



EnAble India
To empower people with disabilities

TM



ANNUAL REPORT

Table of Contents

Note from Founders	3
Launch of Enable Academy	7
Last Year At A Glance	11
Enable India Footprints	15
Kindling Passions and Potential through Training	29
Livelihood Models	45
Solutions for an Inclusive Society	55
Scaling through partnerships	59
Spreading Seeds of Awareness	65
Volunteers – Enable India’s Extended Family	69
Promoting Awareness and Inclusion through Content	73
Enable India: Organization Orbit	79
Annexures	89



NOTE FROM FOUNDERS

Our dear Mahatma Gandhi once said, "Dreams at first seems impossible, then seem improbable, and finally when we commit ourselves, become inevitable."

This year we set out on our journey to work on the creation of a platform for scaling livelihood for persons with disability. I like to use the analogy that the roadways are on its way, let's start creating a railway system. Railway system with various platforms with resources and tools and trains stopping at the platform for people with disability and stakeholders to get onto the train towards economic independence of their choice and viability.



Shanti Raghavan

Founder and Managing Trustee

Enable Academy (enableacademy.org), India's first collaborative community initiative for mainstreaming livelihood for persons with disability was launched on 20th November 2015 as an alpha release. The beta release was launched on 29th February 2016, a BIG leap for the sector in the leap year. 16 years of Enable India's work has been showcased to the world as open source, to use and share. The next phase is to socialize the sharing of best practices from other sector leaders and stakeholders. This will cascade into partnerships, collaborations and aggregation to foster livelihood for persons with disability.

I believe that the development sector, and specifically the livelihood for persons with disability requires stakeholders to think big, but be grounded in reality. In order to catalyze economic independence and dignity for persons with disability at the grassroots, Namma Vaani, a mobile social network using the regional language (Kannada) was launched in the state of Karnataka. Within 8 weeks this platform scaled to a call every 4 minutes, with people listening, sharing, liking and recording stories of their own.

While we scaled our direct training and placement numbers, we were able to introduce new

models like the first ever Virtual job fair for persons with disability in the country. A yearlong internship model for persons with multiple or severe disability was conducted in partnership with EMC². Our Autism program continued with SAP labs, also we conducted one mixed batch with non-computer backgrounds as well. Collaborative trainings were conducted in partnership with a corporate and a mainstream technical training institution. As a placement cell for the state of Karnataka we were able to cover all the districts by conducting a job fair, Employability Foundation course and/or Entrepreneurship Development Program. Our career awareness and employability at University Connect, enabled us to create a peer leadership model to help mentoring and livelihood opportunity for university students.

When we talk about disability or diversity, inclusion becomes paramount. We have been forging ahead with our State Bank of India (SBI) partnership. We have covered most of Southern and Northern parts of India by conducting trainings for SBI employees who are visually impaired, along with field implementation and sensitization of colleagues and peers.



Dipesh Sutariya
Co-founder and Trustee

For the first time a computer training was conducted for employees of the State institute of Rural Development (SIRD), Government of Karnataka in regional language.

Our vision is to scale via partners and in this endeavor we have been conducting multiple Training of Trainers programs for Employability Trainers

and Employment Officers. We have also created standardized courses, content and manuals. Our Jobs compendium which catalogues and explains the various jobs done by persons with disabilities, in different sectors and with associated workplace solutions, has been a big hit.

I thank all our funders and partners who have made our journey and vision to forge ahead possible. We are very proud to have a wonderful and passionate staff, without which such bullish growth would not be possible. We have been working on building our leadership strength, some of the existing staff have taken this role and we have hired few senior members from the



Pranesh Nagri
Honorary Director and Operations Head

corporate and the development sector. We were very proud to receive the Best NGO in the Sector Award from the State of Karnataka. Also, very humbled to serve on the governing council of the National Fund of Persons with Disability and the Sector Skills council for Persons with disability.

Jai Hind!!



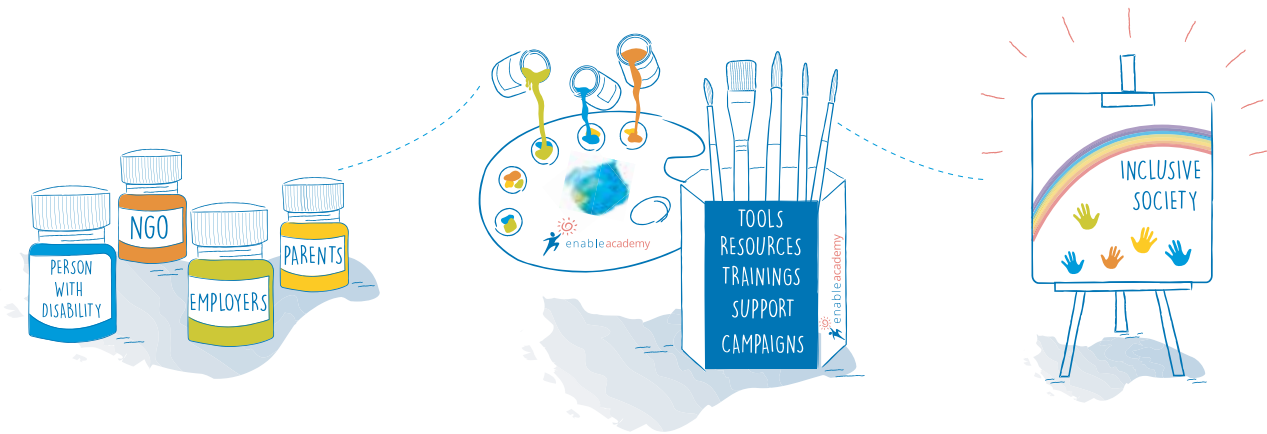
Bhanita is a totally blind girl from Assam who had absolutely no knowledge of English and computers when she joined Enable India. Today, she can speak basic English, handle computers and is a fairly independent and confident individual. She has picked up various skills as a result of the extensive training at Enable India and in fact is now a passionate believer of the fact that Enable India can change lives and expose people with disabilities to a completely new world! Her background in B.A. coupled with her training has enabled Bhanita to work successfully as a Trainer.



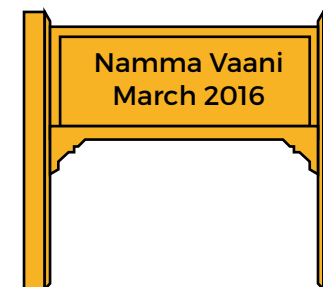
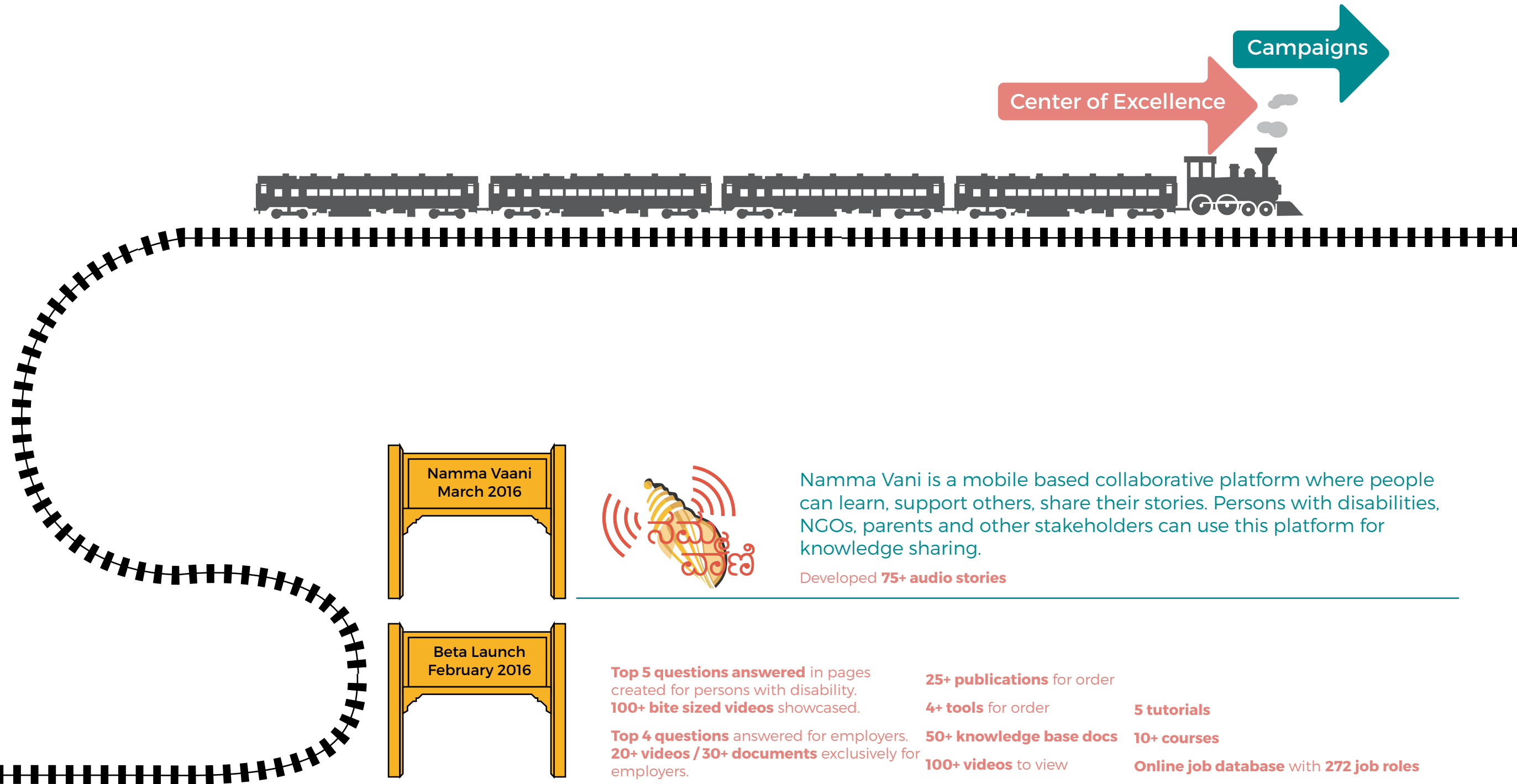
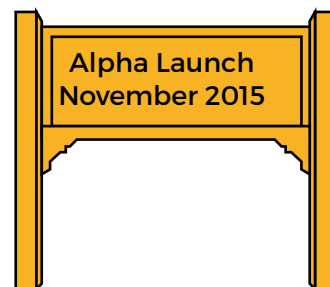
LAUNCH OF ENABLE ACADEMY



Enable Academy is a cloud based collaborative platform which is a solution integrator. It is India's first online collaborative community platform to mainstream livelihoods for persons with disability.

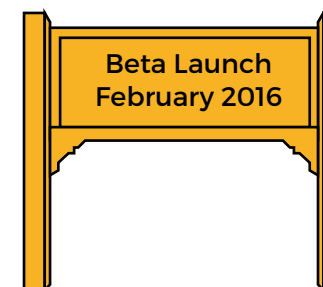


www.enableacademy.org



Namma Vani is a mobile based collaborative platform where people can learn, support others, share their stories. Persons with disabilities, NGOs, parents and other stakeholders can use this platform for knowledge sharing.

Developed **75+ audio stories**



Top 5 questions answered in pages created for persons with disability.
100+ bite sized videos showcased.

Top 4 questions answered for employers.
20+ videos / 30+ documents exclusively for employers.

25+ publications for order

4+ tools for order

50+ knowledge base docs

100+ videos to view

5 tutorials

10+ courses

Online job database with **272 job roles**



“I want to keep going and never give up”, says Mahendra, a totally blind and ambitious young boy from Bangalore. Mahendra comes from a very protective family and as a result, grew up as an introvert. After completing his Master of Arts, Mahendra realized that it would be difficult to find employment since most jobs need basic computer skills; which he lacked. He approached Enable India with the sole intention of learning computers for employment; but ended up learning much more than that. Participating in different projects and interacting with a lot of people, helped him build confidence. Today, Mahendra works at Allegis and it wouldn't be an exaggeration to say that his life has completely changed and he is a much more confident, ambitious and outgoing young boy ready to change the world!



LAST YEAR AT A GLANCE



Last Year At A Glance



Employability training conducted in
Kanpur, Ghaziabad, Mysore and Bangalore



1574 candidates
trained across disabilities



25 new job roles with salary
7K to 60K per month

Livelihood

Wage Employment	350 Candidates
Self - Employment	383 Candidates

762 candidates
placed across disabilities

How much are persons
with disability **earning**?

Disability	Number Placed
Physical Disability	519
Hearing Impairment	132
Vision Impairment	87
Developmental delay	15
Cerebral Palsy	7
Deaf Blind	1
Learning Disability	1

SALARY RANGE (per month)	Number of candidates placed
₹ 0 to ₹ 5000	200
₹ 5001 – ₹ 10,000	295
₹ 10,001 – ₹ 15,000	107
₹ 15,001 – ₹ 20,000	26
₹ 20,001 – ₹ 30,000	47
> ₹ 30,000	13

Highest salary: ₹1,25,000 per month. This person has 8+ years of work experience. Currently working as Software Quality Engineer. He has completed B.E. He is deaf.

Reached out to 250+ college students

100+ employees with hearing impairment and 200+ employees with vision impairment underwent training at State Bank of India (SBI) centers across India

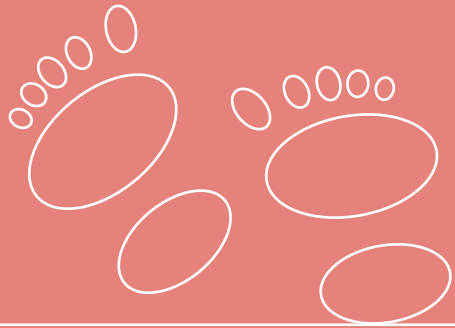
122 employees from the States Institute of Rural Development (SIRD), Karnataka completed basic foundation course in computers for 45 days in Kannada

Reached out to **660+ persons with disabilities across 20+ districts in Karnataka** to raise awareness about entrepreneurship

Disability Awareness Workshops conducted in Bangalore, Chennai and Noida to **1200+ people.**



Bipin is deaf. He has completed his diploma from Kerala and was working as a painter before he joined the BPO employability training at Enable India. Post the training, many of his colleagues got placed in good companies and Bipin's expectations were also high. While he was waiting for the right offer, Bipin interned at Enable India. He finally got placed as a Back office Executive with Capgemini and is thoroughly enjoying his new job now.



ENABLE INDIA FOOTPRINTS



Recognition of Enable India

Enable India in the Media

Visitors at Enable India

Enable India Staff at Events

Recognition of Enable India

Enable India won the [State Award for Outstanding Contribution in the area of Disability](#), on International Disabilities Day by the Government of Karnataka!

Shanti Raghavan, founder of Enable India received the [National Association for the Blind, Sarojini Triloknath National level award](#) at NAB Delhi on Dec 1, 2015 for her service to persons with vision impairment over the years.

Shanti Raghavan was [featured in the 3rd edition of Women of Pure Wonder: Vision, Valour, Victory](#) published by Roli Books, published in March 2016. Women of Pure Wonder celebrates the lives and journeys of sixty remarkable women who have met life's challenges with courage, and have emerged winners.

Sandesh H. R. got the [Rotary Best Teacher Award conferred by the Rotary Club of Bangalore](#), Sep 7, 2015. He was also awarded the Nation Builder Award.

Moses Chowdary G was selected to join the [2015 American Express India Leadership Academy](#) held in Gurgaon, from 23-27 November 2015.



Enable India in the Media

Jul 2015: SAP India's challenge in hiring people with autism – Live Mint



Aug 2015: Gowribidanuru Job Fair - Vijaya Vaani

Sep 2015: Disability no bar at this job fair



Nov 2015: India Inclusion Summit 2015



Dec 2015: Inclusive workplace: IT firms show the way – The Hindu



STAFF REPORTER
Inclusive workplace: IT firms show the way
 Last month, Swarna Mathuraj was recruited as a customer support executive with a business process outsourcing service provider. This is her first job, and the 30-year-old, who is visually challenged, is outperforming her peers. After being rejected by many companies, she decided to try for a job at the fair in October, which was conducted by Enable, an NGO that works with people with disabilities.



