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Power of the Collective



- PWDS: PERSONS WITH DISABILITY
- PWIDS: PERSONS WITH INTELLECTUAL DISABILITY
- VI: VISUALLY IMPAIRED
- HI: HEARING IMPAIRED

FOUNDER'S NOTE

Enable India is considered the pioneer in the space of disability livelihoods. The last three years has been about scaling the pioneering initiatives. We are very excited with the developments of the last year – it has been a landmark year for Enable India and we are emerging as a thought leader nationally and on the global stage.

We say this with a huge sense of responsibility and being fully cognizant that every work we do has been achieved due to the power of a collective. Our work is built on the foundation provided by many wonderful organizations and individuals who are doing great service in the disability and livelihoods. And their work has made us what we are today.

So what has happened in this one year that has been so path breaking?

We have scaled our work on the ground to many states and districts and have seen the universality of the tools, solutions and methodologies that we have been using so far. We have also come up with newer livelihood and training models which take into account the ground level realities of human resources available for the disability sector and hence can be scaled despite the enormity of the task.

We believe in the power of communities, diverse local teams with the right passion and heart. We believe that real scale with depth and quality is possible only through collective

impact of every person putting their mind to it. Hence, we have started harnessing the power of collectives to create movements and missions. Leaders can move mountains!

The collective is primarily of company leaders and NGO leaders, peer alumni leaders with disability across India. This has shown us the way to move forward with respect to scaling that is sustainable, long term and result oriented.

Most importantly, we have started a movement for the collective of rural disabled across states with our disruptive social network platform which uses a simple mobile phone. This has helped us reach the unreachable and under-served.

We have re organized ourselves into honeycomb cells to achieve the above and have created career paths (bands) for our staff. Our achievements are thanks to an extremely diverse staff including persons with disability and women in leadership and in all band levels.

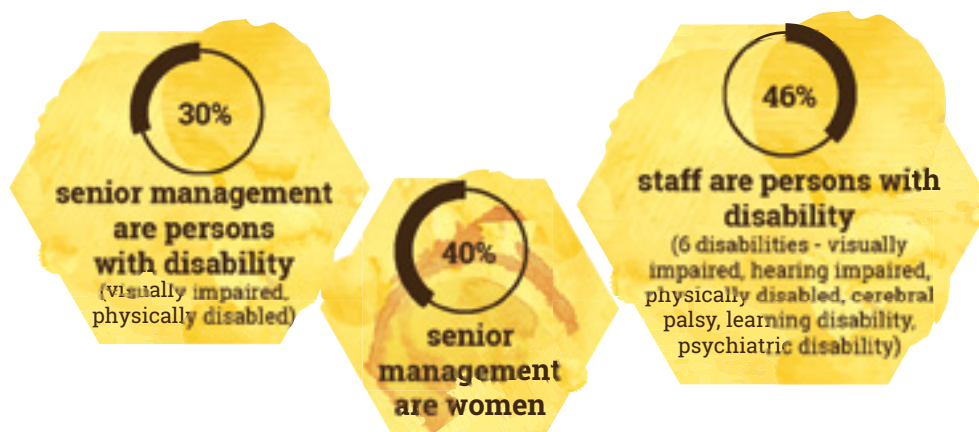
We thank our funders and well-wishers and each one of you for your support and urge each one of you to join the movement.





we know the livelihoods landscape is ever changing and can be paradoxical since it has so much to do with changing mindsets. We are out there to take everybody along to make in-roads and find pathways.

Our achievements have been due to our energetic staff –



So what has happened in this one year that has been so path breaking?



STRATEGIC HIGHLIGHTS

In the last year we have been scaling in multiple ways- by harnessing the power of collectives to create movements and missions, building leadership and networks which will have far reaching impact.

Scaling via Reach



Our founder, Shanti Raghavan presented our disruptive rural social networking platform at the Zero Project Conference in Vienna

300 Asian delegates learnt about scaling hearing impaired, visually impaired and rural communities at Workability Asia in Hong Kong through our 5 speakers



Forbes featured Namma Vaani, our community outreach program through a mobile platform

Scaling Across Multiple States via Partnerships



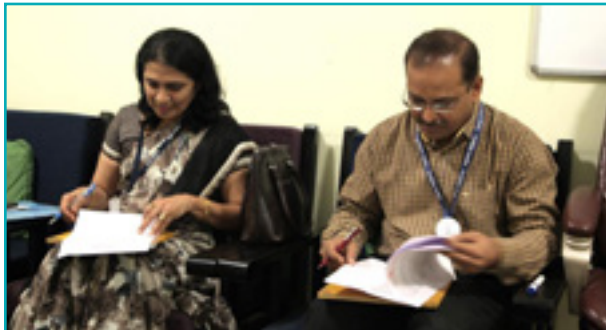
Scaling in Jharkhand

- SABAL Center of Abilities, in partnership with TSSDS, Noamundi



Scaling Digital Literacy

- **1500+ Visually Impaired & Stakeholders** reached across **10 states**, with **30+ partners**



Scaling in Public Sector Units

- Inclusion services in **7 more states** reached, 20+ locations **in partnership with 3 companies**



Scaling across Universities

- **910 persons with disabilities** and stakeholders in **partnership with 4 universities**



Scaling through Community

- **8928 Indians across 3 cities** in partnership with **8 corporates and NGOs** have touched disability sector with their passion

Scaling through Platforms



Through Mobile Phone

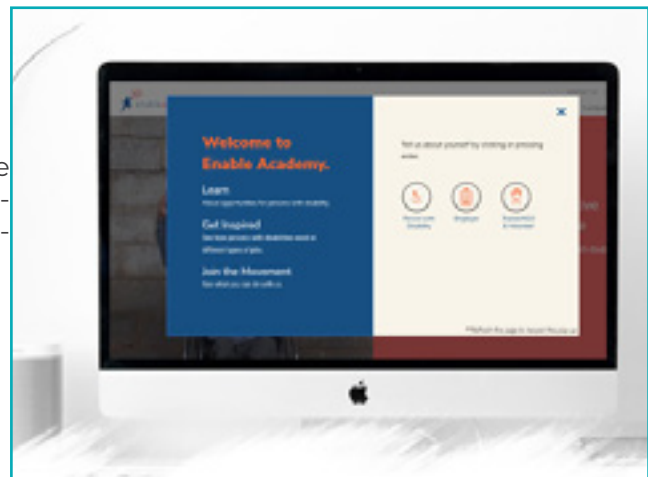
Enable Vaani is a disruptive social network platform that uses a simple mobile phone to form a collective of rural disabled across **16 states of India**

- **4,43,316 calls**
- **1,53.04 unique callers**
- **Scaling to North India**
- **21 channel partners**

Through Online Platform

Enable Academy is an online platform to mainstream livelihood opportunities for persons with disability

- **68,898 online reach**
- **2151 course** takers across **96 locations**



STRATEGIC HIGHLIGHTS

Scaling Via Collectives



Collective for tough disabilities

Mission 1000 Campaign

- **25 companies have signed up** for providing **1000 job opportunities** each for persons with severe developmental and multiple disability
- **2 Company Leaders & 15 NGO Leaders** owning the Campaign
- **499 opportunities generated**
- **119 benefited in 7 months**
- Campaign **replicated in Mysore**

Collective for Visually Impaired

#SeeAMillion campaign

- **33 NGO leaders** towards Digital Empowerment for Persons with Vision Impairment



Collective for Rural Livelihoods

DNA Swashakti Workshops

- Built **50 + NGO leaders, 247 parents and 30 teachers** to build rural ecosystem for livelihoods of persons with disability.



