

It was difficult initially. Thanks to the support of my NGO and co-workers, I have learned to use apps to order things online and attend meetings on Zoom. I miss my routine of going to work and being around people, but I am grateful I have a job and the affection of my friends.

Despite my blindness, I have always been cheerful, talkative, and friendly. Now, I am quiet and do not have much to say. In the evenings, my mind goes numb and sad.

I wish I could go to school. I miss meeting my friends. I am tired of doing classes on my mother's phone. At times, I get a headache.

I miss my dance class and being on the playground with my friends.

I have not laughed with my friends in a long time.

Earlier, I was not so careful about hygiene. Now I wash my hands longer with soap, try not to touch surfaces or walls, even though I need them for support. I wash my clothes every day and take a bath as soon as I return to the hostel.

Annual Report 2021

I am scared that I will have to take the vaccine because I do not like injections. I am happy that I can sleep and wake up late in the morning. I like online school.

I was forced to learn new ways of doing things. Using apps to buy things, washing everything many times, zoom meetings, etc. It was difficult, but I am more confident now.

The most challenging thing is being home all day. I miss eating restaurant food the most.

I learned so much about myself during the lockdown. These realisations gave me emotional and psychological strength. It helped me sail through the loneliest time of my life.

It has given me the time to learn Microsoft office and improve my English.

I think my gut has become worse, even though I am resting my body more.

The lockdown helped me discover my skills and strengths and spend time with family.

Pandemic has given me a precious opportunity to spend time with family almost after 15 years.

Social distancing is not new for me. I have always experienced life from the outside.

I enjoy working from home and spending time with my family.

I now realise that a workplace is a source of solace where all employees are going through hard times together.

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EnAble India Family

Fulltime Employees

Aashish Kumar

Agomoni Bose

Ajith Babu

Anisha Grace Jose

Anisha Mahanta

Anjali G R

Anoop Chandar R G

Antony Helenraj

Ashwini Prakash Jatti

B Vinaya Chinnappa

Balaji M

Bavanisree K

Bhavya KN

Chandrashekar S

Channarayamma

Charan M

Dhakshayini S

Dinesh Kumar

Dipesh Sutariya

Ganesh Rao Yadav

Gayatri Gulvady

Goram Sivasankar

Gurudeva C

Hemanth Kumar M

Hemavathi J

Hemavathy G

Jincy NM

Jyoti Achari

K R Ashwini Rao

Kaavyasri D A

Kartik V

Lohrii Francis

Lokesh Naik

Madhavi Leburu

Mahonnath Hrudai

Moses Chowdari Gorrepati

Mubarak Pasha

Murali Kumar R

Narasimha Vijaya Rayachur

Narendra VG

Natesh S

Naveen CR

Naveen Kumar M

Nayantara Janardhan

Neel R Lama

Nilay Desai

Nynesh A K

P. Nandini Kavitha

Priti Lobo

Pujari Chowdamma

Rajendra

Rajesh Y

Rama Ganesh Parsekar

Ramesh J

Ravi Prasad Dasari

Richa Gaur

Rituparna Sarangi

Roopa Reddy KN

Roopesh Sasidaran

Roseline Mary

S Gowtham

Sagar Honakeri

Samapti Acharjee

Samara Thomas Thekkan

Sandesh HR

Sanjay Kumar

Sayomdeb Mukherjee

Shanti Raghavan

Shibu T L

Shijo Joseph

Shivakumar B R

Shivakumar Natarajan

Shivendra Singh

Shristi Gajurel

Shwetha Maria Rosario

Subburaj

Sujatha Vijayanand

Sultana Banu

Thyagaraj

Fulltime Employees

Usha Pattabhiraman

Usha S

Vaishnavi NJ

Vinayak VS

Vishwas Urs

Consultants

Alim Shaukatali Chandani

Charu Narang

Dwijendra Kumar Misra

Geeta

George M Sebastian

Mahantayya A Hiremath

Manju Sharma

Maria Joy

Pavan Kumar Mandla

Shalini Jacob

Swagat Kumar Sinha

Tushar Viradiya

V.S. Basavaraju

Interns

Lakshmi

Rakshith B N

Suprathi Sukumaran

Management Team

Murali Kumar R

Moses Chowdari Gorrepati

Nayantara Janardhan

B Vinaya Chinnappa

Ravi Prasad Dasari

Rajendra

Shivakumar Natarajan

Shanti Raghavan

Dipesh Sutariya

Pranesh Nagri

Advisory Board

Tushar Patel

Sebi Chacko

Prof. Mukta Kulkarni

Sridhar Ranganathan

Karthik Padmanabhan

Shyam Suri

Governing Body

Shanti Raghavan

Dipesh Sutariya

P. N Nagri

Pratibha Nakil

Prof. Vasanthi Srinivasan

Dipendra Manocha

Sarbajit Ghose

Founder's Note



Dipesh Sutariya
CEO & Co-Founder,
EnAble India



Shanti Raghavan
Founder,
EnAble India



P N Nagri
Trustee & Hon. Director,
EnAble India

EnAble India is ambitious for the cause of economic independence and dignity for persons with disability. After the entrepreneurial first decade and institution building second decade, in the third decade, we are on a mission for building Livelihood ecosystem for persons with disability. The year started with an unprecedented challenge faced by all of humanity and we like most got into action. Work from home was possible as we were prepared with that option as part of our business continuity plan. Covid response teams were formed and staff and students were supported with their daily needs during the lockdown. In addition, a Covid Kavach Insurance was added for the entire staff. The trainings were shifted to online mode wherever possible and new trainings were introduced. New methods of livelihood were experimented, where persons with disability were part of a mobile masks selling program. A Covid channel was introduced on the international award winning IVR based social networking platform, 'EnAble Vaani' to provide Covid related information to persons with disability.

Shanti was selected to be part of the Aspire program, where a cohort of global Ashoka fellows were chosen as leaders towards building their missions using the societal platform principles. As the societal platform work says, in order to build scale, one must "distribute the ability to solve rather than distribute solutions". With the core value to restore agency, to create an enabling environment that nurtures freedom of choice for every individual and organization. Persons with disability are undervalued members of the society and by restoring agency with these individuals, we could attempt to make them valued citizens. Project Discovery, an initiative to discover daily living assistive solutions for overcoming barriers due to disability, concluded with receiving 600 plus solutions from remote parts of the country, with 900 plus volunteers and community involvement.

Ambitious missions for the cause of Visual Impairment and Hearing Impairment were launched. The See A Million mission to transform persons with visual impairment to be active citizens and nation builders through digital empowerment. The EYE (Educate Yourself Easily) Tool to enable persons

with disability to learn computers on their own received the award from Zero project, United Nations Vienna amongst the top 10 innovations in the world. The development of a global platform to enable digital literacy for visual impairment based on this EYE Tool was kicked off. A mission Hear A Million to initiate a paradigm shift towards greater inclusion of deaf in India was initiated. Enabling co-creation, these missions aim to build public goods by amplifying interactions.

While the livelihood opportunities were hard to come by due to the pandemic, the teams increased the engagements with our stakeholders. The virtual interactions with candidates, parents, NGOs, employers, volunteers and funders increased. The rural livelihood team saw the partner organizations in the rural areas get into action, providing food and medicines for persons with disability. EnAble India introduced a Covid inclusion fund for persons with disability to provide medicine, food and financial support due to loss of livelihood. Planning for vaccination drives for persons with disability across the state was initiated with the Disability NGOs Alliance, an alliance of over 150+ NGOs working in the disability sector across Karnataka.

It was very heartening to see various staff members share their experiences of working for the cause of persons with disability at different national and International levels. Innovations like EnAble Vaani, EYE Tool and Project Discovery are now being replicated internationally.

As we continue our journey towards improving the quality of living for persons with disability in the coming years, we would like to thank our partners and funders for being there with us.

Jaihind!!

Dipesh Sutariya
CEO & Co-Founder,
EnAble India

Samgacchadvam: Let's Move Together

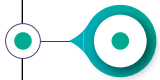
The COVID-19 pandemic and the subsequent lockdowns had an adverse effect not only on the community and stakeholders, but our staff as well. Several measures were taken to ensure the safety and wellbeing of all, and each and every team contributed their part (and more) to ease the effect of the pandemic on those we work with.



The teams adapted to **working virtually**. They also designed and adapted their processes & services to virtually reach all stakeholders.



No words of thanks will be enough for enablers and volunteers who **continually maintained a stellar standard of hygiene and cleanliness**, ensuring that everybody who had to come into the premises felt safe and at ease.



A COVID response team was set up to address any medical issues employees might face.



Hamari Vaani and Namma Vaani, our unique voice-based interactive platforms, launched an **information channel on COVID-19, specifically for persons with disability**. This channel provided vital information regarding safety, medical resources, and support, to combat the pandemic.



Representing India on December 3rd, EnAble India hosted Purple Lightup, the celebration of inclusion continued from dawn to dusk across the globe. Shanti and Dipesh spoke with Caroline Casey and Kate Nash, and shared their journey of pioneering work in the livelihood space.

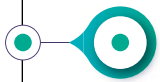
The Highlights of Our Year



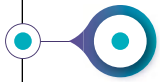
EnAble Vaani has gone international! On Feb 3rd, the platform was launched in Ethiopia as 'Minch' (which means Source in English). Minch is a collaborative effort of EnAble India, The Ethiopian Centre for Disability & Development (ECDD) and Graam Vaani, and is supported by UNFPA.



The EnAble India Jobs Compendium is a unique repository of jobs available for persons with disability. One of the biggest achievements of the year was the publication of the **2020 edition of the Jobs Compendium** in May. The updated compendium details **291 job roles in 22 sectors**.



We are proud to **continue our accreditation by Credibility Alliance for a further 3 years**. This is a process through which we, as a voluntary organization, are certified as adhering to necessary accountability norms.



In 2020, EI Labs introduced Project Discovery, a pan India video contest to discover assistive solutions used by or for persons with disability, to overcome barriers in daily living. Supported by a community of volunteers, in this first ever edition, **we received around 600 assistive solutions from rural and urban India. Out of these, 9 won cash prizes**. Organizations that contributed towards the collection of the solutions were also awarded prizes.



We welcomed Mr. Sarbajit Ghose, CIEL Textile Board Member and Managing Director at Laguna Clothing LLP, **as a member of our Governing Board**.



On International Day of Persons with Disabilities: Representing India **on December 3rd, EnAble India hosted Purple Lightup**, the celebration of inclusion continued from dawn to dusk across the globe. Shanti and Dipesh spoke with Caroline Casey and Kate Nash, and shared their journey of pioneering work in the livelihood space. The event also included a panel, 'Valuable Allies' comprising of CEOs from Allegis Group, Refinitiv, Laguna Clothing and Brookfield Properties. The panelists shared their experiences of inclusive leadership and the respective companies' contribution to disability inclusion. EnAble India was the only partner organization based in India.

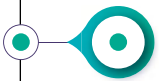
Felicitations are in Order!



Shanti Raghavan and Dipesh Sutariya were awarded “Social Innovator of the Year 2020” by Schwab Foundation. The Schwab Foundation is a sister organization of the World Economic Forum, focused on accelerating new models of social innovation. Talking about the awardees, Dr François Bonnici, Head of the Schwab Foundation said, “The 2020 Awardees represent a new ecosystem of leaders who are driving change and shifting organizations and systems towards a more just, inclusive, sustainable future.”



EYE Tool won the Zero Project Award for one of the best Global Innovations in the space for disability. It was also selected as one of the Top 10 Innovations for Global Replication. EYE Tool will be replicated in Chile, by Pacto De Productividad.



Kaavyasri D and Vishwas Urs were presented with the SABAL Saathi Award on January 30th. The award provides recognition for those who have contributed towards disability inclusion in their own, unique way.

Featuring EnAble India Staff



Shanti Raghavan conducted a webinar, jubilantly titled 'Joy of Inclusion' for the Administrative Training Institute, held on 14th May 2020. The ATI is the apex training institute for the government of Karnataka, where IAS/IFS probationers, state civil service officers, etc. get their training.



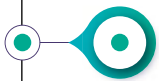
Shanti Raghavan participated in a CII IBDN Webinar on 'Guidelines for Organizations to Ensure Inclusion and Support of Employee/Partners during the COVID pandemic'.



Shanti Raghavan attended a panel discussion held by BOMA India on resilient leadership. Speakers shared stories to inspire audiences to take intentional action during the lockdown.



Moses Chowdari and Julian Tarbox spoke at Light for the World's program for their global team. They presented on EnAble Vaani, and its possibility to scale across the world.



Dipesh Sutariya was a juror at "Innovate for an Accessible India"- A NASSCOM Foundation and Microsoft India initiative, held in partnership with the Ministry of Social Justice and Empowerment (MSJE) and Department of Science and Technology (DST). Ideas were presented from across India, and showcased workable solutions for problems faced by persons with disability.



Moses Chowdari spoke at a conference at National Institute for the Empowerment of Persons with Visual Disabilities, held on 6th November. He spoke about game-changer job roles for persons with vision impairment.



Priti Lobo spoke in a webinar held by Reussir Trust on September 17, discussing candidate success stories, highlighting solutions used for PwD livelihoods.



Nayantara Janardhan was a keynote speaker at a LinkedIn event held on 30th September. She elaborated on best practices to help companies launch their disability inclusion journey.



Sayomdeb Mukerjee was a speaker at IEEE Bangalore's Humanitarian Technology Conference held on 9th October. The theme of the conference was 'Good Health and Wellbeing: Opportunities, Challenges, and Design Considerations.'



Shanti Raghavan spoke at Swiss Re, for their multi-cultural leadership development program, on 14th October. The participants hailed from India, Slovakia, and Mexico.



Shanti Raghavan presented at IIT Madras' Empower Conclave on October 17th, detailing tech tools to reach PwDs during the pandemic.



Shanti Raghavan was a faculty member for 'Capacity Building Program to Build Diversity Champions at the Workplace', organized by CII IBDN. This was an online course held from September- October 2020.



Shanti Raghavan spoke at the World Economic Forum's Pioneers of Change Summit, on 20th November. She presented the 'EI Way', demonstrating how we have opened up game-changing opportunities across sectors and disabilities.



Vinaya Chinappa and Vishwas Urs spoke at a Rotary Mysore event held on December 3rd, on occasion of International Day of Persons with Disability, on mainstreaming livelihoods for persons with disabilities, and on the University Connect Program.



Agomoni Bose was a panelist at the 10th CII Educational Summit on 'Vocational Skills for All'.



Samara Thekkan spoke at a CII CSR conference, held on December 10th.



Shanti Raghavan participated in a webinar conducted by Accenture, on 'Enabling Change for Persons with Disabilities'. She spoke about building changemakers for the sector in rural and urban areas, and the impact of legislation like the RPWD Act.



Dipesh Sutariya spoke at the Digital Impact Square (DISQ) initiation for their new cohort of innovators, on how digital technology can be leveraged for persons with disabilities.



Dipesh Sutariya spoke at the IITB's Center for Accessibility for Global South Winter Session, discussing assistive solutions & enabling environments.



Shanti Raghavan co-facilitated a program of Self Awareness for Innovation, an elective class for students, held by IIM-B. The session was held online, from 4th-8th January.



Sayomdeb Mukherjee met with the Chief Election Commissioner, Mr. Sunil Arora, to discuss the issue of making elections accessible for persons with disabilities in West Bengal.



Moses Chowdari presented the pitch for EYE Tool's global replication at the Impact Transfer Conference, a part of ZeroCon21, held on February 10th.



Kaavyasri D, Samara Thekkan, Richa Gaur, Usha Pattabiraman, Vaishnavi N J & Roopa Reddy participated in 'The NGO Commune: An Initiative of the Women Leadership Forum of Asia', held on February 9th. The initiative brings together professionals from NGOs across Asia to exchange ideas.



Vinaya Chinappa attended the Women's Day Event at UST Global on March 8th. She was part of a panel discussion on 'How do society and individuals contribute to creating a gender equal world'.



