



Action on Disability and Development India

Working with disabled people for positive change





From the President's desk

We are in a state of constant flux – the past year has been one of consolidating and revisioning for ADD India. Given the global scenario and the discourse on disability inclusion being adopted in India with the enactment of the RPD Act of 2016, ADD India works through collectives to strengthen disabled people's voices and to ensure dignity to all persons with disability we work with.

Our three decades of experience of working with persons with disabilities, their families and the state mechanisms has enabled us to continuously flag issues that affect lives at rural grassroots level. It has also brought into focus the expertise of our core team as trainers, a role which is now recognised in South India. Our training role has enabled us to reach out to communities and disabled people, ensuring the recognition of entitlements and dignity of all persons with disabilities and energising the local communities.

In 2019-20 we have been able to reach out directly through our programmes to more than 4000 persons with disabilities through our direct interventions – from interventions for disabled children to organising collectives for disabled people to speak for their local concerns and to access state entitlements, ensuring livelihood support and training for youth, especially women. This has made a difference in the lives for persons with disabilities and their families – not only has there been a change in the quality of life, there has been increased participation within families and communities, in education, livelihood and social activities.

ADD India team has also reflected on their thirty years of experience and assessed the impact of the work done by us and the way forward in the present times. The exercise has provided new directions to be explored in the next few years to come, keeping the core mandate intact. Once again given the global and national changes, ADD India will attempt to forge ahead to reach more persons with disabilities in need. We hope you will be with us, as always, in this journey to equalise opportunities for persons with disabilities.

Dr. Nandini Ghosh, President, ADD India

(Assistant Professor, Institute of Development Studies, Kolkata)

*"Where the mind is without fear and the head is held high, Where knowledge is free,
Where the world has not been broken up into fragments by narrow domestic walls"
-Rabindranath Tagore*

Front Cover photo: Physiotherapy session in progress in Keeranur, Tamil Nadu

Back Cover photo: Members of DPOs discuss future plans at a meeting with ADD India

OVERVIEW

Year 2019 – 2020 was quite momentous: we reached out to 4096 persons with disabilities directly through our activities and facilitated 1120 persons with disabilities to receive government entitlements worth approximately Rs.45 lakhs. In addition, by building capacity of 90 field workers for work in disability through 16 partner organisations, we reached out to about another 7000 persons with disabilities during the year. Sensitisation of 150 government school teachers on inclusive education has been another achievement of the year.

All of this has been through the Disabled Peoples Organisations (DPOs) who facilitate activities such as therapy and camps for children with disabilities, livelihood initiatives for women with disabilities and access to entitlements for Persons with Disabilities. A highlight of the work with children was that 17 children who were confined to their homes earlier have started going to school. An exposure trip for women with disabilities encouraged them pursue their efforts to earn a decent income and support their families.

ADD India's expertise in training received a boost this year. As south India training centre for CBR Forum we have been asked to train seven new partners. In addition, three organisations from

Karnataka invited us to train their staff and the Education department, Government of Karnataka invited us to train Government school teachers on inclusive education.

Collaboration with NASSCOM Foundation for the digital literacy programme completed a second year and went on to a third during this financial year.

The year gave us a peek into the future potential of working with five well-established DPOs who are now registered organisations. Specific plans were made to support and build their capacity to expand their activities.

Toward the end of the year, as the pandemic struck and with the subsequent lockdown some of our activities had to be stopped. However, the presence of DPOs made it possible to immediately respond to the needs of the most vulnerable in remote villages. The DPOs supported the local Government authorities in distribution of rations and raised local resources to support some families with food essentials and safety kits.

The ability to do all this and their resilience at such times has reinforced our conviction in the capabilities of DPOs.

KEY OUTCOMES

DPOs conduct monthly meetings, facilitate activities in collaboration with other organisations, highlight issues of disabled people at the village and Block level, build good rapport with local Government authorities, raise funds locally for their activities.

