

ANNUAL REPORT
2020



Valuable YOU

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EnAble India Family



Board Members	
Name	Office Held in the Organization
Shanti Raghavan	Managing Trustee & Chief Mentor
Dipesh M Sutariya	CEO & Co founder
Dipendra Manocha	Trustee
Vasanthi Srinivasan	Trustee
P. N. Nagri	Trustee & Hon. Director
Prathibha Nakil	Trustee

Management	
Name	Band
Dipesh Sutariya	One
Moses Chowdari G	Four
Murali Kumar R	Three
Nayantara Janardhan	Four
Rajendra	Four
Santhosh Kumar Y	Four
Shanti Raghavan	One
Shivakumar Natarajan	Four
Vinaya Chinnappa	Four

Employees	
Name	Band
Aashish Kumar	Seven
Agomoni Bose	Five
Ajith Babu	Eight
Ananda	Seven

Employees	
Name	Band
Anisha Grace Jose	Six
Anisha Mahanta	Eight
Anjali G R	Eight
Antony HelenRaj S	Six
Ashwini Prakash Jatti	Eight
Ashwini Rao K R	Eight
Balaji M	Eight
Bavanisree K	Eight
Bhavya K N	Eight
Chandrashekar S	Five
Channarayamma	Nine
Charan M	Six
Dhakshayini.S	Eight
Dinesh Kumar	Seven
Ganesh Rao Yadav	Eight
Gayatri Gulvady	Seven
Gorum Sivasankar	Eight
Gowtham S	Eight
Gurudeva C	Nine
Hemanth Kumar M	Six
Hemavathi J	Eight
Hemavathy G	Six
Jincy N M	Six
Jyoti Shankar Achari	Eight
Kaavyasri D A	Eight

Employees	
Name	Band
Karthik V	Nine
Lohrii Francis	Six
Lokesh Naik	Eight
Mahonnath Hrudai	Nine
Mubarak Pasha	Seven
Nandini Kavitha P	Seven
Narasimha Vijaya Rayachur	Seven
Narendra V G	Seven
Natesh S	Seven
Naveen C R	Seven
Naveen Kumar K	Six
Naveen Kumar M	Eight
Navya V Varma	Seven
Neel R Lama	Eight
Nynesh A K	Eight
Pavithra Rajagopal	Five
Priti Lobo	Five
Pujari Chowdamma	Eight
Raghavendra Rao A.J	Eight
Rama Ganesh Parsekar	Nine
Ramesh J	Nine
Reshma J	Nine
Richa Gaur	Five
Rituparna Sarangi	Five

Employees	
Name	Band
Roopa Reddy K N	Six
Roopesh Sasidaran	Seven
Roseline Mary	Six
Samara Thomas Thekkan	Six
Sandesh H R	Five
Sanjay Kumar	Six
Saravana	Seven
Sayomdeb Mukerjee	Seven
Shibu T L	Six
Shijo Joseph	Five
Shiva Kumar B R	Five
Shivendra Singh	Seven
Shristi Gajurel	Eight
Shwetha Maria Rosario	Seven
Subburaj S	Eight
Sujatha Vijayanand	Six
Sultana Banu	Eight
Sushila Pegu	Nine
Sushmita Jain J	Seven
Thyagaraj R	Eight
Usha Pattabhiraman	Six
Usha S	Eight
Vaishnavi NJ	Seven
Vinayak V Soratur	Eight
Vishwas Urs	Five

Consultants	
Name	Band
Geeta	Six
George Sebastian	Six
Mahantayya A Hiremath	Ten
Maria Joy	Seven
Shalini Jacob	NA
Swagat Kumar Sinha	Seven

Interns and Fellowship	
Name	Band
Anant Vinayak Tibrewal	NA
Pavan Kumar Mandla	NA

Contract	
Name	Band
Dwijendra Kumar Misra	Six
Madhavi Leburu	Ten
Manju Sharma	Seven
Mary Suma A	NA
Mohana L M	NA
Praveen Kumar B Vadakannavar	NA
Tahera Choudary	NA

Volunteers or Honorary Members	
Name	Band
P N Nagri	One

Founder's Note



Shanti Raghavan

Founder



Dipesh Sutariya

CEO & Co Founder



P. N. Nagri

Trustee & Hon. Director

EnAble India has completed 20 years, serving the community of persons with disability and stakeholders to bring economic independence and dignity to their lives. Reflecting on the past and looking towards the future, we as a team felt that what we have been doing and are passionate about, is captured in a simple tagline 'Celebration of Human Spirit'. The 'flame' from our logo symbolizes that we are ready to light up the world with the human spirit.

We are very proud that Shanti and I were the winners of the Indian Social Entrepreneur of the year 2019, by Jubilant Bhartia foundation and Schwab Foundation (sister concern of World Economic Forum). EnAble India was certified as the Great Place to Work amongst NGOs and adjudged to be amongst the 10 Best NGOs to work for by the Great Place to Work establishment. Shanti was also selected as a Changemaker: Social Transformation by the Hindu Business Line. EnAble India also received renewal accreditation from the Credibility Alliance at Desirable Norms and the Transparency key from Guidestar.

Valuable 500, a movement to sign up 500 inclusive corporates to bring disability on the board agenda was launched at the World Economic Forum in 2018. EnAble India is a global partner to this movement and have signed up over 20+ corporates from India to be a part of it, including the M&M group. On 21st February 2020, EI Labs, an initiative for catalyzing community for assistive solutions was launched. Solutions Saturdays, a two-hour networking event for assistive solutions users, enthusiasts, and professionals has been consistently happening since then. Discovering Hands, an initiative to provide livelihood to visually impaired women to be Medical Tactile examiners for Breast Cancer detection was launched and the first batch of training for more than 10 women is under way. A one of its kind Disability Professionals Course for building professionals to work in the livelihood for persons with disability was completed with 11 graduates. A new Jobs compendium (2020 edition) with 291 job roles was released.

Be it with public sector organisations, private sector companies, or volunteers from different walks of life, EnAble India sows seeds of disability inclusion through our different offerings. As our engagement with these stakeholder strengthens, these seeds germinate into plants we nurture together! We signed a

five years MOU with Administrative Institute of India (ATI) Government of Karnataka, to be the knowledge partner for training employees and leaders of the institute on disability inclusion. We continued to provide leadership and strategic direction to the Disability NGOs Alliance, Workability Asia and International to nurture collectives for best practice sharing.

While we look at the strategy and drive collectives, it is important to constantly keep learning from the ground. Our programs for Candidate Success has reached to support around 14 disability types and impacted 2,20,000 stakeholders. At EnAble India, we drive change by reaching out and working with different stakeholders in the community. Additionally, we also offer networks and platforms for the community to reach out to us. By doing so, we create opportunities for persons with disability to expand their social circles and strengthen their support systems in the process. Enable Vaani, an IVR based moderated social networking platform, helps us reach the unreached to help increase the social circles for persons with disability. A call every minute is received from 34,000 callers from 20 states, with over 1.4 Million Calls. Enable Academy, an internet based online knowledge and learning platform, has seen over 10000+ visitors in the last year.

It has always been our vision to enable systems where we can mainstream persons with disability in the communities. We are on the mission to increase access to livelihood opportunities for persons with disability. We intend to do this by building aspirations, potential, enablement and changemakers, by enabling a livelihood ecosystem which will provide a platform for livelihood seekers and providers in addition to, building the ecosystem to catalyse the value chain for enabling livelihood seekers and providers. We started building the strategy and plan this year and intend to build the platform and ecosystem with partners in the future.

This journey of 20 years and the future is only possible if we have strong and sustainable Human capital, Social capital and Finance capital. I would like to salute first the staff of EnAble India, our partner NGOs, volunteers, persons with disability, and the corporates for providing a rich Human and Social capital. I would like to thank all our funders and donors for providing the financial capital, which is the backbone to carry on our work.

At the end of the financial year, the entire world was hit with the never imagined pandemic and we discontinued our onsite trainings from 15th March and started work from home from 17th March 2020. Business continuity plans kicked in and most of the employees were able to work from home as laptops, Microsoft Office 365, Zoom licenses, remote server access, policy for reimbursement of internet and phone charges were in place. Our leaders and administration teams made sure the employees and students were safe and provided the necessary support. Online trainings and community engagement saw various creative initiatives. Some of the funders needed to divert the funds to the PM Cares fund and to cover the program costs we are reaching out to more funders. However, as part of business continuity, we have reserves for providing one year of salary for the staff. Frequent and regular communication at every level has helped keep us in high spirits and continue to find new and future endeavours of our work for a celebration of the human spirit.

Jaihind!!

Dipesh Sutariya



Photos Left to Right, Clockwise: Unveiling of new logo, Group picture of Enable India directors and some dignitaries, Pratibha Nakil (Board Member) and Vidya Rao (Staff Alumna) at the event, Audience at the Day 2 event, Gratitude Board for Day 1 event, S. Ravi speaking, Lamp lighting by Enable India's Management Team on Day 2, Hari Raghavan speaking, Sebi Chacko speaking.

We Turned 20!

On December 20th and 21st 2019, we organised a 2-day celebration in Bengaluru to celebrate our 20th year anniversary. Based on the theme of 'Gratitude', this heartfelt celebration gave us an opportunity to re-connect with our funders, corporate partners, NGO partners, staff alumni, candidates, and well-wishers. In the process of expressing our gratitude to them for being a part of this journey, we were overwhelmed by the love and blessings they showered upon us!

On Day 1, in the presence of 200+ attendees, we walked down memory lane by listening to three individuals instrumental in EnAble India's genesis: Hari Raghavan, Shanti Raghavan, and Dipesh Sutariya. Further, we heard anecdotes from other corporate leaders and well-wishers who have always been our backbone. On this occasion, we unveiled our revamped brand identity with a new logo and tagline: 'Celebration of Human Spirit'. While main elements of the logo have been retained to convey what we stand for has not changed, we wanted our brand identity to reflect the energy we bring to the world and display in our work. Lastly, to ensure the celebration was complete, we had a stellar musical performance by Ritwik Rajan.

On Day 2, amongst 300+ attendees at the EnAble India Home Office, we celebrated this key milestone with staff alumni, candidates, and other well-wishers. With a cake-cutting ceremony, photo booth, mimicry, dance, and music, the office was radiating in happiness and gratitude!

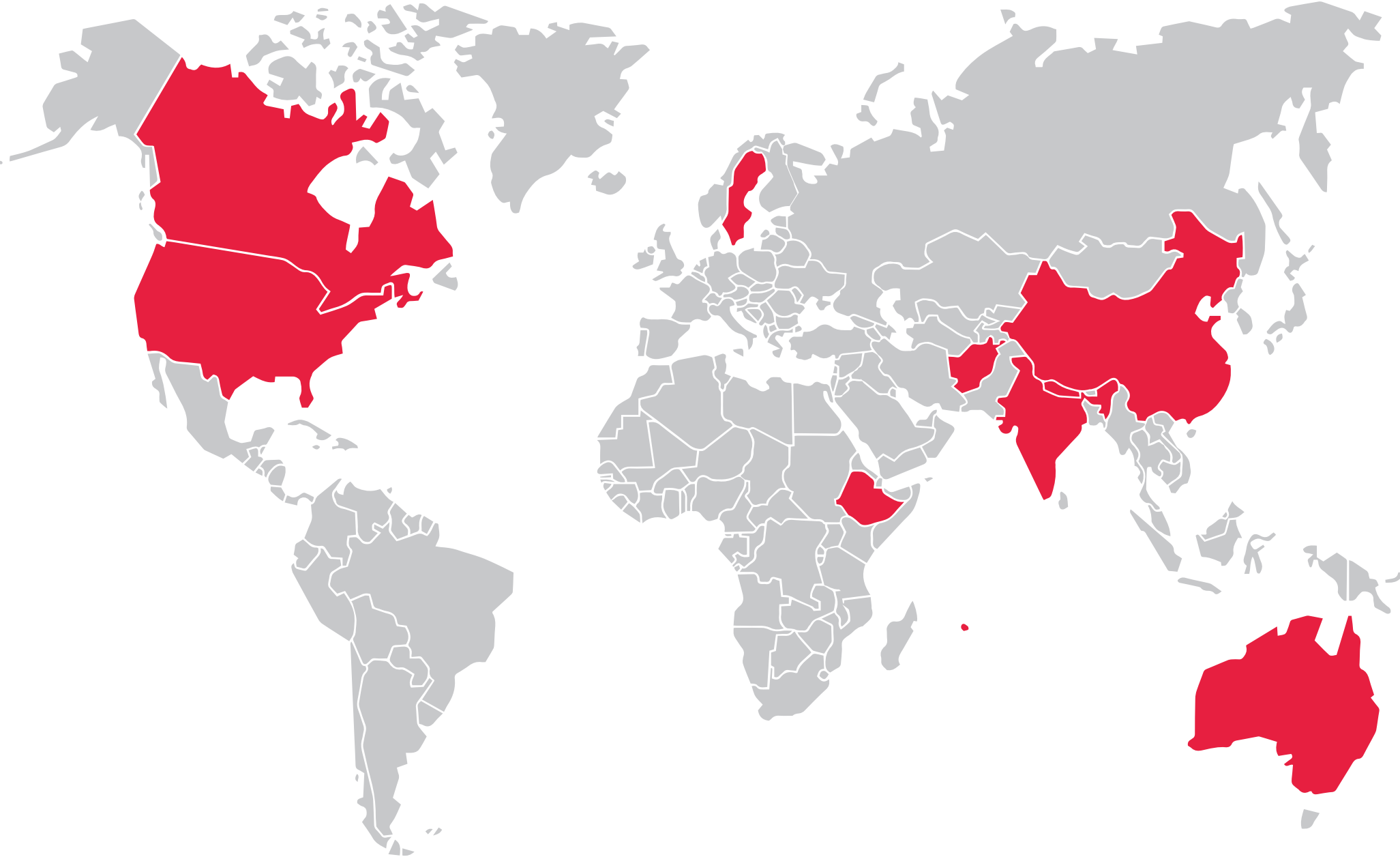
To continue our 20-year anniversary celebrations in this Annual Report, we have presented a Flashback Section along with each team's impact report. As you read these sections and travel back in time, we hope to re-live those key milestones and turning points that have been instrumental to the respective team's journey and growth!



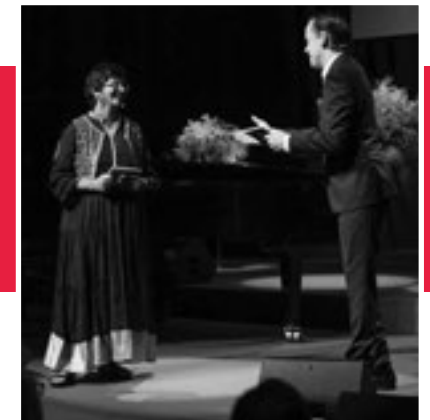
To watch the Enable
India Story Video,
Scan the QR code
below or visit [https://
qrgo.page.link/NTzVq](https://qrgo.page.link/NTzVq)

Year at a Glance

Global Footprints



- **In May 2019**, Moses Chowdari represented EnAble India at the **Workability International Conference in California, USA**. In addition to speaking about Enable Vaani, he made a presentation with Dr. Homiyar Mobedji of Bookshare. Panini Balaji, Head of Human Resources, Allegis Group and Dipesh Sutariya also made a virtual presentation.
- **In July 2019**, EnAble India participated at the **Workability Asia Conference in Macau**. Dipesh Sutariya spoke during the plenary session and attended the Board Meeting. Further, Agomoni Bose, Pavithra R, & Vishwas Urs made presentations about harnessing the power of the collective in the disability livelihoods space based on EnAble India's programs and frameworks.
- **In October 2019**, Moses Chowdari represented EnAble India at the **7th Africa Forum on Visual Impairment in Ethiopia**. He spoke about the Enable Vaani model with the outlook of scaling the model in African countries.
- **In November 2019**, Shanti Raghavan and Dipesh Sutariya attended **Visa Vagen's "Lead the Way" award event, organised by Samhall, in Sweden**. Shanti was a keynote speaker at the event attended by those at the forefront of opening the labour market for persons with disabilities.
- **In February 2020**, Moses Chowdari attended the **International Council for Education of People with Visual Impairment (ICEVI-West Asia Region) in Kathmandu, Nepal**. He spoke about Enable Vaani as a model of stakeholder engagement.



Photos (Left to Right) Workability International Conference, USA; Workability Asia Conference, Macau; 7th Africa Forum on Visual Impairment, Ethiopia; Visa Vagen's Lead the Way award event, Sweden

EnAble India International

In July 2019, EnAble India formed a partnership with the Global Rainbow Foundation (GRF), an organisation in Mauritius we have a long-standing relation with. With this, EnAble India has been able to scale its systems and programs to create livelihood opportunities for persons with disabilities in Mauritius. Julian Tarbox from EnAble India has been working with GRF to develop its approach to employability. Till date, a new employment program has been developed with 50 candidates with disability trained and job placements beginning for candidates in the BPO and retail sectors. GRF is also hoping to develop a version of Enable Vaani in the coming year.

“Global Rainbow Foundation is now running regular training programs utilising the EnAble India methodology. There are many differences between India and Mauritius but the approach to training that EnAble India has pioneered has proven to be hugely beneficial for persons with disability in both countries.”

- Julian Tarbox, Program Manager, GRF & EnAble India International



—Julian with the first ten candidates to benefit from Enable India training in Mauritius



— Mr. Armoogum Parsuramen of GRF with Shanti Raghavan, Pranesh Nagri, and Moses Chowdari

In other news, **EnAble India has signed an MoU with the Ethiopian Centre for Disability and Development (ECDD)** for the purpose of developing a version of the successful Enable Vaani program in Ethiopia. Lastly, our content is being utilised by persons with disability across every continent and in countries including the USA, Afghanistan, Australia, Nepal, and Canada.

Events

- **In June 2019**, Vinaya Chinnappa was a panellist and speaker at the **'Diversity & Inclusion Convention 2019 – Rights, Expressions and Business Results'** conducted by Strengthscape in Bengaluru.
- **In August 2019**, Shanti Raghavan and Shivakumar BR attended the **Microsoft Start-up Roundtable** in Bengaluru. They spoke about EnAble India using technology to accelerate the impact of our work.
- **In September 2019**, Shanti Raghavan participated as a speaker at **KelpHR's Online Diversity Summit** in Bengaluru. She spoke about developing Includability Quotient™ towards enhanced leadership.
- **In September 2019**, Nayantara Janardhan and Dipesh Sutariya attended the **Leading Ohana** sessions in Bengaluru. It was conducted by Emerging World and in partnership with Salesforce along with 40 other global leaders.
- **In September 2019**, Roopa Reddy was a speaker at the **3rd India International Down Syndrome Conference** at Chandigarh. She presented EnAble India's journey with livelihoods for persons with severe and developmental disabilities.
- **In October 2019**, Shanti Raghavan and Dipesh Sutariya attended the **Indian Economic Summit conducted by the World Economic Forum** in New Delhi. This prestigious event brought together representatives from leading companies and governments.
- **In October 2019**, Moses Chowdhari, Naveen Kumar K, Narendra V G, & Nandini Kavitha P spoke about Enable Vaani and EYETool at the **Empower Conference** at IIT Delhi.



