



EnAble India
To empower people with disabilities

Annual Report

2009 -2010

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Note From The Founder

It gives me great pleasure to let all of you know that from the year 2008 - 2009, Dipesh Sutariya, co-founder of Enable India (and also my husband) has joined Enable India full time. The last year has been marked by a lot of stability and growth due to his presence. His first act as a full timer was to get an operations manager into Enable India to handle day to day operations. After working in various functions and handling almost all portfolios, he has also taken over placement services (I consider it a "coup"). In his words "We need to get you out of a job!" which only means that Enable India is no longer an organization driven by a social entrepreneur. It is now an organization driven by the energies of diverse people who bring in different ideas and with the right passion to execute. Enable India has also gained excellent managerial capabilities with the likes of Dipesh being available full time. For people who know Dipesh, he is the perfect foil for the current culture at Enable India. He is the voice of practicality and occasionally the devil's advocate asking "is this needed – why is this required. Let us focus on operational excellence and core issues". Enable India can only grow from strength to strength with his presence.



What have we seen in the last year?

1. Some important additions to the Enable India training modules which can help bring about a transformation for our persons with disability (PWD) – Among other modules, the life skills module adapted for PWD stands out in my mind. This has been adapted or rewritten from the original GE Udaan Life Skills module (Thanks to IYF). The transformation we see in individuals when they undergo life skills is truly inspiring.
2. Growth of our staff who are truly passionate program owners. Their execution and innovations have helped grow our programs further and has helped us maintain quality
3. We have improved on our output and outcome. Our output is measured not only on what we do but how much we share with other esteemed organizations working for the same cause. Outcome is not only about quality or the process used but whether there is a transformation or shift in the consciousness in behaviour, attitudes by PWD and towards PWD. This year, we are really seeing our continuous work paying off in this area. Thanks to SDTT and Axis Bank foundation for their continuing support)
4. Implementation of powerful workflow tool (ERP): Our ERP software has improved the efficiency at Enable India. This workflow tool has details about candidates, training projects, employment projects, services to candidates and companies and allows staff and volunteers to work with ease. Our productivity has been greatly enhanced with this tool.



5. Breakthrough in workplace solutions has resulted in more jobs for PWD
6. E-Vidya: Our research into how we can scale our employability programs with constraints such as the availability of few experts in the field of disability is now seeing the light of day! By the end of 2010, we will have initial work ethics audio content for visually impaired and physically disabled and flash elearning content for employability of hearing impaired and physically disabled along with manuals for employability and computer based tools to aid scalability of our reach to the unreached PWD. Thanks to Tech Mahindra for their patient support while we made sense of our own vision!
7. MORE! - Collaboration with more and more companies who want to employ PWD knowing that they are employable resources, collaboration with more and more institutions who work for the cause of disability.

A word of thanks to our volunteers who have made such a difference in furthering the cause for employment of PWD. But more importantly, I know they have enriched their own lives by learning how to face their own challenges with equanimity and with a solutions based approach.

Thanks as usual to all the institutions working for the cause of PWD. We find it easier to continue our work knowing that there are so many like minded institutions and like minded folks working as a team to fulfill the vision.

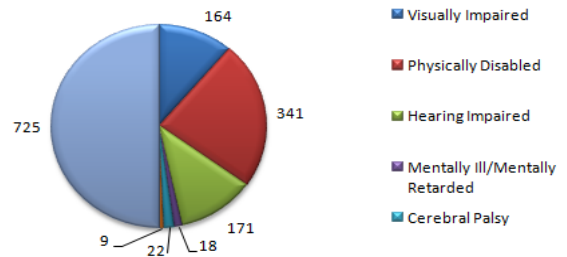
- Shanti Raghavan,

Founder and Managing Trustee, Enable India | Ashoka Fellow

Registrations and Profiling

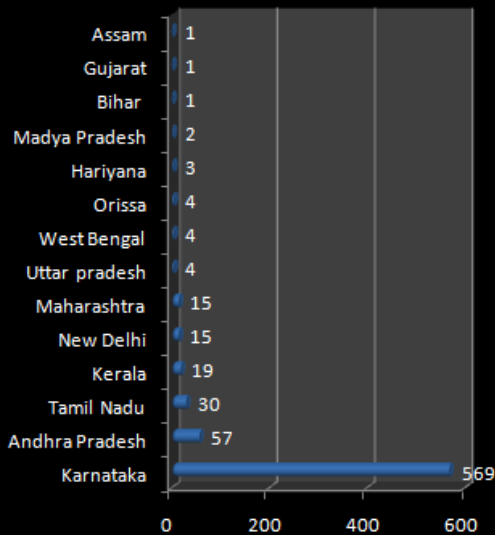
Through candidate induction programme each candidate is assessed and registered with EnAble India in a systematic way. This exercise makes the further course of actions such as training, sourcing for employment etc. simple and convenient. Registration also includes profiling and classification of candidates depending on their skills and qualifications.

**Registration Breakup
2009-2010**



**Statewise breakup
2009-2010**

■ No. of candidates



Earlier we would get local candidates registered once a month, but now we have started getting candidates registered on all working Saturdays as more people are seeking our help. Other than this we also conduct need based registration for candidates through

mail/phone who cannot come to office due to various reasons and through partner organizations. Major focus was given for two important activities viz, ERP Usage and Sourcing for various projects. Most of our previous data related to candidates and training programs has been entered into the ERP. Several changes are made in the

process and tests with a view to improve and to be more effective including automated tests.

