

ANNUAL REPORT (2018-2019)



Blind girl at Computer Training



Blind Youth at packaging training in a factory

BY: NAB SABITA SARADINDU BASU

CENTRE FOR BLIND WOMEN & DISABILITIES STUDIES
(A UNIT OF NATIONAL ASSOCIATION FOR THE BLIND, INDIA-MUMBAI)

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THE NAB INDIA CENTRE FOR BLIND WOMEN AND DISABILITY STUDIES

HOW IT STARTED

A UNIT OF NAB MUMBAI, THE NAB CENTRE FOR BLIND WOMEN & DISABILITIES STUDIES was formed in 2002 in New Delhi, following the findings of the study 'Status of Blind Women in India' conducted by Asian Blind Union, Ms. Anuradha Mohit (Presently Director, NIVH) and Ms. Shalini Khanna (Presently Hony. Secy., NAB Centre).

The Centre in Hauz Khas Enclave was based on the study and the 'Will' bequeathed by its kind donors Smt. and Shri. Saradindu Basu with their bungalow in Hauz Khas Enclave, New Delhi, to NAB INDIA. The Centre started in Oct 2002 with the help of a committee consisting the founder member, Ms. Devyani Sircar, then Hony. Secy. Genl. Dr. R.T. Vyas, then E.D Mr. Jaywant, Ms. Ela Mehta, Ms. Anuradha Mohit, the NAB Delhi President Sh. Jagdish Kapur and Ms. Shalini Khanna who was appointed the Asst. Director.

VISION

The **vision** of the committee was to change the status of blind women in India provide rehabilitation, training, education, guidance and dignity in the lives of thousands of visually impaired girls and women, thereby empowering them to come out of the dark corners of their double disability.

THE JOURNEY TILL HERE...

Trainings, Education & Employment Support: Over last sixteen years, the NAB India Centre has supported directly more than 900 total blind women beneficiaries, to access Higher Education, gain Employment and become self reliant, and rehabilitated them to not only find gainful careers but also set up homes with successful marriages for many.

Geographical Coverage: The blind women come to the centre from different States of the country like Bihar, Uttarakhand, M.P., U.P., Rajasthan, Haryana, Himachal Pradesh, Punjab, Jammu, Tripura, Manipur, Meghalaya, Sikkim, Arunachal Pradesh, Nagaland, Assam, and from the neighboring countries like Nepal.

Researches & Disability Studies: Since the centre has also increasingly focused on **Researches in the field of Disability to bring facts to light, after it became '**Centre for Blind Women & Disability Studies**', the job mapping studies and international projects.**

Another integral possession of a flat in Chitra Vihar, East Delhi has been extended by a living generous donor, **Mr. Bhatnagar** to NAB Centre for the welfare of more number of blind girl **from January 2013**. The centre is functioning as a 'Kamla Bhatnagar Employment and research Unit of the Centre'. It has a Working Women Hostel for blind girls, and has ongoing activities of Training in research & studies for blind girls and research and job mapping studies in the field of visual impairment in the field presently.

Community Based Rehabilitation & Outreach Programmes:

We started new projects of Community Based Rehabilitation and Outreach Programmes in 2015 by sending our resource persons in communities/hostel for blind in Delhi-NCR to train persons with blindness on the skills of computer and handicrafts.

We further collaborated with other organizations working at grass route levels for persons with disabilities other than blindness in the district of Balia-Uttar Pradesh, Baksar-Bihar and Maharashtra. Through this collaboration, we worked on self employment ventures for the economic empowerment of PWDs back in their communities. Also, NAB India Centre has been dedicatedly working on introducing skill building trainings for persons with blindness in these organizations as its main agenda.

Breast Cancer Detection training for blind women: In its efforts to open new employment opportunities for the blind women, this training was brought from Germany to India in the year 2017. The first batch passed out in 2018 and presently working with CK Birla Hospital and Fortis Hospital for manual breast check of women under the supervision of Doctors. The second batch of trained blind women are interning with Medanta Hospital and Tata Memorial Cancer Hospital, Mumbai.

NAB Centre looks back on its successes and trials with a sense of progress and accomplishment. It is today proud to bridge the gap between education and empowerment, trainings and employments, between schooling and actual rehabilitation for the visually impaired girls. Several success stories continue to abound and this annual report aptly encapsulates NAB'S memorable moments through the year!

Acknowledgements:

A very focused and committed group of volunteers, advisors and mentors work together with us to empower and awaken the visually impaired girls. The centre recognizes the efforts of its admirable dedicated team which works silently and tirelessly to change the lives of these girls, and helps to put them on a path of independence thereby building several success stories.

Not to forget our training partners of outreach programmes for their trust in our expertise and experience for the upliftment of persons with disabilities through contemporary skill building and life skill trainings. We thank them for collaborating with us to achieve the common goal of making the disabled population of the country as productive as like anybody else.

Our accomplishments, in the last sixteen years, would never have been possible without the ongoing support of our sponsors and donors through the Corporates, Trusts and Foundations as well as the Individual Donors.

The august Managing Committee of NAB India, Centre For Blind Women & Disability Studies is mention worthy under the guidance of which NAB Centre has been able to come so far. The members with diverse backgrounds and stature have been regularly bringing expertise, cooperation and harmony which have been a pillar of strength towards all our efforts.

Last but not the least, we thank our parent organization `NAB India, Mumbai for their cooperation and support for NAB India Centre.

