



# ANNUAL REPORT

2018-2019



विश्वास  
**vishwas**  
Vision for Health Welfare and Special Needs





# SAVE FUEL

VISHWAS is a not-for-profit organisation working in the field of **Disability and Inclusive Development**. Our programmes are rooted in the fundamental belief in **EQUAL OPPORTUNITY AND INCLUSION** and respecting the right of every individual to live their life to the fullest with dignity.

We believe that everyone has the right to access health care, education and livelihood options irrespective of disability, gender, class or caste.

All our programmes cater to children and young adults from the most marginalized communities. Even within vulnerable groups, those with disabilities are most likely to get excluded and discriminated against. VISHWAS is committed to addressing this discrimination.





## Vision

An inclusive society where persons with disabilities are ensured equal rights and opportunities in a dignified manner.

## Mission

To promote the rights and interests of the disadvantaged, particularly those with disabilities, in partnership with all stakeholders including children, their families, community and the government by:

- Building knowledge and capacities on inclusive practices and policies
- Creating opportunities for meaningful participation

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## विश्वास है

कह दो अंधेरों से चल पड़े हैं हम  
दुप दुप दूपाक रोशन हैं ये रुदम  
हैं रेशमी से चेहरे धुले हुए  
इन बाजुओं में विश्वास का है दम  
मोते हैं सवेरे, विश्वास है  
तोड़ेंगे अंधेरे, विश्वास है  
हम नर्म को मूढ़ों हैं, विश्वास है  
आशाओं को मिट्टी हैं, विश्वास है  
करन से हो होगा है, विश्वास है  
क्राश्या में हो सोना है, विश्वास है  
विश्वास है, विश्वास है, हमको खजालों को आस है  
हैं (आँधियों) मानूम है, जिंदगी मगर विश्वास है  
कह दो उगर से मुश्किल बिछाए वो  
सूरज से कह दो आस जलाए वो  
हम जंग हैं तो मंजिल एकदम आहूगी  
सच्ची लगन से वो दुप न पारगी  
मन में कभी न विश्वास होगा कम  
कह दो अंधेरों से चल पड़े हैं हम  
कई जीवन रुब से इन्तज़ार में  
कई क्यपन देखे हैं कतार में  
कई गीत लुटेंगे हैं हमको  
नए ख्वाब सजाने हैं हमको  
होने न देंगे एक आँख को भी नम  
कह दो अंधेरों से चल पड़े हैं हम  
खुल जाएँ द्वार और सान बह-चले  
मिट जाएँ प्यास इलकें वो सिनसिले  
हमको मिला जो तो पाँव दें चलो  
अज्ञान को फासल दौट दें चलो  
विश्वास को चमक चम-चमक चम  
कह दो अंधेरों से चल पड़े हैं हम  
दुप दुप दूपाक रोशन हैं ये रुदम.

प्रभु गोपी



## Note from the Chairperson

Engaging and working with the larger community has always been our passion and priority. Even when we began more than a decade ago, we worked extensively in Sohna block, covering every village and ward.

Since our Centre is in Gurugram and we run all our programmes from here, we had believed that most of the people in its periphery would know about Vishwas. And in case they need any help regarding their children and adults with special needs, they will approach us by themselves.

Yet, driven by our passion we nevertheless decided to go and extensively reach out to our neighbouring community, which is a mix of urban and rural.

We were surprised to know that many families were not yet aware of our facility. So we decided to reach out to work with the community for the benefit of children, adults and their families.

Our whole-hearted move into our neighborhood has been rewarding for us and for the people we work with. We are not only contacting them but also giving them support in various stages of their lives through Vidyalaya, Skill-building and Livelihood options. We are also helping them get what they are entitled to. This has created a stronger bond and mutual trust between VISHWAS and its community.

Unless you go and look closely, it is difficult to imagine how many people with disabilities are still being missed out. I would like to underline that many parents are coming out now to seek support and help for their very young children. This is the result of awareness programmes and initiatives taken by the Government, many private organisations, NGOs like us and educational institutions. Needs in India are so great, social disparities so wide, that we need all levels of facilities, from something like a Medanta to an AIIMS.

Thank you all for your understanding and support.

*Neelam Jolly*

Neelam Jolly  
Founder & Chairperson  
VISHWAS



# Objectives

To create and promote inclusive education system that will support the learning needs of all children.

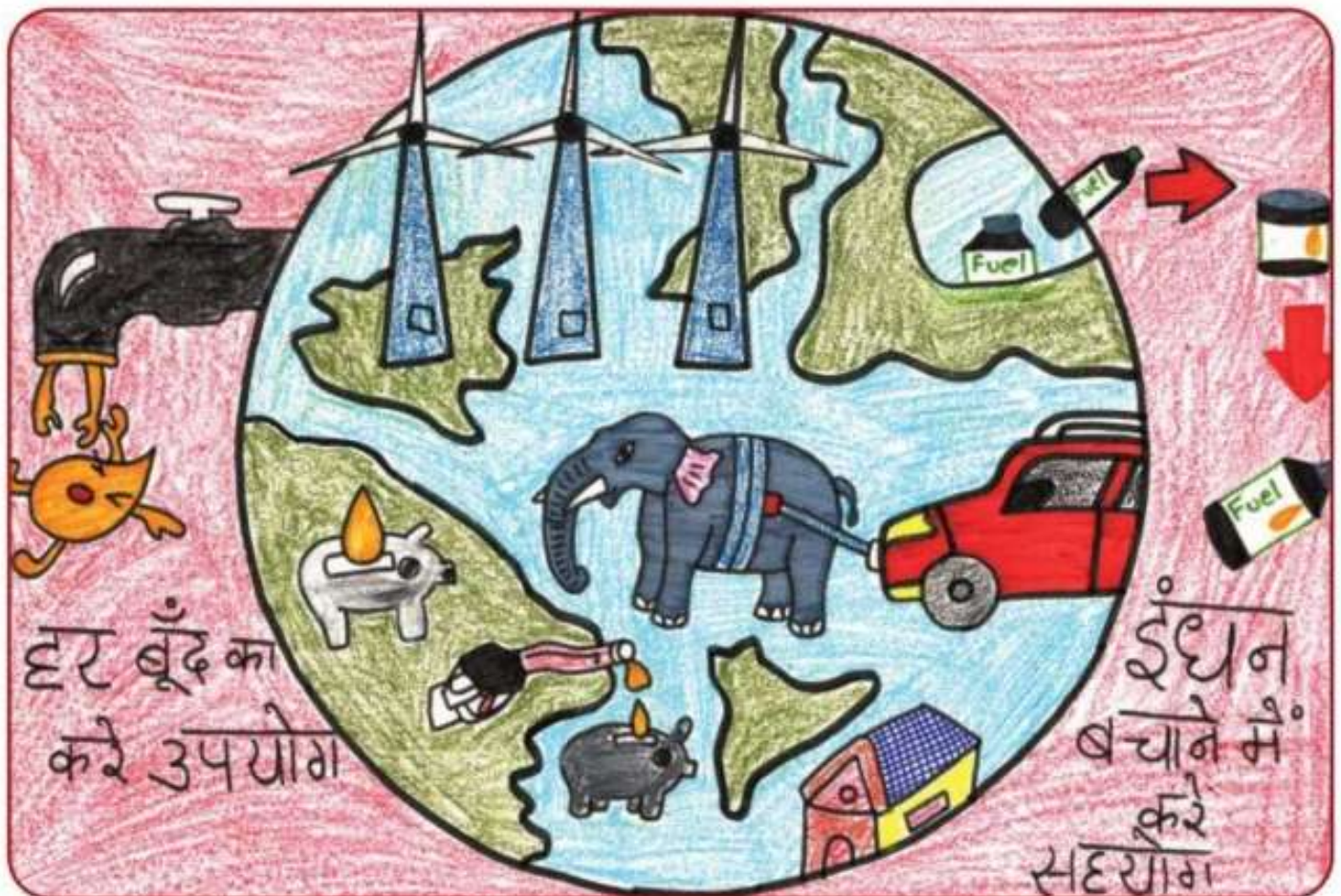
To support persons with disabilities in acquiring work-oriented skills and job placements that will enable them to have sustained income through wages or self-employment.

