced with empathetic attitude, so we can extend solution and support rather than furthering the perceptual barriers.
5. Media is sensitive towards the cause and requires directed efforts in right direction to achieve desired shift.
6. Media coverage should have diversity to get mass attention and acceptance for PwD issues.
7. Social Media can be an effective tool to generate awareness and enhance reach by PwDs as well as change-makers.
8. In this session, Disability Information Portal was launched. It is a one stop platform for PwDs for latest updates and general information such as Government Policies, Services, Service providers and others.



Day 1, Valedictory Session

Mr. Suresh Gupta, Former Deputy Director General at Department of Telecommunications and National Advisory Board Member, Sarthak Educational Trust summated the major learning and way forward of the day.



Key Ideas:

1. At least 5% of government budget should be spent on the welfare of PwDs.
2. At least 4% seats of Govt Jobs should be reserved for PwDs.
3. There are a number of government schemes for the welfare of PwDs but alone government schemes can't do anything. That's why NGOs indulgence is essential.
4. Sarthak is working in the direction of enabling and empowering PwDs.
5. Step by step programs of sarthak can bring in many positive changes in disability sector.

6. Experience of employers in terms of hiring PwDs must be promoted for enhancing acceptance of PwD workforce and equal opportunity workplace. Organisation such as FlipKart, IHG, Vishal Mega Mart, capgimini etc. share that hiring PwDs makes a great business sense too along with their self development.
7. Media should take the initiative forward by promoting efforts by stakeholders and developments in the sector vis-à-vis sectoral requirements.
8. In this session PwD para swimmers Rimo Saha, Priya Das, Ahammad Gazi and Chanchal Biswas were felicitated for their remarkable efforts to bring laurels to the nation.



Day 2, Panel 1: What we need! What we don't need?

The session witnessed the real life stories of champions with disability who have not just faced the challenges beautifully but also made the challenges feel low. The session infused with their struggle stories and invincible spirit presented with a good dosage of motivation and inspiration for many.

Panelist

- Ms Arati Kakatkar, Vice President, Procam International
- Ms Nupur Jain, Senior Officer training, GAIL
- Mr. Rahul Gupta, Vice President & Head, Financial Sponsors Coverage, Axis Bank
- Mr. Anshul, Player, All India Cricket Association of Physically Challenged
- Ms. Guneet Sethi, Director HRD & CSR, Gilard

Key Points of Discussion:

1. We should not underestimate our potential nor should allow others the same.
2. Treat failure as an opportunity and make directed efforts to improve the lacking skills.
3. Everyone has to face challenges in life and persons with disability are no exception.
4. We should accept the life with all its flaws, take the challenges and face them with all our grit and strength.
5. We must win over our fears to achieve our potential.
6. People are not insensitive to PwDs in general, they need understanding and information.
7. Alumni Portal – An initiative to connect and establish continuous contact with Sarthak Trainees to engage them effectively in the momentum of inclusion and empowerment of PwDs - was released in the session.



Day 2, Panel 2 - Early Intervention and Readiness for Inclusive Education - A Dream to be Achieved

The session dealt with the initiatives and prevalent practices for early intervention support system for children with special needs. Inclusive education system and its significance for ensuring real inclusion of PwDs were also discussed in this panel.

Panelist

- Mr. Vikas Chaturvedi, Ansal University
- Dr. Arun Aggarwal, ENT Specialist
- Dr. Rajive Bhatia, ENT Specialist
- Dr. Alok Kumar Bhuwan, Founder, Manovikas
- Dr. Sharmila B Mukherjee, Department of Pediatrics, Lady Hardinge Medical College
- Dr. Monika Juneja, Department of Pediatrics, Maulana Azad Medical College
- Dr. Sudhir Gupta, VP, NAAI



Key Points of Discussion:

1. Early intervention support comes with improvements in majority of the cases.
2. Timely identification by doctors is direly needed and certain diagnosis can be made mandatory through policy directives to promote it.
3. Parents must be made aware of possible disability in the child as early as possible and they must come to terms with the fact to initiate timely intervention.
4. Therapeutic intervention takes time to come up with positive changes and thus must be maintained consistently.
5. To promote timely identification supportive policy system is needed to be explored and worked upon.
6. Communication is the key to promote awareness, sensitization and timely identification of special requirements of Children with special needs (CwSN)

7. Parents Interaction Forum – An initiative to connect parents of CwSN online and extend counseling and guidance support through a panel of experts – was released in this panel.



Day 2, Panel 3: Rashtriya Divyang Sashaktikaran Manch (RDSM)- Way Forward

What it is all about?

The session was directed towards exploring the prospects of partnership among organizations working for PwDs to achieve larger good through in a collaborative manner.

