



**EnAble India**  
*To empower people with disabilities*



# 2015

## Annual Report



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## ote from Founders

EnAble India is an unconventional NGO. We intend to change conventional thinking. Our focus has been economic independence and dignity for persons with disability. We intend to work on this by changing mindsets of all stakeholders, including the society at large. The challenge is to let our dreams fly high while keeping our feet firmly on the ground. This journey is difficult not only for our employees, but also for the group of NGOs working in the disability sector who are actively working on developing individuals to face the livelihood scenario. I always say that this is a new industry and there are no prior benchmarks, we are creating benchmarks at every step.

The journey of 15 years has been a wonderful one, of learnings and developing various models to create solutions, and of changing mindsets along the way. The time has come to make this a public forum; an open source collaboration of learning and sharing. We understand that the standard

structure of open source collaboration may alter our work culture. We are mindful that we need to create learning and feedback mechanisms to nourish the plant we have grown. Only this will ensure a healthy breed of seeds to germinate in future cycles.

We have learnt over the years that there is diversity in disability and inclusion is of paramount importance in this journey. We have created various livelihood models like wage employment, entrepreneurship development, incubation model, contract work and sheltered work for severely disabled. The models have been crafted keeping in mind various kinds of disabilities, the skills and the accessibility challenges in the urban and rural areas faced by these persons.

The Academy for persons with disability was conceptualized as a platform which will handle the journey of various stakeholders towards economic independence and dignity for persons with dis-

ability. As Shanti says, “This will be ‘Your Platform’ where the stakeholders will ‘Get and Give’. The plan is for EnAble India to work on the well-known ‘Build, Operate, Transfer’ model. I now call this the ‘SBOTM’ (Setup, Build, Operate, Transfer and Maintain) model as a way forward to scale and sustain the various models and build the ecosystem for mainstreaming livelihood for persons with disability.”

I am very happy that the Skills Ministry and the Sector Skills Council for persons with disability has recognized the potential of this platform and have an MOU to take this to the National level for skill-ing the persons with disability.

We are very proud and humbled at the same time, to have respected Azim Premji join hands with us in this mission. Funds provided via the Azim Premji Philanthropic Initiatives (APPI) have given us a greater impetus to go ahead with our vision in full force.

Jai Hind!!



**Shanti Raghavan**  
Founder and Managing Trustee



**Dipesh Sutariya**  
Co-founder and Trustee



**Pranesh Nagri**  
Honorary Director and  
Operations Head



# Year at a Glance

2014-15 has been the  
**year for scaling  
and mainstreaming**  
employment for persons with disability.

## Scaling by building aspirations through innovative training models:

Several training models such as university model, earn while learn models have emerged in the year. These models have helped in catering to specific disabilities with specific target numbers, these models are ready to be replicated for scale. Our long seen success, community service has gone to the next level with candidates working on very essential challenges in the society.

## Growing in conviction through new initiatives:

We embarked on a new journey in Autism and initiated first of its kind collaborative internship for profound disability to include persons with different disabilities in mainstream companies. Read on to know more about how persons with multiple disability and autism are working in companies such as EMC and SAP.

## Scaling through replicable employment models:

Being the implementing agency for Karnataka government, we have developed innovative employment models which enabled us to reach 300+ persons with disability in 23 districts in Karnataka and several locations in India. We have opened up 20+ new jobs and careers in emerging sectors such as entertainment, e-commerce etc.

## Scaling through content development and dissemination:

Content development and publishing is the crux of our spread and scale. Important publications such as 'jobs done by persons with disability' lists 272 roles done by persons with disability across 28 sectors in 35 different functions. A need for a platform to bring all stakeholders of disability together led to the conceptualization of Enable Academy. Enable Academy is India's first collaborative community for mainstreaming livelihoods for persons with disability.

## Enabling inclusive society through innovative solutions:

Technology and solutions are key in opening up new jobs for persons with disability. This year we developed and co-created several innovations to enable persons with severe disabilities to work efficiently and for inclusion.

## Scaling by partnerships and capacity building:

Our vision of bringing equality in society has led us to forge new partnerships and strengthen existing ones. Our partnership with Allegis is one such which is working towards mainstreaming employment of persons with disability.



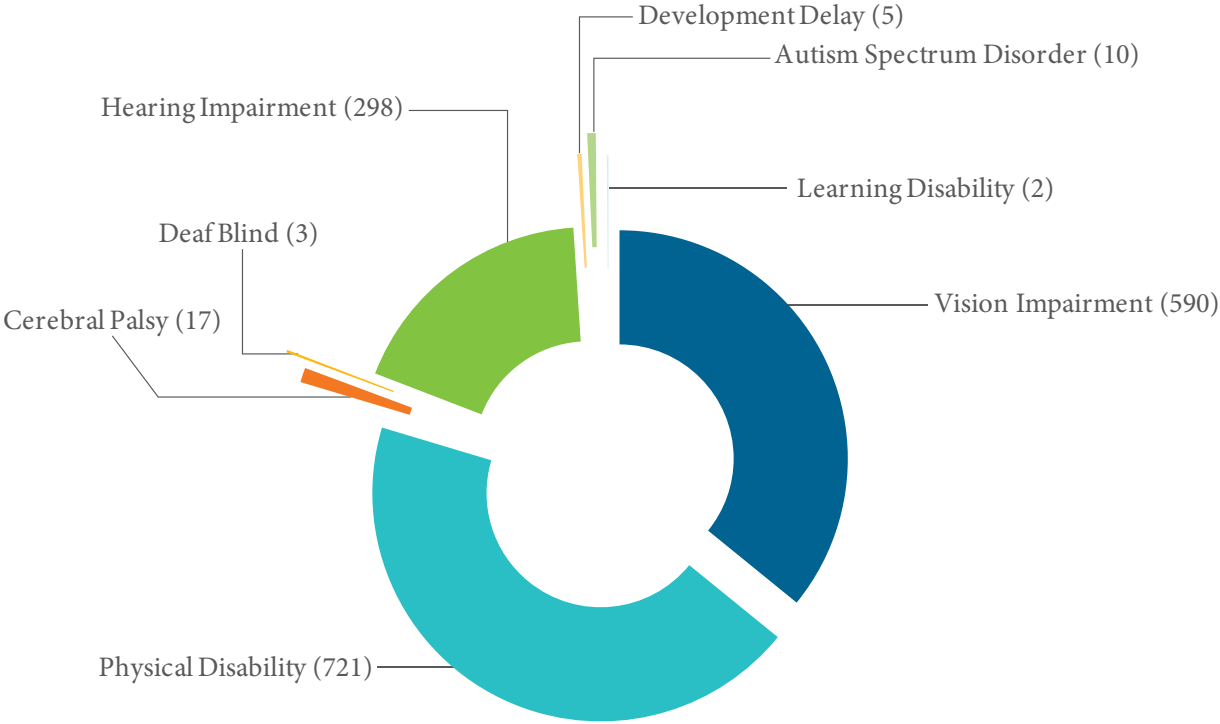
UNLEASHING POTENTIAL  
THROUGH TRAINING & DEVELOPMENT

The goal of our training models is to get the best out of candidates, give exposure and realize their potential. These models cater to people having various disabilities and who come from various economic backgrounds.

Our main training models include:

- University connect
- Collaborative training
- Computer training
- Employability training
- Entrepreneurship development programs

Training statistics



Total Trained 1646

University Connect Model:  
Pipeline creation for employment

Model for creating sustainable pool of candidates at the university level

To bridge the skills and awareness gap, we envisaged this pipeline creation model to train persons with disability while they are engaged in mainstream courses at the University level. This way, candidates are employable when they finish academics.

As a part of this model we have reached out to 337 persons with disability (PwDs) and have built their aspirations for the future by organizing career workshops at regular intervals. Career workshops helped students get exposure to the world of employment and motivated them to set career goals. Major impact on the employable pool of PwD is to aspire for higher education and careers. Many apex universities/institutions have approached us for similar intervention.

We have run this as a collaborative model with

JSS (Mysore), AITH (Kanpur), Shakuntala Devi Memorial University and Bangalore University. This caters to candidates with vision impairment, hearing impairment and physical disability.

3-step approach of the program:

- **Career Awareness Workshops:** Creating awareness among students with disability about employment opportunities
- **Employability Training:** Preparing candidates in the university for employment
- **Capacity Building Programs:** Enabling mainstream trainers on employability skills training





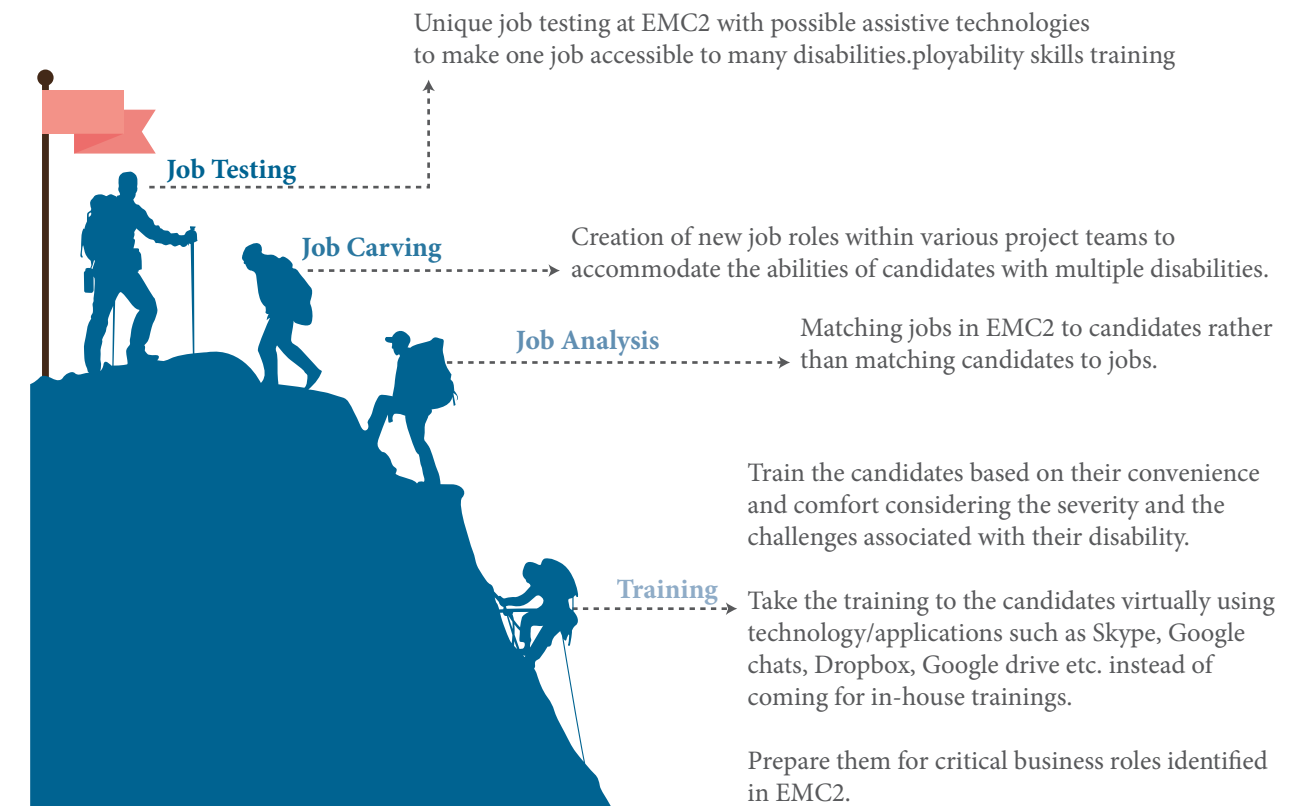


## Collaborative Training: Joining hands with companies to train Multiple Disabilities

This is an earn-while-you-learn model in collaboration with EMC2

We recognized that persons with multiple disabilities have the potential to contribute to the workforce and can be trained for it. This is an innovative training model for the development of persons with multiple disabilities including disabilities such as deaf-blindness and cerebral palsy with scoliosis, low vision and many other disabilities. It aims to prepare persons with multiple disabilities to get to the mainstream in the span of one year.

During this internship program the candidates are trained in employability based on job role requirements at EMC2. This internship model aimed at making them better at performing their assigned tasks/roles at EMC2. We successfully trained 10 people and placed 8 of them into work from home internship with EMC2. Many companies have expressed interest in running similar programs.