To provide life skills and skill training to persons with developmental disabilities so that they are more independent, socially active and productive in their environments.

To ensure that persons with disabilities are able to access their entitlements and all government health, education and social protection facilities and are active participants in mainstream community processes.

To facilitate community participation in building inclusive and barrier free environments through awareness and sensitization exercises.

To enhance operational learning within and outside the organisation by bridging the gap between intent and practice on inclusion through research and training.







## Our Programmes

With a focus on inclusion of persons with disabilities, all our initiatives are aimed at promoting the rights and interests of the disadvantaged and disabled persons by partnering with all stakeholders including children, their families, community and the government.

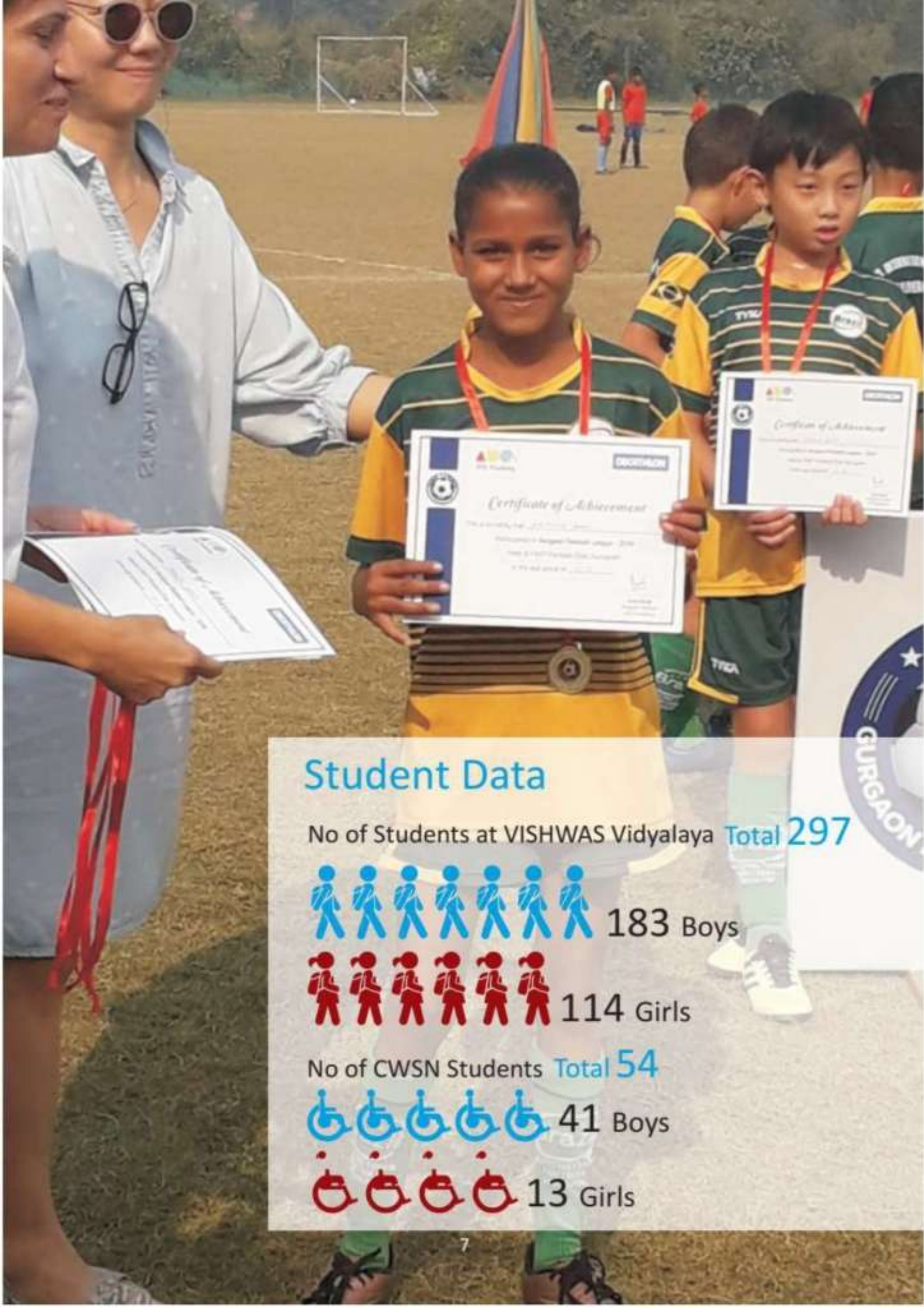




## VISHWAS VIDYALAYA

VISHWAS Vidyalaya is an inclusive school which follows the NCERT framework and is recognized by Haryana Education Board. We began the year with 297 students of which 18% were those with special needs. Students attended age appropriate classes and were provided with necessary support to participate in academic as well as extracurricular activities.





## Student Data

No of Students at VISHWAS Vidyalaya **Total 297**



183 Boys



114 Girls

No of CWSN Students **Total 54**



41 Boys



13 Girls





One more year has gone by, we have continued to use much of old and time-tested practices with the ones we have developed from experience. To fill in some gaps we identified certain initiatives that were taken for enhancing the performance of students. The journey has been satisfying but there is always scope for improvement.



## Steps taken to improve academic performance

Most of our students are from migratory communities, marginalised by poverty with little to no prior exposure to formal education. Some new steps were taken to improve their academic performance in addition to our regular practices.

### New technological tools

To help students keep pace with use of technology we have introduced.



### Gyantatra-Digital Dost

It is low-cost software based, self-paced interactive multimedia learning tool. It echoes with our Inclusion Model, being low cost, and has made digital technology accessible to all. Ease in use of technology will prepare our students with diverse abilities for the digital age and has made learning easy and enjoyable. A lot of sensitive and important issues like-HIV, sexual abuse, voting rights etc are also addressed in a simplified manner.

### Kant Learning-Smarter way to learn

It is an end to end system which provides a video game inspired learning environment. It will help to harness the energy and interest of students. This will supplement the lecture-based method and does continuous evaluation of students in a competitive setting. It is a low-cost, self-driven practice.

The benefits of both these softwares will be visible from the next academic year.

## Tested practices

### Remedial classes

Most of our students do not have support at home for education nor can they afford private tuitions. Volunteers have been forthcoming in providing additional help to students to fill the learning gaps.

### Science Experiments

Science is fun but difficult at the same time if it is not accompanied with experiments. Experiments help in understanding its role and relevance in day to day life and hence make it interesting and easy to remember. STEM lab is our partner in this endeavor. Middle grade students have been conducting experiments on a more



regular basis and greater enthusiasm for the subject has been observed now.



## Activities and Events

A right balance of academics and extracurricular activities is essential for the holistic growth and development of children. They also help the students to overcome the monotony of mundane routine.

### House Activities

Competition is not about winning and losing, it's about how you play. During the process it teaches many



things – team work, hard work, importance of practice, inspiration, discipline and the most important of them all, sportsman spirit and the grace to accept defeat.

To encourage this, the concept of HOUSE was introduced this year. The students were divided into four houses - Rose, Marigold, Sunflower and Lotus. Round the year, age appropriate activities were conducted. These included – food without fire, science models, quiz, spell bee, talent show, rangoli, and best out of waste.

