



ANNUAL REPORT (2016 -2017)



Taj Hotel training blind girls on `Sandwiches **Blind therapist giving therapy to public for curing life style related conditions**

BY: NAB SABITA SARADINDU BASU

CENTRE FOR BLIND WOMEN & DISABILITIES STUDIES
m(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 ten years, the NAB India Centre has supported directly more than 750 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, Arunachal Pradesh, Nagaland, Assam, Sikkim 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 are glad to share with you that this year we have started new projects of Community Based Rehabilitation and Outreach Programmes 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 have 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 are working 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.

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 decade, 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. Bhaskar Mehta</i> | <i>President, NAB India</i> |
| <i>Mr. Ajai Malhotra</i> | <i>Chairperson</i> |
| <i>Genl. C.K. Kapur</i> | <i>Vice-Chairperson</i> |
| <i>Ms. Devyani Sarkar</i> | <i>Managing Trustee</i> |
| <i>Mr. S.K. Singh</i> | <i>Hony. Secy. Genl. NAB India</i> |
| <i>Ms. Shalini Khanna</i> | <i>Hony. Secy.</i> |
| <i>Mr. Gobind Shahani</i> | <i>Treasurer</i> |
| <i>Mr. Manjit Singh Sawhney</i> | <i>Member</i> |
| <i>Ms. Pamela Bhandari</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. AWARDS, RECOGNITIONS, MEDIA COVERAGE & VISIBILITY

1. Recognitions:

i. Invitation by Skill Set Council For Persons With Disabilities, Government of India:

Ms. Shalini Khanna being a part of Skill set council for PwDs joined the task force on making norms for training organisations to be affiliated with NSDC to train PwDs. **The same shall be followed by all organisations (govt. And private) in the country to train PwDs by connecting online on SMART portal of NSDC.**

ii. Invitation by IIT-Delhi:

Ms. Shalini Khanna was invited by Institute of Information Technology (IIT)-Delhi to be the Guest of Honor for a programme about `Self Entrepreneurship. A visually impaired entrepreneur `Ms. Tiffany Brar presented her success story to be a starter of a set up on January 20, 2017.

2. Media Coverage:

- i. DD1's crew shoots different activities of NAB India Centre on Jan 25, 2017. It shall be a part of sensitization and awareness building series to be telecasted by the channel under the name `Hunarbaaz from February 2017 countrywide.
- ii. 13 students presented a satirical play on Poor Governance under the name `Andher Nagri Chopat Raja at Shiv Nader school, Gurgaon on 5th February.2017. The same was covered by Times Of India.
- iii. Times Now covered blind girls of the centre on the theme of Patriotic song on the occasion of Independence Day:shoot took place on August 6 and was released too later by the channel (in association with ESHA Clabil, an NGO working for the blind).

3. Sports Medals:

11 blind students participated in different paralympic sports held at TyagRaj Stadium-Delhi from Feb6-Feb 8, 2017.

Achievements: 3 gold medals in different races and 1 silver medal in discus throw.

II. SUMMARY OF INTEGRAL DEVELOPMENTS DURING 2016-2017

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

| Sr. No. | Particulars | No. Of Beneficiaries |
|--------------|--|----------------------|
| 1. | Trainings (Through Direct trainings+outreach programmes) | 100 |
| 2. | Employments | 13 |
| 3. | Self Employments | 13 |
| 4. | Paid Internships | 04 |
| 4. | Higher Education (admitted as regular students in under grad courses in colleges of Delhi University) | 21 |
| 5. | Scholarships for Higher Education | 11 |
| 6. | Support for School Education as private candidates (10 th & 12 th Grades) | 06 |
| 7. | Hostel Facility to the blind trainees | 60 |
| 8. | Working Women Hostel Facility to working blind women | 05 |
| 9. | Annual Talent Enhancement Programme-Ujjwala | 125 |
| 9. | Provision of Disability Certificates | 37 |
| TOTAL | | 395 |