We thank you all with our heartfelt gratitude for putting your faith in us and helping us achieve our goals. We also look forward to your continued support and involvement in the coming years approaching the next decade.

**MR. AJAI MALHOTRA
CHAIRMAN**

**MS. SHALINI KHANNA
HONY SECY.**

THE MANAGING COMMITTEE

<i>Mr. S.K. Singh</i>	<i>Hony. Secy. General, NAB (I)</i>
<i>Mr. Ajai Malhotra</i>	<i>Chairperson</i>
<i>Mr. Manjit Singh Sawhney</i>	<i>Vice-Chairperson</i>
<i>Genl. C.K. Kapur</i>	<i>Vice-Chairperson</i>
<i>Ms. Pamela Bhandari</i>	<i>Treasurer Member</i>
<i>Ms. Shalini Khanna</i>	<i>Hony. Secy.</i>
<i>Mr. Gobind Shahani</i>	<i>Member</i>
<i>Ms. Anita Goyal</i>	<i>Member</i>
<i>Mr. Ramesh Batra</i>	<i>Member</i>
<i>Mr. Bhupal Singh</i>	<i>Member</i>
<i>Ms. Sulochna Mansi Agarwal</i>	<i>Member</i>

I. MEDIA COVERAGE & VISIBILITY

1. Media Coverage:

- A short documentary on `Discovering Hands Project for `Breast cancer detection training for blind women was **aired on Radio city** on 22nd Oct highlighting the work of the certified blind Medical Tactile Examiners (MTEs).
- Around 11 girls of the centre gave an awareness building play at **Shiv Nadar School**, Gurugram on Feb 24 which was covered by local newspapers widely.
- 2 blind ex trainees working presently were invited by IIT, Delhi in their annual fest to share their success stories with the audience for awareness generation and motivation. The event was covered by the local media.

II.SUMMARY OF LIVES IMPACTED THROUGH VARIOUS PROGRAMMES DURING 2018-2019

1. Total Blind Beneficiaries Benefited & Impacted under Various Programmes:

Sr. No.	Particulars	No. Of Beneficiaries
1.	Trainings (Through Direct trainings+ outreach programmes)	70
2.	Employments	13
3.	Higher Education (admitted as regular students in under grad courses in colleges of Delhi University)	14
4.	Scholarships for Higher Education	36
5.	Support for School Education as private candidates (10 th & 12 th Grades)	
6.	Hostel Facility to the blind trainees	68
7.	Working Women Hostel Facility to working blind women	04
8.	Annual Talent Enhancement Programme- Ujjwala	140
9.	Provision of Disability Certificates	13
TOTAL		358

2. Total no. of Staff Impacted through Upgradation Programmes

Sr. No.	Particulars	No. Of Staff Members
1.	<i>`Prevention of Sexual Harassment at work place</i>	25
2.	<i>Customer Relationship Management (CRM) software</i>	01
3.	<i>Up scaling of existing trainings</i>	07
TOTAL		33

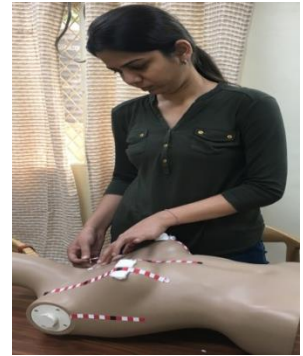
3. Total No. of Community Members Impacted through sensitization & Integration Programmes

Sr. No.	Particulars	No. of Participants	No. of Institutes/Corporates/Schools Sensitized
1.	<i>No. of Volunteers enrolled & worked under `Volunteer Management Programme</i>	377	-
2.	<i>No. of Institutes/ corporates/ organizations/ individuals associated as `sources of volunteers</i>		19
3.	<i>No. of people made aware on the skill of `Breast cancer detection by blind girls</i>	455	-
4.	<i>No. of School teachers and students sensitized about the field of visual impairment</i>	299	-
5.	<i>No. of Clients covered with `Japanese Medical Manual Therapy (JMMT) services by blind therapists</i>	181	
	TOTAL	1312	19

III. NEW INITIATIVES & DEVELOPMENTS ON PROJECTS INCLUDING INTERNATIONAL COLLABORATIONS DURING APRIL 2018-MARCH 2019

1. Discovering Hands (DH) Project:

A project brought by NAB India Centre from Germany in 2017 is a unique and distinct project in itself. It was founded by a German doctor-Dr.Frank Hoffmann.



- Under this project blind girls are trained to detect lumps/cysts or any other abnormalities in the breast using their highly sensitive tactile sense in their hands. Also, that this method of breast cancer detection by the blind girls is radiation free and extends comfort to a woman who is undergoing the breast check by another woman who cannot see.
- At the same time, the precious time of doctors is saved when MTEs assist doctor in the initial screening of breast for a patient.
- The whole procedure of breast check is documented by the blind MTE for each patient and a report is generated with all findings by the MTE with patient history, graphical presentation of findings for doctor's reference for further course of action.

a. Placements:



Blind Medical Tactile Examiners (MTEs) under Discovering Hands Project:

Out of 7 trained and certified MTEs in first batch under Discovering Hands Project above, 6 have been placed with Fortis & C K Birla Hospital. The certified MTEs are screening women breasts for any abnormalities under the supervision of doctors.

