Annual Report

2008-2009

EnAble India
To empower people with disabilities

EnAble India

Contents

Note From The Founder

With each passing year, I see Enable India growing from strength to strength. In the year 2008 and continuing in 2009, the world witnessed a global recession. When people from all walks of life found it difficult to get employed around the globe, it can be very easy for us at Enable India to believe that it would be very difficult for us to find jobs for persons with disability and achieve the targets. This is where the combined vision and commitment of the entire staff at Enable India was evident to prove it otherwise. Adversity was taken as a challenge. Before recession, we usually looked at return on effort and hence targetted only some companies where we could get more jobs for the disabled person. When the jobs dried up, we started looking at other unknown sectors and doubled the number of companies we worked with. We had to work four times as harder to get the same output. But we came out of it stronger than before and were able to achieve all the targets we set for ourselves. This includes placements, new jobs opening up for the disabled, employability training, capacity building, awareness building and more.

2008 will also be remembered for the "job fair with a difference" which we conducted where we targeted jobs for manual / unskilled category only. The "difference" being that pre-selected and sensitized companies met pre-trained candidates. Most of the placement risks such as job suitability, work location, commitment and interest for the job were taken care of well in advance of the job fair and each candidate met companies suitable to their profile, interest and location. Hence the hit rate was almost 100% at the fair and 50% are still in their jobs. As people are aware, this is a high retention rate for the manual category of jobs.

Our staff has grown in their learnings, in multi tasking, in delivery and innovating in small ways. Kudos to each one for practising the values which is the "means" to ensure right delivery to our clients with disability.

A special word to the esteemed Sir Dorabji Tata Trust, Axis Bank Foundation, Tech Mahindra foundation and Sir Dhun Pestonji Parakh Discretionary Trust for being a source of support via funding, advice and enabling our goals via disability workshops, contacts, awareness for job creation and more.

A special thanks to all the individuals and institutions working for persons with disability. Some of you are collaborating with us, others are volunteering with us or other instiutions, some of you are parents or colleagues of a person with disability. Each one of you is special and important and required for the cause. Please continue the good work

- Shanti Raghavan,

 Founder and Managing Trustee, Enable India | Ashoka Fellow

Executive Summary

Profile

Enable India is a non-profit organisation working tirelessly since its inception from 1999 towards the economic independence and dignity of persons with disabilities. We cater to the needs of all kinds of disabilities like visually impaired, hearing impaired, physically disabled, people with mental illness, people with developmental delays and other disabilities across India...

Our major thrust areas are employment, pre-employment services, supplemental training, consulting and Partnering other institutions working for the disabled.

Highlights

This year saw the focus on sustenance and scalability by way of operational streamlining. This was obtained via expanding the various bottom of the pyramid parameters namely, funds mobilization, Management support, staff augmentation and mentoring, Infrastructure expansion and productivity tools

- The programmme for sustenance and scalability of our placement cell received funding from Sir Dorabji Tata Trust. The eVidya project was able to kick start with the help and support from Tech Mahindra Foundation. Children Services for the visually impaired was able to kick start this year with the support from Sir Dhun Pestonji Parakh Discretionary Trust Meanwhile, Computer Training for the visually impaired continues to be supported by Axis Bank Foundation.
- We have hired a Director of operations to help streamline our operations, program officer for eVidya project, program officer for children services and few more members to the Enable India family. All the staff members underwent coaching on sharing and management of various program and services and spiritual sessions at Art of Living.
- A two days workshop on vision and values was conducted for the staff by a partner social organisation
- A new facility for the training center was started and all the trainings are now conducted out of this training center.
- The main office of Enable India has been rearranged for all of the staff members. At the same time there is a room for short workshops and sessions for around 30 candidates.
- Development of ERP software is underway, this software will help increase the productivity and efficiency.
- First batch of Medical Transcription for Visually Impaired successfully completed the course.
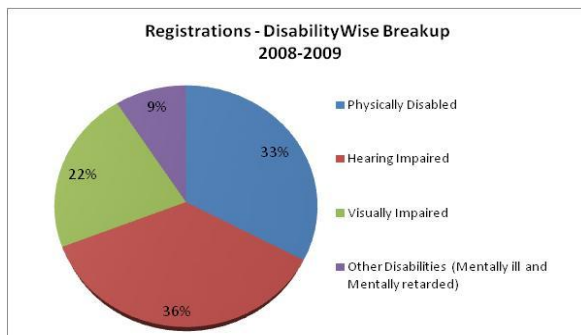
Candidate Induction Program

Candidate Induction Program is a unique concept we follow to understand the candidate in an effective way, which in turn help us in sourcing candidates for training and employment . It involves registration, profiling and classification of candidates in a systematic way. This further fastens the sourcing activity of the trainers and the placement officers.

