



EnAble India™
To empower people with disabilities



Annual Report 2017

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FOUNDERS' NOTE

With the blend of domain expertise and operational strengths in our leadership providing direction for the livelihood sector has become a moral responsibility for us. Our learning culture, collection of insights, content creation and most of all the shift in consciousness of our stakeholders towards economic independence and dignity of persons with disability has made us the thought leaders.

This responsibility being on our shoulders, our organization has been at the cusp of change where new leaders are coming into the fold and the balance of the old timers and new entrants has become imperative. We have introduced various human resources policies to tackle this like the Sabbatical policy, Career Band Structure and our own SPICE Framework.

Working on livelihoods is a very complicated, difficult and thankless job. Working on livelihoods for persons with disability, brings in its challenges and the diversity to address. Over the years we have addressed some of these challenges and created models, framework and content to scale and sustain our work.

We have also deployed our Honeycomb structure, which helps in structuring, scaling and sustaining our multifarious work better. I am very proud to say that our second line leaders have stepped up to lead some of the honeycomb cells to scale. Each of the honeycomb cells will have its own journey of Setup, Build, Operate, Transfer and Sustain stages. We have launched our Enable Vision, Enable Inclusion and Enable Community Cells this year and have already seen significant reach out to our stakeholders.

The Enable Academy (www.enableacademy.org) portal has been operational and receiving rave reviews. We have started work on the next phase of the Enable Academy platform.

We launched our one of a kind platform for social network for the rural segment in the state of Karnataka (Namma Vaani). Namma Vaani provides a platform for building and sharing employment and employability related content for its stakeholder who are in majority mobile users. Users can like, share and record their own content which is then moderated

and published if relevant. Today, we get one call every 2 minutes on our Namma Vaani platform. We are planning to launch this platform in the Hindi speaking belt and then spread it across the country.



Shanti Raghavan,
Founder

While we build the ecosystem with our honeycomb cells, our core activities continued with wage employment for skilled and manual in urban and semi-urban areas across the country. We have seen lot more employers reaching out to us for employing persons with disability, the movement has begun. We were able to provide more innovative collaborative trainings as well. The entrepreneurship development program as part of the placement cell for the state of Karnataka, has reached out to all the districts of the state, with over 3000 rural youth with disability being trained on entrepreneurship and over 1600+ gainfully employed in various trades to-date.

I am very happy that the first ever International Conference, Workability Asia 2016 was successfully hosted by the Disability NGOs Alliance, led by Enable India at Bangalore.

This conference gave a huge moral boost to the entire DNA fraternity. The Alliance is soon becoming a model platform for NGO collaboration in the country. I also have an opportunity to serve on the board of the Workability Asia chapter representing South-East Asia(India) to provide leadership at Asia level, for providing support to the cause of economic independence and dignity for persons with disability.

It is a great pride for us and the sector that the new RPWD-2016 act was passed by the government in December 2016. We are already working on the solutions and services to be provided for the same to be implemented for the coming year.



Dipesh Sutariya,
CEO, Co-Founder

Finally, I would like to thank all our funders, partners, volunteers and well-wishers for supporting us in the cause. One significant moment to recollect about the year is our launch of the song 'Garv-Se'

Composed and sung by Shankar Mahadevan and Video produced by Enable India, a most precious gift by Shankar Mahadevan Academy to Enable India and we are calling it the Theme song for the Disability Sector.

Jai-Hind!!



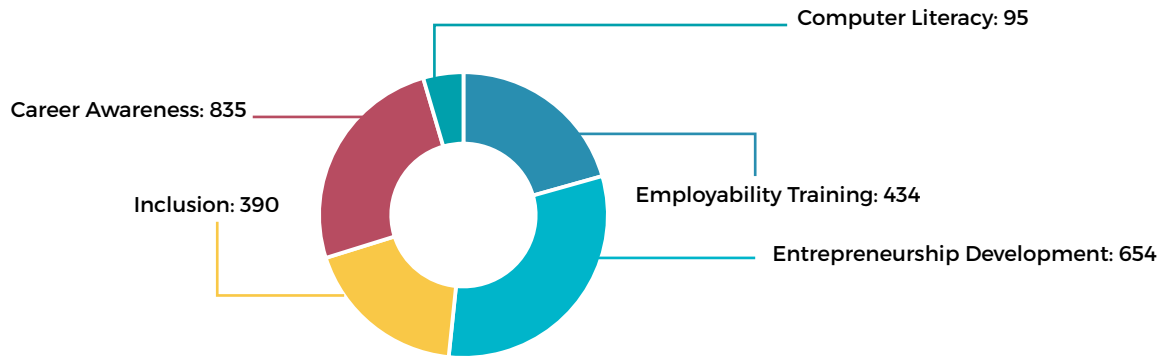
Pranesh Nagri,
Honorary Director &
Operations Head

THE YEAR AT A GLANCE

We have been granted **Special Consultative Status by the United Nations Department of Economic and Social Affairs (UN DESA)** which qualifies Enable India to represent the Disability sector in the United Nations General Assembly, United Nations Human Rights Council and other subsidiary bodies of the United Nations.

Nationally, we are **on the board of SCPwD (Skills Council for Persons with Disability)** which is an National Skills Development Corporation (NSDC) initiative that offers Persons with Disabilities meaningful, industry relevant, skill based training.

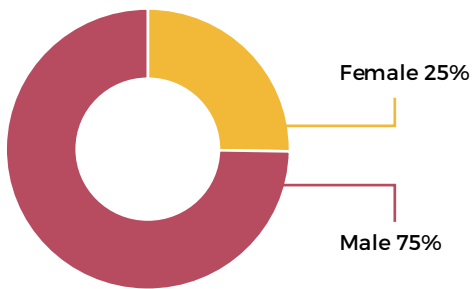
At the state level, **we are the implementation agency for the Placement Cell of Karnataka**. In this process we have evolved a model which can be used by different states.



Total Number of Candidates Trained: 2408

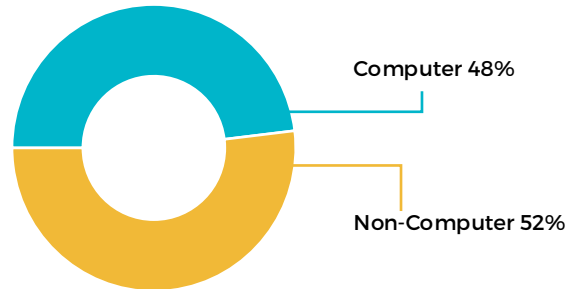
This brings the cumulative figure of candidates trained over the years to 9500+

Employability Training	434
Entrepreneurship Development	654
Inclusion	390
Career Awareness	835
Computer Literacy	95



Gender breakup

Female	25%
Male	75%

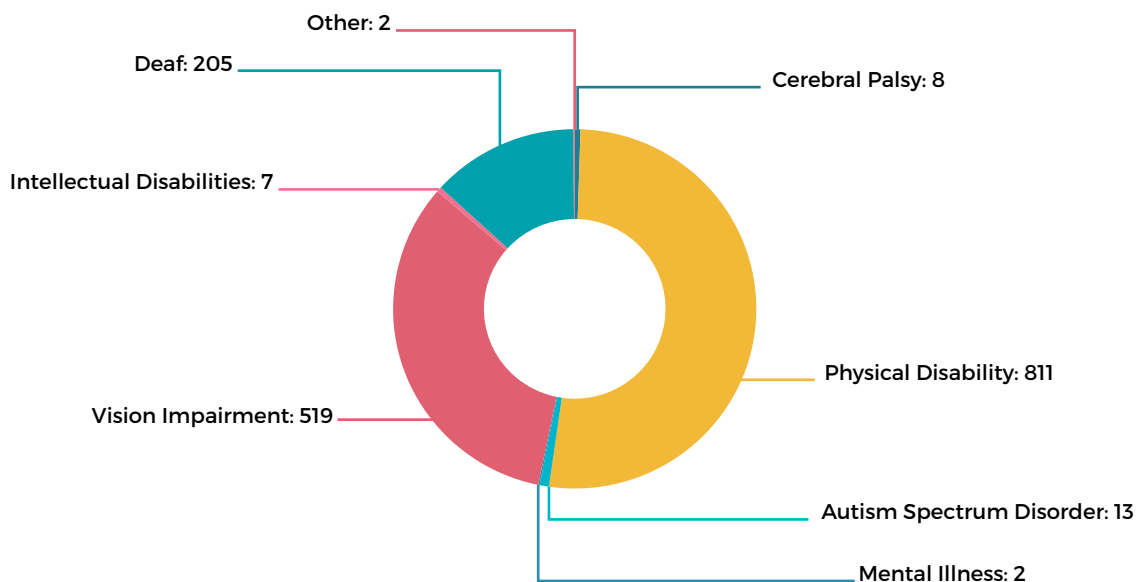


Computers/non-computers breakup

Computer	48%
Non-computer	52%



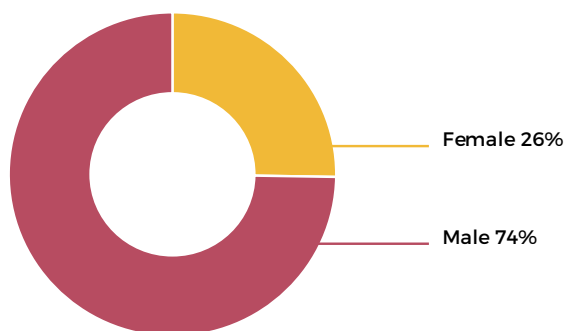
Trainings held in 11 states, and 46 districts.



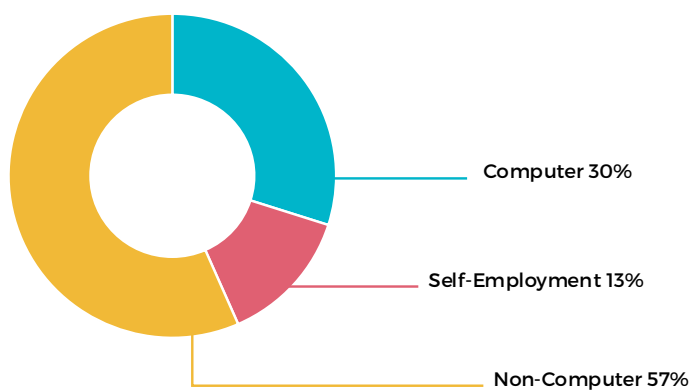
Disability breakup	
Vision Impairment	519
Deaf	205
Physical Disability	811
Intellectual Disabilities	7
Cerebral Palsy	8
Autism Spectrum Disorder	13
Mental Illness	5
Other	2

Total Number of Candidates Placed: 585

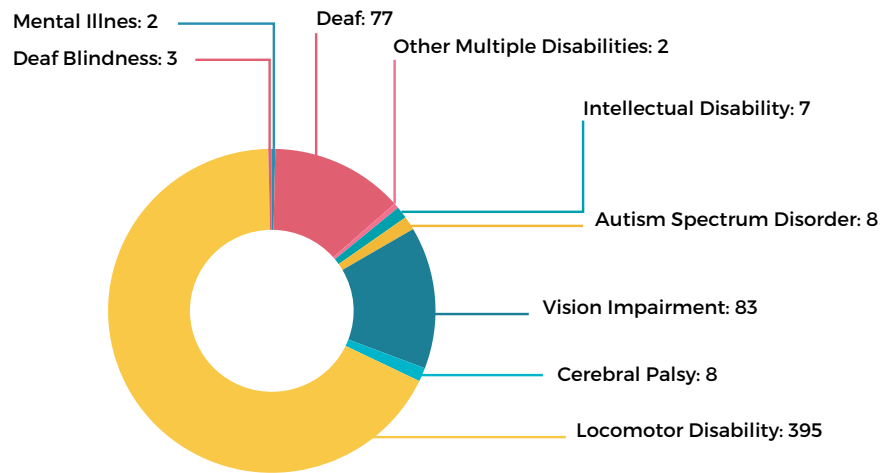
*This brings the cumulative figure of candidates placed over the years to 4400+

Total Number of Candidates Placed Without Prior Training: 82**Gender breakup**

Female	26%
Male	74%

**Computers/non-computers breakup**

Computer	30%
Non-computer	57%
Self-Employment	57%



Disability breakup

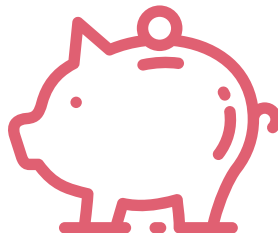
Locomotor Disability	395
Vision Impairment	83
Deaf	77
Cerebral Palsy	8
Autism Spectrum Disorder	8
Intellectual Disability	7
Mental Illness	2
Deaf Blindness	3
Other Multiple Disabilities	2



5 new job roles include:** report analyst, researcher, immigration consultant, design engineer

**We have placed candidates in 253 different job roles cumulatively.

Salary ranging
between 60,000 - 19.92
lakhs per annum



COMPANY ENGAGEMENT



Candidates placed in
66 companies*

*This brings the cumulative number of companies to 600+ across 27 sectors

Ecosystem built across **43 companies, with 2034 employers sensitized** through awareness workshops and assistive technology stalls.