Persons with Disabilities accessed their entitlements through their DPOs and women groups

Increased awareness among staff, families and community about issues and challenges faced by persons with disabilities

WORKING THROUGH COLLECTIVES

ADD India's focus is on creating groups of Persons with Disabilities, empowering them to access their entitlements and undertake local community development activities. These groups are called Disabled Peoples Organisations (DPOs). Currently we work in three blocks of Pudukottai district of Tamil Nadu and in one Block of Chikkaballapur District in Karnataka. The DPOs in these two places are continuing to do good work with Persons with Disabilities in and around their communities. In Tamil Nadu, the work is facilitated through a DPO registered as Annai Theresa Disabled Development Trust (ATDDT).

Demographics and Geographic Coverage

Particulars	Chikkaballapur district, Karnataka	Pudukottai district, Tamil Nadu
Children with disabilities	80	1443
Women with disabilities	88	977
Men with disabilities	139	1560
Total persons with disabilities covered	307	3980
Villages covered	42	216
Gram Panchayats covered	4	26
No of DPOs formed	14	203
No. of members in DPOs	219	1215

Activities at a glance

450 children with different disabilities from **209** villages received therapy.

112 children with Intellectual disabilities, hearing and visual impairment attended **two** Skill Development Camps.

135 children with different disabilities attended **four** Summer Camps.

180 children including six with disabilities benefited by Books donation worth Rs.5000 to a school library.

1453 persons including **78** children with low vision assessed in eye camps- Collaboration for eye camps with Aravind Eye Hospital - Tamil Nadu, IAR India - Karnataka.

272 persons assessed for hearing, **59** provided hearing aids.

768 women with disabilities shared experiences through regular monthly meetings.













432 expectant mothers participated in sensitization monthly workshops for prevention of disabilities.

28 persons with disabilities participated in leadership training workshop.

Total beneficiaries: 4096

Entitlements from the Government facilitated during the year

No. of beneficiaries and Estimated value

				Intellectual disabilities	Locomotor disabilities
					
ID Cards and Passes	Housing scheme applied	Scholarship	Maintenance Allowance/ Pension/ Medical reimbursement	Kits for children	Wheelchair, Elbow crutch
723	5	53 Rs.79,500	126 Rs.27,80,000	2 Rs.7,200	7 Rs.61,000
				Visual impairment	Hearing Impairment
					
Marriage / Gold - grant	Livelihood support	Natural death allowance	COVID-19 support	Mobile phones	Braille watch, Smart Cane
54 Rs.4,68,000	26 Rs.2,60,000	15 Rs.2,55,000	20 Rs.30,000	31 Rs.1,20,000	45 Rs.1,26,000
					Digital hearing aid
					13 Rs.1,39,000

Total beneficiaries: 1120 | Total estimated value of benefits: INR 43,25,700

Children with Disabilities

Regular physiotherapy and art-based interventions was provided which led to 17 children beginning to attend school. Skill development camps help children in their back to school transition. The summer camps had themes that helped children understand and connect with current issues such as use of wastewater for kitchen gardens and elections in the state. Library books were given to schools to enable children to gain knowledge on various topics and encourage reading habit among them.

Children with disabilities go to school

Six year old Shalini with Cerebral palsy has been undergoing physiotherapy and speech therapy for three years facilitated by ADD India.

"The focus was on improving her daily living skills – brushing teeth, eating, wearing clothes, and walking. She now goes to school on her own, she speaks with other children and has made many friends."

- Shalini's father, 43 year old Dakshinamurthy, a farmer.



Shalini with her father Dakshinamurthy



Summer camp in Sidlaghatta

Women with disabilities

Monthly meetings were held for women with disabilities facilitated by resource persons. The discussions focussed on pertinent issues like savings, livelihood, safety, health, digital literacy, Government schemes, and the RPD Act 2016. In collaboration with the health department, expectant mothers were sensitised on nutrition during pregnancy, post-natal care, reproductive health etc. as steps to prevention of disability. Exposure visits for women with disabilities practising palm leaf craft helped them connect and learn from other women in the same profession.

