

# Abilympics

Setting the course for  
vocational skilling competitions



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# 1. LIST OF ABBREVIATIONS

<b>CAD</b>	Computer Aided Design
<b>CARS</b>	Central Authentication & Registration System
<b>HR</b>	Human Resources
<b>IA</b>	International Abilympics
<b>IAF</b>	International Abilympics Federation
<b>ICT</b>	Information Communication Technology
<b>IT</b>	Information Technology
<b>JEED</b>	Japan Organisation for Employment of the Elderly and Persons with Disabilities
<b>JEET</b>	Job, Entrepreneurship and Empowerment Training
<b>LMS</b>	Learning Management System
<b>MHRD</b>	Ministry of Human Resource Development
<b>MSDE</b>	Ministry of Skill Development & Entrepreneurship
<b>MSJE</b>	Ministry of Social Justice & Empowerment
<b>NAAI</b>	National Abilympic Association of India
<b>NGO</b>	Non-governmental organisation
<b>NSDC</b>	National Skill Development Corporation
<b>PwD</b>	Person(s) with Disability
<b>RPwD Act</b>	Rights of Persons with Disability Act
<b>WCAG</b>	Web Content Accessibility Guidelines

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### 3. EXECUTIVE SUMMARY

As an organisation, Sarthak is committed to the empowerment of Persons with Disabilities (PwDs) around India. The organisation hosts various interventions to enable this. However, one of the key ways in which Sarthak facilitates empowerment of PwDs is by anchoring the Abilympics in India.

The Abilympics are vocational skill competitions specifically designed and organised for PwDs to showcase and be recognised for their talent and skill. The Abilympics in India is organised by the National Abilympic Association of India (NAAI). NAAI, as the nodal body, is responsible for the conduct and organisation of vocational skill competitions for PwDs in India. Since 2016, Sarthak has been the driving force behind NAAI.

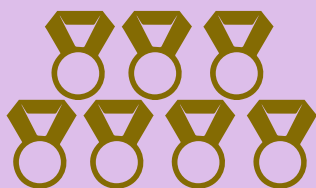
Since Sarthak took over operations of NAAI, the team has organised and hosted regional and national competitions. These competitions are held across five major skill categories – Computers & ICTs, Crafts, Food & Hospitality, Services, and Industry. Preparation for these competitions includes spreading awareness about the Abilympics, identifying and training potential talent, organising the competitions themselves, finalising the participant list for the International Abilympics held every four years, and facilitating the logistics for international participation.

In 2003, India hosted the 6th International Abilympics in New Delhi, with 1500 participants from over 33 countries in 45 different skill events. The event witnessed an unprecedented convergence of stakeholders with representatives from government, NGOs, corporates, private institutions and individuals coming together to promote skill development of PwDs.

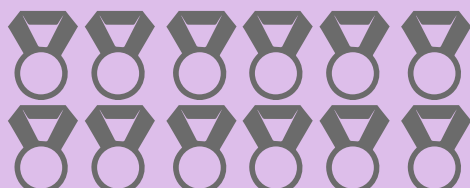
In 2016, the National Abilympic Association of India (NAAI) was handed over to Sarthak. This association between NAAI and Sarthak paved the way for the next phase of Abilympics in India, driven by Sarthak's pan-India presence and strong support system of multiple stakeholders.



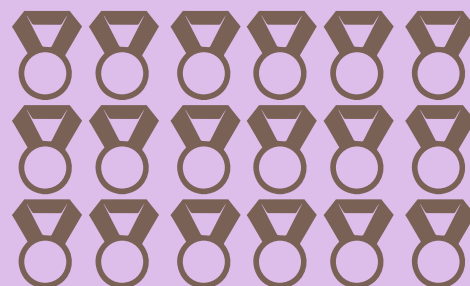
**7**  
gold



**12**  
silver



**18**  
bronze



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*Since 2003*

While Indian participation in the larger Abilympics movement has been impressive, the COVID-19 pandemic brought about unique challenges. The training programs in the lead up to the 10th International Abilympics needed to be shifted online and digital models of engagement needed to be implemented. These shifts were successfully undertaken, supported by Sarthak's in-house digital solutions as well. The CapSarathi mobile application acted as an outreach platform for NAAI events while RozgarSarathi helped participants find equal-opportunity employment. The Sarthak team is also building GyanSarathi, an online training portal as well as UdhyamiSarathi dedicated to fostering entrepreneurship.

Currently, Sarthak is engaged in preparing participants in 13 different skill categories for the upcoming 10th International Abilympics. Aided by various online and offline resources, the team is looking forward to continuing the excellent performance on the world stage.

Even as preparations for the forthcoming International Abilympics gain strength, Sarthak has its eyes firmly on the future. The organisation is looking to identify and build the capacity of state nodal agencies for the Abilympics and strengthen the participant pool for the regional competitions. In the medium term, the team hopes to host another International Abilympics in India. Eventually, the goal is to make Abilympics a fixture in the global arena of skill competitions.

# MESSAGES FROM BOARD

## Shri Krishan Kalra

*President of NAAI and Former President of AIMA*

An engineer by training, Shri Krishan Kalra worked in the corporate world for 38 years, followed by seven years as Additional Secretary General of FICCI and another three as Secretary General of the PHD Chamber. He is Past President of All India Management Association. He has also served on the Board of Governors of IIM Calcutta for five years and as a member of the PHD Chamber Management Committee for nearly 20 years. Since early 2010, Mr. Kalra does only voluntary work in the areas of skill development, healthcare, environment conservation and empowerment of persons with disability.



*NAAI works towards greater empowerment of the PWDs by recognising their competence in diverse life skills through systematic competitions on regional and national platforms every year. Recognising and awarding the winners in each skill (a) draws many more to come out of their shells and join the competitions in the following year, (b) motivates all to make that extra effort to win and (c) helps the winners raise their self-esteem and also get better jobs. Competitions are designed and evaluated at every stage by highly qualified and totally independent trainers, mentors and judges. Finally the winners at the national level get a chance to participate in international events once in every four years - which are truly the 'Olympics in Life Skills for the PwDs.' I extend my best wishes to those preparing for the upcoming International Abilympics.*

**Shri Krishan Kalra, President, NAAI**



## 4. UNDERSTANDING NAAI

Abilympics in India is organised by the National Abilympic Association of India (NAAI). NAAI, as the nodal body, is responsible for the conduct and organisation of vocational skill competitions for Persons with Disabilities (PwDs) in India. It was instituted in 2001 with the primary objective of hosting the 6th International Abilympics Skill Competition in India in 2003. NAAI was formed with the support of the Ministry of Social Justice & Empowerment (MSJE) and the Ministry of Human Resource Development (MHRD).

Today, NAAI works together with non-government organisations (NGOs), academic institutes and universities, government departments, and district administrations to arrange and host state, regional, national, and international competitions towards this mission of spreading the Abilympics movement within the country.

### 4.1 HISTORY OF NAAI

NAAI was initially formed and managed by the Amar Jyoti Charitable Trust, New Delhi which is a civil society organisation working for the empowerment of PwDs. In December 2016, the reins of NAAI were handed over to Sarthak Educational Trust in New Delhi.

Sarthak Educational Trust is a civil society organisation based out of New Delhi working for the empowerment, inclusion, and mainstreaming of PwDs since 2008. It has adopted a life-cycle approach towards enabling PwDs with initiatives in the areas of early intervention, inclusive education, vocational skilling, placement support & advocacy activities.<sup>1</sup>

The Sarthak-NAAI association has enhanced the value of NAAI, with Sarthak bringing its organisational, management, and participation prowess to the partnership. Sarthak as a partner brings a platform for skilling and sustainable employment of selected Abilympics participants.<sup>2</sup> Sarthak has a pan-India presence and enjoys close ties with various stakeholder groups. Its rich network allows Abilympics participants to gain exposure to a broad range of potential employers.

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<sup>1</sup>Please refer to reports titled 'Creating Inclusive Workplaces Since 2004,' 'Enabling Economic Empowerment & Independence of Persons with Disability' and 'Early Intervention Services for Children with Disability in India' by Sarthak for further information on these initiatives.

<sup>2</sup>Sarthak's Job, Entrepreneurship and Employment Training (JEET) program offers vocational skills training, career guidance and placement assistance. The primary objective of this program is to economically empower PwDs.

The first events held under the aegis of NAAI were the Regional and National Abilympics of 2002 and 2003. These regional and national level competitions were conducted to identify and select the best Indian Abilympics talent for the 2003 International competitions. Ever since, regional Abilympics are conducted across four zones, namely East, West, North & South to identify talent and participation for the National Abilympics Skills Competitions and consequently the International Abilympics.

NAAI has played an active role in the participation of the Indian contingent at the following International Abilympics:

- **New Delhi, India (2003)**
- **Shizuoka, Japan (2007)**
- **Seoul, South Korea (2011)**
- **Bordeaux, France (2016)**

NAAI is also the Indian representative at the International Abilympics Federation (IAF), Japan. IAF is the nodal body responsible for the conduct and organisation of the International Abilympics Vocational Skill Competition since 1981.

## 4.2 GOALS & OBJECTIVES OF NAAI

Deeply influenced by Sarthak's mission, NAAI's primary motivation is to assist PwDs to become economically independent and to identify themselves as valuable, fully integrated members of society. An effort in this direction is to provide an enabling supportive environment and encouragement through training, development, and realisation of the potential in vocational skills for PwDs.