Nov 2015: I for inclusion, J for Jobs (VJF) – Hindu Business Line



Dec 2015: Eyeway interviewed Nandini on World Disability Day

Dec 2015:
Subbiah
interviewed by
Jaago Re on World
Disabilities Day

Dec 2015: Avinash, person with cerebral palsy and Muthu, workplace solutions expert were interviewed by Janshri news on World Disability day.

Jan 2016:
Subbiah's
interview on Jaago
Re - 5 Steps to
make workplaces
accessible for
persons with
disabilities

Jan 2016:
Challenging life's
challenges with
grit - AsiaBiz

Jan 2016:
Disrupting
Disability – DNA
e-paper

Disrupting disability

An inclusive approach can help the differently abled find jobs that fit their innate skills and talent's Marisha Karwa looks at corporate initiatives seeking to leverage the skills of those on the autism spectrum disorder



About Autism Spectrum Disorder (ASD)

August 10, 2016

BW BUSINESSWORLD

Inclusion: Insensitive Inc.

There are as few jobs for the disabled in the country as disabled-friendly toilets. Inclusive initiatives are still few and far between



Feb 2016: Dipesh is quoted in business world

एआईटीएच में दो दिनीय प्लेसमेंट अवेयरनेस कार्यक्रम का समापन, रोजगार नैला भी लगेगा दिव्यांगों ने ली ट्रेनिंग, जल्द पाएंगे प्लेसमेंट



एआईटीएच बनेगा दिव्यांगों का पहला तकनीकी विश्वविद्यालय

विश्वविद्यालय एक्सक्लूसिव

कांगड़ा / बरौत की छात्रा

आई.आई.टी.एच. का एक दिव्यांगों की पहली टेक्निकल विश्वविद्यालय बनने की घोषणा कर दी है। एआईटीएच प्रशासन का कहना है कि दिव्यांगों को शिक्षा के अधिकार को प्राप्त करने में मदद करने के लिए एआईटीएच एक विश्वविद्यालय बनने का फैसला कर चुका है। एआईटीएच में दिव्यांगों को शिक्षा के अधिकार को प्राप्त करने में मदद करने के लिए एआईटीएच एक विश्वविद्यालय बनने का फैसला कर चुका है।



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एआईटीएच के 111 छात्रों का बड़ी कंपनियों में चयन

कांगड़ा / बरौत की छात्रा

अपलब्ध

एआईटीएच के 111 छात्रों का बड़ी कंपनियों में चयन। एआईटीएच के छात्रों को बड़ी कंपनियों में चयन करने में मदद करने के लिए एआईटीएच एक विश्वविद्यालय बनने का फैसला कर चुका है। एआईटीएच में दिव्यांगों को शिक्षा के अधिकार को प्राप्त करने में मदद करने के लिए एआईटीएच एक विश्वविद्यालय बनने का फैसला कर चुका है।

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Mar 2016: News coverage about Career Workshop conducted at AIITH, Kanpur

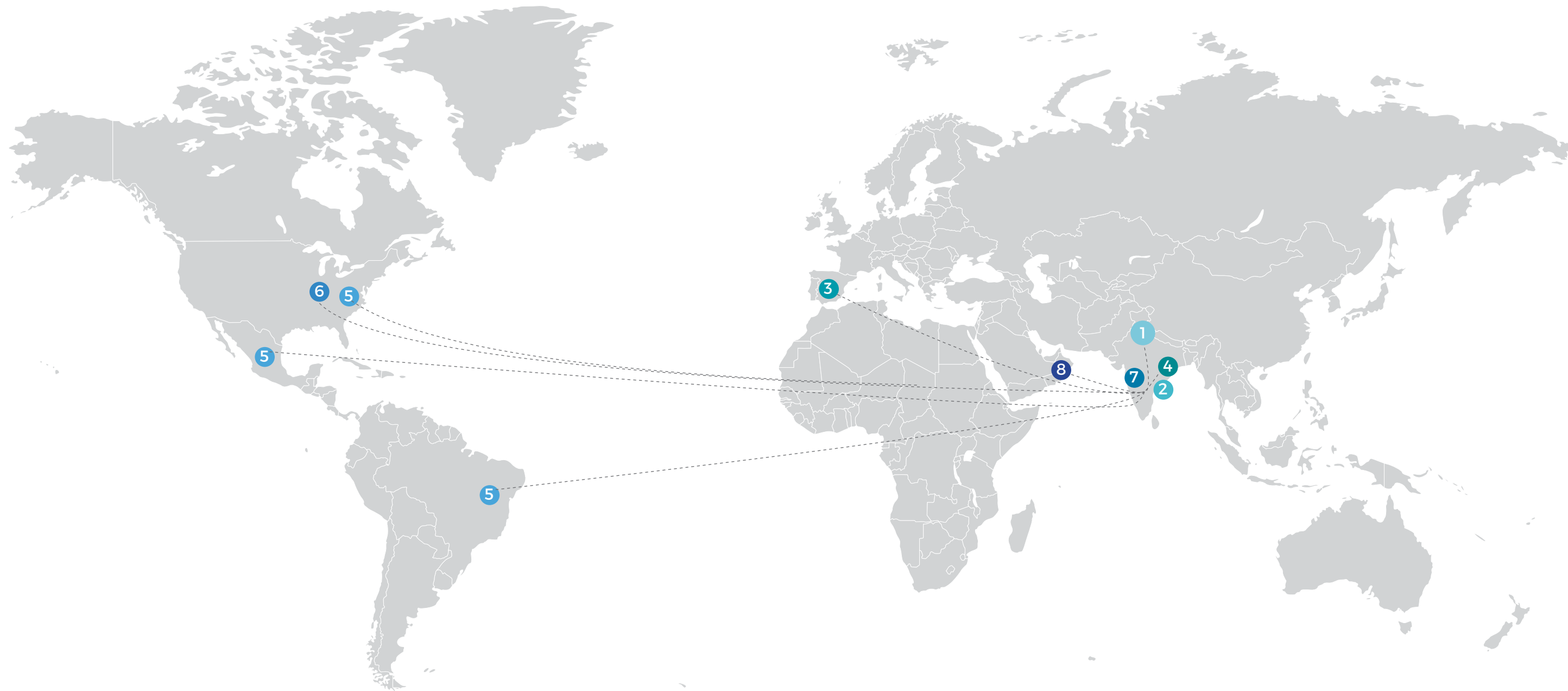
Visitors at Enable India

1 Justice Venkatachaliah visited in August, 2015 by invitation to see our work. At the end of the visit, he shared, "It is not always seeing is believing; believing is seeing"

2 The Chairman of Thriveni Foundation along with the leadership team visited Enable India for 1-day orientation of training and employment process for visually impaired.

3 Spain Munich Foundation team visited Enable India to understand work of Enable India and discuss potential partnership and support for Rural Development Trust (RDT), Andhra Pradesh for placing persons with disability post training. Persons with physical disability are specially trained in Spanish language.

4 Team from Rural Society Organization (RSO) and Association of People with Disabilities (APD) came to Enable India to learn about employment of persons with disability.



5 Volunteer Services Overseas (VSO), sent IBM volunteers from U.S.A., Brazil and Mexico to create maturity model for inclusion and diversity in employers. They spent 6 weeks with Enable India.

6 25+ students from Kelley School of Business from Indiana University came for exposure visit to understand more about the disability sector.

7 Accenture leadership team visited to learn about employability and work of Enable India in May 2015

8 The CEO, Head of CSR and Head of Investment of the Oman LNG team from the Middle East came through APPI for an exposure visit and learn about how leading NGOs work in India.



Shanti Raghavan

Founder and Managing Trustee

Presentation to the Hon'ble Mrs Fazila Jeewa-Daureeawoo, Minister of Social Security in Mauritius. Met Hon. Alain Cheong, Ministry of Labor and Civil Service along with Dipendra Manocha, Head of Saksham and Ashoka fellow in November 2015.

Session at IIM Udaipur's Summer School Program for Future Leaders in Development on July 2, 2015.

Inclusive and Adaptive Leadership workshop for top management at Allegis. The workshop talked about how to deal with diversity and creating profit with a purpose.

Shanti spoke at Equality +20 Conference in Delhi in December 2015

Shanti was a moderator/speaker on employment issues for PWD at 3rd National Convention for Youth with Disabilities convened by NCPEDP in April 2015.

Shanti spoke about employment opportunities for persons with Spinal Cord Injury (SCI) at the First Mela for Persons with Spinal Cord Injury in Bangalore organized by Spinal Foundation of India and Association for People with Disabilities (APD) in August 2015

Spoke at "Samartha - 2016", An Inclusive Summit on Employing the Differently Abled" in Mysore



Shanti at Equality +20 Conference



Dipesh Sutariya and Shanti were part of the [panel discussion at the Conference on EngageAbility](#), hosted jointly by the CII and the Disability NGO Alliance (DNA) in August 2015.

Dipesh and Shanti were invited to attend the prestigious [Skills India Mission: National Skill Policy launch](#) on Jul 15th inaugurated by PM Narendra Modi. July 15, 2015

Dipesh was part of the [panel discussion about inclusion and employment of PWD](#) at Wipro. This session was webcast to the entire Wipro community.



Dipesh Sutariya

Co-founder and Trustee



Moses Chowdari G

Program Manager

Spoke along with Lord Colin, and Richard Orme from Royal National Institute of Blind (RNIB) at [Mauritius Council of Social Service \(MACOSS\)](#), an umbrella of organizations in Mauritius in April 2015

Moses presented at the [2nd Indo-US conference on assistive technology for visually impaired](#) held at IIT Delhi on integrated solutions for skill development of persons with vision impairment in Feb 2016.



Santhosh Kumar Y

Program Manager

Santosh attended [the New Skills at Work India](#) in Delhi on March 2016 and spoke about the University Model during a panel discussion

<http://tinyurl.com/hpupuso>





Vidya Rao

Account Manager

Vidya and Shanti presented a paper on how to adapt best practices from disability sector to empower persons with psycho-social conducted by NIMHANS in Sep 2015. They were also part of the panel discussion.

Made a presentation about the livelihood model at HANS Foundation in Delhi in Dec 2015

On the panel discussion about employment opportunities for persons with disability in the private sector organized Open Society Foundation in Delhi in Dec 2015



Dinesh at Skill Salad



Shruti Nedungadi

Trainer

Spoke at an event in NIMHANS on World Disability Day. The event was held by the psychiatric rehabilitation department on world disability day, to understand inclusion.

Spoke at Skill Salad - An Event by Capability Development Team & HR Team of Accenture to learn different aspects of Volunteering, Dinesh talked about impact which can be created by volunteers in the journey of a Person with Disability. Event was held at Accenture on Oct 31, 2015



Dinesh Kumar

Program Officer



Sandesh H R
Senior Trainer

Spoke at Vijayanagar 1st Grade PU College, Bangalore in March 2016.

Met Karnataka Chief Minister Mr. Siddaramaiah to present about the important 1000 laptop project, gave a demo on how the visually impaired use laptops. Then, the Chief Minister gave message to all the visually impaired that they should use the laptop for education etc.



Muthuraj D
Workplace Solutions Expert

Spoke at 28th Kerala Science Congress organized by Kerala State Council for Assistive Technology (KSCAT) and Kerala State Council for Science Technology and Environment. The Science Congress is one of the premiere programs which provides a forum for young researchers, academicians, technologists and others across the country to exchange knowledge and share advances in their research.



Reena K
Program Manager

Reena and team presented a paper on assistive technology at The fifth edition of Techshare India - 2 day accessibility & assistive technology conference and exhibition, held in March 2016, at the India Habitat Center, New Delhi.

www.techshare.barrierbreak.com



Subbbiah S
Account Manager

Subbbiah spoke at the leadership training for HR leaders in the country - session on diversity focusing on disability organized by NHRD at Nasik. Subbbiah was also part of a panel discussion at NHRD event, Bangalore

Resource speaker for the MOOC on EdX - course conducted by IIMB Prof. Vasanthi Srinivasan - "Introduction to People Management". Topic: "Evaluating and Assessing Employees "

<https://www.youtube.com/watch?v=u85Pxj4dguA>
<https://www.youtube.com/watch?v=NCZG8jISAQU>



Subbbiah at NHRD Nasik



Asha Sreedhar is a person with Autism Spectrum Disorder and she joined Enable India for employability training. Her background is in Diploma and today she works successfully as a Tester. Asha believes that one of her key takeaways from the extensive training she underwent at Enable India is learning how to be an effective team player. This has helped her a lot in her personal and professional life. Asha today is a far more confident team member.



KINDLING PASSIONS AND POTENTIAL THROUGH TRAINING



Employability Methodologies:

Developing necessary skills and attitude to be successful in the work environment



Technical training for visually impaired:

Holistic training model that entails mobility skills, computer skills with employability fundamentals



University connect:

Helping college students to set a career goal for themselves



Collaborative models:

Tripartite partnership between employer, mainstream institution and NGO to train candidates with specific skills to suit employer needs



Increasing productivity of working professionals:

Building confidence and aspirations for persons with disability who are already employed



Entrepreneurship development program:

Awareness and training for persons with disability to become self-employed with the help of government schemes

We believe **everybody has potential**. With the right triggers and a supportive environment, every individual has the opportunity to discover his/her interests and abilities.

1574 candidates trained through different training models

Employability Methodologies	318
Technical Training for Visually Impaired	99
Collaborative Models	41
Increasing productivity of working professionals	456
Entrepreneurship Development Programme	660
Total	1574

University Connect	253
---------------------------	------------

Total trained - disability breakup

Physical Disability	750
Vision Impairment	539
Hearing Impairment	253
Developmental delay	13
Autism Spectrum Disorder	8
Cerebral Palsy	7
Deaf Blind	3
Learning Disability	1
TOTAL	1574

Employability Methodologies

Enable India conducts employability training to kindle aspiration and hunger for success through experiential learning, project work, volunteer work and more with the primary goal of developing necessary skills and attitude to be successful in the work environment.

Employability Foundation Course (EFC) is conducted across disabilities.

10 days EFC conducted in May 2015 at JSS, Mysore for 85 candidates with different disabilities

45 days EFC conducted in May 2015 at Kanpur for 55 candidates with physical disability

45 days EFC conducted in December 2015 at Ghaziabad for 25 candidates with physical disability



45 days EFC conducted in March 2016 at Bangalore for 22 candidates with hearing impairment

6 months EFC conducted from November 2015 at Bangalore for 12 candidates with Autism

Employability elements are integrated with Career Centric Computer Training (CCCT) conducted for 63 candidates with vision impairment

Internship Model Continues at EMC² for Persons with Multiple Disabilities

EMC² started an internship program for persons with multiple disabilities in 2014. 10 candidates with profound disability such as deaf blindness, cerebral palsy with scoliosis and others successfully completed one year of internship during which they underwent employability training and skills training specific to their job role. This internship program was extended for 8 candidates last year for one more year. The candidates were more focused on on-the-job training in the last year along with a 50% increase in their monthly stipend.

With the success of the first batch, Enable India began training for the 2nd batch of profound candidates through a "Virtual Classroom" where candidates attended career awareness training through Skype. Enable India has collaborated with Raksha Society, Kochi to source candidates for training.

Highlights of our training methodologies across different disabilities:

Applying skills through internships

“Set small goals because, reaching them would keep you motivated and charged up, to finish the task at hand.”



9 candidates with a degree in Special Education were selected to do an internship for 3 months at different NGOs to get experience and exposure. These candidates with physical disability completed employability training at Lucknow in February 2015. Enable India collaborated with the following NGOs: SPARC India, Lucknow, Akshay Pratisthaan, Delhi, National Association for the Blind, Delhi, Amar Jyothi Charitable Trust, Delhi

The internship program helped candidates to live independently away from home, and interact with different types of people. The work experience increased their confidence level.

“After teaching the visually impaired students, I became so happy and before that never thought practically. I learned how to include the visually impaired students in sports or cultural program.”
– **Kaushal Kishore, person with physical disability, intern at NAB, Delhi**



18 candidates with vision impairment, as part of the CCCT training, were assigned different roles such as candidate coordinator, volunteer coordinator, transcriptionist, accessibility tester, etc. within Enable India as part of their internship. One candidate did an internship at Allegis as a recruiter for 2 weeks.