## Celebrations - Festivals and National days

Diverse religious and cultural festivals celebrated round the year add to true spirit of life. While national festivals teach us values like patriotism, courage, valour



etc, religious festivals inculcate values of secularism, brotherhood, tolerance and their significance. Diwali, Id, Holi, Christmas, Teacher's day, Independence Day were among the many festivals celebrated with a lot of zeal and enthusiasm.

### Annual function

For any organisation, its Annual day, is the biggest festival. It is the cause to celebrate its very existence, its values, the journey and the purpose!



This year, too, VISHWAS celebrated its Annual Day with a lot of enthusiasm and an element of novelty. CEO and Co-Founder of Nipman Foundation, Mr. Nipun Malhotra graced the occasion as the Chief Guest along with other distinguished guests. The theme "Unity in Diversity" was celebrated with a blend of dance and play. The audience was in for a special treat this year. The band, Pallavi Live, with their highly energetic performance, left everyone asking for more.

### World Disability Day- WDD

We celebrated WDD by organising a walk "to sensitize corporates towards 'Empowering PWDs and ensuring INCLUSIVENESS AND EQUALITY'. The objective was to promote inclusion of PwDs in all possible areas of development. The entire staff and students of VISHWAS





participated in a kilometer long walk from DLF One Horizon centre to the DELL office. It was supported by both these organizations. Inclusion and equality has to be a year-long effort from the larger society to make it a reality. DELL and DLF have shown willingness to be a partner and support the cause.

## Sports

Sports lead to fitness of body and mind and also help to develop team and sportsman spirit. It can be developed into a full-time profession for those who want to make a career in it. Despite our limited resources, VISHWAS tries to give all possible opportunities to its students.

### Sports day

Like every year, it was an inclusive Sports day. Games like kabbadi, football and cricket were played in addition to the usual hurdles and other race. The most joyous moments were those when children climbed on the podium with a lot of pride and satisfaction, to collect their medals.



### Gurgaon Football league

Three of our students Aadil, Almin and Asif, siblings who are being trained by BIFA- BRAZIL International



Football Academy, represented their teams and played in Gurgaon Football league.

### District and State level Sport's meet

CWSNs participated in the district sports meet at Kadipur in Feb'18 and they won prizes. They then went on to participate in the State level meet at Jind. Prateek Agarwal and Chhavi Atri took part in shot put and Sangeeta Singha in 100 mts race.



### Inter school Football competition

This year our students got an opportunity to play inter-school football match with Neev School. This provided an opportunity to use and improvise their skills. Our team won the match.





## Outings

Educational trips are a necessity to make learning experiential, interesting and meaningful. Students from public schools have the opportunity of exploring places with their family and friends. But for the majority of our students, any trip organized by us is the only opportunity they get to experience and explore. Like every year, age appropriate trips were organized.

### Visit to Zoological Park, New Delhi

Children of all age groups enjoy visiting Zoo, more so the younger ones. Students of class nursery to grade II visited the Delhi Zoological Park. For most of them it was their maiden visit. Their joy knew no bounds which was visible from their broad smiles, awestruck faces and never-ending questions! Pictures seen in books were becoming live in front of their eyes. Battery operated vehicles were hired for the mobility of all students.



### Ramgarh Farms

People living in cities always yearn for the simplicity, freshness and natural beauty of villages. To experience rural life, students of grade VI, VII, VIII and Skill development group and the entire staff visited RAMGARH FARMS. This was done with the aim of team





building. It was really an amazing experience for all and a day well spent.

### Qutub Minar

Historical monuments have always been a subject of curiosity for all. Students of grade IV and V visited Qutub Minar and the adjoining monuments to see for themselves its magnificence, beauty and a slice of the work by Mamluk dynasty.

### Heritage Village Resort

Young children have impressionable minds and may also have fantasies related to some professions. Hospitality sector is one such field and is also in great demand. To give them a feel of the functioning of the various departments of a Hotel, students of grade VII, VIII and Skill development group got an opportunity to visit Heritage Resort. Heritage team organized some fun activities and a yummy meal!





## Workshops

### Responsible students and good leaders

The Global Education and Leadership Foundation – TGELF conducted training sessions for our students to help develop leadership qualities in them and also to make them responsible citizens.

### Cyber World Awareness on threats, security and remedy

Internet has brought the whole world close and all the information is available at the touch of a button. At the same time cyber threats and security has also become a major issue. So, it is very essential for the young children to know about it and the possible remedies.



### Anti bullying Campaign

When young students take up the issue of bullying, it is very heartening and the message carries more weight. Young students from DPS Sushant Lok created awareness on the ill effects of bullying through street play and other activities.



## Cultural performance

Our inclusive group of students enjoy giving cultural performances, be it dance or song. Every year they are invited by various organizations and this year they were invited to perform at:

### Autism awareness month

Sarva Dharma Prayer performed by our students is loved by the audiences. This year they were invited to perform for Autism Awareness Month celebration at DLF Cyber Hub. The performance received a standing ovation.



### Nipman Foundation award ceremony

VISHWAS students performed Ganesh Vandana during the opening ceremony of Microsoft Equal Opportunity Awards presented by Nipman Foundation. 10-2





## Awareness on environmental issues

Damage to the environment in terms of felling of trees to serve our greed is very rampant. Pollution is another major issue which has reached alarming proportions. Damage control measures have to be taken on an urgent basis. There can be no better crusaders than young students.

Our students participated in "Save the Aravalli Biodiversity Park" campaign along with 5000 students and volunteers. They also took part in Xavathon, "Say no to crackers" campaign, organised by St. Xavier's School.



## Parents Teacher meetings

Periodic meetings were held in the school to update the parents about their wards performance, share concerns. Their involvement is very heartening because of the growing attendance, regularity and active participation.



## New Collaborations

New collaborations help to bring new energy and ideas. This year VISHWAS collaborated with new organizations and bodies leading to exposure of our students to some very interesting things.

### Special Olympics Bharat (SOB)

For inclusion of CWSNs/ PwDs in sports, SOB is playing a very vital role. It disseminates information, provides trainings and organises activities.

### Workshop for parents

SOB conducted a workshop for the wards of CWSNs at VISHWAS to bring awareness about opportunities



available to them in terms of infrastructure, training opportunities and financial rewards. Simple daily exercises for them were also demonstrated along with its importance.

### Leadership development workshop

CWSNs from VISHWAS and neighboring localities participated in a workshop to identify leaders amongst them. This was done by conducting a variety of activities. The leaders then conducted different games like football, cricket. This empowerment brought unmatched joy to them.

### Handball training camp at Agra

4 of our students attended a four day handball training camp at Agra, held by SOB. They were amongst 18 students selected from the entire state of Haryana.



## Inauguration ceremony of National Ice and Figure skating championship

25 students got an opportunity to be a part of the inauguration programme at Ambience Mall, Gurgaon. Some of them even tried ice skating, which was a first time for them.

## Oral and Dental Hygiene Camp

Dental check-up camp was organised in collaboration with Special Olympics Bharat and Indian Dental Association for the students of VISHWAS and remedial measures were prescribed.



## DELL& DLF

Became our new corporate partners for the WDD celebration. The "Walk for Inclusion and Equality" began from One Horizon centre and concluded at the DELL office. Our students gave a dance performance. The relationship is beginning to take shape.

## Alight Solutions/ WIPRO

This year we had a new supporter in Alight/ Wipro, who have sponsored the education cost of 26 students, helping them to continue their education,



uninterrupted. Happy and satisfied with our work, some team members got together, pooled funds and supported the Vidyalaya with their stationary needs. Hope the bond becomes stronger from here!