- b. **Start of new batch:** After arranging the placements for seven trained blind girls in the first batch, the new batch of 8 trainees has been started at the centre from May 2018. Presently,

4 of them are interning with Medanta Hospital, Gurugram and another 2 at Tata cancer memorial hospital, Mumbai.

c. Awareness Camps, Talks & Conferences regarding `Breast Cancer Detection by MTEs:

The same were done in order to create awareness in general public about this particular skill of blind women to detect breast cancer manually. The certified MTEs also screened and examined breasts under the supervision of doctors.



Month	Nature of Activity	Venue of Activity	No. of MTE's	No. of People Covered/Addressed
12th April 2019	Talk and Screening Camp	Oxigen	3	12
19 & 26th April 2019	Talks & Screening Camps	RBS	3 (both days)	20
7th October 2018	Field Visits	Vasant Kunj	1	Some blocks & parks
12th October	Awareness Talk	St. Stephens	2	30
13th October 2018	Field Visits	Vasant Kunj	1	Parks
14th October 2018	Field Visits	Vasant Kunj	1	Parks and some blocks
26th October 2018	Awareness Talk	Roseate House	1	25
27th and 28th October 2018	Field Visits			Some blocks
29th October 2018	Camp	Samarth Community, M-80; Gurgaon	2	3

30 th October 2018	Awareness Talk	Orient Craft, Gurgaon	1	40
1 st November 2018	Talk	IIT Delhi	1	20
2 nd November 2018	Conference	Hotel Visaya	2	gynecologists and other specialists
13 th -14 th November 2018	Screening Camp	Orient Craft, Gurgaon	4	61
29 th November 2018 -- 1 st December 2018	Screening Camp	NMPT Hospital, Mangalore	2	44
14 th December 2018	Camp	Pee Empro, Faridabad	4	24
20 th December 2018	Talk	C K Birla Hospital, Gurgaon	1	10
9 th January 2019	Talk	C K Birla hospital, Gurgaon	1	50
6 th February 2019	Talk	IBM	1	20
20 th February 2019	Talk	Kamla Nehru College	0	35
7 th March 2019	Screening Camp	Ishatvam, Sultanpur; New Delhi	2	12
8 th March 2019	Talks	Mc Kensey and Distant Frontier	1	25
13 th March 2019	Screening Camp	Gargi College	4	24
Total				455

d. Visits of cancer related and other organisations to see the breast cancer detection training at the centre:

- I. visit by executives from `Indian Cancer Society, Delhi
- II. visit by executives from `Yuvraj Cancer Camp including two gynecologists.
- III. Visits to the centre were done by JT Club, Some German visitors through a social venture `Open mind wellness travel and Rotary Club of Delhi Panchsheel etc.

Good feedback received for the technique.

e. Publicity & Visibility:

- **Hindustan Times** covered DH Project in October 2018.

- **DH Unit** was inaugurated **at Fortis hospital, Vasant Kunj** on Oct 11, 2018 and got media coverage.
- A short documentary on DH was **aired on Radio city** on 22ndOct highlighting the work of the MTE's.

2. Talking Hands (TH) Project:



Talking Hands was introduced in the year 2013 for the blind youth by NAB India Centre in India under the name `Japanese Medical Manual Therapy (JMMT).

- Considered a path breaking preventive therapy brought in India by the Special Needs Education School for the Visually Impaired (SNESVI), University of Tsukuba, Tokyo, Japan, in cooperation with NAB India Centre, New Delhi & National Institute for the Visually Handicapped, Dehradun for the training of blind population of the country to become JMMT therapists.
- The treatment is known to transform the quality of life from strenuous lifestyle, bad food habits, physical inactivity, wrong body posture and disturbed biological clock, by bringing balance to the nervous system.

a. Placements:



Mr. Sajad



Mr. Pramod

1. Mr. Sajad Ahmed Batt, a blind certified therapist was placed within ITC Grand Bharat Hotel in April 2018.
2. Another blind therapist, Mr. Pramod was placed in ITC Maurya Hotel in August 2018.

b. Description of JMMT Therapy given by blind therapists to the general public during the year:

Month	No. of patients treated	Conditions	Patients influx Vicinity
April 2018	18	<i>Cervical, sinus, headache, back pain, Migraine, Vertigo, Spinal Cord injury, Joints Pain, Slip Disk</i>	<i>Golf View Appt, Saket, Hauz Khas Enclave. Sarvodaya Enclave. Dwarka, Gurugram Munirka, IGNOU Campus</i>
May 2018	15		
June 2018	18		
July 2018	11		
August 2019	22		
Sep 2018	22		
October 2019	18		
November 2018	08		
December 2018	13		
January 2019	17		
February 2019	13		
March 2019	6		
TOTAL	181		

- On 17th January 2019, talking hands representatives were invited for a talk by Samarth organization. The audience present for the talk were of the age group above 40 -45 years.

1. NAB India Centre-Skill Set Council for Persons with Disabilities (SCPWD) pilot training project

The purpose of this assignment is to conduct end to end training thereby ensuring meaningful livelihood engagement of skilled persons with Visual Impairment. NAB India Centre chose three trades namely Customer care Executive, Asst Spa Therapist and Packer basis the fact that they had *market/ industry demand, were scalable* and would ensure *mainstreaming* of VI PwDs.