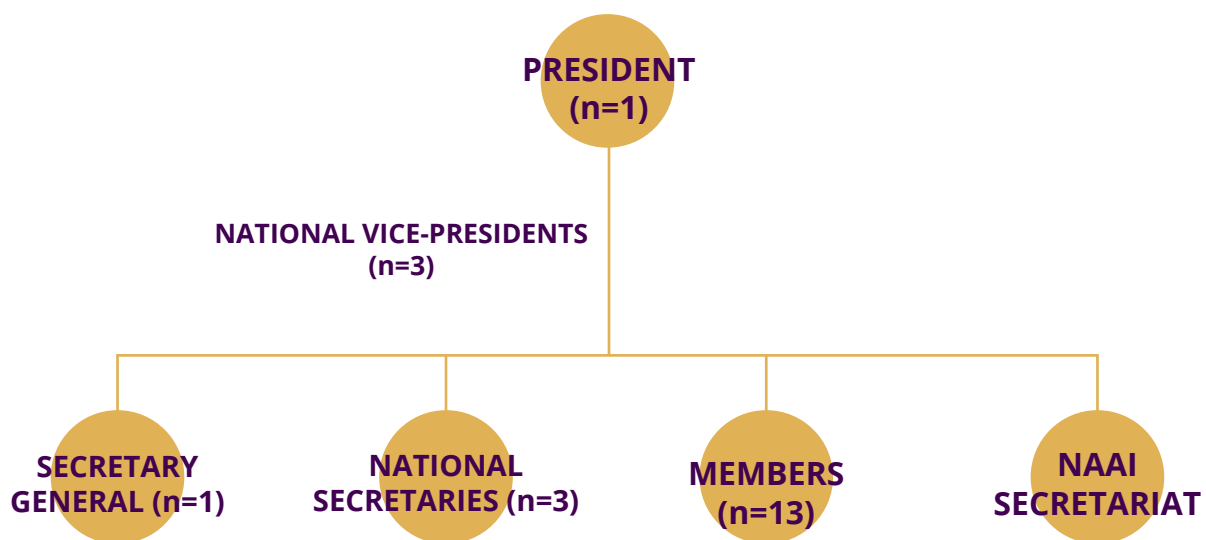
The primary objectives of NAAI are to:

- Develop, initiate and implement strategies to promote Abilympics in the country
- Advocate, organise and participate in state, regional, national and international competitions for the empowerment of PwDs

- Provide exposure and equal opportunities for PwDs to advanced technologies in various vocational, leisure, and living skills
- Increase the confidence of those participants and provide memorable occasions for all persons involved

### 4.3 ORGANISATIONAL STRUCTURE

NAAI's goals and objectives are managed, executed and supervised by the organisation's Governing Body. This Governing Body consists of a President, National Vice Presidents, a Secretary General, National Secretaries as well as the NAAI Secretariat. The organisational structure is as below.



*Fig 1: Organisational structure of NAAI*



# MESSAGES FROM BOARD

## Dr. Bhushan Punani

*Immediate Past President of NAAI and Executive Secretary of BPA*

Dr. Bhushan Punani is at present working as the General Secretary of the Blind People's Association, Ahmedabad, one of the leading disability development NGOs in the country. He is also President of the International Council for Education of Persons with Visual Impairment (ICEVI), West Asia.

He joined BPA after completing his Post Graduate Diploma in Business Management (SPA) from the Indian Institute of Management Ahmedabad. He completed his LLB as well as Ph.D. from Gujarat University and a Course in Vocation Rehabilitation from Haifa University, Israel.



*While India has been playing a very prominent role in promoting the concept of the Abilympics at the national as well as international level, NAAI under the leadership of Sarthak has taken on a new role of 'Skill Development'. While earlier NAAI mainly focused on organising Abilympics events at the regional & national levels in various trades, in recent years NAAI has developed systematic links between new technologies, employability and skill competitions. I very much appreciate the initiatives of NAAI with respect to giving an employment-oriented direction to the Abilympics movement. I trust NAAI shall maintain its place of pride and glory in the promotion of the Abilympics movement by attracting newer talent and making this event truly technology and skill development based.*

**Dr. Bhushan Punani, Immediate Past President, NAAI**

## 5. ABILYMPICS

### 5.1 WHAT ARE ABILYMPICS?

Abilympics is a portmanteau of the words 'ability' and 'Olympics'. It was coined from the phrase "Olympics of Abilities". Abilympics are vocational skill competitions specifically designed and organised for PwDs to showcase their talent and award outstanding performances. The International Abilympics is held once in four years (like the Olympics and myriad other global sporting events) under the aegis of the International Abilympics Federation (IAF) Japan. The IAF is the apex governing body of the International Abilympics.

### 5.2 GOALS & OBJECTIVES OF ABILYMPICS

The goals and objectives of the Abilympics are well defined and agreed upon by all participating countries. These are to:

- Challenge and transform conventional views on skills, potentials, and abilities of PwDs
- Increase employment opportunities and vocational stability of PwDs
- Raise social awareness about PwDs, their potential and their contributions to society
- Seek global support to realise an equitable and fair world where PwDs have access to equal rights and opportunities

### 5.3 HISTORY OF ABILYMPICS

Japan has a history dating back to 1972 of organising vocational skill contests for PwDs, with the dual aim of improving the vocational skills of PwDs and promoting the participation of PwDs in socio-economic activities. In 1981, the Japan Organisation for Employment of the Elderly and Persons with Disabilities (JEED) initiated the Abilympics movement with the inaugural International Abilympics (IA) in Tokyo.

The 1st IA in 1981 commemorated the United Nations' International Year of Disabled Persons. It received the widespread support of both governmental and non-governmental organisations. In addition to the skill-based competitions, there were demonstrations, exhibitions, and international seminars conducted to promote the cause of vocational skilling among PwDs.



The success of the 1st International Abilympics inspired Colombia to host the 2nd IA in 1985. During the 2nd IA, it was proposed to establish an exclusive organisation to promote the International Abilympics and to hold the International Abilympics competitions regularly. The International Abilympics Federation (IAF) was established during the 3rd IA held in Hong Kong. It has more than 60 member countries who take turns to host the International Abilympics.

Since then, the IA has been held in Perth, Australia (1995), Prague, Czech Republic (2000), New Delhi, India (2003) and Shizuoka, Japan (2007), when it was held concurrently for the first time with the World Skills Competitions. The 8th and 9th IA events were held in Seoul, South Korea (2011) and Bourdeaux, France (2016) respectively. The IA has been and will continue to be organised by a host organisation that is chosen by the IAF Assembly, with the support of co-hosts IAF and Rehabilitation International.

In 2003, India hosted the 6th International Abilympics in New Delhi. The National Abilympic Association of India was launched to help organise this international event. The week-long event was held from November 23rd to November 29th at the Indira Gandhi Indoor Stadium, where more than 1500 participants from over 33 countries competed in 45 different vocational skill events. The event was inaugurated by the then Hon'able Prime Minister of India Late Shri Atal Behari Vajpayee and graced by many other dignitaries including Shri Murli Manohar Joshi (then HRD Minister) and Shri KC Pant (then Vice Chairman of Planning Commission).

The Indian team for the 7th International Abilympics travelled to Japan in 2007 and comprised of 29 participants and 11 officials from various parts of the country. The event focused on raising awareness among the general public about employment of PwDs. NAAI facilitated training for all the participants in New Delhi, including accommodation, hospitality and entertainment. Abilympics participants were also trained under a Personality Development Programme to familiarise themselves with Japanese culture and appropriate social etiquette. The Indian team performed Bhangra at the closing ceremony of the 7th International Abilympics.



For the 8th International Abilympics in South Korea in 2011, the Indian team consisted of 15 contestants, 3 judges and 7 officials. The contestants took part in a total of 18 events. NAAI provided rigorous training, organised accommodation and travel, and catered to the medical needs of all participants. The Indian team won a bronze in embroidery and three special prizes. The 8th International Abilympics was another step forward in mainstreaming of PwDs in larger Indian society.

The 2016 edition of the event was the 9th International Abilympics and was held in France in 2016. India was represented by 19 contestants, 2 judges, 8 officials and 1 sign language interpreter. The contestants took part in a total of 19 events. NAAI facilitated training, accommodation, travel as well as other requirements of the participants. The 9th International Abilympics also hosted conferences to discuss and share best practices in sustainable employment and technical innovations for PwDs.

The nine International Abilympics competitions have been organised and hosted by dedicated agencies in each host country. These agencies have been responsible for planning and conducting the competitions.

The next Abilympics was scheduled to be held in 2021 but was postponed in response to the COVID-19 pandemic. The event is now scheduled for 2023.

**1<sup>ST</sup> INTERNATIONAL  
ABILYMPICS  
(TOKYO, JAPAN, 1981)**

*Japanese Organising Committee  
of International Abilympics*

NUMBER OF PARTICIPANTS: **841**  
COUNTRIES/REGIONS REPRESENTED: **56**  
EVENTS: **17**

**2<sup>ND</sup> INTERNATIONAL  
ABILYMPICS  
(BOGOTA, COLUMBIA, 1985)**

*Columbian Organising Committee  
of International Abilympics*

NUMBER OF PARTICIPANTS: **987**  
COUNTRIES/REGIONS REPRESENTED: **54**  
EVENTS: **12**

**3<sup>RD</sup> INTERNATIONAL  
ABILYMPICS  
(HONG KONG, 1989)**

*Hong Kong Joint Council for  
People with Physical and Mental  
Disabilities  
Motto: Equality through  
Participation*

NUMBER OF PARTICIPANTS: **2000**  
COUNTRIES/REGIONS REPRESENTED: **83**  
EVENTS: **37**

**4<sup>TH</sup> INTERNATIONAL  
ABILYMPICS  
(PERTH, AUSTRALIA, 1995)**

*Australian Abilympics Association  
Motto: A world working together*

**5<sup>TH</sup> INTERNATIONAL  
ABILYMPICS  
(PRAGUE, CZECH REPUBLIC, 2000)**

*Czech Association of Abilympics  
Motto: The first International  
Abilympics in Europe*

**6<sup>TH</sup> INTERNATIONAL  
ABILYMPICS  
(NEW DELHI, INDIA, 2003)**

*National Abilympic  
Association of India  
Motto: We can, we will*

**7<sup>TH</sup> INTERNATIONAL  
ABILYMPICS  
(SHIZUOKA, JAPAN, 2007)**

*Organising Committee of the  
International Festival of  
Professional Excellence  
Motto: Brilliant skills, shining  
individuals realising a society for all*

