Enable Inclusion

A program of Enable India for the inclusion of Employees with Disability (EwDs) in Public Sector Undertakings (PSUs) and Government departments.
**Analysis & Work Trial**

Breaking down the job role into accessible tasks & piloting it with Employees with Disability.

Helps identify multiple jobs an Employee with Disability can do using various solutions.

**Skill Enhancement**

Identifying strengths and improvement areas along with designing personalized training modules.

Has helped 1762+ Employees with Disabilities enhance their skills set and take up more tasks at work using different solutions.

**Sensitization**

Changing mindsets and promoting inclusive culture and practices.

Helps the organization and peers understand the potential of persons with disabilities.

**Field Implementation Programs**

Expert visits, handholding support, help to implement learnings and ensuring usage of solutions.

Continued support beyond skill enhancement programs.
Engage with us for inclusion of Employees with Benchmark Disabilities* recruited under Reservation/Quota system.

*Disabilities a, b, c, d and e mentioned under The Rights of Persons with Disabilities (RPWD) Act, 2016.

a. Blindness and Low Vision;
b. Deaf and Hard of Hearing;
c. Locomotor Disability Including Cerebral Palsy, Leprosy Cured, Dwarfism, Acid Attack Victims and Muscular dystrophy;
d. Autism, intellectual disability, specific learning disability and mental illness; multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities
Impact and Testimonials

96%

increase in the number of tasks performed by employees with disability in Public Sector Banks (PSBs) (3 to 132 tasks)

“Job analysis has helped us look at various tasks that a person with disability can perform. Before we had limited knowledge about the work they can do, but with job analysis process, we are able to find various tasks and able to include them more.”

About Analysis & Work Trial by Manager at Nationalized bank

1.68 cr

revenue generated post skill enhancement of employees with disability in the Banking, Financial Services and Insurance (BFSI) sector.

“Customer interaction was difficult for me due to my hearing issues. After the training, my technical expertise has increased and I have the confidence to face customers with my communication solutions.”

About Skill Enhancement by Employee with disability at Nationalized bank

6800+

peer employees and supervisors

1850+

decision makers across 27 states.

“Sensitization activity has helped us to understand disability, how to be more inclusive and various responsibilities we can assign to our employees with disability.”

About Sensitization by Manager at Nationalized bank

1295+

employees with vision impairment have benefited from the Field Implementation Programs.

“It has enlightened me on how to make maximum use of employees with vision impairment. Now I know in a much better way on how to direct them and make them productive.”

About Field Implementation Programs by Senior Official from Govt. Dept.
Enabling Systematic Inclusion through Customization

Who We Are

Enable India is a pioneer in inclusion of persons with disability as a productive workforce in quota jobs. Enable Inclusion, a program of Enable India, aims at Inclusion of Employees with disability (EwDs) through a systematic understanding of job profiles, job analysis and mapping. With change in technology and working processes, there is an increased need to upskill and enhance the potential of employees with disability.

Programs for Sustainable Inclusion

Program for Inclusive & Adaptive trainers
Capacity Building for HR Managers
RPWD Consulting services
IT Support
Infrastructure
Helpline Support

We are associated with

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Let’s Talk

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