- The Centre's role had to be in mobilization and registration of candidates, providing training facilities, development of course curriculum as per QP/ NOS,
 - development of content, training of trainers,
 - ensuring quality training,
 - ensuring trainee data entry in the portal for SCPwD monitoring purpose,
 - ensuring assessment & certification of candidate, preparation for job readiness of candidates, ensuring placement and any other task that will ensure successful completion of pilot training programme.
- Till date the preparatory phase (that had the following components) has been completed.
1. Identification of Job Roles
 2. Alignment of QP/NOS
 3. Development of Curriculum & Content (Participant Handbook + Facilitator guide)
 4. Training of Trainers (Domain+ Platform+ Top Up) (dependent on the SSC's)
 5. Preparation of mobilization, counselling and identification of candidates
 6. Identification of training venues
 7. Setting up of infrastructure, lab and classroom

IV. JOB MAPPING STUDIES DURING 2018-2019

In its ongoing Endeavour to constantly break open new doors of employment and skill development in diverse industries for the visually impaired, the centre continues to undertake:

Job mapping exercise at various companies: *to explore feasible work options for the people with vision impairment. Given below is a list:*

Company	Details
Spark Minda Company, NOIDA	Nab India Centre conducted a job mapping at the Spark Minda factory at Greater Noida, manufacturing auto parts in September 2018. Various areas were observed and tasks were identified on manual work areas as well as on power press machines.
Pee Empro, Faridabad	Centre conducted a job mapping in the cafeteria of a garment export house to explore future placements for trained café girls in the company in the month of January 2019.

V. CENTRE'S REPRESENTATIONS DURING 2018-2019

Presentation at Automotive Skill Development Council:

The presentation was aimed at exposing the members of the industry to the capacities of people with visual impairment. It was well received by the audience.

VI. AWARENESS CUM SENSITIZATION PROGRAMMES DURING 2018-2019

- **A group discussion by Water Collaborative Council for Sanitation** on May 1, 2018, on `tactile menstruation system for trainers of NAB India Centre was held. The purpose was to train the trainers on the system for further education of the blind trainees on this subject.
- Dr. Dhariyal, Chief Commissioner-Disability and Ms. Swati Maliwal, Delhi Commission for Women visited the centre on May 19, 2018.
- `Adyaja-a working women hostel has extended their consent to make their admission policy inclusive and are now ready to take working women with disabilities on equality basis for accommodation facility. This was in response to a notification by Chief Commissioner of Disability followed by a complaint of discrimination by NAB India Centre.
- **Visit by SDA Senior Citizen's association:** 8-10 people from SDA Senior Citizen Association visited the centre on May 2, 2018, followed by three executives from JMMT Unit of the centre who organised a sensitization talk for other members of the group on May 17, 2018, in SDA area on the topic `Japanese Medical Manual Therapy by the blind therapists for the general public.
- **Access audit of metro station:** 2 blind staff members and 1 intern participated in an `Access Audit of AIIMS metro station conducted by another organization `Swayam on May 25, 2018 and at Sikandarpur Metro Station in January 2019.
- **`Pinkathon-a marathon for spreading awareness about the breast cancer:** 9 blind girls participated in `Pinkathon at Jawahar Lal Nehru Stadium: an initiative by renowned model `Mr. Milind Soman to spread awareness about breast cancer.
Attached pic with medal
- **Exposure visit of students to the centre:** for their sensitization about the field of visual impairment and methods of rehabilitation: A group of 20 **Rotractors from USA** on Nov 14 and around 277 students and 22 teachers from **Shri Ram School**, Gurugram during Dec 18-Feb 19.
- **Integration activity:** was organized between 20 LSR College students and centre's girls on Feb 18 at the centre with GK Quiz and Antakshri.
- **Awareness play:** Blind girls presented a play on capacities of visually impaired at IIT Delhi on March 3 as a part of their prominent festival.



VII. FUTURE PLANS/ LOOKING AHEAD FOR 2019-2020

1. To strengthen the Fund-Raising initiatives to start more new and innovative job oriented programmes for the blind for their economic empowerment.
2. To develop more partnerships in other cities of the country to expand the training programmes for the economic empowerment of more blind youth
3. To strengthen and innovate the `Mobilisation process to receive appropriate blind candidates for various training programmes.
4. To continuously strive for creating more employment opportunities and to promote the advocacy related to issues pertaining to visual impairment for sensitization of general public for main streaming of the blind.

VIII. TRAINING PROGRAMMES

The centre has developed training programmes for skill building & employability enhancement of both educated and uneducated blind girls coming to the centre: to provide greater job opportunities for them. However, along with VI Girls, now VI boys are also being taken for some training programmes:

A. JOB ORIENTED TRAININGS

1. CUSTOMER CARE EXECUTIVE (COMPUTER BASED) TRAINING
2. FRONT DESK /RECEPTION HANDLING TRAINING
3. HANDICRAFT & PACKAGING TRAINING
4. MASSAGE AND SPA TRAINING

B. ENTREPRENEURSHIP TRAININGS:

1. CAFÉ MANAGEMENT TRAINING
2. DETERGENT MAKING TRAINING

C. OTHER SHORT-TERM TRAININGS

1. LIFE SKILLS (BRAILLE, MOBILITY & HOME SCIENCE)
2. PERSONALITY DEVELOPMENT THROUGH SOCIAL SKILLS WORKSHOPS & EXPOSURE TRIPS
3. ADVENTURE SPORTS and,
4. SELF DEFENCE