**8<sup>TH</sup> INTERNATIONAL  
ABILYMPICS  
(SEOUL, SOUTH KOREA, 2011)**

*Korea Employment Agency for  
Persons with Disabilities (KEAD)  
Motto: Unlimited challenge to  
the world*

**9<sup>TH</sup> INTERNATIONAL  
ABILYMPICS  
(BORDEAUX, FRANCE, 2016)**

*Abilympics, France  
Motto: Common skills,  
uncommon people*

NUMBER OF PARTICIPANTS: **1000**  
COUNTRIES/REGIONS REPRESENTED: **32**  
EVENTS: **37**

NUMBER OF PARTICIPANTS: **1137**  
COUNTRIES/REGIONS REPRESENTED: **29**  
EVENTS: **35**

NUMBER OF PARTICIPANTS: **1500**  
COUNTRIES/REGIONS REPRESENTED: **33**  
EVENTS: **45**

NUMBER OF PARTICIPANTS: **402**  
COUNTRIES/REGIONS REPRESENTED: **29**  
EVENTS: **30**

NUMBER OF PARTICIPANTS: **1533**  
COUNTRIES/REGIONS REPRESENTED: **52**  
EVENTS: **40**

NUMBER OF PARTICIPANTS: **511**  
COUNTRIES/REGIONS REPRESENTED: **19**  
EVENTS: **49**

Fig 2: Overview of International Abilympics

# RECENT ABILYMPICS: A GLANCE

## 8<sup>th</sup> ABILYMPICS

Total Number of Participants: **1533**

Total Number of Countries Represented: **52**

Total Number of Events: **40**

Number of Indian participants: **15 contestants, 3 judges, 7 officials**

Number of events participated: **18**

Number of Indian participants in multiple events: **4**

### **AWARDS**

Bronze: **Embroidery**

Special Prize: **Computer Programming,  
Computer Assembly and Dress Making  
– Basic**

## 9<sup>th</sup> ABILYMPICS

Total Number of Participants: **511**

Total Number of Events: **49**

Number of Indian participants: **19 contestants, 2 judges,  
8 officials, 1 interpreter**

Number of events participated: **19**

### **AWARDS**

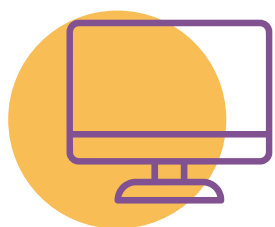
Silver: **Creating Web Pages**

Bronze: **Embroidery**

Certificate of Excellence: **Photography – Outdoor**

## 5.4 SKILLS & TRADES INCLUDED IN ABILYMPICS

Sarthak challenges and transforms conventional views on skills, potentials, and abilities of PwDs. In order to fulfill this objective, Sarthak provides training in five major skill categories included in the Abilympics. Each category focuses on key skills necessary for employment in the 21st century. The Computers and ICTs category includes skills such as designing and programming. In Crafts, participants compete in skill involving painting, knitting and pottery among others. Those competing in the Food and Hospitality category participate in baking, cooking and service tasks. The Service category involves diverse skills such as tailoring, dental technician and bookbinding among others. Finally, in the Industry category, participants compete in skills including but not limited to robotics, motorcycle mechanics and electronic assembly.



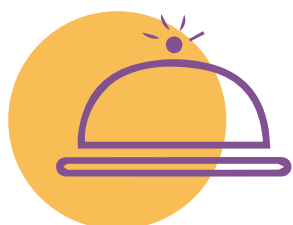
### COMPUTERS & ICTs

Webpage Designing	Data Processing
Computer Programming	E-Sports
Word Processing	Photography Outdoor & Studio
Character Designing	Computer Assembly
Poster Designing	Administration & Management of Network Systems



### CRAFTS

Floral Arrangement	Hand-Knitting
Embroidery	Basket Making
Painting	Silk Painting
Waste Re-use	Pottery
Landscape Gardening	
Crochet	



### FOOD AND HOSPITALITY

Bakery
Cooking
Restaurant Service



## SERVICES

Dress-making/ Tailoring	Massage
Jewellery Making	Dental Technician
Hair-dressing	Applied Aesthetics
Cabinet Making	Bookbinding & Stitching
Shoe Repair	



## INDUSTRY

CAD Architecture	Industrial Robotics
Bicycle Assembly	Electrical Installation
Robotics	Aircraft Maintenance
Mechanical Fitting	Motorcycle Mechanics
Welding	Mechatronics
Electronic Assembly	Elcectrical Connection

*Fig 3: Major Skill Trades*

Each of the skilled trades is further divided into sub-skill categories. These sub-skill categories are elaborated below:

### 5.4.1 Skill Category 1: Computers & ICTs

In this category, participants are judged on different designing and programming skills. This includes webpage design, poster design, computer programming, computer assembly, administration and management of network systems, and data processing. Participants also compete in e-sports and photography. Each of these sub-skills are broken down into a series of tasks that participants are expected to perform to show their competence and mastery.



#### WEBPAGE DESIGNING

Develop a website based on developed antetype and website layout, using software libraries and frameworks (Bootstrap, jQuery, etc.), Pages' HTML code.



#### COMPUTER PROGRAMMING

Create an application/program with the use of different programming languages and databases that results in the development of a software prototype, the demand for which is checked by testing it on certain users.



## WORD PROCESSING

Type and design the document, perform a practical task typing the data, and editing the document. Paste pictures, diagrams, tables and apply the formatting, paste bookmarks and running heads, using software MS Word 2016 or newer versions.



## POSTER DESIGNING

Create an electronic layout of an information poster on the theme (in A3 vertical format) on a computer. Get it print-ready by using software like Adobe Photoshop, Adobe Illustrator, CorelDraw (2018 version to the latest).



## DATA PROCESSING

Basic: Input and correct data using MS-Excel. Assignments consist of entering new data into the database and editing already inputted data.

Advanced: Create a database using MS Access DBMS. Fill it with the necessary information, enable the selection of data from the database (create requests and reports), and organise the user interface.



## E-SPORTS

Participate in online game competition in the virtual world (eg: Warcraft / Starcraft/ Hearthstone).



## PHOTOGRAPHY

Outdoor: Take photos in an outdoor environment or a building using a digital camera. Participants use their technical skills and creativity to take photographs on a given theme and in a specific environment. Select 5 best photos, print and share with the jury.

Studio: In a studio environment, use a digital camera with various technical skills, lighting, and creativity to click photos of a model/object on a theme. Select 5 photos, edit with specific software, and share with the jury.





### COMPUTER ASSEMBLY

Assemble a PC with hardware/software knowledge according to a given specification and run it on the Operating System.

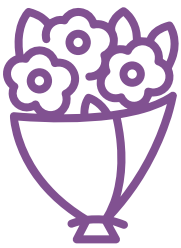


### ADMINISTRATION & MANAGEMENT OF NETWORK SYSTEMS

Design and implement a network connection scheme for a small office to a corporate network.

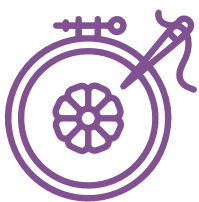
## 5.4.2 Skill Category 2: Crafts

Participants in the crafts skill category engage in creative demonstrations including floral arrangements, embroidery, painting, landscape gardening, crochet, knitting, and pottery. Other skills included in this category are waste reuse, basket making and silk painting. Participants are tested for their creativity as well as execution of their skills.



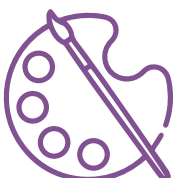
### FLORAL ARRANGEMENT

Prepare floral arrangement with flowers, plants, and accessories on a given theme and purpose. Candidates are required to produce and install a hand-tied bouquet, cut-flower decoration, wedding bouquet, bride bouquet/body decoration and bride decoration, table decoration, planting plants, wall decoration, hanging decoration, flower jewelry, object decoration, wreath, etc.



### EMBROIDERY

Produce patterns and embroidery models by hand and using different styles of embroidery stitches.



### PAINTING

Paint a picture based on a given model or theme. Candidates use watercolours or pastel colours. The main steps are sketching, colouring and finishing on drawing paper or canvas.



### WASTE REUSE

Imagine and produce functional and/or aesthetic objects with provided waste materials like paper, cardboard, broken glass, etc.



### LANDSCAPE GARDENING

Create a green space with provided materials according to the given drawing and specifications.



### CROCHET

Create a product from thin yarn according to the given model pattern.



### HAND KNITTING

Create a hand-knit product following the given specification. Contestants are evaluated by their creative and aesthetic skills.



### BASKET MAKING

Fabricate a basket with provided materials on a given theme.



### SILK PAINTING

Make a product (silk scarf or wall-decoration) with silk and colors and drawing with various techniques.



### POTTERY

Design and fabricate hand-made ceramic ware with materials supplied on a given theme.

## 5.4.3 Skill Category 3: Food and Hospitality

Those competing in the Food and Hospitality skill category exhibit one of three skills – baking, cooking and/or restaurant service. Each of these sub-skills are further broken down into tasks that encompass preparation and execution of the skill.



### BAKERY

Prepare and decorate bakery products like cake, cookies, etc., with provided professional bakery equipment and according to given instructions, with a creative touch.



## COOKING

Make a menu with ingredients and dishes (appetisers/main dishes/desserts) as per ingredients provided. It consists of preparing the different course and creative plating.

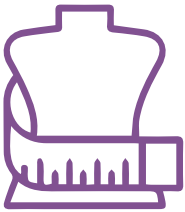


## RESTAURANT SERVICE

Demonstrate table layouts, guest etiquettes, serving guests with dishes and beverages, and making cocktails.

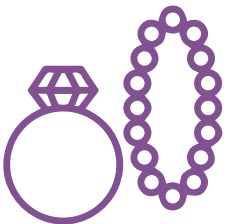
### 5.4.4 Skill Category 4: Services

In this skill category, participants engage in personal care skills such as massage, hairdressing, applied aesthetics and dental technician. Other services that participants compete in include tailoring, shoe repair, book binding, jewellery making and cabinet making.



