Discover Ability
AMAR SEVA SANGAM
Rehabilitation. Empowerment. Inclusion

Social Impact assessment Study For Financial Year 2024-25

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Social Audit Report on Social Impact Assessment of Amar Seva Sangam (ASSA)

Financial Year 2024–25
Conducted by: Yogesh Narayanan Sundaram ISAI Membership No: ISAI/SA-144

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1. Basic Information of the Social Enterprise

Particulars	Details
Name of Social Enterprise	Amar Seva Sangam (ASSA)
Registration Type	Non-Profit Organisation
Registered Office	Ayikudy, Tenkasi District, Tamil Nadu
Year of Establishment	1981
Legal Form	Registered Society
Reporting Period	FY 2024–25 (April 1, 2024 – March 31, 2025)
Social Auditor	Yogesh Narayanan Sundaram (ISAI/SA-144)

2. Executive Summary

Amar Seva Sangam (ASSA), founded in 1981 in Ayikudy, Tenkasi Ditrict, Tamil Nadu, continues to demonstrate a scalable, technology-enabled rural rehabilitation model empowering persons with disabilities (PwDs).

During FY 2024–25, ASSA supported:

- 15,249 persons with disabilities (20% YoY growth)
- 13,862 beneficiaries under Rehabilitation Services
- 1,057 under Education Initiatives
- 330 under Skill Development Initiatives

Key Impact Highlights:

- 72% improvement in physical well-being among rehabilitation beneficiaries
- 95% reported improved mobility
- 94% reported improved independent living
- 91% reported improved social inclusion
- ₹7.5 crore annual savings facilitated for families
- ₹33.3 lakhs annual earnings enabled through employment.

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- Services Provided 3,18,682 and Products supplied 876 to People with Disabilities
- Assistive device distribution at 903 (PY 1,570).

The organization's reach now spans 9,000+ villages across 7 Indian States and 1 Union Territory, with 81% beneficiaries from economically underprivileged households.

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3. Objectives of the Social Audit

The audit assessed:

- Social impact across rehabilitation, education, and skill development programs.
- Beneficiary outcomes and medium-term impact.
- Data governance and monitoring systems.
- ESG performance and institutional governance.
- Compliance readiness for Social Stock Exchange (SSE) framework.

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4. Methodology

- Document Review: Examination of ASSA's annual reports, financial statements, and program documentation.
- Stakeholder Interviews and Focus Groups: Interviews with key stakeholders, including program beneficiaries, staff, and community members.
- Surveys: Collected feedback from 1107 service users.
- Data Analysis: Analyzed quantitative and qualitative data from internal records, surveys, and financial audits.

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5. Organization-Level Impact (FY 2024–25)

a. Beneficiary Reach

Initiative	FY 2024–25 Beneficiaries	Since Inception
Rehabilitation Initiatives	13,862	76,339
Education Initiatives	1,057	25,741
Skill Development	330	7,024
Total	15,249	1,09,104

Capacity Building Reach: 54,105 individuals (FY 2024–25)

---

6. Outcome & Impact Assessment

a. Rehabilitation

- 95% reported improved mobility
- 94% improved independent living
- 96% reduced family stress
- 92% reduced medical expenses
- 63% sustained well-being post-rehabilitation
- 85% improved self-confidence

b. Education

- 100% pass rate (High School & Higher Secondary)
- 52% female participation
- Distance education strengthened inclusion beyond formal schooling

c. Skill Development

- 90% completion rate
- 25% secured employment
- Challenge: Decline in employment-linked earnings (₹75 lakh → ₹33.3 lakh)

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d. Economic Impact

- Annual savings to families: ₹7.5 crore
- Earnings enabled: ₹33.3 lakh
- 87% families reported improved income post rehabilitation

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7. Enhanced Service User Profile Analysis

- 27% Intellectual disability
- 29% Locomotor disability
- 18% Neuro disabilities
- 40% aged 7–18 years
- 14% aged 0–6 years
- 87% from families earning < ₹20,000/month

a) Gender Distribution:

- Rehabilitation: 63% Men, 37% Women
- Education: 52% Women
- Skill Development: 51% Women

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8. Self-Help Groups (SHGs) – Financial Inclusion & Livelihood Strengthening

In addition to clinical rehabilitation and assistive support, Amar Seva Sangam has strengthened livelihood resilience among Persons with Disabilities (PwDs) through structured Self-Help Group (SHG) interventions under its Community-Based Rehabilitation model. During FY 2024–25, ASSA supported **388 Self-Help Groups comprising 2,693 PwD beneficiaries**, promoting collective savings discipline, financial literacy, and access to institutional credit. These SHGs function as community-level economic platforms enabling members to build regular savings, access internal lending mechanisms, and leverage formal banking linkages for micro-enterprise and livelihood activities.

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During the year, the SHG network facilitated **domestic savings of ₹136 lakhs** and enabled **loans aggregating ₹64 lakhs to beneficiary families**, supporting income-generating activities, working capital needs, emergency health expenditures, and small enterprise development. The availability of structured savings and affordable credit has directly enhanced household liquidity, reduced dependence on informal high-cost borrowing, and strengthened financial autonomy among persons with disabilities. This SHG-led approach complements rehabilitation outcomes by fostering long-term economic empowerment, social inclusion, and sustainable livelihood security for persons with disabilities and their families.

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9. ESG Performance

a) Environmental Impact

- 810 tons CO_2 emissions saved
- ₹22 lakhs annual energy savings
- 110 KW Solar Plant generating 2,05,469 units
- 160 tons recyclable waste processed
- 2,157 trees maintained (+287 added)
- 54 tons CO_2 offset through green cover
- 23% water recycled via STP
- 501 KL rainwater harvested
- 400 tons CO_2 savings via waste management

b) Social Diversity

- Total employees: 371
- 58% Women
- 15% employees with disabilities
- 55% section heads are women
- 99% rural background workforce

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c) Governance Framework

- ISO 9001 certified
- Structured Executive Committee
- Finance Committee oversight
- Quarterly ISO audits
- Annual General Meeting
- Statutory compliance dashboard

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10. Information Security & Data Governance

ASSA initiated implementation of:

- ISO 27001:2022 Information Security Management System (ISMS)
- CISO appointed (March 2025)
- Risk Assessment & Treatment Plan
- Multi-layer access controls
- Quarterly internal audits
- GDPR-aligned EI App architecture

This significantly strengthens data integrity for SSE compliance and donor assurance.

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11. Monitoring & Evaluation (M&E) Framework

ASSA is transitioning towards:

- Automated data aggregation via APIs and AI
- Real-time dashboards
- Quarterly impact reporting
- Reduced manual intervention
- Unified analytics platform rollout (early 2026)

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This marks a shift from annual static reporting to continuous monitoring.

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12. Key Challenges Identified

- Employment linkage for skilled PwDs remains constrained.
- Manual data validation workload remains high.
- Longitudinal alumni tracking requires strengthening.

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13. Strategic Recommendations

- Establish structured Job Placement Cell and annual job fairs.
- Expand digital and work-from-home skill training.
- Deploy automated data integration framework.
- Expand alumni tracking system.
- Scale Centre of Excellence partnerships nationally.
- Strengthen nutrition-linked rehabilitation interventions.

---

14. Conclusion

Amar Seva Sangam demonstrates:

- Strong outcome realization (mobility, independence, inclusion)
- Scalable rural rehabilitation model
- Technology-enabled monitoring (EI App)
- Strengthened governance & ISMS readiness
- Strong ESG integration
- High stakeholder satisfaction (95% partner satisfaction)

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The transition toward structured M&E and ISO 27001-aligned data governance significantly enhances credibility for:

- Social Stock Exchange compliance
- Donor transparency
- Impact investors
- Regulatory stakeholders

Based on review of documents, system reports, surveys, stakeholder interviews, and verification procedures, it is observed that:

- Amar Seva Sangam satisfies eligibility criteria under Regulation 292E.
- The organization operates in clearly defined underserved segments.
- Impact measurement is structured and evolving toward continuous monitoring.
- Governance systems are adequate and strengthening via ISO 27001 adoption.
- Reported metrics are supported by traceable data sources.

In my opinion, the Social Impact disclosures for FY 2024–25 present a true and fair view of the social outcomes and impact created by the organization.

Yogesh Narayanan Sundaram

Digitally signed by Yogesh Narayanan Sundaram
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1 Executive Summary

Amar Seva Sangam is a leading institution that has been uplifting persons with disabilities for more than forty years. Situated in Ayikudy Village in the Tenkasi District of Tamil Nadu, India, the organization was founded in 1981 by Sri S. Ramakrishnan, a native of the village who acquired a spinal injury during a Naval Officer selection test in 1976. It began modestly, offering coaching for eight children with disabilities under a thatched shelter. Motivated by Ramakrishnan's vision, Sri S. Sankara Raman, a chartered accountant living with muscular dystrophy, joined him to address the true needs of persons with disabilities in the surrounding rural communities.

Together, they established a "Valley for the Disabled," offering rehabilitation services, inclusive schooling, and skill training for children, youth, and adults. They created an effective rural multi-rehabilitation model integrating campus-based, home-based, parent-led, and village community-driven services to support people within the surrounding communities.

Rehabilitation services emphasize early childhood intervention, dedicated education for children with special needs, and a medical therapy unit delivering physiotherapy, neurotherapy, occupational therapy, electromagnetic therapy, special education, and speech/hearing therapies for children, youth, and adults. Support also includes a residential Home for Physically / Intellectually Challenged Children and a Foster Care Centre for adults with intellectual disabilities. An assistive devices centre supplies orthotic/prosthetic appliances and wheelchairs, along with a post-acute care centre for people with spinal cord injuries. In addition, community-level assistance is provided through village self-help groups, capacity-building sessions, and awareness programs for families and the public on disability rights, sanitation, child development, government benefits, and community inclusion.

The education initiatives emphasize inclusive learning for both general and disabled students within a supportive environment. They also offer distance education opportunities for higher studies through collaborations with reputed universities, along with Rehabilitation Council of India–approved courses that train professionals in early childhood intervention, community rehabilitation, and caregiver support.

Alongside rehabilitation and education, skill development initiatives are offered to promote economic rehabilitation by providing livelihood opportunities for persons with disabilities. These initiatives include vocational training through industrial training institutes, featuring courses in computer applications, mobile servicing, tailoring, home appliance maintenance, typewriting, goldsmith appraisal, household

cleaning product making, agricultural products, notebook production, and bookbinding.

Geographical Reach:

Amar Seva Sangam has extended its support to people across more than 9000 villages spanning 7 Indian States and 1 Union Territory. Among those served, 81% of the beneficiaries come from economically underprivileged households.

Over the years, ASSA has significantly contributed to improving the lives of persons with disabilities in society. The Social Impact highlights for the financial year 2024–25 are outlined below. A total of 15,249 persons with disabilities were supported during the year, with the detailed distribution provided for each core service area.

1. **Rehabilitation Services:**
   - 13,862 individuals received comprehensive rehabilitation services, resulting in a 72% improvement in physical well-being.
   - 95% for the service users are from the disabled category with 63% Men and 37% Women service users.
   - Notable services include physiotherapy, occupational therapy, speech therapy, and assistive device provision.
2. **Education Initiatives:**
   - Educated 1057 students through inclusive education programs, including specialized schooling, rehabilitation courses and distance learning.
   - 48% people provided education are men and 52% are women.
   - Achieved 100% pass rates in high school and higher secondary exams for students with disabilities.
3. **Skill Development:**
   - Provided skill development through vocational training to 330 individuals, with 90% successfully completing the courses and 25% securing local employment.
   - Of the Skill development received, 49% are men and 51% are women service users.
4. **Economic Impact:**
   - Facilitated annual savings of Rs.7.5 crore for rehabilitated families.
   - Enabled Rs.33.3 lakhs in annual earnings through job placements.

Report on Social Impact Assessment

Amar Seva Sangam
Since 1981

AMAR SEVA SANGAM
Rehabilitation. Empowerment. Inclusion
Discover Ability

Social Impact Assessment FY 2024-25

Our Reach

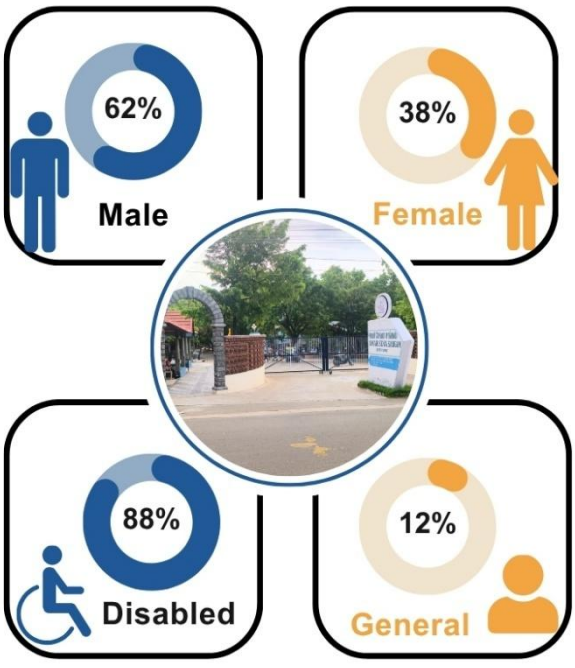
People empowered since inception
1,09,104

People empowered FY 2024-25
15,249

7	1400+
States and UT	Villages



- Assam
- Karnataka
- Maharashtra
- Meghalaya
- Puducherry
- Tamil Nadu
- Telangana



81%
Economically Weaker Section

3550
Students Enrolled in School

Rehabilitation

13,862 Click to see initiative wise details



Inclusive Education

1,057 Click to see initiative wise details



Skill Development

330 Click to see initiative wise details



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Report on Social Impact Assessment

Community Empowered

ASSA Managed Rehab Centres
8

Children Screened for Development Delays
27,561

People Reached Through Awareness Programmes
22,782

Members Empowered in Self Help Groups
2,693

Products/ services Delivered
318682

For more details
Click here

Family Empowered

Parents Managed Rehab Centres
8

Parents Engaged
532

Programmes on Training and Development
221

Self Help Groups Mentored
388

People Trained
757

Community Advocacy Program

Total program
24 Shows
12 Hours

Individual reach
285

Youtube views
25245

Impact

Improved Physical well-Being
85%

Research Papers Published
5

Percieving Independent Livelihood
2,693

Employment Facilitated
2,693



Economic Empowerment

Annual savings enabled to families
₹7.5 Crores

Annual earnings facilitated to families
₹33.3 Lakhs

Social spend by ASSA (Saving to the Govt)
₹10.21 Crores

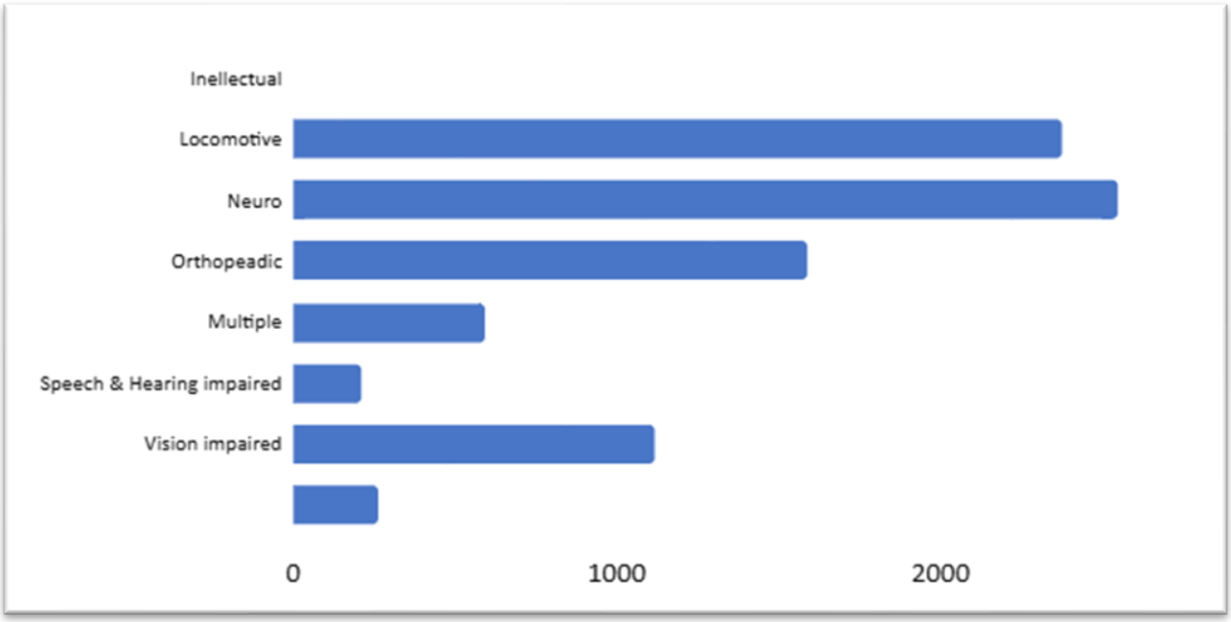
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Organization strategic focus: ASSA remains dedicated to widening its reach and influence by extending its services to additional geographic regions, setting up specialized stroke and spine care centers, creating employment avenues through local employers, and strengthening collaborations with government bodies and civil society organizations.

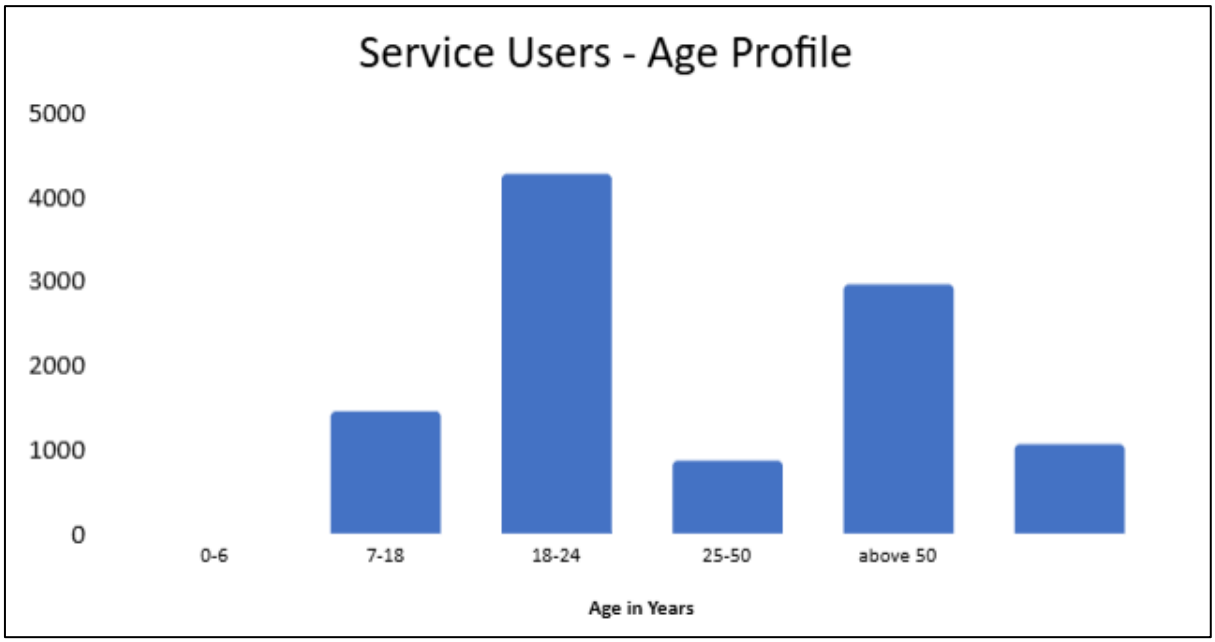
Enhanced Analysis of Service User Profile:

Further analysis of service users by **disability type**, age and occupation shows the following insights.

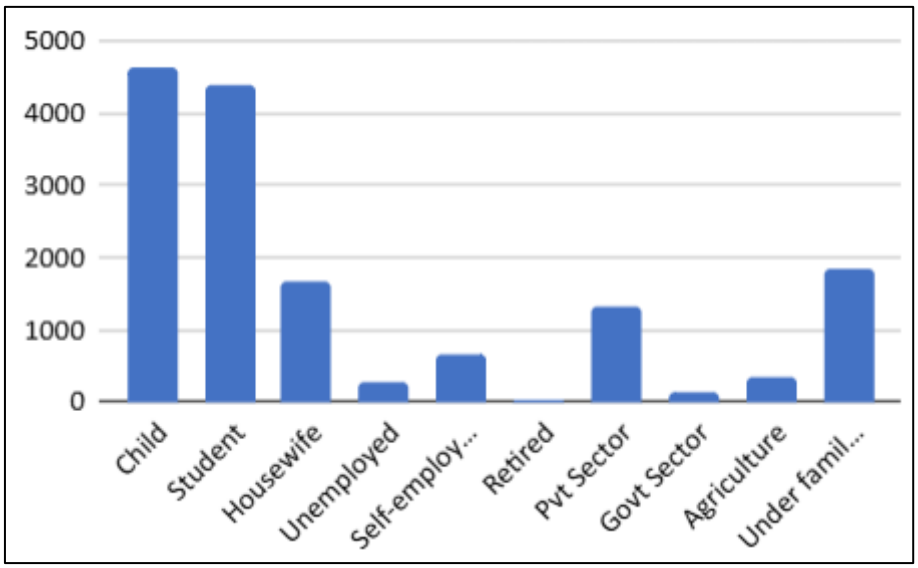
- 27% of service users are intellectually disabled, 29% of service users locomotive disabled and 18% service users are neuro.



- **Age profile** service users indicates 14% users are children between 0 to 6 years, 40% of service users are age between 7 to 18, and 28% of service users 25 to 50 years of age.



- **Occupation** of the service shows 30% of service users are children, 29% of service users are students, and 12% service users are under family support.



7.Emphasizing Ethical and Inclusive Practices

Amar Seva Sangam (ASSA) is deeply committed to conducting its social impact assessment—and all its programs—with the highest standards of ethics, equity, and inclusion. This report has been developed in a manner that prioritizes the dignity, rights, and voices of persons with disabilities (PwDs), their families, and other vulnerable stakeholders, ensuring that the assessment process itself reflects the values of fairness, transparency, and participation that ASSA upholds in its daily work.

Commitment to Equity and Inclusion

ASSA actively promotes equity across all services, with particular attention to gender balance and the needs of vulnerable and marginalized groups.

