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El Full Time Employees

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Richa Gaur

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Shanti Raghavan

Vidya Rao



Shanti Raghavan

Founder, EnAble India



Dipesh Sutariya

Co-Founder, EnAble India



P N Nagri

Trustee & Hon. Director, EnAble India

FOUNDER'S NOTE

Another year of the pandemic, and we continued to work from home and moved to the work from anywhere option in the later part of the year. The vaccines made their way into our lives, we hosted various vaccination drives for persons with disability, including home vaccinations for persons with severe disability. Over 1,30,000 vaccines were given across the state of Karnataka, with the help of Disability NGOs Alliance (DNA). While we vaccinated ourselves, we also increased the cover of health insurance for our employees.

The values vaccine was given to the organization many years back and with the continued booster dose of love and gratitude, we continued our work of empowering persons with disability with continued rigor. The Rural Livelihood Mission, our Swashakti 100K program saw good momentum on the ground with five more Garv Se Centers (GSCs) being inaugurated in Karnataka and Kerala, this year, taking the total count of GSCs to 14. There was a significant increase in the number of users on EnAble Vaani, our IVR based rural social networking platform.

Most of our employability training and digital literacy program for visually impaired candidates continued online. A global platform, Blimey, to equip visually impaired people with digitally literacy and turn them into nation builders, was launched. Discovering Hands project to train visually impaired girls to become Medical Tactile Examiners (MTE) for breast cancer took off, with internships for four MTEs at Cytecancer Hospital. Our Mission1000 collective scaled in the form of a joint venture 'Specialisterne EnAble India Solutions' in partnership with Specialisterne Foundation, to develop a global center of excellence for inclusion of neurodivergent people. All the Mission1000 partners as well as other global players will be part of this initiative.

Our Project Discovery, an initiative to crowdsource grassroots solutions from persons with disability, saw significant success with over 1600+ entries for the awards. Zero Project, with its mission centred on the implementation of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and its commitment to a world with zero barriers, partnered with EnAble India to turn Discovery Awards into a global movement.

We hosted the first *Purple Cup- Golfers for Disability Inclusion* tournament in Bangalore alongside a clinic for the visually impaired golfers. *What's your handicap* was the question asked by the visually impaired golf enthusiasts to the avid golfers. Purple being the colour associated with disability, we intend to spread awareness by organizing Purple Cup tournaments in various geographies.

The year also saw different livelihood innovations being like the Urban Entrepreneurship program for catalysing livelihood for persons with disability. We introduced the Soapstone Fellowship program to build the human capital for the sector. Eighteen Soapstone fellows with diverse disability, experiences, and gender were onboarded for a one year online and onsite fellowship program.

Tools like Glific were tested to catalyse the path to progress towards economic independence. We initiated a study, Journey Analytics, to capture lived experiences of persons with disability and stakeholders, where 150+ accounts were documented. The foundation for the livelihood ecosystem was laid with the implementation of the Disability India Stack in the form of 'Data Store' for unifying data from various applications servicing persons with disability.

We are in advanced level of partnership talks with EnableMe Foundation, a leading international digital platform for people with disabilities. We are looking at launching the EnableMe platform in India which is a digital self-help community to empower persons with disability. With this partnership fructifying, India will join the fast-growing global community with imprints in Germany, Switzerland and Kenya.

We are very proud to be recognized as a Great Place to Work, for its high trust, high performance and high culture at workplace. We also received the highest GuideStar Platinum rating for our governance practices. This all was possible only because of the dedication of our employees and our partners, as well as the love and gratitude of the funders and the enablers.

In the years ahead, we are working towards the following mission: 'To catalyse persons with disability to co-create a world where disability has no bearing to the quality of life' and, by enabling the path towards economic independence and dignity, 'Unleashing the disability sector services as abundance to boost the economy'.

JaiHind!

Dipesh Sutariya
CEO & Co-Founder
EnAble India

HIGHLIGHTS



Pushing boundaries of our work

The Purple Cup- Golfers for Disability Inclusion is one of our proudest achievements of the year! Held on October 21st, 2021 in Karnataka Golf Association, Bangalore, this tournament for corporates was held to support persons with disability by raising money for the sector. This will be a rolling trophy with specific fundraising goals each year.

- 77 golfers including corporates, armed forces, golf association members participated
- Golf Champions, Shubhankar Sharma and Khalin Joshi teed off the tournament
- During 'Purple Haze', the sundowner with a difference held that evening, we saw stand-up comic Sundeep Rao emcee the event, and Ritvik Rajan enthrall the attendees with his music.

The **Indian Blind Golf** was teed off by 40 enthusiastic persons with vision impairment after attending a golf clinic and receiving coaching. Our goal, through this tournament, is to have a world champion with vision impairment emerge from India!





Societal Platform - Our mission towards population-level change

Through the ASPIRE Program (Ashoka Social Platform), we intend to launch a mission to drive population-level change where persons with disability are not an afterthought, but valued members of the society.

- 'Purple Economy': We've coined this term, as a part of the societal mission, to describe the disability sector as an economic engine for growth, that can generate jobs, revitalize local ecosystems, and spawn innovation across the board.
- Path to Progress: Throughout the year, we piloted components of our 'path to progress' towards economic independence. This included:
 - Building ownership in candidates: We created a WhatsApp bot to register basic information. Once we learnt from the initial patterns, we re-designed the user interface to ensure that the user was in control from the beginning itself.
 - Data as a driver for scaling: We developed the Integrated Data Infrastructure to enable insights, data analytics, and information that can be unified to create a composite picture.



We have clearly defined our Societal Mission.

Catalyze persons with disability to co-create a world where disability does not come in the way of their quality of life by enabling the path of economic independence and dignity for persons with disability and usher in disability as a 'new sector' of economic growth, unleashing an abundance of assets and opportunities for all.

Neuoway: A Specialisterne EnAble India Venture

Neuoway: A Joint Venture between EnAble India Solutions and Specialisterne Denmark, was launched in January 2022. The primary objective of the venture is to build an enabling environment for economic independence for neurodivergent people.



Specialisterne
Enable India Solutions

Increasing our Digital Footprint

- EnAble Vaani, our interactive voice platform reaching people with disabilities in rural areas, has been in operation since 2016. To expand its reach among the population, an EnAble Vaani app was launched. This step makes the platform accessible for rural deaf persons in Karnataka and all the states being reached through Hamari Vaani (the Hindi language platform) as well.
- On the occasion of EnAble India Solutions celebrating its 10th anniversary, we launched our official website for Incluzza, a customizable solution for all your accessibility needs. Go check out our website at www.incluzza.org.

- The Blimey Platform was launched on December 3rd, with Rajesh Nambiar (Chairman) & NR Krishnan (Director) of Cognizant Foundation doing the honours. Blimey is a unique platform for digital empowerment, enabling persons with vision impairment to learn computers with the aid of screen readers. It's a free of cost platform available in English, Hindi, and Kannada. Visit the website to learn more: www.blimey.live

Defeating COVID through community work

COVID-19 pandemic was a challenging time for us, individually, as an organization, and as citizens. As an organization, we volunteered our times and effort towards several COVID-awareness activities.

- We conducted 4 vaccination drives. These drives were held in collaboration with the BBMP and the Disability NGOs Alliance. Through these drives, 326 people were vaccinated. 3 persons with profound disabilities were given home vaccinations for both doses.
- We set up our own Covid Inclusion Fund in 2021, through which we were able to:
 - Distribute 300 Medical Kits worth Rs 1.5 lakhs
 - Support 371 people
 - Disburse Rs. 4,78,000
 - Help 68 PwDs through Seon Ashram Trust in Karnataka

Staff Achievements

Shanti Raghavan was awarded the “Women Transforming India Awards- 2021”, by NITI Aayog and Women’s Entrepreneurship Platform.

Moses Chowdari was accepted as part of the India Acumen Fellowship, 2021. Acumen Fellows are a hand-selected few who have the potential to practice moral leadership in a world that increasingly needs the guidance of the same.



Celebrating disability & diversity throughout the year

- **International Day of Persons with Disability (IDPWD):** Celebrated on December 3rd, this has always been an important day in the EnAble India calendar, where several teams conduct varied activities with persons with disabilities, employers, enablers, and the general public. Our community activities on the day saw participation from 459 people, and online engagement was immense as well. EnAble Vaani also participated by publishing one story of a person with disability every day for the entire month of December.
- **Global Accessibility Awareness Day:** Celebrated with the theme ‘Accessibility for one is accessibility for all’, reaching over 200 people!
- **Inclusive Independence Day:** Independence Day is for all, which is why we believe in celebrating Inclusive Independence Day. 99 people took part in community activities, including learning how to sign the national anthem!
- **International Week of Deaf:** To mark the occasions of International Day of Deaf on 18th September and International Day of Sign Languages on 23rd September, several sign language events and panels were held, reaching 2100+ people. SABAL Centre celebrated this week in Jharkhand, through several programmes on sign language. Our mascot, Yuki, taught a few signs in sign language to all during this 10-day period.

Establishing our organizational excellence

- We qualified for **Champion Level- GuideStar India Platinum Certification**. This certification is given to NGOs based on their level of transparency and public accountability, following rigorous due-diligence carried out by the certification experts. We're proud of all our staff for adhering to this impeccable level of compliance!
- **Great Place to Work** recognized us as a **Top 10 organization in Diversity, Equity and Inclusion**. This is an endorsement of our core values and intent, proving that we always lead by example. Moreover, we were the only NGO in this category!
- We were adjudged '**Best NGO**' by **Swiss Re**, a global re-insurance company. We were awarded Rs. 50 lakhs which will be utilized to strengthen the Rural Livelihood Program.
- **NDTV** featured EnAble India as a part of their 'Banega Swastha India' campaign. Shanti Raghavan and Dipesh Sutariya spoke about the journey of disability in India, and EnAble India's work in the past 20+ years.



Representing EnAble India at speaking events



Shanti Raghavan

Study Hall Foundation: Shanti spoke about the stigma about disability in a webinar hosted by this inclusive non-profit organization.

Catalyzing Change Week, 2021: Shanti led the conversation on 'Disability Sector being an Engine for Economic Growth' at this session that featured Esteban Trommel (Senior Disability Specialist at International Labour Organization), Anil Patil (Founder and Executive Director, Carers International), and Prof Mukta Kulkarni (Professor, IIM Bangalore).

Summit on Education, Employment, and Social Participation of Youth with Disabilities: Shanti attended the summit as a keynote speaker. Held in Bhutan, this was a summit held in partnership with University of Birmingham, University of Minnesota, Glasgow University, and Royal Thimphu College Bhutan.

Schwab Foundation for Social Entrepreneurship Annual Summit, 2021: Shanti spoke on social innovators and the ecosystem required for their success.



9th IEEE R10 HTC: Shanti spoke about assistive technologies and their impact on inclusion at this event, organized by Region-10 and hosted by IEEE- Bangalore.

PWC International Day of Persons with Disability Panel: Shanti led a discussion around inclusion of PwDs in the workplace.

Swiss Re: This was a leadership program for leaders across Bangalore and Bratislava, Slovakia.

Dipesh Sutariya

2021 International Seminar on Employment Rights of Persons with Disabilities: Dipesh participated in this seminar, as the Vice-Chairperson, Workability Asia.

Prosus Sica Jury: Dipesh participated in the jury for the social impact challenge for accessibility.

Pranesh Nagri

Pranesh Nagri spoke at a conference on '**Neurodiversity- A Competitive Advantage for Organizations**', hosted by Nasscom Foundation.





Jeeja Ghosh

participated in: **'There is Ability in Every Disability: Cerebral Palsy Warriors, You are born to sparkle'**, a panel discussion held by Amity Institute of Rehabilitation Sciences.

"National Dialogue on Disability Inclusion – Agenda for Sustainable Development" hosted by Centre for Human Rights, Gender and Social Inclusion of Faculty of Law, as a keynote speaker.

Sayomdeb Mukerjee

participated in: **United Nations Zero Project Conference**, held in Vienna. He presented his ideas about scaling Project Discovery internationally. He was also invited to be a VIP Guest at the Awards Ceremony.

Zero Project Webinar: Presented by Zero Project and Enable Me, a Swiss disability network organization. He spoke about crowdsourcing DIY (do-it-yourself) solutions for persons with disability.