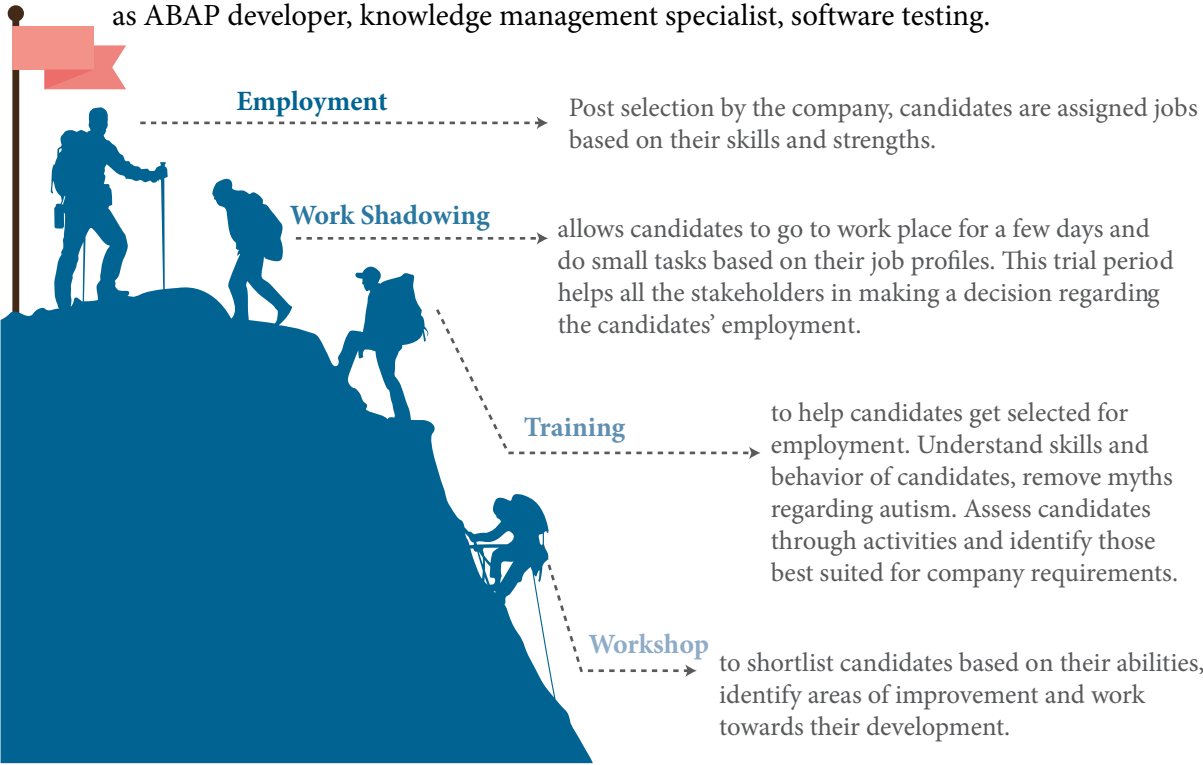


### Autism

Specific and targeted intervention model to enable candidates with Autism

We believe that persons with autism can realize their full potential through training. Towards this, En-Able India collaborated with SAP Labs for their initiative “Autism at Work (AAW)” in India. A team of five from India underwent training with Specialisterne, a pioneer in training and employment of people with autism in Germany.

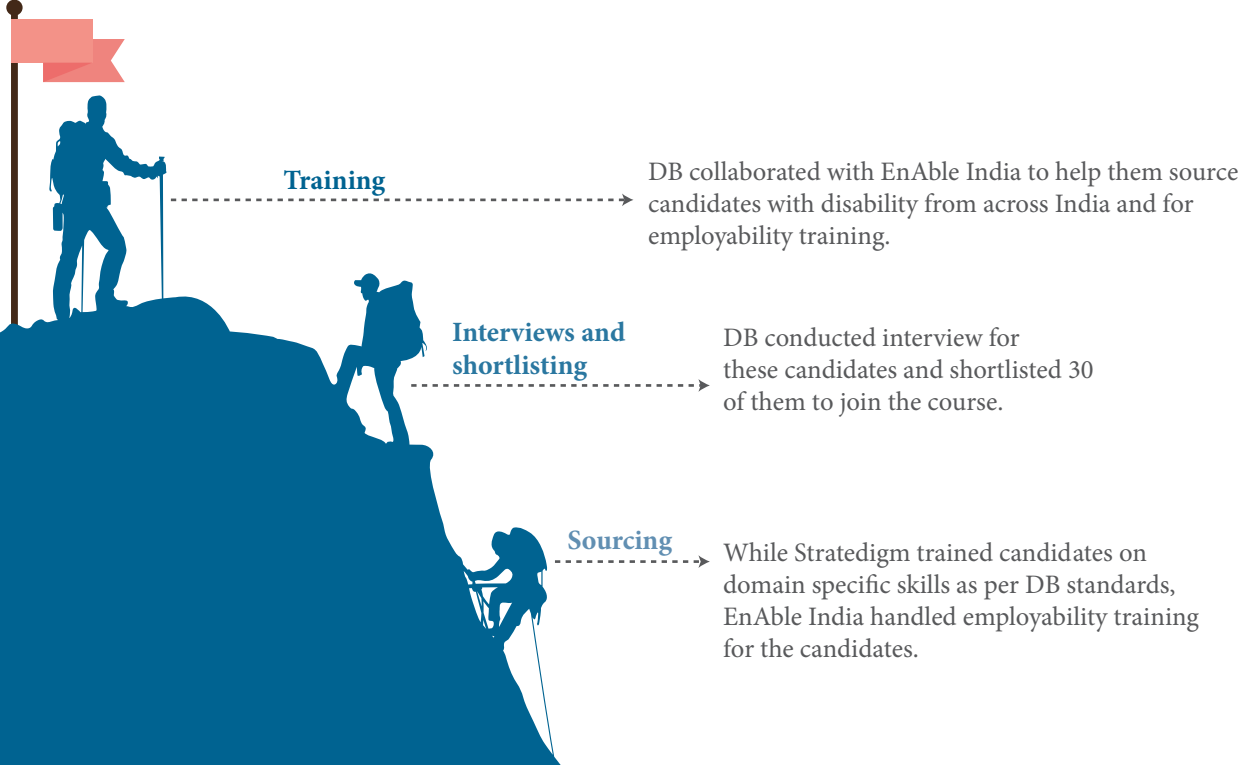
The training wanted to bring people with Autism to the mainstream and ensure that they work on par with others in the mainstream. Post training, 7 out of 10 trained candidates were placed in roles such as ABAP developer, knowledge management specialist, software testing.



### Collaborative Training at Deutsche Bank

Building careers for persons with disability in investment banking

This tri partnership training program included Deutsche Bank, Stratedigm and EnAble India. As a part of their diversity training, Deutsche Bank (DB) wanted to hire persons with disability. Towards this, they opened up the role of analyst in different teams for PwD (persons with disability). 44 candidates were sourced, 18 selected, 13 candidates completed the training, and 12 were placed in DB.





Collaborative Training at Salesforce

Creating quality candidates for IT administrator jobs

Salesforce.com and EnAble India collaborated to conduct training for 12 candidates from EnAble India. The goal was to conduct a structured training program for potential candidates and make them quality employees for IT administrator jobs. Training included a week's employability training by EnAble India and two weeks of training by Salesforce.com.

IMPACT

- 18 candidates were screened by Salesforce team and 12 graduates with physical disability were chosen based on their communication skills
- These 12 were trained on employability skills and Salesforce.Com technologies in collaboration with Salesforce.com.
- Six of the rejected candidates went through Employability Foundation Course for a week so that they could join the training later
- All the 12 candidates are currently attending various interviews and looking for jobs. This training has opened up careers for PwDs in other Salesforce client companies.



Collaborative Training with Madura Garments

There has been a challenge in placing visually impaired persons in the non-computer jobs sector. We were able to bridge this gap when we collaborated with Madura garments. This collaboration opened up jobs for visually impaired persons in the garments sector.

We called candidates for training, some came and some did not as there was no assurance of jobs. But in this model there was assurance of an interview which is a big deal in this sector. 8 people out of 16 trained, got placed in Madura garments as box maker, buttoner, packer etc. Four others got placed in other companies in the garment sector.



“The training has given me a new start and it is with an increased measure of enthusiasm I move forward to continue my education

Pynskhem Lung ie Lamare

“I want to be a learner all my life. Now that I have started to learn the use of computers there is no turning back

Iyyapan



“I want to keep going on and never give up

Mahendra



“I have decided never to give up. I have started to accept myself and am taking small steps towards my progress

Melwyn

## Computer Training for persons with vision impairment

Career Centric Computer Training (CCCT) is our flagship program. It aims at holistic development of visually impaired candidates by equipping them with computer and employability skills and empowering them to lead a life of economic independence, with dignity and respect.

Projects and quality of projects that the candidates did as part of this training led to internship and then employment. Post presentation of these projects, companies like EMC2 shortlisted candidates on the spot for jobs. Some details:

### Showcasing various solutions:

The candidates created these solutions as a part of their project work. They presented it to a panel of representatives from various MNCs.

- Accessible menu card (Braille users and low vision can independently order food by looking at the menu)
- Accessible bag for visually impaired (the bag has different compartments to keep different assistive aids/things thus making access more easy)
- Accessible shopping mall using accessible route map, accessible auto meter etc.

### New approach for employment:

Companies like Qikwell, Hindustan Global Services, Vindya, Lemon tree conducted round table interviews for candidates. The event led to the companies selecting the candidates for



internships because of their skills. The internships later led to placements.

- Impact of interview sessions helped candidates:
- Increase their exposure to understand the real work environment
- Understand work ethics in the real work environment
- Sensitize company representatives to the capabilities of persons with disability

### Showcasing Abilities through Demos:

Candidates showcased their ability to use computers with the help of screen reader and the use of solutions through demos on various assistive aids on World Disability Day at companies.

Impact: This in-turn created awareness in companies and increased confidence level of our candidates.





## Employability Training for non-computer jobs

Apart from the collaborative training model in the non-computer sector we did other employability training programs. Our short employability training emphasises more on attitude building like working on targets, working with quality and generating interest in employment. Persons with disability should work without giving excuses of their disability and learn to present themselves to the company with their disability with dignity and with the right attitude.

We have seen the energy levels and self-esteem of the candidates rise significantly after training. They also learn to experience a sense of pride in their own actions. This year we did 8 employability trainings in different parts of Karnataka.

## Entrepreneurship Development Programmes (EDP)

EnAble India is entering into the third year of the partnership with the Karnataka state Government for working as training cum placement cell on behalf of the government. Initially the program started with trainings related to wage employment and the placement thereof. We realised that in rural areas the possibility of wage employment is very little. Also, in case persons with disability from rural background are provided wage employment in metropolitan area, they quit after some time because of living standards and challenges in the city.

EnAble India collaborated with National Academy of RUDSETI to conduct entrepreneurship development (EDP) training programs for the rural youth with disability. RUDSETI institutes are training organisations floated by a trust formed by Dharmasthala trust situated at Ujre, Karnataka and the public sector banks with financial support from Ministry of Rural Development.

## IMPACT

These training programs have been very successful in imparting basic knowledge of business and disability factor to the rural youth in 27 districts of Karnataka.

These candidates have now started with their own business enterprise.

Having recorded around 48 percent settlement rate, the model has successfully been implemented and is ready for scaling in the rest of the country.



## Building Aspirations

EnAble India started career workshops to motivate persons with disability to build aspirations for a career and thus aim at exploring better higher education. These career workshops are an attempt to improve the levels of exposure by:

- Raising levels of job awareness
- Understanding of skills required for various jobs
- Guidance on careers
- Helping students on setting career goals

### Career workshops for persons with sensory impairment and physical disability

A large number of candidates who attended the career workshops felt these workshops enhanced their understanding of employment and would recommend it for others. Workshops were conducted at different universities and affiliated colleges such as Farook College, M. J. College, SIES Sion in Mumbai, Bangalore University, EFLU Hyderabad, Adarsh College in Bangalore, SMNRU Lucknow, AITH Kanpur and JSS Mysore.



**558** young students were impacted.

## Persons with disability giving back to society

One of EnAble India's core values is 'Be the change you want to see in the world'. Community service is a critical part of all our trainings. Through volunteering work, candidates realize that they too can give back to society and this has made a huge impact to their overall development. This has helped our candidates to realize their potential and set goals for themselves.

Candidates contribute several hours from their training and development towards projects initiated, planned and implemented by them. Following are some of the projects undertaken by our candidates:



### Giving sight to other lives:

In collaboration with Narayana Nethralaya, we had an opportunity to talk about the importance and possibilities of eye donation. On 17th March, we held our first event at Jyothi Nivas College, in the Psychology Department. We explained the importance of eye donation, and Dr. Pratheek from Narayana Nethralaya was there to field audience questions. A similar event was held at Cargill Business Solution. There, we worked with Dr. Chetna to talk about eye donation and reasons for the blindness. At the end of the event, eye donation forms were distributed to the audience members to ensure immediate action.



### Community project on tree planting:

Persons with physical disability and hearing impairment noticed that their surrounding area was barren; soil was very hard and not suitable for plantation. Hence the candidates decided to grow plants that would benefit people living in the nearby houses and the environment.



### Repairing pedestrian footpath:

Persons with vision impairment approached BBMP, filed a complaint and followed up with BBMP to get the footpaths repaired. Candidates also wrote to BBMP to increase awareness among drivers and conductors on how to interact with persons with vision impairment. A procession was conducted on Global Compassion Day to create awareness about disability on May 10.

### Swachha Grama Abhiyan:

Awareness campaigns on conservation of environment, power and water were conducted at Shivanapura Village.





DEVELOP JOBS, RELATIONSHIPS  
AND CREATE DEMAND

Like every year, EnAble India has worked with new companies in emerging sectors to create new job roles for persons with disability. We have more than 500+ companies in our list currently across 28 sectors such as BFSI, energy, entertainment etc. This year we have developed new relationships with over 50 companies. See Annexure1 for the list of companies and sector information.