Registration:

There are 3 ways a candidate can register with Enable India:

Registrations - DisabilityWise Breakup
2008-2009

- Physically Disabled 33%
- Hearing Impaired 36%
- Visually Impaired 22%
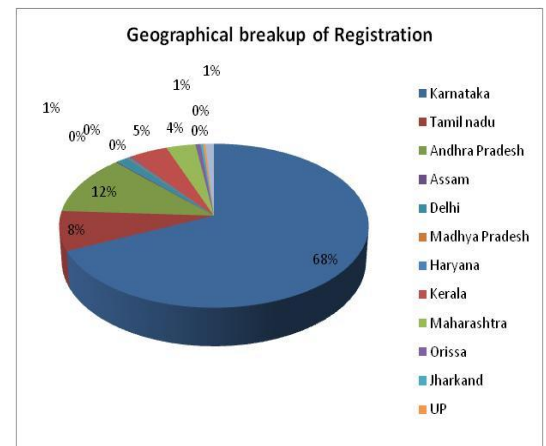- Other Disabilities (Mentally ill and Mentally retarded) 9%

- **Monthly Registration Event:** Walk-in registration on the first Saturday of every month.
- **Remote Registration:** This is done on a need basis for such candidates who cannot physically come to EnAble India office due to various reasons.
- **Registration Event at Partner Organizations:** This is also done on need basis as a Train the Trainer exercise to the staff at the partner organization or when there is a demand for candidates due to multiple vacancies.

Evaluation & Profiling:

Once a candidate is registered with Enable India, the person undergoes a series of tests and evaluations. This is based on his/her academic and technical qualifications and work experience. Apart from the technical skills, the candidate undergoes a psyche evaluation. This is done by a one-on-one discussion with an evaluator. During the course of the discussion, if the evaluator finds any improvement areas in the candidate, a Personal Development Plan for the candidate is created and relevant trainings are suggested. At the end of it, a candidate is profiled under different categories. which further help in sourcing the right candidate for the right job.

The categories are indicative and for reference. The actual profiling will depend on the candidate and the skills he posses. This systematic process of registering and profiling candidates has helped trainers and placements officers a great deal in sourcing candidates for their respective programs and services. The impact of this process has been so effective that at Enable India we insist that no candidate is send directly to the placement team without completeing the profiling procedure.

Geographical breakup of Registration

- Karnataka 68%
- Tamil nadu 8%
- Andhra Pradesh 12%
- Assam
- Delhi
- Madhya Pradesh
- Haryana
- Kerala
- Maharashtra
- Orissa
- Jharkand
- UP

694 Registrations in the year , More than 3100 candidates have been registered from more than 13 different states overall

Candidate Development Program

Candidate Development Program is the core of all our activities. Over a period of time, we have realized that just by placing a candidate in a job will not suffice. He will first need to be groomed to be capable of handling the rigors of real-time demands of work and cope with it. Hence we greatly emphasize on the development of our candidates before placing them in any jobs.

Pre-employment Training

We mainly concentrate on developing the skills (listed below) of the candidates through various Candidate Development Programs before placing them in jobs. Personal Development Plans created during induction is also taken into consideration:

- Industry understanding
- Job or industry specific skills
- Life skills
- Communication skills

Training Name	Number of Batches	Candidates	Disability
BPO	2	34	HI / PD
Skilled Training	1	22	VI / PD
Data Entry Operator	2	39	HI / PD
Semi Skilled	1	17	VI / PD
Manual	8	162	All
Life Skills	8	27	All
Medical Transcription	1	11	VI
	23	312	

Based on the program and its curriculum, few or all of the above skills are imparted to the candidates.

First Batch of students of Medical Transcription for Visually Impaired

Workshop session for BPO training for Hearling Impaired

Life Skills training session

Training session for Manual candidates

Computer Training For Visually Impaired

IT and computers is the biggest enabler for the educated blind. It has a deeper impact for the blind persons than for persons without disability. Computer education for the visually impaired enables them in their basic education, higher education, research, daily living and most importantly employment. In today's environment with paper less offices and information available in the internet, computers represent freedom for the visually impaired and blind.

Enable India completed the first batch of CCNA, Cisco certification course for visually Impaired. This was the online course where candidates from across India would connect online for the training. The second batch for the CCNA is underway.

