



# ANNUAL REPORT

2023





We began by opening job opportunities in the private sector for persons with disabilities. Now, we're working to ensure that disability as an identity is recognized on Digital Public Infrastructure (DPI) and accessibility is a core part of emerging digital goods & services. We constantly evolve—not just to stay relevant, but to use our experience to drive future sustainability. That's why this year's Annual Report theme is 'Reinvention,' symbolized by a butterfly on the cover Page. As the caterpillar undergoes a transformation to take flight, our constant drive to reinvent ourselves will enable the organization and the sector to reach new heights!

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# ENABLE INDIA TEAM

#	FULL TIME EMPLOYEE		
1	Aashish Kumar	34	George M Sebastian
2	Abir Bhakta	35	Goram Sivasankar
3	Adil Hussain Mir	36	Guru Prasad
4	Ajith babu	37	Gurudeva C
5	Aldrin Davies	38	Hemanth Kumar M
6	Alim Shaukatali Chandani	39	Hemavathi J
7	Amaresh Thimmaiah	40	Hemavathy G
8	Anisha Grace Jose	41	Jeeja Ghosh
9	Anisha Mahanta	42	Jesuva Anand M
10	Antony Helenraj	43	Jincy NM
11	Antony Stephen	44	Jyoti Achari
12	Ashwini Prakash Jatti	45	K C Deepak
13	B Vinaya Chinnappa	46	K R Ashwini Rao
14	B. Sathyanarayanan	47	Kaavyasri D A
15	Balaji M	48	Kadam Khatun Sekh
16	Bhavana N Murthy	49	Kamal Ashraf Farooque
17	Bhavya K N	50	Kamalakanta Nayak
18	Chanamma	51	Kanika Mukesh Agarwal
19	Chandrashekar S	52	Karthik V
20	Charan M	53	Kongaleti Satya Narayana Reddy
21	Charu Narang	54	Kotha Mallikarjun
22	Chinnadurai Periyasami	55	Krishna Narayan
23	Cornelius Lyngdoh	56	Kumudini Ethiraj
24	Debashree Bhattacharya	57	Lakshmi
25	Dhakshayani S	58	Lakshmi
26	Dhanya Ravi	59	Leo Santosh
27	Dinesh Kumar	60	Leon Thomas Dsouza
28	Dipesh Sutariya	61	Leticia Pires
29	Eerla Venkat Rao	62	Lohrii Francis
30	Elrin Ritesh Fernandes	63	Lokesh Naik
31	Ganesh Rao Yadav	64	Madhavi Leburu
32	Gayatri Gulvady	65	Mahonnath Hrudai
33	Geeta	66	Malakamma Patil
		67	Manju Sharma

68	Manu Raji	107	Sayomdeb Mukherjee
69	Moseschowdari Gorrepati	108	Shanti Raghavan
70	Murali Kumar R	109	Shibu T L
71	Murugan G	110	Shijo Joseph
72	Nandini Nath	111	Shiva Keshava M
73	Narasimha Vijaya Rayachur	112	Shivakumar B R
74	Narendra VG	113	Shivakumar Natarajan
75	Naveen CR	114	Shristi Gajurel
76	Naveen Kumar M	115	Soma Banerjee
77	Naveen R	116	Stallone Samson Peris
78	Nayantara Janardhan	117	Subburaj
79	Neel R Lama	118	Suchitra Muthanna
80	Nilay Desai	119	Sudha Srikanth
81	Nivetha R S	120	Sujata Pawar
82	Nynesh A K	121	Sultana Banu
83	P Shravya	122	Sunetra Gupta
84	P V Srikanth	123	Swagat Kumar Sinha
85	P. Nandini Kavitha	124	Swarali Rajendra Sonar
86	Prameela Nadkarni	125	Tanmoy Chakraborty
87	Pran Nath Nagri	126	Thyagaraj
88	Pratap T P	127	Usha Pattabhiraman
89	Pratibha Kumari	128	Usha S
90	Premakumari	129	Vedashree V
91	Priti Lobo	130	Vimal Rajkumar
92	Pujari Chowdamma	131	Vinay
93	Rajendra	132	Vinayaka V S
94	Rajesh Y	133	Vinodh Kumar S
95	Ramesh J	134	Viradiya Tushar Vallabhchai
96	Reena Kuttan	135	Vishwanath B M
97	Rituparna Sarangi	136	Vivian Sumeeth Samuel
98	Roopa Reddy KN	137	Wagji Sadanand Kishan
99	Roopesh Sasidaran		
100	Roseline Mary		
101	Sagar Honakeri		
102	Samapti Acharjee		
103	Samara Thomas Thekkan		
104	Sameer Ullah Sheikh		
105	Sandesh HR		
106	Saroja G		

## GOVERNING BOARD

Ms. Shanti Raghavan  
 Mr. Dipesh Sutariya  
 Mr. Pran Nath Nagri  
 Ms. Pratibha Nakil  
 Mr. Sarbajit Ghose  
 Mr. Cyriac Babu Joseph  
 Mr. Moseschowdari Gorrepati



# FOUNDERS' NOTE



**Shanti Raghavan**

Founder & Managing Trustee, EnAble India



**Dipesh Sutariya**

Co-Founder, Chairman & Managing Director, EnAble India



**P N Nagri**

Trustee & Honorary Director, EnAble India

As we reflect on the past 24 years, I am filled with immense pride and gratitude for the journey we have undertaken together in working for a life of dignity for persons with disability. What started as a small, humble and passionate beginning has grown into a Movement. We call it the 'Purple Movement', with purple being the colour for disability inclusion in the world over. This movement has touched countless lives and communities across the globe. Disability once considered an afterthought, has starting surfacing as a topic of high relevance as humanity topics are taking centre stage.

The past year was particularly momentous. We continued to push boundaries, innovate and adapt to the world coming out of a global crisis of the pandemic. Our platforms like EnAble Vaani, a rural social networking platform, received an average of 4 calls every minute, with over a million calls in the year. The Project Discovery/Discovery awards, a crowdsourcing platform for grassroots innovation,

received over 2000+ assistive solutions from over 18 countries. Blimey, a platform to enable digital literacy for visually impaired, reach a user base of 46,000+ persons with vision impairment. We are fortunate to have our team of dedicated professionals, volunteers and partners who are committed to EnAble positive change on the ground across the globe.

Our focus has always been on enabling resilient communities, fostering innovation and creating opportunities for including persons with disability in society. This year we launched various initiatives aimed at addressing systemic issues as the root. Our groundbreaking work with Namma Yatri, a ride booking app, has led to explicitly including persons with disability as riders to have a comfortable ride. Namma Yatri, is based on ONDC (Open Network Digital Commerce) and BeckN protocol. This has enabled disability as an identity which can be discoverable on #DPI - Digital Public Infrastructure. We initiated work on ushering a new economy,



Shanti Raghavan & Dipesh Sutariya walk forward with delegates from the Schwab Foundation and Global Alliance Annual Summit in Geneva. They are in front of the World Economic Forum building.

which we call Purple or EnAbling Economy. This economy is built around the spending power of persons with disability and the stakeholders.

The Purple Fest which we initiated last year with the Government of Goa, was celebrated as the International Purple Fest this year. A footfall of more than 100,000 every day made this the largest disability centric celebration of human spirit. This year saw the involvement of Government of India as a partner. Purple Talks, by Purple Ambassadors representing a disability mentioned in the RPwD Act, 2016, was also organised by the Government of India. We successfully hosted Purple Cup 3.0, and started Purple Academy for golf enthusiasts with disability in partnership with Karnataka Golf Association. This is truly the 'Purple Movement' !!

All this was possible with an unwavering support from our donors, partners and field workers who remained with us every step of the way. Your trust and belief in our vision have allowed us to expand our reach and deepen our impact.

As we look forward to our silver jubilee year, the path forward may not be easy.

As our dear advisor Prof. Subramanian Rangan says the social sector should be called the EnAblement Sector as EnAble India is showing the path towards EnAblement for a just and equitable world. Together with your support and our shared commitment, we will make this happen.

Thank you for being part of this journey in celebrating the human spirit.

JaiHind!

**Dipesh Sutariya**



Not so long ago, having low vision was a significant barrier, akin to navigating life with a foggy window. Then, glasses emerged, transforming that fog into clarity. Soon, spectacles were not just tools for vision but fashion statements.

What was once a serious impediment became a symbol of style and sophistication.

There was a time in the dark ages when the sick would go to their priests, and healthcare was viewed merely as a charitable effort, addressing the needs of the sick as a burden. People with illnesses were side-lined, their struggles seen through a lens of pity. But then a transformation occurred. We began to see healthcare not just as a service but as a key to integrating individuals into society, fostering industries, and spurring economic growth. It evolved into a vital part of our economy, driving innovation and creating jobs.

This evolution in healthcare parallels what we envision for the Purple Economy. Just as healthcare shifted from charity to a cornerstone of modern economies, the Purple Economy aims to redefine how we view and integrate persons with disabilities. By embracing inclusivity, we can unlock new opportunities, drive economic progress, and transform perceptions, much like how healthcare evolved.

At its core, the Purple Economy is not

Just as glasses turned vision challenges into a matter of choice, the Purple Economy aspires to make inclusivity a natural, unremarkable part of our daily lives.

merely a concept but a transformative movement aiming to unlock the full potential of persons with disabilities. Picture it as a grand, intricate machine with many moving parts, each component vital for the whole. The Purple Economy

operates on the principle that every individual, regardless of their physical or cognitive challenges, has unique capabilities waiting to be discovered and harnessed.

Consider how we once viewed accessible technology—wheelchairs, hearing aids, and braille. Initially, these were seen as mere aids, but over time, they became integrated into our understanding of what's possible. They shifted from being considered

exceptional to becoming essential, almost invisible in their normalisation. Similarly, the Purple Economy seeks to embed disability inclusivity into the very fabric of our societal and economic systems.

The impact of the Purple Economy extends far beyond traditional boundaries. It's like transforming a barren landscape into a thriving garden. The Purple Economy is nurturing this garden with policies, technologies, and practices that not only accommodate but celebrate diversity. By integrating assistive technologies and inclusive practices into mainstream systems, we cultivate a more vibrant, equitable society where every individual can flourish.



A wheelchair user is being assisted into an auto by drivers at the Purple Ride launch event.

Just as glasses turned vision challenges into a matter of choice, the Purple Economy aspires to make inclusivity a natural, unremarkable part of our daily lives. We envision a future where the barriers that once seemed insurmountable are as outdated as outdated technology, and where the achievements of persons with disabilities are as commonplace and celebrated as any other success.

In this new landscape, we're not just imagining a future where persons with disabilities are included but one where their contributions are essential to our collective progress. The Purple Economy

represents a paradigm shift, turning potential into power, and ensuring that the capabilities of every individual contribute to the prosperity of our society.

As we move forward, let's embrace the Purple Economy with the same enthusiasm and openness that turned glasses into a symbol of style. Together, we can cultivate a future where disability is no longer a barrier but a source of innovation and strength, making our society richer and more inclusive for everyone.

**Shanti Raghavan**



# HIGHLIGHTS

## EnAble India Premier League (eiPL)

We started our 25 years celebrations by stepping up our game... literally. We organised our very own version of IPL, the eiPL (EnAble India Premier League), an inclusive sports day on December 22nd, 2023. Many persons with disability have been excluded from sports days during their schooling years, due to inaccessibility and lack of awareness. Our foundation day provided us with an opportunity to level the playing field and bring everyone out to play! Much like houses in school, staff members were divided into 4 different teams, Agni (red), Jal (blue), Vayu (yellow) & Prithvi (green). Held at Khedda Resort, Bengaluru, staff members marched in a 'Purple Parade', supercharging the air with excitement!

To kick off the event our founders along with some staff members unfurled the Silver Jubilee flag and launched the new eiPL logo.

With inclusion and accessibility as our mantra, various kinds of events were organised from tug of war to relay races by our organizing crew. Each team had an ISL interpreter and their flagposts had names written in braille. We installed a temporary accessible washroom and

ramps at the resort. All activities were consistently audio described to ensure our employees with vision impairment could keep abreast of the day.

Getting to the games themselves, a relay race was planned with the first leg for people with vision impairment. Person without disability put a blindfold and got in on the fun! The second leg was for wheelchair users, with persons without disability using a wheelchair to compete. The 3rd leg was free for all. Some of the other games included, Hoist The Flag (which included passing the ball and solving clues for answers), HotWheels (a wheelchair race) & Quick Sorting (participants picked up balls based on color).

This was followed by a quiz and a speech by our founders, who spoke on EnAble India's 25 years journey. While not every activity was accessible to all, we ensured that our staff across different disabilities could join in on the fun throughout the day. There was a game for everyone!

The day, filled with friendly competition, camaraderie, fun and large dollops of gratitude, was the perfect start to our Silver Jubilee Year!





# International Purple Fest – Goa, 2024

Building on its incredible success last year, Purple Fest was back bigger, better and on an international scale in 2024. International Purple Fest – Goa, 2024, one of its kind inclusive festival that celebrates persons with disabilities, made waves in Goa, from 8th - 13th January. It was organised jointly by the Office of the State Commissioner for Persons with Disabilities; Directorate of Social Welfare, Government of Goa and Department of Empowerment of Persons with Disabilities. From panel discussions and thought-provoking talks on topics like education, health and gender, to fashion shows, art exhibitions, accessible movie screenings and dance performances, the atmosphere for the 6 days was electric! People with disabilities, stakeholders in the disability community and international visitors were all gathered at Goa.

EnAble India was a key partner and our contributions ranged across the following areas.

We were committed to filling the

accessibility gaps and ensuring inclusion for all participants across different events by including audio descriptions, ISL interpreters, and coordinating with various teams to understand specific inclusion aspects.

Our staff members also managed Purple Rain, which saw dance, music, theatre and various performances by persons with disability from across the country. One of the standout events was a fashion show with 21 Purple Ambassadors, representing each disability in the RPwD Act, who walked the ramp donning couture curated by fashion guru, Prasad Bidapa.

The first edition of the Purple Fest, in 2023, drew much attention and audience, which prompted multiple states to express their interest in hosting a similar events. Therefore we launched the Purple Fest Playbook, which contained an overview of the fest and different accessibility measures taken before, during and after the festival.



Employability Skills Manual launch event.

The Employability Skills Manual, created to support job seekers with disabilities prepare for the job market, was released. This book launch event was attended by Subhash Phal Desai, Member of the Goa Legislative Assembly; Taha Haaziq, Secretary, State Commissioner for Persons with Disabilities, Goa; Guruprasad Pawaskar, State Commissioner for Persons with Disabilities, Goa and

Rajesh Agarwal, Secretary, Department of Empowerment of Persons with Disabilities.

The Goa State Centre model was also showcased at the event. This model aims to bring all the stakeholders in the ecosystem of a person with disability to open up jobs and get person with disabilities ready for employment.

## The purple wave hit Jammu & Kashmir!

A 2-day Purple Festival titled VYOM – J & K 2023, was organised by Jammu and Kashmir's Department of Social Welfare at Jammu University on 28th and 29th December 2023. We set up a stall to demonstrate assistive devices for persons with disabilities like communication boards & Deaf bell, among others. Our team also introduced different publications and platforms of EnAble India. This was followed by discussions for potential partnerships between different internal teams and NGOs.

Prominent visitors included Shree Manoj Singh, Lt. Governor, Jammu & Kashmir; Sheetal Nanda and Ateeksha Sethi, IAS officers and more. The event saw a footfall of 100+ members!

## Next stop: Delhi!

Encouraged by the massive success of the International Purple Fest - Goa, 2024, it was recreated at the Rashtrapati Bhavan on 26th February 2024! This provided a platform for persons with disabilities to network and showcase their skills. We are thrilled



Project Discovery Experience Zone at Jammu & Kashmir.



Kaavyasri, Moseschowdari and Nidhi Goyal, founder of Rising Flame standing in front of the Rashtrapati Bhavan.

to have been invited to the event and witness so many brilliant performances of dance, music and more by individuals in front of the Hon'ble President of India, Smt. Droupadi Murmu.





A group photo of golfers with and without disability at KGA wearing the Purple Cup purple T – shirts.

## Purple Cup

We teed off our 3rd Purple Cup tournament, an inclusive golf event to spread awareness on visual impairment, on 26th October at the Karnataka Golf Association (KGA)!

79 professional golfers took a swing in support of persons with disability. Additionally, golfers were blindfolded and attempted to putt a ball in a hole in the putting green, to get a firsthand experience of the lives of people with vision impairment. This tournament aimed to spark conversations around disability inclusion among golfers, who are prominent business figures.

Apart from this, a Blind Golf Clinic which was kickstarted in 2021, keeps going at full steam ahead! 56 blind individuals were trained on the basics of Golf by qualified coaches with the skills to train golfing enthusiasts with vision impairment.

Purple Academy, which was also



A man with visual impairment playing golf with the assistance of a Deaf volunteer.

introduced in 2021 to train blind golfers to represent India in international events, was officially launched last year. 6 individuals have been nurturing their love for the sport and improving their game, under the guidance of professional coaches from the KGA.



Mr. Hari Marar, MD & CEO, BIAL; Mr. Kenneth Guldjberg, CCO, BIAL; Dipesh Sutariya and EnAble India & BIAL teams at the inaugural event.

