


Chapter-14

CSR AND DISABILITY INTEGRATION: UNLOCKING OPPORTUNITIES FOR INCLUSIVE DEVELOPMENT IN INDIA

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ABSTRACT

This research investigates the pivotal role of Corporate Social Responsibility (CSR) in advancing disability inclusion within the Indian context. Guided by Section 135 of the Companies Act 2013, the study examines how CSR initiatives can effectively fulfill social and economic obligations towards persons with disabilities. The research employs a doctrinal approach to achieve this objective, meticulously analyzing relevant legal provisions. These include Section 135 of the Companies Act, 2013, its accompanying Schedule VII, and the critical provisions outlined in the Rights of Persons with Disabilities Act, 2016. This research explores practical strategies for companies to integrate disability inclusion into their CSR frameworks. This exploration emphasizes the significance of implementing targeted initiatives such as skill development, specialized training programs, and creating inclusive employment opportunities specifically designed for individuals with disabilities. Furthermore, the research delves into the potential impact of inclusive CSR practices on the rights of persons with disabilities. This analysis specifically focuses on the critical areas of education and employment, examining how these practices can enhance access to opportunities and foster greater social participation. Finally, the research incorporates a case study of Tata Consultancy Services (TCS), providing a real-world example of a company successfully implementing disability-inclusive CSR initiatives. By meticulously examining the legal framework, analyzing best practices, and exploring real-world case studies, this research aims to provide valuable insights into the role of CSR in promoting disability inclusion in India. It seeks to identify best practices for companies and ultimately contribute to developing a more inclusive and equitable society for all.

Keywords: Company, CSR, Inclusivity, Persons with disabilities (PWD), Self-Employment.

INTRODUCTION

Corporate Social Responsibility (CSR) has emerged as a pivotal component of contemporary corporate strategy, encompassing a company's commitment to addressing its social and environmental impacts. In developing nations like India, CSR assumes a paramount role in tackling multifaceted societal challenges, including the well-being and inclusion of persons with disabilities. This research paper investigates the significance of CSR initiatives in India, explicitly examining how CSR activities can benefit persons with disabilities as welfare measures undertaken by leading companies.

India, characterized by its vast population and diverse socio-economic landscape, grapples with numerous social and environmental issues. In this context, CSR emerges as a crucial catalyst for the nation's holistic development and the empowerment of marginalized communities, including persons with disabilities. The Companies Act 2013 in India has

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