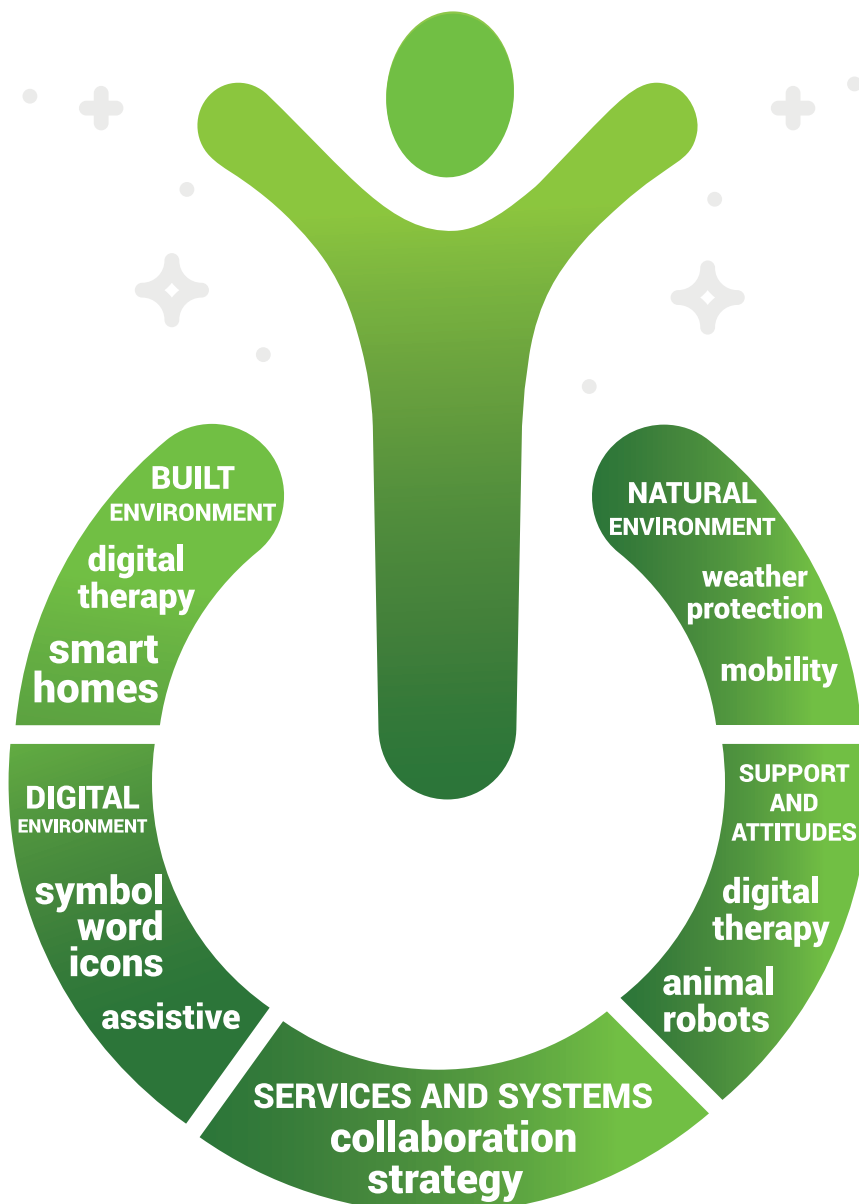




NCPEDP MPHASIS
UNIVERSAL DESIGN
AWARDS
2022

Empowering the potential in you



Forewords



Arman Ali

Executive Director
NCPEDP

The onset of the COVID-19 pandemic and the consequences have changed the face of human living forever. In a complex system where everything went virtual and the need to connect, but from a distance, was unparalleled than ever before, dependencies on technology grew. For persons with disabilities, accessibility remained a challenge. The 13th NCPEDP-Mphasis Universal Design Awards 2022 is an attempt to recognize the individuals and organizations who have been doing exemplary work towards the cause of accessibility and thus ensuring a life of equality and dignity for people with disabilities.