“I got selected for the accessibility testing project. The internship helped me utilize and enhance my technical skills and knowledge. I also learnt the art of providing daily status updates. I also learnt the importance and way of communication through the course of this internship.” – **Kiran, person with vision impairment, intern at Enable India**

The internship helped candidates learn how to share status of work with their manager and improve work as per feedback given.



3 candidates with Autism were assigned a two-week internship program within Enable India to build their skills in software testing. This included black-box testing, white-box testing and functional testing. The candidates tested a few websites, different versions of Android systems and were also required to create a website.

The impact of this was that the candidates had a chance to apply their knowledge of software testing and understand the actual process. It also helped them work better in a team and learn about responsibility, meeting deadlines, etc.

“I had a good experience doing the internship in Enable India office for two weeks as I got an idea of how work is actually done in a company. I learnt various types of software testing and also learnt about various android versions. I also learnt how to finish my work within the given time and also working under pressure.” – **Mahendra Kumar, candidate with Autism**

Building leadership skills through peer leader model

“My strength is to stay calm during difficult situations. Even when someone is shouting, I will speak softly. This helped me solve problems”

Post placement support is vital for a person with disability. Some challenges at the workplace need to be addressed which include login issues, transportation issues, understanding company process, etc. Trainers from Enable India help candidates through initial handholding and mentoring. This support plays a critical role in building the confidence of the candidates. When we place candidates outside Bangalore, initial handholding for the team in Bangalore becomes a challenge. In order to overcome

the geographical constraints of the trainer, we identified a peer to take initiative and help the others. We piloted this in HCL.

Of the 10 candidates placed at HCL, Noida, one of the peers, Vipin Pal was identified as a peer leader to help in problem-solving and initial hand-holding of all the candidates. Vipin took the initiative to discuss and understand challenges faced by his peers and with the guidance of Enable India trainers, set out to find a solution. For example, several of his peers had problems

in getting the official ID card. Vipin spoke with another team member at HCL to understand the complete process after which ID card was issued.

This continued for six months and ensured that all the candidates placed in HCL were settled in their jobs. The peer leader model provides a good opportunity for trained candidates to develop leadership skills and give back to the community.

This is a good post placement model that NGOs can use to scale their ecosystem.

Problem solving through art therapy

“The Art session helped me in my professional life as I am seeing things from a different point of view.



To develop life-skills for a batch of heterogeneous candidates with Autism, Enable India conducted weekly sessions of art therapy and yoga sessions. Each week the art sessions had a different theme (based on specific candidate issues) and issue were resolved using art and drama. For example, we worked on an issue regarding communicating with the opposite gender using social stories.

“The Art session helped me in my professional life as I am seeing things from a different point of view. As I tend to think in a technical way, the art session changed my perspective. Moreover, I learnt that the work done by some of the corporates does not involve specialized skills but requires a very creative approach.”- **Rahul R, person with Autism interning with SAP**

In addition, there was a yoga teacher who came in twice a week wherein he taught the candidates basic breathing exercises and asanas. The yoga sessions helped the candidates relax and overcome anxiety related issues.

“Yoga helped me relax. I have started doing yoga at home as well and my stress levels have reduced.” - **Mahendra K, person with Autism**

Highlights of our training methodologies across different disabilities:

Developing dynamic personalities through project work

"I have learnt leadership skills and how to motivate others to work together to complete a task."



22 candidates with hearing impairment headed out in groups to talk to people around the Enable India office to spread awareness about Swachh Bharat. They designed charts and went to shops and residences to communicate the importance of waste segregation at source.



The weekly hobby club provided an opportunity to visually impaired candidates to take care of their emotional quotient and to cultivate interests for active leisure. The hobby club showcased hobbies like instrumental music, piano, guitar, pan pipe, vocals, karate, chess, quiz on GK and current affairs, etc.



To build social interaction skills, candidates with Autism cooked different items like vegetable sandwich and bhel puri and sold it to the staff at Enable India. Some of the candidates also helped serve lunch to staff for a week. As a result, there has been a lot of awareness and exposure for both staff and the candidates. Our staff has had a chance to interact with the candidates and understand more about Autism as a disability.



20+ candidates with vision impairment set up a Santhe (entrepreneurship fair) with various stalls for a whole week.

Besides the idea of self-employment, they picked up various life skills like handling customers, handling money, team work, sharing responsibility, negotiation skills etc. This was an innovative project using existing resources and making the candidates action oriented – they learn by doing and in the process discover their strengths and weaknesses.

"It was a new experience for me to communicate with the hearing impaired customer through sign language. I learnt many things from this project like business strategies for improving business, how to interact with customer, how to bargain with shop-keeper etc. The experience at the Santhe has made me confident to say that I can even look at self-employment even if I do not get a regular job." – **Manjunath, person with vision impairment**



The CCCT Facebook page was launched on 1st November, 2016 to take the CCCT training to the world. This project pushed the candidates to improve their English skills as they shared information about company visits, volunteer activities and other training updates through Facebook.

"There were many challenges during the creation of the page e.g. coordination with many people, designing of the CCCT logo etc. However, through this entire experience, I have learnt leadership skills and how to motivate others to work together to complete a task." – **Brahmanand Roy, person with vision impairment**



Number of
beneficiaries

Technical Training for Visually Impaired

63

Career Centric Computer Training:

9-month training aims at a holistic development of candidates including English, mobility, life skills, employability, internship projects, etc.



11

Need based training:

Customized for working professionals, this training helps candidates to resolve issues such as familiarity with the application, efficiency and quality challenges at work.



26

Basic workshop:

3-month training for college students with focus on basic computers such as MS Word, MS Excel, file/- folder creation, etc. and basic employability skills like note-taking, mobility, etc.



10

Training Certification Course for trainers:

This course aims to enable trainers impart quality computer education to visually impaired candidates.



Enable India has been conducting computer training for the visually impaired for 15+ years. Last year, we focused on strategies to help scale the program with quality as described below:

more persons with vision impairment. In the last year, we tried different methods to scale our ToT (Training of the Trainers) programs without compromising on quality.

For trainers to learn how to train visually impaired candidates, Enable India has developed a 6-month trainer certification course. This course equips trainers with proven teaching methods/aids and boosts their confidence to train other candidates.

To understand how best practices of teaching visually impaired works during training, Enable India has started to offer an internship program as a pilot for trainers from other organizations.

Varsha, a visually impaired computer instructor at National Association for Blind (NAB), Delhi spent two months at Enable India to get hands on experience. She completed her masters and B.Ed from Delhi University. She passed diploma in computer and access technology with A-grade from NAB in July 2014.

“I was impressed, there were many things to learn. I used their ‘Student manual, trainer manual, spelling tool’ and ‘Eye tool’ I like time management of Enable India. We know everything, but we don’t apply those things in our life. When I came here, I was so confident about my way of teaching. I thought that I was a really good teacher, but after the internship I have known I need to improve my way of teaching. I should change something according to need of my candidates. I want to apply these things in my personal way of teaching.” – **Varsha, computer instructor at NAB, Delhi**

Scaling impact despite lack of experts

“When I came here, I was so confident about my way of teaching. I thought that I am a really good teacher, but after a month I have known I need to improve my way of teaching.”

Every year, we conduct capacity building programs with the aim of reaching out to many

Developing individuals to be beacons to lead the community

“Now I have the confidence with me that I can do anything for people with disability. I will try my level best to make better India.”

There is a growing demand of good trainers for the development of persons with vision impairment. At Enable India, we opened up an internship program to tap the potential of candidates interested in becoming trainers. 2 out of the 4 candidates who completed the internship were absorbed by Enable India and 1 was deputed to a partner NGO.

“I started my journey at Enable India as a 2014-2015 CCCT batch candidate. When I came to Enable India as a student, I was unaware of many things like mobility, English, Employability etc. Then I slowly started my journey at Enable India. When I saw myself after 6 months, I was able to talk in English, was able to work on Computers and started moving around independently. After this my parents are very happy about this. After 6 months, I continued in skilled employability training. Then I got the opportunity to do the trainer internship at Enable India. Internship was a very delightful time for me. After that I joined into CCCT has a computer trainer. Now I have the confidence with me that I can do anything for people with disability. I will try my level best to make better India.” – **Shailesh, Computer Trainer at Enable India**

University Connect: Building an Employable Candidate Pool

"I had to wait for a year after graduation to get training and become employable. I finally got a job 3 months after that"

The objective of the University Connect is to develop an employable pool of candidates who have finished their education. Last year, we conducted Career Awareness Workshops for 250+ students. The two-day workshop aims to help students set a goal for their job and career by providing them awareness about jobs available for persons with disability and the skills and attitude needed to be successful.

Career workshop conducted at JSS, PDA in December 2015 for 80+ students comprising of persons with hearing impairment, vision impairment and physical disability

Career workshop conducted at AITH, Kanpur in March 2016 for 80+ students with physical disability

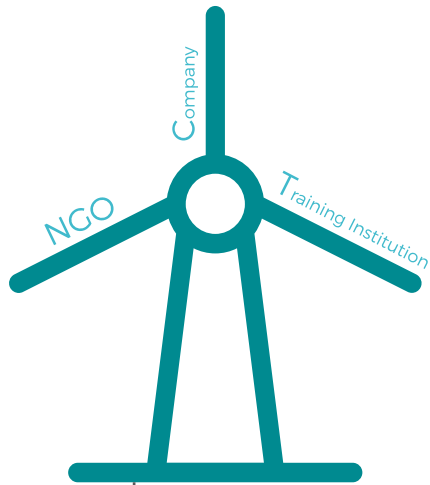
Career workshop conducted at Bangalore University in March 2016 for 80+ students with vision impairment

"I got more awareness about jobs available in market for persons with disability like me, what skills required to get into job. This workshop was really helpful for me to make a plan for my career." – **Shivam Savita, Final Year diploma in Computer Science and Engineering, person with physical disability**

"I am very happy to be a part of this workshop because now I have enough confidence to get job with the help of Enable India and I hope Enable Academy will help me to develop my skills and awareness." – **Santosh Kumar Yadav, Final Year Diploma in Architecture**



Collaborative Training Models



Collaborative Training Models help companies to hire persons with disability in large numbers to meet their goal or target of hiring persons with disability. These models help meet specific requirements of companies.

This multi-party collaboration between a company, an NGO and a training institution results in a **win-win situation for all** involved.

Company: Gets employable candidates that meet company requirements

Training Institution: Provides experts who help candidates develop domain skills

NGO: Sources candidates that fulfil the required profile and provide disability specific skills

Last year, we conducted three collaborative trainings across both computer based and non-computer based sectors.



Finance Jobs for Deaf

Finance jobs are hard for anyone! How can the deaf get trained and get these coveted jobs? The Train and Hire Model provided the solution:

Train and Hire Model

Company: Capgemini

Mainstream Institution: iPRIMED Education Solutions (www.iprimed.com)

NGO: Enable India, Dr. Reddy's Foundation

12 candidates with **hearing impairment** trained

100% conversion (all placed in core operations role)



High end IT jobs for the Physically Disabled

Mainframe technology jobs are highly skilled jobs. How can Enable India train candidates? The Hire and Train model provided the solution.

Hire and Train Model

Company: UST Global

Mainstream Institution: Mathru Technologies (www.mathrutech.com)

NGO: Enable India

13 candidates with **physical disability** trained after hiring!



Recruiter Job Training for the Visually Impaired

“Recruiters job is harder than sales with pressure of numbers” How do we train? By using the Train and Hire model.

Train and Hire Model

Company: Allegis

14 candidates with visual impairment trained. 2 candidates absorbed by Allegis



Job Training for Different Sectors – Food & Beverage, Manufacturing, Garments

How do we train visually impaired for various non-computer jobs?

In this model, **several companies collaborate to share requirements**. The employability training with focus on the relevant sector allows candidates to apply to different companies.

Companies: Oggarne (hotel chain), Ability in Disability (manufacturing sector), Jehova Industries (manufacturing sector), Madura Garments (textile), Shahi Garments (textile)

NGO: Enable India

16 candidates with vision impairment were trained. Candidates performed job simulation for manufacturing, textile, hotel and car washing sector. Candidates received exposure to disability aspects, life education and employability aspects.

7 placed. 3 of them went back to their old jobs.





Increasing Productivity of Working Professionals with Disability

Panchayat Level Jobs Training

Persons with vision impairment are working successfully as Panchayat Development Officers and Second Division Assistants. They guide and ensure the efficient working of Gram Panchayaths and take care of accounts at the panchayat level.

The State Institute of Rural Development (SIRD), Karnataka reached out to Enable India to conduct basic foundation course in computers for 45 days in Kannada to help SIRD employees get familiar with computers and use them efficiently. A total of 122 employees from SIRD benefitted from the course. Training and workplace solutions provided by Enable India have helped these officers perform their jobs effectively across all 30 districts in Karnataka.

“This course helped me a lot to learn computers. As a Panchayat Development Officer, previously I did not learn computer. At the end of 45 days training, I learnt Kannada typing & reading, MS Word and Excel basic formatting. In my life this is the first time I learnt computer. Thank you Enable India for providing this wonderful opportunity to learn computers.” - **Venkatalakshmi**

Training for Manufacturing Jobs for the Deaf

“Before, I didn’t want to work on Sundays, Now, I have accepted!”

Almost 90% of the workforce at Bay Window Solutions Pvt. Ltd., a private company in Bangalore, are persons with hearing impairment. Bay Window is a manufacturing company that manufactures doors and window made of light weight material. A small team of 16 employees with 14 deaf people are engaged in several tasks like machine operations, cutting and finishing products, etc.

Enable India had placed 2 deaf candidates who underwent employability training. Over the year, Bay Window employed more deaf candidates. After some months, the company noticed that candidates who did not undergo employability training did not have understanding and awareness about company expectations.

To bridge this gap, Enable India conducted “Employability Foundation Course” in the company premises for 10 days in November 2015 for all 12 deaf employees. The primary goal was to help candidates develop the right attitude towards work and understand the importance of having good work ethics.

After the training, the candidates

Improved social interaction skills

Learned company expectations

Understood the importance of work ethics and

Learned to work with quality and efficiency even when they were not being supervised

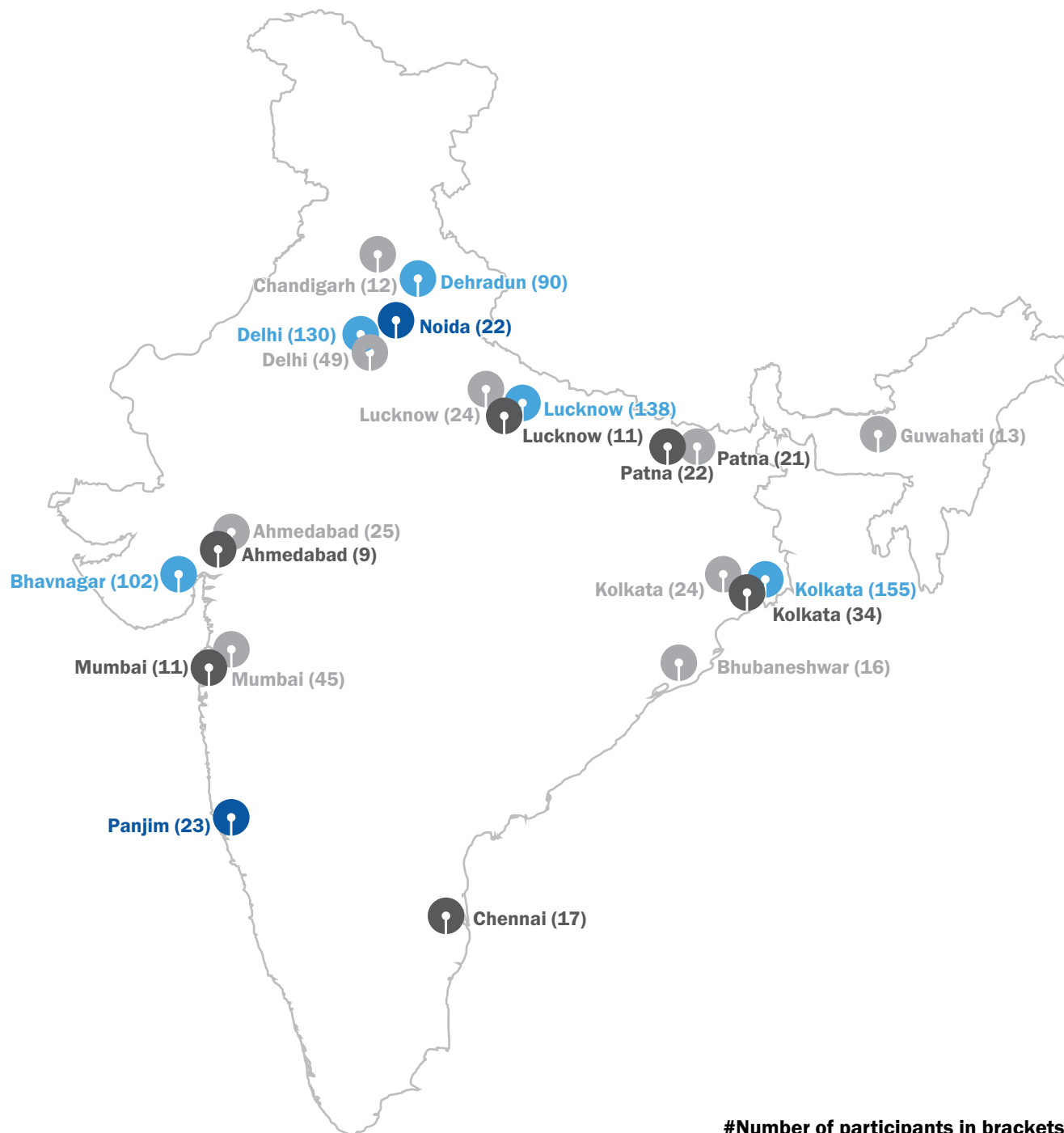
The managers at Bay Window have noticed a positive change in the attitude and increased productivity post training.

