

# Action on Disability and Development India

## Annual Report 2016 - 17



4005, 19<sup>th</sup> Cross (off KR Road), Banashankari 2<sup>nd</sup> Stage, Bangalore 560070  
email: [addindia@vsnl.net](mailto:addindia@vsnl.net) Tel: +91 80 26765881 [www.addindia.org](http://www.addindia.org)



## Acknowledgements

ADD India is grateful to its donors KZE/Misereor - Germany, CBR Forum and Holy Cross Service Society for their support over the years.

A special thanks to M/s. Spark Capital Advisors (India) Pvt. Ltd. for continuing their support for the second year.

Contribution from all our other donors and supporters is deeply appreciated.

ADD India would like to thank Basic Needs India, all its partners, collaborators, resource persons, federations and persons with disabilities for the cooperation received. If it weren't for your continuous support in carrying out the work on the field, we would not have been able to bring about the change in the lives of persons with disabilities we were engaged with.

Thanks to all the staff members and members of the Governing Body for the support and guidance received during the year.



Above: Canvas created at ATDDT's childrens camp at Keeranur, Tamilnadu.

Cover photo: Courtesy Sadhana. Mamuni Singh (age 11) with her family and Sadhana's CBR worker Jatindra Pradhan Ahari, Odisha. Click by Muralidhara, Senior Programme coordinator, ADD India during the visit of coordinators from Tamil Nadu for an exposure visit to Sadhana

## message from the president

Having seen ADD India grow from 1989 and reach improving quality of life of thousands of persons with different disabilities in partnership with NGOs in rural areas and others leaves me with the conviction that working in partnership is an effective way to reach more people. We have influenced and equipped more than 250 NGOs to work with persons with disabilities as part of their own program, with their own staff and resources. This is hugely satisfying and rewarding for us as most persons with disabilities belong to poor families in villages.

Poor families do not have access to sustainable livelihood, health services, education opportunities and so on. Persons with disabilities from these families are no exception to this circumstance. This challenge is compounded by the fact that many persons with disabilities do not have even an identity or role in their own families. As a result they are deprived of early childhood stimulation, to be a child and play with other children, learn, earn a livelihood, have a family and so on. Often it is the disability that is visible to society and government and not the person. How many are aware that persons with disabilities constitute at least 5% of the Indian population? But the services available to them, and that too mostly in urban areas, enables less than 5% of children with disabilities to have access to even primary education.

