



**YOUTH4JOBS  
FOUNDATION**

**ANNUAL REPORT 2016 - 17**



**Inclusive Workforce | Motivate | Train | Place**





From *dis*Abled and *un*Able to *Cap*Able and *Reli*Able





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## **Board of Directors**



**Divakar Goswami** is a management consultant with over 12 years of experience helping senior executives in the financial services, technology and telecom industries to make critical decisions on growth, innovation, and core business planning. He focuses on scaling digital and mobile payments solutions. He also led Deloitte's eminence in the TMT industry from India.



**Gopinath C. S.**, a retired banker, worked with Andhra Bank for 24 years in various capacities including secretary to the Board of the Bank, Also worked with HDFC Bank for 17 years and retired in 2012 as Regional Head of the bank managing the branches in Andhra and Chennai. He also set up the ADFC operations in Nellore and Tirupati.



**Satyanarayana Vejella** is Founder and CEO at Aarusha Homes Private Limited. He did his Masters from School of Planning, Ahmedabad. He worked with UN-HABITAT, and, USAID FIRE Project with experience of market based financing mechanisms for urban upgrading and policy frameworks.



**Ravi Kolathur** is a chartered accountant with 30 years' work experience. He has worked with MNCs in India, US and the Indian School of Business in senior positions. He has also been an entrepreneur and independent consultant.



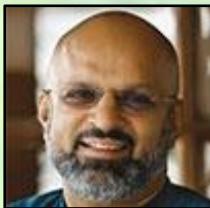
## **Board of Advisors**



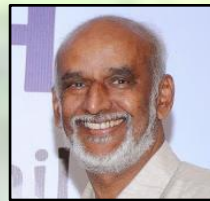
**Amala Akkineni** is Honorary Director, Annapurna International School of Film and Media (AISFM). She is Chairperson of Blue Cross, Hyderabad, an organisation which works for the welfare of animals and animal rights. She set up Blue Cross from scratch and nurtured it for the last 26 years. Married to the well-known actor, Akkineni Nagarjuna, Amala champions various social causes.



**Suchitra Shenoy** has over a decade experience in social sector. She was the founding member of the Monitor Inclusive Markets team at the Monitor Group, where they examined market-based business models solutions to issues of poverty. She has co-authored a book "Infinite Vision" on the Arvind Eye Care System.



**Luis Miranda** is a member of the Institute of Chartered Accountants of India (ICAI). Luis has been involved in setting up IDFC Private Equity in 2002 which has won many awards. He has also worked at HSBC, Citibank, KPMG and Price Waterhouse. Luis is a Director of the Emerging Markets Private Equity Association (EMPEA) and was Co-Chairman of the Indian Private Equity and Venture Capital Association (IVCA). He is also involved with a few not-for-profit education initiatives and advises a few start-ups and early stage



**Deenadayalan S.** is the founder of CEO ("Centre for Excellence in Organization") based out of Bangalore and has offices in India, Malaysia, Indonesia and Singapore. He is also involved with varied NGO and Social entrepreneurship organizations.



**Venugopal Rao**, Promoter & Director, Y4J, has more than 14 years' experience in leading the Finance & Accounting functions in diversified areas - ranging from automobile dealerships, engineering software & consultancy, Mobile VAS to charitable institutions. He also brings with him significant experience in M&A deals and post-merger integration activities. He is presently associated with Sudit K Parekh & Co., Chartered Accountants ('SKP'), since in April 2011 as a Manager with the Business Advisory team. Prior to joining SKP, he was the Vice-President Finance at IMI Mobile Pvt Ltd. and was also heading the finance team at IMI Software Limited (now part of Ramboll India). He continues to be associated with charitable institutions and with the NGO sector.

