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Please follow us on



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Voice, Choice & Control
- Pathway to Disability Inclusive Development

ANNUAL REPORT
2019

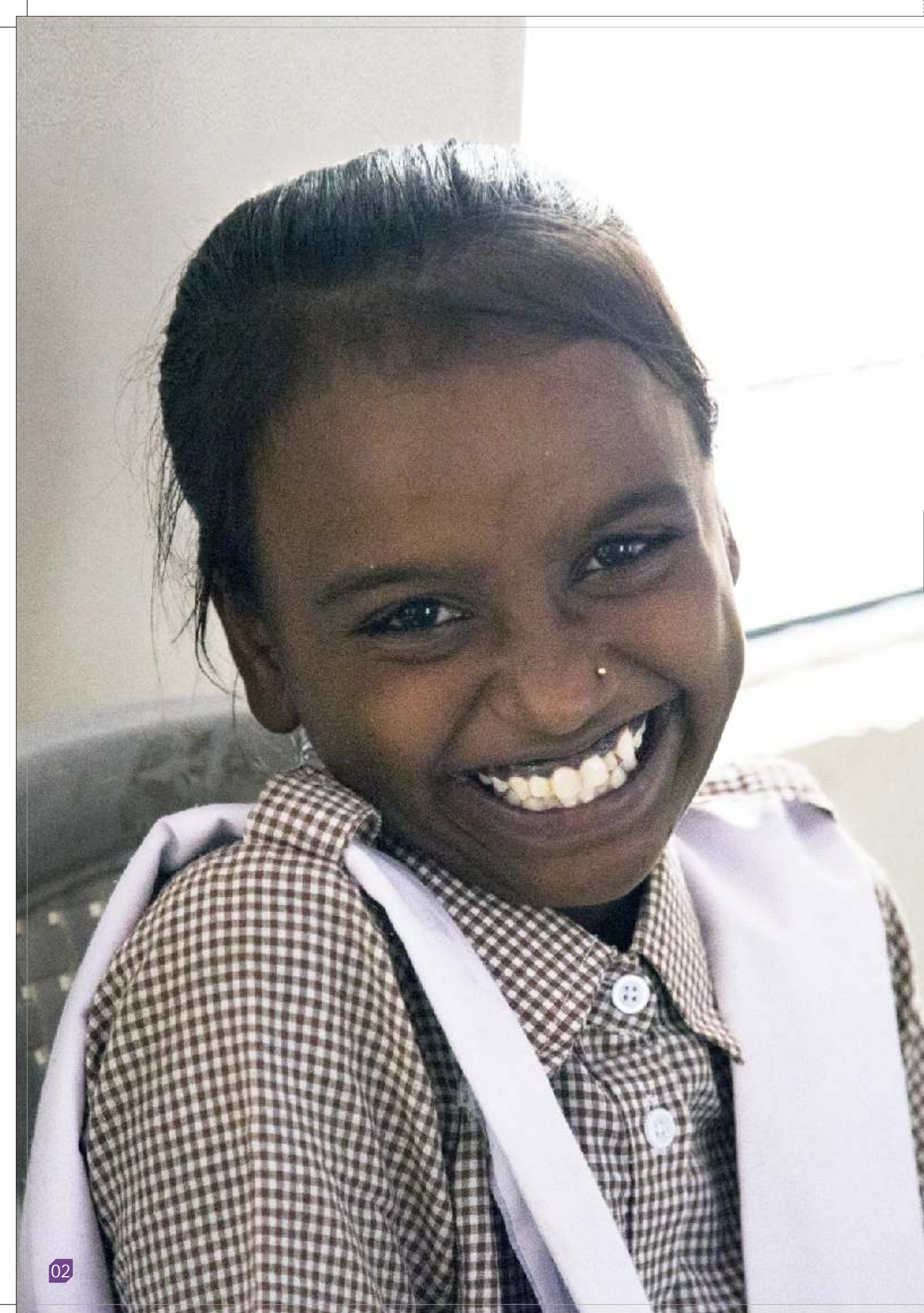


What's inside

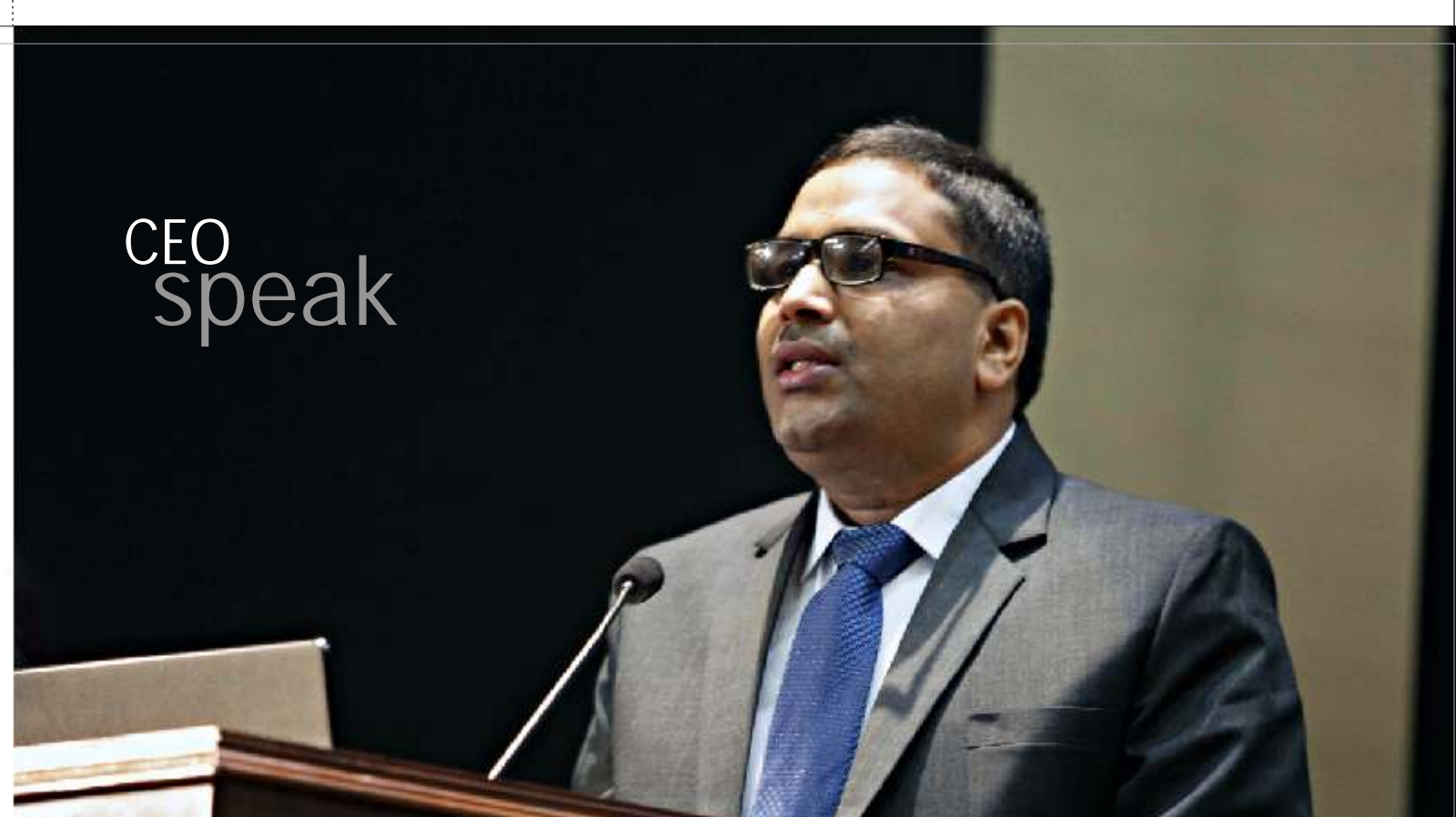


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CEO speak



ॐ सह नावतु। सह नौ भुजक्तु। सह वीर्यं करवावहै।
तेजस्वि नावधीतमस्तु मा विद्विषावहै।
ॐ शान्तिः शान्तिः शान्तिः ॥

(Om, May we all be protected, May we all be nourished, May we work together with great energy, May our intellect be sharpened, Let there be no animosity amongst us. Om, peace (in me), peace (in nature), peace (in divine forces).

Dear Friends,

Every time I happen to pass through this Shanti Mantra from Taittiriya Upanishad, I find this as the directive to establish partnerships to ensure inclusion and empowerment of PwDs across geographies. And, I must mention that this idea of partnerships and collaboration is not limited to mere philosophy of life. My recent exposure to a short term course by Harvard further strengthened this belief through practical examples.

The idea is to bring various change makers together to catalyse the movement and collaboratively work towards the objective of creating inclusive ecosystem. And, I take pleasure in sharing that through small yet dedicated efforts we have started working in this direction.

10 years back we started with one centre in Delhi and have grown by leaps and bounds since then with the gratuitous support of our partnering organizations and serve PwDs Pan India. In addition, we also extend support services and guidance to our direct and indirect beneficiaries through various digital platforms such as Job Portal for PwDs, Parents Interaction Forum and Alumni forum. To manage all these programs smoothly and strengthen our system we have also successfully built in Sarthak MIS (Management Information System) and Knowledge Bank in year 2019.

And now, we look towards exploring the prospects to reach rural PwD populace through partnerships with regional players and volunteer-base. To bring regional players together we are also working for a consortium of NGOs

Rashtriya Divyang Sashaktikaran Manch (RDSM) to co-learn and support one another.

To further this momentum among existing change makers and creating more change makers, we have started our dream project of Global Resource Centre in Gurugram on a land allotted by Haryana Government. And look towards corporate and foundations for retail funding support to strengthen our corpus and let us contribute to more such activities.