Bank Clerical Jobs Training

Enable India continues to add to the revenue of State Bank of India through our inclusion training and other interventions like field implementation, etc. SBI, in collaboration with Enable India has conducted trainings across different locations in India for 100+ employees with hearing impairment and 200+ employees with vision impairment. We began this journey in May 2011 and have so far trained managers and above cadre employees of SBI in different departments across 600+ branches. Enable India trainers have traveled across the country to conduct these training programs.

“Though I come from a good family background and had access to all electronic accessories at home, I was not able to access any device due to lack of knowledge and fear. As I am late blind, I also struggled to move around with current vision and always depend on others. During this training period, I have become confident and started using computers through JAWS. For the first time, I logged into CBS and learnt to address customer queries at branch, able to use symphony applications to save data. Mobility sessions have helped me become independent using cane.” - **Ashutosh Shankar is a person with low vision** and his vision is deteriorating due to Retinitis Pigmentosa. He works as Customer Assistant in North East circle.

“Though my computer skills are good, I have not been using computers from long time due to fear of making mistakes. Similarly though I am a good cane user; I am not using cane as I feel that people look at me very strangely. This training enabled me to overcome my inferiority feelings. During the training period I strengthened my computer skills and have become confident on computers and decided to face and address customer queries at branch.” - **Vinita is visually impaired** and is working as Customer Assistant.



Inclusion in State Bank of India 2015 - 16



Inclusive and Adaptive training:

The participants learned about disability, how to provide mobility training for visually impaired and became familiar with peer sensitization modules.



Peer Sensitization Session via Field Implementation:

Disability Sensitization Sessions were conducted at each SBI branch for the branch manager and the coworkers of the employee with disability to increase respect and inclusion of the person with disability.



Training for Inclusion of Hearing Impaired:

During this training, employees with hearing impairment were profiled to better understand about their jobs and determine workplace solutions they need to become more productive.



Training for Inclusion of Visually Impaired:

During this training, employees with vision impairment learned to navigate CBS using JAWS. Those who were not able to do much work have been converted into the performing assets and now they are considered to work on par with the team in the branch by sharing responsibility except cash.

Economic Independence Through Entrepreneurship

Enable India is the official “placement cell” for the Government of Karnataka for persons with disabilities. Enable India has partnered with the National Academy of Rural Development and Self Employment Training Institute (RUDSETI) to conduct entrepreneurship development training programs across various districts in Karnataka for persons with disabilities.

Last year, we have reached out to 660+ persons with disabilities out of which 400+ have been either gainfully employed or have initiated the process to become an entrepreneur.

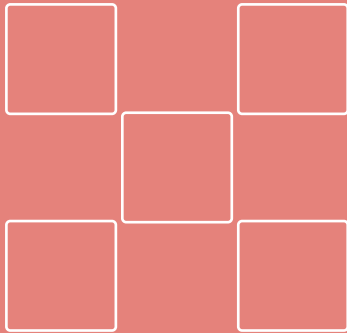
Leaping from ₹ 300 to ₹ 1,200 per day

Dastagir Karadi is a 23-year old married man supporting his wife and child. He is a person with low vision and has lost 75% of his vision. He lives in a joint family with 9 members. His mother was running a tea shop at which he spent about 2 hours a day. After the EDP training, he became more serious about the business. He invested ₹ 35,000 on his own. He works at the shop full-time increasing his business from hardly ₹ 300 per day to ₹ 1,200 per day. He dreams of converting his small tea shop into a hotel in the future.

Soaring from ₹ 1,500 to ₹ 9,000 per month

Mahadevi Somappa Hongala is a 42-year old unmarried woman who lives with her family in Belgaum. Her left leg was affected by polio when she was two years old. She has completed SSLC. Her family income was ₹ 1,500 per month. After attending EDP training at Belgaum, she purchased 3 sewing machines and started selling clothes as well. Her current family income is now ₹ 9,000 per month.





LIVELIHOOD MODELS

Livelihood Models

Like every year, Enable India has worked with new companies in emerging sectors to create new job roles for persons with disability.

Disability	Total
Physical Disability	519
Hearing Impairment	132
Vision Impairment	87
Developmental delay	15
Cerebral Palsy	7
Deaf Blind	1
Learning Disability	1
TOTAL	762

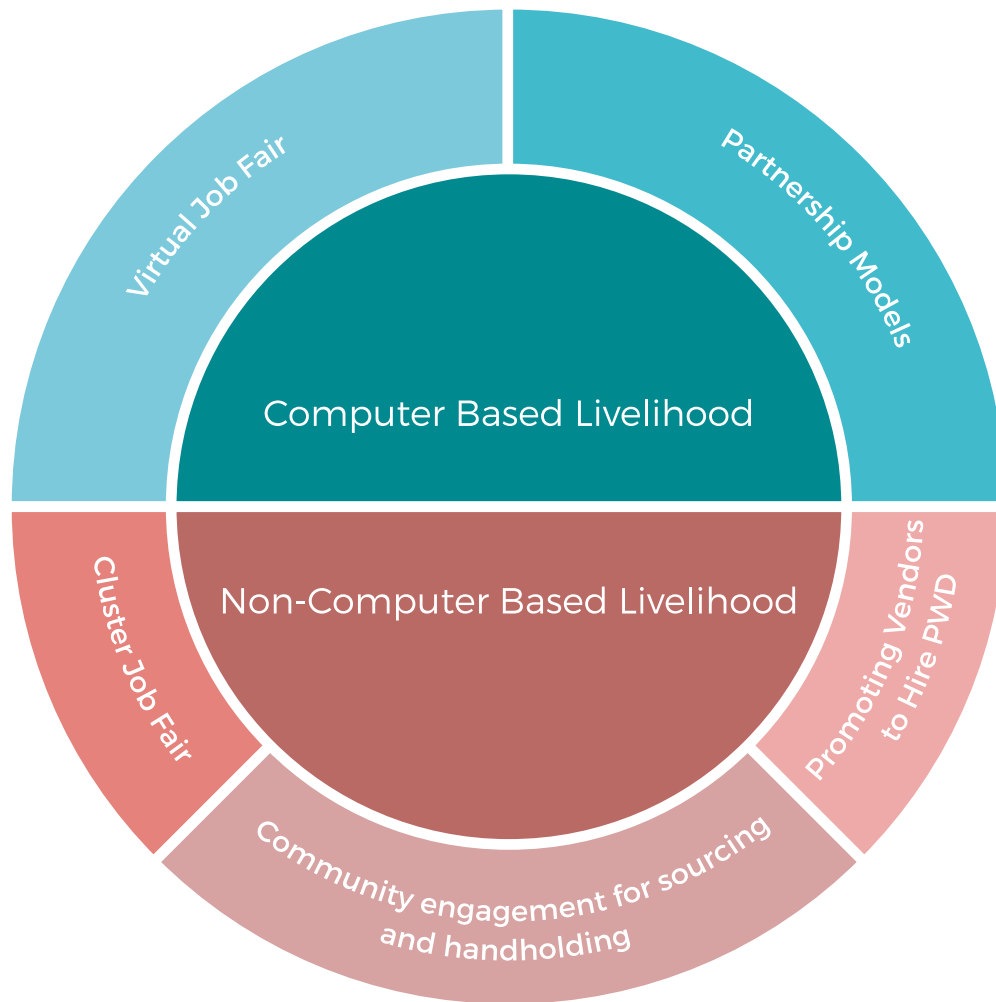
SALARY RANGE (per month)	Male	Female	TOTAL
₹ 0 to ₹5000	121	79	200
₹5001 – ₹10,000	228	67	295
₹10,001 – ₹15,000	81	26	107
₹15,001 – ₹20,000	20	06	26
₹20,001 – ₹30,000	42	05	47
> ₹30,000	07	06	13
TOTAL	499	189	688
Salary information unavailable			47



₹1,25,000
 per month - Highest Salary

This person has 8+ years of work experience. Currently working as Software Quality Engineer. He has completed B.E. He is deaf.

Placements have been possible because of various strategies – technology and synergy has been key in urban placements while community engagement has been an essential catalyst for placement in smaller cities.



Computer based Livelihood

Disruptive Technology: Scaling Placements Across 25 Locations

Enable India in partnership with Allegis hosted India's first Virtual Job Fair for Persons with Disability. 1300+ candidates and 100 recruiters from 40 companies in the IT/ITES sector participated from different cities across India. The platform was supported by Careereco, a site for hosting virtual job fairs working primarily in the US and Canada.

Job seekers associated with partner organizations such as Dr. Reddy's Foundation (DRF), V-Shesh and LRC also participated in the job fair. This model can be replicated by others in the country.

This pilot was a learning experience for us. One of the challenges we faced was the logistics of getting candidates across India to attend face-to-face interviews at companies situated in different locations. Next year, we plan to use this model at universities where companies can short-list and interview a pool of students at one location.

Partnership Models: Scaling Placements for Deaf

Partnership with Mainstream Training Institutions

Several mainstream institutions feel ill-equipped to conduct trainings for persons with hearing impairment because of the difference in mode of communication. Hence, we wished to pilot training models where we could work with other mainstream training organisations.

This year, Enable India collaborated with iPrimed to conduct domain-specific training for persons with hearing impairment. Even though it was a new experience for trainers at iPrimed, the collaboration was a success and 100% of the candidates trained were interviewed and on-boarded by Capgemini.

This success has been key to reinforce our belief that mainstream training is possible for deaf and can be replicated.

Partnership with NGOs

Karvy consultants was ready to recruit more than 40 persons with disability. This was more than what many NGOs (including Enable India) had done in the past. The demand was for persons with hearing impairment who have completed SSLC with good computer typing skills.

To meet this demand Enable India donned the role of an aggregator to reach out to candidates suitable for the company. LRC and V-Shesh helped in sourcing, and Dr Reddy's Foundation helped with training. All stakeholders came together for the cause of livelihood for persons with disability. As a result of this synergistic approach between the various organizations, Karvy Consultants has been able to recruit 43 candidates.

"It was a great experience to partner with Enable India more so since we are working towards the same cause. A very well organized drive. It gives us great pleasure to be part of it. Thank you for making us a part of this assignment. Looking forward to working on many more together" - Seema, V-Shesh

Non-Computer based Livelihood

70% of persons with disability reside in rural India. Catering to the livelihood requirements of this segment requires models that involve engagement with local organizations. In addition, persons with disability should be provided with both wage employment and self-employment options. In smaller cities, small and medium enterprises have wage employment opportunities.

In the last year, we have reached out to more than 500 persons with disabilities through ample support and ownership from local NGOs, government organizations and disabled people's organizations. Further, we have also conducted more than 4 job fairs at locations where companies in the surrounding areas participate easily. This has led to creation of employment opportunities to the local population and we have observed that more than 150 PwD now are gainfully employed.

Community Model to Build Hyperlocal¹ Ecosystem

Persons with disability require a robust ecosystem which provide continuous and consistent support in their goal for economic independence. This support system becomes robust when the community takes complete ownership.

Samarthya Angavikalara Okkoota (a DPO – Disability People's Organisation), Grameena Abhyudaya Seva Samasthe (GASS), Disability Welfare Department



(Govt.) took complete ownership for the job fair conducted at Gowribidanuru. The community took responsibility for the entire cycle from sourcing, placement to initial handholding post placement. 31 candidates with different disabilities including physical disability, vision impairment, hearing impairment, etc. were trained. 8 companies

participated in the holistic job fair conducted at Gowribidanuru.

¹ Hyperlocal connotes information oriented around a well-defined community with its primary focus directed toward the concerns of the population in that community.

KK Packers, Hindustan Unilever's outsourcing partner attended the job fair held in Gowribidanuru and collaborated with Enable India to place candidates in their Chikkaballapura unit in the role of packers. KK Packers carried out a pilot project by selecting 15+ candidates. Later, in 3 stages, the company hired a total of 23 candidates.

Scaling Through Vendors

Indo-MIM has grown to become a leading global supplier of Metal-Injection Molded products and manufacture medical components used in the surgical field. The company has 10-15 vendors who outsource their work to small units. Indo-MIM approached their vendors to employ persons with disability in each unit and organized disability sensitization program for all vendors. The program, conducted by Enable India, resulted in opening up 25 vacancies for persons with disability. Enable India conducted training for 16 candidates. All the vendors participated in the job fair held at Doddaballapura. 25+ candidates were placed.



Hyperlocal Job Fair

One of the challenges faced in identifying employment opportunities for persons with disability in rural India, is the need for persons with disability to relocate to a new city and the challenge of companies in the city in retaining such candidates. This challenge was partially overcome through the hyperlocal job fair.

In this model, the prospective employees live close to the companies that are hiring. The job fair was conducted at Peenya, in September in association with Sri Muniraju, Peenya Industrial Association, Vocational Rehabilitation Center for Handicapped, and Sama Foundation. 6 companies and 62 candidates across various disability types including hearing impairment, vision impairment and cerebral palsy participated resulting in 26 persons with disabilities getting employed.

Placement across 10 sectors & 18 new companies for Persons with disabilities

Sector	BFSI	E commerce	Education	Electronics	Entertainment	IT	ITES	NGO	Shipping and logistics	Travel
Companies	 Sar utha ke jyo!	  	 			 ...your business Constant  simplicity engineered  Innovation • Information • Technology		 		 

25 new job roles with
salary 7K to 60K per month

Schneider
Electric

Quality auditor

Orbit

Deployment officer

Capgemini
CONSULTING. TECHNOLOGY. OUTSOURCING.

