



ANNUAL REPORT 2017-18

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Highlights of the Year



2 PWIDDs placed by Seva-in-Action are working in Star Bazaar (retail), Koramangala, Bengaluru.

Ruma Banerjee represents SiA in the First meeting of Central Advisory Board of Disabilities (**CABD**), New Delhi as a NGO member to provide suggestions.



Ruma Banerjee & Manjula Nanjundaiah from SiA visited 'Selam fire' School in Akaki, Ethiopia on part of the international IE consultancy with DDIA



Demonstration by the teacher on the learning resource created in her group as part of Piloting Resource Booklets with regular teachers from Ramanagara Block conducted by SiA with RVEC team



Students with different disabilities taken part in PRELIMS and Finals conducted by SiA as part of the Quizabled event.



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Foreword

Seva-in-Action's journey of 33 years has been aimed at enabling and empowering persons with disability to be a part of the inclusive growth and development of the society. India has been working towards the goal of inclusive development over the last few years and has developed various policies and schemes in different sectors such as health, education, skill development, livelihood, etc. to achieve its goal. Much progress has already been made to create inclusive spaces for persons with disability, by the government and NGO sector in education, skill development & employment for all disabilities. However, one group that has been left behind are those with intellectual and developmental disabilities. The major challenge is adults with intellectual disabilities do not have appropriate opportunities to acquire relevant pre-vocational and vocational skills which creates disadvantages for seeking jobs. The attitudes and mind sets of the society, parents, specialists and employers add to the challenges. Experience from field and evidence shows that, with the right training, support in the workplace as required, and the right opportunities, and with a supportive ecosystem they can make valued contributions in the workplace and lead a dignified life in the society. This year SiA's focus was on developing a model for skill development and wage employment opportunities showcasing this category of disabled persons can work in the wage employment sector provided appropriate opportunities for skill development is developed and provided.

The organization's philosophy and practice of inclusion in education and employment enabled us to contribute towards national planning of the scheme for intellectual and developmental disabilities of MSJE, GOI and for the courses in inclusive education. We were a part of the working committee for developing the framework as a part of the "Inclusive India Initiative" of MSJ&E & National Trust – with the objective of providing comprehensive services through education, skill development, early intervention and employment opportunities for intellectual and developmental disabilities to participate in education, skill development and employment opportunities as citizens with equal rights. RCI nominated us for IE committee to develop Inclusive education courses for special educators to implement inclusive practices.

The inclusive learning resources developed for DSERT and UNICEF project was field tested in Ramanagar government school specifically for inclusion of children with disabilities and assisting teachers for developing inclusive teaching and learning at class room level.

Our visit to Ethiopia this year was with **"Deaf Development & Information Association(DDIA)" in collaboration with** Disability and Development partners of UK for supporting them in adaptation of in adapting the school curriculum in sign language and resource person to the conference.

This year Quizabled the signature event of SiA was conducted in two days with prelims in five zones of Bangalore in partnership with special schools followed by the final event, with Cricketer Srinath & Kannada Film Actor Mohan as the chief guests for the final event it was an inspiration and motivation for the children.

SiA takes this opportunity to convey our sincere thanks to our funding agency National Trust MSJ&E GOI, LTI Bengaluru for funding QUIZABLED. Our special thanks to Mr Jamshed Daboo, CEO Star Bazaar for providing internship and placement of 2 PWID in Star Bazaar, Koramangla and all our well wishers who provided us with the support in our journey to achieve the mission. One of the key factors for the organization growth is the motivation and enthusiasm of the SiA team to explore innovative ways of developing services and promoting inclusion and providing opportunities in different spheres of life for person with disability.

Ruma Banerjee
Executive Chairperson

YEAR AT A GLANCE

Inclusion in open Wage employment for Adults with Intellectual disabilities : New initiative of skill development and placement of PWIDDs in retail in collaboration with Star Bazaar and support from All Ladies League Bangalore.

Developing a Frame Work for inclusion of Intellectual & Developmental Disabilities (PWIDDs) in mainstream development programmes of GOI. Ruma Banerjee was appointed as a working committee member to develop the frame work for the scheme for PWIDDs for MSJ&E.

First meeting of Central Advisory Board of Disabilities (CABD) to implement the RPwD Act 2016 was held in Delhi February 2018. Ruma Banerjee from Seva-in-Action participated in that meeting as the NGO member to provide suggestions.

Nominated and participated in the General Council Meeting of Rehabilitation Council of India MSJE,GOI.

Expansion of SiA's International IE consultancy to another NGO "Deaf Development & Information Association(DDIA)" in Ethiopia. Ruma Banerjee & Manjula Nanjundaiah provided IE consultancy services to the Deaf Development and Information Association in Addis Ababa, in their "Improving education for the Deaf and hard of hearing in Ethiopia" project on invitation by the Disability & Development Partner(DDP), UK.

Piloting Resource Booklets with Regular Teachers in Ramanagara Block: Resource booklets were piloted in Ramnagara Block through training regular School teachers in creating learning resources for inclusion of teaching CWDs, classroom observation of application and taking their feedback for improving the resources. The workshops were organized in collaboration with RV Education Consortium team to give demonstration classes on facilitating learning with school children, creation of resources and using by teachers in their classrooms.

Mission 1000 Campaign

Enable India with DNA launched Mission 1000 (1000 opportunities. 1000 lives. 1000 days) on Aug 4, 2017 along with 25+ Company Leaders, 55+ NGO Leaders including Seva-in-Action and 23 Leaders from Various Associations. Company Leaders (CEOs/VPs/MDs) to create an ecosystem of companies along with NGOs and other stakeholders for the Livelihoods of Developmental, Severe and Multiple Disabilities.

Play therapy

Facilitators from Play Therapy International organised 6 weeks of play therapy sessions from 19th Feb'18 to 30th March'18 for the students of Seva-in-Action. The objective was structured, planned and designed play activities to match the individual abilities and helping them work towards fulfilling therapeutic objectives and needs, through music therapy, art therapy, dance and movement therapy and relaxation time to help them connect with their inner self.

THE QUIZABLED 2017 - Knowledge for All - Special Quiz for children with disabilities

The QUIZABLED is a distinctive annual quiz program, organised exclusively for children with disabilities by Seva-in-Action (SiA) and powered by LTI Bengaluru with support from 4 Edge Quizzing Solutions for the past two years to celebrate International Day of Persons with Disabilities. In order to reach out to more number of children under QUIZABLED, this year the PRELIMS was organised in 7 Nodal centres division wise across Bengaluru and totally 347 children with disabilities participated in the prelims and totally 168 differently abled children & adults participated in the final quiz.

One day workshop on 'The Power of Roles': An orientation to Social Role Valorization(SRV) was organized by Keystone Institute India (KII), New Delhi and Seva-in-Action as one of the course partners in Bengaluru with the objective of introducing participants to the Principles of Social Role Valorization.

One day workshop on 'Real Work, Real Lives, and Real Contribution: An exploration of what "works" in supported employment for people with developmental disabilities' was organized by Keystone Institute India & The Hans Foundation, New Delhi with Seva-in-Action as one of the partners on Supported Employment. The objective of the workshop was discovering and adapting some of the best practices of supported employment into the Indian context.

Foundation Day of SiA

The celebration of Foundation Day of SiA was special this year as its Founder Director Mrs. Indumathi Rao and Founder team (old & existing management members & workers) of SiA came together at Seva-in-Action's Auditorium to celebrate its foundation Day. The Chief guest for the day was Dr. B.N Gangadhar, Director of NIMHANS.



**ACTION FOR INCLUSION – BENGALURU RESOURCE
CENTRE** Working towards developing an inclusive society

1. SKILL DEVELOPMENT & LIVELIHOOD

1.1 Inclusion of Adults with Intellectual disabilities in open Wage employment - A new initiative by SiA

A new initiative of SiA was training of persons with Intellectual & Developmental Disabilities (PWIDDs) in Retail in collaboration with Star Bazaar with the support of All Ladies League. The process involved the following aspects:-

Sensitization to Parents

SiA worked with the parents of 10 adults with intellectual disabilities who were selected by SiA for training in open wage employment in the retail space. The parents were taken the responsibility of sending their children / wards with well-groomed and train them to commute independently by public transportation. In the beginning, parents were hesitant and not sure that their children can travel by changing two buses, but gradually they realised that their wards can commute independently.

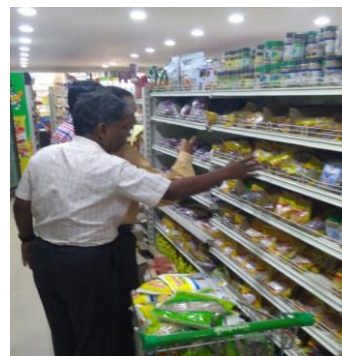
Training on Personality development – 1st Batch

SiA trained this group on personal hygiene and self-grooming for a week before placing them in Star Bazaar. They were also sent for an orientation visit to nearby super markets in Koramangala for an observation.



On the Job training

SiA placed all 10 trainees in Star Bazaar for one month on the job training from 5th June 2017. They all except one trainee continued for one month regularly with hand hold by Ms. Varada and Ms. Thulasi of SiA with Star Bazaar team.



Interview for Job

Mr. Albert, Manager and Ms. Jeevitha, HR, Star Bazaar conducted an interview with six short listed trainees on 6th July 2017.



Finally 3 trainees were selected for the job at Star Bazaar i.e. Mahalakshmi, Mr. Ravi Shankar Rao and Mr. Victor Samuel.

They are now proud employees of Star Bazaar and became earning members in their family.

Skill development training - 2nd Batch of Training

Ms. Thulasi & Ms. Varada Hegde from SiA trained 2nd batch 8 students on personal hygiene, self-grooming and specific skills on retail & Food & Beverage for a week. They were placed for an orientation visit to



Nuts corner in Koramangala. We prepared them to place them in Star Bazaar (retail) and Hatti Kappi (F&B) or housekeeping.