AWARENESS ABOUT DISABILITY

3146 persons sensitized through Disability Awareness and Peer Sensitization Workshops

358 employees at companies sensitized through treasure hunts and assistive technology stalls

498 leaders trained on Inclusive and Adaptive Leadership

13,165 people around the country sensitized through community channels



NGO PARTNERSHIPS



Partner organizations:
27+ partners across india

STAFF DEVELOPMENT

Staff Trainings:

IBM conducted a design thinking workshop for 15 employees in November, 2016. The workshop, and the recommendations provided by IBM will assist Enable India in planning an improved platform to boost employment opportunities, tools, and resources for persons with disabilities and employers.

All Enable India staff were given **training on enhancing skills and career progression, using the SPICE Framework.**

Enable India held a **Prevention of Sexual Harassment Workshop** - attended by 9 staff members of Enable India.

Life Skills Training was conducted for housekeeping staff, done by Arpita Associates, with a goal of promoting self-development and career progression.

Weekly Learners Sessions have been initiated for new staff, to enhance their understanding of disability and their own journey in the sector



Staff Development Activities:

- Employees Suggestion Scheme initiated
- Staff Welfare Committee formed to ensure all-round development of staff
- Prevention of Sexual Harassment (POSH) committee formed in Enable India. In the financial year 2016-17, one case was reported to the POSH committee and resolved amicably.



Moses Chowdary completed the 9 month Dasra Social Impact Leadership Program in March, 2017. This program was in partnership with Harvard University, and aimed at creating a network of pioneers who can lead towards social change, by achieving financial sustainability and scaling their impact.



Kiran Khetmalas completed a course on ARIA and JavaScript Accessibility from Deque University.



Charan Manjeppa was a part of the deaf cricket team representing Karnataka

ONLINE WITH ENABLE ACADEMY



11,781 visitors, 110+ companies, 60+ NGOs



1937 orders and downloads



2839 course takers

RECOGNITIONS FOR ENABLE INDIA



- Recognized as **Centre of Excellence by the Skills Council for Persons with Disability (SCPwD)**.

- Enable India was a **finalist at the Social Entrepreneur of the Year (SEOY) Award**, on October 6, 2016. The award was presented by Mr. Nitin Gadkari, the Union Minister of Road Transport and Highways of India.

- Shanti Raghavan and Dipesh Sutariya were **invited to present Enable India's work to the Chief Minister of Goa, Shri Laxmikant Parsekar**, who sought Enable India's support in mainstreaming employment for persons with disability in Goa.

- **Dipesh Sutariya was elected to the Board of Directors of Workability Asia** for his first three-year term in August, 2016.



- **Tata Steel has partnered with Enable India in their quest to create an inclusive workforce**, by placing 100 employees with disability in the upcoming year.
- The Enable India **Centre of Excellence was launched in collaboration with the Tata Steel Skill Development Society**, on World Disability Day, 2016, to conduct capacity building programs for NGOs working on employment and employability.



RENDEZVOUS

- **Mr. Azim Premji visited Enable India office** in June, 2016. He opined that Enable India bore the 'hallmark of excellence' within the disability sector.
- **Shanti Raghavan met Satya Nadella the CEO of Microsoft**, along with Javid Abidi, Shilpi Kapoor and Charudatta Jadhav. Topics discussed included technology for innovation, scaling, opportunities, accessibility and role of Microsoft.



- **47 students from Kelly Business School, Indiana visited** Enable India on 24th August, 2016, and gained exposure to the work being done in the disability livelihoods sector.

- **59 participants of Workability Asia from Japan, Thailand, Bangladesh, Taiwan, Nepal, and India** visited Enable India to observe the skilled and non-computer employability training.



WORKABILITY ASIA

Workability Asia Conference was held between 25-27 August, at Park Plaza, Bangalore, with over 60 Indian and international participants in three different tracks. The project was driven by Enable India.

400 delegates attended the event, which saw 50 speakers and panelists presenting various experiences, insights and solutions. There was a separate session on Multiple disabilities. The event theme was set by Shanti. Other speakers from Enable India included Srikanth PV and Moses Chowdary. Dipesh Sutariya was a panel member for one of the panel discussions.

Strategic Partner



Track Sponsors



Delegate Sponsor



Networking Partner



Site Visits



Event Management



STAFF AT SPEAKING EVENTS

- **Dipesh Sutariya was a panel member at the Maidan Summit**, held on December 14, 2016. Dipesh represented disability livelihoods in the panel discussion on 'high impact methodologies for livelihood attainment'.
- **Dipesh Sutariya spoke at the NASSCOM CSR Leadership conference**, on 24 November, 2016.
- **Shanti Raghavan** spoke about the employment models for hiring persons with mental illness, intellectual disability, and autism **at the International Conference on Contemporary Trends in Clinical Psychology, at NIMHANS, Bangalore**, in November, 2016.



- **Shanti Raghavan** spoke about inclusive and adaptive leadership at the fourth pan- **IIM World Management conference** on November 14, 2016, at IIM Ahmedabad.
- **Shanti Raghavan was a speaker at Workability Asia**, where she shared stories of professionals with various disabilities thriving in their respective workplaces with the help and guidance of EnAble India.
- **Shanti Raghavan and Bhavani Arumugham spoke at the international conference on 'Autism Spectrum Disorder: Life in the mainstream'** in December 2016, organized by Asiatic Society in collaboration with Autism Society, West Bengal And Mental Health Foundation, Kolkata.
- **Mohith and Mohamad Isaq** of Enable India along with Mr. Sampath Kumar of Tata & Sons **spoke about 'Making technology inclusive for persons with disabilities' at the Annual Conference of ISACA** - Coimbatore Chapter, 22nd Oct. 2016.

- **Moses Chowdhury and Kavya Srinivasan presented papers on workplace solutions for persons with disability deaf, and the Educate-Yourself-Easily (EYE) Tool developed by Enable India in the 32nd CSUN Conference in San Diego, in March, 2017.**
- **Moses Chowdhury and Kavya Srinivasan, from Enable India were at IIT Madras Technical Festival, Shastra 2017.** They spoke about accessibility and were mentors along side other disability organizations.



- **Charan Manjeppa, Santosh Kumar, Narasimha R, and Shawn Soans presented papers on interpretation in process trainings, and the importance of Indian Sign Language dictionary for employment of deaf at the ISLRTC Conference in Delhi, in March, 2017.**
- **Subbiah S was a speaker at the ICC ISACA Conference in Chennai, on 8th September, 2016.** The theme of the conference was on the ideology of "Digimorphism", and Subbiah addressed the gathering on "Digital India- Making it as an Enabler for Persons with Disability", about how and why we should include persons with disability within the idea of Digimorphism.



WWW.ENABLEINDIA.ORG



The Enable India website got a new vibrant design in February 2017. This highlights our new honeycomb structure, various programs and initiatives. Our new website is Web Content Accessibility Guidelines (WCAG) 2.0 compliant, making it accessible for persons with disability.

GARV SE VIDEO LAUNCH - GARV SE JIYENGE HUM

Enable India and Shankar Mahadevan Academy, in collaboration with the Department of Empowerment of Persons with Disabilities, Ministry of Social Justice & Empowerment, Govt. of India, launched an anthem for the disability sector.

The lyrics were penned by Jyoti Kunder, and the anthem was composed and sung by four time National Award winner, Shankar Mahadevan.

Listen to the song at: www.shankarmahadevanacademy.com/academy-social-programs/



ENABLE SEVERE MULTIPLE DISABILITY

Gowthami, a person with profound disability (post polio residual paralysis) did not occupy a space of importance in her family initially. Things changed slowly... from a 9-month training, 3-month work shadowing, and an internship extension because of good performance, to full time employment in Dell EMC, Gowthami is now a role model for her entire family!

The New Initiatives team handles training, placement, and post-placement for persons with severe multiple disabilities and persons in the autism spectrum. This is done through:

- Employability training
- Workplace solutions
- Initial handholding
- Post-placement assistance and follow-ups.

Enable India has worked closely with SAP and Dell EMC in the past, having trained and placed 24 persons with severe and multiple disabilities, and persons on the autism spectrum in these companies. We have an Inclusion Centre in SAP- meeting candidates and managers on a frequent basis.

HIGHLIGHT PROGRAMS

Closure of Profound Employability Training

The Profound Employability training was a unique, one of a kind training program that lasted from December 2014 to March 2016, wherein persons with multiple disabilities were made job ready through collaboration with Dell EMC. The closure program for this training was held in June, 2016.

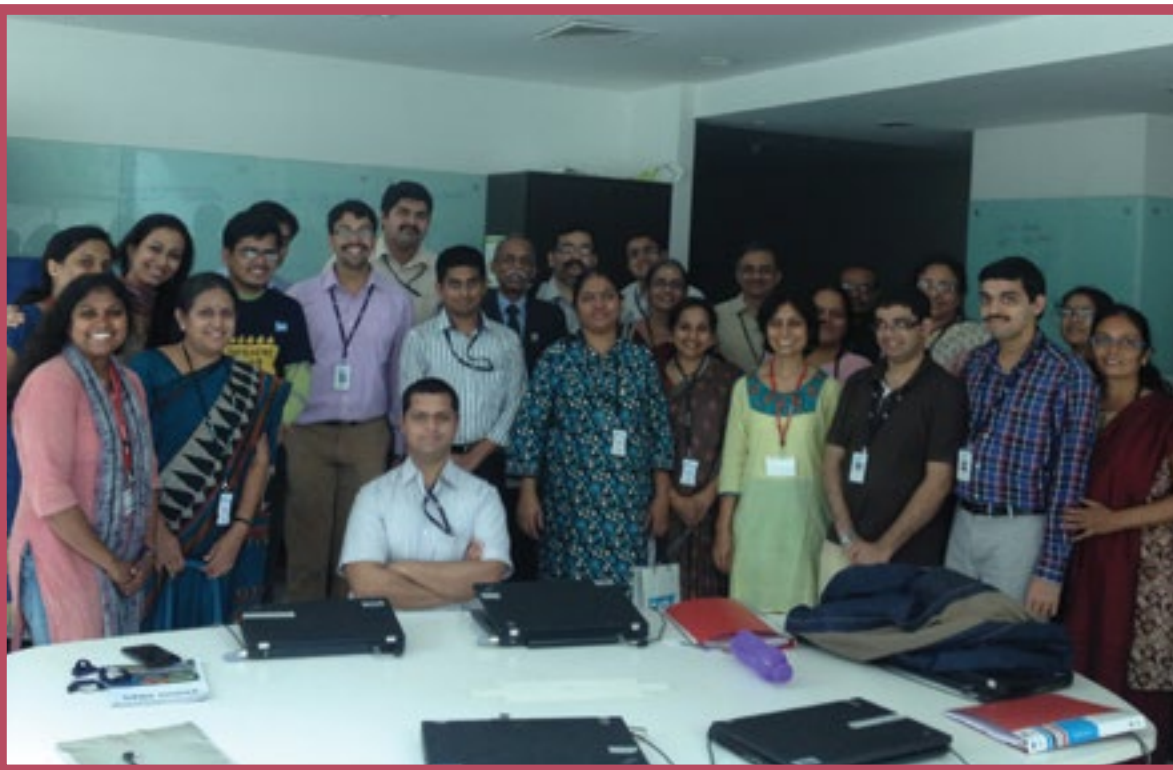
The closure ceremony was attended by parents of the candidates; and representatives from SAP Labs, Misys, and Dell EMC, who were the main partners during the training. The presence of the parents made the program a huge success.