Photos (Left to Right) – Diversity & Inclusion Convention 2019, Bengaluru; Leading Ohana sessions, Bengaluru; Empower Conference, New Delhi

- **In December 2019**, Shanti Raghavan spoke to 80+ leaders about Includability Practices and how it impacts business at an **Intel Annual Meet for Sales Leaders** in Goa.
- **In December 2019**, Sandesh HR conducted a Parents Workshop at the **Karnataka Welfare Association for the Blind** in Bengaluru. He spoke about removing mind barriers and biased perceptions related to vision impairment.
- **In January 2020**, Shanti Raghavan delivered a keynote address at **IIM Kolkata Innovation Park's flagship** event on social entrepreneurship titled **Tata Social Enterprise Challenge (TSEC) Grand Finale Summit**.
- **In January 2020**, Gayatri Gulvady addressed 100+ students **at Christ University**, Bengaluru, as part of the Speaker Series at their **Disability Awareness Week**.
- **In February 2020**, along with other notable women changemakers in the social sector, Shanti Raghavan was at the **SIGMA XLRI Conclave 2020** at XLRI Jamshedpur, whose mission is to promote management education with a social conscience.
- **In February 2020**, George Sebastian represented EnAble India at a stall displaying 4 assistive products at the **India Electronics Week**, a mainstream electronics event in Bengaluru. Further, Vinaya Chinnappa moderated a panel discussion on Careers in Electronics Industry for Persons with Disability in the event.



Photos (Left to Right) – Intel Annual Meet, Goa; Christ University, Bengaluru; SIGMA XLRI Conclave 2020, Jamshedpur; India Electronics Week, Bengaluru

Awards & Recognition

- **In July 2019**, EnAble India was certified as '**A Great Place to Work 2019-20**' and recognised as one of the top 10 NGOs in India by the Great Place to Work Institute.
- **In August 2019**, Bosch received the **Mphasis –NCPEDP Universal Design Award** for the Multi Point Audio Switch (MPAS), an assistive device built in partnership with EnAble India for persons with vision impairment.
- **In October 2019**, the Schwab Foundation for Social Entrepreneurship, in partnership with the Jubilant Bhartia Foundation, honoured Shanti Raghavan and Dipesh Sutariya as '**The India Social Entrepreneur of the Year 2019**'. In its 10th year, this award has established itself as one of the most reputed and coveted award for social entrepreneurs in India.
- **In December 2019**, Bosch won the **NASSCOM Foundation Tech for Good Awards** for Corporates for the Multi-Point Audio Switch, a device created in collaboration with EnAble India.
- **In February 2020**, EnAble India signed a **5-year MoU with the Administrative Training Institute, Government of Karnataka**. Going forward, persons in the IAS and KAS batches will be trained on disability inclusion.
- **In February 2020**, EnAble India was awarded the **GuideStar India Transparency Key** after undergoing a rigorous due diligence process. GuideStar is India's largest and most reliable online information repository with over 9,000 NGOs.



Photos (Left to Right) — Great Place to Work 2019-20; The India Social Entrepreneur of the Year 2019; NASSCOM Foundation Tech for Good Award 2019; MoU with Administrative Training Institute, Government of Karnataka

Staff Achievements

- In June 2019, Gowtham S completed the “C” level course of ISLTT (Indian Sign Language Teacher’s Training). He is now certified to train trainers in Indian Sign Language.
- In October 2019, Ganesh Rao Yadav was awarded the Best Supporting Award under the Phoenix Club Awards 2019 by Hindustan Field Services Private Ltd for his role in enabling the company to include persons with disabilities.
- In August 2019, Shanti Raghavan was awarded the Mary Glowrey-Liliane Brekelmans Disability Award in Hyderabad. This award was collected on her behalf by Neha Agarwal, one of EnAble India’s candidates.
- In October 2019, Ashwini Rao was certified as an MTE (Medical Tactile Examiner) Trainer by Discovering Hands, Germany.
- In December 2019, Reshma J won Karnataka Women Achievers Award (KWAA) for Excellence in Social Service 2019 for her work with PwDs, underprivileged children, senior citizens, transgenders and sex workers.
- In December 2019, Sayomdeb Mukherjee received the State Award for Empowerment of Persons with Disabilities from the Government of West Bengal in the category of “Role Model” - for outstanding performance.
- In March 2020, Shanti Raghavan received the Hindu Business Line Change Maker Award in the Social Transformation category from His Excellency Vice-President of India, Shri Venkaiah Naidu.



Photos (Left to Right) - C Level Course of ISLTT, Indore; Phoenix Club Awards 2019, Bengaluru; Discovering Hands Training, Germany; KWAA for Excellence in Social Service 2019, Bengaluru; State Award from Government of West Bengal, Kolkata

Walk Down Memory Lane

Has it really been 20 years? Feels more like 20 days or 20 minutes! It is all a blur for me. Just like the scent of a lovely perfume which stays long after the person has walked away, what stays with me are 'anecdotes' and 'moments'!

Each anecdote has a learning, an 'aha moment', a realization, a reflection, a joy, a celebration and more! The common thread in these 20 years has been on some core behavior principles such as appreciative inquiry, "icy meenu" and "monkey / gorilla". These 3 gifts have been a foundation for EnAble India's growth. My reflections will be about our growth and less about our stakeholders.

Looking back, every time a candidate with disability came to us with their 'challenges' or 'problems', what the team and I saw was 'possibilities'.

How could we do this consistently over the years? The answer is very simple. It is as easy as looking to your 'left' or looking to your 'right'. Imagine the problems or the disability is on the left side and the possibilities are on the right. We chose to consistently turn our head to the right and see possibilities. It is that simple. This is the behavior science of "appreciative inquiry" which says that whatever you focus on will grow. This simple act helped us to focus on 'action' when we did not have the answer. Where we tried solution after solution, which can constitute a 'failure' but we focused on the process of doing action and finding solutions. Hence we did more action and more solutions till the answers started unfolding itself in front of us.

Looking back, every interaction which did not take our mission forward became a learning opportunity where we did an "icy meenu". Icy meenu is a strange word concocted by me and refers to "I see me in you". When you see yourself as no different from the other person, you start understanding people's behavior because you have behaved the same in a different situation. This has led us to crack the toughest of problems in livelihoods with a smile!

Looking back, every time we felt bogged down by the issues of today, we recognized that this was our cute "monkey mind" which thinks of the short term issues. We recognized that the "monkey mind" is not negative. However, we tuned into our "gorilla mind" which looks at the long term vision and does action. The days when the "gorilla mind" won over the "monkey mind", we did extra ordinary work. The days when the "monkey mind" won were days when we just proved that we are also human with basic needs and indulged in the short term needs of our mind and body and nourished ourselves and were fresh the next day ready to unleash our "gorilla mind"!

I thank Dipesh, co founder (and husband), our families, my esteemed colleagues, persons with disability, well wishers and all stakeholders for being part of our journey and welcome each of you to continue your journey with us along with these 3 gifts firmly in our bag while we seek newer frontiers.

Shanti Raghavan



Photos, Top Left to Right (Clockwise): Dipesh, Shanti and Hari, Shanti with her father and her brother Hari, Management Team at the Enable India Home Office, Training session in progress, Shanti with candidates, Shanti and Dipesh, Shanti at one of the initial Enable India workshops for parents of visually impaired children.



What's New at EnAble India?

Valuable500

Overview



The Valuable 500 is a global movement working towards putting disability inclusion on the board agenda of companies. Started by Caroline Casey, an award-winning social entrepreneur, it was launched at The Annual Summit of World Economic Forum, Davos, 2019. By signing up 500 national and multinational private sector corporations to be the tipping point of change, the movement aims to unlock the business, social, and economic value of people with disabilities living across the globe.

EnAble India was chosen as a partner organisation in India and Asia to drive sign-ups from large companies who commit to the following:

- Ensure that disability inclusion is on your board agenda.
- Make at least one firm commitment to action.
- Share your commitment with the business and the world.



— As of March 2020, EnAble India had signed up 21 companies in Asia including India

Drive Value through Disability Inclusion

In November 2019, a 1-day inclusive event, 'Drive Value through Disability Inclusion', was jointly organised by EnAble India along with CII-IBDN and Brookfield Properties to announce the Valuable 500 leaders in India. Top leaders such as Sadashiv Nayak (CEO, Big Bazaar), Praveen Tatavarti (MD, Allegis India), Venkataram SV (MD, ANZ Bengaluru Service Center) and Lakshmi C (MD, Human Resources, Accenture India) were a part of the event.

During the event, a panel discussion titled 'Leaders Speak: Hear from Inclusive Leaders and their Personal Commitments' was moderated by Shanti Raghavan. The panel members were inclusive leaders from different companies and entrepreneurs with disability. 'Incluzza', a framework created by EnAble India to plan an organisation's journey towards inclusion of PwDs, served as the pivot of this rich panel discussion.



— A group picture of the company representatives on stage during the inclusive event

Health and Wellness

The 'Health and Wellness' Training at EnAble India seeks to address the limited opportunities available for visually impaired women in India, by giving them training to get meaningful employment as Medical Tactile Examiners, Massage Therapists, Physiotherapists, and so on.

At present, **10+ candidates** are undergoing their training at EnAble India. The batch started their training with Computer Fundamentals for Visually Impaired for the first three months.

Along with computers, the candidates had classes on Anatomy where they learnt about different parts of the body through tactile material along with other sessions in English, Computers, Mobility, Medical Terminology and Theatre and Drama.



— Physiotherapist and a trainer taking a session with the candidates at Enable India about physiotherapy and anatomy.

“Being late blind, the first time I held a cane was at EnAble India. Before that, I was always dependent on my parents to move around. I also learnt how to use apps on my smart phone for various needs. For one of the tasks, with the help of Google Maps, I went to the salon near my house independently. This was a huge win for me.”

– Candidate talking about Mobility

“In school, we had tactile material in paper to help us visualize parts of the body. But, I never understood effectively, until I attended the Anatomy sessions for my training in Health and Wellness. The trainer was so creative, she used various materials to differentiate the parts like digestive track and oesophagus. This definitely helped me visualize better. In the course of the training, I have overcome my shyness to talk about the body. I am confident now, because I know my role will help the society.”

– Candidate talking about the Anatomy Sessions



A collage of the candidates using tactile material to understand different parts of the body during Anatomy class.

El Labs

Catalysing Community for Assistive Solutions

To address challenges related to access and awareness of assistive solutions, EnAble India envisioned a unified platform for Assistive Solutions called El Labs to bring together innovators, employers, and end users to facilitate assistive solutions and inclusive environments. Launched on 21st February, 2020, El Labs is a platform to develop an intimate and comprehensive ecosystem that is beyond systems and institutions; with the sole objective of zero barriers for persons with disabilities.



To watch a video of Dipesh speaking about El Labs at the inauguration click the link <https://qr.go.page.link/3ZSGk> or scan the QR Code.



Untying the ribbon and lighting of the lamp during El Labs Inauguration

EI Labs will -

- Incubate and stimulate 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.

“We are a nation of pilots. After Bollywood and Cricket, we love to think around with things. It's a great passion to have. But, with many start-ups and Assistive Technology innovations, those pilots never reach the people with disability. There are multiple reasons for that but the thing is there is no structured environment or a platform which is available. I think EI Labs is really an excellent initiative because we are talking about solutions. A lot of times, technology doesn't work but if we think of it as a solution, it will work. Solution is also where you're involving community while technology is something where few engineers are coming together and creating. I think it's a brilliant initiative. I love to work with you guys, and with EI Labs I think instead of freaky Friday I will look for Solution Saturdays.”

– Co-Founder & CEO at AssisTech Foundation

Solution Saturdays

Solution Saturdays, a two-hour networking event for assistive solutions users, enthusiasts and disability professionals, has been happening since March to identify problem areas and solutions regarding various aspects of lives related to persons with disabilities.

EI Labs Activities

EI Labs conducted several activities between November 2019 & March 2020, until the Coronavirus lockdown began. More information can be found at the [EI Labs](http://www.ei-labs.org) website www.ei-labs.org

We thank our partner and funder EASi, an Allegis Group Company, for believing in us and for making technology a differentiator for persons with disability.



— Meet up for Solution Saturday at Enable India

Jobs Compendium 2020 Edition

EnAble India released the 2020 edition of the Jobs Compendium, a repository of 291 job roles opened up across 22 sectors and mapped to 11 disabilities. With an addition of 10 case studies of PwDs working successfully, 20 workplace solutions across 3+ disabilities, market trend analytics, and 90+ opportunities for self-employment, this comprehensive resource seeks to develop the narrative of livelihoods for persons with disabilities. This publication is the result of a collaboration between different stakeholders (e.g. employers, PwDs, parents) in the disability livelihoods space.



www.enableacademy.org/resources/jobs-done-by-persons-with-disability/



Sowing Seeds of Disability Inclusion



Be it with public sector organisations, private sector companies, or volunteers from different walks of life, EnAble India sows seeds of disability inclusion through our different offerings. As our engagement with these stakeholders strengthens, these seeds germinate into plants we nurture together!

Enable Inclusion

EnAble Inclusion aims at building an ecosystem for the inclusion of employees with disabilities with dignity in Government sectors (State & Central). This includes capacity building of the employees with disabilities and creating awareness at all levels including management and peers.

How it all began

The passing of Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 legislation (now the Rights of Persons with Disabilities Act, 2016), led to mainstream opportunities for persons with disabilities including reservation quota in recruitment in PSUs & government departments.

In 2011, EnAble India began its partnership with State Bank of India, who were looking for partners to help build the capacity of their employees with disabilities in various banking related jobs. To understand the range of tasks available for persons with disabilities besides a Telephone Operator and Hindi Typist, a Job Analysis was undertaken. This led to as many as 60 different tasks being identified and made available for employees with disabilities using appropriate workplace solutions.

Today, more than 120 tasks have been identified in the public and government sector and a range of capacity building programs have been designed and executed. More than 2,000 employees with disabilities are able to perform the tasks across 12 different organizations such as SBI, SBM, SBH, Vijaya Bank, Oriental Bank of Commerce, Department of Treasuries, and State Rural Development of Panchayat Raj etc.

Along with capacity building, sensitization workshops for managers and peers have been conducted to ensure inclusion of employees with disabilities. This has resulted in creating a level playing field where employees with disabilities are able to contribute to the organization by utilising their potential. For instance, in SBI, making passbook printing using barcodes mandatory in all their branches, has opened up 20,000 jobs for persons with vision impairment!

This initiative has created a new model of developing a sustainable and inclusive ecosystem for all.



Job Analysis being done at State Bank of India

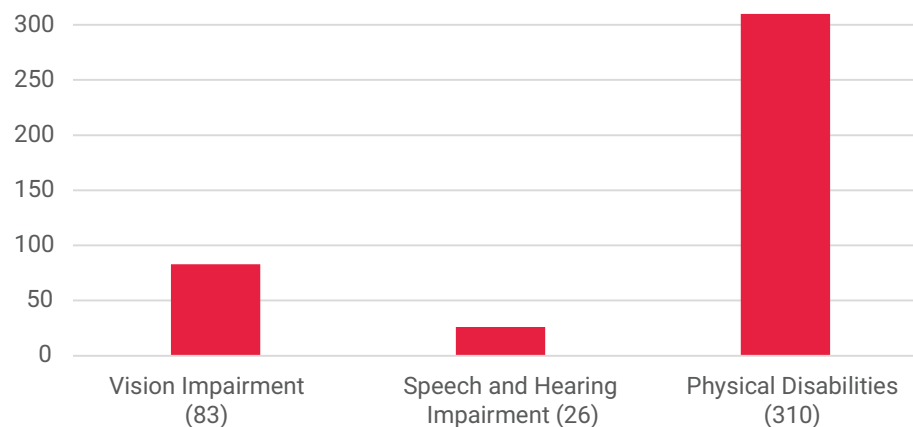


Highlights of 2019-20

- EnAble India was **associated and worked with Oriental Bank of Commerce (OBC), Department of Treasuries (DoT) – Government of Karnataka (GoK)** and also **Rural Development and Panchayat Raj Department** through ANSSIRD – GoK
- **18 tasks identified along with solutions** through Job Analysis at OBC.
- In all, **6 programmes for the employees with vision impairment, 1 programme for the employees with speech and hearing Impairment and 10 for the employees with physical disability** were conducted.

Inclusion Training Programmes

Inclusion training conducted at Oriental Bank of Commerce (OBC)



Disability	Number of Employees
Vision Impairment	83
Speech and Hearing Impairment	26
Physical Disabilities	310

“EnAble India is playing a crucial role in not only enabling employees with disabilities but also in educating other officers on disability and the abilities of employees with disabilities”

– State Treasury Officer, Bengaluru.



Sept-Oct 2019

18 tasks for the clerical and the officer cadre being identified for all 4% employees recruited under the reservation.

Nov-Dec 2019

Training conducted for 1 batch of employees with vision impairment and 1 batch of employees with speech & hearing impairment.

Jan - Feb 2020

Training closure for 2 batches each of employees with vision impairment and physical disability was done. A suggestion on the tasks that could be performed by every individual employee along with the solution was provided.

Feb - Mar 2020

Training closure for 10 various batches of 310 employees with physical disabilities in 6 different locations.



Left to Right Clockwise: Enable India Inclusion Program, Director Murali along with DGM addressing participants; Candidates practicing independent mobility; Classroom training by Enable India Faculty; Enable India faculty doing low vision assessment.

Inclusion at Department of Treasuries

36 employees with vision impairment from Department of Treasuries (DoT) underwent a Refresher Training Programme. 2 programs were held, one for visually impaired employees and the other for persons with low vision at the District Training Institute, Bengaluru.

Inclusion at Rural Development & Panchayat Raj - Abdul Nazir Sab State Institute for Rural Development & Panchayat Raj (RDPR – ANSSIRD)

30 employees with vision impairment underwent a 3-day awareness programme on computers, its usages, and the different tasks that could be in their public portals and others.

Partnerships

The Department of Treasuries, Government of Karnataka and EnAble India have formed a partnership for the skilling of visually impaired employees in the former.