1.2 List of students from SiA trained in Skill development for Livelihood

S#	Name	Age	Sex	Disability	Present status
1.	Hemanth	18	M	ID	Going to job nearby home
2.	Vishwanath	51	M	Multiple	Assistant in Production unit of SiA
3.	Ravishankar Rao	44	M	ID	Working as a Sales Associate in Star Bazaar
4.	Victor Samuel	22	M	Down syndrome	Working as a Sales Associate in Star Bazaar
5.	Mahendra		M	ID	Admin Asst in SiA
6.	Sunil Basavaraj	32	M	ASD	Production unit at SiA. Now he left SiA.
7.	Mahalakshmi. B.C	34	F	CP with ID	Worked as sales associate in star bazaar for 6 months. She had a fracture in her right hand due to fall and had to undergo surgery. Her mother did not send her back to Star Bazaar. Hence she back to SiA & now working as a Asst Teacher in production unit of SiA.
DIRECT PLACEMENT					
8.	Prathibha. C	20	F	Hard of Hearing	Working as a sales associate in D-Mart
9.	S. Manjunath	30	M	Severe Physical disability	Working as a cashier in My store, Next door shop run by Antharbhava
10.	J.V. Suresh	50	M	VI (Partial)	Attended interview at ANZ bank for house keeping Now working as a assembly worker in Ability in Disability

2. INCLUSIVE EDUCATION

2.1 Working with the Govt. of India to develop scheme for PWIDD .

The MSJE, GOI had set up a task group to develop a framework for intellectual and developmental disabilities to make sure that this community's needs are met within mainstream service provision across their lifecycle. The objective of the frame work is to develop a scheme which includes different areas across life cycle as early intervention, education, livelihood and advocacy. Ruma Banerjee was a member in developing skill development program for this category for the inclusive frame work

Developing Inclusive Education Course under RCI

Rehabilitation council for the first time developed 6 months distant learning Advanced Certificate Course in Inclusive Education, Cross Disability to train Special teachers with D.Ed/B.Ed (Any Specialization). Ruma Banerjee was the expert committee member to develop the course curriculum and on line learning materials. The objective of the course is to equip special educators for implementation of in regular schools.

2.2 Workshop on identification & assessment of children with disabilities

Workshop for three days was organized for Education Facilitators & Coordinators from RVEC on May 3-5, 2017 with the following objectives:

- To recognize children with disabilities (CWDs) and their specific needs
- To understand the concept of disability in the context of UNCRPD
- To identify and assess CWDs(functional assessment)
- To comprehend the mapping of developmental checklist from NIMH
- To realize the significance of sensitivity towards children with disabilities and creating inclusive learning environment.
- To understand the significance of collaboration for providing resource support to CWDs

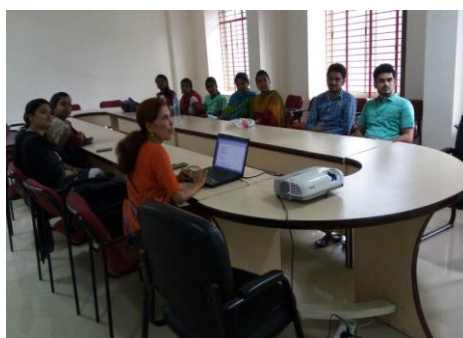
The three days workshop was facilitated by Manjula Nanjundaiah for 9 through Power point



presentations, Interactions, Brain storming, Case studies, Group work & Reflection, Observation of Adults with disabilities in Skills development unit of Seva-in-Action, Hand on experience by assessing children with disabilities with functional assessment guide & kit, Preparing assessment report, Mapping of developmental checklist from NIMH, Watching success stories of persons with disabilities & discussions

on how to do networking with others to support children with disabilities.

OUTCOME: The participants were able to understand the concept of disability in the context of NCRPD & RPD Bill 2016; conduct functional assessment of the child with disability assigned to them; prepare assessment report with individual plan for the assessed child; understand the significance of collaboration and networking for effective IE. At the end of the workshop, 1 set of Functional Assessment tools with guide given to RVEC Resource Centre.



2.3 Expansion of SiA's international IE consultancy to another NGO "Deaf Development & Information Association(DDIA)" in Ethiopia.

Ruma Banerjee & Manjula Nanjundaiah extended IE consultancy services to the Deaf Development and Information Association in Addis Ababa, Ethiopia for their project "Improving education for the Deaf and hard of hearing in Ethiopia" after IE Consultancy services to Berhan Lehetanant since 2013 - 2015 for the Disability & Development Partner(DDP), UK. The first visit to DDIA was from 18th June to 26th June 2017 with the following objectives:

1. To understand the project and its strategies for implementation by visiting Project schools at Addis



Discussion with the Director & his team of Selam Fire Elementary School, Akaki



Valedictory function of Sign Language Course for Teachers & Parents from Selam Fire School, Akaki



Action song by children with hard of hearing from Selam Fire School



A Parent from Selam Fire School with Certificate of Sign Language (SL) Course



A parent from Menelik School receiving SL completion Certificate from Mr. Alemayehu, DDIA



Group photo of Teachers, Parents, SiA & DDIA Team at Menelik School, Addis

2. To share about the concept and implementation of Inclusive Education (IE) in respect to local situation besides interaction and understanding the role of teacher aids and their work.



Sensitizing the Teacher Aids in a day workshop regarding the need, concept and how to implement Inclusive Education in the contextual situation

3. To participate and share SiA's IE experiences in the three days National Workshop organized by DDIA in collaboration with the Ministry of Education with the financial support of Disability and Development Partner, UK. The participants were teachers, parents and teacher aids across Ethiopia from Addis Ababa, and the four regional hubs of Bishoftu (Oromia region), Arba Minch (SNNPR), Dessie (Amhara), and Mekele (Tigray).



Open house discussions on IE presentations at National workshop on deaf education and inclusiveness in Addis Ababa, Ethiopia

2.4 Piloting Resource booklets with regular teachers in Ramanagara Block

The Resource booklets developed by RVEC & Seva-in-Action under the project of Pre-service teacher education (DSERT funded by UNICEF) to develop inclusive learning resources (TLM) for regular teachers to support them for inclusive teaching was fielded specifically for CwDs. A total of more than 100 booklets were developed with the **following objectives** at three levels: Level 1 for classes 1 to 3; Level 2 for classes 4 and 5; Level 3 for classes 6 to 8:

- To provide ideas to help create inclusive, learner friendly classrooms.

- The range of resources helps to meet the needs of diverse groups of children, including those from disadvantaged groups and with disabilities.
- The levels can be used across classes, depending on the children's needs. For example if a child of class 7 is not at the expected level in Mathematics, booklet meant for level 2 or level 1 may be used as appropriate.
- The resources have to be created using locally available materials

Though these booklets were piloted in few schools in urban areas there was a need to pilot these resource materials specially in schools where children with disabilities were studying in order to get feedback from teachers regarding its use for classroom teaching which includes children with disabilities. It was decided to organize four one day workshops for school teachers from Ramanagara Block with the objective of piloting Resource booklets for 4 consecutive Saturdays from 20th January 2018 to 10th February 2018 by SiA with RVEC in School Readiness Programme (SRP) Centre of SSA, Ramanagara with the support of BEO Office.

Teachers were oriented through recreating learning resources based on resource booklets, demonstration classes from resource persons from RVEC use it in their classrooms.

In between workshops the following things were done:

- Observing teachers' classes for their use of resources and video recording
- Taking feedback from teachers and samples of children's work
- Re-edit the resource booklets

The 1st IE Workshop on 'piloting Resource booklets through teachers' was held on Saturday, 20th January 2018 at SSA's School Readiness Programme (SRP) Centre in Ramanagara.



The workshop was started with the DIET Principal, BEO, BRC & APCs of Ramanagara addressing the participants and motivating them to make best use of the workshop. The DIET Principal invited SiA & RVEC to set up an IE Resource Centre in Ramanagara DIET while addressing the group.

The overview of the 4 days IE workshop

Day & Date of the workshop	No. of participants	Name of Resources created by the groups	Resource Persons from SiA & RVEC	School Visits to observe use of resources in real classrooms in Ramanagara Block
Saturday, 20th January 2018	14 + 3 IERTs = 17	Geometrical Shapes (for class 1&2) Web of Life Game (for 4&5) Measuring & Calculating time distance (6&7)	Ruma Banerjee (RB) & Manjula Nanjundaiah (MN) from SiA Brinda Rao & Sahana from RVEC	The following schools visited by RB & MN on 23rd January 2018: GHPS, Anjanpura GHPS, BEO office Ramanagara Town GHPS, Vijayanagara, Ramanagara Town
Saturday, 27th January 2018	17 + 3 IERTs = 20	Nanna Anisike Calender (1-3), Riddles (for 2-5) Perimeter & Area (for 4&5) Coordinates (for 6&7)	Geetha, Ramya & Asha from RVEC Manjula Nanjundaiah from SiA	The following schools visited by MN & Veena on 31st January 2018: GLPS, Thimsandra GHPS, Balgeri GLPS, Dasegowdana Doddi, JVS, Bidadi
Saturday, 3rd February 2018	14 + 3 IERTs = 17	Inferring Friction(6-8), Graphic Organizer (6-8), Big book (4&5), Word slide (1-3), Classification(4&5)	Manjula Nanjundaiah from SiA Asha & Geetha from RVEC	The following schools visited by MN & Dundmadiah: Pragathi, HPS, GULPS, Yarabnagar GHPS, Kottipura Ramanagara Town
Saturday, 10th February 2018	14 + 1 IERT = 15	Not created any resource. Feedback from the teachers was collected	Ruma Banerjee & Manjula Nanjundaiah from SiA	Sharing about class observations was done by MN & RB

INFERENCES FROM PRE & POST WORKSHOP TESTS ON UNDERSTANDING IE

- In the beginning of the workshop the teachers were not sure whether all children can learn, but by the end of the workshop there was confidence that "All children can learn". This shift was observed in the process of the workshop.
- All teachers came with the belief that children with special needs should study with other children, learning space should not be differentiated.
- There was a change in the idea on differentiated planning from making individual plans to the idea that a small change/tweaking in general plan can help to involve all. This was observed during the classroom observations as well.
- Group work and working in pair is an effective way of teaching and learning.
- Use of different types of resources according to the child's *level* would be useful besides few teachers felt that same resource with appropriate modifications keeping in mind the different needs of children can be used.