- **Gender Equity**: In FY 2024-25, rehabilitation services reached 37% women and 63% men, while education and skill development programs achieved near-perfect gender parity (52% women in education and 51% women in skill development). These figures reflect ASSA's deliberate efforts to remove barriers that disproportionately affect women with disabilities and women caregivers in rural low-income households. For example, home-based rehabilitation through the Enabling Inclusion app reduces travel burdens for women, enabling greater participation enabling them to pursue their livelihood.

- **Focus on Vulnerable Groups**: 87% of surveyed service users come from economically weaker families (monthly income below ₹20,000), and 81% of all beneficiaries belong to underprivileged households. ASSA ensures that services are tailored to the needs of these groups through subsidized therapies, assistive devices at minimal cost, and community-based models that reach remote rural villages. Special emphasis is placed on children with developmental delays, women with locomotor or neurodevelopmental disabilities, and families in emerging regions where access to quality rehabilitation remains limited.

By embedding gender-responsive and equity-focused design into program delivery and impact measurement, ASSA advances inclusive development and aligns with **SDG 10 (Reduced Inequalities)** and the principles of the UN Convention on the Rights of Persons with Disabilities (UNCRPD).

Strategic Focused Growth:

The institution has been focusing on improving the reach to empower people with disabilities at individual, family and community level. This is achived through continuous programs for service delivery and innovative solutions in many of the initiatives. Overall beneficiaries grew by 20% during the year to 15249. The following table highlights the growth of service users benefitted from the multiple initiatives of Amar Seva Sangam as detailed below.

Metric	FY 2023-24	FY 2024-25	YoY Change (%)
Total Beneficiaries (PwDs supported)	12,707	15,249	20%
Rehabilitation Services Beneficiaries	11,366	13,862	22%
Education Initiatives Beneficiaries	999	1,057	5%
Skill Development Beneficiaries	341 (VTC + ITI combined)	330	-3%
Annual Savings Facilitated for Families	Rs. 6.35 crore	Rs. 7.5 crore	18%
Annual Earnings Enabled through Job Placements	Rs. 75 lakhs	Rs. 33.3 lakhs	-125%
Physical Well-Being Improvement (Rehab Services)	72%	72%	No change
Services Delivered and products supplied	2,62,814	3,18,682	21%
Assistive Devices Provided	1,570	903	-42%

Key reasons for growth stroke shortfall:

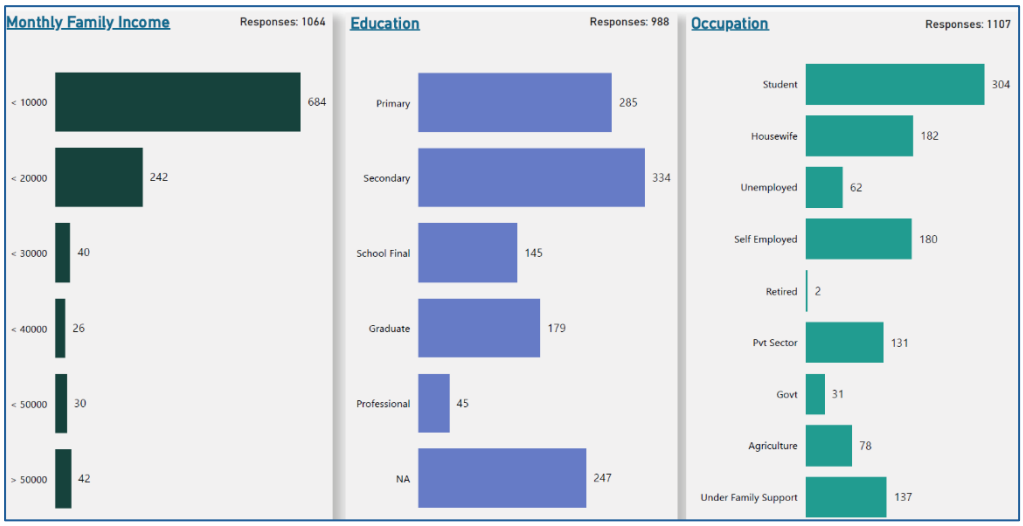
- Increased partnerships onboarding for early intervention.
- Due to increased services in rehabilitation, economic benefits to families increased significantly.
- Difficulties in getting employment for trained people with disabilities resulted in lower earnings facilitated to families. Besides Due to low enrolment for skill development program.

5. Service User Perception Survey:

Surveyed Service User Profile

- 87% Service users are from **economically weaker families** with monthly income of less than Rs.20000 per month
- 77% of Surveyed Service users are **educated up to School level** only
- 1107 of People Surveyed, Students 27%, Housewife 16% Self Job 16%, Private sector 12%

Report on Social Impact Assessment



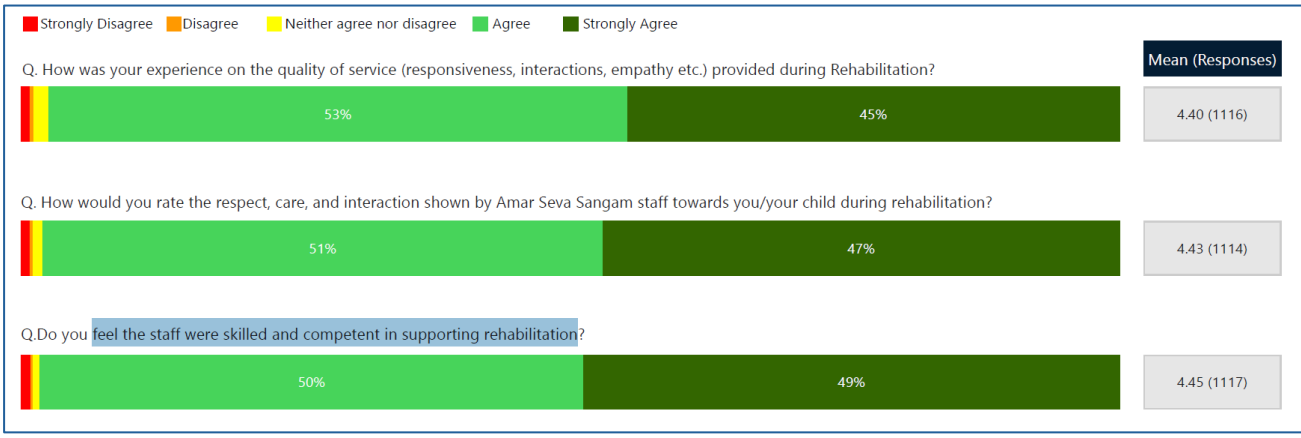
Social Impact Insights:

- 95% Service users experience **improved mobility** Post rehabilitation
- 94% Service users experience **improved independent living** post rehabilitation
- 94% of Children shown **improvements in communication, daily functioning, and educational and occupational** performance
- 87% says Rehabilitation has resulted in **improved family income**
- 92% says rehabilitation has resulted in **reduced therapy / medical expenses**
- 96% confirms Rehabilitation has resulted in **reduced stress for the family**
- 91% of Parents / Service Users **feel Socially Inclusive**



Service User experience:

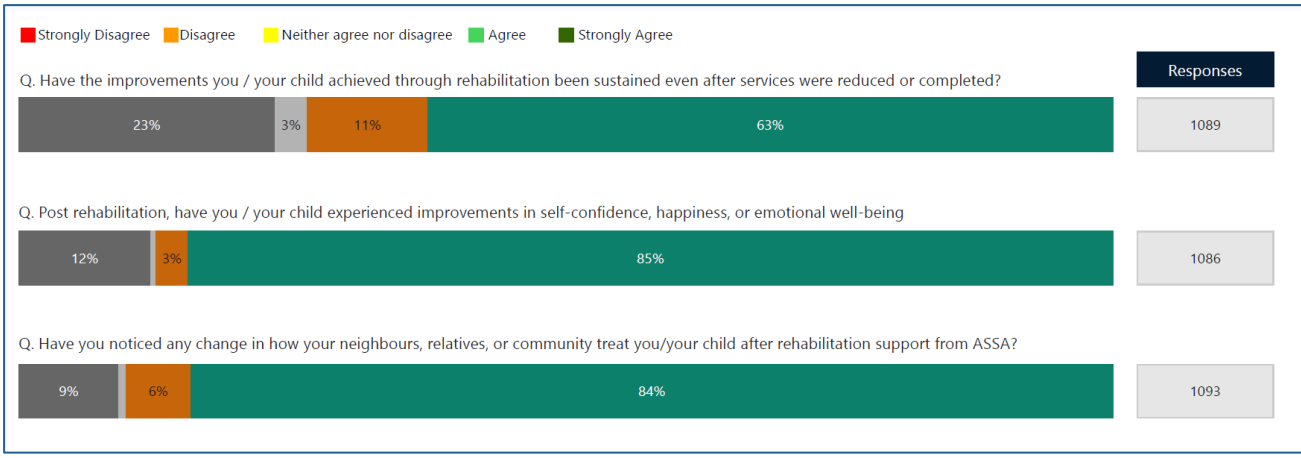
- 98% Service Users experience **high quality of service** (responsiveness, interactions, empathy etc.) provided during Rehabilitation
- 98% rate **high the respect, care, and interaction** shown by Amar Seva Sangam staff towards them / their child during rehabilitation
- 99% Service Users feel the staff were **skilled and competent** in supporting rehabilitation



Post Rehabilitation experience:

- 63% Service users experience **sustained** physical wellbeing post rehabilitation
- 85% Service users experienced **improved self-confidence** post rehabilitation

- 84% experience **better treatment and social inclusion** by Society post rehabilitation



Future Expectations of Service Users from Amar Seva Sangam:

- Provide financial assistance, guidance, marketing support etc. for starting small enterprises in rural and semi-urban areas
- Provide Advanced IT & digital skills (coding, data entry, graphic design, digital marketing)
- Prefer remote training to people who cannot travel
- Develop Partnerships with companies for work-from-home employment opportunities
- Affordable wheelchairs, smart mobility devices, communication aids
- Technology-based independence solutions like home automation for wheelchair users and mobile apps for therapy support
- Teacher training for inclusive classrooms
- Staff to follow up for more therapy and training
- More proactive communication by Staff on services available
- Provide step-by-step guidance for government schemes, medical support, rehabilitation plan

6. Partner Satisfaction Survey:

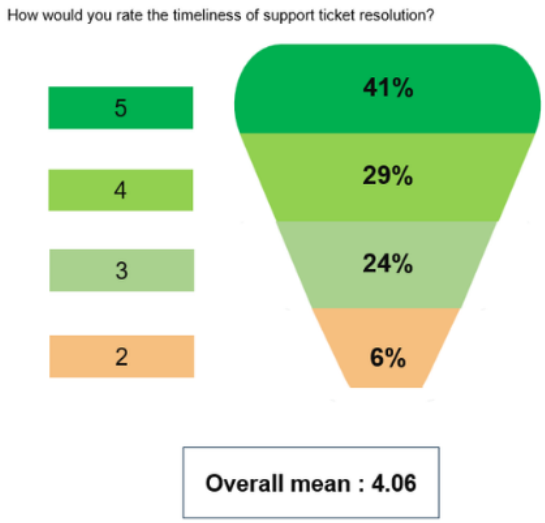
Amar Seva Sangam is supporting 17 NGO partners across the country in implementing the Enabling Inclusion app to reach over 7,000 children receiving rehabilitation through our early intervention program. A perception survey was carried out to identify key strengths and areas for improvement, which are outlined below.

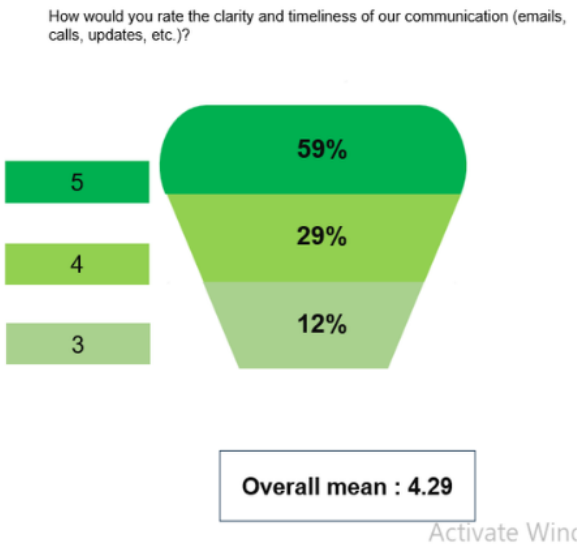
Strengths:

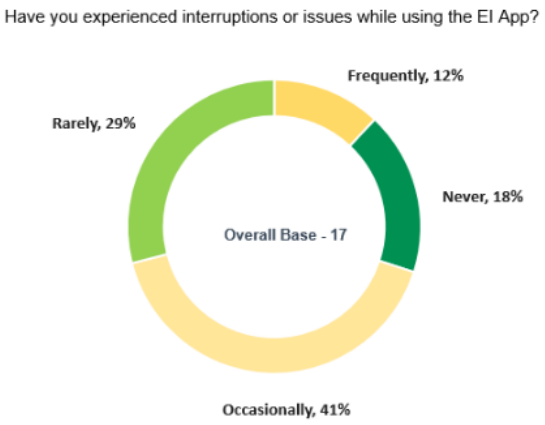
- 82% satisfaction showcases strong trust in support resolution and quality
- Timeliness of support 4.06/5 by 70% partners.
- Clarity and timeliness of communication rated 4.25/5 by 88% partners
- 82% of partners did not have any interruption to their rehabilitation services with EI app.
- Reliability and user value performance at 70% for EI app
- Overall partner satisfaction is at 95%

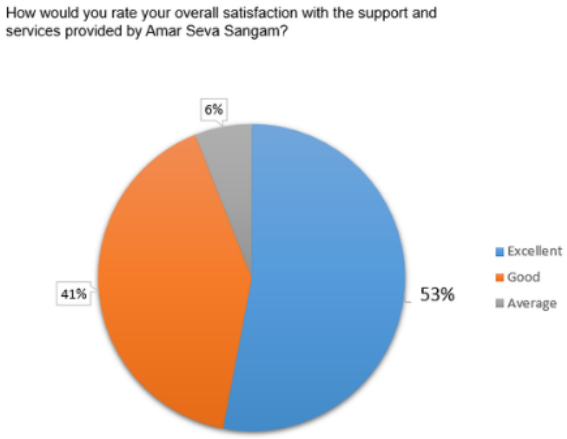
Improvement areas:

- Area suggested for technical improvement in few functions
- Improve ASSA team's user understanding
- Enable easy editing
- Improve speech checklist









7. ESG (Environment social governance)

- Amar Seva Sangam has been strengthening the organization's sustainability over the past decade through environmental initiatives, social inclusion efforts, and well-defined governance practices.

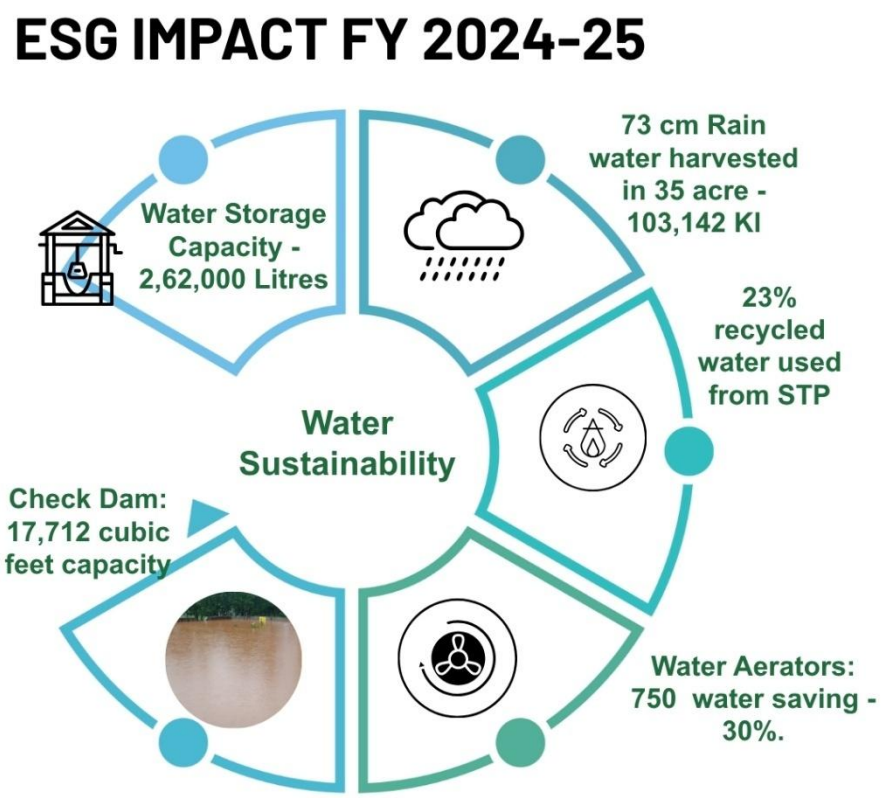
Following on the key outcomes during the year 2024-25

- Energy efficiency – Achieved CO_2 realization of 410 tons through various measures such as solar heating, solar lighting, solar water pumping, BLDC fans, solar street lamps, and energy-efficient LED lighting across the campus. The 110 kV solar system installed, along with these initiatives, resulted in an economic saving of ₹22 lakhs during the year.
- Water sustainability is strengthened through increased storage capacity, with 20 tanks holding a total of 2,62,000 litres, enabling daytime water pumping using solar power. In addition, complete rainwater harvesting is carried out across the campus, supported by a check dam that collects 501 kilolitres of water annually. The sewage treatment plant also manages all used water, which, after treatment, is reused for irrigating trees and plants.
- Solid waste is managed responsibly with 100% recycling.
- A total of 92 tons of waste was processed to generate 92 tons of organic manure (realizing ₹9 lakhs). Additionally, 160 tons of recyclable waste were processed, yielding a scrap value of ₹4 lakhs. Medical waste and non-recyclable dry waste are handed over to authorized service providers and the local municipality. Through this effective waste management system, 400 tons of CO_2 savings were realized.
- Biodiversity is promoted through a green campus with more than 2,150 trees (realizing 54 tons of CO_2) and extensive plant cover, along with 287 new trees added this year. The campus also supports habitats for over 37 bird species. Milk produced internally from the Goshala is supplied to children to improve their nutrition (21,274 litres – valued at ₹8.3 lakhs), and home-grown vegetables and flowers further contribute to sustaining biodiversity.

Report on Social Impact Assessment



*For more details Click here





*For more details Click here

Report on Social Impact Assessment

ESG IMPACT FY 2024-25

Social

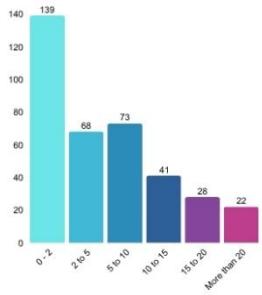
Employees Engaged
371

Persons with disabilities
54 (15%)

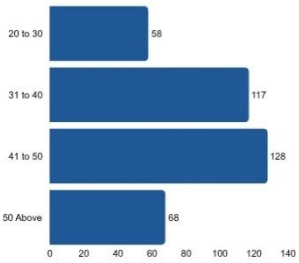
Women Empowerment
215

Women Leaders
18 (55%)

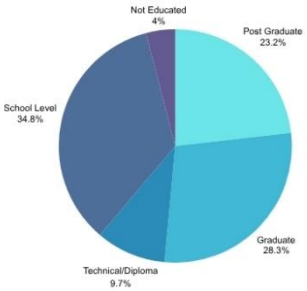
Experience Profile



Age Profile



Education Profile



Governance



2 About Amar Seva Sangam

2.1 Introduction

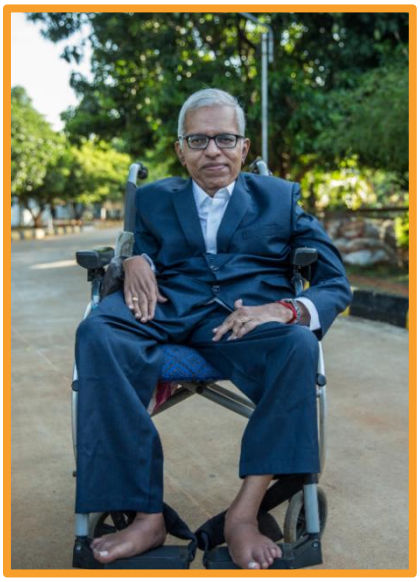
Amar Seva Sangam (ASSA) is a non-profit organization based in Ayikudi Village, Tenkasi District of Tamil Nadu, India, committed to empowering persons with disabilities through established rural rehabilitation models supported by innovative programs and initiatives. Established in 1981 by Padma Shri Awardee Sri S. Ramakrishnan, a quadriplegic with a spinal injury, ASSA has become a source of inspiration and support for individuals with disabilities and their families, championing their rights and offering comprehensive rehabilitation and livelihood services. This document aims to present the activities and accomplishments of ASSA over the years and provide insights into the social impact it has achieved in enabling persons with disabilities, with a core emphasis on rehabilitation, empowerment, and inclusion in service to society.

2.2 Formation of Amar Seva Sangam

In 1976, a young engineer from Ayikudy in the Tirunelveli District of Tamil Nadu, Sri S. Ramakrishnan, faced a life-changing setback. During his attempt to join the Indian Navy as a Naval Officer, he sustained a spinal cord injury while undergoing hurdle tests, bringing his aspiration to an abrupt halt. Encouraged by his Air Force doctor, the late Shri Amarjit Singh Chahal, Ramakrishnan resolved to dedicate his life to supporting people with disabilities. In 1981, he began a small learning centre under a thatched roof with eight children to offer education for children with disabilities. Inspired by his vision, S. Sankara Raman, a Chartered Accountant living with muscular dystrophy, joined him in 1982 to help build a “valley for the disabled” in rural communities—providing rehabilitation, education, and skill development to ensure a dignified life for persons with disabilities.



Padmashri Awardee S Ramakrishnan
Founder Chairman and President



CA. S Sankara Raman
Promoter Vice-Chairman and Secretary

2.3 Organisation Vision and Mission

Vision

To establish a valley for the disabled, whereby physically or mentally challenged persons live in a proactive society where equality prevails irrespective of physical, mental, or other challenges with the rest of society. It is a futuristic vision where Amar Seva Sangam plays the role of an enabling agent to get the physically and

mentally challenged “equality of status, equality in opportunities, and equality in access.”.

