Impact Assessment Report

For

Women with Disability

Training Programme

FY 2020-2024

Evaluation Conducted by
GIST Impact
March 2025

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1. About GIST Impact

GIST Impact is an innovative data and analytics company that combines renowned sustainability knowledge with advanced technology and big data solutions. GIST Impact envisions a sustainable future were measurement shapes outcomes. Our mission is to empower investors and companies to measure and manage their impacts across all stakeholder dimensions, transcending mere shareholder returns. As pioneers in data and analytics, we meld sustainability expertise with cutting-edge technology to enable comprehensive measurement in Natural, Human, Social, and Produced capitals. GIST Impact provides unmatched sustainability analytics and insights, enabling business leaders to successfully navigate and thrive in today's intricate and volatile 'VUCA' environment.

GIST Impact is led by Pavan Sukhdev, Study Leader of TEEB, Lead Author of UNEP's landmark report 'Towards a Green Economy', author of 'Corporation 2020', Goodwill Ambassador for UN, and recipient of the 2016 Blue Planet Prize and more recently Tyler Prize for Environmental Achievement for 2020. We are headquartered in Geneva, with a global footprint in Mumbai, Delhi, and London.

Leaders in Impact Measurement

Our journey at GIST Impact has been defined by our unwavering commitment to measuring impacts using a scientifically rigorous methodology. With over 16 years of experience in this field, we have amassed a team that boasts a depth and breadth of knowledge in sustainability, science, and economics that is truly unmatched in the market. We take pride in our role as leaders in quantifying the far-reaching impacts of business activities on society and the environment. GIST Impact is more than a company; we are a catalyst for informed decision-making. Our mission revolves around providing innovative impact analysis solutions that empower investors and companies to not only measure and value their impacts but also benchmark them across the four crucial capitals: Natural, Human, Social, and Financial.

Our methodology conforms to globally accepted frameworks and aligns with esteemed global institutions, including the ICC, European Commission, Social Value UK, OECD, and UNEP. Moreover, our commitment to consistency is reflected in our alignment with key industry alliances such as Capitals Coalition, Value Balancing Alliance (VBA), and Integrated Reporting (IR), to name a few. This adherence to international standards ensures that our clients receive insights of the highest calibre.

Revolutionizing Sustainability with Products

At GIST Impact, we are revolutionizing sustainability through innovative products like SME 360, i360x and others. SME 360 platform provides streamlined data entry for Small and Medium Enterprises (SMEs), focusing on their natural capital impacts. It also offers aggregated consolidated reporting for supply chain owners, streamlining the process of sustainability reporting and analysis.

At GIST Impact, our commitment to innovation extends beyond SME 360. We proudly offer i360x, a cutting-edge SaaS-based platform designed to estimate impacts across the four critical capitals: Natural Capital, Human Capital, Social Capital, and Produced Capital. This platform provides invaluable insights into the multifaceted dimensions of sustainability, equipping businesses with the knowledge needed to make informed decisions.

But that's not all. We are also in the process of developing a groundbreaking Social Return on Investment (SROI) measurement tool in partnership with industry titan Microsoft. This tool is set to revolutionize the estimation of Social Capital Impacts, providing a measure of SROI. At GIST Impact, we believe that innovation is the cornerstone of progress, and our dedication to developing cutting-edge solutions reinforces our commitment to reshaping business practices in a sustainable direction. With these dynamic tools and ongoing partnerships, GIST Impact remains at the forefront of sustainability analytics, ensuring that our clients have the insights and tools needed to navigate the complexities of the modern business landscape with confidence and purpose.

A Vision for a Sustainable Future

As we look toward the future, GIST Impact is committed to advancing the field of sustainability analytics and insights. We continually innovate and adapt our solutions to stay ahead in a constantly evolving market, ensuring that our clients receive the best support possible. Our vision is clear: to remain at the forefront of industry trends, leverage emerging technologies, and expand our global footprint. We aim to empower business leaders to deliver better performance for all stakeholders, ensuring a sustainable and prosperous future for society and the environment.

In conclusion, GIST Impact is a trusted partner in the journey towards sustainability and success. We bring a wealth of experience, a network of valuable partnerships, and a passion for excellence to every project in building a sustainable and prosperous future.

Credits

Sam King | Senior Vice President, Corporate Client Services

Debanjana Das | Director, Corporate Client Services

Karan Peer | Senior Manager, Research & Innovation Lab

KP Ranjan | Associate, Corporate Client Services

Contact

E: sam.king@gistimpact.com

T: +91 (0) 22 6710 2812

www.gistimpact.com

2. Executive Summary

Introduction

Disabled people are not only the deprived human beings in the developing world, but they are also the most neglected[1]. According to Census 2011, in India, out of 121 Cr population, about 2.68 Cr persons are disabled that means 2.21% of the total population[2]. Even though disabled people constitute a marginally small percentage of the population of India, their needs for meaningful employment largely remain unmet, despite the implementation of the 'The Persons with Disability' Act 1995. This Act reserves 3% of all categories of jobs in the government sector for disabled persons and provides employment incentives for public and private sector companies, that have at least 5% of their workforce comprising of disabled persons[3].

Gender & Disability

In the developing countries, girls with disability are excluded from education, because of the gender aspect. The general opinion is it is important for boys with disability to get an education, but little thought is given to girls in the same situation, especially in the rural areas[4]. Using gender and disability perspective, disabled women have far greater difficulty in public and private sphere accessing housing, health, education, vocational training and employment. They experience inequality in living, access to credit, and rarely participate in economic decision making.

The employment scenario of disabled in India

As per UNDP report, the workforce participation rate for persons with disabilities in India stands at around 36%, compared to approximately 60% for those without disabilities. The disparity is even starker when we use the gender lens: while 47% of men with disabilities are employed, but when it comes to women it less than half of men, with only 23% of women with disabilities have jobs[5]. Economic empowerment of women with disability becomes even more pertinent when we look at the decadal growth of the of disabled population. From census 2001 to 2011 the disabled men population has grown at 19% but for disabled women it has grown at staggering 27%[6]. So, this leads to more disabled women remaining unemployed. PRIF's programme addresses this issue through their employment-linked training programme.

[1] SEN, A., & Wolfensohn, J. D. (2014). Helping Disabled People out of the Shadows. *New Perspective Quarterly*, *31*(2), 5-9.
[2] Majumder, C. (2019). Prevalence of disabled people in India. *International Journal of Trend in Scientific Research and Development*, *3*(2), 846-851.
[3] Shenoy, M. (2011). Persons with disability and the India labour market: Challenges and opportunities. *ILO*, *13*(1), 1-45.
[4] Shenoy, M. (2011). Persons with disability and the India labour market: Challenges and opportunities. *ILO*, *13*(1), 1-45.
[5] https://www.undp.org/india/blog/bridging-gap-enabling-disability-inclusion-indias-private-sector-workplaces
[6] Uddin, Mohammed Ahmar and Jamil, Syed Ahsan, Entrepreneurial Barriers Faced by Disabled in India (July 5, 2015). Asian Social Science; Vol. 11, No. 24; 2015, Available at SSRN: https://ssrn.com/abstract=2946999

Education status of disabled population in India

It is important to note that in the decade 2001-2011, there was not only a significant increase in the percentage of literates among both male and female disabled population, but their status in higher educational levels has also shown considerable improvement. For instance, the decade witnessed an increase of 3.4% in the percentage of disabled with secondary education, similarly a 2.5% increase in the number of disabled persons with tertiary education level was observed[7].

Government Initiatives for disabled

The Government of India has launched several initiatives to promote the empowerment, inclusion, and accessibility of persons with disabilities (PwDs). The Accessible India Campaign (*Sugamya Bharat Abhiyan*) aims to create a barrier-free environment by improving accessibility in public spaces, transportation, and digital platforms. Additionally, the Unique Disability Identification (*UDID*) project provides PwDs with a unique ID card to streamline benefits and services. The National Action Plan (*NAP*) for Skill Development focuses on enhancing the employability of disabled individuals through vocational training. Various schemes, such as the Assistance to Disabled Persons for Purchase/Fitting of Aids and Appliances (*ADIP*) and Deendayal Disabled Rehabilitation Scheme (*DDRS*), provide assistive devices and financial support to improve their quality of life[8]. Moreover, the government has implemented social welfare programs like the Niramaya Health Insurance Scheme, offering medical coverage for disabled individuals, and the Gharaunda scheme, which provides group homes for adults with disabilities. In line with its commitment to inclusion, the government continues to update policies and introduce new programmes, reinforcing the rights and dignity of PwDs in society[9].

About Pernod Ricard India Foundation (PRIF)

Pernod Ricard India Foundation (PRIF) is an entirely owned subsidiary of Pernod Ricard India Private Limited (PRIPL), established to uphold its commitment to Corporate Social Responsibility in accordance with the CSR Act of 2013. Over time, the Foundation has been actively engaged in various areas, including water, healthcare, education, environment, and livelihood enhancement.

In partnership with the Sarthak Educational Trust, Pernod Ricard India Foundation (PRIF) got associated in disabled women livelihood programme as a CSR (Corporate Social Responsibility) initiative during FY 2020-24 across different states of India. Over the duration of four years, PRIF's reach encompassed around 22 states within the country resulting in a total of 1001 disabled beneficiaries and 10 trainers receiving the benefit of the women with disability training programme. The programme has been conducted for four consecutive years where the overall funding support provided by PRIF was around ₹1.93 cr.

[7] Lakshmana, C. M., & Maruthi, I. (2018). THE DISABLED POPULATION ANDTHEIR EDUCATIONAL STATUS IN INDIA. *Periferia*, *10*(2), 135-157.
[8] https://pib.gov.in/PressReleasePage.aspx?PRID=2079884
[9] https://depwd.gov.in/adip/

These initiatives impact various United Nations Sustainable Development Goals (SDGs), notably SDGs 4, 5, 8 and 10. These contributions arise from basic skills, soft skills and technical training imparted to beneficiaries, for ensuring equal economic opportunities and reduced inequalities to these disabled women, increased future income for the disabled trainees and empowering and promoting inclusion of disabled. Over the past four years, the programme has benefited a total of 1001 beneficiaries, underscoring PRIF's commitment to economic empowerment of disabled women.