Shalini Jacob

was a panel speaker in the **Annual Women Economic Forum**, where she spoke on the economic imperative of inclusion of PwDs.

Jeeja Ghosh & Shalini Jacob

represented EnAble India for forming **a consortium of NGOs to help with the self-employment opportunities for women in rural Assam and West Bengal.**

Sayomdeb Mukerjee and Jeeja Ghosh

inaugurated 'Swamim Seva' at the Kolkata Airport. This is a special help desk with a dedicated lane & priority security check for people with disabilities, senior citizens, pregnant women and single mothers traveling with children.





Agomoni Bose

spoke at the **Neurodiversity Inclusions Forum Webinar hosted by Specialisterne Denmark** to discuss learning and inclusion of autistic/neurodivergent children through play.



Dinesh Kumar

spoke at an **iVolunteer event**, where he shared his journey as a volunteer with disability.



Gayatri Gulvady

spoke at the International **Inclusive Early Childhood Education Forum**, on the best practices to enhance economic participation and job opportunities for persons with disabilities.



"The lockdown brought a complete stop to my work. Being in the admin team, it wasn't feasible to work from home but I was offered an opportunity to support other teams. As a result, I learnt to use a laptop, realizing my aspirations and pushing myself to grow."

Ajith, Facilities Team

PROGRAMS



ENABLE EMPLOYMENT - CANDIDATE SUCCESS

1.3 crore persons with disabilities are of working age: out of which 50% do not work.

This is the statistic that drove EnAble India at its founding, and it is what drives us now.

Our Employment and Candidate Success team work with job-seekers, companies, and partner organizations: taking a multi-faceted approach towards fostering employment inclusion and economic independence.

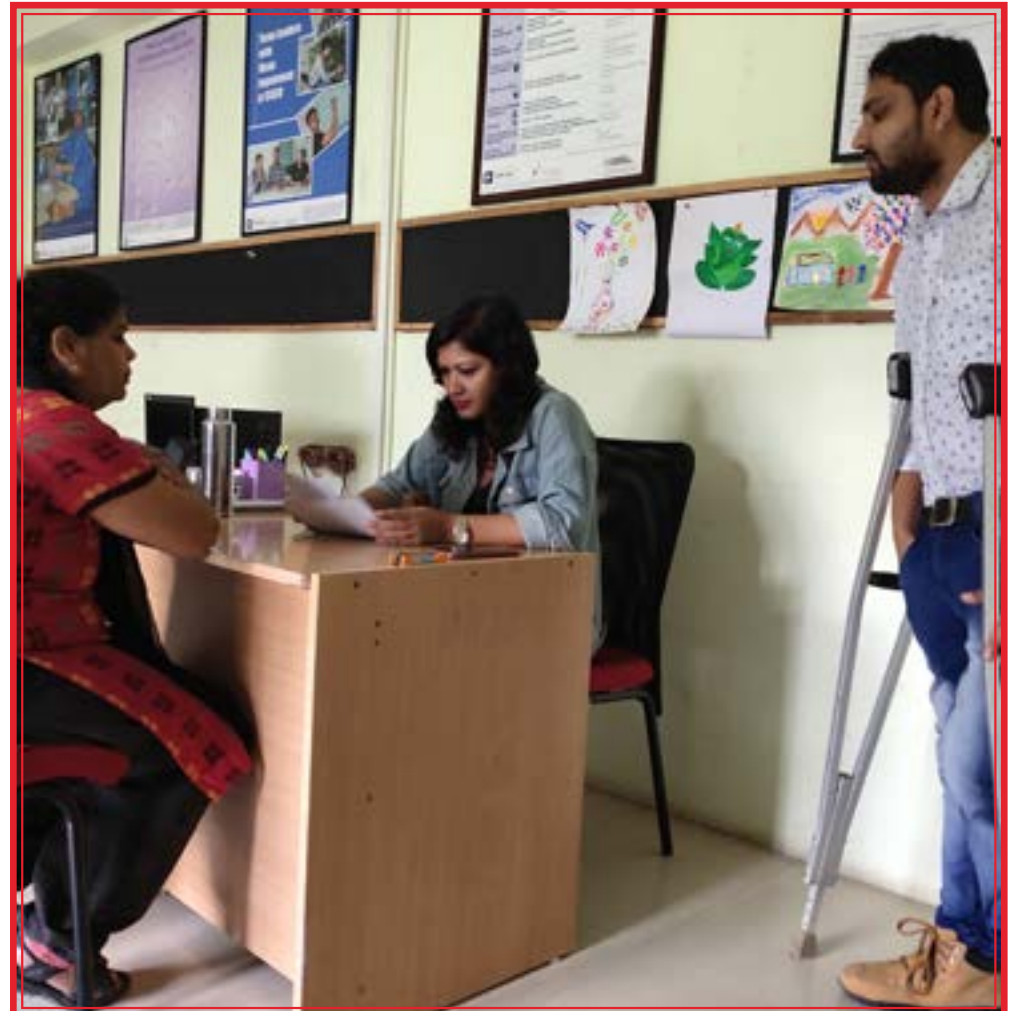
We have a streamlined process that reduces the transition time from skilling to employment for a Person with Disability (PwD), and provide stakeholders the following-

- Lifelong learning
- Improved labor market access
- Reduced mismatches between labour supply and demand
- Social equity and social inclusion

In 2021-2022:

We opened even more job opportunities!

Opportunities and roles across IT, BPO, ITES, and BFSI sectors were opened up and new sectors such as ed-tech, self-employment, healthcare, manufacturing, and F&B were also explored.





67

Physical Disability



41

Speech & Hearing Disability



44

Vision Disability



58

Developmental Disability

174

Skilled role placements

36

Manual role placements

Trainings took the main stage

378 training programs were conducted, with **3858 candidates** reaping the benefits of trainings related to domain-specific knowledge, self-development, job awareness & readiness, and more.

EnAble Vaani, our interactive-voice response system, was utilized to engage with blue-collar workers with disability with limited access to technology.

We identified a skill gap among the pool of job-seeking PwDs, which led to the creation of **IT Bootcamp**. This led to multiple partnerships with skilling and training organizations, which helped broaden our network. The learnings from this project will help us scale up and widen our reach to new candidates.

Employment leads to financial independence

From the 335+ candidates placed this year in skilled and manual roles, 210 candidates were directly placed by the team through proactive and reactive approaches, and 125+ were placed indirectly.

Unique ways of employer engagement

A proactive outreach effort was carried out to contact 170+ companies including lost leads to strengthen relationships and generate more recruitment opportunities.

Through recruitment drives, we created multiple avenues for employers to meet their hiring needs. A total of 20 job drives for various employers brought in 420+ opportunities for PwDs.

In order to close the skill gap of the pool of PwDs, partnerships for domain training and skilling were formed. Organisations like Enguru, Anudip, Yunikee and WinVinaya Foundation have been key in driving employability of candidates through self-study & self-assessment modules, facilitator led sessions, weekly assessments & reviews.

It takes a village, after all

43+ volunteers from 3+ companies contributed on 12 different occasions, in engagement and preparation of candidates for interviews and to build their job readiness in general.

Furthermore, 213 parents of persons with disabilities (including severe disabilities) were engaged through 17 Maargadarshi workshops, aimed at increasing their aspirations and knowledge about opportunities.

“After this parents’ workshop, I am feeling more confident. I have the power to acknowledge my own work, strength, and all else I do to walk this journey with my son”

Parent of Shabarish, a person with cerebral palsy.

Our support goes beyond hiring

Post-placement support was given to 50+ managers this year: including peer sensitization, interpretation support, onboarding, retention activities and more.

Our team answered **44,000+ calls from 5625 callers** this entire year. These callers were looking for guidance on training opportunities, jobs, and other interventions.

It's not about getting a job, it's about keeping it

Retention efforts were made for 182+ candidates, through constant engagement with the workers and their employers.

Urban Entrepreneurship

Entrepreneurship is a great way of promoting financial independence among persons with disability. The Urban Entrepreneurship program encourages budding entrepreneurs with vision impairment, while empowering the ecosystem they need to succeed. Launched this year, the program gained quite a bit of momentum:

- Fund disbursed to training organizations working with entrepreneurs, to ensure that the ecosystem is strengthened.
- Digital media support provided to budding entrepreneurs
- Users of products created by the urban entrepreneurs were surveyed, to generate feedback and areas of improvement for the next stage of product development





“In my work of accessibility testing, I wasn’t at ease with the remote working. People were bombarding me with solutions but the environment wasn’t supportive. I wanted to get back to a familiar working structure, so I set up a work desk which helped me achieve better discipline.”

Narenda, Enable Vision Team

MISSION1000

1000 OPPORTUNITIES, 1000 DAYS, 1000 LIVES

Mission1000 is a time-bound, outcome-based mission to impact thousands of lives of persons with developmental, severe, and multiple-disabilities and society at large. This campaign is for persons with intellectual disabilities, autism spectrum disorder, deaf-blindness, cerebral palsy, learning disability, psychiatric disability, and more.

Launched in 2017, Mission1000 has overshoot its initial goal, and shows no sign of slowing down. So far, 2018 opportunities have been filled and 4855 lives sensitized.

Mission1000 turns 4!

August 2021 marked 4 years of Mission1000, and we celebrated the same through **9 events held across 5 days**, with over **350 people** participating.

Mission1000 has always been about the power of the collective, and the anniversary event was proof of the same. For the first time, 5 NGOs ideated, curated, and conducted the events together. Kudos to the members from Akshadhaa Foundation, Biswa Gauri Charitable Trust, Diya Foundation, EnAble India & Ishanya India Foundation for making this event a success.

A Neuoway towards Neurodiversity Inclusion

EnAble India Solutions and Specialisterne Foundation (a global leader in the field of inclusion of people with autism) have launched a joint venture, Neuoway Pvt. Ltd. on 27th January, 2022. This is a pathbreaking initiative working towards generating meaningful employment for autistic/neurodivergent persons, and fostering greater neurodiversity inclusion.



161

members joined
our value chain
of NGO trainers,
parents/family
members and
other enablers

612

lives impacted

1184

employment
opportunities fulfilled

30

people gaining
employment

7

new states
reached

12

allies joined
the network

11

new NGO
partnerships

Building Opportunities

- Thomson Reuters engaged with Mission1000 in a holistic manner. 12 candidates were hired as full-time interns for roles such as project coordinator, data reviewer, content specialist, multi-media news producer, and more. The interns were given a stipend of Rs. 11,000 a month. This internship was made possible through Employability Skills Training done by 5 NGOs. 17 participants attended the training, out of which 12 went on to intern at Thomson Reuters.
- 14 interns started working at Wells Fargo, following a job analysis that identified 6 new job roles within the company. Out of these interns, 12 were converted to full-time employment within Wells Fargo itself.
- Sol's Arc, in collaboration with Amazon provided a unique training opportunity for 23 candidates from 3 NGOs. The candidates were given retail domain training, using curriculum developed by Sol's Arc & Amazon. The candidates also got an opportunity to intern at Amazon as warehouse assistants, with a possibility of conversion to full-time employment.
- Diwali was especially great this year: with Mindtree procuring Rs 2.8 crores worth of Diwali gifts from Diya Innovation, a Mission1000 NGO.



“I will overcome my fear and will start giving responsibilities to my son at home and slowly send him outside. This is how I want him to be independent.”

Indrani Gupta, parent of a PwIDD

Building Talent

- You can't build talent without the right teachers. This is why capacity building of trainers plays a key role in the Mission1000 team ethos. Over the year, 35 trainers from 10 NGOs learned about how to build employability & be inclusive of persons with disabilities.
- 28 participants from across 12 organizations associated with SABAL (A Tata Foundation-EnAble India joint initiative) built their capacity through an online program on livelihoods and inclusive employment with a focus on persons with intellectual disabilities.
- Inclusive leaders are a necessity, if more doors are to be opened for neurodivergent people to be meaningfully included in the employment sphere. 101 business leaders from Thomson Reuters, Wells Fargo, and HCL were sensitized about the same by EnAble India, Ishanya Foundation, and Diya Foundation.
- 'Social Hour' was used as a unique way of helping the 44 participating candidates build their communication and interpersonal skills, by using fun activities to break the ice and help foster inter-personal connections within the organizations.