## Kotak Mahindra Bank

This year we participated in Airtel Delhi Half Marathon. Kotak team raised funds for us and this was used for Annual Education cost of 10 students.



## EFFICOR (Evangelical Fellowship of India Commission on Relief)

Our dream of starting a canteen run by trainees of Skill Development Programme finally came true. EFFICOR supported us with the seed money to kick start it.

## Capacity building of team VISHWAS

Periodic trainings were conducted to address the felt needs. The resource persons were both in-house and external experts.





# Trainings held at VISHWAS

Topic	Resource Person	Purpose	Attended by
Converting challenges to strength of CWSNs	Ms. Saumini, Children First India Foundation	The challenges faced in working with CWSNs are quite unique and differ from case to case. Need based adaptation of teaching methods have to be done to enable their complete participation. The challenges faced by the staff were taken up as case studies and the best possible solution within the available resources were presented utilizing their strengths.	Teaching Staff of VISHWAS
Making Mathematics fun and interesting	Ms. Neha, Jodo Gyan Foundation	To make mathematics fun and interesting, teachers were introduced to simple teaching aids and new concepts.	Teaching Staff of VISHWAS
Responsible citizens and leadership in	Mr. Rahul and Ms. Deenu, The Global Education And Leadership Foundation -tGELF	tGELF conducted trainings for staff so as to help students become responsible citizens and bring out their leadership qualities.	Teaching staff of VISHWAS
Sign Language	Mr. Ajit, VISHWAS	To have a holistic approach towards children with hearing and speech impairment, knowledge of Sign Language is very essential.	Staff of VISHWAS

# Trainings attended by VISHWAS team

Topic	Conducted by	Purpose	Trainees
Introduction and treatment of Attention Deficit Hyper Disorder (ADHD)	Child Mental Health Foundation	Identifying symptoms and their inclusion in class	Ms. Sheetal and Ms. Babita



# ACHEIVEMENTS

Art is a very good medium of expressing one's feelings and emotions. An art exhibition of paintings made by Intellectually Disabled Persons was held by Samadhan (Ministry of Human resources) at YWCA on 9th March'19. Our student Rishi Gupta's painting was selected for display.

Gurgaon Football league - Asif and Aadil, who receive training from BIFA were adjudged "Best goal keeper" in the U-12 and U-14 category respectively.

Our students from class V and VI participated in a contest conducted by AWIM in JET TOY and SKIMMER challenge and both the teams were victorious. Out of 44 participating schools from Delhi and NCR, the "Jet toy team" was the winner in "Accuracy" and the "Skimmer Team" won the overall runner-up trophy.



## Proud of you Anjali for scoring 94% in grade X

मेरा नाम अंजली है। मैं विश्वास में कक्षा पहली से आठवी तक पढ़ी हूँ। मैंने विश्वास में बहुत कुछ सीखा है। जब मैं पहली बार स्कूल आई तो मुझे बहुत अजीब लगा क्योंकि यहाँ पर दिव्यांग बच्चे भी शामिल थे। पर आगे मुझे समझ आया कि सबके साथ मिलकर पढ़ना क्या होता है। यहाँ सभी बच्चों को बराबरी का दर्जा दिया जाता है और हर किसी को आगे बढ़ने के लिए प्रोत्साहित किया जाता है।

यहाँ के बाद मैंने दूसरे स्कूल में भी पढ़ाई की है लेकिन जो बात विश्वास में है वो किसी और में नहीं। यहाँ मेरी नींव तैयार हुई। हमें हर तरह की प्रतियोगिता में भाग लेने के लिए बाहर ले जाते थे। गरीब बच्चे जो प्राइवेट स्कूल में नहीं पढ़ सकते उनके लिए विश्वास एक वरदान है।

मुझे आगे बढ़ाने के लिए मैं विश्वास का धन्यवाद करती हूँ।







## VISHWAS SKILL DEVELOPMENT AND TRAINING PROGRAMME

As we all know that in India, PwDs face many challenges due to lack of appropriate skillsets for meaningful employment. Though disabled people constitute a significant 2.21% of India's population (as per Census 2011) and despite 4% reservations in jobs according to Rights of Persons with Disabilities (RPwD) Act 2016, only 0.54% of them are employed (Source-NCPEDP)



To fill this gap, it is very essential to work towards their education and skills so that they can lead a life of dignity and self-worth.

The programme strives to provide economic independence and empower PwDs and women from economically weaker sections of the society. This would help to improve their self-esteem and create a less unequal society.

It caters to young adults and adults with disabilities and provides skill development for employment opportunities. It also provides life skill training so that they can lead independent and fruitful lives.

With this in mind, three new training programmes have been started this year in addition to the already running project "Bags of Hope".

## Bags of Hope

"Bags of Hope" unit was launched in 2015-16 as an inclusive model to support in providing employment and marketing opportunities to PwDs and women from poorer sections of the community. This unit continues to provide employment opportunities and also trains them to use their tailoring skills to produce marketable goods.

## Computer Literacy

Keeping in mind our objective of EQUAL OPPORTUNITY, computer literacy is need of the hour. We are training our first batch comprising of 4 students. With reasonable accommodation, PwDs can be employed by organisations, which have the will.

## Art and Craft

Under this, trainees learn to make newspaper bags, Toran, Latkan and Block printing on paper and cloth bags. These products are then marketed along with other products.

## Canteen

Some of our trainees have been involved in kitchen activities in the past. This has helped them to learn chopping, peeling, identifying ingredients, packing sandwiches and cleaning and arranging tables and chairs.

A long-cherished dream of starting a canteen managed by this unit finally took shape this year. It was made possible by EFICOR by providing all the necessary raw







materials and equipment for it. The hands-on experience in the canteen will come handy, when they have their own set-up or try for jobs in the hospitality sector.

### Activities of daily living (ADL)

The trainees are provided functional and life skill training that includes self-care, survival, time and money concepts. They learn basic household work like

washing clothes, dusting, chopping, cleaning utensils, grooming and personal hygiene.

### Parents meetings

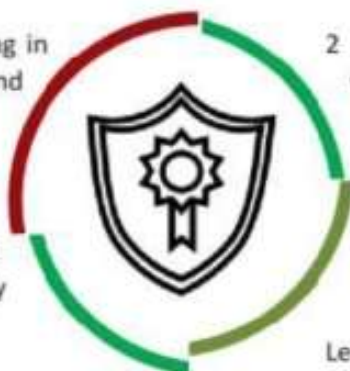
To discuss increased focus on the role of families in providing opportunities at home to make them independent in daily activities, regular meetings were held.

## ACHIEVEMENTS

5 students got selected for Training in Food & Beverage (Hospitality) and pickle making in Muskaan NGO

2 of our trained tailors have started working in a fashion boutique

A Therapeutic loom has been set up which is being used regularly by our trainees.



In keeping with the organisational strategy, this year we have identified and sensitised potential employers like Lemon Tree Hotels, DELL, and Wipro.



Divyanshu is a 17-year-old boy with Down's syndrome. This extremely quiet and shy boy, till a few years ago was quite an introvert and now loves to meet and strike a conversation with people. His enthusiasm for dance is amazing and loves to imitate Shahrukh Khan. His talent in sports, gave him an opportunity to attend a Special Olympics 5 days Handball training camp in Agra. His flair for crafts is visible in the finesse with which he makes Torans and in Block printing.