Among all the states, Maharashtra has generated the highest economic impact, amounting to ₹1.4 crores. Closely follows Delhi, Uttar Pradesh and Punjab with ₹98.15 cr, ₹91.76 and ₹55.16 cr of impact. In terms of impact aggregated by disability type, three major disabilities namely orthopedically handicapped, hearing impairment, locomotor disability sums up to 88% of total impact. There are also 113 beneficiaries who have started their own entrepreneurial ventures in personal and beauty care, retail, tailoring and tuition centres to name a few. Looking at the sector trend, gives an interesting picture were IT/ITeS and retail sector collectively provided employment to 85% of the beneficiaries' post training. Together, the programme has delivered the most significant economic value compared to other disability livelihoods programme, where it ranks within the top 54% of disability livelihoods initiatives in India.

GIST Impact has evaluated the overall Impact of the programme in terms of increase in future income for disabled women, saved training and mentoring cost, future revenue growth for the enterprises of self-employed, increase in future income for trainers and increased family income as a quantified impact. As a result of this impact evaluation, the programme demonstrates an impact value of ₹8.02 Crores indicating a Social Return on Investment (SROI) of ₹4.14 for financial year 2020-24.

3. Objective of the Study

The objective of this evaluation is to estimate the Social Return on Investment (SROI) resulting from the women with disability training programme funded by PRIF (Pernod Ricard India Foundation) across 22 different states of India, for the financial year 2020-2024.

4. Methodology of Assessment

According to Social Value UK, Social Return on Investment (SROI) is a comprehensive framework designed to measure and account for a broad range of value, encompassing social, environmental, and economic outcomes. Its core objective is to address social inequalities, enhance well-being, and incorporate the full scope of associated benefits and costs. While environmental aspects are integral to many projects, SROI allows flexibility depending on the specific focus of an initiative, enabling the assessment to centre on social and economic impacts when environmental factors are not directly relevant.

Disabled women training programme focused on training and employment outcomes, the SROI evaluation would primarily emphasize social and economic dimensions. As, environmental outcomes may not be central to the analysis, allowing the evaluation to fully concentrate on the measurable changes in skill attainment, employability, and related socio-economic benefits. This approach remains aligned with the broader SROI framework, which provides the flexibility to tailor value measurement based on the objectives and scope of the specific initiative.

The Social Return on Investment (SROI) analysis of the disabled women training programme is evaluative in nature, drawing extensively from primary data to offer a detailed assessment of the programme's actual impact. This evaluative framework enables a robust examination of the direct and measurable impacts of the initiative, relying minimally on secondary data or predictive modelling.

The focus is on empirical evidence, allowing for a thorough analysis of the economic and social benefits realized by the target beneficiaries, thereby ensuring accuracy in the interpretation of the programme's effectiveness and its broader socio-economic contributions.

Overall, the assessment aims to provide a comprehensive understanding of the effectiveness and impact of the disabled women training programme on the beneficiaries, highlighting their economic empowerment.

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5. Scope and Framework of Current Assessment

GIST Impact has assessed the social return on investment generated by the women with disability training programme. The primary goal of the Pernod Ricard India Foundation's (PRIF) is to help the disabled women secure employment via their disability training programme who otherwise are ignored and many of the disabled women fails to enter the formal workforce if not supported.

Disabled women encounter multifaceted challenges in employment due to the intersection of gender and disability biases. They often face unequal hiring and promotion standards, limited access to training, and occupational segregation, which confines them to lower-paying, unstable jobs. These barriers are compounded by societal stereotypes that question their capabilities, leading to underrepresentation in leadership roles.

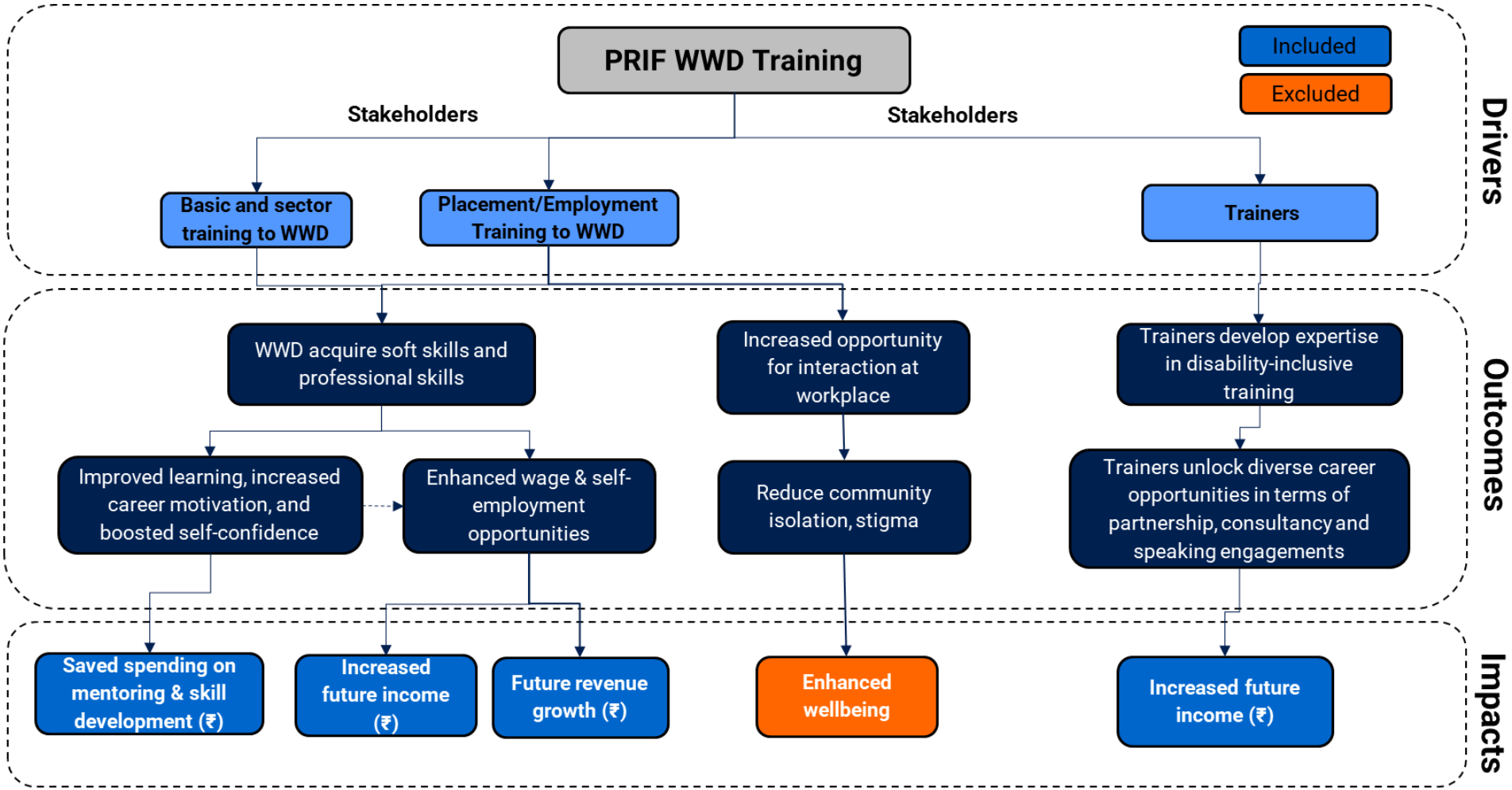
Accessibility issues further hinder their employment prospects. Workplaces often lack necessary accommodations such as ramps, accessible restrooms, and adaptive technologies, making it challenging for disabled women to perform their duties effectively. Additionally, online job applications and recruitment processes may not be designed with accessibility in mind, excluding potential candidates. These infrastructural and attitudinal barriers not only limit their career advancement but also contribute to economic insecurity and social isolation.

A significant number of disabled women also not aware of the government initiatives for them. It also important to understand that government alone won't be sufficient therefore a bigger role by corporate is needed. PRIF has taken the initiative to ensure that disabled women are economically empowered and join the formal workforce. PRIF are supporting via their CSR programme and are imparting skills training which aligned with the industry standards and ensures that the trainees are job ready post completion. However, despite the availability of the programme, there are still many individuals who are still unaware and face challenges in availing these benefits.

The PRIF in order to reach out maximum disabled women in need has partnered with the Sarthak Educational Trust to address these challenges and specifically target and focus on economic empowerment via upskilling of these disabled women. As a result of this programme, an aggregate of 1001 disabled women have benefited from the programme.

However, considering the specific focus of the intervention, the significance of the benefits involved, and the accessibility of primary data, the current assessment is limited in scope. It primarily aims to evaluate the impact of the training programme, encompassing both disabled women and trainers. This assessment primarily focuses on estimating the economic value of the benefits arising from the intervention in the 22 different states of India.

5.1 Framework of Evaluation: PRIF Women with Disability (WWD) Training Programme



***Note** *WWD is women with disability*

6. Impact Assessment of WWD Training Programme

The present evaluation seeks to document the increased potential for future earnings among disabled women because of the PRIF training programme. Additionally, the increased future revenue for entrepreneurial ventures of self-employed beneficiaries has also been highlighted in quantitative terms. GIST Impact has received primary beneficiary data from the Sarthak Educational Trust to evaluate the social return on investment of the disabled women training programme.

The principal objective behind gathering this data was to assess the transformations occurring in the lives of these disabled women due to the support provided by the programme. This involved gathering comprehensive information in quantitative form to assess the changes that have taken place.

6.1 Primary Data Assessment

PRIF with the support of their implementation partner Sarthak Educational Trust, executed the disabled women training programme across 22 states of India during the fiscal year 2020-24. The programme is designed in four distinct modules: the first is basic training which consists of basic english, life skills and computers. Second module is sector specific training which majorly covers retail, marketing, hospitality and IT/ITeS. Third module is pre-employment in which trainees are supported in resume building and mock interview. Final and fourth module is job placement and employment support.