All this has been possible with the active participation of our teams across India and huge support of our Government, Corporate, NGO and Media partners in different capacities. I express my sincere gratitude to all our Funding, Hiring, Knowledge, Event, Media partners, for their huge support to enrich Sarthak's presence and enhance its activities across the country.

Further, I must mention that untiring guidance and blessings of our Mentor and Guru Padma Bhushan Dr. MB Athreya has been instrumental in always keeping us directed and motivated. I also wish to acknowledge the contribution of our very dynamic and vibrant National and Regional Advisory Members, who are the principal guiding force in taking Sarthak to the next level.

I wish all a very joyful and prosperous year ahead!

Dr. Jitender Aggarwal, Founder & CEO - Sarthak
Secretary General - NAAI



Padma Bhushan Dr. Mrityunjay B Athreya, Ph.D. (Harvard)

Why we exist?

Registered as a non profit in 2008, Sarthak Educational Trust is geared towards ensuring inclusion & empowerment of PwDs since 2008.



OUR VISION

"To Empower Persons with Disability, enabling them to live their life with dignity and respect."



MESSAGE FROM THE MENTOR & GURU

I consider it my sowbhagyam to be able to guide a dedicated NGO like Sarthak, in the formulation of its Mission, Vision and Goals; their achievement through strategies and actions; with periodic revisits and updates.

Sarthak's Mission of empowering our divyangs needs the support of socially conscious, responsible and willing donors. Since its inception, in 2008, Sarthak has gradually attracted such support. It is now accelerating. Sarthak, initially grew, naturally, in its immediate geography of North India. Then, it opened Centres in Western India. Each Centre is made possible by the financial support of a generous donor. Sarthak opened its first Centre in South India, in Chennai, this year, with the help of the H. T. Parekh Foundation. In Mumbai, the first Centre came up in Andheri. A new Centre has been started in Thane, with funding from Credit Suisse. A new initiative has been the publication of a book, "Victorious Disabled, Victorious Us", jointly with Capgemini, documenting thirteen Divyangs' journey from hopelessness to empowerment. A Hindi translation of the title "Jai Divyang, Jai Hum" becomes an inspiring national and global motto.

While donors help Sarthak on the supply side, it needs the support on the demand side, of aware, progressive Corporates, with Heads of HR, who look for, employ, and settle the skill trained divyangs.

As Sarthak makes its own direct contribution, it has also been playing a growing role in policy advocacy and outreach. It has carried out such advocacy not only with the Central and State Governments, but also with business and non-profits like the UN Technology Innovation Lab, PHD Chamber, Swaminathan Foundation, India Summit, IOD, ISB etc.

High growth has to be supported by good organisation and systems. Sarthak has been taking expert consultancy support to upgrade Information, Planning and Control Systems. A major long term project is the building of the Sarthak Global Resource Centre, in Gurgaon, on land allotted by the helpful Government of Haryana. Another all-India initiative is the proposal to create a Rashtriya Divyang Sashaktikaran Manch, to provide support to many existing and new, smaller and medium NGOs in this space.

I congratulate Sarthak and its partnerrrs on an excellent year gone by. My continuing ashirvads and praarthanas for the future.

Mentor, Sarthak



Message from the Board of Trustees

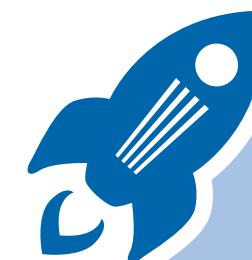
It has been 11 years since we started our journey of rehabilitating children with special needs and enabling employment of Persons with disability as a means to empower them so that they may live their life with equality, dignity and respect.

Taking measured but impactful steps, we are dreaming to create a nation that will foster the development of individuals with disability of all groups in every corner of the world.

Whether it is pioneering a change in our Early Intervention

Centres, reinforcing inclusive education or employing Youth with disability to make the best use of their skills, we are designing and working on innovative means to bring about changes at manifold levels.

Our endeavour has always been to empower the people with disabilities and our greatest strengths have been our partnering organisations. They are seminal for the expansion of Sarthak Educational Trust; they have shaped us as who we are today!



OUR MISSION

"To establish
SARTHAK ADARSH KENDRAS
(Skill Building & Early Intervention
Centers) across the Nation"



MILES TO GO... WITH THE COLLABORATION OF SOCIETY, INDUSTRY & GOVERNMENT



It gives me great pleasure to write this note for the 2018-19 annual report of SARTHAK.

My association with SARTHAK over the last few years as a member of the Advisory Board has been a humbling experience. Whereas I am greatly impressed by what this fine organization is doing in the domain of 'empowering PwDs', Sheer magnitude of the work required in the country is mind boggling! With an estimated 28 million PwDs in the country, making them all productive members of society is indeed a Herculean task. In fact, this figure of 28 million is based on the 2011 census. Various estimates including that of the World Bank put the figure at around a mind numbing hundred million. To ensure that each one ceases to be a burden on their families or the society and, instead learns skills to earn an honest living is a task requiring collaboration of society, industry and the government. SARTHAK has to expand its reach to a hundred Skill Development Centres, and, then, the SARTHAK example needs to be replicated, perhaps, 500 times! By any yardstick, a gigantic job.

Yet, I feel the task is not impossible. Very difficult but doable. With the traditional Indian trait of philanthropy, society's intrinsic desire to reach out to the less privileged, declared intentions of the present government to help such people, the task can be achieved in the next twenty years. It needs a 'movement' to touch the lives of each PwD. Example of our own Jitender Aggarwal who lost his central vision while practicing as a dentist should motivate others to join the noble task. In less than 10 years, since he founded SARTHAK, the organization has managed to train and find jobs for 16,000 youth in the corporate sector. These people have not been employed out of pity or sympathy! In fact, several employers have found them more productive than their 'able bodied' colleagues. I have seen in our 'Job Fairs' potential employers often seeking more applicants.

There are several islands of excellence in the country. Many organizations engaged in providing skills to PwDs; some also trying to find jobs for them. Government is doing its bit by mandatory employment of certain percentage of PwDs, by improving 'access' for them to all public buildings and service facilities. Corporates are now more sensitive to them. A little more focused effort to coordinate the working of various genuine NGOs and helping them will go a long way in achieving what may presently seem 'mission impossible'.

A happy development at Sarthak, during the year gone by, is the allotment of an institutional plot in Gurugram where we propose to build a permanent roof over our head and create a 'Global Resource Centre'. This has happened due to the untiring efforts of my fellow member of the Advisory Board, Dr Sudhir Gupta.

With warm wishes for the festive season to all passionately dedicated members of 'Team Sarthak' and our many benefactors.

Shri Krishan Kalra,
National Advisory Board Member,
Sarthak Educational Trust

Pathway to Inclusive Development - Sarthak Values

Sarthak was started with the vision to create a positive shift in the lives of differently abled individuals through ensuring inclusion and representation in all walks of life. And, to achieve it, is engaged in providing services in a life-cycle approach catering to the varying needs of the beneficiary group.

But, all this is hard to imagine, in the absence of continuous facilitation and support from stakeholders. And, what keeps us glued to our stakeholders is our guiding force Sarthak Values.

We have our guiding force to set our course of action and acceptable approaches to trail-blaze towards our objective, and these are as mentioned below:

1. Service to Persons with Disability

We cater to the needs of PwDs through our free of cost services, across centres, and even after completion of the duration of said services, conduct follow-ups at different frequencies and provide timely intervention as well. Delivering quality services is our core objective. And, the quality with which we deliver our services acts as a pull factor for beneficiary groups.

2. Empathy with Parents of PwDs

Family exerts maximum influence over any individual in terms of developing their overall persona, and especially for PwDs. Thus, we develop an understanding of the challenges and experiences of Parents of PwDs, and accordingly build our plan of action on realistic grounds. We have also developed continuous connect with parents through our Parents Workshop, and online Interaction forum.

3. Policy Instrument for Government

Government provisions, services and support system play immense role in setting the environment for change and

inclusion of PwDs. Sarthak plays the role of policy instrument either in terms of communicating the calling needs of beneficiaries to government system, or vice versa.

4. Quality Orientation towards Corporate

We are aimed towards assuring a respectable and independent life for our beneficiary groups through sustainable employment initiative. And, to make this initiative sustainable we provide vocational skilling to PwDs which is backed by pre and post placement, corporate engagement, workplace support, and follow-up activities to address the field challenges, if any.

5. Accountability to Donors

We maintain transparency and accountability while interacting with our donor agencies/ individuals through reporting of qualitative and quantitative progressions of our services on regular and mutually agreed frequencies.

6. Colleagueship among Team Sarthak

In Sarthak every team member is governed with the vision, mission, and inherent values of our culture. We all are governed by the philosophy of 'together we achieve more' and work in sync with our teams with the spirit of colleagueship.