STRATEGIC HIGHLIGHTS

New Models of Scaling



Parents Workshop Model

Helps build the capacity of parents to acknowledge their children's disability and work on building the child's strengths

- **247 Parents**
- **4 Districts**
- **Ready for scale** across all states

Margadarshi Model

An engaging candidate services model to **identify the candidates' strengths and challenges and help them make informed decisions.**

- **8+ Workshops**
- **40+ Candidates**
- Margadarshi impact - **61% Placements**



Teacher-less Training Model

Encourages **candidates to acquire employability concepts by doing project work** rather than classroom training. This model has the potential to scale the training of candidates.

- **20 trained**
- **100% Placed**
- **75% Retained**

Awards & Recognition



EnAble India was awarded the **Super Achiever Award (Oct 2017)** for being an outstanding NGO in the disability sector in Karnataka

Zero Project International award for innovative practice at UN, Vienna

EnAble Vaani, a disruptive social network platform that uses a simple mobile phone to form a collective of rural disabled across 16 states of India was **nominated as one of 10 most scalable projects worldwide at the Zero Conference at the UN Premises Vienna.**

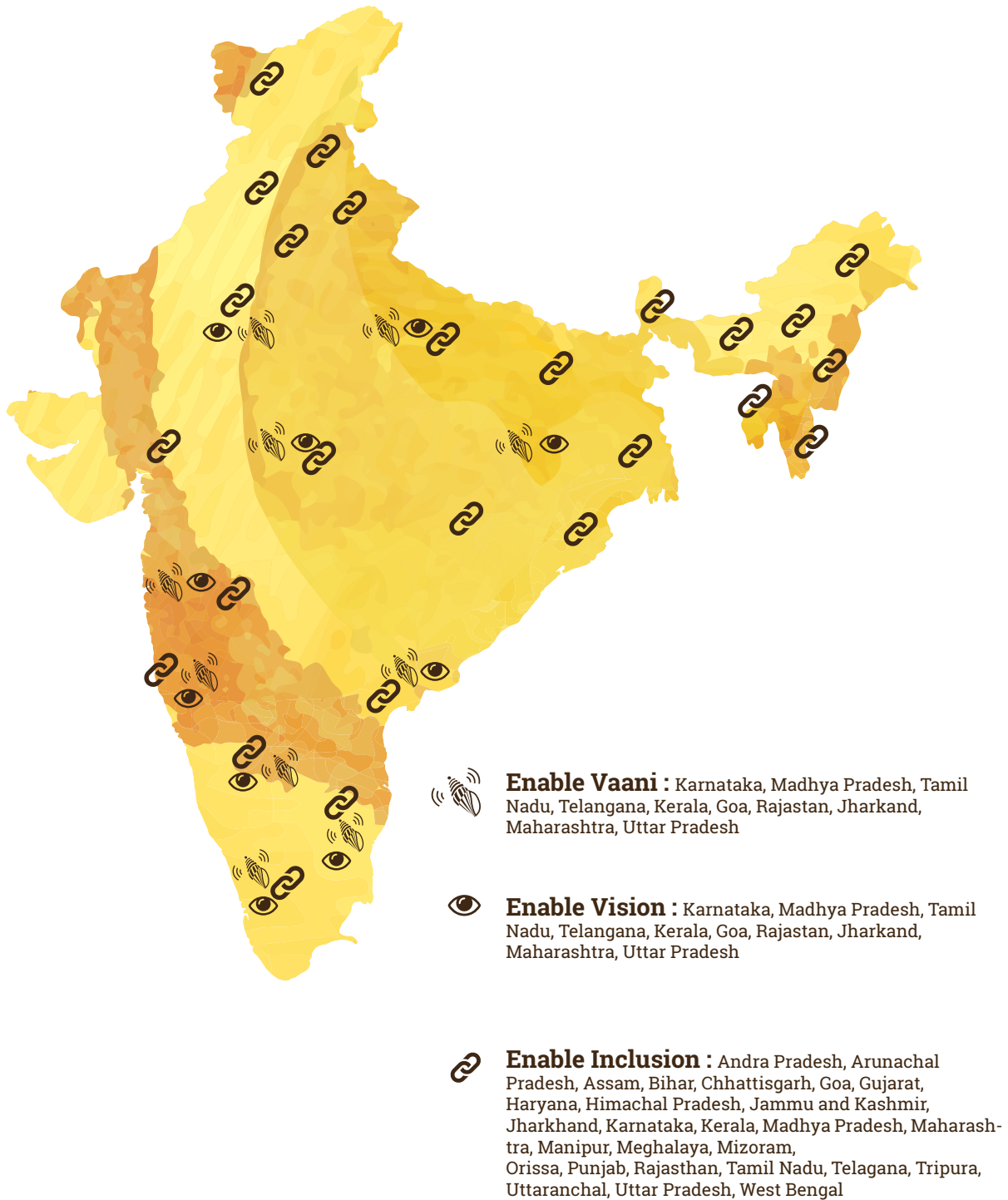


Shanti Raghavan, recognized as a Business woman who has brought disability into mainstream by Business Today.

Recognized as one of **“The Most Powerful Women in Business 2017”** in the Women of Impact Category.



Number of states touched



Energize

- **365 Persons with vision impairment & their communities across 17 villages from 2 states** gained awareness on use of Assistive Technology through Mobile Digital Literacy Campaign
- **256 persons with vision impairment across 7 states** have developed aspirations for digital literacy through the Reading without Seeing Workshops

“I am a person with low vision. I was not able to see the small ants and insects getting into the vessel when I cook.....I learnt how I can solve this problem using a closed rice cooker....., I feel I can also use solutions to take up a job in garment sector.”

- 36 year old widow from Hassan

Like Lakshmi, 365 visually impaired & their communities across 17 villages from 2 states gained awareness on use of Assistive Technology for education, careers and daily living through a pilot “EyeHope” a **Mobile Digital Literacy Campaign**.