Building Enablers

- Parents Workshop seeks to build the aspiration of parents of neurodivergent individuals, and give them a platform where their journey and strengths can be acknowledged. In 2021-22, 100 parents attended these workshops, especially the parents of those who got internships in Thomson Reuters and Wells Fargo.
- Who better to support a person with intellectual and developmental disability than a peer who understands their disability and strengths? This is the goal with which the Peer Support Group for candidate development was formed in July, 2021, with 24 professionals participating.
- 155 people from 6 companies were sensitized on neurodiversity through a single event: Huntability. This event, ideated for International Day of Persons with Disability, 2021, was an engaging way of learning about life as experienced by neurodivergent individuals.
- 18 corporate volunteers got together for a virtual volunteering program conducted by Swiss Re, Bayer, and Allegis. Through their interaction and work with 70 candidates with intellectual and developmental disability, the volunteers were sensitized about neurodivergence, and how to be inclusive of the same.



“Curiosity fed our souls in 2021. In the first year of the pandemic, we developed a system to support not only candidates but also companies. Now it was a matter of improving this system to work better for all our stakeholders. If we didn’t have the solution to a problem, the team brainstormed on it, creating room for us to lean on one another. Vulnerability to one another gave us strength and direction both.”

Priti, Candidate Success Team

ENABLE OUTREACH

Companies often have the aspiration to hire persons with disabilities, but lack specific awareness about disability. Enable Outreach seeks to bridge this awareness gap through events, activities, and workshops that serve as a way of breaking the ice while also building sensitization among companies and employees.

EnAble India has always known that the secret to retention and future hiring is by engaging companies and employees: this is what led to the establishment of EnAble Outreach in 2017. Since then, the team has been responsible for raising awareness among 30,000+ people, and 30+ companies.

What sets us apart

EnAble Outreach is constantly seeking new ways of engaging companies, employees with and without disabilities, and the general public. This year, boundaries were expanded, and various forms of workshops and events were conducted.

Learning to communicate in new ways

5134 Participants | 25+ Companies | 03+ Colleges | 06+ organizations

'How do I communicate with a deaf person' is a question everybody on the team has heard countless times. Through **five different types of workshops**, over 5000 people learned how to speak, write, communicate using gestures, and sign language.

- 30 counselors from Silveroak, a counseling organization, learnt basic Indian Sign Language to be more inclusive of their deaf clients.
- In partnership with MiQ, Signlusion was launched this year. Employee participants got to learn and communicate in ISL with deaf candidates from JSSPDA, who learnt about employment and livelihoods.

Preparing candidates with disability for the working world

2339 participants | 15+ companies | 02 organizations

As part of their training, candidates at EnAble India are given exposure to the corporate world & employees, so they can prepare accordingly. Employees from the companies participated in building the candidates' skills in resume preparation, interviews, entrepreneurship, and career progression.



11,373

participants gained awareness and exposure to disability through events & activities

3152 employees from **28+** companies participated in sensitization workshops for corporates



Sensitizing employees and companies

3152 Participants | 28+ Companies

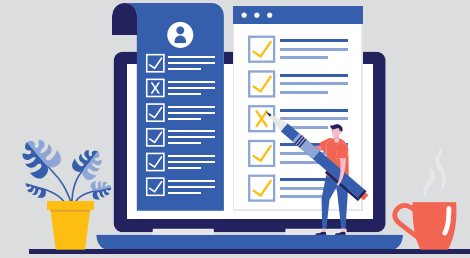
This sensitization program builds awareness among employers, section heads, line-managers, peers, colleagues, and more.

This includes general disability awareness, employers-specific workshops, and peer sensitization.

Increasing your Inquisitiveness about Disability

1373 Participants | 26+ Companies | 03+ NGOs | 08 events and workshops

- Learning about disability is made easy through Inc-Quiz-Itive, a gamified session that allows people to look beyond the dominant story about disabled people. Inc-Quiz-Itive sessions were held on different occasions, including International Week of Deaf, Blindness Awareness Month, Mission1000 Week to raise awareness of neuro-development disabilities, etc.
- Language plays an important role in enforcing positive behaviour and attitudes about disability. Language Builds Culture raises awareness on person-first language, and teaches participants how to address and introduce their colleagues with disability in a dignified manner.
- How do people with disability work? What solutions do they use to navigate cities and villages? The Virtual Assistive Technology Zone was a showcase of 20+ solutions used by persons with disabilities in Andhra Pradesh, Uttar Pradesh, and Karnataka, in urban and rural areas.



Try your hand at being Inc-Quiz-Itive!

Q1: How many countries recognize sign language as an official language?

- a. 17
- b. 30
- c. 41
- d. 78

Trivia: The answer is 41! Unfortunately, Indian Sign Language is not an official language in India yet. Currently, the Deaf community is filing a petition with the Indian government to make it our 23rd official language.

Q2: Sangeeta is a person with vision impairment. She loves reading. What would be a good birthday gift for her?

- a. Book with large font
- b. Book in Braille
- c. Subscription to Audible
- d. Check with Sangeeta on how she reads books and then decide

Trivia: Check with Sangeeta on how she reads books and then decide. Sangeeta would have her own preferences and needs, so it's always better to ask.

Envisioning change: Inclusion of persons with vision impairment

1147 participants | 4 movie screenings & 7 events | 10+ companies

How do you include your friend with vision impairment when watching a movie, or visiting a museum? The answer is audio description: and the team has a few interactive ways of teaching how to do audio description the right way.

- October was 'Blindness Awareness Month'. We taught hundreds of people the skill of audio description through Inclusive Matinee Show, and Saarang (a playback theatre performance).

Vaccination Drive

331 People vaccinated | 04 vaccination drives

EnAble India, in collaboration with the BBMP and Disability NGOs Alliance, organized an inclusive and accessible vaccination drive. Persons with disabilities were gathered from the database of EnAble India and other NGOs, and mobilized through Namma Vaani as well.





"I realised the importance of the parts we all play individually and collectively as the pandemic continued to beat down on us. I supported the candidates in escorting them to the hospital, railway station and buying groceries for them. I also managed to prioritize my health as EnAble India ensured financial stability during a time ridden with layoffs."

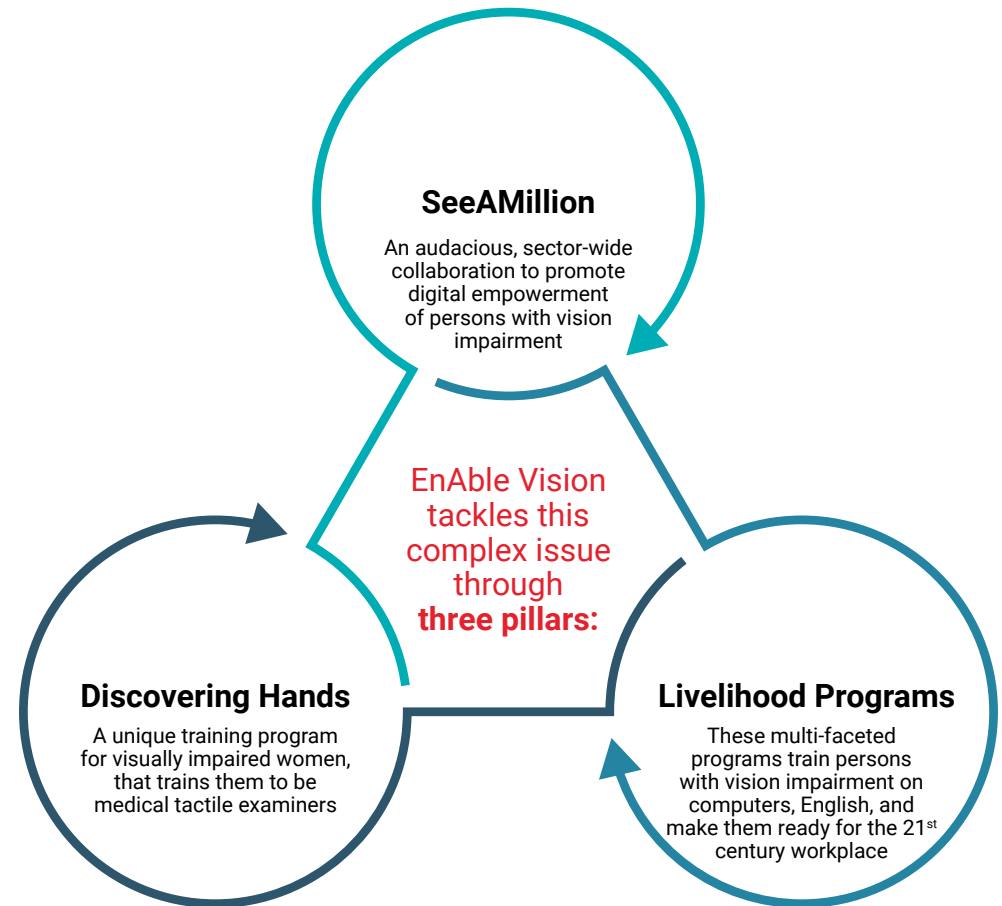
Ramesh, Facilities Team

ENABLE VISION

EnAble Vision is the biggest and one of the oldest team at EnAble India. Now on its third decade of operations, the team has been expanding its reach further through audacious new endeavours, aiming to reach millions of persons with vision impairment.

India is home to 30% of the world's visually impaired population¹. 58% of India's disabled population is of working age²: which puts the necessity to skill them on the front stage.

In the last 22 years, the EnAble Vision program has enabled 10,000+ persons with vision impairment in achieving digital empowerment, attain financial independence, and self-improvement.



SeeAMillion

1 Million Touch Points, 1 campaign.

SeeAMillion is a unique sectoral collaboration, that aims to reach 1 million touch-points through awareness, capacity building, and digital literacy, with the view of empowering persons with vision impairment to be nation builders.

In 2021-22,

- 1820 PwVIs across 15 states gained aspirations for higher education and career through online awareness workshops
- 620 candidates in 17 states gained cutting-edge digital literacy skills, preparing them for 21st century classroom and workplace.
- 40 trainers finished the trainer certification course, which skills them on proven training methodology, content, and tools required to conduct computer training and awareness workshops.

This is a sectoral collaboration, so the network was strengthened this year with **3 new partnerships** established in Andhra Pradesh, Gujarat, and Delhi; and collaborations with 12+ Digital Literacy Labs.

“Earlier I used to completely depend on braille to read and write. After the training at EnAble India, I started using laptop and I could use screen reader. Audio Tutorials shared by the Trainers before every session have immensely helped me in practicing my lessons. As part of my research, I have to do a lot of note taking, this course enabled me in gaining speed & accuracy for Telegu typing”

Sri Lakshmi, Research Scholar and a Person with Partial Vision Impairment

The Digital Literacy Training done by #SeeAMillion, supported by Apple, has seen quite an impact on the trainees. 80% of the trainees reported that they learnt something new every day, with 85% now feeling confident in applying their new-found computer knowledge at their education or workplace.

Livelihood Program

The Livelihood Program focuses on skilling PwVI for the workplace, providing placement solutions for candidates and companies, and resolving technological barriers at the workplace.

- 185 candidates were trained
- 53 instances where workplace solutions were provided
- 52 placements completed

In 2021, there was a unique achievement for the team: the highest average salary for a visually impaired person this year was a whopping **INR 9 Lakhs per annum!**



Discovering Hands

This unique program follows a 9-month curriculum, where visually impaired women are trained to work as Medical Tactile Examiners (MTEs). At the end of the program, they have the ability to measure an abnormality sized less than 3mm using their tactile skills!

2021-22 was a challenging year for the team, but it bounced back from the second wave of COVID with new vigour!

- 8 candidates took the Discovering Hands theory exam, out of which 4 candidates took the practical exam conducted by Dr. Frank Hoffman, and got certified as Medical Tactile Examiners.
- 5 candidates screened over 20+ volunteers in order to gain practical knowledge.
- 4 candidates were placed as interns at Cytecure Cancer Hospitals for 3 months, under the guidance of Dr. Poovamma, an oncologist. During this period, they conducted 50+ screenings.

Blimey! An Online Tool for Digital Empowerment



On International Day of Persons with Disability, the Blimey Platform was launched. Rajesh Nambiar (Chairman) and NR Krishnan (Director) of the Cognizant Foundation Board did the honours.