Training Name	Candidates
Number of Regular batch students (CCCT full time)	30
Number of candidates for Workshop training	33
Number of candidates for Need Based customized training	32
Number of candidates for Need Based Online Training	11
Number of students for Outreach workshops	44
Trainers trained by Enable India	5
CCNA Training	20
	175

Project Goonj, collection of clothes for Bihar Relief, by the Visually Impaired students

Theory session for the computer training for the visually impaired

Outreach program for computer training for the visually impaired

Teachers Training Course

Our objective is to spread computer literacy for the blind in the country since this leads to economic independence in the long run. To guarantee quality education, we need more quality trainers who use a standardized and formal curriculum.

Hence, we conduct a teachers training course to train computer trainers who will reach out to more and more visually impaired students across the country.

The goal of the course is to equip trainers to train visually impaired students on computers with the correct and efficient teaching techniques, resource aids & material. We also ensure that the trainers learn standardized methods of teaching and are aware of different techniques to be used based on nature of vision impairment. They are also sensitized to the abilities and needs of the person with vision impairment. Students who learn from such trainers will be practical users of the computer on par with any other computer user which is the key to success of this course. This is a 21- day course. This year we had about **16 trainers** from across India for ToT course (Training of Trainers) from Tirupathi, Shillong, Punjab, Katpadi, Madurai, Hyderabad, Bangalore and Kerala. This training was in collaboration with Mitra Jyothi and NAB, sponsored by IBM.

Demand Creation

Employer Outreach Program

Our Employer Outreach program helps us build close collaborations with mid to large sized companies for long term employment and retention of persons with disability –

- work with the company to do the job identification
- help them to create a barrier-free environment
- provide workplace solution to the candidate.
- work with the company to develop training and assessment for our candidates,
- conduct disability awareness and sensitization workshop for their managers to integrate our candidates
- provide post employment follow-up and support

This year due to recession, additional efforts were made for the demand creation process.

As seen from the chart the number of placements were scatterred across various companies.
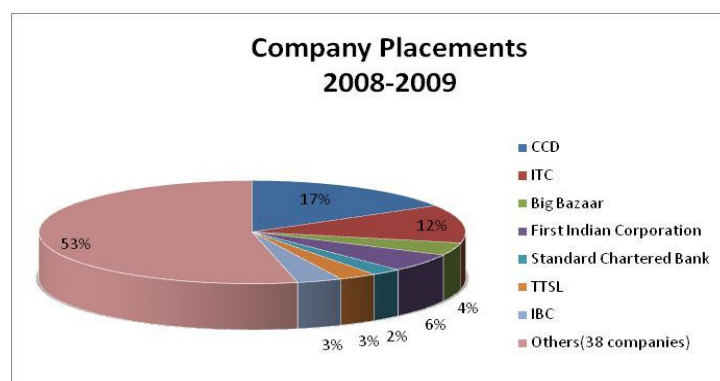
We have worked with 45 companies in the year and in total 149 companies across India.

Placement Services and Retention Program

We have developed a comprehensive approach towards Placement Services and Retention Program. The placement service provides employment opportunity for persons with disability in various sectors such as IT, BPO, Hospitality, Service industry, Garments, etc. This service provides employment for all categories of candidates ranging from lower qualification to higher qualification who fall under different categories such as unskilled / manual, semi-skilled and skilled. Post placement service includes retention program to ensure candidates will retain in their jobs and match the company expectations.

Placement cell activities :

Candidate

- Evaluation of the candidate
- Develop personal development plan
- Back office work - candidate job matching, candidate and company liaising
- Evaluation for work, coordination for pre-employment training
- Work counseling and interview preparation
- Initial hand holding in company
- Post placement need based help

Company

- New job identification
- New company leads generation
- Providing workplace solutions
- Collaborating through Employer outreach program for larger companies
- Conducting access audits, enabling barrier free workplace
- Work with company to develop disabled friendly workplace/policies/strategy

