

# Annual Report 2024-2025









# How it began



Inspired by the values instilled by her grandfather and the financial acumen of her mother, Meera Shenoy embarked on an extraordinary journey to uplift India's rural youth. In 2005, she laid the foundation for India's first skilling initiative, the **EMPLOYMENT GENERATION AND MARKETING MISSION (EGMM)**, overcoming numerous challenges to achieve remarkable success.

Motivated by a report on disabled youth, Meera founded [Youth 4 Jobs Foundation](#) in 2012, focusing on breaking poverty cycles. With a special emphasis on resilient livelihoods for vulnerable groups, her team partners with governments and markets to remove barriers. Meera Shenoy's leadership, shaped by her diverse background in senior government positions, the World Bank, and UNDP, has earned her recognition on both national and international platforms.

[SwarajAbility](#), now the largest Jobs and Livelihood platform for persons with disabilities in Southeast Asia, stands as a testament to her pioneering efforts. Honored with prestigious awards such as the NCPEDP-SHELL Helen Keller Award and accolades from Harvard Business School, Meera advocates for diversity, emphasizing that, "Just as nature thrives on its diversity, so do we, with our varied abilities, cultures, and religions."



# CONTENTS

FOUNDERS	01
FOREWORD	
BOARD OF DIRECTORS & ADVISORS	03
Y4J IN NEWS	04
Y4J SWARAJABILITY SOUTH ASIA'S FIRST LIVELIHOOD (JOBS & ENTERPRISE) AI DRIVEN PLATFORM FOR PERSONS WITH DISABILITIES!	08
GRASSROOT ACADEMY PROGRAM	14
MICRO – ENTERPRISE PROGRAM	20
PROJECT PARIVARTAN PROGRAM	25
WEDO – WOMEN ENTREPRENEURS WITH DISABILITIES PROGRAM	30
CORPORATE CONNECT PROGRAM	35
SPECIAL PROJECTS PROGRAM	42



NEW INITIATIVE PROGRAM	46
SCHOOL CONNECT PROGRAM	50
PROJECT MANZIL PROGRAM	52
ZERO PROJECT CONFERENCE INDIA INTERNATIONAL CONFERENCE	55
Y4J GLOBAL ABILITY PHOTOGRAPHY CHALLENGE	58
COMPANIES SHARE ABOUT Y4J	64
AWARDS	66
PRESS & MEDIA	69
PUBLICATIONS	72
VOLUNTEERS & SUPPORTERS	74
FINANCIAL REPORTS	77





Meera Shenoy  
FOUNDER & CEO, YOUTH4JOBS

This year has been one of quiet milestones and meaningful momentum. Looking back, what stands out is not only how far we have come, but how seamlessly we have grown, staying rooted in our purpose. It has been a period of learning and listening, enjoying social media posts of our alumni and companies on how our work has transformed their lives; understanding the impact of investments we made in cutting-edge tech. It is a year of gratitude to funders and partners who remain with us, believing in our vision. What do we look like, if described in an elevator pitch? As Bridgespan, who did an organisational study for us, said: "It is a community collective of co-vulnerabilities, cutting-edge tech and markets." These are the ingredients of system change in Phase II of our work, beginning 2026.

My work in senior government positions, and multilateral funders like World bank, resulted in this formula for growth: keep one eye on the community, one on markets; use tech for measurement (right from inception) and tech for impact (after you understand field realities). Our Phase I for 14 years was:

- Trainings for rural youth with disabilities as pioneers and linking them to jobs.
- Company Connect when we realised companies need to understand disability at different levels and this service needs to be customised to

changing needs of the market.

- Trainings for educated PwDs when companies began requesting this candidate pool.
- Our Covid response to young men and women with disabilities was customised trainings for women with disabilities and the Grassroot Academy, which launched a new model of community leaders – Divyang Mitr (Friends of the disabled) in their own communities.

While many closed work during Covid, it opened my eyes to the needs of the last mile. We responded with agility and tenacity, supported by a passionate team and empathetic funders and companies. By listening to our Divyang Mitr (DM), we realised that we had to reinvent ourselves to the needs of the real Bharat and local market, MSMEs. We struggled. As our DM asked us, "How to ask the person to hire PwDs when he calls disabled langda (lame), goonga (deaf) and does not use our names." With jugaad, sharing best practices, they crossed this hurdle. Listening to them, laughing and weeping to the ups and downs in their lives and work, I broadened our definition of livelihood to jobs, enterprises and government benefits – a new lens bringing sustainability.

Right from the beginning in 2012 we had built:



- A customised IT architecture to measure our work. This brings transparency into our work. More importantly, in a data-starved sector, we sit on the largest pool of disability data. The MIT Inclusion Innovation Award gave us the ambitious vision – to set up a jobs platform for PwDs.
- SwarajAbility, South Asia's first AI-triggered, accessible livelihood platform, became a reality with support of one dedicated funder, Kotak Mahindra Bank CSR; AI algorithm from IIT Hyderabad; unquestioning support from the office of the Principal Secretary (GOI); CII IBDN, ILO, RASCI, Sightsavers and NCPEDP, to name a few. The simplicity of the interface allows even our Divyang Mitras in Gadchiroli to log on to it to register PwDs and MSMEs on it. Today we have 300,000 PwDs registered on it and 1,800 companies, demonstrating its efficacy and response to community and markets.

Moving from grassroots to global, as partner of the prestigious Zero Project Conference, we organised the Zero Project Conference India/South Asia in Delhi for 3 years with a range of partners. Today it occupies a space of its own, with stakeholders keen to be a panelist or exhibitor or just be invited, influencing policy and discourse.

NotJustArt (NJA) Global Ability Challenge has moved to 30 countries in just 4 years, awarding talented photographers with disabilities, with UN and UNESCO as our partner. NJA has reached 5.3 million people worldwide, while Youth4Jobs digital platforms recorded over 2 million views in a single month, widening conversations around ability and inclusion. And our NRI volunteering is expanding from trainings to AI tools for the grassroots.

Axis Bank Foundation, Deloitte, Bajaj Group CSR, Kotak Mahindra Bank CSR, HSBC Global Services, Azim Premji Foundation – have stood by our side, and we derive strength from their multiyear support. MacKenzie Scott's untied fund allowed us to make previously unthinkable dreams a reality.

2026 is Phase II of Youth4Jobs. Seamlessly, we will leverage our strengths built over 14 years with my accumulated learnings of underprivileged youth and markets of 20 plus years in corporate and business media, senior government and multilateral funders. Our plans are:

- Strengthen the community collective of 3,000+ Divyang Mitras and 150 grassroots leaders.
- Strengthen markets to include MSMEs which constitute 70% of India's market.
- Leverage SwarajAbility to launch pioneering products like India's first e-LMS and a digital showcase of assistive technology and assistive devices.
- Focus on AI products for the grassroots.

Join us in this High Impact Alliance to strengthen this disability movement in the real Bharat, giving a voice to the hitherto unheard and unreached. Helping them overcome their co-vulnerability by giving them access to information and tools. And as a backbone, supporting them with cutting-edge tech tools, making their vision our vision. With our last mile advantage married to tech, system change is inevitable for an inclusive India and the Global South.

*Meera Shetty*

## Board of Directors



Meera Shenoy



Ravi Kolathur



Vijay Kumar Wadhi



## Board of Advisors



Jayesh Ranjan



Rajsekhar Budithi



Amala Akkineni



Gopinath C. S



Suchitra Shenoy



Luis Miranda



Deenadayalan S



Sudipta Bhattacharya





# Bringing the Silent Revolution

**Meera Shenoy**

Social Entrepreneur, Youth4Jobs



"Why do you wander in our villages when you should be enjoying the gondolas of Venice?" was the question asked repeatedly by friends, when I chose to remain in India, instead of moving to Italy where my husband was working with the UN.

How could I explain the joy of moving 14 vulnerable youth with disabilities out of poverty every single day, by upskilling them and linking them to a sustainable job or enterprise, as the Founder? The work I chose to do is challenging, but it transforms the lives of youth with disabilities, especially women, moving them from being a liability to an asset, helping them dream for the first time. Mothers bless our work for making their "useless children" independent, for every mother worries about her kid.

## Breaking New Ground

Twenty-three years ago, with a unique background of setting up India's first Skilling Mission EGMM which influenced policy, and working with the World Bank and UNDP, I decided to become a Changemaker, again as a pioneer, focusing on the most neglected segment of society, youth with disabilities, and set up Youth4Jobs.

## Innovation Through Technology

Today, Youth4Jobs is the largest in the space of disability in South Asia. The work has touched 15.9 million households with the message of "ability in disability"; impacted 850,000

youth with disabilities, working with 18 disabilities, partnering with governments, over 1800 companies, and civil society. I set up Southeast Asia's first AI-triggered, accessible PwD Jobs platform, SwarajAbility, "Swaraj" is the Gandhian word for independence"; "Ability" as we believe in the abilities of disabled. This Atmanirbhar cutting edge tech platform makes registering seamless for the youth with disabilities. And job matching happens through an algorithm. My work has the highest national award from the President of India and global accolades like the MIT Inclusion Innovation Challenge, their prestigious Future of Work award. It is a Harvard business publication case study. Recently the Hon'ble Prime Minister mentioned my work in his popular "Mann Ki Baat".

## The Beginnings & Challenges

I chose to work in the disability space as the statistics stunned me - ILO states 80% of persons with disability are in developing countries like India. There were no players working at scale and no player skilling rural PwD and linking them to markets. For me, the needs of Bharath are paramount- if I left high paying jobs to move to this sector. This made me choose to begin our work with PwDs from villages and set up centres even in the BIMARU and conflict-ridden states. The early days were difficult. Disability is one word; but there are 21 disabilities recognised by the RPwD Act (Rights of Persons with Disabilities). Good special educators or sign language instructors were hard to get. Youth with disabilities were dispersed in villages and when our grassroots team reached them, the community shook their heads in disbelief - A job for their disabled child! Impossible! Even their non-disabled children did not have jobs. Then companies came to the training centre to see this new kind of work, but hesitated to hire.

## Building Bridges to Opportunity

Customised innovative solutions I and my team systematically closed gaps in the demand (markets) and supply(youth) with innovative, customised solutions. Village Advocacy was a household-level advocacy program to change mindsets of villagers that disability is not a curse and if trained well they could earn and be independent. The training modules included giving 21st century portable skills. Today the content varies from community developed content for the grassroots to customised banking content for the educated, integrating AI elements across levels. Companies are supported with customised services to help them onboard and retain this talent. This included sensitisation workshops, job carving, sign language, tech synchronisation etc. "Our mantra is to hire youth with disabilities because it makes business sense", I say and this has been the game changer for the sector. "We also innovate continuously to create more jobs for our youth" I say. A good example is the "silent cashier" where we piloted speech and hearing impaired becoming cashiers as they work in a focussed manner. This opened up 50,000 new jobs, hitherto not available for the disabled.

## Resilience Through Crisis

We won several awards during Covid. When skilling companies closed operations, we were the first grassroots organisation to go online. Going online meant developing in-house sign language videos, modifying content to make them understand platforms. But the desire to be digitally savvy in remote villages was so high. And mothers became brand ambassadors when they realised in times of need, Youth4Jobs was training the disabled for jobs. On the market side, while retail, hospitality etc stopped hiring, Y4J supported logistics, e-commerce companies to hire from this pool.



### The Road Ahead: Scaling Impact

Today my work has become demand-driven. The Chief Minister of Maharashtra has requested the Grassroot Academy to work in the nine districts of Vidarbha and northern Maharashtra. The Karnataka government has invited me to work on sensitising the 150,000 SHGs to disabilities and work on economic empowerment of women with disabilities. These community-driven projects will create a grassroots movement of change. I also bring one of the world's most prestigious global conferences, Zero Conference, to India. Held every year in the UN headquarters at Vienna, it has 6000 experts in 180 countries. The idea of Zero Con India is for innovations in India to get a global platform and for international players to experience the rich creativity of India.

### The Business Case for Inclusion

In my book "You Can," a Bloomsbury publication, which was on top of the charts at the Jaipur Lit Fest, I ask CEOs why they hire youth with disabilities. The answer was it is a social mandate; makes the company a great place to work; stimulates creativity and is a social good which helps business. The work also cuts across all SDG goals "A livelihood to a young person with disability takes the entire family out of poverty in a sustained manner," is my mantra.

I see it every day, keeping me firmly and joyfully on this path.

***Why do I wander  
in villages?  
Because here, I  
find the true  
gondolas of  
change.***

**Meera Shenoy**





## Youth4Jobs Featured on “Unstoppable with NBK” Talk Show with Nandamuri Balakrishna and Suriya Sivakumar

Youth4Jobs was honored to be invited to Unstoppable With NBK – Season 4, Episode 3, hosted by the megastars of South India Nandamuri Balakrishna and Suriya Sivakumar, to discuss the powerful work being done to empower persons with disabilities (PwDs).