2. Total no. of Staff Impacted through Upgradation Programmes

| Sr. No. | Particulars | No. Of Staff Members |
|--------------|---|----------------------|
| 1. | Capacity building workshop on understanding and effectively implementing child protection policy by Sense India | 01 |
| 2. | Usage of Tailer Frame workshop to teach maths to the blind students | 07 |
| 3. | Omplate Making Workshop by Taj Mehal Hotel | 04 |
| 4. | Soft Skills & Team Building Workshop by corporate trainers | 07 |
| 5. | Soap Making training by Khadi Village Industries Council | 01 |
| 6. | Spices Making training by Khadi Village Industries Council | 01 |
| TOTAL | | 21 |

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

| Sr. No. | Particulars | No. of Participants |
|----------------|---|----------------------------|
| 1. | No. of Volunteers enrolled & worked under `Volunteer Management Programme | 346 |
| 2. | No. of Institutes/ corporates/ organizations/ individuals associated as `sources of volunteers | 12 |
| 3. | No. of Awareness/Sensitization Programmes conducted by NAB Centre | 19 |
| 4. | No. of Board members /Employees of Corporate/Funding Agencies and General Public Sensitized | 143 |
| 5. | No. of School teachers and students sensitized | 138 |
| 6. | No. of Clients covered with massage services by blind masseurs of NAB Centre | 13 |
| 7. | No. of clients given medical therapies by blind Japanese Medical Medical Therapy therapists | 500 |
| TOTAL | | 1185 |

III. NEW INITIATIVES DURING APRIL 2016-MARCH 2017

1. New Chapter on `Self Employment for The blind:

Awareness workshop on `Employments & Self Employments opportunities was organized for 15 blind boys and girls from slums and other hostels of Delhi-NCR from June 30 to July 2, `2016 at NAB Centre.

The same has been started in order to enhance the opportunities of income generation by the blind through their own self enterprises by Soap and Detergent Making. Presently, employment options for the blind are very limited and there are around 20 million blind people in the country.

2. Japanese Medical Manual Therapy (JMMT) Clinic:

On 16th August, 2016, Inauguration of JMMT Clinic (Talking Hands) at Umkal Hospital, Gurgaon Was done. The therapists of this therapy are blind youth trained rigorously for 2 years in India by a Japanese expert in this therapy to relieve life style diseases.

Exclusively to be run by trained blind JMMT Therapists. A very good response from general public has been received about this therapy by VI therapists.

3. Training in Hair Cuts

In its new endeavors of exploring more employment opportunities for VI, a new training in haircuts by the VI has been started at the centre from August 2016. The trainer has been registered as a record holder in `Limca Book of Records to have blind folded himself and successfully giving haircuts without seeing.

Out of 5 blind trainees, 2 have been able to learn basic hair cuts so far.

4. `Detergent Making Training: March, 2017

A livelihood generation workshop was held at the NAB Centre to train people with visual impairment on detergent making.

Besides theory and practical sessions on the detergent making, it also comprised of training in the kitchen- identification of the spices and lentils, boiling water and making tea; shop keeping and café managing, currency handling, mobility. Discussions were also done on entrepreneurship, cost and price of goods, door to door selling, and special sessions were held by Khadi Village & Industries Commission (KVIC), NHFDC and YES Bank.



Figure 1: Shop keeping training

5. `Soap making Training-March 2017

A self employment oriented training in `Soap Making workshop was held at the NAB Centre to train people with visual impairment on soap making. Theory and practical sessions were given along with relevant support training in the kitchen- chopping, identification of the spices and lentils, boiling water and making tea; shop keeping and café managing, currency handling, mobility.



Sessions were also conducted on entrepreneurship, cost and price of goods, understanding the customer and communicating with them by both in-house and guest faculty.

The trainees were also taken on exposure trips to the nearby markets to explore the kinds of soaps available and their pricing. On the last day of the workshop they were taken to a wholesalers' market to be able to know about how and where to buy their raw material on cheapest possible rates.

Figure 2: Pouring liquid soap into moulds



6. Symposium on employer sensitization



On 8th February a symposium on employer sensitization was conducted, together with American India Foundation, Noida Deaf Society and SNS Foundation.

- HR Heads from 56 companies participated in the Symposium.
- an eye opener for all the participants as VI (Visually impaired) and communication impaired people working in different sectors shared their experiences with the audience. They also showcased their working potential as an employee among all the employers.
- An esteemed panel of experts discussed on various topics related to difficulties faced by people with vision and communication impairment inside an organization.
- The discussions were quite fruitful as they gave an insight to all the executives present that people with disabilities can perform exceptionally well if given an opportunity and a few employers were also keen to hire people with different abilities.