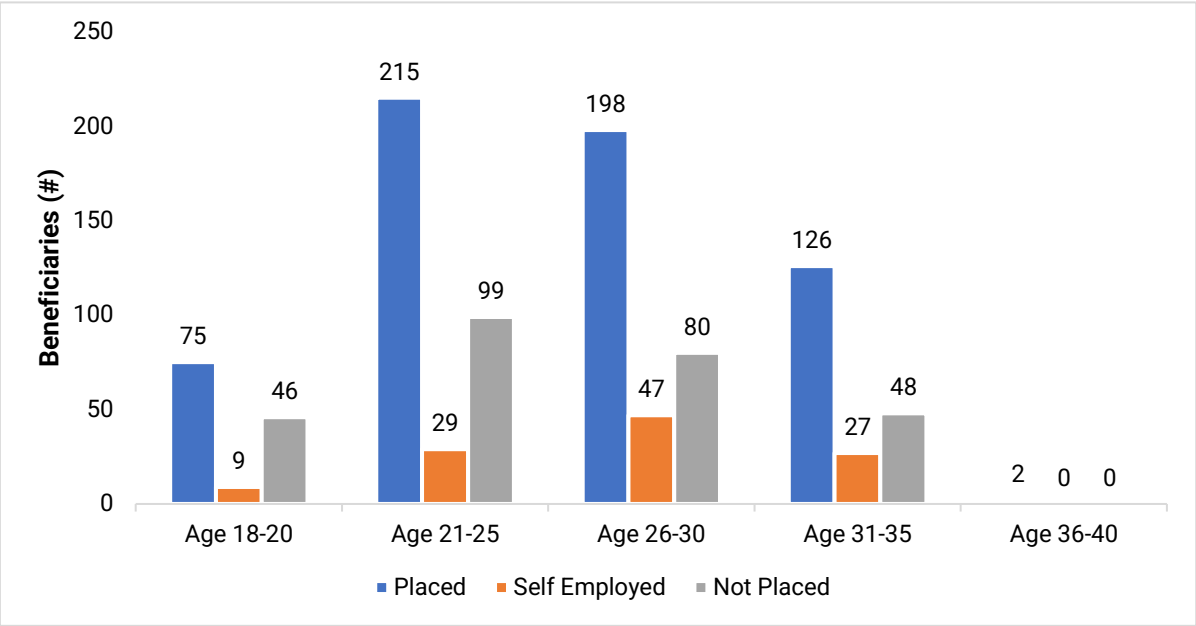
The disabled women training programme was funded by PRIF, benefiting a total of 1001 beneficiaries. The comprehensive training programme encompassed beneficiaries with major disability types as hearing impairment, locomotive disorder and orthopaedic disability. The beneficiaries of the programme come from different education background consisting of 58% from secondary education and 42% from tertiary education. The initiative has covered beneficiaries of age 18 to 37 years with 34% from 20-25 years and 32% from 26-30 years.

Under the process of impact assessment, GIST Impact has gathered primary data from Sarthak Educational Trust. This dataset pertains to 1001 individuals who have received support through a training programme specifically designed for disabled women, which also provides employment opportunities post-training.

6.2 Demographic Details of Beneficiaries

The demographic data in the table provides insights into the employment outcomes of individuals across different age groups. The majority of placements occur in the 21-25 and 26-30 age brackets, with 215 and 198 individuals placed, respectively. These groups also show the highest numbers of self-employed individuals, with 29 and 47 individuals, indicating a relatively strong entrepreneurial inclination. The 18-20 age group has a lower number of placements (75) and self-employment (9), but also a significant number (46) who were not placed. The 31-35 age group shows a moderate placement of 126 individuals and 27 in self-employment, with fewer (48) remaining unplaced. The 36-40 age group has the least representation, with only 2 individuals placed and none in self-employment or unplaced categories, suggesting a lower participation or effectiveness of the program for older individuals. This data highlights that employment outcomes are highest for individuals in their early to mid-twenties, while older groups see decreasing placement rates.

Figure 1 Number of beneficiaries across different age groups

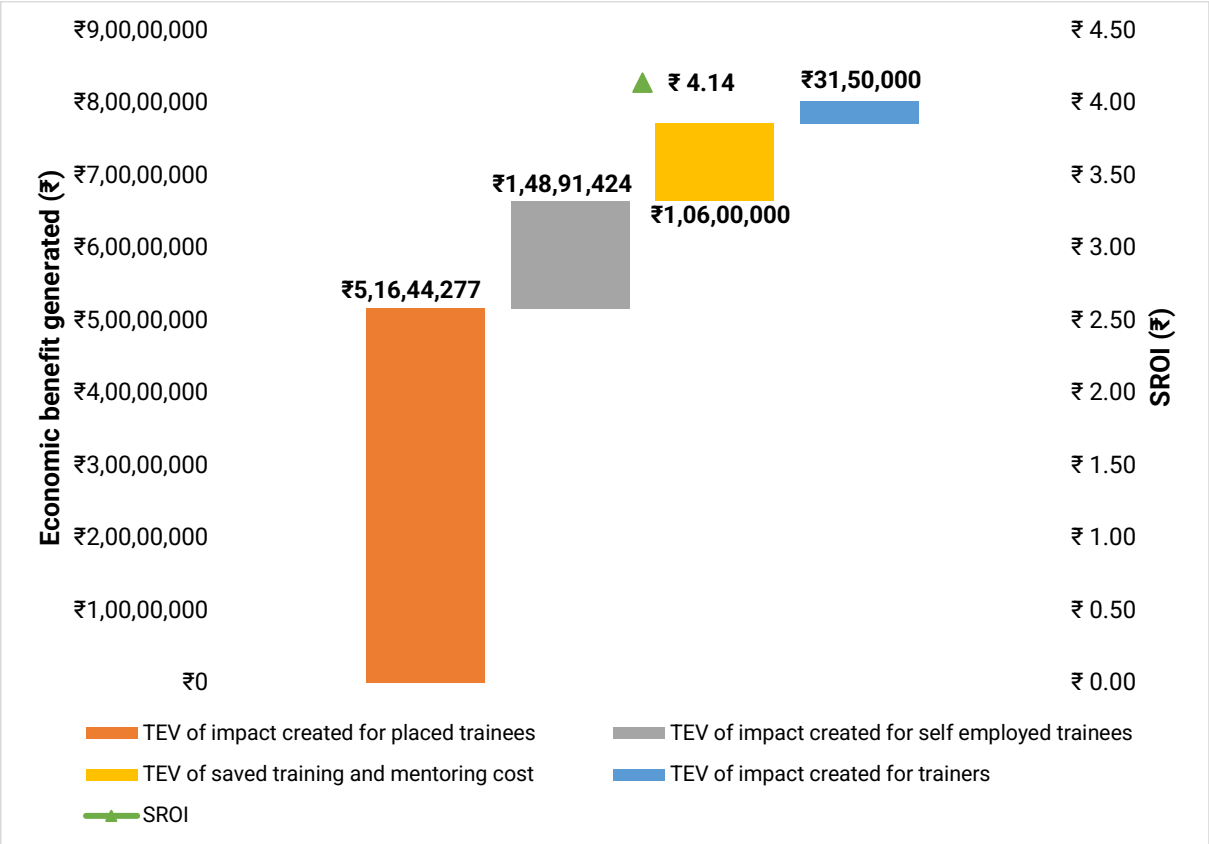


(Source: GIST Impact, 2025)

7. Impact of PRIF WWD training programme

The PRIF WWD Training programme has generated a total economic value (TEV) of ₹8,02,85,701. This value includes benefits of **₹5,16,44,277** which stem from increased future income resulting from basic, soft skills and technical training for beneficiaries. The benefits of **₹1,48,91,424** stem from future revenue growth for the enterprises of self-employed trainees resulting from the support in skilling. Additionally, **₹1,06,00,000** was saved in training costs due to beneficiaries' acquired skills. Further, **₹31,50,000** of the benefits is attributed to the increased future income for trainers. The intervention generates a **'Social Return on Investment (SROI)' value of ₹4.14 (per ₹ invested).**

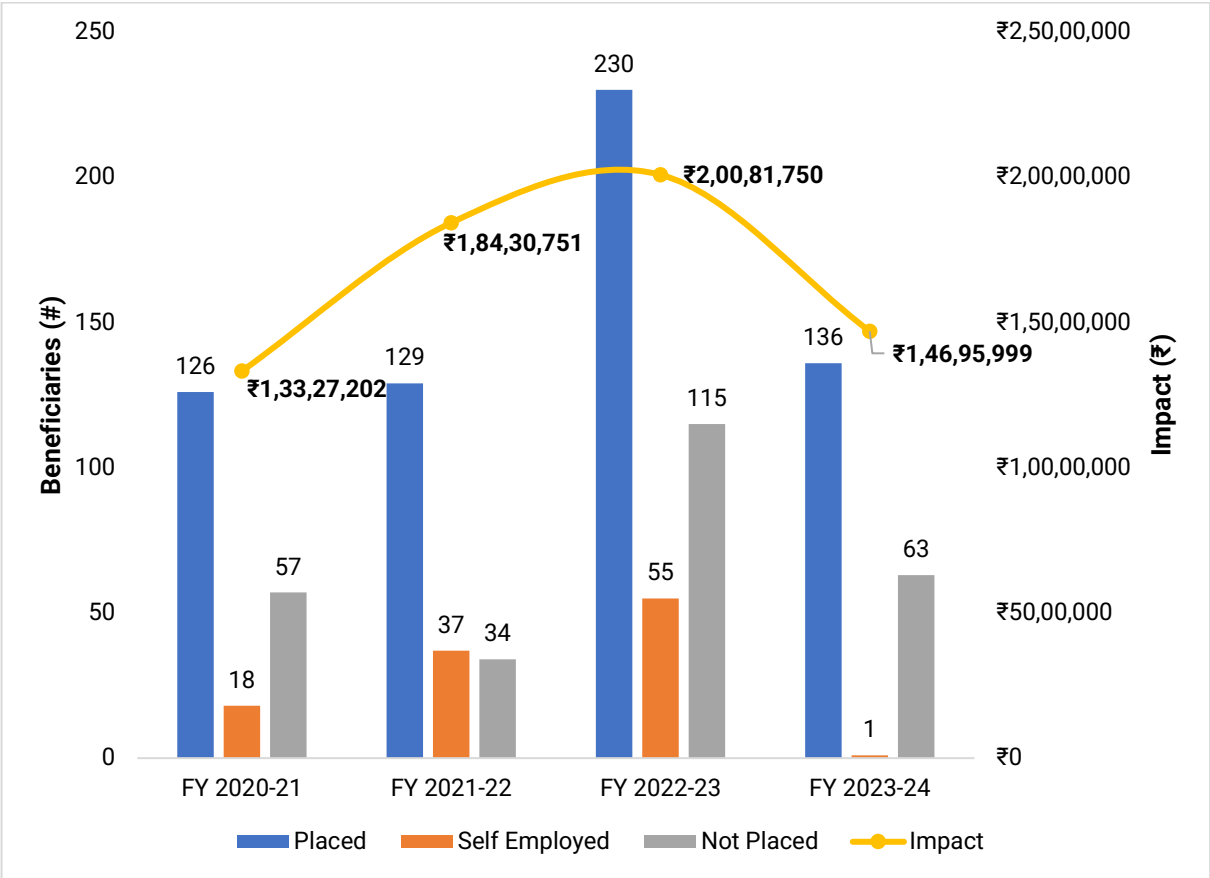
Figure 2 Total Economic Value (TEV) of impact created through training programme (2020-24)