Meera Shenoy, Founder and CEO of Youth4Jobs, shared the struggles PwDs face—often overlooked, seen only through the lens of their disabilities, and denied opportunities. But Youth4Jobs is changing

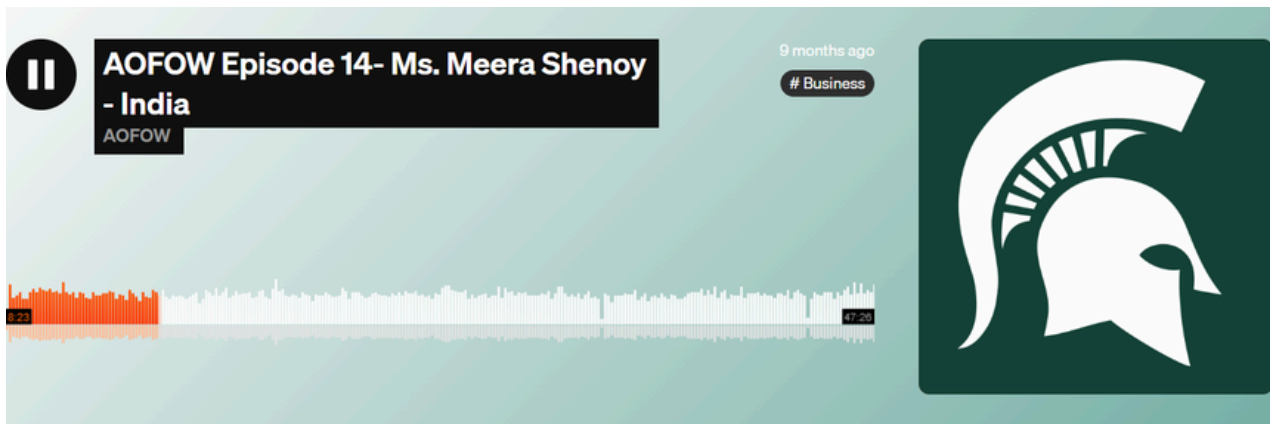
the narrative by upskilling PwDs and connecting them to sustainable livelihoods, empowering them to lead independent, confident lives.

Balakrishna and Suriya passionately advocated for disability inclusion, inspiring millions to join the movement for a more equitable and inclusive world.

Youth4Jobs is grateful to Balakrishna, Suriya, and the Unstoppable team for amplifying the message of inclusion and helping create a society where everyone has the chance to thrive.



## Championing Disability Inclusion on a Global Stage



Meera Shenoy, Founder & CEO of Youth4Jobs Foundation, was featured on the Abilities, Opportunities & the Future of Work (AOFOW) podcast by Michigan State University's Broad College of Business, in partnership with Michigan Rehabilitation Services.

In a thought-provoking conversation with hosts Sriram Narayanan and Nacsha Ealy Green, Meera shared insights on the transformative role of inclusive employment in the future of work, the impact of innovative tools like SwarajAbility—India's first AI-powered livelihood platform for persons with disabilities—and the power of global partnerships in driving economic empowerment, especially for women with disabilities.

This global platform amplified Youth4Jobs' mission of building inclusive workplaces and underscored the growing relevance of disability inclusion in business and innovation.

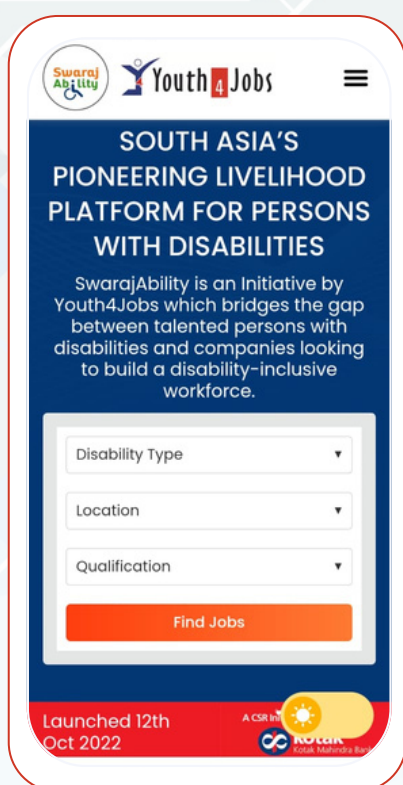


[Listen to full podcast](#)



# SWARAJABILITY

Youth4Jobs – SwarajAbility: South Asia's First  
Livelihood (Jobs & Enterprise) AI Driven Platform for  
Persons with Disabilities!



Supports all  
21 disabilities &  
WCAG 2.1 compliant



Sign-language  
support videos



12 Indian languages  
& Call Center Support



AI job - matching  
algorithms



White labelling for  
State Governments



NGO's, Employers  
& Institutions login



The idea for SwarajAbility was born when we were Asia winners of the MIT Inclusion Innovation Challenge. The judges told our Founder that it made logical sense to build a cutting-edge livelihood platform, as our pan-India trainings with livelihood linkages gave us control on the demand (companies) and supply (youth).

SwarajAbility is now South Asia's only AI-powered platform focused on skilling and livelihoods for persons with disabilities. Youth with disabilities were involved at every stage. The AI algorithm was developed with authentic data from MIS (Management Information System). Kotak Mahindra Bank believed in the idea and was our sole funder.

We go beyond hiring by empowering businesses with:

- Sensitization Workshops – Breaking myths & building inclusive mindsets
- Accessibility Audits – Ensuring workplaces are truly disability-friendly
- Sign Language Training – Bridging communication gaps
- Role Mapping for PwDs – Helping companies place talent in the right roles
- Assistive Technology Workshops – Leveraging tech to drive inclusion

## Read these jaw-dropping statistics!





Let's explore its USPs with Uday, our colleague who is visually impaired and leads the Smart Inclusion Center



## SwarajAbility is on a winning streak!


Every time we introduce it, whether in India or abroad, the response has been amazing. And guess what? The world is not only taking notice but also taking action to integrate and collaborate with us.

In just two years since its inception, SwarajAbility has become the go-to platform for governments, institutions, MNCs, and international organizations. It has been making waves in the sector, gaining recognition and winning several prestigious awards. Here's a glimpse of how SwarajAbility is leaving its mark in South Asian countries and beyond, including bagging global awards in Singapore!


Panel Discussion at  
**Zero Project Asia Pacific Symposium**, Singapore & **The Zero Project Conference** at United Nations Office at Vienna

 **D4GX India Empowerment Challenge** – “Data to Enable Learning & Livelihood”

 **WIT Digital Transformation Leader of the year & WIT Award for Social Impact**  
APAC Countries, Singapore

 **Nasscom Foundation's TechForGood Award** – “AI for Social Good”

 **The ET – Entrepreneur Summit & Awards** – “Best Service Provider of the Year in Web & Mobile App Development”

 **8th eNortheast Award** – “Best Digital Innovation in Livelihood & Enterprise Development”

## Telangana Government Partners with Youth4Jobs to Empower Persons with Disabilities



The Government of Telangana has launched a dedicated job portal exclusively designed for the state, in technical collaboration with Youth4Jobs' SwarajAbility. This portal aims to create seamless employment opportunities for Persons with Disabilities (PwDs), fostering greater inclusion and accessibility in the workforce.

The platform was inaugurated by Smt. Anasuya Seethakka Dansari, Minister of Panchayat Raj & Rural Development, and Women & Child Welfare.



She dedicated the portal to the community, reaffirming the government's commitment to empowering PwDs in Telangana.

Secretary Vakati Karuna, IAS, was present at the event, along with Sri Muttineni Veeraiah, Chairman of the Telangana Vikalangula Co-operative Corporation, and Smt. B. Shailaja, Commissioner of Disability.

Visit the Telangana PwD Job Portal at [pwdjobportal.telangana.gov.in](http://pwdjobportal.telangana.gov.in) to explore a diverse range of career opportunities for persons with disabilities.



The “wow” of SwarajAbility is not just in numbers.  
Get inspired. Read these real stories of transformation.

**I bagged ₹18 LPA  
Job at J.P. Morgan**

**Rahul Kurudig**  
*Disability: Locomotor*



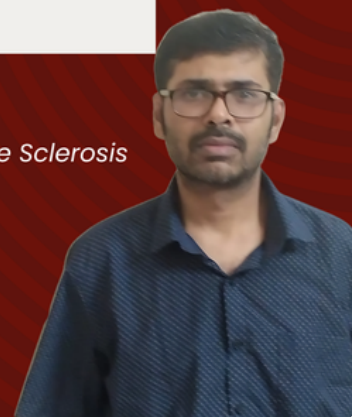
#### From Hospital Beds to High-Rises

Born with a disability and three surgeries before age one, Rahul's path was never easy. He dreamed of becoming an engineer—but life had other plans. Now, he's defied the odds with an ₹18 LPA job at J.P. Morgan.

[Keep Reading the Story.](#)

**I bagged ₹13.2 LPA  
at Infosys**

**Sri Hari**  
*Disability: Multiple Sclerosis*



#### From Coding to Confronting a Life-Changing Illness

When Multiple Sclerosis disrupted Sri Hari's rising tech career, everything paused. Struggling to walk, he feared he'd lost it all. But today, he earns ₹13.2 LPA at Infosys.

[Keep Reading the Story.](#)

**I bagged ₹12.5 LPA  
at Brightly Software**

**Rajeshwar Wagh**  
*Disability: Low Vision*



#### When Vision Faded, He Grew Stronger

Rajeshwar lost his eyesight—but not his will to succeed. Once unsure of his future, which felt uncertain and dark, he now earns ₹12.5 LPA at Brightly Software.

[Keep Reading the Story.](#)

**I bagged ₹2.55 LPA  
at Amazon**

**Tejoshwini**  
*Disability: Speech and Hearing Impaired*



#### From Anxiety & Nervousness to Tejoshwini's Rise as Senior Associate at Amazon

Despite hearing challenges and setbacks after pregnancy, Tejoshwini is now a Process Associate at Amazon, earning ₹2.55 LPA.

[Keep Reading the Story.](#)



## What Government & Companies Have to Say About SwarajAbility

Hon. Prime Minister of India Applauds  
our work on Mann Ki Baat



A Proud Moment for Inclusion!

### Hon. Prime Minister quotes

"Meera Shenoy is doing exemplary work in market-linked skill training for rural & tribal Persons with Disabilities, creating pathways to empowerment and inclusion."

Watch Hon. Prime Minister speak—click to watch!

Kurush Irani  
President – Group Corporate Social  
Responsibility, Bajaj Finserv

### Kurush Irani quotes

"It is a game-changer—an accessible platform linking Persons with Disabilities to jobs while providing valuable insights. Let's raise awareness and bring more companies on board!"

Watch Kurush Irani speak—click to watch!

Prof. Ajay Kumar Sood  
Principal Scientific Adviser to  
the Government of India

### Prof. Ajay Kumar quotes

"SwarajAbility, an AI-driven livelihood and jobs platform, empowers Persons with Disabilities from all fields of life to gain skills and access opportunities."

Watch Prof. Ajay Kumar speak—click to watch!

Over 1,700+ employers are building their inclusion journey with us!



Register now to access over 2.3 laksh diverse candidates



# GRASSROOT ACADEMY







## Grassroot Academy

### Demand Driven Program Empowering Persons with Disabilities at the Grassroot

Reward – In rural communities across India, persons with disabilities (PwDs) often face isolation, limited opportunities, and systemic barriers. An unusual image stands out: a youth with calipers or on a tricycle, wearing a bright yellow T-shirt emblazoned with “Divyang Mitra” (friends of the disabled), reaching out to anyone with a disability, enquiring if they have the UDID, if they receive their pension, and if they are aware that the bus pass is free.

He listens keenly to their problems and notes them on an iPad. To the unemployed, he directs them to a training center. To those with an entrepreneurial spirit, he tells them about the one-month entrepreneur training, complete with seed money and handholding.

In rural communities across India, Persons with Disabilities (PwDs) face isolation, limited opportunities, and systemic barriers. Women are stigmatized and often excluded from even gender programs. The Grassroot Academy is changing that—one village at a time.