Glimpses of Resource creation, demonstration & Use of created resources in Classrooms



2.5 Capacity Building

Developing Human Resources in the field of Inclusive Education

SIA organized need based training programmes for the Govt. (regular, inclusive education resource teachers and special teachers, Anganwadi workers & parents) and NGOs in the area of Inclusive Education. It also deputed its staff to conduct training sessions in the training programmes organized by others.

SL. NO	NAME OF THE TRG PROGRAM AND ORGANISATION	NO. OF PARTICIPANTS	DATE & DURATION	VENUE	TOPIC	RESOURCE PERSON
1.	Conducted Sessions on Inclusive Education (IE) paper for 2nd year students from IRC, Bengaluru under RCI Course 'D.Ed in Autism'	5	18th - 20th April 2017	Seva-in-Action, Bengaluru	Topics of Inclusive Education (IE) under the following units: Introduction to IE; Accessing IE; Including Children with Disabilities in Education; Networking for IE	Manjula Nanjundaiah
2.	Training of Edn Facilitators from RVEC, Bengaluru on Identification & Assessment of Children with Disabilities in 3 days workshop	9	3rd to 5th May 2017	Seva-in-Action, Bengaluru	Disability Awareness; Understanding Needs of Children with disabilities; Identification & Assessment of Children with disabilities;	Manjula Nanjundaiah
3.	Conducted a session for key players and teachers at RCI approved Continuing Rehabilitation education (CRE) programme in APD, Bengaluru.	Around 25	18th Jan 2018	APD Campus, Lingaraja puram	Contextualizing and understanding concepts and Philosophy of Inclusive Education under the theme of "INTRODN., STRATEGIES AND CHALLENGES TO INCLUSIVE EDUCATION"	Manjula Nanjundaiah
4.	Conducted sessions for parents of Higher Secondary students with disabilities on "Introduction of 21 Disabilities covered under RPD Act 2016" at 1 day parents workshop at Block Resource Centre, Bengaluru South -1	20	28th March 2018	BRC South-1 Gandhi Bazaar, Bengaluru	Introduction of 21 disabilities covered under new RPD Act 2016	Manjula Nanjundaiah

5.	Trg of teachers in Shishu Shikshana Shibira organised by the HSP	60	April 29th 2018	Kalladaka School, Dakshina Kannada	Problematic Child	Varada Hegde
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3. DIRECT SERVICES

to reach out rehabilitation services to persons with disabilities(pwds)

SIA has been working in Ramanagara, of Ramanagara Dist & Hoskote, Bengaluru Rural District through resource centres to provide services such as inclusive education, skill development training & livelihood besides supportive systems like medical, counselling and helping pwds & their families to avail government facilities.

The following are the rural and urban centres:

1. Samvardhana Resource Centre, Ramanagara
2. Seva-in-Action Resource Centre, Hoskote, Bengaluru Rural Dist.
3. 'Action For Inclusion' – Urban Resource Centre of Seva-in-Action, Koramangala, Bengaluru

3.1. Samvardhana Resource Centre, Ramanagara

The centre is providing direct services to 22 children and adults with disabilities under Preparatory/School Readiness, Inclusive Education & Pre-vocational & Skills Development & livelihood.

This year the following activities were carried out:

- This year adults with disabilities under Skill Development & Livelihood knitted 120 woollen mats along with their parents and SiA sold all 120 mats in Bengaluru and the amount was given to the centre for the payment to the beneficiaries who had knitted the mats.
- Organised a Rangoli competition for the women from surrounding area on the eve of Ganesha Chaturthi the Centre. The purpose was to introduce them about the Centre & its activities so that there is community involvement the centre's activities. Totally 15 women participated in the competition and prizes were given to the winners in the function organised after the competition.
- Veena organised awareness programme in the Centre by inviting Dr. Akshay & Dr. Shankar Sharma from NIMHANS to sensitize locals & parents of persons with disabilities on the issues of Health & Health facilities available under the Health Department. There were 50 participants comprising of locals from surrounding area, persons with disabilities, parents and members of the local committee. The impact of the programme was 2 women became member of Seva-in-Action's Ramanagara Committee.
- The Law college of Ramanagara organised a World Mental Health Day in their premises on 8th November 2017 and Children & Adults with disabilities from the Samvardhana Resource Centre took part in that programme by singing a prayer.



- SSA organised sports on the eve of International Day of Persons with Disabilities were 27 children with disabilities from the Centre participated in the district sports. Out of 27 children, 12 children won the 1st & 2nd Places. They also exhibited Yoga in the cultural programme.
- There were 2 children with intellectual disability & two children with hearing impairment who participated in the special quiz 'The Quizabled 2017- Knowledge for All' organised by Seva-in-Action in Bengaluru .



The Lion's Club (Women members) of Ramanagara organised the Sports in Samvardhana Resource Centre's premises for children with disabilities and totally 24 children (19 children from Samvardhana Centre & 5 children from Vyshnavi Education Trust) also participated along with the parents. Prize was given to all children.

- The Annual day of the Samvardhana Resource Centre(SRC) was celebrated on 6th February 2018 at the centre children & adults with disabilities, parents, local committee members & Govt School teachers participated in the programme. Smt Varada Hegde, participated in the Annual day celebration and shared about the activities of SiA. The donors were felicitated by SRC to recognise their contribution to the Centre.
- The resource teacher worked with SiA in organising 4 days IE Workshop for teachers every Saturday.



The Resource teacher with local committee members mobilized the following:

- The ramp was built for Samvardhana Resource Centre with the financial support from Smt. Vanajamma, Retd HM, Ramanagara & Shri. Badrinath, Bengaluru
- The Teaching materials purchased for the Centre with the support of Mr. Badarinath, Social Worker, Bengaluru
- The free auditing service to the centre is being done from past 6 years by Sri. Mohammed Khizar Qureshi, Auditor

3.2. Seva-in-Action Resource Centre, Hoskote

The centre is providing direct services to 19 beneficiaries under Skills Development training & livelihood.

This year the following activities were carried out:

- The teacher along with children & adults with disabilities from Hoskote Centre participated in the public function organised on at High School Stadium, Hoskote on the eve of Independence day.
- Children with disabilities from the Centre & their parents celebrated Teachers' Day at the Centre on 5th September 2017 and one of the parents gave a small gift to the both teacher & Asst teacher and sweets to everyone .
- 2 children with disabilities from the Centre got their disability Card.
- The teacher organised physiotherapy sessions for 3 children at the Centre twice a week for 1 month by the Physiotherapist from BRC, Hoskote.

- Mobilised 50 Kg Candle making Wax & used cloths to make foot mats from 'AshtaShakti' Trust, Bengaluru for Skill development of adults with disabilities & production in the Centre.



Children & their parents participated in the different competitions organised by the Education Department on the eve of **International Day of Persons with Disabilities in Hoskote**. In this competition, 2 children won prizes in drawing competition; 1 child in singing; 3 children in Fancy dress & one child in Sports. Parents also participated in the sports and 3 parents won the prizes.

3.3. 'Action For Inclusion' – Urban Resource Centre of Seva-in-Action, Koramangala, Bengaluru

Pre-Vocational & Skill Development Trg Unit for Persons with disabilities

The main objective of this unit is imparting Pre-vocation skills and providing training to persons with disabilities in specific job skills towards their economic empowerment.

Rachana, a production unit - The different types of paper bags, candles and bead jewellery are made in this unit. This unit also gets help from various volunteers (college students, home makers, etc.) in enhancing the production & selling its products.

THE ACTIVITIES & PROGRAMMES CONDUCTED FOR 2017-18 AT SiA:

Play therapy

Facilitators from Play Therapy International organised 6 weeks of play therapy sessions from



19th Feb'18 to 30th March'18 for the students of Seva-in-Action. All the students got divided into groups A, B and C. These groups were structured, planned and designed to match the individual abilities and helping

them work towards fulfilling therapeutic objectives and needs. The sessions included activities from Music therapy, art therapy, dance and movement therapy and relaxation time to help them connect with their inner self. The activities conducted in these sessions focussed on creative self expression to support the participant's emotional regulation and balance. These activities helped in improving the student's interpersonal skills, self-confidence, social skills and the ability to participate and work with groups to experience the joy of connection.

The interventions helped with the adaptive behaviours of the students and in reducing their challenging behaviours.

Workshop on making paper bags from Adults with disabilities

Students conducted a workshop on 4th July 2017 on how to make paper bags and taught students of Voice of Needy, an NGO located in Mahalakshmiipuram, Bengaluru.



The participation of SiA students at a Sports event

A sports event, sponsored by Adidas, was organized on 19th November 2017 at Play Arena, Sarjapur Road. Students of SIA participated in Bocce game for the first time the children enjoyed much ADIDAS sponsored wrist bands, Tee shirts and refreshments and



participant certificate to all.

Marketing products of Rachana



Products made by the differently-abled adults from SiA were marketed in various companies by arranging exhibition cum sale in their premises. Companies include Flipkart, HGS, Informatica etc.

Exposure Visit to Lalbagh

The students from SiA were taken for an exposure visit to Lalbagh Botanical Garden on 27th January 2018. Every year on Independence Day and Republic Day a flower show is organised in the garden, and hence the students had an opportunity to enjoy it. They got to see variety of flowers which included many rare species too. Food was provided and a small picnic was organised for the students. They had a wonderful time at the Lalbagh Botanical Garden.



CELEBRATION of Festivals at Seva-in-Action

Ganesh Chaturthi was celebrated and the students decorated the entire premise with flowers & leaves and made eco-friendly idol of Lord Ganesha out of clay. Students were taught the importance of making eco-friendly items from available resources.



Christmas was celebrated on **21st Dec'17**. Students were thrilled as they cut the cake and enjoyed the DJ party inside the premise.

