

SIX-MONTH REVIEW

Six Months of Building Inclusion Where It Matters Most

Taking disability inclusion closer to communities. Building pathways from early intervention to education, skills and livelihoods.

01

Shravasti

02

Balrampur

03

Siddharthnagar

04

Bahraich

FROM THE FIELD

Over the past six months, GiftAble*d* has continued to deepen its work across four Aspirational Districts of Uttar Pradesh: **Shravasti, Balrampur, Siddharthnagar and Bahraich.**

Our focus has been simple: **move beyond awareness and create practical, locally relevant pathways for Persons with Disabilities and children with disabilities.**

From early identification and intervention to education, skilling, employment and livelihoods, we are building an ecosystem that addresses the different stages of a person's journey.

From intervention to inclusion. From inclusion to participation. From participation to economic independence.

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01 WHERE WE WORK Going Deeper into Aspirational Districts

Uttar Pradesh is central to GiftAble's strategy of taking disability inclusion to communities that are often underserved by mainstream systems.

Over the last six months, our teams have continued to strengthen our presence in four Aspirational Districts:

Shravasti

Aspirational District

Balrampur

NEW CENTRE

Present in all 3 tehsils · Utraula centre operational from August 2026

Siddharthnagar

Aspirational District

Bahraich

NEW DISTRICT

Operations initiated from May 2026

These districts face significant development challenges, but they also represent an opportunity to demonstrate that **disability inclusion can be integrated into broader development priorities**. Our work is therefore not being designed as a standalone disability programme. It brings together:

Health + Education + Skills + Livelihoods + Employment + Markets

02 EARLY INTERVENTION Finding Children Earlier

One of the most important areas of our work in UP is **early intervention for children with developmental delays and disabilities**.

In many communities, developmental delays may go unidentified for years. Families may not know where to seek help, while specialist services are often concentrated in larger towns and cities.

Our approach is to take the first level of identification and support closer to the community.

Our community-based approach

- Identifying children who may have developmental delays
- Screening and assessment
- Connecting families to trained professionals
- Physiotherapy, speech, occupational therapy and special education support
- Guidance for parents and caregivers
- Tracking developmental progress
- Supporting children towards school readiness

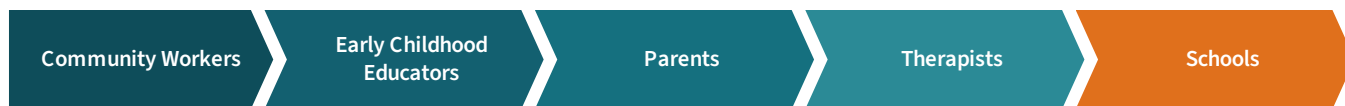
The objective is not simply to provide therapy.

It is to ensure that children get the right support at the right time.

03 CAPACITY BUILDING Building the Local Care Ecosystem

A sustainable early-intervention programme cannot depend entirely on specialists travelling from cities.

We are therefore working towards strengthening the capacity of:



Community-level workers can play an important role in identifying children who need additional support and ensuring that they are connected to the appropriate professional.

Over time, this can create a **distributed model of early intervention** that is more accessible to families in rural and underserved areas.

04 INCLUSIVE EDUCATION From Therapy to Education

Early intervention is only the beginning. The next question is:

“What happens when the child is ready for school?”

Our inclusive education work focuses on helping children with disabilities participate meaningfully in education.

This includes working towards

- 01 School readiness
- 02 Identification of learning needs
- 03 Individualised support
- 04 Teacher sensitisation
- 05 Parent engagement
- 06 Accessibility
- 07 Transition to inclusive / mainstream education
- 08 Alternative education pathways where appropriate



Through **Sculpt**, GiftAbleD is developing models that can connect early intervention with longer-term educational outcomes.

05 LIVELIHOODS Creating Livelihoods for Persons with Disabilities

Inclusion must ultimately lead to **economic participation**.

Our livelihood work in UP focuses on creating opportunities for Persons with Disabilities to develop skills, participate in production and earn an income. Our inclusive production ecosystem brings together:



This creates an important shift:



06 SUPPLIER DIVERSITY Connecting Rural Production to Corporate Markets

One of the unique aspects of GiftAble's work is our ability to connect social impact with corporate procurement.

Our sustainable merchandise and gifting business creates demand for products produced through inclusive supply chains.

The model creates an opportunity for corporate procurement to directly contribute to livelihoods.