IV. INTERNATIONAL PROJECT, RESEARCH & JOB MAPPING STUDIES DURING 2015-2016

A. International Project: Japanese Medical Manual Therapy (JMMT)-



The unique Medical Therapy offered by the Visually Impaired was well appreciated by public and clients. This successful training in the therapy opened up new avenues for talented VI therapists. ITC is now keen to recruit therapists who have been trained in JMMT in their wellness retreat unit. We anticipate a great venture ahead with other corporates too.

To spread awareness about it, NAB India Centre initiated workshops in corporates and societies.

| Date | Venue | No. of Clients |
|--------------|-----------------------------------|-----------------------|
| 16/08/2016 | Umkal Hospital, Gurgaon | 30 |
| 17/08/2016 | Oxigen HO, Gurgaon | 45 |
| 26/08/2016 | Oxigen HO2, Gurgaon | 39 |
| 23/09/2016 | Standard Chartered, Bank, Gurgaon | 40 |
| 24/09/2016 | Laburnum Society, Gurgaon | 15 |
| 25/11/2016 | ITC Grand Bharat, Manesar | 6 |
| 26/11/2016 | Sarvodaya Enclave, New Delhi | 30 |
| 05.01.17 | ITC Green & ITC Morya | 10 |
| 24.01.17 | Expedia, Gurgaon | 36 |
| TOTAL | | 250 |

B. Research Projects: 'Self Employment Opportunities for PWDs in rural India

SELF EMPLOYMENT BASED TRAINING IN VILLAGES OF BALIYA



Figure 3 Computer Training at Balia, UP

fine, sweet box making had some parts to be made blind friendly. A gauge has been designed to solve the problem and make the training and the trade feasible for them.



Figure 6: Detergent making

therapies, including massages, mud baths.

On 12th July, a visit was made to the project by Ms Nitasha Kachru along with Ms Shalini Khanna, our Hony Director, to observe the trainings for the new batch and add inputs to make the training even more blind friendly.

While the trainings on computers, braille, cooking and detergent

making were being carried out

Visits were also made to schools for children with hearing impairment and another one for children with visual impairment. Another Centre visited was one where children with moderate to severe orthopaedic impairments were being treated with the help of alternative



Figure 4: Shop keeping



Figure 5: Learning to cook

In t

C. Job Mapping Studies and efforts towards Exploration of employment avenues for VI:

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:

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

| Company | Details |
|---|--|
| Kailash Agarbatti | A job mapping study was done in and packing unit in Delhi and tasks identified for VI women. |
| Dharampal Satyapal | Food Processing units of DS group were visited to understand the challenges faced by already placed VI Candidates and progress of their work. |
| Pee Empro Exports | 3 staff members with 10 vi boys and girls trainees were taken to a garments export house `Pee Empro for industry exposure on 19 th January, 2017. Job mapping was undertaken simultaneously. |
| Sona Steering | <p>A team of trainers from NAB India Centre and SNS Foundation, jointly visited Sona Steering, a company manufacturing auto components at Gurgaon, to conduct a job mapping exercise in their workplace.</p> <ul style="list-style-type: none"> • There were some tasks which could be identified in the assembly line and in the packing department. <p>Observation: Possibility to employ VI people.</p> <p>The company HR head was also open to the idea of sending VI girls and boys on trial to identify so they could work in the office and the factory area.</p> |
| Job Fairt at Vocational Rehab Centre, Karkarduma | On 7 th September, Ms Nitasha Kachru visited the Job Fair conducted at VRC in East Delhi. It was a fruitful visit as new avenues for future networking with the institute emerged wherein NAB India Centre can play a role of a facilitator for the VRC to take on training for more candidates with VI in contemporary fields of work. |

V. CENTRE'S REPRESENTATIONS DURING 2016-2017

i. `Towards an inclusive society Event: Ms. Shalini Khanna (Hony. Secy.) And Ms Nitasha Kachru (Asst. Director) participated in a workshop under the theme- Towards an inclusive society organised by `Lemon Tree Hotel on 6th January, 2017.

b. Workshop by National Trust to chart a National Action Plan:

Hony. Secy. & Asst. Director attended a workshop by National Trust on 3rd February. The workshop aimed at collating a list of issues faced by organisations working in the disability sector to be able to address them while making plans for the country.