Panelist:

- Dr. Arvind Kulkarni ,President, Kamayani Society, Pune
- Mr. George Abraham, Founder, Score Foundation
- Prof Pradyot Banerjee, visiting Professor In premier Universities & B. Schools & Management Consultant in MSMEs
- Mr. Sanjaya Pradhan,Lead – Affirmative Action & CSR, NSDC
- Ms. Preeti Johar, COO, Family of Disabled
- Mr. Guruprasad Pawaskar, Chairman, Sanjay Center for Special Education, Goa
- Mr. Siddhartha Rastogi, MD, Ambit Capital Pvt Ltd



Key Ideas:

1. One of the major challenge NGOs face is owing to paucity of funds and proper practices to manage documents and resources.
2. Dedicated and skilled human resource is the major need of NGOs and through knowledge sharing initiatives this could be well addressed.
3. 'Saba Saath, Sabka Vishwaas, Saba Vikas' should be the guiding principle to attain cooperation among change makers and achieve the larger good.
4. Leading NGOs must extend guidance and support to new entrants to catalyze the movement of inclusion and empowerment of PwDs.
5. NGOs must come together to raise collective voice for issues of significance.
6. Rashtriya Divyang Sashaktikaran Manch (RDSM) – A platform to bring various NGOs working for PwDs together to advocate issues with Government, Media, Academia and society – was launched in this session. It will also promote mutual learning among partner NGOs and sharing of best practices.



Day 2, Panel 4: Accessibility - Still a barrier for PwDs

The session dealt witnessed discussion over current scenario of accessibility considerations in built environment along with probable means and strategies to promote it.

Panellist

- Ms. Smitha Sadasivan, Accessibility Consultant, Election Commission & Disability Rights Alliance, INDIA (DRA)
- Dr. Gaurav Raheja, Audit Consultant & Associate Professor, IIT Roorkee
- Mr. Dipendra Manocha, Manging Trustee, Saksham
- Mr. Chand Kaushil, Head (ICT – Innovations and Solutions), United Nations Technology Innovation Lab
- Mr. T. D. Dhariyal, Commissioner for Persons with Disabilities, Govt. of NCT of Delhi
- Mr. Mukesh Jain IPS, Former JS & CEO, National Trust for Welfare of Persons with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities
- Mr. Raj Kapur, National Advisory Board Member, Sarthak



Key Ideas:

1. Accessibility should be promoted as a National Movement to carve out a world of equal opportunity for PwDs.
2. Accessibility refers to ensuring considerate built up environment as well as sensitized attitude among the masses.
3. Right Mindset among able bodied to support the inclusion of mainstreaming of PwDs rather than getting governed by perceptual barriers.
4. Accessibility is not about extending some advantages to PwDs over others, it is a means to let them exercise their fundamental right of equal access and opportunity.
5. Accessible environment is not only meant for PwDs. It is of great utility in case of temporary inability or for senior citizens.
6. We need to create right mindset through disability sensitization to create an environment of attitudinal accessibility.



Day 1, Panel 5: Excellence in Skill and Abilympics

The session dealt with the analysis of current scenario of imparting skilling to youth with disability in India.

Panelist

- Mr. Merlin Wiedeking, Head of International Business / CEO South Africa & Middle East, Nodwin Gaming
- Mr. Anup Srivastava, CEO, ScPwD
- Col. Ravi Kharbanda, Technical Consultant, National Skills Development Corporation
- Ms. Madhuri Dubey, Founder, NSN
- Mr. Atul Bhatnagar, Former COO, NSDC



Key Ideas:

1. Skill Workshops can play immense role in equipping national winners for international competitions.
2. Organizations working in the area of skilling and education must promote their achievements through online platforms to reach masses. National Skills Network (NSN) captures and shares the positive impact of various training, skill development and vocational education initiatives in India.
3. Skilling along with grit and determination is the formula for excellence.
4. To ensure excellence in skilling 5 aspects must be focused namely location of training centre, equipped training staff, appropriate curriculum, identification of suitable job roles and sensitization of
5. To promote success of the program skill centres must be located considering access and connectivity.
6. Well defined and appropriate curriculum along with equipped and dedicated trainers is the core requirement for successful training program.
7. To provide employment opportunity as well as cohesive work environment suitable job roles must be identified and sensitization workshops must be conducted.
8. To equip national winners with required skill set and expertise Skill workshops must be organised with the support of subject experts.



Day 2, Panel 6: Valedictory and Award Ceremony

The session is all about summing up conference and Abilympics details of Day 1 & Day 2. The session also aims at honoring and admiring the people who are heartily devoted to bring the change in the life of PwDs.