Employment Placements 2008-2009

	Q2 2008	Q3 2008	Q4 2008	Q1 2009
Placements	38	33	78	27

Placement breakup by Disability 2008-2009

Geographical Placement 2008-2009

Salary Distribution 2008-2009
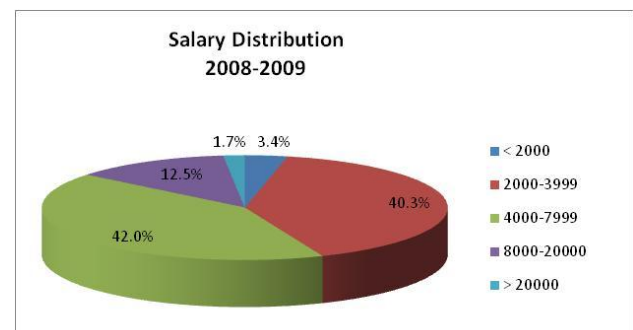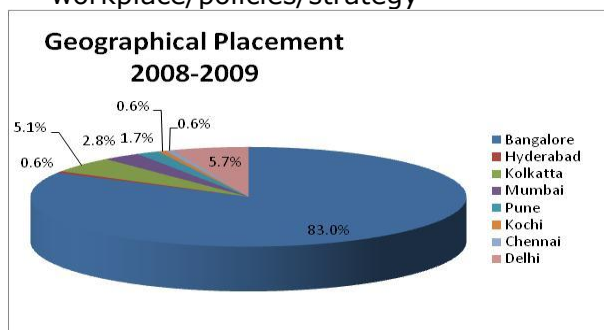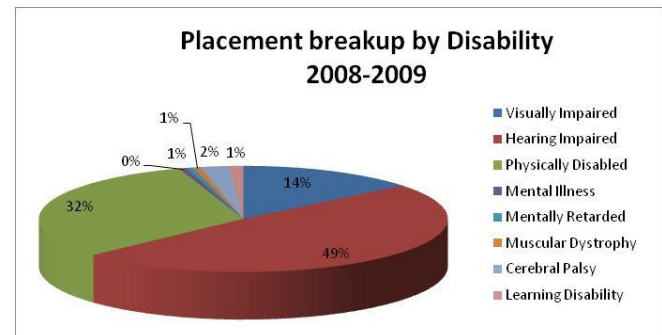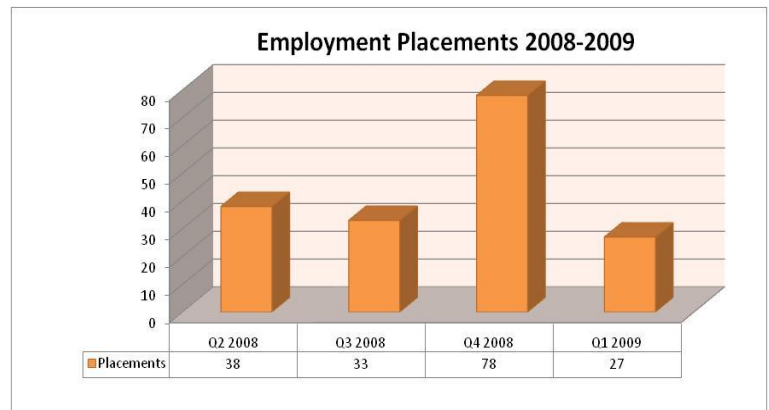
176 placements of different disabilities in 8 cities and 45 companies across India

A job fair with a difference was managed by Enable India. A group of NGO worked together under the CII forum for placement of candidates for Manual jobs. This was a grand success with a conversion of close to 100%, details as shown below:

Job Fair with a Difference

| Registration | Training | Field visit to potential Company by candidate | Assessment | Job Interview | Post Placement service, First day handholding |

3 Registration Events, 3 Training sessions, 1 Assessment, 1 Job Fair

Number of companies who participated in the job fair	8 (Integra Garments, ITC hotel, Fortune hotel, BCS parking solutions, Rare hospitality, Café Coffee Day, Compact guesthouse)
Number of candidates who were registered	106
Number of candidates who finished the training	95
Number of candidates who passed the training and were issued job fair pass	75
Number of candidates who showed up for the job fair	70
Number of candidates who got JOBS at the job fair	52
Number of candidates who got short-listed for jobs at the job fair	16
Number of candidates who are currently working in the companies where they were recruited	33

Workplace Solutions

Workplace solutions are solutions provided at the workplace by which the person with disability can work on par with others. The solution involves a mapping of how the job will be done differently by a person with disability. The solution may involve some technology, aids, change in process, change in behaviour, different training methodology and any candidate specific need to complete his/her integration in the workplace. We believe solutions in general are simple and can be evolved by most people if they open their mind to it! Solutions may not be completely error-free or error-proof and require some iterations some times.

Over 49 Work place solution requests served

Volunteer Engagement Program

Our endeavor has been to use volunteers and their expertise in implementing all our activities. Over **180** volunteers provided invaluable support in implementation by spending more than **700** volunteer hours. They came from all spheres of life – from colleges, corporates and committed philanthropic individuals.

