



ANNUAL REPORT 2018-19

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Founders' Note



Shanti Raghavan
Founder & Managing Trustee

First, I would like to thank our staff, board, funders, customers and stakeholders to help us move towards building an institution. The institution which truly is enabling persons with disability to find dignity in the form of livelihood and be active citizens. This year, we have reached that milestone and I can proudly say that we are all set to create the future livelihood ecosystem as a team. Our solution based approach and our values have been our secret sauce and we will continue to learn from every moment.

There is diversity in disability. When we think of disability, each one of us think of one kind of disability in our mind be it vision impairment, hearing impairment, physical disability or the autism spectrum. This diversity also calls for varied models for teaching and builds the complexity for livelihood. We have created varied models of teaching livelihoods. When there is such complexity, the challenge is to create a narrative to explain the work and plan a strategy. We have a new narrative which is in the form of EnAble India's House of Change. This House of Change houses the various facets of building aspiration, potential, enablement and changemakers.

We are building a livelihood ecosystem, which will be the future of livelihood of persons with disability. This ecosystem will be built with platforms which serve as the backbone for various parts of the House of Change. We have successfully launched the platform for reaching the unreached in the form of a moderated social networking platform, Enable Vaani. This year, we have seen the Enable Vaani platform - Namma Vaani and Hamari Vaani scale to a large community. This platform is growing day by day and has seen one call every minute along with a user base of over 20,000. We have started work on the next version of Enable Academy to integrate the same with the livelihood platform.



Dipesh Sutariya
CEO & Co-Founder

Since platforms require traffic, one of the ways we are building traffic is by running the collective on a mission mode. We have seen success with our alliance of NGOs DNA(Disability NGOs Alliance) in Karnataka, where I was elected as the President. Mission 1000, an initiative of DNA and led by Enable India, has been very successful in finding opportunities for the severely disabled as a collective. We launched our See A Million mission to reach a million persons with vision impairment to be digitally empowered and nation builders in the next 5 years.

Workability Asia and Workability International have provided a platform to Enable India staff and members of DNA to share and learn from organizations working in the disability space across the world. Shanti and I are board members of Workability Asia and Workability International respectively, which has enabled us to share our best practices with leaders in the sector.

We are loving the journey so far and hope to make a greater impact for bringing dignity for persons with disability.

Jai Hind!!

Dipesh Sutariya
CEO & Co-Founder



P N Nagri
Trustee & Hon. Director

Events and Highlights



Enable India was present at the Workability International Conference at Stockholm, Sweden



28th-30th May, 2018

Shanti presented the Enable India Blueprint to scale and sustain disability livelihoods with a focus on developing the 'includability' of the people in the ecosystem.



Enable India Blueprint for scaling livelihoods for persons with disability presented at the Centre for Public Policy Conference



24th August, 2018

Shanti presented and moderated the plenary on 'Sustainable Livelihood for Persons with Disability' at the Centre for Public Policy Conference on 24th August. She unveiled the Enable India Blueprint for scaling livelihoods for persons with disability at this national conference.



Dipesh and Shanti attended the board meeting of Workability International in Cambodia



16th - 19th December, 2018

At the conference, Shanti spoke about Assistive Technology: “Break Free with Solutions.” Leaders of civil society organizations across Asia and Board Members of Workability International from across the world attended this Conference. 195 delegates, including 60 international delegates across 15 countries, were present.

The Confederation of Indian Industries (CII) in collaboration with Enable India hosted a webinar on Increasing the Includability for Leaders



27th September 2018

The Confederation of Indian Industries (CII) in collaboration with Enable India hosted a webinar on Increasing the Includability for Leaders - A Blueprint for Including Persons with Disability on 27th September 2018.

100+ participants from 46 organizations across the country gained awareness about building INCQ as a competency for effective leadership. Shanti set the context and moderated the webinar which had a panel of four speakers –

Mr. Abhijit Bhide, Senior Vice-President, VUclip

Ms. Panini Balaji, Head of Human Resources, Allegis Group

Mr. Atul Sahay, Senior Manager – CSR, TATA Steel

Mr. Sanjay Dora, Chief Operating Officer - Group Service Centre, ANZ



The Republic TV series titled 'Facebook: One India: Season 2' features Enable India



23rd December, 2018

The series focuses on community stories and showcases inspirational accounts where technology has empowered communities at the grassroots level. Shanti was a member of the panel to discuss Economic Growth where "Accessible India" was the topic of discussion.



Shanti moderated a panel discussion on 'Leaders Showing the Way' at the launch of the India Business Disability Network [IBDN]



21st January, 2019

Shanti attended the launch of the India Business Disability Network [IBDN] by the Confederation of Indian Industry [CII] in collaboration with ILO Global Business and Disability Network [GBDN] in Delhi on 21st January, 2019. IBDN is a nationwide network that aims at promoting the inclusion of persons with disability at the workplace. As a part of the launch, she moderated a panel discussion on 'Leaders Showing the Way'.

Thank you for such an eye opening session!!! On behalf of ANZ, Bengaluru, I would recommend this program to any organization who recognizes the importance of diversity and inclusion in their workplace.

– Vasudev S from ANZ Bengaluru

Earlier, the issue was to always step in and help the person. Shiva, a visually impaired employee who sits in the ground floor-how do you help this person? Now, I know I don't need to help him: help is available if he wants, but if he wants to do it independently, the option is available.

– Veeresh from Guru & Jana



1st ever course on Building Includability as a Competency at Indian Institute of Management Bangalore (IIMB)



2nd July to 4th July, 2019

Enable India, in collaboration with IIMB, launched the 1st course in the country to build includability as a competency for leaders. The course, attended by 12 company leaders, established the legitimacy of developing INCQ (Includability Quotient) on par with IQ and EQ for effective leadership. The potential to scale this course across the country as one of the standard capacity building programs for leaders was also strongly felt.

As a follow up of the course, on 13th October, 2018, 5 participants from 3 organisations [ROHM Semiconductors, JP Morgan Chase, and Guru & Jana] attended a half-day workshop that was facilitated by Shanti and hosted by Allegis. The participants had lively discussions about their experiences and had one-on-one sessions with 6 includable leaders and 3 working professionals with disability from Enable India & Allegis. The workshop also featured a tour of India's first Garv Se Centre, a centre for mainstreaming livelihoods for persons with disabilities. There was a lot of interest among the participants about building a culture of inclusion within their organisations and peer-groups, and to continue this reflection periodically.

Shanti represented Enable India at a Stakeholders Consultation Workshop in Patna



13th March, 2019

Shanti represented Enable India at a Stakeholders Consultation Workshop conducted by the Bihar Social Welfare Department (SAKSHAM) in collaboration with the World Bank. The key objective was to have a dialogue and provide inputs towards empowering widows, senior citizens, and persons with disability.



Awards and Recognitions

Moses Chowdari was awarded the prestigious **NCPEDP-Mindtree Helen Keller award 2018** for being a role model - persons with disabilities.

Zero project released the video on “IT platform connecting peers”. This award was won by Enable Vaani in Veinna earlier in the same year. Shanti was featured in this video.

Moses Chowdari was awarded the **NAB Sarojini Triloknath National award in the “Best Role Model”** category.

Shanti and Dipesh are now **on the board of Workability Asia and Workability International**, respectively.

Enable India Community Initiative won a **prestigious award in Social media Empowerment for South Asia**.

Republic TV invited Shanti Raghavan for a panel discussion on ‘Creating an Accessible India for the Differently Abled’.

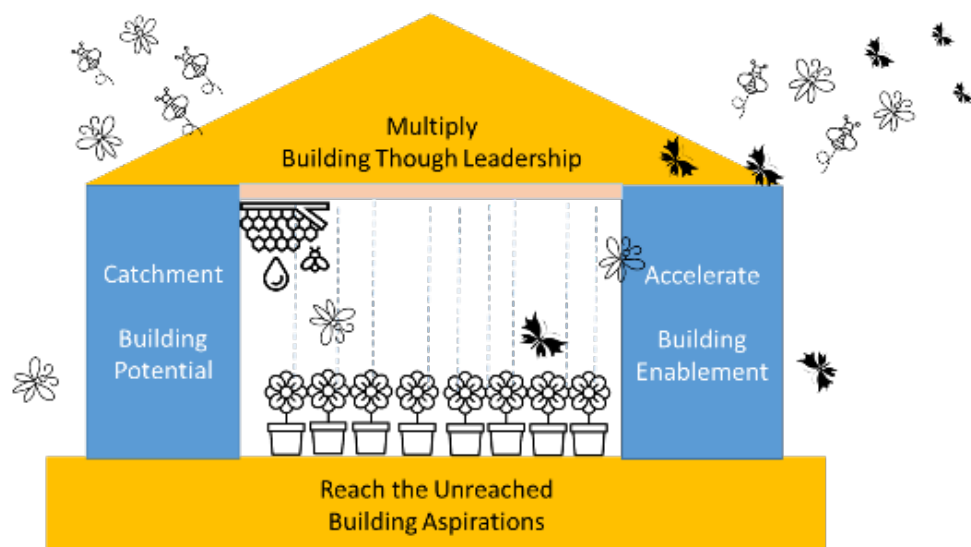
House of Change

Enable India works to impact livelihoods across 14 disabilities and for the 20 years of its existence, we have impacted lives of over 2,20,000 persons with disability and their families, employers and communities. Every INR 1 donated to Enable India generates a INR 6.55 economic impact to the society¹

More than 250 million of India's 1.3 billion people live on a daily income of less than \$2². For any non-profit to make a dent in lifting people out

1 Enable India Social Audit Report, 2011

2 <http://povertydata.worldbank.org/poverty/country/IND>



of poverty, it needs to reach millions of people in need. Add to that mix India's swirling diversity of 150 languages, more than 2,000 ethnic groups, and every major religion, all of which multiply the challenges of reaching marginalized people. There might be no better lab than India for studying the challenges that non-profits face in trying to grow while stretched for resources³. With a total population of over 26 million persons with disability⁴ this adds an additional dimension of complexity to the work Enable India is doing. Hence, Enable India has adopted the conglomerate approach by creating its House of Change Model.

The House of Change is a graphical representation of EnAble India's approach to work towards mainstreaming persons with disability in the workforce. The critical elements are to Reach the Unreached, Build Potential, Build Enablement and Build Changemakers.

Building Aspiration: With a vision of reaching 1 million PwDs over the next 3 years, Enable India seeks to build aspiration by providing access to information and creating a conducive ecosystem.

Building Potential: After building aspiration, the potential of PwDs is being leveraged by providing livelihood opportunities, imparting training, and engaging with a range of stakeholders.

Building Enablement: The focus is on using campaigns, platforms, and tools as levers of acceleration to catalyse systemic and sustainable changes in the disability livelihoods sector.

Building Changemakers: To meet the imperative need of having skilled professionals manage disability livelihoods, Enable India seeks to certify personnel with replicable and scalable models and frameworks that we have created for the sector.

