




ANNUAL REPORT

2022-23





Over the past two years, our collective journey has been marked by resilience and endurance in the face of unprecedented challenges brought on by the global pandemic. Now, as we present this year's report, we embrace the theme of "spring," signifying the arrival of new beginnings, growth, and an array of colours in our lives. The cover page of this annual report has a graphic of a blossoming tree, the leaves of which were hand-crafted using the flames of EnAble India and represent our various stakeholders that have contributed to our cause, igniting the flames of EnAble India's mission with love and gratitude.



Celebration of Human Sprit

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EnAble India Team

FULL TIME EMPLOYEES

| | | | |
|----|---------------------------|----|-----------------------|
| 1 | Nayantara Janardhan | 30 | Nynesh A K |
| 2 | Sandesh HR | 31 | Goram Sivasankar |
| 3 | Hemavathy G | 32 | Vinayak V Soratur |
| 4 | Roseline Mary | 33 | Jyoti Achari |
| 5 | Moseschowdari Gorrepati | 34 | Aashish Kumar |
| 6 | Shanti Raghavan | 35 | Balaji M |
| 7 | Shibu T L | 36 | Sultana Banu |
| 8 | Murali Kumar R | 37 | Bhavya K N |
| 9 | Neel R Lama | 38 | Ashwini Prakash Jatti |
| 10 | Usha S | 39 | Shivendra Singh |
| 11 | Chanamma | 40 | Anisha Grace Jose |
| 12 | Chandrashekar S | 41 | Naveen Kumar M |
| 13 | Hemanth Kumar M | 42 | Rama Ganesh Parsekar |
| 14 | Narasimha Vijaya Rayachur | 43 | Lohrii Francis |
| 15 | Naveen CR | 44 | K R Ashwini Rao |
| 16 | Priti Lobo | 45 | Ganesh Rao Yadav |
| 17 | Thyagaraj | 46 | Samara Thomas Thekkan |
| 18 | Shivakumar B R | 47 | Mahonnath Hrudai |
| 19 | Hemavathi J | 48 | Gayatri Gulvady |
| 20 | Ajith babu | 49 | Kaavyasri D A |
| 21 | Pujari Chowdamma | 50 | Lokesh Naik |
| 22 | Roopa Reddy KN | 51 | Gurudeva C |
| 23 | Subburaj | 52 | Sayomdeb Mukherjee |
| 24 | Dinesh Kumar | 53 | Charan M |
| 25 | P. Nandini Kavitha | 54 | Anisha Mahanta |
| 26 | Narendra VG | 55 | Jincy NM |
| 27 | Antony Helenraj | 56 | Karthik V |
| 28 | Bavanisree K | 57 | Rituparna Sarangi |
| 29 | Roopesh Sasidaran | 58 | Shristi Gajurel |

- 129 Arun Kumar V
- 130 Arnav Kuchhal
- 131 Kulandai Yesu Mary F
- 132 Mariam Jaise
- 133 Anoushka Aristotle
- 134 Siri K S
- 135 Mrinalini Marar
- 136 Vindhya Giri
- 137 Nabin Roshan Lakra
- 138 Kaviarasan N
- 139 Arishmita Aditya
- 140 Eboni Robinson
- 141 Anoushka Srivastava
- 142 R. Sham
- 143 Praveen A D
- 144 Shalini Raj
- 145 Samridhi Trivedi
- 146 Vanya Sunil Kumar
- 147 Mahika P Gowda
- 148 Pranshu Anand
- 149 Arushi Preet Kaur
- 150 Vibha Sriranga
- 151 Michelle Anne George
- 152 Alisha Sosha Kurian
- 153 Mohan B S
- 154 Rose J Vithayathil
- 155 B Hiranmayi Purushotham
- 156 Sravani Ganti
- 157 Supritha S

SOAPSTONE FELLOW

- 158 Aswin V
- 159 Atul Ranjan Sahay
- 160 Femina Grace Vadassery
- 161 Jerome F V
- 162 Nikhil Jayswal

- 163 Raazmi
- 164 Amit Vinaychandran Pallath

CONSULTANTS

- 165 Maria Joy
- 166 Praveen Raja M
- 167 Geeta
- 168 George M Sebastian
- 169 Alim Shaukatali Chandani
- 170 Neetu Singh
- 171 P V Srikanth
- 172 B. Sathyanarayanan
- 173 K C Deepak
- 174 Leticia Pires
- 175 Kamalakanta Nayak
- 176 Krishna Narayan
- 177 Muneender Jillella
- 178 Sudha Srikanth
- 179 Pran Nath Nagri
- 180 Prameela Nadkarni

ADVISORY BOARD

- Prof. Mukta Kulkarni
- Dr. Nandakumar Jairam
- Prof. Subramanian Rangan
- Ms. Vasanthi Srinivasan
- Mr. Tushar Patel
- Mr. Subhash Chandra

GOVERNING BODY

- Ms. Shanti Raghavan
- Mr. Dipesh Sutariya
- Mr. P N Nagri
- Ms. Pratibha Nakil
- Mr. Sarbajit Ghose
- Mr. C. Babu Joseph

Founders' Note



Shanti Raghavan

Founder
EnAble India



Dipesh Sutariya

CMD & Co-Founder
EnAble India



P N Nagri

Trustee & Hon. Director
EnAble India

Dear EnAble India Community,

As I reflect on our journey and the remarkable milestones we have achieved together, I am overwhelmed with gratitude. It is my great pleasure to share this note, celebrating our collective efforts in advancing the empowerment, economic independence, and dignity of persons with disabilities.

The year started with a significant development at EnAble India. There has been a gradual transfer of operational management responsibilities to the next line of leaders and I am proud to announce that our Management Team now oversees all operations. The team includes Moses and Murali as Executive Directors, Nayantara as Chief of Staff, Ravi as Chief People's Officer, and Major Rajendra as Chief Administration Officer. We also have Vinaya as CEO of EnAble India Solutions, our social enterprise arm. Going forward, I will be involved as needed and focus on

new projects, international collaborations, and hopefully a few rounds of golf! I have complete confidence in the Management Team's abilities to lead EnAble India forward, and I am excited about the future prospects of the organization under their guidance.

This strategic shift enables EnAble India to leverage the expertise and leadership of its talented team while fostering a culture of empowerment and growth. Together, we have and will continue to make significant strides in our mission to create a more inclusive society for persons with disabilities.

Our partnership with Zero Project, an extension of the Essl Foundation, has played a crucial role in breaking down barriers for people with disabilities on a global scale. The Discovery Awards, an international platform celebrating innovative solutions and grassroots innovators, has provided us with the

opportunity to showcase and honour individuals and organizations making a difference. Through the “one country, one partner” model, we have expanded the program to various regions, amplifying its impact.

During the Zero Conference, we had the privilege of engaging in discussions on innovation and solutions with global changemakers. Additionally, we introduced the concept of the Disability Innovative Solutions Hub (DISH), aimed at fostering collaboration and creating a global impact in the disability sector. Our collaboration with Zero Project to co-create DISH marks a significant milestone in our journey towards a more inclusive world.

Another notable achievement was the successful hosting of Purple Cup 2.0, building upon the success of India’s first blind golf tournament. We take pride in providing opportunities for persons with vision impairment to experience the sport of golf and promoting inclusion and sportsmanship. The launch of the Purple Academy in partnership with the Karnataka Golf Association further strengthens our commitment to nurturing a community that raises awareness about the sport and disabilities.

In January, we were part of a ground-breaking event, Purple Fest, India’s first-of-its-kind inclusive festival held in Goa. Collaborating with the Office of the State Commissioner for Persons with Disabilities and the Director of Social Welfare, we curated this festival to celebrate and empower individuals with disabilities. The resounding success of Purple Fest, attracting tens of thousands of people and receiving recognition from Prime Minister Narendra Modi, is a testament to our collective dedication towards inclusivity.

Our involvement with Workability Asia has allowed us to expand our reach and provide more livelihood opportunities for persons with disabilities in the region. With my appointment as Chairperson and Nayantara Janardhan as Secretary General, we are excited to anchor Workability Asia in India and further our mission of empowering individuals through meaningful employment.

I want to express our deepest appreciation to MacKenzie Scott, the billionaire philanthropist whose generous donation has been instrumental in sustaining our vital work. Her commitment to supporting under-served communities, including persons with disabilities, is truly inspiring. Her recognition of the saying, “Nothing about us without us,” resonates deeply within us and fuels our determination to bring the conversation on inclusion to the forefront.

As we reflect on these achievements, we must recognize that our work is far from over. There are still countless barriers to break and societal attitudes to change. However, with the unwavering support of our community, partners, and stakeholders, we are confident in our ability to create a more inclusive world for all.

Thank you for your dedication, resilience, and commitment to the cause. Together, we will continue to strive for a future where every individual, regardless of their abilities, can lead a life of dignity and opportunity.

Samgacchadhvam!

With profound gratitude,

Dipesh Sutariya

What an extraordinary year it has been! 2022 proved to be a defining moment for EnAble India, as we witnessed remarkable transformations unfold. The baton of leadership was seamlessly passed to a dynamic management team, led by two exceptional executive directors, Moses and Murali, who bring a wealth of personal experience with disability. A change of guard. A breath of fresh air. New energy. New thoughts. New zeal!

2022 was no ordinary year; it will undoubtedly be etched in history as a milestone in human evolution. Our voice resonated louder and stronger as it reached the prestigious World Economic Forum (WEF) in Davos. This global platform allowed us to share our insights and engage with influential corporate and government leaders. We are immensely grateful to the Schwab Foundation, founded by Hilde Schwab, wife of Klaus Schwab, the visionary behind WEF, for granting us this incredible opportunity to accelerate our movement.

At EnAble India, we feel a pressing sense of urgency to address the sheer scale of disability, estimated at 1 billion globally and around 100 million in India. In our voyage to find “stubborn systemic issues”, we have introduced a ground-breaking economic model called the “purple economy” in 2021, which has the potential to generate hundreds of thousands of job opportunities for the people of India. One crucial realization is that disability support systems are currently in a developmental stage comparable to the healthcare sector’s state 300 years ago. This understanding serves as a catalyst for us, as we anticipate that it will expedite the progress of disability systems, eventually leading to their establishment and recognition similar to the healthcare

system we have today.

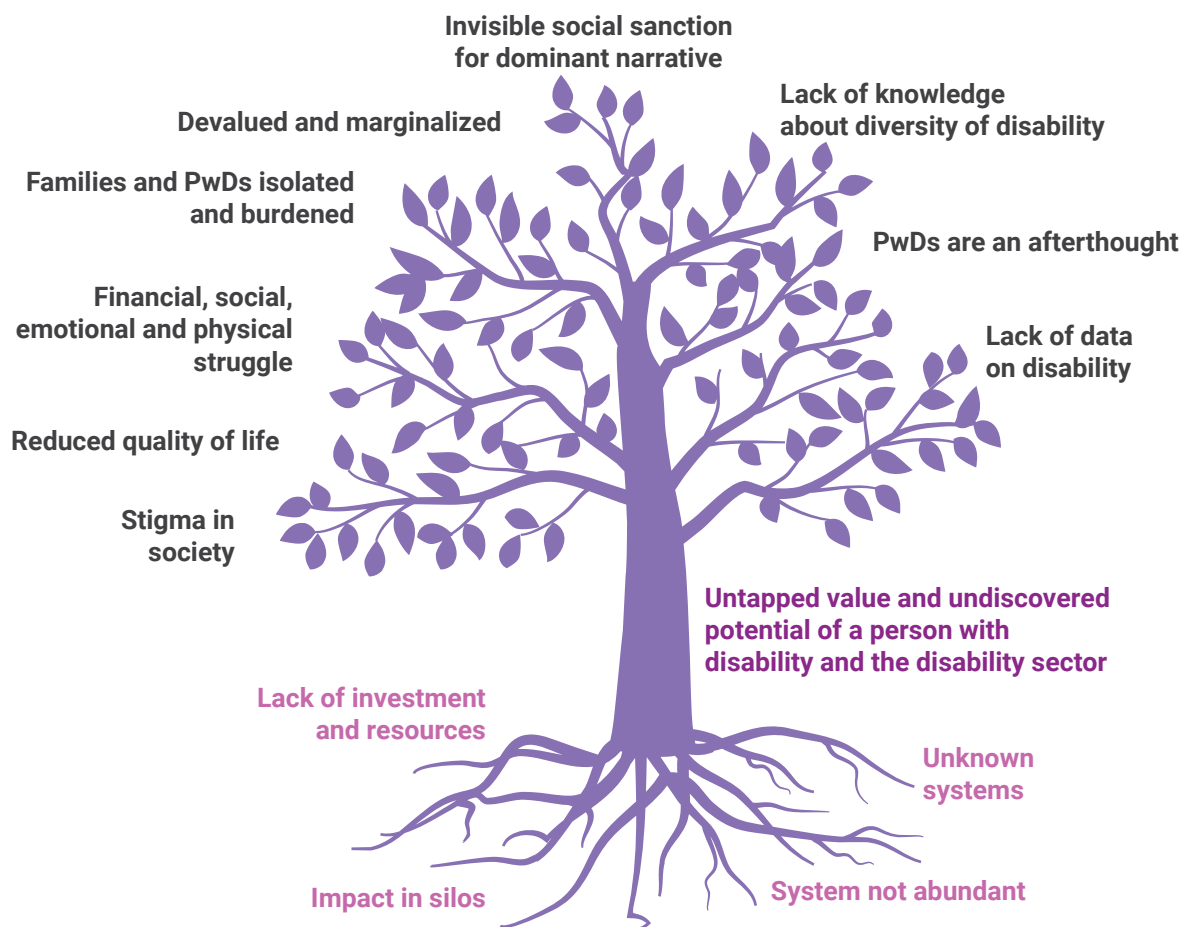
One of the highlights of this year was the vibrant Purple Fest held in Goa, which I had the privilege of curating in collaboration with the State Commissioner for Persons with Disability, Government of Goa- Disability Commissioner Shri Guru Pawaskar and the Secretary Taha Haaziq. The festival exemplified the power of purpose and determination, creating a magical space where disability was integrated into mainstream society. People, both with and without disabilities, came together to celebrate, share experiences, learn, have fun, and much more. It comes as no surprise that the Purple Fest received honourable mention in the esteemed Prime Minister’s Mann ki Baat.

In line with the Fourth Industrial Revolution (4IR) principles by Prof. Klaus Schwab, we embarked on a journey to harness the potential of aggregation. While examples like Ola and Uber may come to mind, EnAble India and our partner Kenpath took the lead in applying these principles to the disability sector. The development of an integrated data store marks the beginning of our 4IR journey, enabling us to drive meaningful change at an unprecedented scale.

I must acknowledge that to do all of the above required extraordinary perseverance, which only the Hindi word “Tapasya” can capture.

It has been a huge learning curve for many inside and outside EnAble India to work on such a large canvas. Hats off to each one for staying the course. I promise that it is going to get tougher 😊 and we will enjoy and relish it together 😊😊!

PROBLEM TREE OF THE DISABILITY SECTOR



The problem tree surrounding disability shows interconnected issues contributing to its persistence. At a personal level, individuals with disabilities have a lower quality of life, while families and caregivers face isolation and burdens. Societally, the complex nature of disability hinders comprehensive knowledge, leading to devaluation and marginalization. Limited understanding perpetuates the perception of people with disabilities as an afterthought. Lack of comprehensive data hampers progress in addressing these issues.

Persons with disabilities and their families face isolation,

burdens, and various struggles, including financial, social, emotional, and physical challenges. The complexity and diversity of disabilities hinder a comprehensive understanding, leading to a belief in an invisible social sanction that devalues and marginalizes them. The lack of comprehensive data further complicates addressing these issues.

The trunk of the tree represents the untapped value and undiscovered potential of individuals with disabilities, as well as the vast unexplored opportunities within the disability sector itself. By recognizing and leveraging the unique talents and capabilities of people with

disabilities, society can benefit greatly.

At the root lies the lack of investment and resources for disability inclusion. Insufficient support and limited funding hinder comprehensive solutions. Efforts to address disability are fragmented and isolated, lacking a holistic approach. Stigma in society perpetuates discrimination and hampers progress towards inclusivity. There is a need for widespread awareness and accessible systems for all citizens.

Shanti Raghavan



Highlights of the year

Organizational Excellence

- EnAble India was awarded the Guidestar Platinum Seal for transparency and compliance
- EnAble India received recognition at “Top NGOs in India” by Great Place to Work Institute
- EnAble India was awarded “great mid-sized workplace” by Great Place to Work Institute





Image caption: Volunteers of the Purple Cup 2.0



Image caption: A woman with vision impairment being coached on how to hold a golf club.

Purple Cup

Purple Cup 2.0 was held in continuance of last year's Purple Cup, India's first blind golf tournament to support blind golf, inclusion, and the spirit of sportsmanship for persons with vision impairment. The second edition of the Purple Cup received a great response and in spite of a weather-related postponement, 79 players golfed for disability inclusion and 46 persons with vision impairment experienced the sport of golf at the golf clinic.

