



# DLF EDGE

New Generation Workplaces

17TH EDITION



**AN INITIATIVE TO EMPLOY & TRAIN SPECIALLY-ABLED PEOPLE**

DLF stands by its commitment to champion equal access to opportunities  
We acknowledge our employees with special needs who are our trump card  
We thank them for improving our bottom-line  
We challenge prevailing stereotypes and dispel myths  
Just like caterpillars metamorphose into butterflies  
We give wings to people's talent and ambition  
Transforming spaces into marvels during this process  
Every single day!



# DLF STANDS UP FOR THE CAUSE TO BUILD LIVES



As per a research, out of 21 million specially-abled people in India (Census, 2001), only 0.1 million get employment (ILO). Among many other organizations, DLF belongs to the relatively smaller group of companies making immense efforts to bring about positive change in this situation.

In June last year, DLF launched a programme to integrate specially-abled people into its workforce. It also

focused at giving them stability and safety in the workspace to help them lead a life of dignity.

Further, DLF offers its specially-abled employees an inclusive ecosystem that takes care of their health, wellness, skill development and future growth. Additionally, DLF's proposed initiative is a radical integrative software that will let blind employees operate a digital management system with success.

## OUR EMPLOYEES SPEAK

"I am partially visually impaired and struggled for years to convince people to let me work and then judge my ability. DLF offered me the chance to accomplish my professional endeavours, manage the well-being of my family and look forward to growing professionally in years to come. DLF teaches us that safety norms should not be compromised under any circumstances and their guiding philosophies help us create a great experience for everyone working in Cybercity."

**-Nazar-e-Alam**

Housekeeping Department of Infinity Tower, DLF Cybercity

"DLF is a new ray of hope for us. We have been empowered to take charge of our lives and create a system that allows us to work with dignity and responsibility and feel valued at work."

**-Pankaj Paswan**

Housekeeping Department of Epitome (Bldg 5) &

**-Brij Mohan**

Security Officer at Bldg 6 DLF Cybercity

"I met with an accident 12 years ago and was rendered limp. I was left desolate and saw no way forward in life. I continued to struggle for 4 years until I got employed by DLF. My work not only allows me to provide for my 6 member joint family, but also makes me feel happy and hopeful. Now I am able to send my children to school and help them achieve their dream of being professionally qualified."

**-Mahendra Yadav**

Security Guard, Infinity Tower DLF Cybercity



DLF currently deploys 64 specially-abled people in DLF commercial buildings across India in departments like electro and mechanicals, facade cleaning, horticulture, housekeeping and security. DLF is committed to have a minimum 2% of its total

workforce manned by people with special abilities by end of this financial year. This goal is in tandem with the growth and development shown in the professional charts of the employees currently working in DLF.

## TRAINING & DEVELOPMENT

Extensive training programs are designed for specially-abled people as per their skill set, level of education and ongoing progress at work. The first type of training covers general aspects that are common to every job – disaster management, emergency response, fire-fighting skills to list a few. These mostly fall under the category of “safety” – something that is often overlooked in Indian workplaces. The second type of training is more specific and varies from one employee to another on the basis of their job description. This includes being trained in the art of housekeeping, scaffolding and chemical storage among others.

The initiative aims to create a definitive career path for these employees by providing them with quality training and development for charting their professional growth journey.

The challenges faced by each employee are taken into consideration before a suitable job is assigned to them. For example, an employee with mobility restraints will not be assigned to tasks like facade cleaning but given a role like manning security gates. With this



“We are actively looking at ways to increase the intake of the specially-abled people into the organization as part of DLF’s philosophy to not only create job opportunities but also lay out a definite career path for them. We work on the simple policy that if a person can apply themselves to a job with dedication and do it well, there is no question of not giving them the job. People with this mindset are an asset for us.”

**Sriram Khattar**  
MD - DLF Rental Business



“Specially-abled individuals have very limited opportunities in the realms of literacy and employment. There is also a real dearth of programs to train such individuals in various facets of professional training. We are trying in our small way to contribute towards supporting this section of our society and bringing positivity in their lives.”

