Celebration of the Human Spirit

annual
report
& accounts
2013

EnAble India
To empower people with disabilities

Annual Report
2013

Table of Content's

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

1 Note From Founders

Note From Founder

Shanti Raghavan
Founder & Managing Trustee

Dipesh Sutariya
Co-founder & Trustee

Pranesh Nagri
Honorary Director
and Operations Head

The year has been a beginning of the next level of growth for the organization. The focus this year was on capacity management of the organization in evangelizing various game changer jobs and models. As part of capacity building, various content, tools, training of trainer programs were developed. The success of inclusion program for the PSU (SBI) sector gave a large boost to the effort for inclusion of persons with disability. Induction of senior staff members, especially in the operations side, contributed to operational excellence.

Mr. Pranesh Nagri, retired Senior Officer from Punjab National Bank, joined Enable India as Honorary Director and Operations Head.

With the belief that 'Computers are the Eyes' for the visually impaired this program has been drawing persons with visual impairment across the country and enabling better quality of life. The pioneering efforts in the constant learning and growth of the computer training for the visually impaired and the efforts from the passionate staff helped the resource center setup which will be a Center of Excellence.

We continued with the success of the collaborative training model with mPhasis and this time the training was held in Bhubaneshwar, Oddisa. It was heartening to see the candidates who had come from very poor economic backgrounds and some from the tribal areas.

New content for Business collateral and Awareness were developed to help with building demand and inclusion with employers. A new inclusive outsourcing model was deployed successfully, with a 3 way partnership. We have enabled over 373 companies for inclusion of persons with disability in 24 sectors.

Capacity building and knowledge sharing continued with our train the trainer programs for computer training for the visually impaired, employability training and life skills training. Capacity building pilots were conducted with new institutions working on difficult disabilities like Cerebral Palsy. We also piloted employment for persons with intellectual and developmental disabilities in partnership with NIMHANS.

The training program with SBI continued for persons with vision impairment. A training of trainers programme for SBI was also conducted which was very successful whereby some of the trainers had come from across the country who will pilot the training program in their regions. It was gratifying to hear the appreciation from some of the managers about the level of change and increase in productivity of their visually impaired staff, trained by Enable India.

A path breaking tool was released officially called EYE-Tool. This tool will enable self learning and corrections for persons with disability. Various exercises have been loaded on the tool for the candidates to learn on their own. This tool was provided to 18 different schools and saw an instant liking from the students.

We would like to thank our funders, volunteers, other NGOs and well wishers who have been helping us in the journey.

All this is only possible with the passionate staff we are so lucky to have as part of our family at Enable India.

At the end of the year, we were awarded a project for setting up of the placement cell for persons with disability in the state of Karnataka. Enable India was chosen after quite a due diligence and amongst 17+ applicants from the state.

This will be our major challenge for the coming year.

Looking forward.

JaiHind !

2

Persons with disability -
Be a better Indian

2.1   Giving back to Society

Our students with disability have been given a larger vision for themselves. During training, they are encouraged to think about their livelihood in the context of India and the world. By working well to be independent and by helping society, they become a better Indian. They start becoming the change that they want to see in the world.

2.2 Overcoming vision impairment and shyness to empower transgender people

Manasa, one of our visually impaired students who never spoke and was extremely shy, got transformed after her volunteer work with Sangama, an organization working for the cause of transgender people, sex workers, bisexuals and sexual minorities.

akkai giving awareness to visually impaired students

Sangama beneficiaries being welcomed by visually impaired students

After Akkai from Sangama explained the horrific issues that beneficiary of Sangama face on a daily basis, Manasa along with her other visually impaired peers were extremely moved emotionally and got into action.

She taught computers to the members of Sangama with sincerity and confidence. One of Sangama's beneficiaries mentioned that "I was in depression for years. Today I feel light and happy"

We at Enable India felt the same way from this experience. We all feel that the inclusion of transgender people and others in our society is humanity!

Manasa today works at Dialog in the Dark, Hyderabad as a tour operator where she has to engage and interact with the visitors and tourists and has to talk to everybody with confidence!

2.3   Serving senior citizens to "be the change"

Karthik, our hearing impaired candidate has never felt included by his relatives or neighbors because they do not know sign language. He always longed for people to learn sign language.

When Karthik along with his peer students volunteered at the old age home Om Ashram and spent time with senior citizens, he felt very happy. He cooked and fed the senior citizens and they communicated with each other through gestures, writing and signs. He felt extremely happy to care for others. This was the experience of his batch mates as well.He has truly become the change he wants to see in the world. He currently works in EMC2 as an associate executive.

2.4   Transforming lives by spreading joy

Trainees with hearing impairment celebrated Deepavali at Karunashraya with patients in advanced stages of cancer. They celebrated Christmas with the intellectually disabled and autistic children at the Bubbles Center for autism in Bangalore. They also participated in singing and dancing activities with the children with disabilities and terminal illnesses as well as their mothers at Sambhav foundation. These children came from socially disadvantaged backgrounds.

Hearing impaired students entertaining the students

Hearing impaired trainees with staff members of Karunashraya

135 lives will be saved with the blood donation from 45 people organized by our trainees with vision impairment (CCNA batch)

The creativity of 80 children with cancer at KIDWAI Hospital was brought out by our visually impaired candidates. The parents of the children felt extremely happy that there are people interested in their children's plight.

Sharath, a student with low vision hugging children with cancer at Kidwai

Bindu, visually impaired trainee from Jharkand with Gayathri, a person with low vision at Kidwai

Children with vision impairment from Jyothi Seva School and Samarthanam learnt computers from our trainees with vision impairment who spent a total of 180 hours with them.

"All my life I have been helped by others, now it is my turn"
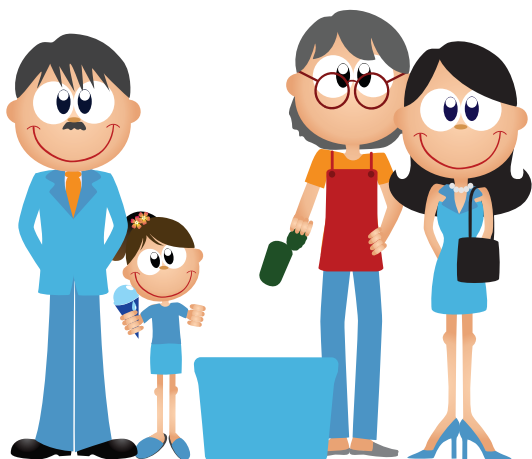
3 Development and Training

Enable India's innovative training has benefitted persons with vision impairment, hearing impairment, physical disability, intellectual and development disability, cerebral palsy, mental illness and more. Our candidates have gained jobs in the unskilled and skilled sectors and have also felt equipped to deal with the challenges that life throws at them.

3.1   Train, Develop, Transform

Enable India has conducted more than 19 training programmes with more than 365 trainees, for unskilled, semi-skilled and skilled jobs.

Training Programmes	Start Date	Number of Passed Candidates
Computer training for visually impaired students in various formats	April 2012 May 2012 (2) Sep 2012 Oct 2012	98
CCNA for technical jobs for visually impaired students	Sep 2012	16
Collaborative Training for persons with physical disability	Jun 2012	31
Manual jobs employability training (mixed batches)	Feb 2012, Jun 2012 (2) Nov 2012	89
Inclusion in State Bank of India for visually impaired students	Jun 2012	19
Employability Training for hearing impaired and physically disabled students	April 2012, Oct 2012 Sep 2012	46
Other formats		

candidates with hearing impairment in semi skilled employability training

Enable India CISCO network academy for visually impaired

3.2   From Odissa Tribal Village To Mphasis –
The Story of Basanti And Sukanti

Sukanti Tung and Basanti Lenka are physically disabled and come from tribal communities. Both underwent 3 month collaborative training in Bhubaneshwar conducted by Enable India and Mphasis. This is the first time that they were out of their house for a long period of time. They had not seen a computer and Sukanti had never used a mobile phone. Similar to her peers, both were given responsibilities.

For example, Basanti was made the typing manager and it challenged her to be accountable for some work. She learnt to take feedback from her peers regarding her performance. This is critical to perform well in a company. The exposure and self belief that Enable India's training provided has helped improve their confidence. Sukanti learnt to operate mobile phone. Both learnt computers, increased their typing speed, and started comprehending and speaking English after attending extensive listening comprehension sessions. From being close to the bottom of the class due to their background, they continuously improved. Today, both of them have been placed at Mphasis, Bhubaneshwar as tele-callers.

Reena expert trainer from Enable India with Odissa trainees

Trainees with physical disability in Odissa Mphasis collaborative training

3.3   Breaking the cycle of being poor and out of work

Jagdish, a person with physical disability was out of work for a long time. This was causing a lot of worries in his family who needed financial support. He joined our training and he experienced the importance of quality in the job simulation when he had to make quality pieces for the "company manager". He learnt not to assume that any job is easy. He also learnt to take every responsibility seriously. He now works at VPI innovative solutions as a machine operator and earns Rs 5000 per month (60,000 per annum). He finally has gained respect from his family and he supports them with his small salary.

3.4   Fitter with hearing impairment in MNC company

Mersen is an MNC company which pays good salaries for ITI fitter jobs. When they had job openings, Enable India convinced them to take hearing impaired people. Due to the urgent requirement, Mohammed Ghause was placed in the job. To ensure he was ready for success, Enable India conducted on-the-job training for him where he had to develop a vision for his life. He was also introduced to the innovative trust bank concept which is part of the general employability training done at Enable India. He understood the importance of building trust at Mersen. He learnt that every time he comes on time or does his work well, his bank gets credited in small increments (+1). And when he is late or does not do his work with sincerity, his trust bank will get debited in large numbers (-50 or 100). He has learnt to keep a close eye on his trust bank to help him to perform well in the company.

3.5   Tough love! Richie's journey to accountability

Unlike many candidates with vision impairment, Richie Saluja came to Enable India with decent skills, good confidence and some work experience when she joined our training. However, she did not have much sense of responsibility or discipline. She would come late or not inform, she was very casual about the training. Even after repeated counseling and giving her space to learn, she did not improve. We did not want her to join a company till she exceeded her potential.

To enable her growth without denting her confidence, Richie was asked to enter our level 2 training which did not have the rigorous structure of the career centric training. The level 2 training was a self learning course with some contact class with trainers. Tough love worked wonders! Richie started behaving with responsibility and turned a new leaf. She currently works in an extremely responsible and accountable job. Now – she is a program coordinator at Transcendix and earns more than 2 lacs per annum.

4

Persons with disability -
Contribute to company

4.1 The "VISION" to lead Wipro's accessibility initiatives

Dinesh Kaushal needs no introduction. He is the brilliant hotshot visually impaired person who built the initial versions of SAFA screen reader under the leadership of Dipendra Manocha and NAB and later he was a key developer for Mobile speak. When he was looking for a change in career, he had a tough time breaking into corporate India with his unconventional resume.