725 Registrations this year, from 14 states across India

Candidate Development Programs

Candidate Development programme is essential to our activities as majority of our registered candidates are in need of some kind of training in order to be employable. In order prepare the candidates to face the on board challenges at real job situations the candidate development programme plays a key role. With this view candidate development programme initiates a series training programmes solely aimed at employability of our candidates.

EnAble India staffs, Volunteers, External Training Agencies and Corporate Trainers were all involved in this process.

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:

| Training name | Number of Batches | Candidates | Disability |
|---------------------------------------|-------------------|------------|------------|
| BPO | 3 | 48 | H/VPD |
| Skilled Training | 1 | 14 | V/VPD |
| Manual | 7 | 109 | H/VPD |
| Life Skills | 2 | 13 | All |
| Medical Transcription | 1 | 9 | VI |
| Collaborative Training with companies | 1 | 17 | |
| Total | 15 | 210 | |

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

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

BPO Training for Hearing Impaired

The objective of this training program is to familiarize the Hearing Impaired candidates on the BPO domain, to encourage and train the candidates towards greater social integration and increase Employability to get jobs in BPO sector

This training program is designed for 2-3 months based on level of candidates. Three such trainings are conducted during this period and 48 candidates benefited from these trainings.



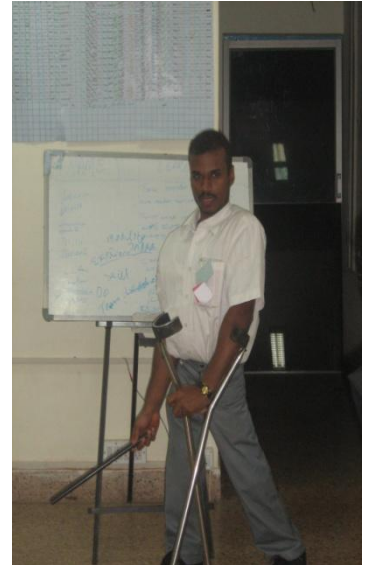
Medical Transcription Training For Visually Impaired

The second batch of MTVI conducted in collaboration with Lake Systems, one of the leading MT companies in Bangalore. The course was designed according to the requirements of the production unit. The students got benefited as they were practicing in the production environment in Lake Systems itself and paid students a stipend of Rs. 1000/- per month. The batch was started on July 15, 2009 with a bridge Course of 1 ½ months and nine candidates successfully completed on February 2010 as scheduled.



Manual Training

In total we have conducted **7** pre-employment manual/semi-skilled trainings during this period **107** candidates across disabilities have been trained for 4-6 days.



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.

| Training Name | Number of Batches | Candidates |
|--------------------------------|-------------------|------------|
| CCCT Full Time | 1 | 11 |
| Work Shop Training | 4 | 44 |
| Need Based Customized training | 5 | 33 |
| Online Training IT | 1 | 22 |
| CCNA Training | 3 | 45 |
| Mobility Training | 3 | 38 |
| Total | 17 | 193 |



Teachers' training Course

EnAble India conduct Teachers Training course with a goal to train more number of qualified trainers for the visually impaired across India and thus to increase the number of visually impaired who are well trained in technical and personal skills. The teachers training course is being conducted for the teachers of different schools, NGOs &



individuals who will provide computer training for visually impaired children & adults. This program was launched to enhance the teaching methodologies of the trainers in various aspects like personal development, computer skills etc. This is an 18 days course.

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.

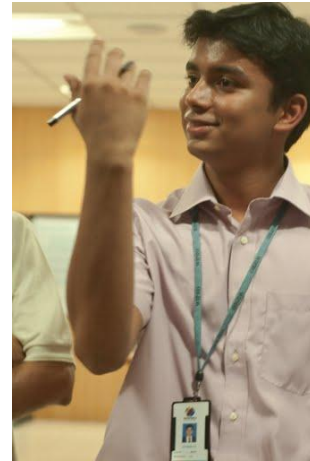
As seen from the chart the numbers of placements were scattered across various companies.

We have conducted over **17** sensitization workshops at various companies and have sensitized more than **450** corporate leaders to generate immediate and long term demand forecast.



Placement Services and Retention Program

All the activities of EnAble India ultimately focused placement of maximum number of candidates as this of the most challenging programs and directly impacting the economic independence and dignity of Persons with Disability. The placement service provides employment opportunity for persons with disability in various sectors such as IT, BPO, Medical Transcription, Hospitality, Service industry, Garments, etc to different categories such as unskilled / manual, semi-skilled and skilled. In order ensure that candidates stick to their jobs and work efficiently the placement team also tries to follow up the required stakeholders timely.