EnAble India has developed over 20 new jobs in this year which has opened up new streams such as the job of store associate at Gamineazy. Some more examples are:

Project Management Operations	Vision Impairment, Physical Disability, Cerebral Palsy
Cheque Remittance	Hearing Impairment, Physical Disability, Cerebral Palsy
Project Cost Analyst	Vision Impairment, Physical Disability, Cerebral Palsy
Complaint Investigation Engineer	Physical Disability, Cerebral Palsy
Report Co-ordinator	Physical Disability, Cerebral Palsy
Data Research Executive	Hearing Impairment, Physical Disability, Cerebral Palsy
Knowledge Management Specialist	Autism, Physical Disability, Cerebral Palsy
ABAP Developer	Autism, Physical Disability, Cerebral Palsy
EOC Analyst	Hearing Impairment, Physical Disability, Cerebral Palsy
Content Analyst	Vision Impairment, Physical Disability, Cerebral Palsy
Store Assistant	Hearing Impairment, Physical Disability, Cerebral Palsy

A few of the new job roles where persons with disability are working are shown below



Harsh Das

- Autism
- SAP
- Knowledge Management Specialist
- PUC
- Rs. 26,000



Mallikarjun K

- Physical Disability
- GE Healthcare India
- Complaint investigation Manager
- BE
- Rs. 40,000



Kishore Kumar B

- Visually Impaired
- JP Morgan
- Market Operations Role
- BA
- Rs. 17,500



Arpitha

- Hearing Impaired
- Gamineazy Entertainment Private Limited
- Store Associate
- 10th
- Rs. 8,000

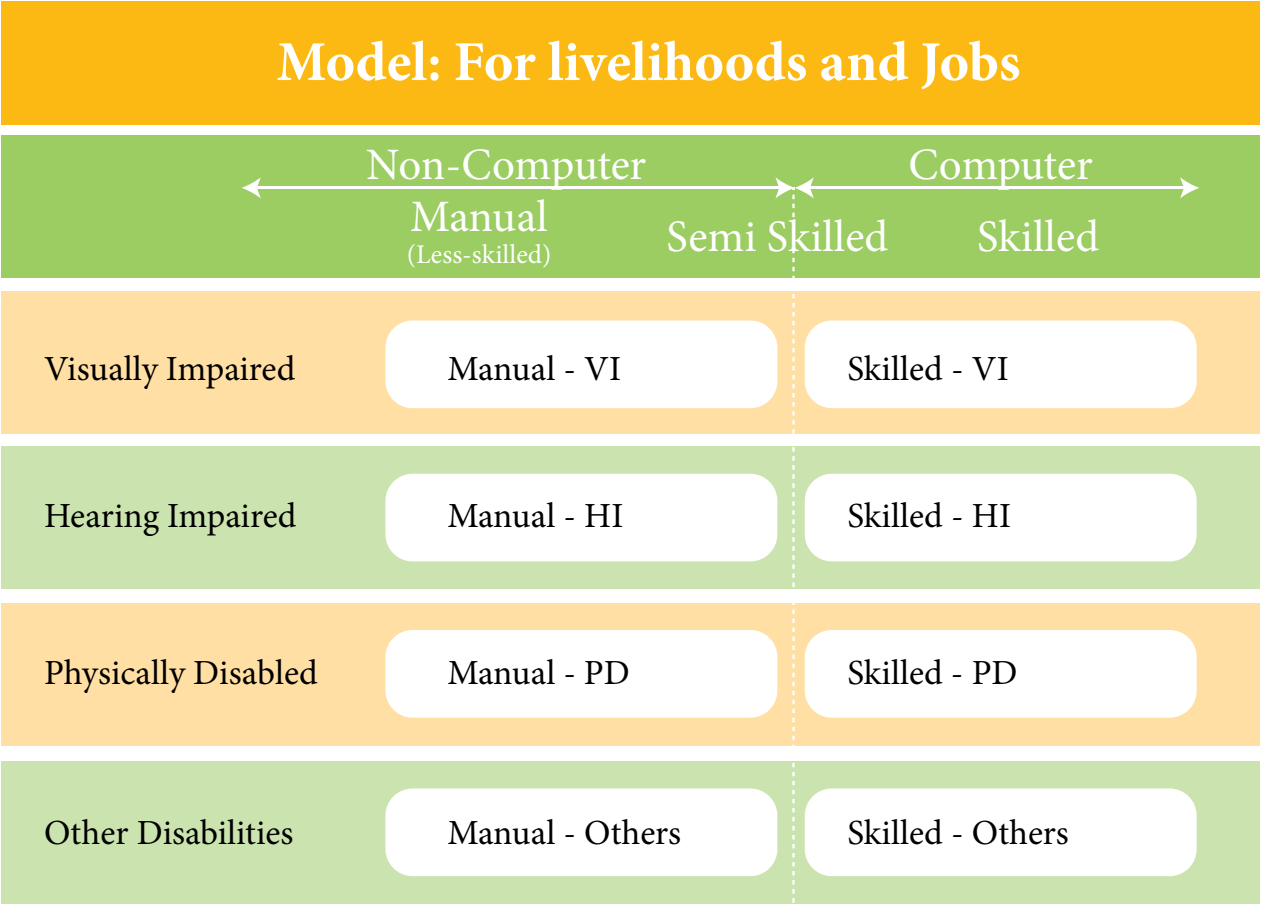




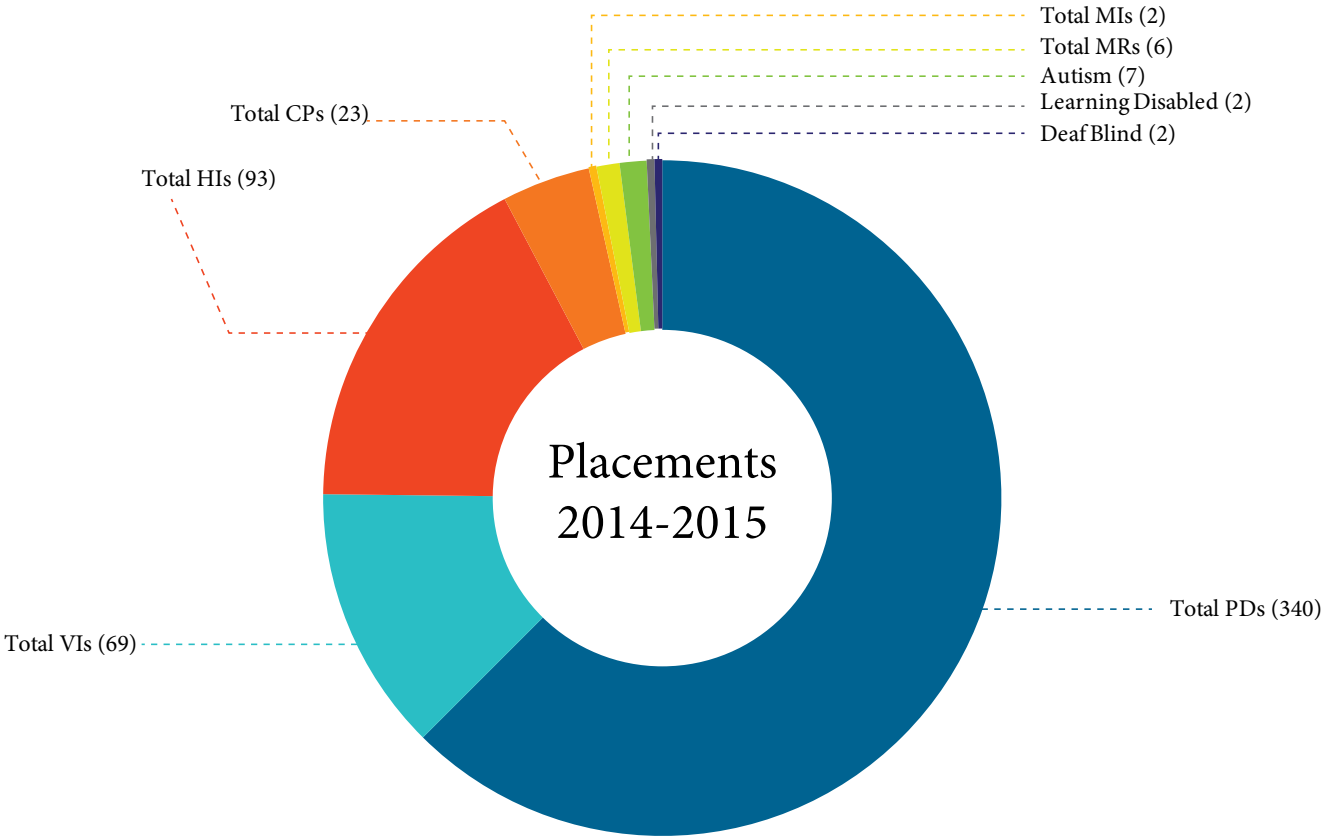
## ECONOMIC INDEPENDENCE: MODELS OF EMPLOYMENT

EnAble India continues to be the implementing agency for Training and Placement for Persons with Disability for the state of Karnataka (Vide Government order No MME 14 PHC of 20112 issued at Bangalore on 15.06.2012). This program has enabled us to reach the unreached in remote parts of Karnataka and other parts of India. Challenges are very different across regions because of the cultural and socio-economic background of persons with disability and their communities.

In order to place persons with different disabilities coming from diverse backgrounds, we conceptualized the livelihoods framework. This has helped us reach large numbers of persons with disability and cater to diversity ensuring quality.



Through different employment models , we have placed:





**The following approaches have been adapted for catering to people in non-computer and computer placements. The models adapted this year have been highlighted in this report.**

## Self-Employment and entrepreneurship model

Career opportunities for persons with disability living in rural areas

Based on what is required to enable persons with disability in rural areas, the entrepreneurship development program has evolved. There are 56 trades / occupations such as dairy farming, mobile repair, sheep rearing, kirana shops and others that we have identified for persons with disability in rural areas. We go to different districts to execute this model in partnership with RUDSETI and RSETI. We've been able to reach out to 194 persons with disability and 48% have settled in their occupation.