## DRESS MAKING/TAILORING

Design, cut and produce an outfit with provided fabric using one's creativity, including marking the measurements, cutting, stitching and altering the garment.



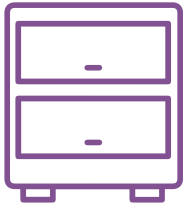
## JEWELLERY MAKING

Create a hand-made fabrication of a jewel according to provided drawings and moulds. For this task, the participant has to prepare the metal, the sub-assemblies using metal pieces and gemstones and undertake the following activities- welding, crimping, decorative and finishing operations (polishing, filing), ensuring conformity of the piece (size, symmetry, design.) and authentication.



## HAIRDRESSING

Provide hygienic beauty care for hair according to the model, picture, or own creativity. The contest consists of completing different task modules like performing women's haircuts with colouring and styling, men's haircuts and wedding hairstyle on long-tied hair.



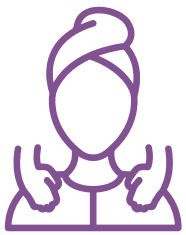
### **CABINET MAKING**

Fabricate a wooden product with materials and equipment according to the given drawing and specifications.



### **SHOE REPAIRS**

Perform shoe repairs using the proposed materials.



### **MASSAGE**

Perform classic massage procedure following doctor's recommendation.



### **DENTAL TECHNICIAN**

Make prosthetics from model or imprint (crowns, rings, dentures).  
Form molds, using ceramics, composite materials, and precious metals.



### **APPLIED AESTHETICS**

Perform the procedure of cosmetic body and facial care following the selected program and the chosen zones. Perform massage using necessary techniques.



### **BOOKBINDING & STITCHING**

Make printed products in the allotted time: Notebook in hardcover, Notebook in a cover, fastening on a metal spring (comb), Cover brochure, wire binding.

### 5.4.5 Skill Category 5: Industry

Participants in this category showcase skills in software like CAD architecture, mechanics including bicycle assembly, motorcycle mechanics and mechanical fitting, electronic assembly and electrical installation, among others. As with other skill categories, these sub-skills too are further broken down into specific tasks to reflect expertise, confidence and domain knowledge in each sub-skill.



#### CAD ARCHITECTURE

Make drawing/layouts of an implementation plan from an architectural sketch using CAD. Participants are required to draw various views: Map view(s), prospect(s)/elevation(s), cross-sectional view(s) then printing in the requested format.



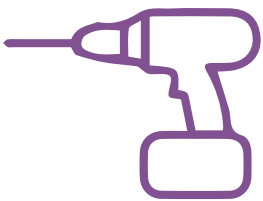
#### BICYCLE ASSEMBLY

Partially disassemble provided bike and reassemble it according to given instructions and make adjustments to make it run properly.



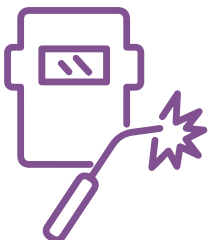
#### ROBOTICS

Automate the production process by creating an autonomous robot that can perform the specified algorithm of actions.



#### MECHANICAL FITTING

Perform the final finishing of the product, drilling, countersinking, threading of the corresponding holes from the proposed metal blank, and assembling the part according to the drawing.



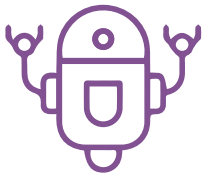
#### WELDING

Assemble several pieces of metal by welding to obtain an assembly according to the given drawing and specifications.



#### ELECTRONIC ASSEMBLY & TESTING

Assemble electronic components, build and test circuit connection with the electronic scheme knowledge in the general industries.



## INDUSTRIAL ROBOTICS

Write a program for an industrial robot to perform a certain technological cycle such as carry out commissioning work.



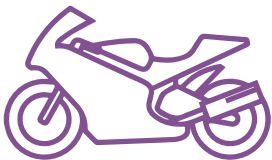
## ELECTRICAL INSTALLATION

Install and/or repair an electrical system according to the plan and the specifications.



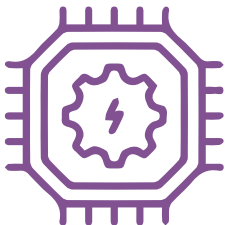
## AIRCRAFT MAINTENANCE

Conduct diagnostics and repair of aircraft components and systems including mechanical, electrical, hydraulics, and electronics.



## MOTORCYCLE MECHANICS

Identify issues and repair of motorcycle vehicles including electrical, electronic systems and components.



## MECHATRONICS

Develop automated systems to improve the performance of all types of equipment. Ensure the installation and programming of an automated system. Set up, adjust, and maintain an automated system.



## ELECTRICAL CONNECTION

Install and/or repair of an electricity connection and a safety fuse board for a home user, according to the plan and the specifications.



# MESSAGES FROM BOARD

## Dr. Jitender Aggarwal

*Secretary General at NAAI and Founder-CEO of Sarthak Educational Trust*

Dr. Aggarwal was a practicing dentist till 2004, successfully running two dental clinics in Delhi when he lost his vision due to macular degeneration of retina. Seeing the challenges faced by him to find suitable work opportunities, he started Sarthak to train and place PwDs in Delhi. Today Sarthak has its presence all over India and PwDs are getting sustainable employment training and job opportunities to become financially independent.



*To begin our preparations for the next cycle of International Abilympics, we have chalked out a roadmap, which, other than organising the regional and national competitions, will focus on increasing NAAI's outreach of PwDs. Engaging talented PwDs from rural areas, who remain isolated from such activities either due to lack of information or accessibility, will be of our primary focus. For this we plan to create state nodal agencies (CSOs and other organisations) who will carry out identification, mobilisation and assessments of rural PwDs at district/state levels, before their participation in regional level competitions. Another important step will be to partner with Sarthak's IDEA NGO group for engaging PwDs from their areas. NAAI is also looking forward to bid for the next International Abilympics skill competitions to be hosted in India, hoping the world situation of global pandemic improves in the coming months and years.*

**Dr. Jitender Aggarwal, Secretary General, NAAI**

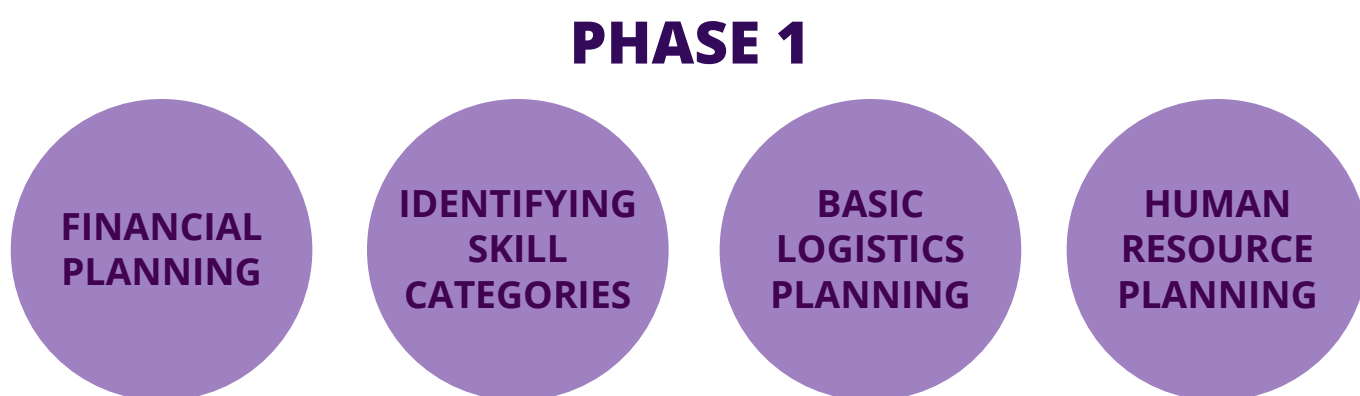
## 5.5 NATIONAL & REGIONAL ABILYMPICS IN INDIA

NAAI is the nodal agency in charge of planning, preparing, and conducting Abilympics in India. It is conducted at three levels:

- **District/ Divisional or State Abilympics**
- **Regional Abilympics**
- **National Abilympics**

### 5.5.1 Planning & Preparing

The planning for Regional and National Abilympics is divided into two phases.



*Fig 4: Phase 1 of planning Regional/National Abilympics*

**Phase 1:** *In this stage, the focus is to identify the resources that would be necessary for conducting the Regional/National Abilympics. The key preparatory activities in this phase are:*

**Financial Planning:** Preparing a budget, applying for funding and allocating funds for the different activities

**Identifying Skill Categories:** Identifying the different sub-skill categories under the skill categories of Computers & ICTs, Crafts, Food & Hospitality, Services & Industry

**Basic Logistics Planning:** Scheduling competition dates, finalising city, identifying and selecting potential venues, applying and acquiring necessary permissions for the conduct of the Abilympics

**Human Resource Planning:** Mobilising participation by reaching out to NGOs, institutes, etc. directly or through State Nodal Agencies, identifying experts and potential jury members to adjudicate the different competitions planned under the various skill categories

## PHASE 2



*Fig 5: Phase 2 of planning Regional/National Abilympics*

**Phase 2:** *In this phase, the focus of planning is finalising the choices identified in Phase 1 and event management.*

**Advanced Logistics Planning:** Coordinating with third-party vendors, purchasing/renting equipment and materials, arranging décor and competition materials, finalising caterers, and transport and accommodation of finalised speakers, guests and participants

**Event Management:** Finalising speakers and guests, finalising event management team, and designing and printing of outreach material & promotional materials such as banners, standees, pamphlets, etc.

### 5.5.2 Events & Activities at National/Regional Abilympics

The following events and activities are organised as part of the National & Regional Abilympics.

#### *Inaugural Session*

During this event, the Chief Guests, Guests of Honour from various Government Ministries & Departments, senior bureaucrats, representatives of partner organisations and eminent personalities grace and inaugurate the Abilympics.