Business
research analyst

L'ORÉAL

Beauty advisor

Trust and safety
Specialist

Jr. Demand Planner

Build and release
engineer

Jr. Market researcher

HermanMiller

Database Modeler

ScanCafe

Photo Book Designer

Raymond

Quality assurance- Lab
and combing and new
spinning

Salary: ₹ 7,000 – ₹ 10,000 per month



Adarsh Pandey

- 🏢 Würth Electronics
- 👤 Quality checker PCB design
- ♿ Physical Disability
- 🎓 Diploma



Ashwini S

- 🏢 HCL Technologies
- 👤 Immigration solutions
- ♿ Deaf
- 🎓 Diploma



Madhuri Bhide

- 🏢 Makemytrip Inc.
- 👤 Holiday expert
- ♿ Physical Disability
- 🎓 BE



Manoj R V

- 🏢 Holiday Mantra
- 👤 Holiday Coordinator
- ♿ Low Vision
- 🎓 MBA

Salary: ₹ 35,000 – ₹ 60,000 per month



Ilamathy C

- 🏢 Cargill
- 👤 Fire fighter auditor
- ♿ Low Vision
- 🎓 MSc



Rahul R

- 🏢 SAP
- 👤 Technical writer
- ♿ Autism Spectrum Disorder
- 🎓 BE

Salary: ₹ 11,000 – ₹ 25,000 per month



Srinivasa R

Thomson Reuters
 LMS Administrator
 Visual Impairment
 BA



Rehan Pasha

Thomson Reuters
 First Line Support
 Physical Disability
 BE



Raj Kumar L

Northern Trust
 Hedge Fund Operation
 Deaf
 MCA



Merlin Namikai

Thomson Reuters
 Content Analyst
 Deaf
 MCom

Rajneesh Dwivedi

IBM
 Manual Testing
 Low Vision
 BE

Benjamin Paul W

Last Mile Consultants
 Training Administrator
 Physical Disability
 BCom

Hermies Daw

Allegis
 Recruiter
 Visual Impairment
 SSLC

Asperan Fernando

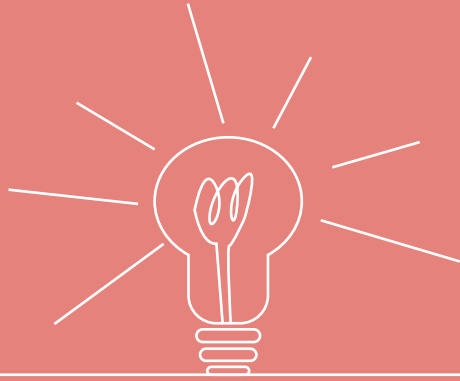
Amazon
 Device Associate
 Visual Impairment
 MA

Gowthami. R is a person with profound disability. She cannot walk due to weak bones and is a wheel chair user and needs support to move from one place to another. Apart from physical mobility, she is completely independent in everything else. Gowthami has done her B. Com from Bangalore University followed by M. Com through Distance Learning from Mysore. She joined Enable



India in January 2015 to be a part of EMC's Profound Disability Internship Program. During her time at Enable India, she has improved her English, typing speed, learnt virtual training tools, assistive technologies for differently abled people, advanced excel skills and also learnt about corporate culture. She now works in the Finance department where she is involved in VAT Returns, Tax Deduction at Source, Purchase Orders and other similar tasks. Besides this, Gowthami continues to support her family and friends with various forms of online applications (e.g.: Ration card, Adhaar card, exam application etc.) and other support. Gowthami's long term

aspiration is to continue in either EMC² job or work with some other company, while also continuing further studies. She wants to keep supporting her family and ensure that her brother is well settled. Once things are more settled, she also desires to volunteer for Enable India.



SOLUTIONS FOR AN INCLUSIVE SOCIETY

Enable India continuously improvises to provide persons with disability innovative and cost-effective solutions. This ensures that persons with disabilities are able to work on par with their non-disabled peers.

Cost effective solutions for people in non-computer based jobs:

Anand, working at KK packers using [floor-level wheel-chair](#)

Sharanappa, using [high table and cushion](#) to operate machine

Ramesh, person with spinal cord injury using [water-bed](#) to avoid bed sore



Solutions to help visually impaired overcome accessibility issues

Helping Illamathy, who lost her vision after 8 years, get a job that matched her experience

Illamathy, lost her vision after working for 8 years in Wipro and came to Enable India for rehabilitation. It was a challenge to get her a suitable placement due to her experience and salary expectation. The role of “Firefighter auditor” was opened up at Cargill Business Service. However, the job required working with SAP application and SharePoint which was not accessible for a person who uses screen reader. The workplace solutions (WPS) team came up with a solution of accessing information on SharePoint through MS Access Database. This resulted in successful placement.

Training on Outlook helped Chandru with career growth

Chandru was working in Pratham motors for 5 years in a voice based customer support role. He wanted to grow in his career. Workplace solutions (WPS) team assessed the feasibility of a role which combined email and voice support. But, he did not know how to use MS Outlook which was important for efficiency in the new role. Chandru was trained on MS Outlook using screenreader. This helped him perform his new role efficiently.

Closing calls in 30 seconds using screen reader

In HP, Level 0 tech support role was suitable for people with vision impairment. In this role, the person has to answer queries and close the call with appropriate information in the online tracker. The Average Handling Time (AHT) for each call was 30 seconds. The tracker did not have any quick navigation. The WPS team customized the screen with the place markers and trained the employees on combination of place marker and quick navigation. This solution resulted in 4 successful placements.

Tools Co-Developed with Company Volunteers

We have partnered with different companies where experts have volunteered to develop solutions.

1.2.3. Listen (the splitter box)

This can be used by a person with vision impairment to listen to PC audio output, mobile and landline at the same time

Developed in partnership with Bosch

The prototype is ready and testing is complete.

In the next phase, we will be procuring large number of splitter boxes to disseminate to persons with vision impairment and to do beta testing.

SpellTree

This Android app can be used to improve spellings in English.

Developed in partnership with Cisco

228 people have downloaded the app from Google Play Store

ME2 Genie

This Android app is used to help persons with vision impairment “see” visuals through audio descriptions and help persons with hearing impairment “read” the speakers at events & conferences

Developed in partnership with SAP Labs

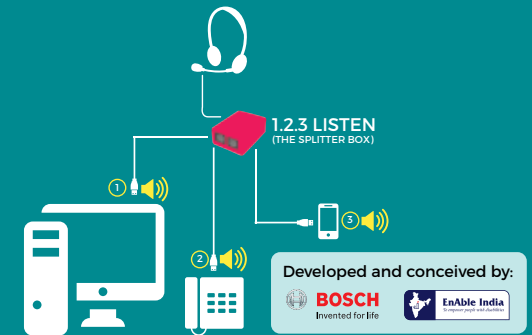
Collaborating For Innovations

1.2.3 LISTEN

Use 1.2.3 LISTEN to hear PC audio output, mobile and land line at the same time

Be effective in voice based computer jobs

Useful for visually impaired using talking computer with screen reader



ME2 GENIE

Use ME2 GENIE to have inclusive events and conferences

Move easily with ME2 GENIE in large events

“See” the visuals @the event with ME2 GENIE

“Read” live captions @the event with ME2 GENIE

Useful for visually impaired and hearing impaired at events

Developed and conceived by:



Download from 

Accessible indoor navigation.
Audio narration for visuals. Live captioning

Spell Tree

Use Spell Tree to improve your spelling

Spell similar sounding words

Increase your exposure to work related words

Useful for visually impaired (especially non braille users)

Download from 



Developed and conceived by:



Usability of Open Source Screen-reader for the Visually Impaired:

Persons with vision impairment use computers through screen reading software - for example JAWS, NVDA (Non Visual Desktop Access) and more. NVDA is a free screen reading software used by many people with vision impairment. NVDA reads in 43 regional languages whereas JAWS reads only in English and Hindi.

Enable India has been providing inputs to the NVDA India team to prioritize enhancements and develop new features for the last 2 years based on the experience of placing people in different companies. Enable India is leveraging 15+ years of experience to provide very specific inputs and use case scenarios to the development team.

The features are mainly aimed at enhancing the impact it is making to the end-user and improving user-efficiency.

List of Sheets: Vidya (name changed) is a person with visual impairment working in a back office role. In the customer support role, she has to answer questions asked by the client. Vidya primarily works on MS Excel with 25+ sheets which she has to refer to while answering customer queries. In NVDA, she has to manually go through each sheet to find a particular sheet. By using “List of Sheets”, the names of the sheets will be listed and she can navigate through them much faster. Enable India provided inputs to NVDA to add this “List of Sheets” feature.

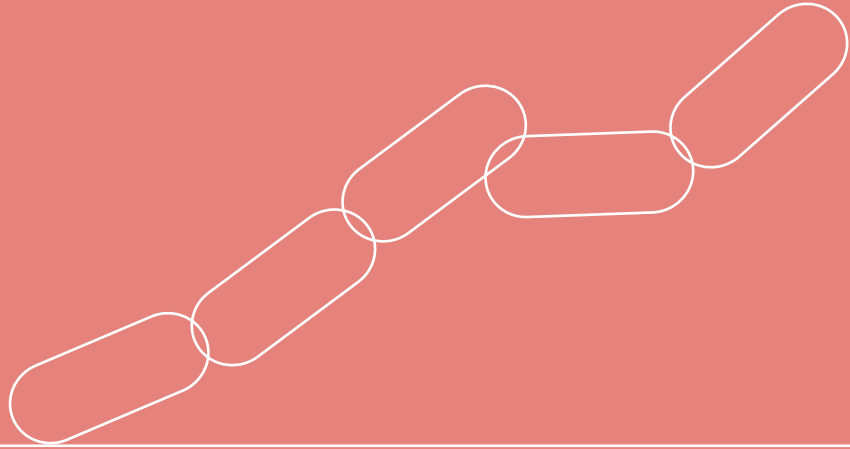
Custom Labelling: Vikram (name changed) is a person with visual impairment working on CRM. There are several interactive elements in the CRM which do not have labels. Example: Icons for email. Only when the icon has a custom label, the screen reader will read it. This will help the visually impaired person “see” the icon and click on it to send the email. This feature was not available in NVDA. Enable India helped NDVA prioritize this feature by providing a use-case scenario.

Upgrades to EYE Tool Software for Visually Impaired

Educate Yourself Easily (EYE) Tool is a self-learning tool which has around 300 exercises built-in that helps a person with visual impairment to learn computer concepts. This tool is also used by trainers to teach computers to persons with visual impairment.

This tool is available as a free download:
www.enableacademy.org/resources/tools/all/

Last year, we have worked to upgrade the EYE tool. Initially it was integrated with MS Office. This made it mandatory to have MS Office on the machines that had EYE Tool. Based on our recent experience of training SBI employees, we separated MS Office from the EYE Tool original code and created a separate plugin for MS Office. This allows the EYE Tool to be run independent of MS Office.



SCALING THROUGH PARTNERSHIPS

We thank every organization and institution we have worked with for the opportunity to contribute to the disability sector. When we join hands, $1 + 1 = 11$.

State Government of Karnataka



Government of Karnataka

The Govt. of Karnataka has helped open doors for people with vision impairment to aspire for more by distributing 1000 laptops. These laptops have been loaded with self-learning material such as Spelling tool and EYE tool developed by Enable India. 34 candidates attended 10 days training at Harohalli and Nelamangala.

State Institute of Rural Development (S.I.R.D.)

The confidence and productivity of 122 visually impaired Panchayat Development Officers and Second Division Assistants improved through 45 days of Basic Computer Workshop Training. Here, they learned how to use computers with screen readers.

RUDSETI

Enable India, in partnership with RUDSETI (www.rudsetitraining.org) have reached out to 660+ persons with disabilities out of which 400+ have been either gainfully employed or have initiated the process to become an entrepreneur.

"You are instrumental in organising EDP training programme to PWD from 01.09.2015 to 13.09.2015. With your support we were able to successfully conduct the program. During the program and after also we felt very happy to have such a program for PWD. Even trainees also very much motivated by classes taken jointly by you and our staff and also trainees are very happy for the skill development we have given to them. Their feedback is good." **Director, CBRSETI, Hassan.**



CII-DNA



The Disability NGOs Alliance (DNA) www.disabilityngosalliance.org was born due to the need of a collective group, common

forum and a platform to not only address the issues of the disability sector as a single unified voice but also to create an impact. Enable India has been a founding member of DNA. Further, this provides a credible interface for measurable CSR for social investments and engage with national/international bodies for projects with large impact in numbers and geography.

It was decided to choose CII (www.cii.in) to be our first stakeholder federation partner in the corporate sector. A joint event 'Engageability' was held by DNA and CII where best practices and learnings were shared by the NGO sector and the corporates.

Technology: A Stepping Stone for Scaling



Lollypop (lollypop.biz) designed and helped us visualize the Enable Academy platform from different stakeholders' perspective. Lollypop helped us give wings to our vision through the platform design



Cloodon (www.cloodon.com) has developed the Enable Academy platform which has enabled our trainings and resources to more persons with disability, enablers and companies across the globe. Their learning management system has helped us organize our course material and content.



We have used OnionDev's (www.oniondev.com) powerful Mobile Vaani eco-system to allow persons with disability to call into a number and leave a message about their community, or listen to messages left by others, thus enabling community participation and engagement. The Mobile Vaani eco-system integrates with the telecom operator infrastructure on voice, messaging, and data.



Career Eco (www.careereco.com) is a site for hosting virtual job fairs working primarily in the U.S. and Canada, helped Enable India pilot a virtual job fair for persons with disability for the first time in India, where 1300+ candidates and recruiters from 40 companies participated.

State Bank of India



SBI, in collaboration with Enable India has conducted trainings across different locations in India for 100+ employees with hearing impairment and 200+ employees with vision impairment.

Indian Sign Language Interpreters Association (ISLIA)



ISLIA has provided interpreters during training about inclusion of persons with hearing impairment for 100+ participants from State Bank of India across cities like Mumbai, Chennai, Kolkata, Lucknow and Patna.

“Thank you for inspiring Ketan and the team at SBI, Ghatlodia. After providing PC to Ketan, he is doing his job very nicely. Ketan handles non-CBS, ATM card inquiry, cheque book inquiry, print interest certificate of both deposit and advances and general insurance policies, etc. In CBS, balance, ECS, nomination, form-15-G/H, etc. He is really a very good hand of the branch. After receiving computer training at SBLC Bhavanagar, there is a tremendous improvement in computer skill.” - **SBI Branch Manager, Ghatlodiya, Ahmedabad circle.**



Allegis

Allegis, a 16 billion dollar recruitment company, has been assisting Enable India for more than one year with activities such as sourcing and placements of candidates, with a primary focus on candidates with vision impairment and physical disabilities. 3 people have been employed by Allegis to work on Enable India recruitment activities.

Allegis, in partnership with Enable India hosted India's first Virtual Job Fair for persons with Disability.



India Inclusion Summit



India Inclusion Summit (indiainclusionsummit.com) is a community-driven initiative that brings together thought leaders from the field of inclusion to deliberate, discuss and take forward diverse talents available in our society. The Summit brings together all the stakeholders from a range of fields. By being an integral part of the team organising and managing the Summit, Enable India has been able to spread awareness about Enable Academy to 1000+ people. Enable India is working on making India Inclusion Summit sustainable.

Universities

250+ students across three universities gained awareness about the jobs available and have started their journey towards a life of economic independence.

- Dr. Ambedkar Institute of Technology For Handicapped, Kanpur
- JSS Polytechnic for the Differently Abled, Mysore
- Bangalore University, Bangalore



Eye Way

Eyeway Helpdesk (eyeway.org) is the flagship project of Score Foundation, set up in Delhi in 2003. The project was launched in Karnataka from December 2015 in partnership with Enable India. This helpdesk is an interactive information hub on all issues relating to persons with vision impairment.

The helpdesk has catered to 374 clients in the last year by addressing their requirements relating to effective utilisation of government schemes, increasing advocacy and rights of persons with visual impairment.

Mainstream Training Institutions

- Mathru Technologies
- iPRIMED Education Solutions Private Limited

25 candidates have been placed in companies in Bangalore earning competitive salaries; paving way for bigger dreams. Placements have been enabled through tripartite partnerships with the employer, NGO and mainstream training institution that provide domain specific training.

"It is like whaling into unknown world with a mission to train disabled people, and I quickly came to know that these are no different than others, in fact they are differently enabled people. As this is my first experience working with a NGO, my perception changed completely during the course of training program, every day I see a dedicated team of Enable India professionals working towards empowering various kinds of disabled persons and bringing up their best skills to make them independent in society." – **Ramesh S, Mathru Technologies**

NGOs welcoming candidates for internship projects:

- SPARC India, Lucknow
- Akshay Pratisthaan, Delhi
- National Association for the Blind, Delhi
- Amar Jyothi Charitable Trust, Delhi

9 candidates interned at the NGOs and learned how to manage living independently and working away from home and increased their social interaction skills.