Shanti Raghavan & Dipesh Sutariya conducted a masterclass as part of NASSCOM Foundation's 13th Global Inclusion Summit on 17th March. The masterclass was on 'Neurodiversity and why it should be celebrated'.



Shanti Raghavan attended a panel discussion held by BOMA India on resilient leadership. Speakers shared stories to inspire audiences to take intentional action during the lockdown.

Breaking News!



Dipesh Sutariya was **featured in The Hindu on April 8 2020**, discussing the challenges faced by students and professionals with disability in Bengaluru, due to the pandemic.



Shanti Raghavan was featured in **The Hindu Business Line on May 21, 2020**, in an article discussing how any person with disability can work, provided they are given the appropriate workplace solution.



Dinesh Kumar was **featured by NewzHook** in an article about his journey and determination to succeed.

To read these news articles and more, visit our website's Newsroom section, www.enableindia.org/newsroom/




EnAble Employment- Candidate Success

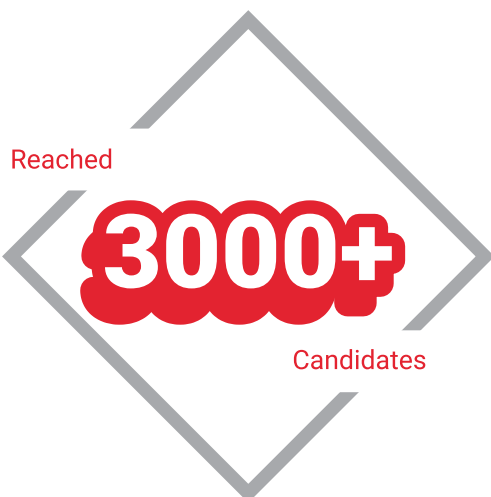
Candidate Success is one of the core livelihood operations at EnAble India that connects PwDs to the livelihood ecosystem. It provides access to a candidate engagement system for career guidance and career management, reducing the transition time from skilling to employment for a PwD. Intervention is provided at multiple levels throughout the livelihood cycle through the 5A model to help candidates achieve their goals.

Managing Uncertainty during Lockdown

With Candidates

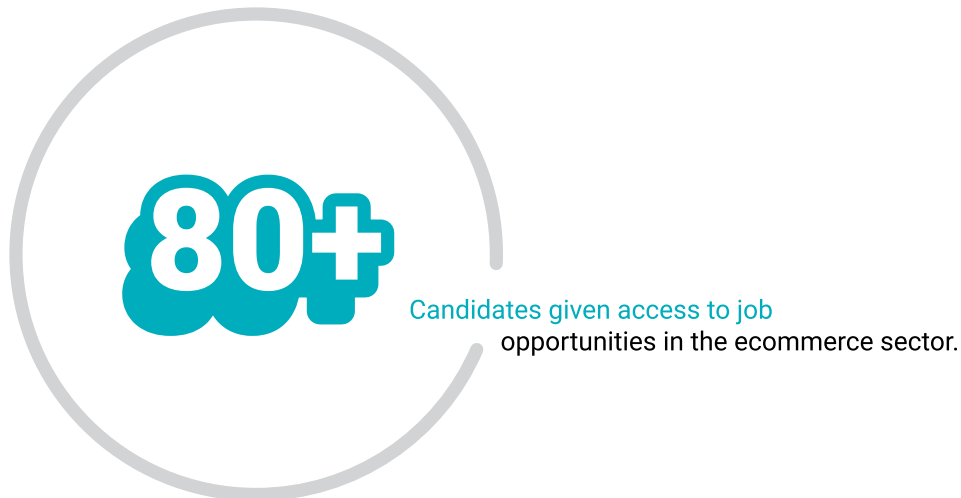
Awareness: Created an outreach plan to understand the impact of Covid-19 and provide suitable intervention. This included,

-  **Creating access to right information** to ease panic
-  **Supporting PwDs in transitioning to online modes of communication**
-  **Creating online social spaces** to engage with PwDs and their families

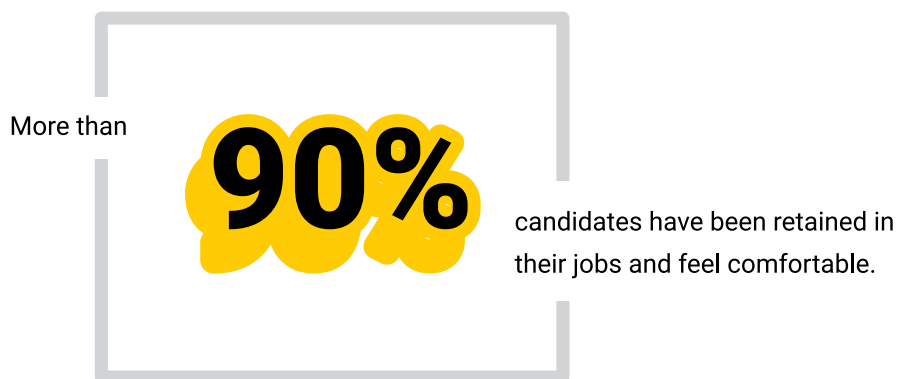


Reached 3000+ candidates

Livelihood: Reached out to 400+ candidates placed by EI, to inquire about their work situation post Covid. Specific career guidance and counseling was provided to address concerns like where, how and what skills to obtain, loss of a job, transitioning to working from home etc.



80+ candidates given access to job opportunities in the ecommerce sector.



More than 90% candidates have been retained in their jobs and feel comfortable.

With Companies

Reached out to 150+ companies to offer support for engaging and including employees with disabilities in a remote working environment. These companies were also connected to Solutions Saturday, an EI platform providing solutions for all stakeholders in the disability livelihood ecosystem.

Capacity Building for the team

8 sessions were conducted to build the team's skills to work in an online environment and meaningfully engage with candidates, companies and other stakeholders.

Maargadarshi Workshop

Provides career guidance to candidates who are seeking employment or a change in employment using tools of self-reflection and appreciative inquiry.

"I am from a small town in Tamil Nadu. I always felt I cannot get access to any resource apart from my town. Thanks to EnAble India for giving me an opportunity to attend the workshop online through Zoom. This is my first exposure to new technology."

- Naveen, Person with Vision Impairment



630 candidates with disability attended 46 workshops held during the year.

Maargadarshi for Candidates with Severe Disability

This workshop includes persons with severe disability and their parents, aimed at making them believe in the potential of their child and taking ownership of the candidate's development.



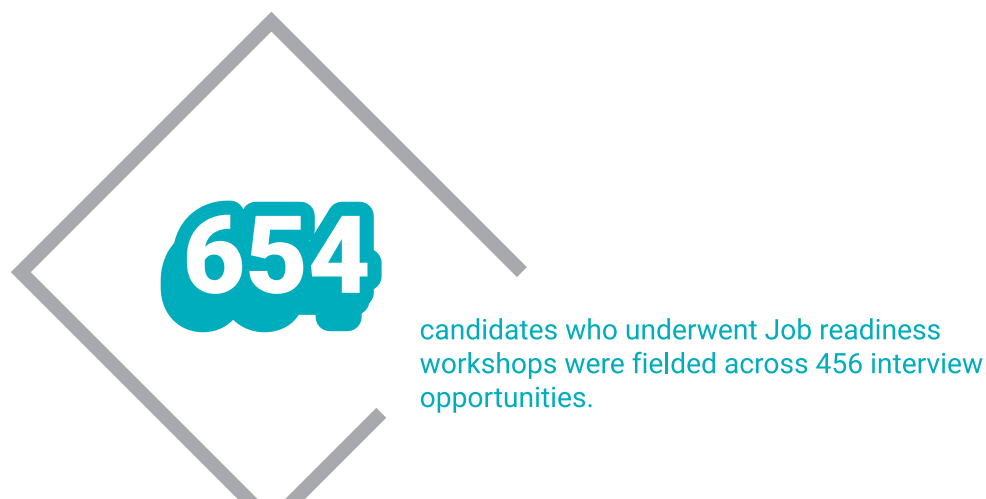
646 participants attended 44 workshops.

Assessment of Candidates

Skill assessments are conducted to map candidates to suitable roles and make recommendations based on their specific needs.

Job Readiness

A workshop conducted for candidates shortlisted by companies. It is focused on resume and interview preparation.



654 candidates who underwent Job readiness workshops were fielded across 456 interview opportunities.

"I have countless experiences of giving interviews with companies, and not hearing back from them at all. I reached out to EnAble India earlier this year and here I was shown the path to develop myself. I attended sessions to improve my resume and to prepare for upcoming interviews. Now, I work at India Mart as an Online Associate with a monthly payment of nearly Rs. 15000." - Mohammad Sanaullah, Person with locomotor disability

SPICE workshop




A career guidance workshop offered to persons with disabilities with work experience, to reflect on their employment journey, strengths, areas of improvements, and actions that need to be taken to progress further.

"The 3 action things that I would like to take forward from this session are 1. Self-development- No one can improve your life except you. 2. Performance- Nothing is served in a silver spoon, we have to work for it to get it. 3. Exposure- This will speed up the development process which is very important in this current fast changing life." - Tulsinath S Kathare, Person with locomotor disability

Livelihood Model for Intellectual Disability

16 job roles identified and made available for persons with developmental disability and Autism spectrum at Thomson Reuters. The candidates were given some basic tasks with respect to communication, Microsoft Excel, comprehension skills etc.

New Job Roles

-  Byju's Mentorship roles: 1 candidate was selected for a job role in the **education sector**.
-  IndiaMart: 4 candidates joined as **freelancers in customer support roles**.
-  On-the-job training by TVS: 21 deaf candidates were placed across **various roles within TVS**.



Partnered with Wild Craft to train and help PwDs set up kiosks to sell masks during the pandemic.



Parents workshop



Career guidance to candidates who are seeking employment or a change in employment using tools of self-reflection and appreciative inquiry.



Online Employability Training through EnAble Academy

Self-employment for Candidates with Intellectual Disabilities



A pilot training on car washing was conducted during the lockdown with the help of a trainer via **WhatsApp videos to impart instructions and offer real-time feedback.**



Partnered with Wild Craft to train and help PwDs set up kiosks to sell masks during the pandemic. Out of the 65+ trained candidates, **33 setup their own kiosks and earned a commission from the sales.**

Virtual Drive- Transition for Livelihoods during Covid-19

A virtual drive was conducted in collaboration with Applied Materials across **4 different roles with 16 physically disabled and 5 deaf candidates.** The employment lifecycle leading up to the drive was carefully adapted to a virtual medium including job analysis, Work Place Solutions, project planning and sensitization of hiring managers and interview panels.

EnAble Academy- Online Learning Platform

A course was designed to deliver employability training to job seekers in an online format. **54 PwD candidates across 9 states completed the 5-week training on the EnAble Academy platform.**

Career Guidance Workshop at Partner NGO

EnAble India collaborated with Prerana Educational Centre to conduct a virtual workshop for **30 people including students with disability, parents and volunteers.**

Skilling Platforms

IBM Skills Build is an online learning platform that provides its users with a wide range of courses and certifications across domains like IT, Data analyst, customer support, Project management and more. Our team is working on introducing the platform to PwD users across locations to provide opportunities for skilling in-house free of cost.

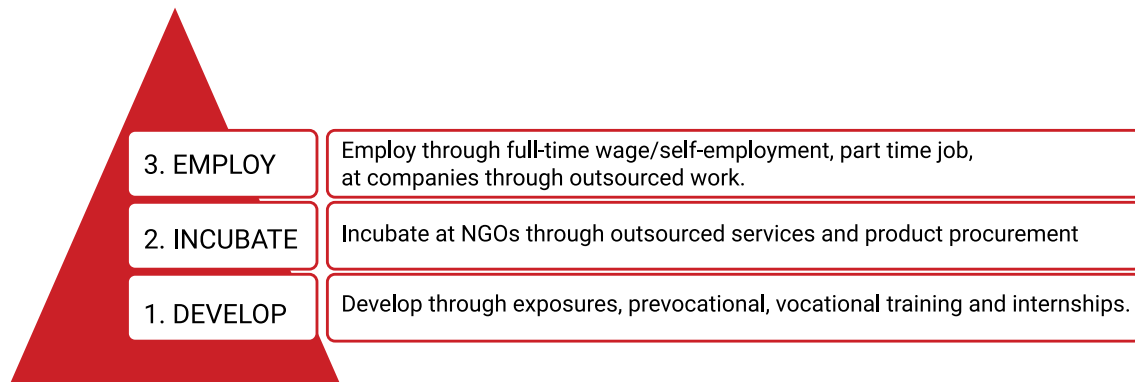
Building Ownership with Candidates

Tweaking the existing engagement process in alignment with the online mode of operation post-Covid, we introduced a Self-Profiling tool, which allows the candidates to do 80% of the profiling on their own. With the help of self-profiling tool, we could reach out to 800+ candidates sharing the information and actively involving in the livelihood activities like Job readiness, Maargadarshi, Exposure visits and Employability training.

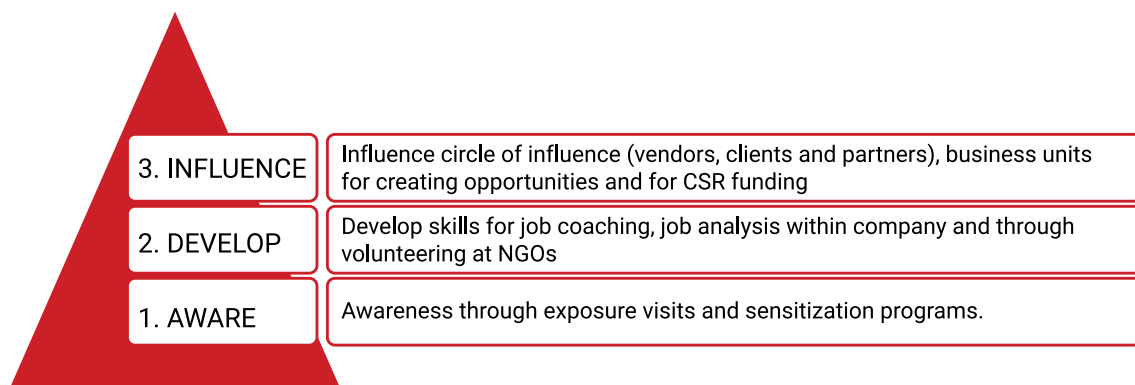
Mission1000

Mission 1000 is an outcome-based mission to impact thousands of lives of persons with developmental, severe and multiple disabilities and society at large. It also aims at creating 1000 opportunities in 1000 days, impacting 1000 lives.

Opportunities

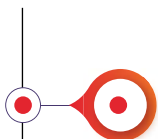


Lives



Celebrating 3 years

A weeklong celebration ensued the completion of three years of Mission1000 on August 4, 2020.



Inc-QUIZ-itive: A quiz for companies to create awareness on severe, developmental and multiple disabilities. **40 participants from 10 companies**, alumni and EI staff attended the quiz, conducted on Kahoot, an interactive gaming platform.



Manthan 5.0: A virtual networking event with various stakeholders like companies, NGO leaders, persons with severe disabilities and their parents. **65+ participants** attended the event from different cities.



Parents workshop conducted online

NGO Meet-Up

Representatives from **10 NGOs** met virtually to discuss the impact of Covid-19 on the sector. They shared concerns regarding funds being diverted to Covid relief, lack of suitable opportunities, loss of livelihoods and the lack of infrastructure for online trainings. NGOs concluded on the need to create alternatives to suit the current context, like outsourced work and virtual awareness sessions for companies.

Digitization Outsourced Work Model

43 candidates with intellectual disability, cerebral palsy, autism spectrum, psycho-social disability and multiple disabilities earned a livelihood working from home during Covid, by making books accessible for thousands of visually impaired people, as part of an outsourced work model for Delhi based NGO Saksham. **8 NGOs across 3 cities** were involved in this program.