For the parents, seeing their children interact with others and being so confident was a dream come true. The parents who attended the closure ceremony were confident that Enable India's training made their children more independent, and were assured that their children would have a bright future.

Engagement with SAP

Enable India's engagement with SAP began in 2015. SAP has collaborated with Enable India for sourcing, training, and post-placement, as a part of the 'Autism at Work' (AAW) program in India, a program that was launched with the view of training persons with autism, in order to bring them into the mainstream employment market.

In the past year, we have worked towards strengthening the ecosystem for employment of persons with autism, with SAP's assistance. This was done through the establishment of The Inclusion Centre, a post-placement initiative to take care of performance related issues of the candidates and to ensure seamless inclusion and integration of the employees within the ecosystem.



The Inclusion Centre has carried out a number of activities:

Regular Post-placement Follow Up of the Employees with Autism

Creation of Buddy Manager system, with a buddy who's a co-worker of the candidate and acts as a mentor and a buddy who can help in resolution of work related problems. The managers frequently share their insights, learnings, issues, and feedback with the consultants from Enable India.

Implementation of a candidate diary for the employees, to help Enable India and SAP understand the candidate, their emotions, and challenges better, so the right solutions can be developed.

Skill Building Workshop for Employees with Colleagues with Disability

Pradip Sinha, and Naveen R, are employees at Dell EMC. They are persons with deaf-blindness, and deaf-low vision, respectively. In order to help their colleagues understand the nature and extent of Pradip and Naveen's disability, and to give them a clear idea about how inclusion can be done, a Skill Building Workshop was piloted at Dell EMC premises, on 22nd December, 2016

"After the workshop, we feel like the gap between Pradip, Naveen, and us have been filled", opined Pramod, an employee at Dell EMC who attended the workshop.

Autism Awareness Open Forum

The first Autism Awareness Open Forum was held on 18th August, as a way of mainstreaming employment of persons with autism by creating a pipeline of candidates with autism who are ready for employment. This pipeline seeks to engage the candidates with potential employees who are sensitized right from the beginning. This will help in creating job opportunities within various corporates in the future.

PUBLICATIONS



Profound Disability
Communication Poster

23 candidates trained

13 persons on the autism spectrum trained

8 persons with autism placed

2.4 LAKHS STARTING AVERAGE SALARY per annum in MNC

3 PERSONS WITH DEAF-BLINDNESS PLACED in companies like: SAP, Dell EMC, Hatti Kaapi

POST-PLACEMENT SUPPORT FOR 25 CANDIDATES

ENABLE ACADEMY

Capgemini has taken massive strides towards an inclusive workplace. In 2016, they ordered 200 copies of the Disability Terminology poster from Enable Academy. These posters were put up in 11 offices across India- to great accolades from their employees!

“Capgemini is committed to equal opportunity employment. We use multiple modes of communication to sensitize our employees towards biases we see around us and create an inclusive work environment. This includes building awareness about global guidelines on appropriate terminology usage especially when one refers to persons with disabilities. One effective mode of education is through posters at social locations around the workplace. We have worked with Enable India to build customized content for our internal campaign on D&I. This has been a very successful campaign and we have received positive feedback from our employees. Employees with disability, in particular, have seen favorable behavioral shift in their colleagues since this campaign. We would like to thank Enable India for their support in making Capgemini a truly sensitive and inclusive workplace.”

In order to create an inclusive world where livelihoods for PwDs is already mainstreamed and sustainable, there should be knowledge sharing among the community, so that the ecosystem can be developed all across the country.

To facilitate this knowledge sharing, Enable Academy was launched in 2016. Academy is an online learning portal meant to mainstream livelihood opportunities for persons with disability. It is a collaborative platform meant to strengthen the employment ecosystem for persons with disability- by being a solutions aggregator for PwD, companies, NGOs, and other enablers.

Enable Academy provides:

- training resources
- services
- interactive tools

HIGHLIGHT PROJECTS

C160



56 candidates were trained, and 31 placed as a part of the BPO workforce, through the C160, Enable Academy's first campaign, launched in May, 2016. As a part of C160, persons with hearing impairment and persons with physical disability, sourced from 3 cities- Bangalore, Mangalore, and Pune. Selected candidates underwent a 2 month training, from November, 2016- January 2017.

Project Lifechanger

Enable Academy launched another campaign, this time, in collaboration with Cisco. Project Lifechanger aims at creating 200 technical jobs for persons with disability.



Recognition from SCPwD

Enable Academy has been recognized as a learning management platform by Skills Council for Persons with Disability. Academy hopes to assist SCPwD in reaching their goal of skilling 21 lakh persons with disability by 2022!

11781
visitors



110+ companies

60+ NGOs

22+ universities

2839



course takers

61% of the course takers are PERSONS WITH DISABILITY, and 22% ARE VOLUNTEERS!

49.9% have RATED OUR COURSES EXCELLENT, and
44.0% have rated the courses GOOD

COURSES ON:

Job readiness and employability

Skill development for persons with disability

Disability awareness and sign language courses

Capacity building courses for NGOs and enablers

30+ different online courses and tutorials 180 +
videos; 200+ publications, courses, tutorials

1937 ORDERS AND DOWNLOADS

Enable Academy gets

4-5 ORDERS OR DOWNLOADS PER DAY



TOP DOWNLOADS AND ORDERS

- 1) EYE Tool: Educate Yourself Easily
- 2) Spelling Tool: Learn 3000+ words
- 3) Physically Disabled Working in Different Jobs
- 4) Mind your Language: Disability Terminology Poster
- 5) Deaf Working in Different Jobs

Used in 268 LOCATIONS ACROSS THE WORLD



"I have known Enable India for over 12 years now. I'm person with vision impairment. I work for an MNC. I downloaded Eye Tool for my own skill enhancement. I'm extremely comfortable with the tool. It's the best learning tool one can find. Very creative... This tool should and will run for the next 2 - 3 centuries"

- Ramakrishna G, person with vision impairment

"We have hired PwDs recently. These publications were extremely helpful in building awareness, handholding peers, and understanding the feedback mechanism most importantly. Each of these publications are comprehensive. The portal in itself carries in-depth information. It's a go to site for employers, for all of whom who work with/look to work with PwDs. I visit this site way too many times. We're sure to order/download more publications in the near future."

- Employer

"I downloaded these (Learn Computers on Your Own, MS Word, Excel, Internet, Powerpoint and Outlook) publications for a friend who is a person with visual impairment. We play keyboard together, at the same Church. He is learning to use these applications. He doesn't follow English as much hence it's taking time. I'm helping him with the same."

- Anish GS, Enabler

PUBLICATIONS



Kit: Awareness Posters



Courses: Banking Terminology, Training of Trainers Assessments, Basic Employability Awareness for PD



Knowledge Base: Installation Guide for Screen Readers



Knowledge Base: How to make content accessible and inclusive



Research: Great Expectations: Impact of Expectations on Persons with Disabilities



Tutorial: प्रेरणा के स्रोत (Role Models)



Tutorial: ಕಂಪನಿ ನಿರೀಕ್ಷೆಗಳು ಮತ್ತು ವಾಸ್ತವಿಕತೆ ಭೋದನೆ (Understanding Company Expectations)

ENABLE VAANI

Rajkumar was extremely passionate about photography. He wanted to pursue a career in the field. As a person with physical disability, living in Kalburgi, he was finding it difficult to follow his passion. He heard about Namma Vaani- and what followed changed his life. Rajkumar began calling Namma Vaani frequently. Inspired by the other callers, he decided to share his passion, and seek advice and opportunities from the users. It didn't take him a long time to start getting work through the platform. Rajkumar now works as a cameraman, and has covered several weddings!

70% of PwDs in India live in the rural areas with limited access to internet. This leads to a huge gap in economic and social participation of persons with disability. In order to bridge this gap, Enable India leveraged a technology that is extremely popular in India- phones. There are over 1.03 billion phones (both mobile and landline) in India, and Enable Vaani seeks to connect people through these very phones.

THE SOLUTION – ONE MISSED CALL!

Namma Vaani (Our Voice, in Kannada) was launched in March, 2016, as an interactive voice response (IVR) platform, which doubles as a social networking site for persons with disability in Karnataka. Users give a missed call to a phone number using a basic mobile phone or landline (no smart phone or internet needed), and they get a call back from the platform.

The information on Namma Vaani is about the following:

- Employment
- Training Opportunities
- Education Opportunities
- Workplace Solutions
- Government Schemes
- Life skills
- Disability related advice

HIGHLIGHTS

Building a Sustainable Pipeline of Candidates

A small ad can make a world of difference. A single ad put up on Namma Vaani to recruit candidates for two data entry companies in Bangalore led to the employment of 27 PwDs. Once the ad was put up, 57 people contacted the recruiter through Namma Vaani. Over half of them were found to be suitable for the job, and 27 of them were hired to be placed in Diya Info Solutions and Credence Family Office.

Sharing Disability Specific Information

Namma Vaani has been used to share motivational stories as well. Jagadeesha, a frequent user once shared his life story, and how he had been influenced by Namma Vaani. "At the age of 22, I was blind & deaf. I had lot of support from friends but had to face lot of comments and criticism. My teachers taught me to work with devotion and get recognition with my work and not with disability. This week's Gurunath's success story is a part of my life... Hats off to Namma Vaani which is developing optimism in everybody."



When Namma Vaani was launched,
we had a target of 1,000
users and 20,000 calls.

AS OF MARCH 2017, WE HAVE REACHED
10,000+ CALLERS!

We receive
 ONE CALL EVERY 2 MINUTES

 170,000 CALLS from
9000+ UNIQUE CALLERS

 10,900 AUDIO STORIES recorded



Present in all 30 DISTRICTS OF KARNATAKA

93% CONTENT RECORDED on the platform is BY THE
USERS THEMSELVES!

PROGRAMS FOR DEAF

Kiranmai, a girl with hearing impairment, was very shy and was given the task of talking to each candidate in her training, in order to help her gain confidence. When she completed the employability training, she was the only girl from her batch to be hired by Mphasis as a trainee. She completed her diploma in computer science from JSS Polytechnic. Kiranmai gained awareness about jobs and skills through the Career Awareness Workshop, held by Enable India, at JSS, Mysore. She worked her way to gain the right skills and attitude by being part of the Employability training conducted in collaboration with Mphasis. Kiranmi is now confident, and interacts with her hearing colleagues- teaching them sign language, and improving her English in the process. Because of her training and learnings, she has become self-sufficient.

HIGHLIGHT PROJECTS

JSS Empowerment Cell

For Inclusion of Persons with Disability

The JSS Empowerment Cell is an initiative launched by Enable India and JSS Polytechnic for the Differently Abled. The empowerment cell at Mysuru provides support services to:

Students with disabilities: Developing their employability skills, pre and post-employment

Employers: Improving understanding of PWD hiring, and working with students with disabilities

Faculty and Placement Staff: Enhancing their ability to train students and engage employers effectively

Activities Undertaken by the Empowerment Cell

Since April, 2016 to March 2017, the JSS Empowerment Cell has undertaken a number of activities.