“I did not know of so many assistive devices available for persons with vision impairment until I attended the Reading without Seeing workshop in Indore. Now I feel I can become much more efficient in my studies using these devices.”

- Abhishek, a student of IIM, person with vision impairment

Like Abhishek, **256 persons with vision impairment across 7 states** have developed aspirations for digital literacy through the **Reading without Seeing workshops** conducted by Enable Vision. **40% of the beneficiaries of awareness programs have transitioned to digital literacy.**

Enable

- Increased access to **Digital Literacy by 72% by setting up Digital Literacy Labs in 2 states**
- **1 out of every 4 persons trained under digital literacy is available for livelihoods**
- Trained candidates **average salary has increased from Rs. 14,000/- to Rs. 18,422/-**

“I am Kamlesh, I waited almost 2 years to get trained on computers by Enable India. Thanks to the computer training that happened at Sabal Centre for Abilities, Jharkhand, I got trained on computers and that too closer to my hometown.”

Enable Vision has been able to increase access to Digital Literacy by 72% in 2017-18 by setting up Digital Literacy Labs in 2 states and by replicating the digital literacy courses in other partner organizations. 1 out of every 4 persons trained under digital literacy is available for livelihoods. (Prior to 2017, this ratio was 1:8). We have thus also been able to increase the average salary of trained candidates from Rs.14,000/- to Rs.18,422/-

Expand

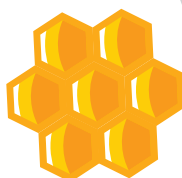
- Brought together **30 leaders of the Visually Impaired** space which led to the launch of the See A Million Campaign.
- **44 alumni on-boarded to the Enable Vision Alumni Network**, part of Inclusive Champions Network

“Working together is the way forward for the disability sector and operational efficiency is what will take organizations forward to be able to work in synergy. Enable India has a maturity model which includes all these different facets of organizational development”

- Babu Joseph, Axis Bank Foundation (ex)

Enable Vision

Enable Vision is dedicated to building visually impaired candidates and their ecosystem using the Energize, Enable, Expand & Establish models.



“I am Uday. I feel so honored being part of the Enable Vision Alumni Network. I also contributed as a role model in a career awareness workshop conducted by Enable Vision at BHU, Varanasi. I am so excited to be an Inclusive Champion and contribute to the community on a structured platform.”

Like Uday, 44 other alumni have now been on-boarded to the Enable Vision Alumni Network. Through this we have created a model to use the non-conventional resource of service providers called the Inclusive Champions Network.

Establish

- **Self-study audio tutorials** to learn computers, typing and English created.

“I am Ganga, working in the handloom and textile sector with the government as a front office executive. I could not take off from my work to learn computers for my work. But I started learning computers on my own using the Kannada audio tutorials developed by Enable India. This has improved my efficiency greatly. Also, I do not need internet to listen to these files.”

Enable Vision has created self-study audio tutorials to learn computers, typing and English in 2017-18. This has reduced the dependency on trainers and helped us reach many indirect beneficiaries.

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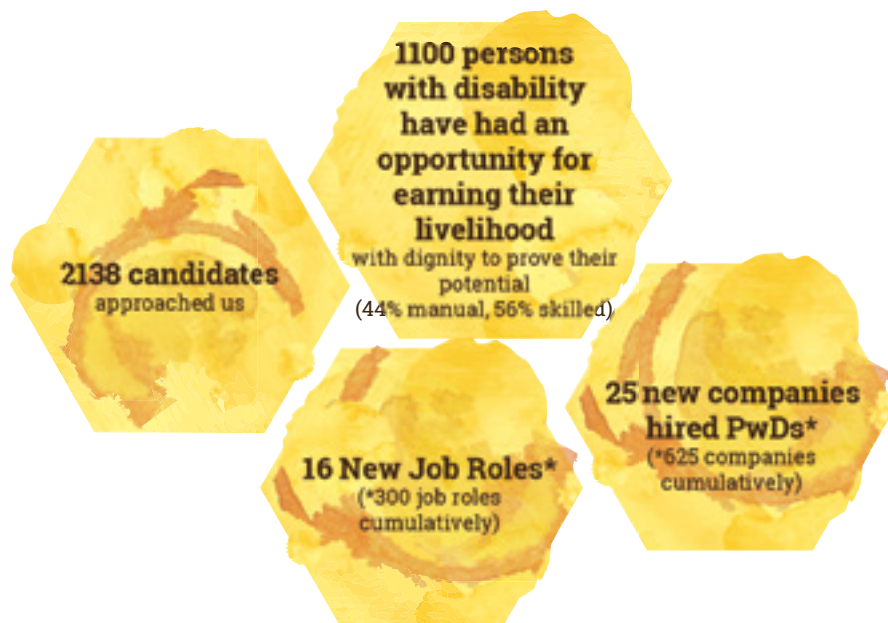




Enable Vision Team -
We rule by the cane

Enable Employment

Our Employment team transforms our mission to reality by mainstreaming livelihood opportunities for persons with disability.



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University Connect

The University Connect Program helps create career awareness among college students with disability (primarily deaf and physically disabled) and provide them with necessary training and support to achieve their goals and successfully embark on the path to economic independence



- **793 students with disabilities reached** through Career Awareness workshops
- **452 students with disabilities** attended trainings for Skill and Development
- **171 students** with disabilities found Employment
- **67 stakeholders' capacity built** on employability and employment of Persons with Disabilities (PwD)
- **2 Empowerment Cells set up**



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Enable
University Team
- An all guys team
with a vegan



“I am proud to say that my daughter started her career with a salary which is equivalent to my earnings today after many years of my experience.”

- Vidya's father brimming with emotion, Deaf working at Thought Focus.

Like Vidya **1700+ empowered through University Connect program.**

“During my education days I wanted to get into some small job based on my skills and confidence. Today I am working at Cisco as Software Engineer with very attractive salary package which I never expected”

- Pradeep, Alumni of AIITH, Kanpur.

Like Pradeep, **400+ University candidates were engaged in collaborative trainings.**

“I am proud of associating with Enable India!!

- Sugritha, on winning an award for her dedication in improving the TE Bangalore community in collaboration with Enable India

Initiated models of engagement with 4 Employers towards building a sustainable ecosystem for livelihoods of Persons with Disabilities

Scaling severe development disability

Mission1000 Campaign

“Now, everyone has a hope that they are going to get jobs. Every day we have an interview going on and we have someone following up. Every day in Mission1000, we are having one or the other thing happening.”
– NGO leader

Scaling rural livelihoods

Entrepreneurship Development Program (EDP)

EDP is a self-employment and entrepreneurship model, to empower persons with disabilities to start their own business through training and financial linkages.