3 https://ssir.org/articles/entry/why_indian_nonprofits_are_experts_at_scaling_up

4 Census 2011

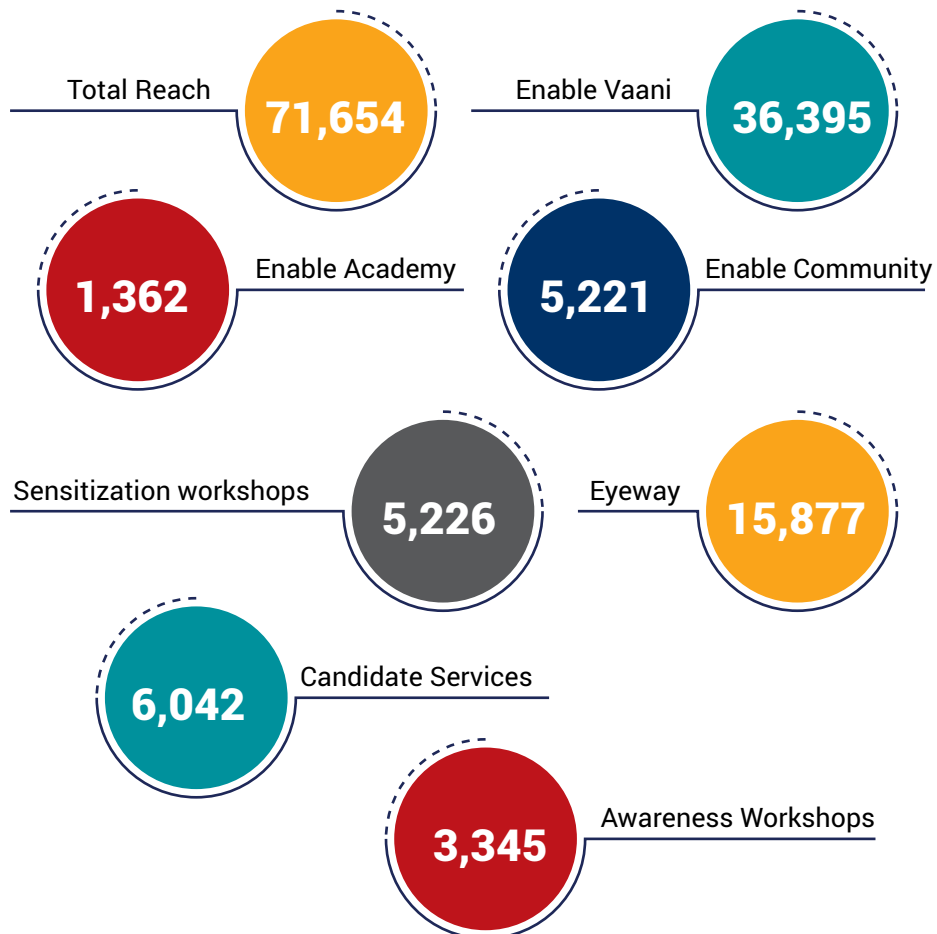


Reach

Reaching candidates to begin the process of building economic independence and dignity.

In developing unique approaches to connect with candidates, we are able to ensure large numbers of persons with disabilities can choose a path of development that best suits their needs.

Number of people reached through various mediums



The Career Awareness Workshop is conducted for students with vision impairment to gain basic awareness about career opportunities. It creates aspirations among visually impaired for private sector jobs through interactions with role models and company representatives, awareness about the role, and use of assistive technology in enabling visually impaired.





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 contribute with their own experiences on topics such as employment, training, skilling, entrepreneurship, government schemes, barter of various products, assistive aids and other information which is useful for persons with disability.

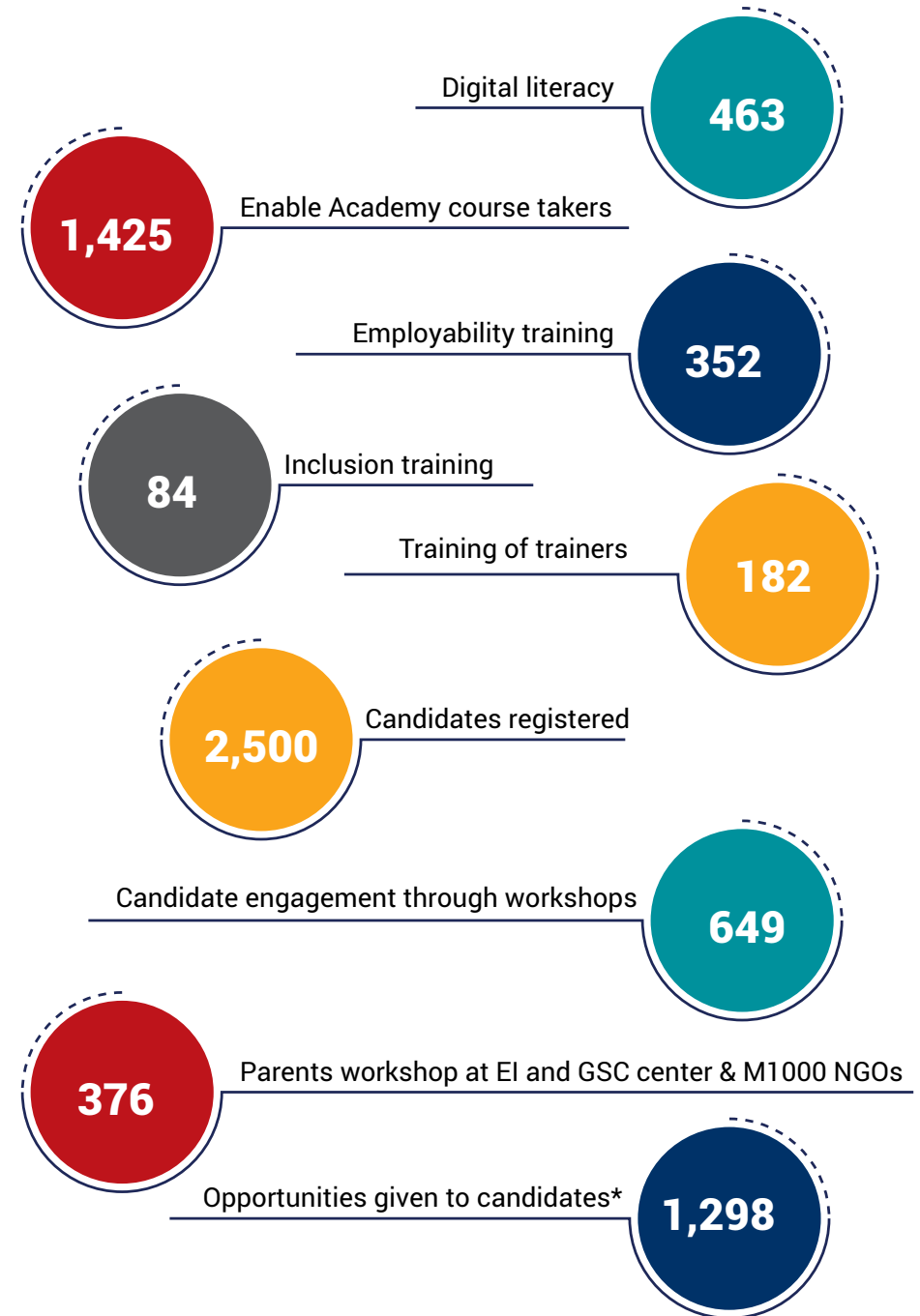
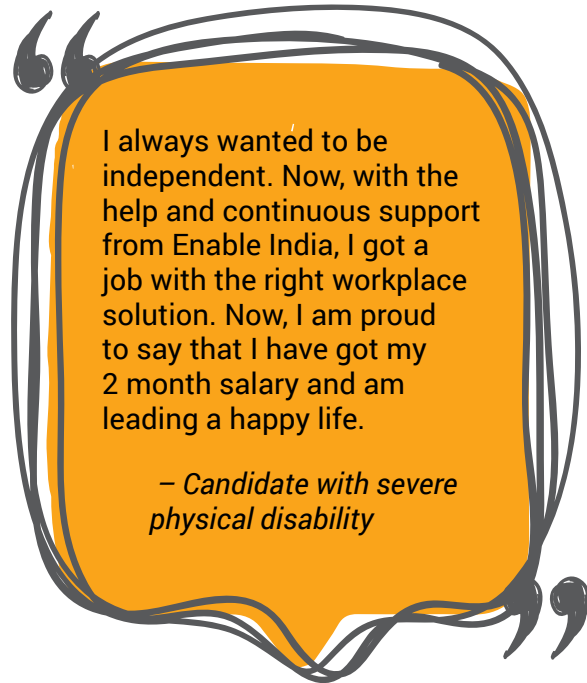
Enable Academy is an online tool providing resources to persons with disability, employers and NGOs. The Enable Academy platform continues to have international reach, developing persons with disability across 10 countries.





Catchment

Building the capacity of persons with disability and their stakeholders. By developing persons with disability with detailed training and exposure to livelihoods, we begin to build an ecosystem for ongoing employment and scaling of opportunities.



*Each candidate given atleast 2 opportunities



Accelerate

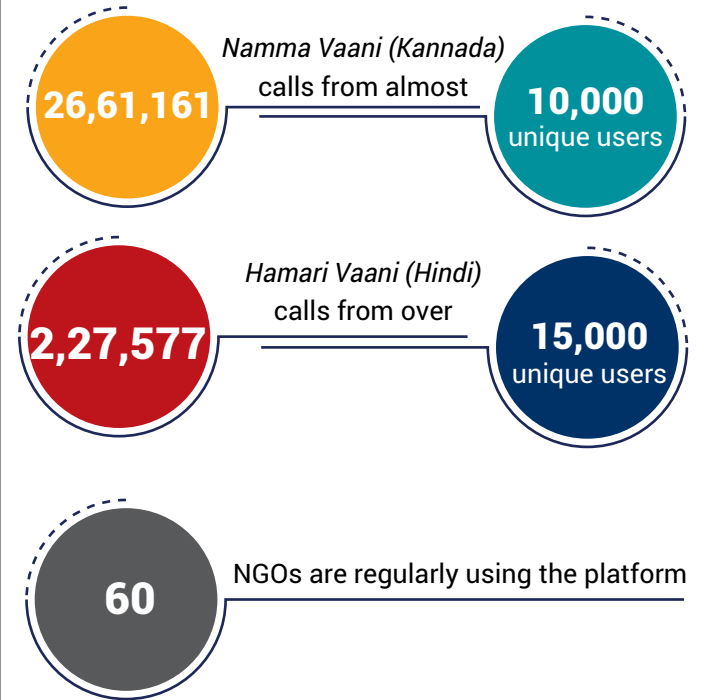
Providing collaborative platforms that engage stakeholders and persons with disability. Platforms promote the message of inclusion, accessibility and the enablement of persons with disability to reach a large audience; not just to learn, but to actively participate and collaborate.



Enable
Academy



Enable
Vaani



Collaborations happen every minute with one user on average logging in.

Enable Vaani is being used by persons with disability, their supporters and carers, employers, as well as NGOs and education institutions.



Multiply

We aim to multiply our impact by developing tools, platforms, content and material that are then driven by our supporters and stakeholders.