1. CUSTOMER CARE EXECUTIVE (COMPUTER BASED) TRAINING

COURSES

1. Basic: 3 months- (MS Word, Internet & Scanning)

2. Advanced: 5-6 months- (MS Word, MS Excel, MS PowerPoint, Internet & Scanning, Hardware's, Customer care skills)

NO. OF BENEFICIARIES TRAINED –50 women in different batches

SUCCESS / EDUCATION & EMPLOYMENTS/ CAPACITY BUILDING:

- **Higher Education:** 14 blind girls of (April-June) 2018 batch got admission in first year of graduation in different colleges (LSR, Miranda House, Daulat Ram, Inderprasth, Shyama Prasad Mukherjee etc.) in June 2018
- **Employability Enhancement:** 18 blind girls were able to graduate to the advance level of computer learning for Jan 2019 batch for better employability.
- **Computer learning as life skill:** Around 8 uneducated and slow blind girls were imparted computer training as life skill during the year to induce an aspiration of learning English language, basic calculations and to attain some literacy to be able to enter into some vocation later.

Other important developments:

- The computer trainer was upgraded on `CRM Software in association with a Gurugram based call centre `Sarathee during 9-16 April.
- Trainees and staff from computer unit attended an inauguration programme for `Simply reading app at IHC on May 2.
- A workshop on `Android technology with talkback feature for the blind was organised by four visually impaired staff members for 30 blind trainees on June 7, 2017, at the centre.
- A series of workshops on `Digital literacy was conducted by `NAB-R.K. Puram for the trainees during August 2019 at the centre.
- A guest lecture on `Employer's expectation was organized at the centre for the awareness of computer trainees on September 2018. CEO-Sarathee, a Gurugram call centre conducted the same for them at the centre. Post this, an exposure visit of the trainees was organized at `Sarathee to witness different functions in a call centre.
- The computer trainer along with 5 trainees attended a workshop on the use of Indo NVDA, an open speech software at `Saksham on Dec 26.

2. HANDICRAFT TRAINING



The girls, who don't have the aptitude or interest to go for higher studies, are trained with skills of making candles, diyas, chocolate making, tokris, jewellery and other items to gain employment in export houses, or get into income generating work. On the completion of the training, when they are able to contribute towards production, they start getting **Stipends** too.

COURSES:

Packaging Training

1. **Basic:** 3 Months- (Manual Stitching, Paper Bag Making, Shagun Envelopes/Greeting Cards Making)

2. **Employability:** 3 Months- (Jewellery Making, Diya Work/Corporate Gifts & Packaging and Finishing of Products)

NO. OF BENEFICIARIES TRAINED – 45 women in different batches

SUCCESS: EMPLOYMENTS/STIPENDS/SALES OF HANDICRAFTS

- **Employments:** 6 blind boys got employments in packaging department of `Spark Minda
- **Stipends:** Around 30 were able to get stipends on regular basis by way of exhibitions/orders proceeds after the training
- **Orders of Products:** Delivered timely orders of Diwali Gifts and jewelery to High Net Worth individuals.
- **Exhibitions cum Sale:** Apart from this, the girls handle various exhibitions of their products in hotels, corporate, banks and colleges for sale. This also acts as training for their confidence building and improved marketing and negotiation skills while dealing with clients.
- **Sale cum Exhibition of handicrafts products** by blind women: Select City Walk Mall on Oct 28, St. Anthony School on Dec 16, At Pay You on Dec 20, IIT-Delhi on 2nd and 3rd March, Institute of Home Economics on 6th and 7th March received appreciation for the products made by blind girl trainees and good sales proceeds too.

- **Industry Exposure:** On 30th September, took 26 of our trainees and staff members to the Dharampal Satyapal Group, Okhla for an exposure trip. Exposure was given on Different departments that exist in a corporate and their roles, Working culture and environment of a corporate, Manufacturing area and process of manufacturing

3. MASSAGE AND SPA TRAINING –

This training was started in 2012. Healing with their hands, with a special focus: the vi boys and girls are trained to develop this special ability to conquer and heal pains-to bring relief to paining muscles. The centre has a tie up with ITC Maurya Hotel and Japanese Medical Manual Massage specialists to groom its trainees in a more professional manner once they finish their basic training at the centre.

Massages Offered: *Swedish, Thai, Deep Tissue, Sujok/ Acupressure and Reflexology.*

Curriculum Development: *The centre has developed the course curriculum for Spa and Massage Course with help of **America India Foundation**. The experts who have contributed to curriculum and pilot are faculty from Shehnaz Hussain, ITC Maurya Hotel etc.*

COURSE:

- 1. Basic:** *3 months - Relaxation massages, Grooming, Communication skills*
- 2. Advanced:** *6 months- Acupressure, on job/ Employment training, Exposure with Clients.*

NO. OF BENEFICIARIES TRAINED (TOTAL): 27



SUCCESS:

- **Massage services given by blind masseurs to the clients during the year**
- **The trained girls are working as free lancers and earning livelihood.**

NEW DEVELOPMENTS:

- **A trained blind girl was placed as a masseur in Bangalore based Corporate `PayU money**
- **Interviews with different spas were conducted for placements of massage trained girls**

4. FRONT DESK/ RECEPTION HANDLING TRAINING:

This training was started in 2006. Since, many visually impaired persons have a passion for communication work, this communication-based training is for increased employability of visually impaired people who have basic knowledge of computers.

The syllabus for this training has been facilitated by ITC Maurya Sheraton Hotel, New Delhi.