Blimey is built using open-source technology, and is designed for and by visually impaired people, to learn computers with the aid of screen readers. The tool is available free of cost, and has content in English, Hindi, and Kannada, thereby expanding its reach to the rural areas too.

Visit our website to learn more, www.blimey.live

Currently, 1000+ users from 21 states utilize this platform.

“As a trainer at HTBF, apart from teaching visually impaired, I also have additional responsibilities to ensuring the quality of training across 18 colleges. EYE platform has newly introduced a feature called Email Report. Here, whenever candidates complete their exercises they can send the email to trainers. We have created a common email id where candidates can send the reports and therefore I am able to look at 160 candidates’ progress across 18 colleges without having to depend on individual trainers”.

Adil, Trainer at HTBF



“Over time, I have learned to take things one day at a time. Work is an important part of me but a lot of my strength came from knowing that I have people I care about and I too am being cared for. My friends and family give me the ability to take things in my own stride and this helps me in all fronts of life.”

Rituparna, See a Million Team

ENABLE VAANI

EnAble Vaani is an interactive voice response (IVR) system for persons with disability: without using internet, people can call the platform to post or listen to audios about their life experiences, opportunities, advice, tips, and more. This platform consists of Namma Vaani, a Kannada language platform, and Hamari Vaani, in Hindi.

Since its launch in March 2016, the platform has received 25 lakh calls, reaching out to 45,987 persons with disability and their enablers.

In 2022:

- It's all about enhancing the reach of the platform, so that more people can benefit from this: true to this philosophy, the EnAble Vaani app was launched on 9th September 2021. By the end of the year, there were 321 registered users on the app, which carries 309 videos from EnAble India and partner organizations published.
- Quality over quantity: while a total of 54,315 audios were received, only 9166 were published. This ensures that there's no repetition, and keeps the standards of the audios high.
- The average user spent 10 minutes on the platform. Users were also responsible for 82% of the content on the platform.
- Accenture funded EnAble Vaani for the financial year.

What was new this year?

Internal Integration

EnAble India Internal Teams made robust use of the platform: with teams publishing content on assistive aid utility and related competitions, raising awareness on employment related topics.

Expanding reach among NGOs

The Namma Vaani platform was introduced to the vast network of NGOs through Samagam 2021, a confluence of NGOs working in the rural livelihoods for persons with disability. This has resulted in over 50 NGOs posting on the platform. This included having training modules uploaded on the platform (for example: soft toy making, agarbatti making, etc.)



ನಮ್ಮ ವಾಣಿ
Powered by Enable India

2,01,765 calls

from

4842 unique callers

from all districts of Karnataka

19,922 audios

received

3427 published

50 NGOs

contributed audios



हमारी वाणी
Powered by EnAble India

3,45,874 calls

from

11,287 unique callers

from 19 states

34,393 audios

received

5739 published

77 NGOs

contributed audios

Unique projects

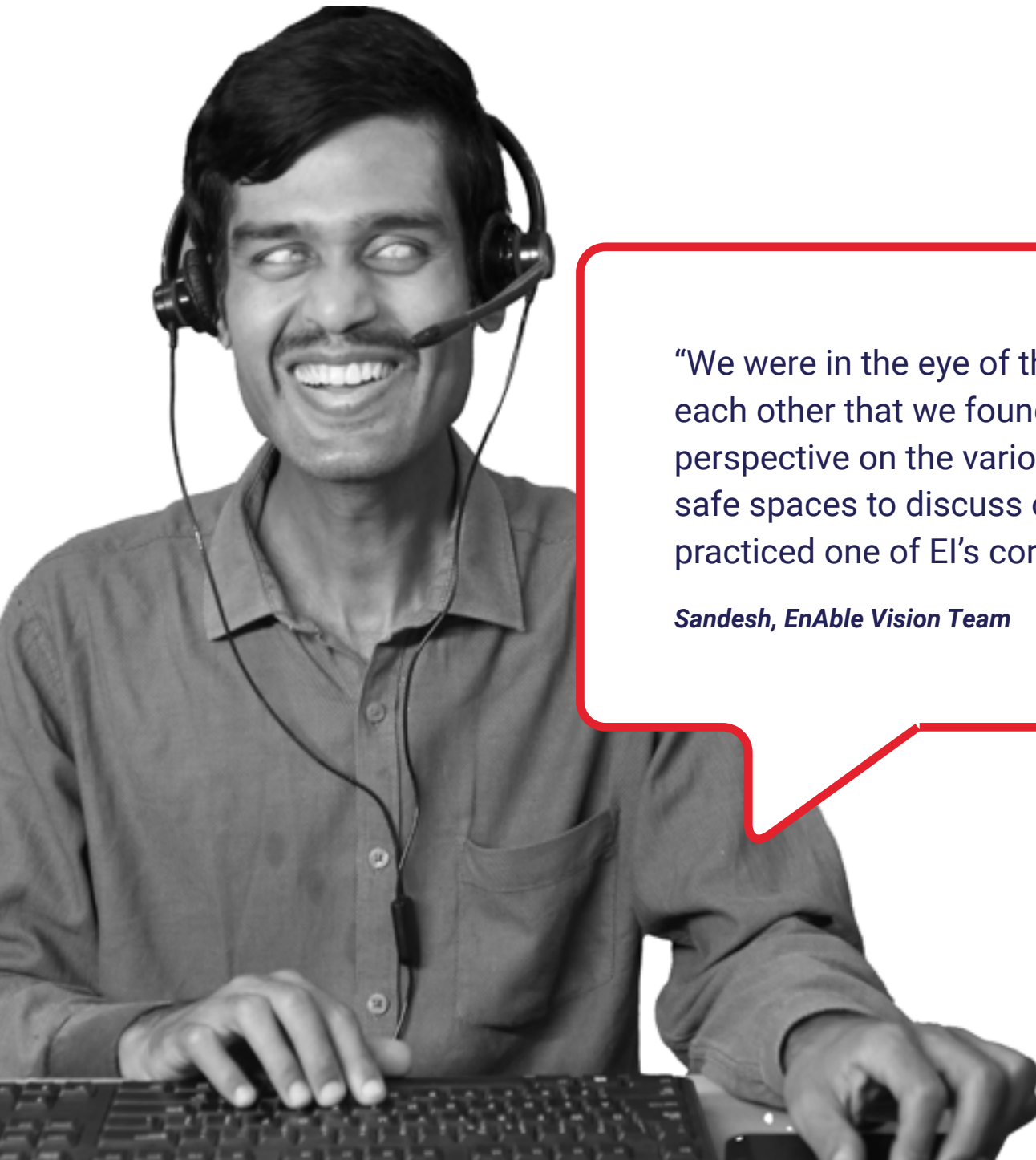
EnAble Vaani, at heart, is a community-run program. The unique projects from this year are all proof of the same. The contributors came up with several thematic experiences and tutorials including 'Viklangta Daan Nahi Mera Maan Mera Samman', Jyothi Mathu, Kathe Keli, Kathe Heli, etc. as ways of educating and engaging with their own communities. Life Beyond Sight, was another unique initiative: 8 persons with vision impairment, who wanted to educate visually impaired persons, so they don't have to face the problems they did in the past.

Thematic audios on specific days

There were thematic audios published on significant days, like World Disability Day, Environment Day, Independence Day, and even Hamari Vaani's 4th birthday to spread awareness and include the listeners in the celebrations!

Why the platform endures:

EnAble Vaani's impact can provide timely interventions in multiple points in a person's life. Imam Sab, from Bijapur, will attest to this. When he had to complete his 10th standard exam, he found a scribe on Namma Vaani. When he had to start work, he found out about Aadhaar Yojana Scheme on Namma Vaani, and got Rs. 20,000 to start a petty shop. Then, he learnt how to apply for his Village Rehabilitation Worker job through the same platform. What's next for him? He wants to write his 12th standard exams soon, and when he does, he will be coming back to the platform to find a scribe.



“We were in the eye of the storm but it was by being there for each other that we found solace. This solidarity helped us gain perspective on the various stakeholders’ struggles and we found safe spaces to discuss our challenges with each other. We practiced one of EI’s core values, empathy.”

Sandesh, EnAble Vision Team

HEAR A MILLION

1 million deaf people, 10,000 touchpoints, 2.5 years.

That's the goal of Hear-A-Million, launched in October 2020. This is a lofty goal, reaching 1/5th of India's population with deafness and hearing issues. A mission-driven program with the goal of empowering deaf people to lead a productive life, with mainstream inclusion in education, livelihood and society.

This will be done through the foundational elements of:

- Build Deaf Leaders and deaf leader network
- Build the collective, a consortium of partners
- Build access to information, solutions, stories, and more
- Build the insights using action-based research to guide Hear A Million in the future

Highlights of the Year

In 2021-22, the Hear A Million campaign took significant strides towards building its foundational elements:

4563 touchpoints reached this year, with awareness sessions and Deaf Social Events being the key focus areas of the year.

The Campaign has come far since its launch in October 2020. In 2021, the focus was on developing a formal structure through which the campaign can have a lasting impact on the Deaf community.

Towards this goal,

- HearAMillion Website was launched on June 5, 2021. The launch event happened in the presence of Shanta Vallury (CSR Head) and Shachi Kaul (Deputy CSR Head) from RBL Bank Limited, which supports Hear A Million under its CSR initiative.
- Social media helped the campaign drive change in larger numbers. As of 2022, the campaign has 10,000 followers on Instagram, 2500+ followers on Facebook, and 8500+ followers on YouTube.

www.facebook.com/hearamillion

www.instagram.com/hearamillion

www.youtube.com/c/HearAMillion

- AccessMantra was adapted as the platform for the campaign. AccessMantra was chosen due to its accessibility. The platform will be updated with ISL videos with voice-overs and subtitles. UI/UX design is also in progress to make the platform more user-friendly.



Deaf Role Models web page was launched, featuring the success stories of deaf-individual role models

Deaf entrepreneurs spoke in a panel discussion, to provide a platform of learning and mentoring for aspiring entrepreneurs

#InclusionwithISL campaign launched, in partnership with Freedom To Sign™

Knowledge building done through **16 panel discussions**, and **4 different training programs**, reaching **approximately 5000 people**.



Building Deaf Leaders & Network

Building consortium of partners

Building access to information, solutions, stories

Building insights through research



11 partner organizations joined the campaign, out of which 5 are deaf-led

Representatives from **35+ organizations** attended the **5 Manthan workshops** held this year, **reaching 1997 touchpoints**.

2 Action Researches started this year, focusing on Avaz App, and Deaf Employment



The Campaign's Impact

The campaign had an overreaching impact in several fields, thanks to the work done by the team and the community.

Counselling for the Deaf Community

Deaf persons face several issues in education, job, business, and interpreters. To address these concerns, Hear-A-Million Subject Matter Experts (SMEs), and consultants engage with deaf persons and provide them one-on-one counselling on a regular basis.

Throughout the year:

- Counselling was provided on 323 different occasions.
- 11 need-based awareness sessions were organized.

Courses for building talent

Several courses were designed and offered with a view of addressing different needs of the community, creating around **480 touchpoints** in the past year.

- The Deaf Empowerment Course was designed to help the deaf community demonstrate their identity & independence. The course prepares participants to be proactive about their identity, be aware of their legal rights as a person with disability, and develop conflict- resolution and leadership skills required to navigate professional and personal life.
- Maargadarshi Workshop is a career-guidance workshop for those seeking employment, or change in employment. This helps the candidates identify their career goals, and helps them become decision-makers. During the year, 27 candidates took part in the workshop.
- Online employability training on EnAble Academy, focused on building employability skills required to get a job and grow in one's career.
- Training of Teachers was held online, in collaboration with SABAL- Center for Abilities. The theme of the training was 'Inclusive and Adaptive Training for Teachers of Persons with Hearing Impairment', where teachers from 5 schools across Jharkhand participated.
- Hear-A-Million's training extended to the non-Deaf public as well. 15 Basic Sign Language and peer sensitization workshops were held for 499 people, including individuals and companies, raising awareness about the deaf community and sign language usage.