Foundation Day of SiA

This year it was a special event for SiA because its Founder Director Mrs. Indumathi Rao and Founder team (old & existing management members & workers) of SiA came together at Seva-in-Action's Auditorium to celebrate the foundation Day. The Chief guest for the day was Dr. B.N Gangadhar, Director of NIMHANS, Bengaluru and Guest of Honour was Smt. Indumathi Rao. The celebration was witnessed by the founding members, Board members, HSP members, Sevavrathis, SiA's Local level committee members from Ramanagara & Hoskote, Parents and Volunteers.



The Chief guest & the guest of honour addressed the gathering and wished SiA for completing 32 years of service in the field of disability. Smt. Indumathi Rao appreciated SiA's team's capability and their effort in development of the organisation. Some of the senior sevavrathis shared their memories with SiA. SiA recognised & felicitated the people for their contribution towards empowerment of persons with disabilities on this occasion. The celebration of Foundation day was ended with a grand lunch organised by SiA.

The following persons were recognised & felicitated on SiA's Foundation Day



Sri. Y.K Raghavendra Rao, Former President, SiA



Dr. Gangadhar, Director, NIMHANS



Sri. Mohan Rao, Parent, SiA



Smt. Kalavathi, Volunteer, SiA



Sri. Nagaraj Gupta, SiA 's Local comittee member,
Hoskote



Sri. Ramanna, SiA 's Local committee
member, Ramanagara



SiA's Well Wishers



SiA team with its Founder Director &
Founder team

SAFI National Convention at Gandhinagar, Gujarat

The 4th SAFI National convention is organized every year by Self Advocate Forum of India,



An Association of Persons with Intellectual & Developmental Disabilities, A Forum of Parivaar. This year's theme was "Towards Self Advocacy and Social Inclusion" and it was held on October 25-26, 2017 in Gandhinagar, Gujarat. It was a successful convention whereby differently abled students showed their talents in drawing, drama, skit, sports, etc. Students formed groups among themselves as per their interest and presented their skills and talents. It enhanced their communication & confidence level.

Weekend Fun & motivational Activities for PWDs

Weekend fun & self motivational activities conducted on every Saturday from February 2018



with the support of volunteers from different companies and student's family members had come to the organisation between 2 p.m. to 4 p.m. and engaged in various fun activities with the students. Group activities inclusive of games, singing, dancing etc. were organized and the students actively participated in these. The students were a little hesitant to participate in the beginning, but as sessions progressed they became comfortable and started getting more involved. This helped in improving their communication and their confidence level. The students eagerly wait for these sessions and began enjoying them a lot.



Manjula Nanjundaiah & Varada Hegde visited Residential Centre of Saanidhya Residential School & Training Centre for the Mentally Challenged, Mangaluru



Varada & Thulasi visited POINTEC Pen Company



A Parents group of 40 people from Kerala visited Seva-in-Action on 23rd Sept'17 to know about Skill Development activities at SiA.

CSR Activity at SiA



Employees from various companies visited SiA and helped in various activities as part of their Corporate Social Responsibility (CSR). Some companies who worked with the organization are Wells Fargo, HGS, etc.

College Students at SiA as part of their internship

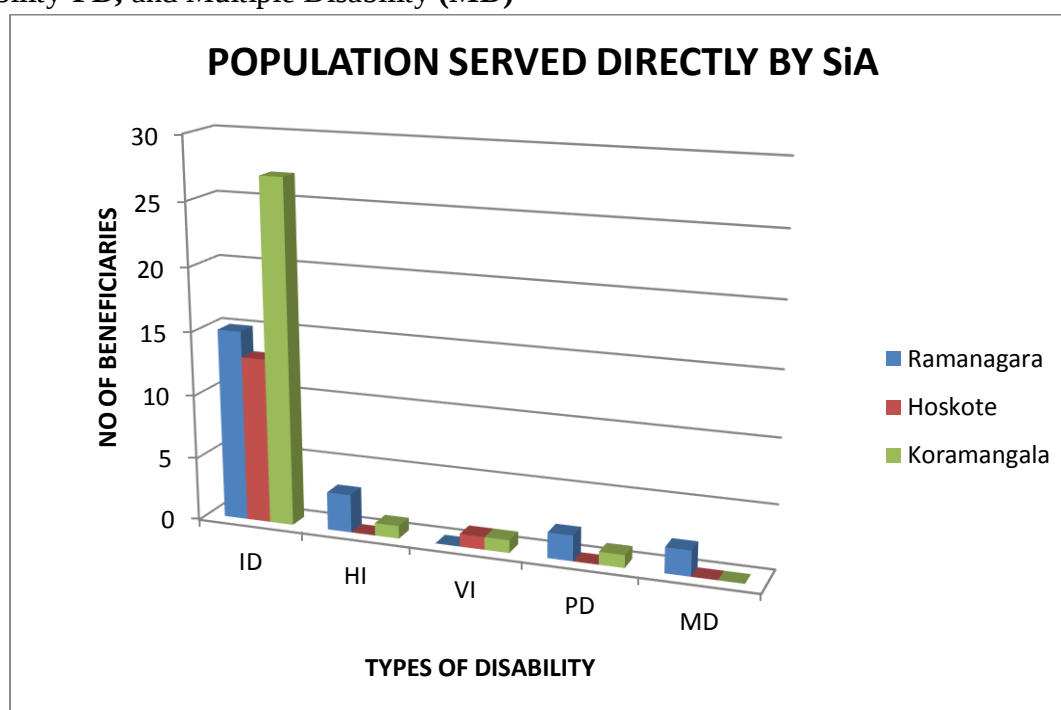
Many students from different colleges such as Christ, Jyoti Niwas, New Horizon, Mt. Carmel, etc. had come to our organization and contributed their service by helping in making paper bags, posters, charts, craft work, origami, decorations, etc. Students of New Horizon Engineering College helped SiA in promoting its work through social media.



3.4. Total Number of Children/Young adults Served: Population served directly - 2017-18

PLACE & SERVICE	ID	HI	VI	PD	MD	TOTAL
1.RAMANAGARA						
PREPARATORY	1	-	-	-	-	1
INCLUSIVE EDN.	9	3	-	2	-	14
SKILL DEVELOPMENT PRE-VOCATIONAL & VOC	5	-	-	-	2	7
TOTAL	15	3	-	2	2	22
2. HOSKOTE						
PREPARATORY	1	-	-	-	-	1
INCLUSIVE EDN.	5	-	-	-	-	5
PRE-VOCATIONAL Skills & VOCATIONAL TRG	7	-	-	-	-	7
LIVELIHOOD			1			1
TOTAL	13	-	1	-	-	14
3. KORAMANGALA						
PRE-VOCATIONAL SKILLS	15	-	-	-	-	15
SKILL DEVELOPMENT/ VOCATIONAL TRG	10	-	-	-	-	10
LIVELIHOOD	2	1	1	1	-	05
TOTAL	27	1	1	1	-	30
GRAND TOTAL	55	04	2	3	2	66

Intellectual Disability-**ID**, Hearing Impairment-**HI**, Visual Impairment-**VI**, Physical Disability-**PD**, and Multiple Disability (**MD**)



3.5. SERVICE-WISE LIST OF CHILDREN AND YOUNG ADULTS WITH DISABILITIES

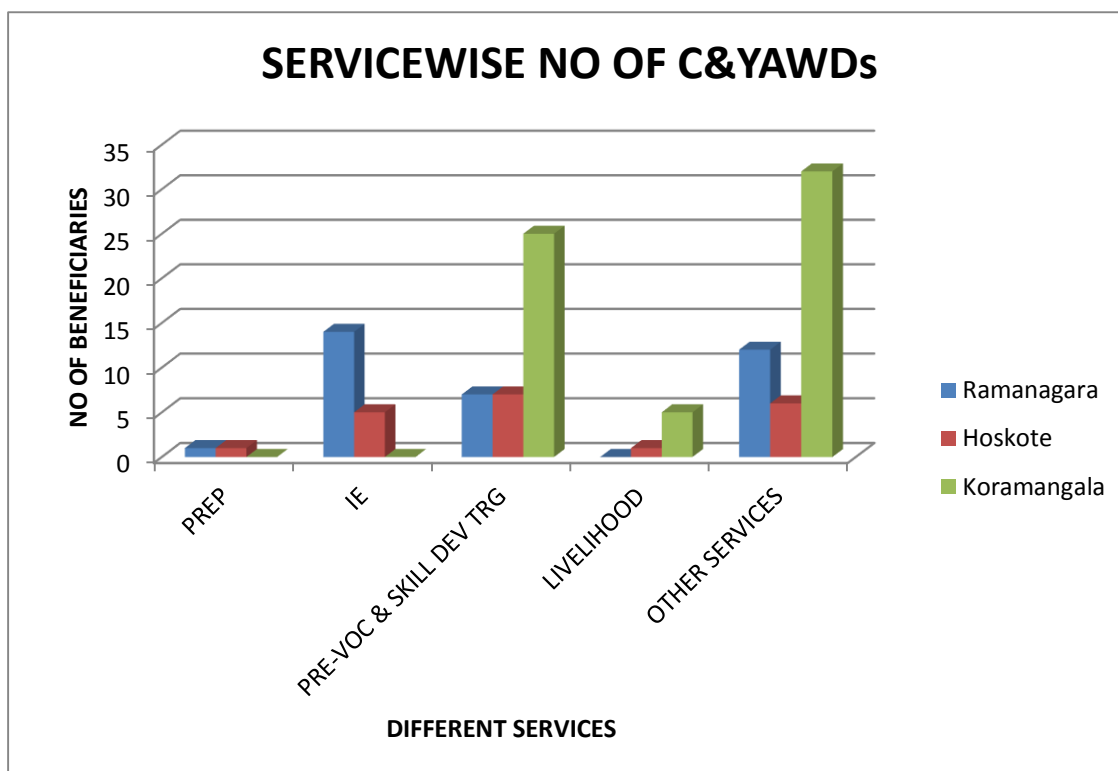
Sl. No.	RESOURCE CENTRES	PREP	I E	PRE-VOC. & SKILL DEV/ TRG.	LIVELI-HOOD	OTHER SERVICES	TOTAL
1.	Ramanagara	1	14	7	-	12	34
2.	Hoskote	1	5	7	1	06	20
3.	Koramangala	-	-	15 & 10	5	32	62
GRAND TOTAL		2	19	39	6	50	116

PREP - Preparatory

IE – Inclusive Education

Skill Development/PRE-VOC.TRG – Vocational Training

Other Services - assisting to get Medical certificates, Govt facilities, Referrals, etc.