- **Across 30 districts of karnataka**
- **9 EDP trainings conducted**
- **304 persons with disability trained**
- **233 trained candidates engaged in self-employment activities**

Pilot on wage employment collective

- **41 Placements in record time**
- **Pre to Post Placement Services with 7 NGOs.** This has proved the efficacy of NGOs working together and forming a back end value chain

Models of Scaling (Rural) – we have piloted and made available training models for replication.

- Parents Workshop Model, Margadarshi Model and Teacher-less Training Model

Impact Framework for the Sector (Opportunities and Lives)

- The Impact Framework helps drive the Diversity & Inclusion (D&I) initiatives of an organization in a holistic and cohesive manner. It aligns the D&I initiatives by building the disability and inclusion champions in an organization, along with the pipeline of persons with disabilities and various models of livelihoods. These put together make it a sustainable ecosystem.



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Community Based Livelihood Team

- We call a spade
a edaps

Enable Inclusion

Enable Inclusion is a path breaking honeycomb cell which ensures there is positive action taken after laws on quota take effect. Enable Inclusion provides end to end life cycle services to ensure companies get the benefit of an employee with disability who is trained, matched to the right job and works with the right workplace solution in an enabling environment. Workplace solutions helps the employee with disability work efficiently and with dignity in their jobs.



- 1200+ sensitized
- 530+ Employees with Disability trained
- 20+ locations, 40+ tasks analyzed and made available in 3 PSUs.

Cumulatively:

- 27 states
- 900+ locations
- 45 solutions
- 63 job roles

“The PWD employees joining the bank should be empowered immediately on joining the bank. The training may be made mandatory from Enable India and may be for at least one month before assigning them jobs roles to get better performance.”

– trainer at PSU

Like this trainer, **30 participants have the capability to conduct trainings** for employees with disability in their organization. They have become inclusive and adaptive of disability. This helps them to independently conduct trainings and be responsive to the training needs of employees with disability.

“This Inclusion Program has been very useful to me. It has helped me with Computers, , mobility and we also learnt new things. Before, we would work in the tasks assigned to us, but now we can go and ask for computer related tasks.”

- Angela Kerketta (Employee with Visual Impairment, Vijaya Bank)

Like Angela **299+ Visually impaired, 108+ hearing impaired and 124 physically disabled have been trained in 3 PSUs.**

IMPACT

Vijaya bank in partnership with Enable India has been able to develop an Inclusive ecosystem with the following impact

- Inclusion centre was formed at Vijaya Bank head office consisting representative from Personnel, HR, IT and officers.
- 11 RCC (Regional Computer Centre) members, underwent capacity building and have gained insights on the technical requirements of visually impaired employees of banks.
- HR and Vijaya Bank union members are now aware of the RPWD act
- Initiated the PwD Employee Register with specific disability related details to help the employer make informed decisions about the employees with disability.



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**Enable Inclusion
Team**
- Quoting quota
7+ years

- **163 people attended our technology workshops**

4 technology demonstration; 2 in Public and 2 at Enable India

- **225 people engaged in activities for visually impaired**

5 events in Bangalore, 1 Blind Film Screenings, 1 Blind Film Festival, World Sight Day Celebration

- **250 people engaged in inclusive support activities**

3 blind cricket matches, 3 BadWheels and 1 Blind trek. Collaborated with Bridges of Sports to establish sports simulation corner for World Disability Day.

- **1427 people attended inclusive dance events**

Across 3 cities and 11 corporates through 5 events

- **6863 people attended Finger Chats**

Across 5 cities and 8 corporates through 28 workshops 2 courses and 2 campaigns by partner NGOs

Get blindfolded and experience daily life tasks of a person with vision impairment like filling bottle, putting buttons, wrapping a book through a Blind Walk.

Experience communicating with the deaf by learning Sign Language Alphabets, greetings and question words through a Finger-chats workshop.

Enable Community

Enable Community spreads awareness about disability through fun and sport! Every experience will enrich your Inclusion Quotient here!



8928 Indians touched disability sector with their passion

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Enable Community
Team
- Rare to sight
in office

“Enable Academy is wonderful. I have learnt from Enable Academy that you should not look at the problems but look at the solutions. Have done Work Ethics I, Basic Awareness, Disability Awareness course, Aptitude level training and Understanding Company's Expectations. I liked the website and it is very interesting. I liked the videos where PwDs are sharing their experiences and the tough time which they have gone through in their life. I also liked Danish and Kartik's story, it has motivated me to work hard and finish all the courses in the given time.”

- Mr. Pranav Kumar, person with autism spectrum disorder, course taker.

Enable Academy

How do we reach out to persons with disabilities and their enablers the world over? Enable Academy offers courses, resources and publications to all stakeholders and provides a platform to mainstream livelihood opportunities for persons with disability



- Like Pranav there are **2151 course takers across 96 locations**
- **Every two hours, one stakeholder takes an academy course.**
- **Every two hours, a publication from academy is used**
- **Every day, two users download or order from academy**
- **68, 898 visitors to the platform**
- **2,014 Publications used across 73 locations**
- An **average of 16 orders** or downloads per week
- **3 new campaigns**
- **Maximum users in Karnataka, Maharashtra, Delhi and Tamil Nadu**

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Enable Vaani uses mobile phone connectivity to reach the unreached and connect the community in Karnataka, through Namma Vaani (in Kannada), and in northern states through Hamari Vaani (in Hindi). Callers network and contribute with their own experiences on topics such as employment, solutions to overcome disability, self-employment, information about disability, opportunities and more. This platform truly justifies the “of the people, by the people and for the people” philosophy.



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- **16 states covered**
- **21 channel partners**
- **95% user curated content**
- **46% get connected to training and 32% get connected to jobs**
- **A user logs in every minute into Namma Vaani**
- **Zero Project International Award for innovative practice at UN Vienna**
- **Namma Vaani:**
 - 3,56,873 Calls
 - 9862 unique callers
 - 30 Districts influenced
- **Hamari Vaani:**
 - 86443 Calls
 - 5442 unique callers
 - 40 audios moderated daily



Enable Vaani
Team - Nimma
Storytellers on your
GSM phones

Support Services

Support Services are the baseline for our organization to function efficiently

- We are **on CLOUD 9!** Our applications and services are now on Azure, a cloud computing service provided by Microsoft.
- **Deployed and piloted SharePoint Environment for two workgroups**
- **1283 tickets closed**
- More POWER to our **lease line from 18 to 20mbps!**
- **Upgradation of our Servers, UPS & Laptops**
- **IT infrastructure support provided to State Commissioner Office for PWD, Karnataka**
- **Upskilling of IT team with 3 ITIL certifications & 4 MTA Certifications**



Information Technology (IT)

Kudos to our IT team for providing robust Infrastructure & support that enables us to deliver our goals. Some feathers in our cap...