The recently launched Global Report on Assistive Technology notes that “Assistive Technology enables and promotes the inclusion, participation, and engagement of persons with disabilities, ageing populations and people living with chronic conditions in the family, community and all areas of society, including the political, economic and social spheres”. It also reports that of the countries surveyed, globally one in three people need at least one assistive device. With factors like affordability, availability, and support in consideration, the overwhelming nominations received this year point to India’s potential of becoming a global leader in providing disability solutions based on Assistive Technology.

Following the principles of universal design, i.e., a design that is usable to the greatest extent possible by everyone, regardless of age, ability, or situation, all products and services can be made accessible. As India completes 75 years of independence, our focus should be on becoming the global leader in providing technology-based solutions to ensure no one is left behind. It is my firm belief that with the growing number of nominations and enthusiasm within individuals and organisations alike, India has the right potential and vision to become a knowledge and technical hub for all issues related to disability.

To all the winners and the nominees, I congratulate you all and wish for you to remember that a small step goes a long way in advancing the discourse around disability.



Mr Srikanth Karra

Chief Human Resource Officer
Mphasis

NCPEDP, in association with Mphasis, instituted The NPCEDP – Mphasis Universal Design Awards in 2010 as a recognition for exemplary work towards the cause of accessibility and thus ensuring a life of equality and dignity for Persons with Disabilities (PwDs). Our association with NPCEDP is now marking thirteen years with a primary focus on advocacy-based efforts to impact policy change and the effective implementation of existing policies for improving the cause of persons with disabilities.

The intent of the universal design is to simplify life for everyone by making products, communications, and the physical environment more usable by as many people as possible at little or no extra cost. It is wonderful to see innovators and organizations such as the ones felicitated at the 2022 Mphasis-NCPEDP Universal Design Awards, going above and beyond themselves to help the larger cause of an inclusive society where persons with disabilities can participate equally.

Ensuring that the needs of persons with disabilities are met through universal design and accessibility, is the need of the hour, and Mphasis' CSR works towards the inclusive development of this section of society. Our journey towards 100 years of our nation's independence would be incomplete without having an inclusive and accessible society where every individual has equal opportunities. Only when people with disabilities can live their lives free of unjust barriers will the work be done.



NCPEDP MPHASIS
UNIVERSAL DESIGN
AWARDS



The NCPEDP – Mphasis Universal Design Awards logo stands for the spirit of Freedom and Celebration. The person with disability appears to be throwing her/his arms up in the air in celebration of the Awards and the hope they bring to so many. The dynamic oval form gives an illusion of constant motion suggesting that people can achieve whatever they want, regardless of the odds stacked against them. The orange colour further enhances this optimism of the new universal and inclusive world.

The NCPEDP-Mphasis Universal Design Awards

Conservative estimates put the population of people with disabilities in India at 70-100 million. Only a miniscule percentage of this population can be seen in the mainstream. The core reason for this is the basic lack of access. Accessibility not only means access to physical spaces but also means access to information, technology, transport, services, aids and appliances, etc. Access, therefore, is an issue that cuts across disabilities and sectors and forms the very basis of empowerment of people with disabilities. A concept that is intrinsic to any kind of access is 'Universal Design', which means a design that is usable to the greatest extent possible by everyone, regardless of age, ability, or situation.

With a view to spreading awareness of Universal Design and popularising the concept, the NCPEDP-Mphasis Universal Design Awards are conferred under three categories: persons with disabilities, working professionals and companies/organisations who have created an impact in accessibility and Universal Design in any of the following areas - built environment, transport infrastructure, service provision, information and communication technology (ICT), universally designed consumer products, mobility & independent living aids, or assistive technology in their personal/ professional capacity.

Across categories, the Awards will recognise innovative efforts that create an impact in the area of accessibility and Universal Design. It is expected that, in over time the Awards have gained recognition and credibility as also encourage more and more people to work in the field of promoting Access and Universal Design. The Javed Abidi Public Policy Awards were instituted in 2018 to celebrate advocacy efforts to promote accessibility.

Persons With Disabilities

These Awards are given to persons with disabilities who have created an impact in accessibility and Universal Design through work done in policy framework, grass-root level implementation, design and development, access audits, or even the rights movement/ advocacy.