"I started to work on Digitization from past two months in May 2020, it is quite interesting for me, I complete 40 pages per day, I verify once and after I complete my work I ask my mother to recheck and submit the files." Chinmay, Candidate

"This mode is new for us. The quality of the work is also good. We are confident to work with many NGOs now." Sreeja, Saksham (Client)

Engagement with Thomson Reuters

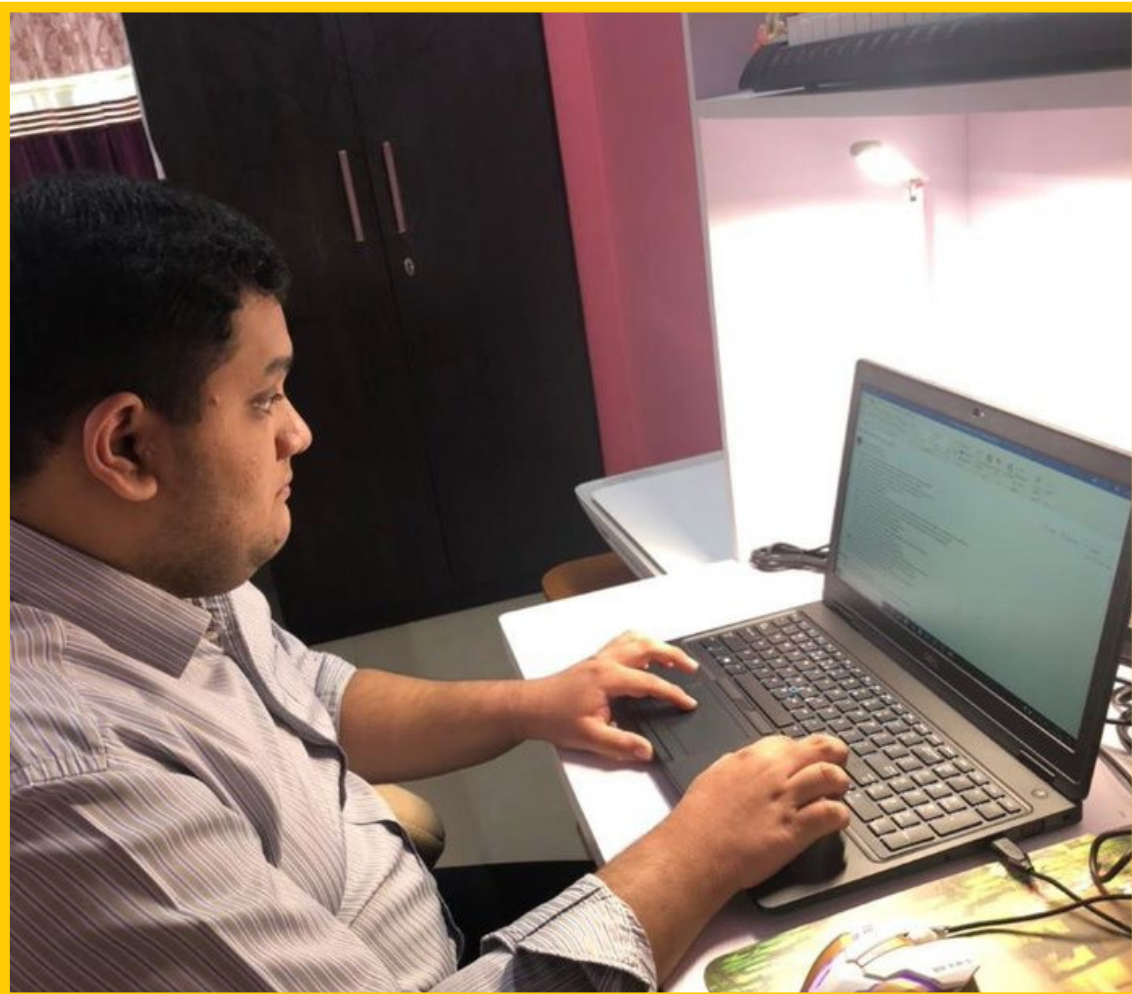
Internship (Work from home)

Mission1000 Team at EnAble India conducted Job Analysis for the Thomson Reuters (TR) Internship program for 23 Job Roles across HR, Finance, Technology, Newsroom, Product Teams, Procurement and Judicial operations.

32 candidates were mapped to **24 teams** based on the required skillsets. Some of the job roles included Associate Content Analyst, Assistant to Business Analyst, Project Coordinator, Release Engineer, Editorial Data Specialist, Associate Finance Researcher, Associate Multimedia News Producer etc. The interns from Delhi, Mumbai, Bangalore and Chennai were placed with TR teams in Bangalore and Hyderabad, for a monthly stipend of INR 11,000.



Interns at work



Employability Training

As part of the Thomson Reuters paid internship program, 20 candidates with ASD and IDD were trained by 9 trainers from 5 NGOs, Diya Foundation, Ishanya Foundation, Biswa Gouri Charitable Trust, Seva in Action and EnAble India. The EI Mission1000 team conducted a workshop for the trainers on the Employability Framework.

Peer Sensitization

57 Staff members attended virtual sessions conducted for the interns, as part of their onboarding into Thomson Reuters.

Disability Awareness Workshop at Thomson Reuters

20 Business leaders at Thomson Reuters underwent an interactive sensitization program on how to work with persons with intellectual and developmental disabilities.

“Thank you for the insightful session. It has given me a different perspective about abilities and inabilities”- Ujjaini Roy, Operations and Technologies

Virtual Volunteering Program

32 volunteers from GAP and Accenture attended the virtual volunteering program along with leaders and trainers from 6 NGOs. This project provides corporate volunteers with a wide access to NGOs working with people with intellectual and developmental disabilities. Volunteers get to choose from a list of activities that have been curated after discussions with NGOs, who along with their trainees are the direct beneficiaries of this program.

“My son had great fun drawing and enjoyed the different levels of puzzle fixing games. I felt really happy to see how he was able to connect so well with a new person”- Mother of Akhilesh, trainee on the Autism Spectrum, Nav Prabhuti



Online peer sensitization

Parents' Workshop

4 parents workshops were held, focusing on building aspirations of parents on livelihood opportunities for their sons and daughters, and the importance of skill development of the candidates. The workshops were led by experts from EnAble India, Nayi Disha, Ishanya Foundation, and Biswa Gauri Charitable Trust.

A total of **173 parents** were reached through these workshops.

"Thank you for the brilliant session and background work by all the partner NGOs. Special thanks to Ms Agomoni and Ms Sushmita"-
Nirmalya Sengupta, Father of Arindam (candidate)

Para Job Coaches

25 Para Job Coaches (PJC) across 14 teams, who are process trainers working closely with the interns of respective teams, were developed as part of internship support. The PJCs are the point of contact for the interns, who provide support in terms of both process training and daily work.

Round Table with Inclusive Leaders

A focused discussion was held with company leaders on creating new opportunities for people with intellectual and developmental disability including autism, cerebral palsy, severe and multiple disabilities.

Attendees: 14 Leaders from CBA, Linde group, Telstra India, Sodexo, DTSS, Thomson Reuters, SAP, Dell, Ivanti, Wildcraft, Cisco, ANZ, Allegis and Mitti Café, 7 NGO Leaders from 6 Partner NGOs.



Since the launch of Mission1000: 835 opportunities filled. 4211 total lives sensitized

In 2021: 181 opportunities (yearly target was 120-150). 835 opportunities filled

Rural Livelihoods

The Rural Livelihoods Team's goal lies in providing rural livelihood opportunities for persons with disabilities in Karnataka. The team works in jointly operating the decentralized Garv Se Centres, and partnering with local organizations. Entrepreneurship Development is a core part of the work done at Rural Livelihoods.

Radhamma is a woman with locomotor disability. She lives with her husband and sister-in-law, both of whom have an intellectual disability. The 10-day EDP training taught her entrepreneurship. Using her existing knowledge of tailoring, she started a tailoring unit making face-masks and cloth bags, and got help marketing the same. Now, she earns Rs. 1000 a month and takes care of her family's monthly needs.

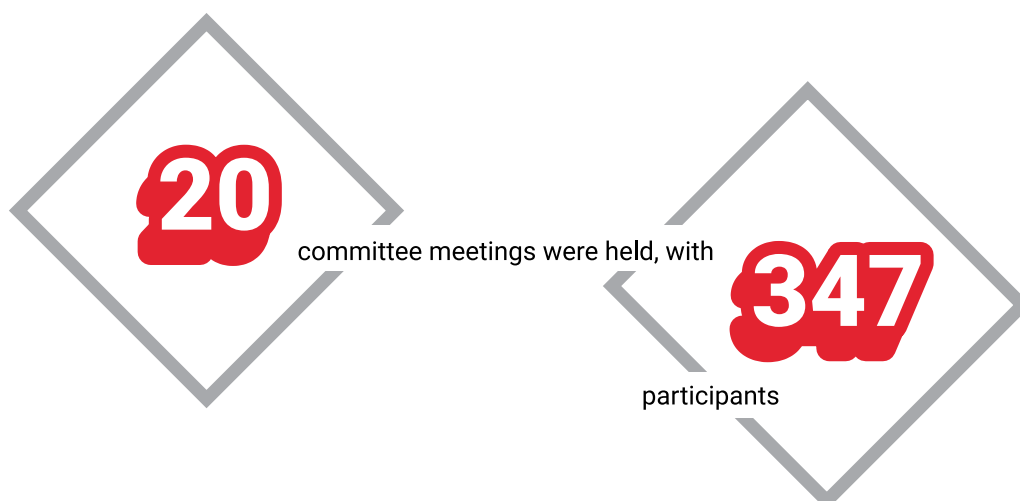
Engagement with Enablers

The decentralized nature of Rural Livelihood Team's work means that they are routinely engaged with a number of enablers. This includes persons with disabilities, parents, panchayat development officers, village rehabilitation and multiple rehabilitation workers (VRWs and MRWs), panchayat elected officials, aanganwadi & Asha workers, etc.

Enabler Committee Meetings

Enabler Committee Meetings were held in Hassan, Koppal, Doddaballapura, & Bangalore Rural, with the whole range of stakeholders participating. These committee meetings provide a space for the stakeholders to come together, to align their goals towards creating a strong ecosystem for persons with disabilities in rural Karnataka.

In the last year, the team developed an SOP for the enabler committees, and gave an orientation to all the Garv Se Centres regarding the same, so as to ensure consistency of the meetings across all districts.

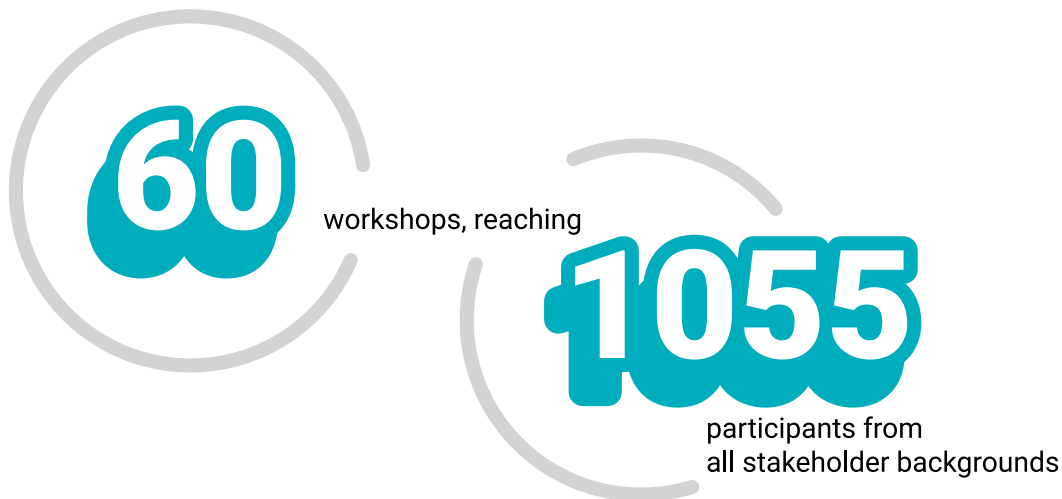


20 committee meetings were held, with 347 participants

Enablers Workshop

There are three forms of workshops for enablers: primary stakeholder workshops, secondary stakeholder workshops, and Maargadarshi workshops. The team conducted an orientation about the content to all Garv Se Centres and Chief Functionaries of BD Tatti, Samarthya, CMSSS, and GASS, the NGO partners for workshops held throughout the year.

These workshops were held in Bangalore Rural, Dodaballapura, and Hassan. They covered topics ranging from rural livelihood, EDP training, NREGA schemes, and other measures to strengthen livelihood ecosystem at the rural level.





60 workshops, reaching 1055 participants from all stakeholder backgrounds

Entrepreneurship Development Program

The Entrepreneurship Development Program (EDP) is a training program aimed at equipping persons with disability with the knowledge and access they need to start their own business.

In 2020-21:

-  The funding support provided by IIM & EnAble India had a roaring impact. **82 PwDs started self-employment units**, including cow rearing, common service center, petty shop, backyard poultry farm.
-  Training was conducted at RUDSETI, Nelamangala, at the end of which **100% of the 20 participants had developed a business project plan** and finalized their self-employment activity.

- Training held at CMSS Hassan, BD Tatti in Gadag, and Samarthyaa in Koppal. **Out of the 171 participants, 82 selected a trade, and 22 PWDs started business immediately!**
- The team held **follow-up calls with candidates who completed EDP training last year**, and provided required counselling to candidates who had stopped business due to lockdown.
- Garv Se Centers provided marketing support for PwDs engaged in tailoring units for making and selling face masks during the pandemic. After their EDP training, **5 PwDs started a tailoring unit and got engaged in making face masks.**

191

participants, in

6

batches, received EDP training in Nelamangala, Doddaballapur, Gadag, Hassan, and Bangalore.

191 participants, in 6 batches, received EDP training in Nelamangala, Doddaballapur, Gadag, Hassan, and Bangalore.



EDP Settlement: After Completion of EDP training the candidates with physical disability have started the petty shop through CMSSS GSC

Referrals

The Garv Se Centres and team gets referrals for support from persons with disabilities through the workshops, trainings, and EnAble Vaani phone calls. The referral requests are varied: including job counselling, job placement, healthcare, skill training, higher education, medical check-up, government schemes, and more. The team assesses the request and connects them to the right party to resolve the matter.

Sidappa, a person with physical disability, came to the Garv Se Center at Koppal, wanting a new job. He got referred to the Medisev Office in Koppal, where he now works as an office assistant, earning Rs. 5000 a month.



1319 successful referrals made in this year

Training of Trainers for RUDSETI





An online Training of Trainers (ToT) program was held for RUDSETI directors and staff from across the country. The aim of the training is to enable RUDSETI staff to include PWDs in their self-employment training programs across the country.



74+ participants, including 25 RUDSETI directors, and permanent training faculties.

SABAL-Centre for Abilities

SABAL is a joint initiative between Tata Steel Foundation and EnAble India. It's a fully accessible training facility based in Noamundi (Jharkhand) which delivers direct employability training to persons with disabilities, while carrying out awareness and sensitization activities for stakeholders, to build a robust ecosystem for PwDs and their enablers.