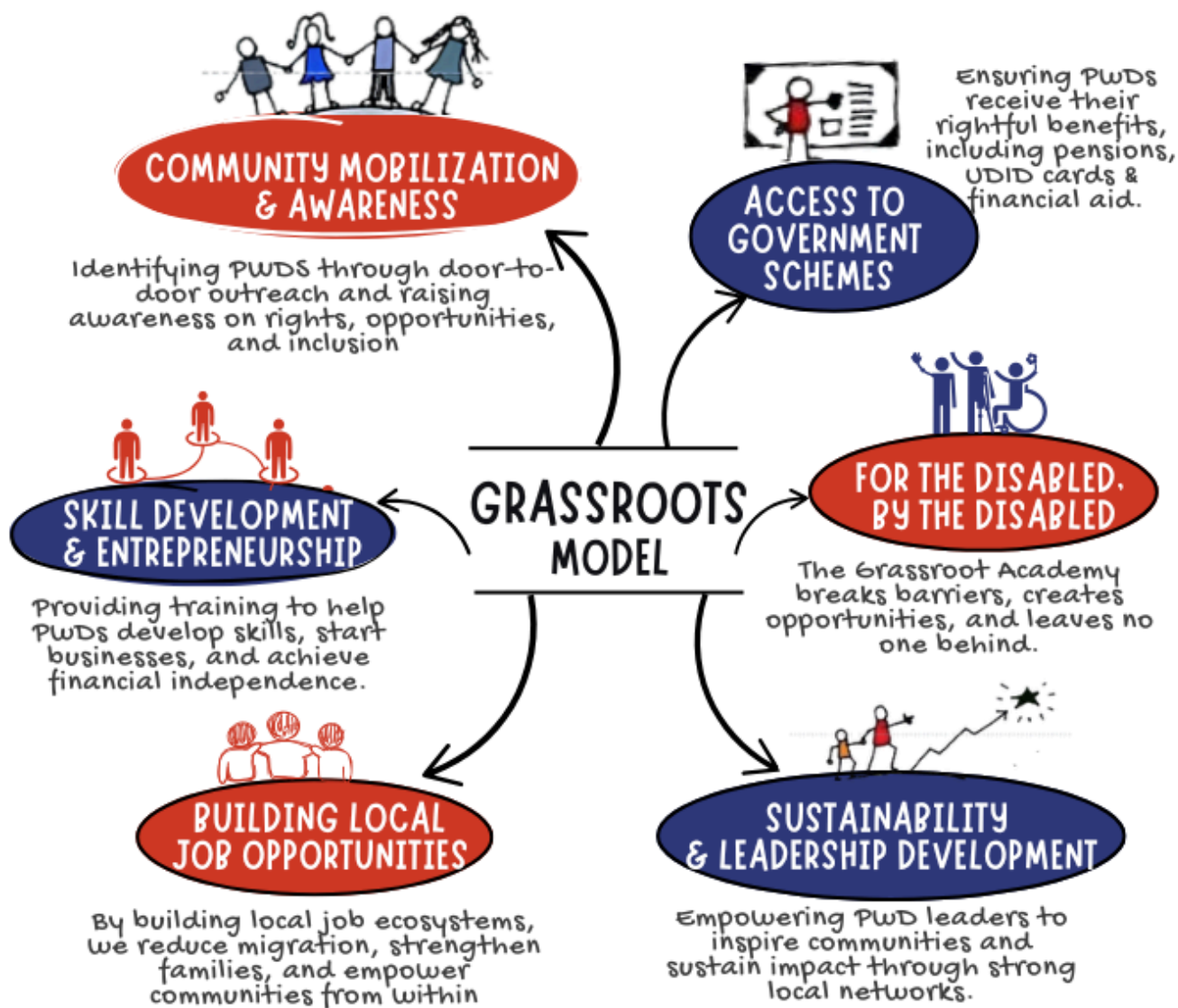
Not surprisingly, the model is attracting attention across the nation and the Global South.

These are our 75 confident new Change Makers, all youth with disabilities, with a clear vision of supporting their own community of disabled people.

Nothing like this has been attempted at this scale in rural Bharat before. Who is willing to go to the last mile to support the most vulnerable men and women with disabilities, completely cut off from digital literacy and markets? “We believe,” says Meera Shenoy, “that real change and sustainability come when we identify and build the capacities of community leaders in villages. Our Grassroot Academy, backed by the cutting-edge tech of SwarajAbility, supports change from within. We listen to them and learn.”



The **GRASSROOT MODEL** is demand-driven and **for the disabled, by the disabled.**



**Supported by**

**SwarajAbility** – AI-Triggered, Completely Accessible, Award-Winning Livelihood Platform for Persons with Disabilities

## Meet the Inspiring Changemakers



### Empowers Women with Disabilities to Build Livelihoods and Enterprises

Married at 17, Nikita (locomotor disability) faced abuse, stigma, and shattered dreams. But she chose courage over fear.



### Born with Thalassemia. Now Empowering Rural Youth with Disabilities

Virender's life was filled with challenges. Today, as a Divyang Mitra with Youth4Jobs, he's turning his journey into a source of strength for others.



### Walking Miles, Lifting Many

Modin's journey—marked by polio, poverty, and perseverance—led him from struggle to service. Now, he's helping others with disabilities find purpose and employment.



### "You Don't Need Full Strength to Make a Difference. You Just Need a Full Heart" – Santosh

Once questioned for his ability, Santhosh now stands tall as a Divyang Mitra, guiding others with disabilities

70% percent of India's market is made up of medium and small-scale industries. Youth with multiple disabilities, especially women, wanted jobs or enterprises locally. This meant cracking the unorganized MSME market.

We all struggled and gave them some tips, but they came back with locally honed solutions. Today, 60% secure local jobs, both in MSMEs and national companies with last-mile reach, such as BPCL or logistics firms, through SwarajAbility.

## Overcoming Challenges the Jugaad Way



### From Survival to Strength

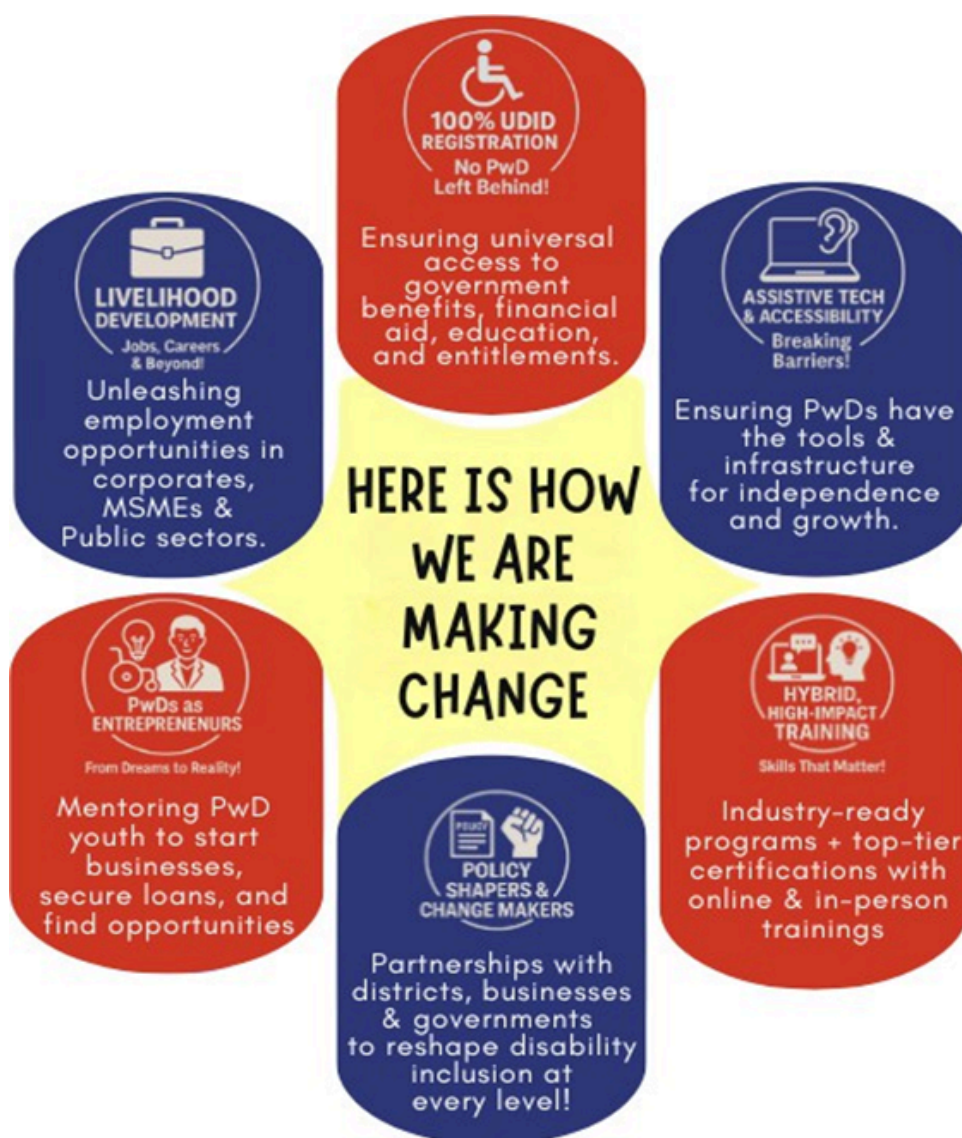
Abused and abandoned, Preeti rebuilt her life from scratch—running a mobile shop in Maharashtra and inspiring women with disabilities.



### From Rock Bottom to Reels of Hope

Paralyzed in a car accident, Ramchandra started over—running a grocery shop in rural Maharashtra and inspiring others with disabilities.

## Our Divyang Mitr Socio-Economic Transformation Tools





## 16 million, 28 states, 16 countries

We were thrilled to see the incredible reach of our grassroots project work featured on IDR.

The DMs spoke directly to IDR journalists with a new confidence and pride.



विकलांग-जनों को कई तरह के गहरे पूर्वाग्रहों का सामना करना पड़ता है, खासकर जमीनी स्तर पर। | चित्र साभार: मीना कादरी / सीसी बीवाई

[Read in Hindi](#)[Read in English](#)



# MICRO – ENTERPRISE INITIATIVE





## Micro – Enterprise Initiative

Youth4Jobs' Micro-Enterprise Initiative delivered significant social and economic impact in FY 2024–25, achieving a **strong Social Return on Investment (SROI)** by empowering **542 Persons with Disabilities (PwDs)** across rural India. The initiative provided structured entrepreneurship training and enabled the establishment and strengthening of **405 micro-enterprises** through targeted seed capital and operational fund support.

To enhance enterprise preparedness and long-term viability, the program introduced separate farming and non-farming entrepreneurship modules, each complemented by comprehensive business plan development support. This sector-specific approach ensured relevant skill-building, improved decision-making, and greater sustainability for PwD-led enterprises.

During the year, the initiative successfully disbursed **₹1 crore** through a diversified funding mix comprising CSR contributions, government schemes, and NBFC-linked credit. The program recorded an exceptional **98.5% loan recovery rate**, reflecting both the financial discipline and commitment of PwD entrepreneurs.

Implemented across **Karnataka, Maharashtra, Rajasthan, Telangana, and Andhra Pradesh**, the initiative has contributed to local economic development, enhanced household incomes, and significantly improved the standard of living for PwD families, reinforcing inclusive entrepreneurship as a powerful pathway to sustainable livelihoods.

# 542

Persons with Disabilities impacted

# 405

Micro-enterprises through targeted seed capital support

# 1 Cr

Of Loans Disbursed

# 98.%

Loan Repayments

Implemented in

# 5

## States

Karnataka,  
Maharashtra,  
Rajasthan,  
Telangana &  
Andhra Pradesh



## Key Financial and Social Impact

### Individuals Empowered (Trained)

**542**

Equipped with structured entrepreneurship skills



### Average Monthly Income

**₹11,000**

Generated per PWD entrepreneur5%



### Annual Village Economy Boost

**₹6.3 Crore**

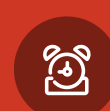
Collective contribution to rural economies



### Customers Served Annually

**56.5 Lakh**

PWDs positioned as active service providers



## Program Expansion and Strategic Partnerships

### WISE Project:

Under the WISE project, 71 additional candidates were supported, and 49 micro-enterprises received operational funding and seed capital, further expanding the initiative's reach.

### GRA Maharashtra:

Through support from the BCPT grant, 8 beneficiaries in Maharashtra received a lump-sum assistance of ₹1,70,000, enabling them to stabilize and scale their enterprises.

### GRA Karimnagar, Telangana:

A total of 220 startup kits were distributed to PwD entrepreneurs to support nano-businesses, strengthening early-stage enterprise formation and income generation.

## Operational Success

The initiative's success is anchored in 542 comprehensive entrepreneurship trainings and the tireless efforts of the "Divyang Mitra" field staff. These grassroots professionals provide one year of structured monitoring and handholding, ensuring business continuity and resilience across 50+ trades spanning agriculture, services, and manufacturing.

The introduction of sector-specific curricula, combined with consistent field-level mentoring, has significantly boosted confidence, morale, and community acceptance of PwD entrepreneurs. The initiative stands as a strong model of inclusive economic development—demonstrating how micro-enterprises can create lasting social and financial impact for persons with disabilities.

STORIES **FROM THE GROUND**

## From Exclusion to Independence

**Yamaji B. Makasare**

**"In good times, everyone stands with us. But in difficult times, those who support us are no less than God," says Yamaji.**

I was born with a locomotor disability in my left hand and grew up in Tamaswadi, Maharashtra, in a poor farming family. As I grew older, I faced ridicule and social exclusion, with many in my community viewing my disability as a curse. While this deeply affected me, my family always stood by me and never made me feel less.

Due to financial constraints, I had to discontinue my education after completing Class 12 and began working on our family's farm. Despite my efforts, our income was not enough to meet daily needs, and I remained uncertain about my future.

A turning point came when I learned about Youth4Jobs through a WhatsApp message. After counselling, I enrolled in the WISE ME programme, where I gained financial and digital literacy skills, including basic business management and record-keeping. The training helped rebuild my confidence and prepared me for self-employment.

With a ₹40,000 loan from Youth4Jobs and additional family support, I started a goat farming business with five goats. Today, I earn approximately ₹13,000 per month, enabling me to support my family and live with dignity.

This journey has shown me that timely support, skills training, and belief can help persons with disabilities achieve sustainable livelihoods.

**Name: Yamaji B. Makasare**

**Disability: Locomotor Disability**

**Location: Tamaswadi, Maharashtra**

**Batch: 167**

**Centre: Ahmednagar**

**Y4J: Micro-Enterprise Initiative**

Youth4Jobs supports young people with disabilities to achieve economic independence through micro-enterprise development. The initiative builds entrepreneurial skills and sustainable livelihoods by enabling youth to start and strengthen small businesses.