Triveni:

Training and Research Institute a Venture of Enable India (TRIVENI), a venture of Enable India, was established with the aim of serving India by building professionals to serve the space of livelihoods for persons with disabilities. The institute works with stakeholders from NGOs, companies, funding institutions, government, training institutions, solution and service providers and more.

Enable India in collaboration with IIMB launched the country's 1st course to build includability as a competency for leaders. A follow-up workshop with the participants was also conducted in October 2018. (See page on Triveni)





(L-R) B.S. Basavaraj, Commissioner of Disability, Govt. of Karnataka, Professor G. Raghuram, Director, IIM Bangalore, Pranesh Nagri, Hon. Director and Trustee, Enable India and Professor Mukta Kulkarni, Mphasis Chair for Digital Accessibility and Inclusion at IIMB, launch 'Break Free With Solutions', a book on innovative assistive solutions for persons with disability, at IIMB, on 6th December, 2018.



Social entrepreneurs presenting the Solutions Coffee Table Book at the Assistive Solutions Conference organised in partnership with IIMB.

Mission 1000

Mission 1000 is a time bound outcome based mission to impact thousands of lives of Persons with Severe, Developmental and Multiple disabilities and society at large.

This campaign aims to create 1000 Opportunities ranging from skilling, inclusive procurement to livelihoods in 1000 days. It also aims to impact 1000 lives within the company, their leaders, customers, vendors, service providers and the larger community through sensitization and engaging in volunteering activities.

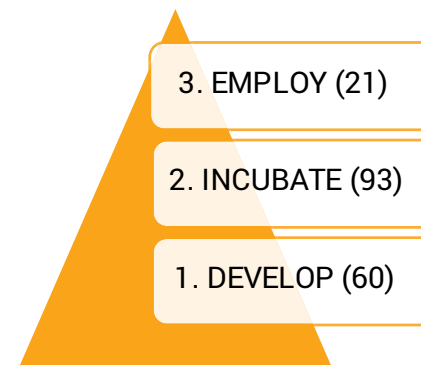
Mission 1000 aims at achieving the above by building a value chain around persons with severe, developmental and multiple disabilities. This is done by building capacities of trainers and leaders from NGOs along with building aspirations and capacities of families.

“With time and training, Arun started performing well, with expected standards of quality. Today he is a role model for our team due to his superb work ethics! Now he is one of the most reliable resources in my team.

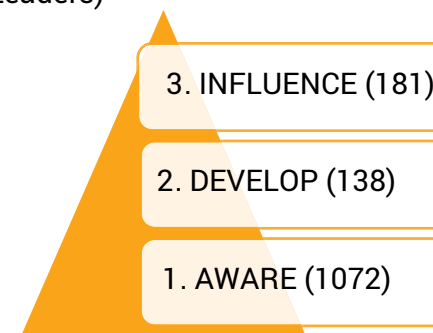
– Kiran, Supervisor of Arun, employee with intellectual disability, at Hatti Kappi

Mission1000 Framework was revised for ease in communication and tracking. The 7 levels in Opportunity and Lives each have been consolidated to 3 levels as follows:

Mission1000 Opportunities (174 in Financial Year 2018-2019)
(Persons with Severe, Developmental and Multiple Disabilities)



Mission1000 Lives (1391 in Financial Year 2018-2019)
(Company Staff and Leaders)





Communication to parents has become much easier as they know about Mission1000 and about what lies ahead for their children.

– Enabler, Pragati Towards Livelihoods (Partner NGO)

This year, Mission1000 released a video showing the impact of Mission1000 on various stakeholders. This video content will be available for use by all stakeholders to generate interest in the collective impact in the scaling of livelihoods for persons with severe, developmental and multiple disabilities.



To watch the video scan the QR Code or visit the link below

<https://qr.go.page.link/kci8P>

With the procurement order through Allegis for the IIS (India Inclusion Summit) T-shirts, we have given stipend to our trainees for the FIRST time!

– Pragati Towards Livelihoods (Partner NGO)

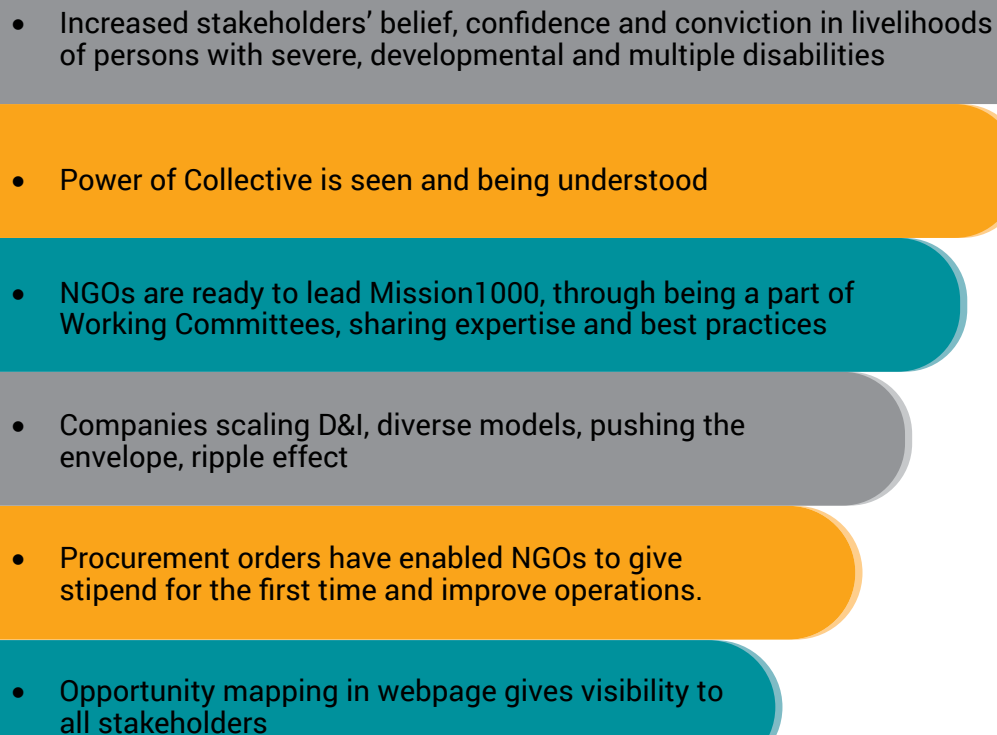
We are connecting with other NGOs as well as companies. We are getting to know different opportunities at companies.

– Enabler, Diya Foundation (Partner NGO)

Buzz about Mission 1000:

- Company ambassadors speaking about Mission1000 and severe disabilities:
 - Shyamala Deshpande, Coffee Day Global Limited spoke about the company's journey towards inclusion, the realities and the impact with the Orientation to Job Coaching conducted by Mission1000. Attendees were NGO trainers, parents, and aspiring enablers (students).
 - Vasudev S, ANZ Bank, a Mission1000 SPOC spread awareness about Mission1000 and disability at the Consultation of Sector Experts on Vocationalization of Education (Lalit Ashok). People who attended include GOI, GOK, UNDP, TTC (Think Through Consulting), NCERT, NOS, industry heads etc.
- Internationally, Business Disability International (UK) and the Australian Chamber of Commerce showcased Mission 1000 in their network.

IMPACT

- 
- Increased stakeholders' belief, confidence and conviction in livelihoods of persons with severe, developmental and multiple disabilities
 - Power of Collective is seen and being understood
 - NGOs are ready to lead Mission1000, through being a part of Working Committees, sharing expertise and best practices
 - Companies scaling D&I, diverse models, pushing the envelope, ripple effect
 - Procurement orders have enabled NGOs to give stipend for the first time and improve operations.
 - Opportunity mapping in webpage gives visibility to all stakeholders

Company Journey | The ANZ Story

ANZ Bank is one of the companies who have signed up for Mission1000. Prior to Mission1000, ANZ Bank had provided opportunities in the open labor market to approximately 200 persons with disabilities since 2010 (8 years), with severe disabilities forming a small percentage of the total. Post Mission1000 and initiation of Mission1000 activities, ANZ Bank has provided 130+ opportunities to persons with severe disabilities. ANZ Bank has been able to:

- SCALE its 'Diversity' quotient of D&I (from a small percentage of 200 in 8 years to 130+ in 9 months).
- STRENGTHEN its D&I approach by utilizing diverse engagement models – influencing hiring through vendors, having social enterprises (Mitti Café, My Store Next Door) as vendors, procurement, exposure and training.
- UTILIZE CSR Funds (3 Disability NGOs received funds).
- BROADEN CSR and D&I engagements to include all disabilities – a ripple effect of Mission1000.
- Persons with single sensory (Hearing Impairment, Vision Impairment and Physical Disabilities) are getting opportunities (Direct hiring, through vendors - Mitti Café, Artinci Ice Creams)
- INFLUENCE and LEAD their vendors, clients and other stakeholders with respect to Mission1000 and disability livelihoods.

Triveni

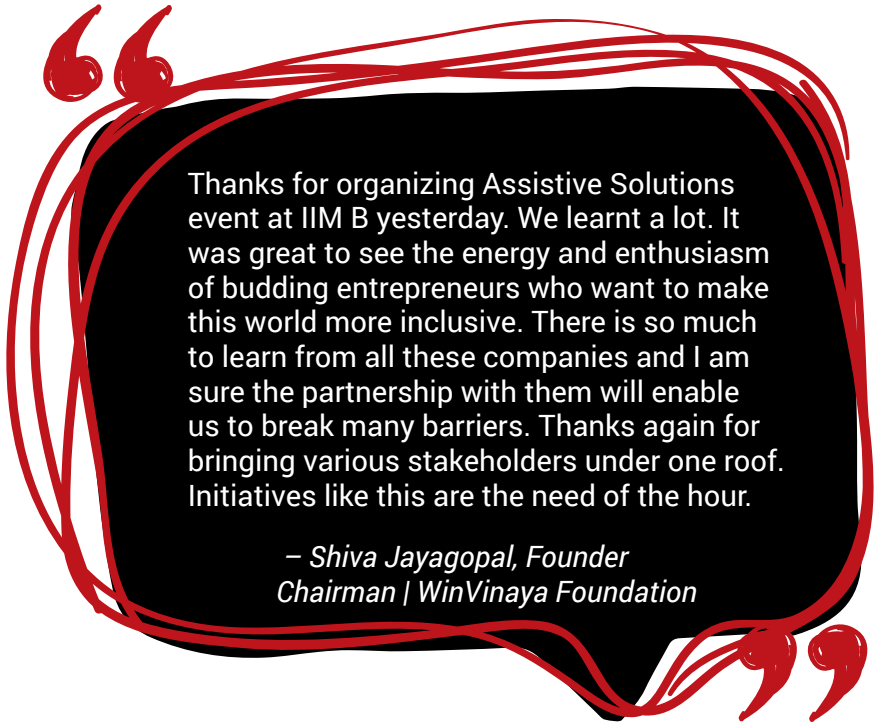
The Training and Research Institute (TRIVENI), which is a venture of Enable India, was established with the aim of serving India by building professionals to serve the space of livelihoods for persons with disabilities. The institute works with stakeholders from NGOs, companies, training institutions, solution and service providers and more.