Products include

- Bags
- Pouches
- Corporate merchandise
- Sustainable gifting products
- Softline products
- Customised merchandise

A corporate order can therefore do more than deliver a product. It can create:

Demand → Production → Employment → Income → Dignity

07 MANUFACTURING

Building Inclusive Manufacturing Capacity

Our work in UP is also about demonstrating that inclusive manufacturing can work in rural and underserved locations.

We are strengthening local production capabilities while ensuring that Persons with Disabilities are an integral part of the workforce. This requires a different approach to manufacturing.

The experience is helping us understand what it takes to build **sustainable, disability-inclusive micro-manufacturing ecosystems** in Aspirational Districts.

The objective is not simply to replicate a conventional factory. It is to build a workplace that combines:



08 FUTURE SKILLS

Skills for the Jobs of Tomorrow

The nature of employment is changing rapidly. Artificial Intelligence and digital technologies are creating new opportunities, but these opportunities need to reach people with disabilities as well.

GiftAbleD is therefore beginning to connect its UP work with emerging technology and digital skilling opportunities.

Rather than treating training as the end of the programme, we want **employment and livelihoods to be the eventual outcome.**

Our larger skilling philosophy

Learn

Practice

Demonstrate

Get connected to opportunities

09 SOCIAL INCLUSION

Inclusion of Women and Marginalised Communities

Disability and poverty often intersect with other forms of disadvantage.

In the interiors of Uttar Pradesh, women and communities facing social and economic marginalisation can experience additional barriers to education, mobility, employment and access to services.

GiftAbleD is therefore consciously opening its programmes to women from disadvantaged communities, including Dalit women, and exploring ways to connect them with skills, livelihoods and economic opportunities.

*Our objective is to build models where disability inclusion and broader social inclusion **reinforce each other.***

10 REFLECTIONS

What Six Months Have Taught Us

Working on the ground has reinforced some important lessons.

1 Access is the first barrier.
Services may technically exist, but distance, information, affordability and awareness can prevent families from accessing them.

2 Community workers are critical.
A strong local workforce can dramatically improve identification and referral. Collaboration with Government stakeholders has increased our efficiency and outcomes.

3 Parents are partners.
Families need knowledge, counselling and practical tools, not simply a referral to a service provider.

4 Therapy must connect to outcomes.
The goal of intervention is ultimately improved functioning, participation and independence.

5 Livelihoods need markets.
Training a person is only one part of the solution. Sustainable income requires a market for their skills or products.

11 OUR UP JOURNEY SO FAR

Six Months in Numbers

4

Aspirational Districts

390

Achieved under the UDID Smart Inclusion Drive

150

Children undergoing therapy & inclusive education

35

Trained and placed through Swatantra

PROJECT ACTIVITY	TARGET TILL SEP	ACHIEVED TILL SEP	
UDID Smart Inclusion Drive	550	390	71%
Svasthya / Sculpt Early Intervention & Education	55	150	273% Undergoing therapy & inclusive education: 150 · Developmental milestone achieved: 5
EmployAbility Inclusive Learning Bridge	55	20	36% Trained: 20 · Placed: 2
Swatantra Skillng Pathways	30	35	117% Trained: 35 · Placed: 35
Strengthened local ecosystem for disability inclusion Train the Trainer	300	109	36%

Progress bars show the headline achievement against the target till September. Orange indicates the target has been exceeded.

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NEXT SIX MONTHS

The Road Ahead

The next six months will be about **deepening and demonstrating the model**. We will focus on:

A

Early Intervention

Reach more children and strengthen community-level identification and referral.

B

Inclusive Education

Build stronger pathways from intervention to school readiness and inclusive education.

C

Livelihoods

Expand disability-inclusive production and strengthen market linkages.

D

Employment

Create stronger pathways from skilling to jobs.

E

Technology

Explore how AI can improve screening, therapy, learning and employability.

F

Government Partnerships

Work with government systems to improve scale and sustainability.

G

Replication

Document what works in these four districts so that the model can eventually be adapted for other Aspirational Districts.

We believe that the real measure of inclusion is not the number of programmes we run.

IT IS WHETHER...

- ☐ a child gets identified early.
- ☐ a family knows where to go for help.
- ☐ a child with disability can enter school.
- ☐ a young person with disability can acquire a skill.
- ☐ a Person with Disability can earn an income.
- ☐ a woman from a disadvantaged community gets an opportunity.
- ☒ *and whether these opportunities continue even after a project or grant ends.*

That is the model we are trying to build in Uttar Pradesh.

From intervention to inclusion.
From inclusion to participation.
From participation to economic independence.