Its impact is driven by 542 entrepreneurship trainings and the dedicated Divyang Mitra field staff, who provide one year of handholding and monitoring across 50+ trades in agriculture, services, and manufacturing —ensuring business continuity and resilience.

STORIES **FROM THE GROUND**

## From Struggle to Self-Reliance

### Jagadevi

*“Earning with dignity has changed my life. Today, I don’t just survive—I decide,” says Jagadevi.*

Jagadevi’s journey is one of quiet determination and lasting transformation. Growing up in Kalaburagi, Karnataka, with a locomotor disability affecting both lower limbs, she faced limited access to education and livelihood opportunities. Early financial hardship and mobility challenges meant that sustaining a stable income felt out of reach. Although she began a small general store with family support, lack of business exposure and rising competition soon threatened its survival.

Everything changed when Jagadevi connected with the Youth4Jobs Micro Enterprise programme. Through hands-on entrepreneurship training and consistent mentoring from Divyang Mitra field staff, she gained practical skills in business planning, financial management, and customer engagement. With guidance tailored to her local market, she diversified her products and rebuilt her enterprise step by step.

Youth4Jobs’ timely support also enabled her to access a low-interest loan, allowing her to expand her inventory and increase daily sales. Today, Jagadevi earns ₹9,000–₹10,000 per month and runs her business with confidence and independence. Her story stands as a powerful reminder that when opportunity meets sustained support, entrepreneurship becomes a pathway to dignity, resilience, and economic empowerment.

This journey has shown me that timely support, skills training, and belief can help persons with disabilities achieve sustainable livelihoods.

**Name:** Jagadevi  
**Disability:** Locomotor Disability  
**Location:** Kalaburagi, Karnataka  
**Batch:** 28  
**Centre:** Kalaburagi





# PROJECT PARIVARTAN





## WISE – Work Integrated Soft Skills & English

The WISE program is a pioneering, empirically proven short-term program to bridge the knowledge and skill gaps that exist between businesses and rural communities of people with disabilities. It establishes model training centers that provide youth with disabilities with employment-related job readiness training, personality development, and opportunities for sustainable employment.

Our model training centers equip youth with disabilities with:

- ✓ Job Readiness Training
- ✓ Personality Development
- ✓ Employment Opportunities in the Organized Sector



## Opening Doors for All: Empowering Abilities, Transforming Lives

Teleperformance, in collaboration with Youth4Jobs Foundation, is creating an inclusive future where candidates with Speech and Hearing Impairments (Deaf) are empowered to succeed. This partnership is focused on breaking stereotypes and providing equal opportunities in the workforce.

The inspiring stories of Dwip Mukherjee, Somashree Sadhukhan, Supriyo Mondal, and Priya Das exemplify how determination and opportunity come together to shatter barriers.



These candidates have been successfully placed as Customer Service Associates at Teleperformance, thriving in their roles and demonstrating that disability is never a limitation but an ability.

This initiative reinforces our commitment to creating workplaces where diversity is celebrated, abilities are recognized, and every individual has the chance to contribute meaningfully.

### [Learn More](#)

## Our Youth Begin a New Chapter with Tata Motors

In a significant step towards inclusive employment, 19 youth with disabilities were selected as trainees on Tata Motors' production line through a focused recruitment drive at their Ahmedabad plant. Successfully clearing a rigorous selection process, their inclusion marks a transformative milestone for the individuals, Youth4Jobs, Tata Motors, and India's vision of a diverse and inclusive workforce.





## Neurodiverse Talent Shines at Ador

Three exceptional neurodiverse candidates have been successfully placed at Ador Powertron Limited, Ador Digatron Pvt. Ltd., and Quench EV Chargers. Anish Katke, a music graduate with autism; Muskan Shaikh, an intellectual disability advocate and experienced preschool teaching assistant; and Unmej Nurase, a B.Tech graduate with cerebral palsy, are now thriving in their new roles.

To support their smooth transition and

maximize their potential, they participated in a three-day on-the-job training program, which focused on clear communication, the use of simplified tools and visual aids, and building supportive relationships with teammates and workplace buddies. This initiative underscores a commitment to empowering persons with disabilities and promoting inclusive, accessible workplaces.



## Youth4Jobs Candidates Join F5 Networks

Three candidates with disabilities trained by Youth4Jobs were placed in the F5 Networks Apprenticeship Program, demonstrating the impact of inclusive hiring and tailored training. Mohammad Karimulla (B.Tech, locomotor disability) and Samineni Nikhil (B.Com, hard of hearing) joined as Junior Software Developers in Hyderabad, while Shaikh Aspaque Ali (BCA, locomotor disability) joined as Engineer, Technical Support in Bangalore.

This success highlights Youth4Jobs' commitment to empowering youth through strategic industry partnerships.





## Memorandum of Understanding with State Directorate of Persons with Disability

In December 2024, our organization entered into a Memorandum of Understanding (MoU) with the State Directorate of Persons with Disability, Government of Tamil Nadu, marking a significant step toward strengthening inclusive employment initiatives across the state.

### Objectives and Key Focus Areas

The MoU aims to create sustainable pathways for the skill development, employability, and workforce inclusion of Persons with Disabilities (PwDs) through the following strategic objectives:

#### **Skill Development and Training:**

To organize and facilitate structured skill development and training programmes designed to enhance the employability and job readiness of PwDs.

#### **Partnerships for Placement Opportunities:**

To establish and strengthen partnerships

with educational institutions, training centers, and industry stakeholders to create increased and customized placement opportunities for PwDs.

#### **Dedicated Job Placement Services:**

To provide focused job placement support by connecting PwDs with suitable employers, ensuring alignment between individual capabilities and job roles.

#### **Job Role Assessment and Suitability Mapping:**

To engage with institutions and employers to identify job requirements, assess workplace accessibility, and evaluate the suitability of roles for PwDs.

This collaboration reinforces our commitment to inclusive growth and equal employment opportunities, while supporting the Government of Tamil Nadu's efforts to mainstream Persons with Disabilities into the workforce.



# WEDO

WOMEN ENTREPRENEURS WITH DISABILITIES





WEDO was Launched at Zero Project Conference 2023, at the UN headquarters in Vienna. Grounded in real needs, WEDO forges collaborative partnerships to amplify voices globally and drive inclusive entrepreneurship initiatives.

- Enable economic independence and address gaps in employment and labour force participation (LFPR)
- Change community mindsets and build meaningful narratives about women with disabilities
- Ensure a more inclusive and diverse entrepreneurship ecosystem

“If you get it right for women with disabilities, you get it right for all women”



## The Challenges for Women with Disabilities

### Systemic Exclusion & Barriers

- Lack of accessible infrastructure, inclusive policies, and interpreters.

### Double Discrimination

- Vulnerability to abuse & exploitation, even at home.
- **25% of women** with intellectual disabilities **are raped**; **6% are forcibly sterilized**.



### Impact of Crises Like COVID-19

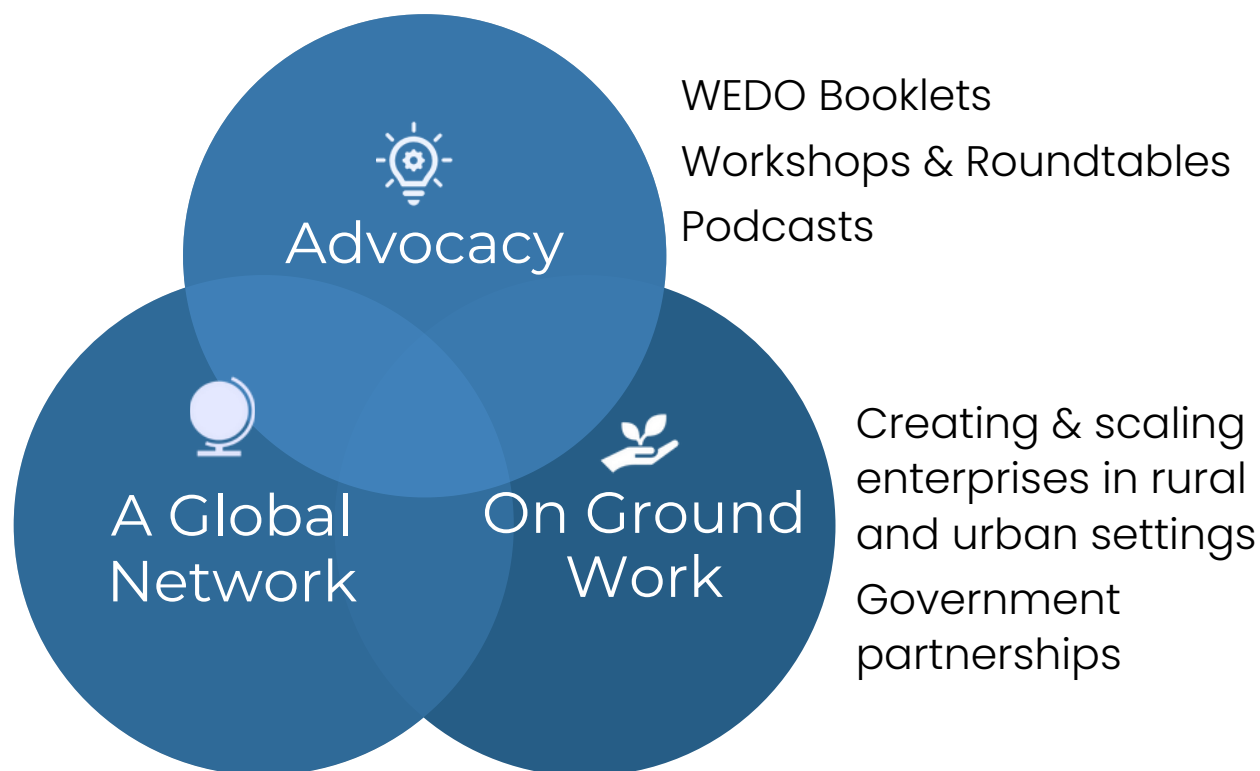
- Women are **7x more likely** to lose jobs during crises like COVID-19.
- Though women make up **36% of the workforce**, they receive only **18% of labor income**.

### Economic Impact of Exclusion

- Loss of 3-7% of GDP due to exclusion from workforce.
- Tapping into this potential can lead to significant economic gain.



## WEDO: A 3-Level Strategy



With an initial focus on India, we aim to build a global alliance for women entrepreneurs with disabilities

“

*“If we want to see innovation for women's issues, women and women with disabilities must lead that innovation.”*

**Aakanksha Gulati**

**Chief Executive Officer and Director, ACT**

## Launch of Second Edition: WEDO Booklet – From Invisible to Visible



At the Zero Project India Conference 2024, Youth4Jobs launched the second edition of the WEDO (Women Entrepreneurs with Disabilities) booklet titled “Women Entrepreneurs with Disabilities: Invisible to Visible – Stories from South Asia.”

The second edition of the WEDO booklet marks a significant milestone in building visibility and opportunity for women with disabilities across South Asia.

This edition features inspiring journeys of women with disabilities from India, Afghanistan, Sri Lanka, Bangladesh, Pakistan, and Nepal—highlighting their transition from the margins to becoming successful entrepreneurs.

The launch was part of a dynamic panel discussion moderated by Shriya Sethi (McKinsey & Company), with speakers from ACT, Enable Me Access Association, Youth4Jobs, ILO, and UN Women.

The panel addressed key challenges such as inaccessibility, digital and financial illiteracy, and double discrimination, while promoting entrepreneurship, mentorship, and innovation as tools for empowerment.



[Download Here](#)



# Amazon India partners with Youth4Jobs to empower women with disabilities to succeed in the digital e-commerce ecosystem



Written by Amazon Staff

## Empowering Women with Disabilities through Digital Entrepreneurship

An inspiring partnership: [Youth4Jobs Foundation](#) and [Amazon India](#) have joined hands to empower women with disabilities to become successful entrepreneurs in the digital economy.

Through the Amazon Saheli program, this collaboration will provide women with disabilities essential resources, tools, and training to grow their businesses online. The initiative includes hands-on support like workshops, onboarding, digital marketing training, product listing optimization, and access to data-driven insights to understand market trends.

Together, Youth4Jobs and Amazon India aim to bridge the gap between talent and opportunity—creating inclusive, sustainable livelihoods for women with disabilities and helping them thrive as part of India's growing digital economy.

“

*Our collaboration with Youth4Jobs aims to support women with disabilities by providing them with the tools and opportunities to build successful businesses on our e-commerce platform. We believe this initiative will contribute to creating a more inclusive digital marketplace.*

**Gaurav Bhatnagar,**  
**Director of Sales, Amazon India**

[Read more about this partnership here](#)

# CORPORATE CONNECT





## Colgate-Palmolive Partners with Youth4Jobs to Drive Inclusion and Accessibility



Youth4Jobs partnered with Colgate-Palmolive Company to promote inclusive hiring practices, workplace accessibility, and disability sensitization. Through a focused workshop conducted in collaboration with Colgate's Talent Acquisition team, 19 participants engaged in interactive sessions designed to foster a more inclusive work environment.

The workshop covered disability etiquette, inclusive hiring strategies, and creating accessible job descriptions.

Role-playing exercises were conducted to improve communication with persons with disabilities during recruitment.

The session received highly positive feedback, with participants appreciating the interactive activities, mock interview sessions, and insightful videos that served as eye-openers on managing candidates with disabilities sensitively.



