

"A man is  
great by  
deeds, not by  
birth"

-Chanakya

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**India's Progress on Corporate Disability Inclusion:  
Integration or Tokenism?**

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# **India's Progress on Corporate Disability Inclusion: Integration or Tokenism?**

## **Abstract**

Deep-rooted societal constructs and gaps in policy implementation have contributed to the continued exclusion of persons with disabilities from the job market, leading to the group's overall standard of living and quality of life being compromised. Over the years, some organisations have embraced disability hiring as part of their broader diversity drive; some consider it part of their CSR agenda, while some others use it to enhance their social image. This study examines the extent to which Indian workplaces have worked towards practising and promoting inclusion-positive behaviours and whether these measures have led to changes in the ingrained attitudes of co-workers and supervisors towards their disabled colleagues. Various facets of inclusion are examined through interviews with junior and senior level employees working in private and government organisations.

**Keywords:** disability, inclusion, diversity, hiring, Indian companies

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