Celebration of the Human Spirit

EnAble India
To empower people with disabilities

Annual Report
2010 -2011

"A Journey of Thousand Miles...
....starts with a single step"

CONTENTS

Note From The Founder

Ms. Shanti Raghavan,
Founder & Managing Trustee

Mr. Dipesh Sutatariya,
Co Founder & Trustee

The last year can only be described as a blur. Things have been so hectic, we have to remind ourselves to take a breath. That's good!

In Sep 2010 we did an important exercise with the strong leadership team that is emerging at Enable India relooked at the vision and goals of Enable India with the able help of the ILID team (Mr. Jayaram is the best!). This exercise is in essence a process of renewal which each organization must go through at regular intervals to ensure they continue to deliver significant value to their stakeholders. The entire team felt that at all times their work echoed more than the current vision. With a lot of debate, and even after being reminded to have "our feet in the ground and head in the clouds", the proposed vision emerging is" To bring about change in consciousness of our stakeholders(persons with disability, employers and community around persons with disability) for economic independence and dignity for persons with disability by being a learning organization".

This is a big statement and if we make this our vision, we need to really examine if we are doing this in every action we take. We may have it in our heart which is great but can it be seen in our execution? Though as a team, we do see our staff being learners most of the time, we are not anywhere near being a true "learning organization". So the jury is still out on the vision! We have not yet finalized the new vision for obvious reasons.

The other interesting thing that emerged from the exercise is the goals which truly reflect the way forward for any organization working in this space. One goal that I would like to particularly mention is "Enable companies to hire persons with disability (PWD) on their own and provide direct access to employment opportunities for PWDs". This goal is lofty. We may start making a dent in this goal if we create inclusive environments in companies in today's every changing times. We will also need to provide PWDs with knowledge of different jobs and solutions so that they can manage their career and provide learning content for companies and PWD. This is just for starters! However, this goal forces a certain discipline in the way knowledge is managed and the way learning content is created. The other goal which is interesting is "true inclusion of persons with disability in government organization". Recently, because of our interactions with State Bank of India, we have realized that there is a lot of work to be done with government and PSUs. Enable India has only worked with private companies uptil now. SBI told us that they have hired PWD as per their quota but do not know how to use their talent effectively. We have submitted a proposal to find workplace solutions and to create an inclusive organization at SBI. We hope to start the project in May if we get approval from SBI.

Many thanks:

We thank our funders Sir Dorabji Tata Trust, Axis Bank Foundation, Tech Mahindra Foundation, CAF, Sightsavers for their support and love. Their faith in us and their words of encouragement makes us feel special!

Many thanks to our volunteers. Your enthusiasm and interest enables all of us to carry out the vision. By volunteering, you are enabling a more inclusive society.

Thanks to the Enable India family which is growing – keep up your passion, sincerity and simplicity!

And as always, thanks to the WHOLE TEAM: countless NGOs, parents, teachers, individuals, volunteers who are working with or for persons with disability.

Registrations and Profiling

Registration and Profiling are the initial steps that are carried out before a candidate is put through the process of training. All prospective candidates register themselves with EnAble India. A detailed analysis of person's requirements and capabilities are assessed through pre-set format of written tests and interviews. Once this is done, through the process of profiling, the candidate is classified depending on the skills and qualifications. This classification is the basis on which the next course of actions, such as training, sourcing for employment etc are determined.
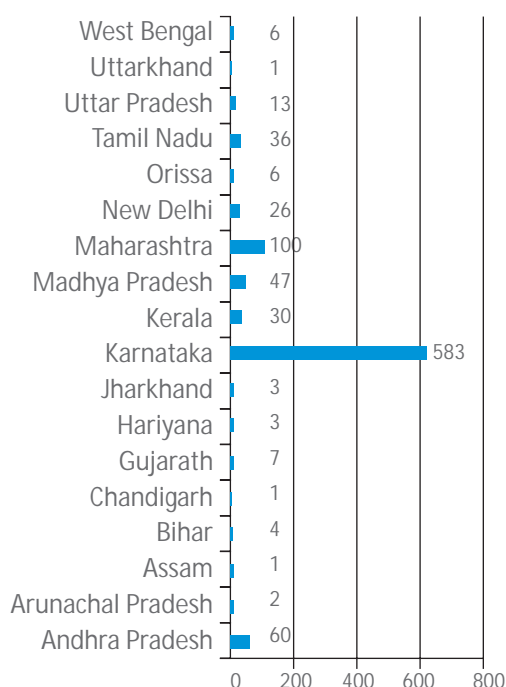
Disability Type Breakup
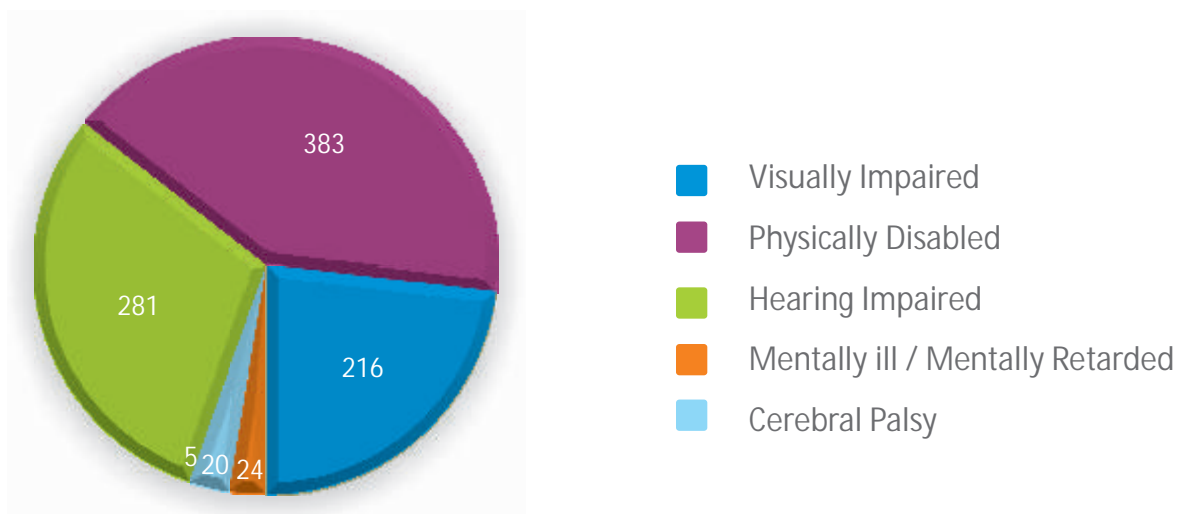
Graph 1 : Pie Chart showing the Disability Type break up of registrations