The ice breaking activity, mock interview session and the video towards the end were major highlights for the team, there were eye openers around managing PwD candidates with sensitivity." **Rishali Naidu, Associate Team Lead, CBS Talent Acquisition Colgate-Palmolive Company**

## Fostering Inclusion Through Autism Awareness



Youth4Jobs Foundation conducted a two-day Autism Awareness Workshop at its Hyderabad Training Centre to deepen understanding of autism and promote inclusive workplace practices. The workshop brought together HR professionals and organizational leaders from **GMR Group, Godrej Agrovet, HDB Financial Services, 3G HR Services, VLR Facilitators, and SERVDLITE LLC USA**, fostering meaningful dialogue on neurodiversity.



Interactive activities, including memory challenges, myth-busting sessions, and creative exercises, encouraged empathy and engagement.

This initiative reflects Youth4Jobs' ongoing commitment to inclusive workplaces where all individuals can thrive.

Participants noted the workshop's value in reshaping perceptions.

"Incredibly informative and inspiring...I'm now more determined to support Youth4Jobs' mission."

**Anjali Mishra, Godrej Agrovet**

"A completely new way of understanding autism. One of the best sessions I've attended." **Ramchander Maddela, SERVDLITE LLC USA**

This initiative reflects Youth4Jobs' ongoing commitment to inclusive workplaces where all individuals can thrive.



## Youth4Jobs and Tata Motors Collaboration



Youth4Jobs partnered with Tata Motors to launch an Indian Sign Language (ISL) training program for 56 employees, aimed at enhancing workplace communication and fostering an inclusive environment. The program covered basic greetings, key ISL terminology, and etiquette for interacting with Deaf employees. Feedback was highly positive, with Mr. Pranav, Head of HR, sharing that the experience helped him reconnect with himself, and Mr. Rohit Saroj, Deputy General Manager, highlighting its role in strengthening inclusion.



Building on this, Tata Motors is expanding opportunities for Sign Hearing Impaired (SHI) candidates by creating more dedicated roles, improving ISL proficiency across the workforce, and conducting factory accessibility audits. An advanced ISL workshop followed, focusing on grammar, sentence structure, workplace communication, and an on-site accessibility assessment to ensure a supportive work environment for SHI employees.

“Tata Motors is deepening its inclusion and diversity agenda. Engaging with speech and hearing-impaired individuals revealed our communication limitations. This training equipped us with basic skills to interact with persons with disabilities and reinforced our commitment to diversity and inclusion. We thank Youth4Jobs for being a partner in this journey.”

**Rohit Saroj, CSR Deputy Manager, Tata Motors**

## Youth4Jobs and Bosch Collaboration



Bosch Global Software Technologies Hyderabad, in collaboration with Youth4Jobs, conducted a Disability Sensitization Workshop to promote inclusive workplaces and unlock the potential of persons with disabilities (PwDs). With studies showing that 80% of employees with disabilities feel excluded, the leadership team took a proactive step toward creating a truly inclusive culture.

The workshop addressed global challenges, including the fact that PwDs represent 15% of the population yet face disproportionately high unemployment, particularly in developing countries.

Through interactive sessions, participants gained practical strategies for inclusive hiring, accessibility practices, and disability etiquette, helping to break stereotypes and shift mindsets.

This initiative reinforces Bosch's commitment to fostering innovation, enhancing productivity, and strengthening workplace diversity. Youth4Jobs thanks Bosch's leadership for their dedication to advancing accessibility and championing a more inclusive future where everyone can thrive.





## ISL Sensitization Workshop with Eaton Pune



Youth4Jobs, in collaboration with Eaton Pune, conducted two Indian Sign Language (ISL) Beginners workshops, engaging over 30 participants to raise awareness about the challenges faced by persons with speech and hearing impairments and promote inclusive communication practices.

The interactive sessions included practical activities, such as having participants experience the difficulty of understanding conversations amid loud noise, to provide firsthand insight into communication barriers faced by the hearing impaired.

The workshops received highly positive feedback, with participants appreciating the practical learning and increased understanding of communication etiquette.

By fostering empathy and equipping employees with basic ISL skills, the initiative strengthened Eaton Pune's commitment to creating a more accessible and inclusive workplace.

"As we work towards a more inclusive workplace, learning to communicate with people with speech and hearing impairments was a key challenge. This session has given me the confidence to interact effectively, and I'm grateful to Youth4Jobs for making this possible. It's a huge step towards creating a more inclusive environment."

**Sonali Kakade, Manager, Eaton Pune**

## Demystifying Disabilities: A Gamified Sensitization Workshop

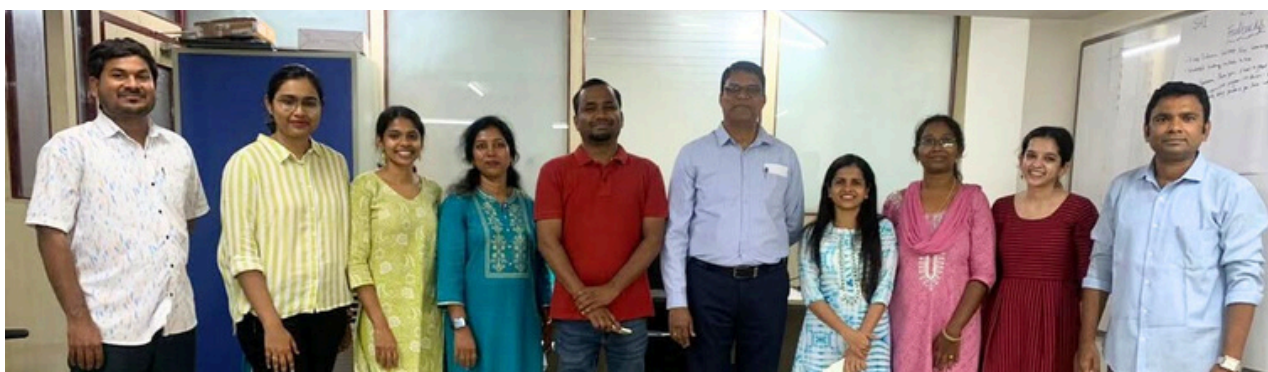


Youth4Jobs, in collaboration with Optum, CorpOne Global Solutions, and Sundarlysh – Care with Style, organized an engaging and gamified workshop titled “Demystifying Disabilities” at the Youth4Jobs Hyderabad Centre.

Designed for HR professionals and new Youth4Jobs employees, the workshop aimed to raise awareness about various types of

disabilities and promote inclusive, respectful workplace interactions.

The interactive format fostered personal connections and eye-opening discussions. Many participants shared their surprise at learning the wide spectrum of disabilities—far beyond what they had previously known—broadening their perspective on inclusion.



“A very ‘inclusive’ workshop. New learnings and new opportunities.” **Benjamin Franklin, Head of Shared Services, CorpOne**

“Great initiative and informative program. No doubt, I learned new things and met new people, and I am definitely looking forward to more events.”

**Prachi, Entrepreneur & Founder, Sundarlysh – Care with Style**



# SPECIAL PROJECTS

With Maharashtra & Karnataka  
Govt





## Our initiative, in partnership with Karnataka State Rural Livelihood Promotion Society, aims to bridge the gap between SHGs and women



Youth4Jobs continues to deepen its impact across states by integrating inclusion into government systems. In a significant move, our Founder, Meera Shenoy, signed an MoU with the Government of Karnataka, represented by the Hon'ble Minister for Skill Development, Entrepreneurship & Livelihoods and Medical Education, Shri Sharanaprakash Rudrappa Patil.

The ceremony was graced by top state officials, including Dr. Ekroop Caur, IAS, Secretary, Department of Electronics, IT, Biotechnology & Skill Development, and Ms. P. Sreevidya, IAS, Mission Director, National Rural Livelihoods Mission.

The hall was filled with a vibrant mix of corporate leaders, Youth4Jobs alumni, and ecosystem partners—all aligned in their commitment to inclusion.

Through this MoU, we will:

- Sensitize Self Help Groups (SHGs) across Karnataka to disability inclusion
- Integrate women with disabilities into SHGs
- Provide tailored training for jobs and entrepreneurship

This partnership strengthens our mission to address co-vulnerabilities, where women with disabilities are often doubly marginalized—by gender and disability. By embedding inclusion in gender-focused livelihood programs, we aim to bring these women into the mainstream of economic and social empowerment.



## Focus Areas

### Community-Driven Inclusion

- Training SHG members to recognize, support, and integrate women with disabilities within their groups

### Capacity Building for CRPs Livelihood & Market Linkages

- Equipping Community Resource Persons (CRPs) to drive inclusion, monitor progress, and sustain long-term impact

### Policy & Systemic Change

- Partnering with the government and ecosystem leaders to embed disability inclusion within NRLM/SRLM frameworks

### Knowledge & Learning Hub

- Documenting best practices, case studies, and research to replicate this model across India

## Goals

- Integrate 1,000+ women with disabilities into SHGs
- Sensitize all Self-Help Groups in Karnataka, reaching approximately 35 lakh members
- Empower 60,000 women with disabilities through mentorship, counselling, and training in wage employment and entrepreneurship
- Creating a scalable model for inclusion, positioning Karnataka as a leader in disability-inclusive economic empowerment



## How 1000's Grassroot Stories inspired Maharashtra Govt

Youth4Jobs is just **13 years young**, yet it has already transformed thousands of lives by creating demand-driven, **inclusive programs for Persons with Disabilities across India**. The Chief Minister of Maharashtra, Shri Devendra Fadnavis, has announced a partnership with Youth4Jobs Foundation to expand its impact across Vidarbha and other underserved districts in Maharashtra.

Youth4Jobs is leading Maharashtra's largest and most impactful inclusion revolution for PwDs.

We are the nation's pioneers in skilling, employing, and empowering Persons with Disabilities (PwDs). Now, in partnership with the Government of Maharashtra, we are scaling up across **9 districts in Vidarbha and North Maharashtra** to create the most powerful and inclusive ecosystem for PwDs.



**नवराष्ट्र**  
www.navarashtra.com

## राज्यातील दिव्यांग युवकांना रोजगार मिळणार

गुहागर, नवराष्ट्र न्यूज नेटवर्क. राज्यातील दिव्यांग युवांना प्रशिक्षण देवून समाजाच्या मुख्य प्रवाहात आणण्यासाठी तसेच त्यांचे आर्थिक स्वावलंबन होवून रोजगाराच्या संधी दिव्यांगांनाही उपलब्ध होण्यासाठी राज्य शासन प्रयत्नशील आहे. या अनुषंगाने राज्यातील दिव्यांगांना कौशल्ययुक्त प्रशिक्षण देवून रोजगार व स्वयंरोजगारासाठी आगामी पाच वर्षांत नोंदणीकृत दिव्यांगांना युडीआयडी देणे. राज्य व केंद्र शासनाच्या



मुख्यमंत्री देवेंद्र फडणवीस; शासनाच्या योजना प्रभावीपणे राबवणार

योजना प्रभावीपणे राबवण्यासाठी शासन प्रयत्नशील असून यामध्ये स्वयंसेवी संस्था देखील दिव्यांगांच्या विकासासाठी पुढे येत आहेत. युथ फॉर जॉब्स संस्था व राज्य शासन लवकरच सामंजस्य करार करणार आहे. रोजगाराच्या व स्वयंरोजगाराच्या संधी निर्माण करण्यासाठी 'युथ फॉर जॉब्स'

ही संस्था प्राथमिक टप्प्यात विदर्भ व उत्तर महाराष्ट्रात शासनास सहकार्य करणार आहे. आगामी काळात या कामाची व्यापकता वाढवून राज्यभर या कामाला राज्य शासन गती देणार आहे. यामुळे दिव्यांग युवकांना रोजगार मिळतील असा विश्वास मुख्यमंत्री देवेंद्र फडणवीस यांनी व्यक्त केला. नैसर्गिकरित्या किंवा अपघाताने अपंगत्व आलेल्या समाजातील दिव्यांग व्यक्तींना त्यांचे हक्क प्राप्त करून देणे

आणि त्यांच्यासाठी जाहीर केलेल्या योजनांचा त्यांना पूर्ण लाभ मिळवून देणे यासाठी शासन नेहमी आग्रही असते. प्रधानमंत्री नरेंद्र मोदी यांनी 'विकसित भारत' चे स्वप्न साकार करण्यासाठी अनेक महत्त्वपूर्ण योजना आणि निर्णय घेतले आहेत. या उपक्रमासाठी शासनाबरोबर विदर्भ व उत्तर महाराष्ट्रात प्रथम टप्प्यात 'युथ फॉर जॉब्स' ही संस्था काम करणार आहे.

Mumbai Edition

Feb 27, 2025 Page No. 5

Powered by: Navarashtra.com



# NEW INITIATIVE

Enabling Inclusive Livelihoods through Assistive Mobility  
and Gig Employment





## Enabling Inclusive Livelihoods through Assistive Mobility and Gig Employment



### Empowering Youth with Disabilities for Sustainable Livelihoods Through Assistive Technology, Skilling, and Inclusive Gig Work

India is home to over 26.8 million persons with disabilities, many of whom remain excluded from formal and informal employment due to mobility limitations, inaccessible infrastructure, and social stigma. Youth with locomotor disabilities are particularly disadvantaged, as the lack of safe and affordable mobility directly restricts access to dignified livelihood opportunities.