#### *Regional Conferences*

Eminent panelists from the Government, Industry, Media, Academicians, Civil Society Organisations, and PwD icons participate in panel discussions on topics of immense importance to PwDs.

#### *Skill Competitions*

Vocational competitions are held over two days under the different skill categories of Computers & ICTs, Crafts, Food & Hospitality, Services and Industry.

### Job Fair

In order to increase employment opportunities and to ensure sustainable economic independence of PwDs, Sarthak conducts employment drives. This includes one-on-one interviews for PwD job aspirants with corporate HR heads and other relevant personnel.

### Valedictory Session

The concluding session celebrates the end of the 2-day Abilympics event and includes a summary of all the events conducted and expression of gratitude to all the stakeholders by NAAI Sarthak Board members.

### Awards Ceremony

In this event, the top three winners of the different skill competitions are presented with gold, silver, and bronze medals along with certificates. All PwD participants, experts and volunteers are given certificates of participation.

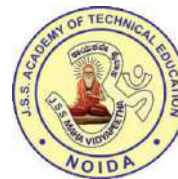
### 5.5.3 Partners

The National and Regional Abilympics would not be possible without the sustained support, encouragement and guidance of partner organisations and agencies.

## FUNDING PARTNERS



## VENUE PARTNERS



## KNOWLEDGE PARTNERS



**IKEBANA  
DELHI**



## OTHER PARTNERS

NGOs | Central Universities | Technical Institutes & Colleges |  
Corporates | Government Departments | Media

*Fig 6: NAAI Partner Organisations*

## 5.6 INDIA AT ABILYMPICS

NAAI plays an active role in preparing the Indian contingent for the International Abilympics. For this, the organisation:

- Spreads awareness about Abilympics directly through various platforms or through State Nodal Agencies
- Mobilises and registers interested PwD candidates from rural, peri-urban and urban areas
- Identifies potential talent at grassroot level through pre-assessment with the support of State Nodal Agencies
- Provides basic training to shortlisted PwDs and supports training of trainers of State Nodal Agencies to ensure quality of PwDs selected through them
- Conducts state and/or regional competitions across zones in selected skill categories
- Identifies top performers in each skill and awards them gold, silver, and bronze certificates for each zone
- Organises pre-national trainings for regional winners
- Conducts national competitions inviting top medallists from all zones in each skill

- Identifies gold, silver, bronze national winners in each skill category at the national level
- Organises assessment/boot camps and trainings before international competitions for them
- Finalises candidates for international competitions based on their trainings and assessments by experts
- Arranges international travel, boarding, lodging for finalised candidates and officials

EVENT	VENUE	NO. OF INDIAN CONTESTANTS	NO. OF SKILLS IN WHICH INDIA PARTICIPATED	GOLD	SILVER	BRONZE	CERTIFICATE OF EXCELLENCE
6 <sup>th</sup>	New Delhi, India, 2003	115	32	7	8	15	0
7 <sup>th</sup>	Shizouka, Japan, 2007	29	29	0	3	1	1
8 <sup>th</sup>	Seoul, South Korea, 2011	16	18	0	0	1	3
9 <sup>th</sup>	Bordeaux, France, 2016	19	21	0	1	1	1
TOTAL		179	100	7	12	18	5

*Fig 7: Indian participation in International Abilympics*



# MESSAGES FROM BOARD

## Shri Lov Verma

*Vice President of NAAI and Former Secretary of DePWD, Government of India*

Shri Lov Verma is a retired officer of the Indian Administrative Service of the 1978 batch, Uttar Pradesh Cadre with extensive administrative experience of more than 37 years spanning a wide range of assignments, including 3 years as Secretary to Government of India. He has served at senior positions in the Government of Uttar Pradesh in the State Departments of Health, Finance, Industry, Public Works and others and has done field assignments as District Magistrate and Divisional Commissioner in UP. He also served as Principal Secretary to the Governor of Uttar Pradesh.



*Abilympics provides a platform for Persons with Disabilities to showcase their talent and ability on a regional, national and international platform. In India, Sarthak Educational Trust organises these events with a professional touch and flair. My best wishes to all participants. May it prove to be a launching pad for further success and recognition!*

**Shri Lov Verma, Vice President, NAAI**

### 5.6.1 Hosting the International Abilympics in India, 2003

NAAI successfully hosted the 6th International Abilympics in New Delhi, India in 2003. The week-long event was held between November 23rd to November 29th, 2003 at the Indira Gandhi Indoor Stadium, New Delhi. The event saw the participation of more than 1500 participants from over than 33 countries, competing in 45 different vocational skill events.

The 6th IA was inaugurated by Late Shri Atal Bihari Vajpayee (then Prime Minister of India) and the event was graced by other dignitaries including Shri Murli Manohar Joshi (then HRD Minister), Shri KC Pant (then Vice Chairman, Planning Commission). Late Dr. APJ Abdul Kalam (then President of India) also invited the participants and dignitaries of other nations for a tete-a-tete at Rashtrapati Bhavan.

The event was well-planned and executed keeping in mind the needs and concerns of the participants. An accessibility audit was conducted in Delhi to judge its readiness to hold an event at this scale catering to PwDs. The organising team ensured unhindered mobility of PwDs through accessible buses, a visually complementary identity system, trained and well-equipped staff, pictorial signages and so on. The 6th IA hosted a wide variety of events ranging from vocational skill contests, leisure and living skills to children's events. India also hosted entertainment events showcasing national culture and art. It was a one-of-a-kind platform for PwDs to show their potential and skills to the world.



## 6. ADOPTING DIGITAL SOLUTIONS TO STRENGTHEN ABILYMPICS

In keeping with the changing times, Sarthak has also adopted digital solutions in the delivery of its services to the PwD community. Adopting digital solutions has enabled Sarthak to provide widespread awareness about PwDs to larger society as well as provide PwDs with access to opportunities and resources. While some of these digital solutions were a response to the COVID-19 pandemic, these initiatives highlight efforts by Sarthak to adopt contemporary methods of training. Some of these directly benefited training for the Abilympics while others have helped strengthen Sarthak's network across the country.

*Like all businesses and NGOs worldwide, NAAI had to cope with the sudden adverse impact of COVID-19. National, state and local lockdowns began from March 2020. It is to the credit of the NAAI leadership and the team that it responded flexibly to the unexpected environmental discontinuity. It made good use of digital options by organising online training of the National winners, to compete in the next Abilympics. My compliments to NAAI for proactively managing its affairs in the face of turbulence. It is my hope and praarthana that the Abilympics will take place in France in 2023 without further delay, and our competitors will emulate the recent outstanding examples of Indian wins in the Olympics and especially in the Paralympics.*

**Padma Bhushan**  
**Dr. M.B. Athreya, Mentor & Guru**



### 6.1 Online Training Session for 10<sup>th</sup> International Abilympics

In its original form, the team at Sarthak would organise in-person training camps in the lead up to the Abilympics competitions. However, with the outbreak of COVID-19, these camps were moved online at the initiative of NAAI. Each trade had dedicated online training sessions where participants were coached by subject experts to ensure maximum effectiveness with this new medium.

One example of digitised training is Priyanka who is being trained for the upcoming International Abilympics 2023 for Embroidery. She is being taught various embroidery stitches, different tracing techniques, and colour schemes. Her new skills include:

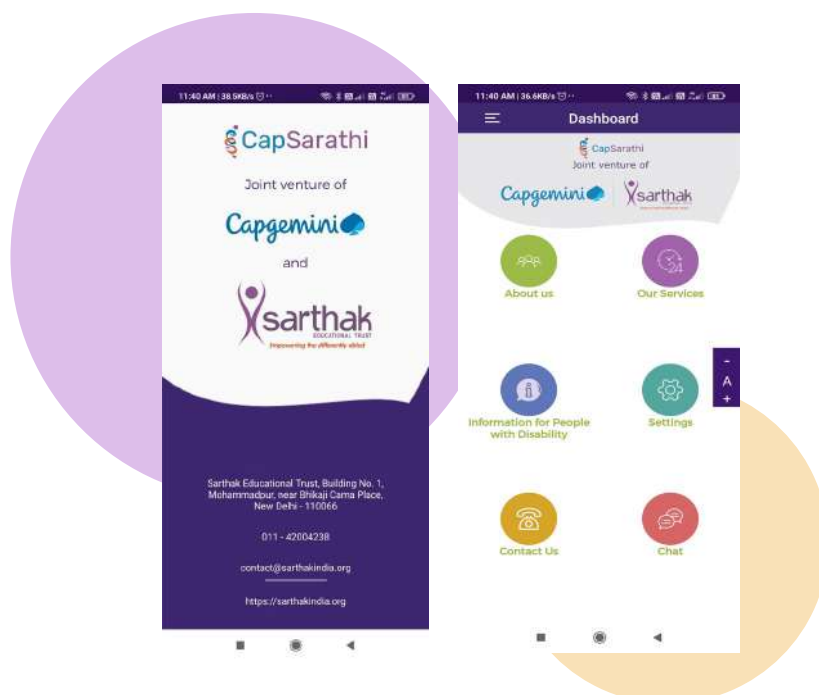
- Counted Thread Embroideries and stitches: Hardanger, Drawn Thread Work, Blackwork, Needlepoint, Assisi, Bargello, Phulkari of Punjab, Kasuti of Karnataka
- Satin Stitch and its variations
- Cross Stitch

## 6.2 Sarthak's Digital Interventions

Sarthak's efforts to offer services online are hugely assisted by the organisation's digital interventions. While some have already been launched, others are in the pipeline. Each intervention seeks to address a unique need felt by the PwD community.

### 6.2.1 CapSarathi - Mobile App for PwDs

CapSarathi<sup>4</sup> is a one stop solution for PwDs for all informational needs. A joint venture between Sarthak and Capgemini, the app provides access to services including counselling, guidance, early intervention, education, skill development, employment and career continuance support for PwDs. It also offers guidance and support services to parents of children with disability. Further, the app includes information about disability certificate, pension, therapy centres for kids, rehabilitation centres for PwDs and assistive devices. It was released by Sarthak Educational Trust in 2020 and provides relevant information at state, district and city levels. All information is available in multiple languages disaggregated by disability category. With regard to the Abilympics competitions, CapSarathi acts as an outreach platform, allowing the organisers to promote NAAI events and skills categories. Further, the platform helps disseminate success stories of Abilympics participants.