4. MISSION 1000 CAMPAIGN

The concept of '**Mission 1000**' was evolved in Seva-in-Action & it was coined by Shanti Raghavan from Enable India as a resource person of one day workshop on Skill Development



and Employability for Persons with Intellectual & Developmental Disabilities (PWIDDs) for National Trust's (NT's) Registered Organisations. It was organised by Seva-in-Action, NT's State Nodal Agency Centre for Karnataka on 31st March 2017 in Seva-in-Action with the objective of Skill development in the context of employability and livelihood for Persons with Intellectual & Developmental Disabilities (PWIDDs). Totally 40 members from NGOs &

Special Schools were participated in the workshop.

Phase 1 workshop

Enable India with DNA launched Mission 1000 (1000 opportunities. 1000 lives. 1000 days) on Aug 4, 2017 along with 25+ Company Leaders, 55+ NGO Leaders and 23 Leaders from Various Associations. Company Leaders (CEOs/VPs/MDs) from 9 Sectors, from Dell EMC, Café Coffee Day, Shell, Titan Engg, ANZ Bank, Lemon Tree, Allegis, Vinyas, SAP Labs, CISCO, Pointec Pens, Ernst & Young, Accenture, SUN ITES, Vindhya, Rappers and Packers, Star Bazaar etc. were present. Mission 1000 is to create an ecosystem of companies along with NGOs and other stakeholders for the Livelihoods of Developmental, Severe and Multiple Disabilities.



Ms. Ruma Banerjee, Ms. Thulasi and Ms. Varada Hegde from SiA have participated in the workshop on Inclusive Employment for Leaders working with Persons with Developmental, Severe and Multiple Disabilities on 3rd and 4th August 2017 conducted by Enable India in collaboration with Disability NGOs Alliance (DNA) at Lemon tree hotel, Bangalore. Ms. Shanti Raghavan, Founder of Enable India conducted this workshop to build synergies, build capacity and create sustainable opportunities.



Company Leaders (CEOs/VPs/MDs) from Dell EMC, Cafe Coffee Day, Shell, Titan Engg, ANZ Bank, Lemon Tree, Allegis, Vinyas, SAP Labs, CISCO, Pointec Pens, Ernst & Young, Accentrure, SUN ITES, Vindhya, Rappers and Packers, Star Bazaar during launch of Mission 1000 – with Shanti Raghavan, Deepa Narasimhan, Ritheesh V Shetty, Aradhana Lal, Dipesh Sutariya, Soundarajan Vajjiram and Sanjay Mitra.

Coffee Table Book for persons with developmental, severe, multiple disabilities launched with DNA. Enable India and DNA thanked Seva-in-Action and other NGOs and the parents for the consent and support.



NGOs during launch of Mission 1000 – with Shanti Raghavan with Dipesh Sutariya

Ms. Varada Hegde & Ms. Thulasi from SiA are working in the following 2 different committees formed under Mission 1000 by Enable India:

1. Training & Employment (post placement)
2. Social Enterprise Committee

They visited different companies for Exposure & also meeting with the concerned people

1. Pointec Pens and Energy Pvt Ltd. to see the pen manufacturing, packing and loading.
2. Hatti Kaapi to meet CEO to discuss on inclusive job opportunities in their outlets.
3. Mitti Cafe to meet Alina Alam to discuss on employment opportunities for AWIDDs in food cafes.

5. THE QUIZABLED 2017

Knowledge for All - Special Quiz for children with disabilities

The QUIZABLED is a distinctive annual quiz program, organised exclusively for children with disabilities by Seva-in-Action (SiA) and powered by LTI Bengaluru and in partnership with 4 Edge Quizzing Solutions for the past two years to celebrate International Day of Persons with Disabilities.

PRELIMS ON 8TH DEC 2017



Based on the previous two quiz events, this year the format has been changed in order to reach out to more children. This time Prelims of 'The Quizabled 2017' was conducted on Friday, 8th Dec'17 in advance prior to the final event in 7 nodal centers (Nachiketha Manovikasa Kendra-North; AMC & SiA-South; APD & SSK-East; Sri Sajjan Rao Vidya Samsthe-

West; Aruna Chethana-Central) of 5 zones across Bengaluru. Totally 347 students participated in the prelims from seven nodal schools centre across Bengaluru.

The participation certificate was awarded to all the children who participated in the prelims. The top scorers from the teams of each category were invited to participate in the final day of Quizabled on 16th Dec 2017 at Godwad Bhavan. 136 students from Group A have been selected as semi finalists and 36 students from Group B, C & D selected as finalists.



FINAL EVENT ON 16TH DECEMBER 2017

The final quiz event was held at Sri Godwad Bhavan, Lalbagh Cross Road, Bengaluru on Saturday, 16th December 2017 from 8 am to 4.30 pm. The Registration was started at 8 am and totally **168 differently abled children & adults** (children with Intellectual disability, Autism, Cerebral Palsy, Visual Impairment & Hearing Impairment) from both special and mainstream schools of Bengaluru urban, rural & Ramanagara Districts participated in the quiz.



children.

The targeted audience for this includes students with disabilities from schools across Bengaluru along with their parents and teachers. This quiz provided a platform for social interaction not only for participants but also for their teachers.



Dr. Rajdeep Manwani, academician and quizmaster with Mr. Mohan, Film actor & Director, Mr. Kumarpal Sisodiya, Trustee, Godwad Bhavan, Mr. Sanju John, Area Manager, & Mr. Ramesh Revuru, Head- EI BU, LTI, Bengaluru and Indian Cricketer Javagal Shrinath were present in the event to encourage



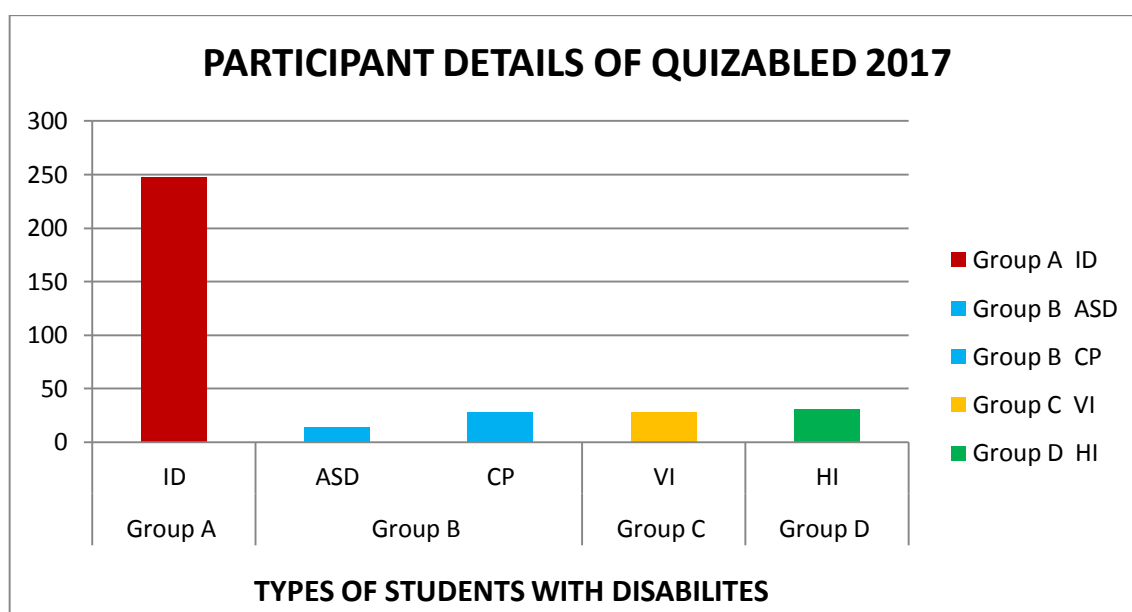
The medals & certificates to winners was given by the guests after each final. The programme was concluded by felicitating the nodal centres who supported organizing the prelims in seven nodal school centres across Bengaluru.

Overall the Quizabled 2017 was a grand success with efficient support from LTI and its volunteers.

A testimony from the Principal of Asha Kiran Special Needs School

One of our student's life has taken an upward road after Quizabled

We got invite for Quizabled. With much excitement we made groups and sent the information to the parents for their approval. One of the students very clearly refused to show the notice to parents and told us that he would not go for this competition. After asking the reason for his refusal, the answer I received was, “ I cannot answer questions.” I took questions from sample questions sent by you and asked him to answer the same. To my surprise, he answered all the questions right. I told him that he can answer the questions and he must go and somehow persuaded him to go. The day of Quizabled, I just prayed for this child, “ God, help him to succeed, so that he can believe in himself.” He won the 1st prize and came to school next day and thanked me for pushing him to go for the competition. He made his place in his peer group as he is also now a winner. Master Ravi Teja is a confident child, his voice is heard from the very next day of Quizabled. Thanks Seva in Action for arranging the Quizabled.



- Awareness on quiz among students, teacher and parents was high as they came well prepared .
- The confidence of students was so high & it was a delight to see the students on stage trying to answer and it was even more interesting off-stage.
- Teachers were so keen to train students and providing information on current affairs to their students, consequently more number of students participated.
- Many children were recollecting their 1st & 2nd year quiz and they participated confidently.