VI. AWARENESS CUM SENSITIZATION PROGRAMMES DURING 2016-2017

a. Safety Audits: 2 staff members and 3 blind students participated enthusiastically in Safety audit conducted by another NGO `Jagori on March 1 and May 9, 2016 at Hauz Khas & INA Metro stations respectively..

It was conducted in an inclusive manner to analyze various difficulties of environmental barriers and women safety with special focus on women with blindness while walking on roads, footpaths and interacting with other people.

b. Coke-Belmont University Visit: Around 25 participants from Belmont University, U.S. visited NAB Centre on May 12, 2016. The purpose of the visit was to understand the challenges of visual impairment and methods of rehabilitation by way of trainings and assistive devices. The visit was coordinated by AIF & Coke.

c. AIF Leadership Visit: The New President, Mr. Alex of American India Foundation Trust, U.S. along with country director India, AIF visited NAB India Centre to see the projects undertaken by NAB Centre for the upliftment of visually impaired girls.

The team, apart from the visiting various departments, went through some simulation exercises to understand the field of visual impairment better. **(Pic 5.c. attached).**

d. `Shram (Service) cum Exposure Day by/for `Expedia: Around 30 employees of Expedia beautifully gave service to NAB Centre towards cleaning of various departments on Sep 7, 2016. Simultaneously, they were given blind folded experience to walk on roads, cooking without looking, operating computers with speech software with monitors switched off, to name a few..

e. LSR-NAB Centre's girls meet: Was organized on Sep 17, 2016 at NAB Centre for exposure of both the segments for mutual learning by interactive activities like Group discussions on NSS-Colleges, GK Quiz and some team building exercises where students of LSR were blind folded to work with VI girls in a team.

A blind folded walk was also organized for LSR students on the day to experience the darkness and solutions to overcome it by mind mapping and with the use of white cane.

f. Spa Staa at Ashoka Hotel: A spa stall was organized by 3 staff members and 1 OJT at Ashoka hotel on 5th July 2016.

g. Awareness building of Residents Welfare Association Members: Blind girls made Residents Welfare Association (RWA), Chitra Vihar aware about visual impairment by sharing their success stories, demonstrative stalls on computer and massage and a motivational musical performance on August 15, 2016.

h. Sanitation Action Summit by Water Supply & Sanitation Collaborative Council (WSSCC) in Mumbai:

6 blind girls & 3 staff members from the centre participated in a 3 day `Sanitation Action Summit with the theme `Leave No One Behind` from 17th Nov to 19th Nov, 2016 in Mumbai. (Organized and sponsored by Water Supply & Sanitation Collaborative Council -WSSCC).

i. A Spa Workshop was held at Prakriti School, Noida on 26th November, 2016 by blind masseurs

j. `Walk for freedom Event: 6 blind girls, 4 staff Members and 1 volunteer participated in an event `Walk for freedom at India Gate on World Disability Day **i.e. Dec 3, 2016.**

k. Simulation activities for Rotaract Club: On 18th February 2017, 10 students from ROTRACT CLUB of Delhi College of economics visited centre and attended simulation exercises to understand the field of visual impairment and challenges.

l. Audio Visual: In a collaborative effort with `Open Mind travel company, NAB India Centre's team from Massage training and JMMT project participated in a audio visual to promote wellness aspects amongst foreigners coming to India for travel.