- Mphasis Campus Placement Drive (May 2016)
- Career Awareness Orientation Program for First Year Students (June 2016)
- Career Awareness Workshop for Final Year Students (December 2016)
- Weekly Employability Awareness Program for Final Year Students (December 2016 to March 2017)

Employability Training for Hearing Impaired

In the last year, 179 candidates with hearing impairment were given basic employability training in the Enable India premises. These candidates learned how to develop necessary skills and attitude to succeed in a work environment through experiential sessions, work shadowing, project work, community work, etc.

Name of Program	No. of candidates
Employability Foundation Course, Enable India	20
Mphasis C160 - Employability Training for Deaf	36
Collaborative Training with TE Connectivity	10
Employability Bridge Course, JSS University, Mysore	94
Employability Foundation Course, Enable India	19
Total	179

University Connect: Creating a Pipeline of Employable Students

After completing their degree, some students with disability have a tough time determining and developing their career paths. This absence of a pipeline between students with disabilities, and potential employers is addressed through the University Connect Program launched by Enable India.

Through the University Connect, students with disabilities studying in colleges across India are provided with awareness about the job opportunities available to them, and the skills they would require to be fully employable when they graduate through career awareness workshops (CAW).

Location of Career Awareness Workshops	Number of beneficiaries
National Institute of Speech & Hearing, Trivandrum	176
JSS Polytechnic for the Differently Abled, Mysore	150
Kalasilingam University, Madurai	84
Kerala Government Polytechnic College, Kozhikode	28
Ability Foundation for the Disabled, Chennai	24
NDFC Technical Institute and College for Deaf, Kerala	36
Total	498





5 EMPLOYABILITY TRAININGS
held for deaf

179 DEAF CANDIDATES TRAINED

IMPACT SPREAD ACROSS 6 CITIES

77 DEAF PLACED

6 UNIVERSITIES COLLABORATED WITH:

National Institute of
Speech & Hearing, Trivandrum,
JSS Polytechnic for the
Differently Abled, Mysore,
Kalasilingam University, Madurai,
Kerala Government
Polytechnic College, Kozhikode
Ability Foundation for the Disabled, Chennai
NDFC Technical Institute
and College for Deaf, Kerala

6 CAREER AWARENESS PROGRAMS,
reaching out to

498 DEAF STUDENTS

2 CAPACITY BUILDING WORKSHOPS,
REACHING 50 PEOPLE

Community Work by Candidates

36 candidates with hearing impairment, who were getting employability training as a part of the C160 campaign, conducted a few community activities during the course of their training.

- On 15th August, they celebrated Indian Independence day by singing the national anthem in sign language.
- The trainees painted the walls of Desire Society, an orphanage, to shape the imagination of the kids. They also taught the children basic sign language.

PUBLICATIONS



Video: Deaf and Intellectually Disabled in Electronics & Architecture Sectors and



Video: Quality Training Module for the Deaf



Knowledge Base: Self Advocacy Kit for Deaf



Kit: Teach Employability for Deaf

TRAINING FOR PERSONS WITH PHYSICAL DISABILITY

Pradeep is a graduate, with a B.Tech degree in Computer Science from Dr. Ambedkar Institute of Technology for Handicapped, in Kanpur. He's a person with physical disability who uses a wheelchair to move around.

Pradeep attended a career awareness workshop, where he learnt that he has to focus on honing his skills to get the job he wants. So, he joined the two month Employability Training at Enable India. He started making notes of all the new words he learnt on a daily basis, and communicating with others in Enable India. His confidence slowly improved, and flourished when he started doing technical training on C, C++, and Java.

Now, Pradeep works in a multinational company as a software engineer. "I am now able to transfer money every month to my mother's account to help in the construction of our house". The training has impacted more lives than just Pradeep's. "The university connect program has changed my life, and the mindset of people in my college and my village...today, people in my family and village treat me with respect and talk about me as a role model for their children", he says.

HIGHLIGHT PROGRAMS

Employability Training for Persons with Physical Disability

5 different employability training programs for persons with physical disability were held in 2016-17. These programs were held in Enable India premises, and in locations across the country. This 45 day training introduces the candidates to employability, while increasing their confidence and preparing them for a successful career.

Employability Training Location	Number of beneficiaries
Employability Foundation Course, Enable India	18
Collaborative Employability Training, Pune	14
Cisco Collaborative Training, Bangalore	40
Mphasis C160 Employability Training	20
English Pilot Training with Diginet	10
Total	102

A number of collaborations were formed to enhance the employability trainings, and to increase their reach. The collaborations were with:



Collaborations to Enhance Employability

The C160 Campaign is a collaboration with Mphasis, to skill persons with physical disability and hearing impairment. Phase 2 of this campaign started in November, 2016 and culminated in January, 2017, 20 candidates with physical disability were trained for jobs in back office, voice/non-voice domestic process roles in Mphasis, Infosys, and Wipro.

Out of the 20 persons with physical disability trained, 11 have been placed in companies like Mphasis, Infosys, HGS, Vindhya Infotech, Cozent, Intarvo, Spectrum Talent Management Company, Medical College Varanasi, and Vertex.

14 candidates with a background in MBA and BCA from Dr Shakuntala Misra National Rehabilitation University, Lucknow and JR Handicapped University, Chitrakoot attended basic employability training in RUDSETI, Pune. This was in collaboration with Capgemini, and Global Talent Track.

Project Lifechanger was launched in July, 2016, with a view of in partnership with Parkus Technology, providing technical training for 41 persons with physical disability.

Peer Alumni Leading the Change

Change always comes from the community, and this was the driving force behind 'Champions of Change', which is a drive to build a peer leader network that can provide livelihood support for persons with disability in India. 10 peer leaders were identified to lead this change in the country, and contribute towards the goal of Skill India- reaching 2.5 million persons with disability by 2022!

The champions were brought together through a capacity building workshop, where they learnt about:

- Current employment scenario for persons with disability
- How to guide each candidate towards achieving their goal
- How to motivate and guide candidates after employment

102 CANDIDATES
trained in 5 TRAININGS

Training collaborations with
4 COMPANIES

Trainings held in
3 UNIVERSITIES, reaching
237 STUDENTS
with physical disability

CAPACITY BUILDING done for
14 CHAMPION PEER LEADERS
with physical disability

PUBLICATIONS



Video: FAQs for Employers Hiring Persons with Physical Disability



Video: Counseling Videos for Persons with Physical Disability



Kit: Teach Employability for Persons with Physical Disability



NON-COMPUTER LIVELIHOODS

“I had created a wall around me that prevented me from believing in my own potential!”

Sangeetha is from Gadag. She has studied PUC. When she heard about Enable India training, she shared that she will not be able to attend due to several issues. She was uncomfortable to travel far and had concerns about her safety, being a girl; changing 3 buses would be very difficult especially since there were challenges in walking and climbing. Even though the concerns were genuine, the trainer at Enable India encouraged her to come to training for just one day and realize her potential. She took up the challenge and attended the training on the first day. This boosted her confidence and she attended the rest of the training. Further, she also took responsibility as part of the team. She is very happy and proud that she has overcome her fears and now believes in her potential to go out and take risks. She feels she is ready to take on any challenge and can travel independently. The employability sessions in the training, especially understanding the potential within, the abilities and inabilities everyone has and pushing oneself to finding solutions to problems has helped her to change her mind set.

69% of India's disabled population lives in rural India. The Non-Computer Livelihoods Program addresses the needs and skills of this population. We engage with local organizations, and provide specialized training to ensure that persons with disability located in the rural areas get access to wage and self-employment options that best suit their skills, abilities, and requirements.

This year, we have worked with a large number of local NGOs, disabled people's organizations, governmental organizations, and enablers, to further the cause of livelihoods for rural PwD. This has resulted in the generation of many new job opportunities.

HIGHLIGHT PROGRAMS

Job Fairs

The Non-Computer Livelihoods team has observed that job fairs are a great way of sourcing persons with disability and providing them suitable employment opportunities in their own geographies. Moreover, these job fairs help create awareness among the community about PwD and their potential, by exposing them to the employment sector and the work being done by PwD currently.

Three job fairs were held in this year- in Bangalore, Mangalore, and Gowribidanuru.

Bangalore Job Fair

The Bangalore job fair was held on 14 June, 2016. Through this job fair, 12 companies were mobilized and 200 plus vacancies were generated. 5 of these companies were new. 44 candidates with hearing impairment, physical disability, intellectual disability, etc. were placed as a result of the job fair, and 34 have joined the companies.



Community Driven Model In Gowribidanuru

The Gowribidanuru Job Fair was unique, because it was entirely community driven. Held in August, 2016, the Job Fair was a result of the partnership between Enable India and Grameena Abhudaya Seva Samsthe, Saamarthya Angavikalara Okkuta, Department of DDWO, MRWs and VRWs, and Lion's Club of Gowribidanuru.

55 candidates registered for the job fair, and 38 candidates completed the EAP. 6 companies attended the job fair, and shortlisted 14 candidates for further interviews immediately.

These candidates included those with vision impairment, hearing impairment, physical disability, speech impairment, and intellectual disability.

Mangalore Job Fair

The Mangalore Job Fair was unique, as the focus was on generating awareness about disability and employment within the community, before sourcing people for work. This approach helped in motivating the community from an early stage.

Each taluk was visited, and awareness programs were conducted at the grassroots level. Following this, candidates were sourced for the training.

57 candidates attended the Employability Awareness Program, along with 8+ companies located in the local Mangalore region. Out of the 57, 31 candidates were shortlisted for interviews.

The candidates included those with vision impairment, hearing impairment, cerebral palsy, intellectual disability, and physical disability.

Employability Training for Non-Computer Jobs

Employability training was conducted for 11 untrained candidates who had been placed in KK Packers to enhance the employability skills of the candidates. These candidates with physical disability, hearing impairment and intellectual disability were trained in June, 2016, post-placement.

An employability awareness workshop was held from November 2- November 14, in Nandini Layout, to give the candidates an introduction to the job market, and various concepts relating to employability, performance, and self-confidence. The workshop was held in collaboration with Vittal Eye Hospital, and trained 16 participants. The participants included persons with physical disability, low vision, vision impairment, hearing impairment, and intellectual disability.

Placements

A number of placements were identified and processed, including:

- 25 VI candidates identified through the Vittal Eye Hospital Community Based Rehabilitation Project. These candidates were found fit for wage, self, and shelter employment.
- 3 candidates with intellectual disability were placed in More Supermarket.

Post-placement Support

- Post-placement support was given to 14 persons with hearing impairment, who were employed at Bay Window. The employees had problems with the salary, which was resolved by asking the company to provide them with detailed pay slips explaining why they were not given over-time, and salary hikes. This has ensured higher retention



of candidates in these companies- benefiting both stakeholders.

- Post-placement, employees could have a number of problems or requests they might not feel free communicating to the company directly. Enable India hosts Focus Group Discussions (FGD), which give the employees a platform to voice their problems. Through the FGDs, Enable India and the company gain better understanding of the issues that would have to be addressed, to ensure higher retention of the candidates placed.

KK Packers:

22 employees with physical disability, cerebral palsy and low vision, who had been working in KK Packers for 2 years, participated in this FGD. Through the FGD, we could find out:

- Employees had trouble travelling to the new location the factory had relocated to. To address this, transportation facility and policies were suggested.
- 70% of the employees felt they got good support from the other staff, and were proud to be working with KK Packers.
- All employees were financially contributing to their families, by constructing houses, constructing toilets, initiating entrepreneurial ventures, all by utilizing their savings.
- Ecosystem had been built at KK Packers- 3 candidates were placed with the help of existing employees, without any intervention from Enable India!

814 PEOPLE TRAINED
in non-computer
livelihoods

79 PLACED
in companies like
Hatti Kaapi, KK Packers,
Shoppers Stop,
Café Coffee Day,
More Supermarket

3 JOB FAIRS
held, reaching
156 CANDIDATES

8 DISABILITIES TRAINED:
physical disability,
deaf,
vision impairment,
cerebral palsy,
mental illness,
intellectual disability,
multiple disability,
and spinal cord injury

ENABLE VISION

“ I left my job as a tour guide in order to learn computers in Enable India. I wanted to work in an MNC, so I invested in my progress...I like to dream big”.