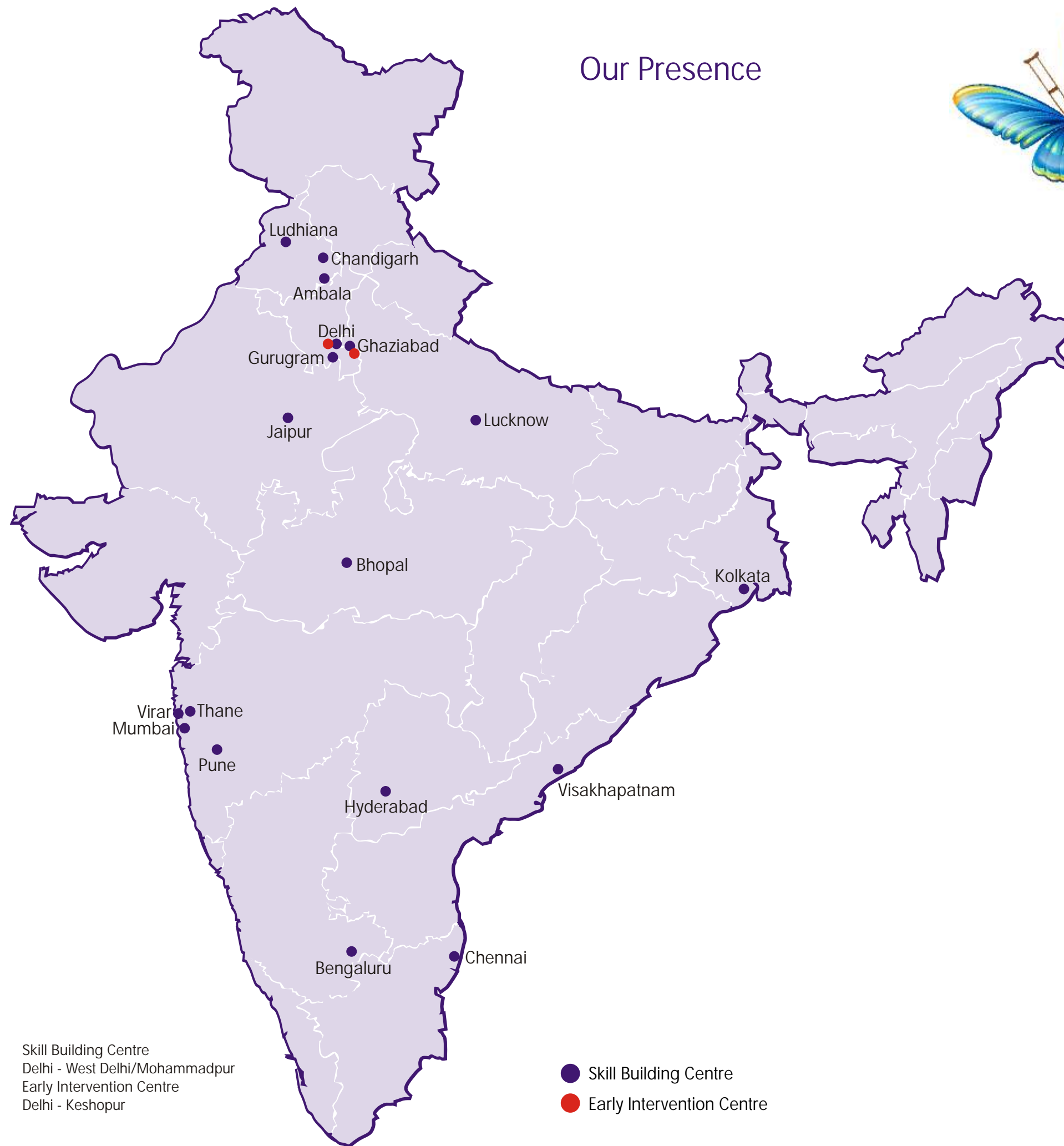
7. Synergy with Partnering Civil Societies

We, at Sarthak are ardent believer in excelling together and are continuously engaged in cross learning with various civil societies directly or indirectly serving our beneficiary groups.

Thus, we at Sarthak are focused about our stakeholder satisfaction and continuous alliance and provide quality services, timely connect and add-on supportive services.



Our Presence



Enabling Choice & Participation Sarthak Progress-O-Meter

20 Centres
Geographical Spread

135 Staff members
Family Size

3 lakh PwDs
PwD Reach

16000
Trained PwDs

18000
Placed PwDs

150+
Job Fairs

Engagement of Stakeholders

Equal
Opportunity
Employers
- 1050+

Funding
Partners
- 27

6 National
Conferences
on Disability

Organization
of National
& Regional
Events

Participation
in World Skill
Asia event
at Abu Dhabi



Giving voice to values Sarthak Services



Early Intervention - We work for minimizing the extent of disability for risk babies and provide remedial care to child facing developmental delays through our systematic program of therapy, exercises and activities.

Inclusive Education - We work for ensuring inclusion of children with special needs in regular schools and give them the needed support to learn at par.

Skill Building - We work for vocational skill building of PwDs between the age of 18 to 35 years and equip them with required skill set to get employed.

Sustainable Employment - We work for providing employment opportunity to skilled PwDs through in house interviews and job fairs.

Advocacy - We work for creating an inclusive eco-system for PwDs through advocacy and awareness initiatives at various levels.

National Abilympic Association of India - We work for providing platform to PwDs to compete and project their skills at regional, national and international competitions.

NGO Capacity Building Program - We work for extending guidance and support to NGOs, committed to create a better world, with improved capacity and strength.

Accessibility Support - We provide support to organizations looking forward to create accessible faculty and services.

Support Services

Job Portal for Divyangjan - It works to extend information and employment support to PwDs looking for employment opportunity. Further, it also provides a platform to corporate looking for skilled PwD workforce.

Parents Interaction Forum - The idea is to extend counselling, guidance and support services to parents through online/offline forums. Parents are listened to and given space to explore any issues related to parenting of children with special needs with the help of a panel of experts.

Alumni Forum - Every year we provide varied services to 1000s of PwDs and as an initiative to bring them all together to further this movement of inclusion and empowerment of PwDs, we have started Alumni Forum at Sarthak.

Corporate Package - It involves various services to corporate organization willing to create inclusive and cohesive workplace for PwDs. The services include Sensitization Workshops, Accessibility support, Job Mapping and Tie-ups to provide skilled PwD workforce on regular frequencies.

Projects in Pipeline (Horizon 2020)



Year 2019 has been very significant to us in terms of developing digital solutions namely Sarthak Knowledge Bank and Management Information System. Both these systems will help us to capture quantitative and qualitative information to improve our systems and processes as well as to maintain the database.

- **Sarthak Knowledge Bank** - It includes Standard Operating Procedures, Practices and Guidelines for all Sarthak Services at a single platform in written as well as audio-visual

formats. The platform is being actively used for internal capacity building as well as knowledge database repository.

- **Sarthak Management Information System** - It provides a one-stop solution for complete database management across centres, data analysis, record keeping and report generation. Through this system, we aim towards quick identification of challenges and concerns and providing immediate solutions to achieve our targets in an efficient manner. Orgzit is providing consultancy for this project.

Furthermore to achieve our mission to create an inclusive eco-system for PwDs we are dedicatedly working for many other projects as mentioned below:

1. **Global Resource Centre** - To equip change makers in disability sector to better cater to the needs and requirements of PwDs. We are highly grateful to Haryana Government for allotment of land for this project.

2. **Disability Information Portal** - One stop solution for disability specific information such as Government Schemes/ Policies and available services & support by Government, Corporate, NGOs and others.

3. **Mobile App** - To outreach PwDs and extend required information and support services through mobile application support. One of our major funding partner, Capgemini is extending support for this project and with their support we aim to bring change to more lives.

4. **Rashtriya Divyang Sashaktikaran Manch** - To help empower Indian PwD by leveraging the collective strengths of many NGOs dedicated to this field.



Creating a more inclusive skills eco-system

Stephen Hawking in the first World Disability Report in 2011, said "Disability need not be an obstacle to success". Alka, a young woman who studied at one of NSDC's training centres, exemplifies this. Her hearing impairment did not stop her from receiving a job offer from the Pullman Hotels chain, drawing a salary of Rs.20,000. Neither did Puneet, who now works at the retail outlet of an MNC in the national capital and trained as a Data Entry Operator.

Supporting and advancing the rights of Persons with Disability becomes especially important given the fact that India has over 2.7 crore PwDs (2011 census), nearly half of which are in the employable age of 15-59 years. It is worth noting that not only is the equal provision of skills for PwDs a social concern, but an economic one. A World Bank study estimates that excluding people with disability from the economy translates into a forgone GDP of 5-7 %.

At the National Skill Development Corporation, we firmly believe in the potential of all Persons with Disability or more aptly put 'Persons with Different Abilities' and are committed towards creating a positive and equitable learning ecosystem. I am pleased to share that NSDC has trained around 52,000 PwD candidates and supported several partners such as Sarthak who are spearheading remarkable initiatives pertaining to the sensitization, job aggregation and skill training of PwDs. To ensure that these individuals are mainstreamed in the job market, trainings take place across fast-growing sectors such as retail, hospitality and IT in job roles such as retail sales associate, data entry operator and housekeeping attendant.

In line with the NSDC's increasing focus on imbibing practices for affirmative action in the skills eco-system, the Skill Council for Persons with Disability (SCPwD) was formed in 2015 with a vision for "developing skills by transcending barriers, accepting diversity and creating inclusion with equal opportunity." In 2017, the Common Norms for skill development schemes were revised to include the following for PwD candidates: increase in additional training incentives from 10% to upto 25% of base cost, provision of personal assistive aids of Rs 5000 per candidate, conveyance cost of Rs. 5000 as well as post placement support of Rs. 3000 per candidate for upto six months. We have since aligned training standards and created requisite infrastructure (centres with ramps, washrooms, elevators, assistive aids and residential facilities) as removing these physical barriers was the first step in making the skills system inclusive.

Now, we are working on opening more avenues for PwDs by facilitating entrepreneurship and conducting PwD only job fairs. In addition to this, a cross functional division housed within NSDC works on building the capacity of partner organizations and new initiatives. Recently, we supported the formation of IDEA (Inclusive Divyangjan Entrepreneur Association), an exclusive national level industry association of PwDs. IDEA is led by Divyangjan entrepreneurs and has a target of creating 5,000 entrepreneurs and 1,00,000 jobs for PwDs in the next five years.