Enable India finally placed him at Wipro Technologies as an accessibility lead. Within months, he worked with multiple teams to enable many enterprise services to become accessible. He is working on having the entire Wipro enterprise services to be accessible. Wipro has received 2 national awards due to many initiatives including their accessibility initiative and due to the contribution of Dinesh.

4.2 Mental Illness is no barrier to contribute

Abhay (name changed) had multiple mental illnesses including schizophrenia according to the NIMHANS report. Thanks to the tireless work of NIMHANS, Abhay has been rehabilitated over 10 years and is stable. In partnership with NIMHANS, Enable India ensured that Abhay was ready for work by providing him work at Enable India for many months. During that period, sustainable processes were put in place to ensure that Abhay went for regular checkups to NIMHANS and he also had a mentor to address any issues. He was finally placed in SUN ITes (role not mentioned to protect identity) and has been working ever since.

Abhay has endeared himself to the CEO Ritheesh with his innocence and endearing nature. Ritheesh respects Abhay's quiet personality and enables him with the one thing that Abhay needs – regular reassurance that he is doing well.

4.3 The State Bank Of India story: 1.68 crore reasons for inclusion

Jagadish, Bavaji and Subhan are SBI employees with vision impairment. They were extremely underutilized at their branches despite their education and abilities. They either issued vouchers to the customers or guided customers to counters.

Enable India partnered with SBI to include their visually impaired employees better and provided employability training to develop 40 persons with vision impairment including Jagadish, Bavaji and Subhan. Enable India also analysed the tasks at SBI and matched their functional vision, abilities and their work location to the tasks available. Enable India also provided personal solutions to enable them to work effectively. Enable India conducted sensitization workshops at the branches to enable their managers and peers to feel comfortable to give work to them.

Jagadish, Bavaji and Subhan now use computers effectively and access SBI's core banking system. They answer customer queries ranging from ATM queries to loan balance inquiry, link the UID to customer accounts, provide product information, print pass books, update customer account information such as mobile number and more.

SBI employee Jagadeesh able to answer the customer queries from their computer application

Subhan linking customers UID no to the account at SBI branch

They along with their other trainees with vision impairment are now being utilized effectively and included in their branches.

These employees who were non performing assets are now contributing to SBI. SBI is saving 1.68 crores every year by utilizing them effectively. More importantly, these employees with vision impairment have become an agent of change at SBI by opening the minds of other employees to the limitless world of possibilities.

4.4 From Meghalaya to Bangalore – Manage email spam without sight

Cornelius comes from a large family in Meghalaya. He has eight siblings. His family traditionally worked in the stone quarry's as daily wage earners. He lost his sight when he was three years old as a side effect of measles.

Cornelius was fortunate to study in a missionary school St. Edmund which supported children with vision impairment. He was able to complete his degree with full sponsorship.

Cornelius first heard about Enable India from a former teacher who visited Bangalore for a teacher's training course. He decided to travel to Bangalore with a friend to pursue a course in computers. At that time, he didn't even consider getting a job. He did not have any long term goals since he had limited exposure. Travelling to and living in Bangalore was a unique experience as it was a new city. The training at Enable India took 10 months, focused on life skills, computers, English and mobility. The course boosted his confidence and independence.

cornelius learning to use ATM machine

cornelius in training

He became optimistic and action oriented. He dreamed of getting a good job mainly to help others, which was his main goal in life.

Cornelius was placed in Rediff as an Email Spam Management executive earning more than 3.6 lacs per annum. He attended a telephone interview and passed a computer test before he was offered a role at Rediff. He is the first visually impaired employee in the company. Cornelius currently lives independently with another friend in a rented apartment. He commutes by bus for one and a half hours every day, to reach work and operates his own bank account and feels he is living his dream now. He supports his family back home and is quick to help friends who need support as he does not want them to be financially dependent on strangers.

In his free time, he listens to the news and follows cricket commentaries. He likes to read stories and jokes on-line. He plays guitar and sings and is an active member at his church on Sundays. Cornelius says we need to be positive and think about the society instead of thinking only of us.

Cornelius doing a presentation in his training

5

Persons with disability - Contribute to family

5.1   81% are supporting families financially

5.2   Supporting family alone after ten "wasted" years

5.1   81% are supporting families financially

We did a small survey of **16** persons with disability

1
Cerebral Palsy

7
Physically Disabled

8
Visually Impaired

12
Male

4
Female

5.2   Supporting family alone after ten "wasted" years

Vamsi Kiran is from Orrisa, Rayagada. His father is a clerk and mother is a house wife. He had a vision problem from childhood and was over protected by his parents. There was no school for visually impaired in his village. He studied till 5th class in a blind school in Vishakapatanam, then left the school due to poor education. He then joined a general school in his home town and left after losing his vision further. For nearly 10 years, he was at home. He later finished his 10th std and then studied for a degree from Open University and also did his MA in public administration. Vamsi did a nine month training at Enable India which was a transformative experience in his life.

Vamsi was placed in the MNC Just Eat as Customer service representative in Bangalore by Enable India in 2011. He is the sole supporter for his family. After working for more than 2 years, Vamsi worked hard to get a government job. He has finally got a government job and will be posted in his home town shortly.

There is a reason for his 10 years of waiting– to build the hunger in him to support his family!

The average family had 5 dependents. After employment

81% of candidates are supporting their families financially

75% tell us that they are treated more positively by their family & friends after getting a job

38% are now the primary and highest income earner in the family

0   20   40   60   80
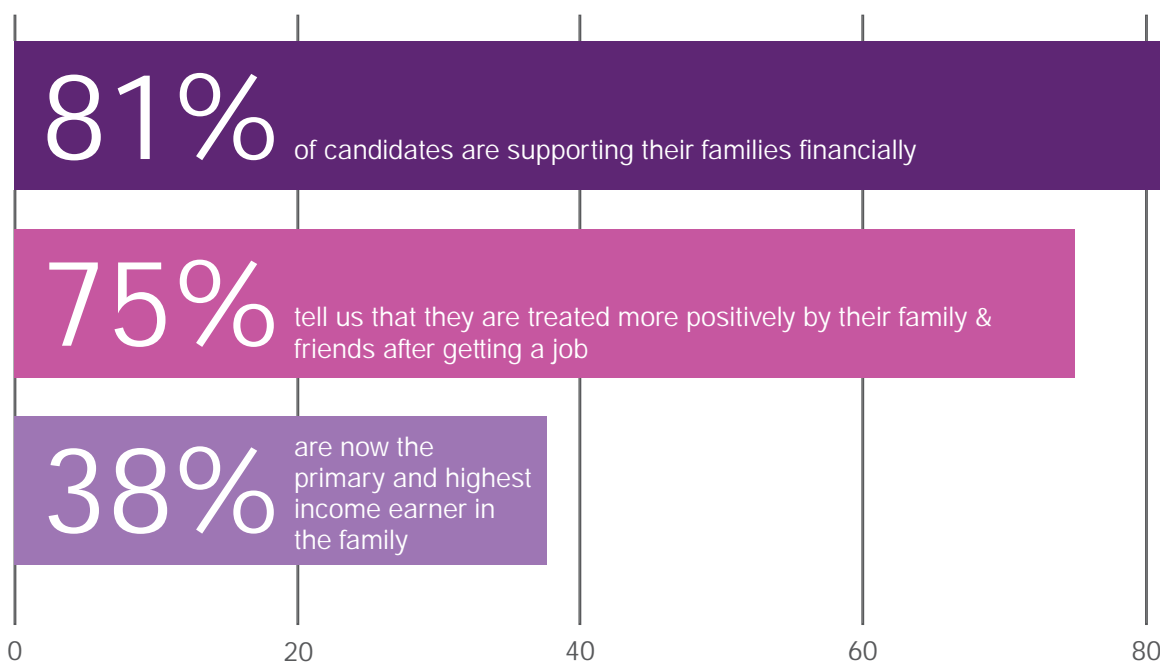
6 Enable India Statistics

6.1   Placement across 18 cities

6.2   45% candidates placed in skilled jobs

6.3   68% candidates earning 1.2+ lacs per annum

Enable India has primarily placed persons with vision impairment, hearing impairment, physical disability. Enable India has also placed persons with cerebral palsy, intellectual disabilities, mental illness, deaf blind and other categories such as learning disability..

Total Placements till March 2013

Category	Placement
VI (Visually Impaired)	426
HI (Hearing Impaired)	524
PD (Physical Disability)	861
CP (Cerebral Palsy)	27
MR (Mental RetardaGon)	20
MI (MentalIllness)	15
DB (Deaf and Blind)	4
Others	5
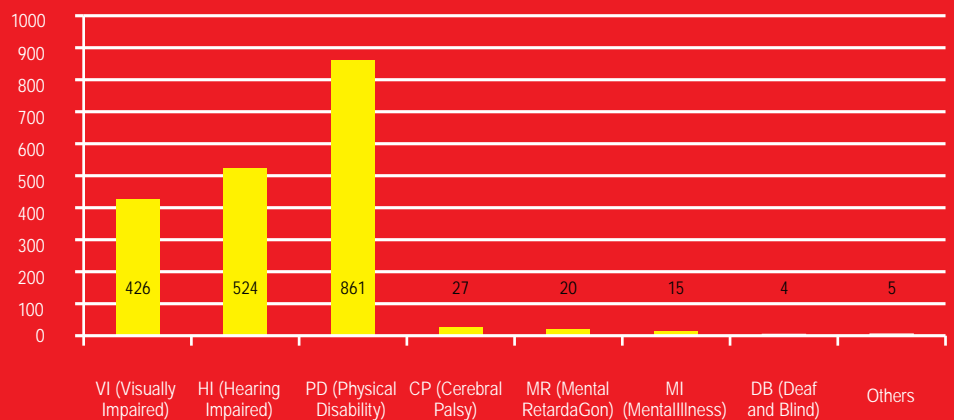
■ Placement