The pie chart shows that the registrations continue to be higher from people with disabilities like Visually Impaired, Physically Disabled and Hearing Impaired.

Registrations

Graph 2:
Graph showing the state wise break up of registrations.

This year saw a jump of 20% increase in registrations as compared to last year. People from 19 states registered, either personally at the EnAble India premises or online through the EnAble India website, http://www.enable-india.org.

Highlights of Apr 2010 – Mar 2011:

No. of registration events   : 12
No. of registrations   : 929
No. of Profiled candidates   : 564

Training

Life skills | Collaborative | ToT

Candidate Development Programmes

Candidate Development Programmes mainly focus on grooming the profiled candidates by initiating them into a training course which best suits their requirement. As part of the registration and profiling process, candidates are identified and categorized into one of the many training programmes that are conducted at EnAble India. These programmes help the candidates to face the on board challenges at real job situations. EnAble India staff, volunteers, external agencies, and corporate trainers are all involved in this process.

Training Name	No. of batches	No. of candidates attended	Disability Type
CTVI	13	242	VI
Life Skills	2	34	All
Medical Transcription	1	7	VI
Collaborative Training(IBM/Mphasis)	2	56	PD
Manual Jobs Employability Training	10	130	PD/HI
Aptitude Training	2	34	All
BPO Employability Training	1	15	HI
English Employability Training	1	16	VI
Semi Skilled Jobs Employability Training	2	15	VI
One on one training	1	1	
TOTAL	35	550	

Pre-employment Training

There are many factors which play an important role in securing employment for a candidate. EnAble India's pre-employment training focuses on some of the aspects that are essential for the candidate to acquire, before facing the challenges of new job in a company. Some of the aspects that are given emphasis in EnAble India's training programmes are as mentioned below

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

All or some of the above said skills are imparted to the candidates based on the curriculum of the training programme.

BPO Training for Hearing Impaired

The BPO training programme for Hearing Impaired is designed especially for the Hearing Impaired candidates to prepare them for the BPO sector. The objective of this training programme is to familiarize the hearing impaired candidates on all aspects of the BPO domain.

Highlights of Apr 2010 – Mar 2011:

No. of BPO Training held   : 1
Training Duration   : 2 months
No. of candidates trained   : 15

Medical Transcription Training for Visually Impaired

The medical transcription training programme for the Visually Impaired candidates is conducted by EnAble India in collaboration with Lake Systems. This eight month long training programme not only helps the candidates to understand the concepts of medical transcription, but also helps them to experience the real job situation due their ability to practice in the production environment provided to them by Lake Systems.

Highlights of Apr 2010 – Mar 2011:

No. of MTVI Training held   : 1
Training Duration   : 8 months
No. of candidates trained   : 8

Manual Training

Manual training is conducted for persons who are categorized as semi skilled or manual during registration and profiling. The candidates who do not have high educational qualification usually fall under this category.

Highlights of Apr 2010 – Mar 2011:

No. of Manual Trainings held : 7
Training Duration   : 3 – 6 days
No. of candidates trained   : 78

Computer Training for Visually Impaired

EnAble India offers an extensive Computer training programme for VI candidates where they are trained on the computer concepts like MS Word, Excel with the help of JAWS. This also includes English, life skills and communication which makes a candidate industry ready. Through the experienced set of trainers, EnAble India conducts this yearly training programme.