Working Professionals

These Awards are given to working professionals who have created impact in accessibility and Universal Design. They could be employees of an education institute/NGO/ corporate/ government body that has taken up the cause, or could be consultants or freelancers who has devoted their time for the cause. Their individual contribution to the cause should have been a major reason for the success achieved by the organisation/firm/movement. She/he may also be an individual who is involved in the cause independent of any organisational support and has achieved significant success in the core objective of gaining accessibility for people with disabilities.

Companies/Organisations

Awards in this category are given to Companies/organisations that have implemented either/all of these within their organisations, which has led to them recruiting or serving people with disabilities and providing them equal opportunities to participate to the best of their abilities. These can be any type of an education institute/NGO/ corporate/ government body – private sector, public sector, joint sector, SME or even proprietorship/ partnership firms. The selection criteria will not only be for adopting accessibility policies, but also for implementing them at the workplace.

NCPEDP – Mphasis Javed Abidi Public Policy Award

For Universal Design is a new category instituted in 2018 in memory of the Late Mr. Javed Abidi, to recognize advocacy efforts to promote accessibility. This could be in the area of physical infrastructure, transport, ICT, products and services and will be awarded to one organisation and one individual doing exemplary work to create a level playing field for people with disabilities to access the same opportunities and rights as all other citizens of India.



Award Jury 2022



Pradeep Gupta Chairman CyberMedia Group; and Trustee, NCPEDP

Pradeep Gupta is the Chairman of the CyberMedia Group, the speciality media house, with brands like Dataquest, PCQuest, Voice&Data, DARE, CIOL, Global Services etc. He was conferred the "National Entrepreneurship Award as the Best Mentor" by the Ministry of Skill Development and Entrepreneurship, Government of India. Pradeep is the Chief Mentor of Electropreneur Park, Delhi & Bhubaneswar. Pradeep is an Angel investor and has mentored over 250 start-ups. He is the co-founder of Indian Angel Network, Asia's largest angel network. He is also the recipient of the Distinguished Alumni award of IIT Delhi and IIM Calcutta and the Helen Keller award for working in the disability sector.



Deepa Nagraj Senior Vice President & Head- Sparkle Innovation Ecosystem and Communications at Mphasis

Deepa's responsibility includes managing a company's reputation and relationships globally with consulates, academic institutions, industry partners. She also oversees ESG and is an active member of the CSR committee. Her keen interest in the industry helped her take on various roles over the years in Strategic Marketing, Corporate Strategy and Benchmarking, Marketing and Communication functions.



Dr Sapna Poti Director, Strategic Alliances in the Principal Scientific Advisor's Office, Government of India

Dr Poti's primary role is to promote Scientific R&D and Innovations for social impact and to address industry problems through Industry, Foundations and Government channels. This includes engaging Science & Technology institutes and the entire start-up ecosystem to meet National Missions & National priorities including COVID-19, doubling farmers' income, make in India, water mission, waste management mission etc. Dr Poti is a PhD from IIT Madras with a dissertation in Enterprise Resources Planning (ERP) and has around 26 years of experience in Industry, Consulting and Government.



Shilpi Kapoor Founder, BarrierBreak & 247 Accessible Documents

A serial entrepreneur with a passion for technology and disability, Shilpi Kapoor is the founder of BarrierBreak & 247 Accessible Documents which focuses on digital accessibility. With a team of 240+ accessibility experts and 65% of them having a disability, she has grown this to scale. An accessibility evangelist, Shilpi has been recognized as one of the Top 15 Women Transforming India by Niti Aayog 2019 and as one of the Top 20 Most Powerful Women in Business in India for the year 2017 by Business Today magazine. Her belief in inclusion goes beyond Newz Hook, which is India's premier media site focusing on disability, inclusion & accessibility. Having started in India, she wants to take this globally, so that we can change attitudes towards people with disabilities.