6. SOCIAL VALORISATION

6.1 One day workshop on 'The power of roles': an orientation to Social Role Valorization(SRV)

Seva-in-Action was one of the Course partners with Keystone Institute India (KII), New Delhi & Bubbles Centre for Autism, Bengaluru of the SRV Workshop held on Tuesday, 23rd May 2017 at Lemon Tree Hotel, Electronic City, Bangalore. The sponsoring partners were The Hans Foundation (THF) & National Trust (NT). The SRV graduates Ms. Manjula Nanjundaiah &



Mrs. Thulasi from Seva-in-Action had an opportunity to act as the co-faculty in the workshop with Mrs. Elizabeth Neuville (Main faculty) from Keystone Institute India, New Delhi. The total number of participants in the workshop were around 30 & they were all represented different organisations in Bangalore and 2 persons participated from Mysuru & Mandya.



It was a brief but intensive one day training course which introduced participants to the Principles of Social Role Valorization. The SRV principles explore the common life experiences, or wounds, of people living on the margins of society, or who have been outright abandoned and rejected, and the impacts of these wounds on individual people and on society.

The theme of the Workshop 'The Power of Roles' was derived from SRV Theory which is the successor to Normalization, and is based on the work of Dr. Wolf Wolfensberger. This was a significant investment in the development of disability leadership. The course had lengthy presentations by Mrs. Elizabeth



Neuville in the morning and small group practical work led by Manjula Nanjundaiah, Thulasi Sarbani Mallick & Elizabeth Neuville, in the post lunch sessions.



The Participation Certificate was awarded to all the participants including co-faculty members. The one day SRV workshop was successful under the efficient leadership of Elizabeth Neuville.



The group photo of participants with Elizabeth Neuville & Bindu Sengar from KII, New Delhi at Lemon Tree Hotel, Electronic City, Bengaluru

What a group gathered in Bangalore yesterday at [Lemon Tree Hotel, Electronics City](#) for the one day workshop on Valued Roles - This group has a spirit of collaboration, shared history, and a drive for better lives for change in the right direction. Many thanks to [Seva In Action](#), [Bubbles centre for Autism](#), and [Shristi Special Academy](#) for gathering this group together, and for [The Hans Foundation](#) and The National Trust for support. We were surprised by the unexpected drop-in visit of our friend and fellow change agent [Amarjit Singh Anand](#)! Lucky us! SRV grads [Sarbani Mukherjee Mallick](#), [Manjula Nanjundaiah](#), and [Thulasi](#) led the workshop along with veteran SRV expert Betsy Neuville.

- Posted in fb of KII by one of the participants

6.2 One day workshop on 'real work, real lives, and real contribution: An exploration of what "works" in supported employment for people with developmental disabilities'

Seva-in-Action was again one of the partners with Keystone Institute India & The Hans Foundation, New Delhi in organising one day workshop on Supported Employment in McGrath Grand Hotel, Bangalore along with Bubbles Centre for Autism and Shristi Special Academy on Tuesday, 3rd April 2018. The total number of participants were around 30.

The objective of the workshop was discovering and adapting some of the best practices of supported employment into the Indian context. Employment has largely been unavailable to people with significant intellectual & developmental disabilities. New ideas and new thinking were helping participants learn to make room for people with disability in the workforce.

The international experts & Leaders in inclusion, Milton Tyree and Hope Dittmeier shared their work on the following points through power point presentation on supported employment for persons with intellectual & developmental disabilities and discussed some of the successful strategies and methods for inclusive work, with a dialogue about ways and means to adapt to the context each of the participant are working in.

- RE-THINKING "READINESS"(Service Evolution) - USING DISCOVERY (devoting time to know the job seeker) rather than "job readiness" or arbitrary "job placement" - Always needs a "job coach"; Discovering Fitting Opportunities - CONTRIBUTIONS (what the person has to offer others, contribute to community), INTERESTS (What the person prefers or wants: Look for interests that are typical for age, gender, and culture that are the most highly valued), CONDITIONS (What helps the person do their best work - How do we identify and structure opportunities that are most likely to result in the person experiencing success?)
- Customized Employment - Negotiating Mutual Benefit (Matching Employer Needs with job seeker contribution)
- Best and Better Options: Weighing implications for image and competency enhancement (evolving understanding of support - natural supports). Understanding and Honouring the Typical and the Valued
- Building Capacity: Employment Roles and Responsibilities

The participants were actively involved in the dialogue with the Resource persons to



understand the new & powerful ideas & principles through real cases that can assist people with disabilities to enjoy all the benefits of authentic work roles. The Certificate of Participation was awarded to the participants and Elizabeth Neuville from Keystone Institute of India appreciated the group and thanked resource persons for their contribution.

INFORMAL TALK FOR LEADERSHIP WITH MILTON TYREE & HOPE DITTMEIER

As a follow up of the 3rd April workshop, an informal talk with Milton & Hope was organised on 4th April 2018 in the morning at the McGrath Grand Hotel from 9:30 am -1.00 pm for leadership by Elizabeth Neuville. The small group of 12-15 members from co-sponsoring organizations Seva-in-Action, Bubbles & Shristi and also from Enable India & Asha foundation had an informal talk with Milton and Hope about the enriching potential and possibility for employment.



Always hard to say goodbye to our partners in inclusive practice in Bengaluru. After a whirlwind dive into customized employment possibilities in Delhi, Kolkata, and Bangalore, we ended with a strong discussion about the future of employment for people with intellectual and developmental disabilities with colleagues from Enable India, [Seva In Action](#), Asha Foundation Trust - Intervention for Autism, CP, Downs and other, [Shristi Special Academy](#), and [Bubbles centre for Autism](#). What a day, what a week, what strong and passionate partners. Thanks to [The Hans Foundation](#) for supporting this initiative. A strong finish to a strong bit of work. — with [Manjula Nanjundaiah](#), Liz Albuquerque, [Sar bani Mukherjee Mallick](#), Bindu Sengar, [Betsy Neuville](#), [Rumno Mukherjee](#), Hope Leet Dittmeier and [Suchita Somashekaraiah](#).

Betsy Neuville Not always such a serious group!

Posted in fb of KII by Betsy

7. Consultations/Dialogues/Workshops/Conference /Meetings attended by

PURPOSE	DATE	PLACE	ORGANISED BY
Mrs. Ruma Banerjee,			
Resource Person for the National workshop on Intellectual Disability- Dheemahi-2, Latest Trends Challenges & issues	7 th & 8 th October 2017	NIEPID Secunderabad	SAKSHAM
SAKSHAM's National Executive Council Meet-17	16 & 17th September 2017	Godwad Bhavan, Bengaluru	SAKSHAM
National Conference on IE	28 th November 2017	Kolkata	Regional Centre NIEPID
International conference Challenging Exclusion ICCE 2018 ,Chennai	30 th -31 st Januarr2018	Chennai	NIEPMD Chennai
National Trust Meeting	6 th Feb5& 6 th March 18 th -19 April, 2018	Delhi	MSJE,GOI
Central Advisory Board Meeting (CABD)	13 th February 2018	Delhi	MSJE, GOI
RCI General Council Meeting	28 th March	Delhi	RCI
Ms. Manjula Nanjundaiah, Director			
Invited Ruma & me as a Resource Person to attend the 3 days 'National workshop on Deaf Education and Inclusiveness in Ethiopia' and present a paper on 'Engaging mainstream teachers in inclusive education'	22nd to 24th June 2017	Auditorium in the Ministry of Education, The Federal Democratic Republic of Ethiopia, Four Kilo Square, Addis Ababa, Ethiopia	Deaf Development & Information Association (DDIA) in collaboration with the Ministry of Education with the financial support of Disability and Development Partner, UK.
Attended the meeting regarding framing of State Rule to Rights of PwD Act 2016	18th September 2017	Room No. 318, 3rd Floor, Vikasa Soudha, Bengaluru	The Dept. of Empowerment of Differently Abled & Senior Citizens, GOK.
Attended 1 day consultation meeting regarding implementation & framing of State rules of RPD Act 2016 for Karnataka	11th October 2017	Room No. 229, 2nd Floor, M.S Building, Bengaluru	The Dept. of Empowerment of Differently Abled & Senior Citizens, GOK
Attended the meeting with new CSR Head at LTI, Bengaluru to discuss on Quizabled with LTI support	16th November 2017	Meeting Hall, LTI Bengaluru	CSR incharge at LTI, Bengaluru
Attended NGO's meeting to discuss on CSR activities of HGS, Bengaluru	19th January 2018	HGS Office, Hosur Road, Bengaluru	CSR team, HGS
Attended 1 day workshop from SiA with Thulasi &	3rd April 2018	Hotel Grand Magrath, Bengaluru.	A partnership of The Hans Foundation &

Varada as partner organization on 'Supported Employment' with the theme of Real Work, Real Lives, Real Contribution: What "Works ".			Keystone Human Services International Keystone Institute India in partnership with implementation & framing of State rules of RPD
Informal meeting with Milton and Hope about the enriching potential and possibility for employment	April 4, 2018	Hotel Grand Magrath, Bengaluru.	Key stone Institute India, New Delhi
Varada Hegde Dy Director (Services)			
Inclusive Employment for Leaders working with Persons with Developmental, Severe and Multiple Disabilities	3rd & 4th July 17	Lemon Tree Hotel, Ulsoor, Bengaluru	DNA & Enable India
DNA workshop for NGO Leaders on Disability Skilling and Livelihood	13th to 15th July 2017	Enable India	DNA
Working Committee meeting	10 th July 17	DNA Office, Bengaluru	DNA
SAKSHAM's National Executive Council Meet-17	16 & 17 th September 2017	Godwad Bhavan, Bengaluru	SAKSHAM
National workshop on Intellectual Disability- Dheemahi-2, Latest Trends Challenges & issues	7 th & 8 th October 2017	NIEPID Secunderabad	SAKSHAM
Seva Sangama Programme	1 st & 2 nd December 2017	Hubballi	Seva Bharati
II Phase of Mission 1000 Workshop on Inclusive Employment for severe & multiple disabilities DNA Swashakti meeting on rural based employment	18 th & 19 th Dec 2017 20 th Dec 2017	Hotel Grand Magrath, Bengaluru	DNA & Enable India
HSP's Annual meet	March 4 th 2018	Rasrtothana , Bengaluru	HSP
Samartha Jagruthi Mission 1000, Mysuru chapter	March 22nd to 24 th 2018	JSS PDA, Mysuru	DNA & Enable India
Thulasi SNAC Coordinator			
Attended workshop on Inclusive Employment for Severe Disabilities	3rd & 4th Aug 2017	Lemon Tree Premier, Ulsoor, Bangalore	DNA and Enable India
Attended Workshop on Mission 1000, Chapter 2 - Inclusive Employment for Severe Disabilities	18th & 19th Dec 2018	Hotel Grand Magrath, Bangalore	DNA and Enable India
Informal meeting with Milton and Hope about the enriching potential and possibility for employment	April 4, 2018	Hotel Grand Magrath, Bengaluru.	Key stone Institute India, New Delhi