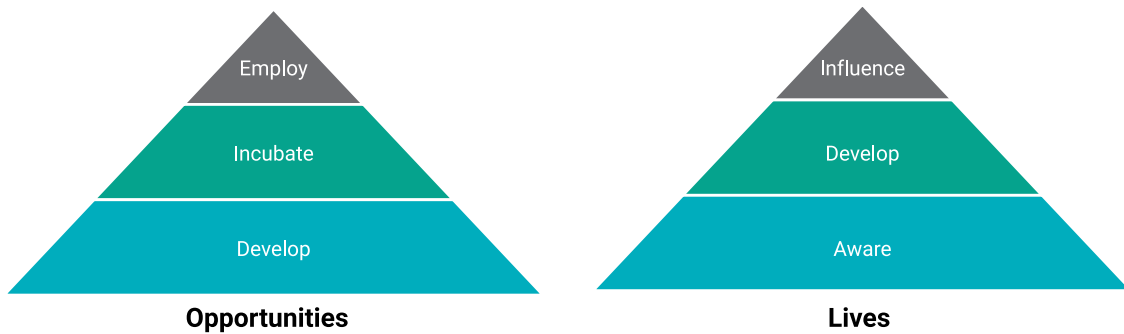
-  SABAL **engaged with 6 NGOs** in Jharkhand and Maharashtra, conducting basic disability awareness and sign language workshops. **160 children and young adults attended the session**, which was held under the digital volunteering initiative of Tata Steel Foundation.
-  Executives of Tata Steel Rural Development Society participated in a **webinar on "The Need for Ecosystem Support for PwDs"**. They also got **a basic ISL orientation**.
-  **14 candidates with vision impairment attended a session on Financial Management** held by Statestreet under "Give Back Week" initiative.
-  **Multiple follow-ups** were conducted during and post lockdown. **63 former participants with physical and vision impairment were surveyed**, to understand their situation during the pandemic and to connect them to necessary sources.

Budhram Kachchap is a person with cerebral palsy who joined the employability training at SABAL in 2018. During the training, he displayed good leadership skills and a resilient attitude. Last October, he set up a petty shop in his house and is now supporting his family, which consists of his retired father and his brother, a labourer who has been out of job during the COVID crisis.

EnAble Outreach





EnAble Outreach works towards reaching the unreached to build inclusive workplaces by making teams AWARE through exposure visits and sensitization programs. They also DEVELOP skills for engaging candidates towards job readiness. Through a host of events, activities and workshops, they address issues pertaining to adequate support and other aspects of employment.

Impact Framework



Given the Covid outbreak and the ensuing lockdown in 2020, the team tweaked the existing events as well as created new products to suit the new virtual ways of operation. The upside of online engagements was that the families and friends of the participants joined in, creating a domino effect.

Learning new ways of communication

-  **Indian Sign Language (ISL) Classes:** Participants from various organizations and companies learned a new language during the pandemic, sitting in the comfort of their homes with family and friends. This enabled them to communicate with a diverse group.
-  A few **theatre artists also learned the basics of ISL with the intent to make entertainment accessible for deaf people.** With such proactive engagement, theatre might open up new livelihood opportunities for the deaf community.
-  **International Week of Deaf:** Workshops were conducted to raise awareness about livelihood opportunities by understanding the deaf community's culture. The participants learned various modes of communication to build inclusive social circles.
-  **Signing the Indian National Anthem:** Participants took pride in learning the national anthem in ISL.



across 40+ companies, 3+ universities, 1 theatre group.

Reached 3742 participants in 40+ companies, 3+ universities, 1 theatre group.

Envisioning the change

Persons with vision impairment faced a unique set of challenges due to the pandemic. Livelihood opportunities were severely limited, and work from home also posed accessibility issues. These workshops were held to engage and support persons with vision impairment during this period.



Seeing is Believing: A series of sessions were conducted by subject matter experts to raise awareness, bust myths and showcase scenarios of visually impaired people leading dignified lives.



Right to Information: To mitigate problems faced by VI employees working from home, organizations and employees were sensitized on making documents accessible for their visually impaired colleagues.



Inclusive movie screening: Participants were blindfolded to watch an audio described movie, helping them learn the importance of audio description. This is a useful skill when working with visually impaired people offsite or onsite.



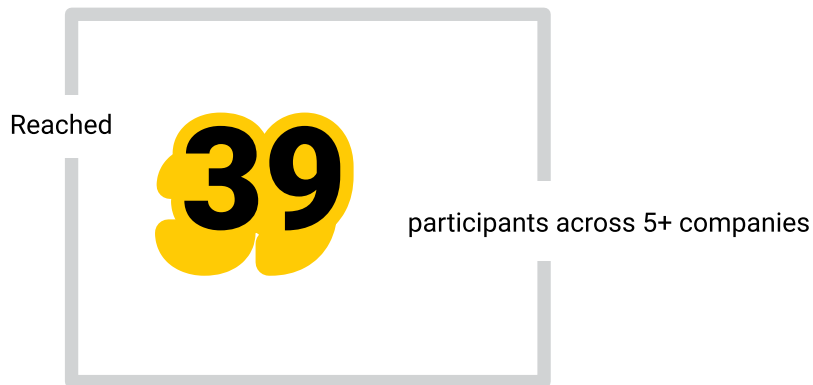
Virtual trekking: For job seeking candidates, virtual trekking sessions reinforced the spirit of 'try until you succeed' and 'never lose hope'. The facilitators from Get Beyond Limits in turn learned how to be inclusive from the visually impaired candidates.



Reached 564 participants across 10+ companies, 1 adventure organization.

Tarang: Inclusive dance workshop

Social activities and hobbies are the easiest ways to connect with people. Breaking stereotypes around vision impairment, a visually impaired Bhangra dancer delivered dance lessons to a group of blindfolded participants.



Reached 39 participants across 5+ companies.

Inc-QUIZ-itive

What better way to increase one's Disability Quotient than gamified learning?

Inc-QUIZ-itive sessions were organized to increase general knowledge about different types of disabilities. Open events were curated to spread awareness on specific disabilities around International Week of Deaf, Blindness Awareness month and Mission1000 anniversary celebration.



Reached 978 participants across 12+ companies.

Language builds culture

Sessions were organized to apprise companies of the appropriate terminology, so that they encourage employees to address persons with disabilities in a dignified manner. It's important to keep the person first, rather than the disability. This inculcates a culture of mutual respect for colleagues, irrespective of any limitations.



Reached 191 participants across 5+ companies.

Virtual Assistive Technology Zone

Often companies that are looking to hire persons with disabilities wonder if it's possible for them to work in a mainstream setup. To answer such questions, a virtual assistive technology zone was designed, where domain experts showcased some physical and digital solutions used by persons with vision impairment and hearing impairment to function independently.



Reached 54 participants from the Bank of America.

Job readiness

A host of activities like Resume Preparation, Mock Interviews, English Assessment, Financial Management, General Assessment, Job reality-Understanding the corporate world, LinkedIn Profile Assessment and Mentoring Buddy Project, were conducted to get candidates with disabilities ready for employment. These activities build their confidence, prepare them to be team players in a non-disabled world, and advocate for themselves as they upskill for future job roles.



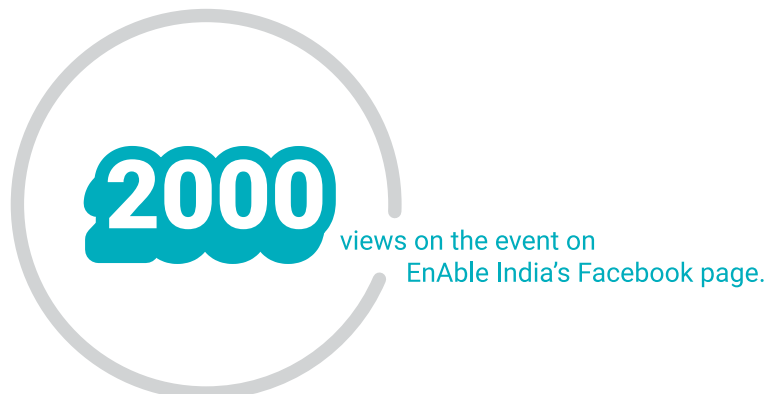
81.6% of our candidates contribute to the family income and over 30% become principle breadwinners.



Reached 1659 participants across 11+ companies.

Celebration of the Human Spirit

In the true spirit of 'leave no one behind', Independence Day was celebrated in an inclusive manner. Participants with and without disability held their heads high, 'singing' and 'signing' the national anthem collectively. The event was streamed live on Facebook.

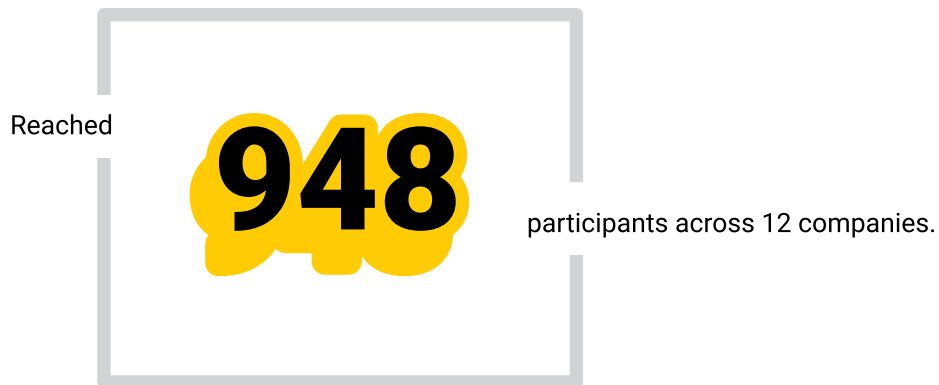


150 attended our Inclusive Independence Day celebration. 2000+ views on the event on EnAble India's Facebook page.

Awareness and Sensitization Workshops

Awareness workshops enable section heads and line managers to reflect on their roles in the inclusive processes of the organization and focus on strategies to manage diversity, thereby building a case for a diverse workforce.

Case studies and best practices are shared with the employers to help them confidently move from awareness stage to other stages of employment wage cycle. Peer sensitization workshops guide the teams on how to include new members with disability, explaining them about workplace solutions.



Reached 948 participants across 12 companies.

Volunteer Management

Volunteers assist our employees and contribute to the development of the organization, and in the process, they imbibe the values and culture of EnAble India.



167 volunteers contributed a total of 1548 hours between April 2020 and March 2021.

External volunteers from various organizations and companies like StateStreet, SilverTalkies, Accenture, JP Morgan, RBL Bank, Christ University, Chezuba, GAP, SAP Labs, Youth for Seva and VM Ware worked with different teams of EnAble India, helping them with creating content, sorting data, assisting with training programs etc.

A set of internal volunteers worked on data management, document verification, English training and mentoring the 'Enablers'.

"Sign language was always something that felt like an essential requirement for me to experience/learn, since I feel words are never enough and non-verbal does a lot more work than words in our communications. So, learning a systematic way through how sign functions was very insightful for me. I would love to do a theatre workshop with you all at EnAble India using some of our story telling skills."- Participant from Rangashankara batch

"My mentor is from London. We manage time and communicate with each other once a week. I feel confident and I have a whole new perspective of the corporate world and improving in my communication skills."- Candidate from Advanced Employability Training

EnAble Vision

EnAble Vision works towards transforming Persons with Vision Impairment into active citizens & nation builders through Awareness, Digital Literacy, Employability and Capacity Building models.

Zero Project Award for EYE Tool

The pandemic blues were lessened by global accolades for our self-learning solution, Educate Yourself Easily (EYE) Tool. It is a training platform that offers visually impaired users a host of exercises to acquire computer skills critical for 21st century jobs.

Winning the Zero Project Award, EYE Tool was selected for Impact Transfer programme in partnership with Fundación Descúbreme and Ashoka, to transfer the innovation and impact to another geography with local implementation partners. The EnAble Vision team plans to replicate this solution in Chile.

The ripple effect

Candidates interested in Digital Literacy don't have to rely only on EnAble India in Bangalore. By enabling local partners to adopt our training methodologies, we're paving way for a sustainable ecosystem. Persons with vision impairment can now access these trainings locally, closer to home.

Saving jobs during Covid-19

Happy to inform that none of our working Visually Impaired candidates lost their jobs to the pandemic.



Conducted **skill upgradation for visually impaired candidates** who were already employed.

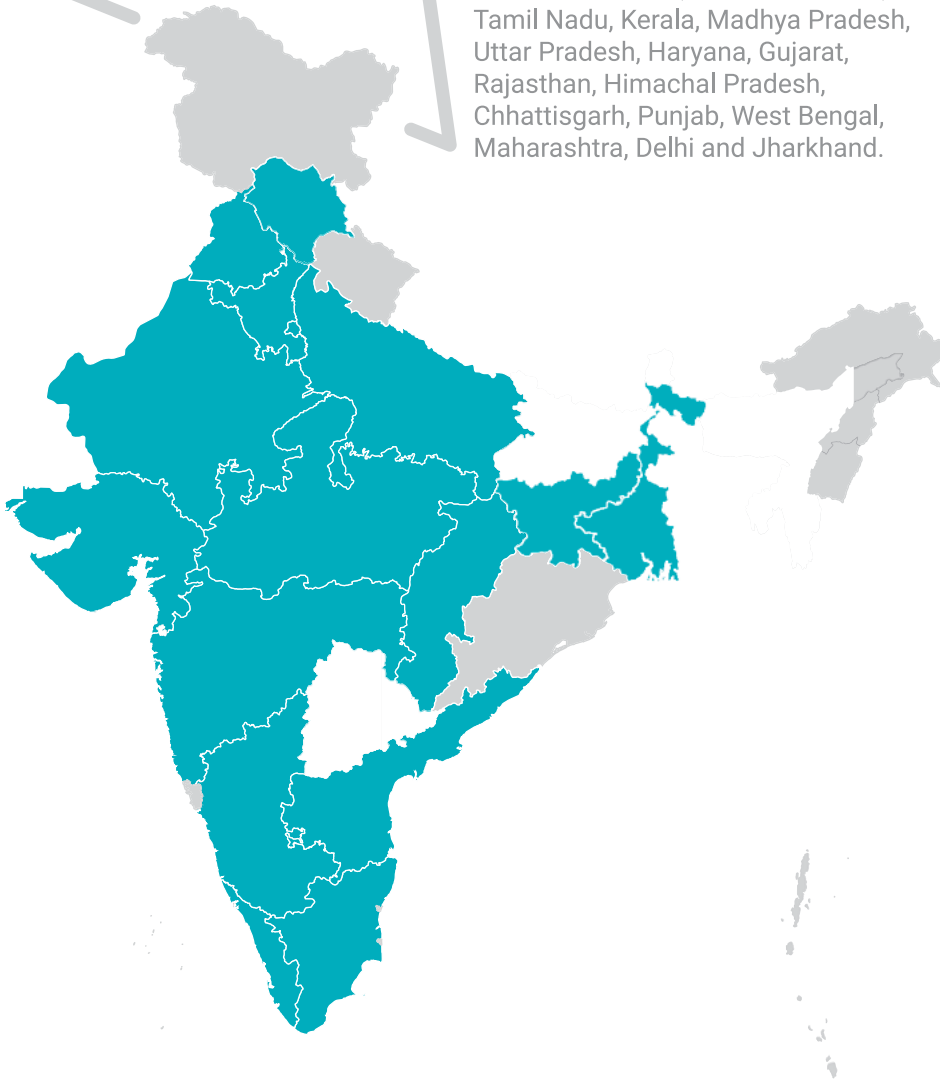


Sensitised a mainstream company, Monster.com to make their portal accessible to visually impaired employees working with Magna InfoTech recruitment platform.

Reached

571

candidates through Digital Literacy
and Employability Trainings
across Karnataka, Andhra Pradesh,
Tamil Nadu, Kerala, Madhya Pradesh,
Uttar Pradesh, Haryana, Gujarat,
Rajasthan, Himachal Pradesh,
Chhattisgarh, Punjab, West Bengal,
Maharashtra, Delhi and Jharkhand.



Reached 571 candidates through Digital Literacy and Employability Trainings across Karnataka, Andhra Pradesh, Tamil Nadu, Kerala, Madhya Pradesh, Uttar Pradesh, Haryana, Gujarat, Rajasthan, Himachal Pradesh, Chhattisgarh, Punjab, West Bengal, Maharashtra, Delhi and Jharkhand.

Awareness Workshops

Reading without Seeing

These workshops are designed to orient the visually impaired community to reading and writing solutions such as computers, mobile phones and other low vision solutions.