Thought Leadership

- Includability Quotient was copyrighted in December, 2018. Having copyrighted two other frameworks and trademarked one product in the past, Enable India established its position as a thought leader in this sector.
- An Assistive Solutions Showcase Conference was organised in partnership with IIMB on December 6th, 2018. Over 170 participants from different organisations including NGOs, companies, educational institutions, and social entrepreneurs participated in the event. Along with panel discussions on the role of stakeholders in the development of assistive solutions and a successful ecosystem, the Multi Point Audio Switch was launched by Bosch. This was the result of 2 years of consistent and collaborative effort with Enable India. This Conference received media coverage on NDTV, The Hindu Business Line, and the IIMB website.
- Shanti presented and moderated the plenary session on 'Sustainable Livelihood for Persons with Disability' at the Centre for Public Policy Conference on 24th August. She unveiled the Enable India Blueprint for scaling livelihoods for persons with disability at this national conference. As a thought leader, Enable India presented disruptive platforms such as #Mission1000 and Enable Vaani that can be scaled across the country to overcome systemic and structural gaps that exist to scale livelihoods for persons with disability.

Research

- A research study on Enable Vaani was carried out in collaboration with Microsoft Research Labs. The objective was to identify the impact of EnAble Vaani in the 2.5 years since its launch and also envision a future for the platform, based on the needs and expectations of the current users. The mixed-methods research study entails a quantitative data analysis of calls over 6 months and personal interviews of a selected sample of users.
- Baseline research study in partnership with DNA, GRAAM and Sattva Consulting: The Disability NGOs Alliance and Enable India commissioned a baseline research in partnership with Sattva and GRAAM to study rural livelihoods for persons with disabilities in Karnataka. The objective was to understand the landscape of employment of persons with disabilities in rural Karnataka and the role a district model centre can play in this context.



Thanks for organizing Assistive Solutions event at IIM B yesterday. We learnt a lot. It was great to see the energy and enthusiasm of budding entrepreneurs who want to make this world more inclusive. There is so much to learn from all these companies and I am sure the partnership with them will enable us to break many barriers. Thanks again for bringing various stakeholders under one roof. Initiatives like this are the need of the hour.

– Shiva Jayagopal, Founder
Chairman | WinVinaya Foundation



B. S. Basavaraj, Commissioner of Disability, Govt. of Karnataka, attending The Experience Zone at the Assistive Solutions Showcase.



Shanti presented and moderated the plenary on 'Sustainable Livelihood for Persons with Disability' with Arundhati Bhattacharya, Meenu Bhambhani, and Prabodh Seth at the Centre for Public Policy Conference.

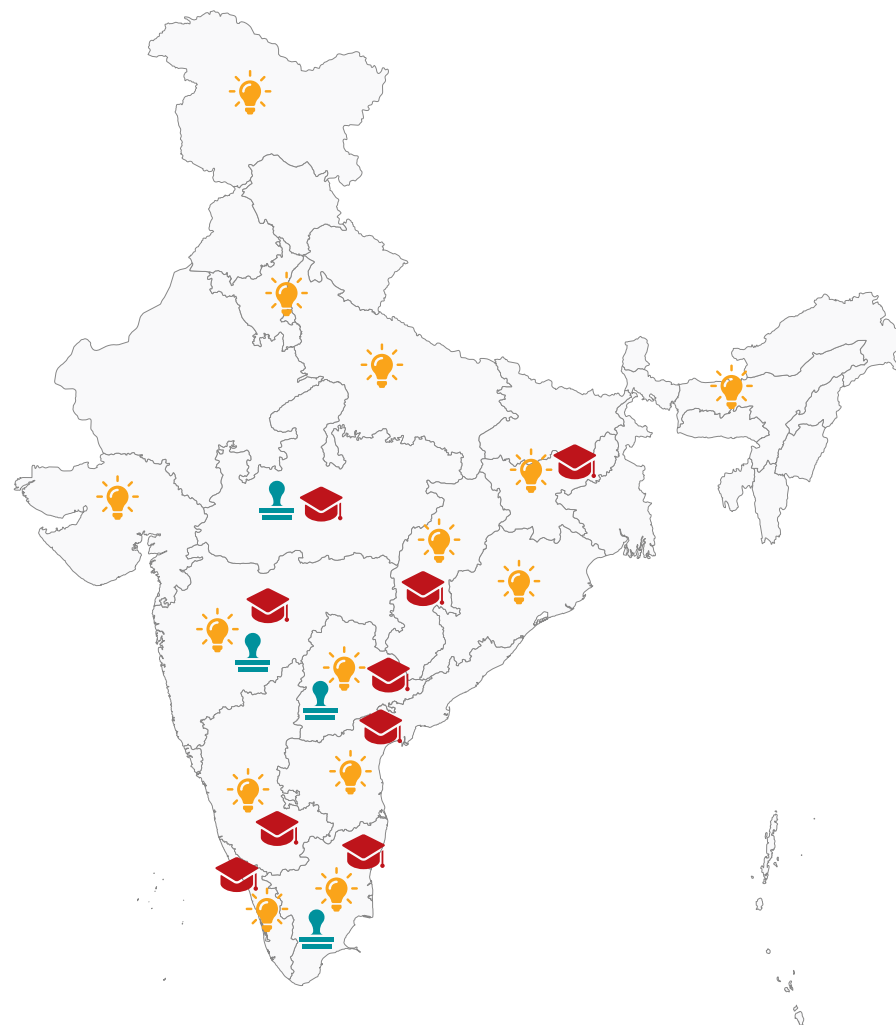
Enable Vision

Enable Vision is the most well established department of Enable India. It focuses on building a vibrant eco-system to rapidly scale the skilling and employment of persons with vision impairment in India.

Powered by technology and cross-sectoral partnerships, the eco-system forged by Enable Vision will catalyse persons with vision impairment to access digital literacy, engage in rewarding livelihoods and emerge as active citizens and nation-builders.

I am running my own business. I used to find dealing with currency notes quite challenging. Through the workshop I got to know about 6 by 6 note recognizer app and now I feel it will help me a lot. Other phone apps as well like scanner will be very useful for me.

– Vivek, participant of Career Awareness Workshop in Surat



Awareness created in - Andhra Pradesh, Assam, Chattisgarh, Delhi, Gujarat, Jammu and Kashmir, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Tamil Nadu, Telengana, Uttar Pradesh



Digital Literacy Training conducted in - Andhra Pradesh, Chattisgarh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Tamil Nadu, Telengana



Embedded Digital Literacy in 5 new places - Divya Vidyalaya, Maharashtra; Dreamy Eyes, Maharashtra; Lotus Trust, Tamil Nadu; Madhya Pradesh Blind Girls Centre, Madhya Pradesh; University of Hyderabad, Telengana

Reading without Seeing Workshop

Reading without Seeing Workshop is designed for the visually impaired and the larger community. It orients the visually impaired to reading and writing solutions such as computers, mobile phones, standalone and low vision solutions.

This is a very memorable day for me. I learnt about and saw how many devices work. Some of them which I have never heard of before like Angel Player, Low vision slate, Pen labeller, Book share, Go read and Telugu Reading software. I am sure, I will get a chance to use all of these in the future, and spread the awareness about these to other people with vision impairment.

– Soumya, a totally blind candidate who attended one of the Reading Without Seeing Workshop

The birth of “See A Million” campaign

See A Million is a unique time bound outcome based campaign which focuses on transforming one million persons with vision impairment into active citizens and nation builders through digital empowerment by 2025.

The campaign is an audacious collaboration between disability sector leaders like Bookshare, Daisy Network, Eyeway, Saksham, Xaviers Resource Centre for the Visually Challenged, Enable India and other stakeholders. This group will work in synergy to form a value chain from rehabilitation, to education, to skilling, and to mainstream inclusion with the goal of enabling livelihoods of persons with vision impairment. See A Million aims to build a market for affordable assistive technologies through advocacy and alliances with Civil Society Organisations, philanthropists, technology innovators and the government to scale digital empowerment.

See A Million will launch in 2019. – WATCH THIS SPACE!



Enable Inclusion

Enable Inclusion aims to build the inclusion of employees with disabilities with dignity in PSUs & Govt. sector (State & Central). This includes capacity building of the employees with disabilities including mobility and other disability specific skills and creating awareness at all levels including management and peers. Enable Inclusion provides end-to-end life cycle services to ensure organisations get the benefit of an employee with disability who is trained, matched to the right job, and works with the right workplace solutions in an enabling environment. Workplace solutions help the employee with disability to work efficiently and with dignity in their jobs.

Highlights:

With the help of Enable India, State Bank of India (SBI) and the Department of Treasury have been able to develop an inclusive ecosystem with the following impact:

- 95% of the employees at SBI became productive employees by performing the tasks after the field implementation visit and receiving workplace solutions.
- The capacity building training conducted at the District Training Institute (DTI), Banashankari, was the first of its kind in terms of the training curriculum shared by ANSSIRD Mysore. The Enable Inclusion faculty imparted technical knowledge and the use of assistive solutions like NVDA screen reader and Nudi for working on their internal applications and typing in Kannada, respectively.

There is no human without any disability and every disability can be overcome with alternate solutions. Learn to maintain the dignity of persons with disability. I will be humble enough to treat everyone equally with due respect

Senior official, Department of Treasuries

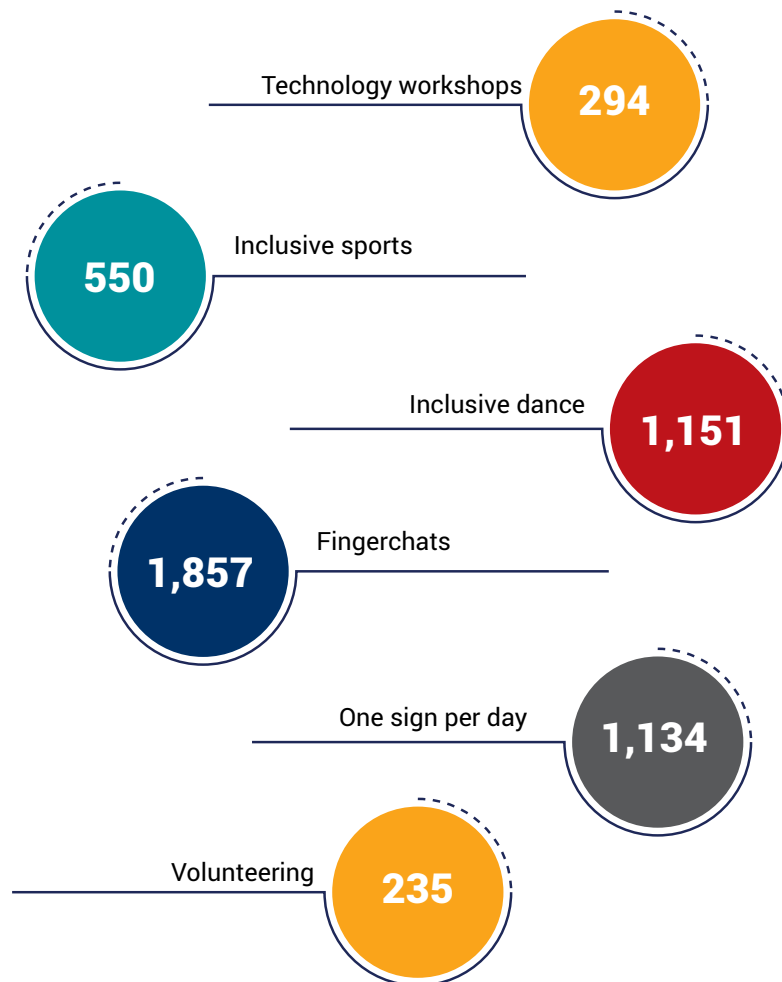
I did not know much about computers. The training has not only helped me to understand computers well but to do work in computer with more confidence. I learned a lot and I will be able to take up more responsibilities at my workplace. Thanks to EnAble India.