Hermis, a person with vision impairment, grew up in a village in Meghalaya. As an orphan who was living with his sister, he wanted to become financially independent and fend for himself. In 12th standard, he started working in Dialogue in the Dark, as a tour guide. But this was not enough for him- as he said, he liked to dream big. Hermis joined the Career Centric Computer Training (CCCT), where he built his skills on employability and computers. When he was selected to be a social media intern at Enable India, Hermis got valuable feedback about job readiness and his employability, which shook him up, and helped him put his best foot forward. After the training, he got placed in a leading multinational company- even though he had only completed his education till 10th standard.

Since its inception, the Computer Training for Visually Impaired team has sought to build a vibrant eco-system to promote skilling and employment of persons with vision impairment in India.

As of December 23rd, 2016, VI training- our oldest program- has taken a new shape. We started working with Start-Up to mainstream digital literacy by setting up Enable Vision. **Enable Vision will act as a catalyst, ensuring that persons with vision impairment gain access to digital literacy, engage in rewarding livelihood, and emerge as active citizens and nation builders.** Towards this goal, Enable Vision will be galvanizing the resources and influence of governments, businesses, and civil society, making employment of persons with vision impairment a norm all across India.

The focus of Enable Vision is threefold:

- Create awareness about opportunities and technology for persons with vision impairment.
- Equip persons with vision impairment with basic digital literacy skills.
- Build ecosystems for persons with vision impairment by training trainers, organizations, and change agents.

TRAINING SPOTLIGHT

The CCCT program prepares persons with vision impairment for jobs, while at the same time enabling them to find solutions for their everyday life, and promote their integration within society. Towards this, the candidates are encouraged to carry out project work and volunteer work.

Here are some of the incredible projects carried out by the candidates.

- Accessible Lift: CCCT candidates raised Rs. 19,200 through crowdfunding, to get an accessible lift for Enable India, exceeding their initial target of Rs. 15,000! The accessible lift has voice announcements for opening and closing of doors and Braille indications of the lift location, floors etc.
- Organ Donation Program: The candidates

- organized an awareness program for organ donation in the Enable India premises on 13th May 2016.
- ATM accessibility: The ATM at Corporation Bank ATM was made accessible for persons with vision impairment. The ATM is now audio enabled, so visually impaired people can use their headphones to follow instructions and withdraw money!
- Solutions for Life: As a part of the employability projects, the candidates came up with a number of different solutions, such as accessible money pouch, low vision slate, etc.

Workshop on Disability, Dignity, and Sexuality for Candidates

Sexuality is a very important aspect of dignity. We noticed the need for this workshop when we started to see patterns in training, where the candidates had a lot of fear/stereotype attached to their sexuality and identity. This was to help the candidates know about their identity, their space, and their rights.

On 9th and 10th December, a Sexuality and Disability workshop was held for the CTVI alumni and present candidates. The session was held by prominent gender rights activist and trainer, Nidhi Goyal.

“I studied in a blind school where sex education was non-inclusive and inaccessible, as it involved a lot of graphic images and terminology I did not understand. I grew up undrestanding sexuality was taboo. Today’s workshop was an eye-opener as it answered most of my queries. I have understood that I can contribute a lot in my relationships be it personal or professional”
- Mahendra, Candidate

519 persons with vision
impairment TRAINED
AND ENABLED

153 candidates TRAINED
IN EMPLOYABILITY

95 candidates trained IN
COMPUTER LITERACY

83 candidates PLACED

NEW JOB ROLES opened
up - report analyst,
researcher, Immigration
Consultant

Placements in
10+ STARTUPS AND
COMPANIES

EMPLOYMENT HIGHLIGHTS

Game Changing Placement

In 2016, we made a game changing placement, where 4 roles were opened up for persons with vision impairment through the CISCO PLC project. Through this effort put in by the entire team at CISCO, livelihoods for persons with vision impairment is getting mainstreamed.

The job roles: Accessibility Tester, Technical Analyst, Sourcing and Report Analyst in the CISCO PLC project.

“In a company, there is just one team hiring persons with vision impairment, and the expertise was always with one manager. Now, when we see that there are more hiring managers and stakeholders who have come together in a project to take that leap of faith and take that decision that “I will hire a person with disability”, it becomes a game changer. The placements were in highly technical roles. The vision of inclusion is spreading across”-

Priti Lobo, Enable India

Capacity Building for Trainers and Students

One of Enable Vision's missions is to develop a strong ecosystem of trainers and NGOs, which will help create a sustainable training model for persons with vision impairment, and mainstream livelihoods. Towards this, a number of capacity building programs have been held for trainers.

- **Vijaya Mary School and Andhra Loyola College:** 42 school and college students with vision impairment attended a basic computer workshop, following which a computer lab was set up for them. 95% of the students had never used computers before, and could now learn more about computers using the Spelling Tool and EYE Tool installed on the computers.



800+ DIRECT
BENEFICIARIES in
15+ STATES IN INDIA

5000+ INDIRECT
BENEFICIARIES in 20+
STATES

48% of our beneficiaries
are from RURAL INDIA

34% of our beneficiaries
are WOMEN

9 COUNTRIES utilizing
our training content



Center of Excellence



Tools developed to expand and enhance the quality of training



Increased capacity to scale via institutional partnerships and capacity building for trainers



Training content standardized, in multiple languages



7th generation of computer trainers currently spreading digital literacy among the VI community



200 job roles across 27 sectors opened up for persons with vision impairment



Content scaled across 9 countries



Content was developed, and standardized



Start- Simple Training Centre

- **National Association of Blind, Faridabad:** 43 students attended a Career Awareness Workshop (CAW), from across 7 states. 60% of the students were from rural areas. 100% of the students who attended the workshop said the CAW met their expectations.
- **TOT at Victoria School for Blind:** 3 staff members at Victoria School of Blind were trained on employability awareness. 'Employability is beyond what you do in class. Employability is in everything you do', stated one of the attendees.

Partnership with ABF

The partnership with Axis Bank Foundation (ABF) has changed Enable India from a simple training centre to a Center of Excellence. The partnership began in 2007, during a time when technology was beginning to integrate itself with every task and job role in the office, empowering Enable India to train candidates with vision impairment on computers, and keep them on par with everyone else. Enable Vision's current position as a pioneer in the field of digital literacy for visually impaired was enabled by Axis Bank Foundation.

PUBLICATIONS



Video: Impact of VI Training Program



Video: NVDA Promotional Video



Audio: दृष्टि बाधित व्यक्तियों का स्वतंत्र रूप से चलना फिरना (मोबिलिटी)

JYOTHI ACHARI

“Belief is the most important thing in dark times. Where there is a will, there is a way. Never let the will vanish.”

From being confined at home for 6 years to training 200+ candidates at various centers around India, Jyothi has willed her way to true independence. Jyothi finished Class 12 in a school in Murudeshwar, Karnataka, just like any other sighted person. She lost her vision soon after this. Jyothi got information about suitable courses in Bangalore, attended Samarthanam academy and eventually came to Enable India for training. She claims this has changed her life. She now trains different types of visually impaired learners from banks to training centers, at various centers and programs.

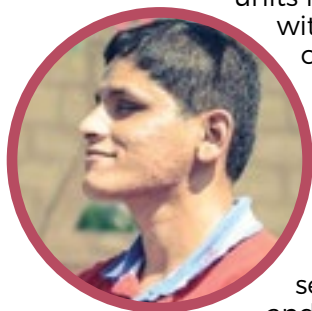


Jyothi aspires to complete her graduation and spread awareness about vision impairment across the country. Having overcome her own challenges with her strong will power, she now has become a role model for others. The increase in her confidence levels, exposure and independence are her biggest takeaways from the training.

KIRAN KHETMALAS

With the right combination of the right people, sheer hard work and determination, nothing is impossible

This Marathi speaking low vision person, Kiran, is now the pride of his hometown, Ahmednagar. This self-made man has used every opportunity in his way to become an accessibility tester. He is perhaps one of the first from his hometown to speak English and do his BCA. Kiran comes from a humble background and went to a regular school which had special integration units for training children with special needs. His fascination with computers started here. He enrolled for BCA which he completed later, and also did a hardware and networking course while working part time in a computer hardware store. He started a special cell for training PwDs on computers which led him to the Enable India computer training. Even before finishing his computer training he got two offers for accessibility testing. English, Employability skills training and exposure are his biggest achievements in this training. He has gained self-confidence and is proud to be supporting his family and brother in his studies now!



Kiran overcame barriers at every stage of his life through self-advocacy. He is now giving back to society and to the many people who have contributed to his journey as well.

ENABLE COMMUNITY

#onesignperday has found a huge fan in Shell Inc. Employees of the petroleum company have subscribed to One Sign Per Day as they have Deaf working at their petrol pumps. The retailers have signed up for the campaign and have been using it to learn sign language and communicate with the deaf at their petrol stations since November.

“Over a period of time, I thought that my age took over my ability to learn something new. I was not finding anything exciting or fresh in me. But Fingerchats made me believe all that was wrong. Along with inclusion, I got one more thing that was more valuable for me at that point of time - acceptance.” -

Subhadra Balakrishnan, Volunteer

Enable Community is an initiative that seeks to create an inclusive world through the passion of volunteers. Since its inception in September, 5 communities have been created for persons with disability, each dealing with a separate area of inclusion: sign language, inclusion of visually impaired persons, technology, sports, and dance.

As of March 2017, Enable Community has spread disability awareness to over 13000 people across India, by reaching out to colleges, companies and society at large.

HIGHLIGHT PROGRAMS

Fingerchats

There are 800,000 deaf people in India, but Indian Sign Language (ISL) still remains relatively unknown amongst those outside the deaf community. To bridge this gap between the hearing and deaf, Enable Community launched *Fingerchats*. Volunteers and sign language enthusiasts gather in a public area, where they learn basic signs, and how to communicate with deaf. This informal environment reduces any hesitancy or shyness among the volunteers, and promotes free interaction between the hearing and the deaf.

- Reaching 7000+ people across India
- Active in Bangalore, Delhi, Pune and Mysore.
- 500+ deaf are included in fingerchats and 6500 hearing people.

Independence Day Fun!

As expected from such a vibrant community, the Fingerchats members engage in a lot of fun activities to promote inclusion. On August 15, Fingerchats members from Bangalore taught the National Anthem in sign language to over 60 members!

13000 PEOPLE SENSITIZED

7000+ PEOPLE
learning sign language in
11 CITIES, 10 COMPANIES
AND 7 COLLEGES

Enable Community
ACTIVE IN KARNATAKA,
KERALA, GUJARAT, AND
MAHARASHTRA

10 COMPANIES
made more inclusive

9 COLLEGES
made more inclusive

650+ VOLUNTEERS
from companies

Fingerchats Virtual

The best way to mobilize the country is through the digital platform. The Fingerchats community has also spread online- Fingerchats Virtual was launched in L&T and Cognizant, and since its launch in 2016, it has reached 3771 people in 9 cities!

#onesignerperday

How do you say 'pencil box' in sign language? Over 2000+ people learned how to sign the word through #onesignerperday, a groundbreaking virtual initiative that teaches Indian Sign Language through Whatsapp or email. Each subscriber gets a mail every day, where they learn how to sign one word per day.

Onesignerperday has found ardent support in a number of companies, including Shell, Wipro, and Accenture.

- 1261 subscribers
- 270 words taught

How can you join?

You can register on bit.ly/1signperday or send 'START' on Whatsapp to 9008566314

Adventure and Sports!

Inclusion extends to all aspects of community life- including sports and recreation. Towards this, two new communities were established: Blind Trek and Sports for All.

In Blind Trek events, volunteers boost the confidence of persons with vision impairment to push their limits when it comes to mobility, and break stereotypes. The treks are funded through donations from corporates or they are crowdfunded.

- 250 people have participated- including 100 volunteers
- 5 treks have been held
- INR 89,620 has been raised

Sports for All aims to do something similar- to dispel stereotypes regarding persons with disability. Within this community, several persons with disability and volunteers get together to play a number of sports, including wheelchair basketball, blind cricket, wheelchair table tennis, etc. The volunteers have been able to learn a lot about disability and inclusion in a fun way!