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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

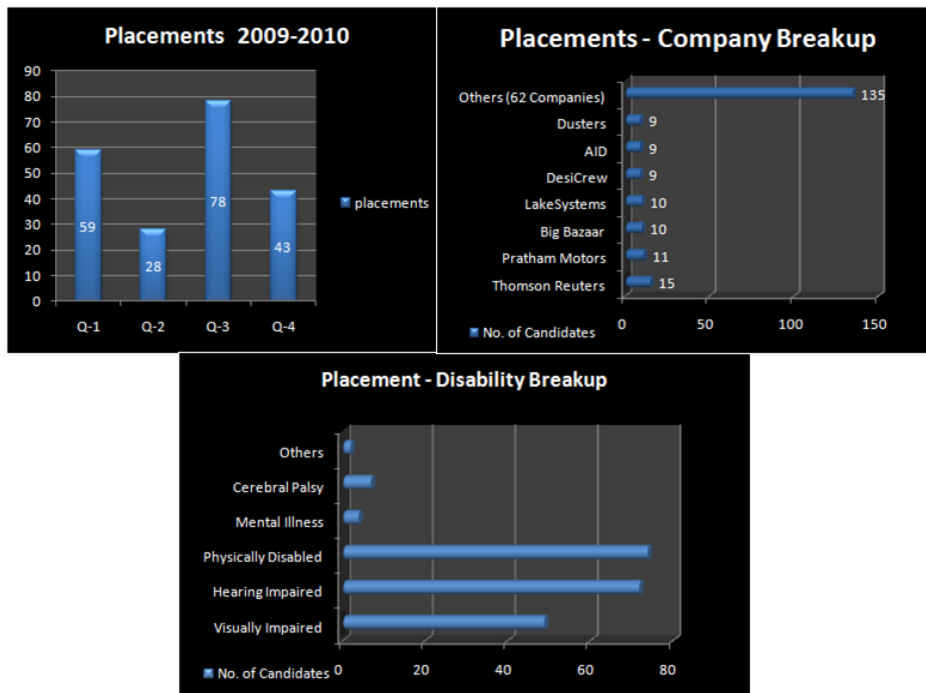


Company:

- 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



2009-2010 has been a challenging year due to recession, and a bigger challenge for placement of persons with disabilities. In order, to tackle this problem and place PWDs, different strategies were adopted. "Collaboration" has been the mantra and we find a great potential for placing PWDs through various collaborations in a long run. Tighter collaboration with companies for training and placements is one of the strategies adopted; Job Fair in collaboration with other NGOs has been another collaborative effort that has been very successful. Kudos to the employment team in achieving this herculian task.



208 placements of people with different disabilities in 3 cities and 69 companies across India

Job Fair

Job fair has been the epitome of our Collaborations where we closely worked with other NGOs and Companies in order to place PWDs. This year the job fair had 4 registration events, the registration events were conducted different zones in Bangalore. We chose partner organisations in each zones for the registration and sourcing so that the location is convinient for the candidates. The events were held at APD, LRC, IRA and EnAble India locations.

| | |
|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Number of companies who participated in the job fair | 16 (CCD,Daily Bread, Shell, Square Meals ,Man Power, K.Mohan, Gokul Dass, Tilia, Dusters, Kamat, Vindhya, ITC,Gardenia, LCD, Pratham Motors, Glass Crafting, Fortune – JP Celestial) |
| Number of candidates who were registered | 99 |
| Number of candidates who finished the training at different location | 73 |
| Number of candidates who passed the training and were issued job fair pass | 73 |
| Number of candidates who showed up for the job fair | 119 |
| Number of candidates who got JOBS at the job fair | 23 |
| Number of candidates who got short-listed for jobs at the job fair | 46 |
| Candidates placed after job fair | 21 |
| Candidates joined and continuing job after placement | 34 |
| Number of trained candidates placed | 32 |



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 73 Work place solution requests served this year

Services for Disabled Individuals

Apart from the regular training programs and placement services, we have also extended other services to the needy PwDs.

- ❖ Counseling/Mentoring -23 events 226 Candidates
- ❖ Accommodation - 8 candidates were assisted in obtaining hostel accommodation and paying guest facilities
- ❖ Flexible Work Opportunities (FWO) - FWO is a unique experiment of EI where we are trying to build an inclusive working environment, an incubator, for severely disabled and mentally disabled candidates. This set up will provide some kind of earning option to the candidates keeping their disability in mind. Hence, candidates who cannot take stress, targets etc can also be a part of this and contribute to their best capacity and earn their living. At the same time, in order to finish the work on time, we will have other PwDs who can deliver the desired results.
- ❖ Mobility Training - We have trained **38** visually impaired candidates on mobility this year.
- ❖ Transcription services: Transcription services were done sporadically to help our students for their education or job.
- ❖ Financial Support for Candidates EQUIP-2 (Employability QUotient Improvement Program) is a scholarship programs that V-Shesh foundation has initiated in partnership with EnAble India for improving employability quotient for first time livelihood seekers. Under the project 6 visually impaired youth are being supported financially for a period of six months. This support becomes crucial for these youth who have are undergoing various computer training in EnAble India.



Volunteer Engagement Program

Volunteer engagement programme is vital to EnAble India as it brings the subject matter expertise to the benefit of various projects and effectively contributes to attain economic independence of persons with disabilities. Over **283** volunteers provided invaluable support in implementation by spending more than **1200** 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



Other than these regular volunteer activities this is volunteers have extended their support to following areas:

- Sunfeast World 10K Run: Volunteers helped us to do event planning for Sunfeast world 10 k run. Volunteers also helped us to make poster for this event which were sent to corporate to create awareness about the cause. Volunteers from various companies like Lake Systems, HP, GE, IBM, 3M and Accenture gave great support to spread the word about economic independence and dignity of persons with disabilities. As a result, we got a massive number of 350 runners for the cause.