**Fig 8: Screenshots of CapSarathi mobile app**

<sup>4</sup>For CapSarathi, visit <https://sarthakindia.org/Capsarathi.php>

### 6.2.2 RozgarSarathi - Job Portal for PwDs

RozgarSarathi<sup>5</sup> is a digital solution directed towards helping Abilympics participants and other PwDs get employment and find equal-opportunity workplaces. It aims to support the financial independence of PwDs by promoting available jobs and employment opportunities in Government and corporates. RozgarSarathi also helps employers as it serves as a platform to post jobs as well as identify and select candidates.

### 6.2.3 GyanSarathi - E-learning Management System for PwDs

GyanSarathi is a proposed digital learning solution that will provide online training opportunities for PwDs across India through a dedicated LMS. This system will provide the learner with trainer-led learning opportunities as well as self-learning modules. The learner will also get to access interactive learning material in the form of documents, PowerPoint slides, videos, animated content, and quizzes. The solution aims to provide equal access to technology to PwDs, specifically with regard to vocational training and building life skills. The platform will offer training and skilling solutions that are accessible to all Abilympics participants as well as others across 21 disability categories as listed in the Rights of Persons with Disability (RPwD) Act of 2016 by following WCAG 2.0 standards. All these platforms will be connected through CARS system (Central Authentication & Registration System), so that once a user creates a profile, the same can be used across the different Sarthak portals.

### 6.2.4 UdhyamiSarathi – Entrepreneurship for PwDs

UdhyamiSarathi is another digital solution in the pipeline dedicated to fostering entrepreneurship among PwDs. A collaboration between Sarthak and NAAI, this platform will seek to promote products and services offered by PwDs to enhance their earnings as entrepreneurs. Through UdhyamiSarathi, PwDs will be able to showcase their offerings to a wider network, thereby ensuring increased financial stability through self-employment. This will also help improve awareness about the Abilympics and facilitate sustainable career opportunities for participants.



*Fig 9: Digitally enabling the Abilympics*

<sup>5</sup>For more details, visit <https://www.rozgarsarathi.org/ui/#/>

## MESSAGES FROM BOARD

### Dr. Sudhir Gupta *Vice President of NAAI*

Dr. Sudhir Gupta is the former Director of Cygnus Medicare Private Limited, New Delhi, India. Prior to this, he was the President, Board of Governors, Mata Chanan Devi Hospital in Delhi.



*NAAI is one of the largest platforms for our Divyangs to showcase their talent and skill. They are not only enriched through new skills when they are exposed to this platform but their confidence levels and employable skills also get a huge boost.*

*NAAI over the years has not only organised regional and national level competitions but through NAAI, our Divyangs have won laurels for themselves and the country as well. We look forward to engaging every Divyang to ensure they benefit from this platform.*

**Dr. Sudhir Gupta, Vice President, NAAI**



## 7. INDIAN CONTINGENT FOR 2023 INTERNATIONAL ABILYMPICS

The success of NAAI and the Abilympics is best understood through the story of our participants. These success stories represent the lives and triumphs of some of our participants. We are proud to introduce you to the Indian contingent for the 2023 International Abilympics.

### OMKAR DEORUKHKAR



Omkar Deorukhkar was born with 100% hearing impairment, yet he never allowed that to be a weakness. His family and friends' ongoing encouragement enabled him to finish school. He began learning to use different software while pursuing his Bachelor of Fine Arts from the University of Pune. He looked for chances and quickly discovered the National Abilympic Association of India (NAAI) through the Bal Kalyan Sansthan NGO in Pune. Along with partners and nodal organisations, he participated in competitions at the zonal, regional, and national levels. He was mentored by Shri Kranti Anand, a senior professor in the Media & Outreach Department at SGT University, Gurugram. Omkar has participated in weekly online training sessions since 2021 and offline boot camps since 2022. He is succeeding and developing in his area thanks to his strong motivation and determination.

### MANHAR CHAUHAN



Manhar Chauhan has a 75% locomotor disability, but this never stopped him from pursuing his passion. From an early age, his family has been his biggest supporter. After finishing high school in Surat, Manhar was inspired to pursue photography as a career by his older brother, a professional photographer. He soon realised his growing enthusiasm for the field. He initially learned about the Abilympics through the Blind People's Association, an NGO in Ahmedabad. Under the mentorship and guidance of Mr. Vijay Jodha, a renowned photographer and documentary filmmaker, he took part in three international Abilympics over the course of the following few years. He participated in weekly online training sessions and furthered his education while attending the Boot Camp in New Delhi in January 2022.



## **MOHIT MAJETY**



Mohit Majety, who has a 46% locomotor disability, is a real-life example of persevering in the face of adversity. After completing his schooling, Mohit chose to pursue a B.Tech at IIT Kharagpur, where he discovered his passion for outdoor photography. He began taking photographs, and his friends and professors appreciated his work. He was inspired and encouraged to indulge more, and it eventually turned into a passion for him. He was consistently encouraged by his family, friends, and even the IIT Kharagpur faculty. When the NAAI Team contacted the faculty at IIT Kharagpur about referring candidates for the competition, the faculty told him about the Abilympics tournaments. After participating in Mr. Vijay Jodha's weekly online training sessions, he learnt numerous techniques and improved his skills.

## **P SAI KRISHNAN**



P. Sai Krishnan has an 80% locomotor disability, but he has always been driven to succeed by his strong will and curiosity. He has always been attracted to photography because his father's younger brother was a photographer. He began honing his photography abilities while completing a B.Sc. in physics and an engineering degree from MCPS. His parents, in particular, were his pillars of strength. In 2005, after hearing about it in a newspaper, he went to Vidyasagar, an NGO in Chennai to sign up for international tournaments. Mr. Vijay Jodha, a seasoned photographer and documentary filmmaker, provided him with weekly online training, and Sai Krishnan has competed on behalf of India in three international competitions (Japan, Korea, and France).

## **NARENDRA LUTHRA**

Narendra Luthra has an 80% locomotor disability, but he continues to live his best life. His family has always been encouraging, which made it possible for him to continue his studies at Punjab University. He discovered the National Abilympic Association of India (NAAI) and the sporting events it hosts for people with disabilities here. He used MS Word daily, which let him realise his competitive potential in word processing.

## **RAJNEESH AGGARWAL**



Although Rajneesh Aggarwal has a 90% locomotor disability, he is working toward his goals. After earning his Bachelors and Masters degrees in Computer Technology and Applications from SRIT, RGPV, Madhya Pradesh, he started working as a web designer and programmer. Through Amar Jyoti Charitable Trust, Rajneesh became aware of the National Abilympic Association of India (NAAI) and recognised the value of his abilities in the Abilympics. He put forth a lot of effort over the years, and in the last three International Abilympics competitions, he represented India. Weekly online sessions are being conducted by Capgemini to train Rajneesh currently. He is continuing to develop and succeed in his field with the unwavering support of his wife and family.

## **CHETAN PASHIKAR**



Chetan Pashikar was born with complete hearing loss. After the initial scepticism, his family was quite encouraging. In his early years, he attended a special school where he discovered he had a knack for making sketches. He soon realised that it was more than a hobby and that he was gifted with this artistic skill. He finished his Masters in Fine Arts to broaden his knowledge and hone his abilities. Through the NGO, Bal Kalyan Sanstha, which is based in Pune, he discovered NAAI. He receives weekly online instruction from the Lady Irwin College faculty. In January 2022, he also attended an offline training boot camp in Delhi.

## **Md. SHAMIM ALAM**



Md. Shamim Alam was born with a locomotor disability affecting 48% of his body. Despite this, his father helped and encouraged him while he pursued his education. He studied up till the 10th grade but had to drop out because of his financial situation. He then began assisting his father at home with tailoring work. He learned about the National Abilympic Association of India (NAAI) in 2009 thanks to the Bihar Abilympics nonprofit organisation. Alam took part in one of these contests in Patna. He was then chosen to represent India in the 2011 Japan International Abilympics. He has been participating in weekly offline training sessions with the ATDC in Patna, and in January 2022, he also attended an offline training program in Delhi.

## **BHAGYASHRI NADIMETALA**



On her second birthday, Bhagyashri Nadimetala unexpectedly lost her hearing due to an accident. She grew more interested in and skilled at art and embroidery as she got older. She began studying how to tailor while she was in the 10th grade and later completed a professional degree in the subject. Her family was incredibly encouraging and gave her the strength to pursue her aspirations as she earned her Masters in Fine Arts. Through a Pune-based NGO called Bal Kalyan Sanstha, she learned about NAAI and participated in competitions. She is currently a teacher of art in a school and pursues design courses to prepare for the Abilympics in France. She was trained offline through weekly sessions at ATDC, Mumbai, and is currently receiving weekly online training from ATDC, Gurugram.

## **PRIYANKA DEBADE**



Priyanka Debadé's story is about a little girl who had to grow up quicker than many. Priyanka lost her father when she was five years old. Yet, with a lot of help from her mother, she was able to master drawing and painting. Now, at the age of 22, she has earned a degree in embroidery and a diploma in fashion design. Bal Kalyan Sanstha, an NGO that assists people with disabilities and their families, introduced Priyanka to NAAI. Senior faculty at Lady Irwin College in Delhi mentor Priyanka through weekly online training sessions, and she also participated in the annual offline NAAI boot camp.

## **AVINASH KS**



Avinash KS is a young man from Mysuru who was born with a hearing impairment and has worn a hearing aid since childhood. He has always been mesmerised by the shop displays of the shining jewellery shops and so, he enrolled in a jewellery design and technology course at JSS College in Mysuru after finishing school and earned his certificate there. His efforts to learn how to produce jewellery have received a lot of encouragement from his father and his mentors. He is receiving consistent instruction in the subject. The faculty at Avinash's college encouraged him to compete in the 2019 NAAI regional competition.