Volunteer activities-

- Helping in our Registration and Evaluation events held periodically
- Helping in field visits for computer training for visually impaired
- Data entry and updates to our database, which is vital in our operations
- Conducting mock interviews for candidates shortlisted for jobs
- Conducting training sessions on topics of interest such as Business Communication, Conversational English, and Excel
- Writing Project Proposals and technical writing
- Making of Tactile diagrams
- Helping in setting up of Technical Infrastructure

Services for Companies

We are now offering several services to Companies to further the cause of the disabled in the working world.

We conducted multiple Disability Awareness workshops for sensitization of the staff of companies hiring persons with disability. These workshops have been highly effective and helped build an inclusive environment in companies.

This year also saw a lot of support provided in terms of sign lanuguage interpretation during interviews, initial handholding and during the induction training for the Hearing impaired candidates

A number of sessions were held for senior management in various companies to create the demand for employment of persons with disabilities.

Services for Disabled Individuals

Many disabled candidates benefited from the support services offered by us.

Accomodation
8 candidates were assisted in obtaining hostel accommodation and paying guest facilities.

Transcription services
Transcription services were done sporadically to help our students for their education or job.

Mobility Training
More than 34 visually impaired candidates were given mobility training.

General Mentoring
372 candidates were mentored during the year. The mentoring of candidates was during the mentoring events planned for the year. There are 2 days in the month marked as mentoring days where the candidate or a company can take appointments for career mentoring or work related guidance and counseling.

Self Help
A self-help group has been formed where the candidates share varied experiences including work-related and social experiences. The forum also addresses common issues related to disability and ways to resolve some of their common problems by taking ownership. 5 sessions comprising of an average of 12 attendees were held this year.

Services for Institutions

Employment of persons with disability requires a lot of team work to achieve the expected results. We are grateful to all the institutions across the country that are working towards the same cause and who have collaborated/partnered with us to make this happen.

We have signed MoUs with:

- Mitrajyothi, Bangalore
  - o Collaborating for Computer Training and placement for Visually Impaired. EnAble India is the knowledge expert.
- LSN Foundation, Hyderabad
  - o Collaborating for placement of people with disabitlies in Hyderabad region
- XRCVC, Mumbai
  - o Collaborating for Computer Training for persons with Visual Impairment.
- Dr. Shroffs Charity, New Delhi
  - o Collaborating for Computer Training and placement for Visually Impaired. EnAble India is the knowledge expert.

In addition to the above organizations, we have also partnered with below listed organizations and extended our services for specific projects:

- Sarthak, New Delhi
  - o Collaborating for the Medical Transcription training and placement for visually Impaired.
- ADAPT, Mumbai
- Mobility India, Bangalore
- Noida Deaf Society, New Delhi
- INSIGHT, Kerala government project.
- SRCVC, Kerala

Children Services

Children's Services is a new wing of EnAble India started in January 2009 that focuses on the all round development of children who are visually impaired. We assist children and adolescents who are visually impaired (birth – 18 years old) to achieve their educational goals and prepare for the future. With expert traning from the U.S, we employ the latest teaching practices to address the unique needs of individuals with visual impairments. Our goal is to help students achieve independence in all walks of life.

Early Intervention for children with visual impairments

- Parental Support
- Inclusion of children with visual impairments in the general education setting
- Training Teachers
- Building Awareness

Intervention:

Intervention services are provided for children from birth to the age of 18 to enable them to stay on par with their sighted peers. Children who are below the age of 6 years fall under the early intervention category, where one of the child's primary care giver's is involved in the intervention program. Children above the age of 6 belong to the general intervention category, where the child's general educators may also be involved in the child's program.

The general intervention program is designed to support the education of children who are visually impaired in the general education setting. It aims at making the general education curriculum more accessible to these children. This program also provides

- support to parents of children who are visually impaired,

- advice on the education and all-round development of the children

- guidance on how to progress in helping their child reach his or her potential

 In many cases the parents are the single point of contact for the special educator and the general educators; this is especially the case when the school is not ready or equipped to be solely responsible for the child's education.

Training Programs:

Training programs are designed to train educators to work with children who are visually impaired both in the general education setting as well as the special school setting. They are conducted for primarily two reasons. 1) to bring about awareness and make general educators open to the idea of having a child who is visually impaired in their classroom.

2) To impart skills to teachers, to work effectively with children with visual impairement

A workshop to this effect was conducted in collaboration with Mirta Jyothi from January 28th – February 2nd 2009. There were 21 participants from around Karnataka. Most of the participants were resource teachers from various parts of the State. There were a few teachers who worked at schools for the blind.