- Volunteers as subject matter experts - 2 volunteers from CISCO were integral part of CCNA training; this training is one of the good arenas for visually impaired to get into technical field. They helped our candidates to get trained both in theory and practical.
- IT Training: 6 volunteers trained 18 candidates on Aptitude, technical and general interview skills for Mphasis campus interview held for EnAble India.
- Online PR: Volunteers have initiated various avenues of disseminating information about EnAble India through internet. They have created a channel for EnAble India in Youtube (www.youtube.com/enableindia). Twitter account for EnAble India is also created. They have also identified a technology where the message can be published in various mediums like blog, twitter etc with single posting.
- Making EnAble India Videos Accessible: Volunteers have identified simple means of creating sub titles, thereby making the videos Hearing Impaired friendly. All the videos will also have sign language interpretation. Audio description of visual elements in videos will also be part of the videos.



Volunteer Led Projects:

Couple of volunteer lead projects kicked off during this period.

Creation of collaterals - One of the important projects is creation of company collaterals. Volunteers are involved in creation of this material; they interact with employment team to get inputs and based on the inputs creation is done.



Test Automation - Volunteers are also leading the project of automating tests which are given during the Registration and evaluation of the candidate. This would significantly reduce the paper work and save lots of time.

These kind of volunteer led projects give volunteers a sense of ownership and greater responsibility. As a result they come up with better solutions and other volunteers also got inspired about this model and wanted to be part of models like this in future.

Full-time Volunteers

- **ERP:** 4 volunteers supported in activities like updating data in ERP, quality checking of the data etc.
- **Fulltime International Volunteer:** A volunteer from France has joined EI in the month of December and will be working with us for a period of one year. She is primarily engaged in the Retention survey project. She is currently involved in skilled and semi skilled retention. However, she also managed a project that involved collection of clothes before she started Retention. She worked with the VI computer trainees to collect the used clothes. These collected clothes were given to Goonj, an organization that distributes used clothes to needy people.
- **Social Auditing:** A volunteer is front ending this effort for EI. She manages end to end life cycle of the project. Enable India Staff participated in a survey about hygiene factors at EnAble India. This auditing helps us to assess the impact EnAble India had on its stake holders and the society. The findings of this project will help

us immensely to device strategies for increasing reach and effectiveness of our services.

- **Technical Volunteer:** One volunteer who has Software Programming background was engaged with the workplace solutions team. He was also joined by a JAWS Scripter. These volunteers along with EnAble India WPS team are successfully cracking the accessibility issues of an IT tool which is being used in Mphasis by tele-callers. Once the tool is made accessible it will open up hundreds of jobs to visually impaired candidates.
- **CTVI Material Automation:** We are automating exercise used in our Computer training for visually impaired program. One of our full time volunteer wrote software design and necessary documents like Software requirements to kick off the project.

Services for Institutions

The idea of this program is to collaborate with other institutions (NGOs, general institutions, offering training etc) to benefit employability and employment of PWD.

We have signed MOUs with

1. **Dr. Shroffs**, Delhi –EnAble India will provide the following support in Evaluation of the programme, Guidance for the trainers, Assessment and mentoring for the students, Curriculum and material support, Profiling of the candidates.
2. **Alive**, Bangalore Enable India hopes to drive events and mass fun events (with the underlying theme of disability awareness) through Alive.
3. **Lake Systems**, Bengaluru – Our second medical transcription training for visually impaired was successfully completed in collaboration with Lake Systems.
4. **Sarthak**, Delhi - Enable India provides curriculum and course material, Ongoing Expert sessions for employability via phone/internet, Consultancy on regular basis, Monitoring and Placement support.
5. **FAME India**, Bengaluru – enable India work with FAME on the “Swavalambana ” project a sheltered workshop that provides employment opportunities to disabled persons by developing their skills and providing a safe and productive working environment.

6. **Sankara Eye Hospital**, Bengaluru – We are partnering with them for our children services for visually impaired through one of their programs called “Nayantara”.

In addition to the above organizations, we have also partnered with below listed organizations

- **V-Shesh** – V-Shesh is a social enterprise. Enable India has been tapping into V-Shesh’s network for placements of disabled. Placement opportunities have been created a couple of times thanks to V-Shesh’s contacts. V-Shesh is also supporting needy candidates of EnAble India who are undergoing training by funding their accommodation during the course of training.
- **IGNOU University** - IGNOU is starting teachers training course for trainers of the blind. Enable India has shared computer basic training manuals for tutors with IGNOU.
- **Mitrajyothi**, Bangalore – ,we are continuing to support their Basic Computer training course. Added to that, we are also supporting their new initiative, which is Advanced Training for Visually Impaired in Unix and SQL Programming.
- **Anandwan**, Maharashtra - Enable India has submitted a proposal in collaboration with Anandwan (Chandrapur district) to the Vocational board for computer training for blind.
- **LRC**, Bangalore - One expert session for Hospitality training for manual candidates being trained for job fair
- **SRCVC**, Kerala - Evaluation of the computer skills of the candidates by Santosh from Enable India



- **Richmond Fellowship Society**, India - EnAble India partnered with them for counseling some of the visually impaired candidates who are undergoing computer training at EnAble India.
- **ILID** (Institution of Leadership and Institutional Development) - EnAble India will be the Knowledge Partner in this tripartite collaboration between Saksham Trust, ILID and EnAble India. Under this project, 50 Kannada Text books of the University grade will be produced in Braille Soft Book format by ILID.