Empowering a young woman with disability

"While attending women group meetings I shared that I had studied up to 10th class after which my family did not allow me further education; that I sit at home with lot of dreams. Chandrakala from ADD India convinced my parents that I could do more and helped me attend a job placements drive. Now I have a job at Arvind garments in Bangalore, earn Rs. 8,000/- per month, stay on my own in a working women's hostel and support my family. In the future I want to guide other members to fulfil their dreams too." - Eshwaramma, 24 with Visual Impairment is from Siddlaghatta Taluk in Karnataka.



Eashwaramma



Women with disability from Pudukottai visit and learn from a womens group in Pulicat also practising palm leaf craft.

Disabled Peoples' Organisations (DPOs)

Training programs for DPO members helped them to understand issues related to disability, poverty and their inclusion in rehabilitation. DPOs were guided and supported to facilitate the activities for the benefit of women and children with disabilities. Activities were in collaboration with other organisations and government departments. Fund raising training was also given to DPOs. In March 2020, during the Pandemic and subsequent lockdown, DPOs supported the Government in distribution of rations as well as found other local sponsors.

What it means to be a member of a DPO like ATDDT

"As a member for ten years, I have identified other persons with disabilities in my village, formed a DPO and accessed our entitlements. We have got loans from the bank for livelihood and make sure that repayment is done correctly. This has made a great difference to us. Earlier, people in the village would identify us by our disability but now they respect us. At present we are raising funds for construction of our own (ATDDT) office."

- Veeramani is 35 years old and is visually impaired.



Veeramani creating awareness about the ATDDT

First steps of a DPO

"I was introduced to ADD India in January 2019 when the CBR worker visited our village. On reflection we realise how far we have come in one year where no one supported us to a point now where we are being invited to Gram Sabha meetings to present our issues! We now have a DPO in our village, all members get pension regularly, MNREGS jobs for some, we have organised an eye camp and are now forming a DPO at the Hobli level."

- Ashwatha Reddy is 50 years old, with locomotor disability due to a paralytic stroke; runs a photocopy shop in his village Seethahalli.



Ashwatha Reddy (in white)



Children with disabilities happy to pose for a photo during a summer camp



Exposure visit for women with disabilities



DPO meeting at Siddlaghatta, Karnataka

Activities facilitated by DPOs



Understanding the need for a DPO

*Everything that can be counted does not necessarily count;
everything that counts cannot necessarily be counted.*
-Albert Einstein



A home visit to a person with disability



Visit to a school, speaking to a child with disability

Hands-on training of staff of partner organisations

PARTNERSHIPS AND COLLABORATIONS

Our partnerships and collaborations continued during the year. These partnerships have helped us reach out to about 7000 persons with disabilities, build capacity of 90 village level workers of 16 organisations to include disability in their work. Further, short training modules have helped orient and build capacity of 10 workers in the areas of low vision assessment and digital literacy. Additionally 150 government school teachers have been sensitised to working with children with disabilities.

CBR Forum's partner Training

ADD India has been the training centre in south India for CBR Forum who supports several organisations in India to include disability in their work.

Training for five partners in Gulbarga

This training was the culmination of seven years of the training during which village level DPOs (VDPOs) were formed. This year's training was for each partner to federate the VDPOs in their respective project area.



Training for partner organisation members

Partners in Gulbarga, Karnataka	Margadarshi, Chittapura: 45 members from 25 VDPOs
	Prathyasha, Chincholi: 49 members from 40 VDPOs
	Sevasangama, Sedam: 18 members from 24 VDPOs
	Sevasangama, Gulbarga: 16 members from 35 VDPOs
	Birds Heal, Jewargi: 15 members from 24 VDPOs

Commencement of training for three new partners in Kolar and four in Kanchipuram

Development Training on Disability (DTD) was conducted in three phases during the year. The objective was to enable the teams to assist in planning and implementation of the Community Based Rehabilitation (CBR) program in their field areas. After the training, all teams have identified Persons with Disabilities, documented their status; and have established contact with the panchayats, schools, Anganwadis and Asha workers in their area. The seven partners are:

Partners in Kanchipuram dt., Tamil Nadu	Association for Community Development Services (ACDS), Kattankolathur Block
	Chengalpattu Rural Development Society (CRDS), Thiruporur Block
	Chengalpattu Rural development Society (CRDS), Walajabad Block
	Society for Education and Action (SEA), ThirukazhiKundram Block