- 167 volunteers
- 4 events held
- 4 partners



ENABLE ALLIANCE

This is a new experience for me, working with persons with disability. This training has given me a lot of knowledge about employment training, role models, and I have come to know how people with disability can work on par with persons without disabilities. Enable India has given me the confidence that even I can carry this training forward, that our organization can be successful in the disability sector”

- Disability Professional, working in an NGO

Enable India conducts various capacity building programs for NGOs and other institutions, as a way of passing the baton. Enable Alliance, the honeycomb cell conducting these capacity building and training programs, hopes to create a platform where organizations working in the disability sector can share their experience, best practices, and discuss their plans for the development of the sector as a whole.

In order to facilitate such an environment, Enable Alliance has been hosting Capacity Building Workshops, aimed at giving trainers, employment officers, and NGO leaders with an opportunity.

HIGHLIGHT PROGRAMS

Partnership with Skills Council for Persons with Disability (SCPwD)

Enable India has been **recognized as a Centre for Excellence by the Skills Council for Persons with Disability (SCPwD)**.

Enable India will be conducting a number of Training of Trainers (ToT) programs to meet the government's Skill India goal of training 21 lakh persons with disability by 2022.

Towards this extent, Enable India conducted the **first ToT program in collaboration with SCPwD** in May, 2016. **16 participants from 4 cities** attended the workshop. The participants were from SCPwD, ATSWA Trust, V-Shesh, and Gana Computers.

9 CAPACITY BUILDING PROGRAMS
spearheaded by Enable
India, with 169 participants

38 PARTNER ORGANIZATIONS
engaged through 'Training
of Trainers' programs

33% of the participants were
PERSONS WITH DISABILITY



DNA NGO Leaders' Workshop

Enable India, in partnership with Disability NGOs Alliance (DNA) conducted a 3 day workshop on **'Livelihood for Persons with Disability' for NGO leaders of the DNA member organizations**, in December, 2016. The workshop sought to create a 5 year strategic plan for improving the livelihood opportunities for persons with disabilities across Karnataka, and was attended by **29 NGO leaders from 20 organizations** across Karnataka.

"This platform has given me an opportunity to step back and rethink the long-term goals of my organization."

- Raghu Hubballi, AshaDeepa Angavikalara Sarva Abhiwruddhi Seva Samasthe



Employment and Employability Workshop

Employment and Employability Workshops are held for disability professionals like trainers, program managers, placement officers and coordinators. The workshop covers important aspects of employment of persons with disabilities, including landscape of livelihoods, being a disability professional, and tools and resources for employment and employability.

- A training of trainers was held for **18 trainers of Dr Reddy's Foundation, from 17 cities across India**. 76% rated the training as excellent or very good.
- **America India Foundation (AIF) funded two trainings for disability professionals from 10 NGOs, across 11 cities**, in 6 states. The trainings were held in February and March, and saw the participation of 42 trainers, program managers, placement officers, regional managers, and interpreters.
- A 2 day **capacity building workshop, supported by J.P. Morgan, was held at Kalasilingam University, Madurai**, the first in Asia to provide technical education for deaf students. **23 staff members of the Speech and Hearing Impaired Program (SHIP) attended** this workshop in February, 2017.
- **27 staff members of Noida Deaf Society (NDS) welcomed Enable India** for a 2 day capacity building program in March, 2017. Out of the 27 staff members, **17 were persons with hearing impairment**. The focus of the workshop on the landscape of employment for hearing impaired, and to know the resources and tools that can be used for training and placement.

- **‘Champions of Change’ was a capacity building workshop held for 14 alumni of Enable India**, which sought to equip them with skills to support persons with disabilities as mentors, and peer leaders. The workshop was held in March, 2017, in New Delhi.
- **Employment and Employability ToT held in Enable India**, in June, 2016. **13 participants from 6 organizations**, including APD, LRC, Mobility India, etc. attended the training.



Capacity Building for Visually Impaired Trainers

Capacity Building program for **trainers of visually impaired held in Ananthpur. 18 trainers from 7 states** (Assam, Chattisgarh, Madhya Pradesh, Andhra Pradesh, Karnataka, Tamil Nadu, and Kerala) participated.

Building Sign Language Skills

Capacity Building sessions were held for **trainers at Anew Chennai**, an organization that works towards **alleviating the economic status of marginalized women through training and employment**. The sessions focused on attitude development, and sign language interpretation skills necessary to train persons with hearing impairment on banking concepts, aptitude, and interview preparation.

“... (it) was an eye opener for me because I learned how to bridge the gap between what I now know, and how to implement this knowledge with the community I serve”
- **Radha Kaipparambil, DEEDS Public Charitable Trust**

PUBLICATIONS



Manual: Employment and Employability ToT Manual



Course: Training of the Trainer Assessments on Enable Academy



Kit: Training of the Trainer Kit

ENABLE EMPLOYER

Karthick and Vishnu had just finished the 45 day training for persons with hearing impairment in Enable India, in collaboration with TE Connectivity. While the other 8 had already got jobs in other companies, Karthick and Vishnu's future was still in question. The Business Development Team at Enable India worked in close collaboration with UTC, to open up a suitable job role for Karthick and Vishnu.

There were quite a few challenges along the way. UTC is an aerospace company with a strict compliance issue. To ensure their privacy and compliance policies were not compromised, UTC took 2 months to identify a non-red zone department where Karthick and Vishnu could receive training, with the assistance of a sign language interpreter. This journey has helped the Enable Employer team place Karthick and Vishnu in a technical job that suits their skills, and has equipped UTC to employ more deaf candidates in the future!

The Enable Employer team is the Honeycomb cell that comprises of our Business Development team. Enable Employer believes in the power of a strong business case as a tool that will make employment of persons with disability a sustainable and organic process in the future. We create value propositions for disability hiring, and provide initial handholding support, to smoothen things for the employer as well as the newly joined employee.

The Enable Employer team partners with companies for end-to-end management of hiring and inclusion of persons with disabilities. Some of the services we provide are:

Placement and post-placement support

- Accessibility audit
- Awareness program
- Job analysis

EMPLOYMENT HIGHLIGHTS

Collaboration with TE Connectivity

The collaboration with TE Connectivity was a game-changer, as it is the first time persons with hearing impairment have been placed in engineering services.

This 45 day collaborative training has proven to be incredibly fruitful, with a 100% placement rate. 10 technical graduates with hearing impairment were trained, out of which 6 were hired by TE Connectivity, 2 by EASI, and 2 by UTC!

Allegis Train and Hire Model

Minimizing risks and maximizing returns. That is the motto of our successful Train and Hire Collaborative model with Allegis. Through this model, the company can get trained candidates, whom they can later hire based on their suitability.

How? Enable India collaborated with Allegis in the skilling of persons with vision impairment. As a part of this collaboration, 35 persons with vision impairment got training on resume preparation, interview preparation, communication, etc. Allegis held a recruitment workshop after the training, through which all 35 candidates got certified as Allegis trained recruiters.

Benefit: The benefit of the candidates has been immense- they got work exposure, job - ready training, and a certification. All 35 have found employment in other companies now!

That's not all - Allegis has not only gained insight on how to work with persons with disability - they got 10 new employees through this training model!

Startups Leading the Way

The Enable Employers team has worked with many startups that have been leading the way when it comes to hiring persons with disability. These companies have been continuously raising the bars, and changing mindsets every step of the way.

- **OyeSeva**, an e-commerce platform hired a person with total vision impairment in their team of 4, to manage client services.
- **Dental Clinic**, Bangalore, hired a person with vision impairment as a sales executive in their operations team
- **The Practice**, a PR firm managing social media, hired 2 candidates with vision impairment as report analysts, entrusting them with content and report making tasks.
- **World Visa**, an immigration consultancy, hired a VI candidate as a travel consultant in a customer facing role.

Campaigns to Promote Employment

C160 Campaign

The C160 campaign, aimed at providing skilling and employment opportunities for persons with hearing impairment and persons with physical disabilities in Bangalore, Mysore, and Pune, was launched in July, 2016. The campaign was launched by Dr. Meenu Bhambhani, Vice President & Head of CSR at Mphasis, and Mr. Dinesh Jumar, Vice President & Head, BPO Capital Markets Delivery, Mphasis.

Project Lifechanger

Parkus Technology has been identified as the long term training partner for the first phase of 'Life Changer' project. As a part of this project, 41 persons with physical disability currently undergoing technical training.

175 PERSONS WITH DISABILITY
PLACED in computer jobs in
66 COMPANIES, IN 58 DIFFERENT
JOB ROLES.

Placement of:

51 PERSONS WITH VISION
IMPAIRMENT, 45 DEAF, 68
PERSONS WITH PHYSICAL
DISABILITY, 11 WITH OTHER
DISABILITIES

Awareness in companies:
2034 EMPLOYEES SENSITIZED in
companies employed

NEW JOB ROLES including report
analyst, researchers, design
engineer, immigration
consultant

In 2016-17, we have seen
a 58% INCREMENT in the
number of placements
for persons with vision
impairment.

ENABLE ENTREPRENEUR

Ashoka is a person with spinal cord injury, who acquired his disability when he was a teenager. He had to discontinue his education due to the lack of accessibility in schools. From a young age, he was actively engaged in agriculture, so he decided to make a living in the field of milk and dairy farming.

He attended an Entrepreneurship Development Program (EDP) training, conducted by Enable India in partnership with the Government of Karnataka. He gained awareness about the different kinds of self-employment he could engage in, and became inspired to create employment opportunities for others in his village. With his own investment, subsidies, and loans, he initiated an agarbathi business, dairy farm, and silk-worm rearing activity. Now, he earns over Rs. 18,000 a month, and hopes to expand his business further.

Among the 5,19,835 persons with disability aged 18- 45, about 64% are unemployed and facing a number of livelihood difficulties. Some of these PwD do not have access to formal, wage employment, making self-employment their only hope. In order to provide persons with disabilities with the direction and knowledge required to become self-sufficient entrepreneurs, the Government of Karnataka partnered with Enable India, which became the Placement Cell for the state. Enable India also partners with the National Academy of Rural Development and Self- Employment Training Institute (RUDSETI).

Enable Entrepreneur is the honeycomb cell handling the Entrepreneurship Development Program (EDP), that has reached out to 2158 PWDs since 2013. In 2016-17, through the EDP training, Enable Entrepreneur provided training to 703 PWD, over and above the target of 600.

HIGHLIGHT PROGRAMS

Generating Awareness about Entrepreneurship Activities

To encourage more PWDs to become entrepreneurs who contribute to their area of origin, the Entrepreneurship Awareness Programmes are conducted on a frequent basis, in association with RUDSETIs/RSETIs/Local NGOs/DDWOs. These awareness programs impart



70% candidates trained are still involved in independent livelihood activities.



60+ MICRO-ECONOMIC
ACTIVITIES
engaged in

68% CANDIDATES
TRAINED
have started a career as
entrepreneurs in 2016-17

700+ PWD TRAINED,
in 24 different trainings

91 ENTREPRENEURSHIP
AWARENESS PROGRAMS
conducted

Since 2013,
65% ENTREPRENEURS
trained have started
60+ businesses, earning
between ₹ 6000- ₹
30,000 a month.

Location	PwD trained
Mandya	25
Raichur	15
Bijapur	52
Bijapur & Koppal	163

Assessing the Impact of EDP Over the Years

How has EDP impacted the lives of entrepreneurs in rural India in the past years?

Have they implemented the lessons they have learnt? Are they still following their passions? What are the challenges they're facing years after their training?