# Founder's Note

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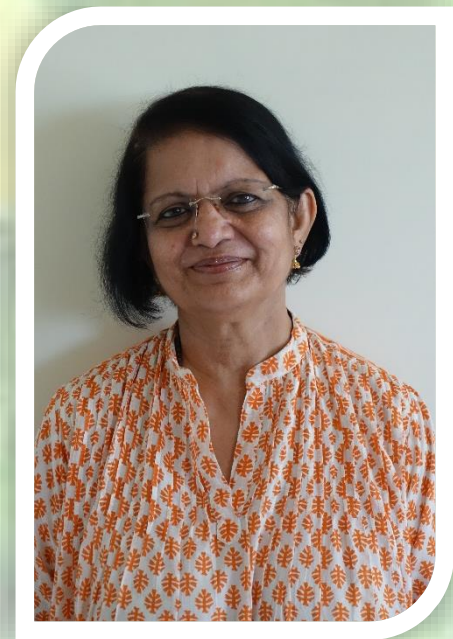
2016-17 has been yet another great year for Youth4Jobs. We reiterated our philosophy of "WE CAN".

People told us that youth with disability can't be skilled for organized sector jobs. We expanded our presence in India to train mostly young men and women with disability from villages, including BIMARU states like Odisha and Jharkhand. Our sensitization workshops and industry meetings across cities got more companies to work with us. Not just in hiring the youth but ensuring processes are in place to make them productive and an asset for their business

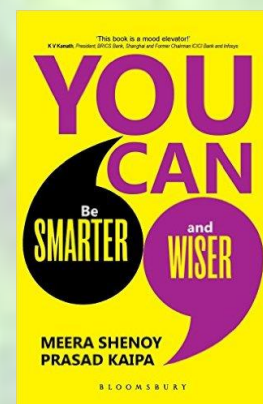
Our transformational work has attracted national and worldwide accolades. Our strategy of working with youth with disabilities from villages has helped. While this was difficult, once we got our act together, it gave us the numbers where the need of India is.

The year also saw the launch of my book *YOU CAN: Be Smarter and Wiser* go for its second reprint due to popular demand. The book which was launched at the prestigious Jaipur Literary Festival last year (the largest of its kind in the world) features persons with disability that have achieved success in their enterprise despite their perceived disability and also features employers who speak about their experiences and business gains they have experienced, by hiring persons with disability into their workforce. The foreword to the book was provided by Hon'ble Minister of State for Skill Development and Entrepreneurship, Shree Rajiv Pratap Rudy. The book is also being translated into Hindi and other languages. The book serves as a guide for others to learn and follow their examples in promoting inclusion and diversity.

At the Inclusion Retreat in Ahmedabad with Service Space volunteers , we had taken our alumni. Kiran, a girl with visual impairment, won the hearts of everone with her quick wits and udu poetry. Akhil, person with speech and hearing impairment, performed comical skits that left the audiences is splits. He showed that one doesn't need language to communicate and tell a story. Our alumni are testament to our motto Ability in Disability. These life changing transfomations are what motivate us to keep doing what we do.



- MEERA SHENOY







# YOUTH4JOBS: 2016-17 AT A GLANCE



Indian Sign Language Workshop conducted at Synchrony Financial, Hyderabad



Valedictory Function at Nagpur Center, Maharashtra



Valedictory Function at Ahmedabad Center, Gujarat



Y4J National Meet: Our Team over 80 people Strong!!!



Fun Filled Disability Sensitization Workshop held in Hyderabad for the Global Furniture Retail Giant IKEA





Corporate meet conducted at Medak, Telangana. The meet was organised by Y4J and was graced by the District Collector of Medak, Mr. Ronald Rose (Seated second from the left)



Youth4Jobs Foundation in association with Satya Special School launched its Pondicherry Skill Development Centre for Persons with Disabilities. Notable guests at the function were:

- Chief Guest Mr. E. Vallavan, Labour Commissioner, Government of Puducherry
- Gopal Garg, Vice President and Co-Founder Youth4Jobs Foundation, Hyderabad
- Ms.Chitra Shah, Director, Satya Special School

Along with them there were people from Engineering Industries, Pharmaceutical Industry, Association of Disabled People, Deaf Association as well as Candidates who had enrolled into the first batch

*"We invest so much money in education of our people with disability but without gainful employment people still remain unemployed, this initiative is one of a kind in Pondicherry and we welcome such initiatives from social organizations like Youth4Jobs Foundation and Satya Special School. We extend all the support to connect with the Industry"* ~ Mr. E. Vallavan, Labour Commissioner