Panelist

- Mr. Ranjan Chopra, MD, Team Computers
- Dr. Sudhir Gupta, VP, NAAI
- Padma Bhushan Dr. MB Athreya, Mentor, Sarthak
- Mr. Krishan Kalra, President, NAAI
- Dr. Jitender Aggarwal, Founder & CEO, Sarthak & Secretary General, NAAI



Key Ideas:

1. Attitudinal Acceptance should be promoted among masses to create inclusive mindset for PwDs.

2. Accessibility of built environment is a must to let PwDs exercise their fundamental rights.
3. Inclusive, Accessible and Equal Opportunity eco-system paves the way for empowerment of PwDs.
4. Shri Dipendra Manocha, Managing Trustee, Saksham was felicitated with Lifetime Achievement Award 2019 in the Valedictory session for his significant contribution in the disability sector.
5. National Abilympics winners for 10 skill categories were also awarded for their remarkable performance.
6. NAAI Knowledge Partners, Jury Members and volunteers from lady Irwin College and Motilal Nehru College were recognized for their facilitation and support for efficient event management.
7. Sarthak Team members and Sarthak Alumni were also felicitated for their untiring and dedicated efforts.



150th National Job Fair for Divyangjans

To further the momentum of financial independence of PwDs, Sarthak organizes regular Job Fairs for People with Disabilities. On 16th November 2019, sarthak has organized its 150th job fair at AICTE Auditorium, New Delhi. In the job fair interested corporate houses were invited for one on one interview process for hiring PwDs for different job roles available in their organization.



The event saw a footfall of more than 1000 PwD candidates who were interviewed by HR heads of 21 corporate houses - Orient Craft, Sarovar Portico, Vindhya, Aegis, Fedex, Sodexo, Crown Plaza, Vishal Mega Mart, Max, Capgemini, Devyani, Hindustan Unilever, Make My Trip, Flipkart to name a few.

Registered PwD candidates for the job fair are primarily screened by Sarthak team based on their tentative suitability for the available job roles, as shared by hiring partners beforehand. Accordingly the candidates are lined up for interviews at the job fair site and corporate houses shortlist the suitable candidates post their interviews. In the current job fair 480 candidates were shortlisted by the corporate houses for different job profiles based on their qualifications and skills.

6th National Abilympics 2019

National Abilympic Association of India hosted 6th National Abilympic competitions at AICTE Auditorium, New Delhi on 15th – 16th November 2019. The event witnessed the presence of 38 participants (Gold Medal Winners of 4 Regional Competitions of 2019), 24 escorts, 10 volunteers, 17 Judges and many guests.



The competitions were held in 5 different categories and 10 sub categories and 4, 8 and 9 candidates were awarded with Gold, Silver and Bronze medals respectively.

Winners of 6th National Abilympics 2019

Category	Gold Medal Winner	Silver Medal Winner	Bronze Medal Winner
ICT Computers	<ul style="list-style-type: none"> Subhankar Dey (E-Sports) Chandrakanta Vaghasiya (Character Designing) 	<ul style="list-style-type: none"> Narendra Kumar Ahir (E-Sports) Pawan Kumar (Desktop Publishing) 	<ul style="list-style-type: none"> Sunil Kumar Ram (E-Sports) Manish Bharodiya (Desktop Publishing) Shivam Kumar (Character Designing - Cartoon)
Industry		<ul style="list-style-type: none"> Pavan CM (CAD Architecture) 	
Services	<ul style="list-style-type: none"> Avinash KS (Jewelry Making) 	<ul style="list-style-type: none"> Anupama Ray (Beauty & Wellness) Md. Shamim Alam (Tailoring) 	<ul style="list-style-type: none"> Pratibha P (Jewelry) Bhagyashri Nadimetala (Tailoring)
Crafts	<ul style="list-style-type: none"> Harmanpreet Singh (Floral Arrangement) 	<ul style="list-style-type: none"> Virendra Rana (Floral Arrangement) Alpesh Sutaria (Floral Arrangement) 	<ul style="list-style-type: none"> Netra Pal (Floral Arrangement) Govindan Pitchaiah (Floral Arrangement)
Food		<ul style="list-style-type: none"> Narasimman (Bakery) 	<ul style="list-style-type: none"> Mamta Jade (Bakery) Shubhankar Majumdar (Cooking)

The event had been a great success with the support of our esteemed funding partners (The Hans Foundation), Venue Partners (AICTE, Delhi, InterContinental Group of Hotels), Knowledge Partners (Nodwin Gaming, NIIT Foundation, ViaDesign, ATDC, Lady Irwin College – Delhi, Delhi Ikebana International, InterContinental Group of Hotels, Beauness by Arpita, B'precious Galleria).