Project e-Vidya

The e-vidya project was started in September 2008 with a vision to provide access to employability training to every individual person with disability.

Goals

- Create training & development content in multiple formats which caters to all disabilities and addresses multiple issues: education, industry-specific skill gaps, awareness, rehabilitation and other issues.
- To deliver training programs using multiple communication tools (Internet, audio cassettes & CDs and more)
- To spread and use the training programs effectively across multiple locations using partner NGOs where placements are done on a regular basis.
- To identify new partners (including institutions for the disabled) and innovative channels to scale up training dissemination

Objectives

The initial objective of Project e-vidya is to develop e-learning content for pre- employment, post employment and Life skills.

The pre – employment section consists of trainings in:

- Life essentials
- Work Orientation
- Job skills and attitude orientation
- English language Training
- Technical Training

Research

- With an objective of getting inputs on e- Vidya content, a research was initiated where detailed questionnaires on 'dealing with emotions, 'process of rehabilitation', 'daily living' achieving potential' and post-employment issues were administered to 32 candidates. These were administered by volunteers some of who were themselves visually impaired. The questionnaire took 17 hours including the time taken to interview and key in the text. This research is in progress. The questionnaires are being administered through personal/telephonic interviews / or via e-mail.
- To explore the employment opportunities across the sector research was carried out by Fourth Wave Foundation, a research organisation. The findings have helped EnAble India to identify Green Jobs as an area of focus (these are similar jobs across sectors that present a large opportunity for persons with disability). EnAble India is now supplementing the research inputs with more details on green jobs.

Content Development

- To develop content for e-vidya a thorough process of vendor identification was initiated. The vendor was finally selected after inviting request for proposal, meetings/consultations with e-learning experts, Instruction Designers and Subject Matter experts for the development of the content. These

- meetings were for exploring e-learning content delivery methodologies to use, though we had initially thought of developing only audio and videos for training.
- Astutix was identified as a preferred vendor via a RFP process and work on design document on one topic is in progress(there are 60 topics). This Topic has 4 sub-modules
- English Language Teaching: A subject expert was hired to develop course material for English language teaching for PwD. Lessons are being developed and pilot programme is being carried out simultaneously.
- Development of Life Skill modules – A MoU was signed to collaborate with IYF (International Youth Foundation) to adapt their life skills module UDAAN for the disabled. This is to ensure that we do not reinvent the wheel on life skills program. We sent our trainers for its training in September. 4 out of 6 modules have already been adapted and pilot programme too have been conducted parallelly.
- Worksheet modules- Some new worksheet modules have been developed for skilled segment (such as learnability, analytical skills, speaking skills, BPO, job specific skills, job options etc)

Forums & Conferences

EnAble India actively participate in appropriate forums and conferences to spread the message on the need for working for the cause of economic independence and dignity of persons with disabilities. Below given is a list showing our efforts in that direction.

- August 2008 – Techshare India Conference was attended by few of the Enable India Staff and Shanti was a speaker at this conference.

- September 2008 – Shanti was the speaker at the Insight, Kerala conference

- September 2008 – Shanti was the speaker at the Access India Convention in Ahmedabad, Gujarat.

- January 2009 – Shanti spoke at CII skill development conclave held in ITC kakatiya, Hyderabad

- March 2, 2009 – Shanti Presented at the Two-day national Conference held at JNU University, Delhi, on "Disability and Disenchantment: New challenges and Evolving directions" for the visually impaired. Topic spoke was "career and jobs for the visually impaired"

- March 19, 2009 – Shanti conducted a Disability sensitization workshop at Digimetrix. 40 people were sensitized in this workshop on visual impairment.

- March 31, 2009 - Shanti conducted a Disability sensitization workshop at HSBC Bank. Approximately 12 people were sensitized in this workshop on visual impairment.

- March 31, 2009:- Shivakumar N spoke at the 54th anniversary celebration of Kerala School For The Blind, Malapuram District Kerala. The topic he spoke on was "Technologies in the Higher Studies for Visually Impaired".

Media

Media has been very supportive to us in the way of understanding the need to spread awareness on the cause of economic independence and dignity of persons with disability. Articles about EnAble India and its work was published in:

- The Hindu
- Times of India
- Deccan Herald
- This Week Bangalore
- Differently Abled Bulletin 2009

Few of the articles published in the print media are shown below.

Date: 7th Oct 2008
Newspaper: The Hindu

Date: 24th Jan 2009
Newspaper: The Times of India

Resource Mobilisation

Several corporates and individuals have contributed this year to our ongoing operations and we are indeed grateful to them.