CTVI programme includes the following training programmes for the Visually Impaired candidates –

• Career Centric Computer Training (CCCT)
• Workshops
• Need based training
• Online training
• Cisco certified network associate training(CCNA)

Training Name	No. of batches	No. of candidates trained
CCCT	1	16
Need Based Training	8	83
Training Workshops (including online training)	4	143

Collaborative Training

EnAble India finds collaborative trainings as an effective strategy in placements of persons with disability. We conduct many training programmes in collaboration with companies like MPhasis, IBM, Thomson Reuters. Collaborative trainings give a win-win situation for the companies as well as for EnAble India. The companies are benefitted by recruitment of the suitable candidates who are given jobs at the end of the training. And for EnAble India, their efforts to place their candidates in companies are satisfied.

Highlights of Apr 2010 – Mar 2011:

No. of Collaborative trainings held   : 3
No. of candidates trained   : 108

Demand Creation

Employer Outreach Programme

Employer Outreach Programme helps in building close collaborations with mid to large sized companies for long term employment and retention of Persons with Disability. The main points of this programme include the following –

• Work with the company to do the job identification
• Help them to create a barrier free environment
• Provide work place solution for the candidate
• Work with the company to develop training and assessment for candidates placed by EnAble India
• Conduct disability awareness and sensitization workshops for their managers to integrate EnAble India candidates
• Provide post employment follow up and support

Highlights of Apr 2010 – Mar 2011:

No. of sensitization workshops conducted   : 7
No. of corporate leaders sensitized   : 89

Placement Services and Retention Programme

Placement Services and Retention Programme directly impacts the Mission statement, which is to provide 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. Apart from placements, EnAble India also carries out a Retention programme which is a timely follow up to the employment to oversee issues, if any from employer and employee.

Placement Cell Activities:
For Candidate:
- Evaluation of the candidate
- Develop Personal Development Plan
- Back Office work – candidate job matching, candidate and company liaising
- Evaluation for work, co-ordination, for pre-employment training
- Work Counsel counseling and interview preparation
- Initial hand holding in company
- Post placement need based help

For 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

Company Wise Placement

- Accenture
- AID
- Café Coffee Day
- Dusters
- FIC
- Health n Bites
- IBM
- Mphasis
- Spektrum
- Standard Elastomers
- Thomson Reuters
- Wipro
- Yum
- Others

