



*Fostering Inclusion*

# ANNUAL REPORT 2023-24



[www.giftabled.org](http://www.giftabled.org)

# The Message From Our Founders



India is ranked 134th globally in the Human Development Index (HDI) by UNDP in 2023. Over the last decade, our socio-economic progress has not met expectations. Despite the passing of the CSR law and the allocation of over \$15 billion in CSR funding, the anticipated development outcomes remain underwhelming.

Over the past four years, GiftAble has evolved to address challenges while remaining true to our mission of empowering Persons with Disabilities. We've expanded our efforts to underserved regions, focusing on Aspirational Districts in Uttar Pradesh and the Pune-Solapur belt.

Today, we see the impact of our work:

- **Vocational training** beneficiaries generating income.
- Children with developmental delays thriving in **schools**.
- **Communities** becoming more inclusive through **advocacy and training**.

Looking ahead, we are excited about the transformative potential of AI to amplify our efforts and reach millions in less time.

None of this would have been possible without the unwavering support of our incredible team, volunteers, donors, friends, family, and well-wishers.

# GiftAble Foundation

## 2013-2016

From 2013 to 2016, several initiatives were taken to promote inclusion for individuals with disabilities. In 2013, society was encouraged to learn sign language to make it more inclusive for the hearing impaired. In 2014, the Deaf and Vision Club was created to foster leadership, teamwork, and confidence, along with activities like ArtAble and archery for the visually impaired. By 2015, tactile models and videos addressed communication barriers in healthcare for women with disabilities. In 2016, 10 tactile libraries were introduced with tactile books, making complex concepts accessible to the visually impaired.



## 2017-2019

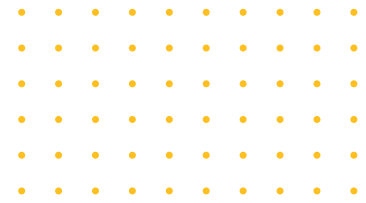
Between 2016 and 2019, GiftAble empowered Individuals with Disabilities through skill development, inclusive hiring, and support for small businesses. It conducted accessibility campaigns, sensitivity workshops, and distributed assistive devices. By mobilizing volunteers and hosting community events, GiftAble raised awareness and strengthened partnerships with corporates, other NGOs, and government bodies to promote inclusive society. Advocacy for disability rights was a key focus, with campaigns aimed at promoting inclusion and accessibility while engaging policymakers for systemic change.

## 2020-2023

GiftAble expanded its offerings by establishing Early Intervention Centers in aspirational districts and setting up independent training centers across various states. These centers provide direct training and financial inclusion support for People with Disabilities. Additionally, a comprehensive livelihood training program was launched, focusing on eco-friendly products to empower individuals with disabilities, especially in lower-income states.

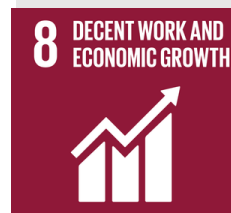
Our Services

# From Strategy to Success



**GiftAble's interventions in health, education and skilling align with the SDGs, aiming to accelerate the inclusion of people with disabilities in India.**

India is home to more than 100 million People with Disabilities, a substantial proportion of whom reside in rural areas. Unfortunately, individuals with disabilities are among the most marginalized and disadvantaged sections of our society. Recognizing this issue, GiftAble has taken on the mission to accelerate the inclusion of people with disabilities by implementing impactful interventions in the areas of skilling, health, and education.



## Our Impact Projects

Our efforts contribute to achieving good health, quality education, decent jobs, reduced inequalities, sustainable cities, and effective partnerships for the betterment of individuals with disabilities.



### Svastya

Improving the health and nutrition of children with developmental disabilities in rural areas.



### Sculpt

Bridges the education gap for CwD's by raising awareness in schools, fostering inclusivity, and ensuring accessible education.



### LearnAble

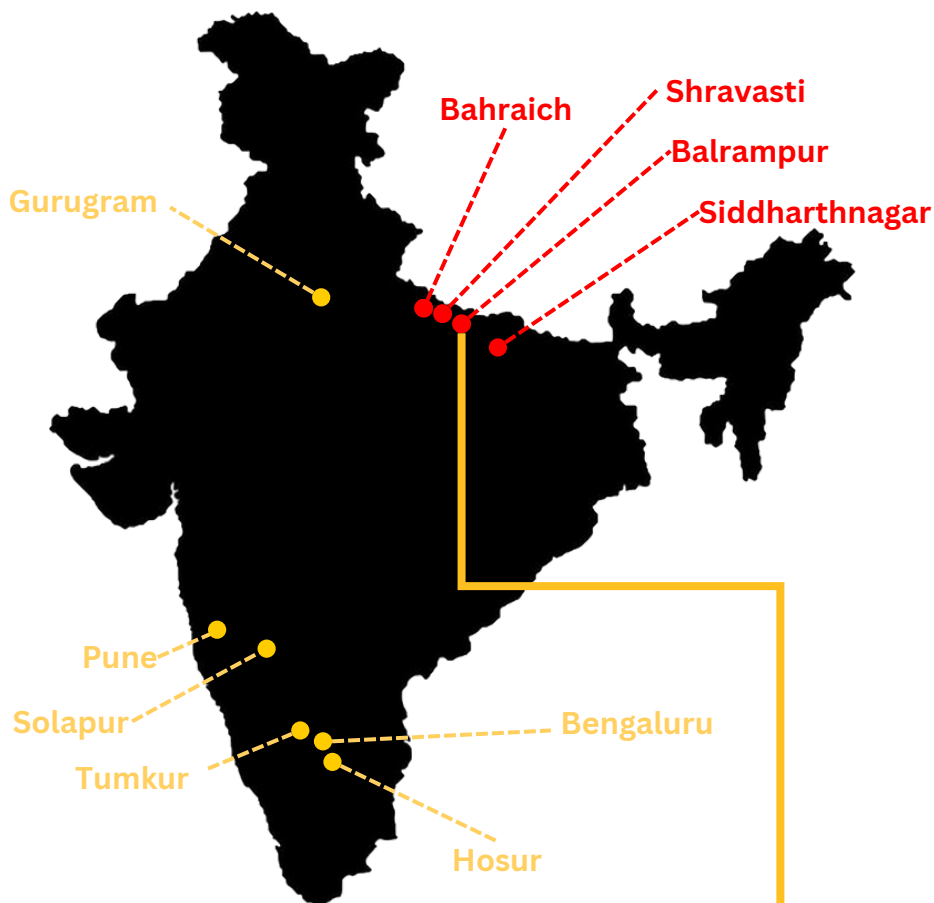
Focuses on providing job-ready courses for graduates with disabilities, enabling them to secure sustainable employment.



### Swatantra

Empowers rural communities through sustainable livelihood opportunities, focusing on skill development and inclusion for persons with disabilities.