COURSE:

- *training in real work situations at the reception of the centre.*
- *Dealing with clients on the phone, inter department transfer of calls etc by handling EPABX System.*
- *Maintaining database of numbers and addresses, messages on the talking computer.*
- *Usage of assistive devices like voice recorders, talking calculators and Braille slates for independent work.*
- *Coordination for visit: volunteers, donors & visitors.*
- *Coordination with other networking partners.*
- *Writing Skills: How to create a bio-data, Job application, leave application, taking approval Writing formal mails, Report Writing, Presentation of report using PowerPoint slides, How to take/write minutes of the meeting.*

DURATION: 3 months

NO. OF BENEFICIARIES TRAINED – 10

SUCCESS:

- *Many girls have found placements in offices, Hospitals, Pathology Labs, NGO's and other Work places.*

B. ENTREPRENEURSHIP TRAININGS: (NEW)

1. CAFÉ MANAGEMENT TRAINING

This training was recently added in 2015 in order to develop entrepreneurship models for the blind who can cook independently as is evident from the success of home science training.

COURSE:

- Setting up of a cafe
- Arranging work stations in a blind friendly manner for max efficiency
- Effectiveness in executing orders
- Food safety standards
- Nutrition planning
- Grooming and hygiene
- *Communication Skills And client handling Problem handling abilities*
- *Prioritizing orders, time management and stress management*
- *Basics of accounts handling-daily and order specific*
- *Inventory management*

DURATION-3 MONTHS

NO. OF BENEFICIARIES-5

SUCCESS: THESE 5 BLIND GIRLS HAVE BEEN ABLE TO EARN STIPENDS FOR THEMSELVES THROUGH THIS TRAINING.

2.DETERGENT MAKING TRAINING:



During the year, around 19 blind boys and girls were trained on `Detergent Making Skill in Mirzapur, Uttar Pradesh and Delhi by the field staff under `Self Employment Project. Around 5 of them are continuing with the business of surf making successfully

a). Feedback Survey with trainees of self-employment Project in Balia, UP: Work was restarted in the villages of UP, with a survey in the Baliya district to follow up on the self-enterprise

training that had been given to VI people in the area. Success stories were identified, and those who had dropped out were reached out again to ensure that they are helped in picking up some trade again. The findings of the survey presented the following action points:

- I. Innovating solutions for totally accessible training- e.g. solutions for pouring and measuring hot liquids with the help from IIT, Delhi
- II. Innovating the quality of the detergent
- III. Telephonic guidance to the trainees on selling the product

IV. Connecting people with loaning organizations

b) Mobilization work for generating new candidates for self-employment training in Delhi-NCR & Buxar, Bihar: North West

- I. **Delhi:** A team from the Centre, including a trainer visited and held a half day session with around 40 visually impaired boys in another organisation `Rashtriya Pragya Drishti Sansthan to introduce the training and motivate them to join and learn how to start a trade. 26 of them were willing to try it out in the future.
- II. **Buxar, Bihar:** was also started in the Buxar area of Bihar, with a telephonic confirmation and a visit to the houses of people with visual impairment and other disabilities in and around the area. People were made aware of and motivated to learn a trading post which they would be helped in setting it up with the help of a loan.

c) Networking with National Handicapped Finance Development Corporation (NHFDC):

Efforts are being made to connect with the NHFDC to make it easier for people with visual impairment to procure loans and start up their enterprise.

d) Refresher Capacity building Session for blind entrepreneurs: half-day session was organized for 2 of the trainees, Manish and Saurabh who wanted to set up or expand the present work that they were doing in detergent making on following topics.

- I. workplace solutions
- II. innovative ideas that could be implemented to increase the effectiveness
- III. Project report making for applying for loan

C. OTHER IMPORTANT SHORT-TERM TRAININGS

1. LIFE SKILLS TRAINING

This training is imparted to around 40-50 blind girls in different batches every year in the following areas:

a. Mobility and orientation training – the girls are trained to become mobile and independent. They are also taught self defense techniques to enable them to move about freely anywhere, even by public transport.

NO. OF BENEFICIARIES TRAINED: 70

- A workshop on **‘Mobility based on sounds in the environment** which held everyone at the centre spellbound was the **Echo technology by Thomas Tajo**. The manner in which he could move about with the click of his tongue spoke volumes of the dexterity he had acquired in this technique.

b. Braille literacy – assists the visually impaired girls to access information and move a step ahead towards literacy.

NO. OF BENEFICIARIES TRAINED: 70

c. Home Management – training in housekeeping, shopping, cooking etc helps the girls to live an independent existence and thereby manage their homes successfully. This enhances their chances of getting married and build a life for them.

NO. OF BENEFICIARIES TRAINED:

- I. In Home Science:45**
- II. In housekeeping-45**

2. PERSONALITY DEVELOPMENT PROGRAMME is absolutely essential for the blind girls as grooming help them to gain confidence, and to adjust and integrate in the mainstream environment with dignity.

Physical grooming, dressing sense, table manners, social etiquettes and sex education workshops are conducted for the girls who come from backward areas and are not literate.

This training makes it easier for them to be accepted by the society when they go out for employment or exhibitions.

- To develop an overall pleasing personality the girls are trained and exposed to workshops in
- Communications skills which help them brush up their conversational English, build their public speaking capabilities, group discussions
- Grooming lessons are given along with practical training, coupled with various exposure trips to banks, post offices, restaurants, markets etc. The girls are taught the importance and need for good manners, personal hygiene and cleanliness, and dressing up with appropriate presentation skills.