– MOU signing with Oriental Bank of Commerce

Enable Employment

The Turning Point

retrospective

In 2009, Shanti Raghavan was one of the speakers at the NASSCOM Diversity and Inclusivity Summit in Bengaluru. This Summit was the first industry event that examined diversity and inclusion in the context of India's socio-cultural diversity.

Prior to this Summit, EnAble India used to approach companies and present the business case of hiring persons with disabilities. However, this Summit was considered to be the turning point for the Business Development Team. Here's why:

While Shanti was presenting, the attendees got a glimpse into a logical, data-driven, and solution-based value proposition for disability hiring. By sharing EnAble India's philosophy, Shanti was able to offer conviction to the company leaders on leveraging this untapped talent pool. Post the Summit, the equation changed from a push to pull model as companies started approaching EnAble India directly. Over time, there was a steady increase on a weekly basis in the number of companies and the team stepped up to cater to the different requirements.

11 years post this Summit, EnAble India has had the privilege to work with 700+ companies and counting!



Shanti Raghavan at the NASSCOM Summit in 2009

www.youtube.com/watch?v=obz_LYKVYxQ>

Overview

The Business Development Team collaborates with companies to enable them in their journey of inclusion with hiring of persons with disabilities through various activities:

- **Awareness and sensitisation workshops** for peers and managers of persons with disabilities.
- **Job mapping** to match the right disabilities to the right jobs and workplace solutions recommendations.
- **Co-creation of hiring models.**
- **Support through the recruitment cycle** from sourcing to post placement activities, including support in training.
- **Retention services.**

The team works closely with other teams such as Candidate Services, Training, GarvSe Centres and Enable Vision for these activities.

Highlights of 2019-20



- **Reach:** In 2019-20, 205 placements were done and 580+ individuals attended our Awareness or Sensitisation programs.
- **Internship Program with an IT MNC:** In continuation to the 2018 internship program, a 2nd batch was initiated with campus drives at Kanpur and Bengaluru. Out of the 47 persons with disabilities interviewed, 10 were selected.
- **Opening Opportunities in Leading ITES Firm:** As part of a collaborative effort to provide employment for persons with severe physical disabilities, cerebral palsy, and speech and hearing impairment, 38 candidates across 3 batches were trained and placed in an ITES firm.
- **Train and Hire Program at Leading Clothing Brand:** The successful month-long collaborative training program was a blend of Employability Training delivered by EnAble India and the domain skill training done by the company. 12 persons with disabilities were placed across 8 job roles such as Fusing, Fabric Laying, Packing, and so on.



— Employer sensitization workshops in progress.



“It has been 2 years since the first GarvSe Centre was established at the Allegis Group office at Bengaluru. As the first and only corporate set-up, it has been helping draw the attention of the corporate community to the work that has already happened in the diversity and inclusion space and encouraged them to hire professionals with disability into their workplaces.

Over two years, the centre has acted as a natural extension of the work that the Allegis Group and EnAble India have been championing in this space. Till date, a number of companies from the corporate sector have initiated their journey of inclusion after visiting the GarvSe Centre. It is also a resource centre for NGOs to prepare and counsel PwD candidates. Since its opening, over 300 stakeholders including global leaders have accessed the centre.”

- Senior Manager, Allegis Group India



— Allegis GarvSe Center

New Initiatives

During the year, several new initiatives and models were piloted:

- **Job Drives:** Domain specific job drives were well received by companies and candidates. For instance, a drive focused on visually impaired candidates for recruitment/talent acquisition roles was organized. Placements through such focused drives had greater success as companies from specific sectors could be targeted.
- **Customised Hiring Models:** The success of co-created customized hiring models continued with several organizations initiating collaborative training projects, internships, and hire and train models.
- **Artificial Intelligence:** Owing to the rise in Artificial Intelligence projects, opportunities for a large number of hearing impaired candidates were opened up at a leading company from the ITES industry.
- **Charting New Territory:** A batch of visually impaired candidates underwent training exclusively for housekeeping and allied roles for the Hospitality and Facilities Management sector. Further, roles for candidates with low vision were successfully opened up in the manual segment of Facilities Management.



— Candidates awaiting job interviews



— Interview of a Deaf candidate in progress.

Enable Community

retrospective

#OneSignPerDay

In 2016, the team created an online campaign #OneSignPerDay with the tagline: 'Learning One Sign a Day Will Make India More Inclusive'. With 100+ registrations on the 1st day and 600+ registrations after 1 week, the response was overwhelming. The campaign went viral and got media recognition in India, Europe, and Australia. In 2018, #OneSignPerDay was selected as the Best Social Media Practice in Community Mobilisation by Digital Empowerment Foundation and awarded the Social Media for Empowerment Award for South Asia.

Today, this campaign has culminated into our popular Indian Sign Language workshops at various companies!

"I was new to the company and saw (my Deaf colleagues) in the cafeteria signing. The very next week, they came to the Payroll Helpdesk and enquired about allocation of their compensation plan. They entered the room with a paper saying 'Tax help.' I was able to sign and tell them I know a little bit of sign language. They were so excited as I was able to help them... They thanked me and we became friends!"

- Company volunteer and workshop participant



— Social Media for Empowerment Award



— Volunteer with Deaf friends at workplace

Overview

Enable Community works with companies that aspire to hire persons with disabilities. Using a two-pronged approach, the team enables a shift in mindset by understanding the landscape and normalising differences. In turn, this leads to opportunities for a sustainable engagement with companies working towards disability hiring.



Impact in 2019-20

7,438 participants (company employees, candidates with disability, employees with disability, parents) reached across **15 corporates** in **6 locations**.

51 volunteers engaged over **1,152 hours** at EnAble India.

148 candidates paired with company volunteers and engaged in a mentoring project.



7,438 participants

(company employees, candidates with disability, employees with disability, parents) reached across



51 volunteers

engaged

1,152 hours

at EnAble India.



15 corporates



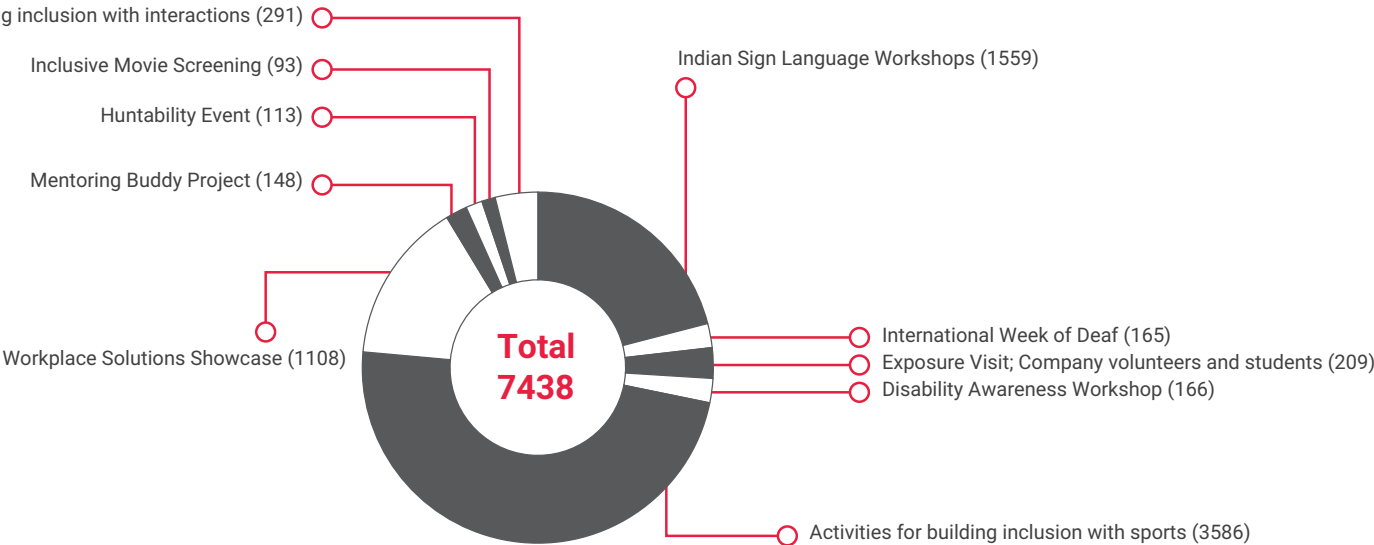
in 6 locations.



148 candidates

paired with company volunteers and engaged in a mentoring project.

Reach



Activity	Number of Participants
Indian Sign Language Workshops	1559
International Week of Deaf	165
Exposure Visit (Company volunteers and students)	209
Disability Awareness Workshop	166
Activities for building inclusion with sports	3586
Workplace Solutions Showcase	1108
Mentoring Buddy Project	148
Huntability Event	113
Inclusive Movie Screening	93
Activities for building inclusion with interactions	291
Total	7438

Building Inclusion with Language

Our workshops on Indian Sign Language (ISL) and Deaf culture build awareness and widen horizons for the hearing. To enable this, workshops on ISL and the Indian national anthem were conducted at 10+ companies and with students of different educational institutes. Further, awareness activities about Deaf inclusion were held at various companies as a part of International Week of the Deaf and World Disability Day.



— A group picture of Signify employees after the workshop

Building Inclusion with Sports

Sports for All is a community that builds inclusion through the medium of sports and fitness activities. This is done via mainstream events in Bengaluru such as the TCS 10K Marathon (May 2019) and India Inclusion Summit Walkathon (July 2019) as well as inclusive football and cricket matches organised with candidates and company volunteers.

“We are happy participating for the first time and are looking forward for more activities. Blind football helps in team building and must be conducted in various platforms.”

– Participant (Company employee)



– A group picture of candidates and Enable India staff.



– A picture of candidates and participants playing Football.

Building Inclusion with Technology

Assistive Technology Zones present a range of solutions persons with disabilities use to live and work with independence and dignity. By organising experiential activities and setting up 5 such Zones with EnAble India's IT Team in different companies, company volunteers learnt about workplace solutions from candidates.

Building Inclusion with Interactions

Facilitating interactions between candidates and company representatives widens perspectives and expands social circles for both stakeholders. This was done through 3 mediums:

- Exposure visits to various companies and one-on-one guidance for mock interviews and resume preparation for candidates.
- Multiple mentoring buddy projects between visually impaired candidates and volunteers from companies and educational institutes in Karnataka and Jharkhand.
- Treasure Hunts and Movie Screenings to sensitise company employees and volunteers about disability inclusion.

“Because of the mentoring/buddy project, I am able to have conversation and present my learning and projects in English.”

Candidate with vision impairment



— Group picture of the participants.



Sustaining Stakeholder Engagement

At EnAble India, our primary stakeholder is the person with disability who is undertaking their journey to be economically independent. To enable this process, we also sustain our engagement with other stakeholders in the disability livelihoods ecosystem such as parents, disability professionals across NGOs, and company leaders.

Candidate Services

One-Woman Army to Multi-Team Army!

When EnAble India first started, Candidate Services was a one-woman army. Shanti Raghavan, the Founder, would be the candidate's sole point of contact from the time they registered on our database till the time they had the post-placement interview at the workplace. On some occasions, things outside the team's syllabus such as helping organise a candidate's wedding would also be taken care of!

As the team expanded over a period of time, other staff members and external volunteers got involved. For instance, on the 1st and 4th Saturdays of every month, they would work together for providing end-to-end services for different candidates walking into the office.

Today, a centralised team manages the services offered to candidates. Be it registration, profiling, or placement support, different members handle the requirement based on the disability and/or job market specialisation. Moreover, based on where the candidates are on their employment journey, they are offered support across multiple teams at EnAble India in different capacities.



Different Candidate Services in action (Left to Right) - Workplace Solution demonstration by candidate, Mock interview for person with physical disability, Visually impaired candidate explaining a tactile diagram, and Volunteers interacting with candidates.

Overview

Candidate Success is a dedicated team that manages internal and external customers using the Customer Relationship Management (CRM) software to track and work on all requirements. While the primary customer is persons with disabilities (**14 disabilities across 3 job categories: manual, semi-skilled, and skilled**), the team also works with other **stakeholders such as NGOs, Companies, Parents, Schools, Colleges**, and so on.

The team works with persons with disability and their parents on the former's path to progress for their livelihoods (wage employment and self-employment). This is done by managing end-to-end engagement with persons with disabilities from registration to directing them towards services required such as skill assessments, training, employment, so on.

Reach in 2019-20

1500+ candidates reached and a pipeline of 1000+ job aspirants built with a minimum of 3 interventions offered to every aspirant. 500 job aspirants provided with a range of livelihood opportunities to begin their journey of economic independence.



1,500+ candidates



1,000+ job aspirants

Workshop	Number of Workshops	Number of Participants
Maargadarshi for Candidates	25	312
Maargadarshi for Parents	13	197
SPICE (Career Progression) Workshop for Candidates	5	55
Employability Foundation Course (Computer & Non Computer)	6	125
Job Readiness Workshop/Exposure Visit	26	249

Assessments

The objectives of this primary stage are to assess the candidate's skill set, get a detailed understanding of disability in terms of functional ability, and recommend workplace solutions. A basic skill set assessment includes computer literacy and communication skills. Post the assessment, the decision of whether a candidate should be assigned a training program, workshop, or employment opportunity is taken.



– Candidate undertaking an assessment.

“When I came for computer assessment, I was asked to open an Excel file but was not able to open it. Then I realised how persons with vision impairment get jobs and why company should give jobs. From the assessment, I got feedback on areas of improvement to get ready to get a job and be independent.”

– Candidate with vision impairment

Maargadarshi Workshop

The Maargadarshi Workshop provides career guidance to candidates who are seeking employment or a change in employment opportunity using tools of self-reflection and appreciative inquiry.

“I am from Kerala. I have completed Degree but didn't get a job sooner. I was struggling as I didn't know the computer skills and also the English communication is not up to the mark. After this training conducted at EnAble India, I got to know that I have to undergo training on computers as they provided in Enable Academy link for video training. This is very useful for my skilling.”

– Candidate with hearing impairment



– Maargadarshi Workshops being conducted.

Job Readiness Workshop

This is a 2-day workshop conducted for candidates who have been shortlisted for a specific job role in any company. The focus is on document verification, resume and interview preparation, specific role simulations, and other basic employability concepts.

In 2019-20, EnAble India reached 800+ candidates with these workshops for 15+ companies and 25+ job roles.



– Facilitator interacting with candidates during a workshop.

“Earlier, I was not aware about different kinds of job roles and which can suit me as per my skills. As a part of interview preparation, I met with company volunteers at Allegis and got to know the importance of knowing different kinds of jobs.”

– Candidate with muscular dystrophy

SPICE Workshop

SPICE is 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.



- Candidates attending the SPICE workshop.

“Before attending this session, I was not aware about my goal and how to use it in my career to have growth.”

– Candidate with locomotor disability

Collaborative Trainings

Trainings in collaboration with companies from the ITES and Manufacturing sector were organised for candidates with different disabilities. Post the skill and job-role specific domain training, candidates were provided with interview opportunities.

“This is the first time ever we got training and exposure related to company’s environment and job. During training, we got to know how to approach companies for job and also how to sustain at workplace. And we gained learning on how to be independent in life as we had lot of life skills activities and sessions conducted.”

– Candidates with locomotor disability and vision impairment



– Training sessions in progress

Building the Livelihoods Ecosystem

Employability Foundation Course

As a part of building an ecosystem for the livelihoods of persons with severe disabilities, a 3-day course along with other stakeholder engagement activities were conducted for 33 candidates.



- Enable India facilitator interacting with candidates.

“I saw a role model video of one visually impaired person running their own petty shop and got motivated. (If) one totally blind (person) is managing their own business, why I cannot do? I realised I want to become independent like him.”

–Candidate with severe physical disability

Exposure Visit

14 candidates with severe, multiple, and developmental disabilities along with their parents and NGO trainers visited a well-reputed hotel to understand the different employment opportunities available. By observing the staff at work, parents got a glimpse of the workplace reality as well. Moreover, the NGO trainers learnt about the skills required in their candidates to be placed in such jobs.

Parents' Workshop

Parents are the primary stakeholders in the livelihoods ecosystem as they are involved in the journey of their child with disability. This workshop is aimed at making them believe in their child's potential and take ownership in the candidate development process.

In addition to the workshops held at the Home Office in Bengaluru, a Parents' Workshop was conducted at Shankar Foundation, Hyderabad for parents and candidates with intellectual and multiple disabilities.

“This is the first time in my life that I have done “self shabaashi” to myself. I never thought I can also be appreciated but today I realised that it’s so important to appreciate ourselves because it will always give us more strength to plan my daughter’s future.”

–Parent of candidate with multiple disability.



– A picture of parents interacting with the hotel staff



– Enable India facilitator interacting with parents

Engagement with GarvSe Centres¹

In addition to the capacity building of staff members deployed at various Centres, the team reached out to 200+ parents, 100+ government officials and over 100 persons with disabilities across 5 locations via various workshops and Jagruthi Melas. Moreover, Parents' Workshops for 90+ parents and NGO staff were conducted in Chikamagaluru and Gadag districts of Karnataka.

“This is a wonderful workshop. I got to know how to deal with parents. As an NGO, I thought it is only me who is responsible for candidate livelihoods but this workshop showed other ways in terms of preparing candidates for their livelihoods.”

– NGO staff member



- Parents' Workshops in action.

¹ GarvSe Centres are nodal centres that work towards strengthening the disability livelihoods ecosystem by working with various stakeholders in the respective locations.

Research and Development

Let us look back at 2 projects from 2008 and 2014 that serve as the foundation for this team's work:

retrospective

Project e-Vidya

Conceptualized in 2008 by Shanti Raghavan, Project e-Vidya was a major initiative by EnAble India towards the personal development and training of persons with disability on a large scale to improve their employability and ensure economic independence. Over the years, this vision has seen fruition in various avatars – Enable Academy platform, Discover Success Factors for Disability Livelihoods: The EnAble India Way certification course, conceptualization of the Core Employability Framework, and so on.

Internship Project to Iconic Resource: Evolution of the Jobs Compendium

Who would have imagined an internship project to collate a list of job roles from an excel sheet would be the genesis to one of the most iconic resources in the disability sector? The intent was to showcase to employers the range of jobs done by persons with disability. When collated in a list, the tangibility would help in having a conversation about disability hiring. Today, we have released 291 job roles in the 2020 edition of the Jobs Compendium!



— The 1st Jobs Compendium in 2014

Overview

The Research and Development team primarily has a two-fold objective:

- Develop standardised courses for the capacity building of different stakeholders in the disability livelihoods space.
- Use research as a tool to gain a deeper understanding of EnAble India's programs through qualitative and quantitative data analysis.