– Employee with vision impairment | Department of Treasuries, Govt. of Karnataka

Enable Community

The Enable Community team works to develop an inclusive community for persons with disability. With a particular focus on sports and activities, persons with disability are able to participate and collaborate with the non-disabled. Inclusion masquerading as FUN!

Number of people reached through various events



Volunteer signing his name after learning alphabets



Volunteer teaching her visually impaired colleague tactile sign language



Volunteers performing at Shell before their flag off for the run



A parent playing a game after sharing her journey with other parents



Blind Sports event

Enable Employment

Our Employment team focuses on transforming our mission of mainstreaming livelihood opportunities for persons with disability into reality.

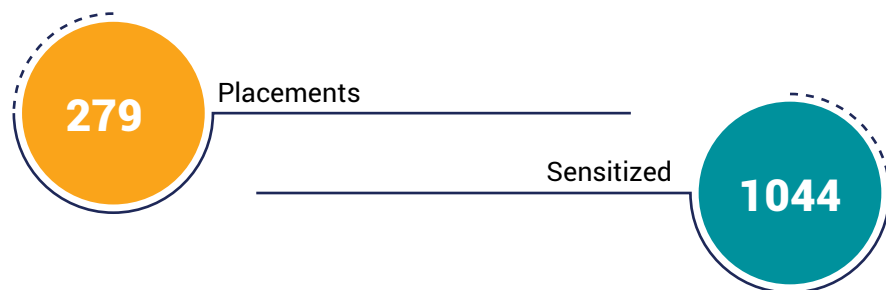
Business Development

The Business Development team engages with companies to drive inclusion through the hiring of PwDs. The touchpoints include:

- Awareness & Sensitization workshops
- Job mapping to identify suitable roles
- Support through the pre and post placement cycle
- Retention activities

The team works closely with other teams like Candidate Services, Training, Enable Vision, and the Garv Se centres at different locations to deliver the various services.

In addition to the regular one-on-one mode of engaging with companies, the team initiated job drives as another model of engagement. Separate drives were conducted for manual and computer jobs as well as sensory impairments to have greater focus. The drives created greater traction as they also attracted companies with no awareness of PwD hiring and gave them an opportunity to network with other organisations who shared learnings, best practices, and experiences. Some of these new companies went on to hire persons with sensory disabilities immediately.



Candidate Services

Candidate services handles end-to-end engagement with persons with disabilities from registration to directing them towards services required such as skills assessments, training, employment, and much more. Candidate services team collaborates with the training team to release a calendar of events for engaging candidates. The calendar has been published with several other NGOs for dissemination amongst their candidate pool.




Workshops Conducted	Number of Workshops	Number of Participants
Margadarshi ¹ (manual/non-computer))	13	240
Margadarshi (skilled/ computer)	11	186
Margadarshi for candidates with severe disabilities (or) parents workshop	13	202
Vision & Computer assessment	7	84
Employability Foundation Course Training for Non-Computer Jobs	5	197
SPICE ² workshop	2	29
Alumni Meet	2	75

1 Margadarshi provides career guidance to candidates who are seeking employment. The workshop includes self-reflection and making decisions based on one's strengths. It's about matching the candidate's skills, knowledge and aptitude with a particular job role. This enables candidates to become the decision makers of their career and decide on a job/career path for themselves. Margadarshi is conducted separately for candidates opting for computer-based and non-computer based job roles. For candidates with severe and developmental disabilities, the workshop includes the parents to get to believe in their child's potential and the possibilities.

2 SPICE is an acronym for Self development, Performance, Image & Inclusion, Career & Competency and Exposure. The workshop is aimed at candidates who are already employed with the objective of helping them to identify what they need to do to build skills for career growth. Candidates take ownership for their own development.


Employment Foundation Course (EFC) Training

The EFC training brings awareness amongst PwDs and helps them to learn basic concepts of employability such as working towards targets, maintaining quality, understanding workplace culture and job mapping. Through EFC, a pipeline of employable candidates is created for livelihood opportunities. The team also works on creating an employable pool of candidates for manual jobs.



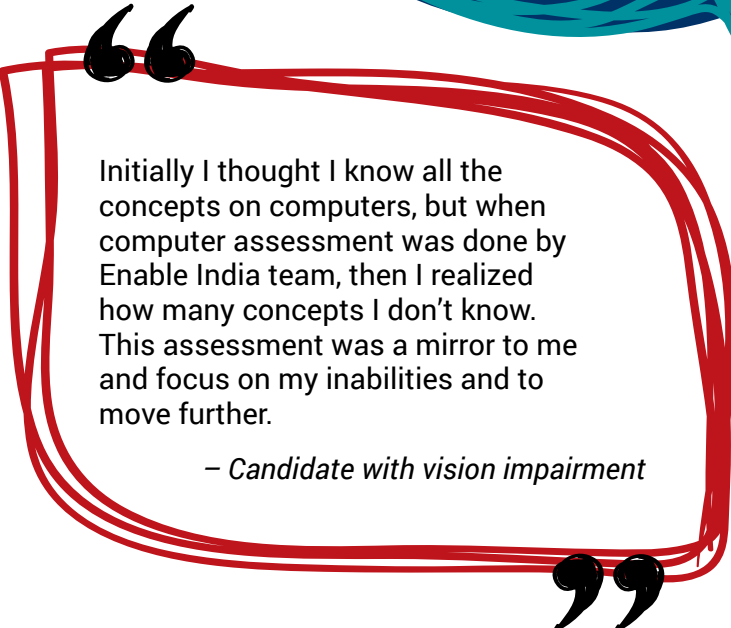
Now I am very happy that I got a job in a company, till 2018 almost 4 years I was only dependent on EnAble India and I myself was not doing anything. One day I got to see the real company when Saravana called me and took for exposure to a company called 'Box Office'. Then, I got to know the real company and the work happens in the company. From then I started working on improving my skills which help me to get into the right job.

– Aslam Pasha | Customer executive at Mitti Café



I have done my MBA. It was a very wonderful session. I learned many new things from this session & all the friends who are here. Mainly I learned and focused on the "EXPOSURE" word. This exposure will help me to plan and dream bigger things in life. I learned how to be patient and logically think. I thank Enable India for giving me this wonderful opportunity.

– Candidate with Spinal cord injury



Initially I thought I know all the concepts on computers, but when computer assessment was done by Enable India team, then I realized how many concepts I don't know. This assessment was a mirror to me and focus on my inabilities and to move further.

– Candidate with vision impairment

Garv Se Centres



EnAble India has embarked upon an outreach plan to strengthen the livelihood ecosystem for PwDs at various towns and cities across the country. These livelihood ecosystems will be built and driven by GarvSe Centers, which will be the nodal center in the region to connect and work with all the stakeholders of PwDs.

GarvSe Center (GSC) is a nodal center which strengthens the livelihood ecosystem of PwDs through collaborating with stakeholders such as local Government, NGOs, Educational Institutions, Skilling partners, Volunteers, Parents of PwDs, Employers, and any other relevant stakeholders to leverage their expertise and support for providing livelihood opportunities for PwDs in the region.

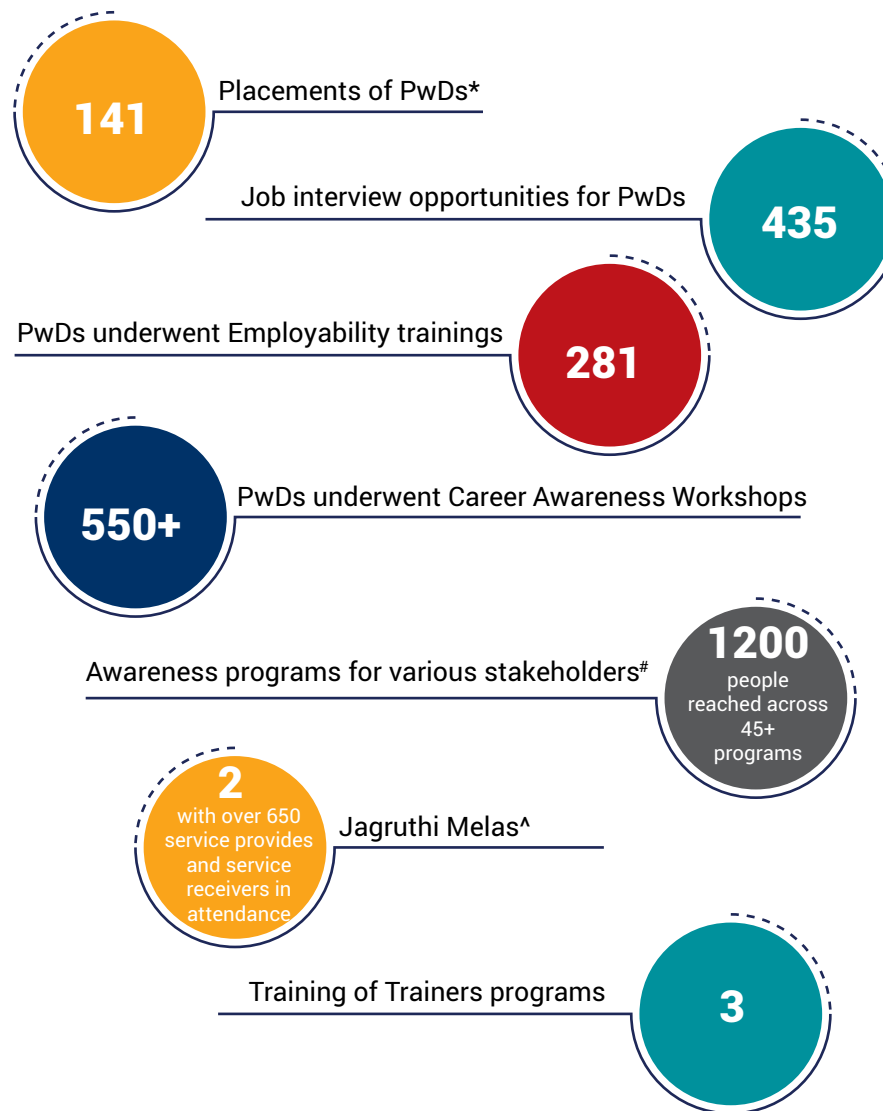
Enable India set upon using this nodal center approach for its University Connect Program (at Mysuru, Mumbai, and Lucknow), Swashakti – Rural Livelihood Program (at Gadag and Koppal), and at Sabal (at Noamundi). The plan is to work with a primary partner in each of the regions/locations and leverage the ecosystem for providing livelihood services to PwDs.