# Our Centers



## Aspirational Districts

Uttar Pradesh (UP) is home to several aspirational districts that are part of this initiative. According to NITI Aayog, the performance and development metrics for these districts are as follows: GiftAbled is working in four Districts of UP namely Bahraich, Shravasti, Balrampur and Siddharthnagar.

They face significant challenges in health, nutrition, and education. This district requires intensified efforts to improve basic healthcare services and educational outcomes. There is a need for substantial investment in healthcare infrastructure and nutrition programs.

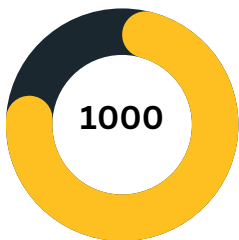


# IMPACT Numbers



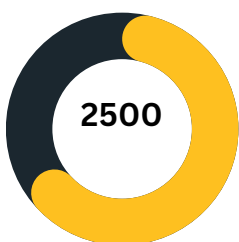
### Lives Impacted

Health, Education, and Livelihood have to all come together to ensure a Person with a Disability is relatively independent. Our goal in the next few years would be to scale up all our offerings across the country.



### Volunteers Engaged

A wide range of volunteering engagements were done across the globe. Volunteers participated in learning sign language and stepped into the shoes of a Person with a Disability with a motto to spread more awareness.



### Participants

Many awareness camps for parents, government, and corporate staff were conducted where new challenges and solutions were discussed. This we believe will create a ripple impact in building an inclusive space for People with Disabilities in the community.

# Sculpt – Inclusive education program (IEP)

The project is dedicated to providing essential educational support to 38 Children with Disabilities (CwD's), aiming to foster an inclusive and supportive learning environment that caters to their unique needs. Our objectives are twofold: firstly, to directly support CwD's through tailored educational interventions that enhance their learning experiences and outcomes; and secondly, to build a robust educational support system by training teachers and parents, equipping them with the skills and knowledge needed to effectively support these children in their learning journeys.



*“We extend our heartfelt thanks to our generous donor for their vital support of this project”*

Your contribution plays a crucial role in making a significant difference in the lives of these children and their families. It enables us to implement our planned activities effectively, ensuring that each child has access to the quality education they deserve. Your support not only helps us in achieving our immediate project goals but also contributes to laying the groundwork for a more inclusive and understanding society

# Sculpt – Inclusive education program (IEP)

## Executive Summary

This project aimed to enhance the educational opportunities for Children with Disabilities (CwD's) in pre-primary and primary schooling. Focused on creating an inclusive and supportive learning environment, We've successfully implemented strategies to provide tailored educational support, teacher and parent training and accessible learning materials.

## Project Background

In many communities, Children with Disabilities face significant barriers to accessing quality education. These barriers are not just physical but also include societal attitudes, a lack of appropriate resources, and insufficient training for teachers and caregivers. The project aimed to address these challenges head-on by focusing on pre-primary and primary schooling for Children with Disabilities (CwD's), a critical stage where foundational learning and developmental support are most impactful.

## Key Achievements:

- **Academic Improvement:** In recently conducted Exam 14 Children has Scored Above 75% Marks and 5 Students scored above 70 % Marks
- **Training:** We have successfully trained 44 teachers, 60 parents, and 157 peers on the causes, prevention, and management of disabilities
- Conducted annual Exam and given Report card to Parents.
- Started Remedial Class for School going Children to help them to achieve Educational Goals.
- **Successful Integration:** 3 students with Special needs successfully integrated to mainstream School
- Three students have progressed from low functioning to medium functioning, while one student has advanced from medium functioning to high functioning.
- Educational Visit to Gonda Special School.
- Increased Parents Involvement in Parents Teachers Meeting.
- Our students participated in District Disability Day events, including sports, dance, and painting, and received prizes.
- Had a Summer Camp May month on Different Themes.

# Programs and Services



**Over the past year, we have implemented several key programs and services to enhance the effectiveness of our IEC:**

**Individualized Education Plans:** Each student benefits from a customized learning plan that addresses their specific needs and goals.

**Specialized Instruction:** Our instructors have received ongoing professional development to better support students with varying needs.

**Parent and Guardian Involvement:** We have strengthened our communication with parents and guardians to ensure a collaborative approach to each student's education.

**Progress Monitoring:** Regular assessments and feedback mechanisms are in place to track student progress and make necessary adjustments to their learning plans.

## Major Activities in 2023

# Teachers Training



The teachers gathered at GiftAbleD Foundation on 8th December 2023, with 44 out of 50 teachers attending.



Sessions addressed challenges in inclusive education, covering topics such as disabilities recognition, lesson adaptation, and effective classroom management.

The training enhanced teachers' understanding and skills, promoting a more inclusive classroom environment.

Collaborative efforts between teachers, parents, and specialists were emphasized, leading to improved outcomes for all students and fostering a positive school culture of inclusivity.

## Major Activities in 2023

# Parents Residential Training

**Date:** 13-sep-2023 to 15-sep-2023

**Place:** GiftAble Foundation, Balrampur

The Parents Residential Training (PRT) program at GiftAble Foundation in Balrampur commenced with a warm welcome and prayer, on September 13, 2023. The day began with gathering pre-training feedback from parents to tailor the program to their needs. Sessions included an introduction to disability causes and identification, prevention strategies, feeding demonstrations, and guidance on proper positioning of children. Practical exercises illustrated effective intervention techniques, while play and group therapy sessions promoted social interaction and emotional well-being. Day two focused on hands-on learning experiences for activities of daily living and essential information on health, hygiene, and nutrition. Participants were briefed on the Right to Education Act and inclusive education practices. Day three included an exposure visit to Bachpan Day Care Centre in Gonda, fostering inclusivity and understanding through interaction with children with various disabilities.

### Conclusion

60 parents actively participated in the Parents Residential Training program, demonstrating a strong commitment to understanding and addressing the needs of their children with disabilities. Their involvement underscores the program's effectiveness in providing valuable support and guidance to families.



## Major Activities in 2023

# Peers Training Sessions



## How many peer training sessions were conducted?

The total number of peer training sessions conducted across the selected primary schools was five, including Shekharpur Primary School, Ararpakar Primary School, Binishnupur Primary School, Shankarpur Pre-primary School, and Madrasa Sirajul Uloom Shekharpur.

The Peers Training initiative selected four primary schools, including Shekharpur Primary School, Ararpakar Primary School, Binishnupur Primary School, and Shankarpur Pre-primary School, along with Madarsa Sirajul Uloom Shekhar Pur, organizing sessions on Indian Sign Language, color combinations and painting, arts and crafts, and blindfold games. Prakash coordinated scheduling and developed training materials alongside Binish and Sapna. Feedback from the Indian Sign Language sessions revealed 80% success in learning alphabets. Children enthusiastically participated in painting activities and arts and crafts, showcasing their creativity and fine motor skills. The blindfold game encouraged teamwork and sensory reliance. Prakash Pandey effectively maintained engagement through diverse activities.