This year we also launched the Purple Academy, a partnership between the Karnataka Golf Associate and EnAble India, which aims to promote golf among individuals with blindness and vision impairment. Located at the Karnataka Golf Association, the academy provides professional coaching, dedicated space, and essential equipment for blind golfers. It also fosters a community that raises awareness about the sport and disabilities through interactions between blind and sighted golfers. The ultimate goal is to train blind golfers for international representation and achieve recognition as a Paralympic sport. Sundeeep Rao, a member of KGA and an avid golfer with vision impairment, serves as the Brand Ambassador.



Image caption: Volunteers being coached on golf.



Image caption: The winners of the Purple Cup 2.0.



Image caption: A man with vision impairment being coached on golfing.



Image caption: A woman with vision impairment examining the base of a golf club.



Image caption: People with vision impairment reading braille notes at the golf club.



Image caption: Shanti at the Congress Centre, WEF.



Image caption: Nadia Murad, co-recipient of the 2018 Nobel Peace Prize.

Shanti at World Economic Forum Annual Meeting 2022



Image caption: Gabriel Pablo Marcolongo, CEO and founder of Includyme.com



Image caption: Shanti with former Prime Minister of Denmark, Helle Thorning-Schmidt



Zero Project
For a world without barriers

Zero Project
For a world without barriers

Zero Project
For a world without barriers

Zero Project
For a world without barriers

Zero Project
For a world without barriers



Image caption: Moses, Dipesh, Den and Mr. Martin Essl posing with love sign in ASL.

EnAble India & Zero Project collaborate!

Zero Project is an extension of Essl Foundation and focuses on zero barriers for people with disabilities around the world. A Memorandum of Understanding (MoU) was signed between Zero Project and EnAble India for the Discovery Awards to be held at #ZeroCon23.

Discovery Awards

An international platform that celebrates innovative solutions and honours grassroots innovators worldwide, Discovery Awards is an initiative originating from Project Discovery in India, which collects and shares assistive solutions worldwide.

Following the "one country, one partner" model, country partners are invited to join and expand the program in their respective regions.

At the Zero Conference, Sayomdeb Mukherjee moderated a discussion on innovations, solutions and also announced the winners of Discovery Awards.

Disability Innovative Solutions Hub

A focused session was held at #ZeroCon23 wherein the first Zero Project Conference



Image caption: Michael Fembek and Dipesh signing the DISH MoU.

in India was discussed. This session was also addressed by Moses and Sayomdeb who presented the concept of the Disability Innovative Solutions Hub (DISH).

EnAble India was invited to issue a closing note at the Zero Project Conference. The closing note also involved an announcement of collaboration of Zero

Project with EnAble India to co-create DISH and create a global impact in the disability sector.

Another MoU was signed between Zero Project and EnAble India to develop the Hub collaboratively. Additionally, Dipesh Sutariya engaged in a fireside chat about the Purple Economy and the role of innovation in the growth of international economy with Anthony Giannoumis, Chair of the Board of Inclusive Creation at ZeroCon23.





Purple Fest

Purple Fest is India's first-of-its-kind inclusive festival in India that embraces and celebrates persons with disabilities. It took place in Goa from January 6th to 8th, 2023. Organized by the Office of the State Commissioner for Persons with Disabilities, Govt. of Goa in association with Directorate of Social Welfare, Goa, the festival aimed to promote inclusivity and empower individuals with disabilities. The fest also saw tremendous support from Dr. Pramod Sawant, Chief Minister of Goa, and Shri Subhash Phal Dessai, Hon'ble Minister for Social Welfare, Govt of Goa. EnAble India played a pivotal role as one of the principal curators, ideators, and executors of this ground-breaking event.

Purple Fest provided a platform for networking, showcasing talents, and raising awareness about disabilities. Its objectives encompassed inspiring individuals with life and livelihood aspirations, breaking stereotypes, celebrating diversity, and establishing an inclusive environment in Goa and beyond. This remarkable initiative, led by individuals with disabilities and their stakeholders, achieved resounding success, attracting an audience of nearly 50,000 people and sparking numerous national and international projects.

The festival received widespread acclaim, including a mention and appreciation by Prime Minister Narendra Modi in his Mann ki Baat address. Furthermore, the corporate sector, represented by the Goa Chamber of Commerce & Industry, extended their support to Purple Fest.



Image caption: Sayomdeb and Jeeja Ghosh interacting with Minister of Social Welfare Sri Subhash Phaldessai.



Image caption: The Jagruthi Mela at the Purple Fest.



Image caption: Shanti and Dipesh with Dr. Pramod Sawant, the Chief Minister of Goa, and Shri Subhash Phal Dessai, Hon'ble Minister for Social Welfare, Govt of Goa.





Image caption: Handover of Workability Asia secretariat from Thailand to India.

Workability Asia

Workability Asia is a network of disability organizations who provide work and employment opportunities for persons with disabilities in Asia.

A young team of disability practitioners experts presented their respective papers on Jobs for persons with disabilities.

At the Workability Asia International

Conference 2022-23 held in Pattaya, Thailand, Dipesh Sutariya was appointed the Chairperson and Nayantara Janardhan the Secretary General of Workability Asia. The team at EnAble India is excited to have Workability Asia anchored in India and facilitate more livelihood opportunities for persons with disabilities in this region.



Vaishnavi N J

Disability and Inclusion at corporates during the pandemic with a comprehensive, one stop solution! A social enterprise perspective



Kaavyasri D A

Proactive Business Development Models for Employers and Persons with Disability in India during the Pandemic: A case study of EnAble India



Antony Helenraj

Swashakti- Building sustainable eco-system for creating livelihood opportunities for persons with disability in rural India



Roopa Reddy

Gig works generated during disruptive times through 5A approach by building ecosystem



Samara Thekkan

Employment of persons with disabilities in COVID times: Opportunity creation in an unpredictable landscape



Image caption: Dipesh Sutariya and Oscar Sherlo Reyes at the Workability Asia.



Image caption: EnAble India team with Chanasta Ruanyen.



Image caption: Presenters from EnAble India.



Image caption: Dipesh and Nayantara with Workability Asia Conference 2022-23 team.



Image caption: A group photo of all attendees of National Conference of Deaf-Blind.

National Conference for Deaf Blind

The Society for Empowerment of the Deaf-Blind (SEDB), a group of Deaf-Blind individuals dedicated to raising awareness and advocating for their community, held the second edition of the conference in collaboration with EnAble India, Chetana Trust, and Allegis Group.

The conference aimed to provide a platform for learning from the lived experiences of the participants and promoting their active participation in society.

The event began with the enthusiastic participation of over 60 SEDB members, including 28 Deaf-Blind delegates. It also saw the presence of inclusion champions, including 7 hearing interpreters, 25 Deaf interpreters, volunteers, and support staff, all committed to making the event inclusive and accessible for everyone involved.



Image caption: Deaf blind individuals examining automotive parts of a pen at a factory.



Image caption: Deaf blind individuals examining parts of a pen at a factory.

Celebrating disability & diversity throughout the year!

Celebrating disability

To celebrate the International Day of Persons with Disabilities, EnAble India organized activities involving persons with disabilities, employers, enablers, and the general public. Around 3000 people participated in our community activities, both online and on-site, demonstrating our commitment to inclusivity and raising awareness.



Image caption: A group photo of Rural Livelihood Mission.

Celebrating accessibility

On May 19th, Global Accessibility Awareness Day was celebrated with the theme of 'Digital accessibility'. The event showcased various digital solutions to enhance accessibility for individuals with disabilities. These solutions included image-to-text conversion, speech-to-text options for cerebral palsy, and transcriptions for hearing and vision impairments. The session with over 5 companies aimed to promote disability inclusion and open discussions on the topic.

Celebrating independence

On August 15th, 2022, EnAble India celebrated the 75th Independence Day with the theme of "Accessibility for All". The day included flag hoisting, singing and signing the National Anthem, and the launch of EnAble Community, the Indian domain of EnableMe.

Celebrating the human spirit

In celebration of the International Day of Deaf on September 18th and the International Day of Sign Languages on September 23rd, numerous sign language events and panels were organized, engaging over 2100 individuals. The SABAL Centre in Jharkhand commemorated this week through various sign language programs.

Invisible Disabilities Days, such as Sickle Cell Disease Day, Multiple Sclerosis Day, Haemophilia Day, World Rare Disease Day, and World Down Syndrome Day, were celebrated to spread awareness among employee participants from various companies. Informative sessions and activities were organized to promote inclusivity in the workplace, generating enthusiastic engagement from the participants.

The community came together for a month-long celebration and sensitization on Cerebral Palsy. Various activities, including panel discussions, painting sessions, movie screenings, and more, were organized. These events aimed to foster awareness, understanding, and unity within the community.

Representing EnAble India...

- Anisha Jose talked about employability and employment for persons with vision impairment at SCPwD's Inclusive Friday Awareness series



- Dipesh Sutariya, in collaboration with Estrella Foundation and National Federation for Blind, India addressed an audience at the launch of Nanak Centre of Excellence for Blind in Surat, Gujarat.

- Pratibha Kumari was the guest of honour at AVS Ayurveda Mahavidyalaya Hospital & Research Centre, Vijayapur for International Women's Day in recognition of her perseverance being a woman with disability.



- Jeeja Ghosh attended and was honoured at the first National Conference of PwD Icons held by the Election Commission of India for accessible elections

- Jeeja Ghosh presented a paper on Unpacking Legal Capacity at the Violence and Mental Health South Asia (VAMHSA) Symposium.



- Jeeja Gosh and Sayomdeb Mukherjee led an awareness session on disability and assistive aids for persons with disability at Central Industrial Security Force, Kolkata.



- Julian Tarbox was presented with an award by the Ambassador of the European Union for his work in the employability of deaf and sign language translation services.



- Leon Thomas Dsouza addressed a conference on Empowering the Deaf-Achieving Accessibility in the Workplace held by NASSCOM Foundation. He was in the panel discussing grassroots' takes from both sides.



- Moses Chowdari Gorrepati was the keynote speaker at the International Women's Day celebration at Trilegal and addressed the audience on equity, diversity, and inclusion. He talked about the importance of a social enterprise working towards enhancing livelihood opportunities for persons with disabilities.



- Para Athlete Kamalakanta Nayak interviewed on OMG! Yeh Mera India on his journey as a person with Spinal Cord Injury and his sportsmanship.



- Shanti Raghavan was invited to attend the World Economic Forum at Davos. Shanti spoke about the future of work for persons with disabilities.

- Shanti Raghavan & Dipesh Sutariya were among 30 Schwab Innovators who congregated in New Delhi to share experiences and learn from their Indian counterparts. They also visited and learnt about several social enterprises from India to further understand the landscape of social entrepreneurship in the country.

- Shanti Raghavan discussed the power of the choices we make and how that enables society with Vyjayanthi Mala at Apurva AI.



- Shanti Raghavan engaged in a conversation with Golden Hour India with a focus on the independence and dignity of persons with disabilities.

- Shanti Raghavan explained the role of 'apeksha' or expectations and how that converts a person with disability into jobseekers with disability in SCPwD Inclusive Friday Awareness Session.



- Shanti Raghavan discussed with Ms. Aradhana Lal, Senior Vice President of Lemon Tree Hotels about the many pillars of disability inclusion.

- Shanti Raghavan engaged in a conversation with Gideon Firl and Colleen Firl on the lives of Deaf Indians. They shone light on the Deaf community in India putting a focus on the Indian Sign Language. They also discussed the various types of allies of the Deaf.

- Shanti Raghavan was featured on DD National for her pioneering work in the area of employability of persons with disabilities.

- Shanti Raghavan was interviewed by CNBC to discuss the “IndiGo Ranchi Incident” where a boy was denied permission to board a flight due to his disability.

- Shanti Raghavan was interviewed by The Better India to share incorporated solutions that ensure the inclusion of persons with disabilities in the workplace.

- Shanti Raghavan was one of the keynote speakers at the Annual Meet of Help The Blind Foundation about the Purple Economy and how to build one's includability quotient.



- Shanti Raghavan, Dipesh Sutariya, Pratibha Nakil, Pragya Sahay, Shristi Gajurel and Jeeja Gosh attended the Agami Summit and facilitated sessions with several subject matter experts on intersectionality of justice and disability

- Guru Prasad and Shijo Joseph presented the Rural Livelihood



- Mission model at the National Skill Conference organized by Functional Vocational Training and Research Society (FVTRS).



EnAble Outreach

EnAble Outreach contributes to the important need for building inclusive workspaces by following the maxim of “Reach the Unreached”.

LEARNING NEW WAYS OF COMMUNICATION

1,652 Participants | 12+ companies

FINGERCHATS

The hybrid model of the Basic Indian Sign Language workshop was organized for employee participants from Allegis, MiQ, TVS and PhonePe. The employee participants were introduced to Indian Sign Language to be includable and aware of

the Deaf community.

SIGNLUSION 2.0

12 MiQ employee participants learned basic Indian Sign Language and paired with persons with hearing impairment. They groomed the candidates for employment and improved their sign language skills. It created inclusive social circles and introduced participants to a new community.



Image caption: A deaf person presenting in sign language.




Image caption: People with and without disability joining hands.

157

Volunteers

1746

Volunteering hours

46,858

Total participants

ENVISIONING CHANGE

BRAILLVITA

50 Participants | 1 Company

LSEG employee participants learned about Braille and its importance for persons with vision impairment.

INCLUSIVE MATINEE SHOW

238 participants | 03+ companies

Sighted employee participants experienced audio description by watching a movie blindfolded, promoting accessibility and breaking stereotypes about persons with vision impairment.

INC-QUIZ-ITIVE

Increasing the disability quotient!

2,484 Participants | 05+ companies

Kahoot! sessions increased disability knowledge and awareness through quizzes on various disabilities.

Inc-QUIZ-itive sessions were conducted on all recognized and more disabilities in

various organizations with a deep dive into Haemophilia, Multiple Sclerosis, Sickle Cell Disease, Rare Diseases, Deaf and Down Syndrome day.

ASSISTIVE SOLUTIONS

GLOBAL ACCESSIBILITY AWARENESS DAY

68 participants | 05+ companies

Global Accessibility Awareness Day on May 19th focused on digital solutions for different disabilities, promoting conversations and inclusion.

ASSISTIVE TECHNOLOGY ZONE

450 Participants | 1 Company

450 employees Goldman Sachs were introduced to assistive technologies and solutions for persons with disabilities, promoting accessibility and inclusivity in the workplace.

HUNTABILITY

180 participants | 05+ companies

HuntAbility event on World Autism Awareness Day showcased solutions used by individuals with autism, promoting understanding and challenging stereotypes.

INCLUSIVE CARNIVAL

800 Participants | 1 Company | 1 NGO

Students from Akshadhaa Foundation hosted carnivals at Deutsche Bank Office and the India Inclusion Summit on November 9th and 12th. The games were facilitated by individuals with neurodevelopmental disabilities, allowing employee participants to increase their awareness and change their perceptions about neurodevelopmental disabilities.

INCLUSIVE DOODLING

495 Participants | 06+ Companies

Participants engaged in a doodling activity that increased their disability quotient and promoted inclusive communication. Cues from individuals with disabilities highlighted the importance of understanding solutions for independent living.



Image caption: Inclusive Doodling with over 20 participants.

CELEBRATION OF THE HUMAN SPIRIT

INCLUSIVE INDEPENDENCE DAY

80 Participants | 01 Company

#AzadiKaAmritMahotsav

EnAble India celebrated 75th Independence Day with the theme “Accessibility for All.” The event included flag hoisting and singing/signing the National Anthem.

EnAble India launched Enable Me, a virtual platform for persons with disabilities and their ecosystem. The platform aims to build inclusive social circles and provide an interactive space for the disability community.

PURPLE FEST

36,500 Participants

Purple Fest is India’s first-of-its-kind inclusive festival with series of events during the first week of January 2023 that was organized in Panaji, Goa. EnAble India played a leading role in curating the fest as well as took sole responsibility of multiple tracks at the fest.

SPORTS FOR ALL

THE PURPLE MOVEMENT | TCS 10K MARATHON

50 Participants

On 15th May 2022, 50 champions with disabilities and inclusion advocates joined the TCS10K marathon at Kanteerva Stadium. Paired up for the race, participants learned about solutions used by individuals with disabilities, going beyond dominant narratives.



Image caption: People playing blind football.

BLIND FOOTBALL

33 Participants | 1 Company

Candidates with vision impairment and blindfolded employee participants had the opportunity to engage in a game of blind football led by the Indian Blind Football team and experience the sport from the perspective of individuals with vision impairment. This team activity instilled confidence that sports can be pursued as a profession by anyone.