Inclusive and Adaptive Leadership

In May 2019, EnAble India conducted the 2-day 'Building Includable Leaders' workshop for 14 participants in collaboration with the HAL Management Academy. The objective of this workshop was to develop one's Includability Quotient, which is a key competency to get the best out of oneself and one's team for the enhanced performance of the organisation.



- Group picture of participants and EnAble India facilitators.

"I learned how to deal with different people. My top learning included recognising the existing dominant story of a person and the importance of creating a level playing field."

–HR Manager, HAL

Awareness Workshop on Disability and Livelihoods

“I thought we cannot hire persons with disability but now I realise that with a few modifications, I can hire persons with disabilities. This has been a major learning for me.”

-Head of HR, SNS Foundation

In December 2019, EnAble India conducted a 2-day awareness workshop at SNS Foundation, Gurgaon with the aim of getting all their staff members on a level playing field with regard to disability and livelihoods.



- Group picture of participants and EnAble India facilitators.

Certificate Course: Discover the Success Factors for Disability Livelihoods

In August 2019, EnAble India launched the country's first standardised certificate course in the disability livelihoods domain with an objective to give participants an enhanced perspective about the employment and employability of persons with disabilities. 11 participants in roles such as employability trainers, computer trainers, placement officers and freelancers across 5 organisations were a part of the pilot batch of this 9-month certificate course. To ensure a holistic learning experience, participants were engaged in different course components such as onsite, peer networking forums, project work, self-learning courses and webinars throughout the course.



— The 9-month course timeline for the 2019-20 pilot batch

Involvement in these components gave participants an opportunity to:

- **Access frameworks, models, and resources** to scale and sustain disability livelihoods.
- **Learn the best practices and tools to build relationships with different stakeholders** for the dignity and inclusion of persons with disabilities.
- **Interact with experts** who have pushed the boundaries with their perseverance and passion for **mainstreaming persons with disabilities**.
- **Engage with peers to learn and share solutions** in the context of their role and location to overcome systemic and structural gaps.



— The participants with the facilitators



— Course Inauguration by the State Disability Commissioner, Mr. Basavaraju, and the directors of EnAble India: Shanti Raghavan, Dipesh Sutariya, and Pranesh Nagri

“After joining the course, my colleagues at work have noticed that I use better language.”

“I got clarity in what work I am doing and how my work is impacting the overall economy of the nation.”

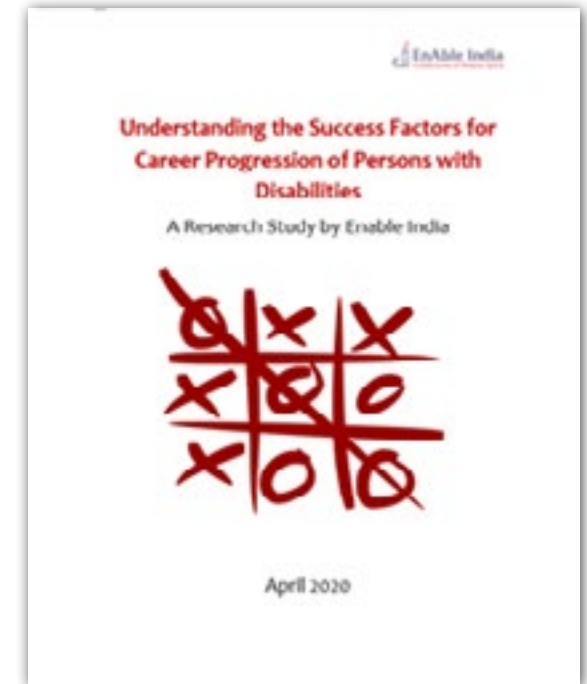
Research Study: Success Factors for Career Progression of Persons with Disabilities

Due to the dearth of data on successful career journeys of persons with disabilities and a lack of awareness on best practices at a personal and organisational level, EnAble India worked on a research study titled 'Understanding the Success Factors for Career Progression of Persons with Disabilities.' 35 persons with disabilities (vision impairment, physical disability, cerebral palsy, and spinal cord injury) representing 22 companies across 12 sectors were involved. The following 3 success factors were culled out:

- Being mindful of one's abilities and inabilities makes others comfortable and helps expand one's social circle.
- Proactively socialising one's aspirations and seeking opportunities to demonstrate one's potential can pave the way for growth.
- Taking accountability for one's growth by acting upon constructive feedback can help push boundaries of performance.

"I can say that 70% is efforts from our side (employee) and company will put the 30%. If you don't give the 70%, definitely the company will not provide the 30%. Because I need to show I am ready to work."

"Believe in yourself and keep the quotas aside. Even with a quota, be it the government or the private sector, you might get selected for the job but when it comes to promotion, disability is not considered. And it shouldn't be considered either."





Leveraging Power of the Collective



Helen Keller once said, “Alone we can do so little, together we can do so much.” At EnAble India, we imbibe this philosophy in our work by partnering with organisations across the country and leveraging the power of the collective for the greater good of the disability sector.

Mission1000

The Launch of Mission1000



— Mission1000 Launch

Despite marked progress in the last decade, intellectual, developmental and severe disabilities has been a neglected area in terms of livelihoods owing to its diversity and complexity. Their low placement figures in the mainstream job market over the years is a case in point.

The Mission1000 Campaign was launched on August 4th, 2017 in the presence of several NGO and Company leaders having experience in the developmental sector. From that day onwards, every milestone of the campaign has reinforced the power of this collective.

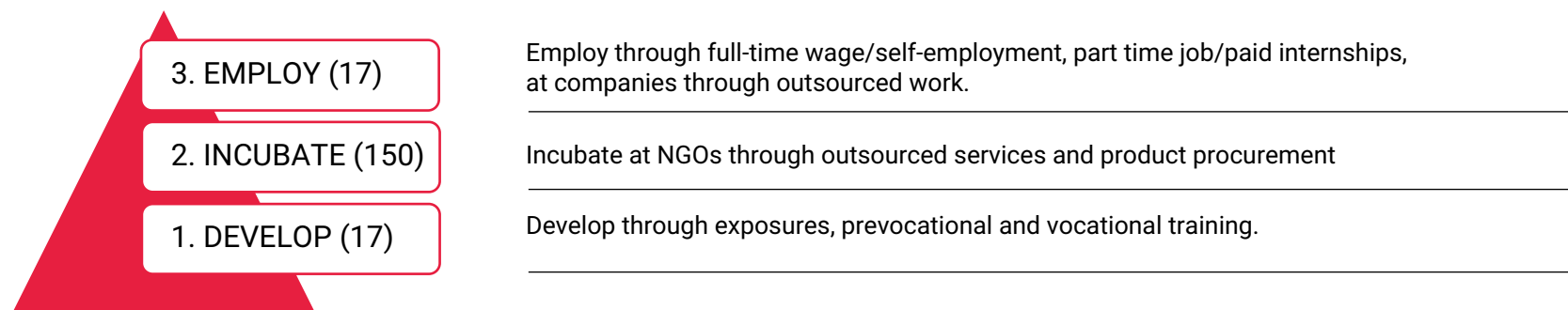
Post the launch, the synergies developed has resulted in 900+ opportunities for building the talent pipeline and providing livelihoods for those with severe, developmental, and multiple disabilities within 2 years. 70% of these have been filled with support from the NGO network. In fact, owing to the range of opportunities opened up and the tremendous amount of effort put in by every stakeholder in the livelihoods ecosystem, 27 candidates have got trained and 23 have been provided internship opportunities in 2019 alone! This evolution has been made possible because of the foundation laid on August 4th, 2017!

Overview

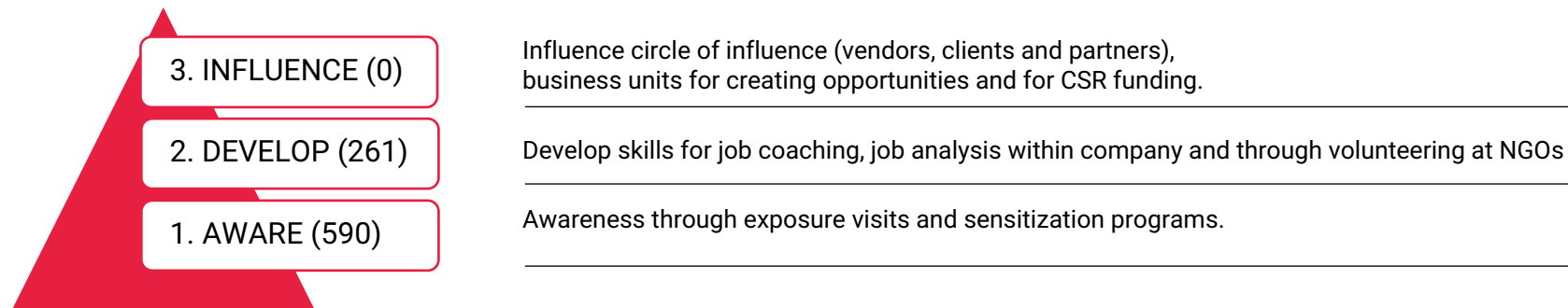
Mission1000 is a time bound outcome based mission to impact the lives of persons with developmental, severe and multiple disabilities and society at large. This campaign aims to create 1000 opportunities ranging from skilling, inclusive procurement, and livelihoods in 1000 days. It also aims to impact 1000 lives within the company, such as their leaders, customers, vendors through sensitization and volunteer engagement.

In 2019-20, Mission1000 created and filled 285 opportunities for persons with severe, development and multiple disabilities and sensitized 851 lives in companies.

Opportunities



Lives



— Mission1000 Framework

Opportunities	Lives
Develop: 118	Aware: 590
Incubate: 150	Develop: 261
Employ: 17	Influence: 0

Mission1000 Skill Development Program – ‘One Step Closer’

Mission1000 Skill Development Program, funded by Dell Giving (CSR Funding), was inaugurated in May 2019 in the presence of 150+ individuals representing various stakeholders. The Program focused on training 25 persons with severe, developmental and multiple disabilities and providing on-the-job training/ internships. Additionally, it involved building an ecosystem by enabling NGO professionals and families to support the skill development activities. Seven Mission1000 NGOs were a part of this project: Akshadhaa Foundation, Amogh Trust, Diya Foundation, EnAble India, Pragati Towards Livelihoods, Seva in Action & Shristi Special Academy.



– The inauguration ceremony at the Dell office



Trainee Development

Three initiatives were undertaken for the development of trainees with intellectual, developmental, and severe disabilities:

- **Exposure Visits** for 30 trainees along with 35 family members and 15 trainers to learn about 3 domains: computer related tasks, hospitality services, and car washing.
- **Skill Development Training** in Employability Skills, Life Skills, and Domain Skills conducted simultaneously in 6 NGOs for 27 trainees.
- **Internships** offered to trainees through different livelihood models: open labour market (hospitality domain), outsourced services at a company (car washing domain), and sheltered employment (digitisation domain).

“He has never received such an exposure. This has given him and me an understanding of what an office environment is like. It will help him in future to get adjusted in an ambience like this.”

–Father of trainee with cerebral palsy.



Participants getting exposure about 3 domains: car washing, computer related tasks and hospitality services

Job Coach Enablement

Capacity building of 25 job coaches i.e. 20 trainers from 7 NGOs and 5 employees from 4 companies was done through various engagements:

- **Employability Training** for NGO trainers and leaders part of the Skill Development Program.
- **Capacity building workshops** in partnership with subject matter experts and NGOs were organised for 3 domains: Hospitality, Car Washing, and Digitisation.
- **Weekly peer networking** calls to exchange learnings and socialise interventions during the training period.
- **Providing job coaching** for interns at various workplaces and enabling employees to be para-job coaches to train and mentor the interns.
- **Peer sensitisation sessions** at companies to build capacity of staff members to work with and include interns/employees with intellectual disability and autism spectrum disorder.

“The networking calls helped us discuss challenges and help each other. I also shared these learnings with other trainers at my NGO.”

- Trainer, Pragati towards Livelihood

“Networking helped us discuss best practices, challenges, suggestions, experiences. We also learnt new methods of demonstrating concepts, like queue discipline.”

-Trainer, Shristi Special Academy



— Capacity Building workshops in progress.

Family Involvement

Capacity building of 44 family members was done through exposure visits and Maargadarshi workshops to enable the development of their family member with severe, developmental and multiple disabilities.



— Maargadarshi Workshop



— Group Discussion

“We as parents are hopeful now that our sons and daughters have a future. We have never seen so many NGOs working together. We have to learn to let go so that our children can become independent.”

- Trainee's father

Convocation Ceremony

In December 2019, a Convocation of the Mission1000 Skill Development Program was held at Dell, Bengaluru. 100+ stakeholders (trainees, trainers, job coaches, and so on) were a part of the celebration and certificate distribution ceremony.



— Trainees holding their certificates

Mission1000 Funded by Allegis

Post the training and stakeholder engagement activities of the 27 trainees, Allegis funded these follow-up initiatives to ensure the program's sustainability:

- Generating 3 types of livelihood opportunities: full-time employment, internship/on-the-job training, and exposure for skill development.
- Regular internship performance reviews and discussions on other opportunities with trainees, NGO trainers, and company representatives.
- Continuous counselling support for trainees and their families throughout the period.
- Capacity building on internship monitoring for 11 trainers from 7 NGOs and 14 staff members from 7 companies.
- Development of standardised content to enable trainees to become self-advocates and sensitise companies about working with persons with severe, developmental, and multiple disabilities.

Standardise, Scale & Sustain

As a part of the Mission1000 Skill Development Program, the following content was developed with partner organisations to standardise, scale and sustain our collective efforts:

- **Domain-specific training kits** for Car Washing, Digitisation and Hospitality (Housekeeping and F&B Services) for potential candidates.
- **Sensitisation Shot**, a 15-minute disability awareness session, for staff members across cadres to initiate a dialogue on disability inclusion.
- **Self-Advocacy Resources**: A poster, booklet, and user manual that can be used as a self-inclusion tool for persons with severe, developmental and multiple disabilities at the workplace.
- **Livelihood Models**: 2 livelihood models were developed and piloted this year-Outsourced Digitization Services to NGOs (Saksham Digitization Project) and Outsourced Services at Companies i.e. Car Washing. Both had positive outcomes and are being developed further.



– Self-Advocacy Booklet

Mission1000 Manthan 4.0

In October 2019, 57 leaders and trainers from 24 NGOs across 3 states, including the Executive Council Members from the Disability NGOs Alliance (DNA) Karnataka, attended the Manthan 4.0 by Mission1000 in Bengaluru. Participants reflected upon the milestones achieved in Mission1000 because of leveraging the power of the collective.



— Group picture of NGO leaders and trainers.

Alumni Engagement

EnAble India alumni and employees with Cerebral Palsy and Autism Spectrum Disorder came together to reflect on their employment journey in terms of inclusion and career progression.



— Cerebral Palsy Livelihood Meet



— Autism Spectrum Disorder Livelihood Meet

GarvSe Program

GarvSe Jiyenge Hum

The phrase 'GarvSe', which means 'With Pride' in Hindi, was inspired by the lyrics of the disability anthem 'GarvSe Jiyenge' written by Jyoti Kundar and composed by Shankar Mahadevan in 2017. While conceptualising outreach nodal centres to strengthen the livelihoods ecosystem for persons with disabilities in 2018, this term was adopted for the program.

Today, we have officers across 7 operational centres who are serving their community...GarvSe!



— The shooting of the disability anthem

Overview

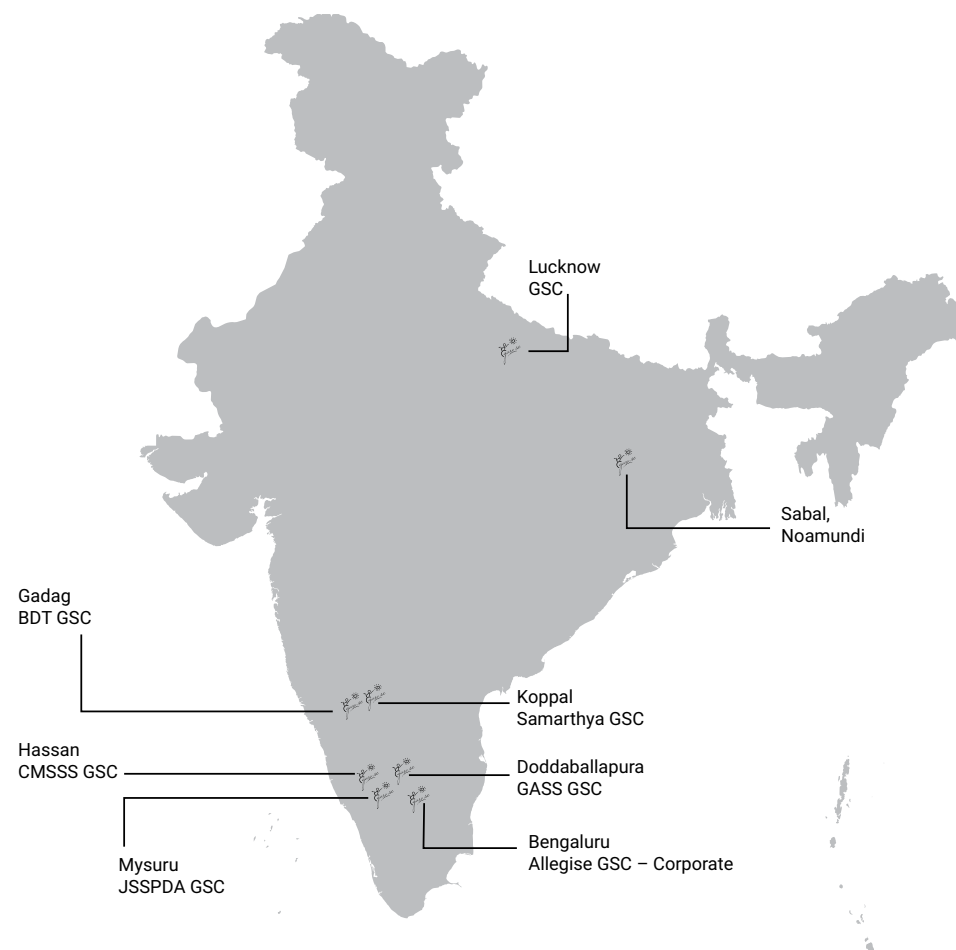


The GarvSe program, EnAble India's initiative of strengthening the livelihood ecosystem for persons with disabilities, has completed its 2nd year. Driven by GarvSe Centres across various towns and cities in India, the program has increased its reach and impact under its awareness and sensitisation activities and livelihood programs. Each nodal centre has strengthened the ecosystem by collaborating with stakeholders such as the local government, NGOs, educational institutions, skilling partners,

parents of persons with disabilities, employers, and volunteers. By leveraging their expertise and strengthening partnerships, the centres have provided livelihood opportunities for PwDs in the respective regions.