6.1　Placement across 18 cities

1. Bangalore
2. Mumbai
3. New Delhi
4. Chennai
5. Hyderabad
6. Kolkata
7. Pune
8. Indore
9. Bhubaneshwar
10. Ahmedabad
11. Baroda
12. Mysore
13. Tumkur
14. Kochi
15. Jaipur
16. Kanpur
17. Nagpur
18. Mangalore
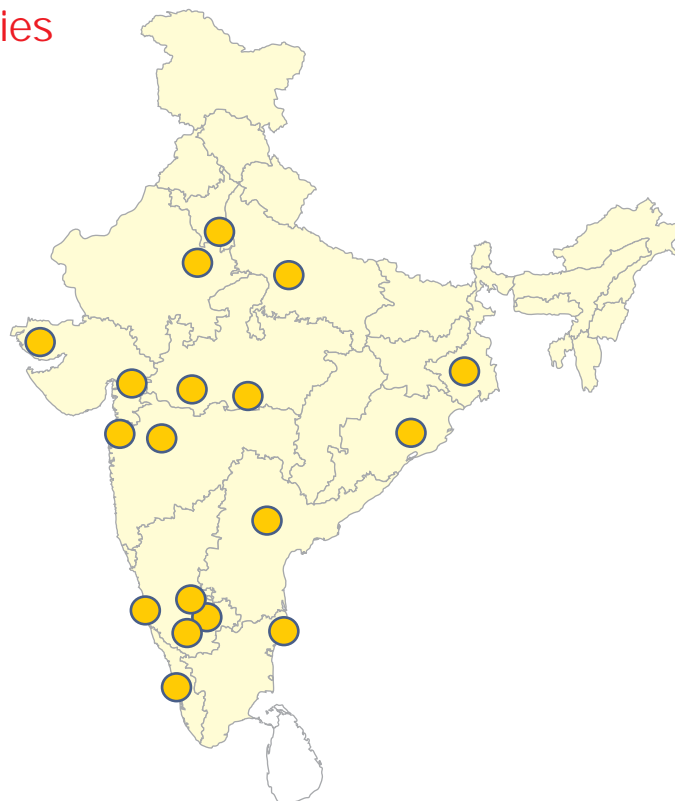
6.2　45% candidates placed in skilled jobs

45% of the candidates with disability were provided skilled jobs by working doubly hard to enhance their skills and attitude and by convincing companies to take people based on their skills rather than education. Semi skilled jobs accounted for 28% and 23% were provided manual jobs.
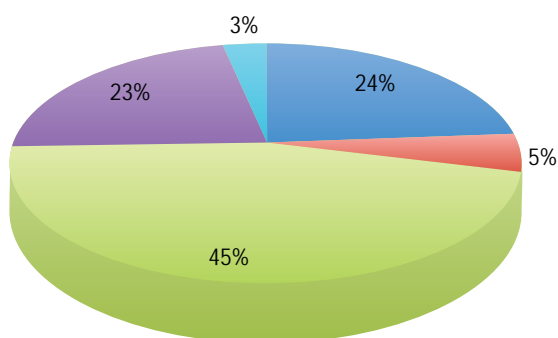
Placements - Job Category

- 24%
- 5%
- 45%
- 23%
- 3%

- Manual Jobs
- Semi-skilled No Computer
- Skilled Jobs
- Semi Skilled Computer
- Other
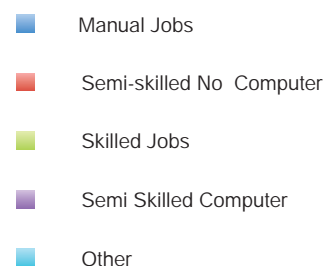
6.3　68% candidates earning 1.2+ lacs per annum

68% of the candidates placed are earning more than 1.2 lacs per annum (Rs. 10,000 per month) and are in white collar jobs. The highest salary is earned by a visually impaired person who earns 12 lacs per annum

Job Category	Average monthly Salary
Manual Jobs	Rs. 5,000
Semi skilled - Non Computer	Rs. 6,500
Semi skilled Computer	Rs. 8,000
Skilled Jobs	Rs. 12,000

7

Develop jobs.
Develop Relationships,
Create demand!

7.1   Enable Candidates, NGOs And Companies

Enable India's core focus is to open up companies and jobs. This enables candidates to get jobs on their own or through referrals. It also enables companies to take steps on their own to hire more persons with disability. Other NGOs working tirelessly for the same cause also can supply suitable candidates and enable their beneficiaries.

To give an example: After initial placements in IBM for the semi technical role of service management, referrals from visually impaired employees brought about placements of many more at IBM. Though we continue placing candidates with vision impairment, we are happy to note that candidates have true economic independence and do not need to depend on us!

After initial placements with Shell in 2004-2005, we linked Shell to local NGOs in Chennai, Pune and more. This helps more persons with disability get access to employment.

7.2   Enable India has opened up 373 Companies

Enable India works with more than 373 companies who employ persons with disabilities. Some of the companies are listed below:

Sector	Company Name
IT /ITES	WIPRO, Accenture, Mphasis, CISCO, Infosys, IBM, TCS, Cognizant
Banks	State Bank of India, Deutsche Bank, Standard Chartered Bank
Financial & Other Services	Goldman Sachs, Thomson Reuters, Fidelity, Corelogic
F & B	Café Coffee Day, KFC
Hospitality	ITC Group, Royal, Orchid, Lemon Tree
Staffing & Services	Teamlease, Ascent
FMCG	Britannia, Godrej
Petroleum & Chemicals	Shell, DOW Chemicals
Telecom	Tata Tele Services
Retail	Future Group – Big Bazar
Education	Eduquity
Electronics	Flextronics
Garments	Gokuldas Images
Facility Services	Dusters, BCS
Health Care	Columbia Asia Hospital, NU Hospital
Social Sector	Many NGO's
Automotive	Pratham Motors

7.3 Demand creation in 26 Sectors

1. Advertising
2. Automotive
3. Aviation,
4. Banking Financial services and insurance (BFSI)
5. Chemicals & Fertiliser
6. Construction & Real Estate
7. Education
8. Energy
9. Entertainment and Media
10. F&B (Food and Beverages)
11. FMCG
12. Hospital
13. HR Consulting
14. Garments
15. Hospitality
16. Health and Beauty Clinics
17. IT
18. ITES
19. Logistics and Distribution
20. Manufacturing
21. NGO
22. Oil & Gas
23. Retail
24. R&D
25. Telecom
26. Travel

7.4 Unique Inclusive Outsourcing Model

KTTM (Kirloskar Toyoda Textile Machinery) wanted to outsource work to persons with disability and wanted to give the work to Enable India. This traditional model of outsourcing is useful for persons with severe disability (such as intellectual disability). However the employees with disability are not in a mainstream environment.

Enable India has come up with a unique model which enables persons with disability to work in an inclusive atmosphere and has implemented this with KTTM who wanted to outsource jobs to persons with disability. Enable India has a unique 3 way tie up where the persons with disability are working at Microtek, a mainstream vendor.

KTTM · Client

Enable India · Sourcing, Training · WPS

Microtek · Host Vendor
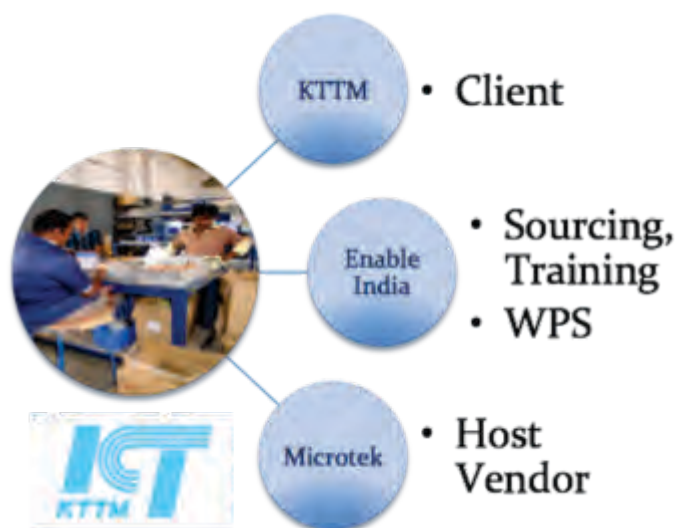
Hearing impaired employee working at Microtek

Manjunath, person with low vision working on production support

The uniqueness of the model is that Enable India is able to offer solutions to different disabilities such as low vision, intellectual disability, physical disability, hearing impairment and more. More importantly, the supervisor Venkatesh is a person with physical disability. He is being developed as an entrepreneur to run the outsourced work at a later point in time.

Venkatesh supervisor working on production

7.5   Working with an inclusive organization: Fibrelink

Fibre link, an inclusive organization is led by an adaptive leader, Abhijit. His participative approach on leadership ensures that senior management at Fibre link air out their worries and also resolves them proactively. His sense of empathy in general for anybody and for persons with disability is a big contributing factor for people to gel with each other and respect each other's diversities.

Under his guidance, Enable India has been able to collaborate and place people with hearing impairment, mental illness, physical disability and low vision in roles which are technical and semi technical in nature.

7.8   Innovative Analysis To Empower NGOs and Candidates

A vending machine operator job has potential across cities and disabilities. We have come up with a checklist to enable candidates and NGOs to assess their eligibility on their own.

Activity involved	Risk	Test candidate ability or solution	Check this item at the company
Carrying Cups	Carrying the ceramic cup to the kitchen	Check if the candidate can carry the cups from the work station to kitchen (the distance could be 500mts)	Distance between the work station and kitchen
Carrying the stock	Carrying the stock up to the machine	Check if the candidate can carry the stock of 3 to 4 kg stock room to machine (the distance could be 500mts)	Distance between the stock room to coffee machine
Refilling the stock in the machine	Refilling the stock the machine could be at 435 to .5 cm height	Check if the person can refill the coffee, milk and make sure that they should stop filling at certain level	Check the height and the quantity to be shifted
Filling water to the machine/ connecting water to the machine	Carry bottles, shafting the bottles, plunging the bottle , knowing when the water is filled	Test if the person can move timely with or without a lift to different floors. Check if candidates can carry 25 liters water can and transfer the bottle to a container from certain level, During peak hours can candidates run around and clean	Is the water bottle near, if the company is ok having alternative solution
Operate between 5 coffee machines in peak hours	Move between machines and do all the tasks quickly	Test person can move in time to different floors or building , do the work and test if candidate can run around and do the work (test how many machines can be given to the candidate)	Check where the machines are kept and the route to get there in short time

7.9   Opening up job for profound physically disabled - Karya

Karya is a recruitment firm with a difference. They source candidates and look for suitable employment for them. They required employees to do research work on the net and provide suitable reports. This work involved heavy usage of computer and internet. Enable India employment team felt that this job was ideal for profound physically disabled who cannot move any part of their body and can work sitting at home. Workplace solutions team worked on the solutions and Karya became open to the idea. Gausiya was hired for the job.

(see innovation section to know more about Gausiya's story).

7.6   Opening up different jobs at Deutsche Bank

Deutsche Bank has variety of high pressure jobs from client on boarding role to bank reconciliation processes which has huge implication on their business. These jobs require accuracy, huge sense of responsibility and good understanding of financial markets and the domain knowledge.