Placements Disability Break Up
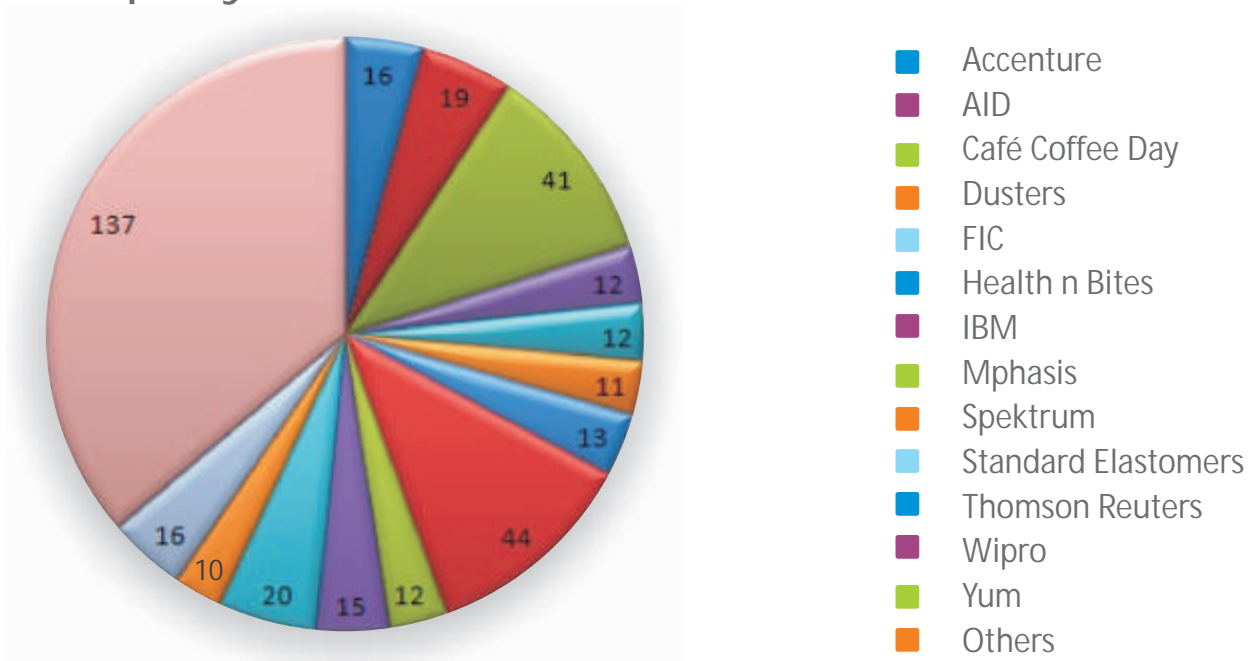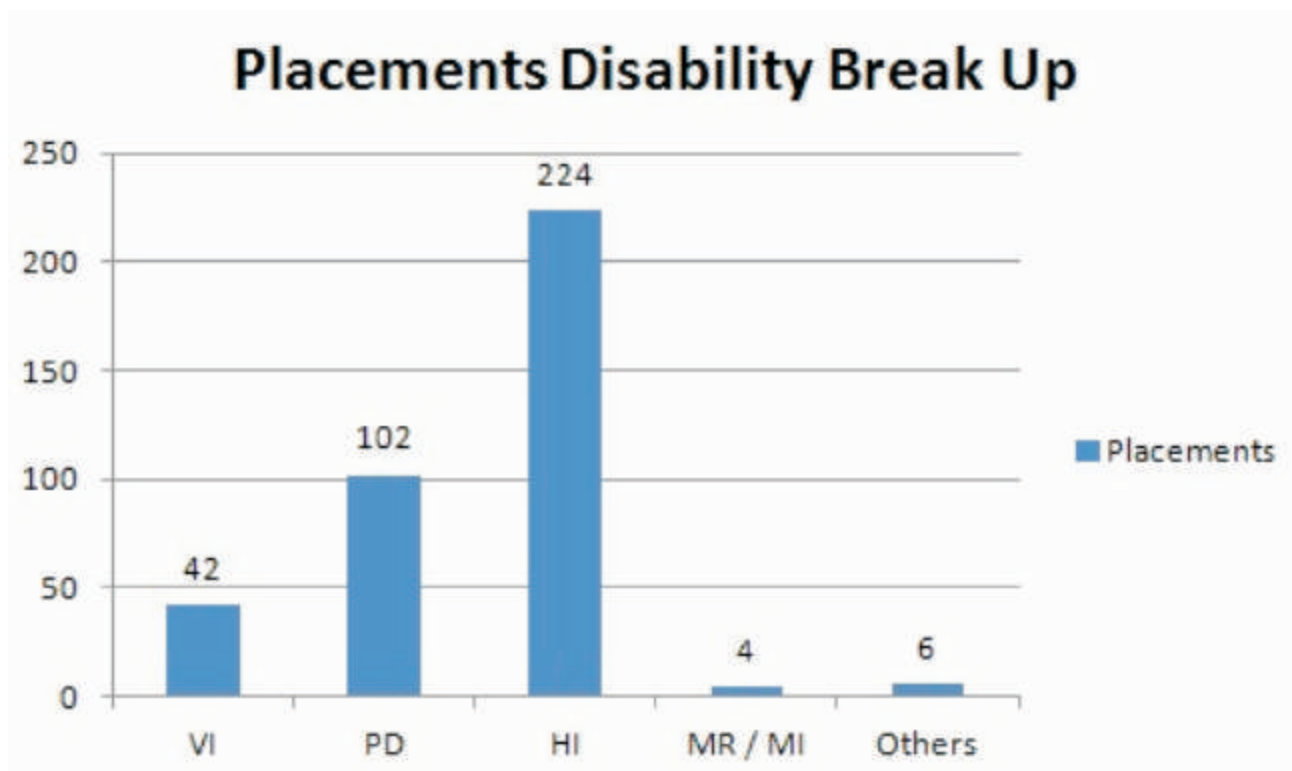
Highlights of Apr 2010 – Mar 2011:

No. of Placements   : 378
No. of companies   : 55

Job Fairs

Job Fairs are another successful means of placement of persons with disability. Job fairs are held in collaboration with other NGOs and companies to bring together the employers and prospective employees on one platform.

This year one job fair was held exclusively for manual candidates, and another was held in collaboration with Government of Karnataka.

Highlights of Apr 2010 – Mar 2011:

No. of Job Fairs   : 2

Job Fair with NGOs and companies

No. of companies participated   : 12
No. of candidates participated   : 109
No. of candidates short listed for job   : 59
No. of candidates selected for job   : 37

Job Fair with NGOs and Government Organizations

No. of candidates participated   : 5000 – 6000
No. of candidates selected for job   : Around 30% of them got jobs!

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HI employees with Company trainers and Team Lead in TR

T. Reuters Dakhshayini and her team leader

Santosh (CP) Big Bazaar employee

Titan interviewing PD in job fair 1

Shanti at Pantaloons training

TR collabo

Workplace Solutions

Workplace solutions are solutions that are provided to help a Person with Disability perform his/her job without any discomfort or hitch. Workplace solutions enable the Person with Disability to perform his job on par with other persons. The solution may involve some technology, aids, change in process, change in behavior, different training methodology, or any candidate specific need to complete his / her integration in the workplace. Solutions may not be completely error-free or error-proof and may require some iteration to achieve the best sometimes.