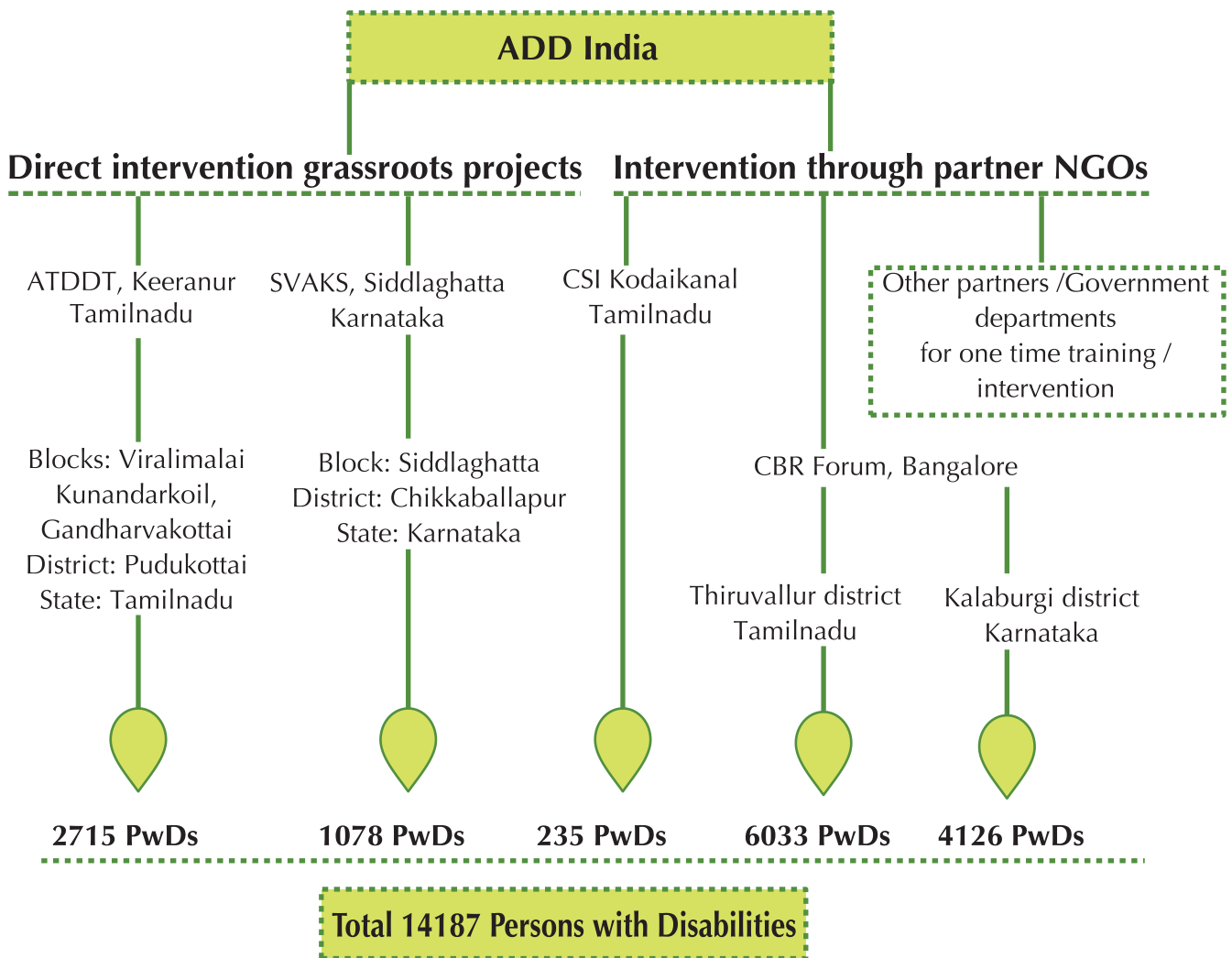
Persons with disabilities in poor communities are often not seen as assets but as liabilities. Providing opportunities could make them assets. To do this, society and government need to change their attitude and behaviour towards persons with disabilities. This can come about only through education, awareness and creating opportunities by networking with others. This is what we do in ADD India.

At the national level, today the disability sector is armed with the new Rights of Persons with Disabilities Act 2016. To augment Government resources, funds from corporate sector and encouragement from the internet and new forms of media and communication are all powerful tools to help us to reach out.

In ADD India the new Director, Vidya Sastry, comes with over two decades of experience of working with village communities, of understanding disabilities and rural livelihoods and of communicating across cultures of rural and urban. As this annual report gets published, we see Vidya using the newly available tools with her skills to set new direction for ADD India, giving hope of improved pace of change for persons with disabilities in rural areas - Livelihood programmes for women have been launched in Siddlaghatta, Chikkaballapur district in Karnataka and Keeranur, Pudukottai district in Tamil Nadu; new partnerships have been initiated and contributions from individuals through internet have commenced. We appeal to all of you to continue your support to ADD India to reach out faster to those many persons with disabilities in rural areas who are not yet reached.

**B.Venkatesh**  
Hon. President

# ADD India's reach



## List of abbreviations and acronyms

- PwD: Persons with disability
- CwD: Children with disability
- WwD: Women with disability
- DPO: Disabled Peoples Organisation
- NGO: Non-Government Organisation or Civil Society Organisations
- CBR: Community Based Rehabilitation
- ATDDT: Annai Theresa Disabled Development Trust
- SVAKS: Swami Vivekananda Angavikalara Kshemabivruddhi Samsthe
- CSI: Church of South India
- CBRF: Collective action for Basic Rights Foundation
- CBR Forum: Community Based Rehabilitation Forum (a wing of Caritas India)
- IAR-I: International Agency for Rehabilitation - India (IAR-I), Bangalore
- RPD Act: Rights of Persons with Disabilities Act



# ADD India's 2016 -17: an overview

The year 2016-17 has seen some important changes and new directions. With a recommendation of the mid-term review done during February 2016 of the need for a full-time director, Ms. Vidya Sastry was appointed as Director in September 2016. She comes with rich and varied experience of over two decades, including livelihood training & rehabilitation of persons with disabilities (GRRC, Tamilnadu), development of handicrafts enterprises (FACES - Tamilnadu, Kerala, Andhra Pradesh), leadership roles in support organizations (Khamir, Gujarat and The Crafts Council of India, Chennai) and community communication strategy for CSR projects. (Michelin India, Chennai).