One example is Karthikeyan who has low vision. He is responsible for monitoring and reporting currency positioning, where he has to collect the data on money transactions on a daily basis. He works on the computer, using an in-built system magnifier. He also uses a magnifier which Deutsche Bank has provided when reading hard copies of documents. Candidates with disability like Karhikeyan placed earlier by Enable India have proved themselves to be worthy and efficient

Karthikeyan Subramanian Konda

Hence Enable India is now able to tap into various new businesses within the bank and also across the country in cities such as Jaipur and Pune.

One example of a job which has been opened is client on boarding. This opens up a new vertical for persons with hearing impairment. Although there is reading comprehension and basic email communication involved, the job can be performed by a hearing impaired employee over a period of time.

7.7   I do not have education but I want "Office Job"

Letter to our candidates: "We hear you! You can move around with your low vision, cerebral palsy or intellectual disability. You have less education but do not want a manual job like housekeeping. You say you want an "office job" which will give you more respect and dignity. We feel every job is important but we understand your need! We kept looking and looking. Believe me, it was not easy. We have finally found it - Vending machine operator job which is available across cities and companies.

We have done pilots at Café Coffee Day with Rizwan, a person with low vision person who always wanted an office job despite his lack of education and skills. He is working in Cognizant as a vending machine operator and finds the job very satisfying. He likes the office environment and feels his work enables the company employees to enjoy their break with tea or coffee."

Rizwan disassembling various parts for maintenance

Rizwan maintainining the machine

7.10   Opening up massage therapist job

Enable India worked to create awareness in Four Fountain Spa to take persons with vision impairment for massage therapist. Though employing the visually impaired for this job is well known in South Asia, it has not taken off in India. Only some NGOs such as National Association of Blind have opened up a couple of companies to take visually impaired people in such roles. There is an urgent need to open up more companies.

7.11   Placement events

Job fair for persons with disability looking for jobs in the manual sector was organized in partnership with VRC in Dec 2012.

Placement event at VRC

Placement event for visually impaired candidates was organized in Oct 2012. This was a unique event where the visually impaired who were to be interviewed gave specific demos to the companies based on the role they were going to perform in the company.

placement event for VI

8

Retention: How are our candidates doing?
What do companies feel?

Our retention and follow up visits to companies and employees with disability help us understand if employees with disability are being included and if their performance is good. It also helps us take care of issues and helps us improve our services. It further helps in improving training and to build sustainable products such as e-learning modules to ensure inclusion.

8.1 93% companies say high impact by hiring person with disability

Companies have provided the following feedback during our retention surveys regarding their employees with disability.

93% say that there is good to very good impact of hiring a PWD within the organization

87% has urged others to hire persons with disability -> 60% will be hiring more. 27% are not sure due to lack of openings and other reasons

8.2 Self dependent in Indore

Pinky is severely disabled. She had undergone the collaborative training conducted in 2011 at Indore by Enable India with Mphasis. During our retention follow up in 2012-2013, Pinky was very happy, confident about herself and very enthusiastic. She likes her job very much and is looking forward for growth. Her feedback is as follows:

"I have a goal that I should perform just like everybody else. In my job, I give solutions to customers. The feedback we get from customers is something I like the most. Mine is 99%!! I got recognition and gift and my name came in RNR from Higher manager.

Today, I depend only on myself. I can talk to anyone without hesitation. I don't fear anything. Target needs to be achieved. Initially 4-5 months I had bit issues but now I manage it very well. I even get incentives because of my good work.

Quality is over 90%. I have always performed well and customers are satisfied".

She suggests improvements for Enable India training – "Training was toooooooooo toooo good. One small suggestion is provide more exposure such as going out and doing presentations or visiting companies. This would help remove our fear completely".

8.3 The tale of 2 jobs: Medical Transcription and tele-calling

After Enable India placed Prasath at Accentia, we did a retention follow-up during 2012 – 2013. Rashmi, Ops manager and Sheela, Prasath's supervisor mentioned that "Initially it was slightly difficult to explain the work to him. In the first month, he could only do half the target. We are amazed to see the way he works, puts efforts and has been reaching his targets consistently and has high accuracy of more than95% "Prasath was very happy with his work. He says "I came to Enable India without knowing what to do in life. When I started losing my vision I was not willing to accept my disability. Life skills classes helped me accept my disability, I learnt a lot from the training at Enable India including computers, mobility, medical transcription and more"

In late 2012, during our followup, Accentia mentioned that the process which was friendly for visually impaired employees is closing down.
Enable India had to work hard to place Prasath at IAB Madurai where he works as a tele-caller. He has learnt Hindi for the job, got an increment and has learnt to deal with different people. He again remembers the life skills sessions which helps him in dealing with people.

Way to go Prasath!

You have learnt to accept the challenges in job and life!

9

Solutions And Innovation Is Key

9.1   Solutions For Candidates With Profound Disability

Gousiya is profoundly disabled and cannot move any part of her body. She has always been taken care of by her widowed mother. She depends on her mother for every activity such as brushing her teeth to drinking water to using the phone. Despite this, from a young age, Gousiya has always tried to do some work such as teaching English to her neighbourhood kids and earning some money. She wants to be of support to her mother.

Enable India's workplace solution team trained Gousiya to use computers hands free with win7 speech recognition. For speech recognition to work, Gousiya would get up in the middle of night when there was no sound around and practice on the computer.

She was taught how to use the mouse without using her hands.

Gousiya working using speech recognition

When there was a job prospect at Karya which required that she use a phone, solutions team came up with the answer. She independently calls up candidates on her mobile phone by dialing the numbers through her laptop which is paired to her mobile via Bluetooth and with Nokia pc suite she calls the candidate.

For her job at Karya, she uses email and excel extensively. She is now economically independent though her struggles are not over. She is struggling to reach targets, she faces competition from her peers and more. The placement team in Enable India constantly mentors her to improve her performance. Whatever happens, the solutions team is with her every step of the way!

Gausiya looking pretty

9.2   Quality Assurance through solutions – The Deaf Blind Way

Letter from Silpa who is gradually becoming deaf and blind.

"I am visually impaired and was having little bit of hearing loss when I started working with Oracle. EnAble India's Work place solution (WPS) team helps me whenever I have a problem with the computer such as working with HTML pages and also alternative ways of working with my hearing problem.

Now I have progressive vision & hearing loss. I am becoming deaf and blind. The hearing aid is not helping me with my hearing & the magnifiers are also not really helpful for my vision. I have tried many ways by using digital hearing aid but it is not helping me much. People need to scream near my ear in order to make me hear.
This is also affecting my job as I could not use the computers with efficiency and could not mingle with the co-workers as I could not communicate properly with them.

One example of a job which has been opened is client on boarding. This opens up a new vertical for persons with hearing impairment. Although there is reading comprehension and basic email communication involved, the job can be performed by a hearing impaired employee over a period of time.

EnAble India's work place solution team suggestions such as conversor pro with normal headphone and with amplification has helped me. Since my vision & hearing loss is rapid, EnAble India has suggested that I adopt life & technology used by deaf blind people. As per their suggestion, I have started learning sign language to communicate and am learning to use refreshable Braille display for using computer.

Conversor pro for shilpa

Thanks to EnAble India team: I feel happy that somebody is there to help me"

Shilpa was placed in Oracle by National Association For The Blind due to which she is gainfully employed.

9.3   Multiple disabilities cannot stop him from his goal!

Prajwal has multiple disabilities which include speech impairment, low vision, physical disability, mobility challenges and also mild learning disability and attention deficiency due to Cerebral Palsy. While this may seem a lot to deal with,

Prajwal does not think it comes in his way of seeking economic independence.

The Workplace solution team at Enable India engaged with Prajwal to determine what kind of solutions would be relevant and practical for him. After conducting an overall assessment of sensory organs, upper and lower limbs, hands and leg functions the team then looked at which assistive aids and technology would suit Prajwal.

To contain costs, the team first looked at existing free and open source solutions. Solutions like dasher, camera mouse (open source software to controlling computer through eye ball/movement of facial features), Microsoft's built-in Ease of Access features such as sticky keys, onscreen keyboard, magnifiers, high contrast settings, etc. were tried.

Of all these solutions Prajwal appreciated Onscreen keyboard with text magnification of 200%.

Prajwal with his computer

Prajwal with Enable India workplace solutions staff Muthu

Currently he is able to use team viewer/Skype for online learning sessions with Enable India solutions team to interact and learn computer. He is practicing on Enable India's spelling tool which has reduced his attention deficiency.

Once he is comfortable using computers he can move onto the employment/training team as a candidate who is ready for employability training & placement.

Spelling Tool

9.4   Opening up hospitality job for visually impaired with solutions

Hospitality has been a boon for persons with hearing impairment. Jobs of a sitting nature have opened up for persons with physical disability. There have been fewer jobs for persons with vision impairment. Enable India conducted work trials for jobs such as Banquet sales for persons with vision impairment which involve usage of call monitoring modules on the computer. These modules have been made accessible via configuring and scripting of the screen reader software. The pilots are encouraging and after placement of a couple of people with vision impairment, this job can be opened up across the country.

9.5 EYE tool for equality: Computers is the eyes for a visually impaired

"Computer is the eyes for a visually impaired person" Screen reader software makes the computer talk hence computer proficiency guarantees equality for a visually impaired person where they can compete with everybody else, get a job and have a life of dignity and respect".

Thanks to the support of Axis Bank Foundation, Enable India has developed an innovative automation tool which benefits people with disability primarily people with vision impairment in their quest for financial independence.

The automation tool developed enables a visually impaired person to learn computers on their own or in a group or more importantly from trainers who may not be proficient in the screen reader software and may not know how to teach the visually impaired.

EYE tool
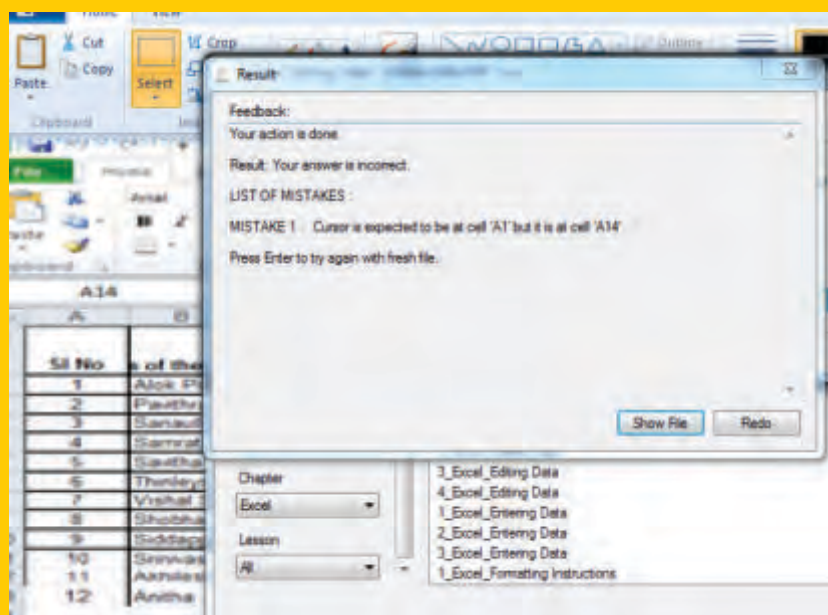
EYE tool showing the results after student has performed action

Currently the tool has been piloted in 18 schools and NGOs with more than 1500 children in Karnataka, Andhra Pradesh, Jharkand, Kerala, Tamilnadu and Maharashtra. It has also been piloted in Africa for adults who are visually impaired and some who are hearing impaired as well!

students during eye tool demo

Some of the students' feedback	Trainers feedback
"We do not have to wait for trainer"	"It will increase confidence level of the candidate"
"We can learn on our own and enjoy"	"We can easily know the performance of the candidates"
	"The positive response has been overwhelming so far"

9.6   EYE am independent and loving it!

Maria Augustine is a visually impaired candidate from Tamil Nadu, who hails from an economically challenged background. He joined the Career Centric Computer Training (CCCT) programme with no English knowledge.