Highlights of Apr 2010 – Mar 2011:

No. of Workplace Solutions provided : 97

Services for Disabled Individuals

Apart from the regular training programmes and placement services, we have also extended other services to the needy Persons with Disability. Some of the services provided include Counseling/ Mentoring, Providing accommodation, giving mobility training and so on.

Services Provided by EnAble India	No. of Individuals benefitted
Counseling	227
Workplace Solutions provided	97
Retention	48
Accommodation	17
Mobility Training	132

Volunteer Engagement Programme

Volunteer Engagement Programme actively engages volunteers from different spheres of life. The volunteers bring subject matter expertise to the benefit of various projects and effectively contribute to attain economic independence of persons with disabilities. It also brings change in the society as awareness spreads in to the community through these volunteers.

Volunteer Activities

Registration and Profiling
Volunteers assist the candidates to register, conduct tests, evaluate tests, profile candidates and so on.

Data Entry and ERP updation
Volunteers are regularly engaged in data entry, data cleaning, updation of ERP and other such back office activities. Students from various colleges and our own candidates are mainly engaged in these activities.

BPO Training
Volunteering helped in bringing subject matter expertise by teaching math, accounts to hearing impaired BPO trainees. Volunteers also helped in teaching social interaction skills to the candidates.

Tactile Diagram
Volunteers are engaged in making tactile diagram. Tactile diagram are models of computer monitor as it appears when different windows are open. These help the visually impaired to visualize the windows. Standard Charted Bank employees as well as students from different colleges help us making tactile diagram.

EnAble India website
Volunteers played a major role in the designing and creation of new website for EnAble India. We utilized technical as well as soft skills of volunteers in the creation of website in designing to data entry and proof reading of the content.

Mentoring candidates
Candidates short listed for campus interview are assigned to each volunteer and the volunteers mentor these candidates in preparing them for the interviews. They prepare the candidates in the technical aspects, English skills, interview tips etc.
Another volunteer worked fulltime for sourcing candidates from various technical colleges.

Computer Training for Visually Impaired
Volunteers actively support in field visits of candidates, employability sessions, transcription of employment and TTC training files. Volunteers also help in creating tactile diagrams. Many volunteers as well as college students are supporting us with this.

Social Audit
Social accounting and audit allows a social enterprise to build on its existing monitoring, documentation and reporting systems to develop a process whereby it can account fully for its social, environmental and economic impacts, report on its performance and draw up an action plan to improve on that performance. It is a volunteer owned programme, where collection and analysis and reporting are handled completely by the volunteers.

Retention
Students and other full time and part time volunteers volunteered in assessing the retention level of candidates placed in various companies.

ERP
One volunteer has helped in developing accessible tool and another volunteer helped in coordinating technical part of ERP.

Bridge Course
Volunteers from Nokia, Mphasis helped in CCCT 2010 Bridge course which is held on Saturdays.

Audio Transcription
Two volunteers were engaged in transcription of few audio files for the use of hearing impaired persons.

English Training
Volunteers taught English to our hearing impaired candidates who are undergoing various trainings.

Spelling Tool
One volunteer has rendered his expertise in the preparation of spelling tool software.

Events
Volunteers supported in various events as job fair organized and in the stall we arranged on the occasion of world disability day etc.

MTVI Training
Volunteers supported us with Americanism, language of medicine, practical sessions etc.

Face Book group of EnAble India volunteers
The EnAble India volunteers group in Face Book is an initiative started by volunteers. The idea came from volunteers and it was created and maintained by volunteers. The group has currently 140 members and continues to grow. We plan to use it as a tool for our various fund raising initiatives/volunteer requirements and to connect to as many as people possible.
http://www.facebook.com/#!/groups/105475436173082/

Fund raising
Volunteers are in the creation of an online page for the purpose of fund raising to EnAble India through Bangalore 10 K marathon.

Highlights of Apr 2010 – Mar 2011:
Approximately 5000 volunteer hours

Services for Institutions

The objective of this programme is to collaborate with other institutions such as NGOs, educational institutions and provide training and increase the employability and employment of Persons with Disability across India.

EnAble India collaborated with various organizations like Sarthak, Mitra Jyothi, RCG SRVC, Thomson Reuters, Mobility India, JSS, GASS, FAME India, LRC, V-Shesh Foundation, Seva In Action, Government ITI Education Nagpur, Lake systems, Mphasis,IBM and so on for different activities like developing/reviewing the training programmes, sourcing, conducting job fairs, helping companies in campus recruitment to recruit Persons with Disability.

Highlights of Apr 2010 – Mar 2011:

No. of candidates Benefited through partnerships   : 524

Children Services

Children Services Programme provides service to children between the ages 3 – 10 yrs to ensure the children reach their developmental milestones and to enable parents to understand the needs of their child and be involved in their child's development and education.