## VISHWAS RESEARCH AND TRAINING PROGRAMME

This programme aims to bridge the gap between intent and practice through various capacity building and awareness sessions. Disability resource centre is an essential part of the Research and training programme of VISHWAS. The main objective of our resource centre is to provide all the possible support to PwDs of any age, living in the surrounding areas of VISHWAS. Our team of qualified professionals assessed and planned suitable interventions based on the need of individuals. In addition, with the support of community based programme (CBP) team, we also provided assistance in referring them to outside resources such as government hospitals, training institutes and aid and appliance providers.



## Statistics at A Glance – Disability Wise

Disability	Age Group				25 and Above
	0-6	6-14	14-18	18-25	
Low vision	0	1	0	1	0
Hearing Impairment	0	0	0	1	0
Locomotor Disability	4	1	1	0	3
Intellectual Disability	0	10	3	6	0
Autism Spectrum Disorder	0	4	2	0	0
Cerebral Palsy	8	8	2	4	0
Muscular Dystrophy	0	1	1	0	0
Chronic Neurological Disorder	3	3	0	0	0
Speech and language Disability	1	1	0	0	0
Multiple Disability	0	0	0	2	0
Total	16	29	9	14	3

During the year, Resource Centre has provided specific services to 71 newly registered beneficiaries.

## Statistics: Referral Chart

Referrals	Number of beneficiaries
For Medical Intervention	6
VISHWAS Vidyalaya	10
Community Based Programme	8
Orthosis and other Assistive Aids	8
Regular Follow Up activities	35
Blind School, Berhampur	1
Skill Development and Training Programme	3

Maximum number of beneficiaries was intervened by the Resource Center and Vidyalaya. For the remaining beneficiaries need-based referrals were made.



Suraj Singh is a 13-year-old boy and has Cerebral Palsy. After persistent follow up by the CBP team, his father brings him to the resource centre regularly, carrying Suraj on his back. As a result, he now has an Aadhar card and Disability Certificate, his gateway to many benefits. He has been referred to Kiwanis's Artificial Limb Centre, where an assistive device to help to improve his mobility, is being developed. This would reduce his dependence and has given a ray of hope to him and his family.



## Capacity Building

A number of trainings were organised for the staff (teaching and non- teaching) over the course of the year. Such trainings are essential to improve the quality of services for PwDs.



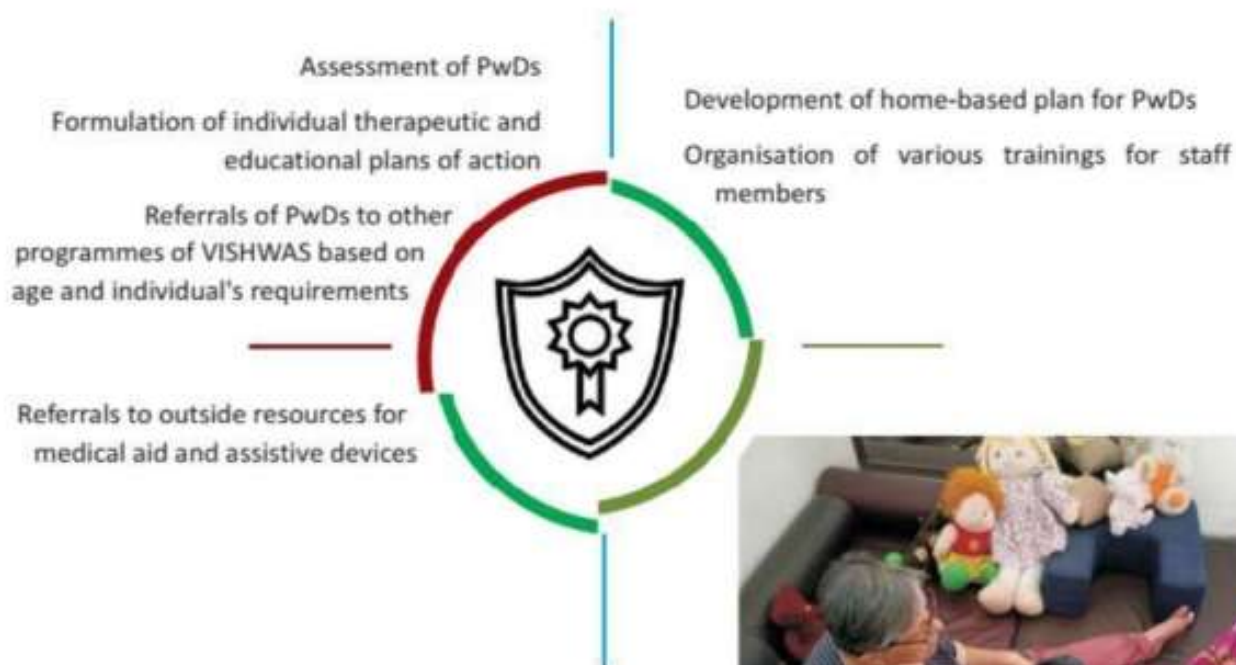
## Trainings Organized for Staff During Session 2018-19

Topic	Conducted by	Purpose	Trainees
Feeding issues and strategies	VISHWAS Research and Training Programme	To alleviate the issues faced by teachers and assisting staff in feeding CWSNs	Teaching and assisting staff of VISHWAS
Understanding Attention Deficit Hyperactive Disorder (ADHD)	VISHWAS Research and Training Programme	Some times while teaching in class, teachers face difficulties in handling students who are hyper active. A workshop about symptoms of ADHD and how to manage such children in class was conducted.	Teaching and assisting staff of VISHWAS
Rights of Person with Disabilities (RPwD) Act 2016	VISHWAS Research and Training Programme	The number of disabilities covered under the RPWD Act, 2016 has increased from 7 to 21. People working in this field need to be aware about this so that they can	VISHWAS Staff
Transfer Techniques	VISHWAS Research and Training Programme	Transfer of wheel chair user to and from wheel chair has to be done very tactfully so that there is no/ minimal discomfort for both parties	VISHWAS Staff





This year, the main activities of the Resource Center were:







## COMMUNITY BASED PROGRAMME

The VISHWAS Community Based Programme facilitates community participation in providing barrier free and inclusive environments. Its focus of 'Disability and Inclusive Development' is based on the principles of accessibility, participation and non-discrimination.

In accordance to the Strategic plan 2017-2020, VISHWAS Community Based Programme has expanded its reach to more families and stakeholders. It is also working towards addressing barriers in the community that prevent children and PwDs in using the services and opportunities that are available to others.



## Objectives of the programme

- Sensitize- village, panchayat, block, district and state level government officials on issues related to disability and inclusive development
- Awareness raising programmes for PwDs and their families about their rights and entitlements
- Capacity building of PwDs, including Women and Children with disabilities to participate in and avail health, rehabilitation, education and livelihood services and schemes
- Enhancing opportunities to access education, health care and skill development

## Major focus during the year

- Identification of new children /persons with disabilities
- Awareness raising and sensitization activities for community
- Greater focus on networking with Medical officers of Primary Health centers, District Social Welfare officer, Government officers, Councilors', local leaders, School Principals & teachers, Block Panchayat Development Officer (BPDO)

- Follow up activities for existing beneficiaries
- Increased focus on PwDs having awareness of basic rights and entitlements
- Providing our range of activities to a new area, Jal Vihar



## Year at a Glance

### Village Wise Data

VILLAGE	0-6 Yeras		6-14 Years		14-18 Years		18-above Years		Total No. of Identified PwDs
	Male	Female	Male	Female	Male	Female	Male	Female	
Wazirabad	2	4	9	2	2	1	18	13	51
Jharsa	2	2	16	4	1	2	10	8	45
Samaspur	3	0	2	3	0	0	3	2	13
Kanhai	3	3	3	2	0	1	7	3	22
Tigra	0	0	5	1	0	0	4	6	16
Islampur	2	0	5	2	2	1	11	2	25
Jalvihar	0	0	0	0	1	0	0	0	1
Indira colony	0	2	2	3	0	1	1	1	10
Total	12	11	42	17	6	6	54	35	183

