

Nomination: 18197

Auspice Condiments India Private Limited

Page: General Information

Name of Organization / Company

Auspice Condiments India Private Limited

Logo

Download File (<https://asiasteveawards.secure-platform.com/file/26502/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoyNjUwMiwvYXsb3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9yAuspice%20Green%20Solid.png>)

Web Site Address

<https://www.auspice.org> (<https://www.auspice.org>)

Page: Entry Information

Entry Title

Auspice Condiments India Private Limited

Category

B01 - B12 - Award for Excellence in Corporate Innovation > B11C. Most Innovative Startup of the Year - Consumer Product Industries

Submission Format

An Essay of up to 625 Words

Essay

About Auspice

Auspice is a purpose driven for-profit social enterprise. We produce 75 varieties of naturally dried, sustainably sourced and minimally processed culinary herbs, spices and seasonings. All our products are crafted by persons with autism. We do not employ non autistic people for our food processing activities.

To address the challenges of autistic people, Auspice Social provides hands-on training and skill development to adults with autism. Our training programs range from three weeks to six months, depending on individual needs, and they culminate with employment at Auspice. Workers at our facility are engaged in food processing activities like the cleaning, sorting, grading, grinding, blending, packaging and labeling of spices, herbs and seasonings.

Auspice provides a barrier free work environment for persons with autism & their families and acts as a catalyst for change that will enable persons with autism to live as fully participating members of the community.

Our approach is effective because of its human-centric design, which is based on identifying the unique skills and challenges that each of our employees has — then assigning them only those activities that best utilize their abilities. By individualizing our employees' work assignments based on their specific abilities, we try to ensure that there is always something a person can do.

Employees' parents and families are also welcome to visit the workplace, and we include them in discussions of work-related issues and future plans. Indeed, family support and buy-in are vital to our success.

But though we aim for flexibility and informality in our interactions with employees' families, some aspects of our work are subject to strict requirements: For instance, since we are dealing with food products for human consumption, food safety is very important — from the procurement of raw materials to personal hygiene, the cleaning of equipment and compliance with food safety regulations.

By virtue of our inclusive business model, Auspice's work supports the principles of equal pay for equal work and reasonable accommodation as defined by the U.N. Convention on the Rights of Persons with Disabilities. We are also working in accordance with the Sustainable Development Goals, including SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities) and SDG 13 (Climate Action).

We are using market-based methods to manufacture and sell our products, and at the same time pursuit of social good is our fundamental goal. We are solving a basic need (meaningful work and employment) of autistic adults by empowering them to meet another basic need of their community - sustainably sourced, minimally processed, natural products. Our products are simple, but they have the potential to transform lives – not only of our autistic employees, but of their families and our society at large.

About Autism

Autism is a neurological disorder that affects tens of millions of people around the world. Estimates of the prevalence of autism range widely, but in countries with higher awareness and reporting of autism cases (like the United States and United Kingdom), around one in 44 children are believed to be on the autistic spectrum — a rate that's likely to apply to other countries as well.

The causes of autism are still not known, and there is no cure for it.

Unemployment rates among adults with autism are far higher (86% unemployment rate) than the rates associated with other disabilities. A vast majority of adults with the condition are either unemployed or underemployed, despite their ability, desire and willingness to engage in meaningful work.

In India, autism was recognized as a disability in six years ago with the passing of The Rights of Persons with Disabilities Act, 2016. However, we do not have a practical estimate of autism in India. The ground realities for adults with autism remains unchanged.

Do You Have Website URLs you would like to link to

Yes

URL 1

<https://www.auspice.org> (<https://www.auspice.org>)

URL 2

<https://www.inclusivecapitalism.com/news-insights/tasting-success-auspice-socials-recipe-for-meaningful-employment-and-inclusion/> (<https://www.inclusivecapitalism.com/news-insights/tasting-success-auspice-socials-recipe-for-meaningful-employment-and-inclusion/>)

URL 3

<https://www.goodmarket.global/auspice> (<https://www.goodmarket.global/auspice>)

URL 4

<https://seed.uno/enterprise-profiles/auspice-social> (<https://seed.uno/enterprise-profiles/auspice-social>)

URL 5

<https://nextbillion.net/employment-autistic-people-social-startup-india/> (<https://nextbillion.net/employment-autistic-people-social-startup-india/>)

URL 6

<https://solarimpulse.com/enterprises/auspice-social> (<https://solarimpulse.com/enterprises/auspice-social>)

URL 7

<https://blog.movingworlds.org/learning-from-successes-and-challenges-of-social-enterprises-in-2021/> (<https://blog.movingworlds.org/learning-from-successes-and-challenges-of-social-enterprises-in-2021/>)

URL 8

<https://catalyst2030.net/meaningful-work-for-adults-with-autism/> (<https://catalyst2030.net/meaningful-work-for-adults-with-autism/>)

URL 9

URL 10

By your submission of this entry to The Stevie Awards you verify that you have read and agree to abide by the regulations, terms and conditions of the competition (<http://asia.stevieawards.com/rules-and-terms-conditions-competition>).

Terms and Conditions

I Agree