Enhancing knowledge through panel discussions

- 'Online Education for Deaf', was held on 10th June, 2022. The panelists included Dr Melissa Wallang, a researcher in deaf education; Arathy Manoharan- Education Specialist from Gallaudet University; Dr Surinder Randhawa- Consultant on Deaf Education; Dr Sukanta Kumar Mahapatra from National Institute of Open Schooling. A mix of deaf and hearing individuals participated.
- 'Do I feel safe enough as a deaf LGBTQ person in my community' was held on 5th July, 2022. 6 deaf individuals from the LGBTQ+ community participated (including an LGBT advocate from USA), and shared their experiences of realizing their sexual orientation, journey of coming out, and coping with societal bias. As a result of the session, a WhatsApp Support Group was created for deaf LGBTQ+ individuals in India.



Cochlear Implant Session

First of a kind discussion with audiologists, researchers, and users.



CODA Workshops

Held for family members of deaf, and 'Children of Deaf Adults' or CODA.



Deaf Entrepreneurs Session

2 sessions on deaf entrepreneurs, and their career growth so far were held, with 10 entrepreneurs participating.



Ghaziabad Foundation of Deaf Women

Deaf panelists shed light on gender awareness and financial literacy.



Tattoo Workshop

Promoting the idea of self-employment for the deaf, a tattoo artist spoke about her journey and career.



COVID Q&A Sessions & Deaf Experiences

In these sessions, doctors answered specific queries from the deaf community, and 16 deaf people shared their experiences with COVID and vaccinations



'Do you want to be a deaf teacher'?

Shedding light on how a deaf person can become a teacher, including the application & training process.



Mental Health Awareness Session

Held by a wellness coach, this session covered topics like mental illness, anxiety, depression, and self-care with a focus on deaf issues.

Building collectives

- Manthan, a word meaning 'Brainstorming' in Hindi was chosen to be the name of the quarterly events in which the organizations and individuals working in the deaf space came together to collectively work towards the goals of the community.
- 5 workshops were held this year, with 35+ organizations participating, achieving closely to 2000 touchpoints for the campaign.
- FingerChat Sessions were held, where people are taught basic ISL signs.
- 49 sessions were held, with 2910 participants.
- Deaf Zoom Camp was held in September, 2021, bringing together various deaf performers and specialists. Classes and panels were held by deaf artists, Zumba instructors, a lawyer, chess champion, etc. 2175 people participated in this camp.

"It was a splendid event. Never before has there been an open forum for Deaf LGBTQ+ people. This event has made history and will act as the pivot (hopefully) for a safe positive environment for the Deaf LGBTQ community.

Saurav Roychowdhury (Interpreter)

"I am very interested in leadership. This course is really helping me get there".

Parampreet Singh, Deaf Student



“In the last two years when so many people were losing their jobs, I felt financially safe and proud to be associated with EnAble India, where people are treated with respect. It was a difficult time but coming to work regularly made me happy. With my earnings and savings, I bought two autorickshaws for my sons to become financially independent!”

Lakshmi, Facilities Team

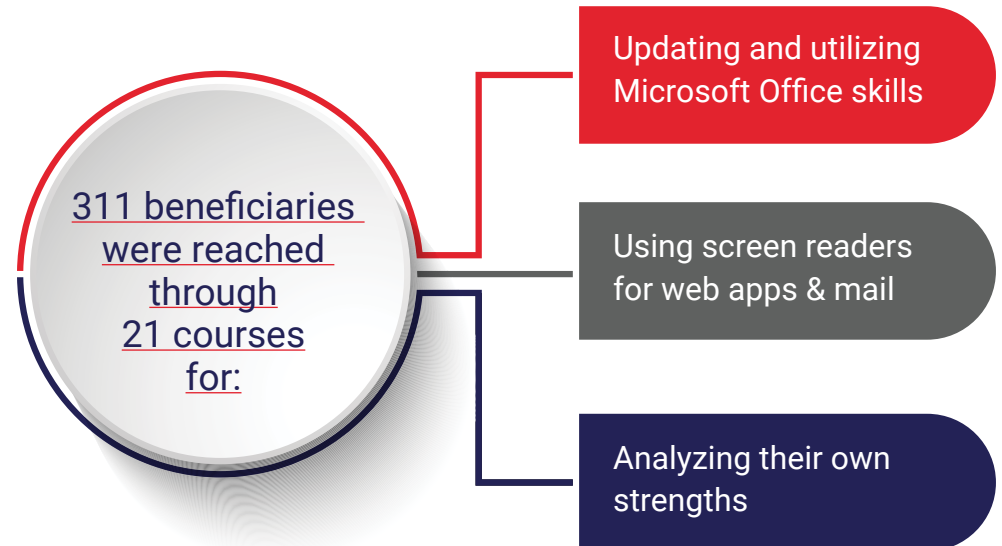
ENABLE INCLUSION

Since 1995, India has made provisions for 3% of employees in Government of India establishments and Public Sector Undertakings to be persons with disabilities³. Public sector job roles remain a majority employer for persons with disabilities. However, unless the right social and technical inclusion is done, these employees are often left under-employed and without much chance for career progression.

This goal forms the backbone of EnAble Inclusion. Through established partnerships with government and public sector banks, the team seeks to enable employees with disability to perform and be included at to the highest degree.

Upskilling during a pandemic

During the shutdown period, all employees were assigned to work from home, which posed certain difficulties to the employees with vision impairment who were facing difficulties completing their work. To overcome these specific problems, the team came up with a series of online short-courses.



Unique topics for training

The team works with a wide-range of employees with disabilities and public-sector organizations, so there's an innate need for customized content & delivery. Over the last year, foundation courses have been developed for employees with vision impairment, low-vision, speech and hearing impairment, and physical disability. These office productivity courses range from general skills, like typing, managing physical files, note-taking, reading documents, etc. to utilizing spreadsheets, PowerPoint, and screen readers.

Advanced training courses have also been developed and piloted, especially on how the content can be delivered effectively in an online format.

13 programs on office productivity & 6 on advanced training were held during the year.

A Helpline for All

In 2021, the EnAble Inclusion team launched a Helpline for beneficiaries. The helpline is run through a Whatsapp group, where participants can get post-training support for specific issues. Through this helpline, employees can raise queries and have their issues resolved almost instantaneously.

241 queries were raised, and 1079 employees with disabilities were benefited.

Shiva Kumar, a person with low vision from a nationalized bank in Hyderabad used to compare insurance data, by manually checking with specific code numbers and comparing whether they had changed from the previous day's data. After knowing the excel formula in advance course it became very easy for him to do the task quickly. As a result, his productivity has been increased significantly.

“After this using spread sheets better at my workplaces and doing work better in terms of more productive work better with spread sheets.”

Mamta Namdev Tambe, PwVI SBI, Mumbai



“This year, the team was operating from the learnings we built over the last year. We had the foresight to predict challenges and equip the staff with the right solutions. I am proud that we were able to ensure there were no technical challenges for our staff members and stakeholders.”

Shiva, IT Team

SABAL

SABAL-Centre for Abilities SABAL is a joint initiative between Tata Steel Foundation and EnAble India. Based in Noamundi (Jharkhand), this fully accessible training center delivers direct employability training to persons with disabilities, builds awareness among enablers, engages with the governmental and non-governmental ecosystem so as to build a robust environment for PwDs in the area.

In 2021-22, we touched a total of **3023 lives** through our interventions and activities.

We got a new look!

Change is always good. SABAL now has a brand new logo and a tagline, as a brand of Tata Steel Foundation.



Training through online and offline means

Webinars & Online Trainings

We held a range of webinars throughout the year: 18 webinars in total! These ranged in topic from legal provisions for PwD, to physical health & COVID-behaviour, career planning, sign language, inclusive leadership and more. The participants included persons with disabilities, enablers, NGOs, employees from various Tata companies, aanganwadi workers and more.

919 participants attended these workshops, from Jharkhand, Orissa, and West Bengal.

Tic Tac Toe

How do you engage children with disability online? 'Tic Tac Toe' is proof that it is possible! This parent led initiative was a platform for kids to play, learn, and explore. Held between 9th-16th August 2021, this session saw **120 PwDs, including 95 children, from 15 states, and 1 from London.**

Engaging Aanganwadi Workers: the backbone of our program

Aanganwadi workers are the pillars on which all the field activity done by the SABAL team rests. Their up-skilling and engagement is of utmost importance to the team, which is why we held 2 capacity building programs (and a webinar). In October and November 2021, **121 aanganwadi workers** (out of the 135 that are engaged with the program) had completed a refresher capacity building workshop to keep them up-to-date on their skills, especially from a post-COVID perspective.

Maargadarshi: Guiding the Way

A career-guidance and expectation setting workshop, Maargadarshi was held twice this year: once online, and once on-location in partnership with RSETI.

81 candidates completed the online module, and 36 completed the workshop held in Noamundi.

Employability Foundations Course

This was our first residential training in over 2 years! 12 candidates with locomotor disability, intellectual disability, dwarfism and vision impairment from in & around Jamshedpur attended the training programme.

Promoting Mobility & Menstrual Hygiene among Women with Vision Impairment

On 1st October, 8 women with vision impairment from neighbouring villages, accompanied by their family members attended a session on mobility training, followed by an awareness session on menstrual hygiene.

19 women with disability attended this workshop.

Basing our work on the ground reality

SABAL seeks to resolve issues identified by the community, by conducting deep-dives into the ground reality faced by the persons with disabilities and enablers in the area.

- A Divyangjan Aspiration Study was conducted in 2021 by SABAL as a part of Tata Steel Foundation, in collaboration with IDEA [Inclusive Divyangjan Entrepreneurship Association] to identify the aspirations of youth with disability in the area, including their demography information.
- Divyang Chaupal was held in October and November 2021, in 7 villages in Jharkhand with 96 people participating, including 62 persons with disability participating. Through this, we got information on the needs for education, disability certification, assistive aids, livelihoods, etc.

SABAL during the pandemic

Once the pandemic lockdowns began, the SABAL center was converted into a quarantine centre. In the last year, utilizing the database of PwDs, SABAL conducted vaccination drives through which 80 PwDs received their vaccinations (some received the first dose, and some received both).

Promoting accessibility through assistive aids

Throughout the year, multiple events were held where persons with disability were given access to their own assistive aids. This was done in partnerships with assistive aid manufacturers, medical care professionals, and several civil organizations, like Lions Club.

113 persons with disabilities were given walking sticks, crutches, artificial limbs, calipers, and hearing aids.



“Since my husband and I both work at EnAble India, I have learned the delicate art of balancing my personal and professional life. 2021 was very unique for me for several reasons, but more than anything, I realized the strength of my support system and I’m very grateful for it.”

Ashwini Prakash, EnAble Vision Team

TRIVENI

Over the last 22 years, EnAble India has developed its own unique way of mainstreaming livelihoods for persons with disabilities: let's call it the EnAble India Blueprint. It is proven to deliver impact in the fields of skilling, livelihoods, and building accessible ecosystems.

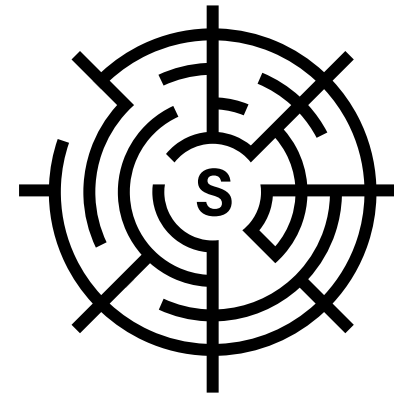
TRIVENI (Training and Research Institute, a Venture of EnAble India) was established to disseminate the EnAble India Blueprint through scalable products and standardized courses, so that this knowledge can be utilized in all geographies and scale.

Skilling a new generation of disability professionals

The Soapstone Fellowship

We poured our two decades of knowledge and insights on skilling persons with disability into a Disability Professionals Course, meant to create a generation of trainers and disability professionals attuned to the latest pedagogy and tools required to deliver training to PwDs.

This 9-month course has now evolved into Soapstone Fellowship: an ambitious program that received over 164 applications from across the country. In the last year, we've held Speaker Series, Learning Projects, Self- Learning Courses and Peer Networking Calls as a part of the fellowship. The current round of the Fellowship will continue till October 2022.