Children Services

Children's Services 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 training 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

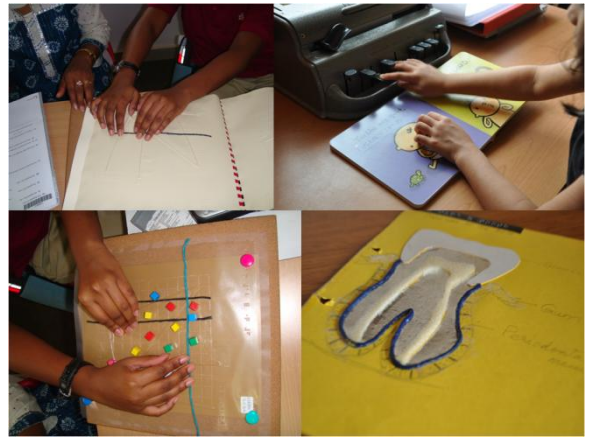
- Parental Support



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

Services:

The following are the services provided to children in the general education setting and their parents.



- Braille Instruction
- Abacus Instruction
- Nemeth Code (A special type of Braille code for Mathematics and Science Notation)
- Assisting parents or educators in curricular adaption's (e.g. making visual concepts tactile)
- Orientation and Mobility

Coverage

Children – 230

Parents – 71

Sessions with Educators – 8

Teachers trained - 14



Project e-Vidya

Project e-Vidya involves the creation of an employability portal, is a major initiative by Enable India along with Tech Mahindra, towards personal development and training of persons with disability on a large scale, in order to improve their employability and ensure economic independence. Achievements of this period:

Final design of the Work Ethic module for VI and PD and HI have been completed subsequent to background research

Script for Work Ethic module for VI and PD has been completed- There were many iterations and restructuring of the design document.

- ❖ Test recording for the Work Ethic module has started with different vendors.
- ❖ ELT lessons with extensive worksheets are being collated and our vendor will start putting it in e-format as soon as the first 10 lessons are ready
- ❖ Initial design document for the module 'Creating disability awareness' completed- Discussions with vendors on the format.
- ❖ Design Document for BPO manual is ready for the first iterative output by converting it to flash- negotiating with a vendor
- ❖ Automation of our skills worksheets/exercises- Have discussed the details with the vendor and will start dialog on design and e-learning process.
- ❖ Based on our existing audios on training of life skills and job preparedness we are preparing worksheets and exercises for e-learning.
- ❖ Selecting a vendor for automating CTVI manual

General Organizational Updates

- ❖ ERP: We are very happy to announce that EnAble India's ERP was deployed on 21st November 2009 and is up and running successfully.
- ❖ FCRA: EnAble India is registered under Foreign Contribution (Regulation) Act, 1976 and has been granted permission to receive foreign contributions by the Ministry of Home Affairs, Govt. of India.

Celebration of the Human Spirit: 10th Anniversary of EnAble India held on 20th December was a grand success. More than 800 people participated in the event. Candidates, Parents, Employers and friends every one was part of the event. The day started with Inclusive sports like blind fold race, wheel chair race, indoor games etc. Prizes were won by the participants. There was a good knowledge sharing discussion in the afternoon where we got good inputs from people. It was a very good introspection for EnAble India. Evening was filled with a lot of cultural performances by candidates, EnAble India staff members, Volunteers, Professional Artists etc. The whole program had tremendous volunteer involvement. In fact, all the Sports and games were organized by volunteers. 12 volunteers helped us to run the entire event. It was an exhilarating experience.



Training Material and Teaching Aids

We have procured few teaching aids based on few gaps we had in our training process. These aids have tremendously helped/going to help us to conduct our training programs in an efficient way.

- **Instructions manual for Verb Cards** - We have bought this from NIHH, Mumbai. These verb cards can be used by EnAble India trainers for teaching new concepts for Hearing Impaired and also helps people with Hearing Impairment to tune up their verbs usage.
- **Talking Typing Tutor** – this is a software tool that helps visually impaired to learn and fine tune their typing skills. Using this software tool, a person can learn typing skills from the scratch and reach great typing speed and accuracy levels.
- **Frogpad One Hand Keyboard** - The Frogpad can be used with a computer by persons who have good use of only one hand. It has been designed for fast data entry using the natural drumming motion of the hand and the letter layout is based on the percent usage of each letter in the English language. Fifteen letters that are used 86% of the time by typists are placed in the most efficient locations on the keyboard. It is available for left hand or right hand. This device will be added to the computer training for physically disabled (especially those who can use only hand for using keyboard/ mouse). This will increase the computer related job opportunities for them.
- **Perkins Brailier** - This is a braille type writer. This will be very useful in making small notes/ reference in Braille. This will be used for providing reference notes in various training like Computer Training for Visually Impaired (CTVI), English training for visually impaired etc.
- **Epson LCD Projector** - Projector makes training easier to any group by projecting presentations, videos etc to a big screen. Its size makes it easier to carry it to any training location. Hence it gives a larger display; even persons with low vision also get the benefit of this apart from physically disabled and hearing impaired.