So far 183 PwDs were identified. This year we expanded our outreach to Jal Vihar colony also, adding one more village



## Disability Wise Data

Types of Disabilities	0-6 Yeras		6-14 Years		14-18 Years		18-above Years		Total No. of Identified PwDs
	Male	Female	Male	Female	Male	Female	Male	Female	
Locomotor Impairment	3	6	8	3	0	1	33	20	74
Hearing Impairment	0	0	4	2	0	0	4	4	14
Speech & language Disability	1	0	0	1	0	0	0	0	2
Muscular Distrophy	0	0	1	0	2	0	0	0	3
Low vision	2	0	0	0	0	0	1	1	4
Visual Impairment	0	0	2	2	1	0	0	0	5
Autism	0	1	1	1	1	1	0	1	6
Cerebral Palsy	1	4	9	3	1	1	6	1	26
Multiple Disabilities	1	0	3	1	1	0	1	2	9
Slow Learner	1	1	3	1	0	0	0	0	6
Intellectual Disability	1	0	8	2	1	4	9	7	32
Dwarfism	0	0	1	0	0	0	0	0	1
Thalassemia	0	0	1	0	0	0	0	0	1
Total	10	12	41	16	7	7	54	36	183

This year 66 new PwDs were identified in our project area of 8 villages. As of now we are providing direct services to 183 Persons with Disabilities.



# ACHEIVEMENTS

Aadhar Card booth set up in VISHWAS to make Aadhar card for disabled persons who faced rejection earlier due to biometric identification or other issues. It was a great help to the beneficiaries and during the camp 40 UID cards were facilitated.

Two children with disabilities have been linked with mainstream education in VISHWAS Vidyalaya

This year the team has facilitated twenty new disability certificates

New collaboration to bring awareness and use opportunities in the field of sports for PwDs was established with Special Olympic Bharat, Haryana Chapter and a number of camps and activities were organised.

Conducted training of Anganwadi workers and mothers on "Early Identification and Intervention of Developmental Disabilities"

Rapport of VISHWAS team in the community is getting strengthened

NIRAMAYA health insurance has been facilitated for 19 PwDs out of which 4 were renewed and 5 new applications submitted





## Major Challenges

- Medical needs for Person/children with disabilities are generally high. Civil hospital in Gurgaon has the facilities but parents find it difficult to access these facilities since specialists are not often present. Their circumstances make it difficult to make a second visit
- Building a relationship of trust requires a lot of investment in terms of money, time and other resources. Sometimes crucial time to take remedial measures may be lost due to this
- Deep rooted discrimination between boys & girls makes it very difficult to convince parents of girls with disabilities to seek help and guidance



Hafiz Ali, a slum dweller from Islampur village, Gurgaon, was leading a very difficult life as he had lost his left forearm in an accident. During routine visits by our CBP team, they spotted him begging near the mosque. VISHWAS team referred and connected him to Kiwanis' Artificial Limb Centre which provided him with upper limb prosthesis. After several rehabilitation and counseling sessions now, Hafiz is earning his livelihood in a very dignified manner by working as a gardener in one of the residential societies. His life has changed for the better and is a very confident and well included in the community.



विश्वास से जुड़ने से पहले मुझे दया की नज़रों से देखा जाता था। घर और बाहर दोनों जगहों पर मुझे सम्मान नहीं मिलता था और ना ही मुझमें वो आत्मविश्वास था कि मैं कोई कार्य कर सकूँ। लेकिन विश्वास से जुड़ने के बाद आज मुझमें वो आत्मविश्वास है कि मैं हर वो काम कर सकता हूँ जिसे करने का आत्मविश्वास मुझमें पहले नहीं था। अब मुझे घर और बाहर दोनों जगहों पर सम्मान मिलता है। मैं विश्वास का आभारी हूँ।

— अरविन्द



## Abbreviations

ADHD	Attention Deficit Hyperactivity Disorder	DC	Disability Certificate
ASHA	Accredited Social Health Activist	ICDS	Integrated Child Development Services
AWIM	A World In Motion	IEC	Information, Education and Communication
BIFA	Brazil International Football Academy	PWDs	Persons With Disabilities
CBP	Community Based Programmeme	RC	Resource Centre
CWSNs	Children With Special Needs	SOB	Special Olympics Bharat



# VISHWAS Board Members 2018-19



## Ms. Neelam Jolly [Founder & Chairperson]

Neelam Jolly holds an M.Sc (Hons School) degree in biophysics from Punjab University and subsequently completed a diploma in basic developmental therapy from the Spastic Society of India (now AADI). She set up VISHWAS in 2005 and has been its full-time Chairperson since then.



## Ms. Usha Uppal [Co Chairperson]

Usha Uppal is the Director -Finance & Operations, Printline Media Pvt. Ltd. She was the Sr. Vice President, HR and Administration at Indian Express till 2016.



## Mr. Pramod Bhasin

Pramod Bhasin, founder of Genpact, was its President and CEO from 1997 to 2011. Prior to that, his career with GE Capital spanned for 25 years, which is now Clix Capital, of which he is the Chairman. He is the Co- founder of Asha Impact and Skills academy. He is on the board of DLF Ltd, SRF and NDTV.



## Mr. Nipun Kumar Malhotra

Nipun Malhotra is an alumnus of St. Stephen's College and the Delhi School of Economics. He is the Executive Director at Nipman Fastener Industries and also the co-founder and CEO of the Nipman Foundation.



## Ms. Anjali Kapoor Bissell

A Management consultant, she has masters in Hospital Management and Administration from Simmons College in Boston. As Vice President – Special Initiatives, Apollo Hospitals, she managed the group's CSR activities, till recently.



## Ms. Komal Sood

Komal Sood has twenty five years of experience in the field of education of which twenty years were with The Shriram school, Gurugram. She left the Shri Ram School, as Principal, to join the Shiv Nadar Foundation as Director, Curriculum & Training, VidyaGyan Schools. She feels that the quality of education in the country can only improve if we start investing in our teachers.



## Mr. Swadesh Talwar

Swadesh Talwar is a renowned photographer and served for nearly 40 years as Photo Editor with The Indian Express in Chandigarh. He is deeply committed and involved with key social issues.

# Our Advisory Board



## Mr. Arun Shourie

Mr. Arun Shourie, Ramon Magsaysay and Padma Bhushan awardee, is among India's most trusted and influential commentators on current and political affairs. He held portfolios of disinvestment, communication and information technology, as a cabinet minister in Atal Bihari Vajpayee's NDA regime.



## Dr. Naresh Trehan

Dr. Naresh Trehan, Padma Shree and the Padma Bhushan Awardee, is a renowned Cardiovascular and Cardiothoracic surgeon. He is the Chairman & Managing Director, Medanta, multi super speciality hospital and institute in Gurugram. He is credited with 3 Honorary Doctorate Degrees from three prestigious universities. He founded the Escorts Heart Institute and Research Centre where he was the Executive Director till May 2007.



## Dr. S.Y. Quraishi

Dr. S.Y. Quraishi, a 1971 batch, IAS officer, held several strategic and key positions. He was the 17th Chief Election Commissioner of India. Currently he is the Honorary Chairman of the Centre for Ethical Life & Leadership (CELL) and Sightsavers India: The Royal Commonwealth Society for the Blind.



## Ms. Latika Thukral

Latika Thukral is a co founder of Iamgurgaon, an NGO started in 2008 -attempting to create a platform to enable citizens of Gurugram to improve the millennium city. Prior to this she worked with Citibank for 18 years. She received an appreciation award by Haryana Government on the Republic day in 2010 for her services to Gurugram.