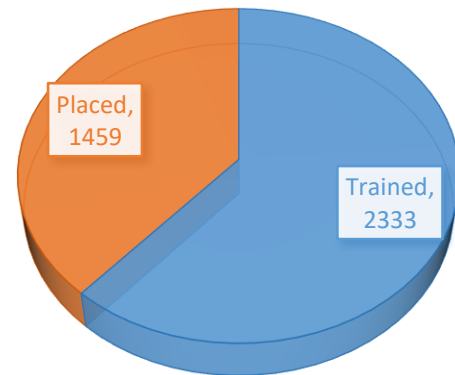


# ACHIEVEMENTS 2016-17

## OUR CORPORATE PARTNERS & SECTORS



## YOUTH TRAINED AND PLACED WITHIN 2016-17



Youth4Jobs trained **2333** youth with disability in the year 2016-17. With a placement percentage of **63%**, **1459** youth from **2333** were placed in jobs spanning across several industries.

**22%** of the placed youth opted for local jobs within MSME sector

**15%** of the placed youth opted for appearing in government jobs.

Earlier they used to take several years to clear the government exams but now with Y4J trainings they are able to pass it with far less difficulty.

Hospitality	Retail	Banking & Finance	BPO	Textiles
IT / ITeS	Beauty & Wellness	Telecom	Health Care	Manufacturing





At the UN Vienna Headquarter, Austria – Youth4Jobs Foundation was awarded by the prestigious Zero Project Conference as a Global Innovator for its disability work in India, in a glittering function. The conference was attended by 2000 delegates from 70 countries, Youth4Jobs was invited to share its best practices.

Delegates from South America, East Africa and Central Europe have shown interest to take the model to their countries. This is second time Youth4Jobs has received this recognition on the international stage.

**Innovative Practices 2016 on Education and ICT**

[Vocational training leading directly to jobs in the open labour market](#)

**Innovative Practice 2017 on Employment, Work and Vocational Education and Training**

[Fighting unemployment from two sides: with training centres and by influencing legal frameworks](#)

*Top: Youth4Jobs received recognition for Best Practices and Innovators Globally by Michael Fembek, Director of Zero Project and Martin Essel, Founder of Zero Project*

*Right: Meera Shenoy presents her inspirational book YOU CAN to Zero Project founder, Mr. Martin Essel.*





# About Y4J

## VISION

**A better Future for Young India**

## MISSION:

**Partnering with Stakeholders and vulnerable unreached communities to co-create pioneering solutions for an inclusive workplace**

Grassroots advocacy to change perceptions of the community towards the disabled is the heart of Y4J work. This also results in motivating disabled youth to enroll in Y4J training centers where companies recruit the trained youth. Y4J services include sensitivity workshops and facilitating work place adaptations. The focus is on youth from underprivileged families, adolescent girls and boys, dalits, tribals and PwDs (Persons with Disability). In the process, Y4J helps the country to reap its demographic dividend and bridge the inequalities in society.

The organization enables the vulnerable youth to make the most of the work opportunities arising out of the new economy by enhancing their skill sets, customized to the needs of the industry. The expertise is drawn from dedicated professionals who with their demonstrated ability to generate employment through training, capacity building, marketing, and networking; has played a major role in taking this unique work beyond Telangana - Andhra Pradesh and into other states.

## OBJECTIVES

The objective is to enable the Persons with Disability (PwD) to avail better livelihood opportunities by market linked trainings and jobs in the organized sector. The initiative aims to make inclusive employment of the underprivileged and PwDs, the norm in companies. This will generate tremendous direct employment opportunities for this community by corporate India. They will also see PwDs as employees of choice who bring enormous value to their businesses by way of quality work, productivity gains and lower attrition.

Another objective of the program is that employers understand that hiring underprivileged & PwD and including them in their work-force is not only ethically and morally correct, but are sound business practices.

As per the census of 2011, disability can be in Speech & Hearing, in Movement, in Visual, Mental Retardation, Mental Illness and Multiple disabilities. However, Youth4Jobs focuses on training and placement of Persons with Speech & Hearing disability, Movement disability and low vision.

- i) To Sensitize 1 million community members on “ability in disability” by 2020
- ii) To Sensitize 100,000 company representatives
- iii) To Train 20,000 PwDs and connect them to Jobs by 2020
- iv) To be a 1 stop shop offering customized solutions for companies to build an inclusive workplace



## **OVERVIEW**

According to World Bank reports India has about 70 million PwDs (persons with disabilities); among them only 2% are educated and barely 1% employed.