## Job Fairs

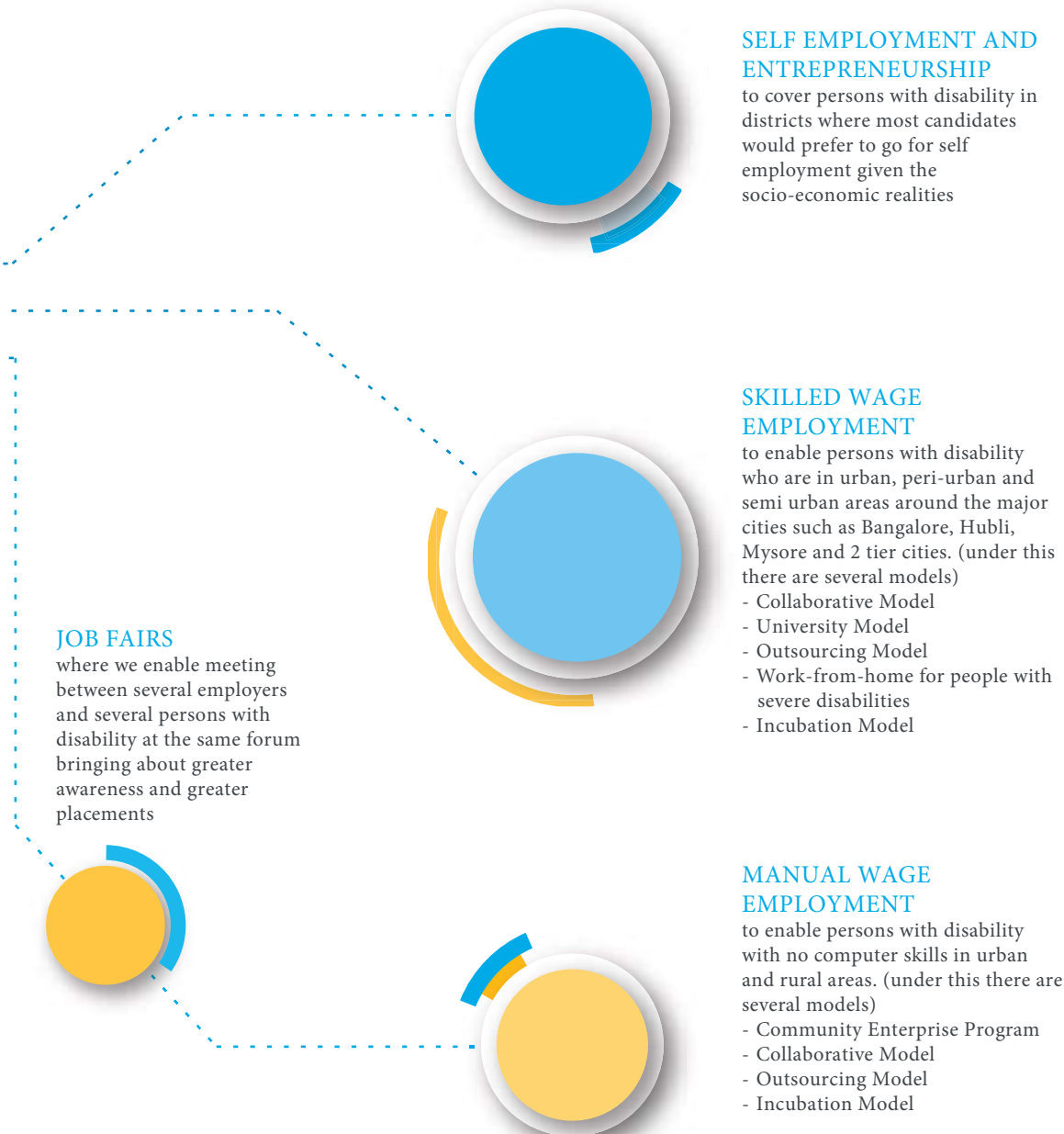
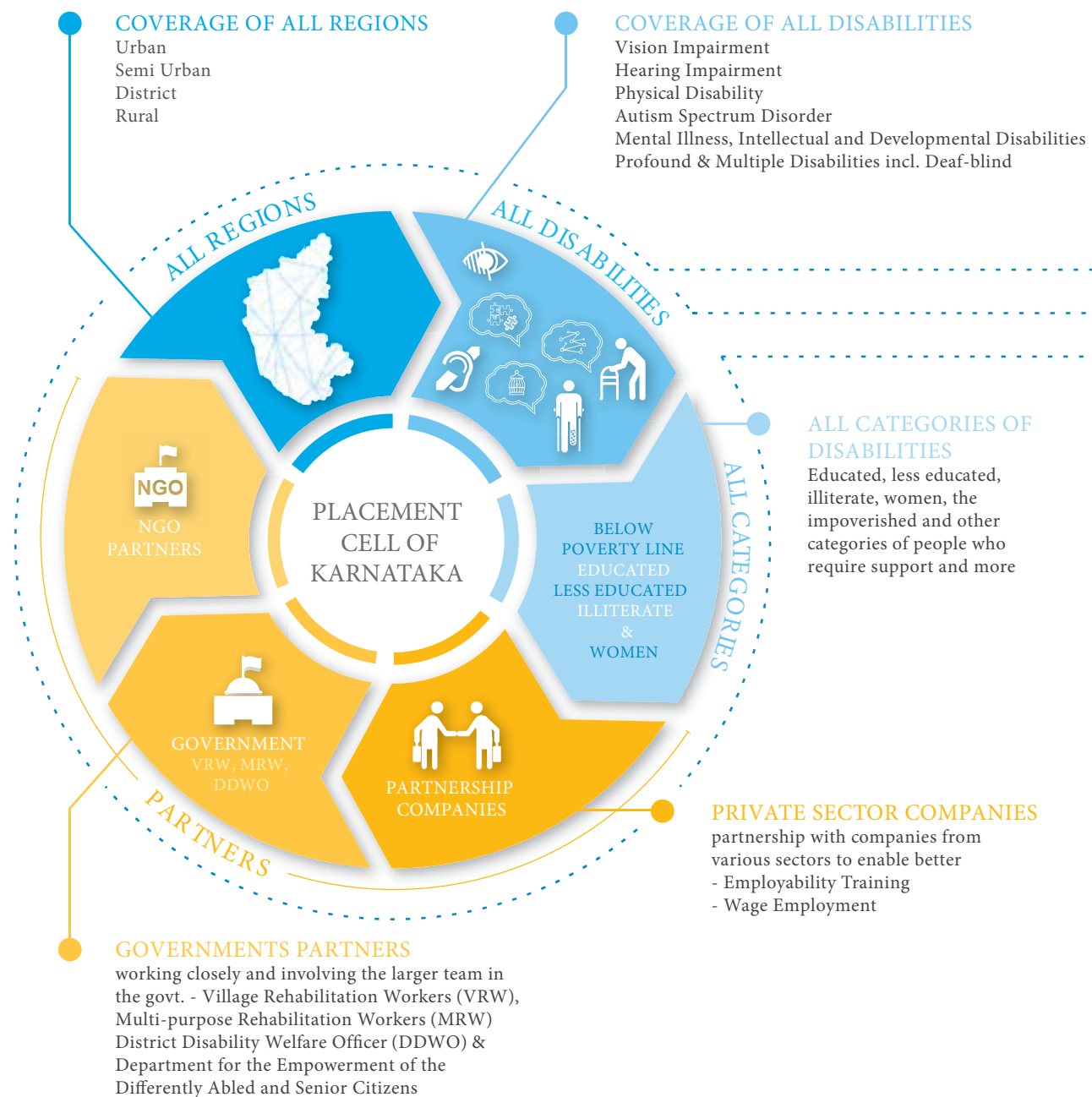
Platform where companies and job seekers with disability meet

Through job fairs for persons with disability, we have been successful in connecting persons with disability and employers in different districts of Karnataka. Job fairs were conducted in Mysore, Belgaum, Gulbarga, Hubli, Kalburgi and Bangalore. A job fair in collaboration with Allegis was also conducted for placements in skilled jobs.



650+ persons with disability have attended the job fairs in different locations, out of which 25% were selected for jobs. This has resulted in our understanding that in rural and semi-urban areas wage employment is difficult to sustain because of lack of opportunities and low salaries. Wage employment in most places was self-employment support models rather than SMEs. Self-employment has been a more sustainable model.







## University Model

### Connecting employers and potential job seekers with disability

This innovative model for employment creates demand with local employers and connects them with persons with disability who are in the process of graduating. Thus employers have direct access to the pool of candidates.

For the long term sustainability of this model, we have established the 'Empowerment cell' for employment of persons with disability in JSS University, Mysore.



## Collaborative Model

### Working together for employment

In this model we work in collaboration with companies for future hiring. This is a proven model where the company gets the resources they require and there is also likelihood for more persons with disability getting hired. Going by the success of this model, we initiated this with non-computer placements.

We worked with Madura Garments to open up jobs for persons with vision impairment and have placed 8 people. For skilled placements, we collaborated with companies such as EMC2, Deutsche Bank and SAP labs.



## Inclusive Outsourced Model

### Inclusion of severe disabilities in mainstream companies

Persons with severe disabilities such as intellectual disability, psychiatric disorders are often employed only in sheltered environments. This model was a breakthrough where persons with these disabilities along with others such as physical disability and hearing impairment were employed in HCL. The work was outsourced to EnAble India for project management and supervision, to ensure that expected deliverables were met. Salary was linked to performance and salary of two people was split among three people.

The team delivered its targets and people with psychiatric disorders and intellectual disability performed on par with others. This is a potential model for sustainable employment of persons with severe disabilities.

Various persons with disability have been gainfully employed with our interventions. Some examples are showcased below.



**Shwetha Maria Rosario**

Cerebral Palsy  
 Deutsche Bank  
 Analyst  
 MBA  
 Rs. 15,000



**Pradeep M N**

Developmental Delay  
 Jubilant  
 Helper  
 7th Std.  
 Rs. 6,900



**Anuj Kumar**

Hearing Impaired  
 ANZ Bank  
 Analyst  
 ITI  
 Rs. 19,000



**Samir Tekwani**

Cerebral Palsy  
 EMC²  
 Intern  
 PUC  
 Rs. 10,000



**Pratap R**

Cerebral Palsy  
 ANZ Bank  
 Analyst  
 M.Com  
 Rs. 18,000

**Pradip Sinha**

Deaf Blind  
 EMC²  
 Intern  
 SSLC  
 Rs. 10,000

**Santosh**

Physical disability  
 Denison Hotel, Hubli  
 Kitchen Assistant  
 Below SSLC  
 Rs. 6,500



**Akshat Ajit Konaje**

Learning Disability  
 The Chancery Pavilion  
 Telephone Operator  
 B.Sc.  
 Rs. 5,500



**Ruby Mathew**

Hearing Impaired  
 Infant Travels  
 Data Entry Operator  
 Diploma  
 Rs. 8,000



**Bharat Subramaniam**

Autism  
 SAP  
 Technical Support  
 B.Com  
 Rs. 22,000



**Sowmya**

Cerebral Palsy  
 More Super Market  
 Bay Ka Malik  
 PUC  
 Rs. 8,200



**Udaya Kiran V**

Physical Disability  
 ANZ Bank  
 Intern  
 Diploma in Computer Science  
 Rs. 25,000

**Shiva Kumar**

Cerebral Palsy  
 Charan Speciality Forms Pvt Ltd  
 Cutter/ packer  
 Below SSLC  
 Rs. 5,700

**Devamma**

Physical disability  
 Charan Speciality Forms Pvt Ltd  
 Packer  
 PUC  
 Rs. 4,680

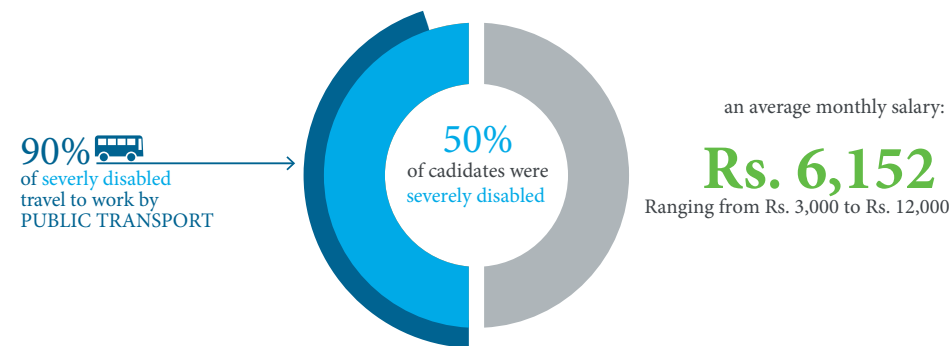
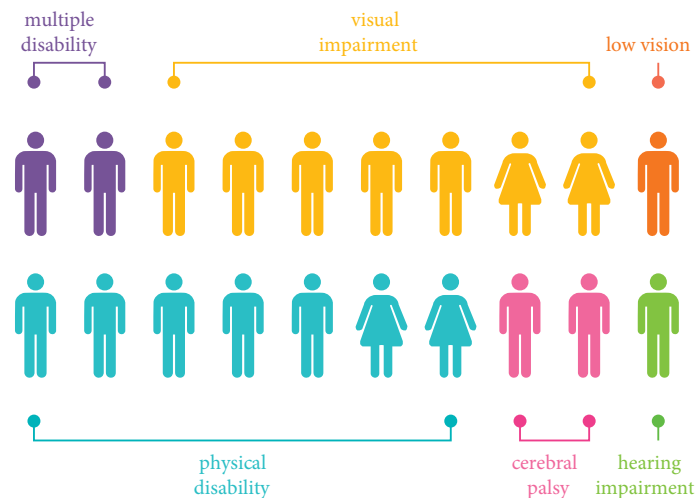


# Retention of persons with disability at workplace

Retaining persons with disability in the job is a critical step of our employment cycle. We have different approaches for conducting retention survey and analysis for persons in computer and non-computer segments. From our years of experience of placing people in the non-computer segment in jobs such as lift operator, helper, office assistant etc, retention has been a big challenge. Hence we focused on developing a unique retention model for this segment. Below are the results from a sample survey we conducted.

Information below is based on data collected by Enable India trainers during a retention process of **20** candidates. We found the following observations and impact.

## OBSERVATIONS



## IMPACT

FINANCIALLY SUPPORTING THEIR FAMILIES after getting a job

70%



FIRST JOB working for the first time

50%



SAVING MONEY FOR THE FUTURE for the first time

65%



ASPIRING TO ACHIEVE FUTURE GOALS developed during training

75%



GETTING FAMILY SUPPORT receiving support for tasks such as washing clothes, cooking etc

95%



DIGNITY working has given them dignity amongst family and society

70%



TRAVEL TO WORK total candidates travelling to work, of which 30% travel 25 - 30kms daily

85%



SECTORS	JOB ROLES	DISTRICTS
Reta	Bay ka mallik	Bangalore Urban
Hospitality	Cashier	Bangalore Rural
Garments	Buttoner	Belgaum
Car Dealership	Graphic designer	Davangere
F&B	Helper	Hubli
Manufacturing	Watchman	Kolar
ITES/BPO	Telecaller	



**Ghousia Nishat**

Ghousia is a person with muscular dystrophy, with no motor function in her arms and legs. She comes from a single parent household. Her mother struggled to send her to school and the family faced many hardships. EnAble India worked with Ghousia to develop her skills through workplace solutions such as speech recognition software.

Ghousia has been placed twice by EnAble India, both in small companies. She did not work long in both the companies because the companies shut down. Ghousia continued improving her skills and worked patiently. She worked late nights to strengthen her computer skills through EnAble India's support. After all these years of waiting, Ghousia is working in EMC<sup>2</sup> as a project coordinator. She is doing well at her job and supporting her family.

## Inspiring Stories



**Abhinay Kumar Sharma**

Abhinay Kumar Sharma is a person with physical disability in one leg, from the small town of Sonebhadra in Uttar Pradesh. His family consists of five members supported by his father alone. Abhinay joined AITH, Kanpur for a diploma with no background in Computer Science. Through AITH he enrolled for EnAble India training.

EnAble India's training enabled Abhinay to work on his computer and employability skills. He was one of the best students in his batch and worked hard. He was placed in Wipro in November 2014 as a project engineer. He is proud of his work and helps his father support their family.



**Karthik Raj**

Karthik is a person with hearing impairment with a background in Cisco Certified Networking Associate. He could not find a job to supplement his skills. EnAble India placed him in a job which did not match his skill set to ensure he is not out of workforce for a long time. Karthik worked in this job patiently waiting for the right job. After 2 years EnAble India placed him in JP Morgan in a technical support role. He is very happy with his job and hopes to build a career in this profession.