In addition to this in October last year, the National Abilitympic (Olympics of Abilities) competitions were organized as part of India Skills for the first time. To conclude, I'd like to share the truly outstanding performance of our PwD participants- all 50 of them won at the regional levels in their respective trades to compete at the national level. We will continue to nurture PwD talent over the coming year, and with the support of our partners hope to work towards complete disability inclusion.



Stories of hope Rubeena



Rubeena feels happy, proud and excited working at Marks & Spencer, Mumbai after successfully completing her internship under Marks & Start Programme.

On the 1st day of internship Rubeena was scared, nervous and a little lost looking at other team members working on floor. However owing to her determination and with the help

of the buddy and co-workers taking turns to guide her, she left for the day with a huge smile and returned to work the next day smiling. Since then she has looked forward to returning to work and learning more.

Post her internship she kept in touch with the store and kept asking for any vacancies in the store and finally joined.



Feedback from Employer, Mr. Tharayil Ganesh, Sustainability Head - Marks & Spencer

"Rubeena was a candidate from Sarthak in our store in Mumbai Infinity Mall (L&B) who did the Batch 9 MARKS & START PROGRAMME from 8 April to 29 June, 2019.

She was noticed a very good candidate and when there was an opportunity & vacancy, the Store Manager, Karen Rodrigues recommended Rubeena for employment with us.

She joined the same store where she did her training on 23-Sep-2019.

I was in Mumbai yesterday and got an opportunity to meet Rubeena. She is doing well and happy to be working with us.

Thanks to Sarthak for supporting candidates like Rubeena and making a difference in their lives! We are very happy and proud to be part of the same also."

Creating Inclusive Workplace for PwDs



A Perspective from Mr. Dilip Chenoy, Secretary General FICCI

Mr. Dilip Chenoy, Secretary General, FICCI has shared his perspective over the current employment opportunities for PwDs and required strategies to provide much required impetus for creating an Inclusive Workplace.

From the traditional definition of having accessible physical set up and a certain percentage of every disability in the workforce, Inclusive workplace is expanding its territory. Now, it refers to a conducive ecosystem open to anybody to contribute equally to the economy of the organization shares Mr. Chenoy.

He further shares although a few pioneering organizations are living up to this definition, majority are still struggling with the basic questions of identification of suitable job roles and requirements. And, this need could be well met through the directed efforts in the direction of awareness generation by corporate, civil services organizations and sector skill

councils together. Furthermore, civil services organization may play an active role in documentation and sharing of these best practices starting from job mapping and hiring plan to career pathway through free access resources.

Reiterating the significance of awareness drives Mr. Chenoy puts forth the suggestion to keep it as a mix of information dissemination and demonstration of best practices on regular frequencies. Explaining it further, he proposed that corporate engaged in providing equal career and growth opportunity to PwDs must demonstrate their practices and freely talk about their struggles and strategies as it may guide and inspire many, to walk the talk of inclusion. Besides the efforts to transform social and economic space needs to be recognized and incentivized through various CSR platforms and others to maintain and sustain this momentum.



Stories of hope Burhan, Prakhar & Mukesh

'Right thing at the right place at the right time' is the guiding principle for Burhan, Prakhar, Mukesh and many others working as Sort Centre Associate at warehouses of Amazon. Their job role involves sorting of packages based on their locations so as to facilitate hassle free and timely delivery of online orders. The job profile is mapped for persons with hearing impairment and thus allows them to do their jobs efficiently. All languages are transmitted through sounds but

the medium that the deaf individuals use is visual. And, for a job role involving visual work, hearing impaired candidates can work at par or sometimes better than others.



About 3 Months Training Program at Sarthak

All three completed their 3 months training from Sarthak Kaushal Vikas Kendra, Jaipur and with team's support and guidance polished their employability skills.

3 Months Training Program at Sarthak involves Basic Skills such as Soft Skills, Computers and English along with Sector Specific training. Sector specific training in dedicated skill labs and pre employment module equips trainee with required understanding of sector and identified job roles.

Further, throughout 3 months training program various allied activities are conducted for overall personality development of trainees. Exposure visits and Guest lectures by corporate facilitate trainees in developing clear understanding of prospective job roles. Alumni interaction instils them with motivation and provides an opportunity to learn from their experiences.

Perceptual Barriers to an Inclusive Mindset - Shifting Paradigms to bring Change

I cannot Hear or Speak! But will be Happy to Assist you!
.....reads the badges sported with pride by Sudip (HI Kolkata), Narendra (CP Chennai), Anoop (HI Mayur Vihar), Nivedita (HI Mumbai) and many others working across F & B Service, Front Office and Housekeeping departments at various hotels of InterContinental Hotels Group across the country.

Differently abled colleagues taking guest requests & orders in writing and confidently serving them with a pleasant smile, is a common sight at IHG hotels. This initiative of hiring PwD workforce was started in 2016 with a rather modest number of eight PwDs. Over the years IHG has focussed on enabling and empowering the PwD colleagues and on their part, these colleagues have done well to ensure that their disability does not in any way come in the way of their performing their jobs in line with the organisation's expectations. Today, IHG has over 110 PwD colleagues in their team and these numbers continue to grow.

Quoting Verna Myers - Diversity is being invited to the party; Inclusion is being invited to dance, Major Rajesh Chauhan, Regional Director - HR, IHG (Inter Continental Hospitality Group) shares his vision of ensuring an inclusive workplace for PwDs. He states that perceived disability is the true barrier and once we address it, rest follows.

When IHG started hiring PwDs in 2016, this initiative was accepted with visible caution as there was a lack of belief in the capabilities of these colleagues and the sustainability and scalability of this initiative. But gradually all these perceptual biases were overcome in a strategic manner. On one side IHG devised enablers such as functional tool-kits and training videos in sign language for efficient training of the PwD workforce, on the other hand they arranged various sensitization workshops and sign language training sessions on regular frequencies to create a cohesive environment at workplace. As a result, today, colleagues see the PwD workforce as equals and embrace them into the team.

Through this initiative IHG was able to support the societies they work in. The Hotel guests and colleagues too are very appreciative of this initiative which is helping transform lives of these People with Disability.



Stories of hope Ritwik



The very first time child sits independently...
The first successful attempt to stand...
And the first wobbly step...
These are the little joys every parent desperately waits for.
And all these physical developments come naturally to many kids.

But, owing to Duchenne Muscular Dystrophy (DMD), this is not the case with little Ritwik. It all started when Ritwik's mother started observing that Ritwik is not able to sit or stand independently and she tried her own ways to support her son, but to no good.

Clueless the parents consulted AIIMS and were handed the diagnosis of Duchenne Muscular Dystrophy. Realizing the upcoming struggles of their only child, their hearts drooped, hopes shrink and spirit wilted to the ground.

But, mustering all their courage they started exploring the possible solution and visited Sarthak Early Intervention Centre in September 2018. Dedicated and directed therapeutic sessions for approximately 1 year resulted in gradual development of various capabilities in Ritwik and today he is able to sit, stand and walk independently shares his mother joyously.

Information:

Duchenne Muscular Dystrophy (DMD) is a progressive form of muscular dystrophy that occurs primarily in males, though in rare cases they may affect females. DMD causes progressive weakness and loss (atrophy) of skeletal and heart muscles. Early signs of DMD may include delayed ability to sit, stand or walk and difficulties learning to speak. Genetic changes causing DMD can be passed down in families.



Message by Ritwik's Mother

"Ritwik was slow in growth and we identified this issue when he was 1 year old since then we were in regular touch with doctor. They explained the condition but nothing was clear to us. Once I met a parent in market

who told me about SARTHAK ANTAKSHEP KENDRA and after coming here my son has improved lot. He was not able to stand but presently he runs and makes me tired. He has started babbling as well."

Entailing Choices - Enabling Real Inclusion

Everyone looks for financial independence and Persons with Disability are no different. However, contrary to Persons without Disability - It is the disability of PwD becomes major hindrance for a job role instead of their education, skill set and attitude. Although continuous efforts are being made in this direction, such as reserved seats in Government Jobs, funding support for self-employment and identified job roles for PwDs in Corporates, we still witness limited opportunities for PwDs. One major bottleneck for this problem could be attributed to lack of awareness amongst community, resulting in attitudinal prejudices/ biases that colour their perception, shares Capt. Amitabh, Head Skill Development, CSR, Tata Steel.

In the present scenario PwDs in India do not have much to choose from. In the name of inclusion and equality, very limited options are available, both in education and livelihood. Further, hiring trend is skewed towards candidates with locomotor disability and hearing impairment. While, these efforts are also praise-worthy and needs to be appreciated, but now we need to put in collective effort for enabling choices and exercising real inclusion rather than

being limited to few career options for specific disability categories only. Quoting example of Nethra Umbrellas, Capt Amitabh further presented the idea of bringing different disability categories together, leveraging each others strength to achieve collective goal of financial independence and self- sustenance, rather than working in silos with sub-optimal results.

He also stressed upon the need of quality academic education for all disability categories, through inclusive education programmes. It calls for Government bodies, Corporate, NGO's and other organisations working for the cause to come together and work in close cohesion to achieve the inclusion objective, beginning with developing a dynamic and authentic mechanism to capture correct data of PwD at various levels (Village/ District/ State) and then provide required intervention, support and services, based on the priority. We can't dream and achieve inclusion by segregated efforts and treatment; we need to come together to achieve the true Inclusion.



Stories of hope Aaroahi

Receiving a Rett's Syndrome diagnosis is overwhelming and brings on bewilderment, confusion and sadness.