As of March 2020, we have 7 operational GarvSe Centers in partnership with these organisations:

- GarvSe - University Connect Program:
 - Mysuru (JSS Polytechnic for the Differently Abled)
 - Lucknow
- GarvSe – Swashakti-Rural Livelihood Program:
 - Gadag (Sri BD Tatti (A) Memorial Charitable Trust)
 - Koppala (Samarthya)
 - Bengaluru Rural (Grameena Abyudaya Seva Samsthe)
 - Hassan (Chikamagaluru Multipurpose Social Service Society)
- GarvSe - Sabal: Noamundi (Tata Steel Foundation)



GarvSe- University Connect Program (UCP)

Overview

UCP enables college students with disability to start their journey towards economic independence by providing them with disability employment awareness and skill training along with facilitating their employment opportunities. By harnessing the power of the collective, the program involves all relevant stakeholders in creating an employable pool of students with disabilities at colleges.

In 2019-20, the program operated from Mysuru (Karnataka) and Lucknow (Uttar Pradesh) and catered to college students with disability in its vicinity. Our standard employability initiatives and employer engagement programs were conducted for candidate up-skilling and interview opportunities, respectively. Further, this year saw collaborations with new organisations to increase the skill training, sourcing, and employment opportunities for the students. Some of these include Dr. Ambedkar Institute of Technology for Handicapped, IIT Kanpur, JRH University, Sarthak Educational Trust, Noida Deaf Society, Hindustan Unilever, Adobe, and so on.

Highlights of 2019-20



- 200+ students (100 with physical disability and 100+ with hearing impairment) were impacted through **Career Awareness Programs**.
- 150+ students (75 each with physical disability and hearing impairment) underwent **Employability Skill Training Programs**.
- 50+ students with disabilities secured **employment opportunities** across diverse sectors such as IT, ITES, Retail, Hospitality, Processing, Construction and Marketing.
- **Retention rate** i.e. students who have continued in the job for 3 months and above was above 75%.
- **Monthly salary** ranged between INR 6,500 and 32,000.

“Thanks to EnAble India for guiding students in attaining livelihood means and JRD University is always ready to cooperate with EI for related activities in future. Requesting EI for more such career shaping activities for other disabilities too.”

- Vice Chancellor, JRH University, Chitrakoot (Uttar Pradesh)

“EnAble India has introduced me to and trained me on the skills that are required in the current market. Thank you for helping me become qualified in those skills and be competitive in the society.”

– An employed student (Deaf) from Mysuru region (Karnataka)



– Career Awareness Workshop session underway at JRH University, Chitrakoot (Uttar Pradesh)



- Students of JSSPDA preparing for their community project as part of the employability training program

GarvSe – Swashakti-Rural Livelihood Program

Overview

The Swashakti Program aims at providing rural livelihoods for persons with disabilities in the state of Karnataka through ecosystem building in its 4 districts. By jointly operating GarvSe Centres with partner organisations, awareness programs and outreach activities were implemented with persons with disabilities, parents, Disability People's Organisations, employers, Multiple Rehabilitation Workers, Village Rehabilitation Workers, and Panchayat Development Officers. These initiatives were followed by formation of several self-driven Committees of different stakeholders for the sustainable empowerment of persons with disabilities.

Lastly, for persons with disabilities to secure livelihood near their homes and become economic contributors, livelihood programs including government job training and self-employment training were piloted in 3 districts.

Highlights of 2019-20



- In 2019-20, **2936 beneficiaries** were reached via **44 activities** across **4 districts**.
- **200 private and public organisations** providing localised services to persons with disabilities connected with.
- **615 individuals** from various stakeholders such as educators, Anganwadi workers and government officials reached through **20 awareness programs across 4 districts**.
- **9 committees** akin to self-help groups formed across stakeholders with **302 individuals** participating across **16 meetings**.
- **2 Jagruthi Melas** held at Bengaluru Rural and Hassan connecting over **840 service providers and receivers**. A Jagruthi Mela is a platform, which brings various stakeholders (service providers and service seekers), associated with persons with disabilities under a single roof to get information and connects towards education, skilling, government schemes, and livelihood opportunities.
- **3 Self-Employment Trainings** carried out in Koppal, Gadag, and Bengaluru Rural for **81 persons with disabilities** (across 5 types of disabilities). Post these trainings, 15 persons with disabilities initiated self-employment activities.
- **17 persons with physical disability** trained for clearing government job exams in Koppal.



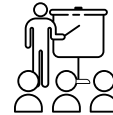
Influencer workshop (11)
Govt. Officials workshop (16)
Margadarshi workshop (25)
2 Parents Workshops (92)



Influencer committee meeting (144)
3 Parents Committee Meetings (32)



Self- Employment Training (27)



PDO workshop (33)
Govt. Officials workshop (22)
MRW/VRW workshop (39)
NGO workshop (23)
Parents workshop (30)



MRW/VRW Committee Meeting (27)
3 Parents Committee Meetings (78)



Self- Employment Training (34)
Govt. Job Training (17)



Enablers Workshop
(Beneficiaries 615)



Enablers Working
Committee Meetings
(Beneficiaries 302)



Livelihood Trainings
(Beneficiaries 98)



DPO workshop (30)
NGO workshop (18)
MRW/VRW workshop (88)
2 Parents Workshops (48)



MRW/VRW Committee Meeting (22)
NGO committee meeting (15)
2 Parents Committee Meetings (26)



Employer workshop (10)
Govt. Officials workshop (42)
MRW/VRW workshop (40)
NGO workshop (22)
Parents workshop (26)



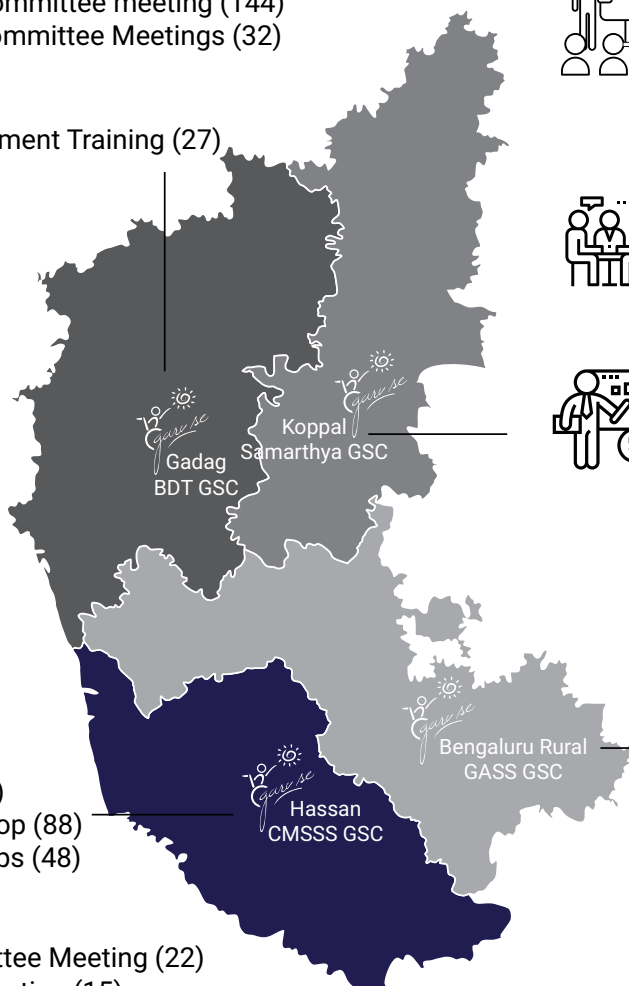
MRW/VRW Committee Meeting (30)
NGO committee meeting (22)
2 Parents Committee Meetings (42)



Self- Employment Training (20)

Revenue Divisions of Karnataka

- Bengaluru Division
- Kalaburagi Division
- Belagavi Division
- Mysuru Division



“ I am a person with physical disability from remote village of Gadag district. I am at home since my birth and now my age is 38 but I don't have any job goal in my life. After attending EDP Margadarshi I got motivated to self- employment and I attended ten days of self-employment training. During this training I have finalized Petty shop as a primary job and Dairy farming for self-employment job for me. After training with the help of my family members I will start and do these two self-employment activities.”

- Entrepreneurship Development Program Trainee, Gadag

“ My interest was going down for my child's development, but after I saw the videos and learnings in the workshop, I am motivated to carry on.”

- Parent workshop attendee, Koppal

“ I have walked miles to meet with the government officials on several occasions. I may or may not have received responses on expected lines. Thanks to Jagruthi Mela, I met with all of whom concerned under one roof and got all my queries answered.”

- Person with disability after attending the Jagruti Mela at Bengaluru Rural

“ We are able to identify people who need support with rehabilitation or intervention and are able to refer them. Even with jobs, we know what type of placements can happen to persons with disabilities in our rural area, where we can send them to check or suggest them.”

- Multiple Rehabilitation Worker, Koppal



— Awareness Events in progress- Jagruti Mela, Workshops and Committee Meeting



– Livelihood Programs in progress–Self Employment Trainings and Government Job Training

GarvSe- Sabal

Overview

SABAL - Centre for Abilities, a joint initiative between Tata Steel Foundation and EnAble India, is a well-equipped and fully accessible facility in the tribal area of Noamundi (Jharkhand). In addition to delivering direct employability training to persons with disabilities, the centre carried out multiple awareness and sensitisation activities for stakeholders towards building a robust ecosystem for persons with disabilities of the area and beyond.

Highlights of 2019-20

- **1048 persons with disabilities registered** at a central database and 152 connected with the pension scheme.
- **24 candidates with disability trained and 12 gainfully employed** via new job opportunities opened up.
- Local needs of 39 persons with physical disability and vision impairment from the local community along with their caregivers addressed with a training on **Activities of Daily Living (ADL)**. Additionally, **7 participants enabled with assistive aids**.
- Capacity building workshops on identification of persons with disabilities held for **164 Anganwadi Sevikas** in Noamaundi and Jagannathpur blocks.
- Disability Awareness and Sensitisation workshops held for **469 corporate professionals and local stakeholders** in order for the former to include similar disability related initiatives in its existing development programmes for larger impact.
- 36 persons with disabilities and individuals/NGOs doing exemplary work in the disability sector in Orissa and Jharkhand felicitated at the Sabal Awards in September.
- 2nd edition of Sabal Sahyog, an NGO conclave representing all 24 districts of Jharkhand held in February to discuss the way forward on disability livelihood opportunities and alliances within the state ecosystem.



“My brother can go to school in this wheelchair. I am feeling very happy. Now I can take my brother all around the village in the wheelchair. He need not stay back alone at home.”

– Brother of ADL training participant



– Glimpses from training on Activities of Daily Living



“I am wondering why I am learning this so late in life. Why this doesn't form a part of our education while we are in school or college. It has been such an eye opener. Since I am into sports, I will use sports to promote inclusion.”

– Executive TSSDS, participant of Disability Immersion Program

– Images of various Disability Awareness, Sensitisation and Inclusion programmes in progress

Enable Vision

8 generations of computer trainers since 1999

retrospective

First Generation



Third Generation



Fifth Generation



Seventh Generation



Fourth Generation



Eighth Generation



Second Generation



Sixth Generation



Overview

Enable Vision is dedicated to transform Persons with Vision Impairment as Active Citizens & Nation Builders through scalable models of Awareness platforms, Digital Literacy, Livelihoods & Capacity Building. This has led to a collective campaign called #SeeAMillion.

#SEEMILLION

This campaign piloted last year aims to digitally empower 1 million persons with vision impairment by 2025. It is now ready to scale PAN India by -

- Building Hopes & Aspirations,
- Enabling Hands on Experience of Assistive Technologies,
- Providing Access to Procurement of Assistive Solutions,
- Building 21st Century Digital Literacy Skills and
- Contributing to Solution Centric Empowering Projects



Highlights of 2019-20

- Reached 1,459 candidates through 25+ partners in Awareness workshops
- Reached 409 candidates through 11 partners in Digital Literacy trainings
- Reached 76 candidates across India in Capacity Building trainings

Awareness

Awareness programs aim at building a positive mindset change amongst our stakeholders towards using solutions by energising persons with vision impairment & their ecosystem through a combination of the Eyeway² and other vibrant outreach awareness campaigns on assistive solutions & career options.

² Eyeway is a helpdesk run by Score Foundation that provides information to and about persons with vision impairment across various states of India.

Let's hear some voices from the ground:

*“**Eyeway** (Bengaluru) connected me to the Candidate Success team at EnAble India when I was looking out for work which led to me getting a job at LinkedIn as a Customer Service Support.”*

*“Earlier, I could communicate only verbally with my team and my manager. It wasn't effective. However, through the **Reading Without Seeing Workshop** conducted by EnAble India at Ahmadnagar, Maharashtra, I have learnt the smart way of sending messages through WhatsApp and SMS through Speech Input. This enhanced my reporting skills, helped me gain self-confidence at workplace and win trust of my team.”*

*“I have always wanted to have my own shop but some challenges always pulled me back. The **Mobile Van campaign** by EnAble India in Gadag, Karnataka, especially designed for reaching out to the visually impaired in rural areas, introduced me to daily living solutions such as Talking Calculator, CDI mobile app for recognizing currency and Pressure Mat. Now I am confident to take the first step to start my own business.”*

*“I wanted to drop out of college due to lack of awareness regarding any opportunities. However, **Career Awareness Workshop** conducted by EnAble India in our small town in Manipur, was an eye opener. I am now aware about the scope & job roles available for visually impaired. This workshop has helped me build aspirations to complete my education & training required to start my professional career. I now have hope that I can also contribute to my family income.”*

*“I am the principal of Manik Prabhu School. Great to see our visually impaired students excited and curious to know about assistive solutions through **Reading Without Seeing Workshop**. It was a firsthand experience for our students. Thanks to EnAble India for reaching out to our school remotely located in a village near Bidar, Karnataka.”*



— Awareness workshops done across different locations in India

Digital Literacy through #SeeAMillion Learning Zones

Digital literacy aims at creating a pathway for 21st century computer based jobs, equipping persons with vision impairment to work productively with quality, advance in their careers, and manage their daily life. Our services build digital literacy skills & create a back end value chain aiming to enable visually impaired and the ecosystem in:

- Building aspirations for higher education & career
- Building essential attitude & skills for accessing quality education & dignified livelihood
- Creating pipeline for employability

Through the Candidates' Lens:

*“I have successfully learnt to create mark sheets during the training sessions on **Fundamentals of Excel**. The concepts in Excel will definitely help me in my studies further.”*

- Candidate from Dewas, Madhya Pradesh

*“I was scared & confused to use a smart phone. Thanks to the **Android Mobile workshop**, I am very well trained now to use Talk Back and other relevant applications for my benefit.”*

- Candidate from Chhattisgarh

*“Exposure to role models & working environment through **Foundation Course in Computers & Employability** have helped me gain understanding about skills & attitude required for gainful employment. Life skills at EnAble India has helped me to introspect, reflect about my abilities & made me work on my communication skills.”*

- Candidate From Meghalaya

*“I am in my 12th standard. I am a quick learner and I love learning new concepts. The **Orientation to Computers** course was very interesting as my trainer trained in very simple & practical manner. Therefore, I was able to grasp it soon and at the same time supporting my classmates learn better.”*

- Candidate From Maharashtra

*“The **Foundation Course in Computers and Employability** at EnAble India has enabled me to talk, read and type in English. Thanks to the typing sessions and innovative solution like spelling Tool.”*

- Candidate from Karnataka



— Digital Literacy trainings across different states in India

Contributing to Solution Centric Empowering Projects

Training for persons with vision impairment also involves unique Community Projects transforming them into Active Citizens & Nation Builders.

Community Projects done by candidates with vision impairment of the 'Foundation Course in Computers and Employability', act as an avenue for them to be part of designing and executing solutions to address issues beyond their own lives and immediate ecosystems.

Candidates are catapulted to take the first step to become change-makers, develop skills such as problem-solving, team work, and so on. Some examples of the projects are building bus shelter in an Infotech park with local authorities, building Toy and book library at an orphanage, Waste Disposal in a village, planting tree saplings, Accessible Theatre, Developing Currency Identification Application and working on accessible ATM machine with Corporation Bank.



— Candidates overseeing a community member doing waste disposal



— A Candidate planting a sapling

Voices from the ground

Change Projects enabling Time Management & Networking Skills.

“We decided to address the issue of inaccessible theatres for persons with vision impairment. In this process, we learnt networking and negotiating skills by communicating with different theatre owners for carrying out our project. Time management & Prioritization were other factors we learnt during this course as we had to attend our training and simultaneously work on our project. In this process, we have gained awareness and confidence in travelling to different locations, meeting new people, booking cabs, using Google Maps to navigate etc.”

– Candidate from Accessible Theatre Project

Change Projects enabling Interpersonal Skill Building

“Participating in a Change Project has played a vital role in understanding the needs and dynamics of social engagements for persons with vision impairment. We have understood the significance of both an individual's role and the collective effort required for any productive activity. Surveys during this project have helped us to actively communicate with various stakeholders. This has helped us to gauge our own independence, determine our mobility patterns and interpersonal skill building. We have learnt to adopt a responsive approach aiming to contribute to accessibility issues for persons with vision impairment.”

– Candidate from Currency Identification Project

Capacity Building through Building Sectoral Talent

Building Capacities & Developing Sector Talent engaging next generation of Trainers through



Certification Courses



Institutional Partnerships



Incubation in Social Impact Projects

— Building Capacities & Developing Sector Talent engaging next generation of Trainers through Certification Courses, Institutional Partnerships and Incubation in Social Impact Projects.

“Ever since the #SeeAMillion campaign was launched in 2018, we have been partnering with EnAble India for Awareness workshops across India. Last year, Help the Blind Foundation launched EMET (Education, Mobility, Employability Training) and EnAble India became our knowledge partners. We hired 6 EnAble India certified trainers who are now working across 6 states and are reaching out to 500+ beneficiaries in Colleges and Universities. We are on the verge of hiring 8 more certified trainers from EnAble India. The partnership has been bounteous; EnAble India to us, is what salt is for food.”

