

Saksham - Empowerment of Persons with Disability Camp Maharashtra, India, 20th – 26th December, 2019

1. Background – Saksham Programme

The Rights of Persons with Disabilities Act, 2016 is the disability legislation passed by the Indian Parliament to fulfill its obligation to the United Nations Convention on the Rights of Persons with Disabilities, which India ratified in 2007. There are 21 types of disability as per the latest amendment. According to NSSO, 1.9% of Indian population has locomotor disability and 40% of the total Persons with Disability are locomotor. Uttar Pradesh and Maharashtra are the states with highest number of Persons with disability in India. These secondary data were taken as reference before developing the programme Saksham.

In Spark Minda Group community development is a value driven concept since its inception. The Six intervention areas in which the Foundation operates, Empowerment of Persons with disability is one of the major areas of intervention. This program supplements the Accessible India Campaign of Government of India. Saksham programme is also in-line with the Sustainable Development Goal 10 Reduced Inequalities, which aims at provision of employment to the PWDs, in creating an inclusive environment, in providing accessibility to the PWDs, in aiding the procurement of disability certificate, UDID and by partnering with NGOs, like-minded CSR groups and also with the government.



Limb fitment camp organized in Uttar Pradesh in 2017



Limb fitment camp organized in Vietnam in 2018

Within this programme, the Persons with Disabilities (PWDs) are not only benefitted with assistive aids but are also provided with assistance for employment and livelihood. Saksham was launched as a programme in the year 2015 and since then it has played an important role in the empowerment of the PWDs. Over these last 4 years, this programme has provided **7928 assistive aids** and has employed more than **300 PWDs** within the Group Factories. The aim of the program is are as follows:

- **Provide Accessible and Assistive Technologies:** Out of many disabilities, mobility disability has been identified as an area to provide accessible and assistive technology.
- **Impart Skill through on Job Training:** On job training is provided to person with different type disabilities within the factories and with the partnered organizations
- **Create Inclusive Workplace and Ergonomics:** Infrastructural changes are incorporated as per different type of disabilities in the workplace. An ecosystem conducive to PWD's is been created through human behavior.

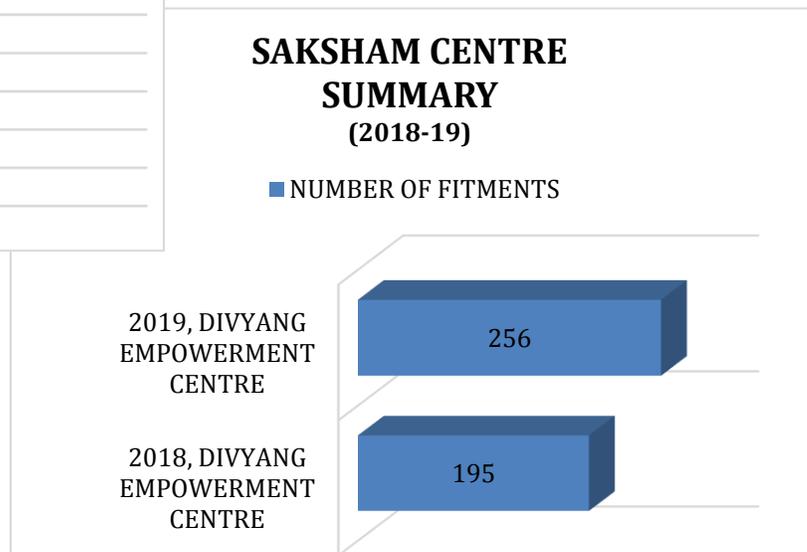
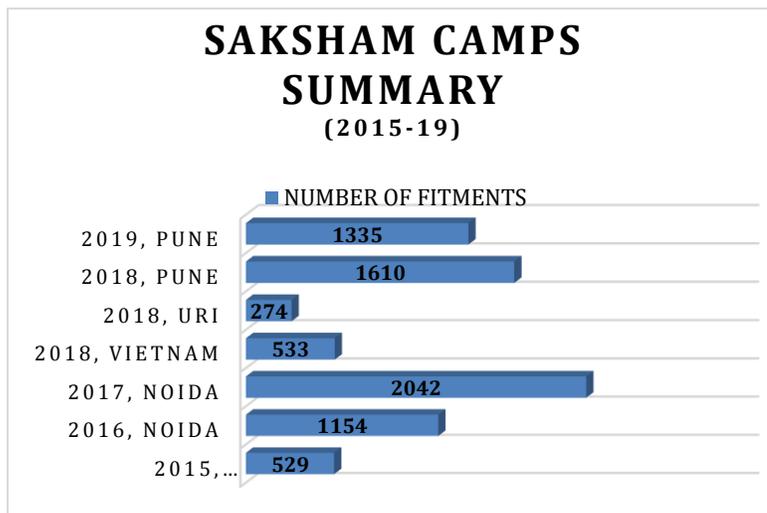