The Indian economy has grown rapidly with per capita GDP increasing from \$322 to \$1552 during 1992-2012. However, persons with disability, especially those from poor families, have not benefited from this economic growth. The government has initiated a plethora of programs to promote employment for PwD, but their impact has been negligible. Unfortunately there are many barriers for PwD to enter the labor force and get a decent job with steady and reasonable wages.

These barriers include:

- Lack of access to assistive devices, technology, accommodations, support services, and information
- Lack of effective legislation and policy support for their human and civil rights
- Lack of information about PwD, which leaves them "invisible" and forgotten
- Fears, stereotypes, and discrimination, particularly among employers
- Lack of adequate education, training, and employment services
- Inaccessible buildings and transportation systems
- Psychological issues caused by social exclusion

## **Y4J's UNIQUE SELLING PROPOSITION:**

Youth4Jobs is one of the few national level organizations with its presence in 8 states with 16 training centers dedicated to training youth with disabilities and placing them in organized sector jobs.

Youth4Jobs also works closely with the community, Government, NGOs, Companies and Associations to develop industry-linked curriculum and train the youths as per industry standards.

It uniquely works at grassroots and at the national level

## **Y4J – One Stop Shop for Companies**

- Sensitization Workshops
- Comprehensive Role Mapping
- Simple Workplace Adaptations
- Sign Language Workshops
- Accessibility Audit
- Making HR Policy Inclusive
- Consultancies For Inclusion Including Strategy And 5 Year Plan



**SCALE: Our Presence across India**

STATE	CITY	STATE	CITY
Andhra Pradesh	Tirupati, Vijayawada, Visakhapatnam, Rajahmundry	Rajasthan	Jaipur
Telangana	Hyderabad, Warangal	Tamil Nadu	Chennai, Coimbatore
Maharashtra	Mumbai, Nagpur, Ahmednagar, Pune	Gujarat	Ahmedabad
West Bengal	Kolkata	Jharkhand	Ranchi
Pondicherry	Auroville	Odisha	Bhubaneswar

**Upcoming Training centers:**

Bangalore

Mangalore

Trichy

New Delhi



**STAGES OF GROWTH**

Year 1 : Developed a blueprint for employability of locomotor disability / speech & hearing impaired persons and low vision youth.

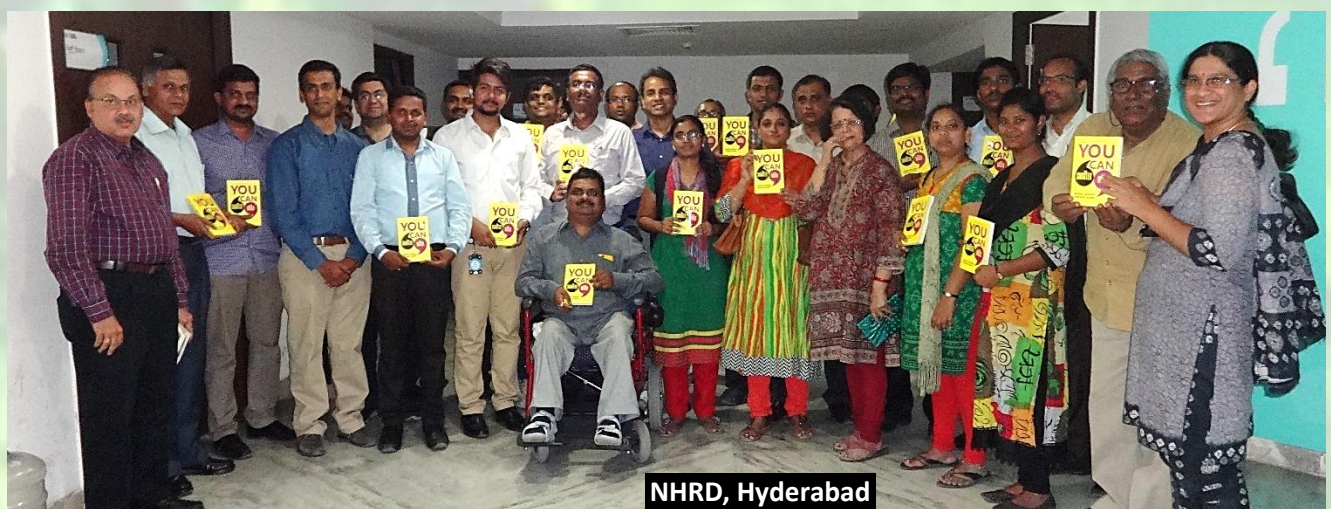
Year 2A : Validated and fine-tuned existing processes. New processes added like Company Sensitivity Workshops and Workplace Adaptations.