## Promoting inclusive practices

An important event during the first half of the year was the release of the video film 'Rays of Hope - Evolving inclusion in CBR' produced by ADD India and CBR Forum, with support from Misereor. ADD India also contributed in the publication of a booklet with the same title jointly prepared with CBR Forum and Basic Needs India. Significant contribution of ADD India was in the publication process, with presentation of case studies from both federations of persons with disabilities that ADD India is working with in Karnataka and Tamil Nadu; with special mention of the achievements of the federation Annai Theresa Disabled Development Trust in Tamil Nadu.

## Capacity building of DPOs

Our activities throughout the year continued with a focus on children and women with disabilities in the two locations (Siddlaghatta block, Chikkaballapur District, Karnataka and Kunandarkoil, Gandarvakottai and Viralimalai blocks of Pudukottai district, Tamil Nadu), where ADD India works directly with federations of persons with disabilities. During the year, through the direct intervention programmes in these places, ADD India has reached out to 2715 persons with different disabilities for their rehabilitation, livelihood activities and also to others in the community.

### RPD Act 2016

#### Chapter 2; Section 3-(3)

No person with disability shall be discriminated on the ground of disability.



### RPD Act 2016

#### Chapter 2; Section 3-(1)

The Government authorities shall ensure that persons with disabilities enjoy the right to equality, life with dignity and respect for his or her integrity equally with others.

## Strengthening partnerships

ADD India as a support organization has consistently used its perspective of the changing social needs to make the programmes of our partners more effective. This year too we were able to bring in new approaches to our field partners. In partnership with CBR Forum we continue to train the CBR workers of six partner NGOs in Kalburgi District of Karnataka and eight partner NGOs in Thiruvallur district of Tamil Nadu. Our partnership with CSI, Kodaikanal also continues. Through these partners, ADD India has reached out to 10394 persons with disabilities for their development and inclusion in society.

## Certificate of credibility

ADD India received the Advanced Level Gold Certification from Guidestar India, an organisation that certifies the credibility of an NGO after due diligence. Details of ADD India are uploaded on the portal of Guidestar India that donors can check before making a donation. This increases the potential for domestic and individual donations.

## Seeking new directions for livelihood

What is emerging in our experience is that artisanal /handicraft production could be a viable home-based option for women with disabilities. A variety of indigenous handicrafts using local materials, natural fibres etc., are practised in virtually every corner of India by artisan groups. Identifying & fostering good partnerships for skill training and creating market linkages are the challenges. But these are the processes that integrate persons with disabilities to the mainstream economy. In Tamilnadu and Karnataka our women groups have begun to explore options available in local areas.



Meeting of a DPO in Kalaburgi district, Karnataka

### RPD Act 2016

#### Chapter 2; Section 3-(5)

The Government authorities shall take necessary steps to ensure reasonable accommodation for persons with disabilities.



### RPD Act 2016

#### Chapter 2; Section 4-(1)

The Government and the local authorities shall take measures to ensure that women and children with disabilities enjoy their rights equally with others.



# working with children

## Physiotherapy support

**Karnataka:** Physiotherapy support was given to 174 children through regular clinics in Siddlaghatta, Jangamkote and Kudupukunte in Chikkaballapura district. The parents / care givers are trained to give therapy to their children at home and progress is monitored by the CBR workers during home visits. 12 severely disabled children have been identified for therapy that involves the family and community around the child.

**Tamil Nadu:** Similar physiotherapy support was given to 277 children in Viralimalai, Kunandarkoil and Gandarvakottai blocks of Pudukottai district with guidance and support from Ms. Gowri, physiotherapist. Activities of Daily Living Skills (ADLS) training, with support from professionals from Holy Cross Service Society in Trichy was given to 45 children with severe disabilities in the age group of one to six years.