As of March 2019, we have 6 operational GarvSe Centers.

At the Disability Educators Workshop, we were able to connect with the entire education value chain for the Deaf in Mysuru region and found ways to collaborate in the long run.

– Educator attending the workshop at Mysuru

Quantitative Summary (across centers)



* Persons with Disability

includes Parents, Educators, NGO staff, Employers, Anganwadi workers, Peer leaders

^ Jagruthi Mela is a platform which brings various stakeholders service providers and service seekers) associated with PwDs under a single roof to get information and connects towards education, skilling, government schemes, and livelihood opportunities.

University Connect Program

The goal of the University Connect Program is to provide college students with disability employment awareness and training to help them in their journey of economic independence. The program uses the power of collective by including all relevant stakeholders in creating an employable pool of PwDs at colleges.

Center locations:

- Mysuru (in partnership with JSS Polytechnic for the Differently Abled)
- Lucknow (in partnership with SPARC India)
- Mumbai (in partnership with La-Monnaie Skills)

Swashakti – Rural Livelihood Program

SWASHAKTI aims at providing rural livelihoods for persons with disability (PwDs) in the state of Karnataka. This campaign fosters ownership and collaboration among disability NGOs and other stakeholders working at a grass-root level promoting further collaborations to ensure growth and sustainability.

Center locations

- Gadag (in partnership with Shri B D Tatti (A) Memorial Charitable Trust)
- Koppal (in partnership with Samarthya)

Sabal

SABAL - Centre for Abilities is a joint initiative between Tata Steel Skill Development Society and Enable India to transform lives of people with disabilities through need based training, enhancing the capacity of their trainers through Training of Trainers, creating awareness, and promoting inclusiveness.

Center location

- Noamundi (in partnership with Tata Steel Rural Development Society)



Candidates with Sabal team post the Computer Fundamental Course for visually impaired



JSSPDA GarvSe Center - Mysuru



“It took me 17 years to accept my son’s disability. It would not have been possible without having attended this workshop. I’m now hopeful about his future.”

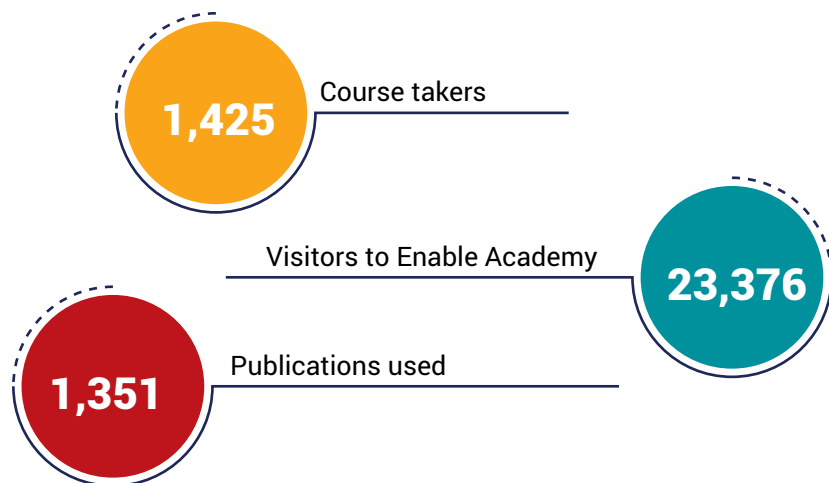
–Mother of person with intellectual disability, after Parents Workshop

“We’re new to the sector. Though we have dedicated staff who are visionaries, challenges in PwD livelihoods are so huge that we are not able to sustain. From mobilizing candidates to providing livelihood opportunities, could not understand why. This workshop has helped us understand the root cause. We know the gaps and our focus areas. There is a change in our language and perception of disability and livelihoods. It has taken us to the next level.”

– NGO staff attending the NGOs workshop

Enable Academy

Enable Academy offers courses, resources and publications to all stakeholders and provides a platform to mainstream livelihood opportunities for persons with disabilities.



Top 5 Downloads

	# of Downloads
EYE Tool: Educate Yourself Easily	114
Spelling Tool: Learn 3000+ words	91
Deaf Working in Different Jobs	37
EYE Tool - Kannada	29
EYE Tool - Hindi	27

Top Orders

	# of Orders
Computer Tutorials Win7 for Visually Impaired	25
Learn computers on your own Win 7	17
Teach computers to the visually impaired kit	17
Teach Employability kit	17

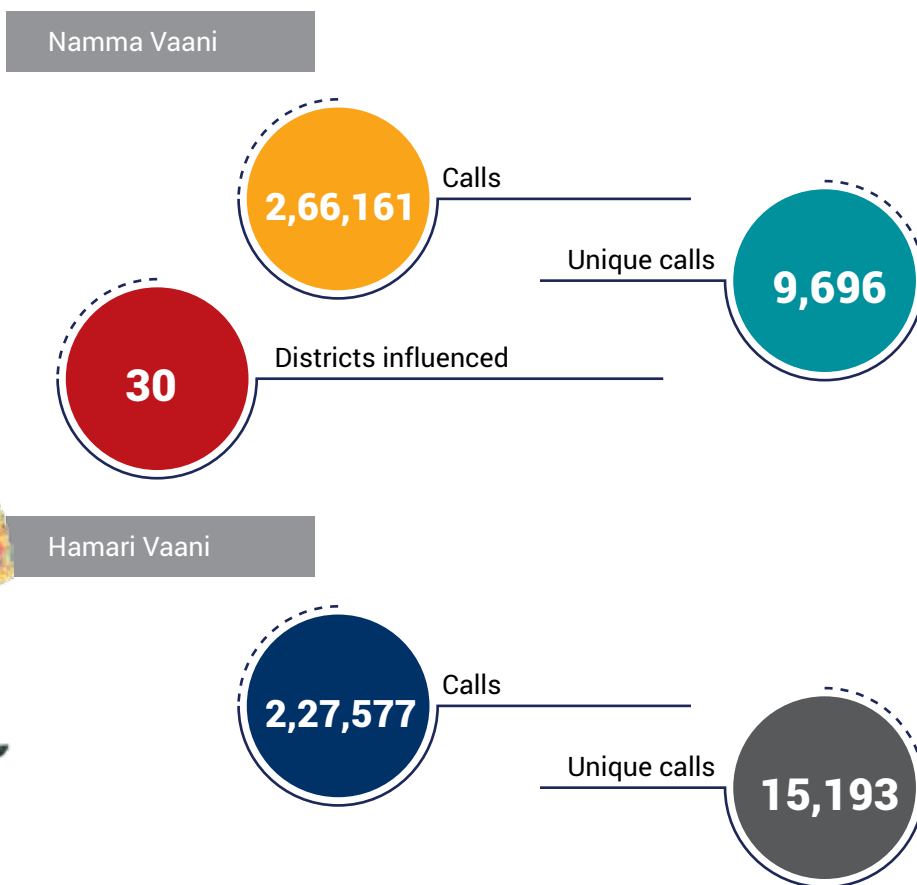
Top 5 courses

	# of Users
Learn Basic Indian Sign Language	281
Job Ready: Course Pack for Physically Disabled	159
Basic Employability Awareness (For Deaf)	155
Basic Employability Awareness	107
Disability 90: Introduction to the Disability Sector	89

Enable Vaani

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).

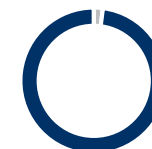
Callers contribute with their own experiences on topics such as employment, training, skilling, entrepreneurship, government schemes, barter of various products, assistive aids and other information which is useful for persons with disability.



54%
users shared they
have got job information



57%
users shared they have
received training information



98%
user generated content



Users from
18
States

Funders

Accenture

Allegis

ANZ

Bank of America

Bank of India

Bio-Gen Extracts Pvt. Ltd.

Charities Aid Foundation

Cipla Foundation

CISCO

Collins Aerospace

Dell International Services Pvt. Ltd.

EMC Software & Services Pvt. Ltd.

Goldman Sachs Services Pvt. Ltd.

Govt. of Karnataka

H. T. Parekh Foundation

Informatica Business Solutions Pvt. Ltd.

J.P. Morgan

Maitri Trust

Microsoft Corporation

Mphasis Foundation

Robert Bosch Engineering

State Bank of India

SVP Philanthropy Foundation

Tata Steel Skill Development Society

Tech Mahindra Foundation

Tiger Global Management LLC.

Transperfect Translations International Inc

UEI Electronics Pvt. Ltd.

Vakil Housing Development Corporation Pvt. Ltd.

Vijaya Bank

Audit Report 2018 - 2019

INDIAN INCOME TAX RETURN ACKNOWLEDGEMENT						Assessment Year 2019-20				
[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 filed and verified electronically]										
PERSONAL INFORMATION AND THE ACKNOWLEDGEMENT NUMBER	Name ENABLE INDIA				PAN AAATE0632J					
	Flat/Door/Block No NO. 473/B		Name Of Premises/Building/Village		Form Number. ITR-7					
	Road/Street/Post Office ADUGODI MAIN ROAD		Area/Locality 8TH BLOCK KORAMANGALA		Status AOP/BOI					
	Town/City/District BANGALORE		State KARNATAKA		Pin/ZipCode 560095		Filed u/s 139(1)-On or before due date			
	Assessing Officer Details (Ward/Circle) ITO (EXEMPTIONS) WARD 1,B									
	e-filing Acknowledgement Number 186997751011019									
	1 Gross total income 1 0									
	2 Total Deductions under Chapter-VI-A 2 0									
	3 Total Income 3 0									
	3a Deemed Total Income under AMT/MAT 3a 0									
COMPUTATION OF INCOME AND TAX THEREON	3b Current Year loss, if any 3b 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	586590					
			c TCS	7c	0					
			d Self Assessment Tax	7d	0					
			e Total Taxes Paid (7a+7b+7c +7d)	7e	586590					
	8 Tax Payable (6-7e) 8 0									
9 Refund (7e-6) 9 586590										
10 Exempt Income							Agriculture		10	0
							Others			

Income Tax Return submitted electronically on 01-10-2019 17:15:18 from IP address 117.192.128.83 and verified by DIPESH MAYUKH SUTARIYA having PAN ALKPS3198Q on 01-10-2019 17:15:18 from IP address 117.192.128.83 using Digital Signature Certificate (DSC)

DSC details: 1401257910CN=(n)Code Solutions CA 2014.2.5.4.51-#13133330312c20474e464320496e666f746f776572,STREET=Bodakdev, S G Road, Ahmedabad,ST=Gujarat,2.5.4.17-#1306333830303534,OU=Certifying Authority,O=Gujarat Narmada Valley Fertilizers and Chemicals

DO NOT SEND THIS ACKNOWLEDGEMENT TO CPC, BENGALURU

STATUS TRUST-AOP
PAN AAATE0632J

ASST YEAR 2019-20
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	9,62,20,398.60
LESS ACCUMULATION PERMISSIBLE	1,44,33,060.00
BALANCE	8,17,87,338.60
LESS- EXPENSES INCURRED	
EXP	8,41,03,133.35
LESS DEPN	24,00,752.00
	8,17,02,381.35
ADDITION OF FIXED ASSETS	45,33,443.00
	8,62,35,824.35
BALANCE AMOUNT	(44,48,485.75)

TAX PAYABLE NIL
LESS TDS AMOUNT NIL
EXCESS PAID REFUNDABLE 5,86,590=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, Adugodl Main Road, 8th Block Koramangala, Bangalore 560095; as at **31st March 2019**, 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 2019 and
(ii) In the case of the income and expenditure account, of the excess of income over expenses, of its accounting year ending on 31.03.2019

The prescribed particulars are annexed hereto

Place **Bangalore**

Date **23rd September, 2019**


SANJAY TAYAL
CHARTERED ACCOUNTANT.
M.No. 200116.