Two Reading without Seeing workshops were conducted online, out of which one was in partnership with Bookshare.



Reached 372 participants through 2 workshops

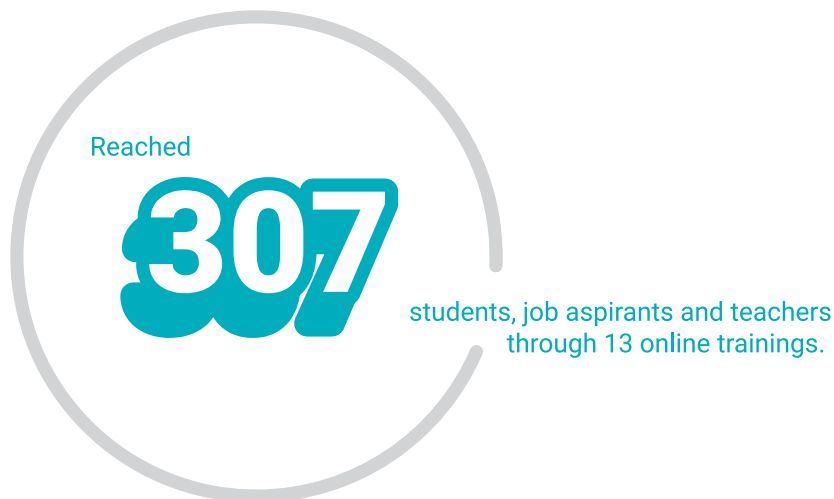
Career Awareness Workshops

Three online workshops on career awareness were curated & conducted in collaboration with TTI Pune, Voice of VIP and Telegu Vision.

Digital Literacy Programs

Capitalising on the opportunity created by the lockdown, we shifted our focus from onsite to online trainings. Apart from students, we saw a novel demand for skill enhancement from teaching professionals. New online curriculum was tailored to suit Professors & Lecturers.

Online sessions were conducted to impart training on Google applications, MS Office, meeting tools, MS Outlook, Android mobiles, and so on.



Reached 307 students, job aspirants and teachers through 13 online trainings.

“After attending this training, I felt very comfortable and happy that I learnt Telugu typing within 25 days. Now I am able to write letters and emails in Telugu and can apply for Telugu typist job in Andhra Pradesh. This training has certainly opened up job opportunities for visually impaired in the government sector”. - Ajay Kumar, Candidate from Telugu Typing Workshop in collaboration with Andhra Loyola College

“After attending the workshop at EnAble India, I am confident in hosting meetings & conduct webinars as part of my profession, using Google meet, Zoom & Google classroom. This was my immediate requirement & I was not aware of conducting online meetings earlier.” - Dr Renu Gupta, Asst. Professor, University of Delhi from the Online Meeting Tools Training

Livelihood Programs

Advanced Employability for Persons with Vision Impairment

63 Candidates gained efficiency in computers, English and overall workplace readiness.

Need Based Employability Training

168 Working professionals and influential sector leaders enrolled for need-based trainings that covered MS PowerPoint, MS Outlook, Advanced Excel & Computing, Google Applications and Accessibility Testing.

Bank Coaching

18 Candidates completed Aptitude Training for banking coaching, conducted by domain experts from Summit Careers.

Capacity Building Programs

Trainer Certification Course

This course provides hand-on experience in using content and tools to teach computers to persons with vision impairment. In 2020-21, the trainings were conducted online. The trainers underwent internships alongside their involvement in Community Projects, preparing them to start trainings in their respective regions.

Out of the **10** trainers who successfully completed their certification, **8** were placed with Help the Blind Foundation.

“This course has groomed me in many ways such as equipping me with the right kind of knowledge, attitude, domain expertise, work ethics and values. I can teach all the three subjects like Computers, English and Employability. This training has enabled me to explore and not restrict myself only to specific work. Currently, I am handling the training at Satyavati College in Delhi University. Much thanks to my trainer, Sandesh at EnAble India for his constant support and showing me the right direction”. - Aadil, Trainer from Kashmir working with HTBF



An Online Parents Workshop

Discovering Hands

This project trains candidates to work as Medical Tactile Examiners (MTEs), who can detect Breast Cancer in patients. They undergo Anatomy classes, learning about different body parts with the help of tactile material. They are also taught English, Computers, Medical Terminology, Mobility and Life Skills.



8 out of 10

candidates
successfully completed
the program.

8 out of 10 candidates successfully completed the program.

#SeeAMillion Campaign

The campaign aims to digitally empower 1 million persons with vision impairment by 2025, with a PAN-India approach to,



#SeeAMillion Mitra- Eyeway

53-year-old Shivkumar works with an orchestra group. He sought Eyeway's (Bangalore) help as he didn't receive his Disability Pension for over two months during the lockdown. Team Eyeway connected with the concerned official and within a week, Shivkumar received his money. In addition, the Tehsildar's office sent him some household essentials.

Riyaz Khan, a Class 10 student from Gulbarga didn't have money to pay the promised fee for his scribe who helped write his board exams. Timely support from Team Eyeway pulled him out of that financial trouble.

**Eyeway is a helpdesk run by Score Foundation that provides information on living life with blindness, in partnership with likeminded NGOs across various states of India.*

#SeeAMillion Catalyst

Partnerships and Processes



Developed a High-Level Design to earmark ownership by strategic partners in executing key log frames under the #SeeAMillion campaign



Deepened our collaborations with partners - Help the Blind Foundation, Rotary Club Global Foundation and Andhra Loyola College

EnAble Vaani

EnAble Vaani is a moderated interactive voice response (IVR) system that enables persons with disabilities to share and create content. Since it doesn't require an internet, this audio-based social networking platform helps reach the disabled in remote rural areas.

It is a one-stop-shop for all kinds of information on government schemes/ documents, assistive aids, jobs, trainings, product promotions and so on.

Several NGOs use EnAble Vaani to mobilize the community and raise awareness about their programs.

The platform reaches out to its users in Kannada through **Namma Vaani (9266344111)** and in Hindi through **Hamari Vaani (9266344222)**.

From January 5, 2021, we have moved from missed calls to direct calls, which has brought the operational costs down. The transition was smooth and we have retained majority of our users.

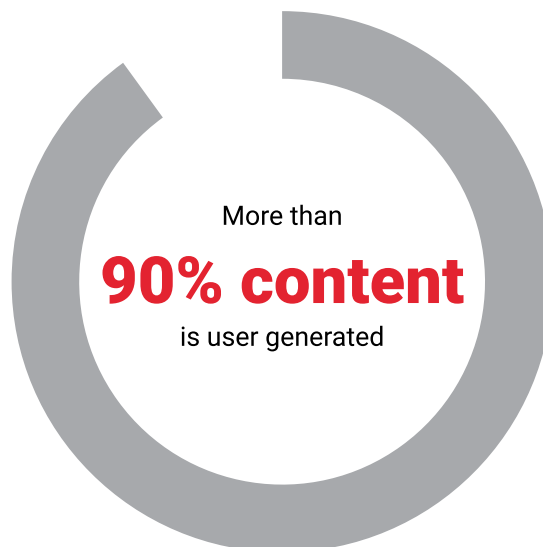
Our Technology Partner has developed **an auto reject feature** which will reject audios not matching the quality standards, **thereby saving Moderator's time by over 20%.**



5,87,978
calls received in total



25,517
unique callers



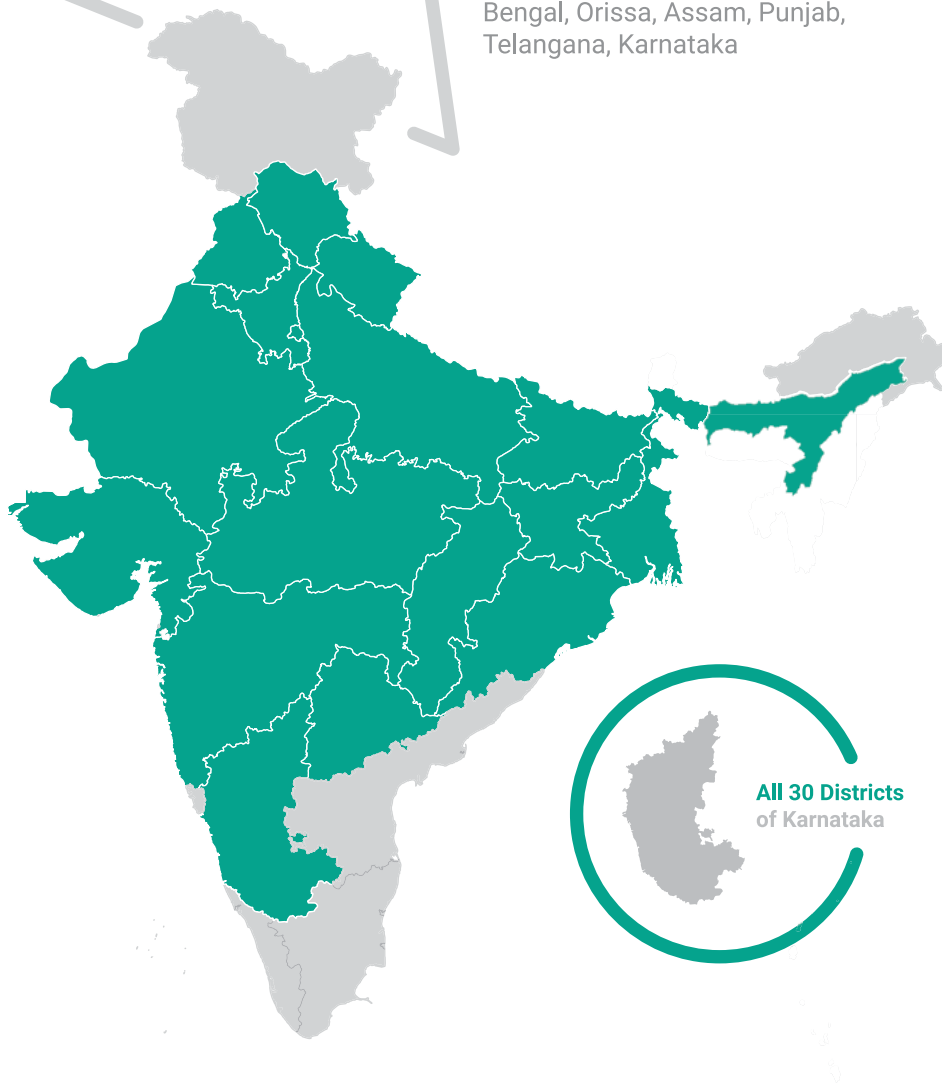
5,87,978 calls received in total; 25,517 unique callers; More than 90% content is user generated

Reached

18

states in india



Bihar, Chhattisgarh, Delhi, Gujarat, Himachal Pradesh, Haryana, Jharkhand, Madhya Pradesh, Maharashtra, Rajasthan, Uttarakhand, Uttar Pradesh, West Bengal, Orissa, Assam, Punjab, Telangana, Karnataka



18 states- Bihar, Chhattisgarh, Delhi, Gujarat, Himachal Pradesh, Haryana, Jharkhand, Madhya Pradesh, Maharashtra, Rajasthan, Uttarakhand, Uttar Pradesh, West Bengal, Orissa, Assam, Punjab, Telangana, Karnataka

All 30 districts of Karnataka

New Initiatives

-  We've gone global: **EnAble Vaani was launched in Ethiopia** under the name 'Minch' in February 2021. Minch means 'The Source' in English.
-  COVID-19 Channel: During the pandemic, **EnAble Vaani collaborated with Gram Vaani to launch a COVID-19 channel**, disseminating credible information on Covid-19. This included details about the virus, vaccination, safety protocols etc. Like the Aarogya Setu app, there was an accessible IVR based self-survey to check personal status.
-  **40,000+ listeners have benefitted from information related to COVID.**
-  **Presented in ZeroCon 2021:** EnAble Vaani was presented in an online conference on Building Online Community for persons with disabilities.
-  Vaani se Vichaar: Hamari Vaani and SABAL conducted a webinar on 'Power of Collaboration'. **45 leaders from 30 NGOs discussed ways of learning from each other's experiences of working in the sector.**
-  Catalysing Community: We catalyzed PwDs to share videos on some of their everyday solutions, for a video competition. More than **150 videos were contributed by EnAble Vaani users**. These videos are catalogued and made available to a larger audience.
-  Enhancing Employability Quotient: In collaboration with Customer Support Team at EnAble India, **Vaani team published 4 bite size knowledge shots weekly**, to improve employability quotient of listeners.
-  Expanding our content: **Several new types of content were created and shared** on the EnAble Vaani platform, including cooking recipes, inspirational stories, and spoken English lessons.

Securing a Job

31-year-old MS Ram is a person with vision impairment from Tumkur, Karnataka. Ram heard about availing a job card under the National Rural Employment Guarantee Act on Namma Vaani. Another user collected and shared details about the application process, and Ram approached the Gram Panchayat with the necessary documents. He received the job card within a week, making him ready for a job placement.

Learning through listening

Ravi from Belgavi, Karnataka is 26 years old. He put in a request on the channel, to learn English. A few users also expressed their interest in teaching Ravi. One user, who worked as a teacher, started taking English lessons for him over the phone.

A valuable guide

Virendra is a primary school teacher in Chhattisgarh. He is a regular listener of Hamari Vaani, and encourages his students and their parents to listen to the audio channel and share their issues to receive inputs from the community. He often records queries related to his students and seeks solutions related to livelihood opportunities.

"I've been using Namma Vaani since 2016. During Covid-19, I had put up an audio on livelihood for people with low vision to sell paper plates. I received calls from approximately 30 people and we employed 8 people with disability."- Ramesh, person with vision impairment from Raichur, Karnataka

"I have used several solutions in life to ensure disability is no barrier to achieve anything. I used to wonder how to share my knowledge to benefit others. Hamari Vaani gave me that opportunity to help my community by providing them credible information."- Dimple, person with vision impairment from Punjab

Hear A Million

Initiated in October 2020, Hear a Million (HAM) is a mission driven program to bring about a paradigm shift towards greater inclusivity for the deaf in India. It aims to reach the lives of **1 million deaf people**, with a goal of empowering them to lead a productive life, supported by mainstream inclusion in education, livelihood, and society.

Hear A Million team seeks to use design thinking & appreciative inquiry principles to achieve its vision of building potential through education, skilling, employment, livelihoods, through the value chain of a deaf from early intervention to adulthood and more.

The program supports development of sign language as the natural language of the deaf and bilingual language development for every deaf in India.