— Managing Trustee and Overall Head of Trainings from Help the Blind Foundation

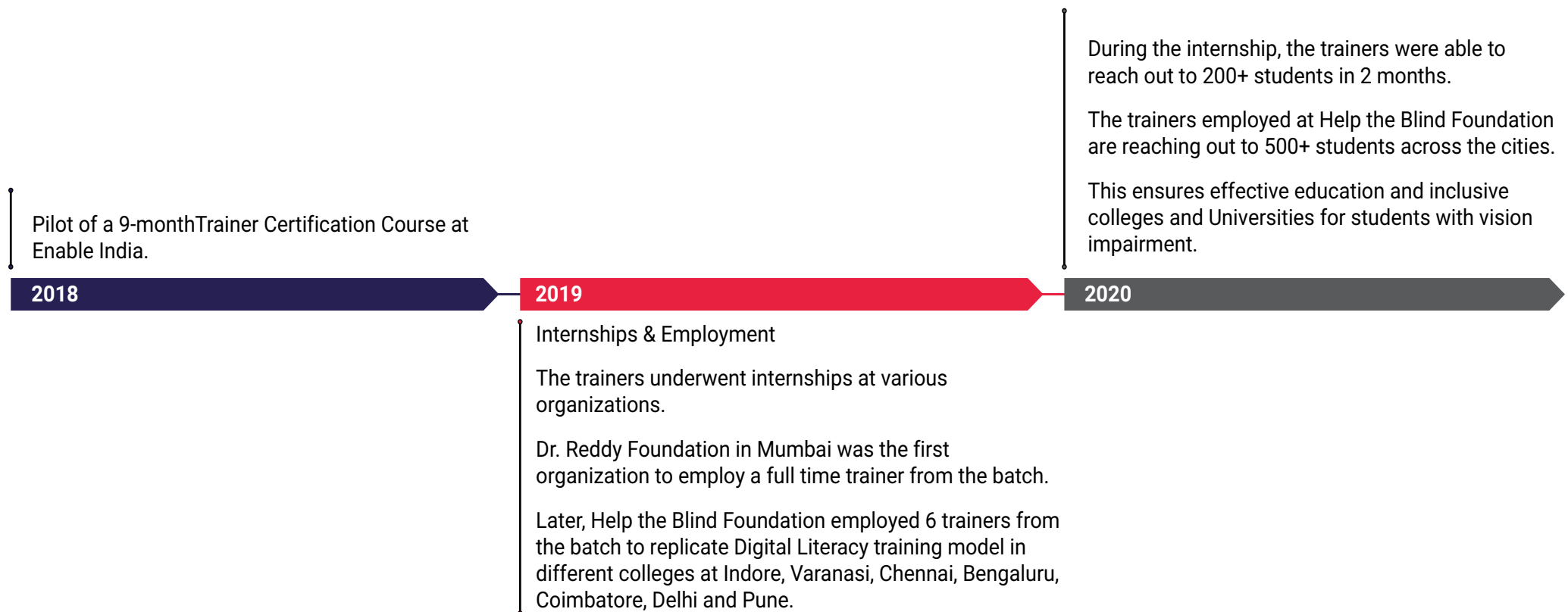
“I know how to use computers the sighted way. Now, I have learnt the methods persons with vision impairment use. The training has also introduced me to mobility techniques. My outlook and views have changed with regards to disability. I am so much more aware about solutions for visually impaired. I have also seen a positive change in my own personality & approach because of my exposure to the training.”

— Sighted Trainer from Certification course

“Even though I started my career in music, I saw many people around me who didn’t believe in the potential of a visually impaired to work on computers. To break this stereotype and create a larger impact, I felt that I can be a computer trainer for persons with vision impairment. This dream of mine got fulfilled when I connected to EnAble India through Help the Blind Foundation to upgrade my skills. Today, as I collect my offer letter, I feel happy and proud that I can impact many more lives.”

- A trainer who is now employed by Help the Blind Foundation after completing Trainer Certification Course.

Impact of EnAble India’s Trainer Certification Course





— Help the Blind Foundation (HTBF) lab inauguration and trainings and a group photo of trainers and management of HTBF and Enable India

Employability Initiatives

The livelihood programs aim at training persons with vision impairment to gain efficiency on computers, develop competency in English, and build overall workplace readiness. This program also covers aptitude training for candidates undertaking Banking/ PSU exams.

Highlights of 2019-20

Reached 186 candidates through 5 models of trainings

Placements

- 5 new companies in sectors like pharmaceuticals and garment industry etc. have placed visually impaired in their job roles.
- Average take home salary – 2 lakhs per annum
- Highest Salary – 4.3 lakhs per annum
- Range of Job Roles - Helpdesk Executive, Tech Support, Order Management, Accounts Payable, Translator, HR Recruiter, Accessibility Tester, Customer Support Executive

Criticality –

The Finance Associate working in Accounts Payable in a pharmaceuticals company deals with million dollars' worth International Banking transactions.

The Helpdesk Executive in a software company connects to approx 150 admin and facilities related staff requests PAN India per day



Voices from the ground

“Earlier, I was applying for marketing, even though I am interested in IT. I always thought I couldn’t clear the interview test in IT. After this training, I attended an interview for an IT based job and asked for a scribe and extra time confidently. And they gave extra time and I passed the interview. Since I know what solutions I can use, I have more confidence now.”

– A candidate from the Low Vision training.

“Before joining the training, while using computers, the only solution I used was to increase the font size. I wasn’t aware of how to interact with other visually impaired either. Now, I am using the right solutions like Magnifier, High Contrast, Large screen monitor and Screen reader. I am more efficient. I learnt mobility techniques which have helped me become independent now.”

– Candidate for the Advanced Employability Training for visually impaired at EnAble India.

“I had very little confidence when it came to doing mental calculations. Seeing all my peers able to do the same with ease inspired me to learn how to do it. Also, in my earlier attempts I have scored nil in English. But, after this training I am confident that I will score at least the cut off marks in the upcoming exams.”

- Candidate with vision impairment for the Aptitude Training for Bank/PSU exams at EnAble India.



– Different events conducted under Employability Initiatives



Strengthening Networks and Communities



At EnAble India, we drive change by reaching out and working with different stakeholders in the community. Additionally, we offer networks and platforms for the community to reach out to us. By doing so, we create opportunities for persons with disabilities to expand their social circles and strengthen their support systems in the process.

Enable Vaani

The Journey

In 2016, EnAble India launched Namma Vaani to 'reach the unreached' persons with disabilities in Karnataka. Namma Vaani means "Our Voice" in Kannada – the language spoken predominantly in the state of Karnataka. Following the success of the platform, we launched Hamari Vaani in 2017 to reach out to persons with disabilities in the Hindi speaking states of India.

The platform, now known as Enable Vaani, is a moderated interactive voice response system that enables persons with disabilities to share and create content, thus bringing communities together through their mobile phones (without internet). Today, it is a one stop shop for persons with disabilities to find all kinds of information such as on government documents, assistive aids, job information, skilling, promotion of products, and so on.

Subsequently, the engagement of users increased and very soon there was 'one call per minute' being made on the platform. 98% of the content was posted by the community. The number of calls doubled up in the 2nd year. In a short span of 3 years, the number of calls have increased up to 1.5 million with 35,000 unique users.

In recent times, NGOs have started using Enable Vaani to mobilize the community and raise awareness about their own program and products.

"Enable Vaani is not just a platform where users can get information. It is a platform that is building changemakers in the society. It has helped people expand their social circle and social capital. Enable Vaani has given persons with disabilities a voice on the platform where they are heard and people listen and respond. In this digital age, the platform has become a means for a person with disabilities to have a virtual social network where people can connect with each other from anywhere in the world. This platform is educating persons with disabilities on their rights on all aspects of life. They are aware and able to raise concerns in the right way."

- Project Manager of Enable Vaani

Enable Vaani is a moderated rural social network for persons with disability. It provides unique solutions to the unique needs of persons with disability and the community. It is a free to use platform on a basic mobile phone where users can listen, record, and share relevant opportunities and information within the community.

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

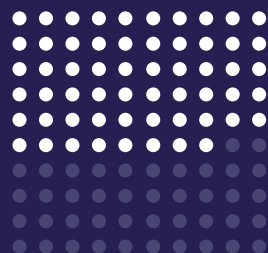


Scan QR Code or click the link to watch QR Code for Enable Vaani Impact Video <https://qr.go.page.link/hQ8DZ>

Highlights of 2019-2020



1.5 million calls

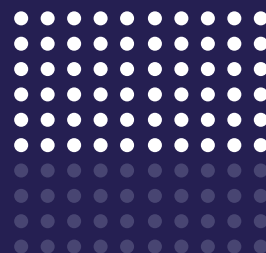


58%

got connected to a job



35,000+ users

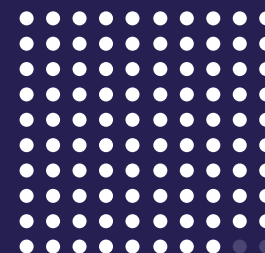


60%

got connected to a training



1 call per minute



98%

of the content is posted by users

Striking a chord with Namma Vaani

“I am a 48-year-old visually impaired singer from Koppal, Karnataka. I tune in to Namma Vaani regularly to listen to its wide range of information from Government schemes to Career Guidance. Using the platform, I have been able to sing at approximate 50 events. I have also been contributing back to the community by posting information on Government schemes, Education and General Information.”

Empowered by collective wisdom

“I am a regular visually impaired user of Namma Vaani since June 2016. I have been hearing stories of person with disability working independently across wage and self-employment. When I started listening to these stories, slowly I started believing that I can could do something like them to support my family financially. I started paper plate making business at home to support my family and sharing it with others in the community.”

My community, my responsibility

“I am a woman with vision impairment staying in a small town of Punjab. I love reading Braille books and magazines. In my journey of overcoming my disability, I have gone through several experiences in life. I always used to wonder: How do I share this knowledge to benefit others? Hamari Vaani is giving me that opportunity to help my community through sharing posts on the present education system, job opportunities etc. I take personal interest in providing credible information on Hamari Vaani for the benefit of my community.”

Right Job for Right Candidate

“I am working as an employment officer in a non-profit organization. We used Namma Vaani to find suitable candidates for one of the top garment company in Bengaluru. I received many calls from the job seekers. We placed 12 candidates in the company. Namma Vaani has made my job easy in finding a suitable candidate.”

Go to channel COVID 19 for persons with disability

During the pandemic, Enable Vaani collaborated with Gram Vaani to launch a channel, disseminating credible information on COVID 19. The users could access information on COVID 19 by dialing into Hamari Vaani (9266344222) or Namma Vaani (9266344111) numbers. The information is available in both Hindi (i.e. 19 states) and Kannada languages. The information was heard 16,000+ times and 1,200 + users benefited through the COVID 19 channel.

“I have heard on news channels to dial in phone numbers for help needed during COVID 19. No news channel has spelt out the phone numbers. It is only on Hamari Vaani I heard that the emergency phone numbers of all the states were spelt out. I forwarded these phone numbers to many of my friends for reference.”

– User with vision impairment

“We thank EnAble India for making us a channel partner of ‘Hamari Vaani’. During this COVID 19 when whole country is under lockdown, we are able to continue with our learning and endeavour - make a difference where it's needed the most.”

– NGO Partner

Enable Academy

Enable Academy (www.enableacademy.org), is India's first collaborative community initiative for mainstreaming livelihood for persons with disability. 20 years of EnAble India's work has been showcased to the world as open source, to use and share. Enable Academy has further cascaded into partnerships, collaborations and aggregation to foster livelihood for persons with disability.

At the beginning

"This year we set out on our journey to work on the creation of a platform for scaling livelihood for persons with disability. I like to use the analogy that the roadways are on its way, let's start creating a railway system. Railway system with various platforms with resources and tools and trains stopping at the platform for people with disability and stakeholders to get onto the train towards economic independence of their choice and viability."

- Shanti Raghavan at the launch of Enable Academy, 2016

Enable Academy was launched on 20th November 2016 as a BIG leap for the sector in the leap year.

During the launch, content created for persons with disability and employers was showcased through answers for frequently asked questions by both stakeholders and 100+ bite sized videos.



— Launch of Enable Academy in 2016 by Shanti and Dipesh

Reach

11,781 visitors to the platform

110+ companies

60+ NGOs

22+ Universities

1937 orders and downloads

2839 course takers

2016-17

2017-18

2151 course takers across 96 locations

61,871 visitors to the platform

2014 Publications used across
73 locations

An average of 16 orders or downloads
per week

1425 course takers across
184 locations

23,376 visitors to the platform

1351 Publications used across
123 locations

755 downloads

2018-19

2016-17	2017-18	2018-19
11,781 visitors to the platform	2151 course takers across 96 locations	1425 course takers across 184 locations
110+ companies, 60+ NGOs, 22+ Universities	61,871 visitors to the platform	23,376 visitors to the platform
1937 orders and downloads, 2839 course takers	2014 Publications used across 73 locations	1351 Publications used across 123 locations
	An average of 16 orders or downloads per week	755 downloads

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

Highlights of 2019-20

Visitors - Statistics



26,410 New Visitors



Top 5 cities:

Bengaluru, Hyderabad,
Mumbai, Delhi, and Pune



Top 10 countries:

India
UK
USA
Philippines
Pakistan
Malaysia
Australia
Canada
Singapore
Germany



Half of the Users are in
the age group of 25-34 (51.57%)



6,970 Organic Search
5,282 Direct Search

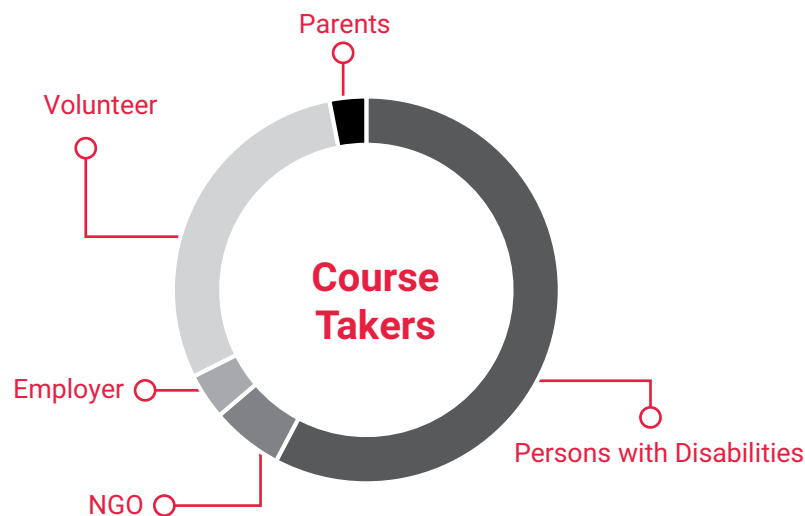
Courses



955 Course Takers



Registered from
154 locations



Top 5 courses:

Learn Basic Indian Sign Language

Job Ready: Course Pack for Physically Disabled and Job Ready: Course Pack for Visually Impaired

Computer Trainer Certification - Part 1

Build a Good Resume

Do Well in Interview

Publications



Downloads: 713



Orders: 134



847 publications
have been used



Top 5 downloads:

EYE Tool: Educate Yourself Easily

Spelling Tool: Learn 3000+ words

NGO Service Providers list

Deaf Working in Different Jobs

Physically Disabled Working in
Different Jobs



Top 5 orders:

Learn computers on your own Win 7

Teach computers to the visually
impaired kit

Do It Yourself Kit for Employers

Learn Excel 2010 Win 7_NVDA

Awareness Poster Kit

Eyeway

Eyeway is a helpdesk run by Score Foundation that provides information to and about persons with vision impairment across various states of India. In Karnataka and other neighbouring states, EnAble India is the centre for Eyeway. At present, Eyeway is a network of organizations in Delhi, Bengaluru, Patiala, Mumbai, Kochi, Jammu and Kashmir and Ahmedabad.

- Access to Eyeway establishes access to information on various subjects such as
 - Accessibility,
 - Assistive Technology,
 - Banking,
 - Education,
 - Employment,
 - Government policies,
 - Legal Assistance,
 - Social Security,
 - Training and
 - Other general information to persons with vision impairment.

The platform also helps persons with vision impairment connect to an Eyeway counsellor to seek guidance, clarity and information for their queries.



Highlights of 2019-20

Reach of calls received – **34 districts across Karnataka, Andhra Pradesh, Telangana and Tamil Nadu**

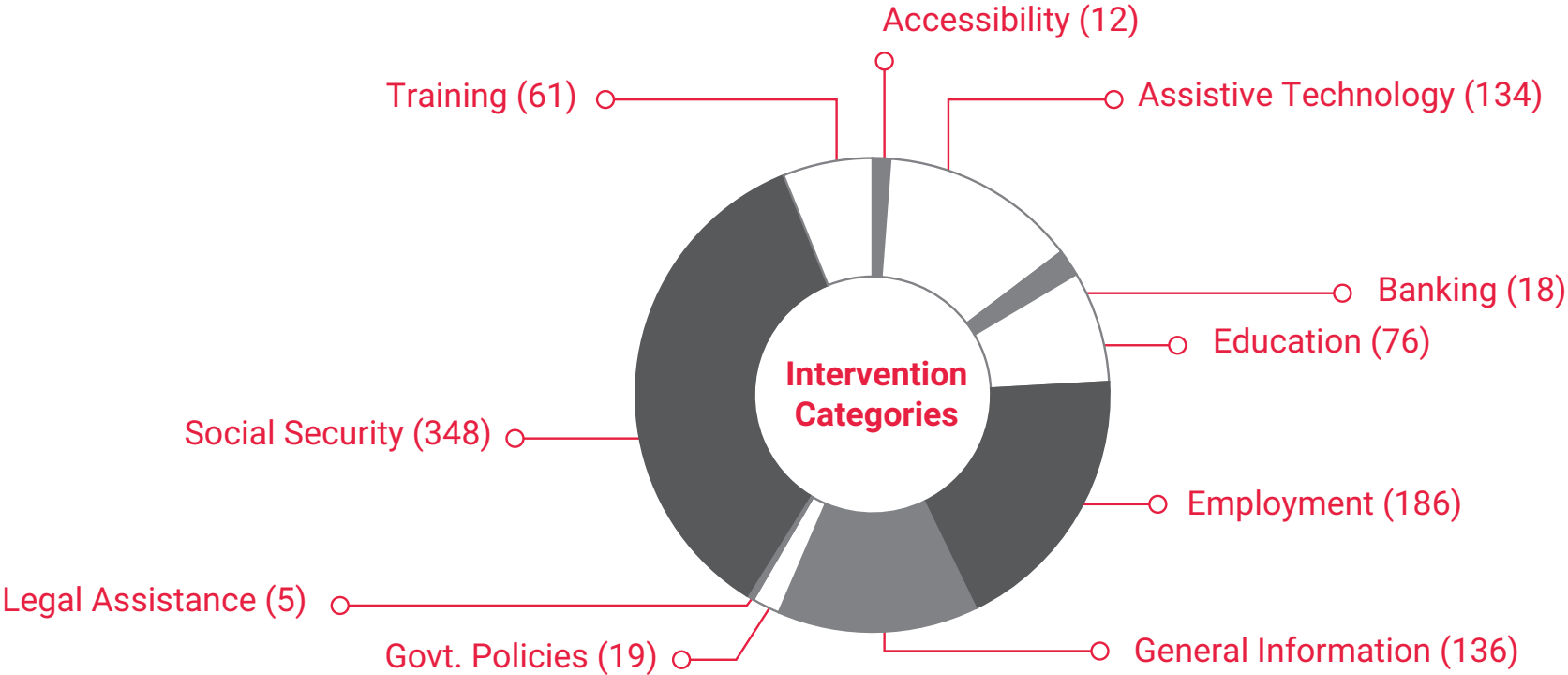
Eyeway, as part of #SeeAMillion Mitra (including Enable Vaani), has spread awareness to persons with vision impairment and their communities through outreach campaigns.