Individual Donors

Enable India has always relied more on donations due to word of mouth of the work we do. Hence individual donors play a very big part in giving us support. We value the contributions that people from all walks of life have provided to us. We value most when our own candidates and students support us since it is a validation of the work we do

Institution Donors

Axis Bank Foundation's funding for our Computer Training for the Visually Impaired continued this year

This year was the year of scalability and sustenance of placement cell at Enable India this has been possible with the help of **Sir Dorabji Tata Trust** which is funding most of the programs and services at Enable India.

Thanks to the support of funding from **Tech Mahindra Foundation** for the eVidya project , we have initiated the eVidya project with the vision to make the employability training to every individual candidate with disability across India.

We have intiated the Children Services and Early Intervention program for Visually Impaired Infants and Children, this was possible due to the funding from **Sir Dhun Pestonji Parakh Discretionary Trust**.

EnAble India Facts

Registration Information

Enable India is a registered charitable trust under the Karnataka Societies Registration Act of 1960. (Registration No: 394/1999-2000).

Communication address: #694, 6A Cross, Koramangala 3rd Block, Bangalore 560034

Work address:#12, KHB Colony, Koramangala 8th block, Bangalore 95

Enable India was founded in 1999 by software engineers Shanti Raghavan & Dipesh Sutariya, who have known disability at close quarters within their family.

After having successfully rehabilitated their loved one, they are now using their know-how & insights to empower others. Shanti and Dipesh bring a professional approach to social service, drawing from combined 24 years of experience in the corporate world.

Board Members

Name	Designation	Competency
Mr. Dipesh Sutariya	Co-founder, Trustee	Management and operational expertise
Ms. Shanti Raghavan	Founder and Managing Trustee	Expertise in training and employment of disabled, Social entrepreneurial skills
Ms. Anitha Murthy	Volunteer, Enable India, Technology Consultant	Employability skills training, disability expertise, IT focus
Ms. Madhu Singhal	Founder, Mitrajyothi	Disability and NGO sector expertise
Mr. Sriram Bharatam	CEO, Iridium Interactive	Business and social Entrepreneurial skills
Mr Venkateshwara Nishtala	COO, Rediffmail.com	Senior management expertise, Technology focus

Names of main bankers

Bank	Location
Vijaya Bank	Koramangala
ICICI Bank	Koramangala
SBI Bank	Jayanagar

Staff

Name	Voluntary / Paid	Part time/ Full Time	Gender	Person With Disability	Nature of Disability	Position/Role
Shanti Raghavan	Voluntary	Full Time	F	NO		Founder, Managing Trustee
Vidyalakhmi H.R	Paid	Full Time	F	YES	VI	Employment Officer
Subbiah S	Paid	Full Time	M	YES	VI	Funds and Volunteer Manager
Mansoor Ahmed Baig	Paid	Full Time	M	NO		HR and Admin Manager
Praveen Kumar.B.V.	Paid	Full Time	M	NO		Trainer for HI
Hemavathy G	Paid	Full Time	F	NO		Back Office Executive
Sujayalakshmi NS	Paid	Full Time	F	NO		MTVI Program Officer
Muthuraj.D (Left January 19th)	Paid	Full Time	M	NO		Employment and Work Place solution
Chandu Priya	Paid	Full Time	F	NO		Front office Executive
Reena.K.	Paid	Full Time	F	NO		Trainer for HI
Anitha KL	Paid	Full Time	F	NO		Accountant
Suman D	Paid	Full Time	M	YES	VI	IT Tester
Pushpa S	Paid	Full Time	F	YES	VI	Mobility Trainer
Abdul Javid Pasha	Paid	Full Time	M	YES	PD	Institution Coordinator/ Employment Officer
Ganesh Prasad S	Paid	Full Time	M	NO		Director, Operations
Shivakumar N	Paid	Full Time	M	YES	VI	Workplace Solution Expert
SantoshKumar Y	Paid	Full Time	M	NO		Lead Trainer for VI
Sandesh H.R	Paid	Full Time	M	YES	VI	Trainer for VI
SureshKumar M	Paid	Full Time	M	YES	VI	Trainer for VI
Venkadesh	Paid	Full Time	M	YES	VI	Trainer for VI
Nandini Menon	Paid	Full Time	F	NO		Children Services Program Owner
Anju Khemani	Paid	Full Time	F	NO		Life Skills Project Owner
Rosy D'souza	Paid	Full Time	F	NO		E-vidya Project Owner

Staff Salary

Head of The Organisation (Managing Trustee) : Nil Highest Paid Rs:35,000/- Lowest Paid Rs:2,000/-	Salary Band Per Month	Total Staff
	Rs.0- 3000	1
	Rs.3001 to 6000	3
	Rs.6001 to 10000	9
	Rs.10001 to 20000	5
	Rs.20001 to 35000	4

Financials

EI copy.