To address these systemic barriers, Youth4Jobs Foundation, **in partnership with Verizon and Bajaj**, launched an integrated livelihood initiative that combines assistive mobility technology, employability skilling, and inclusive gig employment. The program was implemented in collaboration with **NeoMotion and Zomato**.

This initiative moves beyond conventional skilling models by directly linking mobility with employability, demonstrating that when structural barriers are removed, youth with disabilities can participate meaningfully in the workforce with confidence, independence, and dignity.

### Rationale and Need

Across urban and semi-urban geographies, persons with locomotor disabilities face intersecting challenges:

- Limited access to public transport and independent mobility
- High economic vulnerability within households
- Restricted employment options due to physical and attitudinal barriers
- High cost and inaccessibility of modified vehicles and assistive devices

The initiative responds to these gaps by creating a market-linked, sustainable livelihood pathway, integrating NeoMotion's motorized wheelchair solutions with demand-driven training and real-time income opportunities through last-mile delivery services.





## Partnership Model and Roles

### Youth4Jobs Foundation – Implementing Partner

Youth4Jobs led end-to-end implementation, including community mobilization, counselling of candidates and families, delivery of structured employability and life-skills training, coordination of clinical assessments and assistive device distribution, placement facilitation with Zomato, and post-placement handholding to ensure retention and income sustainability.

### CSR Partners – Verizon and Bajaj

Verizon and Bajaj provided strategic financial support, program oversight, and implementation flexibility, enabling multi-city and multi-district deployment of the initiative. Their support strengthened scale, credibility, and long-term sustainability.

### NeoMotion – Technology Partner

NeoMotion provided its NeoBolt motorized wheelchair attachment, converting manual wheelchairs into safe, roadworthy motorized vehicles. The solution enabled independent indoor and outdoor mobility and was customized through clinical assessments, user training, and post-distribution service support.

### Zomato – Employment Partner

Through its ZEAL (Zomato's Equitable Action for Livelihood) program, Zomato enabled inclusive participation in the gig economy by offering assisted onboarding, fee waivers, delivery process orientation, and ongoing operational support. The flexible delivery partner model allowed beneficiaries to work according to their capacity while earning stable incomes.

### Scale and Reach

The initiative was implemented across multiple geographies, including:

- **Metro cities:** Hyderabad, Bangalore, Chennai
- **Districts in Maharashtra:** Mumbai, Pune, Nashik, Nagpur, Solapur

Location-specific implementation strategies were adopted, combining offline and online training models and localized follow-up mechanisms.

### Cumulative Impact (Across Both Programs)

- Youth trained: 233
- Youth placed as delivery partners: 155
- Collective earnings generated: Over ₹1.48 crore
- High retention rate: Majority of beneficiaries continue active engagement
- 100% placement achievement in select locations

## Outcomes Beyond Income

Beyond financial earnings, the initiative contributed to:

- Increased household stability and economic resilience
- Enhanced mobility, autonomy, and decision-making power
- Improved self-confidence, dignity, and social acceptance
- Greater integration of persons with disabilities into community and economic life

For many participants, this marked their first experience of sustained, dignified employment.

## Conclusion

This inclusive livelihood initiative demonstrates a replicable and scalable model for empowering youth with disabilities. By aligning assistive technology, skilling, and inclusive employment platforms, the partnerships between Youth4Jobs Foundation, Verizon, Bajaj, NeoMotion, and Zomato have created lasting economic and social impact.





# SCHOOL CONNECT





## School Connect

School Connect is an inclusive education and skill-development initiative aimed at empowering children with disabilities—especially girls with visual impairment—through early, sustained intervention. The programme focuses on building English language proficiency, computer literacy, life skills, and career awareness, while nurturing self-confidence, independence, and informed decision-making.

The core philosophy of School Connect is to equip students with the tools, exposure, and mindset required to become self-aware, capable, and confident in pursuing meaningful career pathways.

### Programme Background

The project was launched in June 2018 with 90 beneficiaries, including girls with low vision and visual impairment from underprivileged backgrounds. The initiative was implemented at the Government High School for Blind Girls, Malakpet (Hyderabad).

Since its inception, School Connect has expanded beyond classroom teaching to include experiential learning, creative expression, mentorship, and real-world exposure—ensuring holistic development of the students.

- Developing basic proficiency in English reading comprehension and writing
- Creating a scalable and replicable English communication model
- Independent use of computers with screen reader software
- Exposure visits to enhance real-world understanding
- Awareness building on education, higher education, and career choices
- Strengthening social and emotional skills for personal growth

### Impact & Outcomes

The programme has demonstrated measurable academic, emotional, and technological impact:

- Month-long Art Therapy Workshops designed to foster emotional balance, creative expression, and self-esteem
- Do-It-Yourself (DIY) Creative Arts & Crafts Workshops encouraging problem-solving, independence, and confidence
- Accessible Computer Lab Established
  - 10 HP computers equipped with JAWS and NVDA screen reader software
  - Safe, inclusive digital learning environment
- Learning Outcomes:
  - 32 out of 45 girls across grades acquired basic English proficiency and can initiate conversations in English
  - 34 out of 45 girls independently created project reports using Microsoft Word with screen readers (JAWS and NVDA)





# PROJECT MANZIL

Empowering Visually Impaired Students





## Project Manzil

Youth4Jobs continues to break barriers with Project Manzil, a groundbreaking initiative dedicated to equipping Visually Impaired (VI) students across India with critical 21st-century employability skills.

This project emphasizes virtual training for government exams, corporate roles, self-employment opportunities, and essential academic milestones such as Open School Exams (10th and 12th) and College Entrance Exams (CUET).

The core philosophy of School Connect is to equip students with the tools, exposure, and mindset required to become self-aware, capable, and confident in pursuing meaningful career pathways.

Given the continuous cycle of exams spread over 12 to 18 months, training sessions are conducted year-round. With each exam comprising 2 to 3 tiers, candidates receive support even during the waiting period of up to three months for appointment letters, keeping them prepared for further exams.

Youth4Jobs' dynamic curriculum also adapts to evolving exam patterns, ensuring students stay well-equipped and confident.

Youth4Jobs stands out as the only organization in India offering free, comprehensive training to VI candidates.

Unlike other institutions that charge hefty subscription fees, we remain committed to making our programs accessible to all.



“

I am grateful to Youth4Jobs for their guidance and support in my preparation for competitive exams like SSE Railway and state PSC exams. Thanks to their excellent and free coaching, I've been selected for the TSPSC Group 4 exam. Thank you, Youth4Jobs!

Humera Naz  
Hyderabad



## Celebrating Meghana and Ramit's Success Stories

“

I joined Youth4Jobs's Government Coaching Program in August 2024. With the guidance and structured preparation I received, I was able to clear the NICL Legal Administrative Officer examination. **I have secured a Scale I Officer position with a monthly salary of ₹98,000, and I have just begun my training.** This opportunity has given me confidence and a strong sense of direction for my career.”

**Meghana Bhatt**

“

I have been associated with Youth4Jobs since February 2023. Last month, I qualified for the HSSC Group C examination and have completed my verification and document submission. **I am currently working in an HSSC Group D role, which I secured earlier this year, and I am now awaiting my joining letter for the Group C position.** This journey reflects my steady growth, and I look forward to earning a monthly salary of around ₹35,000 in my new role.”

**Ramit Jain**





# ZERO PROJECT CONFERENCE INDIA

Lead Partner



In Cooperation with



In Collaboration with







## Zero Project India Conference 2024: Building Bridges Between Global Networks and Innovations

The **Zero Project India Conference 2024**, held in Gurugram, emerged as a flagship event in our calendar, reinforcing Youth4Jobs' role as a global connector and system changer in the disability ecosystem. The two-day conference brought together a distinguished delegation of over 40 international guests and 19 expert panelists from nine countries, including Austria, Chile, the United States, Japan, Nepal, the UK, the Netherlands, Kenya, and Sri Lanka. Supported by Zero Project, The Hans Foundation, Axis Bank Foundation, and led by Youth4Jobs Foundation, the event created a unique platform for driving meaningful change in disability inclusion.

### Conference Objectives

The conference aimed to foster meaningful dialogue on disability inclusion across borders. It provided a platform to showcase replicable global best practices in accessibility, assistive technologies, inclusive education, and employment. Another important objective was to build international partnerships and frameworks that can drive sustainable impact. Additionally, the conference sought to influence disability policy and funding priorities, ensuring that inclusion remains a global development focus.

### Key Outcomes

The event enabled a global exchange of best practices, where Indian and international stakeholders shared scalable innovations in employment, inclusive technology, and education. High-level engagement from UN bodies, government agencies, and global NGOs advanced policy dialogue to shape future disability inclusion frameworks. Youth4Jobs strengthened its global network by building new partnerships with funders, policy influencers, and social innovators. The ideas and collaborations from the conference are now being developed into actionable roadmaps focused on creating inclusive workplaces and communities worldwide.

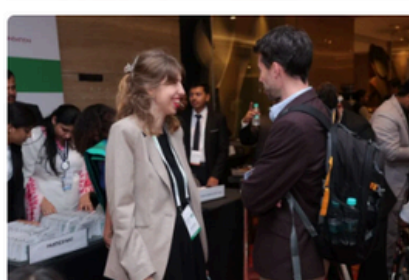
### Strategic Significance

By hosting the Zero Project India Conference 2024, Youth4Jobs not only amplified its impact but also positioned India as a hub for inclusive innovation. This engagement reaffirmed our commitment to scaling solutions for persons with disabilities and influencing policies through collaboration, evidence, and global solidarity.

## Catch Up on Highlights from Zero Project Conference India 2024



### Glimpses of the Conference



[Check out the speakers here](#)

“We have a unique opportunity to build bridges between our global network and the incredible innovations emerging from India and beyond.”

**Michael Fembek, CEO, Zero Project**



# YOUTH4JOBS GLOBAL ABILITY PHOTOGRAPHY CHALLENGE





## Global Ability Photography Challenge

**We reached 5.3 Million in 3 Years**

**30,000+ Lives Inspired**

**3,000+ Photos from 30+ Countries**

**1,000+ Changemakers Photographers, 18 Disabilities Represented**

**Exhibitions in 4 Major Cities – Delhi, Hyderabad, Mumbai, Bengaluru**

This is more than a challenge. It's a unique creativity movement.

Together, we've created **5.3 million** reasons to believe in a world where ability knows no bounds.

We rolled out the **3rd edition of the Global Ability Photography Challenge**—and what an incredible journey it's been. From a powerful exhibition featuring the **top 23 photographers** to a special award ceremony and meaningful collaborations with **UN India and UNESCO**, the impact was truly remarkable.

The photographers' compelling stories and striking visuals reached millions, amplifying voices, breaking barriers, and sparking inspiration far and wide. Here's to creating even more space for talent, ability, and inclusion.



## Meet 5 Young Photographers: Winners from the Top 8! of GAPC

"Grateful for GAPC to share my work globally—and for my first-ever flight with my mother, made possible by Youth4Jobs!"

Nithin - Intellectual Disability



"GAPC is a platform where PwDs shine. It has given me the confidence to turn my passion into a career."

Rohan Goyal - Down Syndrome



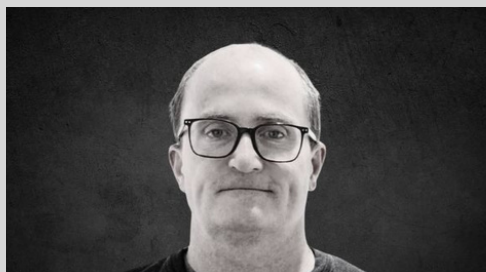
"Talented, capable & intelligent deserves a platform like GAPC."

Akanksha - SHI



"I exercise, I photograph—my passion. Thanks to GAPC."

David Carpenter - Alzheimer's



"Challenges like these give us a platform to showcase our strength, confidence, and inspire others."

Deepanshi - Locomotor



Winning images of GAPC – Tap on the images to dive into the stunning masterpieces.



The Spirit of God



Bandings on petals a quiet reminder of life's delicate beauty



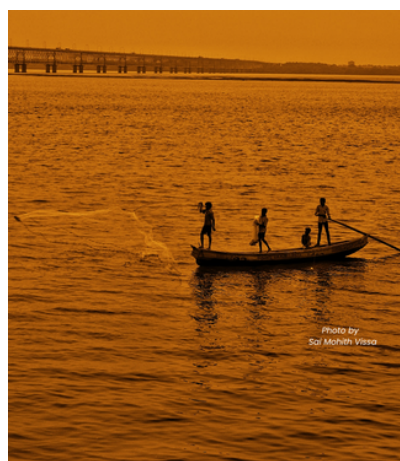
The Deaf Blind: Struggling for inclusion



Balancing for life



Congruence



Fishermen casting their nets in the twilight glow of the Godavari River with the bridge elegantly silhouetted in the background



A colorful guest on an ancient tree



Double Exposure





Awards were presented by Tim Curtis (UNESCO South Asia), Rajesh Aggarwal (DEPwD), Meera Shenoy (Youth4Jobs), Radhika Kaul Batra (UN RCO), and Darrin Farrant (UNIC)—all deeply inspired by the young photographers' talent.

Winners Deepanshi Sharma, Nithin Yadagiri, and Sai Mohith Vissa travelled with their families to receive the awards; for two, it was their first flight, marking a life-changing milestone.