## Children's camps

Four camps were held during the year which help further the talents, leadership qualities of children and just have fun. These camps build confidence of the children to participate actively in school activities. The children enjoyed the camps as they rarely get such a chance.

### The numbers at a glance

Camp held in May 2016  
Siddlaghatta **52** children

Camp held in October 2016  
Siddlaghatta **50** children  
Kunandarkoil **72** children

Children enjoying a game with clay at a camp in Siddlaghatta, Karnataka



A parent ensuring therapy done at home in Keeranur, Tamilnadu

Therapy by ADD India field staff at one of the weekly clinics at Siddlaghatta, Karnataka



## Assessment camps

The assessment camps that were earlier restricted to children with disabilities have been expanded to general public too as a step towards contribution of persons with disabilities to the larger community.

**Karnataka:** One assessment camp for children with visual impairment and low vision was held at Siddlaghatta in November 2016. Dr. Anand and his team from International Agency for Rehabilitation India (IAR-I), Bangalore screened and counseled each child. 187 members were assessed, 63 referred for spectacles and 4 members were recommended for surgery. Later in February 2017, 59 children received spectacles sponsored by S.N.KRIA Trust, Siddlaghatta.



Vision assessment camp by IAR-I in progress at Siddlaghatta, Karnataka.

**Tamil Nadu:** Three camps were held for assessment of visual impairment in collaboration with Aravind Eye Hospital, Madurai. Logistics by ATDDT federation.



Eye camps in villages		Persons assessed	Cataract surgeries	Spectacles received
January 2017	Keeranur	230	137	28
February 2017	Viralimalai	437	175	77
March 2017	Gandharvakottai	480	193	68
	Total	1147	505	173



Registration at eye camp at Keeranur



TN Govt's mobile clinic

Officials and therapists from DDRO in Pudukottai took the help of ATDDT workers to visit children in villages. Travelling in a mobile clinic, they visited children on 23 days during the year.



## Child reporters meeting

This activity provided a platform for children to discuss various issues such as abuse, rejection by schools during enrolment, lack of ramps and accessible toilets, exclusion from games, inability to create peer groups for themselves, etc. Four block level meetings were conducted in which 120 children and some parents attended where they discussed the above mentioned issues. Difficulty in enrolling, lack of ramps and exclusion from games were the topics frequently discussed. These were later shared with the villagers, panchayat members and local authorities through charts prepared by the children. The children formed a block level committee with 9 children and they meet regularly to follow up and to take action on these issues.

## Libraries for children

Books of interest to children in the local language are given to some school libraries every year.

**Karnataka:** 179 books were given to the library at Government Higher Primary School, Poosaganadoddi village, Sadali Hobli. This school has enrolled 4 children with disabilities.

**Tamil Nadu:** Two libraries, one each in Kunandarkoil and Viralmalai block were provided with books which are of non-academic subjects.

### RPD Act 2016

#### Chapter 3 Section 16

The Government and the local authorities shall endeavour that all educational institutions funded or recognised by them provide inclusive education to the children with disabilities and towards that end shall:

- i. Admit them without discrimination** and provide education and opportunities for sports and recreation activities equally with others;
- ii. Make building, campus** and various facilities accessible;
- iii. Provide reasonable accommodation** according to individual's requirements;
- iv. Provide necessary support** individualized or otherwise in environments that maximize academic and social development consistent with the goal of full inclusion.



Child reporters meeting



Books being given to children for their library at Sadali school

# working with women

## Providing basic amenities

To provide a basic facility for women with disabilities, toilets were built in 78 households (25 in Siddlaghatta, Karnataka & 53 in Pudukottai District, TN) through women's groups in both states. In addition to Government support, ADD India made a contribution for each toilet. Family members contributed their labour for construction. The process brings on the challenges of ensuring that the toilets are used and maintained well.

## Forum for reflection and action

Women are encouraged to hold regular meetings to express their voices as well as collective strength. In Karnataka, meetings were held every week in groups of 11 women at a time with a total of 56 women. Domestic violence was the most frequently discussed topic. Identification of persons with mental illness was another initiative of the women. In 2016 -17, 63 persons were identified with varying degrees of mental illness who were referred to Richmond Fellowship Society for treatment.