Aaroahi was born healthy and everything was fine till she started having episodes of seizures and during an examination in Apollo was diagnosed as having Rett's Syndrome. Her parents were wondering what they did to make this happen and stayed awake at night wondering how to make it go away and incidentally they came to know about Sarthak Antakshep Kendra.

Soon after their visit, in March 2019 Aaroahi was enrolled in the centre for therapeutic intervention. Initially she showed reluctance and cried a lot during therapies but gradually started exhibiting positive signs. And, to the delight and relief of her parents episodes of seizures started decreasing. After 6 months intervention support at centre as well replication of a few activities by her mother at home, Aaroahi has started remaining active. And the parents have got a new hope to live life enthusiastically seeing their baby improving and regaining the quality of life.

Information:

Rett Syndrome is a rare non inherited genetic postnatal neurological disorder that occurs primarily in girls and more rarely in boys. It affects the way the brain develops, causing a progressive loss of motor skills and speech. Most babies with Rett Syndrome seem to develop normally for the first 6 to 18 months of age, and then lose skills they previously had such as the ability to crawl, walk, communicate or using their hands.



Message by Aaroahi's Mother

"After getting associating with SARTHAK lots of changes has been observed in my daughter. Post diagnosis with Rett's Syndrome I ran from pillar to post just to get some ray of hope and SARTHAK turns out not less than blessings.

After undergoing therapies my daughter has achieved neck holding, holding objects, improved eye contact and ability to sit without support. Heartfelt thanks to team sarthak who aim to bring change."

Catalysts of change - Government partners



Catalysts of change - Funding partners



We extend our heartfelt thanks and gratitude towards Hon'ble Governor of Tamilnadu Thiru. BANWARILAL PUROHIT for his kind presence at NAAI South Zone Regional Competitions and the gratuitous support of INR 5 Lakhs for the purchase of assistive devices for divyangjan.



Future Group, through CSR arm Sone Ki Chidiya Foundation donated apparels to 9183 Persons with Disability at different locations of Sarthak Skill Building Centers namely Bhopal, Chandigarh, Jaipur, Delhi, Mumbai, Pune, Hyderabad, Kolkata, Lucknow and Ludhiana.

Catalysts of change - Hiring partners



This year, Sarthak Educational Trust celebrated Daan Utsav a.k.a Joy of Giving Week with leading corporate namely Aegis (Startek), Make My Trip, Ginger Hotels, Sutherland, Mahindra Finance, SFL, Keys Hotel and many more. Employees came forward to fulfil the wishes of Divyangjan and embarked on the journey of gratification and contentment.



Message from Partners



"Capgemini is committed to equality of opportunity and dignity at work for all. Our differences are a source of innovation and inspiration. They enable us to generate new ideas, anticipate market trends and be thought leaders in our chosen markets. We want to leverage a global work environment where diverse profiles and inclusive practices are instrumental to our collective performance."

Sarthak is a valuable civil society partner in enhancing our disability inclusion program. Through Job fairs organized by Sarthak, we build our talent pipeline especially inclusion of talent from rural areas. By 2020, India will be the youngest country in the world with a median age of 29. However, a significant portion of this potential new workforce, about 400,000 (5-6 %) of them will be talent with Disability. They are an under explored talent - pool in creating a productive workforce. We commit to spreading the digital culture and becoming a role model in bridging the gap. Capgemini Corporate Social Responsibility is already engaged with about 30 NGOs including Sarthak in the area of Disability.

Our skill development program rightly called as LEAP Inclusion (Livelihood Empowerment for Action against Poverty for youth with disability) Digital Academy aims at providing employability skills to People with Disability (PwD) between age group of 18 - 35 years who come from underprivileged and under served backgrounds by training them on high end IT courses and communication skills. The training programs

focus on strategic specialization as per job market opportunities and business needs of the day, such as cybersecurity, web development, AI, etc." - Ms. Gayathri Ramamurthy- Senior Director, HR and Lead- Diversity & Inclusion India, Capgemini Technology Services India Limited

"We at Mahindra Finance regard Inclusivity and Dignity of our employees at the highest precedence. It was our privilege to know the same sentiments being echoed by Sarthak Education Trust in contributing towards the development of the Divyangjan. Mahindra Finance through its association with Sarthak for the last 3 years have been able to drive a positive change in the lives of hundreds of Divyangjan by developing their capability to earn a stable livelihood. We appreciate the diligence and zeal displayed by Sarthak in empowering the Divyangjan and look forward to serving many more". - Mr. Vinay Deshpande, Chief People Officer, Financial Services Sector at Mahindra & Mahindra Group

"We have been associated with Sarthak since last year. Infoedge supports Sarthak's Early Intervention Center at Sahibabad which caters to children with special needs. The Sarthak team is doing commendable work towards mainstreaming of Persons with Disability. While skill building and placements have helped changed lives of youth by ensuring livelihood, early intervention provides therapeutic aid to children facing development delays in the formative

years itself. Advocacy through periodic conferences paves way for continuous dialogue among stakeholders and stirs them towards action. We are sure Sarthak will continue to make disproportionate impact. Our best wishes!" - Mr. Harveen Singh Bedi, Head CSR, Infoedge India Ltd.

"Privileged and honoured to be associated with Sarthak family. The association helped us see how you appreciate potential in every individual and instil self confidence in them. It is inspiring how the individuals have overcome multiple hurdles and transformed being dependent's to providers for their families." - Mr. Ashish Gupta, MD, Head of India Research, Credit Suisse

"Crocs is excited and feels privileged to support Sarthak in its endeavour to empower the differently abled. The incredible work that Sarthak is doing on skill building and education is enabling thousands of differently abled people to earn their livelihood with dignity and respect." - Mr. Sumit Dhingra, MD (India, Sri Lanka & Nepal), Crocs

"Powerlinks Transmission Limited in line with commitment of Tata Group, is also committed to contribute and improve the quality of living of the communities around its transmission lines. The Powerlinks Sarthak, Development of PwDs project has been a significant contribution to empower the youth under employable age, thus ensuring that this section specially abled youth gets better access to skills, knowledge and opportunity towards sustainable livelihood. This partnership with Sarthak was envisaged to promote sustained growth for both the society and the community of Powerlinks' operational areas and has been successful in achieving this objective. We look forward to continue this partnership for continued benefits to the society." - Mr. Yogesh Luthra, ED & CEO, Powerlinks Transmission Ltd.

"My heartiest congratulations to Sarthak for another successful year. I have been watching with appreciation the tremendous work that Sarthak, under the able stewardship of Dr. Jitender Aggarwal, has been doing over the years. I am deeply appreciative of the relentless efforts and laser-sharp focus that Sarthak has on the key issues around overcoming disabilities in the workforce. It's a noble endeavour and Sarthak's impact over the last decade has been fantastic! Wishing the team an amazing next decade to follow!"

Mr. Deep Kalra, Founder & Group CEO, Make My Trip

"We have been working with Sarthak for almost 6 years. They have been extremely supportive and a great partner not just to work with but for the kind of interventions they do for PwDs. Hiring PwDs has added a lot of value to us as an organization. We wish Sarthak the very best in their endeavours to make a difference in the society and we commit to support them always." Ms. Nandini Mehta, VP HR Head, Landmark

"At PUMA, we are an equal opportunity employer and believe in equity of employment. We aspire for a paradigm shift through our efforts build a culture of well being and equality of all employees. PwD hiring is not just a tick in the goal sheet of HR but an extension to our philosophy of diversity & inclusion at workplace. In today's time keeping equality & inclusion as pivotal value, providing sustainable employment is a business imperative. Creating an ecosystem to support PwDs, designing unique hiring channels & overcoming one's biases are key elements that helps in providing sustainable employment." - Ms. Shruti Mishra, Sr. Manager HR (Retail & SIS), PUMA

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Message Board

Shri P. B. V. Rajan - Gandhinagar, Adyar, Chennai
My association with Sarthak has been less than one year. In the last 10 months, the actual days of, face-to-face interaction is less than 10. However even this brief exposure has left positive impression, not only on me but also, on the large audiences where I was present.

This includes the Governor of Tamil Nadu state who was moved to an extent so as to announce an immediate financial assistance of Rs 5 lakhs from his discretionary fund and that too it was paid within 2 months without much paper work.

The cooperation extended by Tattvaloka (Sringeri Mutt) by providing a large hall for meetings in a central location in Chennai (Eldams road) has been helpful in holding meetings to address several members of the public.

The dedication of the CEO Dr. Aggarwal as well as several staff whom I was fortunate to meet in New Delhi office, is impressive and reinforces the confidence in the movement to assist in many possible ways the "Persons with Disability" in a manner that can help them sustain on their own for a longer duration, than just one time charity events- which are also important. India has a reportedly large population of such people who need help- perhpas 10% of our vast population. Those of who are privileged to be normal by grace of God, have a spiritual obligation as well as public responsibility to assist in, whatever way they can by spending first theiur time and attention and subsequently material and physical contribution towards their long-time welfare. This could be treated as Karma Yoga and part of our own sadhana.

I wish the Sarthak team all well in their progress so as to reach the magic 1 million mark in the number of lives they have touched and helped in near future.

Shri Supriyo Gupta, CEO, Torque Communications
The issue of mainstreaming and inclusion of Persons with Disability is slowly coming out from the shadows where a few dedicated souls had put in all their time and effort getting society, government and communities to sit up and take notice. Their voice today is far more mainstream today than before and we still have a very long way to go. The next step clearly is to start talking about the challenges and the way all of us need to work and act. In some ways, the path has already been shown by those who are leading such movements around rights of women, right of the oppressed

and more. We need more voices and the only way to get those voices is to show and demonstrate that the disabled can act and deliver on an equal footing if they are given supportive actions. Sarthak fills that role of bringing the disabled to mainstream and the endeavours are showing increasing traction.