Partners in Kolar dt., Karnataka	Bangalore Multipurpose Social Service Society (BMSSS), Mulbagal Block
	Sunanda, KGF Block
	Team for Reformation of Education and Environmental Services (TREES), Bangarpet Block

Including work on disability

"ACDS promotes education of and safeguards the rights of children. When we identified many children with disabilities in our work area, we realised that we needed training to provide appropriate services. After ADD India's first year of training, our team has learnt how to identify persons with disabilities, the causes and prevention, entitlements and schemes and so on. This has built our team's confidence to address the issues of persons with disabilities. We hope to be able to ensure inclusion of children with disabilities in schools, facilitate therapeutic services and guide parents in management of children with disabilities in line with our primary objective."

- D. Devanbu, Director, ACDS, Kanchipuram district, Tamil Nadu

"Though I have many years' experience with children, the most important learning in this training was to understand the different types of disabilities and especially the difference between mental retardation and mental illness. Learning about the importance of early identification and developmental delays was also an eye opener."

- 48 year old Paranjothi, CBR worker ACDS, after ADD India's first year of training.

ADD India direct partners support and Collaborations

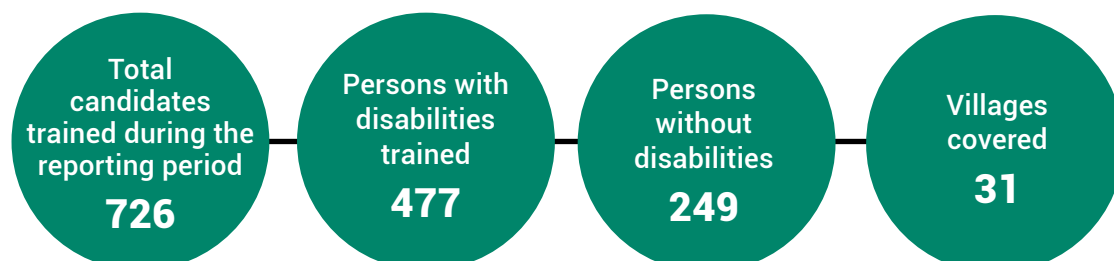
Digital Literacy Initiative in collaboration with NASSCOM Foundation

The Digital Literacy program continued for the second year and was successfully completed in October 2019 with the set targets being achieved. From November 2019 for the third-year implementation, the programme was shifted to Chikkaballapur town. Due to Covid 19 we had to temporarily suspend activities in mid-March.

The training helped persons with disabilities to build their digital skills, using internet for online purchasing, ticket booking, to know the price of agriculture related items, designs for tailoring, etc. Many now use these skills to improve their business and to increase their earnings.



Girls and women with disabilities undergoing digital literacy training



Teachers training program on inclusive education (Govt. of Karnataka)

ADD India facilitated sessions on inclusive education for Government school teachers as part of the efforts of Department of public instructions to train their in-service teachers and build their capacity in inclusive teaching methodologies. 150 teachers participated in three training programmes.

Bethany Sanjeevini Kendra (BSK), Guledagudda, Bagalkote District

Training of staff and promotion of CBOs and DPOs were conducted through three-day modules.

NAB, Karnataka

ADD India trained 15 staffs from five districts for NAB Karnataka's new CBR program.

Mother Theresa Charitable Hospital, Gulbarga

Conducted one day orientation for parents on their role and responsibilities in the development of a child with disability. The staff were oriented on RPD Act 2016; to identify the 21 disabilities and in maintaining records.

Low vision training

A three-day Low vision training program was organized in July 2019 with Dr. Anand, from IAR India as the facilitator. The program provided basic training required to setup low vision centres. Participants were from CMC Vellore, NAB Bangalore, SRMAB Bangalore and ADD India. One day practical session at SRMAB, Bangalore provided the participants an opportunity to interact with children with low vision and understand the psycho-social issues faced by them.