30 women with disabilities participated in a one day workshop to analyse and arrive at a decision of what livelihood options they could pursue. Finally, training and setting up of livelihood activity in Ari embroidery emerged as the preferred option.

In Tamil Nadu, regular meetings were held to give awareness to pregnant women and general public on prevention of disabilities.

Palm leaf craft has been identified as a viable livelihood activity. They visited SHARE, an NGO in Vellore as an exposure visit. SHARE has offered to train the women of the federation on this activity.



Toilet built by women of ATDDT, Keeranur



Livelihood choices workshop, Siddlaghatta





# accessing entitlements

Even today in rural areas many persons with disabilities are not aware and are not able to access their entitlements from the Government. ADD India, through Disabled Peoples Organisations (DPOs) promoted by it, assists in accessing the various entitlements of persons with disabilities. This is an important activity that makes the DPO and the disabled persons more confident to become participatory members of the community. An estimate of the value of these schemes and benefits availed during the year is approximately Rs.2.5 lakhs.

Scheme	Karnataka	Tamilnadu
National I.D cards, Disability certificates, Welfare card	107	156
Bus pass	-	20
Scholarship	14	66
Aids and appliances	69	17
Tricycles and wheelchairs	55	15
Corrective surgery for children	5	-
Identification and referrals for mental illness	63	-
Tailoring machine, Livelihood support	7	16
Marriage assistance	-	2
Maintenance allowance (pension)	23	24
Land allotment	1	-
<b>Total</b>	<b>344</b>	<b>316</b>



Rupa's dreams come true with land allotment at Siddhalghatta

## RPD Act 2016

### Chapter 6 Section 32-(1)

All Government institutions of higher education and other higher education institutions receiving aid from the Government shall reserve not less than five per cent seats for persons with benchmark disabilities.

### Section 32-(2)

The persons with benchmark disabilities shall be given an upper age relaxation of five years for admission in institutions of higher education.

### Section 37

The appropriate Government and the local authorities shall make schemes in favour of persons with disabilities, to provide:

(a) **five per cent reservation** in allotment of **agricultural land and housing** in all relevant schemes and development programmes, with appropriate priority to women with disabilities;

(b) **five per cent reservation** in all poverty alleviation and various **developmental schemes** with priority to women with disabilities.

(c) **five per cent reservation** in allotment of land on concessional rate, where such land is to be used for the purpose of promoting **housing, shelter, setting up of occupation, business, enterprise, recreation centres and production centres.**



Wheel chairs given



After corrective surgery

A parent straps on calipers received

Therapy session





# working with DPOs and federations

## Direct intervention

ADD India has reached out to 3793 persons with different disabilities directly through DPOs in two locations:

- (1) Siddlaghatta block, Chikkaballapur district, Karnataka and
- (2) Kunandarkoil, Gandharvakottai and Viralimalai blocks, Pudukottai district, Tamil Nadu.

All the work, be it with children or women or accessing government schemes and benefits is carried out through the DPOs in these

locations. ADD India's field staff guide and handhold the DPOs in these activities.



DPO meeting in progress

**Tamil Nadu:** The federation Annai Theresa Disabled Development Trust (ATDDT) has over 3000 members. During the year 2016-17, ADD India encouraged the federation to work on issues that affect the larger community to benefit all people living in the area in addition to persons with disabilities. The eye camps organised by ATDDT with Aravind Eye Hospital are now open to the larger public. Aravind Eye Hospital, Madurai has certified ATDDT as the best organising partner in the district.

The federation mobilised persons with disability needing support to make use of the visit of District Disability Rehabilitation Officer to villages in a fully equipped van to offer services such as renewing disability ID card, giving information on prevention of disability and responding to queries from the villagers. 80 villages were visited by the officials in 2016-17 and each meeting was attended by about 30 PwDs.

ATDDT continued to assist its members to get loan from banks. The federation held two one-day workshops for livelihood skills. The resource person for one was a veterinary doctor and the other was about use of bio-fertilizers in farming. 80 members who own cattle and goats participated and got their doubts clarified.

ATDDT has certification under Section 80G of the Income Tax Act. They raised funds from local business houses for the event celebrating International Disability day.