BLIND GOLF

61 Participants

The Purple Cup tournament featured professional golfers playing for disability inclusion. Additionally, a Blind golf clinic was organized for individuals with vision impairment to explore and experience the sport. The aim was to encourage persons with vision impairment to pursue golf and represent the country in international tournaments.

Professional golfers, who are influential businesspeople, also participated by putting blindfolded, increasing their awareness of disability and initiating conversations on disability inclusion.



Image caption: A woman with vision impairment being coached on how to hold a golf club.

“Some of them already have a good range with their shots, and that is really good considering the fact that this is the first time they are using a club. Practising inclusion in the game of the golf can change the face of the sport”

– A Golf Coach

GUIDESTAR WALKATHON

36 Participants

EnAble India partnered with Guidestar India for the India Generosity run. Persons with vision impairment, the pursuing their Foundation course were mapped with employee participants to complete their run/walk target virtually.

BLIND TREK

60 Participants | 2 Companies

In November 2022, 60 participants trekked TK Falls. Individuals with vision impairment experienced the trail with the support of sighted participants, promoting independence and increasing awareness of disability inclusion.

AWARENESS ON CEREBRAL PALSY

54 Participants

6th October marking World Cerebral Palsy Day, a month-long celebration was organized to celebrate the abilities of persons with CP and dispel the myth that people with CP are a burden to the society.

Series of events and activities were organised throughout the month celebrate people with Cerebral Palsy. Events included panel discussions, Art for Canvas – an inclusive painting festival and Inclusive Doodling. The finale was screening “One Little Finger” which showcases life of 77 persons with disability.

LANGUAGE BUILDS CULTURE

267 Participants | 01 Company

In a webinar on disability inclusion, participants learned the significance of using positive language to promote inclusion and dignity. They discovered the power of person-first language and its impact on fostering an inclusive



Image caption: Blind trek at TK Falls.

workplace culture.

JOB READINESS ACTIVITIES

595 Participants | 10+ Companies

Allegis, SwissRe, Lenovo, and JP Morgan employee participants trained and groomed persons with disabilities, equipping them with self-advocacy tools and job readiness skills. The activities aimed to create a level playing field and build social circles. These initiatives fostered inclusivity and awareness among the employee participants.

SIGNATURE GUIDE

123 Participants | 02 Companies

Candidates with vision impairment learned to sign their names with the help of sighted participants, fostering pride and increasing awareness.

TAKING THE METRO

46 Participants | 1 Company

Candidates with vision impairment were assessed on mobility skills with employee participants' assistance in using the metro. This fosters independence critical towards employment.

SELF ADVOCACY TOOL

42 Participants | 2+ Companies

At the National Conference for Deafblind, persons with deafblindness and employee participants created a self-advocacy tool to improve communication. The tool helps introduce persons with deafblindness and can be used in various settings. The activity facilitated interaction and increased social circles for persons with deafblindness.

EXPOSURE VISIT

284 Participants | 5 visits | 3 companies | 2 Organisations

Candidates and students from EnAble India and JSSPDA visited Standard Chartered Bank and Commonwealth Bank of Australia to understand the corporate

world, while employee participants increased their awareness of disability inclusion.

DINING ETIQUETTE

26 Participants | 1 Company

Employee volunteers from Bliss Chocolates taught dining etiquette to vision-impaired candidates, helping them develop essential skills for professional settings.

AWARENESS AND SENSITISATION WORKSHOPS

1,429 Participants | 18 Companies

The awareness workshops help section heads and line managers reflect on their role in promoting inclusivity. The program focuses on understanding and managing diversity, and the business benefits of a diverse workforce. It covers topics such as abilities and disabilities, using solutions for mainstream jobs, and creating livelihood opportunities. The case studies and best practices shared inspire employers to take action and create inclusive employment opportunities for persons with disabilities.



Image caption: Candidates from JSSPDA at Standard Chartered Bank for an exposure visit.



TRIVENI

TRIVENI, a training and research institute, was established with the goal of developing scalable products for the disability livelihoods sector.

Soapstone Fellowship

Soapstone Fellowship, a one-year program, was initiated to build human capital for the disability sector and equip professionals with the necessary skills to expand their work. The fellowship focused on success factors for disability livelihoods, self-awareness, resilience, building trust with stakeholders, and

human-centred design principles.

The fellowship's success was demonstrated by 8 candidates joining EnAble India after completion. The first cohort consisted of 15 participants from 10 states in India, including individuals with various disabilities and diverse educational backgrounds.

“ The fellowship without any doubts broadened my understanding about disability and the sector which did not end there. In turn, helped my mind grow broader and wider adding value to my personal vision and journey of life.”

- Soapstone Fellow



Image caption: Soapstone Fellowship 2022.

“ I was exposed to a completely new domain. It gave me a fresh perspective to look at things. Interacting with people and understanding (how) disabled people went about their life - physical assistance and mental outlook was eye-opening.”

- Soapstone Fellow

Path to Progress

Small-scale pilots were conducted under the “Path to Progress” initiative to encourage candidates to take ownership of their journey. This included activities such as employability self-assessment,

self-advocacy, and mobility. A foundation booklet was released, showcasing the journeys of four individuals with disabilities and providing insights on succeeding in the path to progress. The booklet received positive feedback from persons with disabilities, parents, and trainers.

“ Sujata’s story taught me about the concept of two minds. One was monkey mind and other was gorilla mind. It was great to read how she overcame the problems coming in her way as obstacles and got a job in a bank by taking skill training.”

- Person with disability

“ The students will get the idea of solving their own problems after reading and relating the story with their own lives. It is because candidates usually will depend on the trainers for solutions to their problems but the story will inspire them to find solutions for themselves.”

- Trainer

“ I understood that whatever obstacles are there, we can move forward if we are determined to achieve the goal.”

- Parent of person with disability

Employability Workbook

EnAble India collaborated with Quest Alliance and the Ministry of Skill Development and Entrepreneurship to develop variants of student workbooks on employability skills, integrating the disability perspective. The workbooks will be incorporated into existing skill courses and be made accessible for persons with vision impairment and Deaf individuals in subsequent phases.

Collaboration with Shishu Sarothi

EnAble India partnered with Shishu Sarothi, an organization in Assam, to conduct career awareness workshops (CAW) for students with disabilities who received scholarships for their higher education. The workshops aimed to build

aspirations for their future, and EnAble India also provided a capacity building session for Shishu Sarothi staff members. The workshops resulted in increased engagement on the SPICE App, where candidates could take ownership of their progress.

The pool included students who have completed their 10th, 12th, Diploma, Graduation, and Post-graduation. After the 3 workshops, we had 154 users, 236 goals, and 127 action projects on the SPICE App on Glide which was developed to enable candidates to take ownership of their path to progress.

A total of 114 scholars with disability attended the CAW across all 3 locations. The disability break-up in the graph:

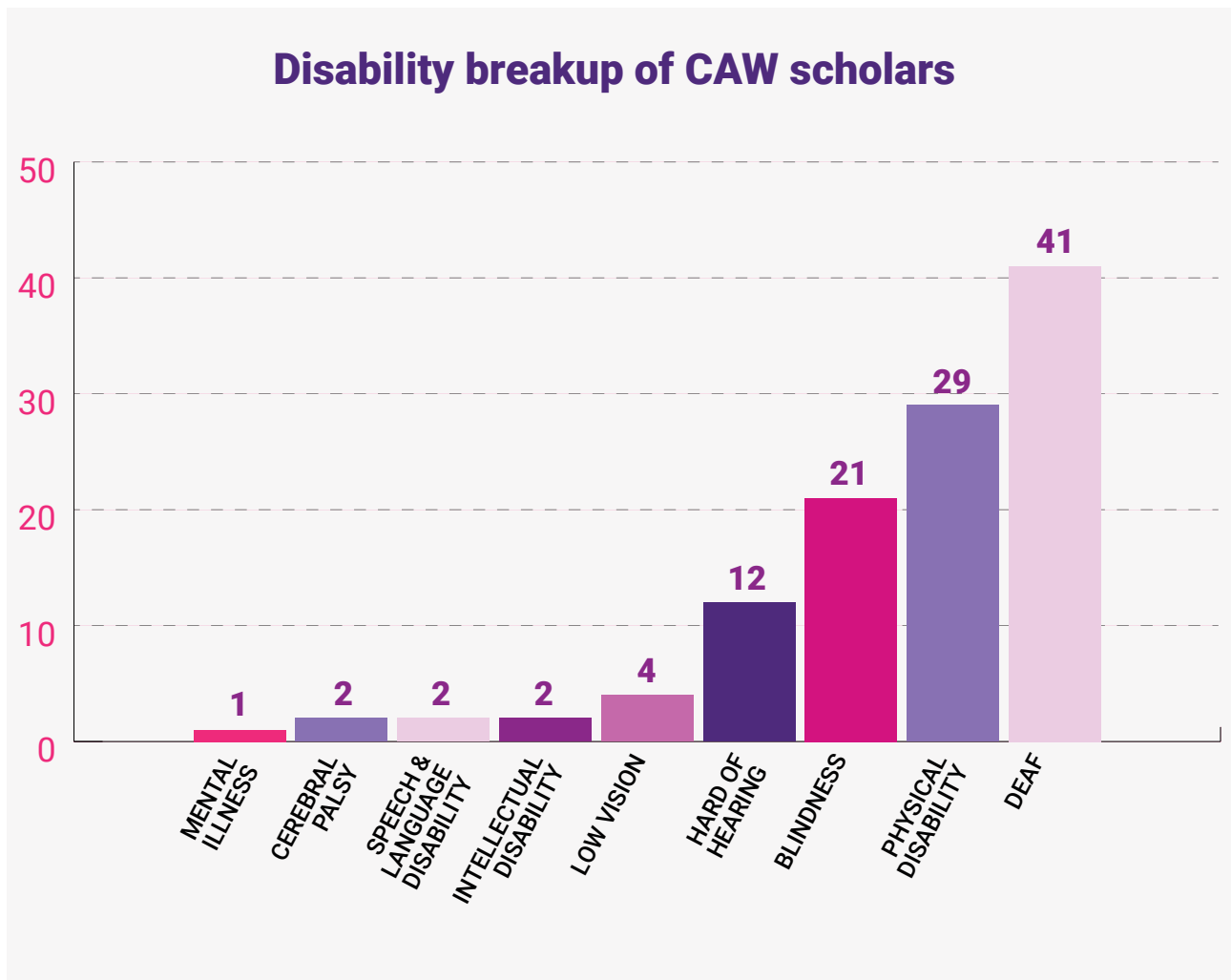




Image caption: Jyothi at a Career Awareness Workshop for blind.



Image caption: Narasimha at a FingerChats workshop.



Image caption: A group picture of Assam scholars, Shishu Sarothi staff members, and EnAble India staff members.

Research Collaborations

EnAble India collaborated with Zivame, an inner-wear brand, to make their offerings accessible for women with vision impairment. They organized an exposure visit with tactile demonstrations of their products to address the lack of information and awareness about dinnerware options for candidates. Additionally, EnAble India worked with Quantum Consumer Solutions on a research project to design oral care products for individuals with limited dexterity in their upper limbs.



Image caption: A group picture of candidates, Zivame staff members, and EnAble India staff members at the Zivame store.



SABAL



Image caption: Manju Sharma at a fair celebrating International week of Persons with Disability.

SABAL-Centre for Abilities is a collaborative initiative between Tata Steel Foundation and EnAble India. Located in Noamundi, Jharkhand, this training centre provides comprehensive employability training to persons with disabilities. It also focuses on raising awareness among stakeholders, engaging with the government and non-governmental ecosystem, and creating an inclusive environment for persons with disabilities in the area. The centre is fully accessible and aims to empower individuals with disabilities to enhance their skills and improve their employment prospects.

Key highlights

- Conducted **21** need-based trainings benefiting **313** PwDs.
- Empowered **87** beneficiaries with assistive devices and artificial limbs.
- Provided artificial limbs to **12** PwDs.
- Conducted **30** Disability Awareness Workshops (DAWs), reaching **2,811** individuals.
- Organized **9** capacity building workshops for Aanganwadi Sevikas, benefiting **458** participants.
- Facilitated disability pension for **225** individuals in collaboration with TRIF.
- Held disability certificate camps with **436** applications and issued certificates to **198** people.
- Assisted in **45** UDID card applications.
- Supported **37** individuals in gaining livelihood opportunities.
- Celebrated **11** Special Days with **1,196** attendees.
- Engaged in **6** volunteering activities with **88** participants.
- Organized **13** Divyang Chaupals with **432** participants.
- Undertook **19** activities towards ecosystem development involving **605** participants.

| PARTICULARS | NO. OF ACTIVITIES | PWDS | NON PWDS | TOTAL |
|--|-------------------|-------------|-------------|-------------|
| Disability Certification Camp & Certificate Distribution | 04 | 461 | 664 | 1125 |
| UDID Card Applications | 03 | 45 | 0 | 45 |
| Disability Awareness & Sensitisation Workshop (DAW) | 30 | 38 | 2773 | 2811 |
| Celebration of Special Days | 11 | 182 | 1014 | 1196 |
| Trainings with Aanganwadi Sevikas | 09 | 1 | 457 | 458 |
| Volunteering Activities | 06 | 50 | 38 | 88 |
| Divyang Chaupal | 13 | 273 | 159 | 432 |
| Candidate Trainings | 21 | 313 | 101 | 414 |
| Livelihood Linkage Programs | 06 | 53 | 18 | 71 |
| Distribution of Assistive Aids & Appliances | 12 | 99 | 91 | 190 |
| Ecosystem Development | 19 | 181 | 424 | 605 |
| Identification of PwDs | 06 | 1396 | 0 | 1396 |
| Training Follow-ups | 05 | 44 | 118 | 162 |
| Total | 145 | 3136 | 5857 | 8993 |



40650

41580

40620

41593

40594

EICCHA



Image caption: Project EICCHA being launched.

EICCHA (EnAble India's Counselling and Coaching Hub Alliance) is EnAble India's flagship project focused on mental wellbeing for Persons with Disabilities (PwD). It aims to integrate mental health services across India, building an India-wide wellness ecosystem. The project collaborates with mental health setups, connects with hospitals, and conducts workshops for PwDs and caregivers. Additionally, EICCHA undertakes capacity building activities to train inclusive counselors at the university level. Its mission is to meet the mental wellbeing needs of PwDs and caregivers from infancy to old age, ensuring holistic support and awareness about available services.

Key achievements of Project EICCHA since its establishment include:

- Secured INR **3.9** Lacs funding from Teradata for project setup.
- Provided **446** hours of counselling for individuals with mental wellbeing needs.
- Offered counselling assistance to **32** individuals.
- Conducted mental health awareness sessions for **75+** individuals across various platforms.
- Established an MOU with IBD Patient Support Foundation, extending counselling access to those with Inflammatory Bowel Disease (IBD).
- Collaborated with O.P. Jindal University for knowledge sharing and internship programs with graduate scholars.
- Extended counselling services to individuals from Nepal, Qatar, and Ethiopia.
- Participated in Samagama-2023 to showcase the project to partner Garv Se centres.