## **FARUKH SHEIKH**



Farukh Shiekh was born with a hearing disability. Due to his family's unstable financial situation and his own need for financial independence, he began working as a steward after completing the 10th grade to support himself. From the moment he started working there, the hotel's training department and his managers provided him with excellent support. When NAAI was looking for nominations for wild card entries in that skill, Sarovar Group suggested his name. He is being trained by the Training Department of Hotel Sarovar Efcee, Bhavnagar, offline on a weekly basis.

## **SHUBHANKAR MAJUMDAR**



Shubhankar Majumdar is a talented baker who successfully handled his low vision challenge. While working toward his M.Sc. in Mathematics, Shubhankar had to live in a hostel. At that time, he began preparing meals on his own. Over time, he came to love cooking and made the decision to pursue it as a career. When he received a call from the Sarthak Kolkata Centre inviting him to compete in regional contests held in Kolkata in 2019, his family and friends were very encouraging and helped him realise his dream. At the Peerless Hotel in Kolkata, he has been under the guidance of Bakery Chef Debdip Ghatak since 2022. Under his instruction, he picked up a lot of new knowledge and improved his culinary abilities.

## **KASHIF KHAN**



Since birth, Kashif Khan has had a 99% hearing impairment. Despite having low resources, his family made sure he finished his education. He aspired to support his family and become independent after finishing school. He discovered his love for baking soon after. Even though he had a lot of difficulties growing up, he started his own bakery, facing every challenge head-on, and was very successful. His coworkers were quite encouraging and used to admire his outstanding baking abilities. He learned that NAAI was taking wild card entries for the Abilympics at that time through his hotel management team. He signed up for it and is now receiving weekly offline training from the chef of St. Regis Mumbai.

# MESSAGES FROM BOARD

## Shri Sandeep Bhargava

*Vice President of NAAI and CEO & Founder of Leap Edtech*

Shri Sandeep Bhargava is the former Executive Vice President, Vodafone India Ltd. He has a demonstrated history of working in the Corporate Affairs & Public Policy domain as a telecommunications industry professional. He is also a member of the Executive Council of PECOSA, Chairman of the Telecom Committee for European Business Group, a National Advisory Board Member at Sarthak and the Vice President of National Abilympic Association of India.



*Abilympics has been a real motivation for PwDs and they have performed well and found this platform very useful for the demonstration of their skills and make a promising career!*

**Shri Sandeep Bhargava, Vice President, NAAI**

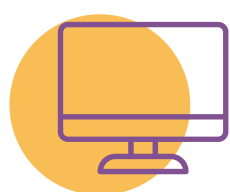
## 8. THE PATH AHEAD

### 8.1 Plan for the next Abilympics

The 10th International Abilympics competition is going to be held in 2023. Given the COVID-19 pandemic, the International Abilympics got pushed from 2021. NAAI continues to make active efforts in the preparation of the Indian contingent for the 10th IA.

To ensure that the pandemic does not hamper the preparation of Indian participants in the IA, NAAI has been organising online training sessions for the National Abilympics winners of 2018 and 2019. Initial trainings were conducted by domain experts from June to December 2020.

NAAI has identified 13 skill categories for the Indian contingent to participate in. These are:



#### **ICT/COMPUTERS**

Word Processing  
Web Page Creation  
Poster Designing  
Photography Studio  
Photography Outdoor



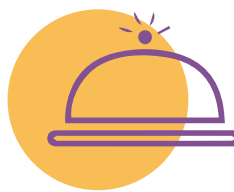
#### **CRAFTS**

Painting  
Embroidery



#### **SERVICES**

Jewellery Making  
Tailoring  
Dress Making



#### **FOOD**

Baking  
Cooking  
Restaurant Service

*Fig 10: Skill Categories for Indian contingent participating in 10th IA*

#### 8.1.1 Plan for the next Abilympics

NAAI started preparation for the upcoming 10th International Abilympics as early as 2018. Since then, NAAI has been conducting regular events and trainings to prepare, train and equip the Indian contingent for the 10th International Abilympics.





## 2018

Four regional level competitions (one in each zone) and one national level competition in Delhi were organised across 10 skill categories.

The national competition was organised with the support of NSDC and World Skills India at Aerocity (Delhi) in October. 50 medal winning participants participated in the event.

## 2019

Four regional level competitions were organised in 10 new skill categories

***235 participants with 23 gold medalists, 28 silver medalists and 28 bronze medalists awarded***

The National Competition in Delhi was organised with support from The Hans Foundation.

***38 participants with 5 gold, 8 silver and 9 bronze medals awarded***

## 2020

NAAI received list of 45 skill categories for the upcoming Abilympics.

NAAI organised a 6-day assessment camp to provide candidates with exposure and training by experts. Unfortunately, this camp had to be stopped mid-way due to the COVID-19 pandemic. Training was shifted online for the remainder of the camp.

## 2021

The final set of participants and event categories were identified and selected to represent India.



## 8.1.2 Last Mile Preparations

### *Final Call for Experienced Candidates*

NAAI engaged more experienced as well as new candidates nationally to represent India at the upcoming International Abilympics. The reasons for enrolling new and experienced candidates are many:

- Delay in finalisation of dates for international competitions due to COVID-19 pandemic
- Enthusiasm and interest from experienced and promising candidates from corporates, especially IT and hospitality sectors and premier institutions to represent India
- Withdrawal of candidates following National Competitions
- Lack of suitability of candidates for international-level competitions after online training

### *Assessment Camp*

Candidates appeared for a common competitive assessment organised by NAAI in order to be selected. This assessment was held online between October 18 and 21, 2021. Candidates were selected based on their performance in tasks and test modules set by experts. This assessment was conducted for 13 skills in a fair and transparent manner. All assessments were overseen by an observer appointed by National Skill Development Corporation (NSDC), working under the aegis of Ministry of Skill Development & Entrepreneurship (MSDE), Government of India.

### *Upscaling Skills through Advanced Trainings*

Going forward, advanced training will be provided for selected candidates offline or online. The medium of delivery will depend on the skill requirements and COVID-19 situation. Training will be imparted by experienced experts as per international standards. All final selections will be performance-based. Monthly review and monitoring will be conducted by NAAI officials and experts during the training period.

### **GEARING UP FOR 10<sup>TH</sup> IA**

*NAAI has planned to hold 3-4 offline boot camps once the dates of the 10th International Abilympics are announced. NAAI will also facilitate travel and other arrangements for the Indian contingent at the 10th IA well in advance.*

## 8.2 Future Plans

NAAI continues its efforts towards achieving its objectives of promoting and organising Abilympics in the country and enabling the provision of equal opportunities for PwDs. With these objectives in mind, it has formulated the plan to achieve short-, medium- and long-term goals.

### 8.2.1 Short-term Plans

- Finalising skills for PwDs of different age groups (10-17; 18-23 and 35 & above), under ICT, Crafts, Services, Industry and Hospitality trades
- Identifying and finalising Abilympics State Nodal Agencies across India
- Building capacities of State Nodal agencies through training of trainers
- Starting registrations of PwDs for the next cycle of vocational skill based state/regional competitions with the support of State Nodal Agencies
- Conducting pre-assessments of registered PwDs at the district/divisional levels with the support of State Nodal agencies
- Organising basic training sessions for PwDs who have registered for different vocational skills with the support of State Nodal agencies before final selections for regional competitions
- Inviting selected participants based on training and assessment to compete in the Regional Abilympics (whenever a date is identified and other planning activities are undertaken)

### 8.2.2 Medium-term Plans

- Organising national skill competitions to showcase the talent and potential of regional winners
- Approaching NITI Aayog, Ministry of Skill Development & Entrepreneurship (MSDE), and Ministry of Social Justice & Empowerment (MSJE) to bid with IAF Japan, for hosting the next International Abilympics skill competitions in India

### 8.2.3 Long-term Plans

- Campaigning and strategising for the inclusion of National and International Abilympics as a regular feature of India Skill competitions and World Skills competitions organised for non-disabled participants for mainstreaming of PwDs nationally and globally
- Championing and recommending bringing Abilympics under the purview of UN Events





# MESSAGES FROM BOARD

## Shri Raj Kapur

*National Secretary of NAAI and Advisory Board  
Member at Sarthak*

Shri Raj Kapur has a chequered career in the corporate world in India for a period of almost 40 years. He started as a Management Trainee in July 1974 and superannuated in 2016 as the Chief of JCT Electronics Limited, which was the largest manufacturer of electronics and part of the Thapar Group of Industries. He continues to be an advisor for new projects at the organisation. During the course of his career, he worked in diversified industries like BILT (Paper), Sehgal Paper (Snotex Tissue), Sterling Steels & Wired Ltd. (Steel Wire) and JCT Electronics Limited (Electronics).



*My experience in my association with NAAI has been extremely gratifying. NAAI is not only assisting the PwDs in gaining economic independence by demonstrating excellence in their acquired skills but also helping them develop self-confidence and self-esteem. It helps develop their personality, feel like champions and aspire to be champions, making a case to be treated with respect in society. It enables PwDs to integrate with the mainstream of society with pride and demand respect as champions; which they deserve. Sarthak and NAAI's goals are so integrated and I feel proud to be associated with these two organisations which are an epitome of selfless service. Dr. Aggarwal and the team of Sarthak and NAAI deserve to be appreciated and recognised by the society much more.*

**Shri Raj Kapur, National Secretary, NAAI**

# 9.MEDIA

Sarthak's works in the disability sector has received consistent media coverage over the years. This cooperation and encouragement from the media has been crucial to the organisation's work, helping Sarthak reach out to larger populations and spread awareness about the services and opportunities available. Such coverage also serves as a testimonial to the organisation's impact, recording and celebrating the role of the Abilympics in particular in changing lives.