Institutions joining hands to pool candidates for employment

- Dr. Reddy's Foundation (www.drreddysfoundation.org)
- V Shesh (www.v-shesh.com)
- Leonard Cheshire Disability (www.cheshirehomeblr.in)

More than 1300 candidates from different organizations participated in India's first Virtual Job Fair for persons with disability. In collaboration with other NGOs, Enable India was able to meet the high demand for deaf candidates at Karvy.

Capacity building of trainers from organizations working for the visually impaired

- Karna Vidya Technology Centre, Chennai (www.karnavidyafoundation.org/karna-vidya-technology-centre)
- Thriveni Institute for visually impaired, Salem
- Kerala State Council for Science, Technology & Environment (www.kscste.kerala.gov.in)
- National Association for the Blind, Delhi (www.nabdelhi.in)
- Chavara International Institute For Visually Challenged (www.visuallychallenged.com/ComputerTrainingCentre.html)
- Brajkishore Netraheen Balika Vidyalaya, Ranchi (www.brajkishoreblind.com)
- National Association for the Blind, Faridabad (www.nabfaridabad.com)
- Asha Kiran School For The Blind, Chikmagalur (www.ashakiranckm.com)
- Athmadeepa, Nagpur
- Rotary Cochin Global Foundation, Kerala

Enable India has worked very closely with the institutions listed above with primary focus on capacity building programs for trainers of visually impaired to conduct Career Workshops at colleges, Career Centric Computer Training, Basic Computer Training for College Students, Weekend Courses for University students, and more. Enable India has also conducted several ToT workshops.

Passing the Baton: Capacity Building Programs

Enable India has conducted several Training of Trainers (ToT) programs where we share our experience and learning in working toward employability and employment of persons with disabilities.

ToT for SBI faculty members

45 faculty of State Bank Learning Centres (SBLC) underwent “Inclusive and Adaptive trainers” skills program for persons with disabilities at Noida and Panaji in October and November 2015 respectively. In the 2-week program, the participants learned about disability, how to provide mobility training for visually impaired and became familiar with peer sensitization modules. After this training, they now know how to include persons with vision impairment and hearing impairment in their regular finance banking training.

ToT for RUDSETI directors

Enable India has conducted six sensitization and awareness programs for 130 RUDSETI directors last year. RUDSETI works primarily to promote self-employment for people in the rural areas. The program is an eye opener and a game-changer for these participating directors. They have now shown their keenness to conduct the programs for persons with disability as a part of their ongoing programs, which has been accepted by the National Academy of RUDSETI. We have so far conducted two programs outside the state of Karnataka at Ghaziabad, thus opening up possibilities of scaling across the country in line with the national plan expectations.

ToT for trainers at Dr. Reddy's Foundation (DRF)

In July 2015, Enable India conducted a ToT for 20 participants from 16 DRF centres across India at Hyderabad. Participants learnt to mobilize and motivate candidates and learnt skills for talking to employers. During the training, the participants were also trained to better understand a company's point of view, employability training for candidates, disability sensitization, job analysis and functional profiling.

ToT for trainers for visually impaired

Enable India conducted a capacity building program for trainers for visually impaired in May 2015 at Kolkata. 27 participants from different states of India – Sikkim, Chhattisgarh, Delhi, Andhra Pradesh, Madhya Pradesh, Odisha, Uttar Pradesh, West Bengal – participated in the workshop. Participants were trained on how to train visually impaired on computers (both in regional language and English) and employability factors.

“I learned computer from RCGSRVC 1 year ago. After the course, I taught computer to a lot of visually challenged persons. But I didn't know about how to teach. Now I learned from here, how to teach them, how to handle them, how to be independent and how to make them independent. Now I felt I completed B.Ed or TTC. I got a clear idea about teaching methods. Now I am very confident to teach them. Thank you so much Enable India, Mr. Moses and Mr. Sandesh.” – **Robin Raj, aspiring trainer from Kollam, Kerala**

ToT about WPS at The Association of People with Disability (APD)

In February 2016, Enable India conducted a workplace solution capacity building workshop for 17 participants. Apart from APD staff, 8 Multi-purpose rehabilitation workers (MRW), 8 village rehabilitation workers (VRW) and 2 representatives from Shruti Special Academy participated in the workshop. The workshop helped the participants identify the challenges in the everyday lives of PwD and helped them provide solutions for the same in addition to training & employment for persons with various types of disabilities such as physical disability, spinal cord injury, speech & hearing impairment, paraplegia, quadriplegia & tetraplegia.

“Self-development of trainers is key to enable students, strong foundation of basic computers are key for visually impaired to gain dignity and respect, being successful is all about finding solutions and overcoming challenges of daily life, apply what I learn is real learning” – **reflection shared by participant of the workshop**



SPREADING SEEDS OF AWARENESS

Disability Awareness Workshops were conducted across in **Bangalore, Chennai** and **Noida** to **1200+** people.

3M	Inautix Technologies Pvt. Ltd.	RUDSETI
Barclays		Shell
Capgemini Business Services	Indian Institute of Management, Bangalore	State Bank Learning Centres
Charan Specialty Foams	Indo-MIM (DAW for main company and 12 vendors)	State Bank of India
Deutsche Bank		UST Global
Greenpeace	J. P. Morgan	Wadhvani Foundation
HDFC Life	KK Packers	Wipro Technologies
Hewlett Packard	Northern Operating Services Pvt. Ltd.	

Top learnings after DAW:

“The disabled persons are in no way inferior to others. They should be educated and provided with their right to work and live respectfully.”

“Everything is possible with practice and perseverance.”

Sign Language classes were conducted for 100+ people

Bengaluru International Airport Ltd
ANZ Support Services India Pvt. Ltd

Assistive Technology (AT) stalls were set up in **7 places**:

ANZ Support Services India Pvt. Ltd	EMC ²
Cisco Systems	Narayana Nethralaya
Department of welfare of disabled	Schneider Electric
Department of welfare of disabled and senior citizens, Karnataka	

Company Spreading Awareness in Partnership with Enable India:

Capgemini organized awareness workshop on the occasion of World Autism Awareness day on April 2nd 2015.

LinkedIn celebrated InDay – as a part of their initiative LinkedIn for Good across the world in May 2015. In India, they chose to celebrate it with Enable India to include persons with disability. 41 Candidates with visual impairment and 9 candidates with hearing impairment attended a workshop on creating LinkedIn profiles. Candidates spread awareness on tactile diagrams, which they use to touch and learn computers and taught Sign Language basics to volunteers. Enable India also conducted an awareness session about employment of persons with disability for hiring managers.

Disability Terminology posters put up by the following employers:

6 INDOMIM Vendor companies, Doddaballapura

KK Packers, Chikkaballapura

Kennametal India Ltd, Bangalore

Charan speciality foams, Hosur

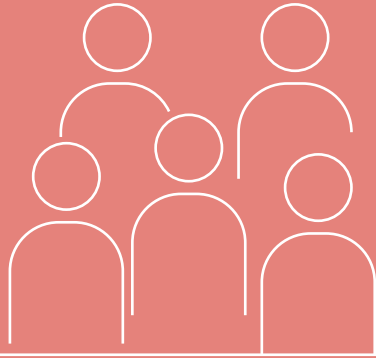
Baywindow, Bangalore

Oggarne Hotel, Bangalore





Avinash Sonnad has cerebral palsy - spastic quadriplegia, is a wheel chair user and requires constant support for changing his position and for his other personal needs. Avinash has a Bachelors in Computer Applications and after graduation, he worked as a content editor for one of his friend's websites. One of the key requirements for him for any job is that it should be home based. He joined Enable India in January 2015 to be a part of EMC's Profound Disability Internship Program. During this time at Enable India, one of his biggest learnings has been effective communication skills. During the internship, Avinash has worked with the GSE team where he was assigned the task of combining OVM test cases into one test case using Python language and the PS team where he was given the task of completing information and storage management training. His future ambition is to become a really good programmer; besides spending time with his family and friends. He also wants to help others like him by teaching and volunteering for Enable India.



VOLUNTEERS - EXTENDED FAMILY OF ENABLE INDIA

Volunteers have given their time in various activities such as making tactile diagrams, helping candidate with mock interviews, exposure trip to Cubbon Park, fund-raising to distribute solar lamps for PWDs in rural areas and more.



"It's been a year since I'm volunteering for Enable India. I was able to explore disability and learn sign language from Pradeep which is my best moment so far. This year I received Yuva Chetana Award² in the Visionary category for believing and aspiring to build an Inclusive Society. If not for Enable India I would not have been able to find my real passion." - **Vidushi Jayaswal, Christ University**



"This organization is a breath of fresh air, and is one of the most inspiring places I have been. A total eye-opener. This organization empowers people with disabilities, and they truly "walk the talk". It is a challenging, creative, innovative and inspiring place to work with a lot of mutual respect between the staff and the candidates. I did not have a lot of experience working with people with disabilities, but it made me open up and see life in a new perspective. I feel so honored and thankful for the experience I had there with the people I met, and it will always have a special place in my heart." - **Hanna Charlotte Hananger, Social Work Student, Norway**

² Yuva Chetana Award is given to recognize college students who are involved in community service. The award is given by Youth for Seva. For more information, visit www.yuvachetana.org.

Volunteers from Allegis

4 volunteers took 34 visually impaired candidates to a mall and helped them become familiar with the orientation of a mall and using the escalators. The store-owners and staff at the mall have given fantastic feedback on how volunteers engaged candidates with them, and the entire activity generated a lot of curiosity from the public.

A team of 5 volunteers conducted aptitude and mock interview sessions for candidates at JSS Mysore.

10 volunteers helped candidates in the chat rooms during the virtual job fair.

Volunteers from Accenture

Volunteers raised ₹ 80,000/- in less than a month to distribute solar lamps for 36 families with persons with disability living without electricity in BB Halli Taluka, Chennapatna. Further, 40 volunteers travelled to Chennapatna and spread awareness about Namma Vaani.

Volunteers from Goldman Sachs

15+ volunteers from Goldman Sachs organized an outing to Bannerghatta National Park, in July 2015, for all the candidates with profound Disability from Enable India. This was part of Goldman Sachs' "Community Program."

This was a very crucial event because it was the first ever outing for the candidates. Some candidates had never gone out of their homes. So going out and being on their own was a remarkably independent thing to do. Volunteers also were interacting with persons with multiple disability for the first time.

Volunteers from EMC²

In November 2015, the team from EMC² organized a team outing for the interns with profound disability to Manipal County to discuss the way forward for the interns. It was the candidates' first team outing which gave them an idea of "team outing" which aims to combine fun and work. It also gave the EMC² team a chance to meet and know the candidates outside the office

Volunteers have contributed in several ways:

Ajeesh Thomas, from IBM, is a person with vision impairment went to our partner organization, Global Rainbow Foundation (GRF), Mauritius for 15 days to conduct training on basic computers for school children, below 14 years, with vision impairment. It is a matter of great pride that an alumnus was chosen to provide support to our partner in Mauritius.

60+ tactile diagrams were made with the help of 30+ volunteers from Accenture and Jyoti Nivas College, along with Enable India candidates. Thanks to our volunteer Sanjana who coordinated the event.

6 volunteers accompanied 11 candidates with Autism to Cubbon Park in December 2015 to help the candidates get exposure and create an avenue for peer interaction.






Manoj RV is a visually impaired person, has completed M.B.A who struggled for close to a year looking for a suitable job, with absolutely no success. Finally, in 2015, Manoj joined Enable India and underwent extensive training along with ongoing mentoring and career guidance. As a result of this, in March 2016, Manoj was offered a job, his first corporate job, by Cisco Systems as a Service Request Administrator. Today, Manoj is passionate and driven to do really well and prove himself in the corporate world. He wants to do an outstanding job in his current role and follow that up with the CCNA course at Cisco. In the long term, Manoj aspires to join the Cisco HR team in recruitment or training. On a personal front, Manoj is really close to his parents who are incredibly proud of him.



PROMOTING AWARENESS AND INCLUSION THROUGH CONTENT



One inclusive company that we work with decided to put braille labels on their rooms to support their employees with vision impairment. However, they found the stickers going missing every day. On observation, they found that the support staff were removing the labels during cleaning, because they had not been informed or sensitized on why the stickers were placed there.

The Disability Awareness for Support Staff helps overcome and resolve these kinds of challenges. This includes a simple presentation in regional languages which covers:

- Solutions that persons with disabilities use at the workplace
- Tips to talk to and interact with persons with disability in a way that ensures dignity.

Disability Sensitization for Support Staff in different regional languages

While our Disability Awareness Workshop has been a standard awareness presentation for companies, we discovered that this did not include support staff – with whom employees have several interactions on a day-to-day basis. There were gaps in communication that could be prevented by explanation.

Audio Stories in Kannada to reach Persons with Disability across Karnataka

70% of persons with disability in India live in rural areas, and have limited exposure to opportunities and solutions available. Namma Vaani was launched to reach this section of the population in the state of Karnataka.

We have created 78 audio stories in three categories – Self-Employment, Wage Employment and Solutions used by persons with disability.

Last year, we have developed content for different audiences, each with a specific objective as shown below:

Content by Target Audience					
Objective	Employer	Enabler	Peers	Persons with Disability	Grand Total
Awareness	9		4	2	15
Employability				2	2
Inclusion	1		1	2	4
Rehabilitation		1			1
Self-Advocacy				2	2
Skill Development				10	10
Grand Total	10	1	5	18	34

Content by Language						
Objective	English	Hindi	Kannada	Sign Language	Telugu	Grand Total
Awareness	8	3	2	1	1	15
Employability	2					2
Inclusion	4					4
Rehabilitation	1					1
Self-Advocacy	2					2
Skill Development	9			1		10
Grand Total	26	3	2	2	1	34

Type of Content									
Objective	Booklet	Brochure	Document	DVD	Poster	Video	Book	Communication card	Grand Total
Awareness	2	1	2	4	1	5			15
Employability							2		2
Inclusion			2				2		4
Rehabilitation			1						1
Self-Advocacy					1			1	2
Skill Development				8			2		10
Grand Total	2	1	5	12	2	5	6	1	34

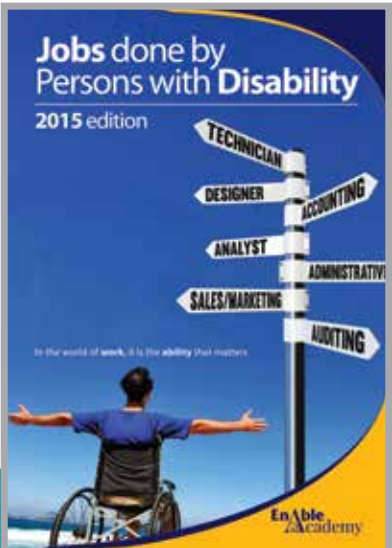
Top 10 publications disseminated



Learn Computers on Your Own - DVD
(429)



Be An Ethical Professional With Disability - DVD
(372)



Job done by Persons with Disability - Book
(215)



Getting Inspired: Working Professionals With Disability - DVD
(213)



Disability Terminology - Poster
(183)



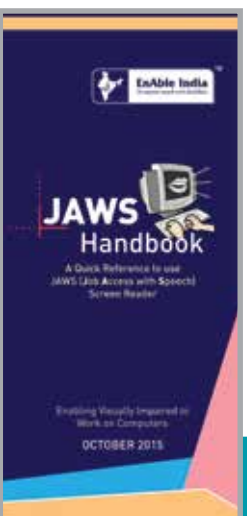
Employment Passbook - Booklet
(152)



Hiring Persons With Multiple Disabilities - DVD
(114)



Hearing Impaired at the Workplace - Booklet
(102)



JAWS Handbook - Brochure
(100)

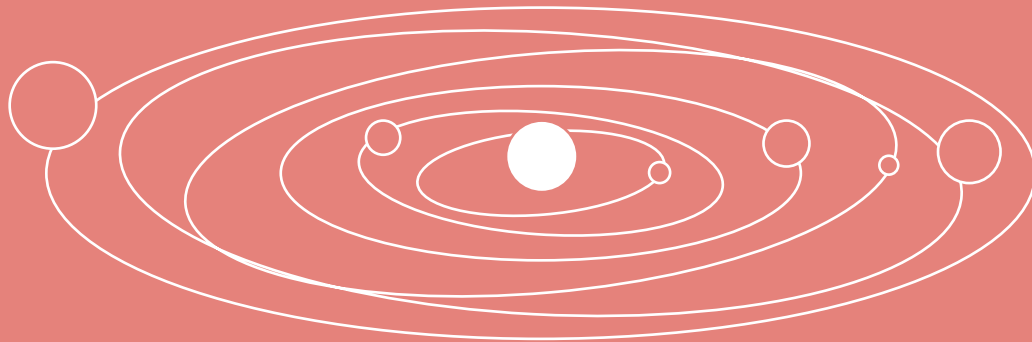


Hiring Persons with Disability - DVD
(97)

*Number of copies in brackets



Madhuri Bhide is a person with physical disability and after her accident, she thought that she would never be able to work again. With her background in B.E. Computer Science, she got an opportunity with Enable India and worked on several small projects, which helped build her confidence. Finally, in January 2016, Madhuri joined MakeMyTrip as a Holiday Expert in their Quality Department. Being her first ever regular salaried job, this gave Madhuri a new lease of life through financial independence. Today, Madhuri is really enjoying her new corporate life which is giving her a variety of experiences and honing her communication and analytical skills. Madhuri is passionate and committed to doing well in her current job and in the long term, she wants to build a great corporate career.