Ravi Lobo & Co
Chartered Accountants

FORM NO. 10B
[*See* rule 17B]

Audit report under section 12A(b) of the Income-tax Act, 1961 in the case of charitable or religious trusts or institutions

We have examined the balance sheet of **ENABLE INDIA** as at 31ˢᵗ March 2009 and the income and expenditure account for the year ended on that date which are in agreement with the books of account maintained by the said trust.

We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of the audit. In our opinion, proper books of account have been kept by the above named trust visited by us so far as appears from our examination of the books.

In our opinion and to the best of our information, and according to the information given to us, the said accounts give a true and fair view -
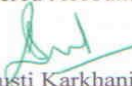
(i)   in the case of the balance sheet, of the state of affairs of the above named trust as at 31ˢᵗ March, 2009, and

(ii)   in the case of the income and expenditure account, of the excess of income over expenditure of its accounting year ending on 31ˢᵗ March, 2009

The prescribed particulars are annexed hereto.

for RAVI LOBO & CO.,
Chartered Accountants

Place: Bangalore
Date: 20.08.2009

Shrusti Karkhanis
Partner
Membership No. 216365

No. 404, 4ᵗʰ Floor, Prestige Meridian – 2, 30–31, Mahatma Gandhi Road, Bangalore – 560001
Tel : +91+80+ 2559 1702 / 2558 6940 Fax :   +91+80+ 2559 1701

ENABLE INDIA

694, 6th A Cross, III Block, Koramangala
Bangalore - 560 034

Balance Sheet as at 31st March, 2009

LIABILITIES	Sch No	Amount Rs.	Amount Rs.	ASSETS	Sch No	Amount Rs.	Amount Rs.
General Fund :				Fixed Assets:			
Opening Balance		2,541,642		Fixed Assets:	1	2,516,101	
				Less Depreciation		783,717	1,732,383
Add: Excess of income over expenditure.		2,781,101	5,322,743	Current Assets			
				Sundry Debtors	2	2,187	
				Deposits	3	365,500	
				Loans & Advances		620,398	
Current Liabilities & Provisions	5		2,270,305	Cash at Bank	4	4,865,463	
				Cash in Hand		7,118	5,860,665
Total			7,593,048	Total			7,593,048

Notes on Accounts-Schedule 6

"Vide our report of even date"
for RAVI LOBO & CO.,
Chartered Accountants

(Shrusti Karkhanis)
Partner
Membership No. 216 365

for ENABLE INDIA

for EnAble India

Managing Trustee
(Mrs. Shanti Raghavan)
Managing Trustee

Place: Bangalore
Date : 20.08.2009

21

Schedule - 6

NOTES TO ACCOUNTS:

<u>A. SIGNIFICANT ACCOUNTING POLICIES:</u>

1. METHOD OF ACCOUNTING:

a) The accounts of the trust have been prepared under historical Cost Convention
 basis and using the cash method of accounting unless otherwise stated hereinafter

b) Accounting policies, not specifically referred to, are consistent with the
generally accepted accounting policies.

c) The trust has maintained separate books of acocunts for its recruitments
division.

2. FIXED ASSETS:

a) Fixed Assets are stated at historical cost less depreciation.

3. DEPRECIATION:

a) The Trust provides depreciation on fixed assets on Written down Value
Method, at the rates prescribed by the Income Tax Act.

4. INVESTMENTS: Investments are stated at cost.

Some of the Staff of EnAble India

Sponsor disabled candidates for…..	Sponsor candidate (per month)	Sponsor project (per month)
English Training	Rs. 300	Rs. 15000
Employment Training	Rs. 1600	Rs. 57000
Computer Training for Visually Impaired	Rs. 3500	Rs. 60000
Computer Training for Other Disabilities	Rs. 500	Rs. 20000
Placement	Rs. 1900	Rs. 49000

All donations to EnAble India are tax exempt under section 80 G of the Income tax Act.

Cheque payments in favour of 'EnAble India'. Please mail /deliver your cheque to:

EnAble India

#694 6A Cross, 3rd Block Koramangala,   Bangalore 560034
Karnataka, India

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Phone: +91 (80) 42823636 / +91 9845313919
Email: manager@enable-india.org
Website: www.enable-india.org