## The Disability Inclusion Office takes off!

We launched the Disability Inclusion office on September 25th at the Kempegowda International Airport, Bengaluru, with Includza, EnAble India's social enterprise arm that addresses disability inclusion needs in companies. Dipesh Sutariya, EnAble India's Chairman & Managing Director and Co – Founder, spoke at the inauguration ceremony which was attended by Mr Hari Marar, MD & CEO, BIAL; Mr Kenneth Guldjberg, CCO, BIAL, and staff members.

This office builds on existing disability services in the airport to provide a seamless experience for travellers with disability!



Mr. Hari Marar, MD & CEO, BIAL; Mr. Kenneth Guldjberg, CCO, BIAL and Dipesh cutting the ribbon.



This has also resulted in generating jobs for other persons with disabilities and aims to bring disability awareness to the eclectic mix of people who pass through the airport.

Even before the opening day, 2 candidates with locomotor disability were placed in the BIAL commercial team! The Disability Inclusion Office has completed comprehensive physical accessibility audits of different BIAL premises. Various Disability Awareness sessions and Indian Sign Language workshops were also conducted for the Airport Operations staff!

### Celebrating International Day of Persons with Disability!

During the International Day of Persons with Disability, Kempegowda International Airport Bengaluru partnered with us to host a week-long event across Terminals 1 and 2 to raise disability awareness and take inclusion to greater heights! From December 1st – 7th, disability terminology

posters, sign language videos of common terms used in airports, crossword puzzles, and stories of 21 Purple Ambassadors were displayed on digital display boards across both terminals.

The main celebration took place at The Quad by BLR, which was lit up in Purple! Passer-bys joined in on the fun, wearing purple wrist bands saying 'Celebration of the human spirit' handed out by our team. Ritvik Rajan, a person with autism and visual impairment opened the show by singing a mix of Hindi and English songs, followed by a performance from Fabian & The Astra, a band. There was ISL interpretation throughout the evening successfully including Deaf attendees. A stall was also set up on the main walkway between Arrivals and Departure where people could interact with persons with disabilities, use assistive solutions, learn the right terminology and more!

It was a week that saw inclusion in action and celebration!



Mr. Kenneth Guldjberg, CCO, BIAL, is speaking to a man with visual impairment.

## Speaking of...

Our staff members addressed important issues and represented EnAble India at various conferences and events!

- The Sambrama team attended a Gender Equality & Disability Working Group event in Bhubhaneshwar, Odisha, at Kalinga Institute of Industrial Technology (KIIT), organised by Civil 20 India, an official engagement group of G20. The team made valuable recommendations on improving the lives of people with disabilities.
- Shanti Raghavan was one of the panelists for Catalyst 2030's 'Are inclusive leadership approaches a catalyst to the fulfilment of SDG4?' and spoke on reconsidering leadership approaches in the education sector.
- EnAble India was at the National Level Stakeholder Consultation Meet hosted by the Skill and Entrepreneurship Section of the DEPwD. EnAble India was consulted on various best practices and challenges faced in skilling and employment of persons with disability.
- Dipesh Sutariya discussed the Purple Economy and the importance of innovation in its growth at the ZeroCon23 Fireside chat: The Purple Economy, in Vienna.
- Jeeja Ghosh, represented EnAble India at an International Conference in New Delhi, hosted by Civil 20 Disability, Equality & Justice (DEJ) Working Group and emphasized the urgent need for



universal health coverage for persons with disability in all government and private bodies.

- As part of a panel discussion, 'Diversity and Representation in Global Decision Making', Shanti Raghavan spoke on how persons with disability can be represented and included in the decision making process. This was conducted as part of the 25 years celebration of the Schwab Foundation.
- Shanti Raghavan moderated a panel of corporate influencers at NASSCOM Global Inclusion Summit on 'Developing Deeper Sensitivity for Diversity, Equity, Inclusion & Belonging (DEIB)'.
- Shanti Raghavan and Dipesh Sutariya spoke on the importance of including persons with disabilities at the workplace and economy in a session organised by Beckn Protocol, 'Unlocking Purple Economy with Open Networks'.
- Sayomdeb Mukherjee moderated a panel of speakers consisting of Dipesh Sutariya; Michael Fembek, CEO of the Zero Project; Sameer Rawal, Senior consultant at Tata Consultancy Services and Ankita Shirodaria from Social Alpha at the Zero Project India Conference. The discussion addressed the importance, collection and development of assistive solutions for persons with disability.





- Sayomdeb Mukherjee, Abir Bhakta & Soma Banerjee conducted a session named 'Amarakosha - The Immortal Treasure' on the importance of cocreating assistive solutions with grassroots innovators at the EMPOWER conference organised by Indian Institute of Technology, Madras (Chennai).



- Shanti Raghavan discussed the purple sector and the organisation's efforts to create opportunities for persons with disabilities to participate in the economy at the Societal Thinking LinkedIn Live event.

- Jeeja Ghosh participated in a panel discussion 'Experience of working with Mental Health and Marginality' organised by Anjali Mental Health Rights Organisation and addressed the audience on the mental health of persons with disability.



- Depak K.C. presented about EnAble India and Hear A Million's journey at the 8th National Conference of the Deaf, 2024, held in Kolkata.



- Gayatri spoke about EnAble India's work and the range of career opportunities available to an ally in the disability sector at the National Conference



on Disability studies: Nature and scope in SIES College of Arts, Science, and Commerce, Mumbai.

- Charu Narang delivered a presentation on Access Mantra website and the importance of Deaf role models at Haryana Welfare Society For Persons With Speech And Hearing Impairment.



- Kumudini Ethiraj was a panellist on a conference at the AIG (Asian Institute of Gastroenterology) IBD (Irritable Bowel Syndrome) Summit, Hyderabad. She spoke on women with IBD and challenges faced by them.



## Represented by

- Shanti Raghavan is now part of the Global DEI Alliance Board.
- Deepak K.C. and Charu Narang participated in the World Federation of the Deaf in Jeju, Korea, to gain insights into systems devised by the global Deaf community and identify opportunities to integrate them into Hear A Million's initiatives.
- The Sambrama team attended the Agami Summit, a residential gathering of leading changemakers in the field of law. Amar Jain facilitated a discussion on 'Nuances of inclusive justice system for persons with disabilities' which was about Disability Justice framework and co-facilitated 'Who decides for me?' which explored the agency of persons with disability.

## Recognitions

- EnAble India has aced the Champion Level - GuideStar India Platinum Certification for the 3rd time!
- Shanti Raghavan received the Rotary Lifetime Achievement Award for her commitment to creating an inclusive society.
- Dhanya Ravi was honored with The Rex Karmaveer Chakra Silver Award, a national



award recognizing individuals bringing about positive societal change, for the 2nd time!

- Cornelius Lyngdoh and Samapti Acharjee were recognized as great people managers by Great Manager Institute!
- Kumudini Ethiraj was honored with the Rex Karmaveer Global Fellow Bronze medal, a national honor recognizing individuals' efforts in the development of the social sector.
- Blimey has won the 9th Dalmia Bharat Foundation CSRBOX CSR Impact Award 2023!

## Learning from every moment

From March 16th to 23rd, 2024, the Schwab Foundation for Social Entrepreneurship, in partnership with Harvard Kennedy School Executive Education, hosted an executive education module. Shanti Raghavan and Dipesh Sutariya were part of 40 social innovators participating in the program, where systems change, scaling impact, and leadership development was explored.



**Leadership for System Change:  
Delivering Social Impact at Scale  
March 16 – 23, 2024**





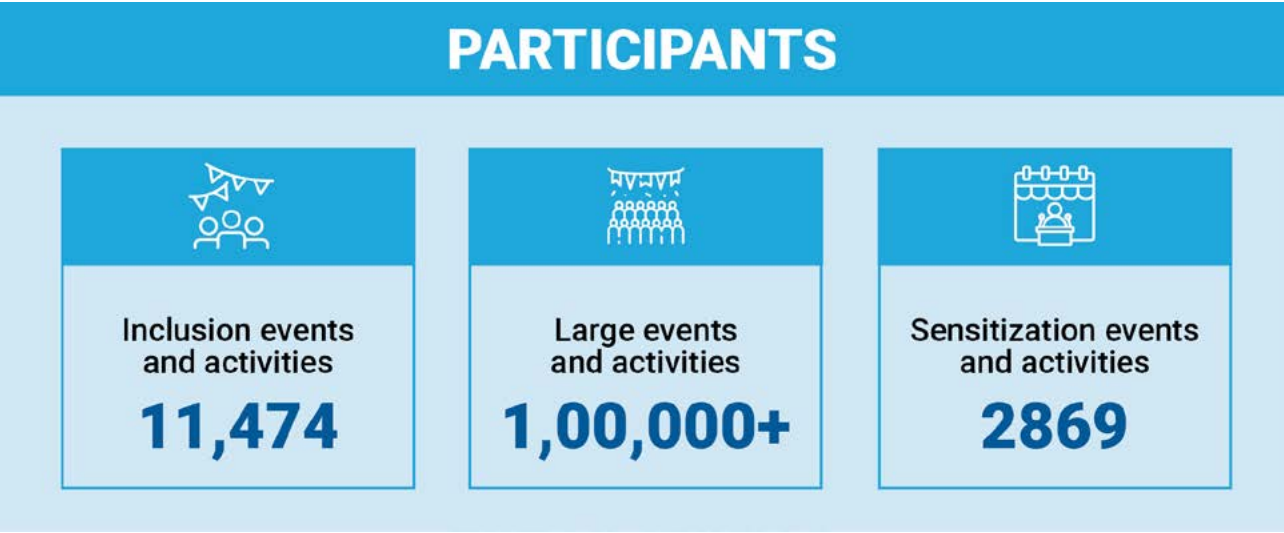
# ENABLE OUTREACH

The process of building disability-inclusive workplaces often begins outside the workplace, taking one to football fields, Bengaluru streets, and even treks! The Outreach and Volunteer Management Team works to spread disability awareness, break stereotypes, and challenge misconceptions about disability through traditional formats, like conferences and panel discussions, and non-traditional events, like quizzes & sports.

The team was part of the managing committee for large sectoral events like the International Purple Fest – Goa, 2024, Purple Cup and celebration of International Day of Persons with Disabilities.

Many of our events are conducted with the assistance of volunteers with and without

disabilities. When working with volunteers from companies, the goal is to spark a change in mindset and build inclusive social circles that can influence workplace culture. This approach helps volunteers appreciate the skills, knowledge, and aspirations of people with disabilities, paving the way for greater inclusion at work and more livelihood opportunities.





## What's new?

### Fireside Chats

Purple Ambassadors were appointed at the Purple Fest 2023 for 1 year, representing disabilities as per the RPwD Act and additionally spinal cord injury not called out in the Act. The team worked with the ambassadors to organise Fireside Chats which explored their lived experiences, including livelihoods and solutions innovated and employed and more.

### Cross disability awareness

Deaf Soapstone Fellows participated in an Inc-QUIZ-itive session and a follow up workshop to gain an understanding on other disabilities.

### Building bridges across the disability sector

Deloitte engaged volunteers in activities supporting the disability sector, facilitated by EnAble India and its partner organisations across cities like Bengaluru, Delhi, Mumbai, Hyderabad, Chennai, and Coimbatore.

## Building inclusive social circles

Through collaboration with different organisations, in-house events and other activities, we aim to make fun accessible for people with disabilities and spark the creation of inclusive social circles. In these informal settings, both communities can connect and gain firsthand insights into each other's experiences, free from the usual constraints of workplaces, conferences, or panel discussions. And quite often, these interactions challenge common disability stereotypes and

generate opportunities for persons with disabilities.

**Inclusive street wandering:** Our candidates with visual impairment and low vision went on a multisensory exploration of Bengaluru along with company volunteers. From enjoying filter coffee to smelling flowers in Cubbon Park, the event conducted in collaboration with Gully Tours, a city tour organiser, had it all. Through this, we aimed to change dominant narratives around disability.



Candidates with visual impairment at the metro station.



Candidates with visual impairment at Cubbon Park.

### Sports for all

We organised an Inclusive trek and multiple Football events for our candidates with vision impairment and Deaf individuals. Our candidates with disability also participated in the TCS 10K Marathon, in the Champions with Disability category.



A woman with visual impairment being guided on a trek by a volunteer.



Inclusive trek at Gudibande Fort.



## DISABILITY IS A PERSPECTIVE!

When I met Adish at an inclusive event, my initial intention was to inspire him, being aware that he has been blind since birth. Upon inquiring about his aspirations, he confidently expressed his desire to pursue an MBA from IIM and enter the field of HR. Intrigued, I gently tested his resolve, suggesting that HR roles involve navigating people-related challenges. With no confusion, Adish affirmed that this was precisely his ambition. I was not only impressed by his aspirations but profoundly moved by the depth of his clarity.

His story underscored a profound truth: disability exists in our minds, and it is our inability to perceive the remarkable abilities present in every individual.

- An employee participant sharing their experience after an inclusive trek





Candidates with visual impairment on an exposure visit to a company.

## Communication is key!

ISL classes were conducted for the staff members of Kempegowda International Airport Bengaluru, to ease communication with Deaf passengers and employees in the aviation ecosystem. We also hosted FingerChats, one time sign language workshops, at various companies, to introduce their employees to ISL. On Independence Day, we held a session where people sang, and signed the national anthem in ISL to celebrate in an inclusive manner.

## Main streaming inclusion in the workplace

Employees from companies increased

their disability quotient through various interactive sessions. INC-QUIZ-ITIVE, a quiz, covers questions on 21 disabilities, assistive solutions, and other disability related areas. Meanwhile, employees learnt about the use of right language to address people with disabilities through the Language Builds Culture workshops.

Sensitisation sessions are a focused way to build understanding within organisations. They are varied and customized to address an organisation's need. They include Disability Awareness Workshops, Enabling Employers Workshop, Peer Sensitisation, Inclusive and Adaptive Leadership workshops. Assistive technology Zone were also set up. Facilitated by candidates with disability, these sessions also provided a unique opportunity for interactions with employees, offering candidates a glimpse into the corporate world.

## Huntability

Huntability workshops are interactive immersive experience zones which aimed to put participants in the shoes of a person with disability. Activities were conducted where participants were blindfolded or encouraged to only use gestures or signs. Immersive experience zones were setup in companies like Siemens, Lowes, and the London Stock Exchange Group.

At Adobe, participants experienced simulated sensory overload to understand neurodivergent disabilities, which was followed by exposure to interventions like calming music and quiet spaces. These sessions fostered empathy, awareness, and an understanding of how to provide reasonable accommodations.



Huntability workshop at a company. Employees are blindfolded and standing near a table.

## Inclusive doodling

Conducted as an open event and at CISCO and Deutsche Bank, it aimed to help participants understand how to communicate with persons with disability and the different solutions used by them.

How did it work? Facilitators gave cues

to draw an image – for e.g. Images would be audio described for persons with vision impairment or signed for Deaf individuals based on which participants would doodle. This provided a deep understanding of the importance of contextual communication in a way the receiver understands.

## Job readiness activities

7 in-house training sessions were conducted to keep candidates with disabilities informed about job opportunities, assist them with resume building, provide mock interview practice and other relevant skills towards employment. Going beyond standard preparation, candidates also took trips to parks and museums and learnt metro navigation methods to build their mobility skills and independence. Exposure visits to companies also opened up job opportunities. Employees from some companies also visited EnAble India to gain perspectives about the disability sector and learn how to be an ally.

## Volunteering

Volunteers enrich our organisation with their support while getting a glimpse into the disability sector. Present from different companies and universities, volunteers subtitled and edited videos for the Project Discovery team, assisted candidates with visual impairment on different projects, worked with teams on large and small events, and so much more!

**237 volunteers have contributed 5,059.5 hours!**





# CANDIDATE SUCCESS

Candidate Success is the bedrock of EnAble India, empowering people with disabilities on their path to progress. It is estimated that 13.6 million Indians with disabilities are employable and more than 50% are not employed. How do we bridge this gap?

Right from fielding queries through the helpdesk to employment and retention, our team uses a comprehensive, multi-layered approach to reduce the transition time between skilling and employment. One of the key focus areas of the team is providing career guidance by engaging various stakeholders in the ecosystem- job seekers, their families, training partners and companies. The team also gives relevant, contextual and timely information to this ecosystem relating to education, rehabilitation, UDID card, government schemes and more.

Our approach to livelihood aims to foster social equity, encourage disability inclusion and improve labour market access to job seekers with disabilities.

We are guided by EnAble India's 5 A principle - Awareness, Access, Aspirations,

Action and Achieve - ensuring a candidate's needs across the livelihood cycle are met.

The Help-desk team is the first point of contact for stakeholders within the disability system and the relevant solution providers, internally at EnAble India or through our partners. Our team is proficient in 8 languages including Indian Sign Language which enables us to provide essential information.

We have received 5500+ queries.

The team leverages EnAble India platforms and networks like EnAble Vaani and GarvSe Centres to connect with jobseekers in the blue-collar and white-collar sectors.

After being registered on our database, a job seeker with disability will go through the following stages.



## Pre-skilling

**2341** aspirants with disabilities were guided through the following stages:

- 1. Preliminary:** Introduction to self-advocacy and workplace solutions.
- 2. Mentoring:** Nurtured to become competent potential employees.
- 3. Exposure:** Provided with a crash course into corporate culture.

### Career Awareness Workshops through online & offline modes

These workshops encourage self-reflection, provide information on job roles and guide and empower candidates and their family members to set career goals and make informed decisions.

- **1575** individuals with disabilities engaged through various Job

Readiness sessions. Conducted through online and offline modes, they covered resume building, office and email etiquette, self-advocacy, mentoring, workplace solutions, mock interviews, job hunting on LinkedIn, using ChatGPT to enhance English communication, exposure visits to companies and more.