Mission

To empower disabled citizens by establishing a ‘Valley for the Disabled’ as a Rehabilitation and Development Centre for the region and developing models for self-help initiatives by integrating disabled individuals with society for improved living conditions in the villages.

2.4 Multi-dimensional Initiatives by Amar Seva Sangam

Amar Seva Sangam (ASSA) has established a variety of initiatives aimed at empowering persons with disabilities and enabling their full inclusion and participation in society. These initiatives span core service areas such as rehabilitation, education, skill development, and the Centre of Excellence, all strengthened through assistive technology, advocacy efforts, and community engagement. The key initiatives offered by ASSA are outlined below:

2.4.1 Rehabilitation Services:

ASSA operates a 50-acre campus with a modern rehabilitation centre that delivers a wide range of services tailored to the unique needs of persons with disabilities. These include physiotherapy, occupational therapy, speech therapy, hearing and speech services, special education, and vocational training, all designed to enhance mobility, functional independence, inclusive learning, and opportunities for sustainable livelihoods. Over the past 40 years, ASSA has launched multiple initiatives to offer comprehensive support for persons with disabilities through campus-based homes, village centres, parent-managed centres, and community-based models across the surrounding three districts.

2.4.2 Inclusive Education Initiatives:

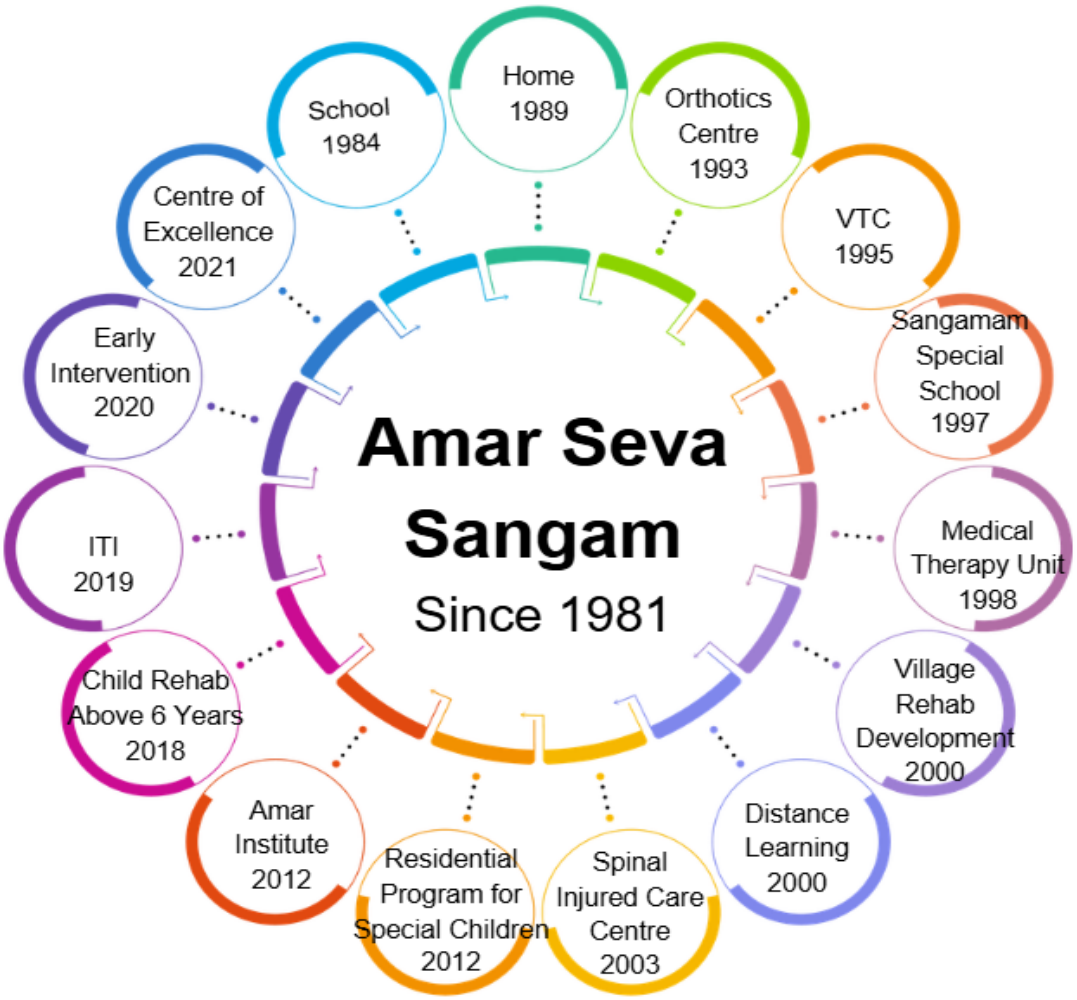
ASSA established Siva Saraswathi Vidyalaya in 1982, an inclusive school where children with disabilities and general students learn together under the Tamil Nadu State Board syllabus, covering playschool, nursery, primary, and higher secondary levels. This model ensures that every child receives quality education suited to their individual needs. The school is equipped with disability-friendly infrastructure such as ramps, pathways, handrails, accessible classrooms, and adapted toilets to support inclusive learning.

Additionally, to support continued education for rural youth and persons with disabilities who are unable to pursue regular higher studies, ASSA launched distance education programs in 2000 in collaboration with Alagappa University,

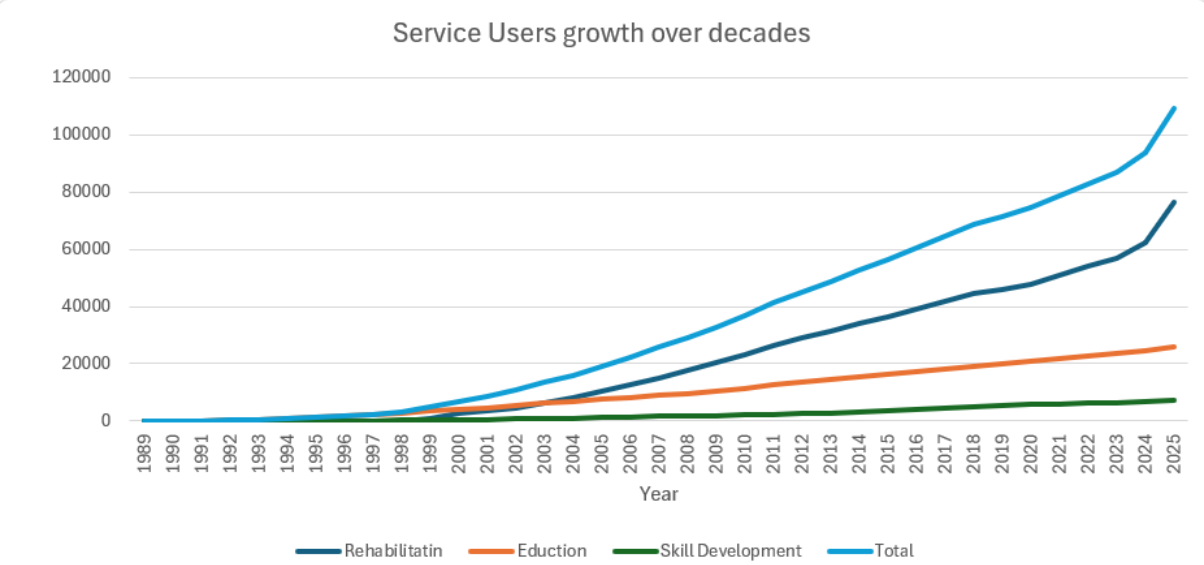
IGNOU, and Manonmaniam Sundaranar University, offering both undergraduate and postgraduate courses.

To address the growing need for early intervention services for children and the demand for trained caregivers, ASSA established the Amar Institution of Rehabilitation Sciences, which has been offering 1-year and 10-month programs approved by the Rehabilitation Council of India since 2012. Graduates of these courses secure immediate employment opportunities within local communities, fulfilling the need for qualified professionals to support persons with disabilities.

These initiatives are delivered by experienced teachers and faculty, supported by accessible infrastructure and appropriate training resources. The chart below presents details of the initiatives implemented over the past decades.



Over the years Amar Seva Sangam has increased the coverage of service users across its core services of rehabilitation, inclusive education and skill development the following chart gives the four-decade growth of the organization.



2.4.3 Vocational Training centre for Sustainable Livelihood and job assistance

ASSA believes that physical rehabilitation alone is not sufficient for a person with a disability to lead a dignified life; economic rehabilitation is equally essential. During rehabilitation, it is crucial to equip individuals with appropriate skills so that, after completing their therapy, they can pursue independent livelihoods and support their families, thereby achieving financial stability. Economic empowerment also motivates individuals to share their skills by providing vocational training to others in their communities, fostering broader social change. ASSA supports trained individuals by facilitating job placements through partnerships with local private employers and government bodies, matching opportunities with their capabilities.

ASSA offers a range of training programs such as tailoring, cutting and sewing, desktop publishing, computer operations, home appliance repair, goldsmith appraisal, typewriting, computer software, bookbinding, notebook production, and home cleaning material preparation. In 2019, ASSA launched the Saradhambal Industrial Training Institute (ITI) under the Government of India's Skill India initiative, enabling persons with disabilities to receive certification that enhances their employment prospects after training and assessment.

2.4.4 Assistive Technology Solutions:

ASSA believes that rehabilitation services alone cannot fully enhance the physical abilities of persons with disabilities. There is a strong need to assess their requirements for assistive devices, customize them to suit individual needs, and provide them at affordable rates. This not only improves their physical well-being but also enhances their productivity.

In 1998, ASSA set up the Orthotic Centre to manufacture and maintain assistive devices such as prosthetics, orthotics, mobility aids, and wheelchairs for persons with disabilities at highly subsidized prices. The centre is equipped with advanced machines, tools, and 3D technology to deliver customized assistive solutions efficiently. These devices help improve functional abilities, allowing individuals to perform their daily activities with greater ease.

2.4.5 Community-Based Rehabilitation:

Recognizing the wide geographic distribution of persons with disabilities in remote rural areas, ASSA launched outreach programs in 2000 to work closely with local communities, promote awareness of disability rights, reduce stigma, and foster social inclusion and acceptance. Village Self-Help Groups for Persons with Disabilities were established to encourage domestic savings, local support, and mutual assistance while strengthening integration with the broader community.

A variety of community-based rehabilitation efforts include outreach activities, workshops, awareness drives, medical camps, information sessions on government schemes, and partnerships with local banks, government departments, and other NGOs to build supportive environments for individuals with disabilities.

2.4.6 Advocacy and Policy Influence:

ASSA has played a leading role in collaborating with governments, social organizations, and professional bodies to safeguard the rights and interests of persons with disabilities at local, national, and international levels. Through sustained engagement with these stakeholders, ASSA has contributed to the development of disability-related legislation and supported the government in introducing several welfare schemes for persons with disabilities. These efforts have promoted greater inclusion, enhanced empowerment, improved accessibility in public spaces, and ensured equal opportunities for individuals with disabilities.

2.4.7 Centre of Excellence

To broaden its services for persons with disabilities and strengthen capacity-building efforts, ASSA set up a Centre of Excellence (CoE) in 2021. The CoE undertakes five core functions: partnership development for scaling, technology enhancement, capacity building, training, and research. These efforts have enabled ASSA to empower individuals with disabilities across India through 18 partner organizations that use the Enabling Inclusion App, a technology platform designed to monitor early intervention services for children. Ongoing upgrades to the platform introduce new features that enhance caregiver involvement, improve monitoring and control, and offer advanced analytics dashboards for better efficiency.

The CoE team provides continuous technical assistance along with training and knowledge transfer on EI applications for ASSA's team and its partners. It also builds a comprehensive knowledge repository that includes documents, manuals, and training resources for community workers and caregivers. The CoE's research division focuses on generating evidence and has published 20 research papers in reputed international forums, covering community-based rehabilitation, sustainability, and technology-driven rehabilitation.

Government partnerships:

Amar Seva Sangam has collaborated with the Tamil Nadu government as an implementation partner in several key areas, including the World Bank–supported Rights Project for activities ranging from enumeration to rehabilitation, serving as a knowledge partner for inclusive education under Samagra Shiksha, and contributing as a knowledge partner for the Tamil Nadu government's "**Nalam Nadi App**" used to monitor children with special needs.

2.4.8 Capacity Building and Training:

One of the most essential components of ASSA's work is equipping those who deliver services to persons with disabilities—as well as caregivers, parents, communities, and the individuals themselves—with the right knowledge. ASSA organizes planned and well-structured capacity-building workshops, training sessions, group discussions, and seminars for persons with disabilities, their families, caregivers, and allied health professionals. These programs strengthen knowledge, improve technical skills, and promote awareness of disability rights,

advanced rehabilitation methods, emerging assistive technologies, and inclusive practices.

These sessions are conducted both on campus and in various centres, villages, and public spaces. Several programs are also carried out in close collaboration with local government agencies.

2.4.9 Research:

ASSA collaborates with research professionals, universities in Canada, research organizations, and industry partners to conduct research involving the communities it serves. The research primarily focuses on four key areas: community-based rehabilitation, sustainability, technology and innovation, and impact studies. These efforts help the teams refine service delivery, adopt a more focused approach, and generate valuable knowledge for other organizations and researchers working in similar community-based rehabilitation settings.

All research outputs are rigorously reviewed, assessed, and published in leading international journals.

ASSA believes that these initiatives play a vital role in empowering individuals with disabilities, safeguarding their rights, and helping them lead lives of dignity and value. In turn, this contributes to building a more inclusive society that ensures equal citizenship and fully recognizes the abilities of every individual.

During the year following research were carried out as detailed below.

Area	Topic	Outcomes
Education Inclusion	Promoting classroom inclusion for children with disabilities in rural South India	current societal attitudes and education systems in India are inherently exclusionary to children with disabilities. Teacher-reported perceptions and experiences provide valuable insights for the development of a school awareness program addressing various types of disabilities, as well as inclusive education training targeted at evidence-based individualized education strategies.
Tele Rehab	Lessons Learnt During COVID-19	Besides rehabilitation, fostered meaningful learning experiences for Canadian students. These insights underline the potential of tele-rehabilitation as a sustainable model for delivering rehabilitation education and services in underserved regions, promoting collaboration and understanding between diverse cultural contexts.
Community Based Rehab	Motor development trajectories in Cerebral Palsy	Motor development trajectories for CP in an LMIC differ from those reported in HICs. Consideration of how social determinants of health, environmental and personal factors impact motor development in low-resource contexts is crucial.

Family Social Capital	Children with neurodevelopmental disabilities in South India	While program duration was not found to mediate social capital, mother's education and child's diagnosis emerged as key influential factors, warranting their consideration in interventions supporting families of children with neurodevelopmental disabilities in low-and-middle-income countries and elsewhere.
Capacity Building	Intervention for parents of children with disabilities in rural South India	This study provides a greater understanding of the impact and benefits of parent capacity-building interventions in low-resource settings. Results will improve this intervention and guide other organizations in creating similar programs.
Link to research papers: Publications – Enabling Inclusion		

These research papers are reviewed and published by various institutions as detailed below,

Research Title	Reviewed by	Published by
Promoting classroom inclusion for children with disabilities in rural South India	University of British Columbia Promoting classroom inclusion for children with disabilities in rural South India - ScienceDirect	Elsevier - Social Sciences & Humanities Open Volume 11, 2025, 101366
Lessons Learnt During COVID-19	Valuable Lessons Learnt From a Global Tele-Rehabilitation Partnership Program During COVID-19 | Springer Publishing	Springer Publishing Connect - Rehabilitation Education , Nov 2024, DOI: 10.1891/RE-22-26
Motor development trajectories in Cerebral Palsy	Kalasalingam University, University of Toronto Motor development trajectories of children with cerebral palsy in a community-based early intervention program in rural South India - ScienceDirect	Elsevier - Research in Developmental Disabilities Volume 154, November 2024, 104829
Children with neurodevelopmental disabilities in South India	McGill University Social capital of families of children with neurodevelopmental disabilities in South India	Willey Online Library – Developmental Medicine and Child Neurology

	- Banaru - 2024 - Developmental Medicine & Child Neurology - Wiley Online Library	
Intervention for parents of children with disabilities in rural South India	University of Toronto A capacity-building intervention for parents of children with disabilities in rural South India - ScienceDirect	Elsevier - Research in Developmental Disabilities Volume 150, July 2024, 104766

2.4.10 Technology and Innovation

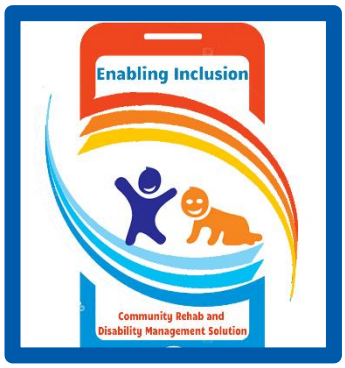
In keeping pace with the technology advancements in adopting information technology to the origination, Amar Seva Sangam commenced a study of existing systems and processes and came out with a road map in 2014 to build a robust IT system in an integrated way to cover functions of operations, procurement, inventory, donor management, support services and financial system. As a first step, the campus network was upgraded with optic fibre cable in the year 2015. We have detailed below the Technology and Innovation initiatives that have driven the organisation to adopt the latest technology trends.

A. **"Enabling Inclusion App"** is an award-winning holistic technology platform to support home-based, centre-based, and community-based rehabilitation programs.

The idea

There is a compelling need to reach far and wide place rural children with dependent delays whose families cannot afford the high cost of rehabilitation at far-away government rehabilitation places. This impacts their daily livelihood earnings, resulting in the development of the award-winning "Enabling Inclusion" app developed by Amar Seva Sangam (ASSA). The app facilitates local delivery with central monitoring and control, providing tractability, evidence, effective impact measurement, and accountability for the team providing services.

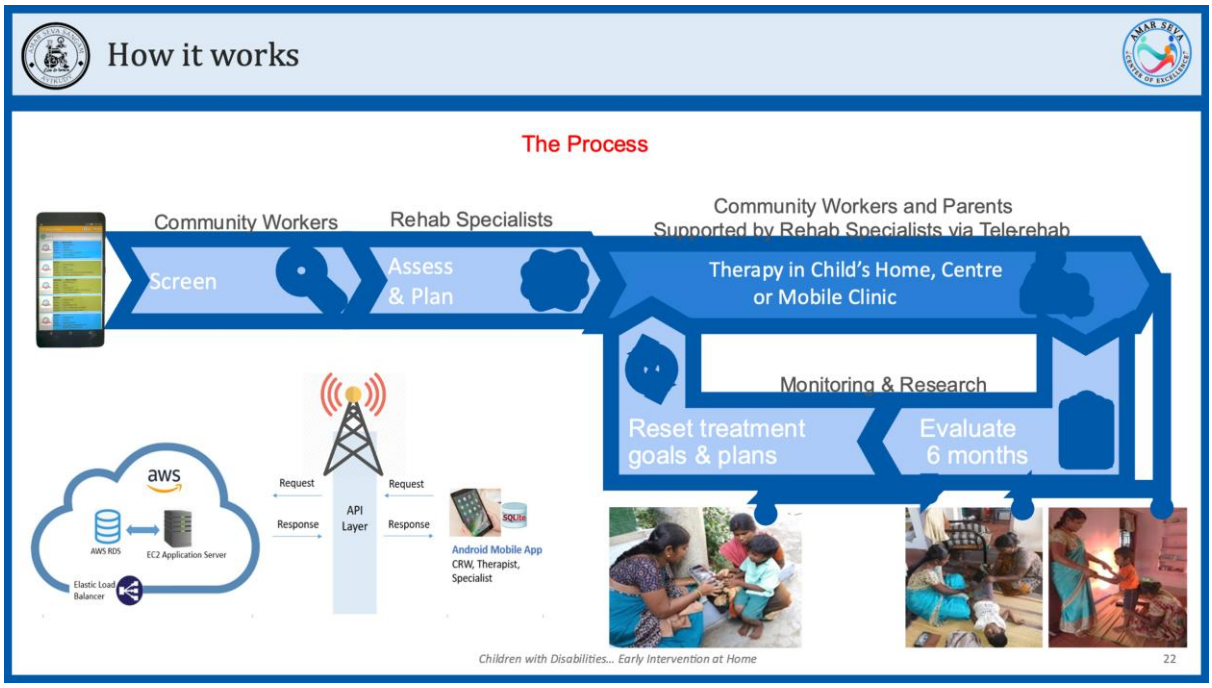
This pioneering effect of adopting technology in a cloud-hosted environment provides the best solution for rehabilitation professionals, individual caretakers, and communities to avail themselves of rehabilitation at the comfort of their homes and at nearby centres.