VII. FUTURE PLANS/ LOOKING AHEAD FOR 2017-2018

- 1. Development of more Enterprise trainings for income generation of VI in urban, semi urban and rural regions specially in Soap and Detergent Making**
- 2. Too start another medical based training in `Breast Cancer Detection by the blind women in India as a means for livelihoods.**
- 3. Strengthening Fund Raising efforts for long term sustainability**
- 4. Strengthening collaborations with different stake holders in order to reach large target audience of blind in the country.**

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. LONG TERM VOCATIONAL TRAININGS (6 MONTHS EACH)

1. COMPUTER TRAINING
2. HANDICRAFT TRAINING
3. MASSAGE AND SPA TRAINING

B. JOB ORIENTED TRAININGS

1. BANKING TRAINING-6 MONTHS
2. TRAINING IN RESEARCH & STUDIES-6 MONTHS
3. FRONT DESK /RECEPTION HANDLING TRAINING-3 MONTHS

C. ENTREPRENEURSHIP TRAININGS:

1. CANTEEN MANAGEMENT TRAINING-6 MONTHS
2. SHOP KEEPING 3 MONTHS

D. OTHER SHORT TERM TRAININGS

1. LIFE SKILLS
2. PERSONALITY DEVELOPMENT THROUGH SOCIAL SKILLS WORKSHOPS & EXPOSURE TRIPS
3. ADVENTURE SPORTS and,
4. SELF DEFENCE

A. LONG TERM VOCATIONAL TRAININGS: 6 MONTHS EACH

1. COMPUTER TRAINING

COURSES

1. **Basic:** 3 months-(MS Word, Internet & Scanning)
2. **Advanced:** 6 months-(MS Word, MS Excel, MS PowerPoint, Internet & Scanning, Hardware's)

NO. OF BENEFICIARIES TRAINED –52 women in different batches

SUCCESS / EDUCATION & EMPLOYMENTS/ CAPACITY BUILDING:

- **Higher Education:** 21 blind girls of (April-June) 2016 batch got admission in first year of graduation in different colleges (Miranda, Daulat Ram, Venkateshwar, Ramjas, Khalsa, Janki Devi Memorial and Inderprasth etc.) in June 2016.
- **Resuming of Studies:** Around 15 blind girls of (July-Dec) 2016 were capacitated to pursue higher education in colleges by way of computer training
- **Employability Enhancement:** 6 blind girls were able to graduate to the advance level of computer learning for Jan 2016 batch for better employability.
- **Computer learning as life skill:** Around 10 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.
- **Government recognized certification:**4 computer learners appeared for the prestigious DOEACC Certified CCC course in computer exam during the year.
- 2 students attended a workshop on Accessibility testing of softwares by enable india bangalore .

NEW DEVELOPMENTS:

- **Outreach Programme:** Computer training has been extended to another organization for the blind girls in Sant Nagar, Delhi. NAB India Centre appointed a computer teacher there and 8 blind girls have been trained so far due to this outreach model.
- A workshop on `Mobile Accessibility and benefits for VI was conducted by `Mr. Prashant Verma from DAISY on May 18, 2016 at the centre. Around 45 visually impaired boys and girls participated in the same.
- hallenge To The Teacher were provided with Hindi software for Computer learning.
- Students who had difficulty in working with computers were taught typing and file and folder management. Through their hard work and their trainer's initiations they were able to gain confidence in handling English software.
- Computer books Related To MS Word ,MS Excel Accessing The Internet ETC Were Provided in the form of audio, Braille and e-text in the Library.
- Students advanced from working with Office 3 to Office 7.

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:

- 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)
- 3. Advanced:** 1 Month- (Candle Making, Chocolate Making)

NO. OF BENEFICIARIES TRAINED – 46 women in different batches

SUCCESS: EMPLOYMENTS/STIPENDS/SALES OF HANDICRAFTS

- **Employments:** 5 blind girls and boys got employments in packaging departments of exports houses.
- **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 jewellery to a company 'LPTI Pvt. Ltd, Taj Man Singh Hotel and for other individuals etc.
- **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.

| S No. | DATES | COMPANY | LOCATION |
|--------------|--------------|---|-----------------|
| 1 | 8.10.16 | Mayfair garden | Delhi |
| 2 | 16.10.16 | Institute Of Information Technology (IIT) | DELHI |
| 3 | 23.10.16 | Dlf,cyber city | gurgaon |
| 4 | 24.10.16 | NAB India Centre | Hauz khas |
| 5 | 25.10.16 | Leela hotel | gurgaon |
| 6 | 26.10.16 | Leela hotel | gurgaon |
| 7 | 27.10.16 | Gargi college | Delhi |
| 8 | 28.10.16 | Oxgien company | gurgaon |
| 9 | 8.3.17 | Institute home of economic | delhi |
| | | | |

NEW DEVELOPMENTS:

- **Outreach Programme:** Outreach programme has been started at Faridabad to train more number of blind boys and girls in the skill of Handicrafts with a view to their employments in factories and export houses.
- **New Product Range:** The product range of handicraft unit has new addition of innovative paper products like jewellery boxes, pen holders, Braille carry bags made of paper,
- **Upgradation of trainer:** The handicraft teacher was upgraded on the process of Soap making from Khadi Village Industries Council during Dec 2016.