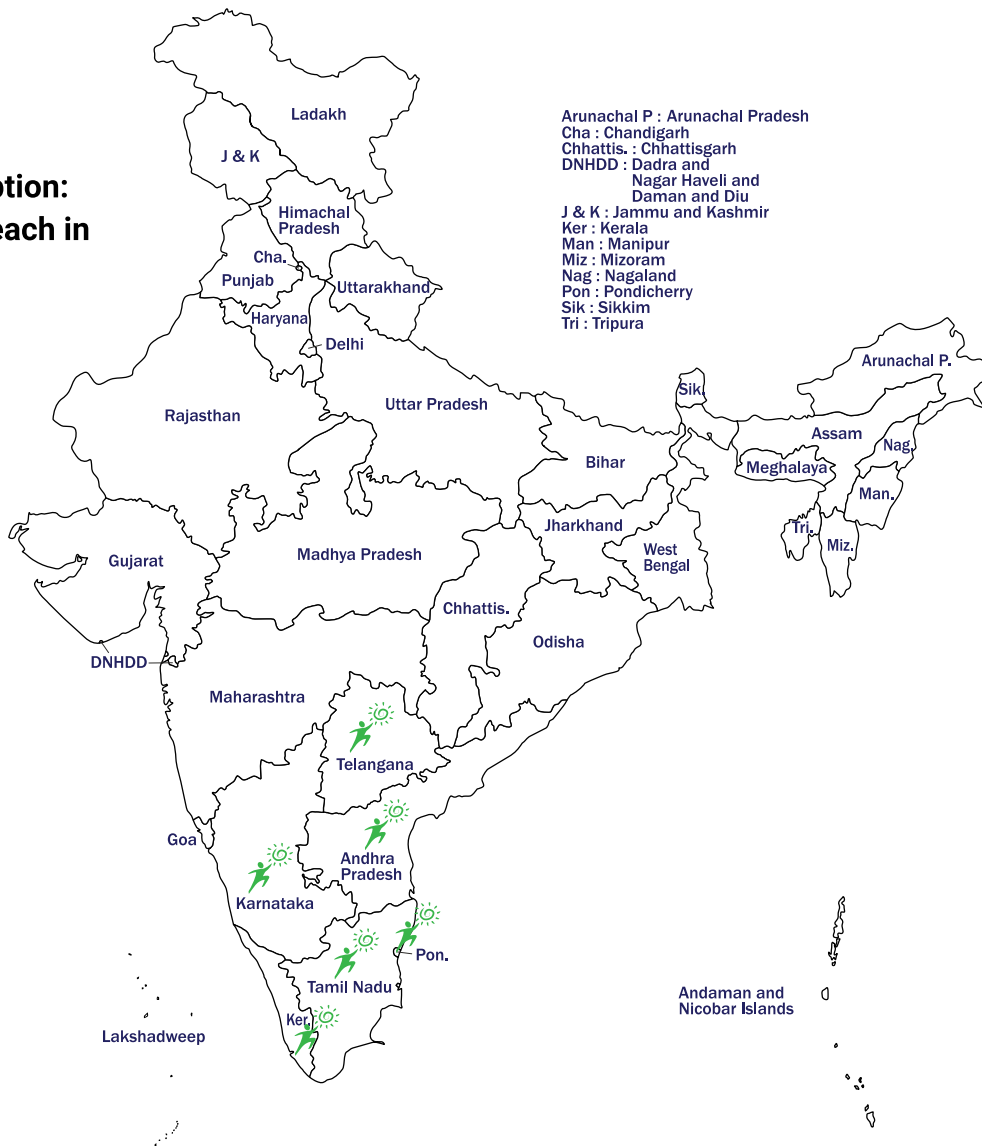
Swashakti 100K

In India, 69% of the disabled population resides in rural areas, making it essential to include a rural focus in mainstreaming livelihoods for persons with disabilities. The Swashakti team is dedicated to providing livelihood opportunities and fostering entrepreneurship development for individuals with disabilities. Their work is carried out through decentralized Garv Se Centres, collaborations with local organizations and their mission to build a sustainable ecosystem for creating livelihood opportunities for persons with disability in rural India.



Image caption: A photo of the entrance of a Garv Se centre in Koppal, Karnataka.

**Image caption:
Garv Se reach in
India**



The Swashakti Mission was launched in the fiscal year 2021-22 with 7 Garv Se Centres initially established in Karnataka. Presently, the mission has expanded to encompass 29 Garv Se Centres, serving 53 districts across 5 states and 1 union territory in South India.

A comprehensive support system is in place to assist trained individuals with disabilities in initiating self-employment ventures or securing job placements. 1140 out of 1629 trained were successfully settled or placed, with ongoing efforts to achieve a minimum settlement rate of 80%.

On a daily basis, 4 PwDs are accessing training sessions, while 3 PwDs are becoming entrepreneurs.

| Event | No. |
|--|--|
| Conducted Entrepreneurship Development Program/ EDP | 1084  |
| Employability Foundation Course/ EFC | 324  |
| Computer skill training | 191  |
| Exclusive skill training for people with ID on wood polishing (Project Thatchan) in Kerala | 30  |
| Total no of trained candidates | 1629  |
| No of settlement and placement | 1140  |

The Swashakti team has conducted capacity-building workshops on disability inclusion for 169 RSETI Directors and faculties across India, resulting in the inclusion of 12 out of 21 different types of disabilities in these training programs. A letter suggesting areas for the inclusion of PwDs through RSETIs was submitted to the Ministry of Rural Development (MoRD).

Additional services

Aside from training and providing settlement support, the Garv Se Centres (GSCs) offer various services for PwDs. More than 2,500 PwDs have received MGNREGA job cards, providing them with minimum wage and 100 days of work annually. Over 2,100 PwDs have received assistive devices such as crutches, artificial limbs, and wheelchairs through the GSCs. Furthermore, over 800 PwDs have applied for Unique Disability Identity (UDID) Cards via the GSCs.

The Swashakti team organizes Jagruthi

Mela, an event that brings together disability-oriented service providers and recipients, covering various aspects of a PwD's life from early intervention to marriage. 2 Jagruthi Melas were held, one as part of the Goa Purple Fest and another in Puducherry, engaging over 3,500 PwDs in total.



On a daily basis 3 PwDs are becoming entrepreneurs

Power of the collective

Samagama 2023, an annual event of the Swashakti Mission served as a platform for collaboration, with 150 participants representing around 40 organizations and stakeholders from South India, Jammu and Kashmir, 5 states, and 2 union territories.

This event facilitated networking, cross-learning, and the exchange of perspectives and strategies. Additionally, other teams within EnAble India, including ICHHA, See A Million/EnAble Vision, Discovery Hands, EnAble Vaani & DNA, showcased their services and work for the benefit of other organizations and PwDs.

Image caption: A photo of Samagama celebrations.



Strokes of genius!

Kumar Narayan is an 18-year-old talented individual from Budni, a small village in Bagalkot, Karnataka. He always had a passion for painting.

Kumar has muscular dystrophy, which weakens his muscles over time. With the support of Ashadeepa and the Garv Se Centre, he enrolled in an Entrepreneurship Development Program (EDP) training. With some financial assistance, he was able to establish a painting centre in his hometown. Kumar diversified his services by offering picture framing, vehicle painting, sculpting clay statue, and recently, he expanded his business to include sticker production!

Through his various artistic endeavors, Kumar now earns approximately Rs. 7,500 per month. His determination and creative skills have enabled him to



Image caption: A tractor painted on by Kumar Narayan.

overcome his physical limitations and pursue his passion while contributing to his local community.

Speeding towards improvement

Prakash, a 21-year-old with a mild speech impairment, enrolled in the Margadharshi workshop after completing his Mechanical Engineering course.

Through the workshop, he secured a job at Alstom, a manufacturing company in Coimbatore that produces metro trains. Prakash's employment at

Alstom has provided him with numerous benefits, including a higher income, insurance coverage, subsidized transportation, and meals.

He supports his brother's education and contributes to his family's expenses. Alstom, experienced in hiring persons with disabilities, ensures accessibility and conducts regular meetings to address concerns and promote inclusion.

Image of Prakash.



Future on wheels

Divya is a determined 28-year-old woman with a locomotor disability, residing in Davangere, Karnataka. She ran a small business in her hometown and faced challenges due to a lack of support and business knowledge. Her course of life changed when a Village Rehabilitation Worker (VRW) referred her to the nearby Garv Se Centre for a 10-day Entrepreneurship Development Program (EDP) training.

Before the training, Divya attended the Margadharshi Workshop, which provided her with valuable insights and guidance on shaping her career path. After completing

the EDP training, she received Rs. 8,000 as part of the Revolving Fund, which she utilized to start selling various items like calendars, incense sticks (agarbathis) and chocolates, enabling her to earn a monthly income of Rs. 9,000.

Inspired by her own her success, Divya now aspires to establish her own shop in the near future, further expanding her entrepreneurial journey. Through her determination and the support provided by the Garv Se Centre, Divya is on her way to achieving her goals and creating a sustainable business for herself in Davangere.

Image caption: Divya being felicitated at Samagama.



EnAble Vaani

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

Scaling of Vaani

In an effort to enhance inclusion, Vaani introduced two new languages on its platform this year - Amader Vaani (Bangla) and Kural Namadhu (Tamil). The launch was covered by TV9 Bangla Digital.

Collaborations within EnAble India

Internal give and take

1. Candidate Support Team

- CS team shared role model stories in multiple languages to enable and empower the listeners
- EnAble Vaani connected the CS team to job seekers

2. Project Discovery

- Project Discovery used the platform to source videos on solutions used by persons with disabilities
- Collated solutions videos were published in audio format on Vaani



Image caption: Amader Vani launch.

platforms

3. Swashakti Team

- The Vaani platforms were promoted in events like Jagruthi Mela, Samagama.







4. Discovering Hands

- Discovering Hands used Vaani to source candidates for their training

5. See A Million

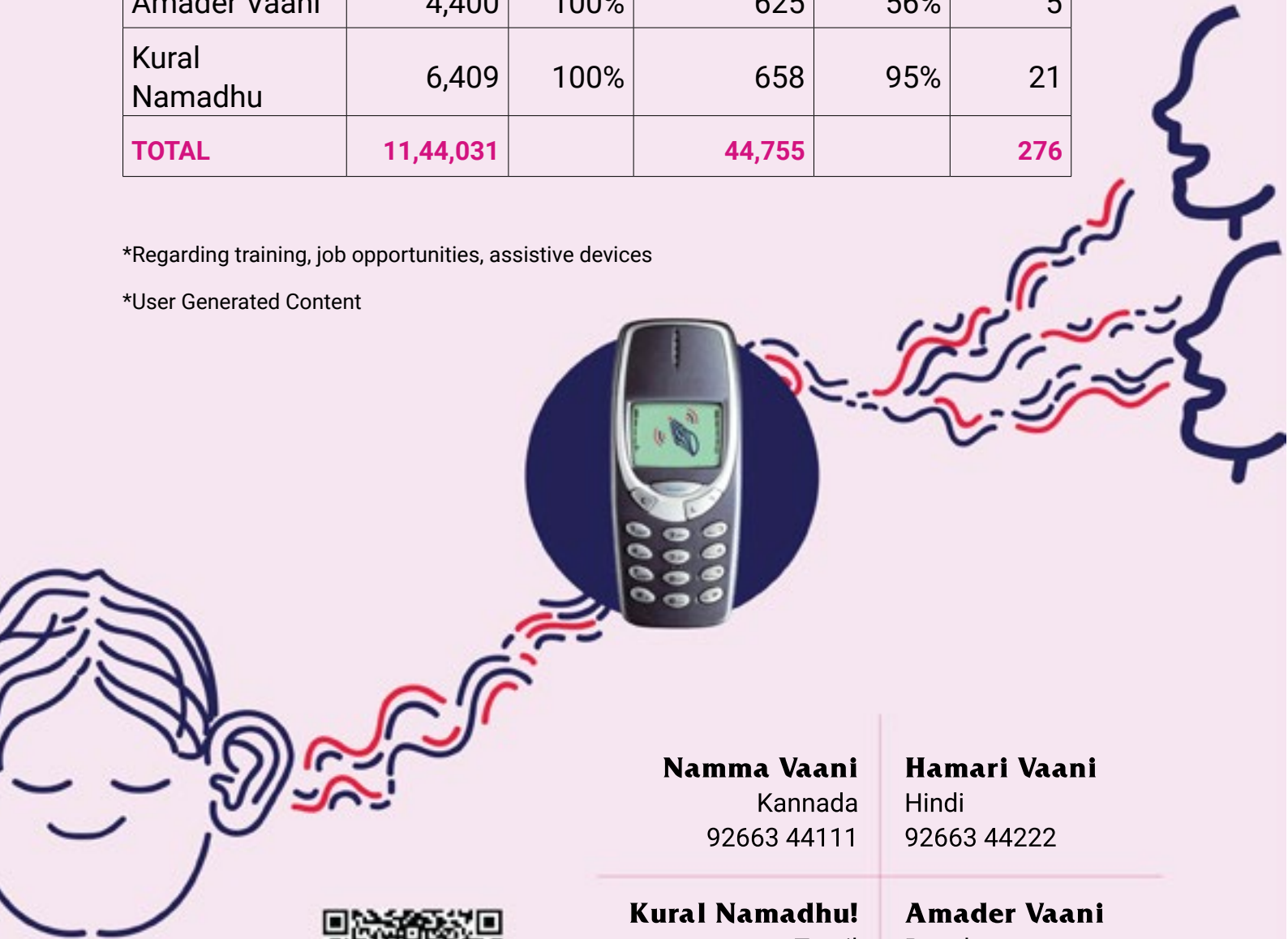
- Educational audios on assistive aids were shared through Vaani

STATISTICS OF THE YEAR

|  PROJECT |  CALLS |  % NEW USERS |  NO. OF AUDIOS MODERATED |  % OF UGC* AUDIOS |  AUDIOS FROM NGOS* |
|---|---|---|---|--|---|
| Namma Vaani | 1,94,092 | 10% | 16,059 | 96% | 63 |
| Hamari Vaani | 9,39,130 | 22% | 27,413 | 81% | 187 |
| Amader Vaani | 4,400 | 100% | 625 | 56% | 5 |
| Kural Namadhu | 6,409 | 100% | 658 | 95% | 21 |
| TOTAL | 11,44,031 | | 44,755 | | 276 |

*Regarding training, job opportunities, assistive devices

*User Generated Content



Namma Vaani
Kannada
92663 44111

Hamari Vaani
Hindi
92663 44222

Kural Namadhu!
Tamil
76690 74639

Amader Vaani
Bangla
76690 74637



<https://play.google.com/store/apps/details?id=org.gramvaani.enablevaani>



Image caption: EnAble Vani team.

Collaborations with External Organizations

Amplifying relationships

- Eyeway to promote their online programs and to share information on employment opportunities



Link to interview of Sudha Rangamma during the Community Influencer Program

<https://youtu.be/mq92qM585-I>

Established connects for regular content

- AICB - Gurgaon
- Drishti Sanstha – Chitrakoot
- Discoverability – Vadodara
- Saksham – New Delhi
- Divine Lights – Bengaluru
- Samarthanam – Bengaluru
- Union Access – Union Bank of India
- Parents Association for Differently Abled Adults (PADA) – Bengaluru
- Gramina Abyuday Seva Samsthe (GASS) – Doddaballapur
- Dheenoddhara Trust for the Disabled – Bengaluru



Link to interview of Ranganath during the Community Influencer Program

<https://youtu.be/1oN7382IR9s>



Image caption: Kural Namadhu launch.

Retention of the users

To express gratitude to the contributors who have been partners since 2016, an event was conducted for users in and around Bengaluru like Tumkur, Ramanagar, Hassan and Chitradurga.

Fresh takes of the year

- Experience Series by Kamalakanta on his journey with spinal cord injury and the solutions used
- General Knowledge QnA Series read out from Braille magazines to educate the listeners
- Announcement of the latest recorded and published news by AICB to PwDs to keep listeners updated
- Viklangata Sambadit Kuch Baatein on the first of every month from Jan 23 to share information with remote listeners
- Content on EnAble Vaani App in Indian Sign Language for deaf users

Voices from Vaani

Saroj Kumar Sahu, a 47-year-old resident of Jajpur, Orissa, had a spinal fracture in a road accident in 2017 making him a wheelchair user. Unfamiliar with the assistive tool, he faced daily challenges including back pain, loss of bowel and bladder control, and the risk of bed sores.

Discovering Hamari Vaani through a Google Meet for individuals with spinal cord injuries, Saroj sought the community's help. Following their advice of a structured routine involving clean intermittent catheterization for bladder management and a specific approach for bowel management, Saroj experienced significant improvement in his condition.



Phool Jahan, a woman with vision impairment from Jaunpur, Uttar Pradesh, faced financial difficulties as a woman with vision impairment. Through Radio Udaan, she discovered Hamari Vaani and started making regular calls for information.

On December 3, 2022, she obtained important pension-related details from the Disability Pension Office through Hamari Vaani. Information is power and through Hamari Vaani and Munnalal Bharti, Phool Jahan was able to find the financial assistance she needed to improve her life.



EnAble Inclusion

Since 1995, India has implemented measures to ensure that 3% of employees in Government of India establishments and Public Sector Undertakings are individuals with disabilities. Public sector jobs continue to be a significant source of employment for people with disabilities. However, without proper social and technical inclusion, these employees often face underemployment and limited opportunities for career advancement.

By forming partnerships with the government and public sector banks, the organization strives to empower employees with disabilities and facilitate their full inclusion and participation. The ultimate goal is to enable these individuals to excel in their roles and achieve the highest degree of integration into the workforce.

Capacity Building Programs For Employees With Disabilities

New models were devised to bridge the gap that arose due to a lack of training programs in some organizations

Magic of JAWS screen reader

In 2022, the first online program was initiated with the purpose to refresh employees' knowledge and increase productivity. It was observed that the utilization of tips helped employees work faster, gain a better understanding of

their tasks, and resulted in heightened engagement.