Work Place Solutions (WPS)

The Work Place Solutions (WPS) team provides technology support to Persons with Disabilities at work

- **Total Assessments – 19**
- **Total Experience / Assistive Technology Stalls – 25**
- **Overall WPS request closed - 73**
- **Launched enablesolutions.org a solution based, knowledge base web portal**
- **Purchased 12 Assistive devices** for Enable India & 50 plus Assistive devices for SABAL Centre
- **3 in house solutions deployed**
 - Data Collection App for Enable Community
 - Mount Arm for PwD in-house employee
 - Encare App (<https://youtu.be/IBdEXUx-H98Y>) to connect service providers and PwDs



IT team
- We look like an all
guys team, but we
have Alexa

Publications Center

We bring our stories to you through our content. We ensure standardization, replicability and more! The Publication Center creates, enhances and maintains all content in Enable India. Our small victories.



- **Built from scratch -**

- 38 videos
- 30 audios
- 1 game
- 2 course packs
- 4 print publications

- **Enhancements -** Primarily improved versions of training material and in-house collaterals.

- 6 kits, Enable India PPT, Training of the Trainers' content, Hamari Vaani collaterals

- **Revamped content -**

- Spreading awareness worldwide by co-branding our posters with various companies and institutions.

- 30+ posters

- 5 videos

- 1 print publication.

Mission 1000: Videos & Coffee Table Book: These videos and the Coffee Table Book spread awareness about possibilities of Persons with Intellectual Disability (PWIDs) who are engaged in various livelihoods. Seeing is believing and we help spread this belief.

Enable Vaani content & collaterals: Our stories inspired more stories and brought an entire community together in 15 states through a mobile based platform, both in Kannada and hindi.

Teach Employability kits - A new and improved version to help PwDs learn employability concepts effectively has been a big milestone!



Publication center
- aka Pubs Center.
Writing right,
outside the Pub

Admin & Facilities

Our tireless Admin and Facilities team fuel us to keep running.



- **Total No. of tickets: 761**
- **Printed Banners: 50+**
- **Certificates: 1995+**
- **Events managed: 17 groups of visitors in groups ranging from 4-40**
- **Built one in-premise accessible Bathroom**
- **4 Mega Enable Indians' huddles**
volunteers' day, Onam lunch, Celebration dinner & Foundation day program
- **Regular audits of housekeeping & stocks, repairs and services**

Volunteering

A volunteering experience provides exposure and enriches learning to curious and interested minds who sign up for our in-house volunteering projects. These activities are inclusion at its best.



- **7182 volunteering hours logged**
- **1600 Internship hours from 13 interns**
- **New Corporates joining in** - BOA, Standard Chartered, Asian Paints, CISCO
- **Mega volunteering event in CISCO engaged around 200 volunteers in a single event**



**Admin - Many
hands, smiles, sweat
& smoke**

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- **SPICE (S – Self Development P – Performance I – Image and Inclusion C – Career and Competency E – Exposure)** is a performance appraisal tool developed by Enable India. It is included in the 'My Growth Plan' of every staff member to ensure his or her holistic development in the organization.
- **Knowledge Management Desk (KMD)** is a tool to hold a knowledge base of our learnings, experiences and insights. KMD Champions from all teams work together to keep this tool running.
- **Process Audits** – In an effort to bring in a standardized process for teams, Enable India started having process audits for all teams. After every audit, teams are recommended changes, which has helped us arrive at Process 1.4.

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HR - The candy
woman and poet

Funders

- JP Morgan India Pvt. Ltd.
- CISCO
- CAF India - Accenture Services India Pvt. Ltd.
- The Hans Foundation
- Goldman Sachs Services Pvt. Ltd.
- BOA
- CIPLA Foundation
- HD Parekh Foundation
- Accenture
- Mphasis
- HDFC initiative HT Parekh Foundation
- UTC Aerospace Systems
- Tata Steel Skill Development Society (SABAL)
- Government of Karnataka

Partners


- United Way of Mumbai.
- Oniondev Technologies Pvt. Ltd.
- SCPwD Governing Council.
- Voice of SAP
- JSS Polytechnic for the Differently abled
- Phicus Social Solutions/Phicus Trust
- Intel Corporation
- Hindustan Unilever Ltd
- HSBC Electronic Data Processing (India) Pvt. Ltd
- Rotary Cochin Global
- Karna Vidya Foundation
- India Inclusion Foundation
- Adecco India Pvt. Ltd.
- NASSCOM Foundation (Knowledge Partner)
- The English and Foreign Languages University (EFLU), Hyderabad
- RUDSETI
- RSETI



The Joint Enablers
- potpourri



Accounts-The
Favorites duo on
month ends

INDIAN INCOME TAX RETURN ACKNOWLEDGEMENT <small>[Where the data of the Return of Income in Form ITR-1 (SAHAJ), ITR-2, ITR-3, ITR-4, ITR-5, ITR-6, ITR-7 transmitted electronically with digital signature]</small>						Assessment Year 2018-19	
PERSONAL INFORMATION AND THE DATE OF ELECTRONIC TRANSMISSION	Name ENABLE INDIA				PAN AAATE0632J		
	Flat/Door/Block No 473/B		Name Of Premises/Building/Village		Form No. which has been electronically transmitted ITR-7		
	Road/Street/Post Office ADUGODI MAIN ROAD		Area/Locality 8TH BLOCK KORAMANGALA		Status AOP/BOI		
	Town/City/District BANGALORE		State KARNATAKA		Pin/Zip Code 560095		Aadhaar Number/Enrollment ID
	Designation of AO(Ward/Circle) ITO E WARD I BANGALORE				Original or Revised ORIGINAL		
	E-filing Acknowledgement Number 296923081190918				Date(DD/MM/YYYY) 19-09-2018		
							
	COMPUTATION OF INCOME AND TAX THEREON	1 Gross total income				1	
2 Deductions under Chapter-VI-A				2		0	
3 Total Income				3		0	
3a Current Year loss, if any				3a		0	
4 Net tax payable				4		0	
5 Interest and Fee Payable				5		0	
6 Total tax, interest and Fee payable				6		0	
7 Taxes Paid		a Advance Tax	7a	0			
		b TDS	7b	546423			
		c TCS	7c	0			
		d Self Assessment Tax	7d	0			
		e Total Taxes Paid (7a+7b+7c +7d)		7e	546423		
8 Tax Payable (6-7e)				8		0	
9 Refund (7e-6)				9		546420	
10 Exempt Income		Agriculture		10		0	
		Others					
This return has been digitally signed by DEEPESH SUTARIYA in the capacity of TRUSTEE having PAN ALKPS3198Q from IP Address 59.99.105.241 on 19-09-2018 at BANAGLORE <small>Dsc S1 No & issuer 1401257910CN=(n)Code Solutions CA 2014.2.5.4.51=#13133330312c20474e464320496e66f746f776572, STREET=Badshdevi, S G Road, Ahmedabad, ST=Gujarat, 2.5.4.17=#1306333830303534, OU=Certifying Authority, O=Gujarat Narmada Valley Fertilizers and Chemicals</small>							