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 Hottel 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 a Gurgaon based Corporate `PayU money**
- **Interviews with different spas were conducted for placements of massage trained girls viz, Dhanwantari Spa-NOIDA, Beauty Saloons in Gaziabad, etc.**

B. JOB ORIENTED LONG TERM & SHORT TERM TRAININGS

1. BANKING TRAINING (LONG TERM-6 MONTHS)-NEW

This training has been started from October 2015 with an objective to empower blind persons to clear banks exams for more employment generation in government sector. These classes has more relevance as most blind students leave maths and science subjects after 8th classes either due to lack of teachers and infrastructure for these subjects or exemption available to blind students.

NO. OF BENEFICIARIES: 8

SUCCESS:

- *Out of 8 trained, 4 have been able to get through bank clerical A PO EXAM.*

2. TRAINING IN RESEARCH & STUDIES (LONG TERM-6 MONTHS)

This training has been started in 2014, a recent phenomenon, in Chitra Vihar unit of NAB India Centre to empower blind girls with right kind of aptitude for researches and studies. Due to its focused nature, in the last year, 2 blind girls have been trained on this.

COURSE: The training involves:

- *Primary/ Secondary research*
- *Development of formats, Data Collection*
- *Methods: internet, Interviews, Group discussions,*
- *Networking, Field visits including communities*
- *Analysis*
- *Report writing*
- *Facts **validation & presentation***

Besides the above, the candidates also assist in carrying out employment based calling and job mappings in various industries, interviewing suitable candidates and facilitating in final employments.

Duration: 6 Months

NO. OF BENEFICIARIES TRAINED –2

SUCCESS: *Out of the trained 2, 1 has cleared Bank PO exam and another one was working as a research associate on rural training project.*

3. FRONT DESK/ RECEPTION HANDLING TRAINING: (SHORT TERM-3 MONTHS)

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 approvals ,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 – 9

SUCCESS:

- *Many girls have found placements in offices, Hospitals, Pathology Labs, NGO's and other*
- *Work places.*
- *A trained girl `Hasiba got internship with a travel company `Tech Mahindra for 1 month after training on reception at the centre.*

C. ENTREPRENEURSHIP TRAININGS: (NEW)

1. CANTEEN 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

5 blind students and 4 staff members attended a workshop on `Omelet Making by Taj Chef-Mr. Arun and team on May 19, 2016 at the centre.

2. SHOP KEEPING TRAINING:

Recently started in January 2016 with two blind and slow learners in order to make them and many like them economically independent by training them in shop keeping the training is in its infancy stage. The girls have been taught identification of demand, ensuring timely supplies, arranging saleable articles, marketing of products, customer handling, currency handling, stock handling etc.

DURATION-3 MONTHS

NO. OF BENEFICIARIES-12

SUCCESS:

One multiply trained blind girl has been helped to set up a shop after a training of 3 months, at her home. The proceeds started coming from July 2016.

D. 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: 46

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

NO. OF BENEFICIARIES TRAINED: 32

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:49**
- II. In housekeeping-49**

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 - 52

3. ADVENTURE SPORTS:

A group of around 35 blind girls and 10 escorts were taken for adventure sports to `Fun n Food Amusement park, Gurgaon on June 15, 2016. The whole day activity was designed for overall confidence building of the girls by exposing them to various water slides and adventurous rides.