- We partnered with 8+ NGOs to conduct career awareness workshops.
- Collaboration with Innerhunt – A pilot mentoring program was conducted for 10 students with vision and physical disability where they were guided toward job opportunities. 40% of them secured job offers!

Based on the program's success, two more batches were conducted with 19 and 11 candidates.

“After the session I come to know my son's capabilities what he can do & what can I do.

- **Prabhavathi**

Mother of a person with intellectual disability

“I thought that after completing my graduation I will get a job easily. But after attending career awareness workshop session, I learnt that in this competitive world, apart from my graduation I need to learn domain skills.

- **Kannan R**

Person with locomotor disability



Advanced Employability Program closing ceremony. Group photo of candidates with visual impairment and EnAble India staff.

### New initiatives

**Livelihoods within communities** – We piloted a training course with a batch of 10 candidates with disabilities and their parents to equip them with the skills and tools to find a job opportunity in their communities. Empowering candidates to take charge of their career by self-advocacy and understanding the job market and ground reality resulted to employment.

**Awareness workshops for candidates with Spinal Cord Injury (SCI)** – A 2-day batch was conducted exclusively for 38 members. Another course, 'Ready for Your Livelihood', was organised on WhatsApp, Google Meet and the EnAble Vaani platform in multiple languages. 56 candidates were exposed to different job roles and engaged in various activities aimed at their career development.

These new initiatives resulted in the employment of 10+ candidates in various sectors.

### REACHING THE REMOTE

Manasa, a person with vision impairment from Uttar Pradesh, recreated a solution of using a rope as a guide to climb to the second floor of her house, after listening to one of our role model stories in EnAble Vaani in Hindi. These role model stories were part of the 'Pre-Readiness Course Pack' shared on EnAble Vaani. The course consisted of 3 modules in 4 languages in an accessible format and focused on developing self-awareness, personal strengths and career goals in aspirants with disabilities. We engaged 65 candidates through 2 pilot programs, one on WhatsApp and another on the EnAble Vaani Platform.

Like Manasa, we also reached out to 561+ people across the country via role model stories in 5 languages.



## Skilling

Post job readiness sessions, the focus is on relevant employability and domain skill training. Our programs tackle career development and awareness through training projects, exposure visits, domain training, basic English skills and placement assistance among other areas. These are conducted in house and in collaborations with partner organisations.

### Employability training

Across disabilities: 400 candidates across 8 disabilities are now better equipped to take on their career goals! On an average, 55% of persons with disabilities get employed post their interventions with EnAble India.

**Advanced Employability Training:** 59 candidates with vision impairment

attended 5-month trainings, both in-house and at partner organisations across different batches. Sessions covered advanced computer concepts, employability and communication skills and mobility, which is key to boosting candidate confidence and opening doors for their personal and professional growth. Apart from standard domain training and exposure visits, candidates also participated in the TCS 10k marathon, signature guide session and resume preparation among other activities supported by volunteers. Various programs like Santhe (a 3-day program to develop entrepreneurial skills at EnAble India), work reality, and employability projects were spearheaded by our candidates, thus encouraging holistic growth.

“Before the training I was unaware of the different job roles PwDs are working by using different solutions. Now I understand the skills and attitude required for a job, I got to know about the opportunities available for persons with disability.

**- Karthikraju K N**

Candidate with locomotor disability

“After this training session I know much about disabilities. Like how many types of disabilities and the solutions for them. I learnt how to become independent not only through my job, but also by using mobility solutions. I learnt about myself, how to ask for help and that every problem has a solution.

**- Simmi Solanki**

Candidate with physical disability



Company volunteers take mock interview sessions for candidates.



## University Connect

Career Awareness Workshops followed by a comprehensive Employability Bridge Course were organised for candidates who are Deaf and hard of hearing studying at JSSPDA (JSS Polytechnic for the Differently Abled), Mysore. The workshops and the course aimed to guide 113 participants to develop the relevant knowledge, skills and attitudes required for any job.

## Skilling partners

Expanding our efforts through our partners to seamlessly boost the employability of our candidates with their expertise:

- WinVinaya Foundation – 6 candidates, technical and non-technical graduates, with physical disability underwent Domain Training. They were equipped

with specific skills related to their desired job roles.

- Enguru, an English language school – 77 candidates with physical disability attended sessions on basic English and communication skills.

## Livelihoods

It's not just persons with disability that need guidance on employability skills, there's also work to be done on the employer's side. Are workplaces accessible? Are prospective teammates aware of various solutions used by persons with disability? These are some of the questions that EnAble India aims to address by sensitizing organisations and promoting diversity and accessibility in the workplace.



Mock interview sessions in progress.

# You're hired!

## 270

Placements (direct and indirect)

## 10

Disability types

## 65%

Persons with disabilities were employed in skilled roles, 33% in manual roles & 1% in self employment

## 95%

of employed candidates have been successfully retained

## 26

Companies hired candidates with disability due to our efforts

## 130

hike was achieved by a candidate with locomotor disability at an international bank.

## 21

LPA was secured by a candidate with physical disability at an MNC.



## The wheels keep turning

Under our ongoing partnership with TVS motor company, 134 candidates from

EnAble India's employability program, were shortlisted for the position of assembly line worker, technical designer and more. 70 were hired.





Candidate Success team members holding the Employability Skills Manual.

## RETENTION OF A PERSON WITH HEMOPHILIA

Hemophilia is a genetic bleeding disorder which prevents the blood from clotting properly. Pritam, a candidate with hemophilia from Tripura, underwent Employability Training, post which he was hired as Business Process Associate by an international insurance provider. Given the nature of his disability, his employer was able to provide reasonable accommodations and permit him to WFH. His night shift role is target based where a certain number of files need to be worked on every working day. One day, Pritam

experienced bleeding in his fingers during work and had to take a 10 day leave to recover. The company had concerns about the effect of such a high-pressure job on his health in the long run.

Our teams intervened and reached out to his doctor at Christian Medical College (CMC), Vellore where the doctor confirmed that if Pritam followed medical advice and took breaks during work, he could continue his job. With EnAble India's intervention in bringing together stakeholders and the company's high includability quotient - demonstrated by the changed processes at his workplace to accommodate him reasonably - he was successfully retained at the company.

## Capacity building

### Launching the Employability Skills Manual for persons with disabilities

A 60-hour Employability Skills Manual, developed as per the guidelines of the National Skill Development oration (NSDC) and by the Ministry of Skill Development and Entrepreneurship, contains concepts on employability skills related to basic English, communication, and digital literacy among many others, to get any Indian citizen job ready. The Department of Empowerment Persons with Disabilities (DEPwD) partnered with EnAble India to customize this manual for persons with disabilities and equip them with the skills to become 21st century professionals. SCPwD (The Skill Council for Persons with Disability) and Quest Alliance supported this endeavor. This manual is approved by the National Council for Vocational Education and Training (NCVET).

The existing manual was updated with disability-specific concepts and pictures of persons with disability. A new module called Disability Specific Skills with 5 chapters was added and feedback was collected from the public through DEPwD. The manual now has 13 modules and 70 chapters that's intended for a 70-hour training program. It focuses on 3 types of

disabilities; locomotor, visual and hearing. The training content is available in English and is in the process of being translated to Hindi. It was made accessible for persons with vision impairment through screen readers. This manual is now being used in trainings conducted by the SCPwD.

This Employability Skills Manual was released in Purple Fest 2024 in Goa.

### Two trainings were conducted based on this Manual:

- 1. Training of trainers (ToT):** A 5-day ToT program was organised by the DEPwD with the support of EnAble India & Quest Alliance at Lucknow for 24 participants. This training aimed to enhance member's capacity to conduct their own trainings and develop the employability skills of persons with disabilities, using EnAble India's Core Employability Framework as its foundation.
- 2. A pilot Employability Training:** 27 Deaf candidates benefitted from this training conducted in collaboration with SCPwD.

Apart from the 2 trainings based on the Manual, a 3 day (ToT) program was also conducted by EnAble India for 8 participants from 5 NGOs in Cochin, Kerala. This was done to impart general employment and employability skills to potential trainers.





# ENABLE VISION

What started with small workshops held in our founders' own home to upskill people with vision impairment is now one of the largest program in our organisation. The roots of EnAble India lie in EnAble Vision. Transforming persons with vision impairment into active citizens and nation builders is at its core. This is done through 3 initiatives; See A Million, Discovering Hands & Blimey.

## See A Million

This campaign aims to transform 1 million people with vision impairment (blind and low vision) into active citizens and nation builders. This is a collaborative effort, run by leaders in the disability space and spearheaded by EnAble India.

### Parivartan Centres

Parivartan Centres established in collaboration with different NGO partners and institutions working in the disability space across India enable our work at a national level. These centres function as digital literacy labs for persons with vision impairment and help us scale our campaign.

There are 3 verticals under the campaign:

- **Digital literacy programs:** Digital literacy has now become a basic life skill to navigate the current increasingly

digital world we live in. When these digital spaces are not accessible, it poses a significant barrier for persons with vision impairment. Our digital literacy programs aim to open up the world to persons with vision impairment. From basic courses on understanding computers to advanced programs involving Microsoft Office tools, they offer guided steps on navigating of apps and websites to enhance lives and livelihoods.

### Introducing Office Productivity for Persons with Low Vision

It's the first of its kind digital literacy course from EnAble India exclusively for persons with low vision. This program focuses on usage of various techniques and solutions for persons with low vision to enhance their daily living, mobility & workplace.



“ I am a working professional, a Chartered Account, but I always lacked confidence because of my disability. Mobility & Computer training at Parivartan Centre in Siliguri has worked wonders in my life. I don't depend on my friends & family for travelling anymore.

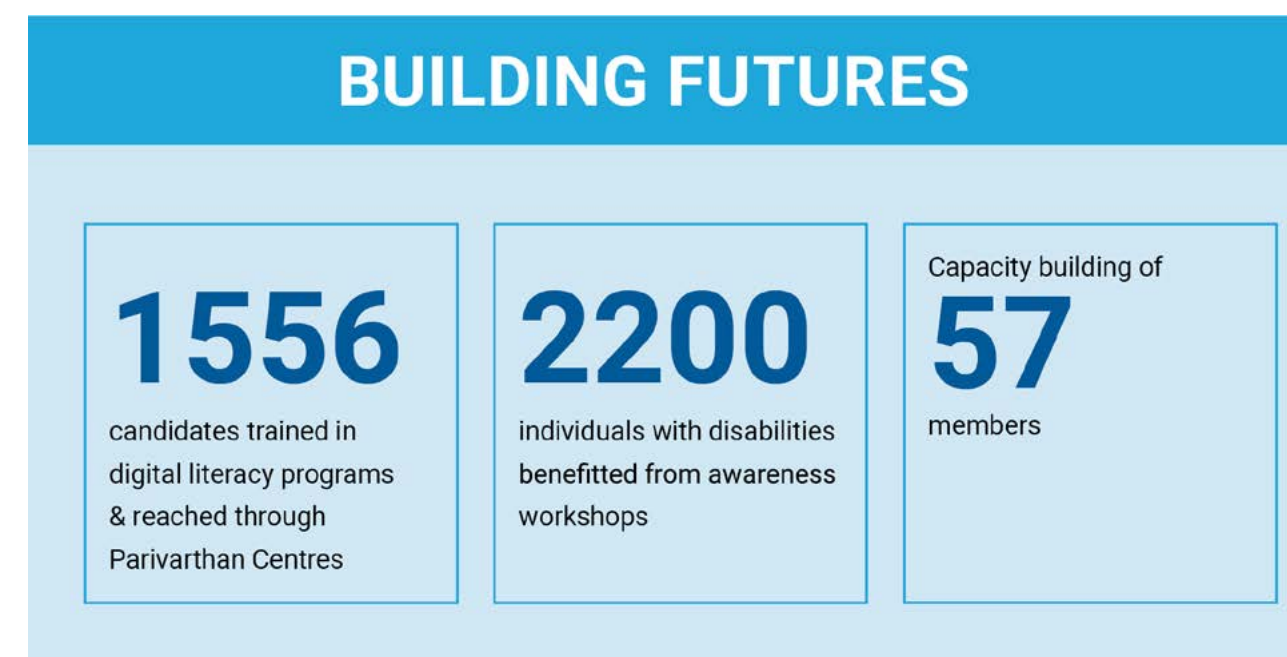
- Anup  
Job Seeker, Siliguri



25 Parivartan Centres are hosting digital literacy programs

- **Awareness workshops:** Even when accessible tools are present, persons with disabilities are often not aware of them. So, through workshops, we took the information to where the majority of people with vision impairment live in India- the rural areas. These workshops also aim to build aspirations among graduates and undergraduates about livelihood opportunities.

- **Capacity Building:** We continued our efforts in building qualified resources for the sector through various capacity building programs such Trainer Certification Course and Training of Trainers in various areas. Through these programs we develop individuals with expertise to handle computer tools and build content to conduct awareness workshops and digital literacy training for persons with vision impairment.



“ The Awareness Workshop introduced me to Signature Guide. It's such a joy to be able to have my own signature & to have the ability to sign without anyone's support.

- Manideep  
Student from Andhra Pradesh

## Discovering hands

This is a one-of-a-kind program where women with vision impairment are trained to detect breast cancer. This is done via physical examinations by certified Medical Tactile Examiners (MTE's) and it provides meaningful employment opportunities for women with vision impairment. These examinations are usually conducted through Breast Cancer Awareness & Screening camps and reaches several parts of India, where access and acceptance of expensive breast cancer detection technology is not uniform. Discovering Hands methodology acts as an easy-access alternative. Moreover, if any breast abnormalities are found, it can lead to quicker medical attention.

During the 9-month training, MTEs learn to detect abnormal lumps in breasts that are less than 0.5mm in size. The aspiring MTEs attend medical conferences, gain hands-on experiences and observe procedures like biopsies, and breast surgeries to better understand their work. Across 2023-24, 4 trainees out of 5 were certified as MTEs and have interned at Cytecare, EnAble India and Apollo Hospitals! 2 are now working at Cytecare Hospitals.



### Awareness comes before prevention

Free screenings and camps were conducted at Apollo Hospital during Breast Cancer Awareness Month, October. Our MTEs spoke on Discovering Hands for 500+ audience members. Additional camps were held at ISRO (Indian Space Research Organisation), Biocon, BGS Hospital, different health care and Parivartan centres, apartments in Bengaluru, for female police staff and more. At community level, MTEs screened 225 Deaf and hard of hearing women.

**1250+ women have been screened by our MTEs from April 2023 - March 2024**

“Due to vision deterioration, I discontinued my Engineering. Discovering Hands program has helped me to recognize my unique abilities and strengths, allowing me to contribute to the field of healthcare in a meaningful way. My internship is further strengthening my skills & capacities as an MTE.

**- Sheena**  
Intern, Apollo Hospital, Bengaluru

## Blimey

This is a cloud based digital learning platform, built by and for persons with vision impairment. From basic orientation of computers to learning advanced Microsoft Excel, Word and other web app functions, individuals can choose from over 47 courses on Blimey. This year, we added more courses in Hindi

and Kannada. Blimey is compatible with screen readers like NVDA, JAWS and Narrator. And the best part? It's all free!

We also launched Blimey Assistant, an AI-powered chatbot! It answers queries related to the available courses and is embedded with the Blimey desktop app. The mobile version is available for android users.



“Despite losing my vision completely after corrective surgery, with the help of Blimey I grew my skills and confidence. I diligently followed the Blimey courses, practicing regularly and applying what I learned to real-world scenarios. I overcame significant challenges to thrive again as an Android chip developer.

**- Pruthvi**  
Salaried professional





# HEAR A MILLION

1 million touchpoints, 10 years

That's the goal of the Hear A Million initiative kick-started in 2020. The team aims to empower deaf individuals and ensure their mainstream inclusion in education, livelihood, and society.

This will be done by building:

1. Deaf leaders to bring about systemic change
2. The collective i.e. a group of partners who will exchange best practices for a sustainable work partnership
3. Access to information & services
4. On insights using action-based research to guide Hear A Million

With its various programs, workshops and other events, the team has surpassed the initial goal of 10K+ touchpoints in 3 years, reaching a whopping 20k+ touchpoints!

## The EnAble Deaf Training Centre (EDTC) takes root!

The centre's mission is to enable and empower Deaf adults. This was done

by imparting crucial life skills that will guide them as they pursue higher education, wage or self-employment in the future. This 6-month pilot program was done through a bilingual teaching methodology; Indian Sign Language and English. The focus was on four key domains - employability training, English communication skills, Deaf empowerment, and digital literacy skills.

A core team was created with internal and external subject matter experts to train candidates. The fourth domain was led by experts from WinVinaya Foundation.

We hosted a diverse group of 11 candidates hailing from various parts of the country for this in person training.

### Santhe

Right from ideation to execution, candidates took up the responsibility of planning Santhe, a 3-day food festival, with much gusto!



Guided by EDTC trainers and other experts from EnAble India, candidates got a first-hand experience of the life of an entrepreneur and learned about team, project, and inventory management. They also created solutions to ensure our colleagues and candidates with visual impairment were able to convey their orders and enjoy Santhe!