DO NOT SEND THIS ACKNOWLEDGEMENT TO CPC, BENGALURU

Financials - Audit Report

1. SCHEDULE OF CASH IN HAND

Particulars	Enable India	SRI FICRA	Miscellaneous	DFD	CAF	QSO	APF	SARAL	ALLIEDS	RTTY	OTPLA	Total
1 CASH IN HAND	4,799.00	1,122.00										5,921.00
	4,799.00	1,122.00	-	-	-	-	-	-	-	-	-	5,921.00

2. SCHEDULE OF BANK ACCOUNTS

Particulars	Enable India	SRI FICRA	Miscellaneous	DFD	CAF	QSO	APF	SARAL	ALLIEDS	RTTY	OTPLA	Total
1 Save Bank of India		(5,85,441.26)										(5,85,441.26)
2 IDBI Bank	21,72,000.00	(1,77,426.11)	1,386.11	5,96,400.00	11,104.00	1,47,600.00	(7,47,552.00)	(1,35,000.00)	7,93,873.00			20,06,473.00
	21,72,000.00	(1,77,426.11)	1,386.11	5,96,400.00	11,104.00	1,47,600.00	(7,47,552.00)	(1,35,000.00)	7,93,873.00			20,06,473.00

3. SCHEDULE OF Sundry Debtors

Particulars	Enable India	SRI FICRA	Miscellaneous	DFD	CAF	QSO	APF	SARAL	ALLIEDS	RTTY	OTPLA	Total
1 Outstanding Liabilities	2,03,567.00	1,070.00										2,04,637.00
	2,03,567.00	1,070.00	-	-	-	-	-	-	-	-	-	2,04,637.00

4. SCHEDULE OF RESTRICTED FUNDS AC

Particulars	Enable India	SRI FICRA	Miscellaneous	DFD	CAF	QSO	APF	SARAL	ALLIEDS	RTTY	OTPLA	Total
1												
2 GRANT AC		10,37,921.00		1,09,346.00	1,47,497.00			2,11,764.00	22,96,773.00	48,04,773.00	1,78,000.00	1,76,31,477.00
3 SVP Poliotherapy Grant	8,00,000.00											8,00,000.00
4 Nityananda Grant AC	2,40,000.00											2,40,000.00
5 Robert Bosch Grant AC	11,72,000.00											11,72,000.00
6 UTC Annapurna Grant AC		64,37,000.00										64,37,000.00
7 TRF - Grant AC	16,12,000.00											16,12,000.00
8 India Inclusion Summit		3,78,212.00										3,78,212.00
9 JP Morgan Fund AC		16,74,500.00										16,74,500.00
10 Bank Of America Grant AC		1,48,36,225.00										1,48,36,225.00
11 Anantaram Grant AC	25,00,000.00	(1,12,000.00)										23,88,000.00
	24,14,000.00	2,59,74,004.00	10,67,923.00	-	2,09,346.00	1,47,497.00		2,11,764.00	22,96,773.00	48,04,773.00	1,78,000.00	4,94,42,403.00

5. SCHEDULE OF INTEREST RECEIVABLES

Particulars	Enable India	SRI FICRA	Miscellaneous	DFD	CAF	QSO	APF	SARAL	ALLIEDS	RTTY	OTPLA	Total
1 Interest Receivables		4,34,867.00										4,34,867.00
	-	4,34,867.00										4,34,867.00

6. SCHEDULE OF Sundry Debtors

Particulars	Enable India	SRI FICRA	Miscellaneous	DFD	CAF	QSO	APF	SARAL	ALLIEDS	RTTY	OTPLA	Total
Sundry receivables	10,32,542.00											10,32,542.00
	10,32,542.00											10,32,542.00

7. SCHEDULE OF FUND AC

Particulars	Enable India	SRI FICRA	Miscellaneous	DFD	CAF	QSO	APF	SARAL	ALLIEDS	RTTY	OTPLA	Total
General Fund AC	1,90,15,277.00	1,13,74,073.00										3,03,89,350.00
Building & Infra. Fund	1,75,60,000.00											1,75,60,000.00
Asset Fund							20,00,000.00					20,00,000.00
Employee Welfare Fund	1,50,000.00											1,50,000.00
Building Deposit Fund							15,00,000.00					15,00,000.00
	1,91,84,877.00	1,13,74,073.00					25,00,000.00					3,30,58,950.00

TRUST FUND AC

Balance
Add Excess of Income

1,90,15,277.00
1,75,60,000.00
3,65,75,277.00



ASST YEAR 2018-19
ENABLE INDIA
No. 473/B, Adugodi Main Road
8th Block Koramangala
BANGALORE 560095

SCHEDULE OF TDS

PARTY NAME	AMOUNT
1 NSPIRA MANAGEMENT SERVICES PVT LTD.	150
2 IDBI BANK	2,85,591
3 STATE BANK OF INDIA	1,75,681
4 TECH MAHINDRA FOUNDATION	85,000
TOTAL	5,46,422

For ENABLE INDIA


TRUSTEE


TRUSTEE



NOTES TO ACCOUNTS

SIGNIFICANT ACCOUNTING POLICIES

METHOD OF ACCOUNTING

A) The accounts of the Trust are prepared under historical cost convention basis. Accrual basis of accounting is followed.

B) Accounting policies not specifically referred to are consistent with the generally accepted accounting policies.

(C) The Trust has maintained separate books of accounts for different divisions / projects/ Donors. Separate books of accounts are maintained for FCRA accounts.

FIXED ASSETS

Fixed assets are stated at historical cost, less depreciation charged.


The depreciation on the fixed assets is provided in the books based on the rates prescribed under Income Tax Act, by following the Written Down Value method.

RETIREMENT BENEFITS

Retirement benefits are accounted for as and when paid, no provision is made in the books for the same.

INVESTMENTS

Investments are stated at cost.