Year 2B : Prepared criteria for SCALE and chose the states for expansion

Year 3 : Scaled up across India

## National and International Conferences - A Glimpse

Youth4Jobs is actively involved in Advocating “Ability in Disability”. Youth4Jobs is regularly invited to share it’s work at National and International Platforms, that are attended by persons who have been Pioneers and Influencers in their respective fields, may it be Social work or Technology.





# Success Stories



**Name: G. Swapna**

**Age: 20 years**

**Working In: Amazon**

Swapna, a resident of Adilabad is a dwarf or a 'little person', as they are known. Her family's main occupation is daily wage labour.

Her height just touches 4 feet which present a unique set of challenges for her. For example, most door handles are placed too high for her to reach. Chairs and desks aren't dwarf-friendly. Public transport doesn't have ramps for easy entry and exit. Even cars don't come equipped with specifications to suit needs of people with dwarfism. Even driving a car will be challenging.

To add to her problems, her dwarfism affects her with great pain all along her spine. Her short stature is sometimes also the subject of ridicule, often stereotyped for limited jobs and discriminated against in several spheres.

Despite her challenged Swapna completed her education and searched for jobs. Swapna learned about Youth4Jobs when she came in touch with the Mobilization Team in Adilabad. Speaking with the team she decided to get trained and develop her Skills. After 2 months of Training on Skill Development and Employability, Swapna secured a Job in Amazon (Hyderabad) as a Tele Caller with an annual salary of Rs. 1.5 lakhs plus Incentives. She also gets other Benefits from the Company like Cab Facility and Food Coupons.

She loves her Job and all in all she has proved her worth being a Girl and emerging as a Winner. She has accepted herself with "Ability in Disability"



**Name: S. Suresh Krishna**

**Age: 23**

**Working In: Astroved**

23 year old Suresh was born with speech and hearing impairment to a family of 4 in Chennai, Tamil Nadu. Being without the ability to speak or hear, Suresh found himself excluded from the community and struggling in his education.

His father was the sole breadwinner of the family of who made a living as an auto-rickshaw driver while his mother was a housewife and sister is presently studying. Suresh's father earns just over Rs. 70,000 annually with which he supports his family. Despite his disability, Suresh was immensely supported and loved by his parents who got him enrolled into a special school from where he did his schooling. Despite getting educated in a special school Suresh isn't fluent in sign language though his family has picked up basic sign language from him. Due to this though Suresh was never able to lead an independent life. He was dependent on others for a lot of the things people take for granted, like crossing the street, travelling, buying groceries etc.

Suresh didn't let this challenge stop him and went on to do his graduation in Fine Arts where he developed a keen interest in sketching and designing. Suresh then decided to do a Diploma course in Computer Application. Suresh continued to sketch and design in his spare time and decided that he wanted a career as a Portraiture Artist. While there were many design studios in the city, not a single one would hire him because of his disability.

He heard about Youth4Jobs Placement-linked training program through a mobilisation camp held in the city and decided to enrol into the Chennai Center where he underwent training in English, Computers and Personality Development. As the training went on, Suresh became more confident about his abilities. Through Youth4Jobs, Suresh secured a job at a Photoshop Studio as a Designer.

After working at the Studio Suresh expressed his desire to get a more challenging job as a Digital Artist and fulfil his dream of becoming a Portraiture Artist and asked Youth4Jobs to help him find such a job. Youth4Jobs successfully placed him in Astroved where he is presently working as a Digital Artist with an annual salary of nearly Rs. 2.5 lakh.