SANJAY TAYAL, B.COM, F.C.A.
CHARTERED ACCOUNTANT
302, 3rd FLOOR, PAXAL TOWER
No.13, S.K.R. ROAD, FORT
BANGALORE-560002
M.No. 200116



2

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 8,17,02,381.00 CAPITAL EXP Rs 45,33,443.00
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 144,33,060.00 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



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. 23rd September 2019



SANJAY TAYAL
CHARTERED ACCOUNTANT
M.No 200116.

SANJAY TAYAL, B.COM, F.C.A
CHARTERED ACCOUNTANT
302, 3rd FLOOR, PAXAL TOWER
No.13, S.K.R ROAD, FORT
BANGALORE-560002
M.No. 200116

ASST YEAR 2019-20

ENABLE INDIA

No. 473/B, Adugodi Main Road
8th Block Koramangala
BANGALORE 560095

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR 31.03.2019

To Project Expenses	7,94,38,100.12	By Income	9,62,20,398.60
To Administrative Expenses	46,65,033.23		
To Excess of Income Over Expenditure	1,21,17,265.25		
	9,62,20,398.60		9,62,20,398.60

BALANCE SHEET AS ON 31.03.2019

TRUST FUND	4,55,67,750.77	Fixed Assets	88,59,616.50
Restricted Funds a/c	3,55,66,799.00	Bank Deposits & Receivables	8,42,52,033.10
Building & Infrastructure Fund	1,29,60,986.00	Loans & Advances	4,11,646.00
Building Deposit Fund	15,00,000.00	Cash-In-Hand	2,179.00
Asset Fund	20,00,000.00	Bank Accounts	30,85,012.17
Empolyer Welfare Fund	1,50,000.00	Sundry Debtors	11,05,955.00
		Interest Receivable	29,094.00
	9,77,45,535.77		9,77,45,535.77

For ENABLE INDIA

[Signature]
TRUSTEE TRUSTEE

PLACE BANGALORE
DATE 23/09/2019



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

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

SANJAY TAYAL, B.COM
CHARTERED ACCOUNTANT
302, 3rd FLOOR, PAXAL
No.13, S.K.R ROAD, FORT
BANGALORE-560002
M.No. 200116

ASST YEAR 2019-20
ENABLE INDIA

SCHEDULE OF INDIRECT EXPENSES

1. SCHEDULE OF PROJECT EXPENDITURE													
Particulars	Enable India	SBI FCRA	Microsoft	CAF	DELL	HTPF	GS	ACCENTURE	Allegis	CISCO	CIPLA	SABAL	Total
1 Accommodation	-	1,35,357.00	-	-	-	4,94,393.00	-	7,35,000.00	33,425.00	60,685.00	2,79,114.00	56,129.00	17,94,103.00
2 Candidate Service	-	-	-	1,21,000.00	-	-	-	-	-	-	-	-	1,21,000.00
3 Conveyance	47,308.00	-	-	3,787.00	6,536.00	20,951.00	-	2,973.00	1,55,997.00	12,844.00	20,238.00	-	2,70,634.00
4 Electricity & Water Chug	8,99,711.00	19,173.00	-	-	-	-	-	-	-	-	-	-	9,18,884.00
5 Expert	-	-	-	-	-	-	-	-	-	-	-	50,000.00	50,000.00
6 Fuel Charges	57,147.00	7,500.00	-	9,500.00	-	10,500.00	-	-	37,630.00	-	(6,047.00)	-	1,16,230.00
7 Incubation Expenses	20,00,000.00	-	-	-	-	-	-	-	-	-	-	-	20,00,000.00
8 Printing and Stationery	37,933.00	2,06,932.00	-	-	-	2,17,525.00	-	5,600.00	80,874.00	1,54,934.00	75,247.00	62,599.00	8,41,644.00
9 Professional Charges	48,51,684.81	71,05,691.00	8,75,921.00	6,47,341.00	1,67,000.00	22,806.00	48,000.00	44,09,566.00	10,81,850.00	10,60,802.00	6,90,000.00	3,00,000.00	2,12,60,661.81
10 Provident Fund	8,58,597.00	1,62,992.00	17,730.00	14,040.00	-	53,987.00	1,46,448.00	48,426.00	82,464.00	55,926.00	1,08,716.00	42,840.00	15,92,166.00
11 Rent	(2,05,000.00)	26,19,171.00	1,00,000.00	-	-	2,43,000.00	3,00,000.00	-	-	-	1,66,000.00	-	32,23,171.00
12 Repairs & Maintenance	2,39,109.00	2,90,107.00	-	1,68,591.00	-	53,240.00	-	-	27,364.00	23,284.00	-	61,161.00	8,62,856.00
13 Stipend to Candidate	47,000.00	-	-	-	-	-	-	-	1,02,000.00	-	-	-	1,49,000.00
14 Telephone & Internet Chrg	2,793.00	5,71,144.00	-	886.00	-	-	8,850.00	-	-	21,555.00	11,999.00	-	6,17,227.00
15 Training & Seminar Fees	(17,38,858.00)	-	-	-	-	19,757.00	-	-	4,000.00	22,62,252.00	-	-	4,97,151.00
16 Traveling Expenses	3,85,220.00	8,13,925.00	-	1,464.00	-	3,24,832.00	7,496.00	-	3,34,081.00	4,66,632.00	5,83,832.00	1,78,608.00	30,96,090.00
17 Welfare Expenses	(2,85,454.00)	7,33,901.00	15,340.00	195.00	-	1,09,264.00	1,31,525.00	29,120.00	1,44,973.00	52,705.00	2,07,440.00	5,30,665.00	16,69,674.00
18 Depreciation	12,07,172.00	8,07,151.00	-	-	-	44,816.00	51,401.00	15,104.00	94,624.00	1,38,854.00	-	41,630.00	24,00,752.00
19 EI - Local - Gratuity	2,36,452.00	-	-	-	-	-	-	-	-	-	-	-	2,36,452.00
20 Internship Remuneration	-	30,000.00	89,485.00	-	-	18,930.00	-	-	-	60,000.00	-	-	1,98,415.00
21 Reimbursement Account	1,31,106.00	16,83,594.00	-	-	-	1,39,199.00	-	-	-	-	-	-	19,53,899.00
22 Boarding & Lodging	23,872.00	27,10,645.00	-	-	-	-	-	-	-	-	-	-	27,34,517.00
23 Computer Maintenance	1,98,758.00	64,886.00	-	99,071.00	-	2,997.00	7,350.00	1,737.00	13,379.00	1,01,692.00	98,935.00	-	5,88,805.00
24 Honorarium	-	1,000.00	-	-	-	-	-	-	62,000.00	-	-	-	63,000.00
25 Salaries	(9,53,233.00)	83,35,662.00	2,30,000.00	8,51,000.00	3,67,500.00	27,76,553.00	44,38,607.00	12,81,000.00	39,75,699.00	23,81,001.00	27,57,167.00	9,78,000.00	2,74,18,956.00
26 Event Expenses	8,45,035.31	19,04,813.00	-	-	-	1,87,004.00	-	-	16,88,670.00	-	9,100.00	-	46,34,622.31
27 Assistive Aids	-	89,978.00	-	-	-	-	-	-	-	3,307.00	34,905.00	-	1,28,190.00
TOTAL	88,36,353.12	2,82,93,622.00	13,28,476.00	19,16,875.00	5,41,036.00	47,39,754.00	51,39,677.00	65,28,526.00	79,19,030.00	68,56,473.00	50,36,646.00	23,01,632.00	7,94,38,100.12

2. SCHEDULE OF ADMINISTRATIVE EXPENSES													
Particulars	Enable India	SBI FCRA	Microsoft	CAF	DELL	HTPF	GS	ACCENTURE	Allegis	CISCO	CIPLA	SABAL	Total
1 Office Maintenance	-	14,471.00	-	21,383.00	-	-	-	-	-	-	-	-	35,854.00
2 Audit Fees	-	70,800.00	-	-	-	-	-	-	-	-	-	-	70,800.00
3 Bank Charges	16,959.17	14,601.50	16,739.22	-	-	-	-	189.98	-	30.68	-	30.68	48,551.23
4 Other Insurance	-	30,440.00	-	-	-	-	-	-	-	-	-	-	30,440.00
5 Postage and Courier Chrg	5,155.00	13,910.00	-	1,382.00	-	-	-	-	-	5,316.00	-	3,592.00	29,355.00
6 Rates & Taxes	11,820.00	-	-	-	-	-	-	-	-	-	-	-	11,820.00
7 Car Insurance	21,908.00	-	-	-	-	-	-	-	-	-	-	-	21,908.00
8 Health Insurance	-	3,24,500.00	-	-	-	-	-	-	-	-	-	-	3,24,500.00
9 Registration & Renewals	27,550.00	59,796.00	-	86,562.00	-	13,160.00	1,58,289.00	-	50,000.00	-	4,720.00	-	4,00,977.00
10 Security Salary	-	4,36,128.00	-	-	-	-	-	-	-	-	-	-	4,36,128.00
11 Administration Cost	-	2,00,000.00	-	-	-	-	5,05,000.00	-	8,49,600.00	2,96,000.00	-	-	18,50,600.00
12 Management Cost	-	-	2,40,000.00	-	-	2,90,000.00	2,75,000.00	-	-	-	-	6,00,000.00	14,05,000.00
TOTAL	83,392.17	11,64,646.50	2,56,739.22	1,09,327.00	-	3,03,160.00	9,38,289.00	189.98	8,99,600.00	3,01,346.68	4,720.00	6,03,622.68	46,65,033.23

Grand Total 89,19,745.29 2,94,58,268.50 15,85,215.22 20,26,202.00 5,41,036.00 50,42,914.00 60,77,966.00 65,28,715.98 88,18,630.00 71,57,819.68 50,41,366.00 29,05,254.68 8,41,03,133.35