Sisters of the Little Flower of Bethany in Guledgudd offer services in education, remand home for Juvenile boys and girls and medical services. In 2005 Bethany Sanjivini Kendra was established to provide for persons with disabilities. ADD India was requested to train our staff in CBR. Persons with disabilities in the area are now able to handle small issues, express their opinion in public and have courage to approach officials and banks. There is joy that they are recognized, cared for and capable of doing something for society. In future, we look forward to training in entrepreneurship skills for persons with disabilities and training for parents in the rehabilitation of their children with disabilities."

- Sr. Cynthia Sequeira, Co-ordinator, Bethany Sanjivini Kendra, Rehabilitation and Resource Centre, Guledgudd, Bagalkot District, Karnataka



Sr. Cynthia at a sports session for persons with disabilities

FINANCES

Recommended good practices on accountability and transparency of Credibility Alliance are followed in this report.

This is a summary of information extracted from the audited financial statement.

Abridged Balance Sheet as on 31st March 2020									
LIABILITIES	2020		2019		ASSETS	2020		2019	
	Rs. In Lakhs	%	Rs. In Lakhs	%		Rs. In Lakhs	%	Rs. In Lakhs	%
Funds	161.82	99.84	155.35	99.84	Fixed Assets	3.43	2.12	3.89	2.50
Sundry Creditors	0.26	0.16	0.26	0.16	Current Assets and Loans & Advances	158.65	97.88	151.72	97.50
TOTAL	162.08	100	155.61	100	TOTAL	162.08	100	155.61	100

Abridged Income and Expenditure Account for the year ended 31st March 2020									
EXPENDITURE	2020		2019		INCOME	2020		2019	
	Rs. In Lakhs	%	Rs. In Lakhs	%		Rs. In Lakhs	%	Rs. In Lakhs	%
Programme Cost	43.25	59.45	38.25	63.67	Grants received	45.85	63.01	34.42	57.29
Management & Coordination	18.25	25.09	17.24	28.70	Donations & Training Contribution	12.38	17.02	11.78	19.60
Administration Cost	4.22	5.79	4.07	6.78	Interest and Other Income	14.53	19.97	8.56	14.24
Depreciation	0.57	0.78	0.52	0.86					
Excess of Income over Expenditure	6.47	8.90	-	-	Excess of Expenditure Over Income	-	-	5.32	8.86
TOTAL	72.76	100	60.08	100	TOTAL	72.76	100	60.08	100

INCOME DETAILS	2019 - 20		PROGRAMME WISE EXPENDITURE DETAILS	2019 - 20	
	Rs. In Lakhs	%		Rs. In Lakhs	%
KZE/Misereor, Germany	35.67	49.02%	DPOs Capacity Building and Training	11.49	26.56
Nasscom Foundation	9.73	13.37%	Training of staff of Partners organisation	2.51	5.79
Holy Cross Service Society	0.45	0.62%	Programmes for children with disabilities	2.07	4.80
Basic Needs India Contribution	2.88	3.96%	Programmes for women with disabilities	0.59	1.38
Training Contributions	9.13	12.55%	Digital Literacy Programme	8.21	18.98
Individual Donations	3.25	4.46%	Programme delivery & Monitoring	18.38	42.49
Other Incomes & Membership Fee	0.03	0.05%			
Interest from Banks & Deposits	11.62	15.97%			
TOTAL	72.76	100	TOTAL	43.25	100.00

Highest salary Rs.68,628/- to Executive Director and Lowest salary Rs.11,610/- to Office Assistant. There was no overseas travel during the year. Travel within the country was for programme monitoring, capacity building and support to DPOs and Partners.

SALARIES PLUS ALL BENEFITS	MEN	WOMEN	TOTAL
10-20,000	0	1	1
20-30,000	1	1	2
30-50,000	3	0	3
Above 50,000	0	1	1
TOTAL	4	3	7

MANAGEMENT AND GOVERNANCE

Our team...Our strength

The activities of ADD India are carried out by a core team of seven led by the Executive Director. In addition, nine CBR workers along with one coordinator in Tamil Nadu and two CBR workers in Karnataka and a team of five for the digital literacy project are supported by ADD India. Altogether a total of 24 persons are actively engaged in the work.