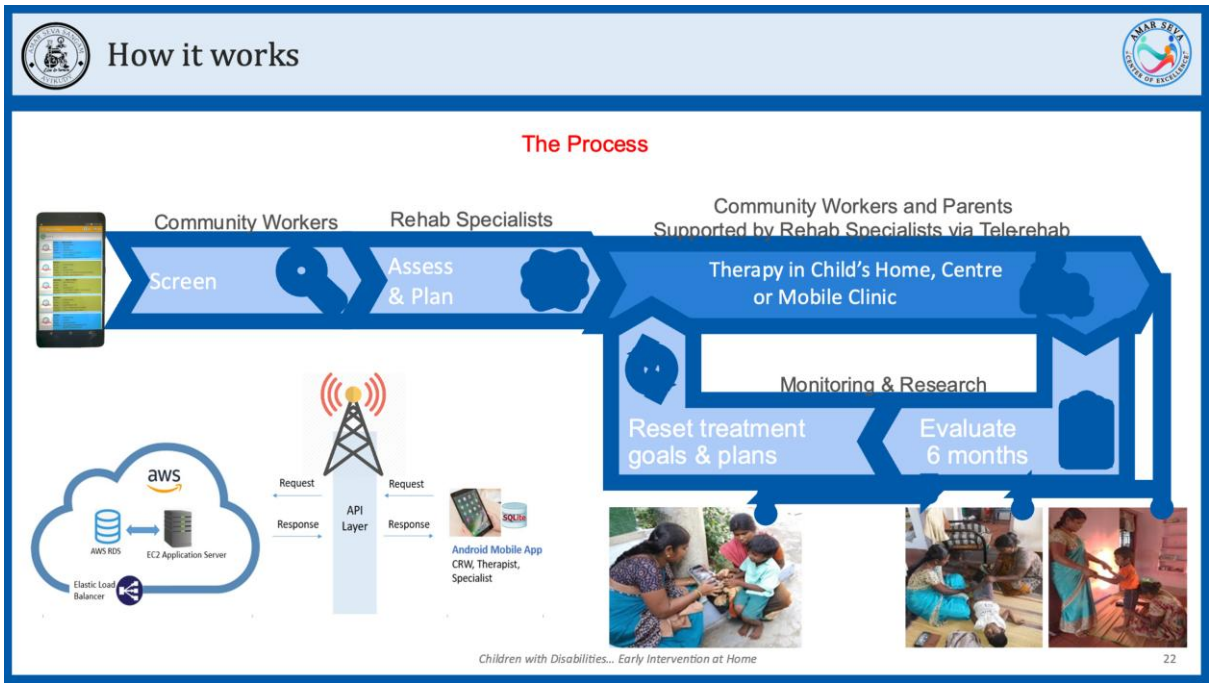


Key functionalities include the following:

1. **Individual Rehabilitation Plans**: The app offers individual rehabilitation plans tailored to the unique needs and abilities of each person with disability. The full life cycle, from screening to assessment to treatment and periodic measurement, is facilitated through the app. The interactive solution enables easy adoption by community workers, specialists, and caregivers to provide timely rehabilitation.
2. **Knowledge documentation and tools**: The app provides users access to videos, training materials, and audio files for caretakers and rehabilitation professionals to access a library of curated materials. These materials aid in quick referencing and enable the maximum rehabilitation performance of the disabled.
3. **Regular monitoring and control**: The app enables community and worker daily schedules. Their compliance with scheduled activities and the progress of persons with disability against targets through period impact assessment. Online dashboards and progress graphs provide the monitoring team and users with insights into the effectiveness of rehabilitation and areas that require improvement from therapy compliance and changed treatment protocols.
4. **Remote technology training and support**: The app provides tele rehab to users, besides technical support to partners, community workers, specialists, and the technology team to perform timely fixes and handholding for undisturbed usage of the application. A multi-layer security access control enables the availability of relevant screens for required people to perform their functions or view progress reports.
5. **Partner Collaboration and Peer Support**: The app enables active engagement of partners for initial training as well as periodic training on new functionalities and features. The remote access to this cloud platform enables seamless communication between central technology teams and local delivery partners from far-off places.

Report on Social Impact Assessment

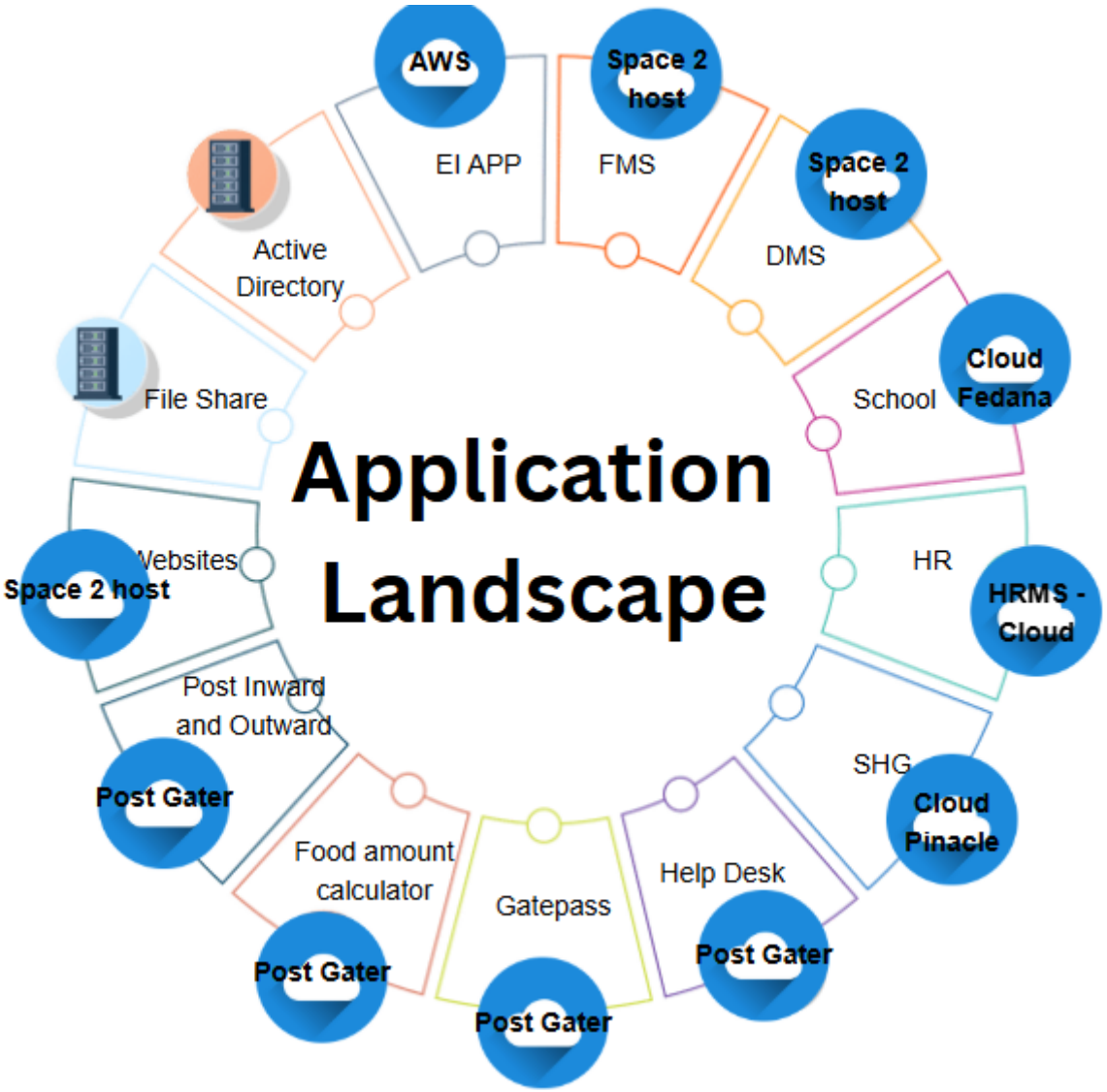




B. Applications Architecture and security measures

Amar Seva Applications and Their Purposes

1. **EI - Enabling Inclusion App**: This application is designed for various programs, including Early Intervention, school-age programs, spinal rehabilitation, stroke rehabilitation, and a special school program. It is hosted on the AWS Cloud server. The application follows GDPR data privacy policies, which is essential since it operates under a licensing model.
2. **DolFin - DMS**: This stands for "Donor and Donation Management System." It is used to manage donors and donations effectively. The application is hosted on the Space2host Cloud server.
3. **Dolfin - FMS**: This is a "Finance and Accounts Management System" utilized for managing all finance-related activities, such as accounting and financial reporting. Similar to DolFin - DMS, it is also hosted on the Space2host Cloud server.
4. **Fedana - School Software**: A comprehensive school management software that handles various functions like managing student data, fee collection, subject timetable creation, and progress card management. The software is on a cloud server that the organization does not own because it is provided through a subscription model.
5. **Flamingo - HRMS**: This "Human Resource Management System" is used for managing employee-related functions such as attendance, payroll, and employee compliances. It is hosted on a cloud server but is also a subscription-based service rather than being hosted on an internal server.
6. **SHG Software**: This software is for "Self Help Group" management. It helps manage various aspects of Self-Help Groups, and like the other subscription-based applications, it is hosted on a cloud server that is not owned by the organization.
7. **Software for Support Services:** We use a locally developed application to support Helpdesk Management System, Gate Pass Management System, Food Amount calculator Postal Mail Inward/Outward Application which are hosted in the cloud
8. **Websites**: Amar Seva and EI websites are developed internally using WordPress with all features SEO, SSL, payment gateway integration, Live access go Photos / Videos from Google Drive and hosted in Space2host cloud servers.
9. **File Share**: We maintain files shares through local server and backed up in cloud as well as in external hard disk device.



2.4.11 Information Security Management System (ISMS) and ISO 27001:2022 Certification

Background

Amar Seva Sangam has more than 15 initiatives focus son on its core mission to empower people with Disabilities with crore service areas of Rehabilitation, Education and Skill Development programs through multiple rural development models. With more than 1600 Service users and 100 staff, Technology has become a backbone that drive Core Services e and Support services to the Organisation. Hence it is important to ensure that the Information security is well built in the

systems to ensure assurance to all stakeholders that the systems are secure and the information assets are handled security with responsibility.

Need and drivers for ISMS

- Increased dependence on delivering Core Services as well as Support services to ensure business/service continuity.
- To protect against frequent security incidents, external IT security threats and data breaches.
- To protect data and information related to various stakeholders such as Service Users, Sponsors, Organisation, Partners and Government,
- Increasing regulatory and legal compliance requirements
- Challenges in managing security consistently across the organization.
- To identify vulnerabilities before exploitation. With regular audits, review and control mechanisms.

Hence the need for an Information Security Management System (ISMS) is a structured framework designed to manage our information security by identifying, assessing, and mitigating risks to information assets. This helps the organization protect the confidentiality, integrity, and availability of information, ensuring compliance with regulatory and industry standards. ISMS aligns information security with business/service objectives and provides a continuous improvement process to adapt to evolving external security threats and internal requirements. Hence the organisation decided to adopt ISO27001:200222 standards and implement all required controls for effective information security management system.

Approach, Key components covered and plan for implementation of ISMS

ASSA appointed an experienced IT profession to be the Chief Information Security Officer to drive this initiative in March 2025. With the initial gap analysis done in March 2025, the CISO drove the ISMS with inputs from Management and IT Team to focus on the following plans to implement ISMS.

1. Define Scope: Determine the boundaries and applicability of ISMS within the organization.
2. Conduct Risk Assessment/Treatment Plan/Opportunities: Identify threats, vulnerabilities, and evaluate risks. Develop Risk Treatment Plan: Select and implement appropriate controls. Identify Opportunities as part of risk assessment to identify improvement areas and focus on efficient service delivery.

3. Establish Security Policies/Procedures: Create comprehensive policies and standard operating procures aligned with service objectives.
4. Assign Roles and Responsibilities: Communicate security roles to personnel.
5. Train Staff: Raise awareness and provide security training.
6. Monitor and Review: Use audits and performance metrics to evaluate effectiveness.
7. Document Everything: Maintain records, procedures, and policies to support compliance and audits.

With constant review with the team, all documentations are reviewed, approved and processes implemented. Effectiveness of implementation are renewed weekly to ensure compliance is made. Quarterly internal audit performed to identity nonconformities and corrective action taken are monitored. Plan is to ensure ISO27001:2022 Certification is obtained before end of 2025 with Interna audit and externa audit.

Mandatory ISMS Documentation

To comply with ISO 27001 and ensure effective ISMS management, we maintain several key documents and records, including but not limited to:

- Scope of the ISMS
- Information Security Policy and Objectives
- Risk Assessment and Risk Treatment Reports
- Statement of Applicability (SoA)
- Internal Audit Reports
- Training Records
- Incident Management Procedures
- Operating Procedures for IT Management
- Secure System Engineering Guidelines

These documents help demonstrate that an organization has effective controls, risk management, and continuous improvement processes in place.

Conclusion

An ISMS is a vital tool to protect its information assets in a systematic and compliant manner. By following internationally recognized standards like ISO 27001Amar Seva Sangam can manage security risks effectively, meet compliance requirements, and build stakeholder trust. Successful ISMS implementation ensure commitment across all levels of the organization and continual adaptation to changing security landscapes.

2.5 Key Events and Awards



Tamizha Tamizha Award - August 2024



New Logo Launch Event - May 2024



Lifetime Achievement Award by Rotary Club Madurai - August 2024



Disability Day Function, Kovilpatti - December 2024

2.6 Key Case Studies

1. Manikandan V – Rising Strong After Adversity

Manikandan V, a 31-year-old from Tuticorin, lost both parents at a young age and grew up with his uncle's support. After studying up to the 10th standard, he worked as a driver to help his family. His life took a drastic turn when a major accident left him with a spinal cord injury and dependent on a wheelchair. Seeking rehabilitation, Manikandan joined Amar Seva Sangam, where he regained confidence and pursued vocational training through the ITI on campus.

He excelled in the Desktop Publishing Operator (DTPO – VI & OD) course and emerged as the National Topper. Recognizing his talent, Amar Seva Sangam appointed him as an Administrative Assistant. Today, Manikandan is a valued staff member, earning a stable income and inspiring others with disabilities. His journey reflects true resilience and the power of opportunity.



2. Mariselvam's Golden Journey

Mr. Mariselvam K from Tenkasi district emerged as a true champion by winning the gold medal in the Under 63 kg category at the 1st TAT PARA Taekwondo State Level Championship 2024. The event, held on 21st July 2024 at the SDAT Indoor Stadium in Dharmapuri, brought together top para-taekwondo athletes from across Tamil Nadu, making his victory even more remarkable.

Just one month before the competition, Amar Seva Sangam identified Mariselvam's potential and arranged specialised coaching to help him prepare. Under the guidance of Master Sharma at Shencottai Park, he trained with full commitment—building strength, improving speed, and mastering key techniques. The consistent support, motivation, and resources provided by Amar Seva Sangam enabled him to focus completely on his goal.



2.7 Stakeholder Testimonial

1. **Ms. Depa Murali, Adviser, Varshini Illam Trust, Chennai (implementing Paediatric Therapy on Wheels):** Since August 2022, we have been using the Enabling Inclusion (EI) App developed by Amar Seva Sangam to track children with developmental delays across urban and rural communities. To date, we have impacted 270 children and are monitoring nearly 350 through the system. The app enables seamless end-to-end tracking—from screening to discharge—ensuring timely, targeted interventions. Its personalized data management, team coordination features, and dashboard-based reporting have strengthened our service delivery and caregiver engagement. The Early Intervention support team has been consistently responsive and supportive throughout our journey.
   Testimonial about Enabling Inclusion® Model & App by Varshini Illam Trust

2. **Ms. Sony Gill, Bethany Society (serving children across rural and hilly regions of Meghalaya):** Since our first major Enabling Inclusion (EI) App training in February 2024, we have enrolled approximately 350 children. The app has enabled us to build comprehensive data across all service areas and strengthened the capacity of our field workers through structured screening tools such as TDSC and UNICEF. The ready-made intervention plans (ATPs) simplify assessments and reduce dependency on constant supervision. We are now seeing improved rural access and increased child registrations.
   Testimonial about Enabling Inclusion model & app by Bethany Society

3. **Ms. Chitra Shah, Leader, Sathya Special School, Pondicherry (serving ~1,500 children annually across multiple projects and centres):** For over 20 years, we struggled with maintaining consistent IEPs, tracking child progress, and generating structured donor reports. Since adopting the Enabling Inclusion (EI) App, we have strengthened service continuity—especially during staff transitions—ensuring no gaps in individualized education plans. The app enables systematic goal tracking, clear identification of unmet outcomes, and streamlined donor reporting through auto-generated reports. It has been transformative for organizations managing multiple centres and large beneficiary bases.
   Testimonial about Enabling Inclusion® App by Satya Special School

4. **Mr. Kannan, Stroke Survivor & Beneficiary, Amar Seva Sangam:** Earlier, I was a farmer and later drove an auto for my livelihood. After a sudden episode of high blood pressure, my left arm and leg became weak and inactive. I struggled with basic activities—even washing my hands and feet independently was difficult. It was a very distressing phase for me and my family. After coming

to Amar Seva Sangam and undergoing physiotherapy, I gradually regained strength and functional independence. Today, I feel normal again and am able to ride my auto independently. Amar Seva Sangam has given simple people like us a second chance at life.
Kanan's story of Transformation

5. **Mrs. Alayammal**, Caregiver from Idaikal Village (Wife of Mr. Ramar, Stroke Survivor): Three months ago, my husband was affected by a stroke. He was unable to speak clearly, walk independently, or use his hands and legs properly. The doctors advised us to start physiotherapy. On a friend's recommendation, we came to Amar Seva Sangam. During our first visit, he required complete assistance even for walking. After two months of regular physiotherapy, he is now walking independently and is even able to ride a two-wheeler. We never imagined such rapid improvement. We are truly grateful to Amar Seva Sangam for restoring his mobility and confidence.
Rehabilitation Sessions at #amarsevasangam | Physiotherapy & Occupational

3 Scope of Social Impact Assessment Study

The social impact assessment study covered the following initiatives of Amar Seva Sangam

Rehabilitation	Education	Skill Development
Home for Children with disability Orthotics Centre Sangamam School for Special Children Medical Therapy Unit Village-based Rehabilitation and Development Post-Acute Care Centre for Spinal Injured Children Early Intervention Program 0 to 6 years Residential Programme for Children with Special Needs Village-based Child Rehabilitation Program 7 to 24 years Centre of Excellence	Inclusive Schools consisting of : • Play School • Nursery School • Primary School • High School • Higher Secondary School Distance Education Programme with Alagappa University and Manonmaniam Sundaranar University Amar Institute of Rehabilitation Sciences (of Rehabilitation Council of India)	Vocational Training Programme Saradambal Industrial Training Institute (ITI)

Initiatives out of Scope for Social Impact Assessment Study:

- Foster Care Centre for Intellectually Challenged
- Rehab Orchards
- Goshala

Periods covered for the study

This document covers the social impact assessment for the period from April 2023 to March 2024. However, as a highlight, a few metrics from each initiative from the commencement of the initiative are highlighted to bring out the scale of reach achieved.

3.1 Objectives

- To establish a social impact assessment framework to enable the organization to be sustainable.
- To help the organization scale to wider geographies and introduce new services.
- To improve internal productivity and efficiency of processes to deliver large programs.
- To meet external stakeholder compliance

This document covers the social impact assessment for the period from April 2024 to March 2025. However, as a highlight, a few metrics from each initiative from the commencement of the initiative are highlighted to bring out the scale of reach achieved.

3.2 Stakeholders

- Primary stakeholders are
  - The management and section heads in order to identify the effect of their efforts in intervention and identify areas for improvement.
  - Social stock exchanges mandate a social impact assessment audit report for the registration of social enterprises.
  - Donors for Program Support
- Secondary stakeholders are:
  - Parents of service users
  - Research associations and research institutions
  - Government agencies and other NGOs are implementing similar programs.

3.3 Methodology - Data Sources and Data Collection and Analysis

This section outlines the comprehensive exercise conducted to collect, analyze and verify data across the various initiatives. The methodology was designed to ensure verification of data, traceability of data thus providing Transparency and Credibility to the exercise.

Scope: The assessment covers ASSA's rehabilitation, education, and vocational training programs, spanning the period from April 2024 to March 2025.

ASSA has several software applications to cover day-to-day operations and capture metrics for operational reporting. Few of the initiatives have data recorded in Excel files, manual registers, or physical files or reports.

An internal team was formed to identify the key metrics that represent output, outcomes (short-term impact), and impact (medium-term) for each initiative, taking into consideration the regular KPI monitoring performed by various sections.

The team thereafter worked with each section to collect basic data from the software applications, manual registers, Excel data, and physical reports of service users and then collated all into an Excel sheet with basic data on service users and aggregated data for social impact metrics.

Some of the methods used to capture data for the metrics identified are as follows:

- Surveys: conducted surveys among program participants, their families, and community members. A total of 1107 Service users were surveyed to check on their independent living, economic condition and Physical well-being.
- Interviews: A study was conducted by our partner Feedback Consulting to gather inputs on the perception of ASSA across the stakeholders. A total of 811 Quantitative surveys, with 28 in-depth interviews and 5 Focussed Group Discussions were conducted. The stakeholders covered were across Donors, Service users, Employees, Government Entities, NGO partners and Volunteers.
- Research Reports: Review of research reports to ascertain the larger impact of the initiatives on individuals, their families, and communities.
- Data Analysis: System based data and Physical registers were used to a large extent to Analyze quantitative and qualitative data to assess impact and gather insights. Where the initiatives are covered by Technology based systems, the data was sourced directly and vetted by owners of the respective initiatives. The sources of data and physical registers are listed as per individual initiatives as below.

Data Limitations and Mitigations:

To ensure the integrity and reliability of the social impact data, ASSA adopted a rigorous triangulation methodology, cross-verifying quantitative metrics (e.g., beneficiaries served, services delivered, therapy sessions) from the Enabling Inclusion app dashboards, internal systems (DolFin, Fedana, Flamingo), and operational registers with qualitative insights from 1,107 service user surveys, partner perception surveys, and in-depth interviews conducted by Feedback Consulting. Any discrepancies were resolved through telephone follow-ups and spot verification of physical records, reducing dependence on a single data source and strengthening overall credibility.

A key limitation was the need for substantial manual intervention to validate and correct large volumes of data from multiple systems. To address this, ASSA is developing an automated data aggregation framework integrating APIs and real-time data flows into a unified analytics platform. Once operational, this will support

quarterly impact reporting, reduce manual workload, enhance data governance, and improve the accuracy, timeliness, and scalability of future assessments.

Integrated Monitoring and Evaluation (M&E) Framework

Amar Seva Sangam (ASSA) is committed to transforming this Social Impact Assessment Report into a dynamic, "living document" that supports continuous learning, adaptive management, and sustained accountability.

ASSA intend to establish a comprehensive Monitoring and Evaluation (M&E) system designed to track key impact indicators beyond the annual reporting cycle.

This continuous tracking will be powered by the **automated data aggregation framework** currently under development and scheduled for full rollout in early 2026. The platform will integrate real-time data flows from ASSA's various software applications and digital stored manual registers.

Once operational, the system will automatically generate periodically dashboards and reports, enabling rapid identification of trends, and areas requiring intervention.

Data Governance: Modelled on ISMS / ISO 27001 Progress

ASSA's approach to data governance draws inspiration from its ongoing implementation of an **Information Security Management System (ISMS)** aligned with **ISO 27001:2022** standards. Following the gap analysis conducted in March 2025, the ISMS has established:

- Defined scope and risk assessment processes
- Comprehensive information security policies and procedures
- Mandatory staff training on data protection
- Quarterly internal audits, management reviews
- Multi-layer access controls and encryption for sensitive beneficiary data

This robust governance framework ensures the confidentiality, integrity, and availability of all impact-related data.