A total of 157 children from diverse backgrounds actively participated, fostering collaboration and empathy. The program also facilitated interaction between children and those with special needs, enhancing communication skills and understanding of sign language, thus emphasizing inclusivity and educational enrichment.

# Major Activities in 2023

## Success Story

Charu, who is **10 years old** and has **multiple disabilities**, was struggling with her studies and often cried and had trouble focusing a year ago. However, she has now begun actively participating in yoga and has shown significant interest in her studies. Her parents are very pleased with her progress.



CHALLENGES	ADDRESSING CHALLENGES
<b>LIMITED ACCESSIBILITY</b>	<b>Collaborative Partnerships:</b> Establishing partnerships with local authorities, community organisations and disability advocacy groups helped address accessibility issues and expand resource groups
<b>RESOURCE CONSTRAINTS</b>	<b>Innovative Solutions:</b> Implementing creative solutions such as mobile classrooms and community based learning initiatives helped resource and reach children in underserved areas
<b>STIGMA AND SOCIAL ATTITUDES</b>	<b>Awareness sessions:</b> Conducting awareness session and sensitisation sessions with the community helped challenge stereotypes and promote acceptance of children with disabilities fostering a more inclusive environment
<b>FLEXIBILITY AND ADAPTABILITY</b>	<b>Continuos Advocacy:</b> Continous advocacy efforts are essential for promoting systematic changes and ensuring sustained support for inclusive education initiatives beyond the projects duration

# Major Activities in 2023

## GOALS:

We are currently in discussions with the government to explore funding opportunities within their programs, aiming to sustain the momentum of our project. Additionally, we're reaching out to parents, requesting modest monthly contributions to enhance and maintain our programs, ensuring their continued effectiveness and improvement.

## Conclusion:

Despite encountering challenges, our project has demonstrated the transformative impact of inclusive education for children with disabilities. Through overcoming obstacles, we've gained valuable insights that will inform our approach in future endeavours, as we remain committed to advocating for quality education for all children.



# Svasthya – Early Intervention Program (EIP)

## PURPOSE OF THE PROGRAM



The purpose of this program is to enhance the overall well-being and health outcomes of Children with Disabilities (CwD's) through therapeutic interventions tailored to their specific needs. Our goal is to create a nurturing and supportive environment where these children can thrive, not only in their physical development but also in their emotional and social growth. By integrating therapy into their daily routines, we aim to improve their quality of life, helping them overcome challenges and reach their full potential.

We have successfully implemented strategies that offer individualized therapeutic care, alongside training for both parents and caregivers, ensuring they have the knowledge and skills needed to provide consistent and compassionate support. Additionally, we have developed accessible tools and resources to make therapy more engaging and effective, fostering a holistic approach to the health and development of each children

We are committed to enhancing the lives of 261 Children with Disabilities (CwDs) by providing therapeutic and educational support. Our focus is on nurturing their growth through holistic interventions that improve their learning and address their physical and emotional well-being, ensuring compassionate and comprehensive care.

**We are empowering teachers and parents with specialized training to better understand and support the unique challenges children face, fostering a more inclusive environment for their growth**



# Disability Classification of Beneficiaries

This program focuses on the rehabilitation of underprivileged Children with Disabilities. With an emphasis on prevention, early detection, skill enhancement, and efficient service delivery, the program involves families as interventionists through cost-effective methods.

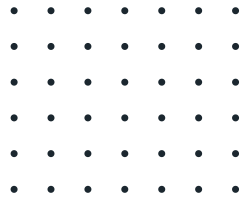
**Uttar Pradesh:** We are serving 218 Children with Disabilities with human resource of 10 people in different profession

**Solapur:** We are serving presently 51 Children with Disabilities and we have 4 staff

**Hyderabad:** We are serving 106 Children with Disabilities and we have team of 5 resources

Location	Cerebral Palsy	Intellectual Disability	Multiple Disability	Loco motor Disability	Hearing Impaired	Visual Impaired
Balarampur	76	36	25	37	23	21
Hyderabad	33	9	0	11	53	0
Solapur	29	3	0	4	11	4
<b>Total</b>	131	38	4	19	87	7

# Child Development Impacts



**70%**

**of Children with Special Needs showed Progress in one or more Domains**

**80**

**villages are covered and provided services to children**

**120**

**Parents were Trained**

**40**

**Stake holders were Trained**

**150**

**community-based therapy and Intervention conducted**

**Key Initiative: Center Based / Community Based /Nutrition**

# Impact Assessment: Case Study

## Transformative Steps: Husain's Triumph Over Cerebral Palsy Challenges"

**Name:** Husain

**Age :**6 years

**Gender:** Male

**Disability:** Cerebral Palsy

Husain had difficulties in kneeling and standing without support, challenges in performing quadruped without assistance, and limited range of motion in shoulder flexion. Additionally, he exhibited issues with spherical grasp, pinching, and non-prehensile skills.

### Progress:

Husain has made significant improvements in gross motor skills, including achieving head control, sitting balance, and quadrupod with mild support. He has shown improved hand movement and can stand supported against a wall for up to 10 minutes. Fine motor progress has been observed with Husain beginning to hold a ring, release objects, and share items from one hand to another.



### Goal:

The focus for Husain's next goals is to enhance kneeling without support, improve quadruped position with minimal assistance, increase shoulder flexion and abduction active range of motion up to 180 degrees, enhance sitting without back support on a stool for approximately 15 minutes, and refine spherical grasp skills.

# Impact Assessment: Case Study

## Down syndrome with MR

**Name:** Kareema

**Age:** 6 years

**Gender:** Female

**Disability:** Down Syndrome with MR

### Chief complaints:

Encompass an inability to stand continuously, challenges with trunk balance, walking difficulties, limited capacity to hold objects for more than 2-3 minutes, and a lack of meaningful play activities.

## Progress:

In gross motor development, progress includes independent sitting, improved sit-to-stand transitions, standing unsupported for short duration, walking with support, initiating crawling, and beginning to walk with wall support. In fine motor skills, advancements involve grasping objects and releasing them after a brief period.

The child has begun to show interest in play activities. Regarding speech development, she can now articulate "abba" and respond with "hmm" and "na."



## Goal:

Goals include improving standing endurance to approximately 5 minutes, enhancing walking with minimal support, and fostering independence in tasks such as placing balls in a box, arranging rings on a ring stand, and drinking water from a bottle.

# Success Story

## Prematurely with Cerebral Palsy

**Name:** Ikra

**Age:** 7 years

**Gender:** Male

**Disability:** Prematurely with Cerebral Palsy

Ikra, 7, was born prematurely with cerebral palsy, leaving his parents unsure how to care for him.

They were referred to Gift Abled by another parent who had benefited from the organization.

An interventionist from Gift Abled provided tailored support, empowering Ikra's parents to care for her. With their help, Ikra has made significant progress and can now stand with minimal support. He is ready to be enrolled in school, and we see a bright future for him ahead.