SOAPSTONE FELLOWSHIP

Human Capital for the Disability Sector



A little Hatke

EnAble India's philosophy has always been a little hatke (meaning: out of the box). As a part of the Soapstone Fellowship, the group had to come up with ideas for PwDs to showcase their personality and expand their social circle as a way of getting on their path to livelihoods. The catch? The project could not be anything related to rehabilitation, education, skilling, and employment. The groups have been ideating on these hatke ways of engaging the candidates and we've been seeing some distinctive ways of engaging candidates!

- Talent Hatke: A platform for PwDs to showcase their talent and talk about their disability
- Joy of Giving: Contributors with disability celebrating the joy of giving
- Club Connexion: Expanding social circles between persons with and without disabilities
- Travel Dynamics: Exploring the importance and impact of travel among PwDs

Capacity Building for Trainers

The 2nd Capacity Building Program for Employability trainers generated a lot of buzz in the industry: with over 50 applicants from 26 organizations expressing their interest in participation.

Out of this, 27 participants representing 13 non-governmental organizations successfully completed the program. This included 8 participants with disability (including vision impairment, physical disability, and spinal cord injury). This was a diverse group: with experience ranging from 6 months to 15+ years, and from backgrounds ranging from computers to special educators. They learnt about how to teach employability, and got hands-on experience on training as well.

Research aimed at strengthening our work

TRIVENI has launched the Journey Analytics project in order to utilize the vast amount of user journey and user data to inform our intervention programmes. Through this program, we aim to systematically collect, document, and analyse the journeys of individuals with disability, along with the turning points and interventions, so that we can create a databank of solutions & actions that individuals can leverage for themselves.



"I work closely with the deaf community so establishing effective ways of communication was key for me and my team. We were all new to each other and we began the process of being synergetic online! Coming together to give honest and raw feedback to each other helped us not only improve ourselves but also gave a state of constant evolution to the solution we built."

Leon, Hear a Million Team

UNIVERSITY CONNECT PROGRAM

Approximately 5% of India's disabled population studies at the graduate level⁴; with a lot of them falling off the pipeline due to lack of access, opportunities, and barriers. This 5% faces further hurdles when it comes to finding employment, whether it is due to lack of knowledge of opportunities, limited exposure, or limited awareness on the part of the employer.

The University Connect Program is a platform for these graduate students to kickstart their journey towards economic independence. The program gives them skill training and disability livelihood knowledge, creating a more effective pipeline towards a successful career.

Enabling Lecturers to be more inclusive

Lecturers at JSS Polytechnic for the Differently Abled (JSSPDA) participated in a workshop, with a focus on creating accessible content for deaf students. The lecturers were asked to provide their views on the gaps and some suggestions were proposed to them to maximize the impact.

Bridge Course for Students

To create in-depth awareness about the options available in the job market, the Bridge Course Employability Training project was started at the university level. This course enhances students' attitude, helps them take their education in their own hands while amplifying their readiness for interviews and the professional environment.

Building a pipeline for employers

2 job drives were conducted among leading companies in service and manufacturing sectors. These drives resulted in employment of 32 deaf candidates from JSS Polytechnic for the Differently Abled (JSSPDA).



This year has taught me that it is okay to cut yourself some slack and take a break. I found joy in the everyday activities that I had previously taken for granted; even unpacking my bag to start working made me so happy!

Creating a routine for my daily life and sticking to it anchored me. I found myself taking more chances and being bolder with my choices which facilitated my career growth.

Gayatri, Triveni Team

RURAL LIVELIHOOD MISSION

69% of India's disabled population lives in rural areas.⁵ Mainstreaming livelihoods for persons with disability would be incomplete without the inclusion of a rural focus.

The Rural Livelihood team's goal lies in providing rural livelihood opportunities and entrepreneurship development for persons with disabilities. The team's operations are executed through decentralized Garv Se Centres, and through partnerships with local organizations.

New Garv Se Centres opened

5 new Garv Se Centres were established.

- 4 in Karnataka: in Bagalkot, Davanagere, Bengaluru Rural, and Mandya
- 1 in Kerala: in Ernakulam, Kochi in partnership with Ernakulam Welfare Services

Strengthening ecosystem for budding entrepreneurs

Self-employment can play a huge role in promoting economic independence, which is why the Rural Livelihood team lays great emphasis on building a strong ecosystem for entrepreneurs.

354 PwDs trained through the Entrepreneurial Development Program.

Trainings held in **6 districts**: Gadag, Doddaballapur, Koppal, Chitradurga, Davengere, and Bagalkot.

Wage Employment Trainings

The team also seeks to harness wage employment opportunities available in rural India, through trainings and placements.

- The first batch of Foundational Wage Employment training was held in Bangalore Rural, in partnership with Voice of Needy.
- 25 PwDs joined in to the wage employment sector and are working in the organised sector with a decent income.

Chayadevi is a 39 year old and a resident of Doddaballapur. She's a person with locomotor disability. She attended an entrepreneurship training held by the Garv Se centre, after which she started selling vegetables on the roadside.

Garv Se center officers later helped her acquire a microfinance loan, which enabled her to buy a cart and increase the scale of her business!







“Joining an organization when the entire workforce is operating remotely is a strange experience. Due to the very visual nature of communication of deaf people, working remotely can be very tiring as we have to be fully focused on our screens at all times. Everybody, including myself, had to be patient in this process of induction and integration as we were all learning through and with each other.”

Tushar, Hear a Million Team

EI LABS

Zero barriers for persons with disabilities.

That's the goal, in simple terms. 56 Million Persons with Disabilities in the employable age: 75% of them largely excluded from mainstream employment due to lack of access and solutions.

How does eiLabs seek to solve this? By being a unified platform & incubator for assistive solutions that are catalyzed by the community itself.

It's been an ambitious year of growth for eiLabs. Following the successful launch, the goal was to accelerate the momentum, while reaching out to a larger group.



1200+ persons
as a part of outreach



1634 solutions
developed by participants and community



30 partners
working together to break barriers



20 awards
given out for innovative solutions

Project Discovery: Solutions for the Community, From the Community

Project Discovery is a crowdsourced compendium of solutions used by persons with disabilities in their everyday lives. Solutions are gathered to address Daily Living, Technology & IT, and Outdoor challenges.

An impact assessment completed in 2021 revealed that the community felt that the competition restored agency to persons with disability. Thus, in 2022, we moved forward with support from the community.

Our Reach: 25 States, 93 districts, 18+ disabilities.

Project Discovery 2.0: 4,50,000 shared as prize money for the best solutions shared.

Videos

Since it's launch in 2020, Project Discovery has catalogued over 800 videos: that is 800 fewer barriers for persons with disabilities!

466 solutions gathered and disseminated in 2021-22.

Community driven: 47 volunteers got together to caption, title, audio describe, and translate the 466 videos.

Naman Patel, a 55-year-old from Gujarat, has been disabled since childhood due to Polio. After struggling to travel independently while also transporting his wheelchair with him, Naman came up with the idea of a sidecar-attachment that can be used with a bike. This allows the rider to comfortably slide the wheelchair on to the sidecar, maneuver to the bike, and ride it independently.

After his participation in Project Discovery 2020, more people adapted this solution: including a father from Orissa who travelled all the way to Gujarat to get one for his daughter, who was then able to travel outside of her home for the first time in 10 years.

Building a more accessible future

How? Through incubation, mentoring, and market connects for entrepreneurs, businesses, and start-ups working towards developing accessible solutions for PwDs.

- Prerana Education Centre created and shared niche courses for organizations, professionals, parents, and students on Prishni.in, a site meant to build access for persons with disabilities. This was created as a partnership between eiLabs and IIM Bangalore's entrepreneurship Cell.
- Through its partnership with TCS DISQ, eiLabs conducted multiple sessions on creating awareness on assistive technologies in various colleges across the country. This included mentoring 3 teams throughout the year.
- The eiLabs team completed multiple interviews to understand the needs and accessibility of various Google Apps.
- 'Mouseware' is a wearable device that enables hands-free operation of computers and smartphones, developed by Dextroware. The Dextroware team was one of the 3 mentored as part of the partnership with TCS DISQ.



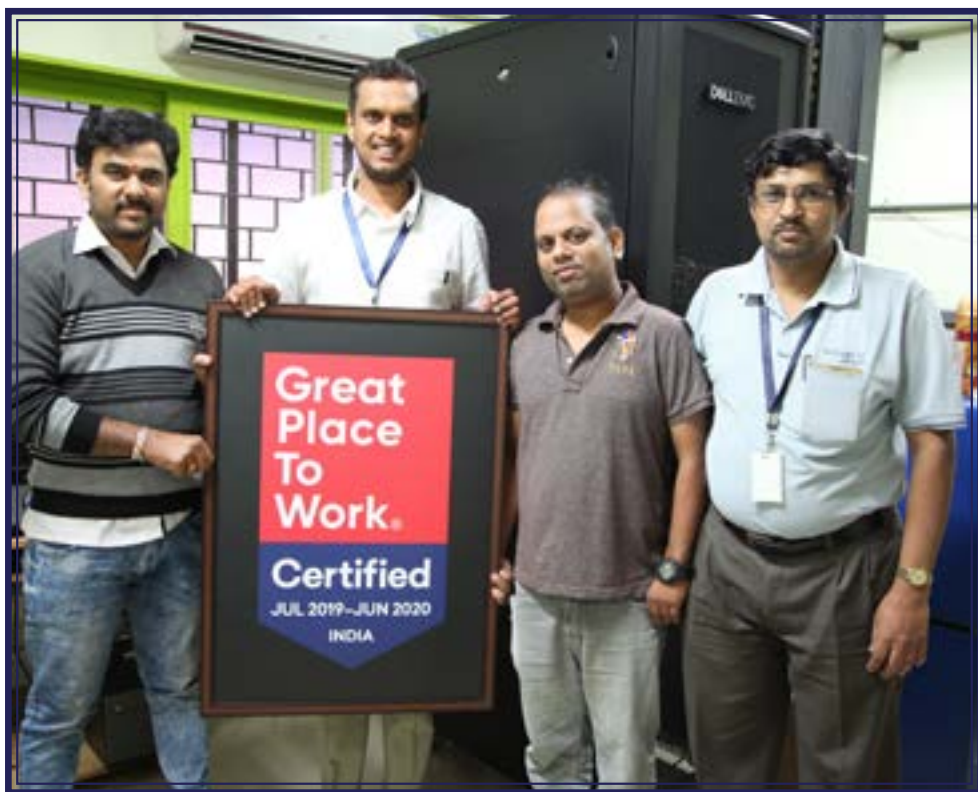
ORGANIZATIONAL EXCELLENCE



IT & WPS

The set of challenges unleashed by the pandemic continued to confront our teams in its second year as well. Of course, this time around, we were prepared and better equipped to cope. In the face of adversity, our teams, especially the IT department integrated mechanisms to endure through the challenging times. As employees continued to work from home largely, the IT & WPS provided adequate support to ensure seamless operations.

More innovations and tech solutions were introduced during the year to ensure efficiency of work, including the Glific chatbot. The Human Resource processes were moved to a new digitized platform for ease of use.



Media & Communications

Communications is the backbone of EnAble India's various programmes. The media team tirelessly works to bring out the impact created by EI's interventions for different types of disabilities and stakeholders. The impact is showcased in the form of content brought out in coffee table books, brochures, websites, campaigns, social media platforms and so on. The communications team also contributes actively towards any media engagements related to our flagship initiatives.

The team is also responsible for an active social media presence on Facebook, Instagram and LinkedIn. In the past year, our Facebook page reach was over 50,000. The total likes stand at 17000+. We have around 5900 people who follow us on LinkedIn. Similarly, the number of followers on Instagram is 1126.

You can follow EnAble India updates on these handles,

www.linkedin.com/enableindia

www.facebook.com/enableindia

www.instagram.com/enableindia

Admin Team

The Admin team weathered the daunting task of managing both off-line and online functions for the organizations, and seamlessly shifting between both modes as required. The team worked on a 'Hot Desking' method to prepare the office with the highest levels of COVID hygiene, and coordinated with BBMP officials on three different vaccination drives for persons with disabilities. Throughout the year, the team ensured organizational health & happiness by maintaining safety protocols, organizing several staff functions, and ensuring that the physical infrastructure was constantly updated.