Highlights of Apr 2010 – Mar 2011:
No. of Students trained: 12

Age group of the students being trained: 3yrs to 18yrs
- Collaboration with Sankara Eye Hospital and NAB on Nanna Kannu project
- Hiring of a new TVI (teacher of children who are visually impaired)
- Starting of computer training for children
- Addition of few new students

Services

- Teach Braille and Abacus to Visually Impaired children
- Teach Braille and Abacus to parents of smaller children as a follow-up to work on their child's concept development
- Exposing the child to the world around him/ her by labeling things for child to associate with and use appropriate medium/tool to motivate child to do things
- Developing their basic concepts, through more age appropriate activities
- Ease children who move from blind school to regular school in their transition by conducting a short awareness program for their classmates and teachers.
- Teaching parents how to work on their child's orientation and mobility skills through games
- Daily Living Skills, to teach the child the basic self help skills required for daily living
- Providing emotional support to the parents
- Training Programme for general educators who have Visually impaired children in their classroom, to help them make abstract concepts more concrete and visual tasks more accessible
- Provided training to 219 newly recruited IERTs (Inclusive Education Research Teachers) under Sarva Shiksha Abhiyan

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.

Project Goals:

- Create training & development content in multiple formats which caters to all disabilities and addresses multiple issues with regard to disability: 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 Programmes 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

Highlights of Apr 2010 – Mar 2011

Spelling tool for Visually Impaired
The first version of the spelling kit was formally launched in December. It has been extensively used across India and version 2 is underway with learning mode and TTS. Feedback from users across India has been incorporated in the new version.

Pre employment Life-skills Programme
The manual is now being disseminated across the country through training of trainers. 38 trainers from NGOs across the country have been trained.

BPO manual-Hearing Impaired
Our BPO manual is ready and we have reconstructed it in PPt to give it as a script to the vendor to convert it to a flash doc. It is being used for the BPO training. The rich visuals and instructional methodology will make it more trainer friendly for more trainers to use it across the country.

General Organization Updates

EnAble India new website

We are happy to announce that EnAble India's new website was launched early this year, and it is up and running successfully. Visit our new website at http://www.enable-india.org

Forums and Conferences

- On April 29th 2010 Shanti was the judge at Microsoft for Imagine Cup 2010 Accessibility category.
- Ganesh participated in DAISY Forum of India - half yearly meeting organized by NIVH, Dehradun on May 30th and 31st.
- On June 5th 2010 Shanti conducted a session on Livelihood Options at XII International Training Course on Disability and Development organized by Action Aid.
- On July 10th 2010 Shanti was a speaker in National Social Entrepreneurship Forum organized by NSEF at ISBR Campus, Electronics City, Bangalore.
- On 23rd July 2010, Shanti was a speaker at Spastics Society of Karnataka, at National Institute of Advanced Science campus, Mathikere, Bangalore.
- On August 21st, Shanti spoke at Sheila Kothawala Trust, Bangalore
- On September 4th, Shanti spoke at Centre for Social Initiative and Management, SIET Tower, 25, Bull Temple Road, Basavanagudi, Bangalore
- On September 8th and 9th, Shanti attended AGM & Board meeting at ARUNIM, at Viswa Yuvak Kendra, Chanakyapuri new Delhi.
- Shanti was a speaker at Jiva AEVIg Conference organized by Promise Foundation on October 8th to 10th, 2010.
- Shanti was panelist in Youth & Social Entrepreneurship 2010 organized by NSEF on October 23rd 2010 and two staff members were participants of the event.
- In EdICT2010 which was organized by CIS from October 27th to 29th Shanti was a speaker and Anju attended the conference.
- Shanti was speaker at IISE (Braille Without Borders) on November 11th 2010.
- Shanti was a speaker in 3rd South India Office Partner's Meet of Sight Savers International on November 24th and 25th 2010.
- On December 4th 2010, Shanti received National Award from President of India from the event organized by Ministry of Social Justice & Empowerment.
- Shanti spoke about making a career in the corporate world for women with blindness/low vision in a radio program on December 8th 2010.
- In a program organized by Department of IT, Biotechnology and S&T, Government of Karnataka, Shanti delivered the key note address on January 11th 2011.
- Shanti was a speaker at Round Table conference organized by SARTHAK on February 18th 2011. On March 5th 2011 Board meeting of EnAble India held.
- Shanti was a guest speaker in ILDP event at Accenture on March 11th 2011.
- Shanti was a Moderator in Fostering Diversity - Focus on employees with DISABILITY organized by Thomson Reuters on March 16th 2011.

Awards

- Shanti Raghavan Founder and Managing Trustee, EnAble India has been awarded by President of India, Mrs. Prathibha Patil for her contribution in the field of Disability.

- Vidya was felicitated in the event organized by Foundation for Art & Culture for Deaf to honor physically challenged women of Karnataka in recognition of their outstanding achievements in various fields for the year 2010 on March 20th 2011.