### Deaf role model interactions

With an aim to inspire candidates, role models from diverse fields shared their personal journeys, passions and skill-sets. Some of them were:

- Swetha, an Association Manager at an MNC, discussed her experiences navigating the workplace as a deaf individual and the significance of financial independence for women.
- Leah Katz Hernandez, a special guest from the USA and a fourth-generation member of a deaf family, shared her achievement as the first deaf person to serve as Receptionist

of the United States at the White House during President Obama's tenure. She discussed her journey and work experiences, including roles at Microsoft and LinkedIn.

- Chandramouli KS, the Chief Gazetted Officer at the Indian Air Force with over 37 years of service, discussed the challenges and experiences he faced throughout his academic, professional, and family life.

**Exposure visits:** Candidates attended workshops in various companies like Dell and Lowes where they were guided on crafting resumes and brushed up on their interview skills.

### Online training

To expand the reach of EDTC training, we also organised weekly online training sessions for the Haryana Deaf Society candidates. These sessions were led by key resources from Hear A Million team for 77 individuals.

“I've attended various skill development workshops, and each organisation was led by individuals who are hearing. Due to the lack of accessibility, understanding the content was challenging. However, at the Deaf Centre, both leadership and facilitators are deaf, making it effortless to seek clarification and comprehend the information. The training quality is excellent as the trainers empathize with the candidates, presenting material in a way that the entire group can understand. I'm delighted that I opted for the EDTC training.

**Soniya Hardoliya**  
Soapstone fellow



Deaf Soapstone fellows with EnAble India staff.

## Soapstone Fellowship for Deaf Individuals

Durable and easily carved - these are the defining qualities of a soapstone that we believe people working in the disability sector should possess.

Building on the success of the Soapstone Fellowship conducted last year, this year, we extended this opportunity and curated it for Deaf individuals! The goal was to enable the fellows to expand their horizons through hands on experiences and build leaders who can drive lasting change in the disability sector.

We had 8 fellows in the cohort; 6 individuals who are Deaf and 2 who are

hard of hearing.

The 8-month fellowship kickstarted with a learning bootcamp in October, during which fellows attended classroom

sessions, went on exposure visits to organisations like Seva-In-Action and TVS, networked with peers, and undertook group assignments. The goal was to equip them with a deeper understanding of themselves, EnAble India, and the broader disability

sector. To encourage continuous learning and networking, online sessions were conducted for the fellows where they interacted with established figures in the Deaf community.





## 8 months of non-stop learning!

**Projects:** Fellows undertook one primary project and a secondary one where they would assist another colleague, in various areas; updating data on the Access Mantra website, creation of a Deaf Artist database, teaching ISL to EnAble India staff and more! This aimed to provide crucial project management skills and exposure to various disabilities among other important learnings.

### International Purple Fest – Goa, 2024:

Fellows dipped their toes into the sea of experiences available at the International Purple Fest, 2024, at Goa! From networking with different organisations to attending conferences and panel discussions on technology & assistive solutions, fellows made the most of this opportunity to learn and network.

**Internships:** Based on their career aspirations, fellows went on internships at partner organisations for 3 months. Some of the internship roles included engaging young Deaf students at Haryana Welfare Society For Persons With Speech



Inauguration of 2023-24 cohort of Soapstone Fellowship for the Deaf. A fellow is presenting to an audience.

And Hearing Impairment with bilingual teaching; developing an ISL Curriculum for International Deaf Academy, an NGO wing of Yunikee and contributing to the Deaf camp organised by Yunikee, an organisation that creates Deaf accessible content. Their progress was tracked through daily updates, weekly reports, and peer networking calls.

“This experience has equipped me with the skills to achieve my vision of teaching ISL to any person with a disability!

- Sapna Suthar  
Soapstone fellow

“My key learning was project management. Initially, I did not know what it entailed, but the team supported and guided me through the process.

- Utkarsh  
Soapstone fellow

## Action Research Pilot

The team undertook the Action Research Pilot Program in collaboration with Questera Foundation and other leaders in the education sector, to research Deaf schools across India to form a toolkit of best practices. Based on the valuable insights and lessons from the research, 3 ‘Phygital’ (Physical + Digital) Workshops were conducted at schools in Mumbai for Deaf children, teachers, and parents. Post this, an Education Committee Pilot was designed as a common platform for the leaders to address challenges, share insights, and develop outputs.

## Community Engagement

The Hear A Million team engaged with the Deaf community through workshops, courses, awareness sessions, Deaf social events and more! These events aimed to raise awareness about the unique challenges faced by the Deaf community, provide access in areas of education, technology and employment as well as foster a sense of belonging.




## Social media

### Going live with Deaf Role Models:

Inspired by the format of talk shows, we kickstarted the insta-live program, where team members interviewed Deaf Role Models every Friday! Starting from mid-February, 8 role models have been interviewed so far.

**Like share & follow:** The team maintains an active presence on social media and

consistently engages with the community, leading to a steady increase in followers.

 Instagram **20,500** followers  
 Facebook **5,600** followers  
 YouTube **14,800** subscribers

## Partners onboarded

1. **Deaf Women Too** – A platform to raise awareness on gender equality and Deaf women.
2. **Sign Skill Bridge** – A platform which trains Deaf candidates on domain specific subjects such as web and app development.
3. **TEACH** – Focuses on a Holistic Developmental Model that understands special student needs beyond a college degree to make them truly independent while supporting their interests.

## Access Mantra website

Access Mantra aims to be a one-stop shop with resources - in a bilingual format, with ISL as a mandatory language - provided by the Hear A Million Collective, for the Deaf community. One of its standout features is that services from various partner organisations are also available in a single user-friendly interface. The website also contains information about Deaf role models and their journeys, aimed to spark the aspirations of Deaf individuals.

**Registered users:** 15,000.



## Getting to the 'art' of the matter!

**The Deaf Art Collective** aims to provide a supportive platform for Deaf artists to showcase their talents. Dr. Alim Chandani leads a diverse team of individuals such as Srivatsan S, travel photographer & Founder of Madras Photo Blogger; Archana Timmaraju, artist, sculptor, biker & Founder of ArtAble and Hardeep Singh, artist, inclusion coordinator and designer for Museum of Art and Photography, among many others who are committed to opening up opportunities and forging connections within the art community. A workshop was hosted with key members from 15th - 17th March to kickstart the collective! Exhibitions, workshops, and networking events to promote skill development and visibility of Deaf artists are in the pipeline!



National Summit for the Deaf, 2023, inaugural event. Present on the stage from left to right are Mr. Sarabjit Ghose and Ms. Pratibha Nakil, from the governing board; Dr. Khadijat Rashid, Provost, Gallaudet University; Dr. Andesha Mangla, ISLRTC and EnAble India staff. Dr. Khadijat is lighting the lamp.

## National Summit for the Deaf, 2023

The National Summit for the Deaf, organised by the Hear A Million team in partnership with ISLRTC (Indian Sign Language Research And Training Centre), took place Bengaluru from June 22nd to 24th 2023! The aim was to celebrate Hear A Million's achievements over the past 2.5 years i.e. establishing over 20k+ Deaf touchpoints and collaborating with 20 partners. The main highlight was the MOU signed between EnAble India and Gallaudet University to start a physical centre in India to enable Deaf students to access Gallaudet University courses. There were 120 participants including Deaf leaders, representatives from the Indian Government, the Provost of Gallaudet University, and other influential advocates from the Deaf community!

Some of the key inclusive practices followed at the event were:

- An LED screen was placed and split into 3 parts. ISL interpretation was displayed at the right end of the screen, the presentation at the centre and ASL interpretation at the left.
- The bottom of the screen had auto-captioning done via Zoom.
- Sign language interpretation took place in the following manner. The language structure for English and sign languages are different. So, a hearing interpreter first translated from English to ASL/ISL in a separate area where they were filmed. This live video was aired on a TV prompter placed in front of deaf interpreters on stage. Deaf interpreters then viewed, interpreted and translated the information with appropriate grammar to the audience.
- Hearing interpreters were seated in front of the stage to provide voice.

As an event curated, led and owned solely by the Deaf community and their allies, the Summit exemplified the power of representation and authentic perspectives.

## International Week of the Deaf

International Week of the Deaf is celebrated annually in the last week of September to promote the human rights of Deaf people and bring awareness about Sign languages! This year our Hear A Million and Outreach teams packed the month with exciting events for Deaf and hearing participants alike. Highlights include an Inclusive Football Event, and a Fireside chat with Sunil Sahasrabudhe, President of All India Federation of the

Deaf (AIFD). On International Day of Sign Languages, 23rd September, an ISL trivia was held at the Museum of Art and Photography, where we quizzed participants on Deaf culture and general knowledge to raise awareness about the Deaf community.



ISL Trivia at MAP, Bengaluru.

## International Purple Fest – Goa 2024

As part of the Purple Convention, Dr. Alim Chandani, Hear A Million's mission leader, curated two sessions:

- **Topic - Deaf Lives Unveiled:** Navigating Oppression Across Multiple Dimensions  
**Presenter:** Dr. Shilpa Hanumantha Lacy from Gallaudet University discussed the reality of Deaf education in India and the advocacy done to improve it.
- **Topic - Panel Discussion - Bilingual Education for Deaf Children in India**  
**Moderator:** Dr. Alim Chandani - Mission Leader of Hear A Million, An Initiative by EnAble India  
**Panellists:** Education experts Sunil Sahasrabudhe, Kanika Agarwal, Tina Saihgal, Arathy Manoharan, and Sapan Jain shared their insights on the challenges faced by Deaf children in Indian schools, particularly the lack of proficiency in bilingual teaching.



# SWASHAKTI 100K

In the census done in 2011, 69% of people with disabilities in India resided in rural areas. The Swashakti Team was created to ensure people with disabilities from the heart of India to the borders have access to livelihood opportunities.

This is done through various interventions, the most prominent of them being the EDP (Entrepreneurship Development Program). It is carried out through 40+ GarvSe Centres, located across India, formed through partnership between 45 types stakeholders in the immediate ecosystem of persons with disabilities. Persons with disabilities can take up the EDP program

available in 90 government RSETI/ RUDSETI (Rural Self Employment Training Institute/ Rural Development and Self Employment Training Institute) centres across India.

**EDP is now a Zero Project 2024 Awardee for mainstreaming a self-employment program for persons with disabilities across India!**



EnAble India team with Martin Essl, founder of Zero Project.

Zero Project Innovative Solution 2024 award.



## The 8 - Step Ecosystem Building process

The successful self-employment of people with disabilities is not the result of just building their employability and employment skills. It starts right from identifying a support system before any training has even begun all the way to post employment check ins. This 8 step process is overseen by our GarvSe Centre Officer (GSCO) along with the local support system called Enabler Committees.

The process is as follows:

- 1. Create a network:** Identify and partner with anchor NGOs and RSETIs to form a support system for entrepreneurs with disability.
- 2. Enabler Committees:** Set up Panchayat level Enabler Committees who influence the socio-economic-political and environmental aspects around people with disability. The committee will also recommend suitable and interested persons with disabilities for EDP training and support them till their gainful settlement.
- 3. Identify opportunities:** A market survey is conducted to identify the businesses that have been successful in the area and those which can be taken up by people with disabilities.
- 4. Margadarshi workshop:** Candidates recommended from the committee will go through a self-analysis workshop to gain clarity on their interests, strengths and abilities to determine a path for their livelihood. They'll be introduced to various self-employment & wage employment opportunities, after which

suitable candidates will move to EDP training.

- 5. Influencer Group:** Key people at the district level; District Doctor, Collector, Police Commissioner, Businessmen, DDWO, Bankers, Employers etc. are inducted as mentors and supporters. The help comes in various ways; sharing information, technical support, financial connections etc.
- 6. 10-day EDP (Entrepreneur Development Program):** This is a residential training program at the RSETI/RUDSETI campus. Various areas including disability related, self-development and self-employment topics are covered.
- 7. 6-month settlement follow up:** Post training support - driven by the GSC Officer, RUDSETI/RSETI staff and committee members - is provided for persons with disability in starting their own business.
- 8. 2-year post settlement support:** GSC officers along with RUDSET/RSETI staff and other support systems come together to address the day-to-day business and disability related challenges of the entrepreneurs.



A farmer, who has a lower limb amputation, herds cows on the field.





### More than EDP!

Apart from EDP programs, capacity-building workshops, Employability Foundation courses and various meetings to explore new partnerships were also conducted. Candidates with disability were referred for a government scheme to avail modified two wheelers. An alumni candidate also came forward to initiate MGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act) activities at our GarvSe centres and other sites for persons with disability who have limited or no mainstream education.

### Wood polish training

After the last 2 successful trainings, the 3rd batch of Thachan wood polish

training was conducted for 16 candidates with intellectual disability. This 45 day training was done in partnership with GSC Cottolengo at Nilambur, Kerala, with an updated curriculum created after consultation with a carpentry trainer, special educator, and students.

### Partnership with Rang De

Rang De, the micro finance agency, provides credit linkage support with minimum interest to persons with disabilities. This plays an important role in helping entrepreneurs with disabilities set up or expand businesses in rural India and gives partner NGOs the confidence boost needed to sustain the process of creating livelihoods for persons with disabilities.

“We are pleased to testify that the session on “Awareness on how to train PwDs in RSETIs” - taken regularly by EnAble India in our Refresher Training Batches, has helped create awareness in the minds of the directors and faculties of RSETIs to a great extent about the modalities of providing training to persons with disabilities (PwDs). More and more RSETIs now have the confidence to train PwDs.

**Raju N. Kori**

Director General, National Academy of RUDSETI

“Inspired by the training, I started my own business selling vegetables and coconuts in my village. Within no time, I began earning around 15,000 per month. This not only helped me achieve financial independence but also taught me responsible credit management, as I consistently repaid various credit facilities. My success has had a ripple effect. I became a pillar of support for my family, contributing to household expenses and enabling my mother to start her own shop.

**Akula Kumar**

Person with visual impairment, EDP trainee

## RLM Soapstone fellowship program



Rural Soapstone fellows at the fellowship inaugural event.

Various stakeholders in the ecosystem of a person with disability need to be sensitised and aided with the right skills and tools so that their work with people with disability is successful. Among the many programs initiated in EnAble India towards the cause, one of them is the Rural Soapstone Fellowship.

The Rural Soapstone Fellowship aims to develop disability professionals in 1 year, getting them ready to build a sustainable ecosystem that creates livelihood opportunities for persons with disabilities. We were excited to engage 24 fellows from 10 states and 1 union territory, including both people with and without disabilities. The program was divided into a 6 month training course, followed by 6 months of hand holding in full time field engagement.

Fellows went on a field visit to Bagalakote & Hassan, Karnataka and Salem, Tamil Nadu where they met with successful and upcoming entrepreneurs with disability to understand the nitty gritty of self-employment opportunities.

They were also introduced to the state model presentation, RSETI foundation and so much more! Then it was time to switch from theory to practice, as our fellows dove into practical learning by participating in Margadarshi and influencer workshops and understanding how enabler committee works and workplace solutions.

“For the first time in my life, I attended a program entirely using a wheelchair, which boosted my self-esteem. I am proud to be recognised as a differently abled professional from rural India.

**T. Mallikarjun**

Soapstone Fellow, GSCO in SRDS  
Khammam, Telangana





Group photo of GarvSe Award for Best Entrepreneur of the Year 2023-24 winners and EnAble India staff at Samagama.

## SAMAGAMA 2024

'SAMAGAMA 2024' was a national partners gathering organised by the Rural Livelihood Mission team from February 12th to 14th, 2024, in Bengaluru. It served as a platform for meaningful discussions, partnerships, and recognition of excellence. Each day was planned with a theme.

### Day 1: 'Power of Collective'

Our founders, Shanti Raghavan presented on 'Journey of Swashakti and the Livelihoods Approaches' and Dipesh Sutariya on 'RLM Soapstone Fellowship 2023'. This was followed by a panel discussion on 'Rural Entrepreneurs &

SELCO products to create sustainable livelihoods for rural PwDs' facilitated by SELCO Foundation.

### Day 2: 'Celebration'

We recreated a mini village model right at the premises of the gathering, giving visitors an inside view into working of the GarvSe Centre's ecosystem and its partners. This was followed by a rural Utsav and an award ceremony.

### Day 3: 'Love & Gratitude'

Discussions were held to chart out a plan for reaching 100K people with disabilities in rural India!

The event brought together 40 GarvSe partners, influencers, successful

entrepreneurs with disability, parents/ caregivers of persons with disabilities and other stakeholders for 3 days of non-stop learning and networking! Over 350 participants from 11 states & 1 union territory were in attendance, displaying their dedication to creating livelihood opportunities for persons with disabilities in rural India.

## Training of trainers

Supporting and guiding people with disability to improve their employability skills requires specialised trainers who are well versed in disability livelihoods. To address this need, the Training of Trainers (ToT) program equips trainers with relevant skills to harness the potential of their future candidates with disabilities!

8 participants from five organisations,

including Akkara Foundation, Shreyas, Wayanad, KIDS Kottapuram and Prarthana Foundation attended a three-day Trainers of Training (TOT) session at the Kerala State Centre in Cochin. They were trained using EnAble India's Core Employability Framework.

### What was in the syllabus?

Through case studies, interactions with persons with disabilities and group activities, participants were taken through:

- Disability Livelihoods and the reality of market demand and candidate supply
- Enable India's Core Employability Framework
- Best practices to cover various employability topics in a classroom & a virtual setting
- Employability Skills for Persons with Disabilities manual





# ENABLE VAANI

A social networking platform with a twist. People with disabilities, their enablers and various stakeholders in the ecosystem can add, listen, replay, record, & share interactive voice recordings.