(Source: GIST Impact, 2025)

7.1 Summary of WWD training programme

Figure 3 Yearwise distribution of impact created by the programme

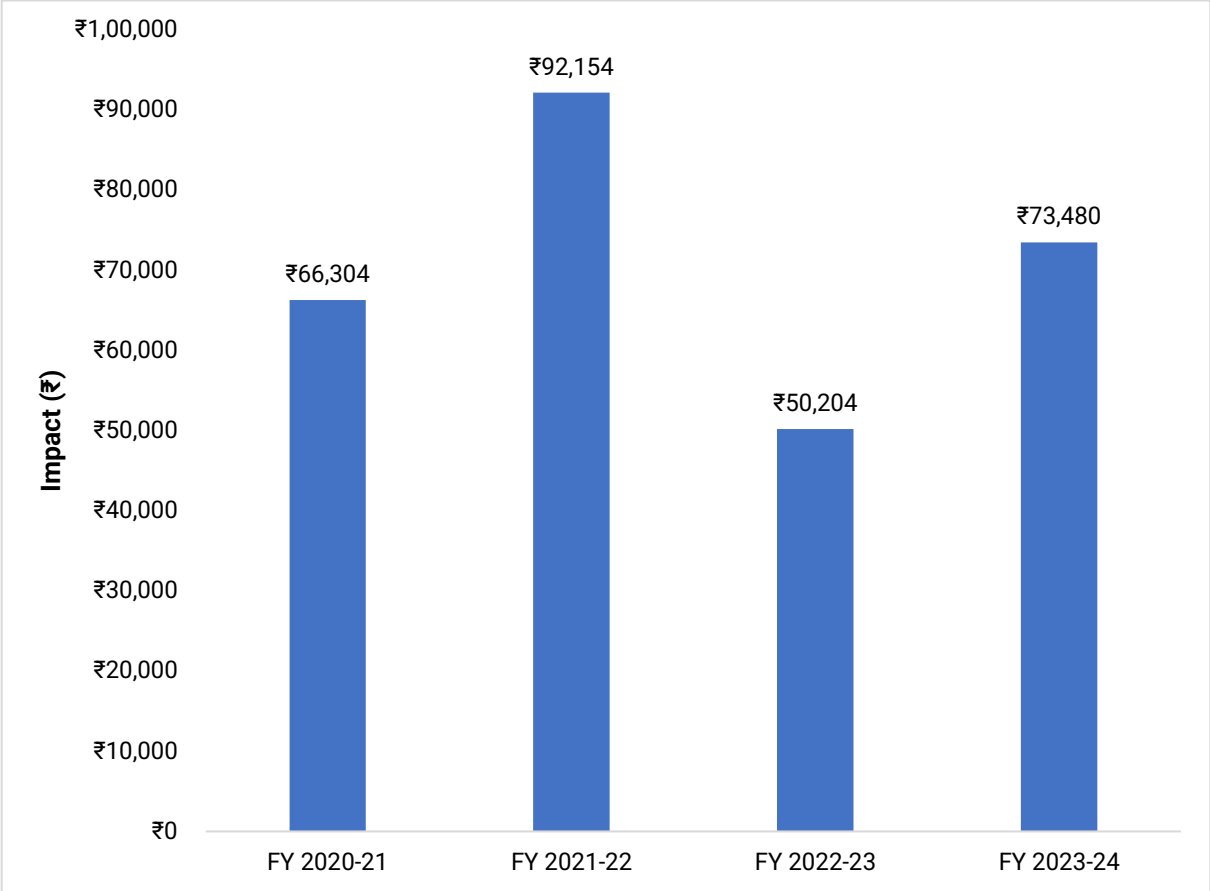


(Source: GIST Impact, 2025)

The highest impact (**₹2,00,81,750**) generated from the programme was in FY 2022-23, as the maximum number of trainees (**285**) successfully secured employment and started their entrepreneurial ventures in the year. The data indicates a consistent upward trend in trainee securing employment, rising from **126** in FY 2020-21 to **230** in FY 2022-23. The data reflects a steady increase in self-employment, growing from **18** in FY 2020-21 to **55** in FY 2022-23.

7.2 Per beneficiary impact – PRIF WWD training programme

Figure 4 Per beneficiary impact



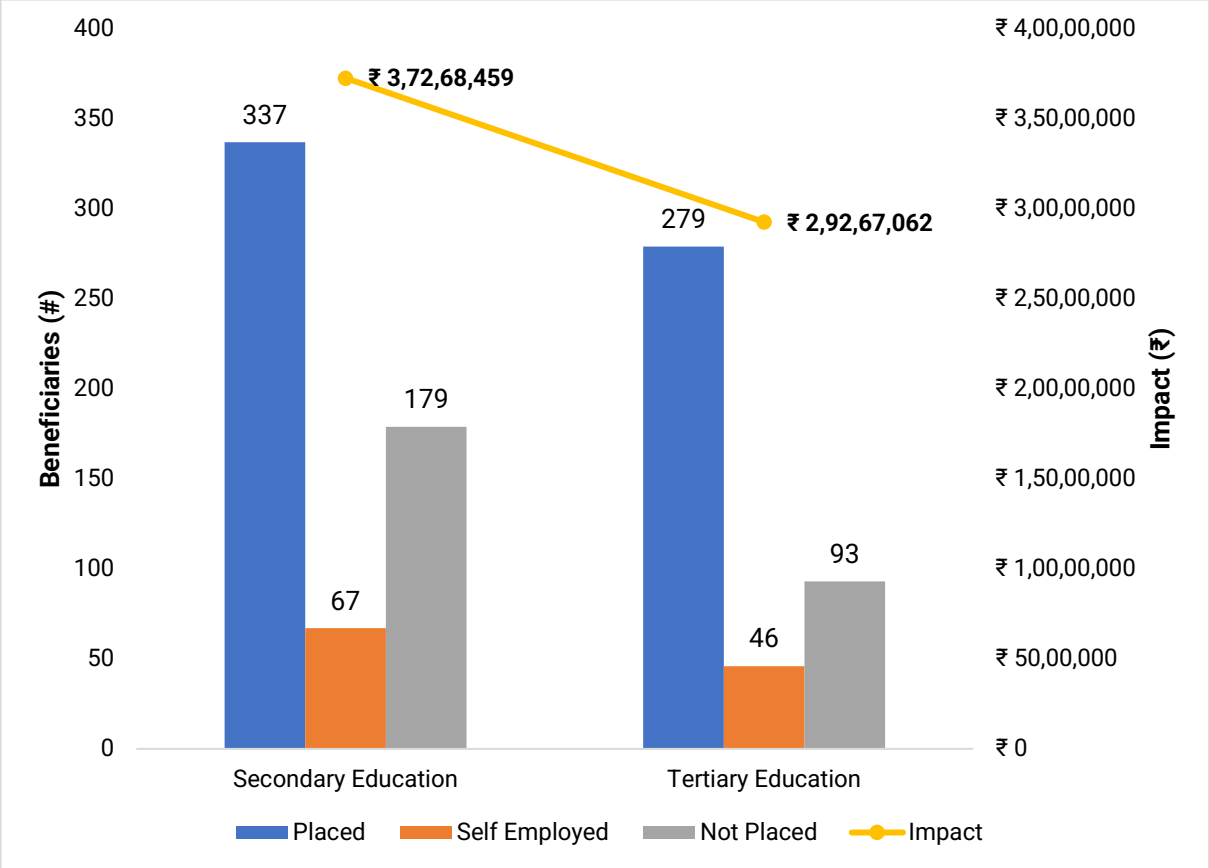
(GIST Impact, 2025)

The program achieved its highest per beneficiary impact of **₹92,154** during FY 2021–22. This was primarily driven by higher average salaries among placed trainees and increased revenue generation of entrepreneurial ventures run by the self-employed individuals, indicating enhanced impact in this period.

The lowest per beneficiary impact of **₹50,204** was seen in FY 2022–23, even though total impact peaked in the same year as seen in the previous slide. This drop is mainly due to a surge in trainee numbers, along with a modest income increase, diluting individual impact despite overall scale of programme expanding.