- Vidya our employment officer received Prathiba award from FAME India for Best employment service in the field of Disability on March 19th 2011.

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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 published in:

Deccan Herald: 3rd March 2011

Deccan Chronicle: 13th June 2011

Deccan : 11th July 2010

Registration Information

EnAble India is registered as a Public charitable trust (Registration No: 394/1999-2000).
Registered 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 and 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.

EnAble India
To empower people with disabilities

BOARD MEMBERS

NAMES OF MAIN BANKERS

BANK	LOCATION
Vijaya Bank	Koramangala
ICICI Bank	Koramangala
SBI Bank	Jayanagar

STAFF MEMBERS

Name	Voluntary / Paid	Part time / Full Time	Gender	Person With Disability	Nature of Disability	Position/Role
Shanti Raghavan	Paid	Full Time	F	No	NA	Founder & Managing Trustee
Dipesh Sutariya	Voluntary	Full Time	M	No	NA	Co Founder & Trustee
Vidya Rao	Paid	Full Time	F	Yes	VI	Program Manager – Employment
Shivakumar N	Paid	Full Time	M	Yes	VI	Specialist – Training & Solutions
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	Programme Officer – Employment
Reena K	Paid	Full Time	F	No	NA	Specialist – Training & Solutions
Abdul Javid Pasha	Paid	Full Time	M	Yes	PD	Program Manager – Employment
Santosh Kumar .Y	Paid	Full Time	M	No	NA	Program Manager – Training & Solutions
Hemavathy .G	Paid	Full Time	F	No	NA	Programme Officer – Employment

STAFF MEMBERS

Name	Voluntary / Paid	Part time / Full Time	Gender	Person With Disability	Nature of Disability	Position/Role
Sujayalakshmi N.S	Paid	Full Time	F	No	NA	Programme Manager – Training and Solutions
Anitha K.L	Paid	Full Time	F	No	NA	Accountant
Anju Khemani	Paid	Full Time	F	No	NA	Project Director – Capacity Building and New Initiatives
Suman .D	Paid	Full Time	M	Yes	VI	Software Engineer – Testing
Nandini Menon	Paid	Full Time	F	No	NA	Program Officer
Ganesh Prasad .S	Paid	Full Time	M	No	NA	Director-Operations
Geetha H.S	Paid	Full Time	F	Yes	VI	Mobility Trainer
Sujatha Vijayanand	Paid	Part Time	F	No	NA	English Trainer
Shivakumar B.R	Paid	Full Time	M	No	NA	System Administrator
Mubarak Pasha	Paid	Full Time	M	Yes	PD	Admin Assistant
Shanthala Somayaji	Paid	Full Time	F	No	NA	Teacher – Visually Impaired
Esther	Paid	Full Time	F	No	NA	Trainer
Shibu T. L	Paid	Full Time	M	No	NA	Funds/Volunteer co-ordinator
Roseline David	Paid	Full Time	F	Yes	PD	Front Office Executive
Debasmitha	Paid	Full Time	F	No	NA	Programme Officer – Employment
Murali	Paid	Full Time	M	Yes	PD	Programme Manager – Employment
Moses Choudary	Paid	Full Time	M	Yes	VI	Specialist – Training and Solutions
Contract						
Prabha Sukumar	Paid	Full Time	F	No	NA	Executive Assistant
Manjunath	Paid	Full Time	M	Yes	PD	Account Assistant
Dinesh Thole	Paid	Full Time	M	Yes	VI	Trainer – Visually Impaired

Staff Salary (As per March 2011 salary reg)

	Salary Band Per Month	Male	Female	TOTAL
Head of The Organization (Managing Trustee) :40000	Rs.0- 5000	2		2
Highest Paid Rs:40000	Rs.5001 to 10000		3	3
Lowest Paid Rs:5000	Rs.10001 to 15000	6	1	7
	Rs.15001 to 20000	4	7	11
	Rs.20001 to 35000	1	2	3
	Rs.35001-40000		2	2
TOTAL		13	15	28

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Resource Mobilization

Individuals, corporates and institutional donors have been the main source of resource mobilization for EnAble India's activities.

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.

Institutional Donors

Axis Bank Foundation's funding for our Computer Training for the Visually Impaired continued to the fourth year through their second phase.

Sir Dorabji Tata Trust continuous to be the major support through their funding on placement cell and candidate development activities.

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

With the support of Sir Dhun Pestonji Parakh Discretionary Trust the Children Services and Early Intervention program for visually Impaired Infants and Children was carried out .

Organizations and Corporates

Accenture has supported Medical transcription course for visually impaired.

Many organizations and companies have supported us in many ways i.e. in cash, kind, volunteers etc. Mphasis and IBM for collaborative training,Vakil Housing Development Corporation and V-Shesh for accommodation of candidates, HP and Sankhya with monitors etc.

Other fund raising event

We also raised funds through events such as Marathons held in Mumabi and Bangalore etc.