The user does not need a smartphone or the internet, as Vaani is an interactive voice response system, hence making it usable for people living in remote rural areas. What's available on this platform?

Everything and about 95% of it, is user generated content! The Vaani platform has handled 8 million calls since its inception in 2016, and presently we get 4 calls per minute!

From Aadhar card application assistance to information on assistive aids and job opportunities, it's all there at the fingertips of a person with disability. It also brings the community together, enabling people with disabilities to forge social connections and gain information.

## Variety in Vaani!

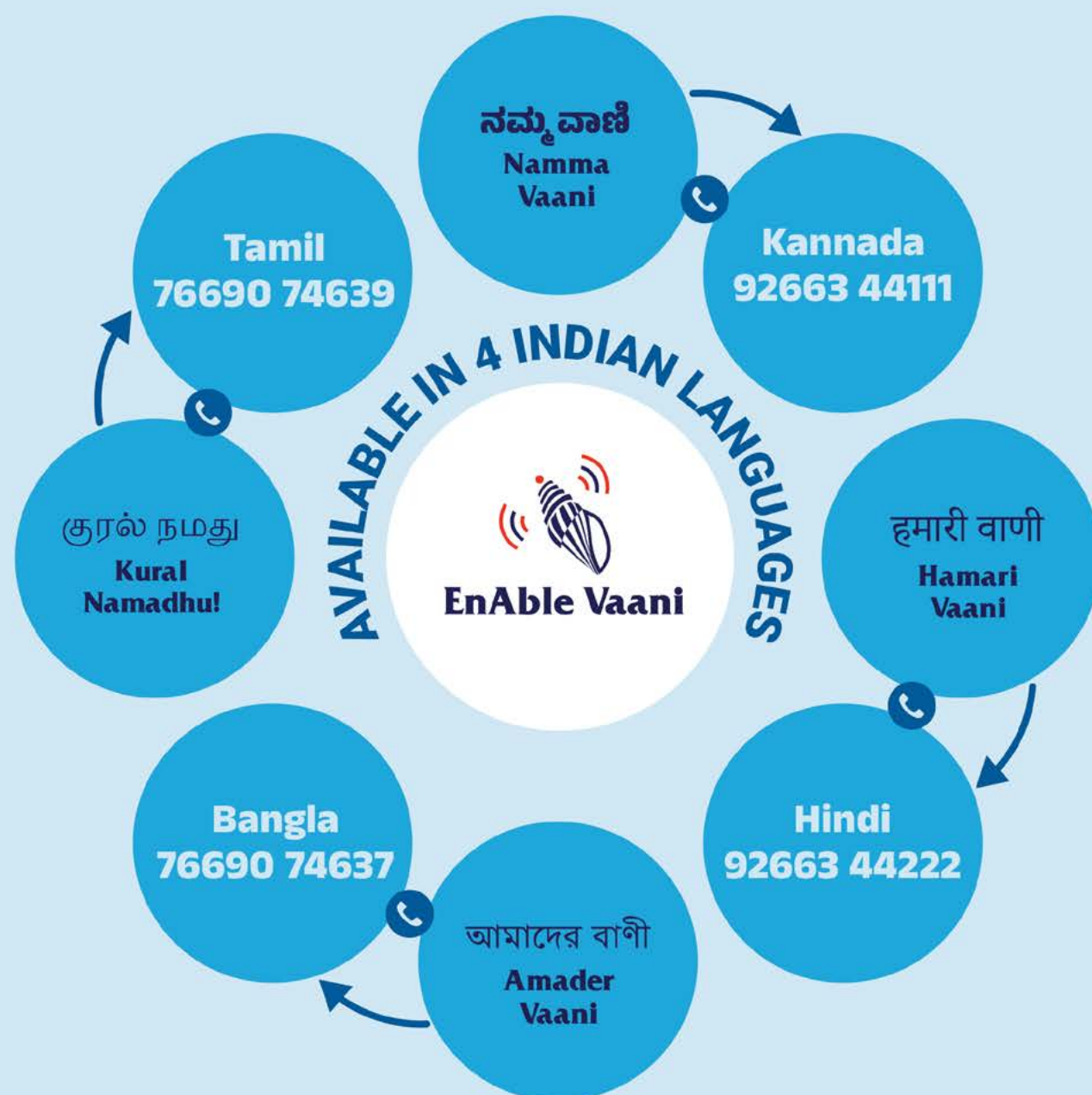
The information present on the platform covers topics from government schemes to employment opportunities, moral

stories, disability related information, assistive aids, and the future possibilities are endless. The diversity of information is possible due to the diversity of people using the platform.

A glimpse into the range of user generated information & people we saw on the platform.

- Details about hemophilia were published for the first time on Hamari Vaani.
- People with dwarfism and mental illness have joined Kural Namadhu.
- Candidates with multiple disabilities in an RSETI (Rural Self Employment Training Institute) training were introduced to Namma Vaani.
- Parents shared their journey through Namma Vaani.
- Information on International Yoga Day and gender inclusion was shared on Hamara Vaani.





**NUMBER OF CALLS**  
**12,36,875**

**AUDIOS MODERATED**  
**12,662**

**Most heard audios:** Three case studies from our Rural Livelihood Team were heard about **18,000** times.

**Most forwarded audios:** Distribution of assistive aids by Saktek published by Saksham Foundation was forwarded about **69** times!

“Dear Sarada Madam (EnAble Vaani user), you are a special attraction on Hamari Vaani. The latest news pertaining to Amar Ujjala training of PwD that you provide gives first-hand information. Persons in the remote villages get motivated to move out of their homes for training and other opportunities like livelihood.

- **Munnalal Bharati**  
Uttar Pradesh, Mirzapur

### Content from within EnAble India

Part of Vaani’s content was also sourced across our different teams. This includes solution stories from Project Discovery, information about Advanced Employability Program from EnAble Vision, and placement opportunities from Candidate Service.

### Keeping old users and bringing in new ones

The team provided guidance on effective usage of the platform, through one-on-one calls with existing users and published audio instructions directly on the platform. For newer initiatives like Amader Vaani, the team made calls to potential users and took them through the audio publishing process on the platform.

### Getting the voice across!

Efforts to scale and promote Vaani were amped up with external collaborations with NGOs, schools, colleges, and other organisations. Posters of Vaani was also displayed on railway stations and trains and awareness was raised in events like See A Million Annual Trainers meet and TCS10K marathon.

These efforts were taken to the northeast for the first time! Events were conducted at Meghalaya, Tripura, Nagaland & Manipur at different NGOs with attendees including government officials.

**Technology partner:** Technology that leads to Vaani’s success is managed by OnionDev across all languages.

### FINDING WHAT YOU NEED!

Rohit Kumar, from Amethi, Uttar Pradesh, is a person with vision impairment. He got the number of Hamara Vaani from a friend 2 years ago and had become a regular user, requesting many things. One of which

was about a job opportunity in pickle packing. Our team checked up on him to understand if he was happy with the information and they got some wonderful news! Rohit had heard an audio of Rahul Pandey from Bhiwani, which had announced a music teacher vacancy in Sant Kabir Das Sanstha and he had promptly applied. Now he is working as a music teacher!



## Contributors of EnAble Vaani



Lalchand Yadav & Mukesh Kumari, Haryana



Anurodh, West Bengal



Jitendra Behera, Odisha



Virendra Gandharv, Chhattisgarh



Bhanu Pratap Singh, Bihar



Dimple Wadhwa & Gopalkrishn Sharma, Punjab



Basavaraj, Karnataka



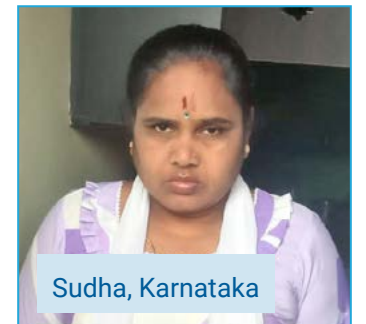
Suresh, Karnataka



Muniraju H N Gowda, Karnataka



Jagath Singh, Punjab



Sudha, Karnataka



Murugan, Tamil Nadu



Kamalkanth Nayak, Odisha



Sunil Kumar Yadav & Shashikant, Bihar



Narahari Behera, Odisha



Anand Chowdhary, Gujrat



# PROJECT DISCOVERY

A competition to identify and collect innovative assistive solutions from the grassroots across India and make them available to all.

People around the world and in India, particularly in rural areas lack access and resources to procure assistive solutions that exist in the market. However, this does not mean that they don't use them. Assistive aids and solutions for people with disabilities to overcome barriers are present in plenty. They're often made by people with disabilities and their enablers and they're low cost, easy to make and replicate. The issue?

People don't know about it. The systems that exist in the disability sector do not incorporate discoverability, preventing people with disabilities from learning about and accessing solutions that could open multiple opportunities in education, jobs, and other areas.

## A solution to collect the solutions!

Project Discovery, a competition to collect assistive solutions, was created to identify, organise, and bring innovations from the grassroots across India and make them available to all, for free! You can find all the solutions on YouTube with

multiple language accessibility through subtitles

These solutions are cost effective, easy to make and tested by users with disability making them easy to replicate in other geographies.

## Project Discovery 4.0

Project Discovery 4.0 was launched on May 19th, 2023. We saw a remarkable total of 1367 video submissions from individuals and organisations across 27 states and union territories. 21 winners were selected! As a testament to Project's Discovery expanding reach, this year we received submissions from acid attack survivors, leprosy cured person, and people with mental illness. These people with disabilities have previously not engaged with the competition.

We shared bimonthly newsletters to stay in touch with the community and update them on developments. It is distributed to participants, NGOs, funders, winners, relevant government officials, industry leaders and various community groups involved in Project Discovery.







**1367**  
Solutions



**27**  
States & Union  
Territories



▲ Tinkesh Kaushik, Project Discovery winner, demonstrates his solution of an adaptive exercise strap called Adaptive Strength. He is exercising in a gym.

◀ Mitesh Shah stands next to his coach on a tennis court. He holds his winning solution, a Tennis Ball Picker for wheelchair users.

## Award ceremony!

The winners were announced on 3rd December, The International Day of Persons with Disability, which saw 100+ members in attendance, both national and international participants! In the spirit of mainstreaming disability inclusion, this online event was hosted by a person with low vision and hard of hearing. 3 sign language interpreters were present to ensure Deaf Inclusion. 3 spoken language interpreters were present as well! The event was graced by Sri Das Suryavamshi, our chief guest, State Commissioner; Sara Bason from Google, Professor Amit

Prakash from IIIT, Bengaluru; Diksha Brihdish from Dope Labs and Taha Haaziq, Secretary, Office of Commission for Persons with Disability, Goa, who presented the awards!

Project Discovery awarded and celebrated its winners in person at the prestigious stage of International Purple Fest – Goa 2024. Hailing from 8 states, the winners were present along with their enablers to receive their trophies and certificates from esteemed individuals including Rajesh Aggarwal, IAS Secretary, Department of Empowerment of Persons with Disabilities; Guruprasad Pawaskar, Commissioner, Office of

State Commissioner of Persons with Disabilities, Goa and Vibhas Sen, US Consulate.

### Behind the scenes

Volunteers play a huge role in ensuring Project Discovery keeps running. 23 external and 20 internal volunteers have helped to subtitle, edit, translate into ISL and voice over the massive influx of solution videos we have received among other things.

## Solutions gallery

- Project Discovery to Discovery awards: Rigzin Tamchos, 1st place winner of project discovery under the category of Workplace Solutions also went on to become a Discovery Awards' 23-24 winner! This has amplified the Project's impact to a global scale!
- Immersive experience zones were set up in Samagama, See A Million's Annual Trainers Meet and the International Day for Persons with Disability Event at the Kempegowda International Airport Bengaluru. These zones are a powerful tool to spread awareness about the unique assistive solutions and were also set up at

the International Purple Fest – Goa 2024, and the National Deaf Summit, 2023.

- 58 solution audios were shared via EnAble Vaani, in a format accessible to persons with visual impairment.
- Swapna Das from Assam, a person with visual impairment, struck a century of solution video submissions!
- 730 assistive solution videos from Project Discovery were integrated with DISH database!
- A virtual 'Winners Meet' event brought in awardees from all 4 Project Discovery editions to support an exchange of ideas and solutions!
- During the Developmental Disabilities Awareness Month, the team hosted online meetings with different organisations, parents and teachers, where individuals with cerebral palsy and intellectual disabilities shared their life journeys, contributed insights and ways to promote inclusivity.
- The team conducted 62 outreach programs on Zoom Sessions to 64 organisations that had expressed an interest in knowing more about Project Discovery.

“Necessity is the mother of all inventions and the fact that the juggad/hacks that we Indians thrive on to make day-to-day activities a little easier could be transformed into a project never ceases to amaze me. Thanks to each winner for sharing such innovative hacks which I'm sure will help many others and will further ignite and generate many more ideas creating a ripple effect.

- Mitesh Shah

Mumbai National Wheelchair Tennis Player, First Prize Winner, Social Inclusion Solutions



# ZERO PROJECT COLLABORATIONS

We have partnered with Zero Project, a not-for-profit organisation based in Vienna, towards the shared goal of removing barriers for people with disabilities and building a more accessible world. Combining our expertise, the following programs have been rolled out.

## DISH (Disability Innovative Solutions Hub)

In the outskirts of Leh, a city in the union territory of Ladakh, India, a para-archer was having some trouble practicing archery. The armrests of his wheelchair kept getting in the way of the bow. So, he made a few modifications to his wheelchair, after which he could practice his beloved sport with ease! That's the story of Rigzin Tamchos, innovator and one of Discovery Awards winner! His solution is one of the many present on the DISH platform, to be replicated, used, or built upon, for free!

Often, there's no information sharing between people with disabilities and other stakeholders in the ecosystem as the sector tends to work in silos. This is due to various reasons like remote locations, lack of awareness etc. and innovations like

that of Rigzin's often go unnoticed.

And that's where DISH comes in to bridge the gap. It's a one-of-a-kind AI-based platform that works by aggregation, unification and sensemaking of assistive solutions and aims to develop a reliable marketplace for them. Now anybody can find solutions with a simple search on DISH!



DISH made its debut on September 21st, 2023 at Food for Thought, 2023!

### What's in a tagline?

A lot. Most of us have grown up understanding that nothing is given to you on a silver platter.

DISH's tagline, solutions on a platter, set to change this conventional mindset and make the collected solutions available to persons with disabilities for free! Queries can be made in 21 Indian and 5 foreign languages!





## 1200+ solutions on DISH!

These solutions are sourced from national and international platforms! We have our very own Project Discovery,

from which 750 solutions were vetted and added. External sources are Zero Project & Dlearners.

The team regularly tests the platform to ensure the relevancy of results. So far, DISH has achieved an impressive 80-90% accuracy rate!

### Partnering with Global Disability Innovation (GDI) Hub

The goal of this collaborative research is to bridge the gap between grassroots innovations in assistive solutions, and start-ups focused on creating and scaling these solutions. By understanding this gap, the findings aim to align demand with supply, making assistive solutions more affordable, replicable, and transferable.

Other areas of collaboration include:

- Assistive solutions data being shared by the GDI Hub for the DISH platform
- Analysis of data to gain meaningful insights to inform decision-making and policy development
- Establishment of programs to support knowledge exchange and skill development

### Start-up mentoring

For an emerging start-up, a pre incubation stage is where an initial idea is developed into a feasible business plan. Our team collaborated with DISQ (Digital Impact Square), a not for profit supported by TCS Foundation, to mentor 4 up-and-coming start-ups towards the development of assistive solutions and organisational sustenance in a year long programme.

### Food for Thought, 2023

This international forum was designed

to forge partnerships at national and international levels. Held on September 21st, 2023, delegates from Zero Project got a glimpse into the Indian disability sector. DISH was launched at this event. Another significant milestone for the sector was the debut of Incluzza Circle, a networking platform to promote sustainable disability inclusion in the workplace. The Scaling Solutions Program also kicked off shortly after!



Presentation of DPI for disability inclusion by EnAble India staff.



Launch of DISH by Dipesh Sutariya.



**25**  
New country partners

## Discovery Awards

We kick-started the 2nd edition of Discovery Awards, a global competition that recognizes innovative assistive solutions! With 25 country partners signing up this year, it was a huge success.

### And the awards go to.....

Melanie Hawkes works in Media and Corporate Communications Team for the Department of Fire and Emergency Services in Australia. She is a wheelchair user and has difficulties performing fine motions with her fingers. Her solution? A stick! She uses it to switch on lights, open drawers, pat her dog and so much more!



Along with Rigzin Tamchos, the archer from Ladakh, they were the 2 winners of



Discovery Awards and were invited to The Zero Project Conference 2024 in Vienna, Austria, to present their solutions and receive their prize!

Discovery Awards received 2 solution nominations each, from 17 country partners. These solutions ranged from grassroots to high tech, reflecting the diversity of approaches and innovations in the disability sector.

### Scaling Solutions Program

This initiative aims to identify and mentor organisations through #ZeroCall25, a Zero Project global competition that recognizes efforts addressing unmet needs of persons with disabilities. EnAble India will serve as the Indian partner for this initiative and nominate 3 programs with the potential to be scaled in other countries.