FOR ENABLE INDIA

TRUSTEE

TRUSTEE



3. SCHEDULE OF INCOME													
Particulars	Enable India	SBI FCRA	MICROSOFT	HTPF	DELL	SABAL	ACCENTURE	ALLEGIS	CAF	GS	CISCO	CIPLA	Total
1 Donations Received	1,23,67,484.68	2,73,87,064.92	15,96,476.00	-	5,41,036.00	28,60,183.00	65,88,942.00	-	56,204.00	64,00,389.00	77,98,138.00	-	6,55,95,917.60
2 Interest Received	22,95,672.00	15,22,341.00	1,18,650.00	1,75,869.00	48,548.00	8,902.00	86,133.00	1,20,341.00	7,837.00	75,813.00	4,20,111.00	14,454.00	48,94,671.00
3 Other Income	43,95,223.00	-	-	-	-	-	-	-	-	-	-	-	43,95,223.00
4 Grant Received	-	-	-	51,70,141.00	-	-	-	90,71,262.00	21,21,491.00	-	-	49,71,693.00	2,13,34,587.00
	1,90,58,379.68	2,89,09,405.92	17,15,126.00	53,46,010.00	5,89,584.00	28,69,085.00	66,75,075.00	91,91,603.00	21,85,532.00	64,76,202.00	82,18,249.00	49,86,147.00	9,62,20,398.60
4. SCHEDULE OF FIXED ASSET													
Particulars	Enable India	SBI FCRA	MICROSOFT	HTPF	DELL	SABAL	ACCENTURE	ALLEGIS	CAF	GS	CISCO	CIPLA	Total
1 Opening Balance	46,57,851.50	20,69,074.00	-	-	-	-	-	-	-	-	-	-	67,26,925.50
2 Additions	15,77,739.00	12,20,602.00	-	1,72,043.00	-	1,04,076.00	75,520.00	3,47,256.00	-	2,57,004.00	7,79,203.00	-	45,33,443.00
3 Depreciation	12,07,172.00	8,07,151.00	-	44,816.00	-	41,630.00	15,104.00	94,624.00	-	51,401.00	1,38,854.00	-	24,00,752.00
4 Closing Balance	50,28,418.50	24,82,525.00	-	1,27,227.00	-	62,446.00	60,416.00	2,52,632.00	-	2,05,603.00	6,40,349.00	-	88,59,616.50
5. SCHEDULE OF DEPOSITS & ADVANCE													
Particulars	Enable India	SBI FCRA	MICROSOFT	HTPF	DELL	SABAL	ACCENTURE	ALLEGIS	CAF	GS	CISCO	CIPLA	Total
1 BDA Registration Fees	5,000.00	-	-	-	-	-	-	-	-	-	-	-	5,000.00
2 Building Deposit	20,00,000.00	-	-	-	-	-	-	-	-	-	-	-	20,00,000.00
3 EL-LIC-Gratuity Fund A/c	82,882.00	12,65,379.00	-	-	-	-	-	-	-	-	-	-	13,48,261.00
4 IDBI- Fixed Deposit	2,50,35,220.00	-	-	-	-	-	-	-	-	-	-	-	2,50,35,220.00
5 SBI - Reverse Sweep A/c	-	2,88,96,247.91	-	-	-	-	-	-	-	-	-	-	2,88,96,247.91
6 IDBI - Reverse Sweep A/c	89,03,178.29	-	8,12,046.60	72,19,256.90	20,51,879.30	-	27,23,180.30	8,27,941.30	-	4,59,202.90	17,20,437.90	2,320.40	2,47,19,443.89
7 TDS RECEIVABLES 17-18	9,68,676.40	1,43,519.00	-	-	-	-	-	-	-	-	-	-	11,12,195.40
8 TDS RECEIVABLES 18-19	3,29,813.40	1,75,681.00	24,255.70	6,656.50	-	-	-	635.10	-	-	12,032.70	-	5,49,074.40
9 TDS RECEIVABLES 19-20	2,46,851.50	1,51,716.00	11,826.80	17,590.50	4,456.10	85,000.00	8,057.50	11,876.30	-	6,737.70	41,711.10	767.00	5,86,590.50
	3,75,71,621.59	3,06,32,542.91	8,48,129.10	72,43,503.90	20,56,335.40	85,000.00	27,31,237.80	8,40,452.70	-	4,65,940.60	17,74,181.70	3,087.40	8,42,52,033.10
6. SCHEDULE OF LOANS AND ADVANCES													
Particulars	Enable India	SBI FCRA	MICROSOFT	HTPF	DELL	SABAL	ACCENTURE	ALLEGIS	CAF	GS	CISCO	CIPLA	Total
1 Salary Advance	3,98,897.00	-	-	-	-	-	-	-	-	-	10,000.00	-	4,08,897.00
2 Travel Advance	-	-	-	-	-	2,749.00	-	-	-	-	-	-	2,749.00
	3,98,897.00	-	-	-	-	2,749.00	-	-	-	-	10,000.00	-	4,11,646.00

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7. SCHEDULE OF CASH IN HAND

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	CAF	HTPF	CISCO	Microsoft	GS	CIPLA	ALLEGIS	Total
1 CASH IN HAND	431.00	1,748.00	-	-	-	-	-	-	-	-	-	-	2,179.00
	431.00	1,748.00	-	-	-	-	-	-	-	-	-	-	2,179.00

8. SCHEDULE OF BANK ACCOUNTS

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	CAF	HTPF	CISCO	Microsoft	GS	CIPLA	ALLEGIS	Total
1 Sate Bank of India	-	(7,71,642.75)	-	-	-	-	-	-	-	-	-	-	(7,71,642.75)
2 IDBI Bank	44,74,891.59	-	19,479.32	(7,95,236.78)	(4,448.40)	2,17,347.90	5,96,177.10	(2,05,813.38)	(2,70,364.73)	(2,90,516.60)	17,535.60	97,603.30	38,56,654.92
	44,74,891.59	(7,71,642.75)	19,479.32	(7,95,236.78)	(4,448.40)	2,17,347.90	5,96,177.10	(2,05,813.38)	(2,70,364.73)	(2,90,516.60)	17,535.60	97,603.30	30,65,012.17

9. SCHEDULE OF RESTRICTED FUNDS A/C

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	CAF	HTPF	CISCO	Microsoft	GS	CIPLA	ALLEGIS	Total
1 Bio Gen Extracts Grant A/c	8,00,000.00	-	-	-	-	-	-	-	-	-	-	-	8,00,000.00
2 Cisco /GRANT A/C	-	-	-	-	-	-	-	10,27,862.00	-	-	-	-	10,27,862.00
3 Robert Bosch Grant A/c	2,53,000.00	-	-	-	-	-	-	-	-	-	-	-	2,53,000.00
4 Dell Fund A/c	-	-	-	-	20,03,339.00	-	-	-	-	-	-	-	20,03,339.00
5 Allegis Fund a/c	-	-	-	-	-	-	-	-	-	-	-	-	-
6 Goldman Sachs Fund A/c	-	-	-	-	-	-	-	-	-	-	-	8,10,413.00	8,10,413.00
7 Microsoft Fund A/c	-	-	-	-	-	-	-	-	-	99,611.00	-	-	99,611.00
8 Bank Of America Grant A/c	-	1,92,40,068.00	-	-	-	-	-	-	2,11,437.00	-	-	-	2,11,437.00
9 HTPF Fund a/c	-	-	-	-	-	-	75,96,032.00	-	-	-	-	-	75,96,032.00
10 Accenture Fund A/c	-	-	-	18,50,058.00	-	-	-	-	-	-	-	-	18,50,058.00
11 Charities Aid Foundation	-	-	-	-	-	56,960.00	-	-	-	-	-	-	56,960.00
19 UTC Aerospace Grant A/c	-	16,18,019.00	-	-	-	-	-	-	-	-	-	-	16,18,019.00
	10,53,000.00	2,08,58,087.00	-	18,50,058.00	20,03,339.00	56,960.00	75,96,032.00	10,27,862.00	2,11,437.00	99,611.00	-	8,10,413.00	3,55,66,799.00

10. SCHEDULE OF INTEREST RECEIVABLES

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	CAF	HTPF	CISCO	Microsoft	GS	CIPLA	ALLEGIS	Total
1 Interest Receivables	694.00	28,400.00	-	-	-	-	-	-	-	-	-	-	29,094.00
	694.00	28,400.00	-	-	-	-	-	-	-	-	-	-	29,094.00

11. SCHEDULE OF SUNDRY DEBTORS

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	CAF	HTPF	CISCO	Microsoft	GS	CIPLA	ALLEGIS	Total
1 Sundry Debtors	-	9,89,135.00	-	-	-	-	-	-	-	1,16,820.00	-	-	11,05,955.00
	-	9,89,135.00	-	-	-	-	-	-	-	1,16,820.00	-	-	11,05,955.00

12. SCHEDULE OF FUND A/C

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	CAF	HTPF	CISCO	Microsoft	GS	CIPLA	ALLEGIS	Total
1 General Fund A/c	2,03,97,001.78	1,30,53,483.74	-	-	-	-	-	-	-	-	-	-	3,34,50,485.52
2 Building Deposit Fund	15,00,000.00	-	-	-	-	-	-	-	-	-	-	-	15,00,000.00
3 Building & Infrastructure Fund	1,29,60,986.00	-	-	-	-	-	-	-	-	-	-	-	1,29,60,986.00
4 Asset Fund	20,00,000.00	-	-	-	-	-	-	-	-	-	-	-	20,00,000.00
5 Employee Welfare Fund	1,50,000.00	-	-	-	-	-	-	-	-	-	-	-	1,50,000.00
	3,70,07,987.78	1,30,53,483.74	-	-	-	-	-	-	-	-	-	-	5,00,61,471.52

TRUST FUND A/C

Balance	3,34,50,485.52
Add Excess of Income	1,21,17,265.25
	4,55,67,750.77

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ASST YEAR 2019-20

ENABLE INDIA,

No. 473/B, Aduodi Main Road,

8th Block, Koramangala,

BANGALORE – 560 095.

SCHEDULE OF TDS.

SL.NO	PARTY NAME	AMOUNT
1	DELL INTERNATIONAL SERVICES INDIA PRIVATE LIMITED	RS. 32,025=00
2	INDIAN INSTITUTE OF MANAGEMENT	RS. 4,238=00
3	IDBI BANK LIMITED	RS. 3,13,611=50
4	STATE BANK OF INDIA	RS. 1,51,716=00
5	TATA STEEL SKILL DEVELOPMENT SOCIETY	RS. 85,000=00
	TOTAL	RS. 5,86,590=50

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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

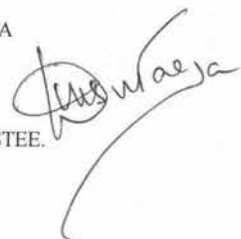
Date 23rd September 2019.



for ENABLE INDIA



TRUSTEE



About EnAble India

Enable India is a non-profit organization working for economic independence and dignity of persons with disability since 1999. Considered a pioneer in livelihoods, we have impacted 20,000+ persons with disabilities, across 12 disabilities, in 28 states. Enable India collaborates with 725+ companies and 189+ partner organizations across 400 locations. We have opened up 300 job roles across 27+ sectors.

This has been made possible through the 12+ models and frameworks developed by Enable India to build employable persons with disability, and includable leaders capable of leading the change. Enable India engages in ecosystem development by providing holistic solutions, services, & opportunities for ongoing engagement to companies & partner organizations.

For more information, visit www.enableindia.org



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