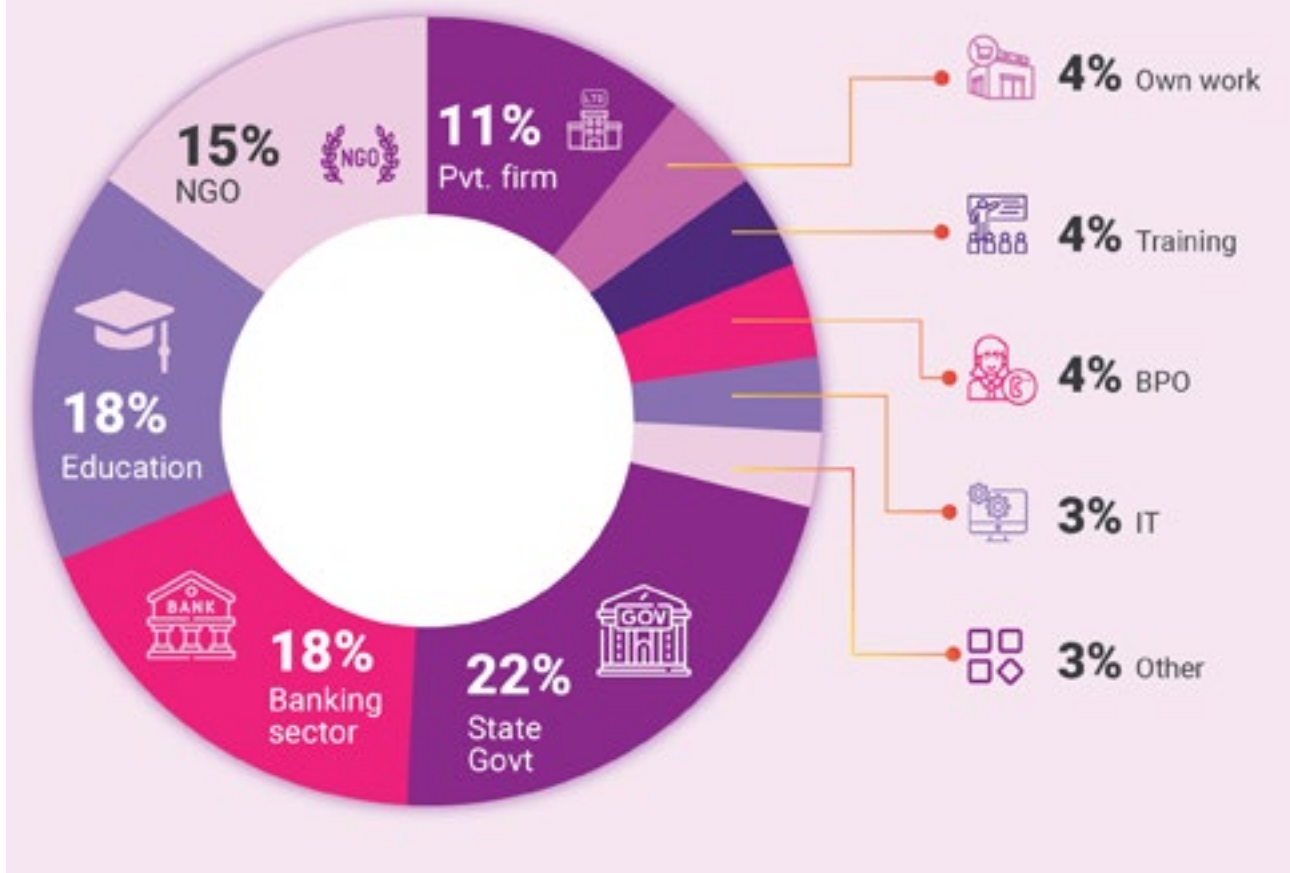
A session on the NVDA screen reader was included to simplify work processes and dedicated sessions were conducted for employees with disabilities who spoke Kannada. Participants in these sessions were from various organizations such as Bank of India, State Bank of India, Social Welfare Department, PNB, Union Bank of India, NTPC, Indian Railways, Reserve Bank, etc.



I cancelled my vacation to attend the training sessions and the learnings added a lot of value to my job!"

- **Kishore Kumar** | RBI, Hyderabad

TOP 10 SECTORS IN ONLINE TRAINING



“ This session covered various aspects related to files and folders. It will be really useful in my work environment since I deal with several reports in the form of various files. Through this program, I learned various ways of organizing my files in a better way. Therefore, this program will definitely help me to improve my productivity in my day-to-day work.”

- Ram Gopalan | Union Bank of India, Coimbatore

INCLUSION COURSES ON BLIMEY

24 modules short modules were uploaded on Blimey that included demonstration videos with systematic instructions, compatibility testing, uploading, and other related activities. Introduction of modules specifically designed for individuals with Low Vision is a significant feature. The 5 uploaded modules will receive feedback from the users to incorporate improvements.

AWARENESS EVENT – MODELS OF INCLUSIVE ECO-SYSTEM

Be Purple at the Purple Fest, 2022

The panel discussion focused on initiatives taken by Public Sector Undertakings (PSU) and government departments to include employees with disabilities from recruitment to retirement. The importance of an inclusive ecosystem was highlighted, emphasizing the collective responsibility to meet inclusion requirements. This can be accomplished through policy-level changes, enhancing disability-specific skills, and strengthening support systems with awareness and capacity building programs. Systematic implementation of the

activities mentioned will lead to the development of an effective ecosystem for ensuring the inclusion of employees with disabilities in any domain. Proper maintenance of this system is crucial for its long-term sustainability as an inclusive environment.

Experience zone at the Jagruthi Mela

An inclusive event was held on March 29, 2023, showcasing initiatives for the inclusion of employees with disabilities in Public Sector Banks (PSB) and Government departments. The organization emphasized the importance of devising a specific model for including individuals with intellectual disabilities. The event attracted 175 visitors, including government officials, people with disabilities, and NGOs.

Key highlights of the event included demonstrations of workplace solutions that enhance the productivity of employees with disabilities. It also emphasized the four pillars of an inclusive ecosystem: policy-level changes, awareness-building, empowerment of employees with disabilities, and strengthening the support system.

திறன் மேம்பாடு மற்றும் வேலைவாய்ப்பு Skills Development And Employment

Image caption: Jagruthi Mela in Chennai, celebrating International Day of Persons with Disability.





EnAble Vision

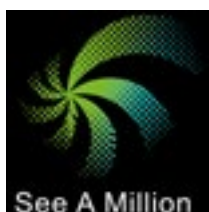
EnAble Vision has 3 programmes and initiatives which empower people with visual impairment to seek livelihoods and actively contribute to nation-building.

See A Million

See A Million (SAM) is a collaborative initiative working towards transforming the lives of persons with vision impairment into Active Citizens through Digital Empowerment.

This campaign has directly impacted 3400+ lives through three major offerings:

- Building aspirations of 1,950 persons with vision impairment through awareness workshops.
- Building 21st-century Digital Literacy Skills for 1,340 candidates with vision impairment from more than 15 states to help them access quality education, and opportunities leading to employment and lead lives with dignity.
- Building sectoral talent by training 53 trainers under the Trainer Certification Course and Awareness for Training for Trainers (ToT) for persons with vision impairment. The training provided hands-on experience in using content and tools for conducting computer training and awareness workshops for persons with vision impairment



1950

PVIs reached through focussed awareness workshops

1340

Engaged as part of the Digital Literacy drive/ programme

53 candidates trained under the Trainer Certification Course

Image caption: Training room at a See A Million Parivartan Centre.





Image caption: Medical Tactile Examiners with the CyteCare team.

Discovering Hands

Discovering Hands is a 9-month programme which trains women with vision impairment to work as Medical Tactile Examiners (MTEs). This training leads to an enhanced sense of touch and tactile skills helping the trainees identify an abnormally sized lump less than 0.3 mm in the breast.

The 2 batch of Discovering Hands started with 12 women with vision

impairment across 7 states who gave their theory exam on April 7, 2023.

The curriculum included guest lectures and other interesting activities like trekking, golf and meditation to enable them to learn life skills, develop their personalities and become more confident. A field visit to Cytecare Cancer Hospital was included to create opportunities for the trainees to interact with and learn from technicians and staff.

More than 800 women screened collaboratively

“ I am a 19-year-old blind girl from West Bengal, studying in class 12. The Career Awareness Workshop gave me a platform to explore varieties of solutions and possibilities. I loved the session on grooming and hygiene. As a takeaway from this workshop, I will now take good care of myself and will focus on my personal & career development. I look forward to enrolling in the holistic computer course at the EnAble India Parivartan Centre.”

- Juli Munda

Student, CAW, Siliguri, WB

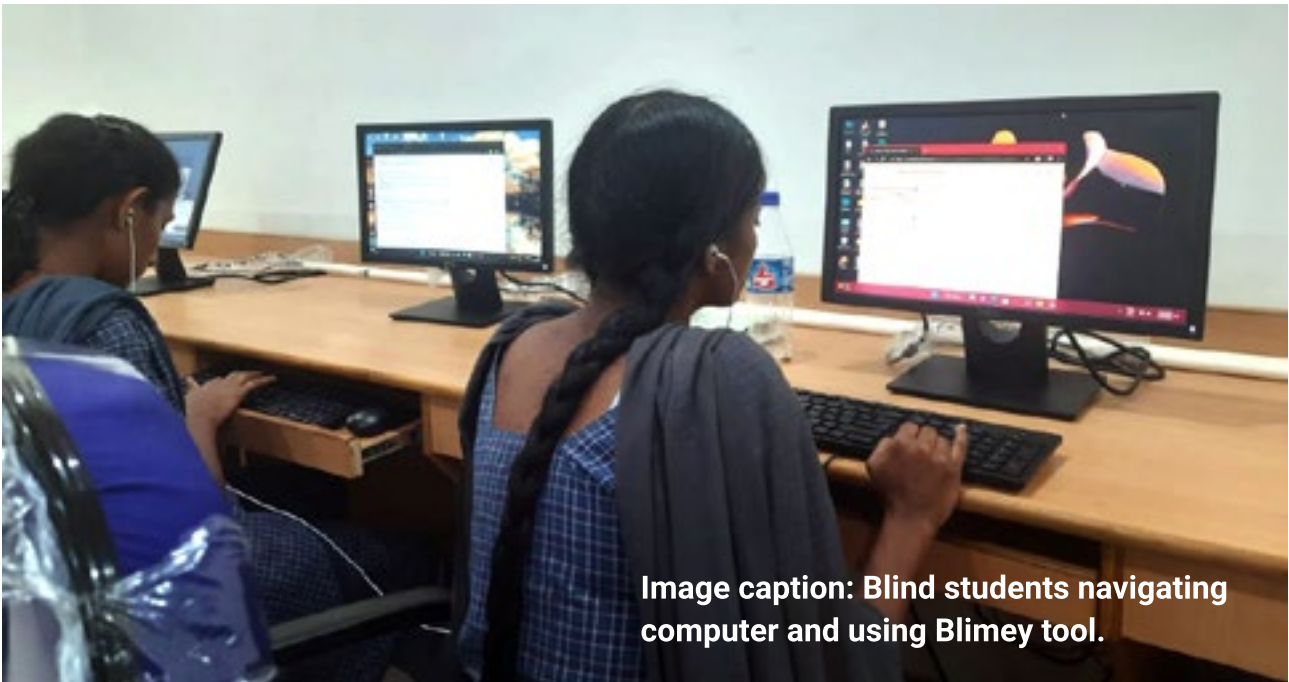


Image caption: Blind students navigating computer and using Blimey tool.

Blimey

Blimey a centralised content management system was released with a new studio setup. We worked in partnership with Kenpath and the first stable version is ready. This free tool is user-friendly across age groups and can be easily used even by children with visual impairment.

A new version of Blimey with support for content in multiple languages such as Hindi and Kannada, is being developed to reach people in rural areas too. More than 11,700 users, from across 24 states and organisations have been brought on board.



I'm a 22-year old blind girl from Meghalaya pursuing graduation. I never knew that blind people could use a computer. I was so happy when during my training in Bethany School, I touched the keyboard and heard the screen reader voice for the first time. Now I am comfortable using a computer."

- Balarihun Myrthong

Bethany School Student, Meghalaya



Candidate Success

Out of the 1.3 crore working-age individuals with disabilities, 50% remain unemployed. This statistic served as the impetus for EnAble India's inception and continues to fuel our efforts. Through our Candidate Success team, we collaborate with job-seekers, companies, and partner organizations, employing a multifaceted strategy to promote employment inclusion and foster economic independence. Our commitment is driven by the goal of addressing this disparity and empowering individuals with disabilities to secure meaningful employment opportunities.

The Candidate Success team work with job-seekers with disabilities, companies, and partner organizations in order to enable jobseekers to progress towards livelihoods. This is done by providing interventions at multiple stages of the livelihood cycle through the principle of 5A-Awareness, Access, Aspiration, Action and Achieve.

A streamlined process has been created by the team to not only reduce the transition time from skilling to employment for a person with disability but also to provide stakeholders with the following:

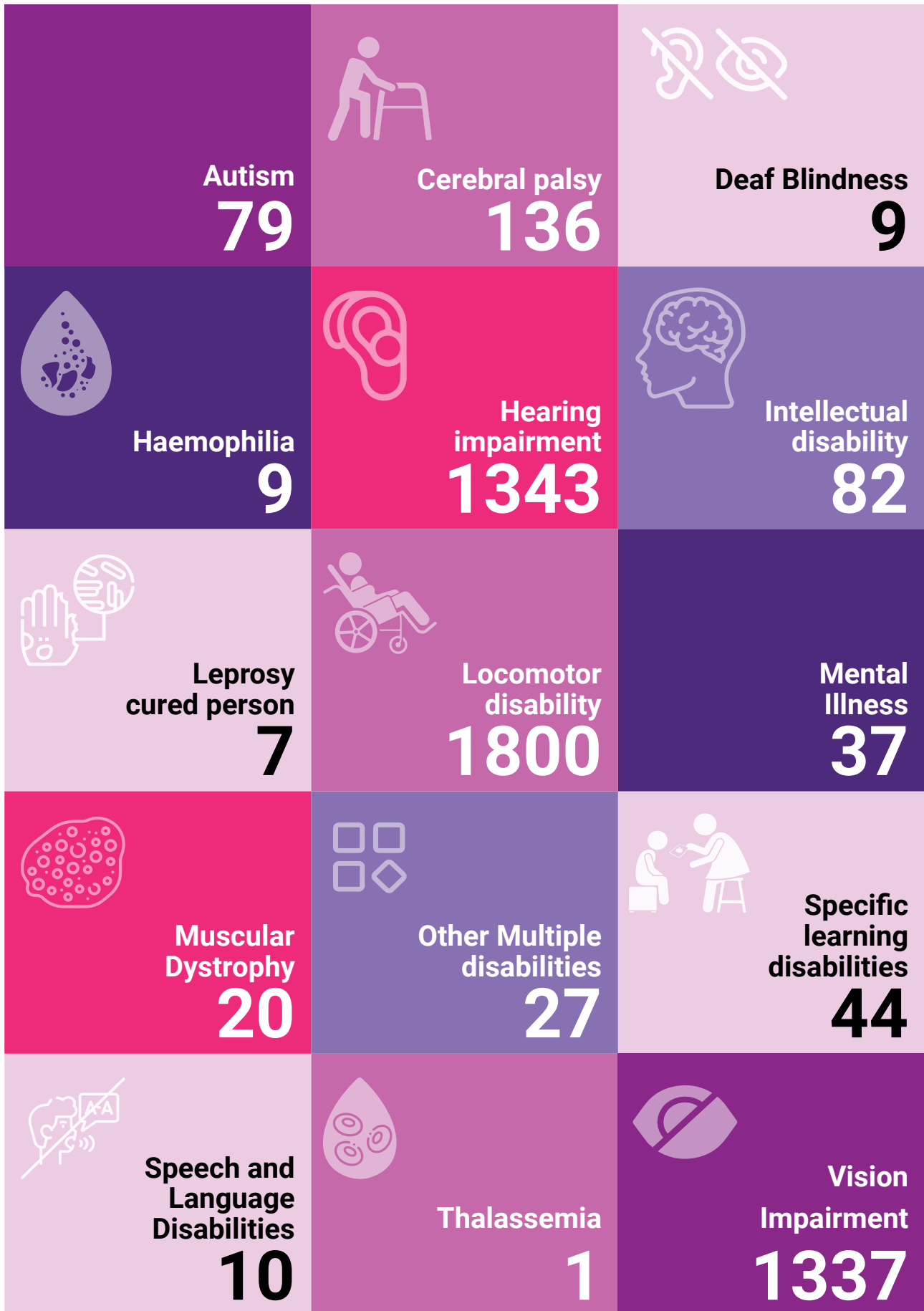
- Lifelong learning
- Access to the improved labour market
- Reduced mismatches between labour supply and demand
- Social equity and social inclusion

1.3 crore persons with disabilities are of working age: out of which 50% do not work. This is the statistic that drove EnAble India at its founding, and it is what drives us now. The process a job seeker with disability is put through can be divided into three main sections.

Pre-skilling

A total of 4,936 individuals with more than 15 different disabilities have benefited from comprehensive interventions across various levels. Through learner-focused engagement activities, both persons with disabilities (PwDs) and their parents have been supported in building their aspirations and preparing for employment. This effective engagement system has empowered PwDs to embark on their path to progress leading to fulfilling livelihood.

Disability Touch Points



Career Awareness/ Guidance sessions through online & offline modes

The team worked on providing career guidance and support to persons with disabilities (PwDs) in their employment journey. The workshop facilitates self-reflection and decision-making based on individual strengths, matching skills, knowledge, and aptitude with specific job roles. Additional interventions are conducted for parents of PwDs to create a supportive system throughout their livelihood journey.