Shri Atul Bhatnagar, Former COO, NSDC
Imagine when we get old won't be we requiring a supportive world around us to keep us mobile, independent and empowered to do the things that we always did in the normal course of life. If we design our own house, then way don't we think of making the toilet door a bit bigger to allow a wheelchair, a handrail in the shower, lighting to find our way within and outside the house, switches placed such that the appliances can be operated conveniently and many more empowering ideas? Why don't we canvass for providing ramps in malls and cinema theatres? Why shouldn't the seats, entry and exit points to public transportation be designed such that they allow differently abled to lead a normal life. Why don't we start taking action now?

Remember - You are not designing a world for differently abled you are designing a world for yourself in your old age! Get started now!!

Shri Suresh Gupta, Former DDG, Dept. of Telecommunications
After my retirement from Department of telecom in January 2019, I was introduced to Sarthak Educational Trust by a common friend. On my first visit itself, I got highly impressed with the dedication and sincerity of Dr. Jitender Aggarwal, founder and CEO Sarthak who is engaged in training and placement of Persons with Disability (PwDs) since last 10 years through skill building centres across the country. So far, more than 16000 PwDs have been gainfully employed in the field of IT/E-Commerce / Hospitality/ Retail etc. Therefore, I immediately decided to visit them regularly and interact with his team at HQ as well as in the skill building centres across the country so that I can make my humble contribution in their activities.

I was pleasantly surprised to note that the skill training and placement activities for PwDs are being organised in a highly professional manner. Like any corporate house, targets are set for each individual, monitored on daily/ weekly/ monthly basis and issues are resolved in real time through telephonic interactions to maximise the intended outcome. I join these

interactive sessions every week and find a high level of sincerity and dedication in all concerned and there is no dearth of professionalism and motivation all around.

I feel privileged to be a part of this great organisation and wish them all success in achieving even greater heights in this noble cause of skilling the PwDs and making them self-reliant through sustainable employment.

Smt Guneet Sethi, Director HRD & CSR, Gilard Electronics Pvt Ltd.
As head of HRD in Gilard Electronics Pvt. Ltd, I have included students of Sarthak in our organization since the year 2012. Today we have differently-abled persons working with us at various levels ranging from designations of Operators in Production Shops to Engineers in Quality Assurance and some as Head of the Departments. They are motivated and hard working and do not like to compromise on their output. Their inclusion has improved our work environment as a more helpful and congenial place of work.

Smt Shikha Banerjee, HR & OD Consultant
With my association with Sarthak, I discovered the world of the specially abled which till then was just another word for me. I got to know the various types of disability, the training methods, the behaviours and interaction with them. I feel, I now better understand and truly empathise which helps me to deal with matters better than I did before. It has indeed been an eye opening experience for me.

Shri Siddhartha Rastogi, MD, Ambit Capital Pvt. Ltd.
11 years ago, Sarthak embarked on a journey to harness Samarthaya (capability) from differently abled who were then perceived as Samarthayaheen (one without any capabilities).

Ask was simple?

Can something turn these Samarthayaheen (young men /women without any capabilities) into Samarthyaavan (Powerful) It all started out as an idea, 11 years hence this simple intention has transformed itself into a movement.

Not only physically disabled but mentally, socially & economically weaker are transformed into productive assets for the country, for the economic activity one is engaged in (after being adequately skilled) and to the household one belongs to.

A person suffering from any kind of disability whether social, economic, physical, mental feels weak and burden on the society. At Sarthak, our biggest achievement has been to transform this perception of being a liability to being an asset on ones' personal balance sheet. Lots have been done but more needs to get completed to bring Dignity to DIFFERENTLY abled Superhumans.

In the famous words of Robert Frost

The woods are lovely, dark and deep. But I have promises to keep, and miles to go before I sleep.

Mr. Vijay S. Jodha, Director - Film & Photography
I am delighted to learn that Sarthak has completed another year in its journey to empower India's differently abled. I still recall the time when you had embarked on this road with eight visually impaired youngsters in one half of your dental clinic, while your wife carried on as a dentist in the other half. Sarthak has gone from strength to strength from that period under your stewardship. Not only have the beneficiaries grown from those initial eight to several thousands, the variety of impairments you are addressing as well as the variety of job opportunities has increased exponentially. As somebody who was filming your journey from day one, I am all too aware of the challenges you have faced along the way. As a film maker I can see the role mass media can play in fostering sensitivity about needs of the differently abled. Having recently directed a UNESCO film overseas with 150 PwD performing artists from a dozen countries, I have become all too aware that empowering this community does not mean only getting them gainfully employed. It needs to also address their physical, emotional and cultural aspirations. Let us hope these aspects get addressed too by society and public policy. As always, I look forward to helping your work in whatever modest capacity I can manage. My best wishes to you and to the entire Sarthak team.

Smt. Meera Shenoy, Founder, Youth for Jobs
Transforming lives of Persons with Disability through education and employment adds meaning to ones own life. Especially when we work with young men and Women with Disability from villages. The Dalai Lama said, "Be generous, be selfish". Working in this space, I find when we give, we get back multifold, giving you all who work with you, and all for whom we work, young Men and Women with Disability, joy and happiness, which is the purpose of all our lives.

Feathers in our Cap

Achievements & Awards

Sarthak's selfless intention and tireless efforts to empower Persons with Disability have got recognized and rewarded at many esteemed platforms on national and

international levels. Here is a quick glimpse of our Awards, Achievements & Accreditations that we have received in our last 11 years of journey.

2019

- Dr. Jitender Aggarwal Felicitated by PHD Chamber for being a distinguished speaker on panel entitled, "Mainstreaming the marginalized through Digital Inclusion".
- Dr. Jitender Aggarwal felicitated by GMRVK and National CSR Network with Certificate of Appreciation for sharing his valuable knowledge as Guest speaker at the "Seminar on CSR for Persons with Disabilities".

2018

- Certificate of Appreciation and Participation for World Skills Asia- Abu Dhabi 2018.
- Felicitated by Capgemini for promoting innovation in skilling of Youth with Disability.
- Felicitated by NSDC and Skill India for special mention award under category for empowering specially abled people.
- Felicitated by India Skills 2018
- Certificate of Commendation by Gilard Electronics Pvt.Ltd. for contributing towards creating an Inclusive society for PwDs.
- Awarded for Qualifying in Top-50 Smart Education Projects in India for Sarthak Inclusive Education center by SKOCH Group.
- Awarded for Qualifying in Top-30 Skill Development Projects in India for Sarthak Skill Building Training Programme by SKOCH Group.

2017

- Felicitated under category Sustainable Solutions Changing India for empowering the disabled by Social Change Awards.
- Felicitated by Accor Hotels for providing sustainable employment opportunities to Person with Disability.
- Felicitated at Awards & Conclave Event by Sambodhi Research Organisation, New Delhi.
- Awarded for bringing Olympic and Paralympics Moment in India at the Sports India Awards by IISGS (Indian International Sporting Good Show).
- Felicitated at the International Excellence Award for Service towards People with Disability by Association of Special Educators and Allied Professionals
- CSR Excellence Award at India International CSR Conclave
- Awarded as the Outstanding Contributor in the field of Specially Abled by Sonalika Tractors
- Social Change Award for contribution in enabling the differently-abled to live their life with dignity and respect.
- Awarded with The Impact Awards 2017

2016

- Awarded as the Best NGO at the eNGO Award organized by Digital Empowerment Foundation (DEF).
- Certificate of Partnership with National Skill Development Corporation
- Felicitated at the 4th National CSR Summit 2016 on Sustainable Development Goal No:4 by Shikhar Organisation for Social Development.
- Rashtriya Swayam Siddha Samman by JSPL Foundation in 2016.

2015

- Exceptional Achievers Award by Government of Delhi
- Best NGO Award by Punjab State Government

2014

- Speaker award in 37th Annual Conference of AOICON (Association of Otolaryngologists of India Delhi State Branch & North Zone.

2013

- Awarded by Sri Aurobindo College, University of Delhi for 'Synchronizing Education and Employment Opportunities for Visually Challenged'

2012

- Certificate of recognition for meaningful contribution in the field of Differently abled by Tech Mahindra Foundation on the occasion of World Disability Day



Partners in change

Sarthak Educational Trust through National Abilympics Association of India organises Regional and National Skill Competitions for PwDs to promote excellence in skilling. The selected candidates thereafter, represent India in International Abilympics.

In this line, year 2019 has been very significant as we completed rounds of Regional Competitions and in November month, National is being organised.

We would like to thank all our Funding Partners, Venue Partners and Knowledge Partners, for being our Partner in Change.

Funding Partners:



Venue Partners:



Knowledge Partners:



Sarthak in the Spotlight

5 EVENTS WORTH YOUR WHILE



SPORTS

Abilympics

The National Abilympics Association of India is hosting the 19th edition of India's Regional Abilympics in Delhi. This event is modelled on the Olympics, to showcase the skills of people with disabilities (PwDs). The two-day event will see participation of over 400 such persons from Delhi/NCR, and adjoining North Indian states

VENUE: Lady Irwin College, Sikandra Road

TIME: 10 a.m.