Doctors at work at the Limb fitment camp in Indonesia, 2015

- **Employ different type of Disabilities.:** A mapping exercise is conducted to identify the best suitable person for different type of disabilities. Subsequently post her OJT, they are employed in the functions. Currently 308 PWDs are working in the factories.
- **Train them for 5S, Life Skills and Evacuation:** Adequate training of like skills, 5S, Evacuation etc. is imparted for the case of emergencies.

2. Journey so Far

Since 2015, Spark Minda Foundation conducted **Seven camps** for the PWDs of Indonesia, **Vietnam, Uttar Pradesh, J&K and Maharashtra**. A permanent centre for empowerment of persons with disability has been set up in Khed, Pune.



3. Saksham – Empowerment of Persons with Disability Camp, Maharashtra, 2019

As the name suggests the Saksham programme has been designed to help persons with disabilities reduce their dependence on others for — mobility and earning a living. During the camp, **1335 assistive aids** were given and employment was facilitated to **120** persons with disability and **30** of them have been absorbed into the Spark Minda Group. **162 Unique Disability ID** registrations were facilitated during the camp.

3.1 Together we can



A Seven-day camp from 20th to 26th December, 2019, was organized at Chimbali Phata, Pune. The idea behind this camp was to put up a one stop facility for the persons with disability where they can avail benefits of free of cost assistive aids, job fair, and Unique Disability ID registration. The programme was organized in collaboration with Confederation of Indian Industries (CII), Skill Council for Persons with Disability (SCPwD), Vishwa Yuva Kendra, Jaipur Foot and India Business Disability Network (IBDN). Aegis Global, Godrej-Agrovet, Sodexo, Sarovar Hotels, Accor Group, Accenture and Cummins participated in the job fair.



A workshop by Sector Skill Council for Persons with Disability during the camp

Other non- government organizations such as Prahar, Kranti Pratisthan, Manav Vikas Sangha, Samarthanam Trust for Disable, Sarthak Education Trust, Aadhar, Rastriya Apang Vikas Mahasangha, Jagrut Apang Sabghatana, Zunja Divyang Sanshta, Shri Sai Arpan Foundation, Apala Manus Apala Sangha, Equitas, Janamitra Pratishthan, Youth 4 Jobs, Sandhi Niketan Shikshan Santha, Balkalyan Sanstha, Zilha Parishad - Pune, Niwashi Mukabadhira Vidhyalay, Snehalaya, Apang Kalyankari Sanstha, Mahatma Phule Apang Shikshan Kendra, Janseva Shikshan Mandal, Janashakti Pratishthan, helped the foundation mobilize persons from around 20 blocks around Pune.

Persons with disabilities were mobilized from Ambegaon, Baramati, Bhor, Daund, Haveli, Indapur, Junnar, Khed, Maval, Mulashi, Pune City, Purandar, Shirur, Velhe, Sangamner, Akole, Shirampur, Satara, Beed, and Kolhapur.

3.2 Facilities

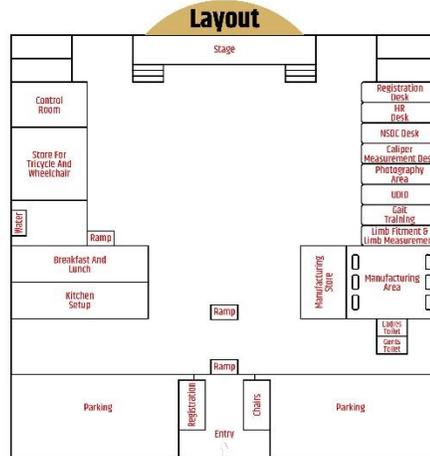
CAMP INFORMATION

Camp

Programme Name : Saksham
Camp Name : Empowerment of Person with Disability
Start : 20/12/2019
End Date : 26/12/2019
Time : 08.00 am to 05.00 pm
Address :
 Dyanraj Mangal Karyalaya,
 Chimbali Phata, Pune-Nashik Highway,
 Khed, Pune, Maharashtra.