## Skilling and livelihood

# Swatantra

Project Swatantra in UP is an attempt of making rural People with Disabilities and their care takers self-sufficient, economically independent by giving them relevant employable skills, in partnership with local producer groups. This program provides disability & region-specific skill-based training and which will lead to livelihood opportunities for People with Disabilities and their Caretakers. The main aim of this program is to enhance the quality of life of Persons with Disabilities and their care takers through increasing life skills, laws related to disability, marketing and financial knowledge.

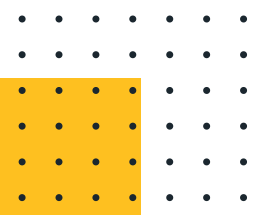


**200 + Training**  
women and youth with Disability

This program provides disability & **region-specific** skill-based training, and which will lead to **Livelihood opportunities** for People with Disabilities and their Caretakers.

# Skilling and livelihood

## Swatantra



### Objectives and Activities

The primary objectives of the project were to provide vocational training to 200 youth with disabilities, establish sub-manufacturing units in four districts, and promote attitudinal and behavioral changes among the beneficiaries.



### Activities included

Mobilization of candidates through community surveys and home visits: The project team conducted thorough community surveys and home visits to identify and engage potential candidates with disabilities who could benefit from the vocational skill development training. This proactive approach ensured the inclusivity of marginalized individuals who may have otherwise been overlooked

# Employment Skills

## Swatantra

**01**

### **Pre-assessment to tailor training programs**

Before the commencement of the training sessions, each candidate underwent a comprehensive pre-assessment to evaluate their existing skills, capabilities, and learning needs. This data-driven approach allowed for the customization of training programs to cater to the unique requirements of each participant, maximizing their learning outcomes.

45 days intensive training sessions led by trainers: The project conducted rigorous 45-day training sessions facilitated by experienced trainers proficient in their respective fields. These intensive sessions covered a diverse range of vocational skills, providing participants with practical knowledge and hands-on experience essential for their future employment.

**03**

### **Financial Overview**

The project's budget for Year 2023 was carefully managed to ensure optimal utilization of funds. Donor contributions were instrumental in covering expenses related to training materials, instructor fees, transportation, and administrative costs. Financial sustainability was prioritized to ensure the long-term impact and scalability of the project.

**02**

### **Assessment of learning outcomes and engagement in the production unit**

Following the training sessions, thorough assessments were conducted to evaluate the participants' learning outcomes and proficiency in acquired skills. Subsequently, selected candidates were engaged in the production unit, where they applied their newly acquired skills in real-world settings. This practical experience not only reinforced their learning but also provided them with valuable exposure to industry standards and practices.

**04**

### **Support in other placement**

In addition to opportunities within the production unit, the project also extended support to participants in securing placements in other job opportunities relevant to their skill set and interests. This support ranged from job search assistance to facilitating connections with potential employers, thereby broadening the scope of employment options available to the trained individuals.

CHALLENGES	LESSONS LEARNED
<p><b>Logistical Constraints:</b> Lack of adequate transportation infrastructure hindered the mobilization of candidates and delivery of training materials.</p>	<p>Implementing flexible scheduling and decentralized training venues helped mitigate transportation challenges, ensuring wider accessibility for participants.</p>
<p><b>Limited Resources:</b> Scarce financial resources constrained the scope of the project, limiting the procurement of necessary equipment and resources.</p>	<p>Leveraging partnerships with local businesses and organizations for resource-sharing and in-kind donations proved instrumental in supplementing project resources.</p>
<p><b>Adaptation to Local Context:</b> Varied socio-cultural contexts within target communities posed challenges in the delivery of standardized training programs.</p>	<p>Embracing cultural sensitivity and community participation fostered greater engagement and relevance of training content, highlighting the importance of context-specific approaches.</p>
<p><b>Capacity Building:</b> Limited technical expertise among project staff and beneficiaries presented obstacles in delivering high-quality training.</p>	<p>Investing in continuous capacity building and skill development for both staff and beneficiaries through workshops, mentorship programs, and knowledge-sharing sessions enhanced effectiveness.</p>
<p><b>Monitoring and Evaluation:</b> Inadequate monitoring mechanisms initially hindered the timely identification of challenges and measurement of project impact.</p>	<p>Strengthening monitoring and evaluation frameworks with real-time data collection and feedback mechanisms facilitated proactive problem-solving and informed decision-making.</p>

# Achievements & Milestones



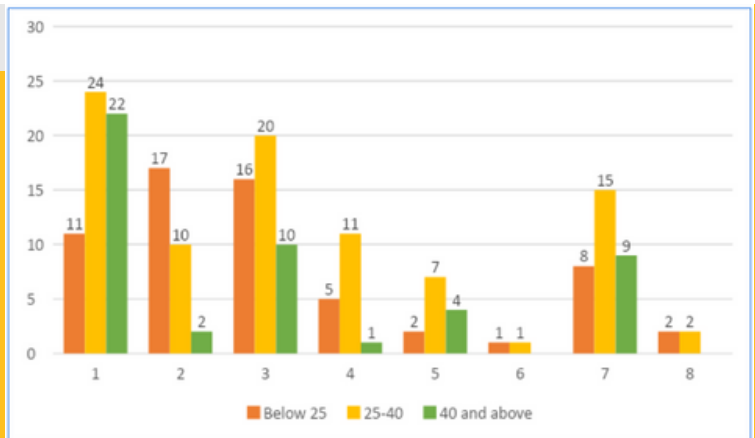
## Navigating the Digital Frontier

Throughout the reporting period, the project achieved significant milestones, including the successful training of **200 beneficiaries** in various vocational skills such as **bag making, masala preparation, sewing, natural fabric production, and food preparation**. Beneficiaries reported increased confidence, improved skills, and enhanced opportunities for employment or entrepreneurship. The establishment of product wise units in four location further empowered beneficiaries to become self-sufficient contributors to their families and communities.



# Impact Assessment

The project's impact on the target beneficiaries and the community was profound. Quantitative data and qualitative feedback from beneficiaries highlighted improvements in income generation, social inclusion, and overall well-being. The project's ripple effects extended beyond individual beneficiaries, contributing to a more inclusive and empowered society.



The analysis of the beneficiary data reveals insights into the distribution of salaries among male and female recipients. Out of the total **200 beneficiaries**, **males account for 41 individuals**, constituting approximately **20.5% of the total**, while **females represent 20 individuals**, making up around **10% of the total**.