Ethical Data Collection and Participatory Approaches

All data collection for this report adhered to rigorous ethical standards, ensuring respect, informed participation, and protection of vulnerable individuals.

- **Informed Consent**: Every participant in the 1,107 service user surveys, partner perception surveys, and in-depth interviews received clear, accessible information about the purpose of the study.
- **Anonymity and Confidentiality**: All responses were anonymized, and personally identifiable information was securely stored and accessible only to authorized personnel under the organization. Data from the Enabling Inclusion app and other systems were aggregated and de-identified before analysis.
- **Participatory and Inclusive Process**: The assessment actively involved diverse stakeholders—persons with disabilities, parents/caregivers (many of whom are women from low-income rural families), NGO partners, and community workers—in surveys. This participatory approach ensured that the voices of those most affected shaped the findings and recommendations. External professional agencies analysed survey responses and submitted the findings.
- **Do No Harm Principle**: ASSA ensured that participation did not cause distress or expose individuals to risk. Sensitive topics were approached with care, and psychological support was available through ASSA's counseling services if needed.

By upholding these ethical standards, ASSA not only ensures the integrity and trustworthiness of the social impact data but also models the inclusive, rights-based approach it seeks to promote in every aspect of its work. This commitment to ethical and participatory practices strengthens stakeholder confidence and reinforces ASSA's role as a responsible, equitable organization dedicated to empowering persons with disabilities and their communities.

Challenges faced:
Description: During the data collection phase we encountered a few challenges as listed below:

a) Some of the data required such as performance of alumni or their well being was unavailable

b) There is a lack of data management practices and governance of data, given that there is no standard platform to collect, transform and analyse data.
c) Data availability is not uniform across all initiatives.
d) Absence of regular data collection and validation at entry stage results in both time required for data aggregation.

Mitigation Strategies:

a) Where the data was not available, the data was collected using surveys. The surveys were conducted by external professional organisation to ensure credibility for the data collected
b) A program is being envisaged where automatic data management practices and systems can be implemented within ASSA.

Initiative	Software Application	Electronic Records	Physical Records
Rehabilitation:			
Home for Children with	Enabling Inclusion App	Excel/Google sheet file	Registers Student Mark
Orthotics Centre	NA	Excel/Google sheet file	Manufacturing/Service register
Sangamam School for Special	Enabling Inclusion App;	Excel/Google sheet file	Admission Register, Marks
Medical Therapy Unit	Outpatient Record	Excel/Google sheet file	Service User Register
Village based Rehabilitation and	EI App for field staff activity,	Excel/Google sheet file	
Post-Acute Care Centre for Spinal	Enabling Inclusion App	Excel/Google sheet file; PAC	Admission Register Medical Assessment
Children Early Intervention	Enabling Inclusion App	Excel/Google sheet file	
Residential Programme for	Enabling Inclusion App	Excel/Google sheet file	
Village based Child	Enabling Inclusion App	Excel/Google sheet file	
Centre of Excellence	Enabling Inclusion App	Excel/Google sheet file	
Education:			
Inclusive Schools	School Age ; EMIS (TN Govt)	Excel/Google sheet file	Physical Register
Distance Learning Programme	Universities Portals	Excel/Google sheet file	Physical Register
Amar Institute of Rehabilitation	RCI Portal	Excel/Google sheet file	Physical Register
Skill Development:			
Vocational Training	–	Excel/Google sheet file	Admission Register
Saradambal Industrial Training	Skill India Portal	Excel/Google sheet file	Admission Register

We designed a specific framework to be used to determine the impact created by the organization on society. The framework named **"Outcome and Impact Measurement Framework" (OIMF)** is designed to capture various metrics and data points across different initiatives in the form of basic data, output, outcome, and impact.

BASIC DATA: The basic data essentially covers fundamental data points on each initiative. These include service user profile data such as name, age, disability data, income profile, etc. These data help in capturing basic information about the people availing of services rendered by ASSA.

OUTPUT: A set of metrics that are used to capture data on operational metrics for a particular initiative. These metrics capture a number of data points related to operational aspects of the initiative. These include the number of services delivered, manufactured items delivered, improved service levels, etc. These provide a snapshot of the amount of work the organization has done towards providing services to people.

OUTCOME: These are metrics captured to quantify the immediate results of the services that are provided to the service users. The metrics identified are to measure the improvements made to the lives of individual users as a result of availing of the services.

IMPACT: Impact measures the Cost saved to the users and the number of families whose life has significantly changed due to services provided by ASSA. This includes inclusivity into the society, capability to earn and contribute towards family income etc. The impact would result in people with disability and low income to be part of the society where they can contribute and be on equal or better terms with abled people, thus uplifting the society.

4 Assumptions

- Data considered for evaluation are for users serviced during the years 2024–25.
- For estimation of economic benefits to the family, the rates prevailing locally for similar services are taken based on inputs from the ASSA professional staff.
- Metrics for physical improvement post-rehab are available for specific initiatives only.
- The estimation for earnings of service users post receiving the service is based on a telephonic conversation by the ASSA staff.
- Economically weaker families are families with less than 20,000 per month in income and account for 40% of the total number of people served.

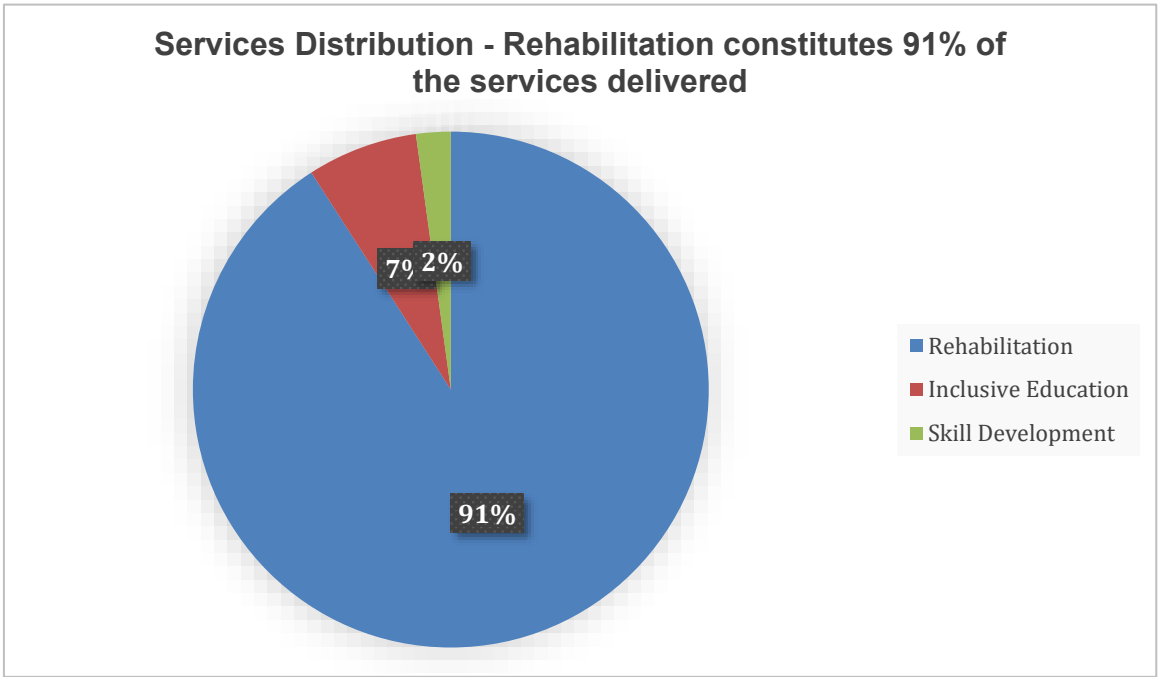
5 SOCIAL IMPACT: Organisation Level

5.1 Total Reach of ASSA and Profile based Metrics

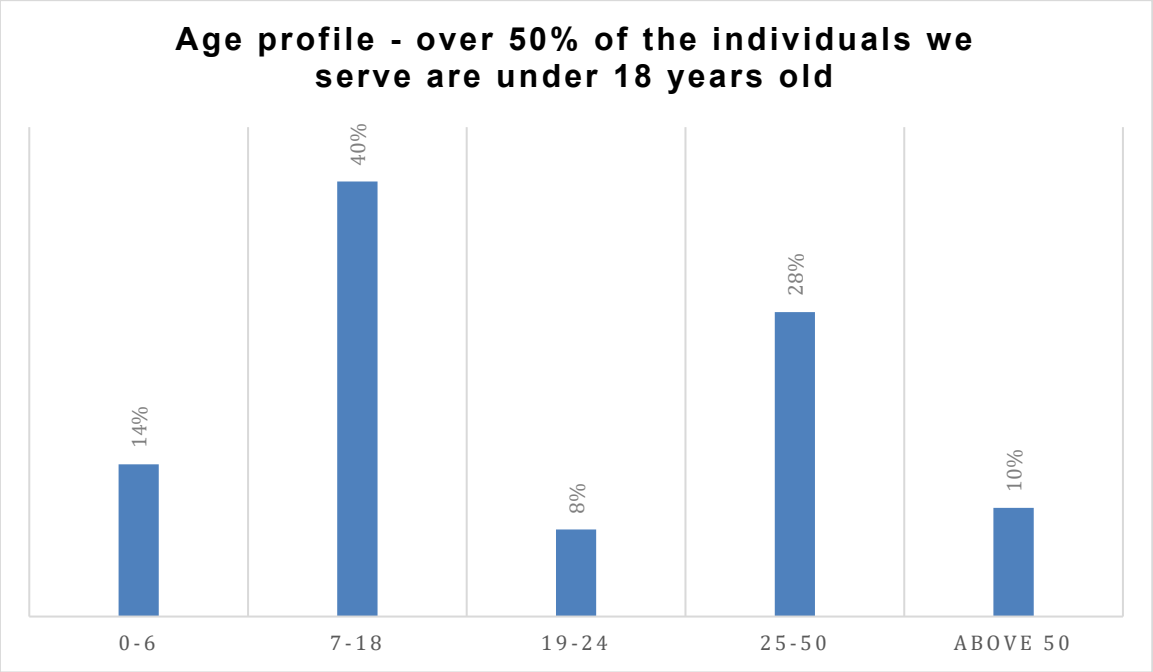
Initiative	Start Year	Year 24-25	Since Inception
Home for Disabled Children	1989	51	370
Orthotics Centre	1993	1233	33687
Sangamam School for Special Children	1997	92	525
Medical Therapy Unit	1998	1095	14092
Village based Rehabilitation and Development	2000	2693	9741
Post-Acute Care Centre for Spina; Injured	2003	25	304
Children Early Intervention Programme	2010	3479	8893
Residential Programme for Special needs Children	2012	21	93
Village based Rehabilitation for Children above 6 years	2018	532	1498
Center of Excellence	2022	4641	7136
Rehabilitation initiatives Total		**13,862**	**76,339**
Siva Saraswathi Vidyalaya Schools	1984	631	21854
Distance Education Programme	2000	404	3730
Amar Institute of Rehabilitation Sciences	2012	22	157
Education initiatives Total		**1,057**	**25,741**
Vocational Training Centres	1995	270	6779
Saradhambal Industrial Training Institute	2019	60	245
Skill Development initiatives Total		**330**	**7,024**
GRAND TOTAL		**15,249**	**1,09,104**

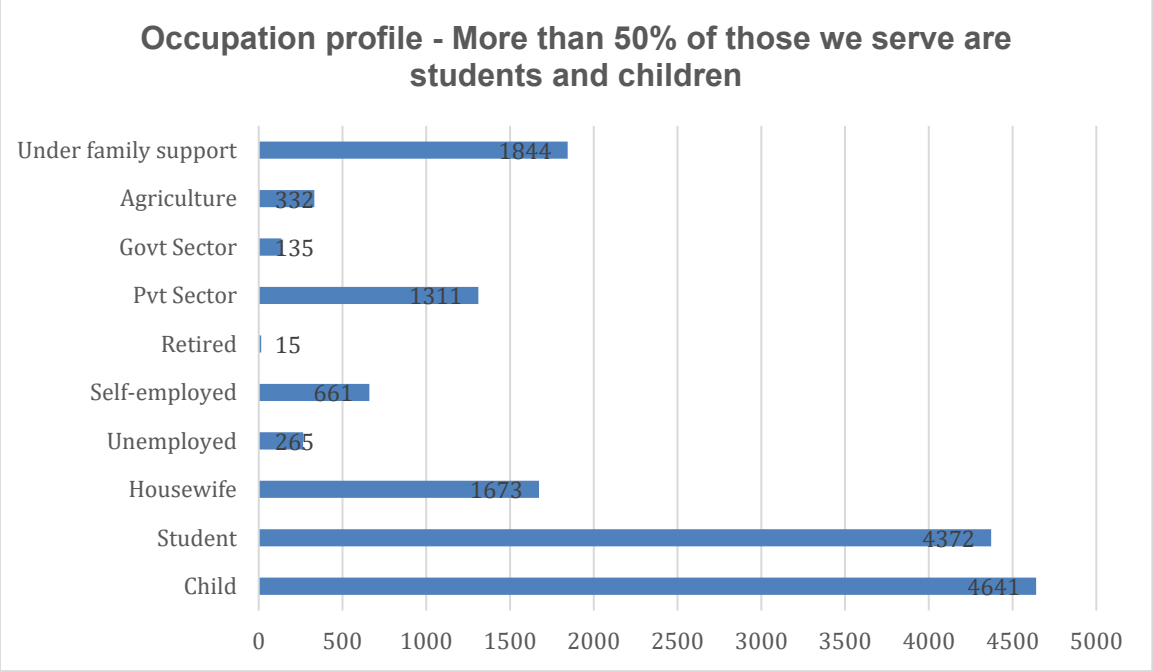
Capacity Building Metrics:

Capacity Building	Year 24-25	Cumulative
Children Screened	27561	293296
Parents Empowered	532	29545
Social Workers Trained	757	16700
People Sensitized	22782	230743
Assistive Devices Prescribed	1570	3929
Self Help Groups for Disabled mentored	903	1655
Total Capacity building reach	**54,105**	**5,75,868**

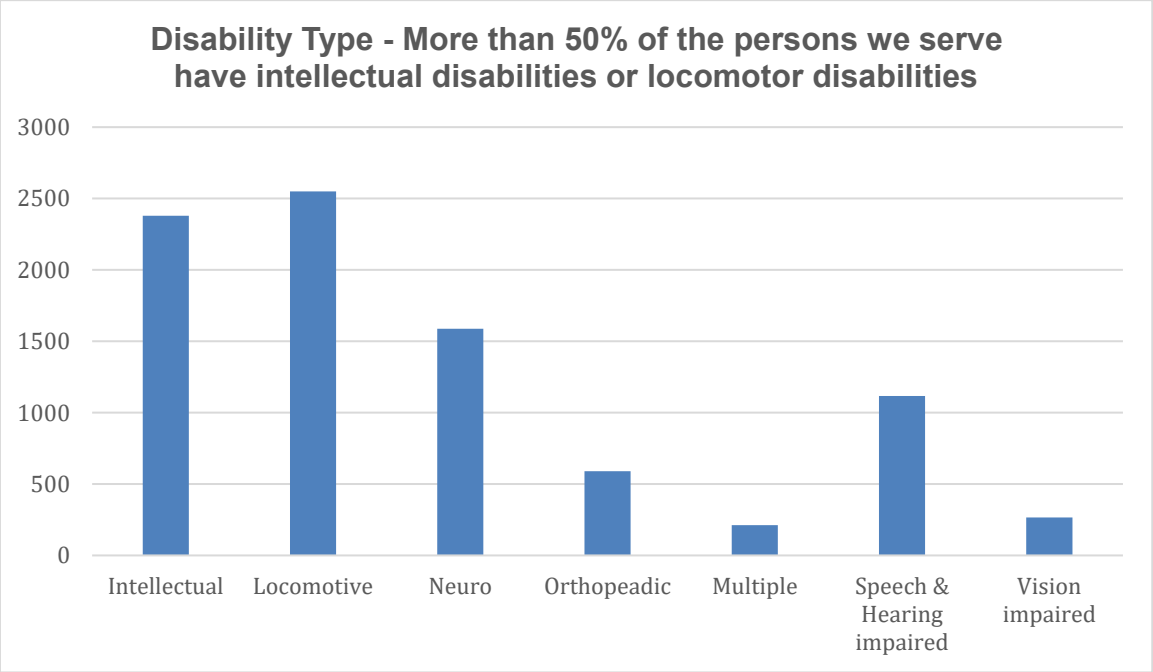


Report on Social Impact Assessment



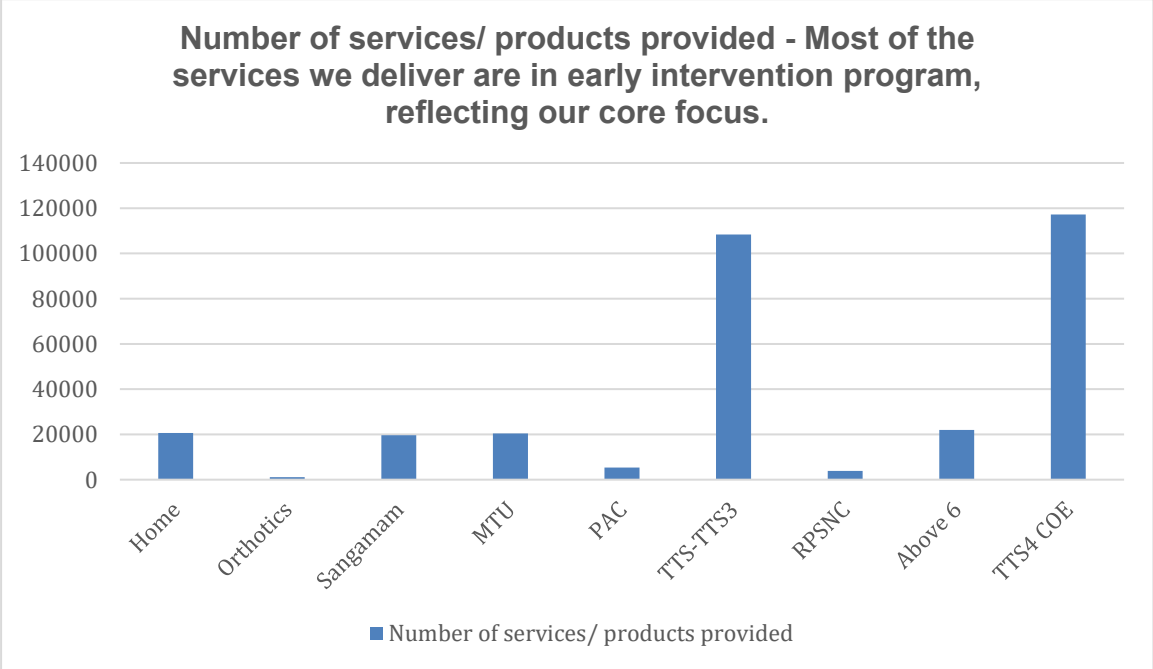


Sulochana Gardens, 12-1-163, Tenkasi Road, Ayikudy – 627852.
Email: secretary.amar@amasrva.org Phone: 04633 – 249170, 249180.

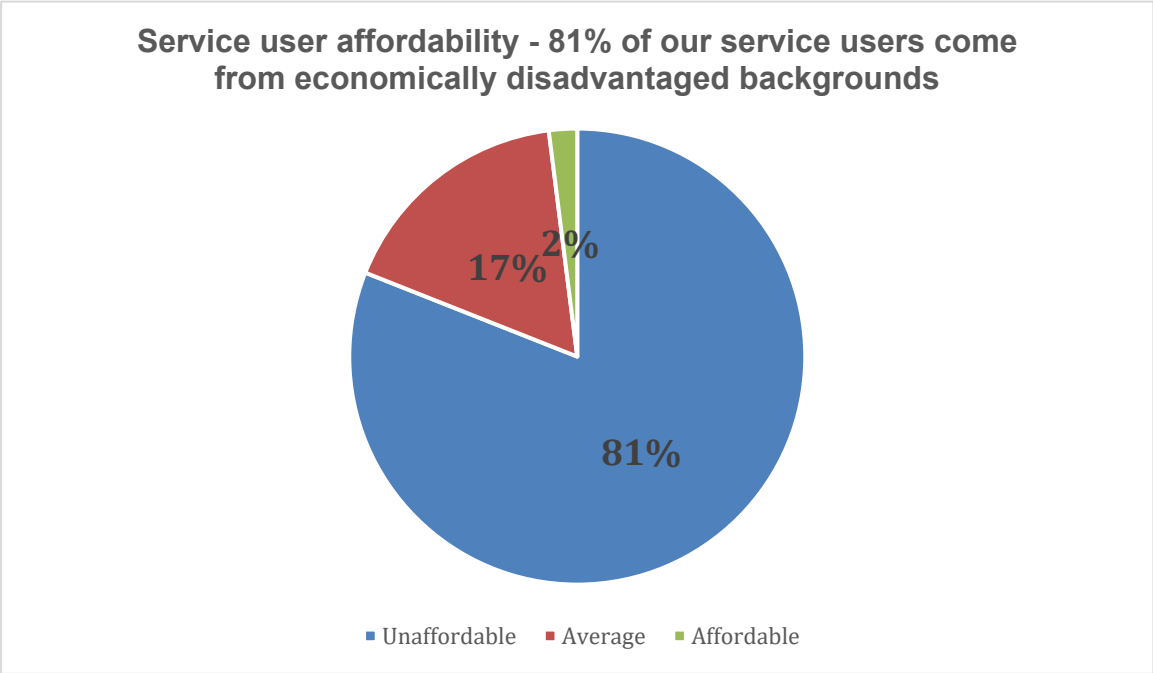


5.2 Outcomes

Service Type Distribution: The total number of products supplied, and services provided is **3,18,682.**



5.3 Impact



6 Environment Social Governance (ESG) practices:

Amar Seva Sangam has been working relentlessly to protect the environment on all fronts thus ensuring sustainability of the organisation. Conservation of energy, water, and excellent quality of air are the key focus areas, and a strong advocacy is built in the organisation to ensure environment concern is realised at grass root level.

The organisation believes in the principles of "***circular economy"*** and focuses on creating a closed-loop system where resources are reused, recycled, and regenerated. Every sustenance solution is designed for longevity, maintenance driven, recycle / reuse, efficiency in energy/water conservation and adopt a systematic approach with a long-term vision to sustain the environment. By adopting these principles, the institution aims to reduce environmental impact, conserve resources, and create a more sustainable and resilient organisation.