ENABLE INDIA: ORGANIZATION ORBIT



Workshop on Emotional Intelligence

Sudha Srikanth, conducted a workshop on Emotional Intelligence for Enable India staff in December 2015. The workshop helped the staff understand the concepts of emotions and emotional intelligence and provided information on how the same could be applied to their professional and personal life. The workshop enhanced their capability to interact with their internal and external team members in a respectful and compassionate learning environment.

Highlights from Staff Meetings

- In June 2015, volunteers and staff drew a Rangoli on the topic of inclusiveness. Rangoli was in the form of a tree with 5 birds sitting on the branches. 3 birds were similar and remaining were different and there were words like Inclusiveness, technology, solution etc. were

scattered to show that Enable India is a tree where candidates and staffs are birds which co-exist beyond the diversities.

- In July 2015, Akai Padmashale, leader and activist for Gender Diversity, was a guest speaker at staff meeting. Akai is inspiring a generation for transgender rights and justice.
- There was an art session conducted at a staff meeting in October 2015 to help cope and acknowledge our emotions.

Initiatives for Staff Wellness for all

- METRO Services from October 2015
- Airtel CUG Services from October 2015
- Cardiac Camp organized in January 2016
- Eye Camp organized in February 2016
- Dental Camp organized in March 2016

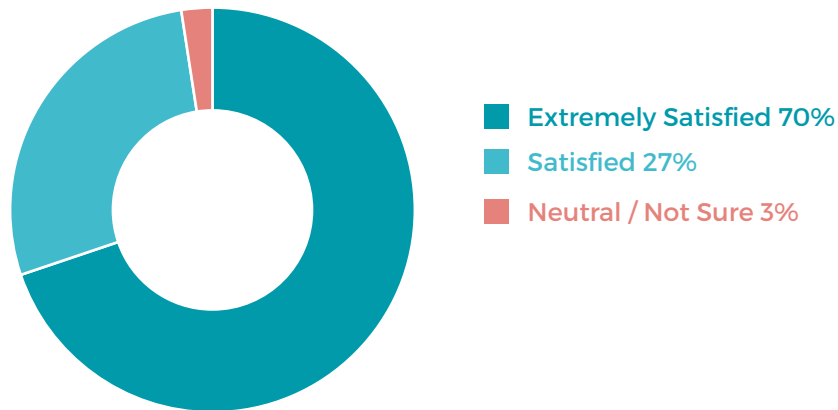
1 week volunteer work by staff for exposure, enrichment and rejuvenation!

In January 2016, the Enable India staff went to some NGOs across Karnataka for exposure visits. The team has brought back many reflections, insights and a new perspective to the work done. We would like to thank the organizations that gave us their time and space so warmly – BD Tatti, The Association of People With Disability (APD) in Bangalore, Davanagere, and Bijapur, RUDSETI in Davanagere, LabourNet, DIYA Foundation, Asha Kirana School in Chikmagalur, and the residents of LR Nagar.

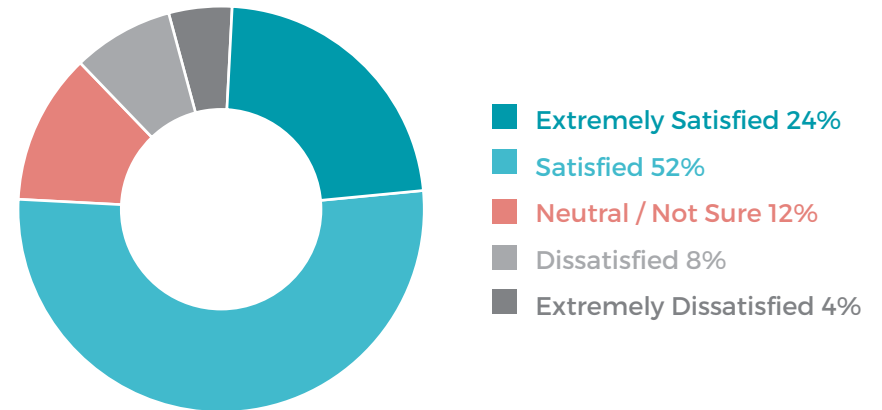
Employee Satisfaction Survey

76 staff members filled out an “Employee Satisfaction Survey” about aspects such as work environment, management support, team support and growth. See results below.

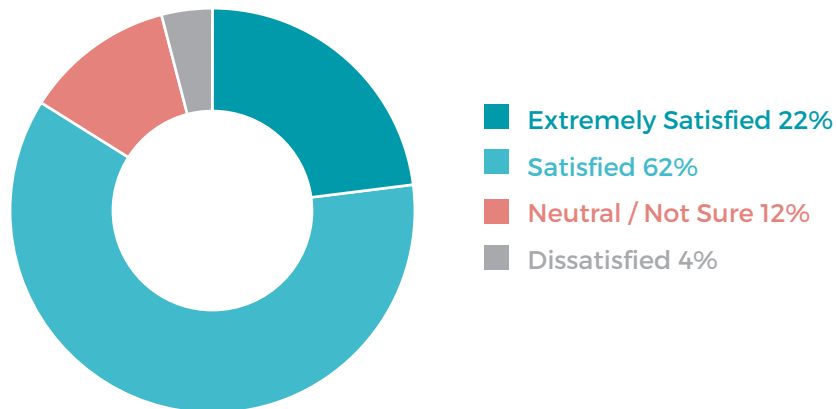
This last year, I have had opportunities at work to learn and grow.



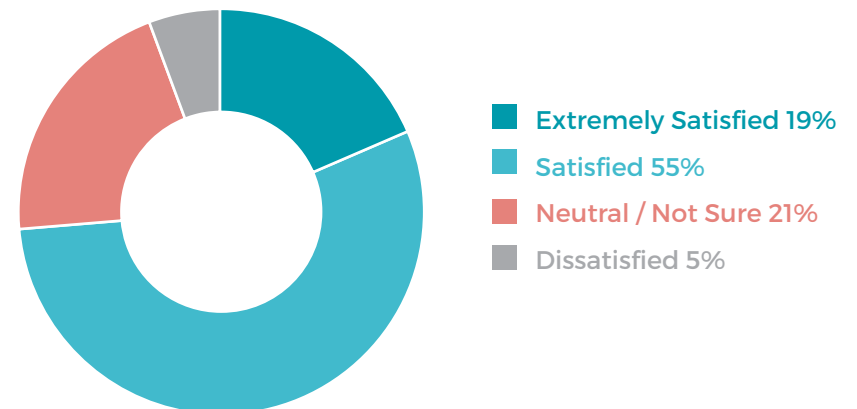
The mission or purpose of my organisation makes me feel my job is important.



I know what is expected of me at work.



My supervisor, or someone at work, seems to care about me as a person. I have a friend at work.



Staff List



40% of staff are women



35% of staff are persons with disability

S.N.	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	Voluntary	Full Time	M	No	NA
3	Pran Nath Nagri	Hon. Director	Voluntary	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 Kuttan	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	Programe 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	Neel R Lama	Administrative Assistant	Paid	Full Time	M	YES	MR
19	Usha S	Enabler	Paid	Full Time	F	YES	PD
20	Saravana	Driver	Paid	Full Time	M	No	NA
21	Channarayamma	Enabler	Paid	Full Time	F	YES	PD
22	Natesh S	Assistant System Administrator	Paid	Full Time	M	No	NA
23	Chandrashekar S	Finance Manager	Paid	Full Time	M	No	NA
24	Hemanth Kumar M	Accountant	Paid	Full Time	M	No	NA
25	Prabha Sukumar	Prog Coordinator Account Management	Paid	Full Time	F	No	NA
26	Yeshvanth S	Administrative Assistant	Paid	Full Time	M	No	NA
27	Naveen Kumar K	Trainer	Paid	Full Time	M	YES	VI

28	Charan M	Trainer	Paid	Full Time	M	YES	HI
29	Sharath H N	Programm Officer	Paid	Full Time	M	YES	VI
30	Samira Silveira	Junior Trainer	Paid	Full Time	F	YES	VI
31	Narasimha Vijaya Rayachur	Trainer	Paid	Full Time	M	YES	HI
32	Mohith B P	Programe Officer Training & solutions	Paid	Full Time	M	YES	VI
33	George Sebastian	Program Manager – Employment	Paid	Full Time	M	No	NA
34	Naveen C R	Junior Trainer	Paid	Full Time	M	YES	VI
35	Priti Lobo	Program Manager - Training & Solutions	Paid	Full Time	F	No	NA
36	Vishnu S	Volunteer Manager	Paid	Full Time	M	No	NA
37	Archana C B	Specialist - Training & Solutions	Paid	Full Time	F	No	NA
38	Thyagaraj	Driver	Paid	Full Time	M	No	NA
39	Sailaja C V	Programm Officer	Paid	Full Time	M	No	NA
40	Muthuraj D	Workplace Solutions Expert	Paid	Full Time	M	No	NA
41	Prabhu Kumar P	System Administrator	Paid	Full Time	M	No	NA
42	Shiva Kumar B R	Lead System Administrator	Paid	Full Time	M	No	NA
43	Hemavathy	Enabler	Paid	Full Time	F	No	NA
44	Ajith Babu	Enabler	Paid	Full Time	M	Yes	PD

45	Pujari Chowdamma	Enabler	Paid	Full Time	F	No	NA
46	Praveen K	Programm Officer	Paid	Full Time	M	No	NA
47	Kavya Srinivasan	Solutions Expert	Paid	Full Time	F	No	NA
48	Vinita Singh	Manager	Paid	Full Time	F	No	NA
49	Roopa Reddy K N	Trainer	Paid	Full Time	F	No	NA
50	Shruti Nedungadi	Trainer	Paid	Full Time	F	No	NA
51	Bhavani Arumugham	Manager, Training & Solutions	Paid	Full Time	F	No	NA
52	Karthik Shankar	Program Manager-Strategic Projects	Paid	Full Time	M	No	NA
53	Usha Subramani	Manager, Human Resources	Paid	Full Time	F	No	NA
54	Jakir Hussein	Enabler-Security	Paid	Full Time	M	No	NA
55	Sufian Ahmed	Enabler-Security	Paid	Full Time	M	No	NA
56	Kishan S	Executive, Front office	Paid	Full Time	M	YES	PD
57	Annie Chirayath	Program Officer	Paid	Full Time	F	No	NA
58	Ananda G	Trainer	Paid	Full Time	M	YES	VI
59	Shailesh	Trainer	Paid	Full Time	M	YES	VI
60	Subburaj S	Trainer	Paid	Full Time	M	YES	VI
61	Pooja Rao	Content Expert	Paid	Full Time	F	No	NA

62	Dinesh Kumar	Program Officer	Paid	Full Time	M	YES	PD
63	Sanjay Kumar	Program Officer – Employability	Paid	Full Time	M	YES	PD
64	Nandini Kavitha P	Helpline Executive	Paid	Full Time	F	YES	VI
65	Narendra V G	Trainer	Paid	Full Time	M	YES	VI
66	Antony HelenRaj S	Program Officer – Employment	Paid	Full Time	M	No	NA
67	Srikanth P V	Director, Business Development & Strategy	Paid	Full Time	M	No	NA
68	Agomoni Bose	Program Officer	Paid	Full Time	F	No	NA
69	Samrudhi Sridharan	Content Specialist	Paid	Full Time	F	No	NA
70	Vishwas Urs	Program Officer	Paid	Full Time	M	No	NA

S.N.	Name	Consultants	Voluntary / Paid	Gender	Persons with Disability	Nature of Disability
1	Shiva Prasad	Consultant	Paid	M	No	NA
2	Priyalakshmi S	Consultant	Paid	F	No	NA
3	Pavithra Rajagopal	Consultant	Paid	F	No	NA
4	Shiva Kumar N	Consultant	Paid	M	YES	VI
5	Anando	Consultant	Paid	M	No	NA
6	Deepti N	Consultant	Paid	F	No	NA
7	Maria Joy	Consultant	Paid	F	No	NA
8	Anisha Grace Jose	Consultant	Paid	F	No	NA
9	Sharon Petrina Soans	Consultant	Paid	F	No	NA
10	Shawn Ranon Soans	Consultant	Paid	M	No	NA

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	Governing Council Member of SSCPWD Council Member of National Fund for Persons with Disabilities Governing Council Member of CII-Special Abilities Forum Member Governing Body JSS Polytechnic Member Advisory Group Dr. Reddy's Foundation Member Rehabilitation Committee NIMHANS
Mr. Dipesh Sutariya	CEO & Co-Founder, Enable India	Executive committee member of Disability NGOs Alliance (DNA) Board member in Saksham Trust Advisory member for NVDA development team
Ms. Vasanthi Srinivasan	Associate Professor IIM, Bangalore	Chairperson-Centre for corporate Governance & Citizenship Chair Person SVARAJ
Mr. Dipendra Manocha	Working with DAISY Consortium as consultant	Founder Managing Trustee Saksham Trust
Mr. Venkateswara Nisthala	C.T.O Rediff	Director-National Internet Exchange of India

Funders List

Accenture

Axis Bank Foundation

Azim Prem Ji Philanthropic Initiatives

Charities Aid Foundation

JP Morgan

Kenna Metal

LinkedIn

Microsoft

Mysis

State Bank of India

Thomson Reuters

Our Auditors

Sanjay Tayal

302 III FLOOR PAXAL TOWER, # 13, S.K.R.ROAD, FORT, (Opp. Vani Vilas Hospital)

BANGALORE 560002

Phone: 94480 45850 / 080 26705850

Palash Debnath is a customer assistant from Tripura. Palash is hard of hearing and uses hearing aid in his left ear. He does not know sign language but has learnt lip reading. The nature of his work is such that it involves a large amount of interactions with others and this is one area where Palash used to struggle. If the communication from others was unclear, Palash lacked the confidence to seek clarification. After Enable India training, he learnt the importance of taking initiative and seeking help and this has really helped him take his work to the next level. Today he truly believes that “we can achieve everything if have determination and positive approach’

ANNEXURES

Financial Statements for the year 2015-2016

Enable India,
#473/B, Adugodi Main Road,
8th Block, Koramangala
Bangalore 560095

PAN : AAATE 0632J

STATUS TRUST-AOP
PAN AAATE0632J

ASST YEAR 2015-16
ENABLE INDIA
No. 473/B, Adugodi Main Road
8th Block Koramangala
BANGALORE 560095

COMPUTATION OF TOTAL INCOME OF THE TRUST		
GROSS RECEIPTS OF THE TRUST		58,302,210.77
		58,302,211.00
LESS ACCUMULATION PERMISSIBLE		8,745,332.00
	BALANCE	49,556,879.00
LESS- EXPENSES INCURRED		
EXP	46,242,877.00	
LESS DEPN	4,244,051.00	
	41,998,826.00	
ADDITION OF FIXED ASSETS	7,704,664.00	
	49,703,490.00	49,703,490.00
BALANCE AMOUNT		(146,611.00)

TAX PAYABLE	NIL
LESS TDS AMOUNT	322,547.00
EXCESS PAID REFUNDABLE	322,547.00

For EnAble India

Founder, Managing Trustee

For EnAble India

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, 8th Block Koramangala, Bangalore 560095: as at 31st March 2016, 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: -

- In the case of the balance sheet, of the state of affairs of the abovenamed trust as at 31st March 2016 and
- In the case of the income and expenditure account, of the excess of income over expenses, of its accounting year ending on 31.03.2016.