400 से ज्यादा दिव्यांग रोजगार मेले में लेंगे हिस्सा

शाह डाइम्स संवाददाता

नई दिल्ली। रोजगार के मामले में दिव्यांगों को मुख्यधारा से जोड़ने के लक्ष्य के साथ नॉर्थ जोन रोजनल एबिलिपिक्स के 19वें संस्करण का आयोजन 4 और 5 जुलाई को नई दिल्ली स्थित लेडी इरविन कॉलेज में होगा। सार्थक एजुकेशनल ट्रस्ट के साथ मिलकर नेशनल एबिलिपिक्स एसोसिएशन ऑफ इंडिया (एनएआई) की मेजबानी में होने वाला एबिलिपिक्स दिव्यांगों की प्रतिभा व क्षमता का ओलंपिक है। इसे हंस फाउंडेशन का भी समर्थन प्राप्त है।

दिल्ली में होने वाले इस आयोजन में दिल्ली-एनसीआर और हरियाणा, पंजाब, हिमाचल प्रदेश, राजस्थान, उत्तराखंड व उत्तर प्रदेश जैसे पड़ोसी राज्यों के 400 से ज्यादा दिव्यांग प्रतिभागी हिस्सा लेंगे। अकेले दिल्ली-एनसीआर में 2,34,882 दिव्यांगजन हैं, जिनमें 1,38,379 पुरुष व 96,503 महिलाएं हैं।

दिल्ली एबिलिपिक्स 4 जोन और 10 वोकेशनल सेगमेंट में बंटा है, जिनमें आईसीटी (कंप्यूटर डिजाइनिंग, टेस्टिंग/पब्लिशिंग और ई-स्पोर्ट्स), क्राफ्ट्स (प्लेटरल अर्जमेंट), फूड (कुकिंग एवं बेकरी), सर्विसेज (ज्वेलरी, टेलरिंग/ड्रेस मॉकिंग एवं ब्यूटी धरेपी) और कंड (सीएडी) के जरिये आर्किटेक्चर डिजाइनिंग शामिल हैं।

'दिव्यांगों के लिए गुड़गांव में स्थापित होगा विशेष केंद्र'

नई दिल्ली, 4 जुलाई (संवाद डेस्क) : लेडी इरविन कॉलेज में बीरवार को सार्थक एजुकेशनल ट्रस्ट एवं नेशनल एबिलिपिक्स एसोसिएशन ऑफ इंडिया (एनएआई) द्वारा नॉर्थ जोन के रोजनल एबिलिपिक्स के 19वें संस्करण का आयोजन किया गया। एबिलिपिक्स दिव्यांगों की प्रतिभा व क्षमता का ओलंपिक है। दो दिनों इस ओलंपिक में दिल्ली-एनसीआर, हरियाणा, पंजाब, हिमाचल प्रदेश, राजस्थान, उत्तराखंड व उत्तर प्रदेश जैसे पड़ोसी राज्यों के 400 से ज्यादा दिव्यांग प्रतिभागी हिस्सा लेंगे हैं। लेडी इरविन में बीरवार को शुरू हुई यह प्रतिभागी दिव्यांगों के लिए सार्थक एजुकेशनल ट्रस्ट और नेशनल एबिलिपिक्स एसोसिएशन ऑफ इंडिया के संयोजन में आयोजित है। बीरवार को इस कार्यक्रम के उद्घाटन समारोह में एनएआई के संस्थापक

दिव्यांगों को मिलेगा रोजगार

कोलकाता। मानव में श्रमिक को दिव्यांगों के लिए नेशनल एबिलिपिक्स एसोसिएशन ऑफ इंडिया ने सार्थक एजुकेशनल ट्रस्ट व हंस फाउंडेशन के सहयोग से 19वें 'इस्ट जोन रोजनल एबिलिपिक्स' का आयोजन किया। यह दो दिवसीय कार्यक्रम ताकुरपुकर सुजनी रोड स्थित इंडियन इंस्टीट्यूट ऑफ ट्रेनिंग एंड डेवलपमेंट में किया जा रहा। कार्यक्रम के उद्घाटन अवसर पर राज्य के दिव्यांगजनों के आयुक्त देवका चट्टाज, केपजमिनी के उपायुक्त निर्माणा खां, दिव्यांगजनों के अधिकारिता विभाग के पूर्व सचिव लव वर्मा, सार्थक एजुकेशनल ट्रस्ट के संस्थापक व सीईओ व नेशनल एबिलिपिक्स एसोसिएशन ऑफ इंडिया के महासचिव डॉ. जितेंद्र अग्रवाल, अर्थात कैबिनेट के प्रबंध निदेशक सिद्धार्थ रस्तोगी, नेशनल एबिलिपिक्स एसोसिएशन ऑफ इंडिया के उपायुक्त डॉ. सुधीर गुप्ता उपस्थित रहे। दो दिवसीय कार्यक्रम के दौरान शनिवार को दिव्यांगों के लिए जीव फेयर का भी आयोजन किया जाएगा, जिससे सार्थक कर रहे शारीरिक रूप से असमर्थ लोगों को सम्मानित व प्रतिष्ठित जीवन मिल सके। इसके लिए सार्थक एजुकेशनल ट्रस्ट व नेशनल एबिलिपिक्स सभी क्षेत्रों में एक हजार से अधिक दिव्यांगों तक पहुंच कर उनके विकास का काम कर रहे हैं। मौके पर खेलते हुए सार्थक एजुकेशनल ट्रस्ट के सीईओ व संस्थापक जितेंद्र अग्रवाल ने कहा कि उनकी कोशिश है कि बेकेशनल ट्रेनिंग के माध्यम से वह दिव्यांगों को रोजगार के अवसर प्रदान करना चाहते हैं, जिससे वह सम्मान भरा जीवन जी सकें। गौरतलब है कि जितेंद्र स्वयं भी आंखों से देखने में असमर्थ हैं, लेकिन शुरुआत से ऐसा नहीं था, वह एक सफल दंत चिकित्सक थे, लेकिन किसी कारणवश उनकी आंखों की रोशनी धीरे-धीरे कम हो गयी। उन्होंने दिव्यांगों के दृढ़ व संघर्षपूर्ण जीवन को समझी हुए सार्थक एजुकेशनल ट्रस्ट की शुरुआत की।

दिव्यांग करेंगे प्रतिभा का प्रदर्शन

कोलकाता, 1 अगस्त (जनसत्ता)।

रोजगार के मामले में दिव्यांगों को मुख्यधारा से जोड़ने के लक्ष्य के साथ इस्ट जोन रोजनल एबिलिपिक्स के 19वें संस्करण का आयोजन आगामी 4 और 5 अगस्त 2019 को इंडियन इंस्टीट्यूट ऑफ ट्रेनिंग एंड डेवलपमेंट, श्रीजनी रोड, ताकुरपुकर कोलकाता में होगा। सार्थक एजुकेशनल ट्रस्ट के साथ मिलकर नेशनल एबिलिपिक्स एसोसिएशन ऑफ इंडिया (एनएआई) की मेजबानी में होने वाला एबिलिपिक्स दिव्यांगों की प्रतिभा व क्षमता का ओलंपिक है। इसे हंस फाउंडेशन का भी समर्थन प्राप्त है। यह बीरवार के एक विस्तृत सेक्टर, विशेष जीव मेले में प्रतियोगिताओं के साथ एक अंश खेलने वाला अवसर होगा जो पीडब्ल्यूडी के लिए देश में उनकी गरिमा और आत्म-विश्वास सुनिश्चित करने पर विचार-विमर्श करता है। सार्थक एजुकेशनल ट्रस्ट के संस्थापक व सीईओ डॉ. जितेंद्र अग्रवाल ने यह जानकारी दी।

Glimpses of 2018-19



Plantation Drive by Jaipur Team during Independence Day



Trainees of Kolkata Centre learning about Retail Sector

Glimpses of 2018-19



Felicitation of Rupert De Sallis and Jody Tul, Owner & Director, Be In Awe



Ghaziabad Team with Trainees



Sarthak Trainees at Tata Mumbai Marathon



Sarthak Coffee Table Book Release by Christine Hodgson, Capgemini Group Head, CSR and Capgemini Group Executive Committee Member



Felicitating Ms Rosemary Higgins, FSO, Embassy of The United States of America



Job Fair at Kolkata Centre



Delhi Team with Actress Ihana Dhillon



Job Fair at Chennai



Glimpses Mobilization Camp, Vizag



Dr. Jitender Aggarwal, as esteemed guest at UNTIL on the eve of World Literacy Day

Glimpses of 2018-19



Diwali Celebration at Sarthak

Glimpses of 2018-19



Orientation Session of trainees at Hyderabad



Sensitization Workshop at IHG



Yoga Session at Chennai Centre



Parents Meet at Hyderabad Centre



Selected Candidates at Reliance Trends



Dr. Aggarwal at CSR Summit 2019



Team Sarthak with Mahesh Bhat & Pooja Bhat during West Zone Regional Abilympics 2019



Sarthak Head Office and Crocs Team



Traffic Awareness Drive at Lucknow Centre



Sarthak Gurgaon Centre at LinkedIn - Exposure Visit

Financials

2018-19

Sarthak Educational Trust
Building No 1, Team Computers, Mohammadpur
Near Bhikaji Cama Place, Delhi-110066
Balance Sheet as at 31.03.2019

Liabilities	Note	2018-19	2017-18	Assets	Note	2018-19	2017-18
CAPITAL ACCOUNT				NON-CURRENT ASSETS			
Capital Fund	7	44,867,893	25,383,824	Gross Block of Fixed Assets	10	20,420,523	16,119,712
Capital Assets Fund Utilised	8	10,836,367	9,082,946	Less: Accumulated Depreciation		9,584,157	7,036,767
Contribution Received in Advance	9	29,478,852	6,230,156	Closing Balance		10,836,366	9,082,945
CURRENT LIABILITIES				CURRENT ASSETS			
Duties & Taxes		36,448	192,529	Investments In FDRs		17,326,882	13,326,882
Creditors & Others Payables		573,006	627,978	Int. Accrued but not received		2,542,309	1,348,219
Staff Imprest payable		196,032	2,123,626	Security Deposits		2,020,800	1,115,800
				Cash in Hand		7,884	4,494
				Bank A/c		49,713,085	17,509,426
				Other Current Assets	11	3,541,281	1,253,293
Total		85,988,598	43,641,059	Total		85,988,598	43,641,059

Significant Accounting Policies
and Notes to the Accounts 1-6

Notes annexed hereto form an integral part of the accounts.