Upon Suresh's joining his mother visited the Chennai centre and distributed sweets. His mother told of how the family was not sure if Suresh would ever be able to achieve the goal he expected. His family is extremely happy. His mother mentioned the transformation she witnessed in her son ever since he got the job. His attitude became positive and confident. Suresh felt truly independent and happy that he could prove that too could get a job and look after his family. Since he is employed in the field he likes, he says that he loves everything in the job. He says he loves to draw digital portraits, especially of Gods and Goddesses. Suresh said that he feels content with his job and happy that he is settled so comfortably.



# AUDITED FINANCIAL REPORTS

**M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD**  
**BALANCE SHEET AS ON 31.03.2017**

(Amount In Rs )

PARTICULARS	Note	As on 31.03.2017	As on 31.03.2016
<b>I.EQUITY AND LIABILITIES</b>			
<b>(1) Shareholders Funds</b>			
(a) Share Capital	1	100000	100000
(b) Corpus Fund		50000	50000
(c) Capital Fund	2	18264739	12025633
(2) Current Liabilities	3	7937496	477650
<b>Total Income</b>		<b>26352235</b>	<b>12653283</b>
<b>(1) Non-Current Assets</b>			
(a) Fixed Assets			
(i) Tangible Assets	4	2634639	1427485
(b) Deposits	5	2960000	3258040
(c) Loans, Advances and Receivables	6	1477925	275091
<b>(2) Current Assets</b>			
(a) Cash and Cash Equivalents	7	19279671	7692666
<b>Total Expenses</b>		<b>26352235</b>	<b>12653282</b>
Notes to Accounts	13		

**On behalf of Board**  
**Signature of Directors**

For M/s. Sekhar & Suresh  
Chartered Accountants

sd/-

1. Mr. Ravi Shankar Kolathur

sd/-

2. Mr. Vejella Satyanarayana

sd/-

**(CA.C SURESH)**

**Partner**

Membership No.29709  
Registration No:006155S

Place:Secunderabad

Date:12.09.2017

**M/S.YOUTH 4 JOBS FOUNDATION, HYDERABAD**  
**INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2017**

(Amount In Rs )

<b>PARTICULARS</b>	<b>Note</b>	<b>As at 31.03.2017</b>	<b>As at 31.03.2016</b>
<b>I.INCOME</b>			
Project Grants	8	40009585	25738512
Specific Donations	9	1300000	Nil
General Donations		2094326	339335
Other Income		584831	254060
<b>Total Income</b>		<b>43988742</b>	<b>26331907</b>
<b>ii.Expenditure</b>			
Employee Benefit Expense	10	19062632	11725329
Programme Expenses	11	16014087	7884204
Administration and Other Expenses	12	1539860	1141062
Depreciation on Assets	4	1133056	1190102
<b>Total Expenditure</b>		<b>37749635</b>	<b>21940697</b>
III. Surplus/ (Deficit) before exceptional and extraordinary items and tax (I-II)		6239106	4391210
IV. Exceptional Items		Nil	Nil
V. Surplus / (Deficit) before extraordinary items and tax (III - IV)		6239106	4391210
VI. Prior Period Items		Nil	Nil
IX. Surplus/(Deficit) from the year transferred to Capital Fund		6239106	4391210
Notes to Accounts	13		

**On behalf of Board**  
**Signature of Directors**

For M/s. Sekhar & Suresh  
Chartered Accountants

sd/-

**1. Mr. Ravi Shankar Kolathur**

sd/-

**(CA.C SURESH)**

**Partner**

sd/-

**2. Mr. Vejella Satyanarayana**

Membership No.29709

Registration No:006155S

Place:Secunderabad

Date:12.09.2017



# VOLUNTEERS & SUPPORTERS

## List of Donors:

- Various Donors (MANTHAN Meeting)
- ISB Students
- Various Donors at NSRD Meeting
- Womens Center Trust
- Various Donors (Wednesday Ladies Club)
- Various Donors (ISTD Corporate MR Meet)
- YWCA, Hyd
- Various Donors at PepsiCo Meeting at Gurgaon
- Australian Council for Private Education & Training
- Americares India Foundation
- HDFC Securities Ltd.
- Young Volunteers Organisations
- Various Donors at Retail Inclusion Summit, Pankh Mumbai
- UBS Securities India Pvt. Ltd.
- Alphageo (India) Limited