## Ms. Lilly Vishwanathan

Lilly Vishwanathan has been associated with the disability and development sector for over 25 years. A passionate advocate for inclusion, she has worked in diverse capacities on the rights of children. She has led multi-disciplinary teams at the grassroots and national level on several projects linked to disability inclusion, child rights and gender. She has also been a consultant with the Ministry of HRD on the inclusion of children with disabilities in education.



## Lord Meghnad Desai

Professor emeritus at London School of Economics, he is a Labour peer. He is also a prominent writer and commentator with several books to his credit.



## School Management Committee (SMC) Members

1. Mr. Rohit , Director
2. Mr. Ajeet Kumar Sinha, Administrator
3. Ms. Neelam Vashisht, Head Mistress
4. Ms. Kavita Thakran, Educator
5. Ms. Sunita, Parent

## Staff

- 1 Ajeet Kr. Sinha
- 2 Ankita Mishra
- 3 Arvind Kumar
- 4 Bimla
- 5 Babita Pathak
- 6 Dhramvati
- 7 Dharam Wati
- 8 Dharamwati
- 9 Dayawati
- 10 Deepika Gulati
- 11 Gurcharan Kaur
- 12 Geeta Rani
- 13 Garima Kaushik
- 14 Geeta
- 15 Hemlata Saini

- 16 Himmata Ram
- 17 Jyoti Saini
- 18 Jagwati
- 19 Kavita Thakran
- 20 Kishan Kumar
- 21 Kritisree Misra
- 22 Kamlesh
- 23 Kiran Bala
- 24 M. Ghosh
- 25 Monika Mehrolia
- 26 Mahinder Kumar
- 27 Maharam Mondal
- 28 Mohina Bibi Mondal
- 29 Nivedita Pandey
- 30 Neelam Vashisht
- 31 Pammi Devi
- 32 Rohit
- 33 Ruby Barooah
- 34 Rohit Yadav
- 35 Ramrati
- 36 Richa Dubey
- 37 S. P. Barooah
- 38 Sapna Thapa
- 39 Shashi Bhushan Kumar
- 40 Suman Lamba
- 41 Sunder Singh
- 42 Shiv Kumar Banskar
- 43 Surabhi Chauhan
- 44 Shobha Rustagi
- 45 Soma Maitra
- 46 Sheetal Dhiman
- 47 Vikash Kr. Pandey

■ Left

## List of Consultants

1. Vivek Tripathi - Music
2. Aditya K.V. - Sports
3. Sudha Vohra - Community Based Programme
4. Anu Mehra - Special Educator



# Director's Report

## VISHWAS VISION FOR HEALTH, WELFARE AND SPECIAL NEEDS

Your Directors have pleasure in presenting their 13<sup>th</sup> Director's Report on the business and operations of the Company along with the Audited Financial Statements of the Company for the financial year ending March 31, 2019. We would like to share with you the highlights during the year 2018 – 2019:

### 1. Financial summary or Performance of the Company (Standalone)

PARTICULARS	(Amount in Rs.)	
	2018-19	2017-18
1. Revenue from Operation	-	-
2. Other Income	15,204,300	20,861,504
3. Less : Expenses other than Finance charges & Depreciation /Amortization	11,958,907	12,054,870
4. Profit before Finance Charges, Tax, Depreciation /Amortization(PBITDA)	3,245,393	8,806,634
5. Less: Finance Charges	445	460
6. Profit before Depreciation/Amortization (PBTDA)	3,244,948	8,806,174
7. Less: Depreciation/Amortization	1,388,356	936,983
8. Net Profit before Taxation (PBT)	1,856,592	7,869,191
9. Less: Provision for Taxation(Including Deferred Tax)	-	-
10. Profit/(Loss) after Taxation (PAT)	1,856,592	7,86,191
11. Provision for proposed dividend	-	-
12. Dividend tax	-	-
13. Profit/(Loss) carried to Balance Sheet	1,856,592	7,869,191
14. Basic & Diluted EPS	-	-

### 2. Dividend

Being Non Profit Organization, your directors did not recommend any dividend during the year under review.

### 3. Reserves & Surplus

Reserve & Surplus	Amount (31/03/2019)	Amount (31/03/2018)
General Reserve	30,276,267	28,419,675
35AC	984,511	984,511
FCRA	4,265,300	4,265,300
VISHWAS FCRA-FA	3,115,184	3,115,184
Total	38,641,262	36,784,670

*Neelam Jolly*

**Neelam Jolly**  
Director  
DIN-01716554

*Usha Uppal*

**Usha Uppal**  
Director  
DIN -01716515





**VISHWAS -VISION FOR HEALTH,WELFARE AND SPECIAL NEEDS**  
(A Company incorporated under section 25 of the erstwhile Companies Act, 1956)  
**BALANCE SHEET AS AT 31ST MARCH 2019**

Particulars	Notes	As at 31st March 2019 Rs.	As at 31st March 2018 Rs.
<b>EQUITY AND LIABILITIES</b>			
<b>Shareholders' Funds</b>			
Share Capital	3	200	200
Reserve and Surplus	2	38,641,263	36,784,670
Corpus Fund	4	85,932,847	82,931,847
<b>Current Liabilities</b>			
Short-Term Provisions	5	97,298	125,599
<b>TOTAL</b>		<b>124,671,608</b>	<b>119,842,316</b>
<b>ASSETS</b>			
<b>Non-Current Assets</b>			
Fixed Assets	6	3,830,198	5,041,704
<b>Current Assets</b>			
Current Investments	7	118,665,669	112,608,021
Cash and Bank Balance	8	669,619	738,676
Other Current Assets	9	1,506,122	1,453,915
<b>TOTAL</b>		<b>124,671,608</b>	<b>119,842,316</b>

Accompanying notes 1 to 13 form part of the Financial statements.

As per our Report of even date

**For Manchanda and Manchanda**

Chartered Accountants

Firm Regn No : 003100M

*Charandeep Singh*

Charandeep Singh

Partner

Membership No : 514362

New Delhi: 29.08.2019



*Neelam Jolly*

Neelam Jolly  
Director  
DIN-01716554

*Usha Uppal*

Usha Uppal  
Director  
DIN-01716515



**VISHWAS- VISION FOR HEALTH,WELFARE AND SPECIAL NEEDS**

(A Company incorporated under section 25 of the erstwhile Companies Act, 1956)

**Profit and Loss statement for the year ended 31st March 2019**

Particulars	Note No	As at 31st March 2019 Rs.	As at 31st March 2018 Rs.
<b>INCOME</b>			
Revenue from Operations		-	-
Other Income	10	15,204,300	20,861,054
<b>Total Revenue</b>		<b>15,204,300</b>	<b>20,861,054</b>
<b>EXPENDITURE</b>			
Other Expenses	11	3,433,132	4,099,252
Employee expenses	12	8,525,774	7,955,618
Finance Cost	13	445	460
Depreciation and Amortisation Expenses	6	1,388,356	936,983
<b>Total Expenses</b>		<b>13,347,708</b>	<b>12,992,313</b>
Profit/(Deficit) Before Tax		1,856,592	7,868,741
<b>Tax Expenses</b>		-	-
Current Tax		-	-
Deferred Tax		-	-
<b>Surplus(Deficit) for the year</b>		<b>1,856,592</b>	<b>7,868,741</b>
<b>Earnings per equity share</b>			
Basic		-	-
Diluted		-	-

Accompanying notes 1 to 13 form part of the Financial statements.