Subodh Sachan Director STPI-HQ and Chief Innovation Officer, STPINEXT

Subodh Sachan is heading pan-India startup initiatives of Software Technology Parks of India (STPI) including the establishment of domain-specific 20+ Centres of Entrepreneurship in emerging technologies like IoT, AI, BlockChain, AR/VR, Next Generation Incubation Scheme etc. He is involved with MeitY's start-up initiatives and schemes such as NGIS, ICT Grant Challenges, SAMRIDH, SASACT, MeitY GENESIS etc. An IIT Roorkee and IIM Bangalore alumnus, a senior professional from the Industry who has joined STPI as Director after working in the Industry at the Global level in various capacities.



Prof. Mukta Kulkarni Professor at the Indian Institute of Management Bangalore

Most of Mukta's work is focused on the inclusion of persons with disabilities. With regard to disability inclusion, she has served on the National Committee of the Confederation of Indian Industry. She has also authored reports for The Ministry of Social Justice and Empowerment - Government of India, and for the Office of the State Commissioner of Karnataka. She serves as an Honorary Advisor for Enable India, one of India's largest disability livelihoods agencies. With regard to her disability work, she held the Mphasis Chair for Digital Accessibility and Inclusion.

Category A: Persons with Disabilities



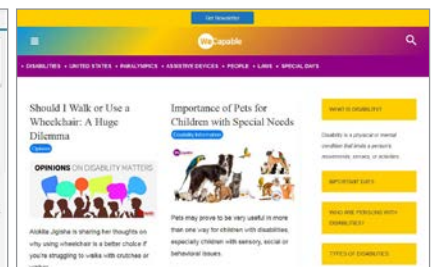
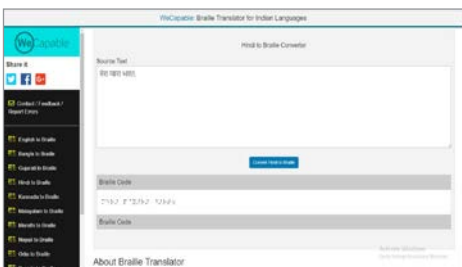
Vidhya Y Karnataka vidhyay93@gmail.com

Vidhya Y, being blind since birth, faced several obstacles to study subjects such as Science and Math due to their visual nature. Yet she excelled in them and was a gold medalist from IIITB and had interned at Microsoft. Despite her brilliant academic track record, when no company was willing to hire her after her post-graduation due to her blindness, she used the setback as an opportunity and ventured as an entrepreneur. In 2017, Vidhya founded a nonprofit organization called "Vision Empower" with a mission to make STEM education accessible to visually-impaired students, so that no child would have to face the challenges that she did. After 5 years since its inception, Vision Empower has worked with 83 schools in India across 6 states. In 2020, Vidhya also co-founded "Vembi Technologies" to design and manufacture assistive technologies to cater to the educational needs of children with visual impairments.