Ruma Banerjee at National Conference on IE Regional Centre, NIEPID, Kolkata



Ruma Banerjee at RCI General Council Meeting, New Delhi



Ruma Banerjee at International conference on 'Challenging Exclusion ICCE 2018', NIEPMD, Chennai



Ruma Banerjee & Manjula Nanjundaiah at National Workshop in Addis, Ethiopia



Manjula Nanjundaiah delivering a Keynote address on 'Contextualizing and understanding concepts and Philosophy of IE' at RCI approved Continuing Rehabilitation Education (CRE) programme in APD, B'luru



Ruma Banerjee & Varada Hegde attended SAKSHAM's National workshop on ID, NIEPID, Secanderabad

8. Facts about Seva-in-Action

8.1 Team of Seva-in-Action

‘Action for Inclusion’ – Resource Centre, Koramangala, Bengaluru:

Mrs. Ruma Banerjee, Executive Chairperson

Shri. Rajashekhara Reddy, Secretary

Ms. Manjula Nanjundaiah, Director

Smt. Varada Hegde, Dy Director (Services)

Smt. Thulasi, SKill Development Trg. Co-ordinator

Shri. Shripad Hegde, Admin & Account's incharge

Mr. Ashok, State Information Centre Coordinator & Counsellor, SiA's Vikaas Day Care Centre

Smt. Ganga Hegde, Special teacher for SiA's Vikaas Day Care Centre

Smt. A Gladys Pramila Kumari, Asst. teacher, SiA's Vikaas Day Care Center

Mr. K. Bhaskar, Production incharge, Rachana of SiA

Mr. Nagaraj Rao, Vocational Instructor, SiA's Vikaas Day Care Centre

Mr. D.S. Mahendra, Office Asst. at SiA Office

Ms. Mahalakshmi B.C, Asst Teacher, SiA's Vikaas Day Care Centre

Mr. Vishwanath N., Production Asst., Rachana

Smt. Thayamma, Assistant, SiA's Vikaas Day Care Centre

Smt. Chitra, Assistant (Office)

Rural Resource Centres:

Seva-in-Action Resource Centre, Hoskote

Smt. Usha., Special teacher

Smt. Indumathi, Assistant

Samvardhana Resource Centre, Ramanagara

Smt. Veena Hegde, Resource teacher

Smt. Shivagangamma, Assistant

8.2 Visitors at Seva-in-Action

1. Dr. B.N. Gangadhar, Director, NIMHANS, Bengaluru
2. Mr. Kamal Lochan Panda from the State Institute for Development of Arts & Crafts, Dept of Handicrafts & Textiles, Govt. of Odisha, Bhubaneswar, ODISHA
3. Mr. Renganathan Venkatapathy, MD, Pointec Pens & Energy Private Ltd.
4. Ms. Abha & her colleague, Rotarians, Bangalore
5. Dr. Nagendra Prasad, Retd. Leprosy doctor & Social Worker, Bangalore
6. Smt. Vrinda Pitale, Saksham
7. Ms. Amanpreet Kaur, Parivaar Member, PUNJAB
8. Mr. Abdul Jabbar, Parivaar Member, Malappuram, KERALA
9. Mr. Ramprasad, Co-ordinator, Sharanam Charitable Trust, SNAC-Karnataka, NT

We thank.....

8.3 Donors

Govt. & Organizations

1. National Trust, MSJ & E, GOI
2. Bharat Kalyana Pratishthan, New Delhi (VHP, U.S.A)
3. Larsen & Toubro Infotech (LTI), Bengaluru sponsored the event 'THE QUIZABLED 2017'
4. Sri Godwad Bhavan Jain Trust(R) Bengaluru
5. Prafull Oorja
6. Adhyapana Trust
7. Trill Data
8. Individual Donors

Individual Donors

1. Shri. Giri Raj Singh
2. Ms. Gayathri & Friends
3. Smt. Geeta Loknath
4. Smt. Swarna Prakash
5. Shri. Anish Agarwal
6. Smt. Vijaya
7. Smt. Vandana
8. Mr. John

8.4 Volunteers

- 1) Volunteers from Companies - Hinduja Global Solutions (HGS), Wells Fargo
- 2) Volunteers from Colleges - Christ College, Jyothinivas, New Horizon Engineering College
- 3) Regular Volunteers -

Weekly Volunteers - Ms. Manela, English Communication teacher

Home makers - Mrs. Kalavathi Kuppuswamy, Mrs. Vasanthi, Mrs. Shivagami

Retired Officials - Mr. John, Mr. RSN Murthy

Parents of CWDs – Mrs. Shantha, Mrs. Jayalakshmi, Mr. Mohan Rao, Mrs. Hajeera....

Balance Sheet

SEVA IN ACTION (ASSOCIATION)					
No-36,1St Block,S.T Bed Layout ,					
Koramangala, Bangalore - 560034					
BALANCE SHEET AS ON 31-03-2018					
LIABILITIES		Rs.		ASSETS	
				Rs.	
CAPITAL ACCOUNT				FIXED ASSETS	
- As per schedule - 1	71,69,959			- As per schedule - 2	46,11,561
Building Fund	30,000			INVESTMENT	
				- As per schedule - 3	15,11,108
Rent Advance(Balasubramani)	4,00,000				
				CURRENT ASSETS	
				Deposits with Bescom	1,64,010
				Loans & Advances	20,000
				TDS Deducted AY 15-16	41,045
				TDS FOR AY 2017-18	10,953
				TDS FOR AY 2018-19	9,351
				Cash-in-hand	16,119
				Bank Accounts	12,15,812
	75,99,959				75,99,959
For Kolathaya And Associates					
Chartered Accountants					
Umesha K.N		Dr.N Shivashankar		B V Rajashekara Reddy	
Partner		Chairman		Secretary	
M.No.029766				B G Anirudh	
M. No: 29766				Treasurer	
Date : 02-08-2018					
Place : Bangalore					



Receipts & Payments

SEVA IN ACTION (ASSOCIATION)					
No-36,1st Block,S.T Bed Layout ,					
Koramangala, Bangalore - 560034					
Receipts and Payments for the year FY 2017-18					
Receipts		Amount	Payments		Amount
Opening Balance		14,89,523	<u>Building Renovation</u>		70,413
Bank Accounts	14,51,090		Building Renovation	70,413	
Cash-in-hand	38,433		<u>General Account Expenses</u>		25,54,930
<u>Investments</u>		1,70,000	AGM Expenses	2,804	
Fixed Deposit with ICICI-(Bldg)	1,70,000		Audit Fee	25,240	
<u>General Account Income</u>		19,27,143	Bank Charges	1,397	
Donation & Contribution-General	2,22,510		Deepavali Expenses	22,113	
Hall Hiring Charges Received	3,000		Donation	4,87,246	
Interest Received on FD	88,088		Gift Expenses	7,250	
Interest Received on SB A/c	44,755		Honararium To Staff	4,62,900	
Membership Fee Received	230		Hospitality	33,239	
NT- Online Enrollment	24,560		IE - Workshop For Teachers Exp	32,127	
QUIZABLED 2017 INCOME	10,00,000		Interest On FD Re invested	56,800	
Rent Received	5,19,000		Local Conveyance	46,930	
Sale of Coconuts	1,000		Meeting Expenses	7,226	
Skill Developing & Livelihood Training	24,000		MIS-Worshop Exp	440	



<u>Kalika Skill Development Income</u>		1,39,000	Photo Copy Charges	87	
Kalika-VT-Admission Fee	36,000		Postage & Courier	1,937	
Kalika VT Monthly Fees	1,03,000		Printing and Stationery	29,395	
<u>Rachana Income</u>		4,40,790	QUIZABLED 2017 EXPENSES	6,72,711	
Donation & Contribution-Rachana	40,500		Renewals, Reg Fee, Rates & Taxes/Property Tax	58,688	
Rachana Sales	3,98,340		Repairs & Maintenance-Building	18,510	
Rachana Misc Income	1,950		Repairs & Maintenance-Computer	49,094	
<u>Resource Center Income</u>		24,560	Repairs & Maintenance-Equipments	81,569	
RC - Misc Income	24,560		SIA Foundation Day Expenses	37,816	
<u>Rural Project Income</u>		4,57,446	Skill Development & livelihood Training Expenses	7,756	
Donation & Contribution - Rp	4,57,446		Subscription Fee	5,293	
<u>SNAC Income</u>		6,00,350	Telephone Charges	12,001	
Grant Recd From National Trust	60,000		Travelling Expenses	77,473	
Snac Institutional Activities Income	78,500		Website Expenses	4,720	
SNAC Other Schemes Income	4,61,850		Misc Expenses	8,286	
			Office Maintenance Exp	2,81,114	
			Staff Welfare Expenses	22,768	
			<u>Kalika Skill Development Expenses</u>		8,000
			VT Charges to Spl Teachers	8,000	



			Rachana Expenses		3,89,765
			Conveyance Exp	5,500	
			Green Skill Exp	200	
			Honararium to Staff	1,63,950	
			Rachana Misc Exp	250	
			Rachana Postage & Courier	190	
			Rachana-Printing & Stationery	1,255	
			Rachana Raw Materials	1,25,730	
			Rachana Stiphend to Students	63,500	
			Rachana _Cleaining Exp	6,863	
			Rachana - Transport Exp	150	
			Rachana - Tools & Equipments	10,567	
			Rachan- Refreshment Expenses	610	
			Racnaha Depavali Gift	11,000	
			Resource Center Expenses		1,33,259
			Books, Education Material	3,000	
			RC - Niramaya Expenses	400	
			Local Conveyance	15,000	
			Niramaya Planning	1,05,479	
			Travelling Expenses	9,380	
			Rural Project Expenses		4,62,462
			CHILD SUPPORT(VHP)	18,595	
			Honararium to Staff	3,92,650	