**Karnataka:** At Siddlaghatta ADD India has taken three members from the federation (Swami Vivekananda Angavikalara Kshemabivruddhi Samsthe - SVAKS) on its rolls. One full time staff coordinator is deputed.

The three members follow up physiotherapy in weekly clinics, organise meetings of women in different villages, assist persons with disabilities to access their entitlements, organise children's camps and other events.

# Training of partner NGOs

## CBR Forum partners

ADD India is recognised as a training centre in south India for partners of CBR Forum since 2000. The present training is for eight partners in Thiruvallur district, Tamil Nadu and for six partners in Kalburgi District, Karnataka.

Through these partners, ADD India reaches out to 10,394 persons with disabilities who are members of 634 DPOs across 335 villages in two districts.

In November 2016 coordinators of Tamil Nadu partners were escorted in two groups on an exposure visit to Sanchar in West Bengal and Sadhana in Odisha. Both these organisations use the 'Lifting Barriers' tool and method to assist the child, in addition to therapy, by identifying and then removing barriers such as social circumstances, environment and attitude that limit its ability to function. This tool is effective for home-based rehabilitation. Each group visited the homes of children and observed the process and on return have initiated similar inputs in their field area. During the visit, the partners from Tamil Nadu were also able to share their expertise of DPO training with the hosts. It was a mutually beneficial exposure visit.



Sanchar Visit

### RPD Act 2016

#### Chapter 4 Section 19-(1)

The Government shall formulate schemes and programmes including provision of loans at concessional rates to facilitate and support employment of persons with disabilities especially for their vocational training and self-employment.

#### Chapter 4 Section 19-(2)

The schemes and programmes shall provide for -

- (a) inclusion of persons with disability in all mainstream formal and non-formal vocational and skill training schemes and programmes;
- (b) to ensure that a person with disability has adequate support and facilities to avail specific training;
- (c) exclusive skill training programmes for persons with disabilities with active links with the market, for those with developmental, intellectual, multiple disabilities and autism;
- (d) loans at concessional rates including that of microcredit;
- (e) marketing the products made by persons with disabilities;

#### Chapter 5 Section 25-(1)

The Government and the local authorities shall take necessary measures for persons with disabilities to provide:

- (a) free healthcare in the vicinity in rural area subject to such family income as may be notified;
- (b) barrier-free access in all parts of Government and private hospitals and other healthcare institutions and centres;
- (c) priority in attendance and treatment.



## Other partners and training

On the invitation of other NGOs, ADD India provides training for DPO leaders in different places.

**3 days** training was conducted every alternate month for DPOs of CSI, Kodaikanal. This organisation has now tied up with a local NGO working with women SHGs merging with them the groups of women with disabilities.

**1 day** training in Gauribidnur (October 2016), Karnataka on basic documentation required to be maintained by a taluk level federation.

**4 days** orientation was given on the structure of peoples collectives, roles and responsibilities and in book keeping in Gundlupet (November 2016), Karnataka.

**4 days** training to staff and employees of Prerana, an NGO in Siliguri, West Bengal. The participants were trained on doing a baseline survey as preparation to forming DPOs.

## Teachers training

ADD India is one of the training centres for the Karnataka State Open University. Special B.Ed classes on visual and hearing impairments were conducted in April and May 2016 for students of this university with an average of 60 students in each batch.

**1 week** of contact classes were conducted for these same students in July and August with field visit to institutions and interaction with visual and hearing impaired students.

The practical examinations were conducted by ADD India for three subjects of the Special B.Ed course - VI, HI, MR. More than 150 students took the exam. Later in March, we were invited for the paper valuation.

**1 day** training was given to teachers of the Governments - SSA programme with about 35 participants (October, November 2016).

In the first training programme inputs were given on Cerebral Palsy and the role of a teacher for a student with CP. The second was an orientation on the concept of disability and inclusive education.

On request from an NGO in Haveri District, ADD India also conducted a course on HI for students of the Diploma in Education (D.Ed - special education). The course was split into two sessions of three days each in January and March 2017.



DPO meet at Kodaikanal

### Disability Act 2016 Chapter 3 Section 17

The Government and the local authorities shall -

- (b) establish adequate number of teacher training institutions;
- (c) train and employ teachers, including teachers with disability who are qualified in sign language and Braille and also teachers who are trained in teaching children with intellectual disability;
- (d) train professionals and staff to support inclusive education at all levels of school education.