Lalit Kumar Delhi india.lalit@gmail.com

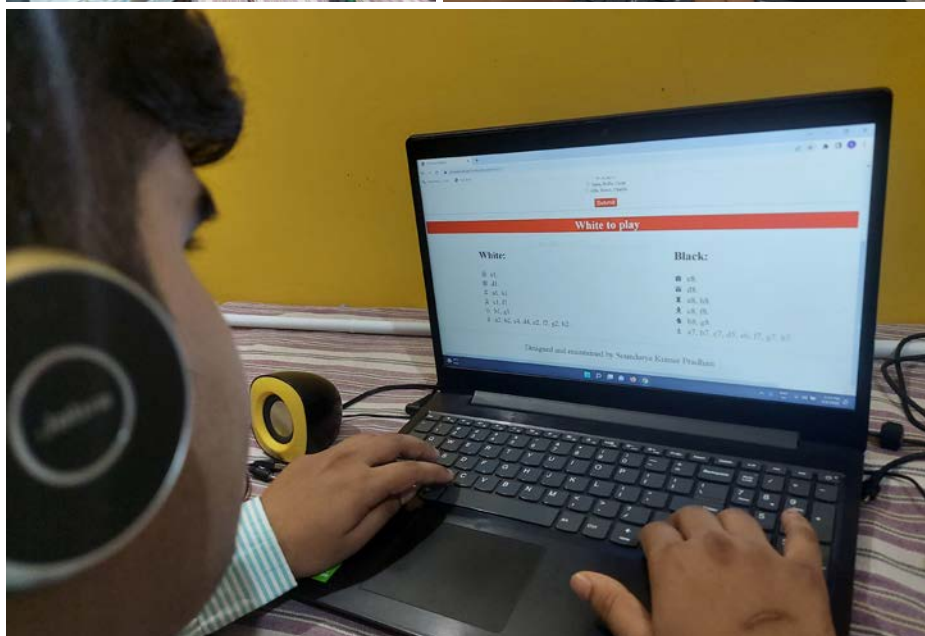
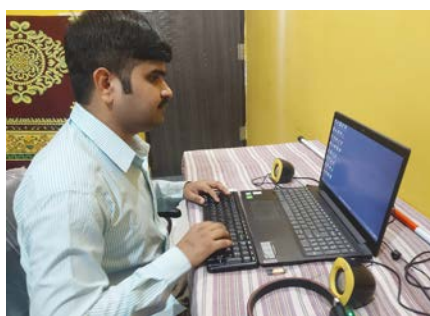
Lalit Kumar is the Chairman and Managing Trustee of Evara Foundation. He uses his skills in technology, language and literature to promote the rights of persons with disabilities in many unique ways. Lalit is credited with launching the mission of establishing the disability-centric literary movement in Hindi and other Indian languages. He also established India's biggest disability-centric YouTube channel, named Dashamlav. His autobiography 'Vitamin Zindagi', has been translated in many languages. This book has proved to be a great disability awareness tool for the masses in India. Among a number of other similar feats, Lalit developed the first free Braille translator for Indian languages, including Hindi, Bangla, Gujarati, Kannada, Malayalam, Marathi, Nepali, Odia, Punjabi, Sanskrit, Tamil and Telugu. This software is available on his website WeCapable.com -- which is also among the world's most prominent disability information websites. This Braille translator is being used by thousands of people for professional translation as well as for learning Braille. This software is an important step towards enhancing the accessibility of Indian language text material for persons with blindness and low vision.





Soundarya Kumar Pradhan Odisha soun.chess@gmail.com

Soundarya works as the Manager, Finance Systems Operations at HSBC Electronic Data Processing India. Screen reading software such as JAWS and NVDA are not able to interpret diagrams. Hence, blind chess players cannot access the positions on chess software. Soundarya has developed a website that helps to solve this problem. The Player copies the position and pastes the computerised string into the website. Then it is processed to output a human-readable position in text format which the screen reading software can read. This currently supports popular chess applications like Chessbase, Fritz and Winboard. He won a GOLD MEDAL in the IX IBCA World Team Chess Championship for the blind held at Ohrid, Macedonia from 28.07.2022 to 07.08.2022. He is also the winner of SILVER MEDAL in B2/B3 Men Rapid Team Chess in the 3rd Asian Para Games held in Jakarta, Indonesia from 6th to 13th October 2018 and has Won SILVER MEDAL in the 10th IBCA World Individual Junior Chess Championship for the Blind & Visually Impaired held in Poland from 13th to 23rd August 2018. He won the BRONZE MEDAL in Asia Pacific Chess Championship for Visually Challenged organised by IBCA in Manipal University, Karnataka from 22nd to 31st March 2017.



Category B: Working Professionals



Teresa Antony Alappatt Chennai teresa@chetana.org.in

Teresa Antony is the Lead: Inclusive Designer at Chetana Trust, whose work is focused on creating accessible literature for children. Her background in Visual arts and design, combined with her learning about access solutions in technology and scripts such as braille, pushed her boundaries to now create internationally awarded inclusive story books. Teresa works alongside children and adults with and without disabilities to spread awareness on the importance of accessible imagery that children's stories should hold and mentors individuals wanting to explore, create or use accessible story books. With over 400 Accessible story books today, and an online library of over 100 books, she continues to dream of creating new solutions that can be accessible to all.