Staff Training

Great emphasis was given for staff development during this period. Below listed are the important activities:

Staff Development Programs

Last week of December and the first week of January were earmarked for internal staff development. Staffs were trained on the advantages and the usage of the ERP. A 2 day workshop on Project Management was conducted by ILID; Project management techniques were taught. A session on the importance of counseling was conducted by RFSI; staffs were told the difference between mentoring and counseling. An extensive 4 day program on the vision and values workshop was conducted by Arpitha Associates; Value profile for each staff and the organization was constructed and discussed during the program. A basic sign language session was conducted by internal sign language experts.



Techshare India 2010 Conference

On 15th & 16th February, Tech Share India 2010, an international conference organized by Barrierbreak Technologies was held at New Delhi. This conference was highly informative and was attended by 5 of EI Staff members. Speakers presented diverse papers in different tracks on the issue and cause of disability for 2 days. Various assistive aids were displayed in the stalls to experience the usage of the products. Some of the products seen / experienced in Tech Share were Windows 7 usage for visually impaired users, low vision aids for reading and writing purpose, small Braille refreshable displays, Dolphin tool for slow learners, internet on phone for visually impaired at low cost, tool to assess hearing senses, talking ATM machine for visually impaired, portable DAISY player, assessment tool for developmental delay children and so on.

Followed by this, one of the staff members stayed back in Delhi to participate in a 3 day training program on Supernova, organized by Barrierbreak Technologies.

Institutional Visits by the Trainers of the Hearing Impaired

Two of our Trainers of the Hearing Impaired visited various organizations in Chennai to understand the best practices in empowering people with Hearing Impairment in the month of November 2009. The objective was to get more knowledge on the usage of different teaching techniques adopted by the schools and colleges in teaching HIs so that the same can be used in EI trainings. The team got a very good exposure to different methodologies being used and early intervention for deaf kids (parents get trained to communicate with a deaf child and take care of his/her further studies). Organizations visited: Little Flowers, Clarke school for the deaf, St. Louise Institute for the Deaf & Blind, Bala Vidyalaya, and Ability foundation.



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.

- On 15th April, Shanti spoke at the International Seminar on Empowering Visually impaired through ICT held at IIIT Allahabad. She spoke on the topic "IT to empower employability of visually impaired"
- On 20th April, Shanti conducted an Awareness session at Caterpillar in Bangalore. Around 40 people including the Head of Caterpillar attended the workshop
- On 27th April, Shanti conducted an Awareness session for Reliance Lifestyle Managers. This was organized by CII in Bangalore and 4 Managers attended this session
- In April, Shanti participated in the Diversity meet of the companies organized by HSBC
- On 2nd May, Santosh spoke at the Abilities Mela organized by the LSN Foundation at Hyderabad
- On 4th May, a Sensitization workshop was conducted for the Credit Operations team of HSBC
- On 8th May, Shanti conducted a session on "Livelihood options" for a group of participants undergoing Disability Training organized by Action Aid at Bangalore
- On 11th May, Shanti spoke at the Career Guidance Workshop for PWD organized by LCD
- On 29th August, Shanti conducted a sensitization session to a group of MBA students of XIME on hiring of PWDs
- In August, Shanti spoke at the



Convocation function for students of CSIM

- Shanti, Dipesh and Subbiah attended the Ashoka Fellows Conference organized by Goldman Sachs at Bangalore
- Shanti conducted a Workshop for Hospitality candidates of LRC
- In the months of June, July, August & September, EnAble India has conducted Disability Awareness and Sensitization workshops at various locations and companies. Few of the companies are IBM, Reuters, Nokia, Goldman Sachs, Axis Bank, Flextronics & Cisco
- EnAble India has also presented at the CII Manufacturing Panel on employing PWDs in Bangalore
- EnAble India was one of the members of the Panel of Judges formed to award different awards related to employment of PWDs. These awards were constituted by Microsoft and NDTV.
- On 26th October, Shanti spoke at Goldman Sachs, Bengaluru addressing around 120 employees. This was one of the events held for sensitization of employees.
- On 26th October, Dipesh participated in the NDTV Business Leaders Awards 2009 function in Mumbai. EnAble India was the nodal agency for nominating companies that had inclusion of PWDs at the workplace as one of the HR agenda.
- On 29th October, Shanti conducted a Sensitization workshop at MATS Management Institution (part of SBM Jain Institutions), Bengaluru, addressing around 200 budding management professionals.
- On 27th November, Shanti spoke at "Transformational leadership for public institutions" organized by XIME
- In November, Shanti and Javid addressed around 90 MSW students of Gautam College, Bengaluru.
- In December 2009, Nandini and Sandesh addressed a Parents Group at Sankara Eye Hospital, Bengaluru
- In February, Shanti spoke at the NASSCOM conference
- On 9th March, Shanti spoke at the Axis Bank Foundation's Conference in Mumbai
- On 17th March, Shanti & Vidya's talk on Employment of VI was broadcasted on Radio Eyeway program - Roshni Ki Karwain

- On 24th March, Shanti participated in the Board meeting of Arunim in Delhi
- In March, Shanti attended a meeting on NASSCOM's Disability Initiative at New Delhi
- In March, Subbiah addressed the employees of Accenture, Bengaluru during their month long Giving program
- In March, Javid addressed APD's Women's Group in Bengaluru