The data is further broken down into **salary brackets**. In the bracket of salaries exceeding 1000 Rs, there are a total of **8 beneficiaries**, with **5 being male** and **3 female**, representing 12.5% and 6.25% respectively

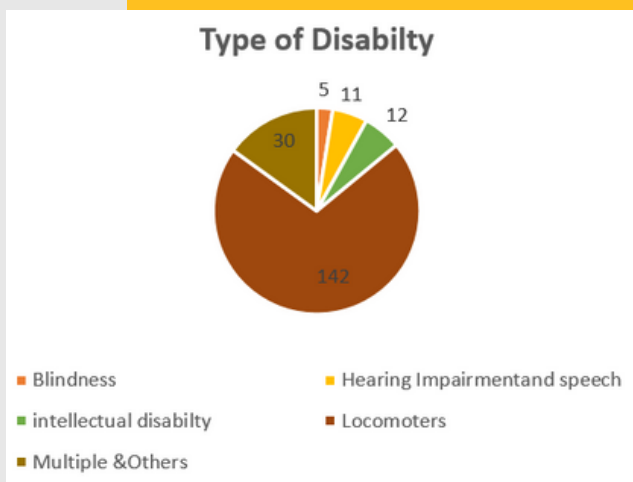
The bracket of 1100–3000 Rs sees the highest number of beneficiaries, with **34 individuals** in total, **23 of whom are male (28.75%)** and **11 are female (13.75%)**

In the 3100–5000 Rs bracket, there are 11 beneficiaries, with **6 males (11.25%)** and **5 females (9.375%)**. Lastly, the **5100 Rs bracket** comprises **8 beneficiaries**, 7 of whom are male (14%) and only 1 female (1.25%). This breakdown provides a comprehensive understanding of the distribution of salaries among male and female beneficiaries across different income brackets.

## Types of Disabilities

In analysing the data on different types of disabilities, it is evident that locomotor disability comprises the largest percentage at 64.07%, with 142 cases, indicating a significant prevalence of mobility-related impairments. Following this, intellectual disability represents 16.07% of the cases with 12 instances, while hearing impairment and speech difficulties account for 4.91% with 11 cases. Moreover, multiple or other disabilities constitute 13.39% with 30 cases, showcasing the complexity and diversity within this category. .

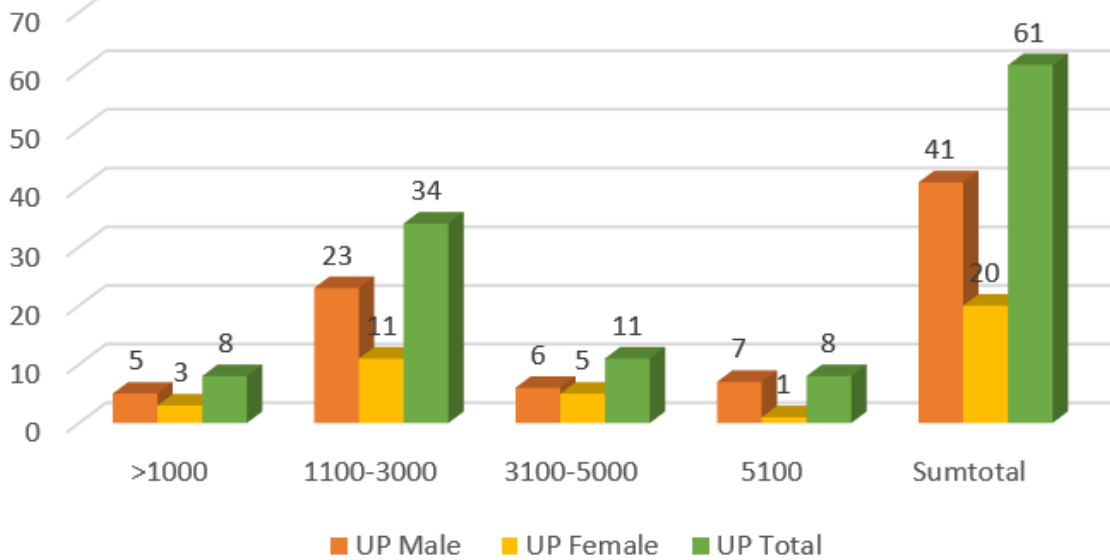
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Finally, blindness makes up the smallest percentage at 2.65%, with 5 cases. These percentages highlight the varying prevalence and impact of each disability type, underscoring the need for tailored interventions and support systems to address the distinct challenges faced by Individuals with different Disabilities in society

# Age-Wise Distribution



- Analysing the age-wise distribution of males and females across the districts of Balrampur, Bhinga, Paravpur, and Siddarthenagar reveals notable variations in demographic patterns.
- In Balrampur, Bhinga, and Paravpur, males dominate across all age groups, with percentages ranging from 57% to 70%, while in Siddarthenagar, females outnumber males in the age group below 25, comprising 71% of the population.
- The 25-40 age bracket exhibits a more balanced distribution in all districts, with males slightly outnumbering females.
- However, in the 40 and above category, males substantially outnumber females across all districts, representing between 66% and 100% of the population.
- These disparities in gender distribution across age groups may reflect varying socio-economic dynamics, cultural norms, and access to healthcare and educational opportunities, underscoring the importance of targeted interventions to address gender-specific needs and promote equity and inclusivity across communities.

# Success Stories



**Renu is compensated based on the piece-rate (PC rate), and she is now earning approximately 1,000 rupees per month. While this is just the beginning, Renu is optimistic about the future, believing that her income will increase as she continues to refine her skills.**

Renu credits GiftAbleed for shaping her skills and boosting her confidence to build a livelihood. Now, she aspires to become a teacher, sharing her knowledge to uplift others in her community.

## Renu Pandey

Renu Pandya, a resilient 22-year-old from Sonawal Siddharth Nagar, Uttar Pradesh, has overcome the challenges of being hearing-impaired from childhood.

Despite facing this hurdle, Renu successfully completed her education at Jai Kishan Inter-College, relying on her ability to understand sign language.

## Journey

In October last year, Renu embarked on a new journey by joining the GiftAbleed Foundation. This decision marked a turning point in her life as she began learning valuable skills that would shape her future. Renu expresses her heartfelt gratitude to Muskan and Vivek Sir for their guidance and mentorship during her time at GiftAbleed. Under the tutelage of GiftAbleed, Renu has acquired the expertise to create various products, showcasing her newfound skills and creativity.

## Products

These products include: PP Bags Woollen Sweaters, Gloves, and Caps Jute Bags Ladies Bags Carry Bags The foundation has not only provided Renu with an opportunity to enhance her skills but has also paved the way for her to earn a living.

Swatantra

# Tumukur District in Karnataka



Tumkur district in Karnataka faces economic challenges, limited rainfall, and significant out-migration. It also has a sizable population of persons with disabilities (PwDs). To support marginalized communities, GiftAble Foundation initiated skilling and livelihood training in Madhugiri and Kunigal taluks.

## Skilling Program for PwDs and Caretakers

In collaboration with local government bodies, GiftAble identified 40 PwDs and caretakers in Madhugiri and Kunigal taluks for sewing training in 2023. The program covers basic sewing, bag-making, and marketing skills to equip participants for sustainable livelihoods.