### Pradeep

Pradeep is a person with multiple disabilities. He has intellectual disability, mild low vision and is hard of hearing. He uses spectacles as his aid. He has completed his class 10 from a special school and has spent most of his time with his family. He attended a 10 day EnAble India employability training in Chikkaballapur by EnAble India. He found it very difficult to cope initially and wanted his mother to stay with him. Inclusion was a big challenge because of his disability. Pradeep joined Total Mall on Mysore road in Bangalore after his training. He needed a lot of support in understanding and completing his tasks. His job role is restocking and removing expired and old products from the shelves. He is a hard and dedicated worker. He has been working in Total Mall for 4 months now. He now travels by himself. He doesn't talk much and does his work silently. His family is very happy with the exposure he is getting and his independence. The company is happy with his performance and wants to hire more people with intellectual disability after seeing Pradeep's performance.



**Pavithra K. S**

Pavithra K S is a person with hearing impairment. She had no prior work experience when she joined JustEat as data entry operator. She slowly and with dedicated effort started growing in the company and eventually got on the rolls of the company. Due to her positive attitude and good performance, she has settled down well in her career. The company now regularly hires more hearing impaired candidates.

### Roopa

Roopa (name changed) is a person with low and came from a small village in Karnataka. She had done her PUC and was a confident girl. She had a few psychological issues – suspicious about people around her, trust, constantly felt that colleagues weren't good. We placed her based on her abilities in a multi-specialty hospital as telephone operator. A few post placements interventions like peer awareness; professional counseling helped her settle in her job.



**Gurunath**

Gurunath is physically disabled and uses a crutch. He attended a 10 day training program by EnAble India in Hubli. He had been working in Mahadev Metals for 10 months as a helper. Fifteen people from the training batch were selected to join Mahadev Metals. The work is very hard in the company and the work environment is hot and difficult to work in. Gurunath and a few others joined the company. After a few months, only Gurunath continued working. Gurunath now manages his whole production department. He joined as a helper and within a few months was given more responsibilities because of his performance. He now earns a monthly salary of Rs.4500. Gurunath is taking care of his whole family and saving money for his sister's marriage.

# CHANGING MINDSETS THROUGH AWARENESS



## Awareness Workshops

Towards creating awareness about disabilities, EnAble India runs various awareness programs.

### Disability Awareness Workshops (DAW)

DAW spreads awareness about solutions used by PwDs for daily living and at work. DAW aims to change perspectives on disability. It attempts to demystify common myths about disabilities. We conducted 18 DAW workshops that spread awareness to 362 beneficiaries in corporates like CISCO, ANZ, Northern Trust etc, Bangalore University, Disability Welfare department and others.

131 participants felt that the DAW session was very good (131), 173 felt it was excellent and 299 participants thought that it increased their understanding of disability. Participants have given a big thumbs up to the session by listing out their 5 top learnings as:

- Be sensitive, be inclusive
- Look for the opportunities to use solutions
- Change perspectives, it'll benefit everyone
- Treat everyone with respect and dignity
- Look for assistive aids to help persons with disability

With the goal of bringing in equality for persons with Autism at the workplace, we developed a unique sensitization model on Autism. This helped us in changing mindsets and break stereotypes about Autism. Several workshops were conducted at SAP Labs.

### Awareness through Assistive Technology (AT) Stalls

These stalls create awareness about various assistive technology persons with disability can use to lead life independently and to work efficiently. Through these stalls, employers get sensitized about new technology which opens up new jobs for persons with disability.

### Creating Awareness through Fun Activities

Sports, treasure hunts, tactile making workshops are some of the fun activities through which we spread awareness.



### Peer Sensitization

Peer sensitization is conducted at various organizations/companies to sensitize employers, management and peers on strategies to include colleagues with disability. It helps them understand how to include their colleague with disability in all activities and work together as a team.

As a part of peer awareness module on Autism, a unique self-advocacy model was developed. Candidates with Autism themselves talk about their abilities and inabilities and ways to include them at work.

Ten peer sensitization workshops were conducted across all disabilities which impacted 100+ beneficiaries. All participants thought that these sessions raised awareness about PwDs and they would take positive action. This was conducted in corporates such as IBM, SAP Labs and others.





ABLE INDIA

PWD

person with disability

INCLUSIVE HIRING

JOIN

I SUPPORT

INDIA  
INCLUSION  
SUMMIT 2015

Bookw...

ation for g...

MOVEMENT

Inclusive India

Join the Movement  
...different...





# INNOVATIVE TECHNOLOGY AND SOLUTIONS: ENABLING AN INCLUSIVE SOCIETY

Persons with disability can work efficiently and successfully with the right workplace solutions. Workplace solutions open up jobs for persons with disability and makes events / office environments / social gatherings more inclusive for everyone. These solutions enable persons with disability to work on par with their colleagues. We have developed various innovative solutions this year, some developed by EnAble India and some in collaboration with others.



**Multiple solutions used by person with cerebral palsy**

Pratap is a person with cerebral palsy who works as a finance analyst in ANZ. His whole body shakes / jerks while working on computers. His job requires him to multi-task while working on computer. He uses multiple solutions to work efficiently:

- Foot pedal to switch between multiple tasks easily
- Joystick mouse to control mouse movement
- Sticky keys to hold multiple keys simultaneously



**Virtual training tools**

EnAble India started the profound internship model for training and placement of persons with multiple disabilities. Virtual training tools like Skype, Hangout, online games etc were used for training candidates. These training tools were configured to meet the needs of persons with different disabilities. For example, Google Hangout was made accessible for a person who is deaf blind and uses refreshable braille display. Persons with different disabilities were included into one classroom. This enabled us to take the training to candidates rather than them coming for the training.



**Using voice commands to code**

Avinash is a person with severe multiple disabilities. He has no motor function in arms and legs. He works on computer using speech recognition software to do programming in Python language. He is the first Python developer who uses speech recognition.



**Refreshable braille display used by person who is deaf blind**

Pradip is a person who is deaf blind. He works in data analysis in an MNC and works on large datasheets to pull out customer reports. He uses refreshable braille display to work on computers. Refreshable braille display converts monitor output to braille.

**Making events more inclusive**



**Accessible Indoor Navigation Android App:** This is an accessible app like Google maps for indoor navigation. This helped persons with vision impairment to navigate through the building independently in India Inclusion Summit.



**FM Transmitter:** This is an inclusive solution for all events / conferences. This transmitter is used for audio narration to help persons with vision impairment. This is also used for language translation for persons with different language needs.



**Pressure Mats For Visually Impaired:** This too is an inclusive solution for all. This helps to identify one's location within a building. For example, this was effectively used by persons with visual impairment to identify male and female restrooms at the India Inclusion Summit.



**Inclusion Wall:** This enables persons with vision impairment to see posters / pictures on wall and the writing on the picture through audio descriptions with the press of a button. This helped to create inclusive walls in India Inclusion Summit.





## EXPANDING RESOURCES THROUGH CONTENT DEVELOPMENT

EnAble India has 15+ years of experience in employability and employment of persons with disability. Content development is critical for:

- Standardization of training, employment techniques and methodologies across different models.
- Sharing our learnings and experiences during training and placements of persons with disability with other organizations and stakeholders such as employers, parents, volunteers. This increases the number of people / organizations working towards economic independence and dignity of persons with disability.
- Scaling the reach and impact of our knowledge in training and placement to different persons with disability across the globe.

Given this journey, we envisaged a platform which would bring together all stakeholders working with disability to build the required ecosystem in the country. This led to EnAble Academy – India's first collaborative community initiative for mainstreaming livelihoods for persons with disability. The academy has released various publications this year while building this platform.

- Jobs done by persons with disability: This book was released at India Inclusion Summit 2014. This book contains information about 272 roles done by persons with disability across 27 sectors in 35 different functions like

technical, semi-technical, sales and marketing, HR etc. This is a work in progress and will keep getting updated. The vision is to enable persons with disability, NGOs, parents, companies, volunteers and others in advocating jobs for PWD.

- Self-learning books for persons with disability to learn and improve employability skills
  - Job Awareness Level 1 and Level 2
  - Job Preparation Level 1
  - Quality Level 1
  - Interview Preparation and Resume Preparation
  - Experience Different Jobs Level 1
- Success Factors for Placement in Non-computer Jobs: Retention analysis of persons with disabilities placed in the districts
- Inclusive Training Manual for Hearing Impaired in SBI
- Journey of Entrepreneurship Development Program in districts of Karnataka (video)
- Trainer manuals for training persons with vision impairment in computers (CD)
  - NVDA Trainer Manuals for Basic Computers (Windows 7)
  - Word 2010 Trainer Manuals (NVDA)
  - Excel 2010 Trainer Manuals (NVDA)
  - Internet Trainer Manuals (NVDA)



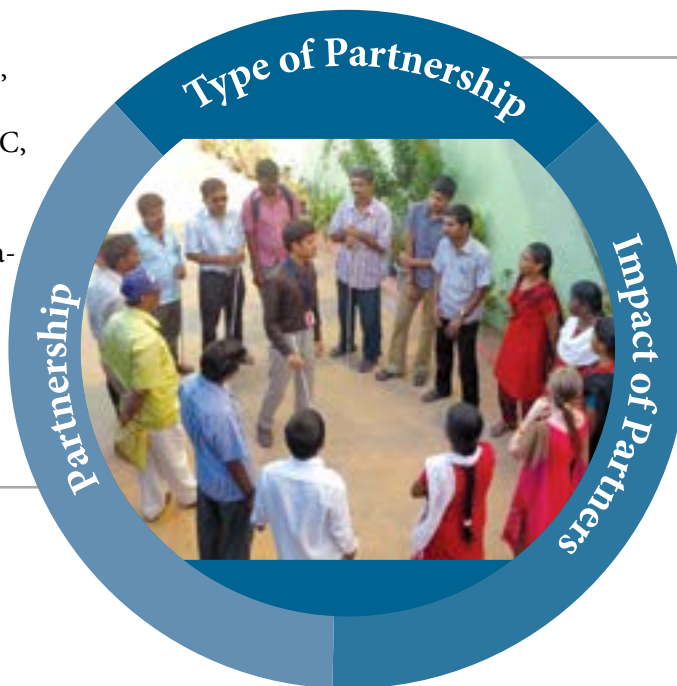
## SPREAD & SCALE THROUGH PARTNERSHIPS & CAPACITY BUILDING





EnAble India has evolved over the years by partnering with different organizations / institutions in different capacities. In our vision to enable the entire country, collaboration with organizations and institutions is essential. With a focus on scale, we established synergetic / strategic partnerships with various organizations. These partnerships have enabled mainstreaming employment, inclusion, training and technology for persons with disability.

Karna Vidya Technology Centre, Chennai; Thriveni Foundation, Selam; Score Foundation; SRCVC, Kerala; Kerala State Council for Science, Technology & Environment; Awake Foundation, Bangalore; RCG, Kerala; NAB, Delhi



Training & development for organizations working with visually impaired

Impart quality computer training for visually impaired to prepare them for successful careers

Indian Institute of Cerebral Palsy; Association for Persons with Disability; Sama Foundation; Dr. Reddy's Foundation