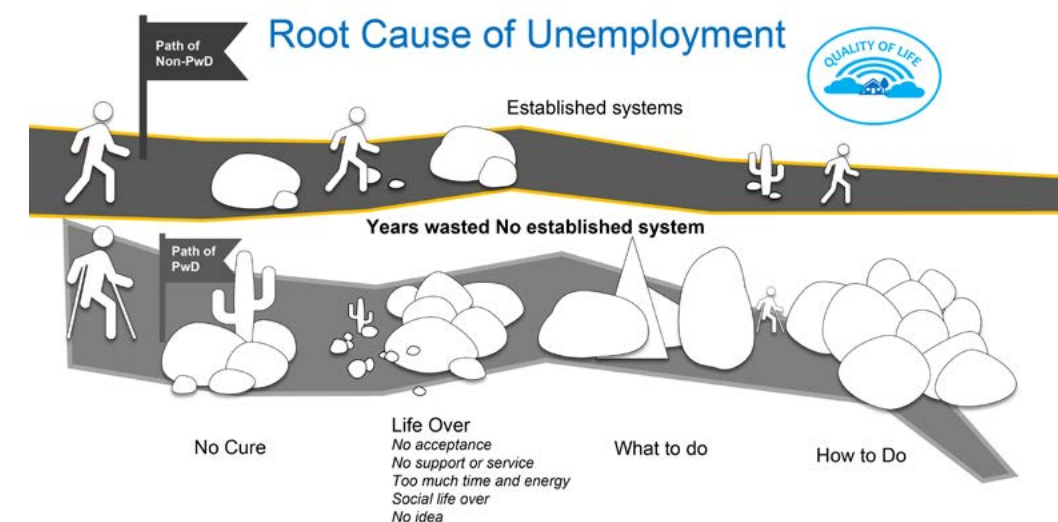


# SAMBRAMA

The Sambrama program was initiated to usher in the Purple Economy. It served as an incubator, where we developed and successfully implemented, ecosystem models to open up livelihood opportunities, practical pilots and collectives.

At the onset of disability, the path for a person with disability starts diverging and disconnecting from the general population, which includes people with different diversities and additional problems like poverty. The new route is marked by reduced agency, low quality of life and limited opportunities among other barriers. The reason for this divergence has very little to do with the disability itself and is due to the lack of established systems in healthcare, education and other areas.

Existing systems, services and products for disability are scattered – they are few and far apart. Many endure years of waiting before accessing fundamental solutions or services. There's a need and hence an opportunity to make systems disability inclusive, abundant and known so that persons with disability and everyone with functional challenges can overcome barriers. For e.g A parent of a 2-year-old with Down Syndrome should know exactly where to go and what to do after diagnosis.





How can we make this possible? By igniting a new innovative and inclusive economy – what we call the Purple Economy, with purple symbolising disability inclusion. Not only will this lead to a rise in businesses, products, infrastructure and innovations catering to the needs of people with disabilities and their stakeholders, we foresee that it has the potential to create 100 million jobs, benefitting everyone.



EOP workshop with Goa government officials.

## Community based ecosystem model for states | Goa State Centre Model

The Office of the State Commission of Goa and EnAble India came together to set up The Goa State Centre for livelihoods of persons with disability. An MOU was signed in July 2023. The set up of this model was guided by the DEPOSIT framework (Disability, Ecosystem, People without disability, Opportunities, Solutions, Institutions & institutionalisations, Tools), and our extensive experience on disability livelihoods.

The model aimed to open up access to the following for people with disabilities:

- Opportunities for livelihoods
- Services
- Solutions

Using the foundational pillars of the model, various campaigns and collectives were set up to be scaled. The pillars are:

### 1. Policy - Equal Opportunity Policy campaign

According to The Rights of People with Disabilities Act, 2016, every organisation needs to have an Equal Opportunity Policy (EOP). This policy ensures fair treatment of all employees and inclusive hiring practices. For people with disabilities, it should outline the steps the organisation takes to provide accessible physical and technological infrastructure and reasonable accommodations among other supportive measures.

The Equal Opportunity Policy Campaign aimed to bring awareness about this policy in government departments and open jobs for persons with disabilities! This was done through 2 ways. By increasing awareness on disability livelihoods in various departmental officers and building their capacity to create an EOP.

### Inking inclusion

- 75 Goa government departments attended EOP workshops!
- An EOP checklist tool, co-created by lawyers, who are disability experts, and person with disability was shared with all the government departments. 40 departments have submitted their EOPs.

### 2. Technology - Notice Management System

A Notice Management System was launched in partnership with Sama, a platform that provides Online Dispute Resolution (ODR) services and EnAble India by the State Commission, Goa. This technology helps the State Commissioner for Persons with Disabilities, Goa, communicate with various government departments. It's used for issuing circulars and notices and by other departments to share their EOPs. The system enables quick, two-way communication to resolve cases efficiently. A pilot was done across 147 government departments.

### 3. Tools - Data Campaign

We created a comprehensive questionnaire to understand the nature of the disability and determine the needs of a person. 120 field workers were sensitised and trained to communicate with persons with disabilities which lays the foundation for the Data Campaign that's slated to kick off next year. The collected data will be compiled into actionable recommendations for the government and aims to prompt systemic changes. The goal is to ensure every person with a disability belongs to a system and gains access to opportunities, services, and schemes.

### 4. People - Building collective: Manthan

We conducted workshops called Manthan to foster circles of trust among various stakeholders in the ecosystem of people with disabilities. These workshops served as platforms bringing together 63 members from CSOs (Central Statistics Office), NGOs, and institutions under a shared vision; to create livelihoods for persons with disabilities. The community recognized the urgent need to open up job opportunities for persons with disabilities, and these workshops enabled stakeholders to collaboratively develop goals, programs, and campaigns to initiate this process.

8 action groups were formed among the stakeholders with each focusing on a critical program, from preparing companies for disability inclusion, improving the job readiness of person with disability to promoting Deaf education.

Each group tackled specific challenges to bridge gaps and ensure a seamless transition of persons with disability into sustainable employment.

### Avsar Campaign

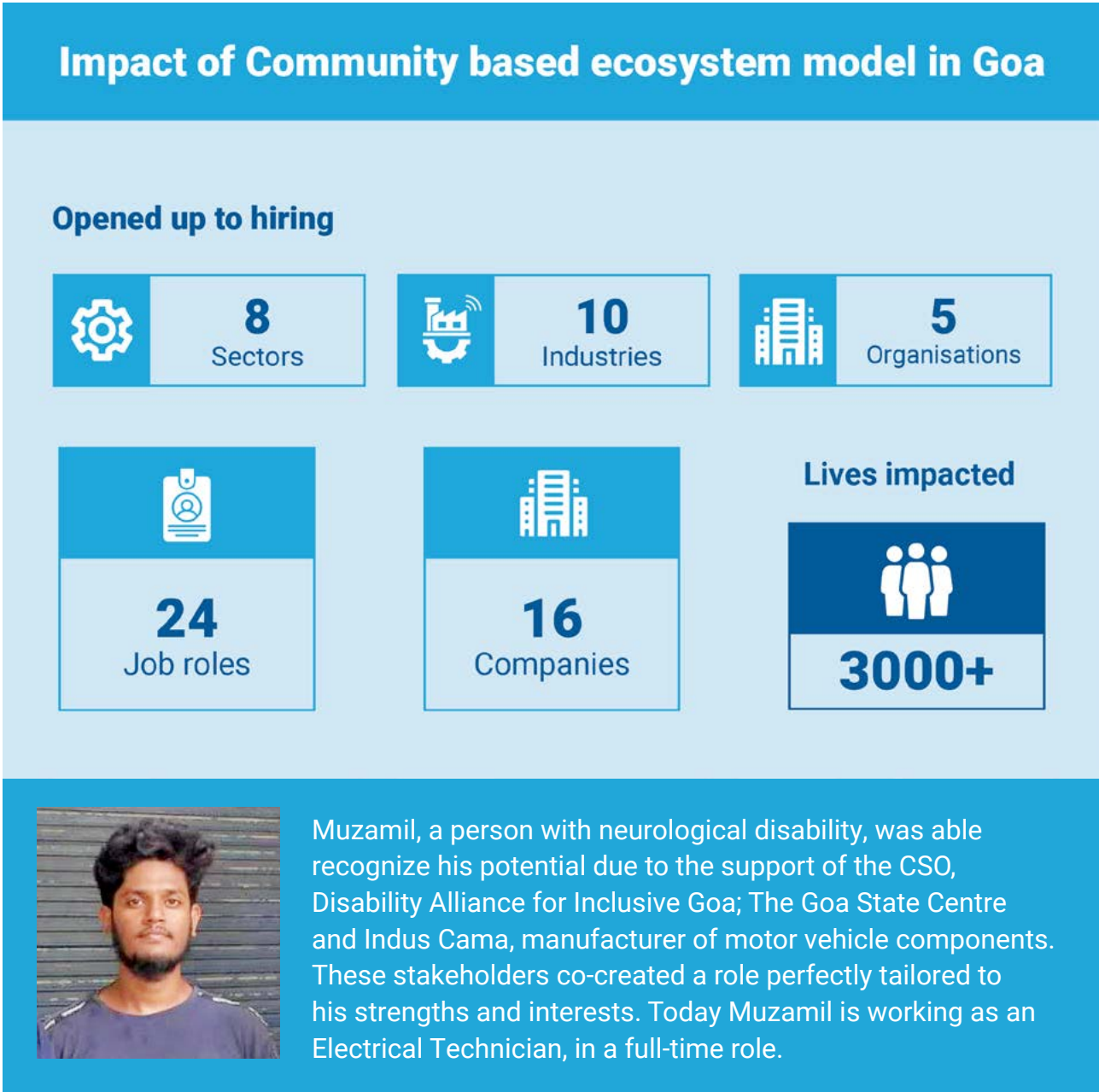
With over 70% unemployment rate among people with disabilities who are ready to work, it's clear that societal, physical, and attitudinal barriers are major issues. But another big factor is the lack of demand from organisations.

To tackle this, we organised the Avsar Campaign to address the problem from multiple angles. The campaign focused on the programs identified by our action groups and took a demand-first approach to hiring people with disabilities.



We started by meeting with Presidents from GCCI (Goa Chamber of Commerce & Industry), GSIA (Goa State Industries Association) and other government organisations to discuss opening up job opportunities across various sectors and from government positions to private jobs.

At the same time, we reached out to CSOs (Civil Society Organisations), vocational institutions, and special schools to build partnerships and help people with disabilities become job ready by responding to the market need.



## Systems for mobility made accessible and inclusive for persons with disability in Karnataka | Namma Yatri's Purple Rides



Namma Yatri's Purple Rides launch event. A driver is folding the wheelchair next to an auto.

Namma Yatri, a Bengaluru based ride hailing app, in collaboration with EnAble India embarked on a joint initiative – Purple Rides – to empower persons with disability to travel independently and create community driven solutions for accessible transportation.

### The ride begins!

First, a comprehensive survey of 25 respondents, including people with visual impairment, Parkinson's disease, spinal cord injury, and Deaf individuals was conducted, which highlighted some

key issues. Travel apps were not fully accessible for persons with disabilities. There was a need for dedicated solutions, and it had to go beyond physical accessibility. Drivers needed to be sensitised as well.

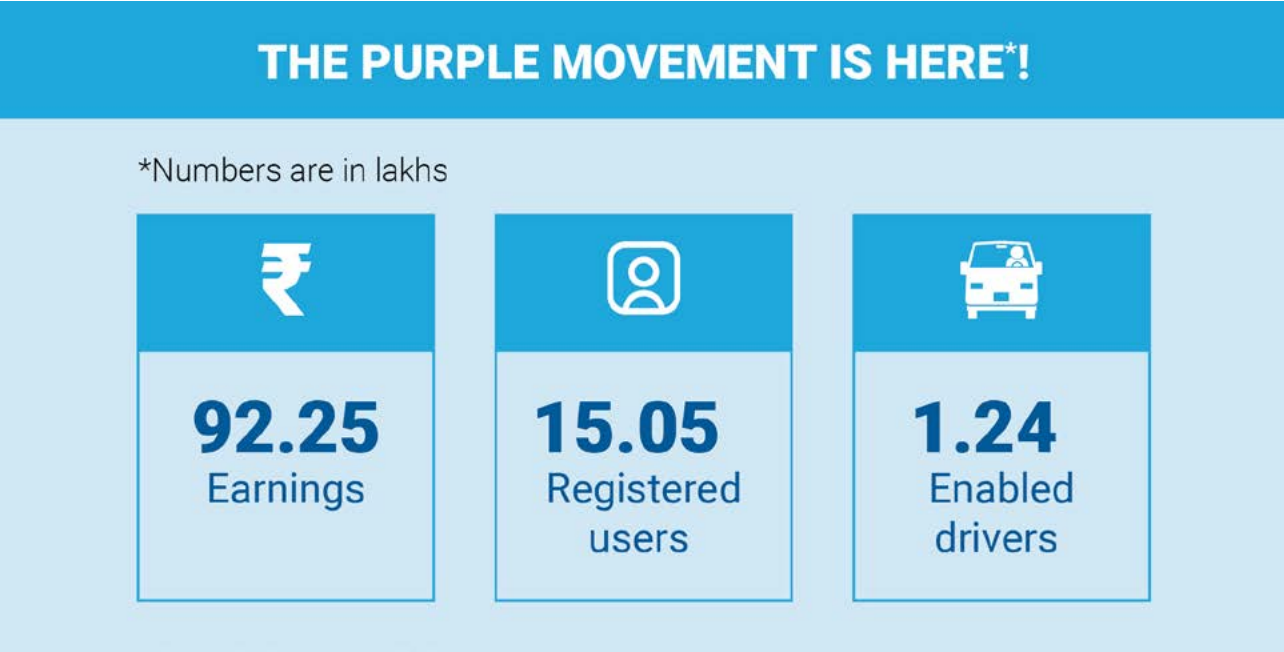
### Solutions co-created by the community

- **Technology** - Users could specify their disability on their profile. A chat only option would be enabled if Deaf was chosen while a talk back feature would show up for people with visual impairment.



- **Disability Awareness-** Micro educational videos, which would be played on the app, on different disabilities were created to sensitise drivers. A WhatsApp group was started to source individual ride-based feedback from drivers and users. Further accessibility testing and development cycles involved expert

testers and volunteers with disabilities. Community engagement activities: Regular meetups involving people with disability and tech enthusiasts with disability, to share responsibilities and updates on Purple Rides, were also initiated.



“Namma Yatri empowers me. The option to indicate my disability and thoughtful app customisations make every ride a breeze.

- Mallika  
Namma Yatri user with disability

“I feel privileged to provide service to PWDs through Purple Rides. Witnessing their independence and significant roles in MNCs is truly inspiring.

- Murthy  
Namma Yatri Driver

## Rise A Million

Rise A Million, a fledgling initiative, aims to empower people with cerebral palsy and their families as visible leaders. The leaders will further catalyze an active ecosystem of allies and build new narratives of hope, inclusion and change.

### Journey so far

We engaged with 25 stakeholders in the community which revealed some key insights:

- Misconceptions, such as false association of people with cerebral palsy with intellectual disability was highlighted.

- There was need for cerebral palsy specific advocacy within the broader disability movement.

A common platform was needed to enable people with cerebral palsy to take charge and create space for constant dialogue so meaningful change can occur.

- Conducted a strategy workshop with an external consultant, StartUp!, to plan the future of Rise A Million. A detailed 5-year roadmap for the initiative was charted out.
- Rise A Million was soft launched on World Cerebral Palsy Day 2023, with a panel discussion 'Voice, Velocity and Visibility for Persons with Cerebral Palsy'.

## EnAble Justice

Under the RPwD Act, 2016, (Rights of Persons with Disabilities), the government ensures multiple rights and reservations in employment and education, accessibility in public buildings and other necessities for persons with disabilities. For various systemic reasons, people with disabilities are often unaware of their basic rights, leading to reserved seats remaining vacant and government schemes being underutilized, among other issues.

The justice collective was created to bring together leaders committed to amplifying and unifying efforts to ease access of justice and rights for all persons with disabilities. The collective aims to do that through the following ways:

1. RPwD at scale: Enabling accessibility and inclusion across physical, digital,

private, and public infrastructure

2. Inclusive justice systems: Ensuring rights in theory can become rights in practice and people with disabilities participate across all justice systems.

3. Building human capital: Developing a network of persons with disabilities, allies, and service providers working towards the cause.



Pratibha Nakil, Board Member; Nivedita Krishna, Founder of Pacta and EnAble India staff members at the EnAble Justice strategy meeting.



# ICCHA

Project ICCHA (Inclusive Counselling & Coaching Hub Alliance) is EnAble India's foray into the domain of mental wellbeing for persons with disabilities. The vision? To build a pan Indian wellness ecosystem by integrating various available mental health services for persons with disabilities and caregivers, from adulthood to old age.

In order to make this vision a reality, the team did the following:

- Built an alliance with like-minded mental health setups to meet the ever-growing mental well-being requirements of the disability sector.
- Connected with hospitals and clinics to reach people within their first year of acquiring or being diagnosed with disability
- Conducted mental health workshops for persons with disabilities and caregivers
- Undertook capacity building activities at university level to build disability friendly counsellors of tomorrow
- Counselling persons with disability, caregivers, and the disability professionals



ICCHA team presenting about their work to our Deaf colleagues with the support of ISL interpreters.





ICCHA team member conducting a Mental Health Awareness workshop for candidates with visual impairment.

“I was in depression for 11-12 years. I couldn't find the right support to open up about my issues. Through my counseling sessions, I learnt how to accept myself and love myself. Talking to my counsellor made me really hopeful about life and helped me build a positive mindset for wherever I go.