Robin Tommy Kerala robintomy2006@gmail.com

Robin Tommy has been passionately working with more than 5000+ neurodivergent citizens for over 10 years, researching and creating technology for redefining rehabilitation, therapy, communication, and skill development, thereby advocating inclusion in the workspace. He is known for devising and designing technology-based experiences for neurodivergent citizens that help in improving the neuroplasticity and neurogenesis aspects. He is actively involved in nurturing and providing mentorship to multiple accessibility-based start-ups. To enable and promote digital transformation for the neurodivergent community he has spearheaded the designing and invention of multiple innovative solutions and patented products that create strong positive sensory signals, thus imbibing habit-forming routines in them. Robin is the founder of Inclusys Org Foundation which provides employment opportunities for neurodivergent individuals including those who have experienced improvement through his products. Inclusys Org has 75+ neurodivergent individuals being skilled in various IT frontiers and employed with multi-national organizations.



Nilesh Panchal Gujarat nileshnavjeevan@gmail.com

Working as a Special Teacher and Co-ordinator at Navjeevan Training Center since its inception in 1993. Navjeevan Training Centre is a Day School where Mentally and physically disabled individuals and children with autism and cerebral palsy are given education, training and rehabilitation services. 100 students with disabilities are attending Navjeevan School every day. As a program convener for the last twenty years for the Society for the Welfare of the Mentally Retarded and Vice President of the Gujarat Spastic Society, he has helped organise several competitions and tournaments for special educators, children with disabilities and their parents. Owing to his dedication, he was invited by Dr. Babasaheb Ambedkar Open University to contribute to a booklet being prepared for B.Ed. for the undertraining teachers for Students with Mental Disabilities and Cerebral Palsy.

SPECIAL JURY AWARD



Joe John George Kerala mailstojoe@gmail.com

Joe John George is a development professional who has been working in the field of disaster risk reduction and climate action for over 15 years. He has worked with the Government of Kerala as well as UN organizations and NGOs including UNICEF, UNDP and World Vision in different parts of the country. He is an alumnus of the International Visitor Leadership Programme (IVLP) of the US government. While working with Kerala State Disaster Management Authority (KSDMA), he championed the concept of Disability Inclusive Disaster Risk Reduction (DiDRR) and became an expert in preparing persons with disabilities and their caregivers to face disasters or climate extreme events like floods & landslides. He has authored the handbook on disability & disaster risk reduction and developed a toolkit for the training. This helped in conducting training for persons with disabilities in the state of Kerala on disaster survival skills and first aid during emergencies. He coordinated the training for KSDMA, where more than 3000 PWDs and their caregivers attended the training held across the state, in all the districts of Kerala. He also facilitated the preparation of training materials in Braille, Sign Language and DAISY player formats with the support of institutions like NISH & IUCDS. He also has experience in implementing community-based DRR, School Safety, Hospital Safety, Incident Response System etc. Currently, he works with UNICEF as a DRR consultant in Kerala.



SPECIAL JURY AWARD



Diana Vincent Kerala nanagushaale@fourthwavefoundation.org

Diana Vincent has 20 years of experience in the development sector, working on various child rights issues. Her significant projects document insights into the different ways communities, individuals, groups, and institutions make decisions, exercise power, and respond to change. Over the past 20 years, she has represented her work at international organisations like UNESCO, UNODC etc. Diana is a member of the board of the World Federation Against Drugs and an invited speaker at the United Nations Congressional; she has co-authored several articles in journals and presented papers at international forums. Fourth Wave Foundation's project on Inclusive Education, with Diana at the helm, is a pioneer of the educational design model espousing the RPwD Act and UNCRC's importance of education for all. The project named Nanagu Shaale; School where all belong, works toward including children with disabilities (CWD) in government schools without discrimination, working exclusively in remote and deprived regions of Karnataka. This intervention led to an increase in the enrollment trajectory from 1% to 21% of CWDs in the Karnataka Government school, directly impacting the lives of over 60,000 CWD.