## National Events

**OVERCOMING CHALLENGES**

THE 19TH EDITION OF INDIA'S REGIONAL ABILYMPICS WILL BRING MORE THAN 500 PEOPLE WITH DISABILITIES UNDER ONE ROOF TO SHOW THEIR VOCATIONAL SKILLS

New Delhi: For over an hour, Anshika Arora's 'Yoda's' eyes remained glued to a computer screen as she watched developers an animated character on a multimedia software. The 23-year-old, born with hearing impairment, was among the 500 people with disabilities who came to India's Regional Abilympics, held recently at the Indira Gandhi Centre for the Differently Abled.

The International Abilympics, also known as the Olympics of Abilities, is an annual skill contest held for people with disabilities. The first edition was held in 1973 in the USA, and since then, it has become a global phenomenon. In India, the first edition was held in 1983, and since then, it has been held annually.

This year's edition was held at the Indira Gandhi Centre for the Differently Abled, New Delhi. It was the first time that the event was held in India. The event was organized by the National Association of the Differently Abled (NADA).

The competition was held in three categories: Vocational Skills, Creative Arts, and Sports. Participants from all over India took part in the competition. The winners of the competition will represent India at the International Abilympics, which will be held in the USA next year.

Anshika Arora, who won the first prize in the Vocational Skills category, said, "I am participating because I am enjoying. My aim is not to win but to learn and enjoy. It is so far away to think about winning."

— ANSHIKA ARORA, PARTICIPANT

## Olympics with a difference: A skill contest where special abilities can bag you a job

**Haryana gives land for PwD centre**

Gurgaon: The Haryana government has allocated a plot of land in the Gurgaon district for the establishment of a new PwD center. The land is located in the Gurgaon district, near the Gurgaon-Bhiwani border.

The Haryana government is committed to providing employment opportunities for people with disabilities. This new center will provide a platform for people with disabilities to showcase their skills and talents.

The center will be managed by the Haryana Sahakar Board. It will provide a platform for people with disabilities to showcase their skills and talents. The center will also provide training and support to people with disabilities.

The Haryana government is committed to providing employment opportunities for people with disabilities. This new center will provide a platform for people with disabilities to showcase their skills and talents.

Virat Vaibhav-New Delhi, November 18-2019, Page 04

**छठे राष्ट्रीय एबिलिम्पिक्स का हुआ समापन**

एबिलिम्पिक्स में विजय प्राप्त करने वाले खिलाड़ियों को पुरस्कार प्रदान किया गया।

छठे राष्ट्रीय एबिलिम्पिक्स का समापन कार्यक्रम 18 नवंबर को नई दिल्ली में हुआ। कार्यक्रम में विजय प्राप्त करने वाले खिलाड़ियों को पुरस्कार प्रदान किया गया।

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**LEISURE**

THE MORNING STANDARD

INDIA'S REGIONAL ABILYMPICS

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Anshika Arora, who won the first prize in the Vocational Skills category, said, "I am participating because I am enjoying. My aim is not to win but to learn and enjoy. It is so far away to think about winning."

— ANSHIKA ARORA, PARTICIPANT

NAME	PLACE	DATE
Dainik Bhaskar	Noida/New Delhi/NCR	14th November 2019

**एबिलिम्पिक्स और दिव्यांगता पर संगोष्ठी 15 एवं 16 को दिल्ली में**

नई दिल्ली। "हम सभी अपने ही तरह से अनेक हैं, अपनी अक्षमताओं से अपरिभाषित।" एबिलिम्पिक्स से निकलने वाला ये एक स्पष्ट संदेश था जिसने सारे देश में दिव्यांगता से जुड़ने वाले सैकड़ों लोगों को उनके कोशल का प्रदर्शन करने के लिए अनोखा मंच प्रदान किया।

एबिलिम्पिक्स यानि एबिलिटीज (योग्यताओं) का ओलंपिक्स, दिव्यांगजनों को आगे आकर मुख्य भाग का एक हिस्सा बनने के लिए प्रोत्साहित करने में सफल रहा है। इस साल रिजनल (क्षेत्रीय) एबिलिम्पिक्स चार प्रमुख शहरों में आयोजित किए गए, उत्तर क्षेत्र (नई दिल्ली, दक्षिण क्षेत्र (चेन्नई), पूर्व क्षेत्र (कोलकाता) और पश्चिम क्षेत्र (मुंबई)। अब इस महाशर में और आगे ले जाते हुए 6वीं राष्ट्रीय परिषद और राष्ट्रीय एबिलिम्पिक्स 2019 का आयोजन नेशनल एबिलिम्पिक्स असोसिएशन ऑफ

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**6th National Abilympics to bring spotlight on inclusivity of differently-abled**

New Delhi: The 6th National Abilympics will be held in New Delhi on November 15 and 16. The event is organized by the National Association of the Differently Abled (NADA).

The event is a platform for people with disabilities to showcase their skills and talents. It will also provide training and support to people with disabilities.

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## MESSAGES FROM BOARD

### Smt Minetta Paatil *National Secretary of NAAI*

Smt Minetta Paatil served as the Executive Director of Bal Kalyan Sansthan and is currently the President of Abhisar Foundation, Pune. Over the last forty years, she has worked to enhance vocational training and empowerment for persons with disability.



*Having closely observed the functioning and work of NAAI, I am absolutely delighted that NAAI is reaching new heights under Sarthak. The organisation has been able to raise awareness on the true abilities of PwDs and give them the opportunity to show their wonderful capabilities to the world.*

**Smt Minetta Paatil, National Secretary of NAAI**



## 10. GALLERY









# 11. ACKNOWLEDGEMENTS

The environment for working in the disability sector in India has never been more conducive. For this, we would like to thank both government and international bodies for their policies that promote inclusion and accessibility. In particular, our thanks to the Ministry of Skill Development & Entrepreneurship through NSDC, the Department of Disability Affairs and the National Institute for Transforming India (NITI Aayog). We are also grateful for legal provisions such as the RPwD Act and the National Education Policy that have enabled organisations like ours to work more effectively and sustainably towards the empowerment of PwDs. The various initiatives supporting skill development by the Central and State Governments have also been instrumental in enhancing the work done at Sarthak.

This project was made possible thanks to the support and trust of our partners and other stakeholders who have always been supportive of Sarthak. We are extremely grateful to all our partners for NAAI. Their support has helped in every aspect of hosting the Abilympics in India – funding, training, knowledge sharing, and hosting.

Much of our work is fuelled by our NGO partners who work tirelessly to provide better opportunities and support systems for PwDs. We would like to thank Blind People's Association (Ahmedabad), Kamayani School (Pune), Ability Foundation (Chennai), v-shesh (Chennai), Enable India (Bengaluru), National Association for the Blind (New Delhi), and Shanta Memorial Rehabilitation Centre (Bhubaneswar) for all their efforts.

Our international partners have also been an integral part of our work. We would like to extend our gratitude to Aflatoun International, Careeredu (Nigeria), European Social Network (ESN), International Agency for Prevention of Blindness, International Disability Alliance (IDA), Valuable 500, International Labour Organisation (ILO), Global Rehabilitation Alliance, Russian Society for Disabled People, Nippon Foundation (Japan), World Blind Union, and American Foundation for the Blind for their commitment and collaboration.

Sarthak's work has also hugely benefited from the consistent support of our funding partners- Amazon, Aristocrat, Brookfield Asset Management, Capgemini, Clarivate, Cognizant Foundation, Colgate, Credit Suisse, Delhi Indira Gandhi International Airport, Engineers India, Fidelity International, HDFC Bank, HT Parekh Foundation, Hindustan Unilever Limited, InfoEdge, Kotak Mahindra Bank, Lemontree Hotels, LTI, Mahindra & Mahindra Financial Services, Mahindra Insurance Brokers, Mindtree, National Skill Development Corporation, National Investment & Infrastructure Fund, Optum, Pernod Ricard, Polaris Foundation, Powerlinks Transmission Limited, Railtel, Rich Products & Solutions, Rotary Club of Garden City, SBI Card, Team Computers, The Hans Foundation, Tupperware, and United Way Mumbai.

From within Sarthak, gratitude to our national and advisory board members, and mentor and guru Padma Bhushan Dr. M.B. Athreya. We are also thankful for the support of Shri Krishan Kalra, Shri Ranjan Chopra, Shri Lov Verma, Shri Sandeep Bhargava, Shri Atul Bhatnagar, Shri SK Gupta, Dr. Sudhir Gupta, Shri Raj Kapur, Smt Anuradha Bhavnani and Shri Sidhartha Rastogi. Special thanks to Dr. Jitender Aggarwal (CEO), Nistha Tripathi (Program Leader, India) and Rajat Mohan (Abilympics Leader India).

Finally, our gratitude to AuxoHub for helping us collate and compile this report.

# THE ABILYMPICS SONG

*We can and we will  
Koi mushkil ho, dur manzil ho,  
Never stops us from dreaming,  
Haarta hal voh, haar mane jo,  
We are what we believe in.*

*Hum dharti ko ambar sey mila dein,  
Hum ud sakte hain, udkar dikha dein,  
Hum choo le sitaron ko, we can touch the sky,  
Aasha ke pankhon pe, we can and we will fly.*

*Jaane kal kya ho,  
Jee le is pal ko,  
Let's give life a new meaning,  
Aaj kar le voh,  
Kah raha dil jo,  
This is just the beginning.*

*Hum dharti ko ambar sey mila dein,  
Hum ud sakte hain, udkar dikha dein,  
Hum choo le sitaron ko, we can touch the sky,  
Aasha ke pankhon pe, we can and we will fly.*

*We can dream together, together you and me,  
We can make it happen, if only we believe.*

*Hum dharti ko ambar sey mila dein,  
Hum ud sakte hain, udkar dikha dein,  
Hum choo le sitaron ko, we can touch the sky,  
Aasha ke pankhon pe, we can and we will fly.*

---

**Composed and sung by Dr. Palash Sen**  
**Accompanied by George Abraham and Manju Mahu**  
**Lyrics by Shubha Menon**