- Female, 24

## Creating safe spaces

The team conducted mental health awareness workshops and provided counselling to candidates with disability across teams and locations, both offline and online.

- Counselling hours: **1763**
- Mental health awareness workshops: **27**
- Number of attendees: **300+**

## Joining hands for the mind!

Team ICCHA:

1. Partnered with the Association of Mentally Disabled (AMEND), Bipolar India, and IBD Patient Support Foundation to provide counseling support and explore employment opportunities for persons with mental illness.
2. Visited VMS, Srinagar, in April to provide counselling and life-skills support to candidates and trainers with disability in Kashmir. This was a first of its kind engagement.
3. Partnered with AYOO Care to ensure additional clinical and psychiatric

interventions reach our beneficiaries where required.

4. Set up a stall in the See A Million conclave to talk about their work with persons with visual impairment, network and open up pathways to spread mental health awareness and support in different organisations.
5. Conducted an in-person session for 25 people working at GarvSe centres to create awareness about mental health.
6. Introduced their services and spoke on mental health to Deaf Soapstone fellows in simple language.

## Opening a new chapter on mental health

Team ICCHA has also been working behind the scenes to kickstart Mental Health Trainings to upskill disability professionals, so they can bridge the gap between persons with disability and mental health support. A round of meetings was held with our internal EnAble Vision team to get the ball rolling! The team curated content for the training and a booklet containing information on some of the most prevalent mental health conditions for the reference of the professionals. The booklet will be released soon.

“I had been diagnosed with schizophrenia at the age of sixteen. I had a relapse seven years back. After that, anxious thoughts kept coming to my mind. My counsellor gave me a way to deal with the anxious and negative thoughts. Her methods are very practical and effective. I use it daily.

- Female, 25







# RISKS & COMPLIANCE

The key to a transparent and efficient operation of the organisation.

To this end, the team works to ensure strict adherence to laws and regulations of the land and internal policies. This is done by pro-actively auditing processes, practices and documents to identify weaknesses. The teams also set and maintain standard procedures to be followed by the organisation.

### Reading the fine print

From drafting MOU's to conducting due diligence, here's a snapshot of the work undertaken by the team:

- Drafting and vetting of legal documents/agreements for entering various collaborations/ventures
- Conducting due diligence on potential partner organisations, service providers and other external stakeholders prior to any engagement and ensure their KYC norms.

- Acting as a liaison between funders and internal departments during funding processes. Maintain accurate and complete records of funders & partner organisations.
- Coordinating with internal stakeholders and acting as custodian of agreements and other related documents
- Coordinating for board meetings and preparing board minutes and follow-up actions
- Staying updated with regulatory/statutory changes that might affect the organisation and keep track of amendments to various laws applicable to the group, in particular, the Trust laws, RBI, FEMA, Labour Laws, etc.

# HUMAN RESOURCES

Supporting the needs of 130+ employees and their growth.

A new HR initiative, K.I.S.S (Keep, Improve, Start & Stop), was kickstarted in May, to collect constructive feedback from staff members on different activities conducted by the team. From this emerged 3 new committees to address employee requirements; Learning & Development, Procurement and Employee Engagement. A new Performance Management System, based on EnAble India's SPICE (Self, Performance, Inclusion, Career & Exposure) Framework, was introduced. The HR team trained several teams on Key Result Areas (KRA) to ensure its effective implementation. This system was devised to better identify and build transparency towards the training needs of employees, drive their sustainable growth, assess performance, and more, fostering a comprehensive approach to employee development and organisational success.

The team played a pivotal role in sourcing Soapstone Fellows for the Deaf and Rural Fellowship batch and shortlisting the final candidates. Beyond recruitment, HR managed the fellowship project in its initial stages, being integral to planning, logistics, funder management, curriculum development etc. The team's involvement ensured a smooth and successful launch of the fellowship, contributing significantly to its overall impact and success on

building human capital for the sector.

The team organised Indian Sign Language Classes, for 6 months with our Deaf Soapstone fellows as trainers, for staff members. This adds to our ongoing efforts to ease communication between Deaf and hearing colleagues. The team worked with EnAble India leadership to increase the number of sick leaves from 7 to 12 days per year to reflect best market practices so that employees can use their Annual Leave for rest, recreation and other pursuits.

The team was also part of the crew involved in the creation, planning, and execution of eiPL, (EnAble India Premier league), celebrating EnAble India Foundation Day. Apart from this, Republic Day, Independence Day, Women's Day, Holi etc. were celebrated, bringing the staff together for some vibrant, festive fun!

### HR AT A GLANCE

**Recruitment Requests:** 31

**On-boarded:** 25

**PwDs hired:** 35%

**Internship Engagement:** 37

**Gender Ratio:** 43% Women

**Disability Ratio:** 44% PwD



# ADMINISTRATION

Management of logistics and streamlining office operations for improved efficiency.

From coordinating large events to overseeing in-house activities, the admin team lends a hand with everything. In addition to managing complete office operations, the team managed travel and event arrangements and end to end logistics for staff and candidates for the National Summit for the Deaf in Bengaluru and the International Purple Fest - Goa 2024, Legal Collective meeting, Purple Cup, DISH launch, See A Million Annual Trainers Meet and eiPL.

## Weathering the rain

Rainy seasons meant waterlogging in the office entrance due to the lack of a drainage system. The team was on top of the problem and created a percolation pit, which now allows some of the water to drain out. But that was not all. Rainwater seeped into the pit of the lift, bringing it to a halt which made the building inaccessible to our colleagues who are wheelchair users. The root cause was traced to a crack in the walls and the floor

of the lift shaft. Waterproofing the shaft resolved this issue.

## Making more room for work!

As the organisation grew, with new projects and employees, there was a huge demand to arrange additional workspaces and discussion rooms. This resulted in the creation of 51 additional workstations efficiently managed in the existing space.

The 4th floor became fully operational last September, after the team gave it a complete facelift with a fresh coat of paint and required electrical fitments! The Disability Inclusion Office was set up at BIAL, which was renovated to make the space fully accessible for our employee who is a wheelchair user.

## Domestic and international travel:

To meet the business needs of staff members and partners, the team carried out 709 transactions for national and international travel and accommodations taking care of accessibility needs across different locations.

# INFORMATION TECHNOLOGY

Ensuring an uninterrupted workday.

**Asset Library:** An Assistive Technology asset library was developed on SharePoint Online with an online booking system. This has helped the team to efficiently manage and track assistive devices and automate booking for use by our colleagues. This was built in house by our IT team who used No-Code/Low-Code power automate, apps that generate code based on user inputs. The team got the library up and running in just 3 months! An approval process was developed to book the devices, and the library was available to staff members through the EnAble India Intranet on the SharePoint Online portal.

**Cyber security:** Recognizing the rising threat of phishing emails, the team has worked to safeguard sensitive data of the organisation and protect it from potential cyber threats by enabling a Multi – Factor Authentication for all users.

**Upgraded Audio set up:** The team designed a reliable, cost effective and customized solution for effective audio collaboration in large meetings on Zoom and MS Teams by procuring and configuring active speakers, a digital mixer and neckband microphones. LiveVoice which is an online voice translation platform, was used for the first time at the

Samagama event. This advanced solution enabled seamless translation in multiple languages for the attendees.

**Minimize costs -** Various improvements were made to cut spending and improve efficiency. We upgraded our outdated Wi-Fi access points with cutting edge technology, to enhance bandwidth and security. We collaborated with external partners to reduce cloud hosting costs by 15-18%.

## There're more to 'IT'!

The team has also subscribed to Microsoft Copilot for Microsoft 365, where Copilot will integrate across all Microsoft applications and tested how AI can improve internal team efficiency. The team updates themselves on current and emerging technologies through webinars and conferences. The team facilitated the donation of 7 laptops in good working condition, 6 to an NGO working with Deaf candidates, and 1 to an aspiring Chartered Accountant student from below the poverty line.

In an organisation bustling with events, both large and small, internal and external, the IT team remains key in ensuring the digital infrastructure keeps running smoothly.



# POSH

Zero tolerance policy against all forms of sexual harassment.

To ensure a safe working environment, the organisation follows the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ('POSH Act'), by appointing an internal committee. The responsibilities of the committee include sensitizing all the staff members of EnAble India, i.e employees, consultants, contract workers, probationers, candidates, volunteers, interns, vendors and other stakeholders on workplace sexual harassment.

POSH awareness materials were released in Hindi, Kannada and Indian Sign Language to ensure the policy was thoroughly communicated. From the ground floor to the 4th , POSH Awareness posters, in Kannada & English are displayed on the entrance, with QR codes making it accessible to people with visual impairment.

The POSH committee has also been keeping up with new developments in the Act, i.e. the recent amendment Act of 2024, which will be implemented once the changes are accommodated in the POSH Act, 2013, by government bodies. These changes include extending the limitation period for filing a complaint from 3 months to a year. The conciliation process is also to be omitted



- No of posh awareness workshops:** 11 (conducted both in-person and online mode)
- Sensitised members:** 122
- We received and closed 0 cases this year.**
- Members of POSH committee:**
1. Roopa Reddy – Presiding Officer
  2. Ashwini Rao – Committee Member
  3. Major Rajendra – Committee Member
  4. Jyoti Achari– Committee Member
  5. Dr. B.S Anuradha– External Member

# MEDIA

Turning cause into conversation.

The media and communication team worked to amplify the organisation’s mission and vision and conveyed the impact from different programs. We employed a diverse range of audio, video and text material that was shared and used across different platforms.

666 solution videos from Project Discovery were edited and the team has also been proactively supporting the creation of new websites and other collaterals for teams at EnAble India. An EnAble India documentary has been planned in collaboration with Changemakers and NDTV set to air in 2024.





As EnAble India will celebrate its Silver Jubilee year in 2024, a logo was designed to mark this milestone.

Keeping in line with emerging programs, changing contexts and evolving ways of working, our website is undergoing a complete revamp. We are working towards creating a new and improved site for our organisation with external partners.

We maintain a consistent and spirited presence on different social media across LinkedIn, Facebook, YouTube and Instagram with a total of ..... followers.



**You can follow EnAble India updates on:**

-  <https://in.linkedin.com/company/enable-india>
-  <www.facebook.com/enableindia>
-  <www.instagram.com/enableindia>
-  <www.youtube.com/enableindia1>




# GRATITUDE

EnAble India thanks the following funders and many more who supported us in 2023-24.

ALLEGIS SERVICES INDIA PVT LTD
APPLE INDIA PVT LTD
ASHISH RAMESHCHANDRA KACHOLIA
BANK OF AMERICA N . A
BLOOMBERG DATA SERVICES INDIA PRIVATE LIMITED
COGNIZANT FOUNDATION
FIDELITY ASIA PACIFIC FOUNDATION - BERMUDA
FIDELITY BUSINESS SERVICES INDIA PRIVATE LIMITED
FUNDACION DESCUBREME - CHILE
GOOGLE LLC
MCKINSEY KNOWLEDGE CENTRE INDIA PRIVATE LIMITED
R B L BANK LTD.
REFINITIV INDIA SHARED SERVICES PRIVATE LIMITED
SALESFORCE.COM INDIA PVT LTD
SILICON VALLEY COMMUNITY FOUNDATION
STANDARD CHARTERED BANK
THE U. K. ONLINE GIVING FOUNDATION - U.K
U S T GLOBAL WELFARE FOUNDATION
VMWARE SOFTWARE INDIA PRIVATE LIMITED

# AUDIT REPORT

	<b>PHILLIPOS &amp; Co.</b>	<b>CHARTERED ACCOUNTANTS</b>
P. B. No. 534, No. 47, M-FLOOR WHEELER ROAD, COX TOWN BANGALORE - 560 005	BSNL : (080) 25467223, 25467224 AIRTEL : (080) 41251474 e-mail : phillipos18@gmail.com url : www.phillipos.co.in	
<b>Independent Auditor's Report</b>		
To The Trustees of <b>ENABLE INDIA BANGALORE</b>		
<b>Opinion</b>		
We have audited the accompanying Financial Statements of <b>Enable India</b> which comprise the Balance Sheet as at 31 <sup>st</sup> March, 2024 and the Income and Expenditure Account for the year then ended and a summary of Notes and significant Accounting Policies.		
In our opinion and to the best of our information and according to the explanations given to us, the Financial Statements give a true and fair view in conformity with the accounting principles generally accepted in India of the state of affairs of the Trust as at 31 <sup>st</sup> March, 2024 and the <i>Excess of Income Over Expenditure</i> for the year ended on that date.		
<b>Basis for Opinion</b>		
We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India (ICAI). Our responsibilities under those Standards are further described in the “Auditor’s Responsibilities for the Audit of the Financial Statements” section of our report. We are independent of the entity in accordance with the ethical requirements that are relevant to our audit of the Financial Statements and we have fulfilled our ethical responsibilities in accordance with these requirements and ICAI’s Code of Ethics. We believe that the audit evidences we have obtained are sufficient and appropriate to provide a basis for our audit opinion.		
<b>Management’s Responsibility for the Standalone Financial Statements</b>		
Management of the Trust is responsible for the preparation and fair presentation of the Financial Statements in accordance with the Accounting Standards generally accepted in India, and for such internal control as Management determines is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.		
In preparing the Financial Statements, the Management is responsible for assessing the Trust’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do		



so. The Management is also responsible for overseeing the Trust's financial reporting process.

#### Auditor's Responsibilities for the Audit of Financial Statements

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

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

#### Other Matters

Further, based on our audit we report that:

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



For Phillippos & Co  
Chartered Accountants  
FRN: 002650S

Joe James  
Partner  
Membership No: 251076  
UDIN:24251076BKFAGI3499

Place: Bangalore  
Date: 02<sup>nd</sup> September 2024

#### ENABLE INDIA

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

Bangalore - 560 095, Karnataka

Balance Sheet as at 31st March 2024

Particulars	Schedule	Amount (₹)
<b>Liabilities</b>		
Trust Fund	1	17,90,88,827
Restricted Funds	2	28,36,51,525
Corpus Fund	3	32,60,00,000
Employee Welfare Fund		2,10,325
Payables	4	-
<b>Total</b>		<b>78,89,50,677</b>
<b>Assets</b>		
Fixed Assets	5	3,62,57,369
Current Assets, Loans and Advances	6	2,60,63,409
Fixed Deposits	7	64,59,18,561
Cash and Cash Equivalents	8	8,07,11,338
<b>Total</b>		<b>78,89,50,677</b>

For Enable India



Managing Trustee  
Place: Bangalore  
Date: 02<sup>nd</sup> September 2024

As Per Our Report of Even Date

For Phillippos & Co,  
Chartered Accountants  
Firm Reg. No. 002650S



Joe James  
Partner,  
M.No. 251076  
UDIN: 24251076BKFAGI3499



**ENABLE INDIA**  
No. 473/B, Adugodi Main Road, 8th Block Koramangala  
Bangalore - 560 095, Karnataka  
**Income and Expenditure Account**  
For the year ended 31st March 2024

Particulars	Schedule	Amount (₹)
<b>Income</b>		
Donations and Contributions - Local		95,20,295
Donations and Contributions - Foreign		57,53,709
Donations and Contributions - In Kind		-
Interest Income		5,36,47,926
Transfer from Restricted Funds		22,83,27,634
Other Income		1,87,765
<b>Total (A)</b>		<b>29,74,37,329</b>
<b>Expenditure</b>		
Project Expenses	9	23,08,03,715
Administration Expense	10	82,80,247
<b>Total (B)</b>		<b>23,90,83,962</b>
<b>Excess of Income over Expenditure</b>		<b>5,83,53,368</b>

For Enable India

Managing Trustee  
Place: Bangalore  
Date: 02<sup>nd</sup> September 2024

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

Joe James  
Partner,  
M.No. 251076  
UDIN: 24251076BKFAGI3499

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

**Schedule 01: Trust Fund**

Particulars	Amount (₹)	Amount (₹)
As per last year's balance sheet	12,07,35,459	
Add: Excess of Income over Expenditure	5,83,53,368	17,90,88,827
<b>Total Trust Fund</b>		<b>17,90,88,827</b>

**Schedule 2: Restricted Fund Account**

Particulars	Amount (₹)	Amount (₹)
<b>01. Allegis</b>		
As per the last balance sheet	5,19,307	
Add: Receipts during the year	77,79,400	
Less: Transfer to income and expenditure to the extent utilized	70,95,442	
Less: Advance given for Fixed Assets	7,84,700	4,18,565
<b>02. Apple Project – III</b>		
As per the last balance sheet	41,20,372	
Less: Transfer to income and expenditure to the extent utilized	41,20,372	-
<b>03. Apple Project – IV</b>		
As per the last balance sheet	7,50,00,000	
Less: Transfer to income and expenditure to the extent utilized	5,83,00,876	1,66,99,124
<b>04. Cognizant</b>		
Add: Receipts during the year	63,22,450	
Less: Transfer to income and expenditure to the extent utilized	63,22,450	-
<b>05. Linde</b>		
As per the last balance sheet	17,771	
Less: Transfer to income and expenditure to the extent utilized	17,771	-
<b>06. Philanthropy</b>		
Add: Receipts during the year	1,10,00,000	
Less: Transfer to income and expenditure to the extent utilized	1,09,04,329	95,671
<b>07. Qwick Silver</b>		
As per the last balance sheet	9,15,814	
Less: Transfer to income and expenditure to the extent utilized	9,15,814	-
<b>08. Refinitive</b>		
Add: Receipts during the year	35,78,189	
Less: Transfer to income and expenditure to the extent utilized	10,70,286	25,07,903
<b>09. State Street</b>		
As per the last balance sheet	7,87,448	
Less: Transfer to income and expenditure to the extent utilized	7,87,448	-
<b>Sub-Total Restricted Fund c/f</b>		<b>1,97,21,263</b>