Curated by Devika Daulet Singh, with awards designed by Michael Foley, the exhibition was judged by Adil Writer, Vicky Roy, Huma Masood, and Vikrant Bhise, and supported by an inspiring \$4,000 raised by 10th-grade students from Texas.

As Sai Mohith Vissa shared, "I am born for the battle, and I live for the fight." GAPC reflects Youth4Jobs' commitment to inclusion—amplifying untold stories and expanding opportunities for persons with disabilities.

"Our photographers didn't just learn—they led. Every image reaffirmed that disability is no barrier to creativity. They are honing their craft, overcoming challenges, and telling powerful stories through their lenses,"

**Meera Shenoy, Founder & CEO, Youth4Jobs**

Explore the magic behind the lens!



You don't want to miss out on the accessible exhibition that we curated for our PwDs friends.

**Catch it here.**



# COMPANIES SHARE ABOUT Y4J





## Companies share about Y4J

**“ In a powerful LinkedIn post titled “Unicorns and Icons,” Ujwal Thakar, Chairman, UIA, reflects on two Changemakers**

### Unicorns and Icons

While operating in very different worlds, Meera Shenoy and Sanjeev Bikhchandani are icons of the same universe—both committed to building India by creating meaningful employment opportunities for its youth.

Sanjeev Bikhchandani revolutionized the job market with Naukri.com, India’s largest job site, connecting over 50 million job seekers with employers. His work transformed the commercial employment space, making him a youth icon.

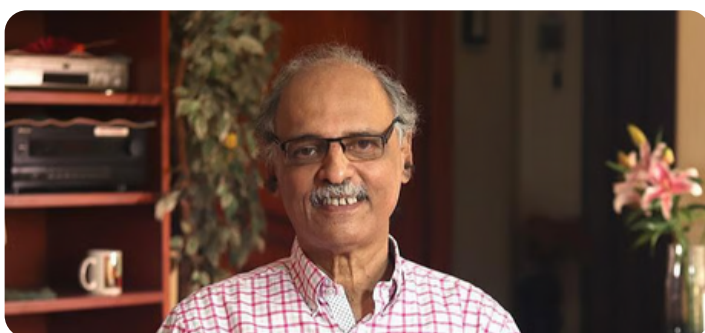
In the impact space, Meera Shenoy stands as an equally powerful force. With a career spanning leadership roles in government and the World Bank, Meera’s deep understanding of the systemic challenges faced by the 20 million persons with disabilities (PwDs) in India drove her to found Youth4Jobs Foundation. Nine years ago, she left her World Bank position to focus entirely on enabling PwDs to become employment-ready and connect them with meaningful jobs.

Today, Youth4Jobs has reached nearly 8 million households with PwDs, operates 44 centres across India, and works with over 1,000 corporates hiring through [www.swarajability.org](http://www.swarajability.org). By leveraging technology, the organization provides 21st-century skills training and expands its reach to empower PwDs in both urban and rural India.

Meera has been recognized nationally and internationally for her work, advising the Prime Minister’s National Skills Development Commission and selected by the United Nations to bring the Zero Project Conference to India—a global platform focusing on employability, education, independent living, and political participation for persons with disabilities.

As Ujwal Gupta aptly noted, “Meera is as much of an icon as Sanjeev, and her organisation Youth4Jobs & SwarajAbility is as much a unicorn as Naukri.com—driven not by valuation, but by transformation.”

Her work continues to bring smiles, hope, and dignity to millions of disabled individuals, making inclusion an integral part of India’s development story.



Ujwal Thakar  
CHAIRMAN, UIA





# AWARDS

## Awards & Recognitions

### 2025

Rotary DEI Catalyst Award – Equity, Diversity & Inclusion in India’s Workforce

MIT Solve – Top Social Impact Initiative

BW Disrupt – Social Impact in the AI Era

### 2024

D4GX – Winner, Women in IT APAC Award, Singapore

APAC Award, Singapore

RICS–CCI Community Excellence Award

NASSCOM Foundation – TechForGood Award

BRICS–CCI – AI for Social Good Award

Best Digital Innovation Award – Livelihood & Enterprise Development

Best Service Provider of the Year – Web & Mobile App Development (Non-Profit Category)

### 2023

FICCI FLO Award – India Empowerment Challenge

8th e-Northeast Award

The Economic Times – Entrepreneur Award

TALHero Award

### 2022

Pride of Hyderabad Award

MIT World Peace University – Innovation Hub Recognition

### 2021

ZERO PROJECT Award – Innovative Practices in Employment from Civil Society

### 2020

GT Sabera Award – Grant Thornton & Sabera

CSR Times Gold Award – CSR Times (First Step Foundation Initiative)



## 2019

TV9 Nava Nakshatra Sanmanam  
MIT Inclusive Innovation Challenge – Asia, USA  
Qimpro Gold Standard Award – Education

## 2017

ZERO PROJECT Award – Vocational Education & Training  
NHRD Showcase Award – Best Practices in HR

## 2016

ZERO PROJECT Award – Innovative Practices in Education & ICT  
AmeriCares – Spirit of Happiness Award (Livelihoods)

## 2015

Sitaram Rao Livelihoods – Pan-Asian Case Study Competition  
Vocational Excellence Award – Rotary Club  
Women Super Achiever Award – World HRD Congress  
Happiness Award – Happiness Hall of Fame

## 2014

Innovation in Skill Development – Bihar Innovation Forum

## 2013

Featured in Stanford Social Innovation Review, Wharton, Wall Street Journal,  
and Harvard Business Review

## 2012–2013

Fetzer Foundation (USA) Award – Business & Community Category

## 2011

NCPEDP–Shell Helen Keller Award – Role Model Individual

# PRESS & MEDIA



## In Press and Media

## Amazon India partners with Youth4Jobs to empower women sellers with disabilities

## Synopsis

Under the partnership, Amazon Saheli programme will conduct workshops and provide onboarding and account management support for these women sellers, according to a company statement.



Ecommerce major [Amazon India](#) has partnered with [Youth4Jobs](#) Foundation to support women sellers with disabilities by providing essential resources, tools, and training to succeed in the digital e-commerce ecosystem.

[Read the full article here](#)

## India's First Inclusive JobTech for PwDs: Inside SwarajAbility's Vision for Dignified Livelihoods

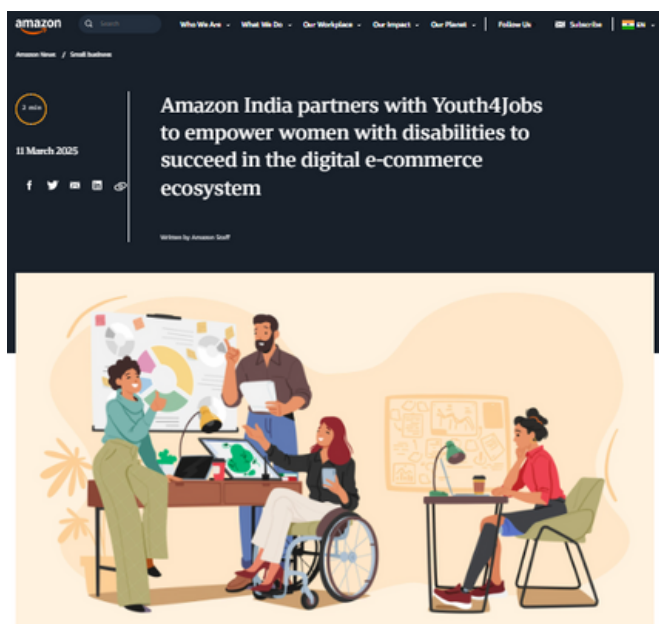
By: [Arya Ameshi](#) | Published: 18-Jul-2025



The CSR Universe  
Creating Social Responsibility



Ms. Meera Ghemoy, Founder and Director, Youth4Jobs

[Read the full article here](#)

[Read the full article here](#)

GOATS AND SODA

npr

## Here are 8 photography winners with disabilities who show the world their perspective


[Read the full article here](#)

## Job Camp: बिहार में यहाँ दिव्यांगों के लिए रोजगार मेला का आयोजन, 10वीं पास होना अनिवार्य

Job Camp: बिहार के इस जिले में 19 दिसंबर को दिव्यांग युवाओं के लिए एक दिवसीय जॉब कैम्प लगेगा। Youth4Jobs Foundation और KFC के सहयोग से पटना में मिलेगी नौकरी..

1st Bihar Published by: [First Bihar](#) Updated Wed, 17 Dec 2025 09:05:31 AM IST



[Read the full article here](#)

## THE TIMES OF INDIA

### Designing inclusive programmes for persons with disabilities

"When a person with a disability gets a job, it triggers a chain of mindset shifts—first at the family level and eventually at the village and block level. Families are often worried about how to care for their child, as medical bills, expensive assistive tech, and lack of support can strain their resources. However, an income source changes the belief that a person with disability cannot, and should not, be employed," says Mohammad Shahed, programme manager at [Youth4Jobs Foundation](#) in Rajasthan's Karauli district.

Youth4Jobs seeks to promote autonomy for persons with disabilities by focusing on their education and employment. At present, its [Grassroot Academy](#) programme specifically caters to youth with physical, visual, hearing, and speech disabilities in rural India. The organisation's key areas of work include documentation support, economic empowerment, and leadership building.

[Read the full article here](#)

## Photo contest zooms in on disability inclusion



United Nations  
India

07 February 2025



[Read the full article here](#)

Thansen K, a double-hand amputee, obtained a driving licence in Tamil Nadu after impressing doctors with his driving skills using stumps. His story of overcoming challenges inspires others with disabilities to achieve independence.



TOI

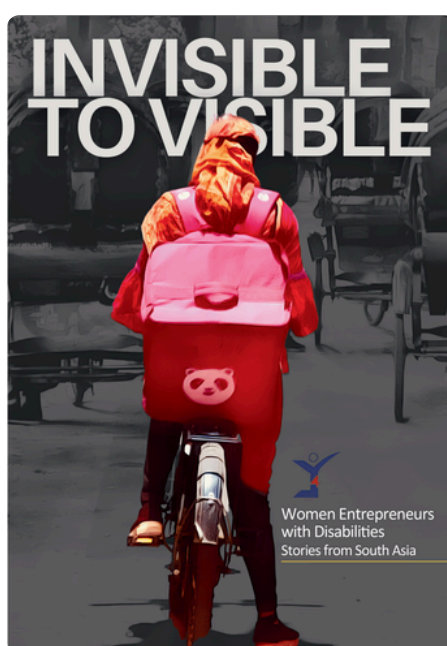
[Read the full article here](#)



# PUBLICATIONS



## Publications





### Inclusion of females with disability

Mckinsey -Survey Analysis



Mckinsey analysis of survey of Y4J work in Skilling with job linkages for rural girls with disability

## THE INCLUSION JOURNEY

INTEGRATING PERSONS WITH DISABILITIES IN THE BFSI SECTOR IN INDIA

by  
MEERA SHENOY  
MADHAVI SOMAN  
AMBARISH DATTA



The Inclusion Journey

## THE ROAD TO INCLUSION

INTEGRATING PERSONS WITH DISABILITIES IN ORGANIZATIONS



The Boston Consulting Group

The Road to Inclusion

## THE INCLUSION JOURNEY

INTEGRATING PERSONS WITH DISABILITIES IN THE HOSPITALITY AND QUICK SERVICE RESTAURANT SECTOR IN INDIA

by  
MEERA SHENOY  
INDRAJIT SHAW



The Inclusion Journey

## PERSONS WITH DISABILITY & THE INDIA LABOUR MARKET: CHALLENGES AND OPPORTUNITIES

by  
MEERA SHENOY



International Labour Organization

PwDs & The India Labour Market

## Creating an Inclusive Nation

Youth4Jobs

2020 Impact and way forward



Independent assessment of Y4J work

# VOLUNTEERS & SUPPORTERS





Youth 4 Jobs thanks the following Donors and many more who supported us in 2024-25

SI No	Name of the donor
1	Ashra Charitable Fund Inc
2	Axis Bank Foundation
3	Azim Premji Philanthropic Initiatives Private Limited
4	Bajaj Allianz General Insurance Company Limited
5	Bajaj Allianz Life Insurance Company Limited
6	Bajaj Finance Limited
7	Bosch Global Software Technologies Private Limited
8	Byteridge Software Pvt. Ltd
9	Exide Industries Limited
10	Fidelity Asia Pacific Foundation
11	Geberit Plumbing Technology India Private Limited
12	Gillette India Limited
13	HSBC Electronic Data Processing India Private Limited
14	IF International Forum
15	Impact Foundation (India)
16	Infosys BPM Limited
17	ITC Limited

Sl No	Name of the donor
18	Konkani Charitable Fund Inc
19	Kotak Mahindra Bank Limited
20	Locuz Enterprise Solutions Limited
21	NATCO Trust
22	PricewaterhouseCoopers Service Delivery Center (Bangalore) Private Limited
23	Smart Folks Info Solutions
24	Standard Chartered Global Business Private Limited
25	The Bombay Community Public Trust
26	The International Committee of the Red Cross
27	The Online Giving Foundation
28	The UK Online Giving Foundation
29	United Way of Chennai
30	United Way of Delhi
31	United Way of Hyderabad
32	Vassar Labs IT Solutions Pvt Ltd
33	Verizon Data Services India Private Limited
34	Yum! Restaurants (India) Pvt. Ltd