7.3 Education breakdown of impact – PRIF WWD training programme

Figure 5 Education breakdown of beneficiaries

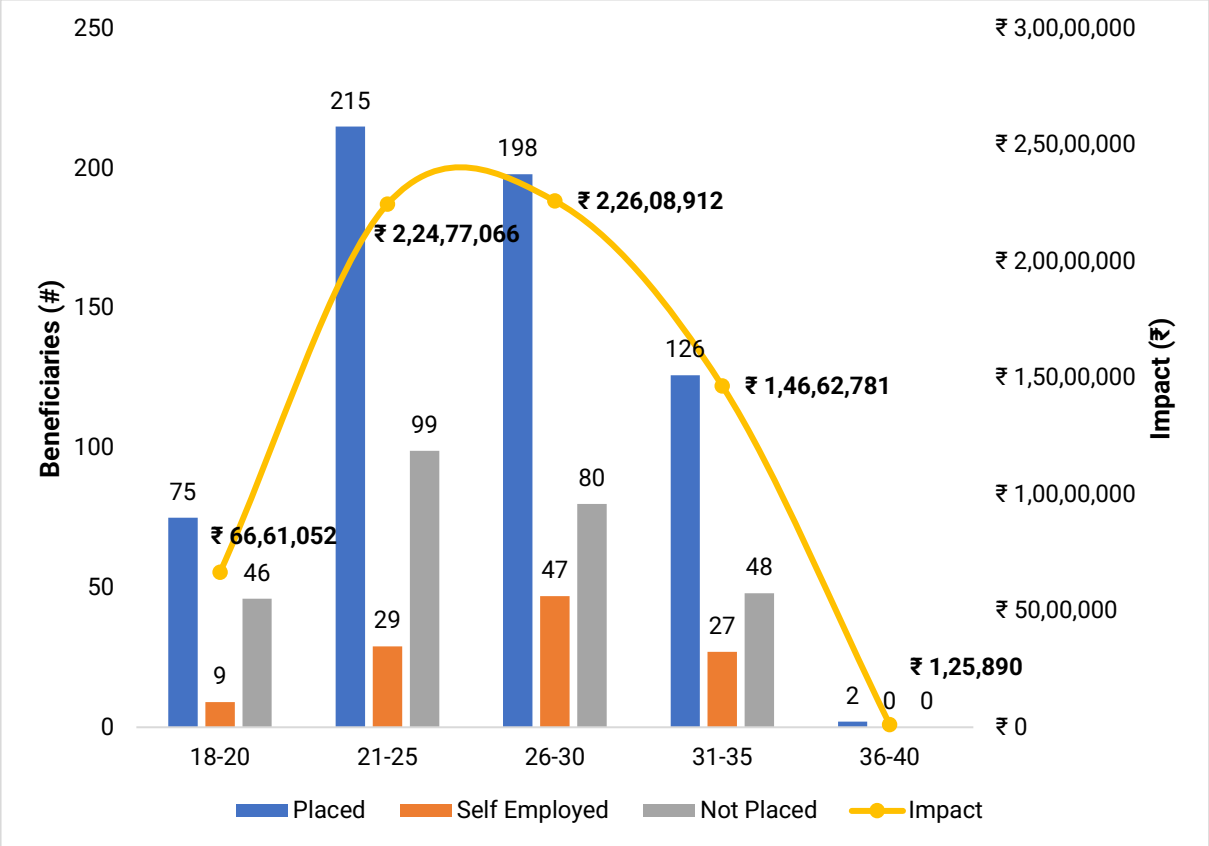


(Source: GIST Impact, 2025)

The highest impact (**₹ 3,72,68,459**) generated for the secondary education beneficiaries owing to large number of trainees **(404)** secured employment and started their entrepreneurial ventures compared to (**325**) for tertiary education beneficiaries. Secondary education beneficiaries predominantly secure **entry-level roles**, while those with tertiary education also secure **executive** and **managerial** positions. The average annual salary of secondary education beneficiary is (**₹1,06,759**) whereas for tertiary education beneficiary (**₹1,09,432**).

7.4 Age breakdown of impact – PRIF WWD training programme

Figure 6 Age breakdown of beneficiaries

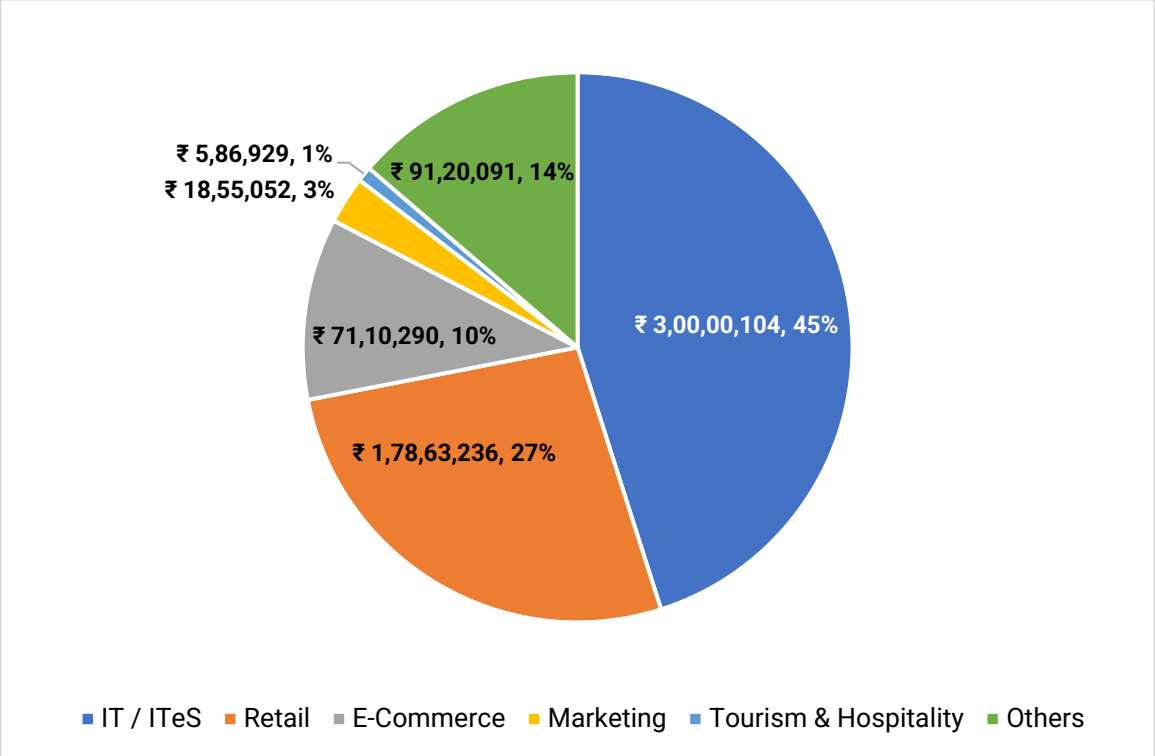


(Source: GIST Impact, 2025)

The highest impact is for age group **21-25 and 26-30.** Their significant impact is attributed to the larger number of trainees successfully securing employment starting entrepreneurial ventures. It is noteworthy that a considerable number of not placed trainees are also from the same age groups 21-25 (**29%**) and 26-30 (**25%**). The **36-40** age group shows the lowest impact. This is majorly due to the low number of trainees securing employment compared to other age categories.

7.5 Sector breakdown of impact – PRIF WWD training programme

Figure 7 Sector breakdown of impact



(Source: GIST Impact, 2025)

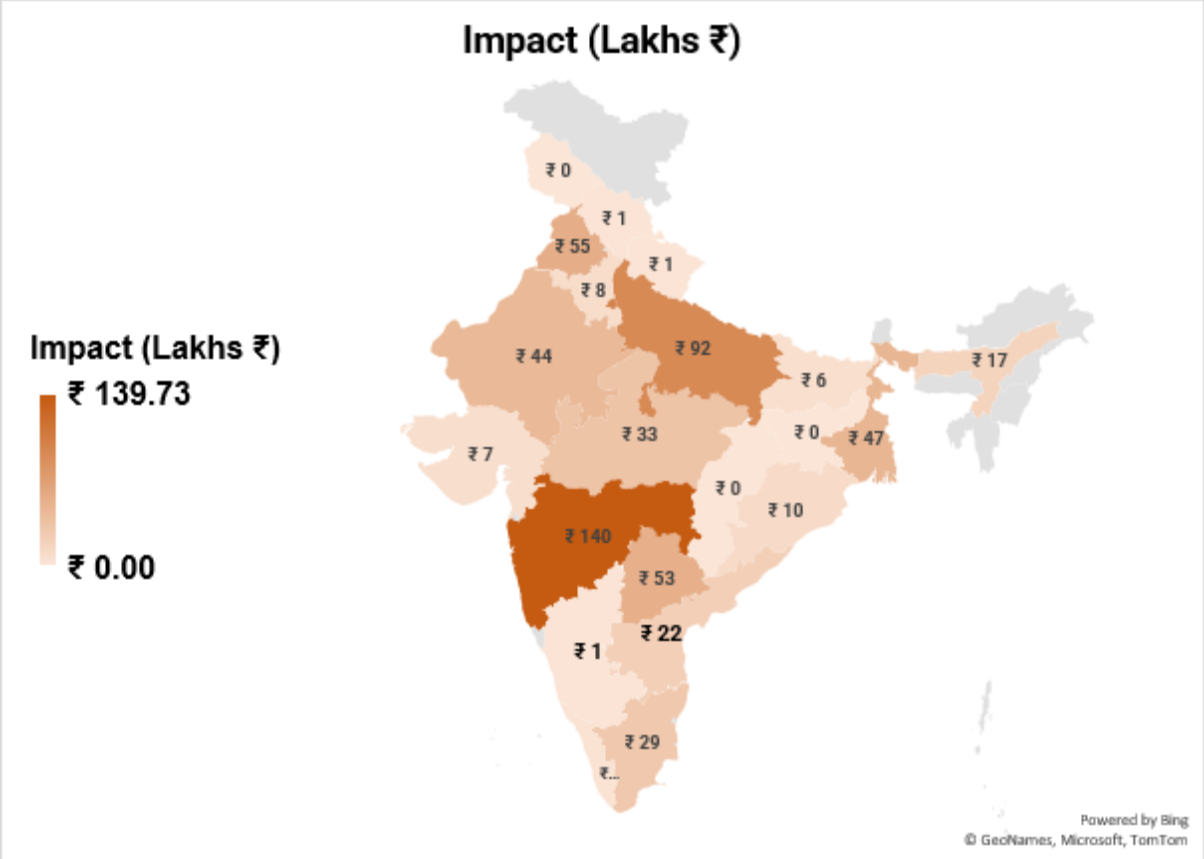
Table 1 Sector wise bifurcation of impact and beneficiaries