The trainers assisted him by translating the theory concepts into Tamil. However, when he had to practice the exercises, he found it difficult to understand the English instructions and was not able to learn computers well initially. When the EYE tool was introduced, Augustine has the freedom to practice the computer exercises multiple times, to make mistakes and try again. In the process, there was a remarkable change, where trainers could see that he was able to comprehend concepts on his own, using the EYE tool. In fact, he can now teach and correct exercises of new candidates who come for short term training at Enable India"

Augustine

10

What about careers?
Down Memory Lane

10.1　Hearing Impaired Brewmaster to Manager

Chinnappa, a person with hearing impairment was placed in Café Coffee Day as a brewmaster after finishing our employability training. Even today, he fondly shows the training photos dated 4 years back and tells us how much he learnt about work ethics and professionalism in the training. His perseverance and dedication were recognized by his managers. He is now assistant manager at Café Coffee Day and leads a team which includes non-disabled people.

Chinnappa is married and has two kids

Chinnappa with team member at CCD

10.2　Team leader With Cerebral Palsy

Santosh, was a shy person with cerebral palsy when he was placed in Big Bazaar 4 years back by Enable India. He joined as Team member, worked sincerely and soon started reaching the targets given to him. He saved his salary and bought his mother jewelry. He later on bought an LED TV which is the pride of his house. He got South Zone Best Employee Award twice. He has now been promoted as Team leader and leads a team of non disabled employees. He lost his father who has been his guiding force and his inspiration. But the spirit is within Santosh whose advice for others is "Remember, that work is your God. Do it sincerely"

Chinnappa with team member at CCD

10.3　Careers galore

Deepa Narasimhan joined EMC as graphic designer and is now currently handling the high pressure job of MarCom program manager.

Pydiramu was placed by Enable India in Cegedim as a programmer where he worked for more than 5 years. Currently he works in CISCO as a team leader.

Satish Raghavendra, a visually impaired candidate, started in an HR role and then moved on to IBM as service coordinator. Today he is the leader of accessibility testing at IBM.

Suraj Suresh Babu started as a MIS executive in Redbus, a startup company where he excelled. Today he has passed the probationary officer exam and is now working in a public sector bank close to his hometown.

11 Make workplaces inclusive

11.1 No problems for coordination

More than 1000 managers and peer employees have gained awareness on disability through our workshops. This includes companies such as Thomson Reuters, Accenture, IBM, Lake Systems, Tata Consultancy Services, Infosys, Mphasis, State Bank Of India, Cognizant, Dow Chemicals, Deutsche Bank, Café Coffee Day and more.

Employees have gained awareness in more than 27 cities and towns including Bangalore, Mumbai, Delhi, Hyderabad, Kolkata, Chennai, Mangalore, Pune, Kanpur, Ranchi, Ranchi, Vishakapatnam, Kadappa, Guntur, Guwahati, Lucknow, Kochi, Kolkata, Ajmer, Ahmedabad, Bhubaneshwar, Chennai, Mumbai, Chandigarh, Bhopal and Tirupati.

11.1   No problems for coordination

"I am Richie Saluja, a low vision girl having macular degeneration. I am working in a company named Transcendix as a program and training coordinator in Bangalore. My vision impairment is not noticeable i.e my eyes do not look different from a sighted person. Due to this, generally, people think that I can see and wave hands from far to communicate with me. When I fail to respond to their waving, people get upset with me thinking that I am avoiding them. When I joined the company, I was apprehensive about this.

But till today I never had this problem. Have people changed? Well yes, and the reason is that EnAble India has done peer sensitization workshop to my peers to create awareness about my nature of vision, what I can see, what I cannot see, how I do different activities using solutions. This has helped my team to work well with me and I am able to work effectively".

Richie Saluja

Feedback from our workshops:

97% feel that it has enhanced their understanding of disabilities

98% will take positive action to create an inclusive environment

94% rate the workshop as excellent to good

0   20   40   60   80   100
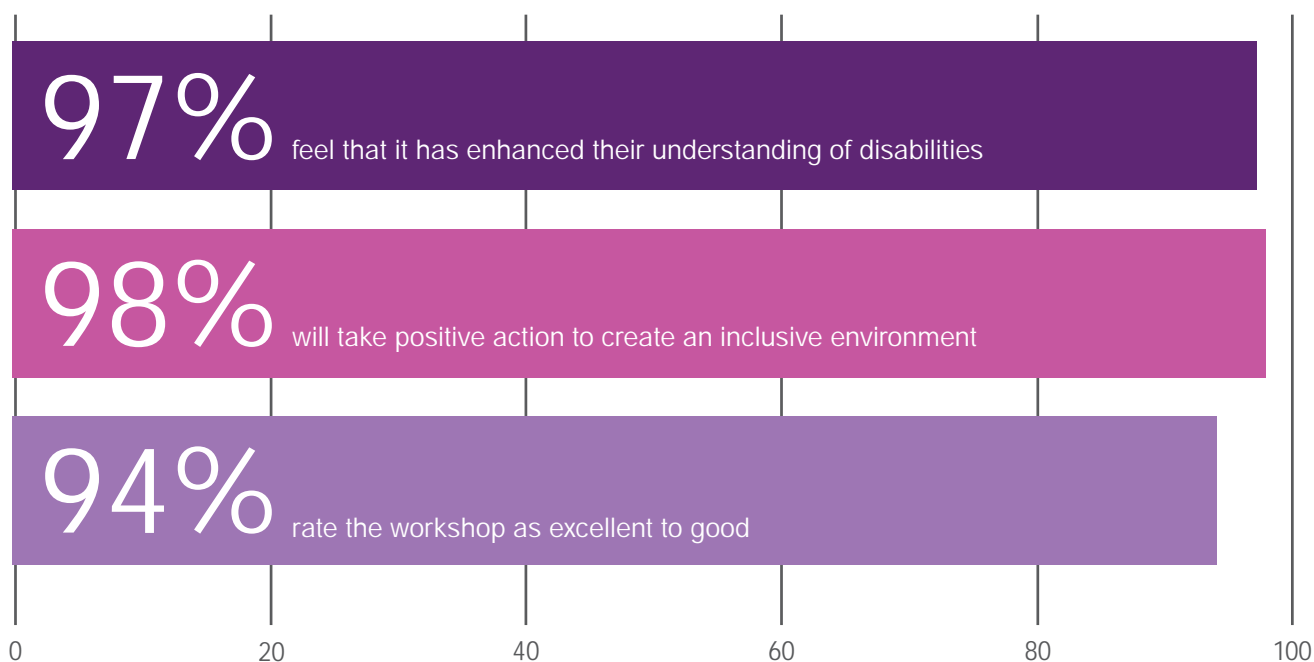
12 Spread and Scale through Content

12.1   Learning to transform persons with disability

Varsha has low vision. She joined as a trainer at Enable India after she finished her computer and employability training at Enable India. She learnt the training methodologies on the job and with guidance from expert trainers, she is able to do a good job.

12.1.1   Capacity building videos

Thanks to Axis Bank foundation, Enable India has created these videos.

Capacity building videos for employability training of persons with disability:
This publication helps trainers like Varsha to build the attitude and skills of persons with disability. It comprises of modules on Attitude building, Skills building, Office environment, Disability specific skills and more.

Capacity building videos for computer training for visually impaired
The videos have trainer inputs, demonstration of how to do the training sessions, root cause of problems being addressed in the training and also explains the impact of the training using actual candidates interviews.

Capacity building video
- Hearing Impaired trainer facilitating employability session

capacity building video: Demonstration of attitude building
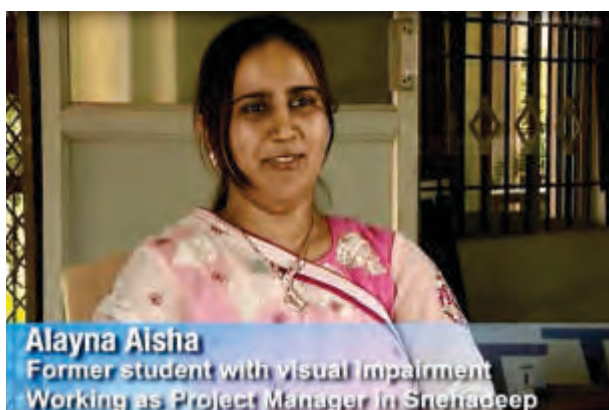
capacity building video: Impact of training on candidate
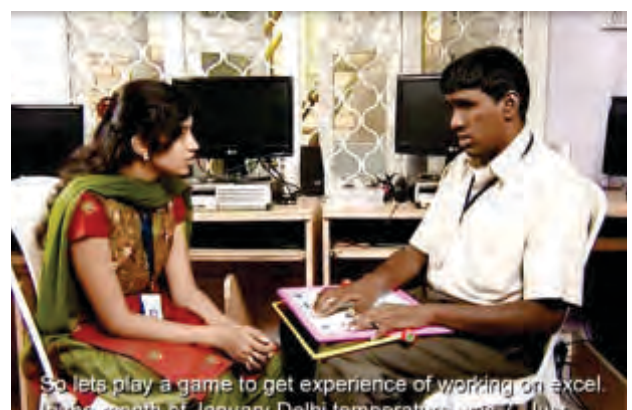
Capacity building video- Trainer using tactile diagrams to train visually impaired students on computers

Varsha along with many other trainers have benefitted from these capacity building videos and can repeatedly watch any section. The videos are inclusive and are accessible for trainers with vision and hearing impairment since the videos have audio description and subtitles.