Category C: Companies/ Organizations



Kerala School for the Blind Kerala *ksbmankada@gmail.com*

Established in 1955, Kerala School for the Blind (KSB), Mankada Pallippuram is one of the first-aided special schools in Kerala for visually impaired students. It aims to create an inclusive learning environment for children with visual impairment. Major three projects implemented: 'Ullas Pedagogy' Park which focuses on including Geometry, Trigonometry concepts and maps and social theories which make learning easy for visually impaired students; 'Touch and smell Garden' allows them to understand real concepts and ideas through engagement with different types of plants (medicinal, spices, nuts, etc) pantries and ecosystems, ponds, and construct small waterfalls.; and 'Adapted Science lab' in order to teach scientific concepts to children with visual impairment. It has a functioning braille library with more than 750 books for students to improve their skills in reading with the help of NIVH. In 2000 KSB started a new department Deaf-Blind section with a completely residential setup. At present,23 students are studying in this department.



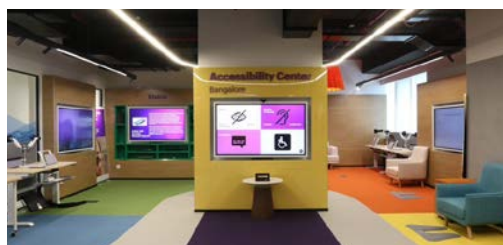
Accenture Solutions Private Limited Karnataka

suhas.noronha@accenture.com

Focusing both on accessibility & development, Accenture has made remarkable progress over two decades in disability inclusion through our 5 priorities, EMPLOY-ENABLE-ENGAGE-EMPOWER-ENHANCE, under the guidance of Accenture India PwD Sponsor and Accessibility Council. Diversity is fundamental to the way Accenture does business. The Council ensures seamless integration of persons with disabilities into the mainstream work environment by setting direction, reviewing progress, providing leadership sponsorship & governance, deployed through 3 key ACCESSIBILITY PILLARS (Physical, Technology, and Attitudinal) & a PRE-APPROVED CENTRAL 'ACCESSIBILITY FUND' for Transportation/Workplace Adjustment/Assistive Technology.

For employees, Accenture introduced the Accessibility Center, and Disability Accommodation Support Tool and enabled all 39 facilities to be statutorily compliant with 200+ accessibility standards.

Further, Accenture launched the Activation Center to enable clients to embrace an "accessibility-first" approach, while also co-creating innovative experiential technology solutions for persons with disabilities.



How often do we see a wheelchair user at a school, college, office, shop or park? NeoMotion aims to transform this. Its products are NeoFly and NeoBolt. NeoFly is a personalized wheelchair that offers a great posture reducing back & shoulder pain, is extremely smooth to propel reducing fatigue, is compact making places accessible. NeoBolt is an add-on that converts NeoFly into a safe road-worthy vehicle, enabling wheelchair users to go out independently for education, work, recreation or simply to explore the world. NeoMotion users are living life to the fullest.





The Department of Social Welfare, Women and Child Development, Chandigarh Administration Chandigarh

dirdswd-chd@nic.in

The Department of Social Welfare, Women and Child Development, Chandigarh Administration is a nodal department for the implementation of RPwD Act, 2016 in U.T., Chandigarh in letter & spirit along with the implementation of various social security and welfare schemes for Persons with Disabilities. However, under ADIP Scheme, the said Department in association with ALIMCO (implementing agency), has distributed approximately 800 aids and appliances (artificial limbs, motorized tricycles, wheelchairs, smart canes, smartphones, daisy players, Braille kits etc.) for free of cost to 328 and 432 disabled people in the year 2020 and 2022 respectively. Also, each employee of this department works sensitively and gives their bit to ease the lives of this section of society emphasizing equality, accessibility and opportunity for all persons with disabilities through various schemes like the Accessible India Campaign, special COVID-19 vaccination drive, sensitization programs, etc. The Department reaches out to persons with disabilities in Chandigarh by organizing empowerment cum facilitation camps regularly.



SPECIAL JURY AWARD



Indian Spinal Injuries Centre Delhi pr@isiconline.org

Major Hari Pal Singh Ahluwalia, with the support of his friends, set up the Indian Spinal Injuries Centre (ISIC) in Vasant Kunj, New Delhi, India in 1993. Envisioned by the visionary, the hospital takes pride in extending help to thousands of newly spinal cord injured patients every year. With healing through Hope & Joy as the primary vision, they strive to create an inclusive environment and ensure a self-reliant lifestyle for wheelchair users.