Reach of Outreach Campaigns – **400+ beneficiaries across Karnataka in Bengaluru, Hassan, Mysuru & Doddaballapura**



— Eyeway counsellors at work at EnAble India

This has helped build localized social circles for families, communities, and organizations of persons with vision impairment to learn from one another and exchange best practices thereby strengthening the ecosystem and changing mind-sets about disability.





Rehabilitating Sumanth

16 Years Old - Low Vision and Night Blindness
Deteriorating Vision with Difficulty to Read and Write
Father Left Job

EYEWAY INTERVENTION

Introduced to Mitra Jyothi for
Examination Audio Materials

Visit to Vividha Trust for
Educational Services on Science and Mathematics

Alternative Methods to Study
for 1st PUC Exams

Watched Role Model Videos of Persons with Vision Impairment
from Enable Academy

**Disability Acceptance and
Confidence Boost**

Scribe
for Exam Writing

**Passed
1st PUC with
91% Marks**



Eyeway counsellors from across India came together for their annual training in September 2019 at Delhi. The training, hosted by Score Foundation, included counsellors from Karnataka, Gujarat, Punjab, Delhi, Maharashtra and Kerala.

“This 2 day training covered aspects on preparing case studies, best practices for documentation and the effective way of handling calls and communicating with clients. This workshop helped me to understand how to talk to clients when we might be under stress ourselves. This was very useful, as I handle multiple tasks related to Training and Data Management apart from Eyeway. When our clients call us, they do so with a lot of trust and we should be calm so that we can give them the best solution and maintain their trust in us.”

- Eyeway counsellor from EnAble India, Karnataka



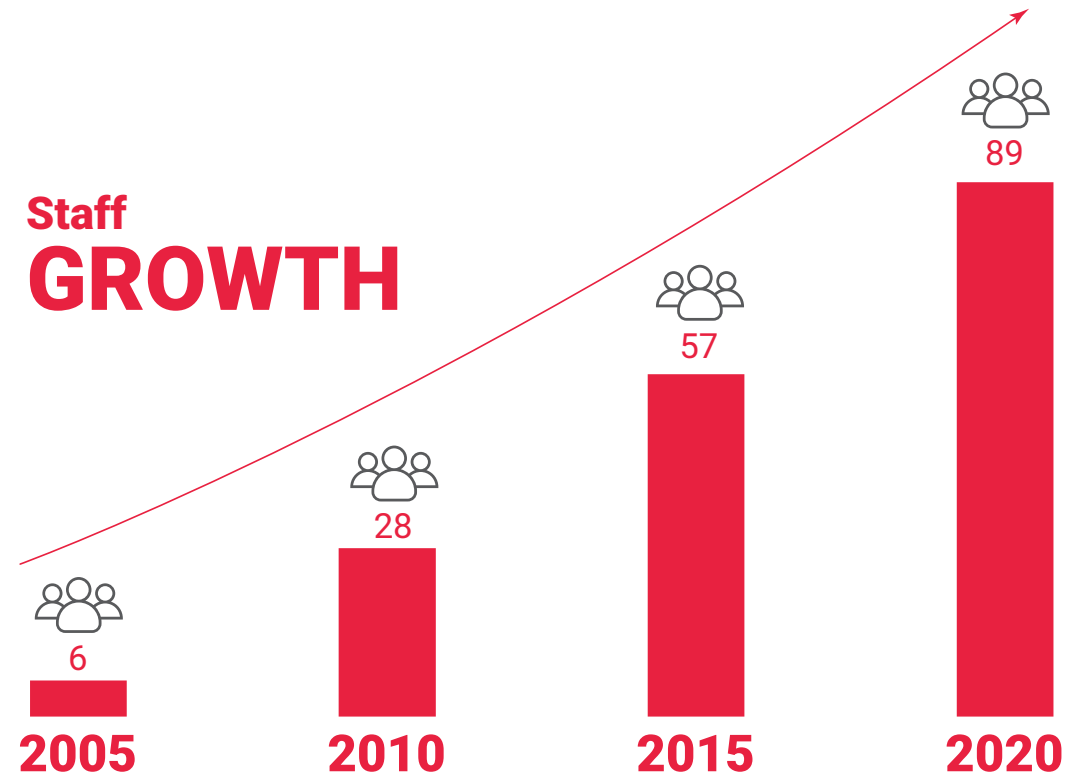
— Outreach workshops done in Karnataka

Human Resources

retrospective

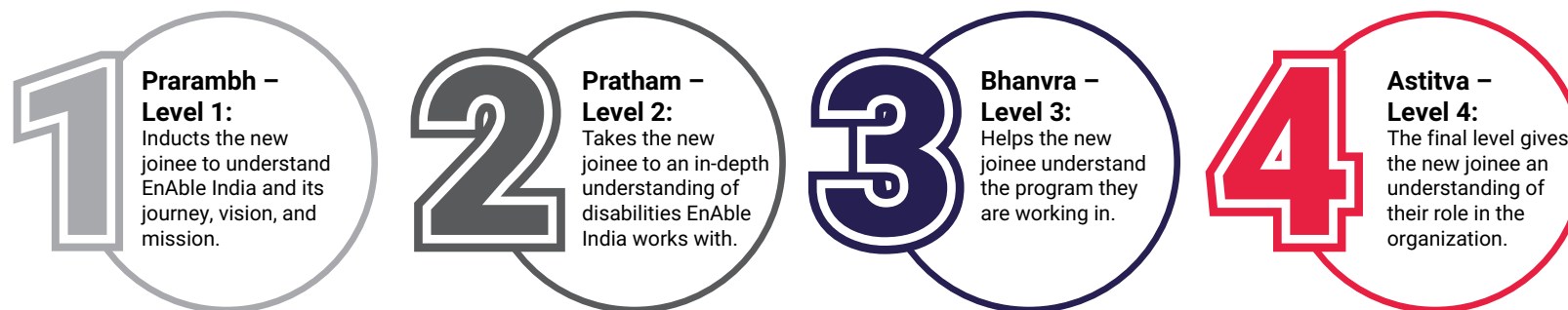
*We're HR; we are with you,
Worry not, we're there without any due,
On a journey together,
Here we go, travelling still farther.
You're our gain and our capital,
Oh! Your wellbeing is so vital,
Problems may come and go
But don't they just help us grow?
Opening player till date,
We bring people along and celebrate,
Risks we ascertain, relations we maintain,
Did you know? We're the seatbelts of this EI aeroplane.*

Staff GROWTH



Induction of New Employees

Introduced 4 levels to inducting a new employee into EnAble India. Each level helps the person understand the organization and their role of contribution to the sector.



- Prarambh – Level 1: Inducts the new joinee to understand EnAble India and its journey, vision, and mission.
- Pratham – Level 2: Takes the new joinee to an in-depth understanding of disabilities EnAble India works with.
- Bhanvra – Level 3: Helps the new joinee understand the program they are working in.
- Astitva – Level 4: The final level gives the new joinee an understanding of their role in the organization.

Learning & Development

To enhance the knowledge and skills of employees, conducting trainings from time-to-time plays an important role. In 2019-20, the staff at EnAble India were engaged in various domain-related, technical and self-improvement trainings as per their requirements. Some of the trainings were Project Management, Understanding Different Stakeholders, and Why and How of Building Synergy & Taking Everybody Along. Further, some trainings were conducted using an Open Space Technology.

HR Audits

To meet the statutory compliance requirements and ensure the existing policies are kept updated with the current trends and industry standards, HR audits were conducted and necessary policy adjustments were made accordingly.

Annual Staff Training

The annual staff training also known as 'Staff Conclave' was conducted for 100+ employees consisting of full-time employees, consultants and staff on contract. The theme of the training was to create a level playing field for the staff to align with EnAble India's vision. To ensure a holistic training, it comprised of 6 elements: EI Story, EI Services, EI Policies & Procedures, EI Language, EI Programs, Exposure Visits and other fun elements.



Annual Staff Conclave Photos

Celebrations at EnAble India



Staff Statistics

Overall Staff



56% Persons with Disability



45% Women

Management Team



4 Persons with Disability
out of 9 in the team



3 Women
out of 9 in the team



0 Sexual harassment complaints received in the year
Complaints disposed off during the year
Cases pending for more than 90 days



98%
staff sensitized till date



4 Workshops on awareness programmes
against sexual harassment conducted
during the year

Information Technology

Humble Beginnings

Back in 2004-05, the IT infrastructure included 4-5 computers donated to EnAble India for training! Dipesh would maintain the systems after his working hours. Over time, an Annual Maintenance Contract (AMC) from a local vendor was undertaken to resolve issues periodically.

As the number of computers increased to 20, EnAble India got a dedicated server. However, we were still largely dependent on AMC. With the interest to learn and expand his knowledge, a former candidate with vision impairment who was working as a trainer, learnt about troubleshooting computers from the technicians. In addition to helping resolve issues faster, this knowledge transfer played an important role in identifying jobs for persons with disabilities in different sectors.

“EnAble India encouraged me a lot to pursue my interest in technology. One day, when Dipesh showed me the inside of a CPU, it gave me so much confidence to go ahead with my interests.”

– Trainer working at EnAble India

By 2006-07, with an increase in number of staff members and devices, we hired a full-time resource to manage the gamut of IT-related tasks. Processes such as tracking data and resolving issues were set by using of MS Office Tools and SPICEWORKS.

From 2015 onwards, EnAble India has had a dedicated IT Team with members who are certified in IT Service Management and equipped with the right systems to build a stable IT environment that allows for growth, scale, and change. Today, our processes are based on international mandates (ITIL - Information Technology Infrastructure Library) and streamlined with a tracking system having a turnaround time of 24 hours. Till date, over 4000 requests have been resolved!

Today, the IT team lends support to 100+ staff members and students who are located in different parts of the country. We manage 150+ laptops and 50+ desktops that are used in all our trainings and programs! In addition to implementing a Business Continuity Plan and a Disaster Recovery Plan to provide uninterrupted services with latest technologies, the team offers invaluable support to ensure all our services are accessible and inclusive.

Changing the Disability Narrative with Workplace Solutions

Our team's role in offering Workplace Solutions (WPS) has played a critical role for giving companies the exposure that persons with disabilities can work productively and efficiently.

In 2007, the need for a workplace solution for a person with vision impairment at a call centre arose. The expectation was for the person to talk to the customer, hear the screen reader, and note down the customer details seamlessly. Initially, the solution was thought to be a modified version of headphones. Post several trials, the blueprint for a device which was a box connecting the user to the headphones and computer was drawn. The birth of that idea many years ago resulted in the Multi Point Audio Switch today which was released in collaboration with Bosch.

In 2011, EnAble India started looking at training and placements for persons with profound disability along with workplace solutions. 2 years later, the profound internship opportunities were created.



— Former Workplace Solutions Expert with the candidate

“My first candidate with profound disability could only move her neck muscle. Her mother wasn't in a condition to work, and because she didn't live in a clean area, students dropped out of her tuitions. It was a do or die situation for her. I started doing a lot of research for solutions on the internet. I would connect to Assistive Technology experts, tell them my requirements that it has to be feasible, cost effective and open source. Software like speech recognition and eye control, were only available in western countries. 15 solutions were tried like camera mouse, tongue-switch, movement control etc. Interestingly, we were using Windows XP that has a lot of accessibility features which was not known. When I came to know that there were features in 'Ease of Access' like speech recognition, I tried this for her and it worked. This has helped her get dignified employment.”

- Former Workplace Solution Expert at Enable India

Highlights of 2019-20

Launch of Enable India's Intranet site

The IT Team was part of planning, deploying, and developing Enable India's intranet site, which was launched in January 2020 for internal communication.

Workplace Solutions and Inclusion

7 Workplace Solutions (Assistive Technology) stalls were set up at various locations such as IIT Delhi, Valuable 500 Event, various companies in Bengaluru, and our Home Office. The team also supported events like India Inclusion Summit (IIS) 2019 and Confederation of Indian Industry Event at Delhi for inclusion and accessibility.



Media Coverage

Some of the mainstream media that featured EnAble India in 2019 - 2020



To read these and more articles, visit www.enableindia.org/newsroom or scan the QR code below



Funders

ACCENTURE SOLUTIONS PRIVATE LIMITED

ALLEGIS SERVICES INDIA PRIVATE LIMITED

ANZ OPERATIONS & TECHNOLOGY PRIVATE LIMITED

ANZ SUPPORT SERVICES INDIA PRIVATE LIMITED

BANK OF AMERICA

BHARAT PETROLEUM CORPORATION LIMITED

BIO-GEN EXTRACTS PVT. LTD.

CHARITIES AID FOUNDATION - AMERICA

CHARITIES AID FOUNDATION - INDIA

CISCO SYSTEMS INDIA PRIVATE LIMITED

DELL INTERNATIONAL SERVICES PRIVATE LIMITED

EMC SOFTWARE & SERVICES INDIA PVT. LTD.

GOLDMAN SACHS SERVICES PRIVATE LIMITED

H T PAREKH FOUNDATION

J P MORGAN SERVICES INDIA PRIVATE LIMITED

MAITRI TRUST

NASSCOM FOUNDATION

ORACLE CORPORATION

QWIKCILVER SOLUTIONS PRIVATE LIMITED

REFINITIV INDIA PRIVATE LIMITED

ROBERT BOSCH ENGINEERING & BUSINESS SOLUTIONS PVT. LTD.

STATE STREET CORPORATE SERVICES MUMBAI PRIVATE LIMITED

TATA STEEL SKILL DEVELOPMENT SOCIETY

THE CATHOLIC HEALTH ASSOCIATION OF INDIA

UEI ELECTRONICS PRIVATE LIMITED

UNITED WAY - MUMBAI

U T C AEROSPACE

VAKIL HOUSING DEVELOPMENT CORPORATION PRIVATE LIMITED

Audit Report 2019-20

INDIAN INCOME TAX RETURN ACKNOWLEDGEMENT				Assessment Year 2020-21
[Where the data of the Return of Income in Form ITR-1 (SARAJ), ITR-2, ITR-3, ITR-4(SUGAM), ITR-5, ITR-6, ITR-7 filed and verified] (Please see Rule 12 of the Income-tax Rules, 1962)				
PAN	AAATE0632J			
Name	ENABLE INDIA			
Address	NO. 473/B,, ADUGODI MAIN ROAD, 8TH BLOCK KORAMANGALA, BANGALORE, KARNATAKA, 560095			
Status	AOP/BOI	Form Number	ITR-7	
Filed w/s	139(S)-Revised	e-Filing Acknowledgement Number	754608231271120	
Taxable Income and Tax details	Current Year business loss, if any	1	0	
	Total Income		0	
	Book Profit under MAT, where applicable	2	0	
	Adjusted Total Income under AMT, where applicable	3	0	
	Net tax payable	4	0	
	Interest and Fee Payable	5	0	
	Total tax, interest and Fee payable	6	0	
	Taxes Paid	7	498298	
	(+)Tax Payable /(-)Refundable (6-7)	8	-498300	
Dividend Tax details	Dividend Tax Payable	9	0	
	Interest Payable	10	0	
	Total Dividend tax and interest payable	11	0	
	Taxes Paid	12	0	
	(+)Tax Payable /(-)Refundable (11-12)	13	0	
Accrued Income & Tax Detail	Accrued Income as per section 115TD	14	0	
	Additional Tax payable u/s 115TD	15	0	
	Interest payable u/s 115TE	16	0	
	Additional Tax and interest payable	17	0	
	Tax and interest paid	18	0	
	(+)Tax Payable /(-)Refundable (17-18)	19	0	
Income Tax Return submitted electronically on 27-11-2020 18:11:45 from IP address 203.192.253.244 and verified by DIPESH MAYUKH SUTARIYA				
having PAN ALKPS3198Q on 27-11-2020 18:11:45 from IP address 203.192.253.244 using				
Digital Signature Certificate (DSC).				
DSC details: 1887751C/N=Capricorn CA 2014.2.5.4.51=0131647352c5645b41532044454598264255494c44494e47,STREET-18,LAXMI NAGAR DISTRICT CENTER,ST=DELHI,2.5.4.17=01306313130309932,OU=Certifying Authority,O=Capricorn Identity Services Pvt Ltd,C=IN				
DO NOT SEND THIS ACKNOWLEDGEMENT TO CPC, BENGALURU				

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 . AAATE0632J** [name and PAN of the trust or institution] as at **31/03/2020** and the Profit and loss account for the year ended on that date which are in agreement with the books of account maintained by the said trust or institution.

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 abovesaid 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 above named trust as at **31/03/2020** and

(ii) in the case of the profit and loss account, of the profit or loss of its accounting year ending on **31/03/2020**

The prescribed particulars are annexed hereto.