D.Ed teachers training

# management and governance

The activities are carried out by a core team of seven, led by the Executive Director. In addition, nine Community Based Rehabilitation (CBR) workers in Tamil Nadu and three CBR workers in Karnataka, at the federation level, are supported by ADD India. Altogether a total of 20 persons are actively engaged in the work of the organisation.

Senior Management Team consisting of Executive Director, Senior Programme Coordinators and Finance Officer, ensures programme management and implementation continued smoothly and has prepared the organisation with a second line of management.

## 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 August 6, 2016.

The members of the Governing Body are:

B. Venkatesh	Hon. President
Gururaghavendra C.E.	Hon. Secretary
R. Ramachandran	Hon. Treasurer
Nandini Ghosh	Member
Pravakar Sahoo	Member
Pruthviraj S Hegde	Member (term ended on August 19, 2017)
Thippanna C.C.	Member (term ended on August 19, 2017)

New members:

Lalitha Bhatti	Member (elected on August 19, 2017)
Meenakshi K.R	Member (elected on August 19, 2017)

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



## ADD India - Abridged Balance Sheet as on 31st March 2017

LIABILITIES	2017		2016	
	Rs. In Lakhs	%	Rs. In Lakhs	%
Funds	155.80	99.84	158.70	99.81
Sundry Creditors	0.25	0.16	0.30	0.19
<b>TOTAL</b>	<b>156.05</b>	<b>100</b>	<b>159.00</b>	<b>100.00</b>
<b>ASSETS</b>				
Fixed Assets	4.27	2.74	4.86	3.06
Current Assets and Loans & Adv	151.77	97.26	154.14	96.94
<b>TOTAL</b>	<b>156.05</b>	<b>100</b>	<b>159.00</b>	<b>100.00</b>

## Abridged Income and Expenditure Account for the year ended 31st March 2017

EXPENDITURE	2017		2016	
	Rs. In Lakhs	%	Rs. In Lakhs	%
Personnel Cost	11.84	33	25.87	46.21
Programme Cost	18.43	52	25.29	45.18
Administration Cost	4.73	13	4.01	7.16
Depreciation	0.59	2	0.81	1.45
Excess of Income over Expenditure		-		-
<b>TOTAL</b>	<b>35.60</b>	<b>100</b>	<b>55.98</b>	<b>100.00</b>
<b>INCOME</b>				
Grants received	28.19	67	29.50	52.69
Donations/Others	2.82	7	8.34	14.89
Interest from Banks.	8.07	19	14.20	25.37
Excess of Expenditure Over Income	2.90	7	3.95	7.05
<b>TOTAL</b>	<b>41.98</b>	<b>100</b>	<b>55.98</b>	<b>100.00</b>

### Significant Accounting Policies

#### 1. BASIS OF ACCOUNTING

All Income & Expenditure items having a material bearing on the financial statements are recognised on accrual basis.

#### 2. FIXED DEPOSITS

Interest on Fixed Deposits held with bank having a material bearing on the financial statements are recognised on cash basis.

#### 3. FIXED ASSETS

Fixed Assets are shown at Written Down Value. Depreciation is provided at the rate and manner specified U/s.32 of the Income- Tax Act, 1961

#### 4. DEPRECIATION

Depreciation has been charged to Income and Expenditure account as per the rates provided under Income Tax Act, 1961.

5. Accounts are drawn up in accordance with Accounting Standards to the extent applicable to the AOP/Trust.

**Note: Full audited statement of accounts available on request**

#### Our Statutory Auditors

M/s Rajagopal & Badrinarayanan  
Chartered Accountants  
25, Padmashree Mansion 2nd floor,  
1st Cross, Sampige road,  
Malleswaram, Bangalore-560003

#### Our Bankers:

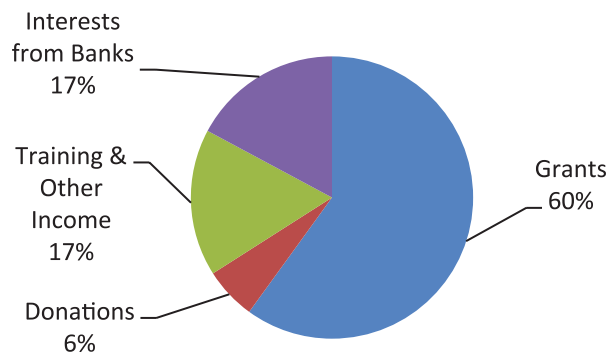
SBI, Overseas Branch, St Mark's  
road, Bangalore 560001  
SBI, Banashankari 2nd Stage,  
Bangalore 560070  
SBI, Main Branch Tiruchirapalli.