NO. OF BENEFICIARIES TRAINED - 35

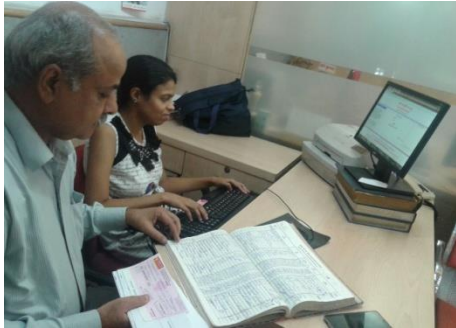
4. SELF DEFENSE WORKSHOP: *were conducted throughout the year*

NO. OF BENEFICIARIES TRAINED –around 52

VIII. SUCCESS STORIES

a. Employments/Internships:

Pooja Chopra who got job in the Union Bank of India in Delhi recently.



Pooja at work in the Union Bank
IN THE PRIVATE SECTOR

1. One of our interns, Ritu Jain, a multiply challenged girl joined Expedia, a **travel & tourism company** based at Gurgaon to work as an OJT for a few months starting July 2016. We are thankful to **Expedia** for this opportunity to her for skill building.
2. Two of the handicraft trainees, Saheb and Amit got placement at a garment export house, Pee Empro at Faridabad. Pictures of both are below.
3. Farida got internship: is learning skills of packing, order taking and delegating it to the cooks at a tiffin services unit, Tiffin Kaku.



Ritu at Expedia on the reception

3



Farida packing rice in the tiffin

blind girls-Dipti,
Kamlesh and



Amit at `Peempro



Saheb on layering at Peempro

Prema were placed in a **travel & tourism company, Khaas** in East Delhi after their employability training with them as Tele Marketing Executives..

Dipti, Kamlesh & Prema placed as executives at `Khas

b. Success in Higher Education:

- *Around 21 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 2016.*
- *Admissions took place in Miranda, Daulat Ram, Venkateshwar, Ramjas, Khalsa, Janki Devi Memorial 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 rigorous training.*

IX. EXPOSURE VISITS & OTHER EVENTS FOR BLIND TRAINEES

1. Grooming Workshops for the blind girls:

During (May-Sep) 2016:

-Make-up workshop on 4th May, Footwear & Accessories on 11th May, Financial Literacy on 18th May, Table Etiquettes on 25th May, Bed & Cupboard Setting during June 2016.

(July-Sep) 2016: Dress Sense, Make up and Grooming, Assistive devices for daily living and practical application, Skin and Hair Care, How to sign with the signature guide

2. General Knowledge Workshops: Weekly G.K workshop for the students were organized with the help of employees as volunteers from Times of India during April-May, 2016 on the topics like Pollution, Media, Economy and Environment

3. Reproductive Health & Dental Hygiene Workshops:

a. A workshop on `Reproductive Health & Rights was organized by experts on Reproductive System from an organization IPAS, Delhi for the students on April 29, 2016.

b. In August 2016, in collaboration with ESHA Clabil for the blind, executives from WSSCC held a consultation discussion with blind girls on the subject `Challenges in Menstruation Management and hygiene. to develop inclusive modules on the subject ...August 2016.

c. 30 Students along with 2 staff members attended a workshop on `Dental Hygiene conducted by a dentist on 16th May, 2016 in the centre.

4. Yoga & Dance Workshops:

a. A 5 days long Yoga workshops were being conducted for 30 blind students from May 24-May 28, 2016 at the centre by `Shivananda Yoga expert Ms. Saudamini Chandra.

b. Weekly Dance workshops for the girls were conducted by a trained expert volunteer from the dance academy `The Danceworx of Mr. Ashley Lobo from April to June, 2016

5. Limca Book of Records Event: 10 students and 3 staff members attended an event of `Limca book of records on the invitation of AIF at India Habitat Centre on April 14, 2016,. The event was organized to recognize PWDs making difference in different fields.

6. Musical Performance: 5 blind girls gave a motivational musical performance at IIT-NSS freshers programme on August 9, 2016 at IIT Delhi.

7. 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

8. Art Exhibition: On 13th October 2016, blind students with four staff members visited tactile art exhibition in Hauz Khas Village, Delhi.

9. Career Building Workshop: 4 blind trainees attended a 3 days certified workshop **‘Career Building** at Faridabad from 5th to 7th November 2016 in collaboration with Enable India. The purpose of the workshop was to make the people with disabilities aware of the job opportunities and technical devices.

10. Graduation Ceremony: On 14th November 2016, 15 students & 5 staff members participated in **AIF Graduation Ceremony**: was held in Welfare Centre for Persons with Speech and Hearing Impairment- Chandan Nagar, Gurgaon.