Net Present Value (NPV) of benefits generated by WWD Training programme (₹)				
Sector	**Number of beneficiaries (#)**	**Placed (#)**	**Self Employed (#)**	**Impact (₹)**
IT/ITeS	607	376	9	₹ 3,00,00,104
Retail	253	149	13	₹ 1,78,63,236
E-Commerce	94	67	1	₹ 71,10,290
Marketing	44	26	1	₹ 18,55,052
Tourism & Hospitality	2	2	3	₹ 5,86,929
Others	1	1	87	₹ 91,20,091
Total	**1001**	**621**	**113**	**₹ 6,65,35,701**

(Source: GIST Impact, 2025)

7.6 Location breakdown of impact – PRIF WWD training programme

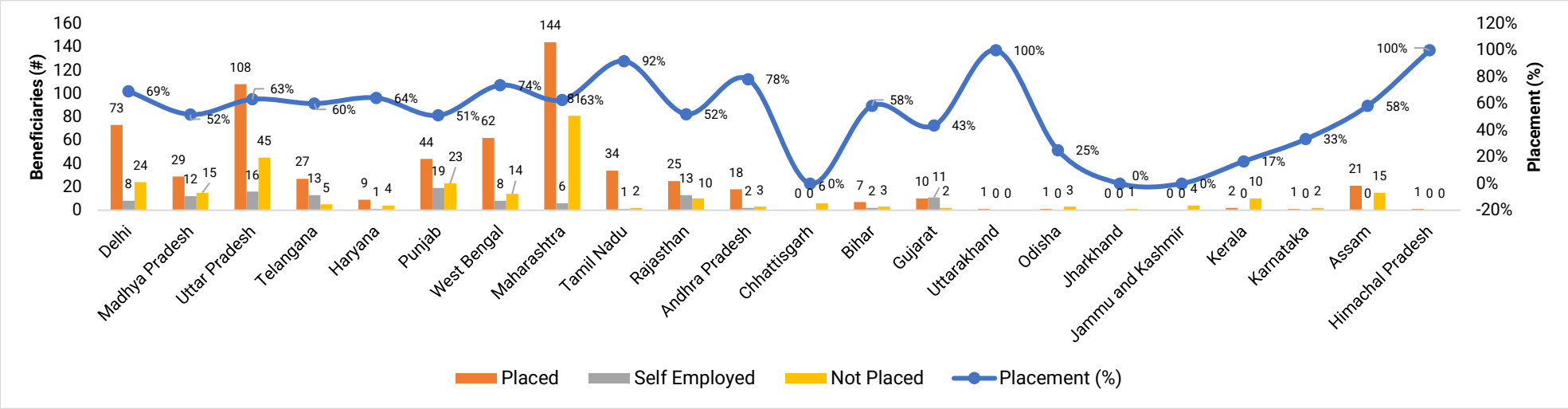
Figure 8 Location wise breakdown of impact for the programme



(Source: GIST Impact, 2025)

The intervention demonstrates a higher impact for beneficiaries residing in **Maharashtra (1.4 Cr)**, **Uttar Pradesh (92 lakhs)**, and **Punjab (55 lakhs)**, owing to significant number of trainees joining the formal workforce and pursuing entrepreneurial journeys from these states.

Figure 9 Number of beneficiaries categorised by location



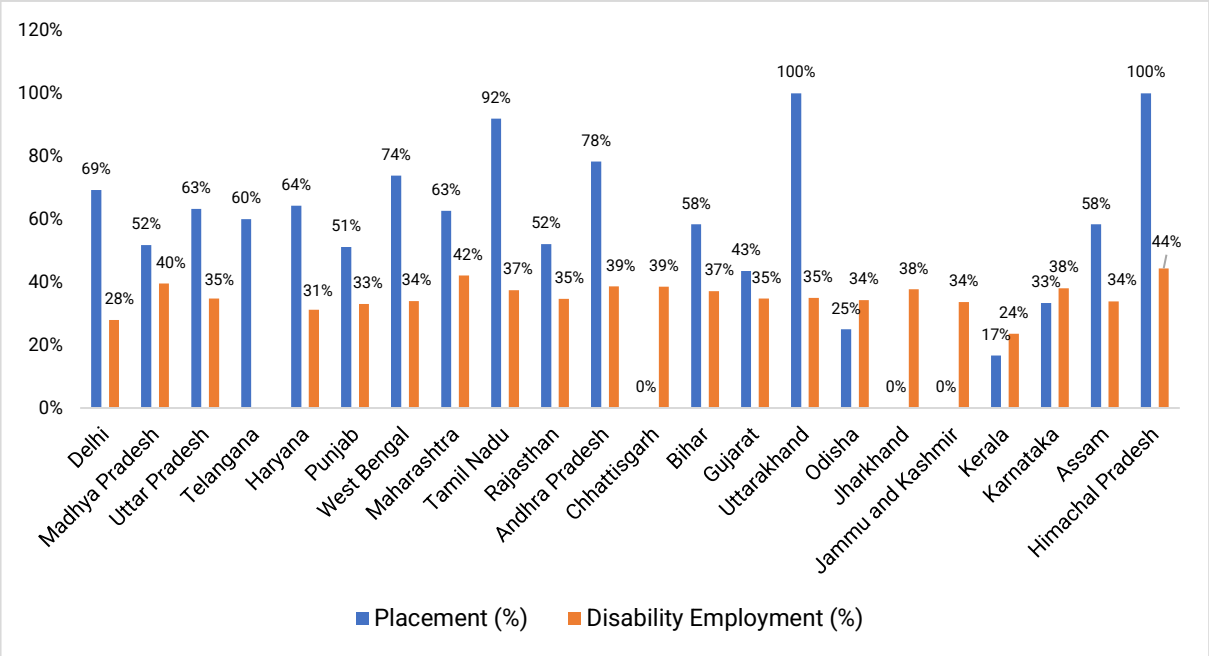
(Source: GIST Impact, 2025)

States like **West Bengal**, **Tamil Nadu**, **Andhra Pradesh**, **Uttrakhand** and **Himachal Pradesh** are potential states with placement above **70%**. The placement data of disabled women post-training across different states reveals significant disparities. Uttarakhand and Himachal Pradesh have achieved a remarkable 100% placement rate, indicating highly effective training programs and strong employment linkages.

Tamil Nadu (92%), Andhra Pradesh (78%), and West Bengal (74%) also show strong placement outcomes, suggesting favourable policies or robust industry engagement. Conversely, states like Chhattisgarh, Jharkhand, and Jammu & Kashmir report 0% placement, highlighting potential challenges such as lack of employment opportunities, weak employer participation, or systemic barriers.

Odisha (25%), Kerala (17%), and Karnataka (33%) also have relatively low placement rates, signalling room for improvement. The mid-range states like Delhi (69%), Uttar Pradesh (63%), and Maharashtra (63%) indicate moderate success but could further enhance efforts to achieve higher placement outcomes. Addressing the gaps in low-performing regions through targeted policy interventions, stronger industry partnerships, and localized support systems will be key to ensuring equitable employment opportunities for disabled women.

Figure 10 Placement percentage (%) of beneficiaries categorised by location

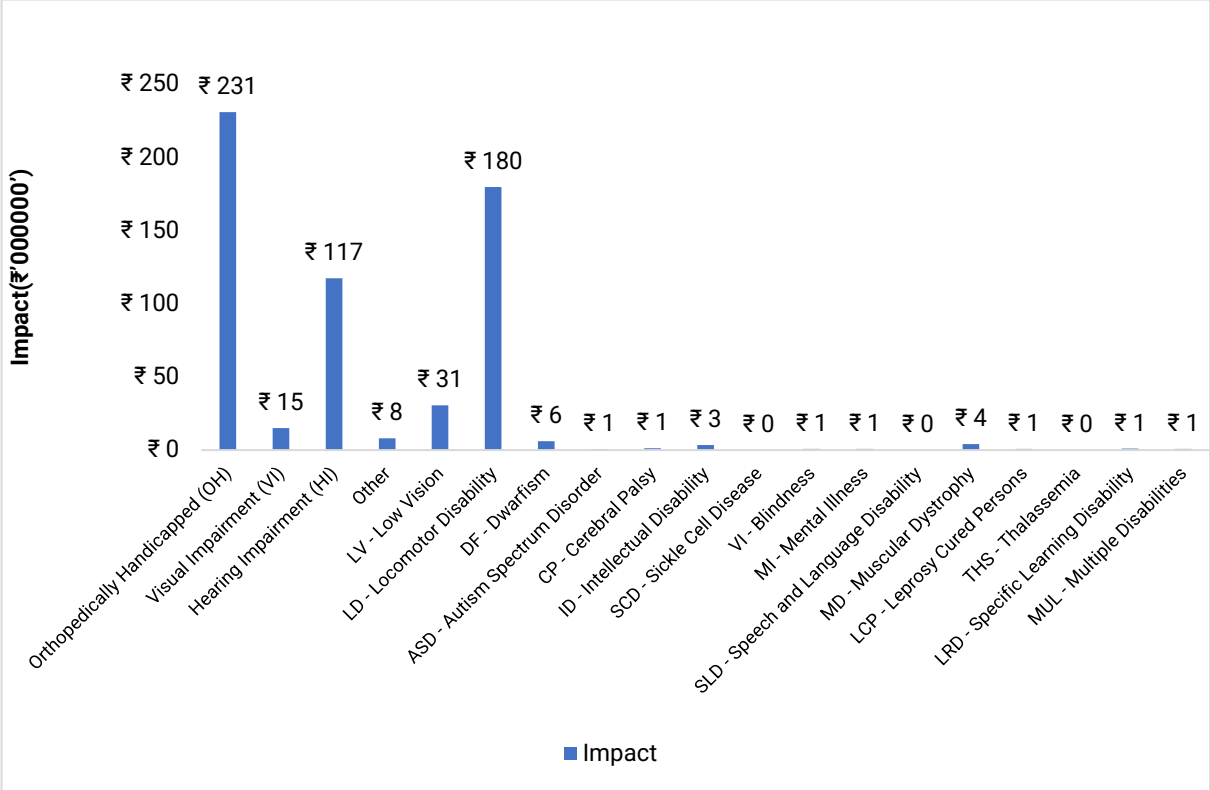


(Source: GIST Impact, 2025)

States like **Chhattisgarh**, **Odisha**, **Jharkhand**, **J&K**, **Kerala** and **Karnataka** placement rate is below state's disabled employment rate. States like Jharkhand and J & K need special support as their placement percentage stands at 0%. Kerala, Karnataka, Odisha are the one where placement percentage is below the state disability employment rate. States like Madhya Pradesh and Gujarat placement percentage are just 10-12% above the state employment rate.