## List of Individual Donors:

- Sanjeev Kumar
- Jaymin M Desai
- Usha Suri
- Nandita Ray
- Vinita Agarwal
- Premi R Shenoy
- Kavya Gurrapu
- Jaymin M Desai
- Devanshu Chakrabarthi
- Maher R Dhamodiwala
- Aditya Kumar
- Arjun Kumar

- Lata Kacholia
- Subodh R Shenoy
- Harvinder Singh
- Ms Bala Chaitanya Deshpande
- Shakabda Sarangi

## List of Volunteers

- Kavitha David, Social Media
- Ms. Alpana Tandon
- Vijay Nadkarni, Mentor for Mumbai Centre
- P. Ramakrishna Shenoy, Mentor for Chennai Centre
- Satish, Mentor for Mumbai Centre
- Shailesh Deshpande, Mentor for Nagpur Centre
- Bhuvaneshwari Ravi, Social Audit and Accounting Team
- Karuna Venu Madhav, Social Audit and Accounting Team
- Amit Parikh, Ahmedabad
- B. S. Vinay Sri Ram Urs Head IT-Probono

## List of Infrastructure Partners:

- Sankalp Trust - Chennai
- Navbharat Jagriti Kendra - Ranchi
- Blind People's Association - Ahmedabad
- Mahila Pranganam – Warangal
- TTDC - Tirupati & Rajahmundry
- Vasavya Mahila Mandali Vijayawada
- Ramakrishna Mission Narendrapur
- The Stephen High School for the
- Deaf Montfort Brothers of St. Gabriel - Mumbai



## AWARDS

No.	Title of Award	Awarding Organization	Year
1	NCPEDP-Shell Helen Keller award 2011 for being a Role model individual	Shell Helen Keller	2011
2	Fetzer Foundation USA Award "Business& Community Category" for 2012-13	Fetzer Foundation USA	2012
3	Work featured in Knowledge@Wharton Wall Street Journal, Harvard Business review blog and Stanford social innovation review	Wharton, Wall Street Journal, Harvard Business Review and Stanford.	2012-13
4	Innovation in Skill Development	Bihar Innovation Forum	2014
5	Happiness Award	Happiness Hall Of Fame	2015
6	Sitaram Rao Livelihood Pan-Asian Case Study Competition 2015	Sitaram Rao Livelihoods Asia	2015
7	Vocational Excellence Award 2015-16 from Rotary International District hosted by RCS Acee	Rotary Club	2015
8	Meera Shenoy was also conferred the WOMEN SUPER ACHIEVER AWARD	WORLD HRD CONGRESS	2015
9	Meera Shenoy was also awarded and featured by Vodafone for "Women of Pure Wonder"	Vodafone	2015
10	Spirit of Happiness Award - Disability	Americares	2016
11	Spirit of Happiness Award - Livelihoods	Americares	2016



# Y4J WINS AMERICARES' SPIRIT OF HUMANITY AWARDS



Spirit of Humanity is an initiative by Americares India to recognize and reward the Best NGOs in varied impact sectors. Its finale was held recently at J W Marriott Mumbai Sahar. The participating organizations went through three rigorous levels of shortlisting and the winners were announced in a grand award ceremony in the evening of 12 August 2016.

Youth4Jobs won the Spirit of Humanity 2016 Award in not one but TWO separate categories! A first in the history of the Awards. The categories for which Youth4jobs won the Awards were LIVELIHOODS and DISABILITY.

The work of Youth4Jobs left the judges and the audience inspired and amazed that such a thing could be done in India, and that too on such a large scale.







# Y4J In The News

**The MIRROR**  
Valeo  
AMBA's commitment to PwDs

### Meera Shenyog urges businessmen to employ people with disability

**Business Bureau**

THE Vidarbha Management Association (VMA) invited Meera Shenyog, Founder Director of Youth4Jobs, to share her experiences and journey of empowering people with disability (PwD). Youth4Jobs (Y4J) is a Hyderabad based not-for-profit organisation which has taken up the initiative of setting up placement-based skill training centres for the youths with disability. Y4J also assists organisations hiring PwDs to build processes which would foster a conducive working environment.

Meera Shenyog shared that people in India had very less understanding of disability unlike the US and the UK. She added that schools were not inclusive and citizens did not have a habit to see disabled people every day. She said numerous results of disabled people with disability who were successfully employed by

observed that Nagpur had a huge number of hearing impaired people who were physically fit as well as capable of being trained and employed.