Particulars	Amount (₹)	Amount (₹)
<b>Sub-Total Restricted Fund b/f</b>		<b>1,97,21,263</b>
<b>10. RBL</b>		
Add: Receipts during the year	42,93,807	
Less: Transfer to income and expenditure to the extent utilized	42,93,807	-
<b>11. Robert Bosch</b>		
As per the last balance sheet	1,73,587	
Less: Transfer to income and expenditure to the extent utilized	1,73,587	-
<b>12. Higa Digital</b>		
As per the last balance sheet	2,20,000	
Less: Transfer to income and expenditure to the extent utilized	2,20,000	-
<b>13. VM Ware</b>		
Add: Receipts during the year	35,00,000	
Less: Transfer to income and expenditure to the extent utilized	35,00,000	-
<b>14. Allegies-Rampcity</b>		
As per the last balance sheet	25,40,000	
Less: Transfer to income and expenditure to the extent utilized	25,40,000	-
<b>15. Obvious Ventures Private Limited</b>		
As per the last balance sheet	4,00,000	
Less: Transfer to income and expenditure to the extent utilized	4,00,000	-
<b>16. Mckinsey Global Services India Pvt. Ltd.</b>		
As per the last balance sheet	3,90,000	
Add: Receipts during the year	16,40,000	
Less: Transfer to income and expenditure to the extent utilized	11,16,000	9,14,000
<b>17. Sales Force -2023-24</b>		
As per the last balance sheet	32,30,000	
Less: Transfer to income and expenditure to the extent utilized	32,30,000	-
<b>18. Google – FCRA</b>		
As per the last balance sheet	13,07,390	
Add: Receipts during the year	29,41,830	
Less: Transfer to income and expenditure to the extent utilized	25,82,782	16,66,438
<b>19. Blimey Chiley – FCRA</b>		
Add: Receipts during the year	24,49,560	
Less: Transfer to income and expenditure to the extent utilized	21,84,250	2,65,310
<b>20. Fidelity Asia Pacific Foundation-FCRA</b>		
As per the last balance sheet	60,12,053	
Add: Receipts during the year	83,56,568	
Less: Transfer to income and expenditure to the extent utilized	71,94,589	71,74,032
<b>Sub-Total Restricted Fund c/f</b>		<b>2,97,41,043</b>



Particulars	Amount (₹)	Amount (₹)
<b>Sub-Total Restricted Fund b/f</b>		<b>2,97,41,043</b>
<b>21. Silicon Valley Community Foundation-FCRA</b>		
As per the last balance sheet	32,15,60,250	
Less: Transfer to income and expenditure to the extent utilized	6,76,49,768	25,39,10,482
<b>22. Standard Chartered Bank-FCRA</b>		
As per the last balance sheet	4,70,000	
Add: Receipts during the year	1,74,53,363	
Less: Transfer to income and expenditure to the extent utilized	1,79,23,363	-
<b>23. Bank of America-FCRA</b>		
Add: Receipts during the year	2,50,00,000	
Less: Transfer to income and expenditure to the extent utilized	2,50,00,000	-
<b>Total Restricted Funds</b>		<b>28,36,51,525</b>

**Schedule 03: Corpus Fund**

Particulars	Amount (₹)	Amount (₹)
As per the Last balance sheet		32,60,00,000
<b>Total Corpus Fund</b>		<b>32,60,00,000</b>

**Schedule 04: Payables**

Particulars	Amount (₹)	Amount (₹)
Employee ESI Payable	10,691	
Less: Paid during the year	10,691	-
<b>Total Payables</b>		<b>-</b>





Schedule 05: Fixed Asset

(Amount in ₹)

Sl. No.	Name of the assets	Gross value as on 01.04.2023	Additions		Deletions	Total value as on 31.03.2024	Depreciation for the year ended 31.03.2024	Net block as on 31.03.2024
			Before 30th Sept	After 1st Oct				
1	Land	2,02,54,840	-	-	-	2,02,54,840	-	2,02,54,840
2	Computer and Accessories	67,77,540	1,58,511	19,92,058	71,999	88,56,111	29,11,765	59,44,346
3	Equipment	31,19,782	4,31,356	12,95,285	1,75,417	46,71,006	6,73,643	39,97,363
4	Furniture and Fixtures	24,42,885	5,42,514	1,25,461	4,59,439	26,51,420	2,58,869	23,92,551
5	Vehicle	7,27,021	-	32,97,622	-	40,24,643	3,56,375	36,68,268
<b>Total</b>		<b>3,33,22,069</b>	<b>11,32,381</b>	<b>67,10,426</b>	<b>7,06,855</b>	<b>4,04,58,020</b>	<b>42,00,652</b>	<b>3,62,57,368</b>



Schedule 06: Current Assets, Loans and Advances

Particulars	Amount (₹)	Amount (₹)
1. LIC Gratuity Scheme		33,55,436
2. Staff and Other Advances		3,63,281
3. Building Deposit		40,60,000
4. BDA Registration Fees		5,000
5. <b>Interest Receivable</b>		
As per the Last Balance sheet	75,25,675	
Add: Receivable during the year	76,45,036	
Less: Received during the year	75,25,675	76,45,036
6. Other Receivable		-
7. Advance given for Fixed Assets		7,84,700
8. Tax Deducted at Source		
a. A.Y 2017-18	11,82,161	
b. A.Y 2020-21	4,31,001	
c. A.Y 2021-22	4,30,034	
d. A.Y 2022-23	3,99,888	
e. A.Y 2023-24	20,51,355	
f. A.Y 2024-25	53,55,517	98,49,956
<b>Total Current Assets, Loans and Advances</b>		<b>2,60,63,409</b>





Schedule 07: Fixed Deposits

(Amount in ₹)

Sl. No.	Name of Bank	FDR No.	Date Of Deposit	Amount Deposited	Balance as on 31st March 2024
<b>A. Trust Fund</b>					
1	State Bank of India	42540217358	20/11/2023	10,00,00,000	10,64,58,954
2	State Bank of India	42540204100	20/11/2023	10,00,00,000	10,64,58,954
3	State Bank of India	42540310072	20/11/2023	10,00,00,000	10,64,58,954
4	ICICI Bank	4713117074	14/09/2023	4,99,000	5,41,699
<b>B. Corpus Fund</b>					
1	State Bank of India	42834455471	28/03/2024	32,60,00,000	32,60,00,000
<b>Total</b>				<b>62,64,99,000</b>	<b>64,59,18,561</b>



Schedule 8: Cash and Bank Balances

Particular	Amount (₹)	Amount (₹)
1. Cash in hand		308
2. Cash at bank		
a. State Bank of India - Savings Account	1,77,35,672	
b. IDBI Bank Ltd - Savings Account	18,611	
c. ICICI Bank Ltd - Savings Account	6,17,260	
d. State Bank of India - Reverse Sweep Account	-	
e. IDBI Bank Ltd - Reverse Sweep Account	-	
f. ICICI Bank Ltd - Reverse Sweep Account	6,23,39,487	8,07,11,030
<b>Total Cash and Bank Balances</b>		<b>8,07,11,338</b>





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

**Schedule 09: Project Expenditure**

(Amount in ₹)

SL No.	Particulars	Enable India (01)	SBI FCRA (02)	RBL (03)	Allegies (04)	Cognizant (05)	Apple 3 (06)	Total c/f (01) to (06)
1	Accommodation	2,19,748	12,60,429	-	10,818	5,087	2,288	14,98,370
2	Admin / Management Fees	(57,14,344)	-	2,13,822	5,74,400	4,13,541	2,90,400	(42,22,181)
3	Assistive Aids	-	36,915	-	-	-	-	36,915
4	Care Giver Exp	-	1,80,000	-	-	-	-	1,80,000
5	Candidate Service	-	9,17,467	-	-	-	12,471	9,29,938
6	Computer Maintenance	4,956	31,573	-	27,998	-	-	64,527
7	Conveyance	63,720	7,490	-	23,641	-	-	94,851
8	Electricity & Water Charges	11,64,744	-	-	-	-	-	11,64,744
9	ESI	9,827	7,800	-	-	-	-	17,627
10	Event Expenses	11,08,762	19,94,076	20,78,210	2,84,599	-	-	54,65,647
11	Fuel Charges	2,43,634	20,780	-	13,386	4,905	-	2,82,705
12	Gratuity	4,19,510	-	-	-	-	-	4,19,510
13	Postage, Telephone and Internet Charges	2,98,303	15,025	-	-	-	-	3,13,328
14	Platform hosting Charges	14,605	-	-	-	-	-	14,605
15	Printing and Stationery	71,186	4,13,602	11,384	72,785	-	11,955	5,80,912
16	Professional Charges	15,80,891	5,10,40,377	6,09,380	9,38,293	55,59,968	2,52,074	5,99,80,983
17	Provident Fund	4,01,352	26,00,167	17,952	1,33,515	32,527	54,731	32,40,244
18	Rent	(56,357)	30,34,785	1,60,152	-	-	-	31,38,580
19	Repairs & Maintenance	10,95,098	9,40,695	-	4,699	-	-	20,40,492
20	Salaries	31,17,200	4,63,92,295	6,97,125	37,35,730	6,77,600	12,66,167	5,58,86,117
21	Security Service	7,22,257	-	-	-	-	-	7,22,257
22	Stipend	-	-	-	-	-	-	-
23	Training & Seminar Fees	-	-	-	-	-	-	-
24	International Travel Expenses	11,55,695	7,89,761	-	-	-	-	19,45,456
25	Innovation Support	-	4,35,000	-	-	-	-	4,35,000
26	Traveling Expenses	3,18,195	30,72,200	1,28,410	1,67,103	27,611	1,35,406	38,48,925
27	Welfare Expenses	15,74,769	4,91,141	2,475	52,114	-	82,233	22,02,732
28	Internship Remuneration	-	7,46,687	-	48,000	16,267	16,000	8,26,954
29	Reimbursement Account	61,100	-	2,44,243	-	-	-	3,05,343
30	Program Expenses	99,42,781	-	-	-	-	19,96,617	1,19,39,398
31	Insurance	(5,05,979)	33,18,254	-	1,07,532	5,974	-	29,25,781
<b>Total Project Expenditure c/f</b>		<b>1,73,11,653</b>	<b>11,77,46,519</b>	<b>41,63,153</b>	<b>61,94,613</b>	<b>67,43,480</b>	<b>41,20,342</b>	<b>15,62,79,760</b>



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

**09. Schedule of Project Expenditure (cont.)**

(Amount in ₹)

SL No.	Particulars	Total c/f (01) to (06)	Apple 4 (07)	Philanthropy (08)	State street (09)	VM ware (10)	Disability Inclusion Fund (11)	Total
1	Accommodation	14,98,370	9,52,248	41,091	7,000	-	-	24,98,709
2	Admin / Management Fees	(42,22,181)	-	35,000	40,000	2,51,280	-	(38,95,901)
3	Assistive Aids	36,915	-	-	-	-	-	36,915
4	Care Giver Exp	1,80,000	-	-	-	-	-	1,80,000
5	Candidate Service	9,29,938	6,65,294	-	1,56,275	-	-	17,51,507
6	Computer Maintenance	64,527	46,164	2,832	1,286	-	-	1,14,809
7	Conveyance	94,851	98,111	15,491	-	-	2,147	2,10,600
8	Electricity & Water Charges	11,64,744	-	-	-	-	-	11,64,744
9	ESI	17,627	-	-	-	-	-	17,627
10	Event Expenses	54,65,647	49,36,689	1,53,657	-	-	-	1,05,55,993
11	Fuel Charges	2,82,705	17,071	-	-	-	-	2,99,776
12	Gratuity	4,19,510	-	-	-	-	-	4,19,510
13	Postage, Telephone and Internet Charges	3,13,328	33,682	4,370	-	750	-	3,52,130
14	Platform hosting Charges	14,605	-	-	-	-	-	14,605
15	Printing and Stationery	5,80,912	4,40,634	44,902	1,570	-	-	10,68,018
16	Professional Charges	5,99,80,983	1,41,64,044	10,60,048	-	34,98,476	499	7,87,04,050
17	Provident Fund	32,40,244	7,19,592	18,405	13,176	63,477	-	40,54,894
18	Rent	31,38,580	71,90,840	-	1,00,000	-	-	1,04,29,420
19	Repairs & Maintenance	20,40,492	2,11,804	80,513	-	-	-	23,32,809
20	Salaries	5,58,86,117	2,01,19,321	1,67,400	2,73,300	22,84,400	-	7,87,30,538
21	Security Service	7,22,257	-	-	-	-	-	7,22,257
22	Stipend	-	15,43,020	-	-	-	-	15,43,020
23	Training & Seminar Fees	-	-	-	-	-	-	-
24	International Travel Expenses	19,45,456	-	-	-	-	-	19,45,456
25	Innovation Support	4,35,000	-	-	-	-	-	4,35,000
26	Traveling Expenses	38,48,925	35,42,227	5,82,396	14,895	8,190	8,190	80,04,823
27	Welfare Expenses	22,02,732	3,85,582	91,042	2,868	16,555	-	26,98,779
28	Internship Remuneration	8,26,954	1,46,081	-	75,805	-	-	10,48,840
29	Reimbursement Account	3,05,343	40,000	-	-	-	2,30,000	5,75,343
30	Program Expenses	1,19,39,398	17,55,872	74,91,663	1,09,200	-	-	2,12,96,133
31	Health Insurance	29,25,781	5,01,816	11,948	-	53,766	-	34,93,311
<b>Total Project Expenditure</b>		<b>15,62,79,760</b>	<b>5,75,10,092</b>	<b>98,00,758</b>	<b>7,95,375</b>	<b>61,76,894</b>	<b>2,40,836</b>	<b>23,08,03,715</b>





Schedule 10: Administrative Expenses

(Amount in ₹)

Sl. No.	Particulars	Enable India (01)	SBI FCRA (02)	RBL (03)	Allegis (04)	Cognizant (05)	Apple 3 (06)	Total c/f (01) to (06)
1	Audit Fees	(5,000)	4,29,300	-	25,000	-	-	4,49,300
2	Bank Charges	2,195	19,848	0.05	-	1	-	22,045
3	Rates and Taxes	17,840	3,000	-	-	-	-	20,840
4	Registration and renewal expenses	1,46,896	23,12,436	6,336	3,36,306	8,747	-	28,10,721
5	Write off old balances	-	23,188	-	-	-	-	23,188
6	Depreciation	29,41,015	16,49,538	-	1,23,511	-	-	47,14,064
Total Administrative Expenditure c/f		31,02,947	44,37,310	6,336	4,84,817	8,748	-	80,48,158

Schedule 10: Administrative Expenses (cont.)

(Amount in ₹)

Sl. No.	Particulars	Total b/f (01) to (06)	Apple 4 (07)	Philanthropy (08)	State Street (09)	VM ware (10)	Disability Inclusion Fund (11)	Total
1	Audit Fees	4,49,300	-	-	-	-	-	4,49,300
2	Bank Charges	22,045	2	-	-	-	-	22,047
3	Rates and Taxes	20,840	-	-	-	-	-	20,840
4	Registration and renewal expenses	28,10,721	46,644	-	-	-	-	28,57,365
5	Write off old balances	23,188	-	-	-	-	-	23,188
6	Depreciation	47,14,064	1,42,741	-	-	36,816	13,885	49,07,507
Total Administrative Expenditure c/f		80,48,158	1,89,388	-	-	36,816	13,885	82,80,247



Notes on Accounts for the year ended 31<sup>st</sup> March 2024

1. Background

Enable India is a registered Charitable Trust working to ensure the economic independence and dignity of persons with disability. The trust provides counseling, guidance, and training to the disabled to improve their quality of living through various programs held for their benefit.

2. Accounting Standards

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

3. Significant Accounting Policies

a. Basis of preparation of Financial Statements

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

b. Accounting for Grants

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

c. Accounting for Corpus Donations

Donations received specifically towards the Corpus of the trust is credited to the Corpus Fund of the trust and is invested into an Earmarked Fixed Deposit. The earnings from such investment are utilized for the trust purposes and the principal amount is retained as such. The same is done in line with the compliance requirements under the Indian Income-tax Act, 1961.

d. Fixed Assets and Depreciation

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

e. Foreign Currency Transactions

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





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

#### f. Employee Benefits

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

The Trust has defined benefit gratuity plan. The liability for the same is determined on actuarial valuation and a Gratuity Trust is formed and the liability so determined is periodically assessed and invested in the Life Insurance Corporation Group Gratuity Scheme.

#### 4. Going Concern

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

#### 5. Taxes on Income

The Trust is also registered under Section 12A of the Indian Income-tax Act, 1961 with the Commissioner of Income Tax (Exemptions) vide Registration No. AAATE0632JE20214. This makes the trust eligible for tax exemption on total income subject to compliance with the specific provisions of the Indian Income-tax Act, 1961

As Per Our Report Even Date

For Phillipos & Co,

Chartered Accountants

Firm Reg. No. 002650S



Joe James

Partner

M. No. 251076

UDIN: 24251076BKFAGI3499

Place: Bangalore

Date: 02<sup>nd</sup> September 2024



For and on behalf of Enable India



Managing Trustee







#473/B, Adugodi Main Road,   
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