## Creating Sustainable Livelihoods

After training, participants can secure employment at the GiftAble tailoring center, enabling them to remain within their villages in Madhugiri and Kunigal taluks. This initiative contributes to economic growth and ensures self-sustainability for PwDs and their caretakers in the region.



# Tumukur District - Project Objectives and Goals

- Empower persons with disabilities and caretakers through skill development in sewing techniques.
- Enhance the quality of life for people with disabilities and caretaker participants by offering comprehensive training programs tailored to their specific needs and abilities.
- Foster inclusivity and social integration by creating employment opportunities and promoting community engagement.
- Contribute to poverty alleviation efforts in the region by enabling PwDs and caretakers to generate income through garment production.
- Creating self-sustainability and self-employment opportunity.
- Creating producer groups and income generation.
- Initiatives undertaken to achieve these objectives.
- We have conducted comprehensive sewing training programs encompassing basic and advanced sewing techniques, machine operation, garment construction, and quality control measures.
- Facilitated access to markets and distribution channels for the sale of products manufactured by trained individuals, thereby creating sustainable livelihood opportunities.
- We have supported employment opportunities in the garment industry.
- We have taught marketing skills through organized local stalls and corporate events.
- Total of 31 PwDs and caretakers have already purchased new sewing machines. For the remaining beneficiaries, we have applied for sewing machine schemes through government bodies.
- All beneficiaries were taught improved communication skills and how to work with the community to become self-sustained.

CHALLENGES	LESSONS LEARNED
<p>We have faced local electricity problems at the sewing training center, with power disconnecting for one to one and a half hours every day in the local area.</p>	<p>During electric disconnections, we conducted soft skills training, paper cutting, and pattern cutting sessions, as well as alternative classes.</p>
<p>There is a significant difference in the learning speed between caretakers and PwDs beneficiaries. Caretakers quickly learn tailoring skills, whereas PwDs beneficiaries learn at a much slower pace at the sewing training center. During this time, the teaching method employed by the trainer is very challenging in the center.</p>	<p>We have sold our products at corporate stalls and priced them appropriately.</p>
<p>Transportation is also an issue: Beneficiaries rely on buses to reach the village, but some buses arrive in Madhugiri and Kunigal town very late, sometimes by half an hour. As a result, beneficiaries also arrive late at the sewing training center.</p>	<p>We have arranged for a local auto service some beneficiaries also use this service to arrive at the sewing center on time.</p>
<p>Marketing problems: We have successfully stitched kurta tops and bottoms, churidars, and jute bags. However, outside, some vendors sell all the products at very low prices.</p>	<p>Expert caretakers supported to PwD beneficiaries in the sewing center. We have produced customer-requested products in the sewing center and sold them at corporate stalls.</p>

## Swatantra

### Improved Livelihoods:

We have conducted comprehensive sewing training sessions at the center and taught step-by-step sewing skills. Beneficiaries have acquired skills in receiving orders, earning, marketing, communication, and confidence-building. Additionally, we are planning to create producer groups to receive school uniform orders and apply for the sewing machine scheme through the Social Welfare Department.

# Achievements and Milestones

- Successfully provided sewing training to 40 Persons with Disabilities (PwDs) and their caretakers, empowering them with essential skills for employment and self-sufficiency.
- A notable improvement was observed in beneficiaries' ability to produce high-quality garments and market their products effectively.
- We organized stalls at both the local market and corporate events. We generated an income of above Rs.1,00,000/-.
- We purchased kurta raw materials in Bangalore, and the beneficiaries produced high-quality stitched garments at the sewing center.
- We have making Jute bag, Mobile pouch bag and kurta training was provided at the sewing training center, resulting in an income generated from jute bags of Rs. 80,000/-.
- We have successfully taught school uniform stitched production at the sewing center, instilling a lot of confidence in our beneficiaries. Once government schools reopen, we anticipate receiving many orders from local government schools.
- Our beneficiary, Bhagyamma, and her daughter, Bhavani, who has multiple disabilities, come to the training center every day. However, Bhavani is unable to walk in the community. Our GiftAble staff supported the Bhagyamma family during their visit to our "svastya department". Additionally, a physiotherapist provided suggestions and took measurements. After 15 days, our GiftAble provided an ankle-foot orthosis instrument to support Bhavani.
- **Enhanced Skills and Confidence:** Every 15 days, we conducted a revision test and revision classes, covering various topics. Beneficiaries directly sold their products in local markets and corporate stalls, engaging with community members and enhancing their self-confidence.
- **Community Engagement:** We have conducted a volunteering program with employees from corporate companies, fostering good relationships with community members. Additionally, we sell products in local areas and have supported our beneficiaries' daughters with ankle-foot orthosis instruments.

# Impact Assessment:

## Quality of Life Improvement:

We have encouraged all beneficiaries to applied for sewing machine schemes through the social welfare department. Additionally, for those beneficiaries who have purchased sewing machines independently, we have encouraged them to secure bulk orders, thereby supporting employment opportunities in garment factories. This approach helps beneficiaries become self-sustaining.

## Creating producer group:

We have planned to create a producer group by the end of March and establish a garment factory within the same center. Every day, all beneficiaries come to the center to start stitching, thereby earning more money and receiving bulk orders in the market. Consequently, beneficiaries also improve their marketing skills and attain sustainable livelihoods.

## Sustainability and Future Plans:

### Establishment of Producer Group:

Outline plans to create a producer group to continue garment production collectively. we have planned a producer group structure, goals, and roles and are established in the center.

**Garment Factory Setup:** We have planned to establish a garment factory within the training center and support all PwDs and caretakers.

**Continued Skill Development:** Emphasize the importance of ongoing skill development for beneficiaries and outline strategies for providing advanced training or workshops to enhance skills further.

**Market Expansion:** To create market expansion beyond local areas and explore opportunities for online sales, collaboration with retailers, etc.

**Monitoring and Evaluation:** Every 15 days, we conduct project progress evaluations and implement follow-up improvements.

# Success Stories



## Bhagyamma

Bhagyamma, a resident of Midigesi village in Madhugiri taluk, was identified by GiftAble staff as a beneficiary for the sewing training program. Her husband works as a coolie, and they have three children, including their eldest child, Bhavani, who has an intellectual disability. Bhagyamma and Bhavani attend the sewing training center daily, where Bhagyamma learns cutting and stitching techniques for kurtas, dresses, blouses, and frocks.

## Supporting Bhavani's Mobility

Before attending the training center, Bhavani faced difficulties in walking. GiftAble staff provided support by connecting her with the Svastya department, where a physiotherapist assessed her condition and took measurements for an ankle-foot orthosis instrument. Within 15 days, the instrument was distributed. Bhagyamma now provides daily therapy at home, resulting in significant improvement in Bhavani's walking ability.



# Success Stories



## Premalatha

Premalatha, a resident of Chikkahonegowdanapalya in Kunigal Taluk, has a locomotor disability. After losing her father two years ago, her family faced significant challenges. While her elder sisters are married and live separately, Premalatha completed her 2nd PUC and remains dependent on her mother, who works on agricultural land.