The prescribed particulars are annexed hereto

Place Bangalore
Date 17th August, 2016


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 4,19,98,826.00 CAPITAL EXP Rs 77,04,664.00
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 87,45,332.00 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 1,63,82,871.00
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 8,23,515.00
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					



[Signature]
SANJAY TAYAL
 CHARTERED ACCOUNTANT
 M.No 200116.

Place. Bangalore

Date. 17th August, 2016.

ASST YEAR 2016-17
ENABLE INDIA
 No. 473/B, Adugodi Main Road
 8th Block Koramangala
 BANGALORE 560095

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR 31.03.2016

To Administrative Exp	10,651,649.76	By Income	58,302,210.77
To Transfer to Building & infra fund	5,000,000.00		
To Staff Expenses	35,591,226.52		
To Excess of Income Over Expenditure	7,059,334.49		
	58,302,210.77		58,302,210.77

BALANCE SHEET AS ON 31.03.2016

TRUST FUND	24,393,522.21	Fixed Assets	8,696,520.00
Outstanding Liabilities	340,089.00	Bank Deposits	74,487,659.78
Restricted Funds a/c	42,976,568.61	Loans & Advances	947,265.80
Building & Infrastructure Fund	12,960,986.00	Cash-In-Hand	2,459.00
Building Deposit Fund	1,500,000.00	Bank Accounts	(860,301.76)
Asset Fund	2,000,000.00	Sundry Debtors	242,811.00
		Interest Receivable	654,752.00
	84,171,165.82		84,171,165.82

For ENABLE INDIA

[Signature]
 TRUSTEE

[Signature]
 TRUSTEE

PLACE BANGALORE
 DATE 17.08.2016



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

[Signature]

SANJAY TAYAL
 CHARTERED ACCOUNTANT
 M. No. 200116.

SANJAY TAYAL, B.Com., F.C.A.
 CHARTERED ACCOUNTANT
 #302, Pahal Towers III Floor,
 #13, S.K.R. Road, Fort,
 Bangalore - 560 002



SCHEDULE OF INDIRECT EXPENSES

1. SCHEDULE OF ADMINISTRATIVE EXPENDITURE

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	HS	Total
1 Accommodation	-	219,735.00	-	-	-	-	-	250,000.00	-	76,207.00	-	545,942.00
2 Audit Fees	-	26,400.00	-	-	-	-	-	-	-	11,790.00	-	38,190.00
3 Bank Charges	1,561.00	6,929.62	-	-	-	-	-	1,197.00	-	26.14	-	9,713.76
4 Advertisement	4,409.00	-	-	-	-	-	-	-	-	114,500.00	-	118,909.00
5 Donation Paid	-	-	-	-	-	700,000.00	-	-	-	-	300,000.00	1,000,000.00
6 Other Insurances	20,513.00	-	-	-	-	-	-	-	-	-	-	20,513.00
7 Other Expenses	3,000.00	-	-	-	-	-	-	-	-	-	-	3,000.00
8 Postage and Courier Chrg	-	10,933.00	-	-	-	-	-	2,470.00	-	22,365.00	-	35,768.00
9 Rates & Taxes	5,907.00	-	-	-	-	-	-	-	-	-	-	5,907.00
10 Registration & Renewals	62,452.00	33,672.00	-	-	-	10,742.00	-	-	-	4,000.00	-	110,866.00
11 Rent	(180,000.00)	648,113.00	-	480,000.00	-	-	-	45,800.00	-	1,675,833.00	-	2,609,746.00
12 Repairs & Maintenance	453,505.00	853,240.00	3,103.00	42,272.00	-	194,998.00	-	2,761.00	-	148,833.00	-	1,698,714.00
13 Transportation Charges	-	-	-	-	-	33,402.00	-	-	-	-	-	33,402.00
14 Car Insurance	-	-	-	-	-	-	-	-	-	3,900.00	-	3,900.00
15 Depreciation	2,214,136.00	1,534,368.00	10,264.00	118,201.00	-	-	-	-	-	347,082.00	-	4,244,051.00
16 International Travel Exp	-	163,750.00	-	-	-	-	-	-	-	-	-	163,750.00
17 Contingency exp	-	(109,432.00)	-	-	-	-	-	-	-	-	-	(109,432.00)
18 House Keeping Exp	-	118,710.00	-	-	-	-	-	-	-	-	-	118,710.00
TOTAL	2,585,483.00	3,466,418.62	13,367.00	640,473.00	-	239,142.00	700,000.00	202,128.00	-	2,404,538.14	300,000.00	10,651,649.76

2. SCHEDULE OF PROJECT EXPENSES

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	HS	Total
1 Salaries	1,306,295.00	6,722,305.00	265,477.00	1,801,116.00	-	745,350.00	-	749,001.00	-	4,058,330.00	-	15,727,874.00
2 Assistance to Candidate	6,000.00	4,092.00	-	-	-	-	-	-	-	-	-	10,092.00
4 Provident Fund	282,043.00	313,664.00	7,704.00	28,536.00	-	50,656.00	-	7,762.00	-	135,230.00	-	833,597.00
5 Welfare Expenses	(151,254.00)	678,950.00	23,550.00	18,328.00	-	79,346.00	-	30,619.00	-	138,589.00	-	768,128.00
6 Health Insurance	(3,319.00)	372,125.00	-	-	-	-	-	-	-	-	-	368,806.00
7 Intership Remuneration	-	935,478.00	20,000.00	-	-	15,000.00	-	44,402.00	-	-	-	1,014,880.00
8 Honorarium	162,482.00	280,400.00	-	-	-	-	-	20,000.00	-	300,001.00	-	762,883.00
9 Security Salary	263,790.00	10,550.00	-	-	-	-	-	-	-	-	-	274,340.00
10 Event Expenses	1,000.00	-	-	-	120,000.00	-	-	-	-	-	1,597,071.00	1,718,071.00
11 Candidate Service	14,484.00	118,000.00	-	-	-	228,650.00	-	-	-	-	-	361,134.00
12 Conveyance	10,622.00	-	18,000.00	18,246.00	-	16,800.00	-	12,447.00	-	112,112.00	-	188,227.00
13 Electricity & Water Chrg	(245,927.00)	279,299.00	-	73,505.00	-	136,290.00	-	22,600.00	-	330,609.00	-	596,544.00
14 Fuel Charges	-	49,460.00	-	93,894.00	-	47,213.00	-	-	-	11,277.00	-	201,844.00
16 Job Fair Expenses	-	-	-	233,066.00	-	-	-	-	-	-	-	233,066.00
17 Printing and Stationery	74,933.00	501,337.00	38,153.00	27,608.00	-	-	30,280.00	14,259.00	-	503,088.00	5,353.00	1,195,011.00
18 Professional Charges	380,743.00	3,873,999.00	540,002.00	108,000.00	-	762,460.00	59,270.00	54,584.00	-	1,932,961.00	-	7,932,019.00
20 Telephone & Internet Chrg	717.00	248,860.00	1,362.00	49,769.00	-	121,757.00	-	9,123.00	-	182,173.00	-	623,761.00
21 Training & Seminar Fees	(1,900,340.00)	30,500.00	-	1,231,480.00	-	-	-	-	-	-	-	(60,360.00)
22 Traveling Expenses	(276,984.48)	419,078.00	331,995.00	55,263.00	-	3,350.00	-	33,291.00	-	966,814.00	-	1,532,806.52
23 Boarding & Lodging	7,600.00	-	-	-	-	-	-	-	-	-	1,025,790.00	1,033,390.00
24 Computer Maintenance	24,320.00	156,482.00	2,700.00	-	-	111,269.00	21,659.00	30,102.00	-	217,901.00	-	564,433.00
25 Office Maintenance	-	41,874.00	6,417.00	6,700.00	-	20,928.00	-	4,955.00	-	209,806.00	-	290,680.00
	(42,793.48)	15,034,453.00	1,253,360.00	4,045,591.00	120,000.00	2,397,877.00	111,209.00	1,833,145.00	-	9,098,971.00	2,628,214.00	35,591,326.52
Grand Total	2,542,689.52	18,500,871.62	1,268,727.00	4,686,064.00	120,000.00	2,546,219.00	811,209.00	1,335,373.00	-	11,503,509.14	2,928,214.00	46,342,876.28

For EnAble India

[Signature]

Founder, Managing Trustee

For EnAble India

[Signature]

Co-Founder & Trustee



ASST YEAR 2016-17
ENABLE INDIA

7. SCHEDULE OF CASH IN HAND

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
1 CASH IN HAND	154.00	2,128.00	129.00	-	-	-	-	48.00	-	-	-	2,459.00
	154.00	2,128.00	129.00	-	-	-	-	48.00	-	-	-	2,459.00

8. SCHEDULE OF BANK ACCOUNTS

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
1 Axis Bank -1352	-	-	-	-	-	-	-	-	-	-	-	-
2 Sate Bank of India	-	(1,061,850.89)	-	-	-	-	-	-	-	-	-	(1,061,850.89)
3 IDBI Bank	(1,323,105.56)	-	8,358.00	1,508,869.61	112,000.08	478,756.00	117,922.00	-	243,326.00	(1,026,555.00)	81,978.00	201,549.13
	(1,323,105.56)	(1,061,850.89)	8,358.00	1,508,869.61	112,000.08	478,756.00	117,922.00	-	243,326.00	(1,026,555.00)	81,978.00	(860,301.76)

9. SCHEDULE OF SUNDRY CREDITORS

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
1 Outstanding Liabilities	174,368.00	37,576.00	-	3,600.00	-	8,549.00	-	-	-	115,996.00	-	340,089.00
	174,368.00	37,576.00	-	3,600.00	-	8,549.00	-	-	-	115,996.00	-	340,089.00

10. SCHEDULE OF RESTRICTED FUNDS A/C

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
1 ANZ Grant A/c	1,004,079.00	-	-	-	-	-	-	-	-	-	-	1,004,079.00
2 TR Fund a/c	3,100,000.00	-	-	-	-	-	-	-	-	-	-	3,100,000.00
3 CAF Grant a/c	-	-	-	-	-	422,984.00	-	-	-	-	-	422,984.00
4 JP Morgan Fund A/c	-	19,076,316.00	-	-	-	-	-	-	-	-	-	19,076,316.00
5 Microsoft Corpn Fund a/c	-	3,339,140.00	-	-	-	-	-	-	-	-	-	3,339,140.00
6 APPI Fund a/c	-	-	-	-	-	-	-	-	-	13,349,464.00	-	13,349,464.00
7 ABF Fund A/c	-	1,225,344.00	-	-	-	-	-	-	-	-	-	1,225,344.00
8 DWD Grant A/c	-	-	-	1,459,241.61	-	-	-	-	-	-	-	1,459,241.61
	4,104,079.00	23,640,800.00	-	1,459,241.61	-	422,984.00	-	-	-	13,349,464.00	-	42,976,568.61

11. SCHEDULE OF SUNDRY DEBTORS

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
Staff Advances	-	-	-	-	-	-	-	-	242,811.00	-	-	242,811.00
Enable India Local a/c	-	113,803.00	-	-	-	7,244.00	-	-	-	-	-	121,047.00
	-	113,803.00	-	-	-	7,244.00	-	-	242,811.00	-	-	363,858.00

12. SCHEDULE OF INTEREST RECEIVABLES

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
INTEREST RECEIVABLES	90,071.00	539,948.00	-	-	-	-	-	-	-	24,733.00	-	654,752.00
	90,071.00	539,948.00	-	-	-	-	-	-	-	24,733.00	-	654,752.00

13. SCHEDULE OF FUND A/C

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
General Fund A/c	8,418,689.76	8,765,497.96	-	-	-	-	-	-	150,000.00	-	-	17,334,187.72
Building Deposit Fund	10,000,000.00	-	-	-	2,960,986.00	-	-	-	-	-	-	12,960,986.00
Asset Fund	-	-	-	-	-	-	-	-	-	2,000,000.00	-	2,000,000.00
Rental Deposit	-	-	-	-	-	-	-	-	-	1,500,000.00	-	1,500,000.00
	18,418,689.76	8,765,497.96	-	-	2,960,986.00	-	-	-	150,000.00	3,500,000.00	-	33,795,173.72

TRUST FUND A/C

Balance	17,334,187.72
Add Excess of Income	7,059,334.49
	<u>24,393,522.21</u>

For EnAble India

Founder, Managing Trustee

For EnAble India

Co-Founder & Trustee



**ASST YEAR 2016-17
ENABLE INDIA**

3. SCHEDULE OF INCOME

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
1 Donations Received	9,865,475.00	17,984,093.77	1,545,163.00	-	2,155,700.00	97,693.00	827,500.00	1,258,843.00	-	-	3,000,000.00	36,734,467.77
2 Interest Received	678,519.00	895,208.00	3,579.00	-	706,460.00	16,703.00	7,905.00	6,327.00	2,884.00	877,382.00	10,192.00	3,205,159.00
3 Other Income	21,570.00	-	-	-	-	-	37,058.00	-	-	-	-	58,628.00
5 Grant Received	-	-	-	4,567,863.00	-	2,486,290.00	-	-	-	11,249,803.00	-	18,303,956.00
	10,565,564.00	18,879,301.77	1,548,742.00	4,567,863.00	2,862,160.00	2,600,686.00	872,463.00	1,265,170.00	2,884.00	12,127,185.00	3,010,192.00	58,302,210.77

4. SCHEDULE OF FIXED ASSET

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
1 Opening Balance	1,380,026.00	2,148,244.00	22,856.00	246,460.00	-	-	-	-	-	1,438,321.00	-	5,235,907.00
2 Additions	4,533,341.00	3,077,921.00	-	-	-	-	-	-	-	93,402.00	-	7,704,664.00
3 Depreciation	2,214,136.00	1,554,368.00	10,264.00	118,201.00	-	-	-	-	-	347,082.00	-	4,244,051.00
4 Closing Balance	3,699,231.00	3,671,797.00	12,592.00	128,259.00	-	-	-	-	-	1,184,641.00	-	8,696,520.00

5. SCHEDULE OF DEPOSITS & ADVANCE

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
1 BDA Registration Fees	5,000.00	-	-	-	-	-	-	-	-	-	-	5,000.00
2 Building Deposit	500,000.00	-	-	-	-	-	-	-	-	1,500,000.00	-	2,000,000.00
3 EI-LIC-Gratuity Fund A/c	622,344.00	-	-	-	-	-	-	-	-	-	-	622,344.00
4 IDBI- Fixed Deposit	-	-	-	-	16,382,871.00	-	-	-	-	-	-	16,382,871.00
5 IDBI - Reverse Sweep A/c	7,698,764.00	-	-	-	708,387.92	-	-	-	-	17,599,582.86	-	26,006,734.78
6 SBI Reverse Sweep A/c	8,826,108.00	29,470,710.00	-	-	17,091,258.92	-	-	-	-	19,099,582.86	-	74,487,659.78

6. SCHEDULE OF LOANS AND ADVANCES

Particulars	Enable India	SBI FCRA	SBI - PROJE	DWD	CLUB	CAF	ACADEMY	ABF	EMP WELF	APPI	IIS	Total
TDS Receivables AY-13-14	82,577.00	-	-	-	-	-	-	-	-	-	-	82,577.00
TDS Receivables AY-14-15	88,668.00	-	286,700.00	-	-	-	-	-	-	-	-	375,368.00
TDS RECEIVABLES 15-16	249,350.80	85,769.00	-	-	68,122.00	-	-	-	-	86,079.00	-	489,320.80
	420,595.80	85,769.00	286,700.00	-	68,122.00	-	-	-	-	86,079.00	-	947,265.80

For EnAble India

Founder, Managing Trustee

For EnAble India

Co-Founder & Trustee



Our Values

Be the change you want to see in the world

Be inclusive and respect differences

Be open, non-judgemental and ego-less

Believe in the potential of every person

Be honest to yourself and others

Learn from every moment

Fill every action with love and be joyful!

GET IN TOUCH

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