As per our Report of even date

**For Manchanda and Manchanda**

Chartered Accountants

Firm Regn No.: 003100N

*Charandeep Singh*Charandeep Singh  
Partner

Membership No.: 514362

New Delhi: 29.08.2019

*Neelam Jolly*Neelam Jolly  
Director  
DIN-01716554*Usha Uppal*Usha Uppal  
Director  
DIN-01716515



## Remuneration of Personnel Employed

Monthly remuneration of three highest paid employees is Rs. 45,660/-, Rs. 43,100/-, Rs. 31,679/-

Monthly remuneration of the lowest paid employee is Rs. 10,389/-

Gross monthly remuneration plus benefits (Rs.)	Male	Female	Male (left )	Female (left)	Total
< 5,000	0	0	0	0	0
5,000- 10,000	0	0	0	0	0
10,000- 25,000	10	32	2	2	38
> 25,000	4	1	0	0	5

No. of executive committee (board of directors) members receiving remuneration

None

Expenditure on foreign travel incurred by executive committee members, employees or volunteers

Nil

Expenditure on inland travel incurred by executive committee members, employees or volunteers

15,480

Number of board of directors related to each other

None

## Statutory Compliances and Registrations

**VISHWAS- Vision for Health, Welfare and Special Needs** is registered under

- Section 25 of the Companies Act, 1956
- Section 80 G (5) (vii) of the Income Tax Act, 1961
- Foreign Contribution Regulation Act, 1976
- HR/2009/0003967 Darpan ID (Niti Aayog)
- Section 12 A of the Income Tax Act
- Persons with Disabilities (For equal opportunities, protection of rights and full participation) Act, 1995
- National Trust for the Welfare of Person with Autism, Cerebral Palsy, Mental Retardation and Multiple Disabilities Act, 1999

### Policies

VISHWAS has the necessary policies in place, as under-

- Sexual Harassment at the workplace
- Child protection
- Sale and purchase
- Employment regulations



### Awards and recognitions

Certificate of Appreciation by Sarthak Educational Trust for invaluable contribution in Disability sector, 2018

## Our Supporters 2018 -19

Supporters are one of the four pillars of any not-for-profit organisation.

Their invaluable, selfless and continued support has helped us to improve and add to our resources, network, visibility and performance. A special mention needs to be made of DAANUTSAV during which they contributed whole heartedly and generously. This has given us the courage to dream bigger.

We do not have enough words to thank them.

Ansal Api  
Amarjit Singh  
Abhimanyu  
Ajay Kumar Mishra  
Amit Handoo  
Anil Singh  
Anubhav Bakshi  
Anubhav Khanna  
Ashok Kumar  
Atul Kumar  
Apekshita  
Bharat Mehta  
Bharat Sehrawat  
Brazil International Football Academy  
Charities Aid Foundation, India  
Chinmoy Maitra  
Chitleen Sethi  
Colliers International(I) Prop SVP  
CTA Apparels Private Limited  
Danamojo  
Deep Kalra  
Deepti Chauhan  
Dipisha  
Disha Mansharamani  
Ernst & Young Foundation  
Garima Khurana  
Give Foundation  
Guragon Leather Mall  
Haryana Urban Development Authority ( HUDA )  
Harmeet Singh  
Hari Barhma Bhatia  
Hariharan Ayyath  
Her Charan Singh Dhody  
IIFL Asset Management Ltd  
India Capital Research and Advisors Pvt. Ltd.  
India Cares Foudation  
Indu Sharma  
J.M.Financial Foundation  
Jagi Panda  
Jaishree Kasliwal  
Jan Vikas Samiti  
Jayadev Mishra  
Juhi Tandon  
Kamini Tandon  
Kamlesh Rani  
Kampani Charitable Trust  
Kavita Thakran  
Ketto crowd funding  
Kotak Mahindra Bank Limited  
Krishan Kumar Rustagi  
Kabir Sharma

Latika Thukral  
Lilly Vishwanathan  
Mandakini Gupta  
Mahajan Imaging Pvt. Ltd.  
Manu Digvijay Singh  
Meenakshi Gupta  
Medanta- The Medicity  
Ministry of Social Justice & Empowerment, Govt. of India  
Mohan Pandey  
Nikon India Private Limited  
Nishtha Khurana  
Nitin kohli  
Ojasvi Data  
Pasfar Technology Pvt.Ltd.  
Pramod Bhasin  
Perna Khurana  
Rajeev Sharma  
Raju Vyas  
Ramakanth Kotha  
Rekha Bansal  
Rishu  
Rotarian Naqshband Institute For Physically Challenged  
R1 RCM  
Sarva Shiksha Abhiyan  
Shekhar Gupta  
Saacketh Chawla  
Sandhya Muralidhar  
Sangeeta Gupta  
Sankalp  
Sandhar Team  
Seetu Kohli  
Seetu Kohli Concepts Pvt. Ltd.  
Sanjeev Manchanda  
Sanehlata Yadav  
Special Olympics Bharat, Haryana  
Sumit rajpal  
Suvra Prasad Barooah  
Shobha Garg  
The National Trust  
The Sagar School  
Trilok Chand Gupta  
Usha Uppal  
Unmukt chand  
Upinder Khanna  
Utpal Misra  
Ved Prakash Sharma  
Vivek Gupta  
Vserv Business Solution Pvt.Ltd.  
Valvoline





## Volunteers

The support given by volunteers is invaluable. They have contributed **selflessly** in terms of **time and other resources**.

- **Ms. Neena Mehrok** - She has helped CWSNs with remedial sessions by conducting one to one sessions. Her regularity, patience and commitment are praiseworthy.
- **Ms. Niharika Nangia** - The benefits of yoga are being widely accepted. Its therapeutic effects are also being recognized globally. Niharika has been working with CWSNs and has also engaged with their parents to help design a routine. She grabs every possible opportunity to provide yoga sessions to the staff for wellness of their body and mind too.

## Options for Supporting VISHWAS

Donations can be made directly in favour of VISHWAS –

Contact number: 9818640200, Email: vishwas.nj@gmail.com

**Rs. 2500/**

Sponsor a child's education

**Rs. 7800/**

Sponsor six months transport cost of a child

**Rs. 1200/**

Sponsor one set of summer and winter uniform for one child with disability

**Rs. 10000/**

Sponsor an educational tour for an Inclusive class of 35 students

**Rs. 3750/**

Sponsor the cost of five therapy sessions for children with disabilities

**Rs. 500/**

Corpus fund

**Rs. 250/**

General fund

We are listed with GiveIndia and donations can be made through it also. For more information, please log onto [www.vishwasindia.org](http://www.vishwasindia.org)

## VISHWAS looks forward to the support of volunteers for



Please contact us over phone or write an email

Phone: +91-124-2580323, Email: vishwas.nj@gmail.com, Website: [www.vishwasindia.org](http://www.vishwasindia.org)

### Local Donations

VISHWAS VISION FOR HEALTH WEL SPL NEEDS

Account No.: 00322000018352

Bank Name: HDFC BANK LTD.

IFSC Code: HDFC0000032

### Foreign Donations

VISHWAS VISION FOR HEALTH WEL SPL NEEDS

Account No.: 00321170000044

Bank Name: HDFC BANK LTD.

IFSC Code: HDFC0000032

SWIFT Code: HDFCINBBDEL





**VISHWAS**

Arya Samaj Road, Jal Vihar Colony, Sector 46,  
Near Unitech Cyber Park, Gurugram, Haryana 122003

Phone: 0124 258 0323

Email: [vishwash.nj@gmail.com](mailto:vishwash.nj@gmail.com)

Website: [www.vishwasindia.org](http://www.vishwasindia.org)



विश्वास  
**vishwas**

Vision for Health Welfare and Special Needs