Awards

- On 2nd March, Shanti was awarded on the occasion of "5th Annual function of the National Federation for the Blind", by Sri. HR Bharadwaj, his Excellency the Governor of Karnataka in Bengaluru







Deccan Herald: 3rd Dec.2009



A TOUCH: Visually challenged persons feel the model of a hippo at Cubbon Park, Bai Shivan during the 5th annual function of the National Federation of the Blind in Bangalore on Tuesday. DH News Service

Disabled-friendly public places by March next

Minister Narendra Swamy asks State libraries to stock books in Braille

BANGALORE: All public buildings in the State will be made 'barrier-free' for the disabled by March 2011, announced the State Commissioner of Disability DSS Suryawanshi here on Tuesday. This will comprise providing of disabled-friendly toilets, ramps, Braille script etchings on lifts and handrailings, he said.

A tale of crushed hopes
The hopes of a visually impaired boy has been snipped in the bud as he could not get hostel facility to pursue his education. Akash Balasubrah Nimbalkar, a visually impaired student from Nipani in Belgaum, wanted to pursue college studies after performing exceedingly well in 2009 SSLC exams. A former student of Maheshwari School for the Blind, Belgaum Akash was felicitated by the National Federation of the Blind, Karnataka, on Tuesday for scoring 96.8% in the 2009 SSLC exams. He had secured 118 out of 125 marks in Karnataka. Akash had joined an Arts College in Wadgaon and opted for Kannada medium. However, he could not get hostel accommodation. His request for permission to stay in hostel meant for SC/ST students was turned down.

The hostel was only for SC/ST students and I did not fall under the section. I commuted 80 kms daily from my home in Nipani to my college for a month. However, I could not keep up with that and had to give up my studies," he recalled. This promising student who has lost a year due to non-availability of hostel facilities is determined to pursue his studies and aspires to become a college lecturer. Among those felicitated was also MP Shalini from Mysore, a former student of Malluram Marimallappa Women's Arts and Science College. She has the distinction of winning two gold medals in honary at the graduate level. "I am doing my MA in Political Science now and aspire to become an IAS officer," said Shalini.

Chief patron
President of State branch of National Federation of the Blind Gautam Prakash Agarwal said the Governor has agreed to become the chief patron of the branch and called the move historic. On the problems faced by the visually impaired he lamented that four residential schools for the blind in the State were facing shortage of teachers. For nearly a decade no scholarships had been awarded for the blind, he alleged.

Felicitations
Eleven men with eye sight who had married visually impaired women were felicitated at another function earlier. Visually impaired students from across the State who had excelled in academics were awarded cash prizes.

DH News Service

Deccan Herald: 3rd March.2010

Resource Mobilization

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 e-Vidya project with the vision to make the employability training to every individual candidate with disability across India.

We have initiated 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.

Sun feast 10 k Marathon

Sun feast 10 k marathon is a great platform for individuals and organizations to come together and show the solidarity for the cause they stand for and mobilize resources. Enable India actively participated in the Marathon held in Bangalore on 31st May 2009. Staff, candidates and volunteers were all part of the event. It was due to the enthusiastic participation of volunteers from all the walks of life the event become a grand success from the part of EnAble India. We got a massive number of 350 runners for the cause.



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 Disabilit y | Nature of Disabilit y | Position/Role |
|-----------------------|--------------------|----------------------------|--------|----------------------------------|--------------------------------|----------------------------------------------|
| Shanti Ragavan | Voluntary | Full Time | F | No | NA | Founder & Managing Trustee |
| Vidya Rao | Paid | Full Time | F | Yes | VI | Program Manager – Employment |
| Shivakumar N | Paid | Full Time | M | Yes | VI | Specialist - Training & Solutions |
| Subbiah S | Paid | Full Time | M | Yes | VI | Funds Manager |
| Mansoor Ahmed Baig | Paid | Full Time | M | NA | NA | HR/Admin Manager |
| Sureshkumar M | Paid | Full Time | M | Yes | VI | Computer Trainer |
| Sandesh H.R | Paid | Full Time | M | Yes | VI | Computer Trainer |
| Praveen B.V | Paid | Full Time | M | No | NA | Specialist - Training & Solutions |
| Reena K | Paid | Full Time | F | No | NA | Specialist - Training & Solutions |
| Abdul Javid Pasha | Paid | Full Time | M | Yes | PD | Program Manager – Employment |
| Santoshkumar .Y | Paid | Full Time | M | No | NA | Program Manager – Training & Solutions |
| Hemavathy .G | Paid | Full Time | F | No | NA | Back office |