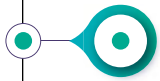
The foundational elements of the programme will help deaf and their allies to access resources and engage, helping them become active citizens. The elements are:



Build Deaf Leaders and deaf leader network



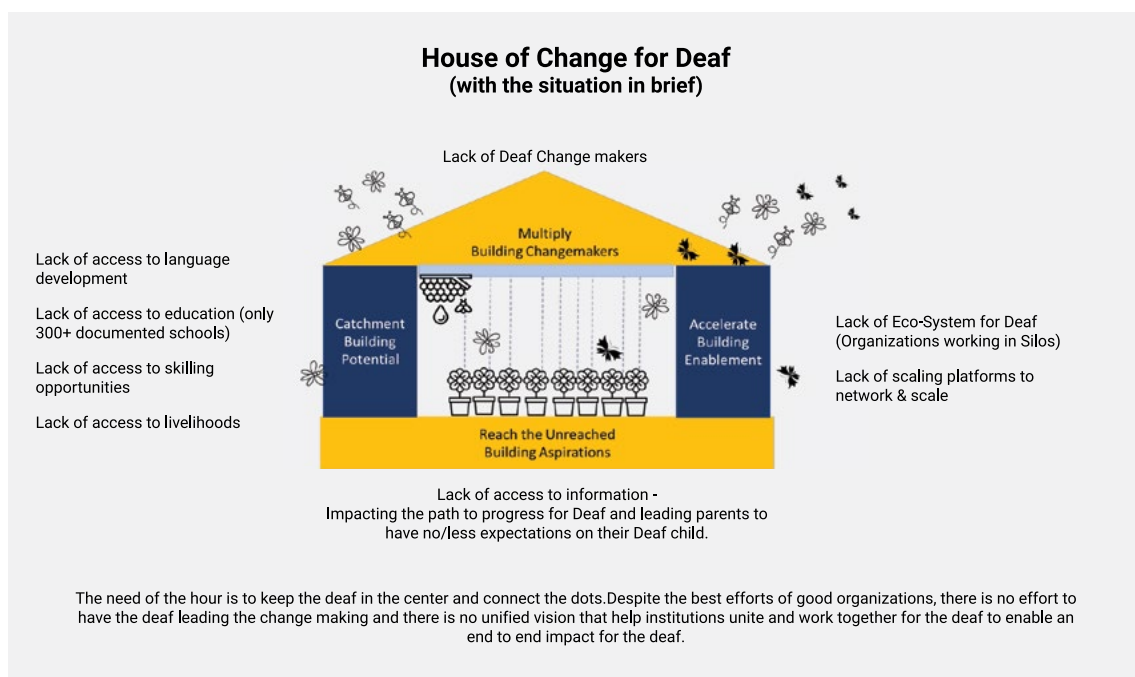
Build the collective, a consortium of partners



Build access to information, solutions, institutions, and more











Build the insights using action-based research to guide Hear A Million in the future



Deaf Community Outreach

Through deaf-centric workshops and courses, Hear A Million reached out to the deaf community and achieved **801** touchpoints. Career Guidance and Deaf Empowerment were the key focus areas in the **18** workshops and courses conducted between October 2020 and March 2021. HAM deaf team provided regular one-on-one counselling. Some of the activities are listed below,

-  **Indian Sign Language (ISL) Trivia & Jeopardy:** Through these fun games, the deaf participants got to engage with the larger community.
-  **Self-awareness & Self-advocacy workshop:** Focused on correct attitude, competent skills, accountability, and knowledge of rights.
-  **Deaf Empowerment Course:** Allowed the individual to develop one's identity and show increased levels of independence.
-  **Women's Day Workshop for Deaf:** The workshop introduced participants to the deaf women who have broken barriers, inspiring them to build role models for themselves.
-  **ISL workshop for families of deaf:** Enabling the family members to learn basic Indian Sign Language to bridge language barrier and bond better with the deaf.
-  **TOT for teachers of deaf students:** The learning outcome of this training program is to make them understand the nuances and usage of standardized sign language, have access to ISL resources and demonstrate basic proficiency in Indian Sign Language.
-  **Maargadarshi workshops:** Career guidance to deaf candidates who are seeking employment or change in employment. The workshop includes self-reflection and making decisions based on one's strengths to decide a job/ career path for themselves.
-  **CV making workshop:** Enabling deaf students to understand the importance of a good resume and get a first draft with the help of HAM SMEs and volunteers, through role plays, interactive sessions and examples.



Counselling sessions by HAM SMEs: To resolve several issues in education, job, business, interpreters etc. which are typical to the lives of the deaf.



Online Academy course on Job Readiness: Aims to make deaf persons employable which primarily includes building the right skills and attitude for getting, staying and growing in a job.

Access for Deaf Community

HAM team has adapted the Access Mantra platform to fill the information gap caused by lack of a dedicated information platform for the deaf community and their allies. The platform provides details about deaf schools, colleges, associations, ISL teachers and so on. The information is updated regularly and the users can also leave feedback for the admin to provide more details under the various categories.

Access Mantra or 'Deaf Google' as some people call it, provides full access to all visitors as it is bilingual (English and Indian Sign Language).

Hear a Million Collective

Hear A Million Collective is an association of partners engaged, with a common vision, in building access for deaf with a vision to reach a million deaf by 2030.

Workshops



Confluence: A workshop conducted on December 8, to **introduce the concept of collectives and vision of HAM**, to individuals and organisations. **49 participants from 30+ organisations**



Focused Group Workshops: Discussed ideas in domain areas of early opportunities, education and deaf speech group

Events



Manthan: Findings from Baseline survey shared and feedback obtained from 76 participants from 47 organizations, including State Level Deaf Associations



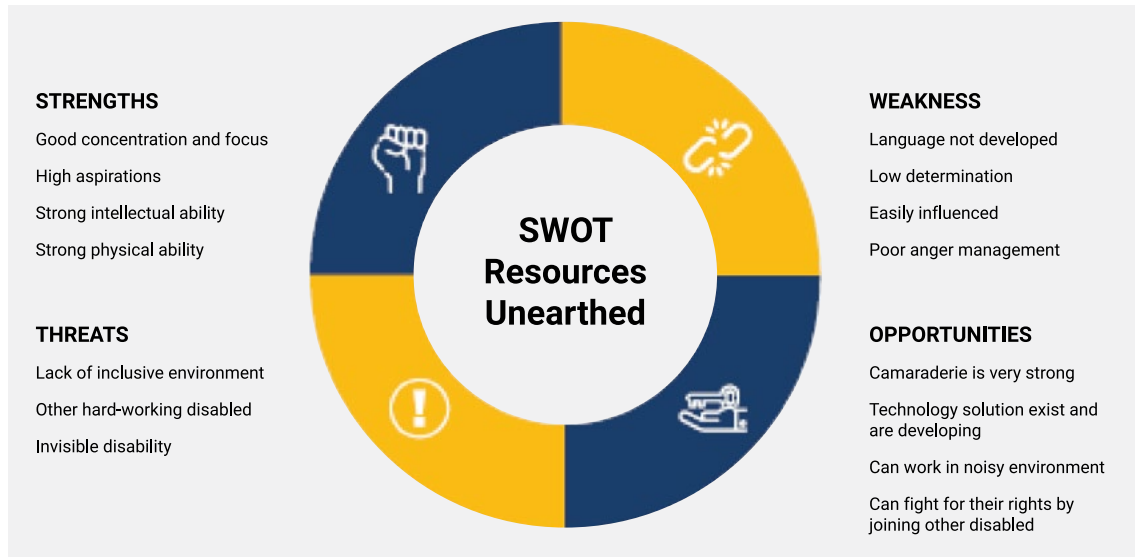
Tech Nights: Platform for technology developers of deaf accessibility products and services to get insights and feedback from the deaf community, experts and allies



5 Partners onboarded: AVAZ, BleeTech, Haryana Welfare Society, SignTalk and Yunikee

Hear a Million Research

Scalable impact cannot be created without having a replicable model in place. The replicable model(s) in Hear A Million shall be based on the best practices found in Baseline research or piloted & invented through insights from Action-based research. A Bilingual Survey to understand the needs of the deaf community was done in which **788** deaf individuals responded from across India.



Baseline study findings- Resources Unearthed

The Extra Mile Moments

Deaf Led Initiatives and Activities



All **workshops and events for deaf community were led by HAM deaf team**, all the way from conception to delivery



All **videos for Deaf Empowerment Course, Access Mantra platform and HAM website were created and edited by deaf individuals**

Sign Language & Sensitisation Workshops



HAM SMEs conducted **11 basic sign language workshops and peer sensitisation sessions with 1179 employees from different companies**



86 participants attended 2 webinars to celebrate International Day of Persons with Disabilities with RBL Bank Limited and Bank of America

“An amazing and helpful experience for future and self-improvement. I got so many things to know about and many new things about deaf culture and deaf society. I’m thankful to you for increasing my self-confidence and for increasing knowledge.”- Muskan Sharma (Deaf D.Ed. student, Age-20)- Deaf Empowerment Course attendee

“Earlier I didn’t know how should be the body language for the interviews. After attending the session for Interview preparation, my body language improved.”- Hemanth Kumar (Deaf candidate) Career Guidance workshop attendee

EnAble Inclusion

The Rights of Persons with Disabilities (RPWD) Act 2016 mandates four percent reservation in government jobs for persons with disabilities. EnAble Inclusion works with Public Sector Undertakings (PSUs) and government departments to develop a sustainable ecosystem for the inclusion of existing and future Employees with Disabilities (EwDs).

The team's engagement involves



The Covid-19 effect

The year 2020 saw a huge shift in the modes of operation at work and home. This provided the team with an opportunity to add more programs for supporting organizations in empowering their EwDs. Separate programs were designed to suit specific disability requirements, aimed at improving 'Office Productivity'.



India's First Jobs Compendium for Public Sector Banks

In addition to the above programs, EnAble Inclusion also developed India's first '**Jobs Compendium for Reservation Jobs for Persons with Disabilities**', Public Sector Bank (PSB) edition. The compendium describes more than 50 *roles in PSBs*, for employees with benchmark disabilities and the corresponding workplace solutions for ensuring efficacy.

Extending support through calls and WhatsApp

In the trying times following the pandemic, EwDs needed additional support for switching to a 'work from home' scenario. They reached out to the Inclusion team for both technical and non-technical assistance. The team offered guidance with suitable technology, techniques, easy tips and tricks to transition smoothly into the new working patterns. The helpline also became a source of moral and mentoring support during this period.






Reached 106 employees through 4 online sessions with Centre for Social Justice & Equality in ATI.



Resolved 42 technical & non-technical queries from clients.

El Labs

To address challenges related to access and awareness of assistive solutions, EnAble India envisioned El Labs as a unified platform for Assistive Solutions. El Labs brings together innovators, employers, and end users to facilitate assistive solutions and inclusive environments, with the sole objective of zero barriers for persons with disabilities.

-  **Incubate and encourage the establishment and growth of technology-based start-up companies and other compatible services.**
-  **Aggregate the existing solutions, discover new problem statements, co-create with stakeholders' responses to the problem statements, and disseminate the co-created solutions.**
-  **Provide services and programs to increase an incubator's likelihood of successful development and growth beyond what it could achieve on its own.**

Project Discovery

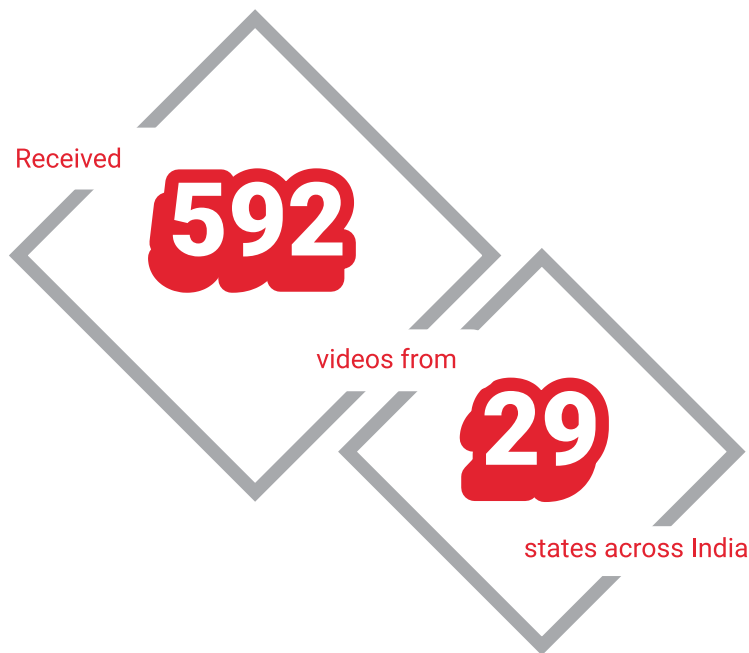
Many persons with disabilities use simple and innovative solutions in their everyday lives. They develop an alternative method of working (like using a product or workflow) to perform tasks that might otherwise be inaccessible. By documenting these solutions, other PwDs can utilize these solutions as well.

Launched in June 2020, Project Discovery is a platform aimed at collating different solutions in the form of short videos and making them available for 'all'. Persons with disabilities across India were invited to send in their videos under three categories: *Everyday Solutions*, *Technology & IT Solutions* and *Outdoor Solutions*.

Project Discovery is a pan India video contest that aims to collect creative solutions designed by persons with disabilities to overcome barriers in daily living. To know more visit: www.youtube.com/watch?v=2JVGbrNihZo&t=23s

Zero Project-EI Labs Tie-up

Zero Project, an initiative of the Austrian Essl Foundation, collaborated with EI Labs with the goal of publicizing the Project Discovery concept to Zero Project partners around the world.



592 videos received from 29 states across India

Solution Saturdays

Solution Saturdays, a two-hour networking event for assistive solutions users, enthusiasts and disability professionals, started in March 2020, to identify problem areas and solutions regarding various aspects of living life with disability.

Areas addressed: Rural accessibility, employment, virtual learning, sports, invisible disabilities, etc.



1400 attendees

Assistive Technology Partnerships

Project with DISQ

El Labs partnered with TCS Foundation Initiative- Digital Impact Square (DISQ) to create awareness on Assistive Technologies. Multiple sessions were conducted to reach out to various colleges across India. El Labs mentored 3 teams identified for the cohort during the pilot to market phase.

Service Projects

Accessibility Testing Project

El Labs partnered with a tech giant to test the accessibility of some of their products. The user testing was conducted with around 25 persons with disabilities and their responses were provided as feedback to the company.

Internship Project with CMRIT

El Labs partnered with CMR Institute of Technology in Bengaluru, for the Entrepreneurship projects of their students. 80 students participated across 21 projects, showcasing 3 solutions in the demo presented to EnAble India and industry partners like Allegis, Bosch, Rohm and Dell. The projects focused on accessibility of using technologies for machine learning, IoT (Internet of Things) and alternate computer interface for persons with disabilities.

Internship Project with The College of Wooster

2 students from the Wooster University interned with El Labs for their Global Social Entrepreneurship field experience. Their project was to identify a strategy for El Labs to meet its objective of 'catalyzing community for assistive solutions'.

"It's a great privilege for Sethi Foundation to be associated with EnAble India. It's a phenomenal thing that El is doing in terms of finding easy solutions which can be used by people with disabilities. Also looking forward to the cataloguing of these solutions, we've never had anything like this of Indian origin. We've seen cataloguing of various products overseas but those are not really relevant for the Indian environment."- Shalini Sethi, Co-Founder Sethi Foundation

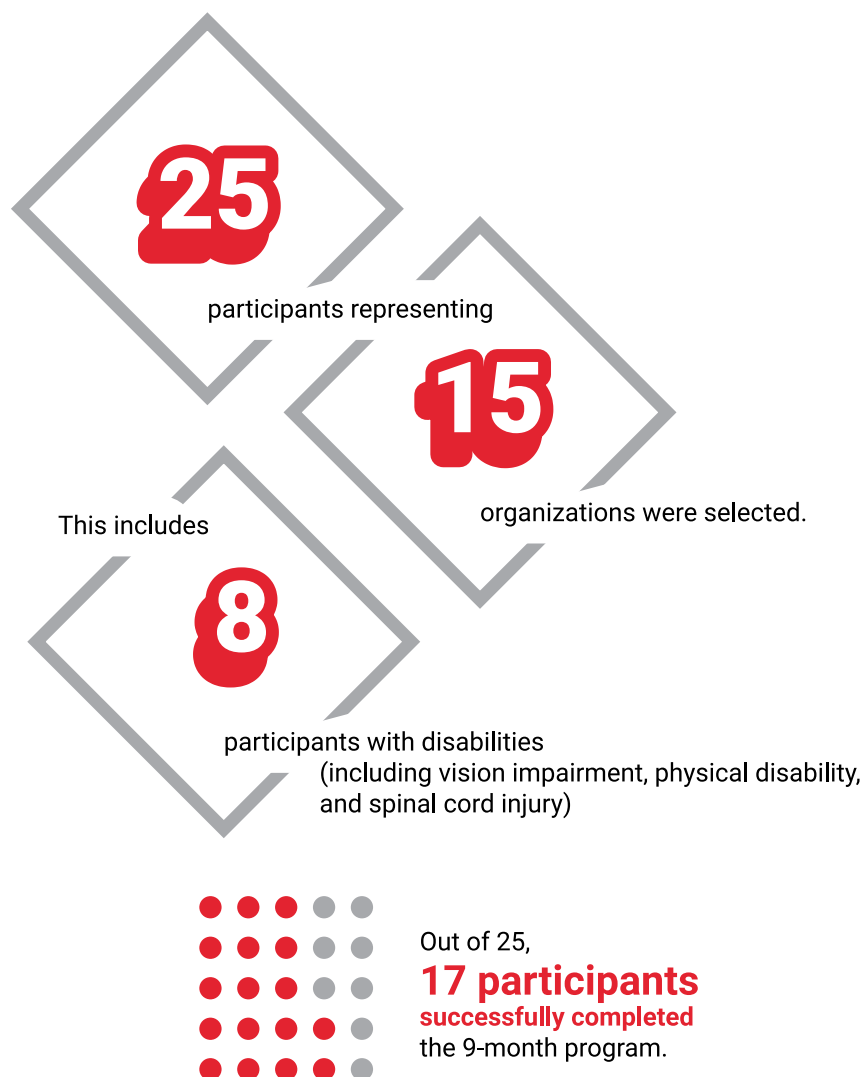
"Conversation (on accessibility) is missing in the Indian database. Listening to all these discussions, on one side I feel joy and on the other, it's a concern. You know, accessibility is not a big difficulty to do but this conversation gets missed out. The policy is there and according to the 2016 Act, every building should have been made accessible by now."- An IIT Professor participating in Solutions Saturday on Bathroom Accessibility: Design for Dignity

TRIVENI

Training and Research Institute, a Venture of EnAble India, or TRIVENI, was established with the aim of serving India by developing scalable products and building professionals in the space of livelihoods for persons with disability. Triveni's primary objective is to disseminate the EnAble India Blueprint by designing, developing and disseminating courses for enablers, employers & persons with disability.