Capacity Building on employment and employability

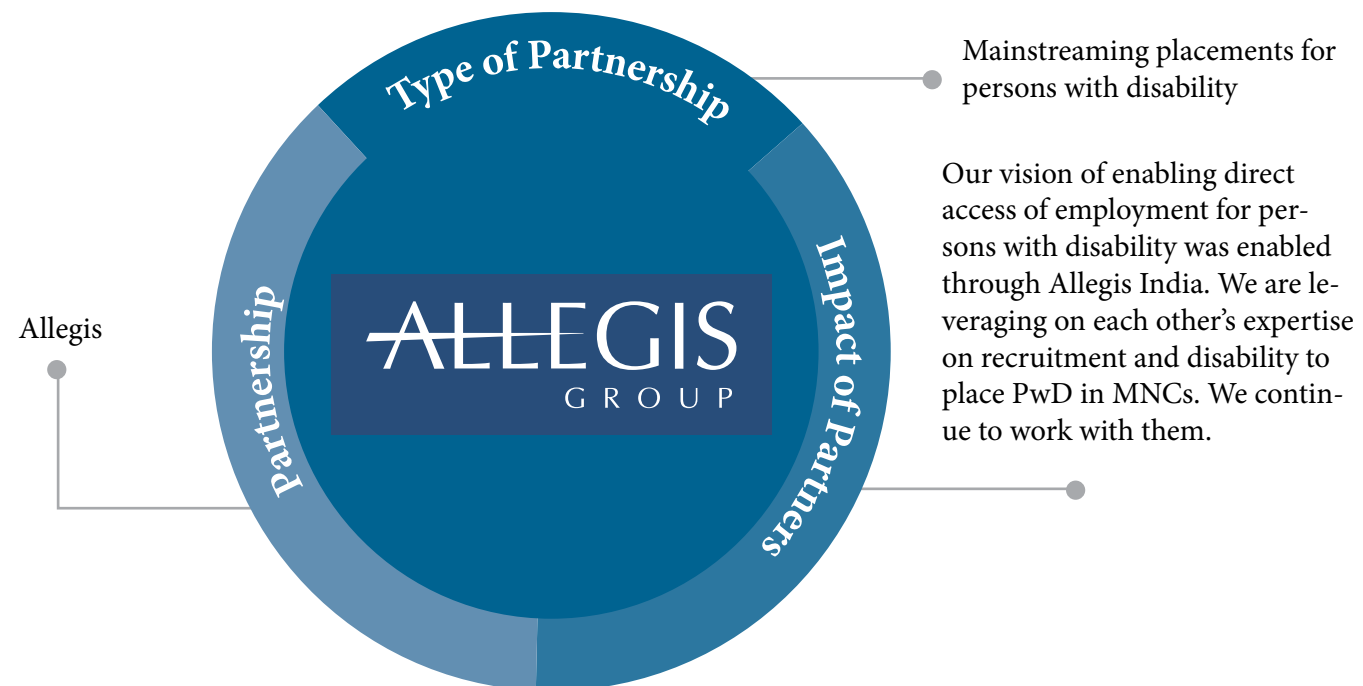
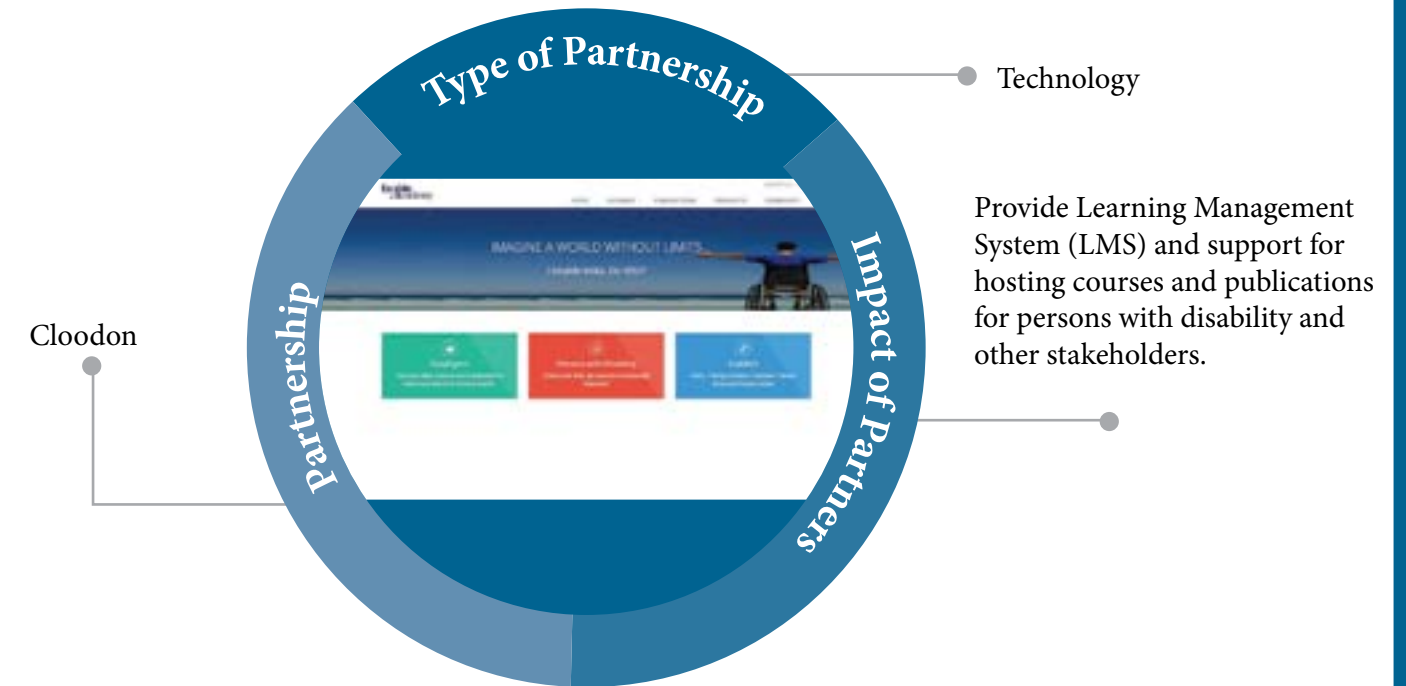
Reach large numbers of persons with disability through these partners for training and livelihoods and strengthen their programs.

Directors of RUDSETI



Training and development for self-employment program

To enable scale of Entrepreneurship Development Program independently across the country, directors were trained on disability specific modules. 4 such training programs were conducted.







## INTERNATIONAL FOOTPRINTS

# Economic independence for persons with disability in Mauritius

## Global Rainbow Foundation (GRF), Mauritius

EnAble India continued working with Global Rainbow Foundation in areas of employability, computer training and employment. Our vision of economic independence and dignity for persons with disability is now spreading across the globe. Through our interventions we have been able to build aspirations for 32 persons with vision impairment out of which 8 got shortlisted for employment. To make this sustainable, a 10 day capacity building program on employability and computer orientation was conducted for GRF officials through which we shared our material and knowledge.

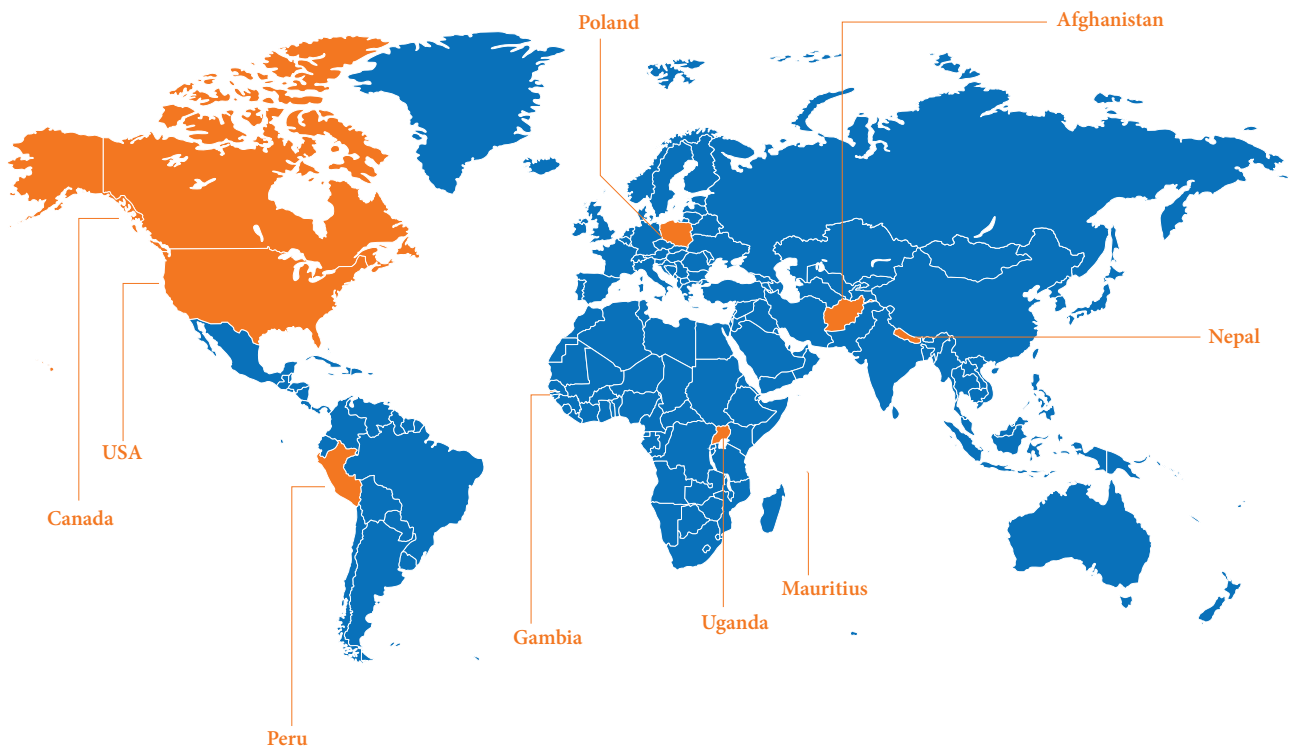
Shanti Raghavan and Dipesh Sutariya, founders of EnAble India visited Mauritius, following their first visit in the previous year. Moses Chowdari, Head of Computer Training for Visually Impaired also visited GRF for knowledge sharing. The trip costs for all three were covered by the host organization (GRF).



# Exposure visit to Germany

2 employees of EnAble India visited Specialisterne, a pioneer in training and development of persons with Autism in Germany. The visit was for 2 weeks during which we learnt about The Dandelion Model popular in European countries. This trip was sponsored by SAP Labs as part of their Autism at Work initiative.

## Computer training for visually impaired across the world







EXTENDED TEAM OF ENABLE INDIA





Volunteers have always been the backbone of EnAble India for us to share and grow. More than 400 volunteers from different universities, institutions and corporates like Accenture, HCL, Allegis contributed through the year.

Volunteers were mainly involved in activities like registration and profiling of candidates, crafting tactile for persons with vision impairment, coordination support for job fairs, resume and interview preparation for candidates, mentoring of candidates and many more.

Goldman Sachs, Thomson Reuters, ANZ and Cisco helped us with day long activities like workshops to develop new skills (dance, theatre). They were also involved in exposure visits with candidates to Nandi Hills, Police station, IT companies etc.

In January 2015, some volunteers of EnAble India worked with our partner organizations to start computer labs for visually impaired children. These volunteers collaborated with Technotree and Deepa Academy to establish a computer lab for visually impaired students of Deepa Academy.

## WHAT'S NEW AT ENABLE INDIA





## New building

For 15 years EnAble India was operating from two training centers and one administrative office, all situated in Koramangala, Bangalore. The organization also provided free accommodation to training candidates, courtesy Dharmaram College, Dairy Circle, Bangalore.

We felt the need to consolidate our offices into a single premise. In December 2014 we shifted to our newly acquired facility at 8th Block Koramangala, Bangalore. The consolidation of the different centers has helped us operate better and expand our resources, both manpower and infrastructure. The building has been made accessible for all persons with or without disability with cost effective solutions.

We are now operating from a three storied 14,000 Sq. feet building. The building has five training labs, one experience zone, a cafeteria and an administrative block. Azim Premji Philanthropic Initiatives funded us to setup this office.



## Accreditation

EnAble India was accredited by Credibility Alliance. Credibility Alliance is an independent organization which examines the governing policies of NGOs. Our policies were found to be of the highest standard. This accreditation is recognized by funders all over the world and therefore, helps in establishing our credibility worldwide.

# ENABLE INDIA IN NEWS

EnAble India has received a lot of publicity in the print and electronic media for the work we are doing. Below are some of the sample images.

Article in The New Indian Express carried a feature on EMC India COE's profound disability internship program "Redefine Abilities" and talks about the program, workshop conducted, and the experiences of the interns.

The online article can be accessed at:  
<http://www.newindianexpress.com/cities/bengaluru/2014/11/26/Corporate-Workshop-For-the-Disabled/article2540675.ece>

Article in The New Indian Express carried a feature on EMC India COE's profound disability internship program



EnAble India featured on Polka Cafe



Coverage in Mauritius media

Job fair article in Vijayavani



Job fair at Kula-bargi







EnAble India is registered as a Public Charitable Trust (Registration Number: 394/1999-2000).

Address: # 473/B, Adugodi Main Road, Koramangala 8th Block, Bnagalore, Karnataka – 560095

EnAble India was founded in 1999 by software engineers Shanti Raghavan and Dipesh Sutariya. After Shanti's brother lost his eyesight, Shanti gained extensive technical expertise on the solutions used by persons with vision impairment. She decided to use this knowledge by founding EnAble India, striving to ensure economic independence with dignity for persons with disabilities.

## Names of Banks

IDBI Bank, Koramangala

State Bank of India, Jayanagar

Axis Bank, Koramangala

## Auditor

Sanjay Tayal

# 302, Paxal Towers, III Floor,  
# 13 S. K. R Road, Fort, Bangalore - 560 002

## Funders



Government of Karnataka-Department for Differently Abled & Senior Citizen

## EnAble India Staff List

### Full Time Staff



Sl. No	Staff Name	Designation	Voluntary / Paid	Full /Part Time	Gender	Persons with Disability	Nature of Disability
1	Shanti Raghavan	Founder, Managing Trustee	Paid	Full Time	F	No	NA
2	Dipesh M Sutariya	Co-Founder & Trustee	Not paid	Full Time	M	No	NA
3	Pran Nath Nagri	Hon. Director	Not paid	Full Time	M	No	NA
4	Vidya Rao	Account Manager	Paid	Full Time	F	YES	VI
5	Mansoor Ahmed Baig	Program Officer - Employment	Paid	Full Time	M	No	NA
6	Suresh Kumar M	Senior Trainer	Paid	Full Time	M	YES	VI
7	Sandesh H R	Senior Trainer	Paid	Full Time	M	YES	VI
8	Reena K	Program Manager - Training & Solutions	Paid	Full Time	F	No	NA
9	Abdul Javid Pasha	Program Manager - Training & Solutions	Paid	Full Time	M	YES	PD
10	Santhosh Kumar Y	Program Manager - Training & Solutions	Paid	Full Time	M	No	NA