## FINANCE DURING 2016-17

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

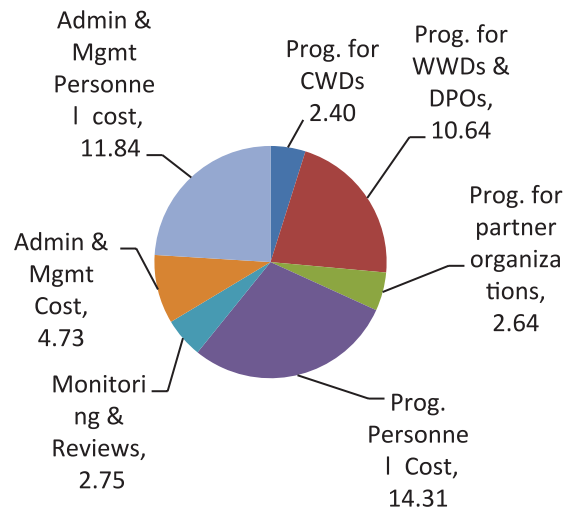
### Income in 2016-17

Income	Rs. In Lakhs	%
Grants received	28.19	60
Donations	2.82	6
Training & Other Income	7.92	17
Interest from Banks & Deposits	8.07	17
<b>Total</b>	<b>47.00</b>	<b>100</b>



### Programme wise expenditure in 2016-17

Expenditure	Rs. In Lakhs	%
Programmes for children with disabilities (CWDs)	2.40	4.87
Programmes for women with disabilities (WWDs), DPOs	10.64	21.57
Capacity Building of field staff of partner organizations	2.64	5.36
Personnel Cost for programme delivery	14.31	29.01
Monitoring, meetings, Reviews & Consultancy fee	2.75	5.58
Management and Administration Cost	4.73	9.59
Personnel cost for admin and Management	11.84	24.02
<b>Total</b>	<b>49.31</b>	<b>100.00</b>



Salaries Plus all Benefits (Rs.)	Men	Women	Total
5-10,000	0	1	1
10-15,000	0	1	1
15-25,000	1		1
Above 25,000	3	1	4
<b>Total</b>	<b>4</b>	<b>3</b>	<b>7</b>

Highest salary Rs.60,000/- to Executive Director and Lowest salary Rs.8,960/- to Office Assistant



# vision

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

# mission

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

# strategy

- to use CBR as a tool to deliver the promises of the CRPD by working at the policy and procedural level to ensure that persons with disabilities are including in all development schemes and programmes.
- to work with federations of persons with disabilities by facilitating and strengthening their capacity to advocate for their inclusion in society in all development activities.
- in partnership with other organizations by training their workers to undertake disability work with an inclusive approach and later supporting them in the field to implement programmes.
- by raising awareness in the community about disability and related issues to bring about a positive change in attitude towards persons with disabilities.

## An Appeal

For the year 2017-18, ADD India will continue focus of work on children and women with disabilities. The focus for women will be on livelihood and skill training. The financial need of these programmes for the year 2017 -18 is Rs 52 lakhs. We seek donations from the public for our work.

**All donations to ADD India receive 50% tax exemption under Section 80G of Income Tax Act. Online donations are welcome through our website: [www.addindia.org](http://www.addindia.org)**

**Bank account for donations from outside India:**  
Action on Disability and Development of India  
State Bank of India, Overseas Branch, Bangalore.  
Account No: 10605521036 IFSC: SBIN0006861

**Bank account for donations from India:**  
Action on Disability and Development of India  
State Bank of India, B.S.K. 2nd Stage Branch, Bangalore.  
Account No: 10031212325 IFSC: SBIN0006767



**ADD**  
**INDIA**