Building the next generation of leadership for the sector

The 9-month certification course '*Discover the Success Factors for Disability Livelihoods: The EnAble India Way*' was conducted for the second time. After a successful first edition, the course returned in an online format, an adaptation made necessary by the COVID-19 pandemic.



25 participants representing 15 organizations were selected. This includes 8 participants with disabilities (including vision impairment, physical disability, and spinal cord injury). Out of this, 17 participants successfully completed the 9-month program.

As part of the course, the participants learned through self-learning courses

on EnAble Academy, online sessions & networking calls with peers. The participants also engaged with various external parties as part of their learning process:



Mitti Café CEO and Founder Alina Alam discussed her journey of starting a café with employees with disabilities & unique challenges posed by the COVID-19 pandemic.



Abdul Nazir Sab State Institute of Rural Development (SIRDT) gave a holistic view of MCNREGA and its operating guidelines, to help participants assess the scheme as a potential livelihood option for persons with disability.

“The structure of the whole course is simply amazing and well-coordinated. There was always a continuity of each topic each day and the healthy interaction always boosts any session. The continuous follow up and reminders were very helpful and it always kept us engaged.”- Participant

What's new on EnAble Academy?

Employability Training via Blended Learning

Working towards our goal of creating a livelihood platform that can impact 1 million beneficiaries, the team has started to re-develop existing courses on EnAble Academy using design thinking principles. The goal is to develop a blended (online with facilitated meetings) learning format that keeps the learners and their livelihood goals at the center. The new format has been piloted with several groups, and trainer manuals have been put together to guide facilitators on how to lead this in different locations.

This approach has been piloted on **3 batches of candidates with physical disability, 2 batches with hearing impairment and 2 batches with vision impairment.**

Maargadarshi: Your Path to Progress

Maargadarshi is a new self-learning course to help persons with disability achieve economic independence by recognizing livelihood realities, and matching it to their strengths and aspirations.

SPICE Up Your Career

SPICE is a personal development framework developed by EnAble India and has been adapted by the staff for a few years. To take the teachings of this self and career development framework ahead, a self-learning course called 'SPICE Up Your Career' was launched on EnAble Academy.

Capacity Building for Employability Trainers

This was a first of its kind capacity building program for employability trainers, held over a 2-month period. The program imparted the fundamentals of employability training, including core employability frameworks, stakeholder engagement, wage employment cycle and more: all the knowledge a trainer would need to mentor and support their trainee with disability on their livelihood journey.



20 participants from 12 organizations in 3 countries (India, Sri Lanka, and Philippines)

"The Employability module that we covered should also form a part of the formal education space. It has all the components that most of us lacked/lack in our formative years irrespective of disability. Thank you for allowing us this opportunity!" – Participant

Roundtable on Career Progression for Persons with Disabilities

On December 18th, 2020, a virtual roundtable titled '*Career Progression of Persons with Disabilities: An Employee's Perspective*' was held. The 3-member panel comprised of Devika Nair (Allegis Group), Kanitha KK (ANZ Bank), and Mellener Anne Coelho (Northern Trust Corporation), who socialized the processes and best practices they use to enable career progression of their employees with disability.



attendees representing different stakeholders, from multiple countries, signed in for the webinar.

130+ attendees representing different stakeholders, from multiple countries, signed in for the webinar.

University Connect Program

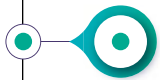
The University Connect Program (UCP) is a platform for college students with disability to start their journey towards economic independence. The program gives them skill training and disability livelihood knowledge, creating a more effective pipeline towards a successful career.



150 candidates from JSS Polytechnic for Differently Abled Mysuru got **Online Bridge Course Training**, where they learned basic employability skills and job readiness.



73 candidates from GSC Lucknow finished **online training in IT & ITES Domain**. These trainings were done in collaboration with WinVinaya Foundation & Noida Deaf Society.



Statestreet held a financial management session for candidates at JSS Polytechnic for Differently Abled Mysuru.

IT & WPS

The pandemic posed new challenges to the IT team which is responsible for maintaining systems and providing support within the office premises. With the new work from home scenario, the team had to move applications and software to the cloud, so that the staff members could seamlessly use their laptops from remote locations. A remote maintenance schedule was also put into place to ensure smooth operations for all employees. To meet inclusion needs of everyone, many audio/video apps were tested and finally Zoom was chosen to facilitate meetings with people with different disabilities. Features like closed captioning, language interpretations etc. made inclusion of all easier than other conferencing platforms.

Admin

The office was shut from early April due to the Coronavirus outbreak. Before the premises could reopen after relaxation of the lockdown rules, the Administration team planned and executed deep cleaning, pest control, fumigation, cleaning of overhead tank, etc. The team also procured and installed digital thermometer, foot operated sanitizer, contactless keys and hand dryers. As part of the Covid-19 initiative, all employees were supported with their medical requirements as needed. Corona Kavach policy was rolled out, extending a coverage of INR 2 lakhs per person for a period of 9 months. Employees who were hospitalized during the pandemic, benefitted from this scheme. The team assisted in the sale of masks by persons with disabilities, an initiative of Wildcraft in collaboration with EnAble India. This helped PwDs earn a reasonable commission on the sale of each mask.

Human Resources

To battle the pandemic blues, the HR team celebrated Secret Santa and invited employees to share their respective journeys from the 'transformed normal'.

EnAble India Day 2020 was also celebrated virtually.

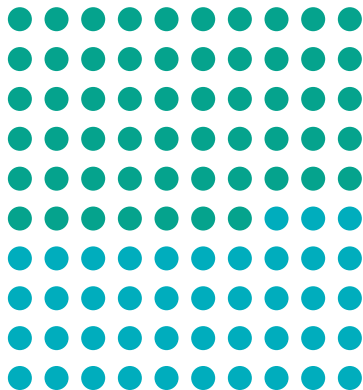
A new HR team was inducted with a new Director and Assistant HR Manager. New versions of the HR policies and letters were also released.

8 new people joined the EI family while 12 exited.

Disability Ratio

54% Non PwD

46% PwD



Gender Diversity

43% Male

57% Female

Learning and Development

EnAble India firmly believes in conducting regular trainings to enhance the knowledge and skills of employees. In 2020-21, the staff at EnAble India were engaged in various domain-related, technical and self-improvement trainings as per their requirements.

Some of the trainings included Sessions on Government schemes for PWDs, English and Indian Sign Language. A new version of Induction 2.1 for Consultants, Volunteers, Full time staff, Enablers and Senior Managers was introduced.

“L& D sessions are like drip irrigation for me. They are very well structured with focused discussion on specific topics with time to learn and reflect. My one biggest takeaway from one of the sessions is - Intent without actions is of no use.”

POSH Committee

The new decade for EnAble India started with 100% sensitization of the employees towards Sexual Harassment at Workplace. Keeping with 'Zero Tolerance policy' to any form of bullying or harassment, the Internal Committee sensitized the new members to ensure prevention of sexual harassment at workplace. Working virtually changed the idea of 'workplace' and homes became the new offices. Internal Committee at EnAble India geared up for new norms and new challenges, getting themselves trained to deal with the new normal and new ways harassment could take place.

Committee Members:

Sujatha Vijayanand, Presiding officer; Chandrashekhar S, Committee member; Priti Lobo, Committee member; Sanjay Kumar, Committee member; Ashwini Rao, Committee member; Roopa Reddy, Committee member; Aparna GV, External member.

Funders

APPLE INDIA PVT LTD.

ACCENTURE SOLUTIONS PVT LTD.

ALLEGIS SERVICES INDIA PVT LTD.

ANZ

BANK OF AMERICA

BIO-GEN EXTRACTS PVT LTD

CHARITIES AID FOUNDATION - AMERICA

CHARITIES AID FOUNDATION - INDIA

COGNIZANT FOUNDATION

H. T. PAREKH FOUNDATION

INDIANS FOR COLLECTIVE ACTION

NASSCOM FOUNDATION

PRAXAIR INDIA PVT. LTD. (LINDE)

QWIK SILVER SOLUTIONS PVT LTD.

R B L BANK LTD.

REFINITIV INDIA PVT LTD.

ROBERT BOSCH ENGINEERING

STATE STREET CORPORATE SERVICES MUMBAI PVT LTD.

TATA STEEL FOUNDATION

THE U. K. ONLINE GIVING FOUNDATION - U K

UNITED WAY - MUMBAI

Audit Report

STATUS TRUST-AOP
PAN AAATE0632J

ASST YEAR 2021-22

ENABLE INDIA

No. 473/B, Adugodi Main Road

8th Block Koramangala



BANGALORE 560095

COMPUTATION OF TOTAL INCOME OF THE TRUST

GROSS RECEIPTS OF THE TRUST		9,55,91,643.50
ADD: TRANSFER FROM ACCUMULATED FUND(2015)		-
		9,55,91,643.02
LESS ACCUMULATION PERMISSIBLE		1,43,38,746.00
	BALANCE	8,12,52,897.50
LESS- EXPENSES INCURRED		
EXP	8,97,62,863.11	
LESS DEPN	25,51,575.50	
	8,72,11,287.50	
ADDITION OF FIXED ASSETS	30,34,924.00	
	9,02,46,211.50	9,02,46,211.50
BALANCE AMOUNT		(89,93,314.00)

TAX PAYABLE	NIL
LESS TDS AMOUNT	4,33,034.00
EXCESS PAID REFUNDABLE	4,33,034.00

For ENABLE INDIA

 
TRUSTEE TRUSTEE

PLACE BANGALORE
DATE 05.11.2021



SANJAY TAYAL

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

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

FORM NO. 10B

[See Rule 17B]

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

I have examined the **BALANCE SHEET** of **ENABLE INDIA**, # 473/B, Adugodi Main Road, 8th Block Koramangala, Bangalore 560095; as at **31st March 2021**, and the **INCOME AND EXPENDITURE** account for the year ended on that date which are in agreement with the books of account maintained by the said Trust.

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

- (i) In the case of the balance sheet, of the state of affairs of the abovenamed trust as at 31st March 2021 and
- (ii) In the case of the income and expenditure account, of the excess of income over expenses, of its accounting year ending on 31.03.2021

The prescribed particulars are annexed hereto

Place **Bangalore**

Date **05th November , 2021**



SANJAY TAYAL
CHARTERED ACCOUNTANT.
M.No. 200116.

**ANNEXURE
STATEMENT OF PARTICULARS**

1. Application of income for charitable or religious purposes.

1.	Amount of income of the previous year applied to charitable or religious purposes in India during that year.	EXPENDITURE Rs 8,72,11,287.00 CAPITAL EXP Rs 30,34,924.00
2.	Whether the trust/institution has exercised the option under clause (2) of the Explanation to section 11 (1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year	No
3.	Amount of income accumulated or set apart /finally set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly /in part only for such purposes.	Accumulation permissible Rs 1,43,38,746-00 Amount accumulated Rs NIL
4.	Amount of income eligible for exemption under section 11(1)(c) [Give details]	NIL
5.	Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2)	NIL
6.	Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b)? If so, the details thereof.	Yes- BANK DEPOSITS
7.	Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(1B)? If so, the details thereof	NIL
8.	Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year: -	NO
	(a) has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or	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	N.A



(c)	has not been utilized for purposes for which It was accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry thereof? If so, the details thereof.	N.A
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II. Application or use of income or property for the benefit of persons referred to in section 13 [3].

1.	Whether any part of the income or property of the trust/institution was lent, or continues to be lent in the previous year to any person referred to in section 13(3) [hereinafter referred to in this Annexure as such person]? If so, give details of the amount, rate of interest charged and the nature of security, if any	No
2.	Whether any land, building or other property of the trust/institution was made, or continued to be made, available for the use of any such person during the previous year? If so, give details of the property and the amount of rent or compensation charged, if any.	No
3.	Whether any payment was made to any such person during the previous year by way of salary allowance or otherwise? If so, give details.	Salary paid to Mrs Shanti Raghavan Rs 1080000/-
4.	Whether the services of the trust/institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any.	No
5.	Whether any share, security, or other property was purchased by or on behalf of the trust/institution during the previous year from any such person? If so, give details thereof together with the consideration paid	No
6.	Whether any share, security, or other property was sold by or on behalf of the trust/institution during the previous year to any such person? If so, give details thereof together with the consideration received.	No
7.	Whether any income or property of the trust/institution was diverted during the previous year in favour of any such person? If so, give details thereof together with the amount of income or value of property so diverted.	No
8.	Whether the income or property of the trust/institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details.	No





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

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

Place. Bangalore

Date. 05th November 2021


SANJAY TAYAL
CHARTERED ACCOUNTANT
M.No 200116. 05/11/2021



PAN AAATE0632J

ASST YEAR 2021-22

ENABLE INDIA

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

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR 31.03.2021

To Project Expenses	8,52,70,506.00	By Income	9,55,91,644.11
To Administrative Expenses	44,92,357.11		
To Excess of Income Over Expenditure	58,28,781.00		
	9,55,91,644.11		9,55,91,644.11

BALANCE SHEET AS ON 31.03.2021

TRUST FUND	6,38,25,908.51	Fixed Assets	89,14,447.00
Outstanding Liabilities	20,779.97	Bank Deposits	6,99,97,895.37
Restricted Funds a/c	6,56,78,000.00	Loans & Advances	52,67,655.00
Building & Infrastructure Fund	79,60,986.00	Cash-In-Hand	6,888.00
Employee Welfare Fund	1,50,000.00	Bank Accounts	5,34,18,975.11
		Interest Receivable	29,814.00
	13,76,35,674.48		13,76,35,674.48