SANJAY TAYAL
CHARTERED ACCOUNTANT
M.No. 200116.
Place Bangalore
Date : 10th September, 2018.



for ENABLE INDIA

 
TRUSTEE TRUSTEE



Financials - Audit Report

STATUS TRUST-AOP
PAN AAATE0632J

ASST YEAR 2018-19
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		6,61,84,882.51
LESS ACCUMULATION PERMISSIBLE		99,27,732.00
	BALANCE	5,62,57,150.51
LESS- EXPENSES INCURRED		
EXP	6,54,16,323.00	
LESS DEPN	20,98,891.00	
	6,33,17,432.00	
ADDITION OF FIXED ASSETS	22,14,804.00	
	6,55,32,236.00	
BALANCE AMOUNT		6,55,32,236.00
		(92,75,085.49)
BALANCE INCOME		(1,04,771.00)

TAX PAYABLE	NIL
LESS TDS AMOUNT	NIL
EXCESS PAID REFUNDABLE	5,46,422.00

For ENABLE INDIA


TRUSTEE


TRUSTEE



SANJAY TAYAL

B.Com, F.C.A.
Chartered Accountant

302,III Floor, Paxal Tower
#13, S.K.R.Road, Fort,
BANGALORE - 560002
Ph (O) 26705850

FORM NO. 10B

[See Rule 17B]

**Audit Report under section 12A (b) of the Income-tax Act, 1961 in the case of
charitable or religious trusts or institutions.**

I have examined the **BALANCE SHEET** of **ENABLE INDIA**, # 473/B, Adugodi Main Road, 8th Block Koramangala, Bangalore 560095; as at **31st March 2018**, 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 2018** and
- (ii) In the case of the income and expenditure account, of the excess of income over expenses, of its accounting year ending on **31.03.2018**

The prescribed particulars are annexed hereto

Place **Bangalore**

Date **10th September , 2018**



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 6,33,17,432.00 CAPITAL EXP Rs 22,14,804.00
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 99,27,732.00 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
7.	Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1B)? If so, the details thereof	NO
8.	Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year: -	NO
	(a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or	N.A
	(b) has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2) (b) (iii) or	N.A



(c)	has not been utilized for purposes for which it was accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry thereof? If so, the details thereof.	N/A
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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 913009/-
4.	Whether the services of the trust/institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any.	No
5.	Whether any share, security, or other property was purchased by or on behalf of the trust/institution during the previous year from any such person? If so, give details thereof together with the consideration paid.	No
6.	Whether any share, security, or other property was sold by or on behalf of the trust/institution during the previous year to any such person? If so, give details thereof together with the consideration received.	No
7.	Whether any income or property of the trust/institution was diverted during the previous year in favour of any such person? If so, give details thereof together with the amount of income or value of property so diverted.	No
8.	Whether the income or property of the trust/institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details.	No



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

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

Place, Bangalore

Date, 10th September 2018



Sanjay Tayal
SANJAY TAYAL
CHARTERED ACCOUNTANT
M.No 200116.

ASST YEAR 2018-19

ENABLE INDIA

No. 473/B, Adugodi Main Road

8th Block Koramangala

BANGALORE 560095

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR 31.03.2018

To Project Expenses	6,51,45,388.00	By Income	6,61,84,882.51
To Administrative Expenses	8,09,164.65		
To Excess of Income Over Expenditure	2,30,329.86		
	6,61,84,882.51		6,61,84,882.51

BALANCE SHEET AS ON 31.03.2018

TRUST FUND	3,34,50,485.52	Fixed Assets	67,26,925.50
Outstanding Liabilities	2,06,541.00	Bank Deposits	8,00,17,801.18
Restricted Funds a/c	4,14,42,669.00	Loans & Advances	4,23,793.00
Building & Infrastructure Fund	1,29,60,986.00	Cash-In-Hand	5,421.00
Assets & Employees Fund	21,50,000.00	Bank Accounts	22,20,031.84
Building Deposit Fund	15,00,000.00	Sundry Debtors	18,32,242.00
		Interest Receivable	4,84,467.00
	9,17,10,681.52		9,17,10,681.52

For ENABLE INDIA



TRUSTEE



TRUSTEE



PLACE BANGALORE

DATE 10.09.2018

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



SANJAY TAYAL

CHARTERED ACCOUNTANT

M. No. 200116.



Financials - Audit Report

SCHEDULE OF EXPENDITURE

1. SCHEDULE OF PROJECT EXPENDITURE

Particulars	Enable India	SBI FCRA	Microsoft	DND	CAF	UNCO	APPI	SABAL	ALLEGES	HIPP	GIPLA	Total
1 Accommodation		6,31,333.00				41,600.00	20,139.00	9,500.00			3,31,538.00	10,51,000.00
2 Candidate Service		(8,96,900.00)			3,48,234.00							(5,48,666.00)
3 Conveyance	6,946.00			34,805.00	1,120.00	6,453.00	49,677.00		10,865.00	24,427.00	16,991.00	1,28,382.00
4 Electricity & Water Chrg	2,33,642.00	29,988.00			9,454.00	1,00,000.00	2,71,026.00					6,94,131.00
5 Fuel Charges				1,05,525.00	4,030.00		22,060.00					1,31,635.00
6 Other Insurance		24,835.00										24,835.00
7 Postage and Courier Chrg	1,315.00	6,442.00		1,804.00	1,102.00		26,348.00					34,911.00
8 Printing and Stationery	(12,100.00)	1,60,540.00	34,120.00	34,285.00		2,102.00	1,74,341.00	11,415.00		24,358.00	41,102.00	6,69,971.00
9 Professional Charges	30,07,333.00	1,06,11,366.00	26,98,338.00	1,60,800.00	6,02,456.00	12,67,394.00	31,26,426.00	2,85,398.00	5,21,625.00	1,54,880.00	2,40,750.00	2,02,84,179.00
10 Provident Fund	1,96,790.00	3,53,662.00	9,536.00	13,037.00	20,128.00		1,54,684.00	9,360.00	4,560.00	20,160.00	87,800.00	12,00,786.00
11 Rent	(4,500.00)	6,32,028.00					22,71,538.00			75,000.00	90,800.00	30,66,586.00
12 Repairs & Maintenance	1,70,031.00	4,90,315.00		12,775.00	2,17,773.00		1,29,948.00	608.00		5,670.00		10,34,511.00
13 Telephone & Internet Ch	5,539.00	1,82,545.00		64,072.00			2,83,940.00				24,167.00	5,60,272.00
14 Training & Seminar Fee	(24,07,288.00)					19,25,354.00	1,34,840.00					4,53,906.00
15 Transportation Charges					2,100.00							2,100.00
16 Traveling Expenses	5,56,644.00	11,83,114.00	58,921.00	15,411.00	2,390.00	19,548.00	5,02,460.00	73,806.00		45,877.00	2,42,219.00	28,25,378.00
17 Welfare Expenses	(7,61,982.00)	7,96,566.00	7,020.00	58,412.00	24,976.00		5,65,499.00	1,68,961.00	2,990.00	19,933.00	1,77,826.00	15,41,271.00
18 Health Insurance	223.00	2,30,393.00										2,90,616.00
19 Internship Remuneration	4,32,087.00	11,335.00					10,000.00				10,000.00	4,45,242.00
20 Reimbursement Account	69,133.00	6,28,386.00										6,96,724.00
21 Salaries	86,694.00	1,01,51,078.00	2,39,332.00	10,61,339.00	10,36,874.00		55,19,176.00	3,56,323.00	2,40,612.00	6,45,000.00	19,39,717.00	2,22,34,314.00
22 Assistance to Candidate	1,17,000.00											1,17,000.00
23 Event Expenses	31,19,338.00	7,87,864.00							4,474.00			39,11,400.00
24 Assistive Aids		1,960.00										1,925.00
25 Boarding & Lodging	7,604.00	31,98,000.00										32,05,404.00
26 Computer Maintenance	1,50,661.00	42,231.00	64,620.00		33,704.00		2,89,598.00				11,818.00	5,30,234.00
27 Honorarium		82,000.00										82,000.00
28 Registration & Renewals	28,360.00	54,238.00			28,313.00		11,638.00					1,20,178.00
29 Car Insurance	24,798.00											24,798.00
30 Gratuity	1,80,975.00											1,80,975.00
31 Depreciation	6,44,809.00	7,78,421.00		24,476.00			6,51,981.00					20,98,686.00
TOTAL	15,38,684.00	2,79,32,442.00	31,72,887.00	26,64,511.00	24,19,375.00	33,68,329.00	1,40,54,530.00	9,19,621.00	7,90,325.00	10,35,305.00	32,21,137.00	4,51,45,308.00