Lobo D'Souza & Associates
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 2011 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, 2011, 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, 2011

The prescribed particulars are annexed hereto.

for Lobo D'souza & Associates.,
Chartered Accountants
Firm Reg No.012948S

John Melvil Dsouza
(Partner)
M No. 202196

Place: Bangalore
Date: 25.09.2011

No. 166/1, 2nd Floor, 8th Cross, 7th Main Malleswaram, Bangalore – 560003
Tel : +91+80+ 41123363

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

Balance Sheet as at 31st March, 2011

LIABILITIES	Sch No	Amount Rs.	Amount Rs.	ASSETS	Sch No	Amount Rs.	Amount Rs.
				Fixed Assets:			
General Fund :				Fixed Assets:	1	1,988,729	
Opening Balance		7,258,861		Less Depreciation		762,545	1,226,182
Less:				Current Assets			
1) Prior period adjustment		(104,407)		Sundry Debtors	3	3,150	
2) Excess of Expenditure over		(722,462)	6,431,993	Deposits	2	440,500	
Income during the year							
Current Liabilities				Loans & Advances	4	884,480	
& Provisions	6		2,280,915	Cash at Bank	5	6,326,650	
Employees Welfare Fund			200,000	Cash in Hand		11,946	7,666,726
Total			8,892,908	Total			8,892,908

Notes on Accounts-Schedule 7

for ENABLE INDIA

"Vide our report of even date"
for LOBO D'SOUZA & ASSOCIATES,
Chartered Accountants
Firm Reg. No.0129485

Place: Bangalore
Date : 25.09.2011

(Mrs. Shanti Raghavan)
Managing Trustee

(John Melvil D'souza)
Partner
M No. 202195

Schedule - 7

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.

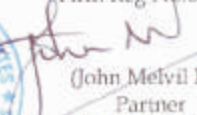**4. INVESTMENTS:** Investments are stated at cost.

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

Schedule to Balance Sheet as at 31st March 2011

Particulars	Amounts (Rs.)	Amounts (Rs.)
Schedule - 2 : Deposits		
Office Premises Rent Deposit	180,000	
Training Centre Rent Deposit	250,000	
Telephone Deposit	500	
Miscellaneous Deposit	10,000	440,500
Total		440,500
Schedule - 3 : Loans & Advances		
Staff Advances	47,253	
Travel Advances	31,956	
TDS Advance Suman	6,350	
Welfare Fund	200,000	
Nalanda Way Foundation	400,000	685,559
Recruitment & Training Division		
Income Tax Refund Due 2007-08	35,535	
Income Tax Refund Due 2011-12	34,741	
TDS Receivable	72,704	
Service Tax Input Credit	55,941	
		198,921
Total		884,480
Schedule - 4 : Sundry Debtors		
Shahina .A	3,150	
		3,150
Total		3,150
Schedule - 5 : Bank Balances		
ICICI Bank	428,827	
State Bank of India - FC Account	1,014,603	
Vijaya Bank (including auto FD)	1,937,222	
Vijaya Bank - SDTT (including auto FD)	2,945,998	6,326,650
Total		6,326,650

ENABLE INDIA

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

Income & Expenditure Account for the year ended 31.03.2011

Particulars		Amount Rs.
INCOME		
Donations received	11,556,320	
Interest Received	26,126	
Professional Charges	30,597	
Other Income	12,029	
New India Health Insurance	8,386	11,633,458
Recruitment & Training receipts		920,734
Excess of Expenditure over Income		722,462
Total		13,276,654
EXPENDITURE		
Apollo Munich Health Insurance	179,166	
Bangalore Marathon Fee	29,800	
Bad Debts	7,236	
Bank Charges	5,372	
Books and Periodicals	975	
CTVI Content Development	40,000	
CTVI Project	937,550	
Computer Maintenance	192,426	
Data Processing Fee	3,866	
Depreciation	762,545	
Domain Renewal Charges	944	
Electricity charges	110,362	
ERP Project	773,552	
Events Expenses	9,735	
Employers Contribution to PF	275,383	
Gratuity	13,269	
Honararium	49,576	
Hostel Charges	250,570	
Mumbai Marathon	2,500	
Membership & Subscription	96,940	
Miscellaneous Expenses	13,100	
News & Periodicals	600	
Office Maintenance	226,940	
Postage & Courier	8,534	
Printing & Stationery	64,645	
Professional Charges	1,107,328	
Rates & Taxes	6,744	
Rent	825,090	
Repairs & Maintenance	119,881	
Staff Development	72,376	
Salaries	5,099,011	
Telephone & Mobile Charges	216,875	
Training & Seminar Charges	123,740	
Training Material & Aids	161,048	
Transport Charges	7,852	
Travelling & Conveyance	522,284	
Water charges	10,960	
Welfare Expenses	436,913	12,765,688
Recruitment & Training Expenses		510,966
Total		13,276,654

"A Journey of Thousand Miles...
....starts with a single step"

EnAble India

To empower people with disabilities

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