| | | | | | | |
|------------------------|------|-----------|---|-----|----|-----------------------------|
| | | | | | | Executive |
| Sujayalakshmi N.S | Paid | Full Time | F | No | NA | Specialist Trainer |
| K.Chandu Priya | Paid | Full Time | F | No | NA | Front office Executive |
| Anitha K.L | Paid | Full Time | F | No | NA | Accountant |
| Venkadesh Alias Venkit | Paid | Full Time | M | Yes | VI | Computer Trainer |
| Anju Khemani | Paid | Full Time | F | No | NA | Program Officer |
| Rosy D'souza | Paid | Full Time | F | No | NA | Program Officer |
| Pushpa S | Paid | Full Time | F | Yes | VI | Mobility Trainer |
| Suman .D | Paid | Full Time | M | Yes | VI | Software Engineer – Testing |
| NandiniMenon | Paid | Full Time | F | No | NA | Program Officer |
| GaneshPrasad .S | Paid | Full Time | M | No | NA | Director-Operations |
| Geetha H.S | Paid | Full Time | F | Yes | VI | Mobility Trainer |
| Sujathavijayanand | Paid | Part Time | F | No | NA | English Trainer |
| Shivakumar B.R | Paid | Full Time | M | No | NA | System Administrator |
| | | | | | | |
| Gopala T R | Paid | Part Time | M | Yes | VI | Computer Training |
| Mubarak Pasha | Paid | Full Time | M | Yes | PD | Admin Assistant – Trainee |
| Prabha Sukumar | Paid | Full Time | F | No | NA | Executive Assistant |

Staff Salary

| | Salary Band Per Month | Total Staff |
|--------------------------------------------------------------------------------------------------------------|-----------------------|-------------|
| Head of The Organisation (Managing Trustee) : Nil Highest Paid Rs: 35,000/- Lowest Paid Rs: 1000/- | Rs.0- 3000 | 2 |
| | Rs.3001 to 6000 | 2 |
| | Rs.6001 to 10000 | 7 |
| | Rs.10001 to 20000 | 12 |
| | Rs.20001 to 35000 | 4 |

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 2010 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, 2010, 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, 2010

The prescribed particulars are annexed hereto.

Place: Bangalore
Date: 25.08.2009



for RAVI LOBO & CO.,
Chartered Accountants
Firm Reg No.006728S


Ravi Lobo
Partner
M No. 203402

ENABLE INDIA

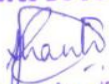
694, 6th A Cross, III Block, Koramangala
Bangalore - 560 034

Balance Sheet as at 31st March, 2010

| LIABILITIES | Sch No | Amount Rs. | Amount Rs. | ASSETS | Sch No | Amount Rs. | Amount Rs. |
|--------------------------------------------|-----------|---------------|---------------|-----------------------|-----------|---------------|---------------|
| General Fund : | | | | Fixed Assets: | | | |
| Opening Balance | | 5,322,743 | | Fixed Assets: | 1 | 2,668,017 | |
| | | | | Less Depreciation | | 1,188,889 | 1,479,128 |
| Add: Excess of income over expenditure. | | 1,936,118 | 7,258,861 | Current Assets | | | |
| | | | | Sundry Debtors | | | |
| Current Liabilities & Provisions | 5 | | 2,360,918 | Deposits | 2 | 455,500 | |
| | | | | Loans & Advances | 3 | 1,350,037 | |
| | | | | Cash at Bank | 4 | 6,326,830 | |
| | | | | Cash in Hand | | 8,284 | 8,140,651 |
| Total | | | 9,619,779 | Total | | | 9,619,779 |

Notes on Accounts-Schedule 6

for ENABLE INDIA
for EnAble India


(Mrs. Shanti Raghavan)
Managing Trustee

Place: Bangalore
Date : 25.08.2010



"Vide our report of even date"
for RAVI LOBO & CO.,
Chartered Accountants
Firm Reg No.0067285


(Ravi Lobo)
Partner
M No. 203 402

ENABLE INDIA
694, 6th A Cross, III Block, Koramangala
Bangalore - 560 034
Recruitment & Training Division

Balance Sheet as at 31st March, 2010

| Liabilities | Amount Rs. | Amount Rs. | Assets | Amount Rs. | Amount Rs. |
|------------------------------------------------------------------------|---------------|----------------|----------------------------------|---------------|----------------|
| General Fund : | | | Fixed Assets: | | |
| Opening Balance | 1,321,328 | | ERP Software | 1,423,499 | |
| Less: Utilised during the year | (348,285) | | Less : Depreciation | 854,099 | 569,400 |
| | 973,043 | | | | |
| Less: Excess of Expenditure over Income during the year Transferred | (220,375) | 752,668 | Current Assets | | |
| | | | Loans & Advances | | |
| Sundry Creditors | | 2,337 | Income Tax Refund Due AY 2007-08 | 35,535 | |
| | | | Income Tax Refund Due AY 2009-10 | 21,425 | |
| | | | TDS Receivable | 72,704 | |
| | | | Service Tax Input Credit | 55,941 | 185,605 |
| Total | | 755,005 | Total | | 755,005 |

Notes on Accounts-Schedule 2

for ENABLE INDIA
for EnAble India

(Mrs. Shanti Raghavan)
Managing/Trustee
Managing Trustee

Place: Bangalore
Date : 25.08.2010

"Vide our report of even date"
for RAVI LOBO & CO.,
Chartered Accountants
Firm Reg No.0067285



(Ravi Lobo)
Partner
M No. 203 402

Schedule - 6

NOTES TO ACCOUNTS:

A. SIGNIFICANT ACCOUNTING POLICIES:

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.





10th Year

EnAble India
To empower people with disabilities

Anniversary

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:

Office Location: #12 KHB Colony, Brahma Kumari's Road, Bangalore 560095, Karnataka, India
Phone: +91 (80) 42823636 / +91 9845313919
Email: manager@enable-india.org
Website: www.enable-india.org