12.1.2   Manuals to guide trainers during training

To guide trainers like Varsha further employability manuals have been created for student and trainers.
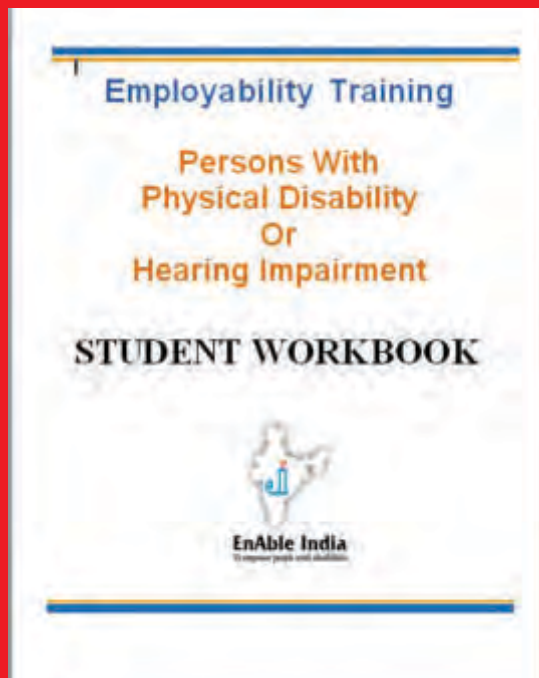
student workbook for employability
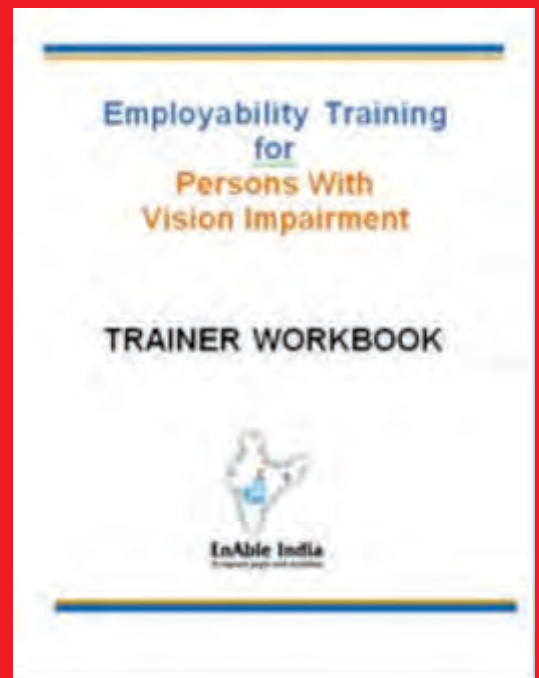
trainer manual for employability

12.1.3   Flash material for visual learners

Thanks to Tech Mahindra Foundation, Enable India has created flash e-learning modules which have pictures and less language and enables visual learning.
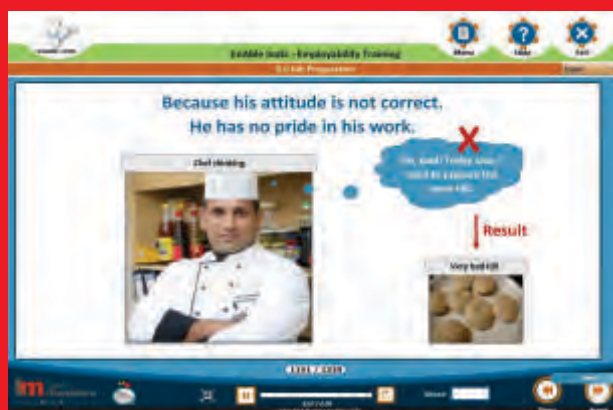
flash attitude

flash feedback

12.1.4   Audio plays for auditory learners

Thanks to Tech Mahindra Foundation, work ethics plays have been created which enable visually impaired and physically disabled learners to understand the impact of wrong ethics in the job and also gain a lot of exposure regarding the requirements of various jobs.

12.2 Material to enable awareness in companies

12.2.1 Videos to advocate disability

Nothing succeeds like success. Enable India has created videos of companies such as Shell, Big Bazaar, Café Coffee Day, Total Mall. These videos help candidates gain confidence regarding their jobs. More importantly, this helps create change in mindsets in new companies.

big bazaar team including team lead with cerebral palsy

Namaste guys. How was yesterday's sale? Is 22 good? What is your target for today? Will you achieve it? Try to achieve your targets.

12.2.2 Recipe For Creating Awareness In Companies And Society

Question: Is there a SURE FIRE recipe to create attitudinal shift in companies? Is it possible with self learning modules or facilitated modules?

Start with simple solutions and examples in

WORKPLACE
1 SOLUTION
MODULE

Workplace Solution

2 Provide awareness: Put the user in shoes of the person with disability

peer awareness module on vision Impairment: simulation of the vision helps users feel the experience

Add a pinch of
3 Humour

Vision Impairment

4
Use an expert who is a
Sutradhar
ring the learning process

DISABILITY

VOILA
"Users will get an enhanced perspective"

12.2.3 E-learning Modules created

General awareness
1. Disability awareness (with and without Sutradhar)
2. Business Case Presentation
3. Workplace Solutions

Peer awareness for visually impaired
4. Vision Impairment
5. Rehabilitation (How do visually impaired do daily activities?)
6. Working On Computers
7. Assistive Aids
8. Orientation & Mobility

Peer awareness for hearing impaired
9. Knowledge About HI
10. Indian Sign Language
11. American Sign Language
12. Basic Communication
13. Inclusion Of HI

All modules are inclusive for persons with disability. There are subtitles for hearing impaired students and audio description for visually impaired students.

13 Spread and Scale: By Building Capacity

13.1   Banking Seminar - Persons with disability contribution in banks

Enable India with the support of Axis Bank foundation raised awareness among 22 different banks such as State Bank of Mysore, Andhra Bank, State Bank of Hyderabad and more. Speakers included CDO from SBI Mr. Srivastava, Mr. Babu Joseph from Axis Bank Foundation, Shanti Raghavan from Enable India, Nazneen Mistri from Deutsche Bank, Mr. Sebi Chacko from Thomson Reuters, and Prof. Vasanthi from IIM Bangalore

banking seminar

13.2   Spreading life skills for vision impairment in South India

Thanks to Sightsavers, capacity building of 29 trainers was conducted to train persons with vision impairment in life skills. The 2 workshops were conducted at Coimbatore and Cochin by Sujatha, Senior trainer in Oct 2012 and Feb 2013 respectively.

13.3   Capacity building of Computer trainers

Thanks to Tech Mahindra Foundation, 34 trainers from 17 institutions across India & Nepal were trained through 2 programs conducted in Delhi & Bangalore. (August 28th 2012 – September 07th 2012) and March 26th 2013 – April 05th 2013

"I have been teaching Computer for last three years but never thought about imparting with employability. I used to blame to companies for not hiring for the job but I was forgetting the preparation part, which I could learn in this training." – Khom Raj, Nepal

ctvi tot 1   ctvi tot 2

13.4 Sharing and growing with Indian Institute of Cerebral Palsy

The esteemed Indian Institute of Cerebral Palsy led by the inimitable and amazing Dr Reena Sen needs no introduction to any aspect of disability and empowerment.

In a 3 day capacity building workshop in March 2013, Enable India shared critical aspects of employability and employment of persons with disability to enhance the existing capacity of 16 senior trainers of IICP. Feedback from IICP ranged in the superlatives from excellent to very good!

"We often tend to get far too emotional. This workshop showed us that firmness with softness is very important because our candidates would face the same outside" – Shubram C, T.T Trainer, VTC (computer unit), IICP.

13.5 Building capacity and sustainability at SBI

State Bank Learning Centre trainers have independently conducted training program and enhanced the inclusion for persons with vision impairment in Perambur and Pune. This was the result of attending a capacity building training to build inclusive and adaptive trainers which was organized by Enable India in Oct 2012.

State Bank senior trainers from Guwahati, Lucknow, Kochi, Kolkata, Ranchi, Delhi, Ajmer, Bangalore, Ahmedabad, Bhubaneshwar, Chennai, Mumbai, Chandigarh, Bhopal and Tirupati attended the training.

From understanding the orientation and mobility required for visually impaired people, to learning true equality and dignity for persons with disability, the trainers gained an insight into solutions that empower disabled people. They also learnt the methodology on how to include persons with disability in their training.

This training will go a long way in sustaining the inclusion of visually impaired at SBI. One step towards true scale has been achieved. In the future, SBI should be able to sustain the initiative with minimum intervention from Enable India.

14 Spread and Scale: Partnerships and Services
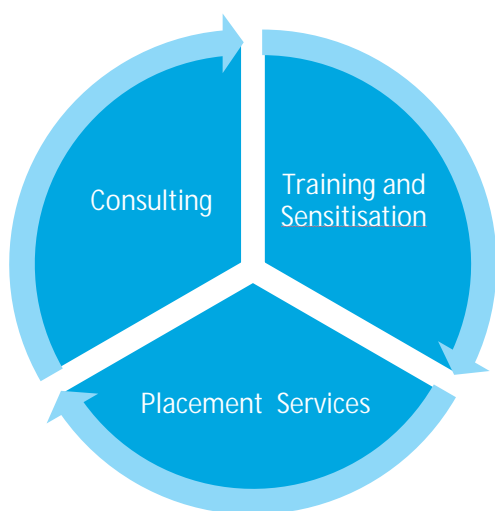
Training and Sensitisation in organisations
- Awareness Workshops and Peer Sensitisation for employees
- Collaborative Customised training for disabled candidates
- Training existing employees (PWDs)
- Capacity building (train the trainer) programmes

Placement Services
- Sourcing suitable PWD and placing them in relevant roles as per the needs of the organisation
- Providing Workplace Solutions
- Initial handholding
- Retention follow ups

Consulting
- Company Policy and Procedure
- Physical/Web Accessibility
- Children's services
- Job Analysis consulting
- Project incubation and management

(Cycle diagram: Consulting → Training and Sensitisation → Placement Services)

14.1 "Testing times" with hearing impairment and mental illness

Karan (name changed) works as a tester in Bangalore in a large company (name withheld) with an extremely inclusive leader. He has hearing impairment and is stable with his mental illness. He comes from a dysfunctional family who cannot offer any psychological support. This was disclosed to the leader when Karan joined.

He has the right skills and works well but the company has faced some challenges with his interaction skills and has needed Enable India's counseling services multiple times for Karan. This has helped Karan for the time being to reach his potential. We hope that Karan can overcome his challenges and live a life of dignity! Hats off to the company leaders who realize that inclusion is a process and everybody needs space to grow especially when there is a mental illness involved.

14.2 Disability inclusion with central government

National Center for Biological sciences is a central government organization that has partnered with Enable India for a number of services to enhance their disability quotient. Large team of scientist have become sensitive to persons with disability after the sensitization workshop. Peer employees of visually impaired employee have gained much needed awareness on vision impairment.