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			Local Conveyance	6,395	
			Medical Rehabilitation	176	
			Misc Expenses	430	
			Postage & Courier	187	
			Refreshment For Students	14,087	
			Teaching Aids	7,530	
			Travel Expenses	22,412	
			SNAC SCHEME EXPENSES		3,98,052
			SNAC Coordinator Honararium	10,000	
			SNAC Institutional Activities	24,560	
			SNAC Other Schemes Exp	3,63,492	
			Closing Balance		12,31,931
			Bank Accounts	12,15,812	
			Cash in hand	16,119	
			Total	5248812.00	Total
					5248812.00

For Kolathaya And Associates
Chartered Accountants

For KOLATHAYA & ASSOCIATES
CHARTERED ACCOUNTANTS

Umesha K.N

Dr.N Shivashankar

B V Rajashekara Reddy

B G Anirudh

Umesh K.N

Chairman

Secretary

Treasurer

M.No.025786

Date : 02-08-2018

Place : Bangalore



Board of Management
(As on 31st March 2017)

S#	Name	Designation
1	Dr. N. Shivashankar Professor Dept. of Speech Pathology & Audiology, NIMHANS Bengaluru– 560029	Chairperson
2	Smt. Ruma Banerjee Psychologist & CBR professional CO 3, Casa Ansal, J.P Nagar, 3 rd Phase Bengaluru– 560078	Executive Chairperson
3	Smt. Gayathri Gopinath Social Worker # 1138, 14 th Main, 21st Cross, 3rd Sector, HSR Layout, Bengaluru– 560102	Vice Chairperson
4	Sri. B.V.Rajashekhara Reddy # 1687, 25th Cross, 27th Main, 2nd Sector, HSR Layout, Bengaluru 560102	Secretary
5	Sri. B.G Anirudh Stocks & Shares Consultant Equiwealth Services, # 101, Mantri Elite Apartment, Bannerghatta Road, Bengaluru – 76	Treasurer
6	Sri. S. Rajanna Hindu Seva Pratishtana, “Ajita Shree”, 8/28, Bull Temple Road, Bengaluru 560004	Member
7	Sri. J.S Nagabhushan Social Worker # 201, 4th Main, Samrudhi Enclave, Subramanyapura Post, Bengaluru-560061	Member
8	Sri. J.S Mohan Rao #126/S, 4th Cross, ST Bed Layout, Koramangala, Bengaluru – 560034	Special invitee (parent)
9	Dr. B.K Chandrashekar Sagar S.3, 2nd Floor, Arjun Enclave, 1st Main, Madhuban Colony, Hulimavu, Bengaluru – 560076	Special invitee

About Seva-in-Action (SiA)

Seva-in-Action (SiA), a voluntary organization was established in the year 1985, with the mission of empowering persons with disabilities and create equitable opportunities for an inclusive society. Realizing wide gap between the services available and services needed, SiA set out with identifying and reaching out rehabilitation programme for children with disabilities (cwds) working very closely with local communities to develop and implement socially, culturally and economically appropriate services with holistic approach. The entire programme is based on demystifying and transferring technology in simple and relevant terms at community level. SiA essentially works through the local committees and families of children with disabilities at the local levels in rural areas of Karnataka. Initially the support came from funding agencies such as Action Aid, UNICEF, Norad, DANIDA besides the state govt and govt of India for developing services in the field of CBR and capacity building of the education system and teacher education programmes. SiA received financial support from the Target India for 2 years to implement its activities from 2008-2010.

SiA's is focusing its work in the context of related educational structures that determine the development, individual growth of cwds and their right to education. Mainstreaming person with disabilities, thereby enabling them to lead a life of confidence and dignity to this end SiA has been very closely working with the state and central government to plan and develop policies for Persons with Disabilities (pwds). Seva-in-action has consultative status for Ministry of Human Resource & Development (MHRD) GOI and Primary & Secondary Education, Govt. of Karnataka for implementing inclusive education besides conducting action research and evaluation of inclusive education programs. SiA was also the state nodal agency centre (SNAC) for National Trust MSJ&E, GOI from July 2010 to July 2017.

From last two years, SiA is being received the one time financial support from the LTI Bengaluru for its annual event of Quizabled.

The Quizabled is a distinctive annual event where a special quiz competition conducted exclusively for children with disabilities from special schools and mainstream schools. It provides a platform for children with disabilities to showcase their knowledge & intellectual capabilities.

AREAS OF WORK:

SiA works through the following pronged approach:-

1. Community Based Activities (CBA) - Education, Skills Development & Livelihood for children & adults with disabilities through Resource Centres in Koramangala, Ramanagara and Hoskote
2. Research, Training & Resource Development for Inclusive Education
3. Working with the Govt. System - SiA was a State Nodal Agency Centre of National Trust Karnataka from June 2010 to July 2017. Since 2016 SiA has been running the Information Centre at State level in the premises of NIMHANS in collaboration with the Department of Differently abled & Senior Citizens & NIMHANS.
4. International Consultancy for organization working in the area of Inclusive education

Accomplishments:

Recipient of State Award in November 2013 & National Award in December 2016 as Best NGO for its services of children & persons with disabilities

SKILL DEVELOPMENT TRAINING FOR LIVELIHOOD OPPORTUNITIES FOR ADULT WITH DISABILITIES

Seva-in-Action (SiA) is a voluntary organisation founded in 1985, with the goal to empower persons & families with disabilities and promote inclusion and ensure their human rights through Community Based Rehabilitation & Inclusive Education. It cradles the vision of developing egalitarian society. SiA started with the skill development and livelihood program in urban area in 2010 when the adults with intellectual disabilities were out from special schools and the parents did not know how to help them in getting open wage employment or engage them with meaningful livelihood opportunities.

Training & Employment is most important because having a skills & job enhances social status and provides wages. It increases integration of contacts and opportunities for other integrated activities. Adult with Disabilities will become productive members in the family and it increases their self esteem & promotes individual growth. People with intellectual disabilities should be taught skills in the environment in which they are going to be used i.e. on the job.

In this context, SiA is looking for adult with disabilities who required skill training and placement in the areas of Retail, Hospitality and Computer. Subsequently, the Adults are placed in the suitable training for the placement. SiA will assist in the initial stages of training.

Details of skills training

Offered Trainings	Duration	Age	Eligibility
Pre vocational Training	1 ½ years	16 – 18 years	Person with Intellectual & Developmental Disabilities (Mild & Moderate)
Readiness for skill development	6 month	17 – 18 years	
Retail	3 Months	18 – 25 years	
Hospitality	3 Months	18 – 25 years	
Paper products	3 Months	18 – 25 years	

RACHANA

Vocational Training & Production Unit

Seva-in-Action



Celebrating diversity and promoting inclusion through skill development training of adults with disabilities

Seva-in-Action is a voluntary organisation working since two decades to reach the unreached with disabilities has initiated a project to provide economic rehabilitation and meaningful engagement for people with disabilities

Say YES to eco friendly products and promote economic rehabilitation of people with disabilities

AIM



The main thrive of Seva-in-Action is economic empowerment for persons with disabilities. In this direction, SIA has established vocational training and production units in 3 centres, one in urban and two in rural areas. These units facilitate skill training

and marketing of products manufactured by people with disabilities. The products are different types & sizes of paper bags, cloth bags, corporate gifts, terracotta crafts, jute, mats, stationary items and candles. The products are eco-friendly reasonably priced. SIA is exploring for orders which shall enable adults with disabilities to become confident, independent and contributing members in the society.



IMPACTS OF RACHANA

1. Disabled adults lead productive and meaningful lives through engagement in various fields of work.
2. Students gain confidence by earning their own livelihood.
3. Economic Independence and rehabilitation.
4. Provides support to parents to engage with their wards.



Make the most of your giving

THE QUIZABLED 2017 - A SPECIAL QUIZ EVENT



CHANGING LIVES OF PERSONS WITH DISABILITIES

ENJOYING HIS NEW ROLE

VICTOR IS CALLED "VICKY" is a person with Down's syndrome, now he is working as a Sales Associate in Star Bazaar. He arranges apparels and house hold products by off-loading the stock as well as rearranges apparels and house hold products discarded by customers.

- ★ Father is a auto driver and heart patient, mother is house wife
- ★ He underwent Pre-vocational & Vocational training at Seva-in-Action and also underwent self advocacy training at SiA



Victor completed one year at Star Bazaar - The progresses noticed by his parents

He is now able to travel by himself in city bus to his office from the day he is been working. He is taking care of our family since I am a cardiac patient and living with a pacemaker in my heart. Since I am not able to work anymore, he helps me with my medicines.

STEPPING STONE TO LEAD LIFE WITH DIGNITY

Ravi Shankar Rao is a Person with Intellectual Disability, now he is working as a Sales Associate in Star Bazaar.

- ★ He underwent Vocational training at Seva-in-Action and also underwent self advocacy training at SiA
- ★ He is a member of Self Advocates Forum of India
- ★ He was working as a Office Asst in Seva-in-Action



Ravi completed one year - The progresses noticed by his parents

- ★ Commute independently by City Buses
- ★ **Following Dress Code:** He was always reluctant to wear Shoes and Socks and Tuck his Shirt into Pant. Now he has learnt to dress properly.
- ★ **Punctuality:** He adjusts his time in accordance with the Bus Timings to ensure that he reaches Trent half an hour before schedule.
- ★ **Obedience to Boss:** He adjusts his weekly off days in accordance with requirements. He insists his Parents to inform the management in advance for any leave requirements.
- ★ **Work is Worship:** Never likes to attend functions on working days. Asks his Close relatives and friends to arrange for Functions on his Weekly off day.



Compiled by
Manjula Nanjundaiah