POSH Committee

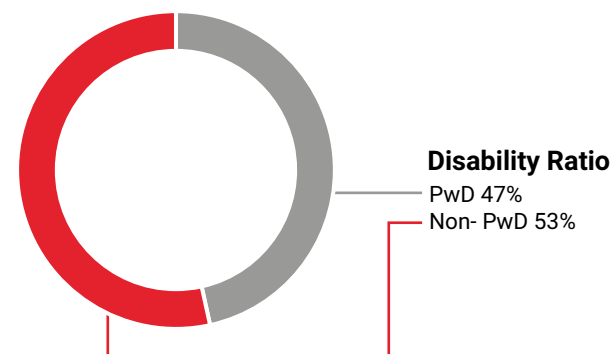
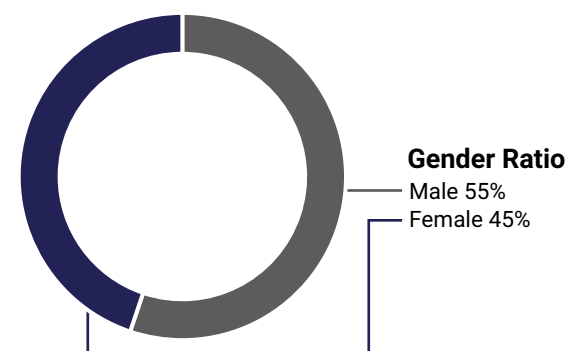
EnAble India has a 'Zero Tolerance Policy' to prevent and address any form of bullying or harassment. In cognizance with the laws, we have an Internal Complaints Committee for the Prevention of Sexual Harassment (POSH) of all our staff. We have a 100% sensitization rate among our staff, and have included it as a part of the induction process for all new staff.

The committee members, as appointed on December 2021 are:

1. Agomoni Bose – Presiding officer
2. Ashwini Rao – Committee member
3. Major Rajendra – Committee member
4. Roopa Reddy – Committee member
5. Dr. Anuradha B.S. – External member

Human Resources

EnAble India's Human Resources team manages the needs of a full-time staff of 91, part-time workers, consultants, interns, and volunteers. The work done by the team has certainly seen results: EnAble India scored 89% in the Great Place to Work: Diversity and Inclusion Survey. EnAble India recognizes the benefits of continued learning and staff development, which is why we constantly capture training needs from several teams and hold staff Learning & Development sessions throughout the year. In 2022, 37 sessions were held, with 1540 instances of participation by the staff.



FUNDERS

ACCENTURE SOLUTIONS PRIVATE LIMITED

ALLEGIS SERVICES (INDIA) PRIVATE LIMITED

APPLE INDIA PRIVATE LIMITED

BANK OF AMERICA

BENGAL FINANCE & INVESTMENT PVT LTD.

BIO-GEN EXTRACTS PVT LTD

CHARITIES AID FOUNDATION AMERICA

COGNIZANT FOUNDATION

CARING FRIENDS - MUMBAI

GOOGLE LLC

H. T. PAREKH FOUNDATION

MOUNTAINIA DEVELOPMENT & HOSPITALITY PVT LTD

NASSCOM FOUNDATION

PRAXAIR INDIA PVT LTD

QWIK SILVER SOLUTIONS PVT LTD.

RBL BANK LTD

REFINITIV INDIA SHARED SERVICES PVT LTD.

SALES FORCE.COM INDIA PVT LTD

STATE STREET CORPORATION SERVICES MUMBAI PVT LTD

SWISS RE FOUNDATION

THE U. K. ONLINE GIVING FOUNDATION - U. K

UNITED WAY - MUMBAI

AUDIT REPORT

Acknowledgement Number:526620411230922		Date of filing : 23-Sep-2022 Deemed date of filing : 23-Sep-2022	
INDIAN INCOME TAX RETURN ACKNOWLEDGEMENT			
[Where the date of the Return of Income is Form ITR-1 (SAHAJ), ITR-2, ITR-3, ITR-4(SUGAM), ITR-5, ITR-6, ITR-7 (Filed and verified) (Please see Rule 12 of the Income-tax Rules, 1962)]			Assessment Year 2022-23
PAN	AAATE0022	Form Number	ITR-7
Name	ENABLE INERA	e-Filing Acknowledgement Number	526620411230922
Address	#473 H , AGARWAL MAIN ROAD, 8TH ELCOR , KORMANGALA , Bangalore , 15-Karnataka , 560095		
Status	ADP/BOE		
Filed w/s	139(1) - Return Filed on or before due date		
Current Year business loss, if any	1		0
Total Income			0
Book Profit under MAT, where applicable	2		0
Adjusted Total Income under AMT, where applicable	3		0
Net tax payable	4		0
Interest and Fee Payable	5		0
Total tax, interest and Fee payable	6		0
Taxes Paid	7		3,99,807
(*)Tax Payable i-(Refundable) (6-7)	8		(-) 3,99,800
Assessed Income as per section 115TD	9		0
Additional Tax payable w/s 115TD	10		0
Interest payable w/s 115TE	11		0
Additional Tax and interest payable	12		0
Tax and interest paid	13		0
(*)Tax Payable i-(Refundable) (13-12)	14		0
This return has been digitally signed by DIPESH M SUTARIYA in the capacity of Principal Officer having PAN ALKPS3180Q from IP address 48.205.131.140 on 23-Sep-2022			
DSC M. No. & Issuer : 3497320 & 51451342CN-Capricorn CA 2014EO-Certifying Authority,D-Capricorn Identity Services Pvt Ltd,C=IN			
System Generated			
Barcode/QR Code	AAATE00220411230922AAATE0022041123092204112309220411230922		
DO NOT SEND THIS ACKNOWLEDGEMENT TO CPC, BENGALURU			

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

Acknowledgement Number -526692580230922



We have examined the balance sheet of ENABLE INDIA AAATE0632J [name of the trust or institution] as at 31st March 2022 and the Profit and loss account for the year ended on that date which are in agreement with the books of account maintained by the said Trust or institution

We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of the audit. In our opinion, proper books of account have been kept by the head office and the branches of the abovenamed Trust visited by us so far as appears from our examination of the books, and proper Returns adequate for the purposes of audit have been received from branches not visited by us, subject to the comments given below.

In our opinion and to the best of our information, and according to information given to us, the said accounts give a true and fair view:-

- (i) in the case of the balance sheet, of the state of affairs of the above named Trust as at 31st March 2022 and
(ii) in the case of the profit and loss account, of the profit or loss of its accounting year ending on 31st March 2022

The prescribed particulars are annexed hereto.

Name	Joe James
Membership Number	251076
Firm Registration Number	0026505
Date of Audit Report	23-Sep-2022
Place	49.205.139.140
Date	23-Sep-2022

ANNEXURE**STATEMENT OF PARTICULARS****I. 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	₹ 13,76,88,661
2. Whether the Trust 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.	Yes, ₹ 1,45,38,318
3. Amount of income accumulated or 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 for such purposes.	₹ 2,63,69,348
4. Amount of income eligible for exemption under section 11(1)(c) (Give details)	No

Sl. No.	Details	Amount
	No Records Added	
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)	₹ 0
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	Not Applicable, -
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:-	
(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	No, -, -
(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	No, -, -
(c)	has not been utilised 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	No, -, -

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 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			
Sl. No.	Amount	Rate of interest charged (%)	Nature of security, if any.	Remarks
		No Records Added		
2. Whether any land, building or other property of the Trust 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	Yes
---	-----

4. Whether the services of the Trust 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 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 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 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	No
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<p>B. Whether the income or property of the Trust was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details</p>	<p>No</p>
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III. INVESTMENTS HELD AT ANY TIME DURING THE PREVIOUS YEAR(S) IN
CONCERNS IN WHICH PERSONS
REFERRED TO IN SECTION 13(3) HAVE A SUBSTANTIAL INTEREST

Total (Nominal value of the investment)	0
Total (Income from the investment)	0
Place	49.205.139,140
Date	23-Sep-2022

Acknowledgement Number - 526692580230922

This form has been digitally signed by JOE VADA SSERY JAMES having PAN AUCPJ2857L from IP Address 49.205.129.140 on 23-Sep-2022 09:34:04 PM
Doc Id No and Issuer 21508242CN=e-Mudhra Sub CA for Class 3 Individual 2014,C=IN,O=eMudhra Consumer Services Limited,OU=Certifying Authority

**PHILLIPOS & Co.**

P. B. No. 534, No. 47, M-FLOOR
WHEELER ROAD, COX TOWN
BANGALORE - 560 005

CHARTERED ACCOUNTANTS

BISNL : (080) 25467223, 25467224
AIRTEL : (080) 41251474
e-mail : philippos18@gmail.com
url : www.phillippos.co.in

Independent Auditor's Report

To
The Trustees of
ENABLE INDIA BANGALORE

Opinion

We have audited the accompanying financial statements of Enable India which comprise the Balance Sheet as at 31st March, 2022, the Income & Expenditure Account for the year then ended and a summary of significant accounting policies.

In our opinion and to the best of our information and according to the explanations given to us, the financial statements give us a true and fair view in conformity with the accounting principles generally accepted in India of the state of affairs of Enable India as at 31st March, 2022 and the *Excess of Income over Expenditure* for the year ended on that date.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India. Our responsibilities under those Standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the ethical requirements that are relevant to our audit of the financial statements and we have fulfilled our ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the aforesaid Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to

going concern and using the going concern basis of accounting unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so. Management is responsible for overseeing the entity's financial reporting process.

Auditors Responsibilities for the Audit of Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We communicate with the management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

Further, based on our audit we report that:

- We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
- In our opinion, proper books of account as required by law have been kept by the Trust so far as it appears from our examination of those books.
- The Balance Sheet, the Income and Expenditure A/c dealt with by this Report are in agreement with the relevant books of account.



For Phillippos & Co
Chartered Accountants
FRN: 0026505

Joe James
Partner, M.No. 251076
UDIN: 22251076ASIXNU9729

Place: Bangalore
Date: 15th September 2022

ENABLE INDIA

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

Bangalore - 560 095, Karnataka

Balance Sheet as at 31st March 2022

Particulars	Schedule	Amount (Rs.)
Liabilities		
Trust Fund	1	9,53,62,711
Restricted Funds	2	4,10,87,500
Building & Infrastructure Fund	3	-
Employee Welfare Fund		1,50,000
Total		13,66,00,211
Assets		
Fixed Assets	4	3,26,78,770
Current Assets, Loans and Advances	5	1,11,98,376
Cash and Cash Equivalents	6	9,27,23,065
Total		13,66,00,211

For Enable India


Managing Trustee

Place: Bangalore
Date: 15th September 2022

As Per Our Report of Even Date
For Phillipos & Co,
Chartered Accountants
Firm Reg. No. 0026508


Joe James
Partner, M.No. 251076
UDIN: 22251076ASIXNU9729

ENABLE INDIA

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

Bangalore - 560 095, Karnataka

Income and Expenditure Account

For the year ended 31st March 2022

Particulars	Schedule	Amount (Rs.)
Income		
Donations and Contributions - Local		83,12,679
Donations and Contributions - Foreign		18,48,773
Donations and Contributions - In Kind		28,00,670
Interest Income		44,12,091
Transfer from Restricted Funds	7	11,91,94,013
Other Income	8	9,31,928
Total (A)		13,75,06,154
Expenditure		
Project Expenses	9	10,90,58,934
Administrative Expenses	10	48,65,403
Total (B)		11,39,24,337
Excess of Income over Expenditure		2,35,79,817

For Enable India


Managing Trustee

Place: Bangalore
Date: 15th September 2022

As Per Our Report of Even Date
For Phillipos & Co,
Chartered Accountants
Firm Reg. No. 002650 S


Joe James
Partner, M.No. 251076
UDIN: 22251076ASIXNU9729

ENABLE INDIA
No. 473/B, Adugodi Main Road, 8th Block Koramangala
Bangalore - 560 095, Karnataka
Schedule to the Balance Sheet as on 31st March 2022