14.3 Post employment services for companies

At National Center for Biological sciences- Mr. Ananth (name changed), a person with low vision, is a junior system administrator. Ananth like many of his non disabled and disabled peers lacks exposure to reality which can affect their performance. He was empowered with enhancement of the skill on various employability skills to help him enhance his productivity. His improvement in the performance has made his managers to increase his contract period and he has been retained in the job.

15 Spread and Scale:
Partnering with other institutions

"Together we can do more!
Share and grow!!"

pointec shg

15.1 Pointec story : "PENning" a dignified life

Enable India's collaboration with Mobility India and a pen manufacturing company Pointec, has benefitted persons with disability who live in Bangalore suburban areas and who cannot travel long distances for employment opportunities. More than 30 parents of persons with disability and their family are doing the pen assembly work in their community.

Pointec is run by a CEO who is committed to inclusion of the marginalized and poor.
Mobility India has been doing yeoman service in the same community by enabling disabled people's organizations from rehabilitation to livelihoods.

Enable India facilitated the initial training and relationship building and Mobility India worked closely with the community through various issues and ensured that the local society for disabled people has been empowered to sustain this initiative.

15.2 Emerging urban model to empower communities for livelihoods

Ramalakshmi, a person with severe physical disability from a poor family got a job with the support of Enable India. Enable India had ensured that the company was accessible. After some days, she stopped going to the job. Enable India found out that she had to climb three floors down from her house which was so exhausting that she could not continue her job.

There are many persons with disability who come from under privileged communities who face different challenges like Ramalakshmi. The traditional model of empowering disabled people by giving a job and enabling them with workplace solutions fails in front of infrastructure challenges and other personal challenges which arise in the poorer sections of society. The only solution is to enable the community to build a better support system for persons with disability. This will help PERSONALIZE the solutions to meet the critical needs of each person with disability.

Enable India and Mobility India worked on a pilot project in a Koramangala slum to focus on developing the skills of local leaders through Disabled People's Organization (DPOs).

The DPOs were enabled to understand their vision and values. They realized that they need to work closely with different local groups in the community. They also have worked on identifying persons with disability, providing them disability identity card to access various government schemes.
Enable India provided jobs for some persons with disability. We are now working on social enterprise models to suit the needs of different persons who require flexible options to work due to their socio economic conditions. The model is emerging slowly and holds promise.

15.3   Autistic and artistic – My journey to quality

Sridhar Rangarajan is a bright young gentleman with autism who has been steadfast in his interest to work in computer based jobs. He is also a good painter.

When Enable India once mistakenly marked him as intellectually disabled, he made sure he corrected us and told us "I am autistic".

Enable India partnered with FAME India to provide data entry and research work to Sridhar and other persons with intellectual disability, cerebral palsy and autism. Sridhar and the team enjoyed working at FAME India's premise and were extremely sincere in their work.

Today, Sridhar has been hired at SAP Labs as a tester.

Sridhar best paintings

16 Together we can do more: Volunteers

tactile event conducted by candidates at Goldmansachs

Volunteers are the backbone for Enable India. Together with volunteers, Enable India is able to serve the vision better. Volunteers are also gaining rich exposure which helps them become more inclusive, be more appreciative of life and learn to be more positive and solution oriented.

Goldman Sachs volunteers making tactile diagrams to enable visually impaired employees to see the computer

volunteers explaining about posting letters to candidates with vision impairment

17 Awards and Recognition

17.1   Manthan Awaard for ICT Innovation

On behalf of Enable India, Dipesh, co-founder and trustee at Enable India received the South Asia Pacific Manthan Award for ICT Innovation in e-Inclusion category in Dec 2012.

Manthan Award Certificate

Dipesh receiving Manthan Award

The award was for the holistic model for employment of persons with disability with the use of innovative technology (ERP software) .

ERP candidate module which has details including education, work, candidate history and photo
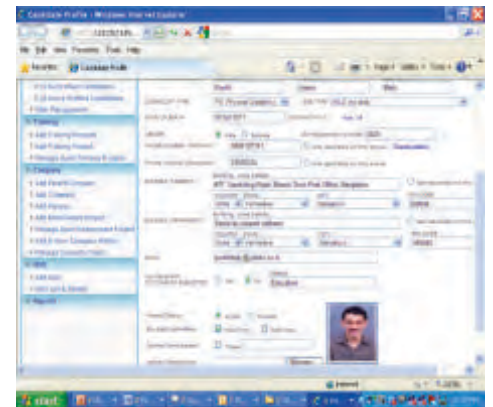
17.2   Rotary award for vocation excellence

Rotary Award for vocationalex

Dipesh, co-founder of Enable India received the award for vocational excellence on behalf of Enable India

Shanti at MMR conference

17.3   Speaker at Forums

Shanti was a speaker at the 6th Annual HR Conclave – Manning Modern Retailing – 2012 on 4th October 2012 at Mumbai. The theme for this year is, "'Building Enabling Culture in Indian Retail: Reconciling Business Imperatives and Human Values". She spoke in the "Inclusion in Retail" by showcasing persons with disability in Retail and unveiled a Retail video which got excellent positive and emotional response from all.

Shanti speaker at EMC DERG

Shanti was a speaker at the launch by EMC India Center of Excellence (COE) on March 27, 2012 for the launch of their Disability Empowerment Resource Group.

Shanti was a speaker on Leadership at the GE Technical Conference on Nov 6th, 2012. She discussed inclusive and adaptive leadership using persons with disability as an example. The talk was very enlightening for leaders present at the conference.

Shanti is part of the UGC expert panel committee.

17.4   TV coverage in CNBC

A six minute video on Enable India's innovations and work aired on CNBC in Dec 2012.

Enable India on CNBC

Dipesh on CNBC

Dipesh was on a panel discussion on Lenovo 2.0 series aired on CNBC in Dec 2012

17.5   Press coverage

17.6   Enable India Case Study For B-Schools

After Enable India case study was presented at IIMB by management professors Shinu Abhi of Manipal Global, the case study is now getting published under Professor Mathew Manimala of IIMB.

Enable India case study will also be featured in IIM Ahmedabad case book shortly.

IIM Bangalore students studied at Enable India for their academic study on "Business for non-profits and Society".

We hope that the case study will inspire social entrepreneurs to take our models and implement it in India and across the globe.

18

Enable India Staff

19 EnAble India Facts

19.1 Registration Information

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

19.2 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. Vasanthi Srinivasan	Associate Proffesor IIM, Bangalore	Human Resource, Management
Mr Venkateshwara Nishtala	CTO, Rediff	Senior management expertise, Technology focus
Mr. Dipendra Manocha	Ashoka Fellow Consultant, DAISY Consortium	Social entrepreneur skills (visually impaired)
Mr. Sebi Chacko	Vice President Thomson Reuters	Human Resources and Diversity Management

19.3 Names of main Bankers

Bank	Location
IDBI Bank	Koramangala
SBI Bank	Jayanagar

19.4 Staff

39% staff members are persons with disability,
49% staff members are women.

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

Name	Voluntary/ Paid	Part time/ Full Time	Gender	Person With Disability	Nature of Disability	Position/Role
Mansoor Ahmed Baig	Paid	Full Time	M	NA	NA	Employment
Sureshkumar M	Paid	Full Time	M	Yes	VI	Computer Trainer
Sandesh H R	Paid	Full Time	M	Yes	VI	Computer Trainer
P N Nagri	Voluntary	Full Time	M	No	NA	Hon Director
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	Back office Executive
Sujayalakshmi N S	Paid	Full Time	F	No	NA	Specialist Trainer
Sujatha Vijayanand	Paid	Part Time	F	No	NA	English Trainer
Mubarak Pasha	Paid	Full Time	M	Yes	PD	Admin Assistant
Shanthala Somayaji	Paid	Full Time	F	No	NA	Children services
Esther	Paid	Full Time	F	No	NA	Sign Language Interpreter
Shibu T. L	Paid	Full Time	M	No	NA	Funds/Volunteer co-ordinator
Roseline David	Paid	Full Time	F	Yes	PD	Front office
Murali	Paid	Full Time	M	Yes	PD	Program Manager - Employment
Syeda Anwar Sultana	Paid	Full Time	F	No	NA	Senior Trainer
Pramod Govind	Paid	Full Time	M	No	NA	System Administrator
Varshashree N	Paid	Full Time	F	Yes	VI	Junior Trainer
Kalithasan A	Paid	Full Time	M	Yes	VI	Trainer
Neel R Lama	Paid	Full Time	M	Yes	LD	Administrative Assistant
Usha S	Paid	Full Time	F	Yes	PD	Enabler
Saravana	Paid	Full Time	M	No	NA	Driver
Contract						
Prabha Sukumar	Paid	Full Time	F	No	NA	Executive Assistant
Manjunath	Paid	Full Time	M	Yes	PD	Account Assistant
Channarayamma	Paid	Full time	F	Yes	PD	House Keeping
Consultant						
Muthu Raj	Paid	Full time	M	No	NA	Work Place Solution Expert

Staff Salary (As per March 2012 salary Register)

.	Salary Band Per Month	Male	Female	Total
Head of The Organization	Rs.0- 5000	2	2	4
(Founder &Managing Trustee) : 40000/-	Rs.5001 to 10000	3	2	5
	Rs.10001 to 15000	5	1	6
Highest Paid Rs:40000/-	Rs.15001 to 20000	2	4	6
Lowest Paid Rs:5000/-	Rs.20001 to 35000	4	5	9
	Rs.35001 to 40000		1	1
Total		14	15	31

Individual Donors

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

Institutional Donors

Sir Dorab Ji Tata Trust and other allied trusts
Charities aid Foundation
Sight Savers
Axis Bank Foundation
American India Foundation
Tech Mahindra Foundation

Organizations and Corporate
Accenture

Other fund raising event

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

Audit Report

Enable India is well known for the following

- Evangelist, creator and provider of world class computer training for the visually impaired.

- Developer of unique training and development methodology with the core belief of transforming individuals with disability

- Researcher of new job roles for people with disability with innovative workplace solutions

- Capacity builder for trainers and organizations

- Leveraging technology solutions
  Developer of large volumes of content and tools to help standardize and scale the awareness and development programs.
  Pioneer in creating and conducting programs for inclusion of persons with disability in PSU and government organizations

SANJAY TAYAL

B.Com, F.C.A.

Chartered Accountant

302,III Floor, Paxal Tower

#13, S.K.R.Road, Fort,

BANGALORE - 560002

Ph (O) 26705850

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.

I have examined the **BALANCE SHEET** of **ENABLE INDIA**, # 12, KHB Colony, Brahma Kumaris Road, 8th Block Koramangala, Bangalore 560095; as at **31st March 2013**, 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.