Key highlights

- Engaged 1,855 PwDs in activities like profiling, assessments, career guidance, and self-advocacy sessions to establish



Image caption: Career awareness workshops are also conducted online.

a pipeline for future support.

- Assessed technical and domain skills of 500 PwDs, with over 453 undergoing skill development through in-house and partner programs for technical and new domain training.

“ The session we had with Beel, a peer role model with disability, was truly wonderful. Prior to this, we lacked clarity and hope, but now, after our interaction, we have gained a renewed sense of hope for our child’s future. Thank you for inspiring us and instilling confidence in us.”

**- Parent of a child with
Cerebral Palsy**

“ I received career counselling from trainers at another NGO. During the session, I shared my ‘Know Me Better’ tool (Self Advocacy) to introduce myself. The trainers were highly impressed and commended the inclusion of pictures that showcased my journey as evidence. They suggested uploading it online and adding the link to my resume. They also advised including a FAQs section in my resume.”

**- Person with Muscular
Dystrophy**

Impact Audios by stakeholders on Vaani platform

Krishnamurthy, a person with locomotor disability from Tumkur, said, "After hearing Fathima's story as a role model, I realized the significance of maintaining active communication to stay connected with the right network. It is crucial for building and advancing in our livelihood journey, just as Fathima has demonstrated."

Krishnamurthy recognizes the value of networking and staying connected as essential elements for personal and professional growth, drawing inspiration from Fathima's experience.

Like Krishnamurthy, 8,903 unique listeners reached through 72 employability audios on Vaani platform in Kannada and Hindi over 11 months.

Job readiness sessions

105+ volunteers engaged in job readiness activities, including mentoring, interview preparation, and resume reviews, benefiting 1,964 PwDs. Exposure visits and job simulations helped PwDs understand the company environment.

Result: 247 PwDs gained interview opportunities.

New Initiatives - Counselling through Art.

We offer counselling services to PwDs and stakeholders throughout their livelihood journey. To reach a broader audience, we introduced "Counselling through Art," a unique approach developed internally. This innovative method was piloted with 25 PwDs with hearing impairments and physical disabilities. Using non-verbal communication, art therapy improves their overall well-being.



I learned valuable skills like preparing my CV and presenting myself confidently in interviews. It was a wonderful workshop that taught me many things I can implement in future interviews."

- Person with Cerebral Palsy



The Art Therapy session provided a platform for self-expression through drawing, allowing us to depict our emotions and establish connections. Receiving feedback on our answers helped us gain insights into our thought processes. It emphasized the importance of assertiveness, instilling confidence in us. Finally, we felt heard and received the understanding we had been seeking for a long time!"

- Person with Severe disabilities



Image caption: Exposure visit for candidates with disabilities at Commonwealth Bank.

Skilling

In order to make the pool market relevant, this year our focus is on 3 aspects – Domains, Partners & Job Roles

This year we continued to work on different Training Models. The prominent ones include

Employability Training

Visually Impaired Candidates: 22 individuals with vision impairment received comprehensive training in computer skills, English, employability, mobility, and life skills. The training started online and transitioned to an on-site program at EnAble India. Candidates had opportunities to visit companies, participate in mock interviews, and explore self-employment projects.

Deafblind Candidates: A ground-breaking training program led by deafblind individuals resulted in five placements for deafblind candidates in manual job roles.

Train & Hire

Amazon: The Amazon warehouse in

Devanhalli, Bengaluru partnered with EnAble India to hire floor associates for packing roles. 9 candidates with vision impairment received intensive training and exposure visits, with 5 candidates successfully selected and on-boarded.

Allegis: Allegis conducted a three-week “Train and Hire” program for 14 candidates with disabilities. The program focused on recruiting skills, with three candidates already hired and on-boarded at Allegis.

University Connect

JSSPDA, Mysuru and EnAble India, Bengaluru have been long-standing partners, working together to provide students with excellent learning opportunities and a pathway to secure livelihoods after their education. Despite the challenges posed by the pandemic, we successfully organized various activities on-site, including awareness sessions, employability sessions, exposure visits, and job drives. Notably, companies like Concentrix and TVS conducted job drives at JSSPDA.

Skilling Partners

Employability is the core strength of EnAble India, and our focus is on scaling it further through strategic collaborations with domain partners. By expanding our network of partners, we aim to enhance the employability of individuals with disabilities and create more opportunities for their professional growth and success.



Internet is an ocean so finding the right information on the Internet can be overwhelming. This course helped me understand where to start. I learned about new tools like WSL and gained a solid foundation in cloud computing. It gave me the confidence to explore further and excel in this field.”

- Sagar | Person with Vision Impairment

Collaborations with domain partners

| | |
|-------------------|--|
| Yunikee | 63 hearing impaired candidates underwent coaching for railway exams. 50% of them have given the exam. Results awaited |
| Vision Aid | 20 visually impaired candidates underwent training on Accessibility testing 20 candidates underwent training on Corporate skill development |
| Prishni | Visually impaired candidates were given opportunities to get trained on Python, Logic building, Cloud computing and Web Accessibility |
| SEDB | First of its kind training, where the deafblind trained the deafblind. 6 Deafblind candidates underwent this training, 5 candidates selected - internship at DTSS as housekeeping staff, where they performed activities like glass washing, table cleaning, desk and chair cleaning, etc. |
| Enguru | Enguru has been our exclusive partner on assessments and training of English for persons with physical disability |
| Anudip | 29 candidates with physical disability went through certification courses in IT |
| WinVinaya | Candidates across disabilities have availed training opportunities on software development and banking |

Image caption: Subburaj with candidates after an awareness workshop.



Livelihoods

Landscape post Covid

As remote work became the new normal even after COVID, the reluctance to return to traditional workplaces diminished, resulting in an increase in job placements.

- A total of 226 persons with disabilities (PwDs) were successfully employed.
- Out of these, 156 PwDs were placed directly through the interventions of EnAble India.
- Among the placed candidates, 55% had sensory disabilities, including vision impairment, deafblindness, and hearing impairment.
- In terms of gender, females accounted for 26% of the placed candidates, showing a slight improvement compared to indirect placements.
- Non-computer/manual jobs constituted 35% of the total placements.
- 95% of the jobs secured were in skilled positions, with the highest monthly remuneration reaching approximately 79 thousand.

- Retention efforts resulted in 343 candidates being retained through ongoing engagement with both employers and candidates.

Employment Models

- Maya Care offers freelancing opportunities for persons with disabilities, specifically in the backend operations of their helplines for senior citizens in various Indian languages and English.
- EnAble India explores employment opportunities for PwDs in the waste management sector, with SAAHAS, a prominent waste management company, expressing interest in collaboration.
- Phone Pe conducted a hiring campaign in partnership with EnAble India, offering positions such as Risk Investigator, Charge back Specialist, and Content Writer. 10 candidates progressed to the 3rd round of selection.
- Bengaluru International Airport Limited (BIAL) approached EnAble India to hire persons with physical disabilities for the role of Coordinator (Diversity

and Inclusion). 2 candidates were successfully placed in this role.

- EnAble India introduced skill-specific mentoring in the IT domain for the first time, with employees from Common Wealth Bank providing guidance. This mentoring program resulted in the hiring of one candidate by Common Wealth Bank.

Road to replication and scale

TVS partnered with EnAble India and JSS University to hire deaf candidates for assembly line roles in engine and vehicle production. A total of 41 candidates were placed as apprentice workers across TVS locations. The feedback from TVS has been highly positive, with satisfaction regarding candidates' performance, productivity, and meeting targets.

The candidates have displayed dedication, minimal absenteeism, and exceptional workmanship. TVS actively involves them in meetings and discussions, promoting their growth within the company. This collaboration has opened livelihood opportunities for deaf and hard of hearing people.



Image caption: Deaf students at their interviews in TVS.



I love my job and my team is happy with my work. I am from Maharashtra and live in company-provided accommodation. Working at TVS for over a year has been great. I always give my best, meet my targets, and my team trusts me with more responsibilities. EnAble India's training prepared me well for this job, taught me the right attitude, mindset, and workplace discipline. I've learned how to integrate into the team, grow in my career, and accept feedback from managers. I'm grateful for the training that has helped me succeed in my job."

- Shinde Shraddha, Deaf



Hear A Million

Launched in October 2020, has an ambitious objective to reach 1 million deaf people across 10,000 touchpoints within 2.5 years. This program aims to make a significant impact by empowering deaf individuals to lead productive lives and achieve mainstream inclusion in education, livelihood, and society. It's a mission-driven initiative with the goal of impacting deaf population and their stakeholders.

Hear a Million Collective: 20 Partners

The collective comprises organizations, professionals, and individuals working collaboratively to address challenges faced by the deaf community and share best practices. Their collective efforts aim to create a more inclusive and equitable society.

Kickstart and immersion phase of Deaf Leadership program

The program selected aspiring social entrepreneurs from the deaf community and provided orientation and immersion phases to enhance leadership skills and entrepreneurship knowledge. This initiative aimed to empower deaf individuals as change catalysts.



Image caption: Group photo of the Deaf Leadership Program.



Image caption: Workshops conducted in deaf school for deaf students in Mumbai.



Image caption: Manthan conducted by Hear A Million team.

Touchpoints achieved during the year: 7,334

These touchpoints represent meaningful interactions and connections within the deaf community, demonstrating the impact of the HAM workshops in raising awareness and improving livelihoods.

52 workshops conducted

HAM organized both online and on-site workshops covering topics such as deaf empowerment, mental health, insurance, and overall well-being. The workshops ensured accessibility by providing content in sign language and invited professionals for effective delivery.

3 Manthans conducted

Manthans serve as quarterly events for organizations and individuals in the deaf

space to discuss challenges, brainstorm ideas, and collectively determine the way forward. The focus is on tech-based solutions and innovative education systems for early intervention.

Action research pilot - Education

The pilot initiative collected best practices from various schools to create a toolkit for practicing bilingual education for deaf children. Workshops were conducted to foster a strong deaf ecosystem, incorporating sign language and English to empower students academically and socially.

These highlights showcase the significant achievements and impact of Hear A Million in empowering and supporting the deaf community, promoting inclusivity, and fostering a better quality of life for all.







The goal is straightforward - zero barriers for persons with disabilities. 75% employable individuals with disabilities face exclusion from mainstream employment due to limited access and solutions. To address this, eiLabs aims to become a unified platform and incubator, fostering assistive solutions catalysed by the community itself. By empowering the community, eiLabs seeks to eliminate obstacles and create a more inclusive environment.

Project Discovery, the flagship program of eiLabs, has made significant strides in empowering individuals with disabilities and fostering a solution-centric mindset. With over 1000 participants, 934 innovative

solutions, 30 partners, and 22 awards, this initiative has revolutionized society's perception of disability.

By creating a platform for collaboration

and idea exchange, Project Discovery has tapped into the untapped potential of the disability community, showcasing their creative and innovative solutions. Through this initiative, stereotypes have been shattered, empowering individuals to become solution makers and challenge societal norms.

Project Discovery goes purple

The inaugural Project Discovery award ceremony took place at the Purple Fest in Panaji, Goa, celebrating the winners of the 'Solution of Solutions' from different regions across the country. Notable exhibits included Naman Patel's wheelchair-accessible cart, showcasing the practicality of inclusive solutions.

Expanding horizons

Expanding its reach globally, Project Discovery established a partnership with Zero Project, signified by an MOU signed in New Delhi. This collaboration has

transformed the initiative into a global reconnaissance of disability solutions, highlighting the stories of grassroots innovators worldwide.

Solutions from the grassroots

One such inspiring innovator is Kamal Kanta Nayak from Orissa, a recipient of the Discovery Awards. Despite a spinal cord injury, Kamal devised a ground-breaking solution by adapting a DIY wooden carrier board attached to his wheelchair. This innovation enables him to carry various items, including water buckets, fertilizer sprayers, and cashew picker buckets, showcasing the transformative power of grassroots solutions.

Project Discovery has not only provided a platform for showcasing innovative solutions but has also paved the way for a more inclusive and accepting society, where persons with disabilities are recognized for their abilities and contributions.



Image caption: Michael Fembek, CEO, Zero Project and Dipesh signing an MoU to collaborate for Discovery Awards.



Administration & Facilities

Efficient running of the office, effective maintenance across the organization and more!

It continued to be business as usual for the team who were working in the office through the pandemic years. Strict COVID-19 protocols were set up to be followed when the office opened up in April 2022. Precautionary measures like sanitizers all over the office premise, temperature checks at the entrance, and social distancing were established.

An open office concept was implemented throughout the organization. Physical infrastructure was further expanded as extra parking spaces were created to accommodate the increasing headcount.

A vaccination drive was organized for employees, their families, candidates, and people who lived near the head office

in Koramangala. Logistic support was provided for laptops to be disbursed to candidates with disabilities.

Resuming normalcy

Logistical support like transportation and general coordination was provided for various workshops, conferences, and events like the Purple Cup 2.0 and National Convention for Deaf-Blind. The team supported the organization of several staff functions like Diwali lunch and EnAble India Day ensuring organizational health and happiness. As the staff members resumed traveling for work again, the travel desk processed a total of 432 transactions for domestic and international travel for employees and partners.



Image caption: Our enablers catching a break.

Compliance

Ensuring adherence to external rules and internal controls towards organizational excellence.

The Audit, Risks, and Compliance team was set up in the financial year to adhere to applicable compliances and mitigate any risks which the organization could foresee during collaborations and new ventures. The team ensures the organization's compliance with applicable laws, rules, and regulations of the land and its own internal policies. The team sets and maintains standard procedures for the organization and assures transparency in its conduct. The team is also responsible for risk management and mitigation by identifying and communicating probable risks associated with existing or new collaborations and ventures to the management. Through this, we strive to enhance the efficiency of the organization and gain stakeholders' trust.

The activities undertaken by the team during the year were:

- Drafting and vetting legal documents/ agreements for entering into various collaborations/ventures.
- Conducting due diligence on potential partner organizations, service providers, and other external stakeholders before any engagement and ensuring their KYC norms.
- Acting as a liaison between funders and internal departments during the funding processes.
- Coordinating with internal stakeholders and acting as the custodian of agreements and other related documents.
- Coordinating board meetings, preparing board minutes, and following up on actions.
- Maintaining accurate and complete records of funders and partner organizations.
- Staying updated with regulatory/ statutory changes that might affect the organization and keeping track of amendments to various laws applicable to the group, particularly Trust laws, RBI, FEMA, Labour Laws, etc.
- Proactively auditing processes, practices, and documents to identify weaknesses and mitigate possible risks.



Image caption: Presentation of compliance norms by Kumudini.

Information Technology

Enabling systems that enable India.

An Apple Experience Zone was set up and inaugurated by Ron Sirdeshpande at the EnAble India office. This Experience Zone is packed with iPhones, iPads, Apple watches, MacBooks, Air tags, and other Apple devices contributed by Apple. Various WPS used by persons with disabilities are also displayed at the Experience Zone.

Aside from ensuring that all employees are able to work from office, the IT team played a massive role in asset management.



| INCOMING | OUTGOING |
|--|--|
| Received 20 laptops from Navajeevan Trust. | 30 refurbished desktops given at various Garv Se Centre and JSS Polytechnic for the Differently Abled, Mysuru. |
| 40 MacBook Air laptops given by Airbnb. | 7 refurbished laptops distributed at the Garv Se Centre in West Bengal and Manipur. |
| 25 iPad Mini given by Apple for The Digital Literacy Program. | 133 IT goods including laptops, workstations, monitors, printers, speakers and tablets were handed to 52 staff members as a part of give-away |
| | 17 laptops restored and sent to training centres under digital literacy program. |
| | 20 laptops restored for use and sent to The Welfare Association For The Blind, Manipur for Digital Literacy Training. |
| | 25 iPad Minis configured and distributed to the training teams and candidates. |

Media and Communications

Telling the EnAble India story.

EnAble India's different programs rely on effective communication, which serves as their foundation. The media team works to highlight the outcomes of EnAble India's interventions for diverse disabilities and stakeholders. This impact is presented through various channels such as coffee table books, brochures, websites, campaigns, and social media platforms. Additionally, the communications

team actively participates in media engagements concerning our flagship initiatives.

In addition, the team manages and maintains a vibrant presence on popular social media platforms such as Facebook, Instagram, YouTube and LinkedIn. Over the course of the previous year, we have reached over 36,000 people across the various platforms.

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

Image caption: Collaterals of various teams of the year.



Human Resources

Managing the most valuable assets of the organization.