The organization is a collective representation of people coming with individual differences in thoughts, personalities, unique capabilities, and talent that they bring to work. Diversity is the collective mixture of employees' differences and similarities including individual characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviours. Amar Seva Sangam enabled diversity in the workplace simply means trying to employ a broad cross-section of people from different demographics.

The institution has a robust Governance framework that gives focus to the management to plan for future and a well-structured process and governance framework is in place to drive the operations.

The following section described the various ESG initiatives over the decades that ensured protection of environment, and people thus ensuring significant savings of resources and cost while ensuring the health and safety of the people.

6.1 Environment sustainability

6.1.1 Energy efficiency initiatives

- Total carbon emissions saved 810 tons during the year from the following sustainability initiatives.
- Total economic savings due to energy sustainability initiatives was Rs 22 lakhs during the year.
- Solar Water heating systems installed since 2017 totalling to daily capacity of 4000 Litre capacity to meet hot water needs to Kitchen, Volunteers Quarters, two guest houses, two hostels and at Post Acute care centre for Spinal injured.
    - Impact:
        - The energy saved every year is 24,000 units amounting to recurring savings of Rs. 2.9 Lakhs per annum.
        - Carbon emission saved per year is 230 Tonnes.

- Solar Water Pumps are installed in our own wells using 7.5 KW Solar Water Pump since 2018 which pumps 54000 Litres per day for 5 hours.
    - Impact:
        - Total Power unit saved is 7758 per annum.
        - Energy cost saved Rs.83000 during this year.

  Total carbon emission footprint realised is 6 tonnes during the year.
- Solar Power: We installed 110 KW Solar Power Plant in two phases against the requirement of 170 KW, from 2019 .to take care of the full power requirement of the campus. We consume 11000 units of Solar Power monthly and export excess power of 4000 units a month to the State Grid.
    - Impact:
        - Total Solar Units generated is 2,05,469 units that is equivalent to 66% of Total Consumption. The Total cost savings is Rs.18 Lakhs in this year.
        - Total carbon footprint realised 170 tonnes in this year through use of Solar energy.
- Biofuel: Kitchen uses Biofuel efficiently for cooling to induce heat to the steam cooking with use of Biofuel Briquettes, and local tree branches

- Lighting: Number of Other energy efficient initiatives are taken in the organisation like,
    - Water pumping during the daytime using Solar Energy
    - 60 BDLC Fans, LED Lighting in campus
    - 1200+ lighting points with LED lights
    - 160 Street Lamps in LED, using Solar panels.

6.1.2 Water conservation

- Campus needs total water requirement of 262000 Litres which are obtained through multiple sources:
- Impact: Water utilized is recycled by 23% with a Sewage Treatment Plant that generated 60000 Litres of water daily which are used to water the trees and plants in the campus
- The Sewage Treatment Plant (STP) used human waste and Cow-dung to produce Methane energy that is used for One stove in the Kitchen.
- Rainwater harvesting is fully implemented in the campus.
- Water aerators have been installed in the 750 taps in the Campus.
    - Impact: reduced water consumption by 30% by 60000 Litres per day
- Poster campaigns are run frequently to advocate water conservation to all the employees and visitors in the campus.
- Rainwater harvested in the 35 acres campus totally in the year are 501.55 Kilo litres water with 73cm of rain during the year.
- A check dam is built in the Campus with a cubic foot of 17712 areas, as detailed below to store rainwater. The check dam ensures that groundwater is recharged in Borewell for 60 days of rain in a year. This has ensured that our Borewell is running well with no interruption.
    - 164 -Length in feet
    - 06- Height in feet
    - 18- Width in feet
    - 17712- Total Cubic feet
    - catchment area 200000 sqm

  Impact:
    - Ground water level increased by 15%.
    - Borewell continues to give more water due to increased water body.

6.1.3 Biodiversity environment

- Total solid waste recycled during the year was 160 tons.
- Toal economic value realization during the year was Rs 4 Lakhs.
- Solid Waste management: Campus proceeded with 1996 kg of Tree leaves wet waste which is internally combusted to generate Organic Fertilisers mixing with

dry levees and Cow Dung. More than 8 Natural compost pits generated 129 kgs of Organic manure this year.

- Dry waste is handover to the Local Municipality for recycling.
- Green Cover: We nurture 2157 trees with 1154 in the Campus and 1003 in Rehab Orchards. This green cover ensures clean air, good ground water levels besides enhancing the biodiversity of the campus. The breakup of Trees in the campus is as below:
- Ghoshala: Amar Seva Sangam, with its mission to empower disabled, has a core focus on rehabilitation of disabled children and adults. Towards this goal, in order to nourish the disabled children and adults, has established a Goshala in the year 2008, to provide nutritious cow's milk as part of daily food plan. Currently the Goshala has 66 Cows including 15 calves who are given the best care for their daily feeding and health. Milk produced from the Goshala is completely used in the Central Kitchen to provide hot milk to all children, inmates and patients within the Sangam besides making Curd and buttermilk for daily consumption.

  Cow's milk is a good source of protein and calcium, as well as rich in nutrients including Vitamin B12 and Iodine. It also contains magnesium, which is important for bone development and muscle function, and whey and casein, which have been found to play a role in lowering blood pressure.

- Birds Habitation: The 42-acre lush green Campus has around 37 birds that are enhancing the biodiversity of the place.
  - Birds come in all shapes, colours, and sizes.
  - They live in a variety of habitats and feed on a variety of foods.
  - Most of them vocalise
  - A few produces mechanical sounds.
  - Birds are excellent indicators of the health of a habitat and environment.
  - Beyond offering us visual and auditory treats, their lives offer remarkably interesting insights.

Future: With a project to plant and nurture additional 3000 trees in the Campus, the Bird habitation is going to increase manifold in the coming years. This will ensure the Campus is home to many living creatures thus providing the best Biodiversity in the area.

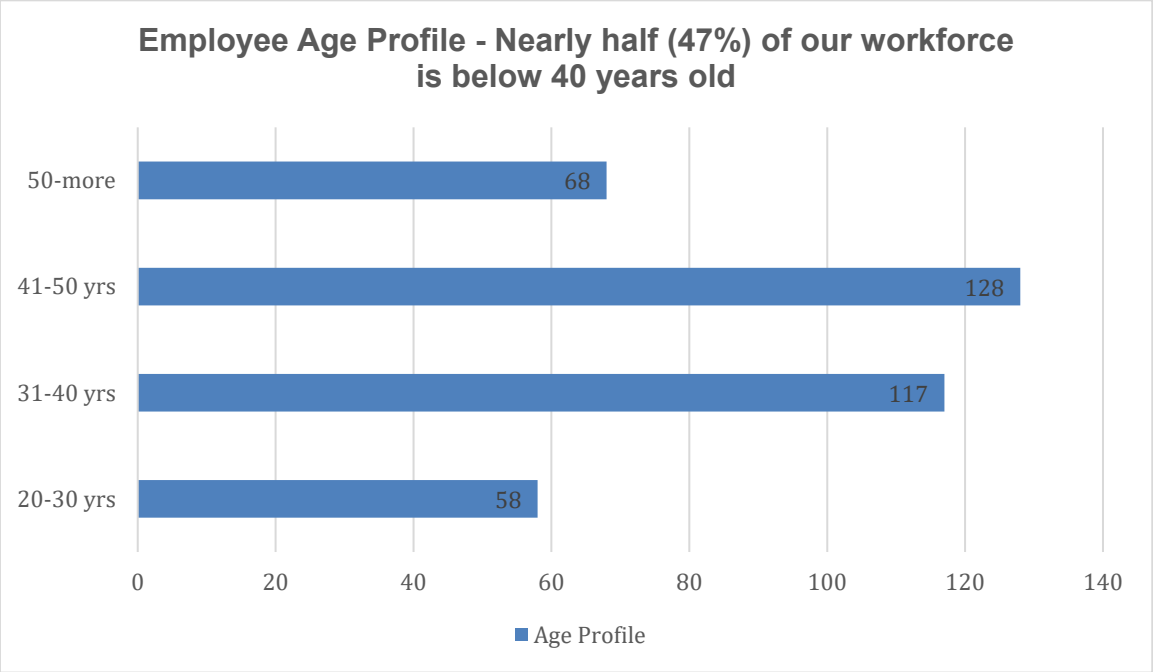
6.1.4 Social Diversity

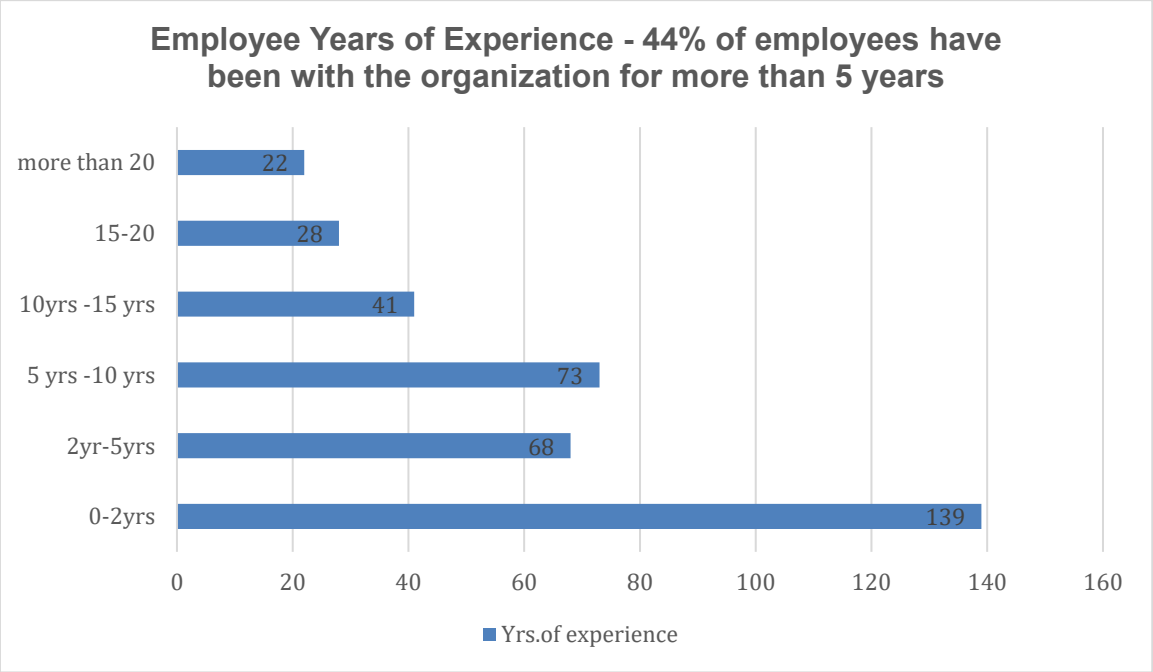
Amar Seva Sangam believes in Diversity of employees in an integrated environment where normal people and people with Disabilities work together seamlessly. The Organisation has focussed on women empowerment in its journey

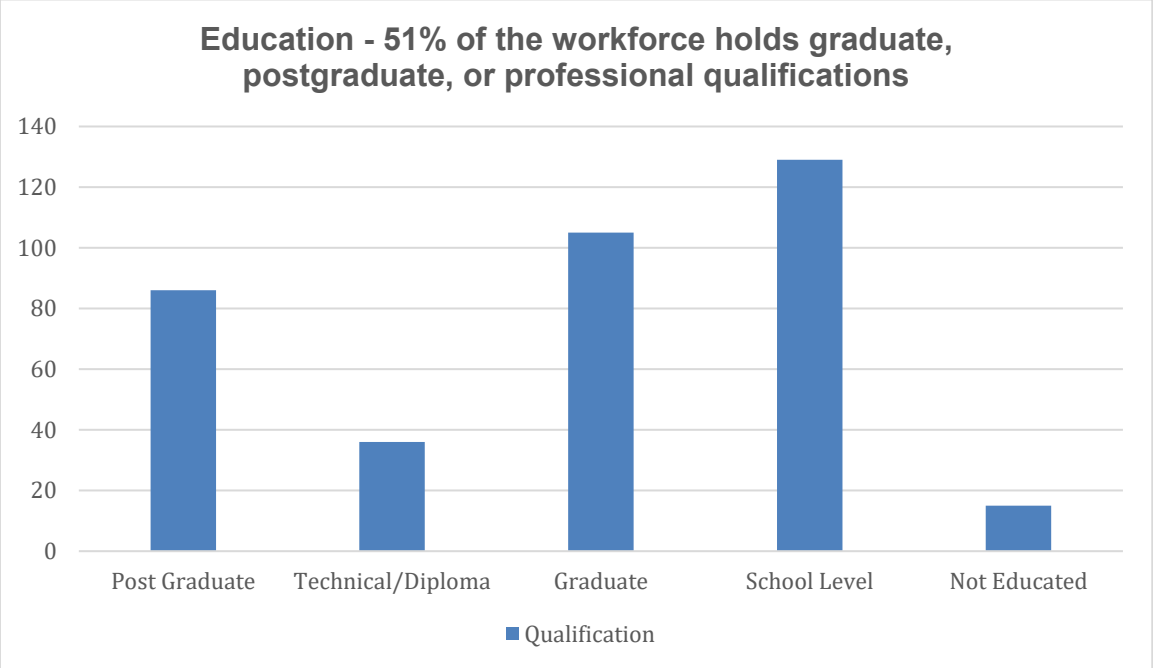
to empower Disabled. Following are the key highlights of the employees Diversity and Inclusivity

- Total employees as of March 2025 was 371 out of which men were 156 (42%) and Women were 215 (58 %)
- Total number of people employed with Disabilities was 54 (15%)
- 47% of employees are less than 40 years of age.
- 44% employees are serving the Organisation for more than 5 years.
- 51% of employees are Graduates / Postgraduates / Professional
- 99% employees are from Rural background.
- 55% of section heads are women.

Following graphics show the depth and spread of Diversity in the organisation.



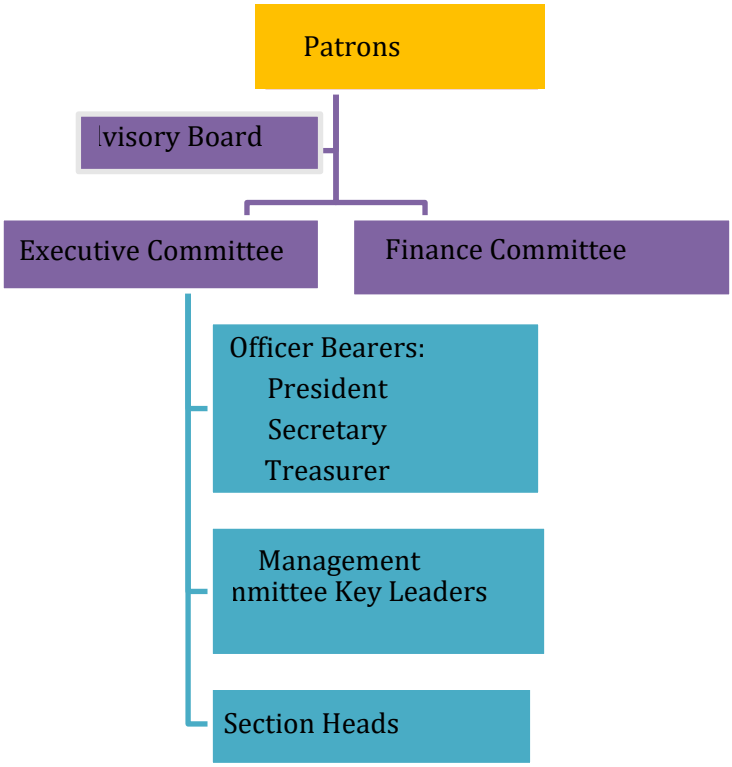




6.1.5 Organisational Governance framework:

Amar Seva Sangam is a process driven organisation with ISO 9001 certified processes in place since 2006 The organisation has adopted ERP Systems for integrated management of Donor Management, Finance, Procurement, Inventory and Reporting.

The Organisation has a well-structured Governance framework as depicted below:



- **Patrons:** They guide the overall strategic direction of the Organisation. Current Patron-in-Chief is Shri T S Krishnamurthy, Former Election Commissioner of India and Patron is Shri D R Karthikeyan, Former CBI Director. Past Patrons who guided the Organisation were, Late Shri C Subramanian, Former Central Minister, Padma Later Shri N Vaghul, Former ICICI Bank Chairperson and Late Shri M S Swaminathan, Father of Green Revolution in India
- **Advisory Board**: Headed by the district collector and consisting of retired IAS Officers, present and past and Leaders from Social Sector who are consulted periodically in matters related to the running of the Organisation.
- **Finance Committee**: Finance committee reviews financial performance frequently and approves the Finance Budget for every year in February. The Committee consists of Leaders from Social Sector and Chartered Accountants well experienced in the Social Sector
- **Executive Committee**: This 9-member Committee consists of Office Bearers (President, Secretary and Treasurer) who guide the Organisation in all respects. With a structured Agenda, EC meetings are held four times a year minimum. All decisions and updates are recorded in the minutes of EC.
- **Office Bearers**: The President, Secretary and Treasurer run the day-to-day affairs of the Organisation.
- **Section Heads**: The section heads run the Operations of the Organisation and manage the day-to-day functioning of activities. Each section gives monthly

reporting to the Secretary and submits Key Performance Indicator (KPI) reports showing the targeted and actual achievements.

- **Statutory Compliances**: The Chief accountant updates Monthly Compliance Dashboard and updates the EC Quarterly on compliances and delays with reasons if any.
- **Process Audit**: Internal ISO audit is conducted quarterly, and non-compliances are addressed by respective sections for remediation. Besides, ISO regular annual audits are conducted. The audit for renewal is done once in three years. The organisation paradisaically reviews the Risks and Opportunities and takes corrective actions mitigation measures to take up the risk.
- **Annual General Meeting**: The AGM is held every year when members are updated on the Events during previous year and as well as Financial Accounts for approval by the members.

7 Key Insights and Lessons Learned:

Key Insights	Lessons Learned
Rehabilitation	
The economically weaker section at the rural population needs affordable rehabilitation at home or closer to their homes at centre.	Enhance reach to more people with additional service offerings.
Periodic nutrition assessment of children based on regular health checks has to be part of the rehabilitation.	Introduce nutrition assessment as part of rehabilitation evaluation.
Larger population can be serviced with rehabilitation only through partner and government collaboration.	Improve partnership engagement to other districts and states and participate in government programs.
Timely rehabilitation ensures increased school enrolment of children with disabilities.	Identify children who are not enrolled in schools to offer focussed rehabilitation to prepare them for school enrolment.
People with disabilities need assistive devices and economic rehabilitation through skill development beyond physical rehabilitation for a dignified living.	Continue to assess assistive device requirements as part of assessments.
Family plays an important role in the overall development of people with disabilities and hence constant engagement is necessary by the civil society organization.	Continue parents advocacy and increase parents managed rehabilitation centres.
Advocacy programs play a major role in knowledge sharing with people with disabilities to know their rights and eligibility for government programs	Continue advocacy programs to direct and partners
Multi development rehabilitation models ensure increased physical wellbeing and independent livelihoods.	Continue to deliver multimodal rehab programs.
Civil society organizations need to play a major role in providing affordable	Focus and identify areas that enable economic improvement of families with disabilities.

services that results in significant economical savings to families	
Education	
Inclusive education at young age enable integration with other children, thus helping the overall development of the child.	Improved advocacy to teachers and students for cohersive adoption of disabled students.
Inclusive education should go beyond formal education system to informal education, distance learning and specialized education for total inclusion of people with disabilities.	Identify more children for continued education beyond school education.
Inclusive education has to be supplemented in the same place with rehabilitation of children with disabilities.	Provide additional rehab services in consultation with teachers and rehab specialists in school
Skill Development	
Reluctance of local employers to engage skilled people with disabilities leads to low employment percentages.	Appoint job coordinatives to reach out to more employers and identify skill required to train.
In ability to motivate more rural youth for skill development due to physical conditions, distances and family protection.	Conduct advocacy programs with parents and youth with disabilities on availability of skill development program to pursue independent livelihood.
More advocacy needed from government and civil society organization to encourage and mandate to employ people with disabilities for larger economic well-being individual and families.	Integrate with government and other NGOs for job creation for people with disabilities.

8 Audit trail steps for stakeholders

To facilitate the social impact assessment process for stakeholders and the external auditor, we propose the following sequence of steps to ensure an efficient study.

- Step 1: Review the Social Impact Assessment Summary (Excel file) of ASSA, covering all initiatives.
- Step 2: Take any individual initiative and review the narrative file (word document) for the initiative that has the aggregated metrics data.
- Step 3: For the selected initiative, go to the data collection file (excel) that has the Basic Datasheet and SIA Data Sheet.
- Step 4: To validate the aggregated data seen in Step 3 for that imitation, go to the respective software application reports and Excel files maintained at the section and verify the manual registers, reports, and files maintained in the section.
- Step 5: For all queries related to data validation in Step 4, reach out to the respective Section Head and Section Assistant, who can explain the content of the information in source records as well as the software application reports and screens.
- Step 6: The IT department (MIS Section) can provide a “view” login to the reviewer after the internal approvals. This will enable understanding of the application, data capture, report view, and report contents.

9 Action Plans for Improvement

- Need to establish a automated data aggregation framework from source application and data files. This will ensure periodic review of social impact instead of annual exercise.
- Regular health check-ups of service users in campus will identify nutritional deficiency and support nutritious food source medicine for improved health.
- Job placement with local employers is essential to employ skilled youth with disabilities. This is being action.
- Identify new skill development area that offer immediate employment like electric vehicle maintenance, renewable energy and other high demand job roles.
- Increase economic improvement of family income identifying products that can be value added from the home of people with disabilities.

10 SIA - Future plans of Amar Seva Sangam

The organisation will focus on the following initiatives for improvement of people with disabilities, thus achieving its mission in the next decade

Rehabilitation:

- To ensure more skilled youth with disabilities are placed with local employers, surveys are being done to assess the skill requirement. Based on this the newly created job cell will identify trained youth for placement in this organization. Besides annual job fare for people with disabilities is

planned during the year where local employers will be encouraged to assess and recruit skilled youth.