Management

The senior management team (SMT) with the guidance of the Executive Director and Governing Body members is responsible for management and implementation of programmes.

FCRA, Income Tax related matters and all statutory requirements were completed on time.

Governance

The Governing body of ADD India met three times during the year to assess the progress in work.

The Annual General Body meeting was held on June 29, 2019.

ADD India is registered under the Societies Registration Act 1860 – No. 317/89-90.

ADD India is also registered under FCRA and section 12A and 80G of the Income Tax Act.

Our PAN No. AAAAA0342A.

Governing Body and other members of the General Body 2020-21

Dr. Nandini Ghosh, Hon. President	Meenakshi K.R.
R. Ramachandran, Hon. Treasurer	Deepa Sonpal
Dr. Lalita Bhatti, Hon. Secretary	Meenakshi B.
B. Venkatesh, Member	Gopinath Bellave
Pravakar Sahoo, Member	V.V. Suresh
Shivani Gupta, Member	
Dr. S. Rajaram, Member	

Our Statutory Auditors

M/s Rajagopal & Badrinarayanan-
Chartered Accountants,
No 15/1, 1st Floor, 2nd Main Road,
Vyalikaval, Bangalore-560003

Our Bankers

SBI Overseas Branch, St Mark's Road,
Bangalore 560001
SBI, Banashankari 2nd Stage,
Bangalore 560070

WAY FORWARD

A workshop for reflection and setting future direction was held on June 28-29, 2019 in which members of the General Body and Senior Management Team participated. The workshop was facilitated by Mr. Gautam Chaudhury. The broad strategic approaches and activities for the next two years were outlined during this workshop. A separate report is available.

On December 10, 2019, a meeting was conducted with leaders from five functioning DPOs around Bangalore city - from Kanakpura, Pavgada and Gundlupet and two from Chikkaballapur. All DPOs presented their history, present work as well as plans for the next five years. Livelihoods and awareness/sensitisation for Government departments emerged as the areas where ADD India could partner with them in future.

APPEAL

ADD India works relentlessly in achieving its goal of empowering persons with different disabilities in rural areas of India. We have been able to do this only with your support and generous contributions, for which the entire team of ADD India is grateful.

Your support helps persons with disabilities in rural areas form groups and support each other. This includes timely and regular assessment of children with disabilities and their enrolment in school. Women with disabilities are able to resolve their issues, have a livelihood and contribute to their family's earnings.

In the year 2020-21, your contribution to ADD India will also support persons with disabilities who have not been able to receive basic essentials during the pandemic.

Do join us in our efforts and generously donate this year again.

You can make your donation through our website

or

**By direct online transfer to our bank account
for donations from within India:**

State Bank of India, BSK 2nd Stage, Bangalore;

Account Number: 10031212325;

IFSC: SBIN0006767

Please send us an email to contact@addindia.org
with your name, address and pan number for sending
you the receipt.



All Donations get 50% tax exemption under Section 80G of the Income Tax Act

For donations from outside India, please contact us for details.

GRATITUDE

ADD India is thankful to all the individuals and organisations for their support through their generous contributions to our work. A special mention of thanks particularly to **Misereor, CBR Forum and NASSCOM Foundation** for their continued support over the years.

ADD India extends heartfelt thanks to all the professionals and consultants whose timely support helped us to implement several programs successfully. Special thanks are due to Aravind Eye Hospital in Madurai and Holy Cross Service Society in Trichy for their support. Also thanks to Ms. Aishwarya Soni for the design of this report.

ADD India is grateful to the cooperation received and support from Persons with Disabilities and DPOs from the communities. Without them and their contributions the very purpose of our existence is not justified.

VISION

A world where all persons with disabilities enjoy equal rights, fulfill their responsibilities and are able to participate as fully as they choose at every level in society.

MISSION

To improve quality of life of persons with disabilities through their inclusion and participation in family, community and in the development process.



4005, 19th Cross, Banashankari 2nd Stage, Bangalore 560070

Email: contact@addindia.org; Phone: +91 80 26765881

Website: www.addindia.org