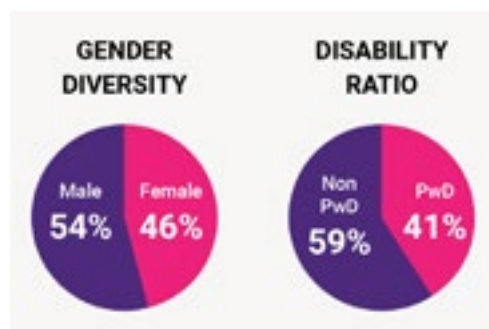
Image caption: HR team in front of Great Place To Work poster.

EnAble India was awarded the Great Place to Work certificate for 2022-23, marking the organization's second win since 2020. This recognition confirms continued excellence, as we were previously ranked 26th in the Great Mid-Size Workplaces list for 2021-22.

To maintain a strong and happy EnAble India community, the implemented new measures. After reopening the office following the pandemic, the management ensured salaries were fair by comparing them to industry standards. This salary correction process was completed in December 2022. The team also worked on improving medical benefits for employees and extended them to include parents and parents-in-law.

EnAble India automated the entire

employee experience with a new system called Uknowva. A new process to conduct a detailed background verification system to comply with government rules and released a policy for leave and certification reimbursement has been introduced. To minimize any disruptions, critical positions have been identified leading to the creation of a succession plan. This will ensure a smooth transition and reduced risks.



POSH

Preserving and safeguarding our workspaces.

EnAble India has well-formulated policies in place to ensure a peaceful and harassment free workplace for all stakeholders. The policy covers all stakeholders- employees, consultants, contract workers, probationers, trainees (candidates), volunteers, interns, and vendors. The measures put in place to prevent any form of harassment include

having an Internal Complaints Committee for the Prevention of Sexual Harassment (POSH), regular sensitization sessions for all employees and compulsory sessions for all new staff members.

The POSH awareness material is now available to more people as we have it in Kannada, Hindi and Indian Sign Language.

| NO. | SENSITIZATION SESSION | NO. OF PARTICIPANTS |
|-----|--|---------------------|
| 1. | Deafblind Candidates | 08 |
| 2. | New Joiners | 40 |
| 3. | Visually Impaired Candidates – Digital Literacy Training – Batch 1 and 2 | 48 |
| 4. | Visually Impaired Candidates – Discovering Hands Team | 18 |
| 5. | Refresher POSH sessions for staff members of EnAble India | 87 |
| 6. | TOT Participants | 12 |
| | Total | 213 |

The new committee was constituted on 28th October 2022. It has five members, including Dr. B S Anuradha.



Roopa Reddy
Presiding Officer



Ashwini Rao
Committee Member



Jyoti Achari
Committee Member



Rajendra
Committee Member

Gratitude

EnAble India thanks the following funders and many more who supported us in 2022-23.

SILICON VALLEY COMMUNITY FOUNDATION

APPLE INDIA PVT LTD.

BANK OF AMERICA

ALLEGIS SERVICES INDIA PVT LTD.

RBL BANK LTD.

BENGAL FINANCE & INVESTMENT PVT LTD.

REFINITIV INDIA SHARED SERVICES PVT LTD.

VMWARE SOFTWARE INDIA PRIVATE LIMITED.

STANDARD CHARTERED BANK

GOOGLE LLC

SALESFORCE.COM INDIA PVT LTD.

COGNIZANT FOUNDATION

MCKINSEY GLOBAL SERVICES INDIA PRIVATE LIMITED

ONLINE GIVING FOUNDATION

BLOOMBERG DATA SERVICE (INDIA) PVT LTD

FIDELITY ASIA PACIFIC FOUNDATION

THE U. K. ONLINE GIVING FOUNDATION

QWIKSILVER SOLUTIONS PVT LTD.

I & B SEEDS PRIVATE LIMITED

UST GLOBAL WELFARE FOUNDATION

FORTINET TECHNOLOGIES INDIA PVT LTD

VIMAL KUMAR V

HARI RAGHAVAN

MEERA IYENGAR

Audit Report



PHILLIPOS & Co.

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

CHARTERED ACCOUNTANTS

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AIRTEL : (080) 41251474
e-mail : phillipos18@gmail.com
url : www.phillipos.co.in

Independent Auditor's Report

To
The Trustees of
ENABLE INDIA BANGALORE

Opinion

We have audited the accompanying Financial Statements of **Enable India** which comprise the Balance Sheet as at 31st March, 2023 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 31st March, 2023 and the *Excess of Income Over Expenditure* for the year ended on that date.

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing issued by the Institute of Chartered Accountants of India (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.

Management's Responsibility for the Standalone Financial Statements

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:

- a. 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;
- b. 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.
- c. The Balance Sheet and the Income and Expenditure Account dealt with by this Report are in agreement with the relevant books of account.



Place: Bangalore
Date: 04th July, 2023

For Phillipos & Co
Chartered Accountants
FRN: 002650S

Joe James
Partner
Membership No: 251076
UDIN: 23251076BGTNXU2050

ENABLE INDIA
No. 473/B, Adugodi Main Road, 8th Block Koramangala
Bangalore - 560 095, Karnataka
Balance Sheet as at 31st March 2023

| Particulars | Schedule | Amount (₹) |
|------------------------------------|----------|---------------------|
| Liabilities | | |
| Trust Fund | 1 | 12,07,35,459 |
| Restricted Funds | 2 | 34,26,63,992 |
| Corpus Fund | 3 | 32,60,00,000 |
| Employee Welfare Fund | | 2,10,325 |
| Payables | 4 | 10,691 |
| Total | | 78,96,20,467 |
| Assets | | |
| Fixed Assets | 5 | 3,33,22,067 |
| Current Assets, Loans and Advances | 6 | 1,95,43,943 |
| Fixed Deposits | 7 | 62,65,12,664 |
| Cash and Cash Equivalents | 8 | 11,02,41,792 |
| Total | | 78,96,20,467 |

For Enable India



Managing Trustee


Place: Bangalore

Date: 04th August, 2023



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




Joe James
Partner, M.No. 251076
UDIN: 23251076BGTNXU2050

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 2023

| Particulars | Schedule | Amount (₹) |
|--|----------|---------------------|
| <u>Income</u> | | |
| Donations and Contributions - Local | | 1,28,65,165 |
| Donations and Contributions - Foreign | | 18,98,358 |
| Donations and Contributions - In Kind | | 29,40,864 |
| Interest Income | | 2,11,88,847 |
| Transfer from Restricted Funds | | 17,30,60,537 |
| Other Income | | 1,34,539 |
| Total (A) | | 21,20,88,310 |
| <u>Expenditure</u> | | |
| Project Expenses | 9 | 17,82,49,532 |
| Administration Expense | 10 | 84,66,030 |
| Total (B) | | 18,67,15,562 |
| Excess of Income over Expenditure | | 2,53,72,748 |

For Enable India



Managing Trustee

Place: Bangalore

Date: 04th August, 2023



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



Joe James
Partner, M.No. 251076
UDIN: 23251076BGTNXU2050

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 balance sheet | 9,53,62,711 | |
| Add: Excess of Income over Expenditure | 2,51,72,748 | 12,05,35,459 |
| Total Trust Fund | | 12,05,35,459 |

Schedule 2: Restricted Fund Account

| Particulars | Amount (₹) | Amount (₹) |
|---|-------------|------------------|
| 01. Allegis | | |
| As per last balance sheet | 14,50,875 | |
| Add: Receipts during the year | 81,88,740 | |
| Less: Transfer to income and expenditure to the extent utilized | 91,20,308 | 5,19,307 |
| 02. Apple Project – I | | |
| As per last balance sheet | 31,24,045 | |
| Less: Transfer to income and expenditure to the extent utilized | 31,24,045 | - |
| 03. Apple Project - II | | |
| As per last balance sheet | 93,25,514 | |
| Less: Transfer to income and expenditure to the extent utilized | 93,25,514 | - |
| 04. Apple Project – III | | |
| Add: Receipts during the year | 5,00,00,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 4,58,79,628 | 41,20,372 |
| 05. Cognizant | | |
| As per last balance sheet | 12,23,560 | |
| Add: Receipts during the year | 49,34,353 | |
| Less: Transfer to income and expenditure to the extent utilized | 61,57,913 | - |
| 06. Linde | | |
| As per last balance sheet | 24,73,557 | |
| Less: Transfer to income and expenditure to the extent utilized | 24,55,786 | 17,771 |
| 07. Oyo | | |
| As per last balance sheet | 15,97,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 15,97,000 | - |
| 08. Philanthropy | | |
| As per last balance sheet | 46,17,213 | |
| Add: Receipts during the year | 75,00,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 1,21,17,213 | - |
| 09. Qwick silver | | |
| As per last balance sheet | 39,58,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 30,42,186 | 9,15,814 |
| Sub Total Restricted Fund c/f | | 55,73,264 |



ENABLE INDIA
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| Particulars | Amount (₹) | Amount (₹) |
|---|-------------|--------------------|
| Sub Total Restricted Fund b/f | | 55,73,264 |
| 10. Refinitive | | |
| Add: Receipts during the year | 73,17,888 | |
| Less: Transfer to income and expenditure to the extent utilized | 73,17,888 | - |
| 11. State Street | | |
| As per last balance sheet | 23,55,797 | |
| Less: Transfer to income and expenditure to the extent utilized | 15,68,349 | 7,87,448 |
| 12. RBL | | |
| As per last balance sheet | 16,29,905 | |
| Add: Receipts during the year | 1,04,59,658 | |
| Less: Transfer to income and expenditure to the extent utilized | 1,20,89,563 | |
| 13. Robert Bosch | | |
| As per last balance sheet | 4,40,883 | |
| Less: Transfer to income and expenditure to the extent utilized | 2,67,296 | 1,73,587 |
| 14. Higa Digital | | |
| As per last balance sheet | | 2,20,000 |
| 15. VM Ware | | |
| Add: Receipts during the year | 72,00,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 72,00,000 | - |
| 16. Allegies – Rampcity | | |
| Add: Receipts during the year | 48,80,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 23,40,000 | 25,40,000 |
| 17. Obvious Ventures Private Limited | | |
| Add: Receipts during the year | 4,00,000 | 4,00,000 |
| 18. McKinsey Global Services India Private Limited | | |
| Add: Receipts during the year | 24,46,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 20,56,000 | 3,90,000 |
| 19. Sales Force -2023-24 | | |
| As per last balance sheet. | 19,22,550 | |
| Add: Receipts during the year | 40,00,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 26,92,550 | 32,30,000 |
| 20. Refinitive - FCRA | | |
| As per last balance sheet | 23,86,627 | |
| Less: Transfer to income and expenditure to the extent utilized | 23,86,627 | - |
| 21. Google - FCRA | | |
| As per last balance sheet | 10,46,880 | |
| Add: Receipts during the year | 34,70,875 | |
| Less: Transfer to income and expenditure to the extent utilized | 32,10,365 | 13,07,390 |
| Sub Total Restricted Fund c/f | | 1,46,21,689 |



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| Particulars | Amount (₹) | Amount (₹) |
|---|--------------|---------------------|
| Sub Total Restricted Fund b/f | | 1,46,21,689 |
| 22. Blimsey Chiley - FCRA | | |
| As per last balance sheet | 9,03,071 | |
| Less: Transfer to income and expenditure to the extent utilized | 9,03,071 | - |
| 23. Swiss Re-foundation - FCRA | | |
| As per last balance sheet | 24,12,023 | |
| Less: Transfer to income and expenditure to the extent utilized | 24,12,023 | - |
| 24. CAF - FCRA | | |
| Add: Receipts during the year | 3,14,085 | |
| Less: Transfer to income and expenditure to the extent utilized | 3,14,085 | - |
| 25. Fidelity Asia Pacific Foundation-FCRA | | |
| Add: Receipts during the year | 81,42,711 | |
| Less: Transfer to income and expenditure to the extent utilized | 21,30,658 | 60,12,053 |
| 26. Silicon Valley Community Foundation-FCRA | | |
| Add: Receipts during the year | 32,60,00,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 44,39,750 | 32,15,60,250 |
| 27. Standard Chartered Bank-FCRA | | |
| Add: Receipts during the year | 63,82,719 | |
| Less: Transfer to income and expenditure to the extent utilized | 59,12,719 | 4,70,000 |
| 28. Bank of America-FCRA | | |
| Add: Receipts during the year | 2,30,00,000 | |
| Less: Transfer to income and expenditure to the extent utilized | 2,30,00,000 | - |
| Total Restricted Funds | | 34,26,63,992 |

Schedule 03: Corpus Fund

| Particulars | Amount(₹) | Amount(₹) |
|--------------------------|--------------|---------------------|
| Received during the year | 32,60,00,000 | 32,60,00,000 |
| Total Corpus Fund | | 32,60,00,000 |

Schedule 04: Payables

| Particulars | Amount(₹) | Amount(₹) |
|-----------------------|-----------|---------------|
| Employee ESI Payable | 10,691 | 10,691 |
| Total Payables | | 10,691 |



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Schedule 05: Fixed Asset

(Amount in ₹)

| Sl. No. | Name of the assets | Gross value as on 31.03.2022 | Additions | | | Total value as on 31.03.2023 | Depreciation for the year ended 31.03.2023 | Net block as on 31.03.2023 |
|---------|--------------------------|------------------------------|------------------|------------------|-----------------|------------------------------|--|----------------------------|
| | | | Before 30th Sept | After 1st Oct | Deletions | | | |
| 1 | Land | 2,02,54,840 | - | - | - | 2,02,54,840 | - | 2,02,54,840 |
| 2 | Computer and Accessories | 64,06,784 | 14,28,885 | 24,68,995 | 38,124 | 1,02,64,540 | 34,87,000 | 67,77,540 |
| 3 | Equipment | 25,15,546 | 4,22,217 | 7,07,704 | 21,140 | 36,24,327 | 5,04,545 | 31,19,782 |
| 4 | Furniture and Fixtures | 26,64,700 | - | 47,005 | - | 27,11,705 | 2,68,820 | 24,42,885 |
| 5 | Vehicle | 8,36,900 | 95,600 | - | 77,181 | 8,55,319 | 1,28,298 | 7,27,021 |
| | Total | 3,26,78,770 | 19,44,702 | 32,33,704 | 1,36,445 | 3,77,16,731 | 43,88,663 | 3,33,28,068 |



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Schedule 06: Current Assets, Loans and Advances

| Particulars | Amount (₹) | Amount (₹) |
|---|------------|--------------------|
| 1. LIC Gratuity Scheme | | 27,94,803 |
| 2. Staff and Other Advances | | 4,64,026 |
| 3. Building Deposit | | 40,60,000 |
| 4. BDA Registration Fees | | 5,000 |
| 5. Interest Receivable | | 75,25,675 |
| 6. Other Receivable | | 2,00,000 |
| 7. 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 | 44,94,439 |
| Total Current Assets, Loans and Advances | | 1,95,43,943 |



ENABLE INDIA
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Schedule 07: Fixed Deposits

(Amount in ₹)

| Sl. No. | Name of Bank | FDR No. | Date Of Deposit | Amount Deposited | Balance as on 31st March 2023 |
|-----------------------|---------------------|-------------|-----------------|---------------------|-------------------------------|
| A. Trust Fund | | | | | |
| 1 | State Bank of India | 41430847101 | 31/03/2023 | 10,00,00,000 | 10,00,00,000 |
| 2 | State Bank of India | 41430944794 | 31/03/2023 | 10,00,00,000 | 10,00,00,000 |
| 3 | State Bank of India | 41430945562 | 31/03/2023 | 10,00,00,000 | 10,00,00,000 |
| 4 | KFCI Bank | 4713117074 | 14/09/2022 | 4,99,000 | 5,12,664 |
| B. Corpus Fund | | | | | |
| 1 | State Bank of India | 41784106180 | 27/03/2023 | 32,60,00,000 | 32,60,00,000 |
| Total | | | | 62,64,99,000 | 62,65,12,664 |



ENABLE INDIA
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Schedule 8: Cash and Bank Balances

| Particular | Amount (₹) | Amount (₹) |
|--|-------------|---------------------|
| 1. Cash in hand | | 2,529 |
| 2. Cash at bank | | |
| a. State Bank of India - Savings Account | (49,69,461) | |
| b. IDBI Bank Ltd - Savings Account | 98,171 | |
| c. ICICI Bank Ltd - Saving Account | (91,390) | |
| d. State Bank of India - Reverse Sweep Account | 6,16,63,602 | |
| e. IDBI Bank Ltd - Reverse Sweep Account | 93 | |
| f. ICICI Bank Ltd - Reverse Sweep Account | 5,35,38,248 | 11,02,39,263 |
| Total Cash and Bank Balances | | 11,02,41,792 |



ENABLE INDIA
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Schedule 09: Project Expenditure

