India Business and Disability Network
A CII Initiative

CII AWARDS FOR EXCELLENCE IN DISABILITY INCLUSION

Confederation of Indian Industry

CII AWARD FOR EXCELLENCE IN DISABILITY INCLUSION 2027

Technical Partner

v-shesh
opportunity to ambition

Purpose Partner

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manipalfoundation

Inclusion Partner

SPARK MINDA
Powered by Passion

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OBJECTIVES

Aligned with the core philosophy and objectives of the CII National Committee on Special Abilities and the CII India Business & Disability Network (IBDN), this award aims to recognize, reward, and inspire businesses to take action and strengthen the industry's commitment to disability inclusion.

1	2	3	4	5	6
Recognize and celebrate companies leading the way in disability inclusion.	Provide an opportunity for companies to reflect on their inclusion practices and take actionable steps to improve.	Inspire organizations to adopt and implement industry best practices for disability inclusion	Highlight success stories to motivate others and build momentum for systemic change.	Establish a standardized benchmark to guide and accelerate the industry's journey toward inclusive practices.	Foster collaboration and knowledge-sharing among companies to drive collective progress in disability inclusion.

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ELIGIBILITY CRITERIA

1	Companies operating in India for minimum 2 years across Manufacturing and Service Industry.

2	Separate award categories for -
	• Large Companies (Investment > ₹50 Cr and Turnover > ₹250 Cr)
	• Medium & Small Companies
	  ○ Micro: ≤ ₹1 Cr investment, ≤ ₹5 Cr turnover
	  ○ Small: ≤ ₹10 Cr investment, ≤ ₹50 Cr turnover
	  ○ Medium: ≤ ₹50 Cr investment, ≤ ₹250 Cr turnover)

Application Portal:- *https://ciiibdn.com/disabilityinclusionawards/signup*

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AWARD CATEGORIES

Award categories are designed to achieve a multi-pronged approach by ensuring representation across sectors (manufacturing and services) and balancing weightage across specific and overall thematic areas.

Best Employer – Accessibility Award – -Large Companies -Small and Medium Companies	Honors organizations demonstrating a commitment to physical, digital, and informational accessibility, with measurable impact in removing barriers for persons with disabilities.
Best Employer – Disability Inclusion and Culture Award - Large Companies - Small and Medium Companies	Recognizes organizations embedding disability inclusion in governance, workplace culture, and policies, fostering belonging with tangible results.
Best Employer – Inclusive Recruitment Practices - Large Companies - Small and Medium Companies	Acknowledges companies excelling in hiring and retaining persons with disabilities through equitable and sustainable recruitment strategies.
Disability Inclusion Excellence Award - Champion Company	The highest honor for industry leadership in disability inclusion, showcasing innovative practices with measurable impact across the workplace and community.
Rising Star in Disability Inclusion-	Recognising organisations who have started their disability inclusion journey (Max. **3 Years**), demonstrating promising progress and innovative practices.

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CRITERIA FOR ASSESSMENT

Inclusive Policy & Governance	Accessible Workplace	Workplace Practices and Culture - Awareness , Sensitization and other affirmative actions	Inclusive Employment Practices	Allyship
Does leadership actively support disability inclusion, with senior leaders championing D&I by example, and does the company have clear policies, targets, and strategies for monitoring progress?	Has the company met physical and digital accessibility guidelines, ensured a safe and accessible workplace, and established clear protocols and centralized budgets for effective and dignified access to accommodations	Is disability inclusion an ongoing focus with engaged PwDs enhancing creativity, regular staff sensitization, active ERG promotion, affirmative actions for career enhancement, and processes ensuring the ability to provide feedback or raise concerns with confidentiality?	Are PwDs hired for mainstream roles with well-defined and monitored recruitment targets, inclusive hiring criteria focusing on skills and attitude, clear goals for attracting diverse talent , inclusive recruitment policies, and collaboration with specialist agencies and disability organizations?	Has the organization participated in initiatives driving change both internally and at the ecosystem level, such as joining consortium programs like Mission 1000, allocating budgets and tracking their impact, and exploring the intersection of ESG, CSR projects, and disability initiatives?
Leadership Commitment	Accessible Infrastructue	Awareness and Sensitization	Recruitment Lifecycle	CSR & Volunteering Effort
Policy framework and Strategy	Assistive Technology and Devices	Affirmative actions and Career Enhancement	Onboarding and Training	Partnership and Collaboration
Accountability and Integration	Accessibility and Communications	ERG	Headcount / Diversity in disability across roles/levels ;tenure	Supplier and Vendor Inclusion
Accessing Accommodations and Confidentiality		Feedback and Confidentiality		Innovation

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STAGES OF APPLICATION

1	**10 December 2026**	Receive and Preliminarily screen filled applications from interested organisations
2	**10 January 2027**	Completion of Desk Assessment & Online Assessment
3	**31 January 2027**	Due Diligence visits and shortlisting final 3 Applications in each category
4	**15 February 2027**	Jury Meeting for the Final selection of Award winners
5	**22 February 2027**	Announcement of Award Winners