- Workshops are held by experts on topics like beauty and skin care, reproductive health, career counseling
- Excursion/exposure trips are undertaken for exposure and recreation.
- Hobby classes are encouraged and held for the girls in music, singing, dancing, yoga and meditation which allows them to relax, express themselves freely, and be in a state of happiness.

WORKSHOPS held during the year –

- Physical Grooming Workshops
- Yoga & Meditation Workshops
- Communication Skills and Soft Skills Workshops
- Theatre & Music Workshops
- Dance Workshops

NO. OF BENEFICIARIES TRAINED - 45



3. ADVENTURE SPORTS:

This time, a group of around 32 blind girls and boys along with 20 escorts were taken to an amusement park `World of wonders, NOIDA on June 14, 2018. The girls had a full day of adventure on rides and water slides, had fun with rain dance and music and relished variety food.

The exposure trip left the girls with the new energy of self-confidence and esteem. We are thankful to all our donors for making this possible for the girls.

NO. OF BENEFICIARIES TRAINED - 32



4. SELF DEFENSE WORKSHOPS:

were conducted throughout the year

NO. OF BENEFICIARIES TRAINED –around 45

IX. SUCCESS STORIES

a. Employments/Internships:

- i. **Marufah Bano** has been placed as a `Masseur at a corporate `PayU Money in Bangalore from



June 2018.

A role model defying all barriers and limitations, Marufah hails from Jharkhand and belongs to a marginal farmers family. Never sent to any formal school for education or skill building till 18 years of age, Marufah was married to a visually impaired boy in 2017, and after three days of her marriage, she was admitted in the centre for learning cooking so that she could support to run her home.

This bright girl not only trained herself in necessary life skills of home science, mobility and Braille but also equipped herself quickly in the profession of `Spa and Massages without any formal education. A lot of effort was put on her grooming and communication skills as she did not even know proper Hindi language when she came from home. After finishing her training in `Spa and Massage in December 2017, she was taken as `On the job trainee to train in other girls in the same skill from January 2018-May 2018.

The girl had to strive and fight with her parents, in-laws and husband to convince them that she will be able to manage on her own her life and job even in another part of the country due to her skill building at the centre. Finally, with the centre's support, she was settled in Bangalore with accommodation near her workplace. Today, Marufah commutes independently and is managing herself well in the working women hostel. She is the bread earner of the family as the husband is still studying.

ii. Medical Tactile Examiners under Discovering Hands Project:



Out of 7 trained and certified MTEs under Discovering Hands Project above, 6 have been placed with Fortis & C K Birla.

iii. At Factory `Minda, Greater NOIDA:



The centre trained 6 people for a month at Spark Minda factory in Greater Noida after a job mapping study to identify the tasks on manual work areas as well as on power press machines. Post training, **6 were placed** on machines and packaging department. 5 out of 6 placed have sustained the employment.

Internships: 2 handicraft trainees of the centre Hevanta & Soni have been placed as Interns at Faridabad based export house (^PEEMPRO) from January 2019.

b. Success in higher education:

- Around 14 students of April 2016 batch successfully got admission in the first year of graduation in various colleges of Delhi University for a brighter future after their education in July 2019.
- Admissions took place in Miranda, Daulat Ram, and Inderprasth etc
- All these girls were successfully trained in different vocations to help them being independent in daily chores and studies through computers in three months of various training.

X. EXPOSURE VISITS & OTHER EVENTS FOR BLIND TRAINEES DURING THE YEAR



Table manners & cutlery usage

1. Grooming Workshops for the blind girls:

- i. April 1 and July 17, 2018: Introduction to `Grooming
- ii. April 20, 2018: Appropriate Summer Clothing
- iii. May 2, 2018: Signature learning by blind students
- iv. May 15 & June 5, 2018: Makeup
- v. June 13, 2018: Skincare by a dermatologist `Dr. (Mrs.) Sheila
- vi. June 26, 2018: Table manners and cutlery usage
- vii. Aug 7: Nails cutting & importance of under garments
- viii. August 16: Dress Sense & Accessories
- ix. Aug 26: How to sign with assistive device
- x. Sep 11: Toilet Hygiene
- xi. Oct 9 & January 8: Table manners & cutlery usage
- xii. January 29: Winter clothes & care

2. Reproductive Health Workshops:

IPAS, an organisation conducted a workshop on reproductive health and rights for blind girls at the centre on June 5, 2018 and Feb 11, 2019.

3. Musical Meditation: Relaxation with Music: 2 executives from an organisation Audio Ashram organise a musical relaxation workshop for 30 blind students and seven staff members on May 18, 2018, at the centre.

3. Story telling & writing: Ms. Shikha, an independent story writer organized a workshop on `Story writing and telling for the girls on Sep 20 at the centre.

4. Exposure visits:

- a. **Art Exhibition: On 13th October 2016, blind** students with four staff members visited
- b. tactile art exhibition in Hauz Khas Village, Delhi.
- c. **Screening of audio described movie `Sanju** by `Saksham at a cinema hall in CP: attended by 9 girls and 9 staff members.
- d. **Visit to Big Bazar, Vasant Kunj:** A group of blind girls were taken to big bazaar in order to orient them about shopping in malls etc on Dec 5. Big bazaar has started special services in order to provide easy and accessible shopping to persons with disabilities.
- e. **Musical Performance:** 6 students gave a musical performance at Concern India Foundation's annual event on Dec 20.
- f. **Visited Visual Art Gallery at IHC:** Students and 3 staff members on 23rd march 2019.