# FINANCIAL REPORTS



<b>M/s.YOUTH 4 JOBS FOUNDATION, HYDERABAD</b> <b>BALANCE SHEET AS AT 31.03.2025</b> <b>(Amount In Rupees)</b>			
PARTICULARS	NOTE NO.	AS ON 31.03.2025	AS ON 31.03.2024
<b><u>I. GRANTS AND LIABILITIES</u></b>			
<b><u>(1) SHAREHOLDERS FUNDS</u></b>			
(a) Corpus Fund		50,000	50,000
(b) Share Capital	1	1,00,000	1,00,000
(c) Capital Fund	2	33,54,84,432	32,85,42,373
<b><u>(2) CURRENT LIABILITIES</u></b>			
(a) Other Current Liabilities	3	14,83,729	11,16,047
(b) Short Term Provisions	4	3,95,912	1,94,670
<b>TOTAL</b>		<b>33,75,14,073</b>	<b>33,00,03,090</b>
<b><u>II.ASSETS</u></b>			
<b><u>(1) NON CURRENT ASSETS</u></b>			
(a) Fixed Assets			
(i) Tangible Assets		10,83,72,940	89,49,562
(ii) Intangible Assets	5	2,74,10,939	2,57,58,803
<b><u>(2) CURRENT ASSETS</u></b>			
(a) Cash and Cash Equivalents	6	19,35,44,241	28,19,56,915
(b) Short Term Loans and Advances	7	43,68,564	40,28,493
(c) Other Current Assets	8	38,17,388	93,09,318
<b>TOTAL</b>		<b>33,75,14,073</b>	<b>33,00,03,090</b>

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

*Meera Shenoy*  
**1. Ms. Meera Shenoy**  
**DIN: 02661437**

*Ravi S. Kolathur*  
**2. Mr. Ravi S. Kolathur**  
**DIN: 03595161**

*Anila Mathur*  
**3. Ms. Anila Mathur**  
**(Vice President - Finance)**

Date: 15.09.2025  
Place: Hyderabad



For M/s. Sekhar & Suresh  
Chartered Accountants

*CA. C Suresh*

**CA. C SURESH**  
**(Partner)**

Membership No.29709  
Registration No:006155S  
UDIN: 25029709BMIEXH1221



**M/s.YOUTH 4 JOBS FOUNDATION, HYDERABAD**  
**INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31.03.2025**  
**(Amount In Rupees)**

PARTICULARS		NOTE NO.	FOR YEAR ENDED 31.03.2025	FOR YEAR ENDED 31.03.2024
<b>I</b>	<b>INCOME</b>			
(a)	Project Grants	9	20,36,95,089	17,20,87,321
(b)	General Donations	10	42,87,324	24,96,59,355
<b>II</b>	<b>Other Income</b>	11	1,06,35,699	95,15,230
<b>III</b>	<b>Total Income (I)+(II)</b>		<b>21,86,18,112</b>	<b>43,12,61,905</b>
<b>IV</b>	<b>EXPENSES</b>			
(a)	Project Expenses	12	19,53,85,790	13,86,38,427
(b)	Finance costs	13	48,840	36,136
(c)	Depreciation & Amortization	14	1,12,14,843	93,23,472
(d)	Administration and Other Expenses	15	41,89,781	48,66,755
	<b>Total Expenses</b>		<b>21,08,39,255</b>	<b>15,28,64,791</b>
<b>V</b>	<b>Surplus (Deficit) for the year before Exceptional &amp; Extraordinary Items (III)-(IV)</b>		77,78,857	27,83,97,114
<b>VI</b>	<b>Prior Period (Expenses)/ Income</b>		(8,36,798)	(6,09,551)
<b>VII</b>	<b>Surplus/ (Deficit) for the year</b>		<b>69,42,059</b>	<b>27,77,87,564</b>

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

*Meera Shenoy*  
**1. Ms. Meera Shenoy**  
**DIN: 02661437**

*Ravi S. Kolathur*  
**2. Mr. Ravi S. Kolathur**  
**DIN: 03595161**

*Anila Mathur*  
**3. Ms. Anila Mathur**  
**(Vice President - Finance)**

Date: 15.09.2025  
Place: Hyderabad



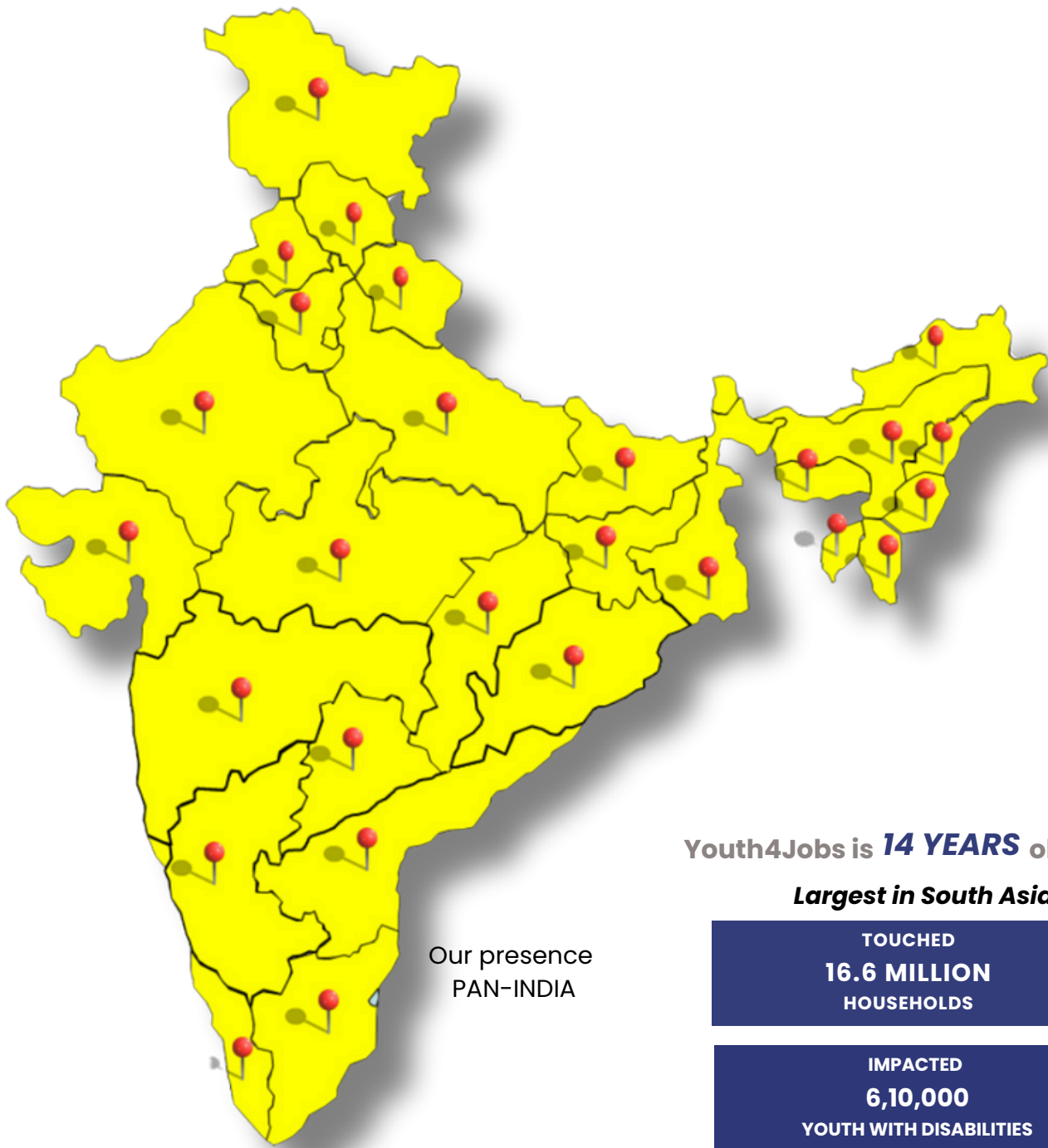
For M/s. Sekhar & Suresh  
Chartered Accountants

*Suresh*

**CA.C SURESH**  
**(Partner)**  
Membership No.29709  
Registration No:006155S  
UDIN: 25029709BMIEXH1221

12000 NPOs		GuideStar India Template for Key Financials (18 POINTS) (Recommended for inclusion in Annual Report and for online display in public domain)				GuideStarIndia	
Organisation Name		Youth 4 Jobs Foundation		GuideStar Number (GSN)		8360	
For the Financial Year 2024-2025				IT PAN: AAACY5258R			
DARPAN ID issued by NITI Aayog: TS/2017/0165290				The organisation's accounts are made on cash Basis/ accrual basis/ a mix of cash and accrual basis. (Please choose one)		a mix of cash and accrual basis.	
Please include this in your Annual Report to enhance your credibility. This template is based on Credibility Alliance Norms.							
Please fill in the following tables based on your duly audited accounts for the financial year ending on 31st March 2025							
Balance Sheet			Income & Expenditure Statement				
All figures are in Rs.lakhs			All figures are in Rs.lakhs				
Assets as on	3/31/2025	3/31/2024	Income for the year ended on	3/31/2025	3/31/2024	Please enter Rs in lacs to make it reader friendly.	
Fixed assets	1357.85	347.09	Earned/ Self generated income from programmes	0	0	If you enter in Rupees, please delete "in lacs" from title.	
Investments	1651.89	2497.86	Donations from Indian sources	17.01	15.42		
Loans and advances	43.68	40.28	Grants from Indian sources	1816.84	1720.87	The organisation's accounts are made on cash Basis/ accrual basis/ a mix of cash and accrual basis. Please choose one	
Cash and bank balances	283.55	321.71	Donations from International sources	25.87	2481.18		
Other current assets	38.17	93.09	Grants from International sources	220.11	0		
Excess of expenditure over income (if any)			Other income (including interest)	106.36	95.15		
Total Assets	3375.14	3300.03	Total Income	2186.18	4312.62		
All figures are in Rs.lakhs			All figures are in Rs.lakhs				
Liabilities as on	3/31/2025	3/31/2024	Expenditure for the year ended on	3/31/2025	3/31/2024		
Trust/ Society/ Share-holder funds	1.00	1	Programme	1,962.22	1386.38		
General fund (unrestricted fund)	3,354.84		Public education and fundraising				
Corpus and endowment fund(s)	0.50	0.5	Management and administration	41.90	49.03		
Restricted/ Earmarked funds	-	3285.42	Payments to Beneficiaries				
Grant balances	-		Other expenses	112.64	99.32		
Loans and borrowings	-		Total Expenditure	2,116.76	1534.73		
Current liabilities and provisions	18.80	13.11	Surplus/Deficit	69.42	2777.89		
Excess of income over expenditure (if any)			Total cost of international travel for organisational work by all people engaged (including employees, consultants and others, volunteers and governing body members) FY 2024-2025				
Total Liabilities	3375.14	3300.03	Name	Designation	Destination	Gross Expense (Rs)	Sponsored by
Receipts & Payments Account			Anushka and Jyothi	Communication - Project Lead	Vienna	176083	Purpose
All figures are in Rs.lakhs							
Receipts for the year ended on	3/31/2025	3/31/2024					
Opening Cash and Bank Balance	321.71	220.96					
Earned/ Self generated income	-						
Donations from Indian sources	17.01	15.42					
Grants from Indian sources	1,816.84	1720.87					
Donations from International sources	25.87	2481.17					
Grants from International sources	220.11						
Sale of investments/ assets (FD Matured)	845.96						
Loans	-						
Other receipts	106.36	95.15					
Total Receipts	3,353.86	4,533.57					
All figures are in Rs.							
Payments for the year ended on	3/31/2025	3/31/2024					
Capital items/ assets purchased for the organisation	1,122.90	226.46	Board Meetings held on (DD/MM/YYYY) (between 01/04/2024 and 31/03/2025)			For the financial year 2024-2025, date of filing Return	
Capital items/ assets purchased for	-		9/11/2024			Income Tax Return: 20.11.2025	
Purchase of investments	-	2372.86	1/10/2025			FCRA Return: 19.12.2025	
Grants/ donations to other	-					Trust/ Society/ Company 20.12.2025	
Loans and advances	-48.84	171.04	1. Annual Report for the previous financial year was ready by (Month/Year): September 2024				
Other payments	1,996.24	1441.5	2. Our Annual Report is available on our website URL: www.youth4jobs.org				
Total Payments	3,070.31	4211.86					
Closing cash and bank balance	283.55	321.71					
This template is part of GuideStar India's Capacity Building and Certification Framework. It cannot be used or reproduced in part or full without specific prior written permission of GuideStar India. This is for reference purposes only. Write to certification@guidestarindia.org							





Youth4Jobs is **14 YEARS** old now

***Largest in South Asia***

TOUCHED  
**16.6 MILLION**  
HOUSEHOLDS

IMPACTED  
**6,10,000**  
YOUTH WITH DISABILITIES

40% of our  
Workforce are PwDs

25% - Young Women

NGO Connect - 1072+  
Company Connect - 1712+  
Govt Connect - 645 Departments

[www.youth4jobs.org](http://www.youth4jobs.org) [www.swarajability.org](http://www.swarajability.org) [www.notjustartglobal.org](http://www.notjustartglobal.org)

[f](#) [@](#) [v](#) [in](#) / Youth4jobs