Camp Incharge : P. K. Karn

Helpline : 7447426191 / 7447426191
 saksham@minda.co.in



Facilities

- Prosthetic Limb
- Caliper
- Auxillary & Elbow Crutch
- Wheelchair
- Handsticks
- Tricycle
- Walker
- Employment Support
- Skilling Support
- UDID
- Breakfast, Lunch & Dinner
- Blanket
- Pickup & Drop

A CSR Initiative of Spark Minda Group.....

The Empowerment of persons with disabilities camp was organized with the aim of providing a comfortable one stop solution to the persons with disabilities and their attendants who ranged from 3-year-old children to senior citizens. To remove the hinderance of transportation and ensure utmost comfort of the participants the following facilities were arranged for:

- Assistive aids:** Prosthetic limbs, calipers, axillary and elbow crutch, wheelchairs, handsticks, tricycles, walkers were given to the beneficiaries as per the prescription of the doctors present in the Camp.
- Employment support and skilling support:** To facilitate employment of persons with disabilities a kiosk in collaboration with Sector Skill Council for Persons with Disabilities, where in counselling sessions of the Pwds regarding the skilling support available from the government was provided to them.
- UDID:** A temporary center for registering the UDID of persons with disabilities was set up. This set up helped at least hundred and fifty persons with disability get themselves registered for obtaining their UDID.
- Blankets:** Along with the aids that were given to the persons with disabilities 1000+blankets were distributed to them.
- Meals:** Since most of the Persons with Disabilities were mobilized from distant places (100kms or more) it was found necessary to provide for the meals that they would consume. Breakfast, Lunch was arranged every day whereas, arrangements for snacks and dinner were made on spot. The meals were free of cost.
- Children's corner:** A children's corner or a play room was set up in the camp to ensure that the curious and energetic minds were engaged. A number of toys, books, balls and balloons were brought together for them.
- Maternal care center:** A room was dedicated for mothers for tending to their infants - sterilized nipples, warm milk was made available at all times.



Saksham camp turnout



Maternity care center and play room for children

- Pick up and Drop:** Arrangements were made for pick up and drop of Pwds coming in to the camp from remote and distant areas.

3.3 Learnings

The camp was a result of coming together of a number of activities and partnerships taken up at the front of different stakeholders. The following factors ensured that the camp was concluded efficiently and effectively over a period of 7 days:

- Community connect:** It is essential to establish a connection with the community to be able to gain their support and cooperation for organizing a program of scale. To ensure this, camps are organized in proximity to the areas where the foundation's CSR Programs and team is active.
- Rapport building:** To be able to gain confidence of the community and ensure voluntary participation of a number of stakeholders such as the local administration and peacekeepers, CSR volunteers working and council members working in the group units. Rapport building thus improves the efficiency with which the program can be conducted.
- Team:** A team is required to reach out to persons with disabilities through calls and through screening camps. With the help of our local collaborators **screening camps** are organized to mobilize persons with disabilities for the final camp. Each block is given a specific date for visiting the camp. While the team onsite is responsible for establishing community connect and building rapport. An offsite team is equally important for supporting the onsite team, and coming together for the execution of the program.
- Partnership and collaboration:** It is also important to identify and collaborate with the right organizational partners that help widen the reach of the envisioned program. Partners also facilitate the increase in the depth of work being done. Each identified partner must be working for the cause of persons with disabilities be it in employment, skilling, UDID registration or in providing assistive aid.
- Standard Operating Procedure:** A document mentioning the detailed standard operating procedure is in the working to ensure easy replicability of this model.
- Sustainability:** The continued benefits of a project can only be availed and absorbed by the society if the perpetuality of the project is ensured. Community connect, rapport building, partnership and collaboration and creation of a standard operating procedure will ensure the sustainability of this program.



Buses were arranged for ensuring comfortable movement of beneficiaries to the camp site



Members of the Spark Minda team with the beneficiaries

4. Way forward

The Saksham initiative by the Spark Minda Foundation, is a program of national eminence. The Ministry of Corporate Affairs awarded the National CSR Award to the Saksham initiative of Spark Minda Foundation. Since the inception the scope of the program has increased every year. For the year 2019-20, Unique Disability ID registration was facilitated, a 7-day job fair was organized and skilling counselling was organized.

In the coming years we aim to incorporate the UDID registrations as a regular facility at the Saksham center. Organizing job fairs will be streamlined and a set schedule will be drawn out before the commencement of the camp. It is expected that, in **May, 2020**, a camp will be organized in Uri, **Kashmir**, in collaboration with the Indian Army.



*Empowerment of Persons with Disability
Camp, December 2019*