(Amount in ₹)

| Sl. No. | Particulars | Enable India (01) | SME FCRA (02) | RBL (03) | Refinitiv (04) | Accenture (05) | Allight (06) | Total of (01) to (06) |
|---------|---|-------------------|--------------------|--------------------|------------------|----------------|------------------|-----------------------|
| 1 | Accommodation | 1,99,024 | 5,20,867 | 10,13,863 | 1,079 | - | 1,55,668 | 18,91,101 |
| 2 | Admin / Management Fees | (77,75,479) | - | 12,82,911 | 6,04,288 | - | 10,89,000 | (47,95,280) |
| 3 | Candidate Service | - | 3,46,395 | - | - | - | - | 3,46,395 |
| 4 | Computer Maintenance | 27,319 | 84,377 | - | 11,966 | - | 2,626 | 1,26,288 |
| 5 | Conveyance | 1,17,753 | - | 2,931 | 6,182 | - | 48,304 | 1,76,170 |
| 6 | Electricity and Water Charges | 10,64,534 | 2,000 | - | - | - | - | 10,66,534 |
| 7 | Event Expenses | 19,92,157 | 2,88,605 | 46,375 | - | - | 18,99,056 | 42,26,193 |
| 8 | Fuel Charges | 1,62,845 | 3,200 | - | 7,108 | - | - | 1,73,153 |
| 9 | Postage, Telephone and Internet Charges | 5,10,774 | 7,768 | 6,536 | 4,309 | - | 499 | 5,29,886 |
| 10 | Printing and Stationery | 95,846 | 7,96,764 | 1,946 | 51,000 | - | 56,655 | 10,02,280 |
| 11 | Professional Charges | 9,43,429 | 1,64,57,403 | 46,39,756 | 4,28,964 | - | 3,82,760 | 2,28,62,312 |
| 12 | Provident Fund | 9,53,367 | 8,52,346 | 86,264 | 1,43,825 | - | 1,14,590 | 21,50,392 |
| 13 | Rest | - | 27,88,993 | 6,41,455 | 2,90,400 | - | - | 37,29,848 |
| 14 | Repairs and Maintenance | 5,26,123 | 4,81,090 | 4,171 | - | - | - | 10,21,484 |
| 15 | Salaries | 40,74,673 | 1,59,20,816 | 23,41,700 | 53,97,033 | - | 50,09,050 | 3,27,43,872 |
| 16 | Stipend | - | - | - | - | - | - | - |
| 17 | Training and Seminar Fees | (7,39,454) | 20,80,321 | - | - | - | - | 13,40,867 |
| 18 | International Travel Expenses | 2,95,988 | 7,31,666 | - | - | - | - | 10,27,254 |
| 19 | Traveling Expenses | 4,31,266 | 19,97,418 | 4,73,036 | 57,036 | - | 2,36,605 | 31,85,361 |
| 20 | Wellness Expenses | 9,92,675 | 3,44,480 | 10,101 | 26,311 | - | 45,556 | 14,18,742 |
| 21 | Internship Remuneration | 46,200 | 5,26,458 | - | 36,000 | - | - | 6,28,658 |
| 22 | Reimbursement Account | 7,941 | - | 8,80,000 | - | - | - | 8,87,941 |
| 23 | Program Expenses | 61,45,788 | 5,90,319 | 6,43,429 | - | - | - | 73,79,536 |
| 24 | Covid Inclusion | - | - | - | - | - | - | - |
| 25 | Assistive Aid | - | 15,750 | - | - | - | - | 15,750 |
| 26 | Health Insurance | (8,81,846) | 25,93,402 | 80,737 | 47,000 | - | 16,000 | 18,55,293 |
| | Total Project Expenditure of | 92,19,925 | 4,73,40,548 | 1,21,55,419 | 71,17,178 | - | 99,67,969 | 8,49,01,029 |



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09. Schedule of Project Expenditure (cont.)

(Amount in ₹)

| Sl. No. | Particulars | Total b7 (01) to (06) | Cognizant (07) | Apple (08) | Apple 2 (09) | Apple 3 (10) | Linda (11) | Total c7 (01) to (11) |
|---------|---|--------------------------|-------------------|------------------|------------------|--------------------|------------------|--------------------------|
| 1 | Accommodation | 18,91,101 | - | 28,246 | 54,244 | 2,78,005 | - | 22,51,596 |
| 2 | Admin / Management Fees | (47,95,281) | 6,31,836 | - | 5,32,658 | 26,44,400 | 50,000 | (9,26,387) |
| 3 | Candidate Service | 3,46,395 | - | - | - | 8,83,109 | - | 12,31,504 |
| 4 | Computer Maintenance | 1,26,288 | - | - | 1,05,729 | 1,88,688 | 09,912 | 4,90,617 |
| 5 | Conveyance | 1,76,170 | 3,060 | 369 | 12,881 | 36,513 | - | 2,28,994 |
| 6 | Electricity and Water Charges | 10,66,534 | - | - | - | - | - | 10,66,534 |
| 7 | Event Expenses | 42,26,193 | - | - | - | 71,170 | 2,30,000 | 45,27,363 |
| 8 | Fuel Charges | 1,73,183 | - | - | 20,000 | - | - | 1,93,183 |
| 9 | Postage, Telephone and Internet Charges | 5,29,886 | - | 1,962 | 1,108 | 16,737 | - | 5,49,693 |
| 10 | Printing and Stationery | 10,02,280 | - | 4,976 | 1,20,961 | 1,33,061 | - | 12,61,278 |
| 11 | Professional Charges | 2,28,62,512 | 72,84,651 | 16,75,379 | 30,51,467 | 1,28,36,161 | 9,01,500 | 4,86,11,670 |
| 12 | Provident Fund | 21,50,392 | 27,615 | 3,600 | 27,934 | 6,23,897 | 35,520 | 28,69,178 |
| 13 | Rent | 37,26,848 | - | - | 1,25,000 | 23,00,000 | - | 61,45,848 |
| 14 | Repairs and Maintenance | 10,21,484 | - | - | - | 31,783 | 38,023 | 10,91,290 |
| 15 | Salaries | 3,27,43,872 | 5,49,430 | 36,000 | 16,92,192 | 1,41,53,568 | 9,44,625 | 5,01,19,707 |
| 16 | Stipend | - | - | - | 21,98,549 | 3,98,387 | - | 25,96,936 |
| 17 | Training and Seminar Fees | 13,40,867 | - | - | - | - | 54,000 | 13,94,867 |
| 18 | International Travel Expenses | 10,27,254 | - | - | - | - | - | 10,27,254 |
| 19 | Traveling Expenses | 21,05,261 | 98,922 | 1,96,811 | 1,67,788 | 14,92,917 | - | 20,61,799 |
| 20 | Welfare Expenses | 14,18,742 | 41 | 450 | 78,144 | 1,68,574 | 480 | 16,66,435 |
| 21 | Internship Remuneration | 4,28,658 | - | - | - | 2,54,290 | - | 6,82,948 |
| 22 | Reimbursement Account | 8,87,941 | - | - | - | - | - | 8,87,941 |
| 23 | Program Expenses | 53,79,536 | - | 9,00,430 | 8,90,370 | 84,50,896 | - | 1,76,21,432 |
| 24 | Covid Inclusion | - | - | - | - | - | - | - |
| 25 | Assistive Aid | 15,790 | - | - | - | - | - | 15,790 |
| 26 | Health Insurance | 18,55,293 | 6,728 | - | - | 5,92,072 | 6,728 | 24,60,822 |
| | Total Project Expenditure c7 | 8,49,01,029 | 86,02,507 | 28,56,414 | 96,79,246 | 4,65,56,229 | 23,30,788 | 15,33,20,212 |



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09. Schedule of Project Expenditure (cont.)

(Amount in ₹)

| Sl. No. | Particulars | Total by (01) to (11) | Philanthropy (12) | Oyo (13) | State Street (14) | VSI Ware (15) | Disability Inclusion Fund (16) | Building Fund (17) | Total Project Expenditure (01) to (17) |
|---------|---|-----------------------|--------------------|------------------|-------------------|------------------|--------------------------------|--------------------|--|
| 1 | Accommodation | 22,51,996 | 37,646 | - | 4,031 | 10,080 | - | - | 23,03,553 |
| 2 | Admin / Management Fees | (9,36,387) | 6,97,292 | - | 1,20,000 | 4,38,837 | - | - | 3,19,732 |
| 3 | Candidate Service | 12,31,904 | - | - | 2,19,500 | - | - | - | 14,51,004 |
| 4 | Computer Maintenance | 4,90,617 | - | - | - | 6,638 | - | - | 4,97,255 |
| 5 | Conveyance | 2,28,984 | 5,240 | - | 5,297 | 3,416 | 36,161 | - | 2,79,098 |
| 6 | Electricity and Water Charges | 10,66,534 | - | - | - | - | - | - | 10,66,534 |
| 7 | Event Expenses | 45,27,363 | 25,000 | - | - | 4,19,742 | - | - | 49,72,105 |
| 8 | Fuel Charges | 1,93,153 | - | - | - | - | - | - | 1,93,153 |
| 9 | Postage, Telephone and Internet Charges | 5,49,693 | 1,550 | - | - | 700 | - | - | 5,51,943 |
| 10 | Printing and Stationery | 12,63,278 | 89,148 | - | 9,585 | 1,14,339 | - | - | 14,76,350 |
| 11 | Professional Charges | 4,86,11,679 | 14,68,107 | - | - | 30,29,668 | - | - | 5,31,09,455 |
| 12 | President Fund | 28,69,179 | 1,88,127 | - | 45,600 | 55,898 | - | - | 31,58,803 |
| 13 | Rent | 61,45,848 | - | - | 3,00,000 | 94,400 | - | - | 65,40,248 |
| 14 | Repairs and Maintenance | 18,91,290 | 72,684 | - | - | - | 5,310 | - | 11,69,284 |
| 15 | Salaries | 5,01,19,797 | 57,95,675 | - | 8,12,000 | 21,19,741 | - | - | 5,88,47,123 |
| 16 | Stipend | 25,96,934 | - | - | - | - | - | - | 25,96,934 |
| 17 | Training and Seminar Fees | 13,94,867 | - | - | - | - | - | - | 13,94,867 |
| 18 | International Travel Expenses | 10,27,254 | - | - | - | - | - | - | 10,27,254 |
| 19 | Traveling Expenses | 50,61,799 | 11,21,799 | - | 24,547 | 5,73,352 | - | - | 67,81,497 |
| 20 | Welfare Expenses | 16,66,435 | 59,036 | - | 3,844 | 1,19,830 | - | - | 18,48,245 |
| 21 | Internship Remuneration | 8,82,948 | - | - | - | - | - | - | 8,82,948 |
| 22 | Reimbursement Account | 8,87,941 | - | - | - | - | 3,62,366 | - | 12,50,307 |
| 23 | Program Expenses | 1,76,21,432 | 34,42,900 | 25,99,540 | 24,025 | 20,000 | - | - | 2,37,07,897 |
| 24 | Covid Inclusion | - | - | - | - | - | 65,000 | - | 65,000 |
| 25 | Assistive Aid | 15,750 | - | - | - | - | - | - | 15,750 |
| 26 | Health Insurance | 24,60,822 | 2,08,571 | - | - | 74,009 | - | - | 27,43,402 |
| | Total Project Expenditure | 15,33,20,212 | 1,32,12,445 | 25,99,540 | 14,68,349 | 70,79,946 | 4,68,837 | - | 17,82,49,432 |



ENABLE INDIA
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Schedule 10: Administrative Expenses

(Amount in ₹)

| Sl. No. | Particulars | Enable India (01) | SBI FCRA (02) | RBI (03) | Refinitiv (04) | Accenture (05) | Allegis (06) | Total c/f (01) to (06) |
|---|-----------------------------------|-------------------|------------------|---------------|-----------------|----------------|-----------------|------------------------|
| 1 | Audit Fees | 45,800 | 1,77,000 | - | - | - | 23,000 | 2,47,800 |
| 2 | Bank Charges | 1,566 | 31,524 | - | 2 | 9 | 1,867 | 34,903 |
| 3 | Other Insurance | 42,503 | 2,08,860 | - | - | - | - | 2,51,363 |
| 4 | Rates & Taxes | 5,310 | - | - | - | - | - | 5,310 |
| 5 | Registration and Renewal Expenses | 1,83,492 | 11,26,452 | 58,463 | 1,51,276 | - | 27,339 | 15,47,022 |
| 6 | Security Service | 5,78,580 | - | - | - | - | - | 5,78,580 |
| 7 | Gratuity | 5,86,373 | - | - | - | - | - | 5,86,373 |
| 8 | Depreciation | 26,19,864 | 13,69,349 | - | 1,04,488 | - | 76,730 | 41,78,411 |
| 9 | Asset Written Off | 59,264 | - | - | - | - | - | 59,264 |
| Total Administrative Expenditure c/f | | 41,22,692 | 29,13,185 | 58,463 | 2,55,766 | 9 | 1,30,911 | 74,81,026 |



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Schedule 10: Administrative Expenses (cont.)

(Amount in ₹)

| Sl. No. | Particulars | Total c/f (01) to (06) | Capizant (07) | Apple (08) | Apple 2 (09) | Apple 3 (10) | Linde (11) | Total c/f (01) to (11) |
|---|-----------------------------------|------------------------|---------------|-----------------|-----------------|-----------------|-----------------|------------------------|
| 1 | Audit Fees | 2,47,800 | - | - | - | - | - | 2,47,800 |
| 2 | Bank Charges | 34,903 | 704 | - | 3,585 | 5,786 | - | 44,978 |
| 3 | Other Insurance | 2,51,363 | - | - | - | - | - | 2,51,363 |
| 4 | Rates & Taxes | 5,310 | - | - | - | - | - | 5,310 |
| 5 | Registration and Renewal Expenses | 15,47,022 | - | 2,46,632 | 1,88,449 | 3,86,499 | - | 22,88,602 |
| 6 | Security Service | 5,78,580 | - | - | - | - | - | 5,78,580 |
| 7 | Gratuity | 5,86,373 | - | - | - | - | - | 5,86,373 |
| 8 | Depreciation | 41,78,411 | - | - | - | 1,268 | 1,06,065 | 43,77,744 |
| 9 | Asset Written Off | 59,264 | - | - | - | - | - | 59,264 |
| Total Administrative Expenditure c/f | | 74,81,026 | 704 | 2,46,632 | 1,92,034 | 3,13,553 | 1,06,065 | 83,40,014 |



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Schedule 10: Administrative Expenses (cont.)

(Amount in ₹)

| Sl. No. | Particulars | Total of (01) to (11) | Philanthropy (12) | Oyo (13) | State Street (14) | VM Ware (15) | Disability Inclusion Fund (16) | Building Fund (17) | Total Administrative Expenditure (01) to (17) |
|---|-----------------------------------|-----------------------|-------------------|-----------|-------------------|---------------|--------------------------------|--------------------|---|
| 1 | Audit Fees | 2,47,800 | - | - | - | 5,000 | - | - | 2,52,800 |
| 2 | Bank Charges | 44,978 | - | 81 | 37 | - | 13 | - | 45,107 |
| 3 | Other Insurance | 2,51,363 | - | - | - | - | - | - | 2,51,363 |
| 4 | Rates & Taxes | 5,310 | - | - | - | - | - | 1,828 | 7,138 |
| 5 | Registration and Renewal Expenses | 22,88,682 | 8,139 | - | - | - | - | - | 22,96,821 |
| 6 | Security Service | 5,78,580 | - | - | - | - | - | - | 5,78,580 |
| 7 | Gratuity | 5,86,373 | - | - | - | - | - | - | 5,86,373 |
| 8 | Depreciation/Asset written off | 42,77,744 | - | - | 71,575 | 23,010 | 16,335 | - | 43,88,664 |
| 9 | Asset Written Off | 89,264 | - | - | - | - | - | - | 89,264 |
| Total Administrative Expenditure | | 83,48,014 | 8,139 | 81 | 71,612 | 28,010 | 16,348 | 1,828 | 84,66,830 |



Enable India

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

Notes on Accounts for the year ended 31st March, 2023

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.



Enable India

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

e. Foreign Currency Transactions

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

f. Employee Benefits

Employee benefits include Provident Fund, Employee State Insurance scheme 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. 0026505


Joe James
Partner
M. No. 251076
UDIN: 23251076BGTXU2050
Place: Bangalore



For and on behalf of Enable India



Managing Trustee





PERFECT 10!
2019-2020

India





About EnAble India





EnAble India is a not-for-profit organization working for economic independence and dignity of persons with disability (PwDs) since 1999, impacting thousands of PwDs and stakeholders. Considered to be a pioneer in employability and employment of persons with disability, EnAble India has catered to the needs of 19 disabilities thus far.

We have impacted 325,000+ individuals including persons with disabilities and their families in 28 states and 7 union territories in India. In the past 21 years, EnAble India has collaborated with 786 companies and 229 partner organizations across 1343 locations in over 185 countries.

We have opened up 402 job roles across 34 sectors. We have built more than 12 models and frameworks to train employable persons with disability, and includable leaders capable of leading the change. In fact, EnAble India's models and content are used across many organizations not only in India but also in Africa, Asia, Europe, and America.

Get in Touch

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