Particulars		Amount (Rs.)
Schedule 1: Trust Fund		
As per last year balance sheet	6,38,25,909	
Add: Transfer from Building and Infrastructure Fund	79,60,986	
Add: Excess of Income over Expenditure	2,35,75,817	9,53,62,711
Schedule 2: Restricted Fund Account		
01. Accenture		
As per last balance sheet	3,14,023	
Add: Receipts during the year	1,23,66,500	
Less: Transfer to income and expenditure to the extent utilized	1,26,86,523	-
02. ABgle		
As per last balance sheet	3,87,087	
Add: Receipts during the year	1,07,65,390	
Less: Transfer to income and expenditure to the extent utilized	95,71,602	14,50,875
03. Apple Project - I		
As per last balance sheet	1,68,24,289	
Add: Receipts during the year	-	
Less: Transfer to income and expenditure to the extent utilized	1,37,00,244	31,24,045
04. Apple Project - II		
Add: Receipts during the year	2,50,00,000	
Less: Transfer to income and expenditure to the extent utilized	1,56,74,486	93,25,514
05. Cognizant		
As per last balance sheet	21,60,065	
Add: Receipts during the year	65,31,013	
Less: Transfer to income and expenditure to the extent utilized	74,67,518	12,23,560
06. HTPF		
As per last balance sheet	28,43,624	
Less: Balance transferred to income and expenditure	28,43,624	-
07. Linde		
As per last balance sheet	17,79,499	
Add: Receipts during the year	52,83,000	
Less: Transfer to income and expenditure to the extent utilized	45,88,942	24,73,557
08. OYO		
Add: Receipts during the year	26,00,000	
Less: Transfer to income and expenditure to the extent utilized	10,03,000	15,97,000
09. Philanthropy		
Add: Receipts during the year	75,00,000	
Less: Transfer to income and expenditure to the extent utilized	28,82,787	46,17,213
10. Quicksilver		
As per last balance sheet	22,00,000	
Add: Receipts during the year	39,58,000	
Less: Transfer to income and expenditure to the extent utilized	22,00,000	39,58,000
11. Refinitive		
As per last balance sheet	73,64,160	
Less: Transfer to income and expenditure to the extent utilized	73,64,160	-



ENABLE INDIA
No. 473/B, Adugodi Main Road, 8th Block Koramangala
Bangalore - 560 095, Karnataka
Schedule to the Balance Sheet as on 31st March 2022

Particulars		Amount (Rs.)
12. State Street		
As per last balance sheet	52,01,292	
Less: Transfer to income and expenditure to the extent utilized	28,45,495	23,55,797
13. RBI		
As per last balance sheet	(8,673)	
Add: Receipts during the year	97,01,400	
Less: Transfer to income and expenditure to the extent utilized	80,62,822	16,29,905
14. Robert Bosch		
As per last balance sheet	9,89,690	
Less: Transfer to income and expenditure to the extent utilized	5,48,807	4,40,883
15. Bio Gen Extracts		
As per last balance sheet	3,75,000	
Less: Transfer to income and expenditure to the extent utilized	3,75,000	-
16. UC Inclusive		
As per last balance sheet	1,90,000	
Less: Transfer to income and expenditure to the extent utilized	1,90,000	-
17. Higgs Digital		
Add: Receipts during the year	2,20,000	2,20,000
18. Salesforce		
Add: Receipts during the year	19,22,550	19,22,550
19. Refinitive - FCRA		
As per last balance sheet	29,52,329	
Less: Transfer to income and expenditure to the extent utilized	5,65,712	23,86,627
20. Google - FCRA		
Add: Receipts during the year	15,16,010	
Less: Transfer to income and expenditure to the extent utilized	4,69,130	10,46,880
21. Blimley Chiley - FCRA		
Add: Receipts during the year	22,39,650	
Less: Transfer to income and expenditure to the extent utilized	13,36,579	9,03,071
22. Swiss Re-foundation - FCRA		
Add: Receipts during the year	50,00,000	
Less: Transfer to income and expenditure to the extent utilized	25,87,977	24,12,023
23. Bank of America - FCRA		
As per last balance sheet	2,16,38,226	
Less: Transfer to income and expenditure to the extent utilized	2,16,38,226	-
24. CAF - FCRA		
As per last balance sheet	5,97,379	
Less: Transfer to income and expenditure to the extent utilized	5,97,379	-
Total Specified Grants		4,10,87,500



REFERENCES

A. SUMMARY OF ADMINISTRATION EXPENSES														
Line	Description	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	Total
1	Salaries	1,000,000	1,050,000	1,100,000	1,150,000	1,200,000	1,250,000	1,300,000	1,350,000	1,400,000	1,450,000	1,500,000	1,550,000	15,000,000
2	Benefits	200,000	210,000	220,000	230,000	240,000	250,000	260,000	270,000	280,000	290,000	300,000	310,000	3,000,000
3	Travel	50,000	55,000	60,000	65,000	70,000	75,000	80,000	85,000	90,000	95,000	100,000	105,000	1,000,000
4	Supplies	30,000	33,000	36,000	39,000	42,000	45,000	48,000	51,000	54,000	57,000	60,000	63,000	600,000
5	Utilities	40,000	44,000	48,000	52,000	56,000	60,000	64,000	68,000	72,000	76,000	80,000	84,000	800,000
6	Telephone	20,000	22,000	24,000	26,000	28,000	30,000	32,000	34,000	36,000	38,000	40,000	42,000	400,000
7	Postage	10,000	11,000	12,000	13,000	14,000	15,000	16,000	17,000	18,000	19,000	20,000	21,000	200,000
8	Printing	15,000	16,500	18,000	19,500	21,000	22,500	24,000	25,500	27,000	28,500	30,000	31,500	300,000
9	Repairs	12,000	13,200	14,400	15,600	16,800	18,000	19,200	20,400	21,600	22,800	24,000	25,200	240,000
10	Insurance	80,000	88,000	96,000	104,000	112,000	120,000	128,000	136,000	144,000	152,000	160,000	168,000	1,600,000
11	Depreciation	100,000	110,000	120,000	130,000	140,000	150,000	160,000	170,000	180,000	190,000	200,000	210,000	2,000,000
12	Other	10,000	11,000	12,000	13,000	14,000	15,000	16,000	17,000	18,000	19,000	20,000	21,000	200,000
13	Total	1,410,000	1,500,000	1,590,000	1,680,000	1,770,000	1,860,000	1,950,000	2,040,000	2,130,000	2,220,000	2,310,000	2,400,000	23,000,000

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ENABLE INDIA
No. 473/B, Adugodi Main Road, 8th Block Koramangala
Bangalore - 560 095, Karnataka
Sub Schedule - 04

Statement of Fixed Assets and Depreciation for the year ended 31st March 2022

Sl. No.	Name of the assets	Gross value 01.04.2021	Additions		Total value 31.03.2022	Depreciation For the year	Net block As on 31.03.2022
			Before 30th Sept	After 1st Oct			
1	Land	-	2,02,54,840	-	2,02,54,840	-	2,02,54,840
2	Computer and Accessories	36,22,286	5,21,833	49,04,330	90,48,449	26,41,665	64,06,784
3	Equipments	18,49,314	3,15,972	7,74,168	29,39,454	4,23,908	25,15,546
4	Furniture and Fittings	24,35,778	5,25,000	-	29,60,778	2,96,078	26,64,700
5	Vehicle	9,84,588	-	-	9,84,588	1,47,688	8,36,900
	TOTAL	88,91,966	2,16,17,645	56,78,498	3,61,88,109	35,09,239	3,26,78,770



ENABLE INDIA
No. 473/B, Adugodi Main Road, 8th Block Koramangala
Bangalore - 560 095, Karnataka
Schedules to the Consolidated Income and Expenditure Account
For the year ended 31st March 2022

Particulars	Amount (Rs)
	2021-22
<u>Schedule 07:</u>	
<u>Transfer from Restricted Fund</u>	
01. Accenture	1,26,80,523
02. Allegis	95,71,602
03. Apple - Project I	1,37,00,244
04. Apple - Project II	1,56,74,486
05. Cognizant	74,67,518
06. HTPF	28,43,624
07. Linde	45,88,942
08. OYO	10,03,000
09. Philanthropy	28,82,787
10. Quicksilver	22,00,000
11. State Street	28,45,495
11. Refinitive	73,64,160
12. RBL	80,62,822
13. Robert Bosch	5,48,807
13. Biogen Extracts	3,75,000
13. UC Inclusive	1,90,000
14. Refinitive - FCRA	5,65,712
15. Google - FCRA	4,69,130
16. Blimey Chile - FCRA	13,36,579
17. Swiss Re-foundation FCRA	25,87,977
17. Bank of America FCRA	2,16,38,226
17. CAF Oracle FCRA	5,97,379
Total	11,91,94,013
<u>Schedule 08:</u>	
<u>Other Income</u>	
Training Income	8,07,478
Other Income	1,24,450
Total	9,31,928



ENABLE INIDA

Notes on Accounts for the year ended 31st March, 2022

1. Background

Enable India is a registered Charitable Trust working to ensure the economic independence and dignity of persons with disability.

2. Accounting Standards

Enable India is a charitable trust not carrying on any commercial, industrial or business activity. Therefore, the Accounting Standards issued by the Institute of Chartered Accountants of India are not applicable.

3. Significant Accounting Policies

a. Basis of preparation of Financial Statements

Financial statements are prepared on the cash basis of accounting and in accordance with the generally accepted accounting principles in India.

b. Accounting for Grants

The Trust is following fund-based accounting wherein specific grant is taken to the balance sheet. The amount utilized from the specific grant during the year is transferred to the Income & Expenditure account, and the revenue expenditure incurred from specified grant is taken to the Income & Expenditure account, in accordance with the Technical Guide on Accounting for Not-for-Profit Organizations issued by the Institute of Chartered Accountants of India.

c. Fixed Assets and Depreciation

Fixed Assets are stated at cost less accumulated depreciation. Depreciation on assets is provided at the rate prescribed under the Indian Income-tax Act, 1961 on the written down value of the assets.

d. Foreign Currency Transactions

Transactions in foreign currencies are accounted on actual realization basis on the date of transaction.

e. Employee Benefits

Employee benefits include provident fund and employee state insurance scheme. The Trust's contribution to Employees Provident Fund and Employees State Insurance Scheme are considered as defined contribution plans and are charged as an expense based on amount of contribution required to be made when services are rendered by the employees.



4. Going Concern

The financial statements have been prepared on a going concern basis which assumes the Trust will be able to realize its assets and discharge its liabilities in the normal course of business for the foreseeable future. There are no conditions indicating the existence of a material uncertainty that may cast significant doubt about the Trust's ability to continue as a going concern.

5. Taxes on Income

The Trust is also registered under Section 12A of the Indian Income-tax Act, 1961 with the Commissioner of Income Tax (Exemptions) vide Registration No. AAAATE0632JE20214. This makes the trust eligible for tax exemption on total income subject to compliance with the specific provisions of the Indian Income-tax Act, 1961.

As Per Our Report Even Date
For Phillipos & Co.,
Chartered Accountants
Firm Reg. No. 0026505

Joe James
Partner
M. No. 251076
UDIN: 22251076ASIXNU9729

Place: Bangalore
Date: 15th September 2022

For and on behalf of Enable India

Managing Trustee



Endnotes

1. <https://pubmed.ncbi.nlm.nih.gov/11804362/#:~:text=Conclusion%3A%20The%20planning%20of%20blindness,is%20currently%20over%2018%20million.>
2. http://www.nhfdc.nic.in/upload/nhfdc/Persons_Disabilities_31mar21.pdf
3. <https://disabilityaffairs.gov.in/upload/uploadfiles/files/National%20Policy.pdf>
4. http://www.nhfdc.nic.in/upload/nhfdc/Persons_Disabilities_31mar21.pdf
5. http://www.nhfdc.nic.in/upload/nhfdc/Persons_Disabilities_31mar21.pdf

About EnAble India

EnAble India is a non-profit organization working for economic independence and dignity of persons with disability (PwDs) since 1999, impacting thousands of PwDs and stakeholders. Considered to be a pioneer in employability and employment of persons with disability, EnAble India has catered to the needs of 19 disabilities thus far.

We have impacted 325,000+ individuals including persons with disabilities and their families in 28 states and 7 union territories in India. In the past 23 years, EnAble India has collaborated with 726 companies and 229 partner organizations across 1253 locations in 25 countries.

We have opened up 388 job roles across 34 sectors. We have built 12+ models and frameworks to train employable persons with disability, and includable leaders capable of leading the change. In fact, EnAble India's models and content are used across many organizations not only in India but also in Africa, Asia, Europe and America.

For more information, visit www.enableindia.org

Get in Touch

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