- To engage with service users of Amar Seva during the past years, an alumni website and ASSA WhatsApp community is being planned engage with them to spread awareness on disability related improvements, advocacy, government programs and technology innovations.
- Centre of excellence to focus on webinars, and technical sessions to provide knowledge on disability, disability rights, rehabilitation models and advocacy to parents, rehab professionals, people with disabilities and NGO partners.
- Centre of excellence plan to create advocacy and legal rights centre for supporting people with disabilities to gain more knowledge on their rights and enforcements.
- Centre of excellence has taken up knowledge development program for rehab professionals to enable evidence-based treatment to achieve decide impact of all disability rehabilitation.
- Mobile physiotherapy vans it's planned to offer home-based physiotherapy for immobile stroke and elderly persons at rural village.
- Para sports academy is being established to encourage youth with disabilities to take up sports in district, state and international level. Para badminton court is under construction to produce state and national champions in the coming years.
- Further discussions are with NGO partners and state governments for more rehabilitation of children with developmental delays through our EI app.
- Post acute care centre for spinal and stroke patients is enhanced with additional 30 bed capacity. This will ensure about 150 patients are rehabilitated every year.
- Orthotic centre will be improved with mechanical engineering workshop to manufacture new orthotics, stroke prosthetic assistive devices.
- Rehabilitation for special children using Indian knowledge system is being planned to enhance their brain stimulation and intellectual ability.
- Considering the need for highly skilled physiotherapy professionals in the district, physiotherapy college is being planned to offer 4-year undergraduate BPT degree in a new campus with latest tools, technologies, library and infrastructure.

11 Conclusion

Amar Seva Sangam is committed to continuing various initiatives that empower people with disabilities through rehabilitation, education, and skill development programs. Encouraged by the high social impact created through these initiatives, our resolve to do more for disabled individuals, their families, and respective communities has increased manifold.

With the knowledge gained over the decades, it's time for ASSA to expand its reach to more geographical areas in India and abroad. This will involve partnerships with NGOs, civil society organizations, government agencies, expert groups, and corporate organizations. The focus for the next decade is to establish its own centres in a few more cities, along with partners, and open major stroke-spine care centres and palliative care centres to meet the rehabilitation needs of disabled children and the elderly.

This renewed focus will significantly contribute to achieving its vision and improving society.

12 Annexure 1: SOCIAL IMPACT: Individual Initiatives

12.1 SOCIAL IMPACT: Individual Initiatives

12.1.1 Rehabilitation

Residential program for Children with Disability:
SINCE 1989

Background

Children with severe disabilities in rural, low-income families need close rehabilitation support. Without it, they face lifelong limitations, poor self-esteem, and social isolation.

Challenges to Society

Limited inclusive schools, unaffordable care, lack of awareness, and parents' livelihood sacrifices prevent timely rehabilitation.

Our Solution

Amar Seva Sangam launched a residential rehabilitation program offering free education, accommodation, food, clothing, healthcare, and assistive devices. Children receive integrated schooling from pre-primary level, daily physiotherapy and occupational therapy, life skills training, moral values, and opportunities in sports and cultural activities—empowering them for independent and dignified lives.

Service Users Since Inception	Service Users	Male	Female
360	51	65%	35%

45
Students participated in interschool events

88%
Education Performance

₹ 8,06,220
Savings enabled to families

85%
Improved in physical abilities

100%
Moved to higher education



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Success Story

A Journey of Determination: Esakkimuthu's Story

My name is Esakkimuthu, and I come from Ilanji. I was born with a Locomotor Disability and have faced challenges in walking since childhood. My journey of transformation began in 2011, when my parents admitted me to Amar Seva Sangam for rehabilitation and education.

When I first joined, I was unable to walk properly. With continuous therapy sessions in the morning and evening, I gradually gained strength and mobility. Alongside therapy, I studied from LKG to 12th standard at Siva Saraswathi Vidhyalaya Primary and Higher Secondary School, located within Amar Seva Sangam campus. I proudly scored 456 out of 600 in my 12th standard exams.

After school, I enrolled in vocational training at Amar Seva Sangam, where I completed courses in MS Office, DTP, and Tally — all free of cost. This opportunity saved me both time and money and equipped me with valuable job skills.

In 2014, I had the chance to act in the short film Kanave Kalaiyathe, for which I received the Best Child Artist Award. Later, I also earned a scholarship from Ability Foundation, and I am now pursuing B.Com (First Year) at Sathyabama University, Chennai.

Beyond academics, I am passionate about sports, especially chess and wheelchair racing, where I have represented my district and state, winning several competitions.

From a child who once struggled to walk to a confident college student and athlete, my journey with Amar Seva Sangam has been one of growth, empowerment, and endless possibilities.





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Orthotics Centre for Assistive and Adaptive Devices:
SINCE 1993

Background

WHO estimates 2.5 billion people need assistive technology, but only 1 in 10 have access. For children and adults with disabilities, timely devices are essential for independence, dignity, and social participation. Without proper provision and maintenance, complications increase, limiting quality of life.

Challenges to Society

High costs and lack of integrated providers delay access, restricting mobility, opportunities, and the ability of persons with disabilities to reach their potential.

Our Solution

Amar Seva Sangam delivers affordable, customized assistive devices through a team of therapists, educators, and technicians. Using modern 3D technology, devices are made, fitted, and serviced free of charge, improving independence and inclusion. The centre also links individuals to government schemes for free access, ensuring sustainability and equity.

Service Users Since Inception	Service Users	Male	Female
33,687	1,233	74%	26%

97% Persons with disability

1093 Services delivered

₹ 7,22,984 Savings enabled to families

711 Products manufactured

165 Wheelchairs provided



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Success Story

Maharaja is a 3-year-old boy with cerebral palsy. His father is Murugan and his mother is Subbulakshmi. He was admitted to Amar Seva Sangam in March 2024. At the time of admission, he had poor sitting balance and was unable to sit independently without hand support, which also affected the development of his hand skills. To address this, we provided him with an appropriate paper technology chair designed for children with cerebral palsy. This supportive seating helped improve his posture and allowed him to use his hands more effectively. As a result, Maharaja is now able to sit independently and perform activities like peg board tasks and scribbling. His parents are very happy with his progress and express their heartfelt thanks to Amar Seva Sangam.





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Sangamam School for Special Children: SINCE 1997

Background

Children with intellectual disabilities face stigma, poor access to services, and barriers in education, independence, and life skills. Transitioning to adulthood is even harder without rehabilitation focused on vocational skills, social integration, and daily living. Comprehensive programs are vital to help them lead productive lives.

Challenges to Society

Parents struggle with unaffordable care, livelihood pressures, health issues of the children, and lack of awareness—blocking timely, effective rehabilitation.

Our Solution

Amar Seva Sangam launched Sangamam School for Special Children, a day-care and rehab facility combining education, therapy, and life skills. Students receive training in ADLs, self-care, behaviour, academics, and vocational skills, supported by speech, physio, occupational therapy, and yoga. Transport is provided, and progress is tracked through the Enabling Inclusion® app. Inclusive education and vocational pathways prepare children for independence and integration into society.

Service Users Since Inception

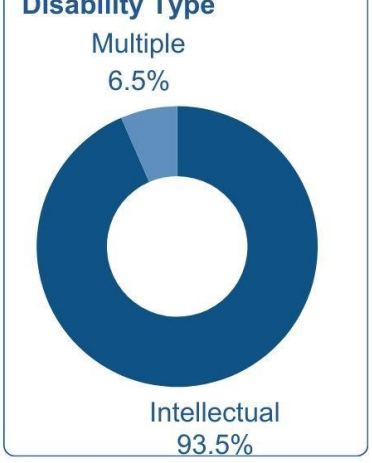
525

Service Users

92

Male **74%** | Female **26%**

Disability Type



₹ 36,48,050

Savings enabled to families

2 **Students upgraded to inclusive school**

Severity

- Mild: 20%
- Moderate: 67%
- Severe: 13%



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Success Story

Jegan's Journey of Inclusion and Talent

Jegan, a bright and energetic boy with autism, began his journey with Amar Seva Sangam's Sangamam Special School. When he first joined, he received special education, speech therapy, and occupational therapy to help him communicate better, focus on learning, and manage his hyperactivity.

Through consistent support and structured training, Jegan made wonderful progress — his speech improved significantly, his academic skills blossomed, and his hyperactive behavior reduced remarkably. Seeing his steady growth, Jegan was included in the 3rd grade at Siva Saraswathi Vidhyalaya Primary School, Amar Seva Sangam, in 2023, marking a proud milestone in his inclusive education journey.

Today, Jegan is thriving in his school environment, joyfully participating in art and craft, music, and dance activities along with his peers. His confidence and enthusiasm shine through every day. This success is made possible thanks to the dedicated efforts of his special educators, regular teachers, the headmaster, and his classmates, who have all supported and embraced inclusion wholeheartedly.

Adding another feather to his cap, S. Jegan secured the third position in Kalpana Kalakar, an Art Competition under Udaan—a national-level talent show for Children with Special Needs (CWSN) organized by the Social Responsibility Cell, Department of Management Studies, Deen Dayal Upadhyaya College, University of Delhi, on April 25th, 2025.

Jegan's achievement is a proud reminder of how inclusive education can empower children with disabilities to showcase their unique abilities and talents to the world. His story is a celebration of ability, perseverance, and the power of inclusion.



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Medical Therapy Unit : SINCE 1998

Background

In rural India, lack of rehabilitation services leaves people with disabilities dependent, reducing quality of life and productivity. Accessible, affordable therapy is vital for recovery, independence, and social participation.

Challenges to Society

Barriers include few professionals, absence of multi-disciplinary care, high costs, poor insurance coverage, and low awareness.

Our Solution

Amar Seva Sangam runs a multi-disciplinary centre offering physiotherapy, occupational therapy, special education, counselling, and electrotherapy. Services are provided to low-income communities at nearly 85% subsidized costs, empowering people to live independently and contribute to society.

Service Users Since Inception
14,092

Service Users
1,095

Male **64%**

Female **37%**

94%
Improved in physical abilities

37%
PWD

₹ 87,10,499
Savings enabled to families

100%
Service user satisfaction

1087
Total out patients



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Success Story

Mr. Inbaraj, a 32-year-old car driver, suffered a sudden stroke while at work and was diagnosed with a left Middle Cerebral Artery (MCA) infarct, along with dysarthria (difficulty in speaking). He received initial treatment at JIPMER Hospital and was referred to Amar Seva Sangam for comprehensive rehabilitation. At the time of his admission on 26th December 2024, Mr. Inbaraj showed severe weakness in his right arm and leg. He was unable to walk or speak and used a wheelchair for all mobility. He was fully dependent on his wife for all daily activities, including dressing, eating, and personal care.

With consistent physiotherapy, occupational therapy, gait training, speech support, and caregiver education, Mr. Inbaraj made significant strides in his recovery. He is now able to walk independently, even on uneven surfaces, and has regained considerable use of his right upper limb. He is minimally dependent for daily activities and communicates more clearly due to improved speech. This progress has restored his confidence, reduced the caregiving load on his wife, and improved his overall quality of life. He continues to attend follow-up sessions and practices home-based exercises, with the hope of eventually returning to work.





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Village based Rehab Development : SINCE 2000

Background

A survey in Tenkasi District found 4,512 persons with disabilities, many needing lifelong care. Families often fall prey to quacks, losing money and health. Beyond care, PWDs need sustainable livelihoods and rehabilitation. Empowering them is not just justice—it strengthens communities, drives growth, and enables everyone to thrive.

Challenges to Society

Disability is often misunderstood, leading to exclusion from education, work, and society. Women and children face deeper stigma and limited support. Many PWDs underutilize rehab services, missing long-term benefits. The challenge: how to inspire self-reliance, unity, and sustainable impact.

Our Solution

Amar Seva Sangam fosters empowerment through self-help groups that build awareness, savings, and microfinance access. Members receive rehab, education, skill training, and livelihood opportunities. They are educated on disability rights, guided to avail government schemes, and encouraged to advocate for themselves—transforming stigma into inclusion and dependence into independence.

Service Users Since Inception
9,741

Service Users
2,693

Male **58%** | Female **42%**

388
Number of SHG

229
Villages covered

₹ 63,59,000
Loan amount secured

₹ 1,52,000
Equipment sponsorships

₹ 1,35,87,463
Domestic savings of SHG



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Post-Acute Care for Spinal Injured: SINCE 2007

Background

Rehabilitation for spinal cord injuries is vital for health, independence, and social reintegration. It improves quality of life, reduces family burden, and enables economic and community contribution.

Challenges to Society

In rural India, rehab is limited by lack of specialized care, assistive devices, awareness, and vocational training. High costs and poor access make sustainable recovery difficult.

Our Solution

Amar Seva Sangam runs a 24-hour, 20-bed spinal rehab facility for conditions like paraplegia and quadriplegia. Care includes treatment for complications, physiotherapy, and training in daily living skills. Alongside, vocational and livelihood training empower individuals to regain confidence, independence, and the ability to contribute to society.

Service Users Since Inception	Service Users	Male	Female
304	25	88%	12%

5375
Services delivered

18
SU achieved independent living



95%
Improved in physical abilities

Condition Type

- Paraplegic: 72%
- Quadriplegic: 28%

₹ 58,71,926
Savings enabled to families

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Success Story

Mr. Karthishwaran Success story

Mr. Karthishwaran, a 45-year-old male diagnosed with Quadriparesis at the C5 level, sustained a spinal cord injury on 28th December 2020 following a diving accident into a river. He received initial emergency medical care at Rajendhran Hospital. At the time of his admission to our rehabilitation centre, he was completely dependent on a wheelchair for mobility and required total assistance for all self-care activities. He was unable to roll in bed, maintain a sitting posture, or carry out functional hand movements. He presented with flaccid paralysis of both lower limbs and lacked trunk balance. Additionally, he had no voluntary control over bladder and bowel functions, further impacting his independence and quality of life.

After undergoing intensive physiotherapy, including balance training, trunk strengthening, and mat activities, He developed the ability to roll in bed independently and transition from lying to sitting without assistance. With continued rehabilitation, he progressed to standing with the support of a walker and is now able to ambulate short distances with one-person assistance. He has also regained sufficient hand function to eat independently.





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Report on Social Impact Assessment

Child Early Intervention up to 6 years: SINCE 2010

Background

Globally, 52.9 million children under 6 live with disabilities—2.3 million in India, 100,000 in Tamil Nadu. Without early intervention (EI), developmental delays can lead to lifelong disability, poverty, and exclusion (WHO). EI maximizes potential, prevents complications, and improves education, livelihoods, and social inclusion.

Challenges to Society

In India, 66% of children with disabilities lack EI therapy, and 72% of 5-year-olds have never attended school (UNESCO). Rural areas face added barriers: stigma, poor awareness, lack of professionals, weak infrastructure, and high costs.

Our Solution

Amar Seva Sangam created a scalable, cost-effective EI program powered by the Enabling Inclusion® app. This cloud-based tool connects community workers with rehab specialists for real-time case management, scheduling, and monitoring. Parent training ensures strong engagement, therapy compliance, and better child outcomes. The program improves functional abilities, reduces family stress, boosts income, and promotes school enrolment—breaking cycles of disability and poverty.



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Residential Program for Special Needs Children (RPSNC): SINCE 2013

Background

Children with intellectual disabilities face stigma, poor access to services, education barriers, health issues, and limited independence. Parents struggle with care, livelihood pressures, and affordability. A transitional residential program can bridge the gap, preparing children for mainstream society.

Challenges to Society

Efforts are hindered by lack of advocacy, funding, expertise, and government support. The closure of Tamil Nadu's Special Residential Bridge Centre (SRBC) under SSA further eroded parents' trust, leaving many children without services.

Our Solution

In 2013, Amar Seva Sangam revived the program as the Residential Program for Special Needs Children (RPSNC) with private funding. The centre offers residential care, therapy, balanced nutrition, and special education. Children gain daily living, communication, and academic skills, progressing toward mainstream schooling or vocational training. The model restores parent confidence and provides a replicable pathway for inclusion.

Service Users Since Inception
93

Service Users
21

Male **86%** | Female **14%**

3725
Therapy sessions

99%
Functional improvement

₹ 10,65,130
Savings enabled to families



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Success Story

Story of Progress: Abish's Journey Toward Inclusion and Independence

Meet M. Abish, a 17-year-old student from Ariyanayagipuram village, living with Intellectual Disability. His parents, Mr. Manikandan and Mrs. Ramalakshmi, are daily wage laborers supporting their three children with limited means.

Abish's journey with Amar Seva Sangam began when our social worker identified him in the community. He was assessed by the screening team on 25.11.2021, and subsequently enrolled in Siva Saraswathy Vidyalaya Higher Secondary School, Ayikudy, under our Inclusive Education Program, while residing at the RPSNC Hostel.

Through consistent special education, Abish received training in self-care, functional academics, conceptual learning, and community orientation skills. His growth has been remarkable—he successfully completed his 10th standard with 269/500 marks in the 2024–25 academic year and has now moved on to 11th standard (Accountancy Group) under the Differently Abled Youth Training Scheme.

With support from the Tamil Nadu Government, Abish receives a monthly maintenance grant of ₹2000, along with bus and train passes through the DDAWO office.

Today, Abish's parents and community proudly recognize his achievements. His story stands as an inspiring example of how inclusive education and timely support can transform the life of a young person with disability.



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Report on Social Impact Assessment

Village Based Rehabilitation Initiatives (VBRI) Rehab: SINCE 2018

Background

In rural villages, children with disabilities over 6 often miss timely rehabilitation, delaying their physical, cognitive, and social progress. Many with intellectual challenges remain isolated at home, adding stress on caregivers and reducing family income. Reaching them at schools and homes with therapy and skill-based activities is critical.

Challenges to Society

Scattered populations, low awareness, stigma, and unaffordable care hinder rehabilitation. Parents' livelihoods also suffer as they devote time to caregiving.

Our Solution

Amar Seva Sangam provides rehab for children (6–18 years) through home visits, schools, and respite centres. Services include physiotherapy, occupational therapy, and special education—enhancing mobility, cognition, and daily independence. Children also receive vocational training in crafts like weaving, toy-making, and ornament design, preparing them for jobs after 18. ASSA trains parents and community rehab workers, while also raising awareness on health, rights, and government schemes—building inclusive, self-reliant communities.

Service Users Since Inception	Service Users	Male	Female
1,498	532	74%	26%

7,302	14,662	5	8	11	40%
Home based rehab sessions	Centre based rehab sessions	Gvt schemes facilitated	Number of centres	Children enrolled in mainstream school	Functional improvement

₹ 37,72,250

Savings enabled to families



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Report on Social Impact Assessment

Centre of excellence in rehabilitation and development for children and youth with disabilities: SINCE 2021

Background

Many NGOs, government bodies, and civil groups provide disability rehabilitation, but efforts are fragmented. Organizations work in silos, covering limited areas with capacity constraints, and knowledge sharing is minimal. A collective approach is needed to scale rehabilitation, share expertise, and create a strong knowledge base accessible to all service providers.

Challenges to Society

Over 90% of children with developmental delays lack early intervention. Low awareness, stigma, high costs, and a shortage of specialists further limit access, especially to home-based rehab.

Our Solution

Amar Seva Sangam established the Centre of Excellence (COE) in 2021 to expand child rehabilitation through partnerships, technology, capacity building, innovation, and research. Using the award-winning Enabling Inclusion® App, community workers and parents are linked with specialists for real-time monitoring and outcomes. The COE builds NGO and government capacity for home-based models, promotes awareness for inclusive education, drives collaborative research, and develops innovative tools to improve rehabilitation delivery locally and globally.

Service Users Since Inception	Service Users	Male	Female
7136	4641	74%	26%

17	1,17,259	735	1379	5	75%
Partner organizations	Rehab sessions	Number of people trained	Children enrolled in mainstream school	Research Papers Published	Partner satisfaction

₹ 2,93,14,750
Savings enabled to families



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Success Story

Gandhigram Trust's Transformation Through the Enabling Inclusion® Program

Gandhigram Trust, onboarded into the Enabling Inclusion® Program in April 2024, has successfully completed its Early Intervention (EI) initiative using the Enabling Inclusion® App—bringing transformative developmental services to children across rural communities. With technical guidance and capacity-building support from Amar Seva Sangam, the team implemented structured screening, comprehensive assessments, and regular home-based therapy through the App.

Community Rehabilitation Workers and therapists shared that the Enabling Inclusion® App greatly streamlined their workflow, strengthened documentation, and enabled consistent, evidence-based intervention planning. This ensured that every child received individualized, goal-oriented therapy.

Children and families in Athoor Block experienced significant developmental gains, especially in motor, communication, cognitive, and daily living skills. Parents reported that the App made it easier for them to understand their child's needs and confidently follow home programs. With measurable child progress, enhanced staff capability, and organized, data-driven service delivery, Gandhigram Trust's EI initiative stands as a strong example of how technology-enabled early intervention can create meaningful and lasting change in rural communities.



12.1.2 Inclusive Education

Siva Saraswathi Vidyalaya Schools: SINCE 1984

Background

Families of children with disabilities in rural areas face double stress—managing livelihoods while struggling with rehabilitation. Limited support and social stigma often exclude children from education and community acceptance.

Challenges

Regular schools lack accessibility, are costly, and rarely welcome children with disabilities. Parents, burdened by stigma and poverty, hesitate to send them, leaving children deprived of learning and confidence.

Our Solution

Amar Seva Sangam founded Siva Saraswathi Vidyalaya, an inclusive school for children from low-income families. The school follows the state syllabus and integrates children with and without disabilities from nursery to higher secondary. Alongside academics, students receive life skills, sports, and extracurricular training. Many alumni now serve as doctors, IT professionals, lawyers, and government officials—proving that inclusive, affordable education transforms lives and communities.

Service Users Since Inception	Service Users	Male	Female
21,854	631	56%	44%

68

Children with disabilities

1375

Students participated in events

Academic Performance (Pass)

- SSLC: 96%
- HSC: 91%



Success Story

Beyond Barriers: The Transformative Journey of Geetha M.

For many children, school is a given. But for Geetha M., the journey was far from simple. At just one and a half years old, polio left her without function in both legs, making education seem like an impossible dream.

In 1991, Geetha's life took a new turn when she joined Amar Seva Sangam Siva Saraswathi Vidyalaya Hr. Sec. School. It became more than a school—it was a home filled with love, warmth, and care, along with quality food and accommodation. This nurturing environment gave her the confidence and foundation to thrive.