11	Hemavathy G	Prog Officer Data Management	Paid	Full Time	F	No	NA
12	Sujatha Vijayanand	Program Manager - Training & Solutions	Paid	Full Time	F	No	NA
13	Roseline Mary	Program Officer Training & solutions	Paid	Full Time	F	YES	PD
14	Moses Chowdari G	Program Manager - Training & Solutions	Paid	Full Time	M	YES	VI
15	Shibu T L	Trainer /Counsellor	Paid	Full Time	M	No	NA
16	Mubarak Pasha	Field officer	Paid	Full Time	M	YES	PD
17	Murali Kumar R	Prog Manager -PSU & Inclusive Services	Paid	Full Time	M	YES	PD
18	Varshashree N	Trainer	Paid	Full Time	F	YES	VI
19	Neel R Lama	Administrative As-sistant	Paid	Full Time	M	YES	MR
20	Usha S	Enabler	Paid	Full Time	F	YES	PD
21	Saravana	Driver	Paid	Full Time	M	No	NA
22	Channarayamma	Enabler	Paid	Full Time	F	YES	PD
23	Natesh S	Assistant System Administrator	Paid	Full Time	M	No	NA
24	Chandrashekar S	Finance Manager	Paid	Full Time	M	No	NA
25	Hemanth Kumar M	Accountant	Paid	Full Time	M	No	NA
26	Prabha Sukumar	Prog Coordinator Account Management	Paid	Full Time	F	No	NA
27	Yeshvanth S	Administrative As-sistant	Paid	Full Time	M	No	NA
28	Naveen Kumar K	Trainer	Paid	Full Time	M	YES	VI
29	Charan M	Trainer	Paid	Full Time	M	YES	HI
30	Sharath H N	Programme Officer	Paid	Full Time	M	YES	VI
31	Samira Silveira	Junior Trainer	Paid	Full Time	F	YES	VI
32	Narasimha Vijaya Ray-achur	Trainer	Paid	Full Time	M	YES	HI
33	Mohith B P	Program Officer Training & solutions	Paid	Full Time	M	YES	VI
34	George Sebastian	Program Manager - Employment	Paid	Full Time	M	No	NA
35	Naveen C R	Junior Trainer	Paid	Full Time	M	YES	VI

36	Priti Lobo	Program Manager - Training & Solutions	Paid	Full Time	F	No	NA
37	Vishnu S	Volunteer Manager	Paid	Full Time	M	No	NA
38	Archana C B	Specialist - Training & Solutions	Paid	Full Time	F	No	NA
39	Thyagaraj	Driver	Paid	Full Time	M	No	NA
40	Rajneesh Dwivedi	Engineer-Trainee	Paid	Full Time	M	YES	VI
41	Sailaja C V	Program Officer	Paid	Full Time	M	No	NA
42	Muthuraj D	Workplace Solutions Expert	Paid	Full Time	M	No	NA
43	Prabhu Kumar P	System Administrator	Paid	Full Time	M	No	NA
44	Shiva Kumar B R	Lead System Admin-istrator	Paid	Full Time	M	No	NA
45	Merrin George	Specialist - Training and Solutions	Paid	Full Time	F	No	NA
46	Shruthi S	Back office Executive	Paid	Full Time	F	No	NA
47	Pramod Govind	system administrator	Paid	Full Time	M	No	NA
48	Syed Anwar Sultana	Program Officer ICT Tools	Paid	Full Time	F	No	NA
49	Pradeep J		Paid	Full Time	M	No	NA

### Contract Employees

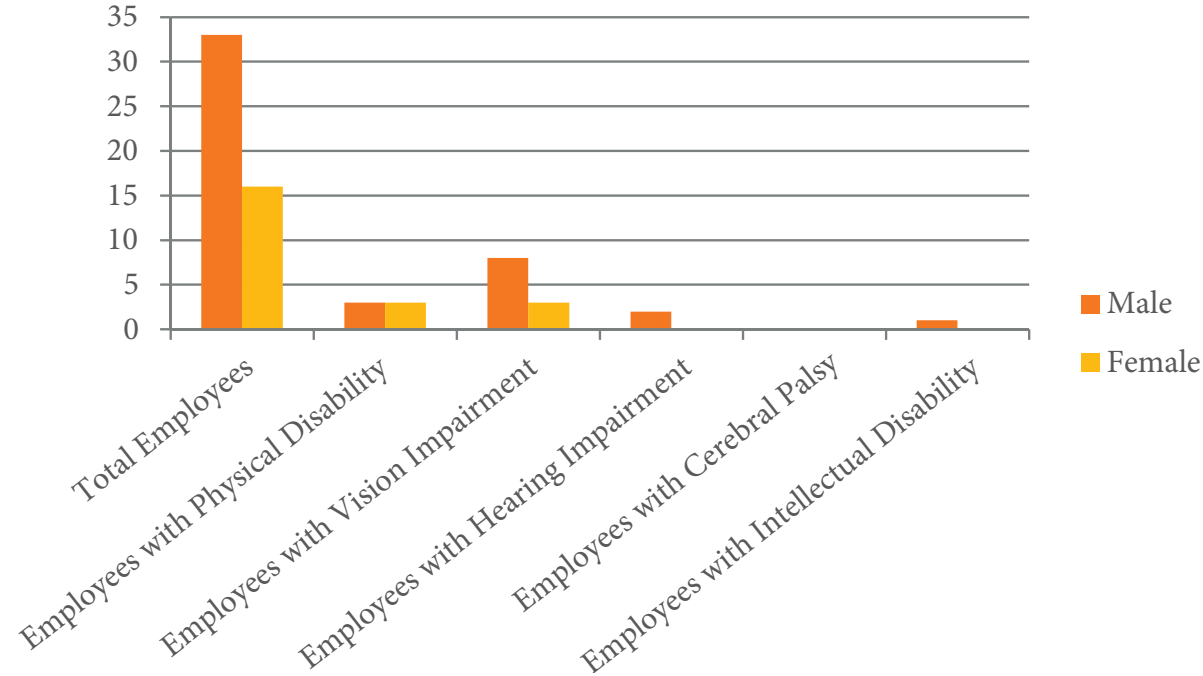
Sl. No	Staff Name	Designation	Voluntary / Paid	Full /Part Time	Gender	Persons with Disability	Nature of Dis-ability
1	Ajith Babu	Office Assistant	Paid	Full Time	M	Yes	PD
2	Hemavathi	Housekeeping	Paid	Full Time	F	No	NA



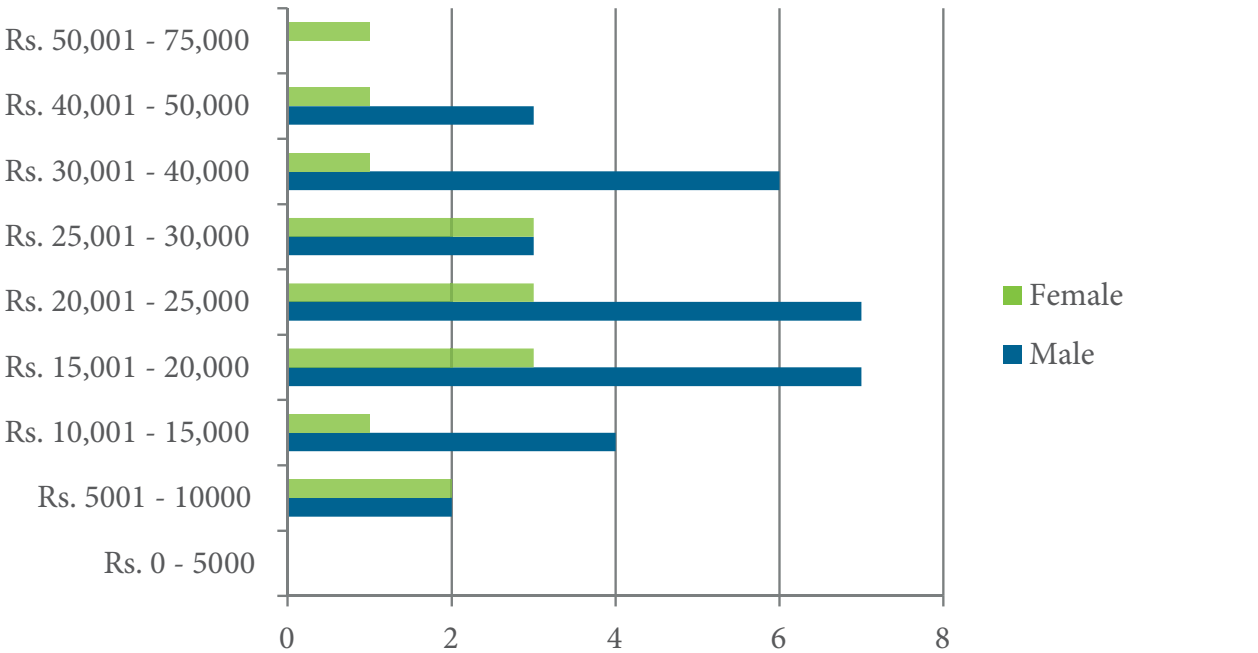
Consultant Employees

Sl. No	Staff Name	Designation	Voluntary / Paid	Full /Part Time	Gender	Persons with Dis-ability	Nature of Dis-ability
1	Shiva Prasad	Consultant	Paid		M	No	NA
2	Priyalakshmi	Consultant	Paid		F	No	NA
3	Gauri	Consultant	Paid		F	No	NA
4	Sarah	Consultant	Paid		F	No	NA
5	Pavithra Rajagopal	Consultant	Paid		F	No	NA
6	Dinesh Kumar	Consultant	Paid		M	YES	PD
7	Sanjay Kumar	Consultant	Paid		M	YES	PD
8	Dwijendra	Consultant	Paid		M	No	NA
9	Roopa Reddy	Consultant	Paid		F	No	NA
10	Shiva Kumar	Consultant	Paid		M	YES	VI
11	Pooja Rao	Consultant	Paid		F	No	NA
12	Anando	Consultant	Paid		M	No	NA
13	Deepti N	Consultant	Paid		F	No	NA

Employee Demographics



Employee Salary Range



List of Trustees and Governing Body Members

Name	Details of occupation/employment/ Other Business interest during the last two years from date of application	Details of any other Trust/ Society associated with as Trustee/Managing Committee Member
Ms. Shanti Raghavan	Founder & Managing Trustee, EnAble India	
Mr. Dipesh Sutariya	CEO & Co-Founder, EnAble India	Board Member, Saksham Trust
Ms. Vasanthi Srinivasan	Associate Professor IIM, Bangalore	Chairperson- Centre for corporate Governance & Citizenship, Chair Person – SVARAJ
Mr. Dipendra Manocha	Consultant, DAISY Consortium	Founder Managing Trustee, Saksham Trust
Mr. Venkateswara Nisthala	C.T.O Rediff	Director-National Internet Exchange of India
Mr. Sebi Chacko	Chief People's Officer, Strides Agro	
Mr. Tushar Patel	MD Asset Management Goldman Sachs	



## ANNEXURES



# List of Companies

Industry Segment	Company
Advertising	M K Publicity
Automotives	Pratham Motors
BFSI	ANZ , Wisec Global Ltd, Deutsche Bank, Northern Trust, JP Morgan, Janalakshmi Financial Services Private Ltd, Insure Pro
Construction/ Real Estate	L & T
Education	Sakuraa Nihongo Resource Centre, Kerala State Council for Science, Technology & Environment
Energy	Wipro
Entertainment and Media	Gamineazy Entertainment Private Limited
F&B (Food and Beverages)	Cafe Coffee Day, Rohan Residency, Kamath, Eefa, New Gokula Iyengars Bakary, Mondelez India Foods Ltd, i-Tiffin
FMCG	Cavinkare Pvt. Ltd.
Hospitality	Safe Hands 24* 7, The Chancery Pavilion, Lemon Tree, Kshma Inns Pvt Ltd, Denissions
Hospitals	Aveksha Hospital, Sheraton Hotel at Brigade Gateway, Fortis Health-care
HR consulting	TeamLease Staffing Solutions, Allegis Group India, Datakue Services Pvt. Ltd., EnAble India Solutions Private Ltd, Stanley David And Associates

IT	HCL Technologies Ltd, IBM, Cisco,EMC2,SAP Labs India Private Limited, Xerox India Limited, Capgemini India, Fiberlink, Sonata Software Limited, GE Healthcare India, Accenture, Philips Intellectual Property & Standards, Tata Consultancy Services (TCS), Ensimple
ITES	Thomson Reuters, Aegis Limited, Concentrix, Vindhya Info Media BSS India, Concentrix, AXA Business Services, First Source, Qikwell Technologies India Pvt Ltd, Vertex Group India,
Logistics and Distribution	Gulati Agency Pvt. Ltd
Manufacturing	Shahi Export Ltd., AID, Arvind Mills, AVN Saigal, Cargill India Pvt Ltd, Charan Speciality Foams Pvt. Ltd, Galaxy Machinery Pvt. Ltd, Madura Fashion & Lifestyle, Mahadev Metal Industries, Next Fashion Apparels, Padmashree Engineering Works, Shahi Export Ltd., Titan Industries Ltd Vega Auto accessories
Social Sector	EnAble India, F.A.M.E India, Awake Vishwa Seva Foundation, EnAble India Karna Vidya Technology Centre(KVTC), Triveni Institute for Visual-ly Impaired
Pharmaceuticals & Life Sciences	Cerner Healthcare Solutions Pvt. Ltd.
Retail	Jubilant, Shell, Sree Lakshmi Venkateshwara Flowers, Big Basket, More, TESCO, Hindustan Services
Travel	Infant Travels Private Ltd

# Audit Report

STATUS TRUST-AOP  
PAN AAATE0632J

ASST YEAR 2015-16  
ENABLE INDIA  
No. 473/B, Adugodi Main Road  
8th Block Koramangala  
BANGALORE 560034

## COMPUTATION OF TOTAL INCOME OF THE TRUST

GROSS RECEIPTS OF THE TRUST		4,13,42,080.89
LESS ACCUMULATION PERMISSIBLE		62,01,312.00
	BALANCE	3,51,40,768.89
LESS- EXPENSES INCURRED		
EXP	3,23,46,241.71	
LESS DEPN	16,49,912.00	
	3,06,96,329.71	
ADDITION OF FIXED ASSETS	43,34,510.00	
	3,50,30,839.71	3,50,30,839.71
BALANCE AMOUNT		1,09,929.18

LESS AMOUNT ACCUMULATED-FOR BUILDING FUND 50,00,000.00

TAX PAYABLE	NIL
LESS TDS AMOUNT	6,17,386
EXCESS PAID REFUNDABLE	6,17,386

For EnAble India

*[Signature]*  
Founder, Managing Trustee

For EnAble India

*[Signature]*  
Co-Founder & Trustee

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**, # 473/B, Adugodi Main Road, 8<sup>th</sup> Block Koramangala, Bangalore 560034, as at **31<sup>st</sup> March 2015**, 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 31<sup>st</sup> March 2015 and
- (ii) In the case of the income and expenditure account, of the excess of income over expenses, of its accounting year ending on 31.03.2015.