Shenyog and Garg also stressed on the importance of establishing processes in the organisations which employed PwDs. It was extremely crucial to train all employees about working with PwDs, especially supervisors since they were the biggest enablers. Shenyog and Garg finally shared their vision of strengthening Y4J operations in Vidarbha so that the PwDs here could be empowered.

They asked entrepreneurs of VMA to come forward and take the lead of employing PwDs for better productivity, less attrition, and obviously as a way of contributing to the society.

The session was moderated by Shantad Chhabildas and hosted/organized for Archives by Shubhada Jambhakar.

### डिजिटल एकाइ

विद्यार्थी अणुएं आई इंडिया का एक प्रमुख कार्यक्रम है। इसका उद्देश्य है कि छात्रों को डिजिटल कौशल प्रदान करके उन्हें रोजगार के अवसरों से जोड़ना।

### डिजिटल एकाइ

विद्यार्थी अणुएं आई इंडिया का एक प्रमुख कार्यक्रम है। इसका उद्देश्य है कि छात्रों को डिजिटल कौशल प्रदान करके उन्हें रोजगार के अवसरों से जोड़ना।

### विकलांगुल जिवितालो वैलुगुलु

विकलांगुल जिवितालो वैलुगुलु (Y4J) एक प्रमुख कार्यक्रम है जो विकलांग युवाओं को रोजगार के अवसरों से जोड़ता है।

### Press Clippings in Telugu News Dailies

On Youth 4 Jobs Foundation's Career Guidance Campaign in Adilabad District conducted with support of District Administration

Adilabad - 01 April 2016

Adilabad - 01 April 2016

Adilabad - 01 April 2016

Adilabad - 01 April 2016

### సచిత శిక్షణ, ఉపాధి కల్పనకు దరఖాస్తుల ఆహ్వానం

వికలాంగుల జీవితాలను మెరుగుపరచేందుకు యువ్వు 4 జాబ్స్ ఫౌండేషన్ దరఖాస్తులను ఆహ్వానిస్తుంది.

### Meera Shenyog, founder of Youth4Jobs: "The disabled are no less capable than others"

06 JULY 2016 BY SANJANA BHAGMAL CADERVALOO 0 COMMENT

INTERVIEW

### కాశమంజుల తమిళనాడు

వికలాంగుల జీవితాలను మెరుగుపరచేందుకు యువ్వు 4 జాబ్స్ ఫౌండేషన్ దరఖాస్తులను ఆహ్వానిస్తుంది.

### THE HINDU

Inclusion covers more ground

Lifty Thomas

October 21, 2016 10:07 AM

UPDATED: October 21, 2016 10:07 AM





**BOARD OF DIRECTORS**

AME	DESIGNATION	REMUNERATION (Rs.)
Mr. Divakar Goswami	Director	NIL
C.S Gopinath	Director	NIL
Mr Ravi S. Kolathur	Director	NIL
Satyanarayana Vejella	Director	NIL

**STAFF REMUNERATION [GROSS YEARLY + BENEFITS]****2016-17**

Head of the Organisation:	Rs. 24.00 lakhs
Highest Paid Full Time Regular Staff	Rs. 16.50 lakhs
Lowest Paid Full Time Regular Staff	Rs. 96,000

**REIMBURSEMENT MADE TO ANY BOARD MEMBER:**

NIL

**Total Cost Of International Travel By Board Numbers / Staff / Volunteers On Behalf Of Organisation For 2016 – 2017:**

NIL

**SALARY DISTRIBUTION**

Slab of Gross Salary (in Rs.) plus benefits paid to staff (per month)	Male Staff	Female Staff	Total Staff
Less than 5000	0	0	0
5000 – 10000	1	2	3
10000 – 25000	39	20	59
25000 – 50000	5	4	9
50000 – 100000	1	1	2
Greater than 100000	2	1	3



**YOUTH4JOBS FOUNDATION**

*Plot No. 135, Avenue 2  
Road No. 13, Banjara Hills  
Hyderabad, Telangana – 500034*

**Website:** [www.youth4jobs.org](http://www.youth4jobs.org)