Place

BANGALORE

Date

06/11/2020

Name

Membership Number

FRN (Firm Registration Number)

Address

SANJAY TAYAL

208116

302, 3RD FLOOR, PAXAL TO
WER, # 13, S.K.R. ROAD, FORT
BANGALORE 560002



ANNEXURE

Statement of particulars

I. APPLICATION OF INCOME FOR CHARITABLE OR RELIGIOUS PURPOSES

1.	Amount of income of the previous year applied to charitable or religious purposes in India during that year (₹)	92542700
2.	Whether the trust has exercised the option under clause (2) of the Explanation to section 11(1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year (₹)	No
3.	Amount of income accumulated or set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly for such purposes (₹)	14927700
4.	Amount of income eligible for exemption under section 11(1)(c) (Give details)	No
5.	Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2) (₹)	0
6.	Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b)? If so, the details thereof.	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 (₹)	Yes Rs 50,00,000.00 OF YEAR 2015-16
8.	Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year-	
(a)	has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or	No
(b)	has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2)(b)(iii), or	No
(c)	has not been utilised for purposes for which it was accumulated or set apart during the period for which	No

it was to be accumulated or set apart, or in the year immediately following the expiry thereof? If so, the details thereof	
--	--

II. APPLICATION OR USE OF INCOME OR PROPERTY FOR THE BENEFIT OF PERSONS REFERRED TO IN SECTION 13(3)

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

III. INVESTMENTS HELD AT ANY TIME DURING THE PREVIOUS YEAR(S) IN CONCERNS IN WHICH PERSONS REFERRED TO IN SECTION 13(3) HAVE A SUBSTANTIAL INTEREST

S. No.	Name and address of the concern	Where the concern is a company, number and class of shares held	Nominal value of the investment(₹)	Income from the investment(₹)	Whether the amount in col. 4 exceeded 5 per cent of the capital of the concern during the previous year-say, Yes/No
1	A		0	0	No
Total					

Place **BANGALORE**
Date **06/11/2020**

Name
Membership Number
FRN (Firm Registration Number)
Address

SANJAY TAYAL
209116

302, 3RD FLOOR, PAXAL TO
WER. # 13, S.K.R. ROAD, FORT
BANGALORE 560092

Form Filing Details

Revision/Original Original

STATUS TRUST-AOP
PAN AAATE0632J

ASST YEAR 2020-21
ENABLE INDIA
No. 473/B, Adugodi Main Road
8th Block Koramangala
BANGALORE 560095

COMPUTATION OF TOTAL INCOME OF THE TRUST

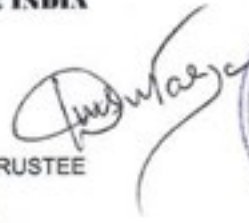
GROSS RECEIPTS OF THE TRUST		9,45,17,999.00
ADD: TRANSFER FROM ACCUMULATED FUND(2015)		50,00,000.00
		9,95,17,999.00
LESS ACCUMULATION PERMISSIBLE		1,49,27,700.00
	BALANCE	7,95,90,299.00
LESS- EXPENSES INCURRED		
EXP	9,05,88,622.39	
LESS DEPN	26,72,006.00	
	8,79,16,616.39	
ADDITION OF FIXED ASSETS	21,66,173.00	
	9,00,82,789.39	9,00,82,789.39
BALANCE AMOUNT		(1,04,92,490.39)

TAX PAYABLE NIL
LESS TDS AMOUNT
EXCESS PAID REFUNDABLE 4,98,299.00

For ENABLE INDIA



TRUSTEE TRUSTEE



PLACE BANGALORE
DATE 06.11.2020

ASST YEAR 2020-21
ENABLE INDIA
 No. 473/B, Adugodi Main Road
 8th Block Koramangala
 BANGALORE 560095

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR 31.03.2020

To Project Expenses	8,65,70,545.70	By Income	9,45,17,999.13
To Administrative Expenses	40,18,076.69	By Transfer from Accum fund(2015)	50,00,000.00
To Excess of Income Over Expenditure	89,29,376.74		
	9,95,17,999.13		9,95,17,999.13

BALANCE SHEET AS ON 31.03.2020

TRUST FUND	5,44,97,127.51	Fixed Assets	84,31,098.50
Outstanding Liabilities	(8,400.00)	Bank Deposits	8,50,38,824.77
Restricted Funds a/c	4,51,84,268.00	Loans & Advances	4,13,668.00
Building & Infrastructure Fund	79,60,986.00	Cash-In-Hand	2,491.00
Building Deposit Fund	15,00,000.00	Bank Accounts	1,73,37,193.24
Asset Fund	20,00,000.00	Sundry Debtors	30,000.00
Empolyer Welfare Fund	1,50,000.00	Interest Receivable	30,706.00
	11,12,83,981.51		11,12,83,981.51

For ENABLE INDIA



TRUSTEE



TRUSTEE



PLACE BANGALORE
 DATE 06.11.2020

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



SANJAY TAYAL
CHARTERED ACCOUNTANT
M. No. 200116.



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

SCHEDULE OF INDIRECT EXPENSES

1. SCHEDULE OF PROJECT EXPENDITURE											
Particulars	Enable India	SBI FCRA	DELL	HTPF	GS	ACCENTURE	ABegis	SABAL	BPCL	IS	Total
1 Accommodation	28,902.00	1,17,576.00	-	44,037.00	10,305.00	6,770.00	28,790.00	-	29,085.00	-	2,63,115.00
2 Administration Cost	39,000.00	-	3,31,825.00	4,20,000.00	5,38,000.00	10,25,500.00	10,06,560.00	-	3,30,000.00	-	36,26,935.00
3 Candidate Service	2,97,219.00	24,000.00	-	-	17,000.00	-	-	-	4,69,413.00	-	8,37,632.00
4 Conveyance	41,575.00	-	21,819.00	15,962.00	27,089.00	807.00	93,089.00	-	6,732.00	-	2,37,033.00
5 Electricity & Water Chrg	10,65,302.00	-	-	-	-	-	-	-	-	-	10,65,302.00
6 Fuel Charges	9,957.00	2,000.00	22,400.00	51,128.00	10,000.00	-	24,015.00	-	-	-	1,31,800.00
7 Management Cost	-	-	-	-	3,30,000.00	-	-	1,00,000.00	-	-	8,10,000.00
8 Printing and Stationery	1,13,586.00	1,03,881.00	81,163.00	90,140.00	1,59,813.00	437.00	1,18,273.00	-	16,352.00	-	6,83,877.00
9 Professional Charges	21,17,500.00	25,39,023.00	4,19,700.00	4,20,655.00	7,59,770.00	84,97,156.00	14,21,605.00	3,21,000.00	3,53,277.00	5,900.00	1,68,61,586.00
10 Provident Fund	8,24,338.00	3,62,099.00	13,032.00	1,55,767.00	1,74,611.00	71,640.00	1,33,872.00	18,000.00	1,25,030.00	-	19,09,140.00
11 Rent	(1,80,000.00)	38,53,098.00	-	3,25,000.00	3,30,000.00	-	5,00,000.00	-	-	-	48,78,098.00
12 Repairs & Maintenance	5,31,509.00	1,31,757.00	-	-	6,457.00	-	8,61,627.00	-	3,801.00	-	15,35,011.00
13 Telephone & Internet Chrg	5,53,622.00	52,547.00	-	-	1,712.00	-	-	-	3,511.00	-	6,11,392.00
14 Training & Seminar Fees	(12,05,015.00)	78,15,387.00	-	-	2,40,000.00	-	1,000.00	-	-	-	68,54,372.00
15 Traveling Expenses	3,71,210.00	3,56,896.00	9,214.00	3,27,520.00	2,54,958.00	19,575.00	2,22,088.00	-	1,51,000.00	-	20,25,161.00
16 Welfare Expenses	63,289.00	3,81,679.00	78,115.00	99,230.00	1,08,170.00	31,005.00	1,01,416.00	-	70,882.00	-	9,36,936.00
17 ED - Local - Gratuity	17,531.00	-	-	-	-	-	-	-	-	-	17,531.00
18 International Travel Exp	5,56,841.00	-	-	-	-	-	-	-	-	-	5,56,841.00
19 Internship Remuneration	29,682.00	1,19,037.00	-	69,600.00	54,000.00	-	-	-	-	-	2,72,119.00
20 Mobilizer Remuneration	-	-	-	-	-	-	-	-	17,000.00	-	17,000.00
21 Reimbursement Amount	80,000.00	9,97,321.00	-	12,81,351.00	-	-	-	13,826.70	5,500.00	-	24,08,001.70
22 Water Charges	-	6,000.00	-	-	-	-	-	-	-	-	6,000.00
23 Boarding & Lodging	13,647.00	-	-	-	-	-	-	-	-	-	13,647.00
24 Computer Maintenance	83,347.00	826.00	6,281.00	30,081.00	6,251.00	-	1,711.00	-	-	-	1,28,963.00
25 Salaries	31,14,090.00	94,51,047.00	8,99,500.00	31,83,420.00	19,13,437.00	20,26,000.00	35,16,984.00	3,66,000.00	12,83,431.00	-	3,18,13,912.00
26 Event Expenses	6,95,839.00	15,82,523.00	89,917.00	5,16,999.00	-	-	11,47,571.00	-	-	36,83,316.00	77,85,991.00
27 Auditive Aids	6,730.00	1,55,596.00	-	-	-	-	-	-	-	-	1,62,316.00
28 Assistive Candidate	1,38,760.00	-	-	-	-	-	-	-	-	-	1,38,760.00
TOTAL	94,67,835.00	2,80,55,103.00	20,82,049.00	70,93,541.00	79,91,839.00	1,17,09,890.00	92,14,101.00	12,31,826.70	61,54,845.00	36,19,016.00	2,65,79,545.70

2. SCHEDULE OF ADMINISTRATION EXPENSES											
Particulars	Enable India	SBI FCRA	DELL	HTPF	GS	ACCENTURE	ABegis	SABAL	BPCL	IS	Total
1 Audit Fees	70,800.00	-	-	-	-	-	-	-	-	-	70,800.00
2 Bank Charges	(317.00)	11,637.61	2,683.89	-	(683.00)	1,091.36	87.20	(1.60)	-	17.20	11,507.69
3 Other Insurance	27,541.00	-	-	-	-	-	-	-	-	-	27,541.00
4 Postage and Courier Chrg	23,587.00	1,143.00	-	-	-	-	-	-	-	-	24,730.00
5 Rates & Taxes	5,685.00	-	-	-	-	-	-	-	-	-	5,685.00
6 Car Insurance	17,779.00	-	-	-	-	-	-	-	-	-	17,779.00
7 Health Insurance	3,46,375.00	-	-	-	-	-	-	-	-	-	3,46,375.00
8 Registration & Renewals	2,10,810.00	16,144.00	-	11,971.00	1,12,821.00	8,850.00	500.00	-	5,900.00	-	3,99,530.00
9 Security Salary	2,54,100.00	1,81,720.00	-	-	-	-	-	-	-	-	4,35,820.00
10 Depreciation	12,91,194.00	10,10,141.00	-	61,579.00	1,63,917.00	21,166.00	89,731.00	21,928.00	-	-	26,72,006.00
Grand Total	1,17,18,227.00	2,93,09,188.61	26,82,732.89	71,72,093.00	82,67,896.00	1,17,43,197.36	93,04,679.20	12,56,800.10	61,60,743.00	36,19,063.20	9,85,58,622.39

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4. SCHEDULE OF INCOME											
Particulars.	Enable India.	SBI FCRA	HTPF	GS	DELL	SABAL	ACCENTURE	ALLEGIS	BPCL	IIS	Total
1 Donations Received	57,07,481.94	2,26,90,805.61	-	84,97,611.00	20,03,339.00	12,95,687.00	1,13,34,398.00	-	-	36,24,995.28	5,51,74,317.83
2 Interest Received	27,76,407.30	13,63,747.00	3,17,140.00	10,158.00	36,281.00	4,170.00	1,76,155.00	1,41,748.00	44,823.00	27,168.00	48,97,797.30
3 Other Income	46,69,216.00	57,13,944.00	-	-	-	-	-	-	-	-	1,03,83,160.00
5 Grant Received	9,66,633.00	-	71,76,954.00	-	-	-	-	97,58,392.00	61,60,745.00	-	2,40,62,724.00
											-
	1,41,19,738.24	2,97,68,496.61	74,94,094.00	85,07,769.00	20,39,620.00	12,99,857.00	1,15,30,553.00	99,00,140.00	62,05,568.00	36,52,163.28	9,45,17,999.13
5.SCHEDULE OF FIXED ASSET											
Particulars.	Enable India.	SBI FCRA	HTPF	GS	DELL	SABAL	ACCENTURE	ALLEGIS	BPCL	IIS	Total
1 Opening Balance	50,28,418.50	24,82,525.00	1,27,227.00	2,05,603.00	-	62,446.00	60,416.00	2,52,632.00	-	-	82,19,267.50
2 Transfer	7,17,664.00	-	-	-	-	-	-	-	-	-	7,17,664.00
3 Additions	53,300.00	12,30,584.00	68,440.00	2,97,596.00	-	-	-	5,16,253.00	-	-	21,66,173.00
4 Depreciation	12,94,194.00	10,10,441.00	64,579.00	1,63,917.00	-	24,978.00	24,166.00	89,731.00	-	-	26,72,006.00
5 Closing Balance	45,05,188.50	27,02,668.00	1,31,088.00	3,39,282.00	-	37,468.00	36,250.00	6,79,154.00	-	-	84,31,098.50
6.SCHEDULE OF DEPOSITS & ADVANCE											
Particulars.	Enable India.	SBI FCRA	HTPF	GS	DELL	SABAL	ACCENTURE	ALLEGIS	BPCL	IIS	Total
1 BDA Registration Fees	5,000.00	-	-	-	-	-	-	-	-	-	5,000.00
2 Building Deposit	40,00,000.00	-	-	-	-	-	-	-	-	-	40,00,000.00
3 EI-LIC-Gratuity Fund A/c	4,70,217.00	12,65,379.00	-	-	-	-	-	-	-	-	17,35,596.00
4 IDBI- Fixed Deposit	2,71,51,913.50	-	-	-	-	-	-	-	-	-	2,71,51,913.50
5 SBI - Reverse Sweep A/c	-	2,97,50,527.00	-	-	-	-	-	-	-	-	2,97,50,527.00
6 IDBI - Reverse Sweep A/c	1,06,70,542.64	-	15,11,363.60	5,84,699.90	73,656.20	-	32,74,765.86	24,75,712.50	15,00,858.30	1,04,437.07	2,01,96,036.07
7 TDS RECEIVABLES 17-18	11,82,161.10	-	-	-	-	-	-	-	-	-	11,82,161.10
8 TDS RECEIVABLES 19-20	5,86,590.50	-	-	-	-	-	-	-	-	-	5,86,590.50
9 TDS RECEIVABLES 20-21	4,31,000.60	-	-	-	-	-	-	-	-	-	4,31,000.60
	4,44,97,425.34	3,10,15,906.00	15,11,363.60	5,84,699.90	73,656.20	-	32,74,765.86	24,75,712.50	15,00,858.30	1,04,437.07	8,50,38,824.77
7.SCHEDULE OF LOANS AND ADVANCES											
Particulars.	Enable India.	SBI FCRA	HTPF	GS	DELL	SABAL	ACCENTURE	ALLEGIS	BPCL	IIS	Total
Staff Advance	4,13,668.00	-	-	-	-	-	-	-	-	-	4,13,668.00
	4,13,668.00										4,13,668.00

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8. SCHEDULE OF CASH IN HAND

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	HITF	BPCL	GS	HS	ALLEGIS	Total
1 CASH IN HAND	278.00	2,213.00	-	-	-	-	-	-	-	-	2,491.00
	278.00	2,213.00	-	-	-	-	-	-	-	-	2,491.00

9. SCHEDULE OF BANK ACCOUNTS

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	HITF	BPCL	GS	HS	ALLEGIS	Total
1 State Bank of India	-	(8,04,811.87)	-	-	-	-	-	-	-	-	(8,04,811.87)
2 IDBI Bank	94,35,743.48	-	1,41,413.92	(10,94,496.49)	121.11	1,04,12,078.50	(2,37,426.00)	(2,93,411.80)	(36,535.40)	(1,85,482.30)	1,01,42,905.11
	94,35,743.48	(8,04,811.87)	1,41,413.92	(10,94,496.49)	121.11	1,04,12,078.50	(2,37,426.00)	(2,93,411.80)	(36,535.40)	(1,85,482.30)	1,73,37,193.24

10. SCHEDULE OF SUNDY CREDITORS

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	HITF	BPCL	GS	HS	ALLEGIS	Total
1 Outstanding Liabilities	(8,400.00)	-	-	-	-	-	-	-	-	-	(8,400.00)
	(8,400.00)	-	-	-	-	-	-	-	-	-	(8,400.00)

11. SCHEDULE OF RESTRICTED FUNDS A/C

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	HITF	BPCL	GS	HS	ALLEGIS	Total
1 Refinitiv India Fund A/c	15,01,940.00	-	-	-	-	-	-	-	-	-	15,01,940.00
2 Robert Bosch Grant A/c	10,00,000.00	-	-	-	-	-	-	-	-	-	10,00,000.00
3 Allegis Fund A/c	-	-	-	-	-	-	-	-	-	20,18,981.00	20,18,981.00
4 Quik Silver Fund A/c	14,57,500.00	-	-	-	-	-	-	-	-	-	14,57,500.00
5 State Street Fund A/c	40,00,000.00	-	-	-	-	-	-	-	-	-	40,00,000.00
6 Bank Of America Grant A/c	-	2,03,24,394.00	-	-	-	-	-	-	-	-	2,03,24,394.00
7 HITF Fund A/c	-	-	-	-	-	1,14,19,078.00	-	-	-	-	1,14,19,078.00
8 Accenture Fund A/c	-	-	-	19,45,118.00	-	-	-	-	-	-	19,45,118.00
9 CAF/Oracle Fund A/c	-	2,94,942.00	-	-	-	-	-	-	-	-	2,94,942.00
10 BPCL Fund A/c	-	-	-	-	-	-	12,22,315.00	-	-	-	12,22,315.00
	79,59,440.00	2,06,19,336.00	-	19,45,118.00	-	1,14,19,078.00	12,22,315.00	-	-	20,18,981.00	4,53,67,736.77

12. SCHEDULE OF INTEREST RECEIVABLES

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	HITF	BPCL	GS	HS	ALLEGIS	Total
1 Interest Receivables	-	30,706.00	-	-	-	-	-	-	-	-	30,706.00
	-	30,706.00	-	-	-	-	-	-	-	-	30,706.00

13. SCHEDULE OF SUNDY DEBTORS

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	HITF	BPCL	GS	HS	ALLEGIS	Total
Get Beyond Limits	-	30,000.00	-	-	-	-	-	-	-	-	30,000.00
	-	30,000.00	-	-	-	-	-	-	-	-	30,000.00

14. SCHEDULE OF FUND A/C

Particulars	Enable India	SBI FCRA	SABAL	ACCENTURE	DELL	HITF	BPCL	GS	HS	ALLEGIS	Total
General Fund A/c	3,30,63,129.63	1,25,04,621.16	-	-	-	-	-	-	-	-	4,55,67,750.77
Building Deposit Fund	15,00,000.00	-	-	-	-	-	-	-	-	-	15,00,000.00
Building & Infrastructure Fund	79,60,986.00	-	-	-	-	-	-	-	-	-	79,60,986.00
Asset Fund	20,00,000.00	-	-	-	-	-	-	-	-	-	20,00,000.00
Employee Welfare Fund	1,50,000.00	-	-	-	-	-	-	-	-	-	1,50,000.00
	4,46,74,115.63	1,25,04,621.16	-	-	-	-	-	-	-	-	5,71,78,736.77

TRUST FUND A/C

Balance	4,53,67,750.77
Add Excess of Income	89,29,776.74
	<u>5,42,97,527.51</u>

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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.

For more information, visit www.enableindia.org

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