Geetha studied from LKG to Class VIII at Amar Seva Sangam and later continued her studies at Ayikudy Government Higher Secondary School with our support. Believing in her potential, Amar Seva Sangam also sponsored her higher education, helping her complete an M.Com from IGNOU University and a B.Ed from Sri Ram Nallamani Yadava Educational Institutions.

Her story came full circle when she returned in 2009—not as a student, but as an Administrative Assistant in our Village-Based Rehabilitation Programme. Today, the girl who once needed support is an empowered professional serving others with dedication and compassion.

As Geetha says, "I am forever grateful to Amar Seva Sangam for encouraging me and giving me the opportunity to serve society."

Geetha's journey is a true reflection of Amar Seva Sangam's belief that with the right support, love, and opportunity, every individual can overcome barriers and achieve their dreams.



Distance Learning Education Centres : SINCE 2000

Background

Rural students from low-income families often stop education after school to support their families. For youth with disabilities, inaccessible transport and infrastructure make higher education even harder.

Challenges

Financial hardship and the need to earn prevent many from pursuing college. Those in jobs also lack opportunities to upskill, limiting career growth. A local, flexible system for higher learning became essential.

Our Solution

Amar Seva Sangam runs a Distance Learning Centre with Alagappa and Manonmaniam Sundaranar Universities, offering UG and PG courses. It benefits rural youth, housewives, working professionals, and persons with disabilities—helping them study affordably while ASSA supports placements and career growth.

Service Users Since Inception	Service Users	Male	Female
3,730	404	36%	64%

38	94%	-	₹ -
Person with disabilities	Students completing course	Students employed	Annual earnings facilitated to families



Success Story

Mrs. S. Geetharani – Empowering Dreams Through Inclusive Education

Mrs. S. Geetharani, a young woman from Mukoodal village and a person with a disability, has always been determined to pursue education despite challenges. After completing her B.A. in Tamil, she worked as an assistant teacher in a private school, aspiring to create a better future for herself and her family.

In 2022, she enrolled in Amar Seva Sangam's Distance Learning Centre to pursue her Master of Social Work (MSW). As a student with a disability, Geetharani received full fee exemption and was able to pursue her higher education completely free of cost. Through dedication and hard work, she successfully completed her MSW in 2024.

Soon after her graduation, Geetharani secured employment in a Tamil Nadu Government project. With a monthly salary of ₹24,000, she is now contributing significantly to her family's financial stability. Her achievement has not only strengthened her economic independence but also brought her family greater security, happiness, and hope for the future.

Geetharani's journey stands as an inspiring example of how inclusive education and the right support system can transform lives—empowering individuals with disabilities to realize their potential and lead fulfilling, dignified lives.



AMAR SEVA SANGAM
Rehabilitation. Empowerment. Inclusion

Discover Ability

Report on Social Impact Assessment

Amar Institute of Rehabilitation Sciences: SINCE 2012

Background

Rural children with developmental delays lack timely rehabilitation due to scarce specialists and community workers. Early intervention before age 3 is critical for inclusive education, but families in remote areas remain underserved.

Challenges

Few trained professionals and poor access leave children without support. At the same time, many rural youth cannot afford higher education but could build careers in rehabilitation and caregiving—if training were available locally.

Our Solution

Amar Seva Sangam runs RCI-recognized diploma courses in Early Childhood Special Education (12 months) and Caregiving (10 months). Students gain hands-on training and meet the urgent demand for professionals, ensuring immediate employment while improving access to rehabilitation for rural families.

Service Users Since Inception	Service Users	Male	Female
157	22	56%	44%

7
PWD

100%
Academic performance (Pass)

₹ 17,34,000
Annual earnings facilitated

₹ 8,500
Average monthly salary post course completion

1
National level topper

95%
Students employed post course completion



Sulochana Gardens, 12-1-163, Tenkasi Road, Ayikudy – 627852.
Email: secretary.amar@amasrva.org Phone: 04633 – 249170, 249180.

Success Story

Mr. Ulaganathan – A Lifelong Learner and Changemaker

In a heartwarming example of how personal dedication can lead to community transformation, Mr. Ulaganathan, a retired professional, has become a beacon of inspiration in the field of special education.

After a successful career, including a senior-level position at a reputed firm in Abu Dhabi, Mr. Ulaganathan retired at the age of 60. While many consider retirement a time to slow down, he saw it as an opportunity to give back. Learning about the Diploma in Early Childhood Special Education (Intellectual Disability) – DECSE (ID) program offered by Amar Seva Sangam and recognized by the Rehabilitation Council of India (RCI), he made a life-changing decision to enrol in 2023.

His motivation was deeply personal. Mr. Ulaganathan is the father of two children — a daughter and a 28-year-old son with autism. Driven by his experiences as a parent and a desire to support other children with intellectual disabilities, he founded Shyam Special School, named in honor of his son. The school has since grown to serve over 30 children, offering them much-needed educational and developmental support.

His dedication and hard work culminated in a remarkable achievement: in the final exams held in July 2024, Mr. Ulaganathan was recognized as the top student in India in his program. His story stands as a powerful reminder that age is no barrier to learning and that true commitment can lead to transformative change — not only in one's own life, but in the lives of many others.

Mr. Ulaganathan's journey exemplifies the spirit of inclusive education, lifelong learning, and service, reflecting the core values championed by Amar Seva Sangam. His efforts continue to inspire fellow parents and community members to believe in the power of knowledge, compassion, and purposeful action.



12.1.3

Skill Development

Vocational Training Centre: SINCE 1995

Background

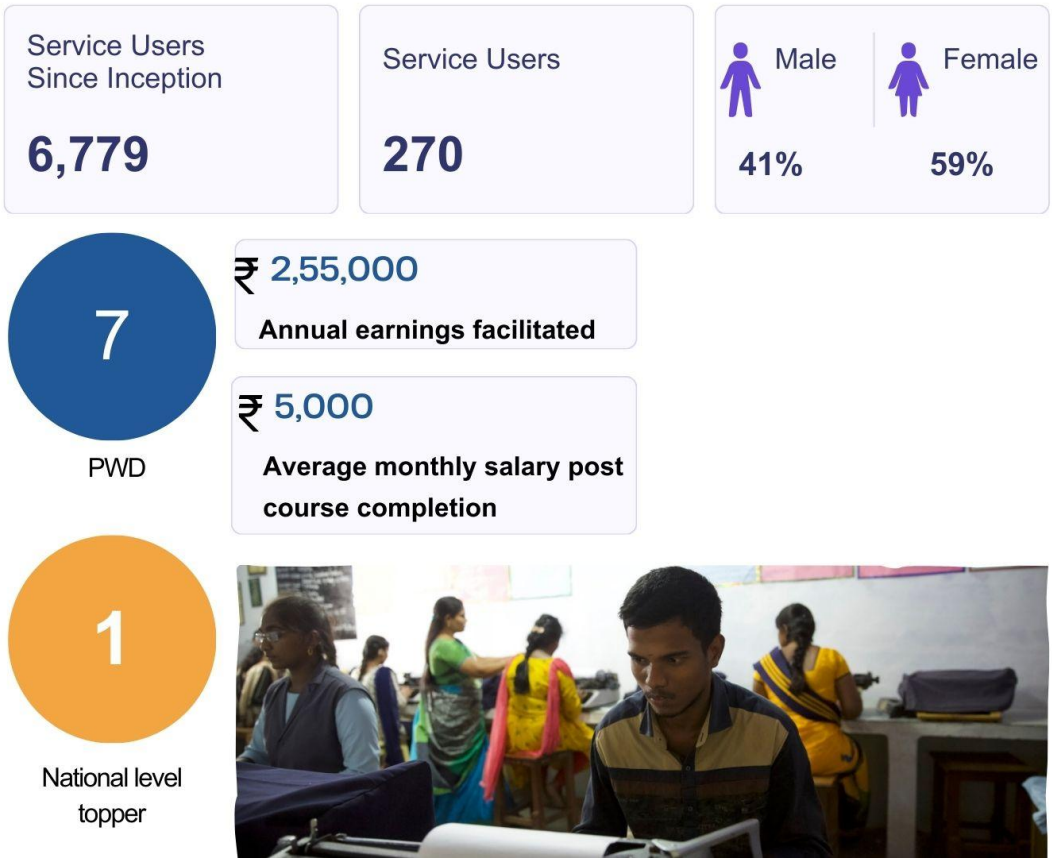
Most institutions stop at rehabilitation, leaving persons with disabilities without livelihood skills and pushing families into economic distress.

Challenges

Rural disabled youth struggle to access higher education or skill-based opportunities due to poverty and lack of infrastructure. Without employable skills, post-rehabilitation life often means dependence.

Our Solution

Since 1995, Amar Seva Sangam's Vocational Training Centre has equipped people with disabilities with livelihood skills alongside rehabilitation. Training includes computers, typewriting, appliance repair, notebook binding, handicrafts, goldsmith appraisal, and two-wheeler repair. Free lodging and boarding ensure access, enabling independence and sustainable employment.



Success Story

Mr. Mohammed Faizal M – From Unemployment to Financial Independence

Mr. Mohammed Faizal M, an unemployed youth who had completed his 12th standard, spent most of his days at home feeling discouraged and uncertain about his future. With limited exposure and no business or technical knowledge, he struggled to find a meaningful path forward.

His journey changed when he learned about Amar Seva Sangam's Sri Sathya Sai Institute of Computer Education and Training. Motivated to build his skills, he enrolled in the two-month MS Office course. Through consistent effort and support from the training team, he successfully completed the course and received his certificate issued by the Department of Training and Development, Amar Seva Sangam.

Armed with new skills and confidence, Faizal secured employment as a Trainee Supervisor at Indian Airport Cargo in Bangalore, Karnataka, earning a monthly salary of ₹15,000. Today, he is proudly supporting his family, contributing to their financial stability, and uplifting their quality of life.

Faizal's story stands as a powerful example of how skill development and timely guidance can transform the life of a young person, enabling them to move from uncertainty to independence and purpose.



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Discover Ability

Report on Social Impact Assessment

Saradhambal Industrial Training Institute: SINCE 2019

Background

Most institutions stop at rehabilitation, leaving persons with disabilities without livelihood options and families under financial strain.

Challenges

Rural youth with disabilities face poverty, lack of higher education access, and absence of skill-based opportunities. Without employable skills, they remain dependent.

Our Solution

To bridge this gap, ASSA launched Saradambal ITI in 2019 under the Government's Skill India Program. Youth with disabilities receive free one-year training in mobile repair, sewing, desktop publishing, and computer operations. Post-training, ASSA supports job placement with private and government employers, ensuring dignity and independence.

Service Users Since Inception

245

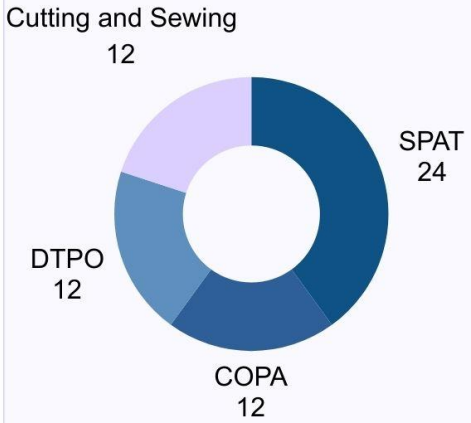
Service Users

60

Male **85%**

Female **15%**

Course wise students



60 PWD

16 Students employed

60% Students completed courses

₹ 13,44,000

Annual earnings facilitated

₹ 7,000

Average monthly salary post course completion



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Success Story

Miss Vasanthi – A Journey of Courage, Strength, and Achievement

Miss. Vasanthi's life is a remarkable story of resilience and hope. At just three years old, she faced two life-changing challenges—losing her father to a medical condition and battling brain fever, which affected the development of her limbs. Raised by a single mother working as a kooli to support five children, Vasanthi grew up surrounded by financial hardship and physical limitations.

Despite these difficulties, Vasanthi's determination never wavered. With the dedicated support of the Community-Based Rehabilitation Workers (CRW) at Amar Seva Sangam, she received consistent therapy that strengthened her hands and improved her functional abilities.

After completing her 12th standard, Vasanthi joined ASSA for vocational training and enrolled in the ITI COPA (VI & OD) course for the academic year 2024–25. Her hard work, discipline, and commitment soon began to shine.

Vasanthi reached an extraordinary milestone—

She secured State First rank in the COPA (Computer Operator and Programming Assistant – VI & OD) trade.

This achievement is not just an academic victory; it is a testament to her courage and the power of inclusive education and rehabilitation. Vasanthi's journey inspires many, showing that with the right support and unwavering determination, every challenge can be transformed into a milestone.

Her story stands as a proud reflection of the transformative impact of Amar Seva Sangam's early intervention, rehabilitation, and vocational programs.



Report on Social Impact Assessment

Amar Para Olympics Academy: SINCE 2024

Background

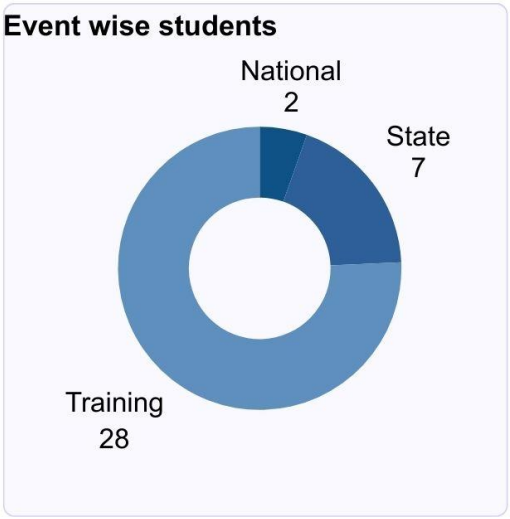
Children, youth, and adults with disabilities in rural areas rarely get opportunities to participate in organized sports. Most rehabilitation programs focus only on therapy and education, leaving sports and physical development overlooked. This limits confidence, social inclusion, and pathways for achievement beyond academics.

Challenges

Persons with disabilities in rural regions face multiple barriers: lack of structured sports training, absence of inclusive platforms for competitions, and limited exposure to para-sports at district and state levels. Without access to these opportunities, their talents remain hidden, and they are deprived of the benefits of teamwork, discipline, and physical well-being.

Our Solution

To address this gap, Amar Seva Sangam launched the Amar Para Olympics Sports Academy in 2024. The Academy provides structured sports training to school-going children, youth, and adults with special needs. Participants are coached to compete at district, state, and national para games. Within the first year, our athletes have already won several awards, showcasing their abilities and raising awareness about inclusion. In addition, ASSA has organized para sports events within its campus, promoting participation, visibility, and community support. Through this initiative, we are nurturing talent, building confidence, and creating equal opportunities for persons with disabilities to excel in sports.



Rehabilitation through sports

37

Male **86%**

Female **14%**

8
Different events participated

3
Events won



13 Annexure 2: Reference Data Documents

The following documents can be refereed which are relevant for the social impact assessment report:

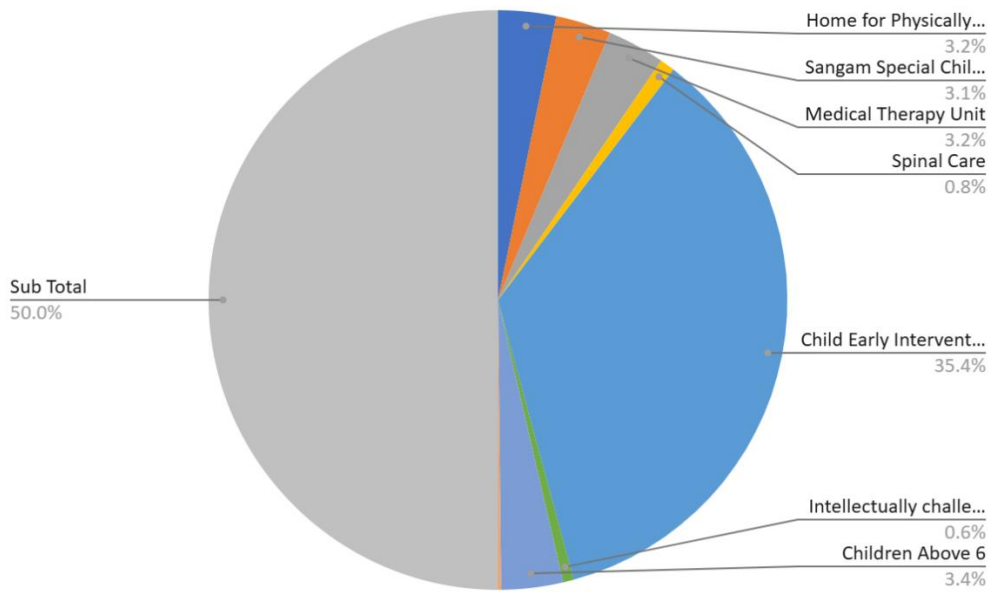
1. Survey of Service Users
2. Survey of partners
3. SIA Data Collection
4. SIA Audit
5. ESG Data
6. EI Research

All of the above are available in the link attached:

14 Breakup of Key social impact metrics:

14.1 Breakup of services and products:

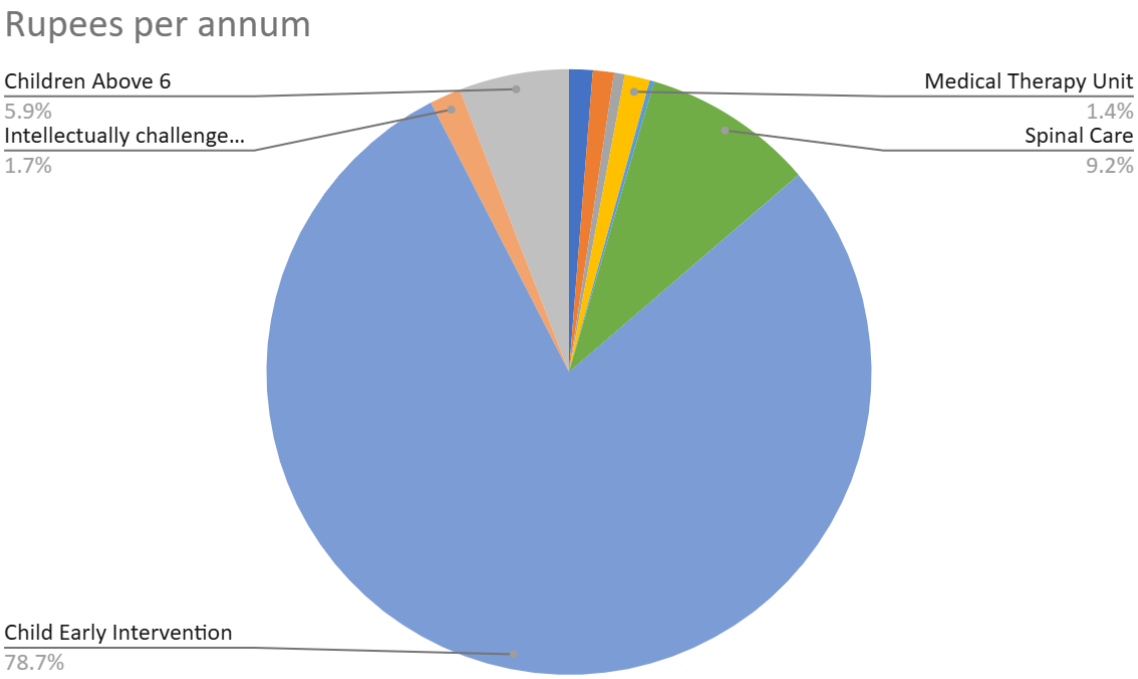
Services	Numbers	Percentage
Rehab services : Home for Physically Challenged	20655	6%
Sangam Special Children School	19620	6%
Medical Therapy Unit	20461	6%
Spinal Care	5375	2%
Child Early Intervention	225651	71%
Intellectually challenged home	3853	1%
Children Above 6	21964	7%
Orthotics Servicing	1093	0.3%
Sub Total	**318682**	
Orthotics Products	711	



14.2 Breakup of Economic Benefits to Families:

Initiatives	Rupees per annum	Percentage
Home for Physically Challenged	806220	1.3%
Orthotics	722984	1.1%
Sangam Special Children School	364805	0.6%
Medical Therapy Unit	871099	1.4%
Village based rehab development	152000	0.2%
Spinal Care	5871926	9.2%
Child Early Intervention	50474150	78.7%
Intellectually challenged home	1065130	1.7%
Children Above 6	3772250	5.9%
Sub Total	**64100564**	

Report on Social Impact Assessment



14.3 Breakup of Trees:

Tree	Location	CUMMULATIVE	24-25
Sapota Tree	campus	178	
Mango Tree	campus	18	
Coconut Tree	campus	36	2
Tamarind Tree (Puli)	campus	41	
Jack furit	campus	1	7
Orange	campus	5	
Drumstick Tree	campus	4	
Amla Tree	campus	14	
Drumstick Tree	Ayikudi Well	5	
Amla	Kambly Rehab orchard	553	
Coconut Tree	Kambly Rehab orchard	6	
Plants	Kambly Rehab orchard	350	24
Bamboo tree	Kambly Rehab orchard	70	
Coconut Tree	Campus & well	24	
Neem	Campus, well& rehab	187	5
Palms	Campus	29	15
Pungai Tree	Campus	18	
Naaval tree	Campus	10	
Teak wood	Campus	130	
Eluppai	Campus	4	
Marutham Tree	Campus	6	
Arasu Tree	Campus	9	
Bamboo tree	Campus	150	
Aalam tree	Campus	1	
Other trees	Campus	21	15
Guava tree	Campus		9
Seetha tree	Campus		10
Rose plants	Campus		135
Dragon plants	Campus		65
		1870	287
		Total	2157

14.4 Breakup of Solar Units Generation and Savings:

Location	Solar Heating Units	Economic Savings	CO2 Harnessed in Tons
Guest House / Hostel	108000	1155600	86.4
Kitchen Steam Cooking	180000	1926000	144
Total	**288000**	**3081600**	**230.4**
Campus Solar	7758	83010.6	6.2
Solar Water Pumping	205470	2198529	164.3
BLDC Fans	98496	87825.6	6.5
Street Lights	27648	24652.8	1.8
Total	**628092**	**8557218**	**409.392**

14.5 Breakup of Solid Waste Management:

Type of Waste	KGs
Green Wastes	1996
Dry leaf Wastes	18000
Cow Dung	73000
General Scrap	8333
Total	101329
Oragnic Manure Produced	92996