7.7 Disability type breakdown of impact – PRIF WWD training programme

Figure 11 Economic impact aggregated by disability type

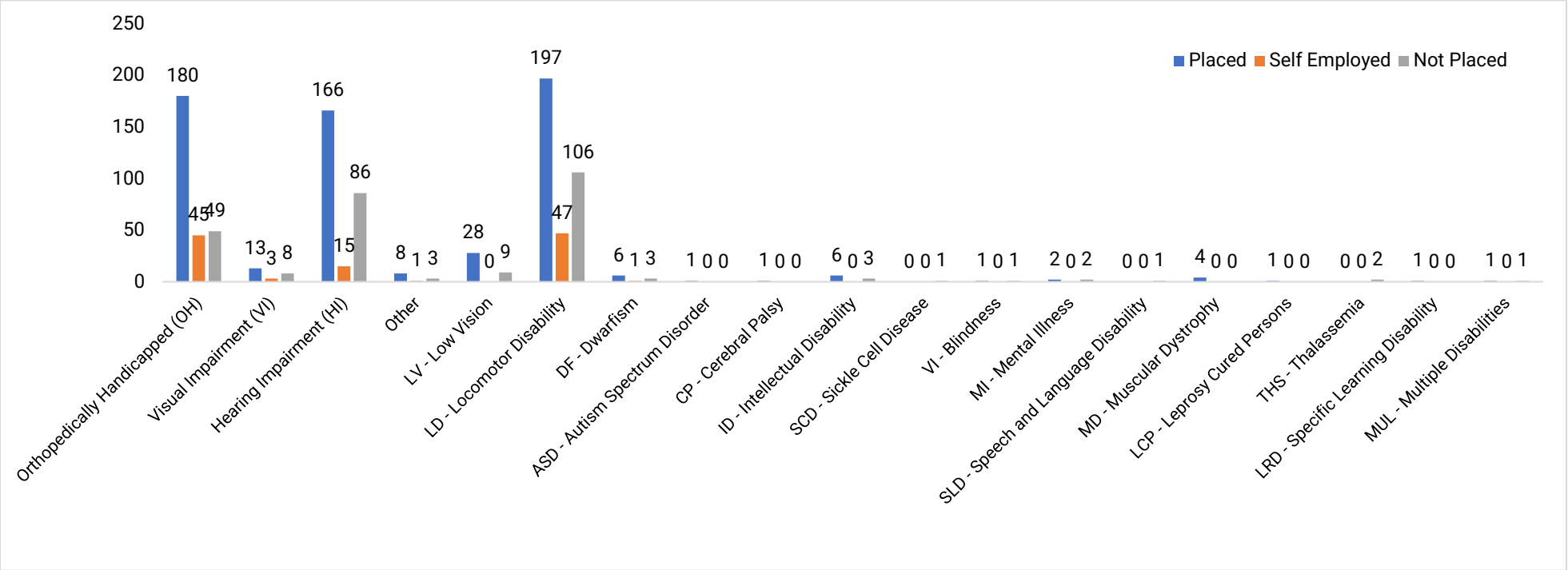


(Source: GIST Impact, 2025)

The intervention has higher impact for Orthopedically Handicapped, Hearing Impairment and Locomotor Disability, as a greater number of trainees have secured employment and started their entrepreneurial ventures from these categories. These disabilities often affect mobility but not communicative abilities, making individuals well-suited for a broad range of jobs.

With proper assistive devices like ramps, ergonomic workstations, hearing aids, sign language interpreters, these individuals can perform tasks efficiently.

Figure 12 Number of beneficiaries categorised by disability type

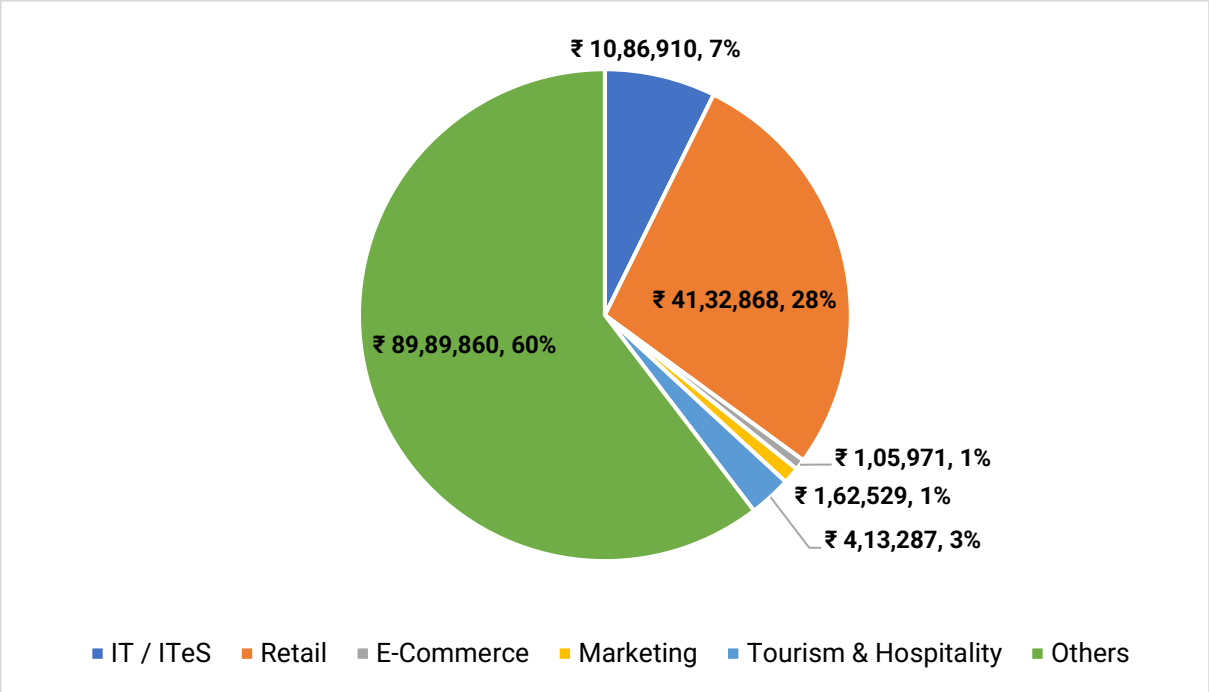


(Source: GIST Impact, 2025)

The graph illustrates the number of beneficiaries bifurcated by disability type. We can observe in the graph certain disabilities have a high number of placed beneficiaries like orthopedically handicapped, hearing impairment and locomotive disability compared to others. The programme overall incorporated 18 different types of beneficiaries and supported them in their economic empowerment via training and placement. There are disabilities like thalassemia, speech and language disability and sickle cell disease where beneficiaries remain unemployed.

7.8 Disability type breakdown of impact – PRIF WWD training programme

Figure 13 Sector breakdown of self employed



(Source: GIST Impact, 2025)

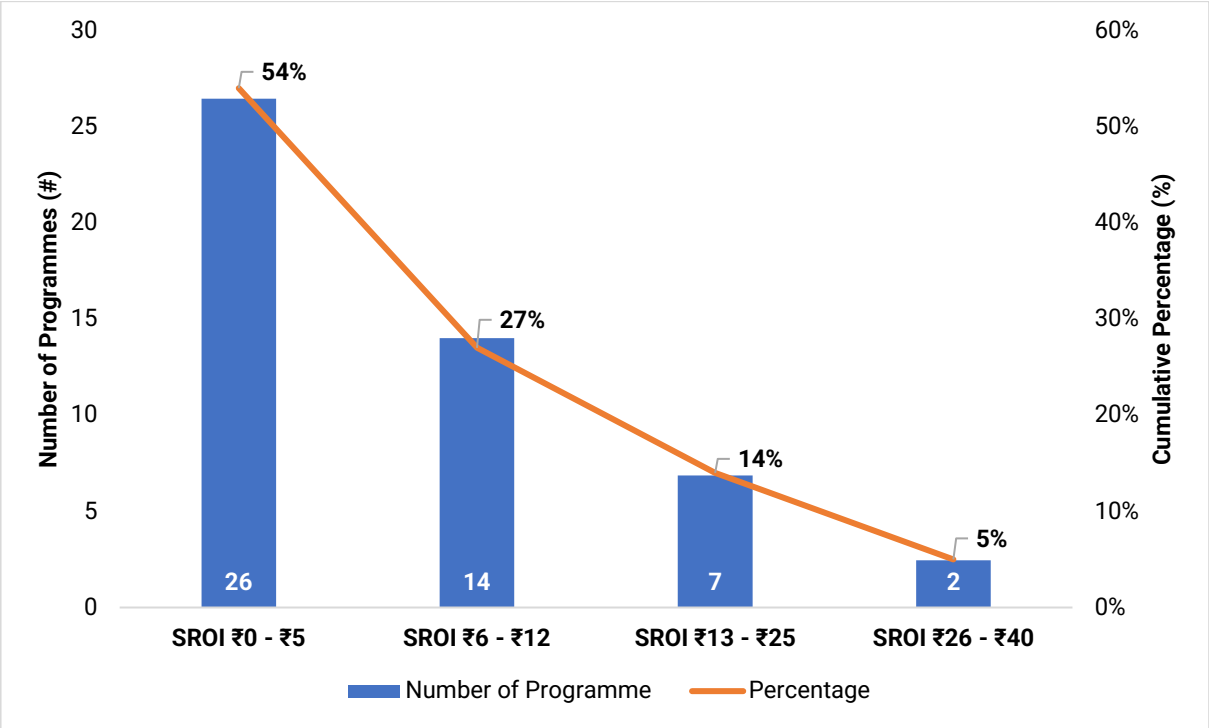
Table 2 Sector wise impact of self-employed beneficiaries

Net Present Value (NPV) of benefits generated by WWD Training programme (₹)		
Sector	**Number of beneficiaries (#)**	**Impact (₹)**
IT / ITeS	9	₹ 10,86,910
Retail	13	₹ 41,32,868
E-Commerce	1	₹ 1,05,971
Marketing	1	₹ 1,62,529
Tourism & Hospitality	3	₹ 4,13,287
Others	86	₹ 89,89,860
Total	**113**	**₹ 1,48,91,425**

(Source: GIST Impact, 2025)

8. Benchmarking disability programme performance

Figure 14 Histogram of 49 disability livelihoods programme in India



(Source: GIST Impact, 2025)

PRIF Disability Livelihoods Programme perform at a level comparable to the majority of disability livelihoods programme in India. The programme demonstrates favourable returns and ranks within the top **54%** of disability livelihoods initiatives in India. The programme exhibits substantial scalability potential. We utilize our SROI Database, encompassing 2000+ social programmes, to assess programme performance in comparison to regional benchmarks. 12 out of the total programmes have focused on skill training for persons with disabilities in India.