## Empowering Through Skill Development

At the training center, Premalatha is acquiring skills in cutting and stitching baby frocks, embroidery, making neckbands, and sewing skirts. With guidance and resources from GiftAbleD staff, she is honing her abilities to generate income for her family. This initiative aims to empower her with self-sustaining skills, improving her family's financial situation.

## Joining the Sewing Training Program

Two months ago, Premalatha joined the GiftAbleD sewing training center. Recognizing her potential, GiftAbleD staff identified her as a beneficiary and invited her to participate in the training sessions. Since then, she has been a committed attendee, learning valuable stitching skills.



# LearnAble

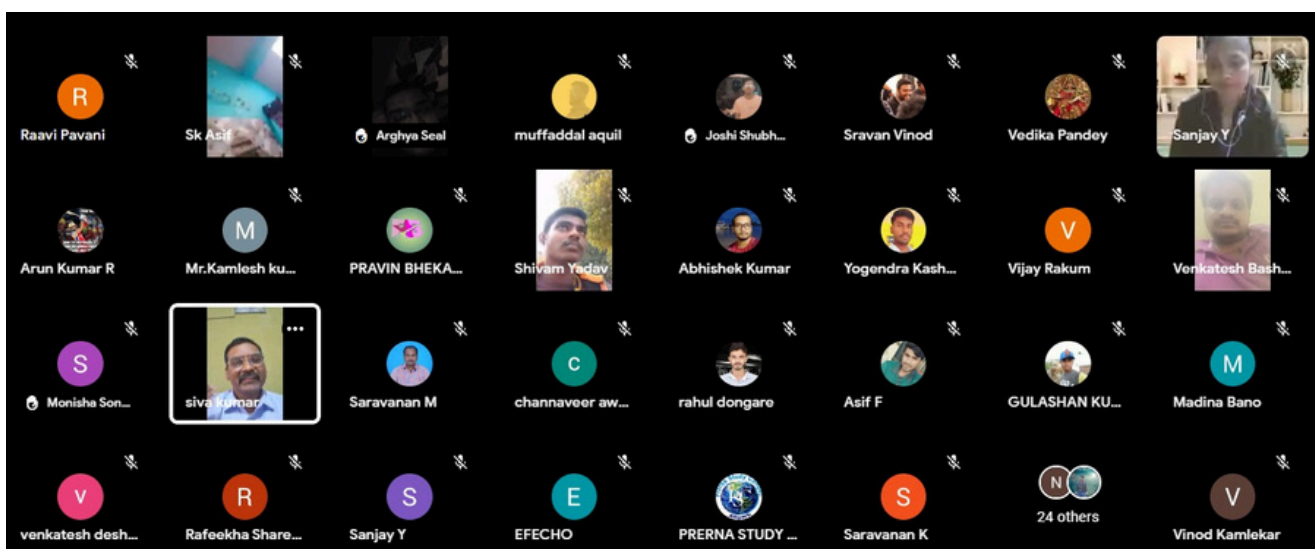


## What is LearnAble ?

LearnAble is a fully accessible virtual training institute for People with Disabilities to learn in demand industry ready technical and non-technical courses.

Our objectives are to create a trained cadre of Youth with Disabilities who are equipped with industry-required skill sets.

These courses are for People with Disabilities, both fresher as well as experienced. It will give additional qualifications and skills to PWDs. This course is fully accessible for People with all Disabilities i.e., with Sign Language Interpreter & Screen Reader.



# LearnAble



The GiftAble Foundation, through its LearnAble initiative, organizes various specialized training programs for individuals with disabilities (PWD) across India. These programs encompass both technical and non-technical skill development sessions. These sessions are conducted in a hybrid mode, combining in-person classroom instruction with virtual sessions. Upon successful completion of the courses, the foundation assists candidates in securing full-time employment opportunities or internships with various corporate entities.



The students have been undergoing the following topics with active participation

1. **Data Analytics using Python course orientation**
2. **Fundamental python.**
3. **Basic Statistics**
4. **Data Cleaning**
5. **Data Analysis**
6. **Data Visualization**
7. **EDA (Exploratory data Analysis)**
8. **Feature engineering**
9. **Feature selection**
10. **Capstone project**
11. **Personality Development**
12. **Basic English Communication Skills**
13. **Interview Skills**
14. **Mock Interviews**

**18 BCA and MCA final years Person with Disability students completed the course with 80% attendance.**

# Offline course: Elementary Data Analysis and Basic BPO, Basic Retail, and English Communication



The program started on the 3rd of July (03.07.2023) and will conclude on the Aug 31st.

The students have been undergoing the following topics, with active participation:

- **MS Word**
- **Basic and Advanced Excel**
- **Basic Statistics**
- **Data Cleaning**
- **Data Analysis**
- **Data Visualization**
- **PowerPoint Presentation**
- **Sector Skills**
- **BPO - Inbound and Outbound Calls**
- **Mock Interviews**
- **Typing Skills Outcome**

The two-month offline course on Elementary Data Analysis and Basic BPO, Basic Retail, and English Communication resulted in a comprehensive range of skills and knowledge for the participants. The course covered various topics including MS Word, Basic and Advanced Excel, Basic Statistics, Data Cleaning, Data Analysis, Data Visualization, PowerPoint Presentation, sector-specific skills, BPO - Inbound and Outbound Calls, Retail Skills, and job search strategies in the retail sector.

LearnAble

# Success Stories

## Pranav Dharme

I'm Pranav Dharme, a B.Tech Computer Science graduate from IIT Mandi with low vision. Through a collaboration between GiftAble and my college's Training and Placement Officer, I joined the Full Stack development program, enhancing my backend and frontend skills with hands-on experience.

The program had a significant impact, thanks to my instructor's clear guidance and the coordinators' support in ensuring an inclusive environment. Completing the course was a proud milestone, marking substantial progress in my development journey. Learning alongside talented individuals and mentors has been a transformative experience, boosting my confidence and skills.





## Harshitha

I'm D.S. Harshitha, a final-year B.Tech student at NIT Andhra Pradesh, from Tirupati, person with Locomotor Disability.

### Journey with the Full Stack Program

My journey with the Full Stack program began when I received an email through my institute and registered for the GiftAble initiative. This program has significantly impacted my life, equipping me with new skills, boosting my confidence, and fostering a sense of inclusion.

Through this initiative, I have gained valuable knowledge and the confidence to overcome challenges. Completing the course was an incredible experience, filling me with a profound sense of accomplishment and self-assurance. I am proud of the new skills I've acquired, the obstacles I've overcome, and the capabilities I've demonstrated. This journey has been transformative and deeply rewarding.

The impact of this program was a collaborative effort. Our teacher played a pivotal role by sharing knowledge and providing guidance. The organizers ensured the seamless execution of the course, creating a conducive learning environment. Additionally, my fellow students contributed by fostering a spirit of collaboration and teamwork, making the learning process enjoyable and enriching.