These are the questions the EDP follow-up sought to answer. Over the last year, the EDP team reached out to 351 candidates trained between 2013-2016. We reached out to 61 of them successfully. Out of this **70% candidates are still involved in independent livelihood activities.**

Location	Candidates trained for EDP
Davengere	35
Koppal, Haliyal, Bijapur	92

ENABLE INNOVATION

The Workplace Solutions Champions Network was conducted by Enable India, in January, 2017, with 15 participants from across the country, to meet the workplace solution needs of the 5 million persons with vision impairment living in India. The workshop identified steps that have to be taken to develop a network of WPS experts across India, identifying national and regional level goals the champions will work towards achieving.

Technological innovations and solutions are extremely important in improving the inclusion of persons with disability, and enhancing their ability to work. Solutions have been at the heart of Enable India's training methodology and post-placement support. They have helped open up multiple jobs for PwDs- like splitter box for voice management for persons with vision impairment, introduction of barcodes in passbook printing, an improved version of wheelchair, etc.

In the last year, Enable Innovation has received more than 75 requests for workplace solutions. In the upcoming year, we hope to focus on enhancing the functionality of the solutions and these tools, and increase the proliferation of the same amongst those who need it.

75 WORK PLACE SOLUTIONS
requests received

AWARENESS ABOUT
WPS CONDUCTED IN 15
COMPANIES IN 5 CITIES

900 PEOPLE AND 140
MANAGERS SENSITIZED
about workplace solutions

Pradeep, who is deaf blind, uses this solution while interacting with cab drivers. Cab drivers are now sensitized and Pradeep never misses his cab to work (he works in Dell EMC) now.

HIGHLIGHT PROGRAMS

Collaboration to Scale Innovations

With a view of scaling innovations to support persons with disability through technology, **Enable India signed an MOU with Social Alpha, an organization that supports technology incubators in the social space.** Through this collaboration, we are aiming to create an ecosystem for innovation and entrepreneurship to provide assistive technology for persons with disability.

Spreading Awareness about Assistive Aids

Awareness programs on workplace solutions have been conducted in more than 15 companies, across 5 cities, including multiple awareness sessions in certain companies **like Tata Steel and Mphasis.** These sessions were attended by **over 900 participants.** Separate awareness sessions were conducted for hiring managers - reaching out to **140 managers** across organizations.

SOLUTIONS DEVELOPED

As a part of the **“Force for Good” project, J.P. Morgan technologists built a community platform for a solutions knowledge repository** and a forum for users to request support on solutions. (www.enablesolutions.org/knowledge-base/)

Vodafone India launched **special caller tunes for the speech and hearing impaired,** on the occasion of 'International Disability Day'. **The Vodafone Foundation worked with Enable India to create this simple solution to make the daily lives of the deaf customers convenient.**

ENABLE INCLUSION

Ashwini joined State Bank of India as a customer assistant, in 2017. She is a person with low vision. During the assessment conducted by Enable India, it was found out that using a magnifier would make it easier for her to print passbooks and make entries about accounts opened. After this assessment, Ashwini's manager was sensitized about her disability, and the impact her work could have on his branch. Now that he was aware of the tools she needed, the manager could procure a magnifier for Ashwini to see hard copies, and he also procured a big monitor, to further increase her efficiency at work.

According to the Government of India mandate, 4% of the jobs are reserved for persons with disability. Enable Inclusion is the honeycomb cell within India that trains and improves the capacity of the employees that have been hired under this reservation quota. Effective and widespread employment of PwDs can increase the GDP by 5-7% (World Bank, 2016), and that is exactly what Enable Inclusion hopes to achieve.

On 22nd December, 2016, Enable Inclusion was officially launched, with Mr. Tarakeshwar Rao, CM, HR, SBM then, Mr. Shanta Kumar, CM, Vijaya Bank, Mr. Ashok Rao, Chief Admin Officer, National Center for the Biological Science, Bangalore being present. In the upcoming years, we hope to achieve Inclusion of employees with disabilities in Public sector undertakings, Banking financial and Insurance sector and the different departments of the government(Central and state).

Between 2016-17, there has been a lot of developments within Enable Inclusion.

- Signed MoU with State Bank of Hyderabad to increase productivity of PwD employed in all their branches.
- Signed MoU with State Bank of Mysore, as a part of which 35 employees have been trained
- Signed the renewal MoU with State Bank of India.
- Signed MoU with Vijaya Bank for inclusion of employees with disabilities
- Membership of Interview Panel of National Center for Biological Science (NCBS)

HIGHLIGHT PROGRAMS

Partnership with SBI

Enable India has partnered with State Bank of India to conduct inclusion trainings and provide post-placement support for employees of the national bank. Post training, we also carried out field implementation at all locations from where participants had come for training. This is to ensure work was being allocated to the trained employees along with the suggested assistive aid, such as JAWS for visually impaired employees. Field implementation also sensitizes peers and managers of trained PwD employees to create a supportive environment at the workplace.

- 883 employees of SBI were sensitized about disability as a part of the field implementation conducted across different states.
- 'Inclusive and Adaptive Trainers' workshop was held in Guwahati to enable 20 faculties of SBI at SBLC to train employees with disability in an effective manner, by enhancing their disability awareness and providing them with solutions.

A field implementation conducted in Pune has shown that performance levels of employees has increased, after the training. The employees with disability have now been allocated computers, and work in core-banking functions. Moreover, in the Pune branch, the employees have sensitized 35 people about their disabilities.

- 301 persons with vision impairment reached
- 108 persons with hearing impairment reached
- Branches in 19 cities have been involved, including: Delhi, Jabalpur, Patna, Pune, Aurangabad, Noida, Hyderabad, Lucknow, Baroda, Agra, Akola, Chandigarh, Chennai, Dharwad, Kochi, Gandhinagar, Bhopal, Tirupati, and Barreilly

Partnership with State Bank of Hyderabad

State Bank of Hyderabad entered into an MoU with Enable India in May, 2016, with a view of increasing productivity of their employees with disability, and enhancing their inclusion within the productive workforce.

As a part of this program, employees with vision impairment working at State Bank of Hyderabad will be undergoing trainings focusing on computer skills, disability skills, domain knowledge, and inclusion.

Till now, 52 visually impaired employees of State Bank of Hyderabad have been trained, and their branches sensitized.

PUBLICATIONS



Video: Inclusion of Employees with Vision Impairment in State Bank of India



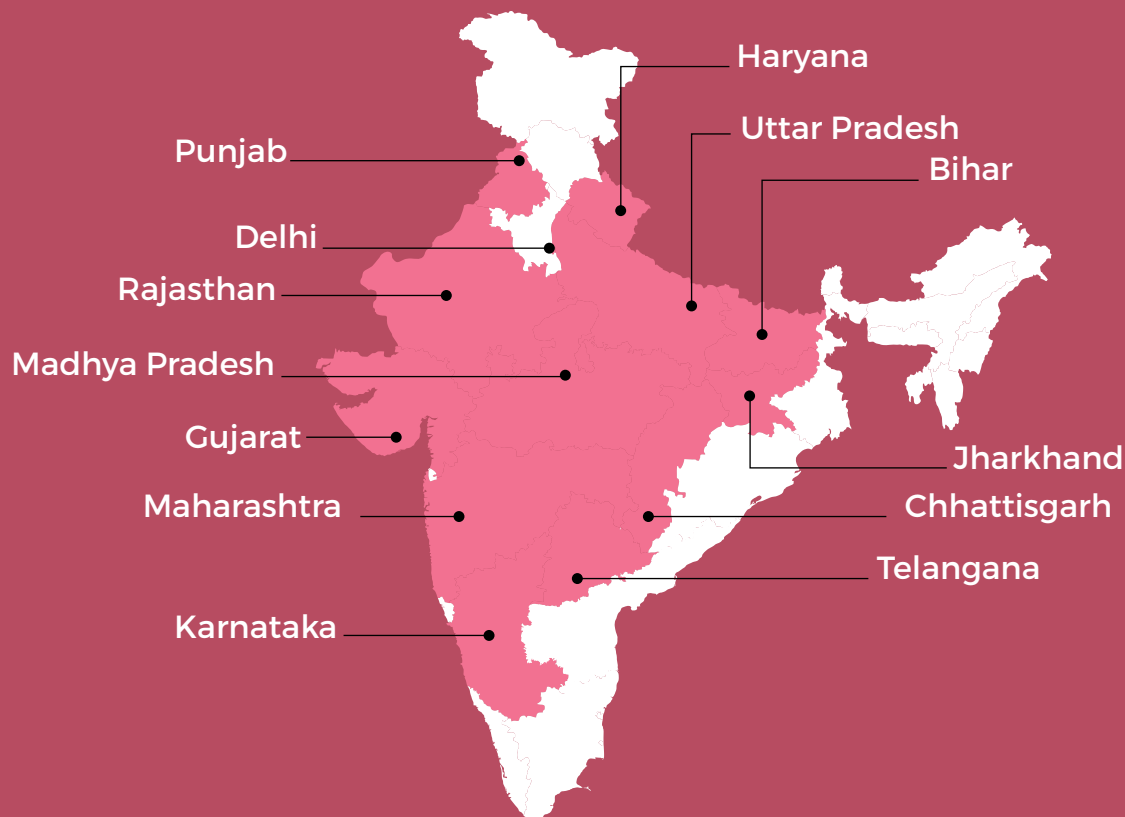
Video: दृष्टि बाधित कर्मचारियों का SBI में समावेश

4 PARTNERSHIPS
during the year

24 DISABILITY AWARENESS
WORKSHOPS
held and
SENSITIZED 526
CONTROLLERS AND 883
PEERS SENSITIZED DURING
145 VISITS

Number of employees trained:		
Client	Disability	Participants
SBM	Blind	36
SBH	Blind	51
SBI	Blind	301
SBI	Deaf	108

Field implementation conducted in:



FRIENDS AND FAMILY OF ENABLE INDIA

OUR FUNDERS



OUR PARTNERS

Knowledge Partners

Noida Deaf Society
Confederation of Indian Industry
National Association for the Blind
Foundation for Innovation and Social Entrepreneurship
Hank Nunn Institute
MeritTrac Services Pvt Ltd
Startup Management Consultancy Pvt Ltd
Victoria Memorial School for the Blind
Trust for Retailers and Retail Associates of India

Strategic Partners

Skill Council for Persons with Disability
Association for Non-Traditional Employment for Women
TE connectivity
Technology Partners
Cloodon Learning Pvt Ltd
OnionDev Technologies
Dream Orbit Softech Pvt Ltd
Reddot Initiative Lifestyle Services Pvt Ltd
Robert Bosch Engineering and Business Solutions Pvt Ltd

Business Partners

State Bank of India
Amazon Development Centre India
WIPRO

State Bank of Hyderabad
State Bank of Mysore
Tata Steel Ltd
ANZ Operations and Technology Pvt Ltd
Dell EMC
Vijaya Bank
Amazon Development Centre India
Iconnect Infotech Pvt Ltd
DBOI Global Services Pvt Ltd
EYGSC
Indian Sign Language Interpreters Association
Northern Operating Services Pvt Ltd
Verizon Data Services India Pvt Ltd

Others

Roots Corporation Ltd
Skillskarma Services
Clearwater Media

OUR BANKERS

IDBI
State Bank of India (FSRI)

UNIVERSITIES

Dr. Ambedkar Institute of Technology for Handicapped, Kanpur
JSS University, Mysore
Kalasalingam University, Madurai
Bangalore University, Bangalore

225 VOLUNTEERS
SPENT 6741 HOURS

3 INTERNS SPENT 1609 HOURS

11 COMPANIES like CISCO,
Genpact, Deloitte, Asian
Paints, Accenture and
indeed.com, Allegis engaged
through CSR with

155 VOLUNTEERS VISITING

83 PERSONS WITH DISABILITY
BENEFITED

Volunteers help us with
sensitization programs about
disability, mock interview
and resume preparation,
tactile diagram making,
attitude development, sports
activities outdoor and indoor,
exposure visits, and work
Shadowing

VOLUNTEERS AT ENABLE INDIA

Karen Goa, a student from Norway, heard about Enable India from a friend of hers. Having heard about what Enable India does, Karen decided she wanted to explore the organization's work more- and decided to come here as an intern, in 2016.