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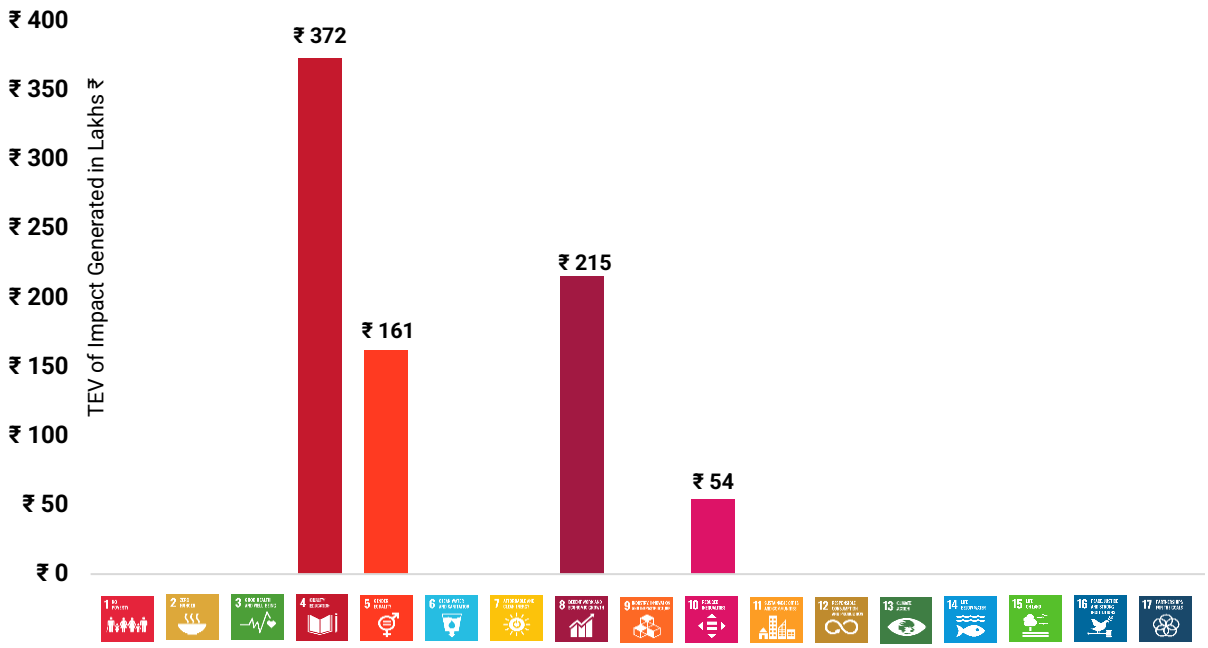
9. Impact attribution to SDG's – PRIF WWD training programme

Figure 15 Impact attribution to SDG's



(Source: GIST Impact, 2025)

The programme contributes positively to the following SDGs:

10. **SDG 4: Quality Education** (Basic, soft skill and technical training) - **₹ 3.72 Cr.**
11. **SDG 5: Gender Equality** (Equal economic opportunities) - **₹ 1.61 Cr.**
12. **SDG 8**: **Decent Work & Economic Growth** (Increased Future Income) - **₹ 2.15 Cr.**
13. **SDG 10: Reduced Inequality** (Empowering and promoting inclusion of disabled) - **₹ 54 lakhs.**

10. What be learnt about the programme

- **High Data availability**: *The programme maintained a diverse dataset encompassing key indicators, including **gender, age, region, education level, disability type**, and **family income** of its beneficiaries. This comprehensive data foundation allows for a detailed and insightful analysis of the programme's impact.*
- **Inclusive participation:** *The programme strengthens inclusivity by engaging a diverse disability population, including individuals with **mental illness**, **intellectual disabilities**, and other **underrepresented groups**, which constitute **11%** of total beneficiaries. The programme fosters **equitable access to opportunities** across all disability categories to earn their livelihoods.*
- **Earning & Employment:** *The average annual salary for trainees placed (**1,15,888**) is almost double of self-employed trainees (**₹64,285**). This suggests that formal employment offers **greater financial stability** and earning potential compared to self-employment.*
- **Self-Employment**: ***Tailoring and garment** related work has emerged as a highly accessible and preferred self-employment choice with (**49%**) indulged in this activity, as it has **low entry barriers**, minimal capital investment, and **flexible work arrangements**. This sector aligns well with the needs of women with disabilities, allowing them to work from home and overcome mobility constraints.*
- **Education Level:** *Secondary education beneficiaries predominantly secure **entry-level roles**, while those with tertiary education also secure **executive** and **managerial** positions. The most common job is of entry level like customer support executive, tele caller, data entry operator, housekeeping attendant, delivery boy along with a small percentage also having manager and executive level job like retail associate, IT associate, store associate, manager, GIS engineer, HR recruiter and software developer.*

11. Recommendation for the Programme

- **Equitable Opportunities**: *The current data suggest that the individuals with disabilities like **Sickle Cell Disease**, **Blindness**, **Thalassemia**, Speech and Language Disability are underrepresented in employment outcomes. In order to ensure equitable access to employment opportunities post-training a discussion with the employer can be started to provide these individuals with additional opportunities and to understand their challenges.*
- **Sectoral Inclusivity**: *Given that the **IT/ITeS** and **Retail** sectors are the largest recruiters within the services sector, it is strategic to prioritize engagement with these industries to maximize placement opportunities for trainees. However, to ensure a diversified and sustainable employment strategy, it is equally important to assess demand across other sectors and regions. A comprehensive primary level **labour market survey/analysis** can be conducted.*
- **Career Progression:** *Beneficiaries of **tertiary education** not only secure employment at **higher annual salaries** compared to their secondary education counterparts, but a significant proportion also transition directly into executive and managerial roles. Employer based feedback can be utilized to tailor the training to support the beneficiaries in their career progression.*
- **Data Tracking:** *To better assess long-term effectiveness, including post-placement data such as **job satisfaction**, **income growth**, contribution to household income, and retention rate is recommended. This addition will offer deeper insights into beneficiaries' **career progression** and **economic stability**, ensuring a holistic evaluation of the programme's sustained impact.*

12. Key Assumptions

Particulars	Values
Inflation rate (5-year average)	5.16%
Social Discount Rate (%)	3.72%
Years of Skill redundancy, Drop off 20%	5
Average salary growth rate (5-year average)	10%
Attribution (%)	15%
Deadweight (%)	20%
Displacement (%)	20%
Total number trainees (2020-21)	201
Total number trainees (2021-22)	200
Total number trainees (2022-23)	400
Total number trainees (2023-24)	200
Number of trainers	10
Revenue growth rate (%) of small businesses (3-year average)	12.48%
Compensation as % of revenue in retail	8-15%
Compensation as % of revenue in hospitality	30%
Compensation as % of revenue in marketing	39%
Compensation as % of revenue in IT/ITeS (Average Calculated)	25%

Note: 85% of the programme benefit is attributable to PRIF whereas 15% has been attributed to the various factors that might have influenced the outcomes. Deadweight and displacement have been conservatively assigned at 20% to prevent overestimation of the programme's impact and to accurately reflect the true additional value created by the intervention.

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14. Impact Valuation Methodology

GIST Impact has undertaken an extensive examination to quantify the economic value of the impact generated for disabled women who have received training and placement assistance. This assessment involves the computation of present value of future income for placed trainees and future revenue growth of entrepreneurial ventures for self-employed trainees. It also considers trainers as key stakeholders, ensuring a comprehensive evaluation of the training programme's economic benefits for all.

17.1 Impact Valuation for Placed Trainees

We have conducted a comprehensive evaluation of the economic impact generated for disabled women who have completed their training and secured employment. We estimating their future earning potential through a present value calculation. To calculate the trainee's future earning potential, we projected their potential income for a period of 5 years.

In this calculation, we assumed that the knowledge and skills acquired during their training would continue to benefit them in their day-to-day work. It's important to note that after this 5-year period, there may be instances where beneficiaries decide to change their career paths, potentially enhancing their skills further through other sources that will not be attributed to PRIF.

To determine the present value of their earning potential, we used the actual salaries of the beneficiaries as a basis for our calculations. This approach allows us to provide a detailed assessment of the economic impact of the training programme on beneficiaries who have completed their training and entered the workforce.

17.2 Impact Valuation for Self-Employed Trainees

In this calculation, we extrapolate the revenue from the income information of the beneficiaries using sectoral benchmark for different small business. Then we forecast the revenue for next 5 years using revenue growth rate for different sector using secondary sources. Further the present value of the revenue is calculated adjusting for inflation. In the final step net present value is calculated using the discount rate and is adjusted for attribution, deadweight and displacement factors.

17.3 Impact Valuation for Trainers

To calculate the trainer's future earning potential, we projected their potential income for a period of 5 years for synchronised assessment of all the stakeholders. In this calculation, compute the increase in the future income using salary growth rate. In the next step we compute the present value of future income. Further we adjust for inflation and finally compute the net present value. Then it is adjusted for the attribution, deadweight and displacement. To determine the present value of their earning potential, we used the actual salaries of the trainers as shared by the implementation partner.

17.4 Impact Valuation for Saved Training Cost

The saved training and mentoring cost calculated using unitary method where the market value of the similar training cost is calculated for one beneficiary. Then it is extrapolated to all the beneficiaries. In the final step it is adjusted for the attribution, deadweight and displacement.

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