The prescribed particulars are annexed hereto

Place Bangalore

Date 27<sup>th</sup> September, 2015

*[Signature]*  
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 306,96,329.71 CAPITAL EXP Rs 43,34,510.00
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.62,01,312.00 Amount accumulated Rs 50,00,000.00
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.	YES-BANK DEPOSITS Rs 165,90,360.00
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.	Salary paid to Mrs Shanti Raghavan Rs 68,000.00
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.

Sl. 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: 27<sup>th</sup> September, 2015

  
**SANJAY TAYAL**  
 CHARTERED ACCOUNTANT  
 M.No 200116



ASST YEAR 2015-16  
 ENABLE INDIA  
 No. 473B, Adipati Main Road  
 8th Block Koramangala  
 BANGALORE 560034

#### INCOME & EXPENDITURE ACCOUNT FOR THE YEAR 31.03.2015

To Administrative Exp	1,91,86,317.71	By Income	4,13,42,000.00
To Staff Expenses	6,25,626.00		
To Transfer to Building & infra fund	50,00,000.00		
To Office Expenses	1,25,34,790.00		
To Excess of Income Over Expenditure	39,95,839.18		
	4,13,42,000.00		4,13,42,000.00

#### BALANCE SHEET AS ON 31.03.2015

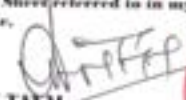
TRUST FUND	1,71,84,187.72	Fixed Assets	52,35,907.00
Surplus Creditors	20,41,411.00	Deposits	2,52,04,791.00
General Fund A/c (46,899.00)		Loans & Advances	2,00,000.00
Restricted Fund A/c 2,69,53,326.61	2,69,53,326.61	Cash-In-Hand	86,579.00
Enable India -SHI FCRA	46,899.00	Bank Accounts	1,67,99,295.53
Building & Infrastructure Fund	50,00,000.00	Surplus Debtors	41,45,684.00
Enable Building & Infra fund	29,60,906.00	Interest Receivable	14,67,565.00
Fund balance c/f	15,00,000.00		
	5,56,79,911.33		5,56,79,911.33

For ENABLE INDIA

  
 TRUSTEE TRUSTEE  
 PLACE BANGALORE  
 DATE 27.09.2015



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

  
**SANJAY TAYAL**  
 CHARTERED ACCOUNTANT  
 M. No. 200116







#### B. SCHEDULE OF CASH IN HAND

B. SCHEDULE OF CASH IN HAND											
Particulars	Enable India	SBI FCLA	SBI PROJE	DWB	UAB	CAF	ACADEMY	ABF	APP	TME	Total
1. CASH IN HAND	11,909.00	1,003.00	129.00	212.00	-	-	278.00	48.00	-	-	16,379.00
	11,909.00	1,003.00	129.00	212.00	-	-	278.00	48.00	-	-	16,379.00

SCHEDULE OF BANK ACCOUNTS

STATEMENT OF BANK ACCOUNTS												
Particulars	Reserve India	SBF	FCRA	SBF - PRIOR	IBRD	CLUB	CAF	ACADEMY	AMF	APPI	TMF	Total
1) Axis Bank - 1,352	-	-	-	-	-	-	-	-	13,20,131.00	-	-	13,20,131.00
2) Bank Associates	-	-	-	-	-	-	-	-	-	-	-	-
3) State Bank of India	-	65,90,526.96	-	-	-	-	-	-	-	-	-	65,90,526.96
4) IDBI Bank	89,95,482.96	-	-	12,63,342.00	11,29,179.61	13,00,652.00	8,42,354.00	56,390.00	-	(3.00)	6,000.00	89,95,482.96
	89,95,482.96	65,90,526.96	-	12,63,342.00	11,29,179.61	13,00,652.00	8,42,354.00	56,390.00	13,20,131.00	(3.00)	6,000.00	1,67,99,594.53

## 10. SCHEDULE OF SUNDAY CREDITORS

ACCOUNTS OF SUPPLY CREDITORS											
Particulars	SHL	FCRA	SHL - PROHIB.	DPD	CLIP	CAP	ACADEMY	ARE	APPI	TWE	Total
(S) SUPPLY CREDITORS	-	-	(1,46,595.00)	2,27,099.00	13,58,613.00	1,99,830.00	1,46,333.00	-	-	50,000.00	70,11,113.00
	-	-	(1,46,595.00)	2,27,099.00	13,58,613.00	1,99,830.00	1,46,333.00	-	-	50,000.00	70,11,113.00

## U.S. BUDGET OF CENTRAL FUND ARE

[illegible]

INSTITUTE FOR HISTORIC RECORDS

Particulars	SHI FUCHA	SHI - PROPE	PRID	CLUB	CAF	MACADMY	ABF	APPI	TMF	Total
1. Franchise India										
2. Allergis Fund A/c	17,50,000.00	-	-	-	-	-	-	-	-	17,50,000.00
3. Legendum Fund A/c	7,11,272.00	-	-	-	-	-	-	-	-	7,11,272.00
4. Goldman Sachs Fund A/c	53,35,542.00	-	-	-	-	-	-	-	-	53,35,542.00
5. JIP Morgan Fund A/c	28,81,438.00	-	-	-	-	-	-	-	-	28,81,438.00
6. Thomson Reuters Fund A/c	19,47,500.00	-	-	-	-	-	-	-	-	19,47,500.00
7. TMF Fund A/c	-	-	-	-	-	-	12,58,811.00	-	-	12,58,811.00
8. ANZ Grant A/c	10,04,979.60	-	-	-	-	-	-	-	1,790.00	1,190,000
9. SHI Grant A/c	-	15,45,163.00	-	-	-	-	-	-	-	15,45,163.00
10. DW D Grant A/c	-	-	8,27,104.61	-	-	-	-	-	-	8,27,104.61
11. APPI Fund	-	-	-	-	-	-	-	1,05,90,667.00	-	1,05,90,667.00

#### 11. SCHEDULE OF SUNSHINY DEBITORS

32. SCHEDULE OF SUPPLIES, DEBITORS										
Particulars	SHR. FICA	SHR. PROFIT	OWD	CLUB	CAP	ACADEMIC	ARE	APPL	THF	Total
SUPPLIES DEBITORS	32,47,013.00	8,92,671.00	-	-	-	-	-	-	-	41,39,684.00
	32,47,013.00	8,92,671.00	-	-	-	-	-	-	-	41,39,684.00
	21,65,251.00	92,18,001.00	13,45,943.00	8,77,104.61	-	-	12,58,832.00	-	-	2,69,33,326.61

## U.S. BUREAU OF INTEREST RECEIVABLES

[illegible]

## TRUST FUNDS ARE

TRUST FUND—	
Balance	1,31,302,342.54
Add Excess of Income	39,95,839.10
	<u>1,71,26,181.64</u>

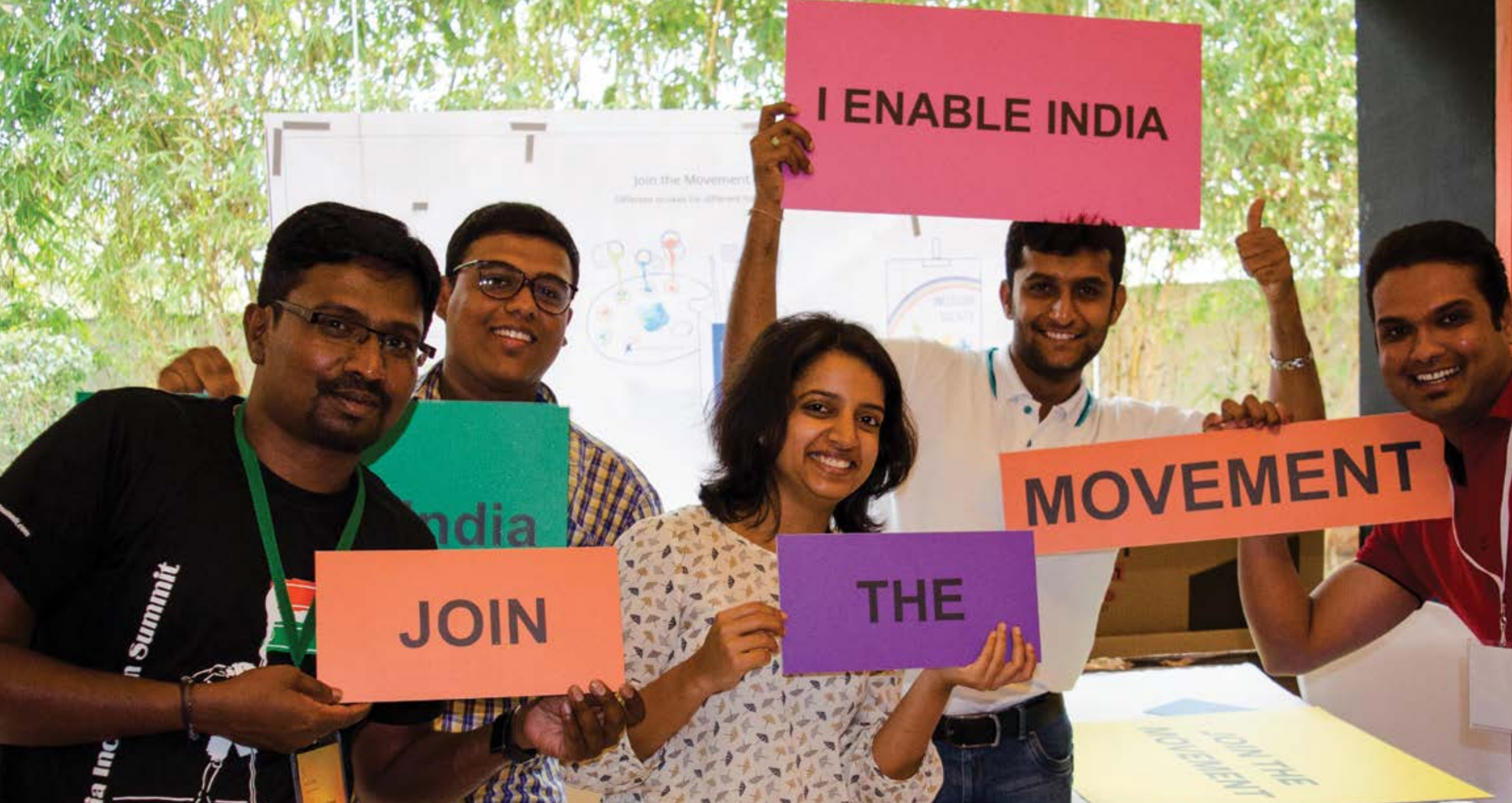
For EnAble India

For EnAble India

Executive, Managing Trustee

Co-Founder & Trustee





I ENABLE INDIA

MOVEMENT

THE

JOIN



# About EnAble India

EnAble India is a non-profit organization working for economic independence and dignity of persons with disability since 1999. EnAble India is considered a pioneer in employability and employment of persons with disability.

EnAble India caters to the needs of all kinds of disabilities such as visually impaired, hearing impaired, locomotor disability, cerebral palsy, muscular dystrophy, intellectual disability, autism spectrum disorder, mental illness, learning disability, multiple disabilities and more.

EnAble India collaborates with 600+ companies across 25 cities in the private and public sector across India. EnAble India opens up 50 to 100 job roles annually and 4500+ persons with disabilities have found gainful employment directly and 1000+ through consultancy and capacity building of partner NGOs. EnAble India provides holistic solutions and services to companies who employ the disabled.

EnAble India works on creating an employable

pool of candidates and at the same time creates demand in companies. EnAble India enables persons with disability to use alternate innovative workplace solutions and overcome their challenges. This enables the disabled to work with efficiency, quality and excellence.

This has led to a better inclusive culture in various organizations that now utilize the potential of disabled. EnAble India's models and content are used across many organizations in India and some organizations in Africa, Asia, Europe and America. EnAble India's work has resulted in the National award from President Pratibha Patil, Global Amazing Indian award from President Pranab Mukherjee sponsored by Times Now and the prestigious Ashoka fellowship for social entrepreneurs.

For more information, visit  
[www.enable-india.org](http://www.enable-india.org).



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## GET IN TOUCH

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