5. Alumni Meet & other celebrations:

- i. Teachers' day celebrations-5th Sep
- ii. Louis Braille day celebration: 3rd January
- iii. Alumni Meet at Panchsheel Club: 5th January
- iv. Republic Day Celebration & Flag hoisting: 25th January

1. Annual Festival cum talent enhancement programme `Ujjwala:



Theatre Extempore



Instrumental Music



Dance

NAB India Centre marked its 16th anniversary through its Annual Fest `Ujjwala on October 28, 2018 at its premises. Like every year, between 150-200 blind youth participated in fun filled games and competitions like Singing, Dance, radio tarka, theatre extempore to name a few. Around 40-50 volunteers from IIT, LSR College and St. Paul's school helped in organizing the event.

2. Volunteers Management Programme:

- We got support of around 377 volunteers from different walks of life during April 2018-March 2019

On an average, around 32 volunteers registered every month,

Volunteer Sources:

- **Institutes & Universities:** IIT Delhi, IIIT, Institute of Home Economics (IHE), Jagannath Institute of Management Studies, Christ University, Institute of Chartered Accountants' of India, NSIT, Ambedkar University, AMITY University
- **Colleges:** LSR, Kamla Nehru, Jesus & Mary, Mata Sundri
- **Schools:** St. Paul's, Shri Ram, Modern, Delhi Public School
- **Other individual professionals, house wives**

3. Annual Scholarship Programme:

With the kind help of donors, NAB Centre has been able to provide scholarships to its 36 girls studying in Delhi University during April 2018-March 2019. Girls were given either financial help or assistive devices (Daisy Players) Assistive devices to study) out of the fund.

4. Annual Integration activity for `Expedia Online Travel Company:



A visit was organized for the employees of Expedia and students of NAB India Centre to the monument-Qutub Minar on Sep 7, 2018. Each employee was assigned a blind buddy to whom the employee had to escort throughout and they had to made sure that the blind buddy should have proper knowledge about the monument after the visit. Both Expedia employees and girls had a wonderful time.

Our appreciations to all donors and volunteers to make this event enjoyable and successful for the blind youth.

5. Farm House Picnic:

As an annual signature of donors Aggarwal's, the students and staff enjoyed at the farm house with lovely food, fun filled games, DJ and prizes.

XII. FACILITIES

- 1. MICROSOFT CYBER CAFÉ FOR THE BLIND:** Computer training, access to Internet, scanning, printing and CD writing facilities for the visually impaired.
- 2. NAB Manthan MEDIA ART RESEARCH WING:** Theatre, Yoga and Fitness and Personality Development Workshops, Researches for the Blind.
- 3. ADOSH MEMORIAL LIBRARY FOR THE BLIND:** Books are made available from different libraries for the blind women to read on computer, in Braille and in audio. Facilities available to record, scan and edit books on demand. Availability of Assistive Aids & Appliances on demand such as: Talking Watches, Talking Calculators, Talking Thermometers, Braille Slates, Braille Papers, White Canes, Signature Guides, Blind Friendly Games. Library is equipped with talking computers, Braille printer, Prisma - the low vision device, books in print, e-text and Braille.
- 4. OORJA MASSAGE AND SPA UNIT** –In March 2012, the centre started training in therapeutic massages. Today the OORJA SPA is open to clients at the centre as well as is catering to home visits on demand, with 5 fully trained masseurs.
- 5. SERVICE OF VOLUNTEERS** is made available to students for studies Support for late blind and drop outs to resume studies through National Open School (NIOS), Central Board of Secondary Education (C.B.S.E.) as private candidates and through correspondence for graduate & post graduate level courses.
- 6. SCHOLARSHIPS/SPONSORSHIPS FOR THE NEEDY STUDENTS:** Sponsorships are provided for the needy and deserving blind students for higher education.
- 7. ROUND TABLE RECORDING LAB:** facilitating a no. of blind beneficiaries where they can get the recording done for their print books and other readable material both in audio and e text
- 8. MEDICAL CAMPS & General Health Services:** held at the centre periodically in association with Sharda Memorial Charitable Trust, Delhi Common Wealth Association's Medical Centre, Rotary South Metropolitan, Inner Wheel Clubs, Dr. Shroff's Eye Care Centre, Dr. Pushpa Chandra, Dr. Lathuria and other individual doctors.



Volunteer Service



Media Unit/ Studio



Hostel mess



Working Women Hostel

9. NAB DEVI WORKING WOMEN HOSTEL- interim hostel for those who have been employed after training in Hauz Khas Enclave and another named **NAB Kamla Bhatnagar Hostel** in Chitra Vihar, Delhi.

10. NEW NAB-J.C. DHAWAN HOSTEL BLOCK:- An increased & better accommodation facility for 30-35 blind girls on first floor in Hauz Khas with quality living, blind friendly infrastructure and nutritious food with home like environment under proper discipline. The hostel is equipped with well lighted & airy rooms, space for recreation, fridges, intercom, boilers, geezers, fans, coolers, TV with cable facility, exercise machines, etc. The unique feature is that the kitchen and hostel are self run by the blind girls with reasonable sighted help.

11. NAB CONSORTIUM GUEST HOUSE: for travelling executives engaged in blind welfare and other disabilities.

We are really thankful to all our donors providing monetary or in-kind donations to the centre with so much love and understanding for the upliftment of many blind girls every year.