As per our report of even date annexed.

FOR KUMAR VIJAY GUPTA & CO.
CHARTERED ACCOUNTANTS
FIRM NO. 07814N

CA. MAHESH GOEL
(PARTNER)
M.No. 088958

PLACE: FARIDABAD
Dated: 28/06/2019

For SARTHAK EDUCATIONAL TRUST

For Sarthak Educational Trust

Auth. Signatory/Trustee
Mr. Madan Lal Garg
Trustee

For Sarthak Educational Trust

Auth. Signatory/Trustee
Dr. DINESH JAIN
(SETTLER)

Financials

2018-19

Sarthak Educational Trust
Building No 1, Team Computers, Mohammadpur
Near Bhikaji Cama Place, Delhi-110066
Income & Expenditure for the year ended 31.03.2019

Expenses	2018-19	2017-18	Incomes	2018-19	2017-18
Audit Fees	59,000	59,000	Grants /Contribution received	59,932,592	43,000,909
Student Accommodation Cost	2,205,643	752,500	Interest Income	1,981,089	1,672,589
Student Academic Expense	312,950	-	Other Income	183,978	131,574
Communication Expenses	394,489	336,008	Income from Early Intervention Project	433,300	931,550
Conveyance Expenses	766,922	799,019			
Electricity Expenses	676,374	431,331			
Event Management Cost	-	3,347,182			
Head Office expense	2,732,416	1,704,287			
Legal & Professional A/c	429,988	210,500			
Other Misc Expenses	834,063	1,063,285			
Workshop and National Conference Expense	483,127	524,156			
Printing & Stationery Expenses	382,071	512,372			
Business Promotion/Advertisement Expenses	291,545	310,724			
Rent Expenses	7,125,762	4,223,830			
Repair & Maintenance Expenses	513,088	237,956			
Salary & Other Staff Benefit	28,413,996	23,827,806			
Travelling Expenses	431,297	534,993			
Water Expenses	196,681	105,695			
Excess of Income over Expenditure/(Shortage)	16,281,547	6,755,978			
Total	62,530,959	45,736,622	Total	62,530,959	45,736,622

Notes annexed hereto form an integral part of the accounts.

As per our report of even date annexed.

FOR KUMAR VIJAY GUPTA & CO.
CHARTERED ACCOUNTANTS
FIRM NO. 07814N

CA. MAHESH GOEL
(PARTNER)
M.No. 088958

PLACE: FARIDABAD
Dated: 28/06/2019

For SARTHAK EDUCATIONAL TRUST

For Sarthak Educational Trust

Auth. Signatory/Trustee
Mr. Madan Lal Garg
Trustee

For Sarthak Educational Trust

Auth. Signatory/Trustee
Dr. DINESH JAIN
(SETTLER)

Financials

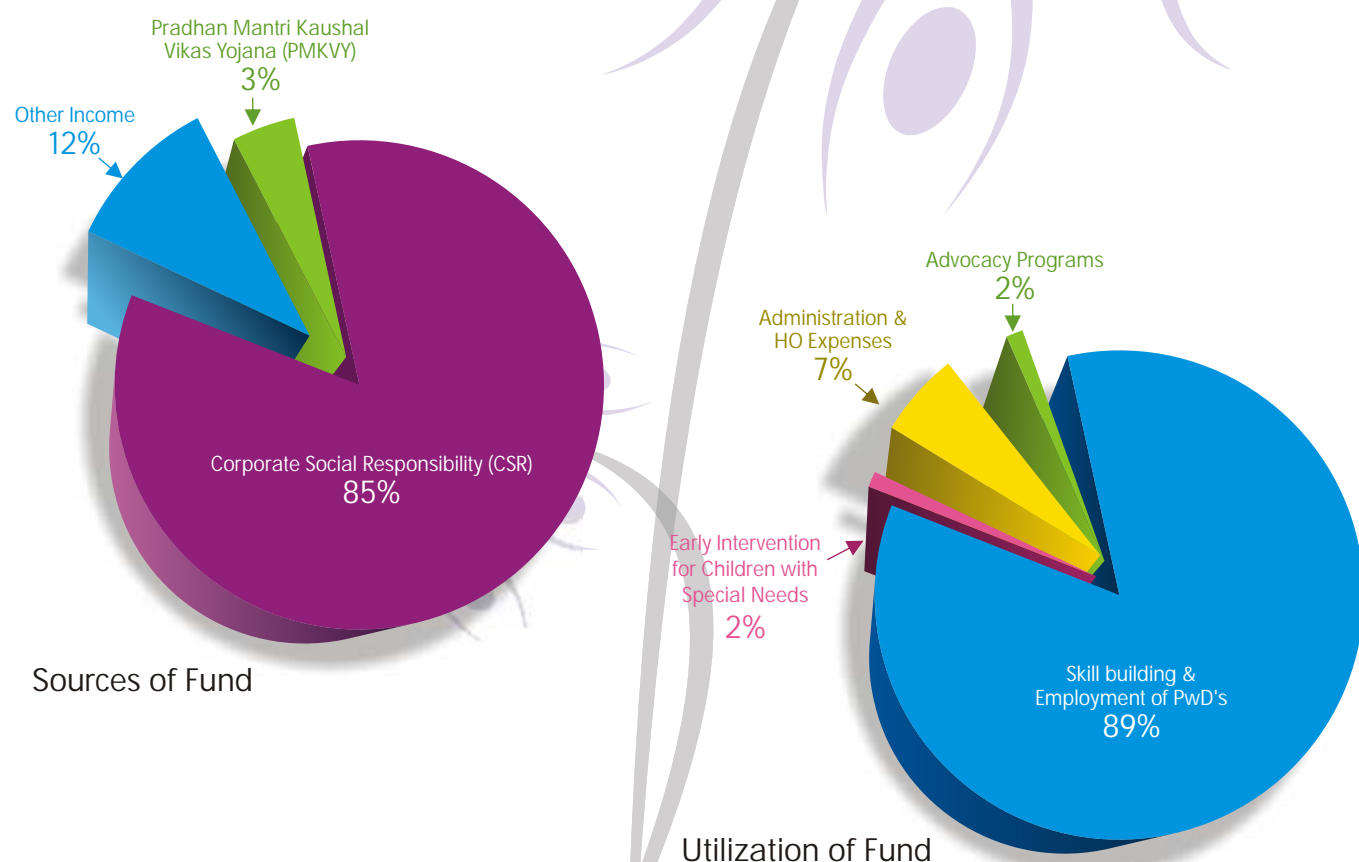
2018-19

Sources of Fund

Particulars	Amount	Percentage
Corporate Social Responsibility (CSR)	53,054,337	85%
Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	1,876,611	3%
Other income	7,600,011	12%
Total	62,530,959	100%

Utilization of Fund

Particulars	Amount	Percentage
Skill Building & Employment for PwD's	41,202,923	89%
Early Intervention for Children with Special Needs	1,050,413	2%
Advocacy Programmes	774,672	2%
Administration & HO Expenses	3,221,404	7%
Total	46,249,412	100%



Come, join and contribute

Help us reach & transform outcomes for Persons with Disability

Sponsor our Initiatives/Ideas

- Sarthak Global Resource Centre - To create a one stop solution for extending support and services to PwDs, creating inclusive and considerate environment through sensitization, awareness and preparing more change makers.
- Sarthak Fellowship Program - To cater to the need of skilled and directed change makers in Disability sector through full time 12 months program.
- Sarthak Corporate Package - To create Equal Workplace Opportunity for Persons with disability using mixed approach of Job Mapping, Disability Sensitization, Accessibility support, secondary training support (for career growth) and rehabilitation of PwD workforce.
- Mobile Training Centre - To provide vocational training support to persons with disability in rural/peri-urban areas through mobile training set ups.
- National Web Portal - To act as a catalyst by providing a web based marketing platform to the PwD entrepreneurs to directly sell to the buyers.
- Shakti Yatra - To create awareness and sensitization for PwD rights and requirements connecting change makers together.

Support us in providing better services to PwDs

- Advocacy Event Partner - To quicken the pace of creating inclusive and considerate environment for PwDs through interaction and awareness drives with Government, Corporate, Institute, Civil Society representatives and communities in general.
- Content Partner - To create multimedia content for providing training and placement services to persons with disability
- Mobile App Creation - To provide learners' flexibility to learn anywhere and anytime with the added advantage of being able to go through the learning content even when they are offline.
- Sponsor a candidate for International Abilympics - To facilitate participation of National Abilympics winner in International Abilympics in 2020.
- Technology Partner - To equip our pan-India centres with technological support such as MIS, Biometrics to promote automation of processes and enhance quality of services further.
- Transport - Residence Facility Support to PwDs - To better cater to training requirements of PwDs despite accessibility and financial constraints.

Donate Us (<http://sarthakindia.org/donation.php>)
Income Tax Act 1961

Indian Donors - All donations made to Sarthak Educational Trust are tax exempt under 80G of the income tax act.
Foreign Donors - Registered under FCRA to receive foreign funds.

Join Us

Join league of Equal Opportunity Employers and hire skilled PwD at your workplace.

Volunteer with Us (volunteers@sarthakindia.org)

Join our initiative to empower persons with disability.