2. SCHEDULE OF ADMINISTRATIVE EXPENSES

Particulars	Enable India	SBI FCRA	Microsoft Grant	DND	CAF	UNCO	APPI	SABAL	ALLEGES	HIPP	GIPLA	Total
1 Office Maintenance		18,937.00		12,073.00	15,669.00		1,50,683.00			30,527.00		2,37,889.00
2 House Keeping Exp		1,31,200.00										1,31,200.00
3 Audit Fee		36,540.00										36,540.00
4 Bank Charges	266.61	12,943.62	14,908.41		2,398.35		295.66					30,706.45
5 Rates & Taxes	3,040.00											3,040.00
6 Interest on TDS	-307.00											(30,166.00)
7 Security Salary		3,77,666.00					32,200.00					4,09,866.00
TOTAL	(26,839.39)	5,77,386.62	14,908.41	12,073.00	17,957.35	-	1,83,176.66	-	-	30,527.00	-	8,09,164.67

33,03,324.61	2,85,10,829.62	31,86,995.41	26,16,284.00	24,37,332.35	33,68,329.00	1,40,54,530.66	9,19,621.00	7,90,325.00	10,65,827.00	32,21,137.00	4,59,54,522.65
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For ENABLE INDIA

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Financials - Audit Report

ASST YEAR 2018-19
ENABLE INDIA

4. SCHEDULE OF INCOME												
Particulars	Enable India	SBI FCRA	Micromesh	DWD	CAF	CISCO	APPI	SABAL	ALLEGES	HTPE	CIPLA	Total
1 Donations Received	76,87,260.27	2,54,79,320.05	31,72,087.00		1,72,146.00	33,60,359.00						3,98,31,172.32
2 Interest Received	21,71,379.30	17,68,114.00	2,51,325.00	3,964.00	7,947.00	96,168.00	4,73,644.30	7,341.00	7,302.00	67,793.00	15,842.30	48,68,996.80
3 Other Income	31,42,500.00	9,80,000.00										41,22,500.00
4 Grant Received				55,397.39	23,18,208.00		89,91,172.00	9,18,236.00	7,92,325.00	10,65,827.00	32,21,137.00	1,73,62,382.39
	1,38,81,141.87	2,83,87,434.05	34,23,412.00	58,461.39	24,97,401.00	34,56,527.00	94,64,816.00	9,25,477.00	7,99,627.00	11,33,647.00	32,36,979.00	6,61,84,882.51
5. SCHEDULE OF FIXED ASSET												
Particulars	Enable India	SBI FCRA	Micromesh	DWD	CAF	CISCO	APPI	SABAL	ALLEGES	HTPE	CIPLA	Total
1 Opening Balance	28,53,099.50	28,47,697.00		76,527.00			10,33,889.00					66,11,012.50
2 Additions	-	-					22,14,804.00					22,14,804.00
3 Depreciation	6,44,009.00	7,78,423.00		26,476.00			6,51,983.00					20,98,891.00
4 Closing Balance	28,09,090.50	28,69,274.00	-	50,051.00	-	-	25,96,710.00	-	-	-	-	67,26,925.50
6. SCHEDULE OF DEPOSITS & ADVANCE												
Particulars	Enable India	SBI FCRA	Micromesh	DWD	CAF	CISCO	APPI	SABAL	ALLEGES	HTPE	CIPLA	TOTAL
1 BDA Registration Fee	5,000.00	-	-	-	-	-	-	-	-	-	-	5,000.00
2 Building Deposit	5,00,000.00	-	-	-	-	-	15,00,000.00	-	-	-	-	20,00,000.00
3 EL-LIC-Gratuity Fund A/c	2,19,198.00	7,10,380.00										9,29,578.00
4 IDBI- Fixed Deposit	2,34,56,780.00								35,00,000.00	50,82,986.50		3,19,39,766.50
5 IDBI - Reverse Swap A/c	75,26,779.58		23,98,000.00			6,94,706.30						1,06,19,485.88
6 TDS RECEIVABLES 18-19	2,82,333.60	1,75,680.00	34,253.70			12,832.70	47,479.80		635.10	6,656.50		5,49,074.40
7 TDS RECEIVABLES 14-15	-											-
8 TDS RECEIVABLES 15-16	-											-
9 TDS RECEIVABLES 17-18	8,87,548.00	1,43,519.00					81,128.40					11,12,195.40
10 SBI Reverse Swap A/c		3,37,62,700.00	-	-	-	-					-	3,37,62,700.00
	3,18,77,639.18	3,47,92,981.00	34,29,253.70	-	-	7,06,739.00	34,38,608.20		35,00,635.10	56,89,643.00	-	8,06,17,801.18
7. SCHEDULE OF LOANS AND ADVANCES												
Particulars	Enable India	SBI FCRA	Micromesh	DWD	CAF	CISCO	APPI	SABAL	ALLEGES	HTPE	CIPLA	Total
Salary Advance	3,73,793.00		-	-	-		-				-	3,73,793.00
Travel Advance			-	-	-						-	-
Imprest Advance								50,000.00				50,000.00
	3,73,793.00	-	-	-	-		-	50,000.00			-	4,23,793.00

For ENABLE INDIA


TRUSTEE


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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

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