**Karun Verma**  
Executive Director - DLF Offices (North)

accommodative approach, DLF has ensured that every single person to approach the company so far has found a place in the organization.

To ensure that their employees are always well looked after, DLF has made certain provisions:

- Health insurance and tie-ups with private hospitals
- An education fund that offers scholarships to children of employees
- A monthly rewards and recognition scheme to appreciate initiatives taken by staff
- Regular skip level meetings, appreciation meetings and a staff consultation forum
- Exercises and workshops on grooming, importance of hygiene and motivation building





## FLASH - MOBbing THEIR TALENT TO CORPORATE INDIA

Recently, DLF's specially-abled employees organised a first-of-its-kind show called "Taare Zameen Par". The show portrayed the theme of safety of oneself and one's peers to highlight DLF's commitment to maintain hazard-free workplaces. It also addressed the important issue of office

safety and a healthy working environment through an exciting flash mob and street play.

Concepts like "safety observation" were broken down in a way that aimed to connect with everyone. The play ended with an encouraging call to all employees to contact their manager should they

have an innovative idea to bring about increased safety in the workplace.

The performance was met with a huge round of applause from the audience. As a token of appreciation, the employees were also felicitated for their commitment towards work.



# DID YOU KNOW?

## DLF CONDUCTS SAFETY AUDITS

### DLF CONDUCTS ANNUAL THIRD PARTY FIRE & LIFE AND ELECTRICAL SAFETY AUDITS IN ITS PAN INDIA OFFICE COMPLEXES AND RETAIL FACILITIES

The audit covers both the common areas of all facilities and the tenant occupied areas. It is DLF's endeavor to involve industry leaders like Bureau Veritas and Chola MS Risk as their safety auditors to ensure high quality audits. DLF also puts a lot of emphasis in ensuring time bound closure of the audit observations and implementation of best practices recommended by the experienced auditors to ensure a very high standard of safety in our premises.

The audit for the year 2015-16 was carried out by M/s Chola MS Risk. While DLF strives to follow the best fire safety practices, our esteemed tenants also have been proactive in maintaining these high safety standards. This is evident from the 100% closure of audit observations.

DLF recognizes the efforts of all tenant companies, towards emphasizing safety practices and for integrating 100% of the audit recommendations given by M/s Chola MS Risk and thereby being instrumental in making our workplaces safer.

Moving forward, to continuously evolve our Fire & Life and Electrical Safety audit process by bringing in

newer perspectives and experience, we have now engaged M/s UL India to partner us in the annual safety audit for the year 2016-17.

#### ABOUT UL

UL (Underwriters Laboratory) is a US based global independent Safety Science Company, established in 1894 and has presence in 90 countries with 130 laboratory facilities. UL offers expertise across five key strategic businesses:

Product Safety, Environment, Life & Health, Knowledge Services and Verification Services. At UL, safety is the mission, and product safety testing and certification is one way the company delivers its mission every day.

The thoroughness, precision and technical expertise that UL brings to its product safety business are just a few of the reasons for it to be seen as a trusted, valued partner in solving global compliance challenges and helping to bring safer products to market. UL's global established reputation for integrity, experience and innovation has enabled them to develop a unique product Safety offering, providing science and technology -based risk mitigation and holistic safety offerings across many industries such as Life Safety and Security, Appliances and HVAC/R, Building Materials, Chemicals, Energy, Food, Health Sciences, High Tech, Lighting, Power and Controls, Drinking Water and Wire and Cable.

UL represents quality and trust to millions of customers worldwide. UL also offers a full range of testing, certification and registration services that help their customers in meet both national and international safety requirements. DLF believes that the association with UL will help us and our esteemed tenants to take forward the work place safety in our premises to further high levels.



## NEIGHBOURHOOD NEWBIES



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- the food superstore -

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