For ENABLE INDIA

[Signature]
TRUSTEE

TRUSTEE

PLACE BANGALORE

DATE 05.11.2021

UDIN 21200116AAAAJQ5355



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

[Signature]
SANJAY TAYAL
CHARTERED ACCOUNTANT
M. No. 200116. 05/11/2021



SCHEDULE OF INDIRECT EXPENSES

1. SCHEDULE OF PROJECT EXPENDITURE

Particulars	Enable India	SBI FCRA	RBL	HTPF	ACCENTURE	Allergis	SABAL	COGNIZANT	IIS	APPLE	LINDE	STATE STREET	Total
1 Accommodation	-		1,10,200.00	21,088.00		4,200.00			2,910.00				1,38,398.00
2 Administration Expenses	48,000.00												48,000.00
3 Advertisement	9,072.00												9,072.00
4 Candidate Service	(23,800.00)					7,83,141.00						4,56,900.00	12,16,241.00
5 Computer Maintenance	85,154.00	3,850.00				384.00						5,459.00	94,847.00
6 Conveyance	12,136.00					4,953.00				1,550.00	637.00		19,276.00
7 Computer Accessories	8,63,374.00	2,07,731.00											2,07,731.00
8 Electricity & Water Chgs	51,900.00								6,15,050.00				8,63,574.00
9 Event Expenses	48,721.00	46,355.00	8,391.00	9,017.00		9,962.00							18,51,950.00
10 Fuel Charges	-		3,57,000.00	8,55,000.00	11,15,831.00	15,00,000.00	6,00,000.00	2,39,335.00		3,47,500.00	2,36,831.00		1,22,446.00
11 Admin/Management Fees	2,40,032.00	74,760.00		5,670.00	4,760.00	26,348.00						5,697.00	3,57,197.00
12 Printing and Stationery	41,29,331.00	25,90,420.00	22,63,992.00	10,74,500.00	87,42,642.00	7,82,234.00	3,48,000.00	10,80,000.00	22,09,960.00	26,000.00	1,57,200.00	6,35,000.00	2,40,39,279.00
13 Professional Charges	9,86,711.00	7,30,706.00	37,944.00	48,528.00	67,680.00	1,96,648.00	21,600.00	3,600.00		37,104.00		12,000.00	21,42,521.00
14 Provident Fund	17,96,500.00	24,88,000.00	1,78,500.00	77,000.00		12,60,000.00						3,00,000.00	61,00,000.00
15 Rent	4,50,692.00	1,23,548.00	12,754.00	2,832.00								2,62,542.00	8,52,368.00
16 Repairs & Maintenance	94,89,757.00	1,24,57,720.00	8,76,000.00	32,44,000.00	20,75,000.00	55,39,792.00	3,60,000.00	1,90,000.00		6,56,000.00	11,02,223.00	5,88,000.00	3,65,78,492.00
17 Salaries	5,92,287.00	1,00,681.00			3,182.00	9,412.00				1,757.00		4,346.00	7,11,665.00
18 Telephone & Internet Chrg	(61,56,641.00)	72,56,164.00				3,18,275.00						5,309.00	14,23,107.00
19 Training & Seminar Fees	10,285.00	6,500.00	83,429.00	2,54,453.00		3,610.00		4,200.00	10,765.00		10,490.00	1,600.00	3,85,332.00
20 Travelling Expenses	1,06,707.00	20,328.00	10,727.00	2,370.00		7,708.00							1,47,840.00
21 Welfare Expenses	2,14,548.00	1,39,506.00											3,54,054.00
22 Intership Remuneration	367.00	5,518.00											11,917.00
24 Interest Collected	(9,46,233.00)			29,57,240.00			(24,675.00)		135.00				19,86,332.00
25 Reimbursement Account	-	43,890.00		18,480.00									43,890.00
26 Assistive Aids													18,480.00
27 Program Expenses													1,75,000.00
28 Hear A million Programme			1,75,000.00										
TOTAL	1,20,09,100.00	2,62,95,677.00	41,13,937.00	85,70,178.00	1,20,14,992.00	1,16,31,667.00	13,04,925.00	15,17,135.00	28,38,820.00	10,69,911.00	15,07,381.00	23,96,783.00	8,52,70,506.00

2. SCHEDULE OF ADMINISTRATION EXPENSES

Particulars	Enable India	SBI FCRA	RBL	HTPF	ACCENTURE	Allergis	SABAL	COGNIZANT	IIS	APPLE	LINDE	STATE STREET	Total
1 Audit Fees	(30,000.00)	31,800.00			34,000.00	25,000.00						10,000.00	70,800.00
2 Bank Charges	4,316.82	15,896.63		225.60	42.00	173.00				(0.20)		464.12	21,117.97
3 Other Insurance	87,908.64												87,908.64
4 Postage and Courier Chrg	12,413.00	1,577.00	236.00			377.00				5,800.00	296.00	2,850.00	23,549.00
5 Rates & Taxes	7,840.00												7,840.00
6 Car Incurrence	33,877.00												33,877.00
7 Health Insurance	7,20,971.00												7,20,971.00
8 Registration & Renewals	3,24,561.00	78,157.00		5,276.00		22,613.00		450.00					4,31,057.00
9 Security Service	4,36,128.00												4,36,128.00
10 Depreciation	10,59,889.50	12,24,514.00		52,435.00	14,500.00	1,07,869.00	14,987.00				15,765.00	61,616.00	25,51,575.50
11 Gratuity	1,07,533.00												1,07,533.00
	27,65,437.96	13,51,944.63	236.00	57,936.60	48,542.00	1,56,032.00	14,987.00	450.00	-	5,799.80	16,061.00	74,930.12	44,92,357.11
Grand Total	1,47,74,537.96	2,76,47,621.63	41,14,173.00	86,28,114.60	1,20,63,534.00	1,17,87,699.00	13,19,912.00	15,17,585.00	28,38,820.00	10,75,710.80	15,23,442.00	24,71,713.12	8,97,62,863.11

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4. SCHEDULE OF INCOME

Particulars	Enable India	SBI FCRA	HTPE	RBL	SABAL	ACCENTURE	ALLEGIS	COGNIZANT	STATE STREET	IIS	APPLE	LINDE	Total
1 Donations Received	86,12,656.59	2,84,44,134.86		41,14,173.00	10,65,900.00	1,20,43,095.00		15,17,135.00	28,98,708.00	31,00,000.00	10,75,711.00	15,86,501.00	6,44,58,034.45
2 Interest Received	25,19,051.66	15,17,503.00	4,58,712.00	8,402.00	3,261.00	1,13,713.00	60,323.00	49,223.00	75,954.00	23,438.00	4,942.00	52,034.00	48,85,636.66
3 Grant Received	12,98,037.00		85,75,454.00				1,17,54,177.00						2,16,27,668.00
4 Administration Cost	35,67,705.00												35,67,705.00
5 Management Cost													10,35,800.00
6 Training Fees	16,800.00												16,800.00
	1,70,49,050.25	2,99,61,737.86	90,34,166.00	41,22,575.00	10,69,161.00	1,21,56,808.00	1,18,14,500.00	15,66,358.00	29,74,662.00	31,23,438.00	10,80,653.00	16,38,535.00	9,55,91,644.11

5. SCHEDULE OF FIXED ASSET

Particulars	Enable India	SBI FCRA	HTPE	RBL	SABAL	ACCENTURE	ALLEGIS	COGNIZANT	STATE STREET	IIS	APPLE	LINDE	Total
1 Opening Balance	45,05,188.50	27,02,668.00	1,31,088.00	-	37,468.00	36,250.00	6,79,154.00	-	-	-	-	-	80,91,816.50
2 Transfer	3,39,282.00			-									3,39,282.00
3 Additions	71,700.00	23,20,805.00		-			74,520.00		4,89,075.00	-		78,824.00	30,34,924.00
4 Depreciation	10,59,889.50	12,24,514.00	52,435.00	-	14,987.00	14,500.00	1,07,869.00		61,616.00	-		15,765.00	25,51,575.50
Closing Balance	38,56,281.00	37,98,959.00	78,653.00	-	22,481.00	21,750.00	6,45,805.00		4,27,459.00	-		63,059.00	89,14,447.00

6. SCHEDULE OF DEPOSITS & ADVANCE

Particulars	Enable India	SBI FCRA	HTPE	RBL	SABAL	ACCENTURE	ALLEGIS	COGNIZANT	STATE STREET	IIS	APPLE	LINDE	Total
1 Fixed Deposits	2,17,48,042.40												2,17,48,042.40
2 BDA Registration Fees	5,000.00				-								5,000.00
3 Building Deposit	40,00,000.00												40,00,000.00
4 EI-LIC-Gratuity Fund A/c	11,25,396.00	12,65,379.00			-								23,90,775.00
5 SBI - Reverse Sweep A/c	-	2,16,29,188.00			-	-							2,16,29,188.00
6 IDBI - Reverse Sweep A/c	62,83,008.60		45,30,001.57	17,275.48	-	9,16,918.97	9,44,165.89	22,04,734.77	13,00,000.00	99,156.10		18,86,432.89	1,81,81,694.27
7 TDS RECEIVABLES 17-18	11,82,161.10				-								11,82,161.10
8 TDS RECEIVABLES 20-21	4,31,000.60				-								4,31,000.60
9 TDS RECEIVABLES 21-22	2,94,865.00	1,35,169.00			-								4,30,034.00
	3,50,69,473.70	2,30,29,736.00	45,30,001.57	17,275.48	-	9,16,918.97	9,44,165.89	22,04,734.77	13,00,000.00	99,156.10		18,86,432.89	6,99,97,895.37

7. SCHEDULE OF LOANS AND ADVANCES

Particulars	Enable India	SBI FCRA	HTPE	RBL	SABAL	ACCENTURE	ALLEGIS	COGNIZANT	STATE STREET	IIS	APPLE	LINDE	Total
1 Salary Advance	2,67,655.00												2,67,655.00
2 Land Advance	50,00,000.00	-	-	-	-	-	-	-	-	-	-	-	50,00,000.00
	52,67,655.00												52,67,655.00

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8. SCHEDULE OF CASH IN HAND

Particulars	SBI FCRA	SABAL	ACCENTURE	RBL	HTPF	STATE STREET	IS	ALLEGIS	REFINITIV	COGNIZANT	APPLE	LINDE	Total
1 CASH IN HAND													
Enable India	4,675.00	-	-	-	-	-	-	-	-	-	-	-	6,888.00
	2,213.00	-	-	-	-	-	-	-	-	-	-	-	
	2,213.00	-	-	-	-	-	-	-	-	-	-	-	6,888.00

9. SCHEDULE OF BANK ACCOUNTS

Particulars	SBI FCRA	SABAL	ACCENTURE	RBL	HTPF	STATE STREET	IS	ALLEGIS	REFINITIV	COGNIZANT	APPLE	LINDE	Total
1 State Bank of India	1,86,26,132.36	-	-	-	-	-	-	-	-	-	-	-	1,86,26,132.36
2 IDBI Bank	78,29,904.17	6,799.92	(2,68,798.00)	(17,965.05)	(7,55,737.00)	39,72,106.88	2,51,726.63	(3,60,231.00)	73,64,160.00	494.00	1,68,29,231.20	(58,849.00)	3,47,92,842.75
	78,29,904.17	6,799.92	(2,68,798.00)	(17,965.05)	(7,55,737.00)	39,72,106.88	2,51,726.63	(3,60,231.00)	73,64,160.00	494.00	1,68,29,231.20	(58,849.00)	5,34,18,975.11

10. SCHEDULE OF SUNDRY CREDITORS

Particulars	SBI FCRA	SABAL	ACCENTURE	RBL	HTPF	STATE STREET	IS	ALLEGIS	REFINITIV	COGNIZANT	APPLE	LINDE	Total
1 Outstanding Liabilities	20,779.97	-	-	-	-	-	-	-	-	-	-	-	20,779.97
	20,779.97	-	-	-	-	-	-	-	-	-	-	-	20,779.97

11. SCHEDULE OF RESTRICTED FUNDS A/C

Particulars	SBI FCRA	SABAL	ACCENTURE	RBL	HTPF	STATE STREET	IS	ALLEGIS	REFINITIV	COGNIZANT	APPLE	LINDE	Total
1 Refinitiv India Fund A/c	29,52,339.00	-	-	-	-	-	-	-	73,64,160.00	-	-	-	1,03,16,499.00
2 Robert Bosch Grant A/c	9,89,690.00	-	-	-	-	-	-	-	-	-	-	-	9,89,690.00
3 Allegis Fund a/c	-	-	-	-	-	-	-	2,57,087.00	-	-	-	-	2,57,087.00
4 Qwik Cliver Fund A/c	-	-	-	-	-	-	-	-	-	-	-	-	22,00,000.00
5 Bank Of America Grant A/c	2,16,38,226.00	-	-	-	-	-	-	-	-	-	-	-	2,16,38,226.00
6 HTPF Fund a/c	-	-	-	-	28,43,624.00	-	-	-	-	-	-	-	28,43,624.00
7 Accenture Fund A/c	-	-	3,14,023.00	-	-	-	-	-	-	-	-	-	3,14,023.00
8 CAP Oracle Fund A/c	5,97,379.00	-	-	-	-	-	-	-	-	-	-	-	5,97,379.00
9 State Street Fund A/c	-	-	-	-	52,01,292.00	-	-	-	-	-	-	-	52,01,292.00
10 Bio - Gen Extracts Grant A/c	3,75,000.00	-	-	-	-	-	-	-	-	-	-	-	3,75,000.00
11 U/C Inclusive Fund A/c	1,90,000.00	-	-	-	-	-	-	-	-	-	-	-	1,90,000.00
12 APPLE FUND A/C	-	-	-	-	-	-	-	-	-	1,68,24,289.00	-	-	1,68,24,289.00
13 COGNIZANT FUND A/C	-	-	-	-	-	-	-	-	-	21,60,065.00	-	-	21,60,065.00
14 LINDE FUND A/C	-	-	-	-	-	-	-	-	-	-	-	17,79,499.00	17,79,499.00
15 RBL FUND A/C	37,54,690.00	-	3,14,023.00	(8,673.00)	28,43,624.00	52,01,292.00	-	2,57,087.00	73,64,160.00	21,60,065.00	1,68,24,289.00	17,79,499.00	6,56,76,000.00

12. SCHEDULE OF INTEREST RECEIVABLES

Particulars	SBI FCRA	SABAL	ACCENTURE	RBL	HTPF	STATE STREET	IS	ALLEGIS	REFINITIV	COGNIZANT	APPLE	LINDE	Total
1 Interest Receivables	29,814.00	-	-	-	-	-	-	-	-	-	-	-	29,814.00
	29,814.00	-	-	-	-	-	-	-	-	-	-	-	29,814.00

13. SCHEDULE OF FUND A/C

Particulars	SBI FCRA	SABAL	ACCENTURE	RBL	HTPF	STATE STREET	IS	ALLEGIS	REFINITIV	COGNIZANT	APPLE	LINDE	Total
General Fund A/c	4,50,33,198.38	-	-	-	-	-	-	-	-	-	-	-	5,79,97,127.51
Building & Infrastructure Fund	79,60,986.00	-	-	-	-	-	-	-	-	-	-	-	79,60,986.00
Employee Welfare Fund	1,50,000.00	-	-	-	-	-	-	-	-	-	-	-	1,50,000.00
	5,31,44,184.38	-	-	-	-	-	-	-	-	-	-	-	6,61,08,113.51

TRUST FUND A/C

Balance	5,79,97,127.51
Add Excess of Income	58,28,781.00
	6,38,25,908.51

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Cover Image: Excerpt from the Survey 'Unheard Voices - Experiences of People with Disabilities during the COVID-19 Pandemic' by Tarini Patel

About EnAble India

EnAble India is a non-profit organization working for economic independence and dignity of persons with disability since 1999. EnAble India is considered a pioneer in employability and employment of persons with disability.

We have impacted 220,000+ individuals including persons with disabilities and their families in 28 states in India. In the past 20 years EnAble India has collaborated with 725 companies and 229 partner organizations across 1050 locations in 27 countries. We have opened up 291 job roles across 22 sectors. We have built 12+ models and frameworks to train employable persons with disability, and includable leaders capable of leading the change. EnAble India's models and content are used across many organizations not only in India but also in Africa, Asia, Europe and America.

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