I have obtained all the information and explanations, which to the best of my knowledge and belief were necessary for the purposes of the audit. In my opinion, proper books of account have been kept by the head office and the branches of the above-named trust visited by me/ so far as appears from my examination of the books and proper returns adequate for the purposes of audit have been received from branches not visited by me subject to the comments given below: -

In my opinion and to the best of my information, and according to information given to me the said accounts give a true and fair view: -

(i)   In the case of the balance sheet, of the state of affairs of the abovenamed trust as at 31st March 2013 and

(ii)   In the case of the income and expenditure account, of the excess of income over expenses, of its accounting year ending on 31.03.2013.

The prescribed particulars are annexed hereto

Place   **Bangalore**

Date   **27th August, 2013.**

SANJAY TAYAL

CHARTERED ACCOUNTANT

M.No. 200116.

ANNEXURE
STATEMENT OF PARTICULARS
1. Application of income for charitable or religious purposes.

1.	Amount of income of the previous year applied to charitable or religious purposes in India during that year.	EXPENDITURE Rs 1,75,30,745-00 CAPITAL EXP Rs 32,37,031-00
2.	Whether the trust/institution has exercised the option under clause (2) of the Explanation to section 11 (1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year	No
3.	Amount of income accumulated or set apart /finally set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly /in part only for such purposes.	Accumulation permissible Rs. 30,68,645-00 Accumulated amount NIL.
4.	Amount of income eligible for exemption under section 11(1)(c) [Give details]	NIL
5.	Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2)	NIL
6.	Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b)? If so, the details thereof.	No
7.	Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1B)? If so, the details thereof	NO
8.	Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year: -	NO
	(a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or	N.A
	(b) has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2) (b) (iii) or	N.A

(c) has not been utilized for purposes for which it was accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry thereof? If so, the details thereof.

N.A

II. Application or use of income or property for the benefit of persons referred to in section 13 [3].

1.	Whether any part of the income or property of the trust/institution was lent, or continues to be lent in the previous year to any person referred to in section 13(3) [hereinafter referred to in this Annexure as such person]? If so, give details of the amount, rate of interest charged and the nature of security, if any	No
2.	Whether any land, building or other property of the trust/institution was made, or continued to be made, available for the use of any such person during the previous year? If so, give details of the property and the amount of rent or compensation charged, if any.	No
3.	Whether any payment was made to any such person during the previous year by way of salary allowance or otherwise? If so, give details.	No
4.	Whether the services of the trust/institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any.	No
5.	Whether any share, security, or other property was purchased by or on behalf of the trust/institution during the previous year from any such person? If so, give details thereof together with the consideration paid	No
6.	Whether any share, security, or other property was sold by or on behalf of the trust/institution during the previous year to any such person? If so, give details thereof together with the consideration received.	No
7.	Whether any income or property of the trust/institution was diverted during the previous year in favour of any such person? If so, give details thereof together with the amount of income or value of property so diverted.	No
8.	Whether the income or property of the trust/institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details.	No

III. Investment held at any time during the previous year(s) in concerns in which persons referred to in section 13(3) have a substantial interest.

SI. No	Name and address of the concern	Where the concern is a company No and class of shares held	Nominal value of the investment	Income from the investment	Whether the amount in Col. 4 exceeded 5% of the capital of the concern during the previous year- say. Yes/No
1	2	3	4	5	6
		N.A			
Total					

Place. **Bangalore**

Date. **27ᵗʰ August. 2013**

SANJAY TAYAL
CHARTERED ACCOUNTANT
M.No 200116.

PAN   AAATE0632J

ASST YEAR 2013 -14
ENABLE INDIA
No. 12, K.H.B Colony
Bharma Kumari's Road
8th Block Koramangala Bangalore

COMPUTATION OF TOTAL INCOME

Gross receipts of the Trust	20,457,634.00
Less Accumulation permissible @ 15%	3,068,645.00
Balance Amount	17,388,989.00

Amounts spent on objects of the Trust

Expenditure incurred	17,530,745-00	
Additions to Fixed assets	3,237,031.00	
	20,767,776.00	20,767,776.00
Balance Income		-3,378,787.00

STATEMENT OF TOTAL INCOME

Income of the Trust	-3,378,787.00

Tax Payable	NIL	
Less TDS	69,560.00	
Excess Paid Refundable	**69,560.00**	

For ENABLE INDIA

TRUSTEE.   TRUSTEE

PAN AAATE0632J

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR 31.03.2013

To Administrative Exp	9,955,415.27	By Income	20,457,634.17
To Staff Expenses	6,895,467.00		
To Office Expenses	672,399.00		
To Other Expenses	7,464.00		
To Excess of Exp Over Income	2,926,888.90		
	20,457,634.17		**20,457,634.17**

BALANCE SHEET AS ON 31.03.2013

Trust Fund a/c	13,249,827.36	Fixed Assets	3,700,179.00
Loans	200,000.00	Deposits	9,719,975.00
Sundry Creditors	129,269.00	Loans & Advances	517,847.00
Liabilities	143,153.00	Cash-In-Hand	13,231.00
		Bank Accounts	(304,561.64)
		Sundry Debtors	75,579.00
	13,722,249.36		**13,722,249.36**

Place Bangalore
Date 27-08-2013

For ENABLE INDIA

This is the Income & Expenditure a/c and
Balance Sheet referred to in my report of even date.

TRUSTEE TRUSTEE

SANJAY TAYAL
CHARTERED ACCOUNTANT
M.No 200116.

PAN   AAATE0632J

1. SCHEDULE OF ADMINISTRATIVE EXPENDITURE

Particulars	Enable India	SBI FCRA	Total
1 EI-LOCAL -Accommodation	-	3,700.00	3,700.00
2 Audit Fees	-	37,500.00	37,500.00
3 Bank Charges	761.00	4,655.00	5,416.00
4 EI - Local -Bangalore Marathon Fee	-	4,000.00	4,000.00
5 ERP Project Expenses	-	190,113.00	190,113.00
6 Interership Remuneration	153,667.00	60,065.00	213,732.00
7 Postage and Courier Charges	30,556.00	3,613.00	34,169.00
8 Printing and Stationery	278,106.00	70,327.00	348,433.00
9 Telephone & Internet Charges	297,134.00	52,241.00	349,375.00
10 Training Fees	110,182.00	18,024.00	128,206.00
11 Welfare Expenses	522,311.00	37,293.00	559,604.00
12 Conveyance	194,450.00	-	194,450.00
13 Fuel Charges	44,600.00	-	44,600.00
14 Misc Expenses	9,521.00	-	9,521.00
15 Professional Charges	1,405,564.00	782,064.00	2,187,628.00
16 Car Insurence	7,454.00	-	7,454.00
17 Electricity Charges	146,717.00	28,982.00	175,699.00
18 Registration & Renewals	3,603.00	-	3,603.00
19 Interest On TDS	358.00	-	358.00
20 Repairs & Maintenance	399,654.00	40,641.00	440,295.00
21 Traveling Expenses	793,083.27	293,500.00	1,086,583.27
22 Rent	647,702.00	179,000.00	826,702.00
23 Rates & Taxes	3,562.00	-	3,562.00
24 Depreciation	2,898,926.00	201,786.00	3,100,712.00
TOTAL	**7,947,911.27**	**2,007,504.00**	**9,955,415.27**

2. SCHEDULE OF OFFICE EXPENSES

Particulars	Enable India	SBI FCRA	Total
1 Boarding & Lodging	-	143,700.00	143,700.00
2 Computer Maintenance	95,418.00	307,261.00	402,679.00
3 Data Entry Expenses	62,310.00	3,610.00	65,920.00
4 Honorarium	8,000.00	23,800.00	31,800.00
5 House Keeping Expenses	28,300.00	-	28,300.00
	194,028.00	**478,371.00**	**672,399.00**

3. SCHEDULE OF STAFF EXPENSES

Particulars	Enable India	SBI FCRA	Total
1 Staff Salary	5,124,900.00	1,627,480.00	6,752,380.00
2 Assistance to Candidate	50,000.00		50,000.00
3 Event Expenses	93,087.00		93,087.00
	5,267,987.00	**1,627,480.00**	**6,895,467.00**

For EnAble India

TRUSTEE   TRUSTEE

4. SCHEDULE OF INCOME

Particulars	Enable India	SBI FCRA	Total
1 Donations Received	13,602,171.00	5994182.17	19,596,353.17
2 Interest Received	396,202.00	72,593.00	468,795.00
3 Other Income	32,653.00	-	32,653.00
4 Local Service	192,214.00	-	192,214.00
5 Interest On Reverse Sweep A/c	-	167,619.00	167,619.00
	14,223,240.00	6,234,394.17	20,457,634.17

5.SHEDULE OF FIXED ASSET

Particulars	Enable India	SBI FCRA	Total
1 Opening Balance	3,459,680.00	111,590.00	3,571,270.00
2 Additions	2,787,581.00	449,440.00	3,237,021.00
3 Depreciation	2,906,326.00	201,786.00	3,108,112.00
4 Closing Balance	3,340,935.00	359,244.00	3,700,179.00

6.SHEDULE OF DEPOSITS & ADVANCE

Particulars	Enable India	SBI FCRA	Total
1 BDA Registration Deposit	688,058.00	-	688,058.00
2 IDBI - Reverse Sweep Account	2,382,000.00	-	2,382,000.00
3 IDBI - WPS Reverse Sweep Account	1,956,251.00	-	1,956,251.00
4 Office Premises Rental Deposit	180,000.00	-	180,000.00
5 Rental Deposit Training Centre	250,000.00	-	250,000.00
6 Interest receivable-IDBI Bank	257,695.00	138,971.00	396,666.00
7 Telephone Deposit	1,000.00	-	1,000.00
8 SBI Reverse Sweep Account	-	3,866,000.00	3,866,000.00
	5,715,004.00	4,004,971.00	9,719,975.00

7. CAPITAL FUND

Opening Balance b/f	7,017,694.07	1,769,419.39	8,787,113.46
Transfer- Sir Dorabji Tata Trust amount	1,535,825.00	0	1,535,825.00
Transfer- Excess of Income over Exp 12-13	813,313.73	2,113,575.17	2,926,888.90
	9,366,832.80	3,882,994.56	13,249,827.36

8. BANK A/C BALANCES

1 IDBI EI Local a/c 41423	-337,756.20	0	-337,756.20
2 IDBI-SDTT WPS 58520	-164,957.00	0	-164,957.00
3 IDBI-SDTT 46075	587.00	0	587.00
4 State Bank Of India	0	197,564.56	197564.56
	-502,126.20	197564.56	-304,561.64

For ENABLE INDIA

TRUSTEE   TRUSTEE

"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

www.moralbrat.com