LearnAble

# Success Stories

## Deepak Prajapati

I am Deepak Prajapati, pursuing BTech in Computer Science at Kanpur, recently completed a pivotal Python session, enhancing his skill set

He acknowledges GiftAble Foundation's commendable initiative in empowering disabled individuals through free courses, resonating with his belief in technology's positive impact. Deepak eagerly anticipates aligning his academic journey with opportunities for personal and professional growth. GiftAble commitment to excellence and community service perfectly aligns with his aspirations in computer science



Training Name	Status	Number of Mobilized	Number of Completed/ Continuing	Number of Placements
Employability Training in Elementary Data Analytics & English Communication- (Batch 01)	Completed	15	7	2
Employability Training in Elementary Data Analytics & English Communication-(Batch -02)	Completed	15	8	3
Employability Training in Elementary Data Analytics & English Communication(Batch - 03)	Completed	09	5	--
Employability Training Data analytics using Python (Batch- 01)	Completed	27	20	--
Employability Training Microsoft Office (Batch -02)	Completed	62	43	--
Python- (Batch-1)	Completed	24	7	2
English Communication	Completed	25	15	5
Tally with GST	Completed	35	16	8
Full Stack	Completed	35	18	6
Mobile App Development	Completed	25	7	--
Graphic Design	Completed	30	25	10
Python- (Batch-2)	Completed	32	22	13
Data Visualization with SQL-1	Completed	38	19	8
Communication and Soft Skills Development	Completed	35	28	-
.NET	Completed	25	19	-
<b>Total Number of Candidates</b>		432	259	57

# IMPACT NUMBERS

COURSE	NUMBER OF BENEFICIARIES	NUMBER OF BATCHES
Python	9	1
Tally with GST	17	1
.Net	6	1
Android	4	1
Website design using wordpress	3	1
SQL with Data Visualization (Tableau or PowerBI)	15	1
Python Basic Batch	8	1
Python	24	2
Full stack	16	1
SQL with Data Visualization (Tableau or PowerBI)	7	2
Graphic design and animation	16	1
Full stack	11	2
Masters In Data Structure	15	3
Communication for Deaf		2
Target	18	1
Communication and soft skills	13	1
QA Manual Testing for Neurodivergent	2	1

# AUDIT REPORT

**GiftAble Foundation**  
Balance Sheet as at 31 March 2024

Amount in Rs

PARTICULARS	Non-FCRA	FCRA	Non FCRA	FCRA	Consolidated
<b>SOURCES OF FUND</b>					
<b>CAPITAL FUND:</b>					
Opening balance as on 01/04/2023	61,04,783	13,03,181			
Less: Utilised					
Add/ Less: Excess/Deficit Of Income Over Expenditure	43,79,093	20,24,384	1,04,83,876	33,27,565	1,38,11,442
<b>Loans:</b>					
			<b>1,04,83,877</b>	<b>33,27,565</b>	<b>1,38,11,443</b>
<b>APPLICATION OF FUNDS:</b>					
Fixed Assets			46,13,163	1,34,243	47,47,406
Investments	53,25,000		53,25,000	-	53,25,000
<b>Currents Assets:</b>					
Rent Deposit	4,73,625	1,10,000			
Cash in hand	9,711	15,635			
Cash at bank	1,23,037	30,03,754			
TDS Receivable	16	4,951			
Loans & Advances	19,101	1,436			
Others		57,546			
Sub-Total (B)	6,25,490	31,93,322			
<b>Current Liabilities:</b>					
Sundry Creditors	73,864	-			
TDS Payable	-	-			
Other Current Liabilities	5,912	-			
Sub-Total(C)	79,776	-	5,45,714	31,93,323	37,39,037
Net Current Assets (B-C)					
			<b>1,04,83,877</b>	<b>33,27,565</b>	<b>1,38,11,442</b>
			0	-	(0)

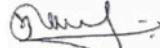
As per our Report of even date attached

For GiftAble Foundation


For Satish & Ravi Associates,  
Firm Registration No 072145  
Chartered Accountants,



(Managing Trustee)  
Place: Bangalore  
Date : 31/08/2024



(Trustee)

Girish Kumar S  
Partner  
M.No.231754  
UDIN: 24231754BKANZW4430

GiftAble Foundation

Income and Expenditure Account For The Year 1st April 2023 to 31st March 2024

EXPENDITURE	Non FCRA	FCRA	AMOUNT	INCOME	Non FCRA	FCRA	AMOUNT
To Project Expenses	2,97,27,988	30,20,046	3,27,48,034	By Donation Received	3,56,25,154	56,84,886	4,13,10,040
To Audit Fees	1,62,020	-	1,62,020	By SB Interest	33,443	-	33,443
To Building Maintenance	-	48,632	48,632	By FD Interest	95,783	4,573	1,00,356
To Consultancy Fee	3,899	-	3,899	By Training Fees	3,84,941	-	3,84,941
To Conveyance	22,718	-	22,718	By Other Income	12,49,283	-	12,49,283
To Courier Charges	2,805	-	2,805				
To Donation	-	-	-				
To Depreciation	14,18,937	32,342	14,51,279				
To Electricity Charges	-	-	-				
To Incentive	27,820	-	27,820				
To Internet Charges	-	-	-				
To Office Expenses	93,301	500	93,801				
To Professional Tax	-	200	200				
To Printing & Stationery	2,151	-	2,151				
To Project Expenses	-	-	-				
To Professional Charges	1,14,903	-	1,14,903				
To Rent	3,46,400	17,500	3,63,900				
To Salary	1,43,480	5,39,550	6,83,030				
To Staff Welfare	23,240	-	23,240				
To Training & Seminar Expenses	43,520	-	43,520				
To Travel Expense	2,40,699	-	2,40,699				
To Volunteering Expenses	3,44,387	-	3,44,387				
To Bank Charges	-	6,305	6,305				
To Freight Charges	-	-	-				
To Subscription Fees	1,500	-	1,500				
To Insurance Expenses	-	-	-				
To Other Expenses	2,89,742	-	2,89,742				
To Excess of Income over Expenditure	43,79,093	20,24,384	64,03,478				
	<b>3,73,88,604</b>	<b>56,89,459</b>	<b>4,30,78,063</b>		<b>3,73,88,604</b>	<b>56,89,459</b>	<b>4,30,78,063</b>

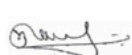
For GiftAble Foundation

As per our Report of even date attached

For Satish & Ravi Associates,  
FRN : 072145  
Chartered Accountants,



(Managing Trustee)  
Place: Bangalore  
Date : 31/08/2024



(Trustee)





Girish Kumar S  
Partner  
M.No.231754  
UDIN: 24231754BKANZW4430

# More Information About Us



## Contact Us :

 Phone Number  
**(+91) 7337877160**

 Email Address  
**inclusion@giftabled.org**

 Website  
**www.giftabled.org**

## Follow us