11. Musical Performance at DCWA: 7 students gave a **musical performance** as a part of an event organized by Delhi Common Wealth Association (DCWA), Zamrudpur, Delhi on 17th Nov, 2016.

12. Android Accessibility Workshop: On **23rd December 2016**, students attended the Android Phone Accessibility Workshop at the centre.

13. Annual Picnic at a farm house: All the VI girls and the staff enjoyed a day of fun and frolic with an annual picnic (organized at a farm house by a donor) on 10th Jan 2017. Students participated in fun filled events like races, Musical chair etc and won prizes. (Pic 4.h attached)

14. Talk by a blind entrepreneur: Around 13 staff members and vi girls attended a talk by `Ms. Tiffany Brar a visually impaired Entrepreneur where she shared her success story of being a self starter at IIT, Delhi on January 20, 2017.

15. Visit to Army Cantonment: 22 VI girls and 4 staff members visited Army Cantt. Area on Jan 23, 2017. on the invitation by `Volunteers for the blind. The vi girls could touch and experience the arms and ammunition by the armed forces during country wars.

16. Public Speaking Workshop: Around 12 `on the job trainees’ organized and presented a programme on `Public Speaking on various social issues on Jan 25, 2017. The group also presented a short play on `Dowry System and Women Empowerment on the same day.

17. Braille Atlas Event: Around 10 students and 5 staff members attended `Braille Atlas Inaugural event at Indian Science Centre, Delhi on 10th Feb, 2017.

18. Stress Management Workshop: A workshop on stress management was conducted by a Psychology Studying student volunteer for the girls at the centre On 14th march, 2017.

X. IMPORTANT SERVICES

1. Volunteers Management Programme:

- *We got support of around 326 volunteers from different walks of life during April 2016-March 2017*

On an average, Around 40 volunteers registered every month,

Volunteer Sources:

- *IIT Delhi, Institute of Home Economics (IHE), NIFT, Jamia Milia Islamia University, IGNOU etc*
- *Colleges: LSR, Kamla Nehru, Jesus & Mary, Shaheed Bhagat Singh*
- *Schools: St. Paul's, Shri Ram, Modern, Mother's International, Sanskriti*
- *Taj Hotel, Expedia, Coke, Times Of India*
- *Other individual professionals, house wives*

1. Scholarship Programme:

With the kind help of donors, NAB Centre has been able to provide scholarships to its 11 girls studying in Delhi University, JNU, TISS etc during April 2016-March 2017..

2. Annual Festival cum talent enhancement programme `Ujjwala:

After a preparation of around one month, the 14th anniversary of the centre was celebrated in terms of annual festival `Ujjwala-a blind woman's world of light on October 16, 2016 at IIT, Delhi.

The festival is organized every year to give a platform of fun, entertainment and creativity to the blind youth from Delhi & NCR. This year's attractive competitions for VI were:

- *Theatrical fashion show by visually impaired as main attraction*
- *Singing*
- *Theatre Extempore*
- *Dance*
- *Instrumental Music*

Around 125 blind boys and girls participated, around 40 volunteers worked & around 500 community members were sensitized.

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

XI. 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.

XIII. LIST OF OUR MAJOR DONORS (CASH & CHEQUE)-APR 2016 to MAR 2017

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.

DONORS FOR APRIL 2016 TO MARCH 2017 (Rs. 50, 000 & above)

| <i>Individuals</i> | <i>Institutions</i> |
|------------------------------|--|
| Mr. Adarsh R. Goyal | American India Foundation Trust |
| Mr. Gobind T. Shahani | Bejewelled India Pvt. |
| Ms. Nalini Sehgal | Expedia Online Travel Services |
| Ms. Pamela Bhandari | G S Ahuja & Associates |
| Mr. Sunil Nigam | Indira & Jai Foundation |
| Mr. Surrinder Sethi | LRG Foundation |
| Ms. Veena Malhotra | Norisys Technology Limited |
| Mr. Vipin Sondhi | Rotary South Metropolitan Trust |

XIV. RECEIPTS & PAYMENTS STATEMENT FOR APRIL 2015-MARCH 2016

XV. Please refer annexure i