In the time she was here, she created a Tactile Braille Model of Excel, for trainers to use in classes. She also organized a youth camp for young girls with vision impairment, where they were taught sign language, and learnt to treasure hunt using a tactile map. She also worked with Enable India employees to deliver awareness workshops at companies and volunteer groups, to promote Indian Sign Language..

Change needs to come from within the community, which is why Enable India considers our volunteers to be an integral part of our mission. The Volunteer Engagement team engages with individual volunteers and groups, who play a significant role in our daily business, and activities. Volunteers have engaged with beneficiaries through sports, exposure visits, work-shadowing, and more.

Volunteers have also contributed many hours for help with research, back-office, designing, editing, photo-shoots, sign language classes, event management, etc.

Who are our volunteers?

- College students
- Corporates
- Well-wishers who have fixed time every week and wish to contribute to the sector

HIGHLIGHT PROGRAMS

National Volunteering Event with Accenture

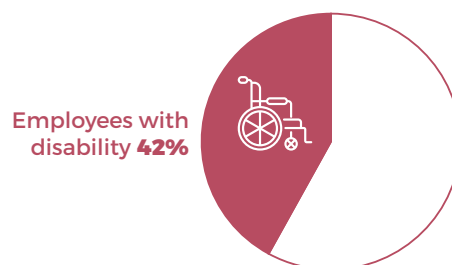
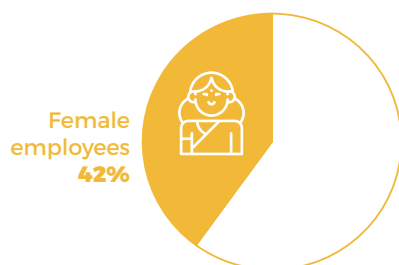
On 17 December, 2016, Accenture held a National Volunteering event. As a part of this event, the candidates with vision impairment undergoing Career Centric Computer Training went to Accenture premises to set up at Assistive Technology Stall. This AT Stall was used to spread awareness about how persons with vision impairment work, and also gave a space for those curious about disability to interact with persons with vision impairment, and learn more about disability.

Volunteer Sensitization in Cochin

The Rotary Cochin Global Foundation collaborated with Enable India to hold a volunteer sensitization program in July, 2016. As a part of this, volunteers conducted many activities such as movie outings, mall and ATM orientation, thereby providing the volunteers with hands-on knowledge about disability and inclusion.



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Dipesh Sutariya	Hajira Begum
Subbiah S	P N Nagri
	Julian Tarbox

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Ms. Shanti Raghavan, Founder, EnAble India, Managing Trustee

Mr. Dipesh Sutariya, CEO & Co-Founder, EnAble India, Trustee

Mr. P N Nagri, Honorary Director & Operations Head, EnAble India, Trustee

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ENABLE INDIA IN THE MEDIA

Bengaluru Builds a Job Portal for the Disabled

epaperbeta.timesofindia.com/Article.aspx?eid=31815&articlexml=Bengaluru-Builds-a-Job-Portal-for-the-Disabled-19052016002028

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This woman has helped more than 4,500 disabled people get jobs

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One for all: city signs up to communicate with the hearing-impaired

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TBI Blogs: This Visually Challenged Lawyer Becoming a Judge – and He's on His Way There Already

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Vodafone launches special caller tunes for speech and hearing impaired on International Disability Day

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www.business-standard.com/article/news-ani/five-entrepreneurs-are-finalists-for-social-entrepreneur-of-the-year-india-2016-award-116092300680_1.html

When life gave her Polio, she smiled back at it

www.newindianexpress.com/education/edex/2016/sep/12/Rocking-and-rolling-the-ramp-called-life-1518278.html

Computer skills for visually challenged at ALC

<http://www.thehindu.com/news/cities/Vijayawada/Computer-skills-for-visually-challenged-at-ALC/article14396905.ece>

<http://epaper.thehansindia.com/863796/COSTAL/VIJAYAWADA#page/2/1>

Vision-Aid and IIT Madras join hands to teach programming to visually impaired

indianewengland.com/2016/11/vision-aidand-iit-madras-join-hands-teach-programming-visually-impaired/

<http://epaper.sakshi.com/c/11434140>

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THE MINT MAGAZINE





SANTAP FOUNDATION
FOR SOCIAL ENTREPRENEURSHIP



SANTAP FOUNDATION
FOR SOCIAL ENTREPRENEURSHIP

SOCIAL ENTREPRENEUR OF THE YEAR - INDIA 2016

October 6, 2016 • New Delhi



DR. BIJU MATHAN
President, Santap Foundation for Social Entrepreneurship



DR. BIJU MATHAN
President, Santap Foundation for Social Entrepreneurship

TOWARDS PROGRESSIVE SOCIAL CHANGE

As driving social entrepreneurship in India, Santap Foundation for Social Entrepreneurship, with Santap Foundation for Social Entrepreneurship in India to support **SOCIAL ENTREPRENEUR OF THE YEAR-INDIA AWARD**. A 100 year legacy award of Santap Foundation and top-level social entrepreneurship awarding award and recognition for social change.

This year, we have chosen to honor social entrepreneurs, who are not only leaders in their respective fields, but also inspiring, innovative, and driven to create social impact. The award will be presented to the winning entrepreneur at the Santap Foundation for Social Entrepreneurship 2016. The award will be presented to the winning entrepreneur at the Santap Foundation for Social Entrepreneurship 2016. The award will be presented to the winning entrepreneur at the Santap Foundation for Social Entrepreneurship 2016.

PRAGATIS

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President, Santap Foundation for Social Entrepreneurship



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JURY MEMBERS

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President, Santap Foundation for Social Entrepreneurship



DR. BIJU MATHAN

ANNEXURES

FINANCIAL STATEMENTS FOR THE YEAR 2016-2017

Enable India,
#473/B, Adugodi Main Road,
8th Block, Koramangala
Bangalore 560095
PAN : AAATE 0632J

STATUS TRUST-AOP
PAN AAATE0632J

ASST YEAR 2017-18
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		7,43,92,956.37
LESS ACCUMULATION PERMISSIBLE		1,11,58,943.00
	BALANCE	6,32,34,013.37
LESS- EXPENSES INCURRED		
EXP	6,54,16,323.00	
LESS DEPN	29,13,508.00	
	6,25,02,815.00	
ADDITION OF FIXED ASSETS	8,35,969.50	
	6,33,38,784.50	6,33,38,784.50
BALANCE AMOUNT		(1,04,771.13)
BALANCE INCOME		(1,04,771.00)

TAX PAYABLE	NIL
LESS TDS AMOUNT	11,85,180.00
EXCESS PAID REFUNDABLE	11,85,180.00

For ENABLE INDIA


TRUSTEE


TRUSTEE



ASST YEAR 2017-18**ENABLE INDIA**

No. 473/B, Adugodi Main Road

8th Block Koramangala

BANGALORE 560095**SCHEDULE OF TDS**

	PARTY NAME				AMOUNT
1	CISCO SYSTEMS INDIA P LTD				508200
2	CENTRE FOR INTERNET AND SOCIETY				45000
3	IPRIMED EDUCATION SOLUTIONS P LTD				8000
4	SAP LABS INDIA PVT LTD				10000
5	STATE BANK OF INDIA				210823
6	THE AMERICAN INDIA FOUNDATION TRUST				25000
7	INSPIRA MANAGEMENT SERVICES				502
8	ACCENTURE SERVICES P LTD				30000
9	IDBI BANK LIMITED				262655
10	TECH MAHINDRA FOUNDATION				85000
	TOTAL				1185180

For ENABLE INDIA


TRUSTEE

SANJAY TAYALB.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 2017**, and the **INCOME AND EXPENDITURE** account for the year ended on that date which are in agreement with the books of account maintained by the said Trust.

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

- (i) In the case of the balance sheet, of the state of affairs of the abovenamed trust as at 31st March 2017 and
- (ii) In the case of the income and expenditure account, of the excess of income over expenses, of its accounting year ending on 31.03.2017

The prescribed particulars are annexed hereto

Place **Bangalore**

Date **18th September , 2017**


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 6,25,02,815.00 CAPITAL EXP Rs 8,35,970.00
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 111,58,943.00 Amount accumulated Rs NIL
4. Amount of income eligible for exemption under section 11(1)(c) [Give details]	NIL
5. Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2)	NIL
6. Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b)? If so, the details thereof.	YES-BANK DEPOSITS Rs 7,78,45,016.00
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	NA
(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)(i) or section 11(2)(b)(ii) or	NA



(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 923070/-
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 and class of shares held	Nominal value of the investment	Income from the investment	Whether the amount in Col. 4 exceeded 5% of the capital of the concern during the previous year-say Yes/No
1	2	3	4	5	6
		N.A			
Total					

Place: Bangalore

Date: 18th September 2017




SANJAY TAYAL
 CHARTERED ACCOUNTANT
 M.No 200115.

This is the Income & Expenditure s/r and Balance Sheet referred to in my report at even date.

[Signature]

SANJAY TAYLOR
CHARTERED ACCOUNTANT
M. No. 200116.

[Red circular stamp: SANJAY TAYLOR & COMPANY, CHARTERED ACCOUNTANTS, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898,

For ENABLE INDIA

TRUSTEE TRUSTEE

Stamp: Enable India Bangalore

TRUSTEE TRUSTEE

PLACE BANGALORE
DATE 18.09.2017

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

SANJAY TAPAL
CHARTERED ACCOUNTANT
M. No. 200116.

ASST YEAR 2017-18

ENABLE INDIA

No. 173/B, Adugodi Main Road

8th Block Koramangala

BANGALORE 560095

STATEMENT OF DEPRECIATION OF FIXED ASSET

SL. NO	PARTICULARS	AMOUNT B/F	ADDITIONS	TOTAL	DEPRICIAT ION	BALANCE
1	COMPUTERS & ACCESSORIES	19,77,923	5,31,664	25,09,587	14,11,881	10,97,706
2	FURNITURE & FIXTURES	13,11,840		13,11,840	1,39,827	11,72,013
3	UPS	2,64,561	60,720	3,25,281	44,238	2,81,043
4	AIRCONDITONER	65,520	42,365	1,07,885	16,182	91,703
5	MOBILE PHONE	14,554		14,554	9,015	5,539
6	CAMERA	38,583		38,583	5,787	32,796
7	ERP SOFTWARE	14,084		14,084	14,084	0
8	MARUTHI ECO CAR	2,04,643		2,04,643	30,696	1,73,947
9	TRAINING & EDUCATION AIDS	3,23,337		3,23,337	1,94,002	1,29,335
10	ELECTRIC TWO WHEELER	20,266		20,266	3,040	17,226
11	PRINTER & XEROX MACHINE	1,08,949	18,818	1,27,767	19,165	1,08,602
12	TELEPHONE INSTRUMENT	1,41,590		1,41,590	21,239	1,20,351
13	ELECTRICAL FIXTURES T/L & FAN	3,73,485		3,73,485	56,023	3,17,462
14	GENSET	3,73,468		3,73,468	56,020	3,17,448
15	INTERIORS	11,93,341		11,93,341	1,19,334	10,74,007
16	MAHINDRA XYLO	11,28,899		11,28,899	1,70,520	9,58,379
17	PROJECTOR	1,15,189		1,15,189	17,279	97,910
18	AUDIO VISUAL	1,04,635	1,32,403	2,37,038	28,434	2,08,604
19	BRAILLE DISPLAY	63,600		63,600	38,160	25,440
20	FIREWALL	1,58,053		1,58,053	94,832	63,221
21	JAWS SOFTWARE FOR WINDOWS	7,00,000		7,00,000	4,20,000	2,80,000
22	TRACKING DEVICE		50,000	50,000	3,750	46,250
		86,96,520	8,35,970	95,32,490	29,13,508	66,18,982

FOR ENABLE INDIA


TRUSTEE



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

473/B, Adugodi Main Road, 8th Block Koramangala, Bengaluru, Karnataka 560095

phone: +91 (080) 6732 3636

website: www.enableindia.org email: info@enableindia.org