ISIC provides state-of-the-art facilities for the management of all types of spinal ailments. It has a team of dedicated, internationally trained & acclaimed spine surgeons providing cutting-edge medical & surgical technology. The orthopaedic service covers all orthopaedic ailments including trauma, joint diseases & replacements, oncology, pediatric orthopaedics & upper limb ailments. The rehabilitation department is considered to be a vital core element of the hospital with one of the largest teams of therapists, trained in some of the best institutes in India and abroad. It offers complete facilities of physiotherapy and occupational therapy which provides guidance for patients to lead a productive, self-reliant life and offers the SCI patients new hope and confidence to live their lives.





Javed Abidi Public Policy Award



Merry Barua Delhi merry.barua@gmail.com

Merry Barua is an activist, educator, trainer and writer who pioneered the Autism movement in India. Her organization Action for Autism (AFA) provides services spanning early identification, education, work and employment, and assisted living as models for replication, where accessibility for autistic people is at the core. Without any physiological markers of the condition, autistic people are synonymised with stigmatising labels of violence and challenging behaviours. AFA has worked to amplify autistic voices so that their lived experiences can counter the stigmatising medical understanding of autism. AFA focuses on training young professionals and parents in developing an understanding of autism and creating enabling environments, which has had a ripple effect on more organizations and institutions adapting these practices. In 2015, INSAR (International Society for Autism Research) recognised Merry's efforts with the prestigious 'Advocate Award'.





National Centre for Promotion of Employment for Disabled People (NCPEDP)

NCPEDP is a non-profit voluntary organisation, registered in 1996, working as an interface between Government, Industry, International Agencies and Voluntary Sector towards empowerment of persons with disabilities. In the past 21 years, NCPEDP has established itself as a leading cross-disability organisation. NCPEDP pioneered the concept of cross-disability in India, and formed the National Disability Network (NDN) in 1999 which has members from every State and Union Territory across the country. Since inception, NCPEDP has successfully advocated several policy changes that have positively impacted lives of people with disabilities working across to encourage employment of disabled people, increase public awareness on the issue of disability, empower disabled people with knowledge, information and opportunities and ensure easy and convenient access to all public places, products, services and technologies. NCPEDP works on six core principles, also called the six pillars of the organization, namely: 1) Education; 2) Employment; 3) Accessibility; 4) Legislation/Policy; 5) Awareness/Communication; and 6) Youth. Understanding that accessibility is the key challenge to empowerment of persons with disabilities, NCPEDP instituted The NCPEDP-Mphasis Universal Design Awards in 2010.

www.ncpedp.org



Mphasis

Mphasis (BSE: 526299; NSE: MPHASIS) applies next-generation technology to help enterprises transform businesses globally. Customer centricity is foundational to Mphasis and is reflected in the Mphasis' Front2Back™ Transformation approach. Front2Back™ uses the exponential power of cloud and cognitive to provide hyper-personalized ($C=X2C^2_{TM}=1$) digital experience to clients and their end customers. Mphasis' Service Transformation approach helps 'shrink the core' through the application of digital technologies across legacy environments within an enterprise, enabling businesses to stay ahead in a changing world. Mphasis' core reference architectures and tools, speed and innovation with domain expertise and specialization are key to building strong relationships with marquee clients. To know more visit www.mphasis.com

Theme



Every journey to success begins with a basic belief in one's capability to achieve. The ecosystem that we live in often deprives people with disabilities from this fundamental belief by posing various obstacles such as inaccessible physical infrastructure and unsupportive unaccommodating society. This year's Universal Design Awards brochure aims to encourage people with disabilities to believe in themselves with advanced assistive technologies which include digital therapy, mobility, built environments, smart homes and many more. The power button used on the cover design implies energy and support for the people with disabilities to go ahead and empower themselves and realise their aspirations.

National Centre for Promotion of Employment for Disabled People (NCPEDP)

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