

S.No	Queries by ASHA Austin	Responses by KWS
1	What health insurance scheme does the government offer for people with disabilities?	<ul style="list-style-type: none"> <li>• Government has recently launched a Health Insurance scheme named 'Niramaya', for persons with disabilities, under which the premium is partly (even wholly in some cases) defrayed by the Government.</li> </ul> <p>We have helped completing the paperwork for the families for enrolling 28 of the people served by us, by now.</p>
2	How much do they generate from sale of products?	<ul style="list-style-type: none"> <li>• We generated a net income of about INR 300,000 in the year 08-09 from sale of products.</li> </ul>
3	Do they have sheltered workshops?	<ul style="list-style-type: none"> <li>• Though not in a specifically dedicated format; we do provide opportunities for continuing productive pursuits for adults, where possible, in our Vocational Training Program.</li> </ul>
4	Can assistant teachers be trained to become special educators?	<ul style="list-style-type: none"> <li>• Yes, the Assistant Teachers, and even other support personnel as 'Helpers', can and many of them do eventually become Special Educators or other specialists, through on the job training and also help to acquire requisite formal qualifications.</li> <li>• Khushboo encourages such up-gradation of capabilities of its employees, as a matter of policy.</li> </ul>
5	How come most of the teachers are female? Any particular reason	<ul style="list-style-type: none"> <li>• Primarily owing to financial reasons</li> <li>• Teaching in regular/special school in India witnesses a lot of gender preference owing to less no of hours</li> <li>• Females are more caring as it requires lot of patience as well.</li> <li>• This gets proven from the fact that most of the special schools/institutions for intellectually challenged were pioneered by female parents.</li> </ul>
6	What is the role of the director?	<ul style="list-style-type: none"> <li>• Development and mobilization of financial resources</li> <li>• Development of Human resources</li> <li>• Building Relationships with sponsors, Funding agencies/organizations, Corporate entities, other interest groups</li> <li>• Corporate Communications.</li> </ul>
7	Do they have Provident Fund schemes/ retirement benefits for the teacher?	<ul style="list-style-type: none"> <li>• Yes, our teachers and also all other employees are covered by a Government sponsored contributory Provident Fund scheme, under which a retirement pension plan is also included. Under this scheme Khushboo makes a matching contribution to that of its employee's own contributions.</li> </ul>
8	How do they manage with the shortfall in the salaries?	<ul style="list-style-type: none"> <li>• Not only the shortfall in salaries, but all other operational expenses too, are managed through a range of other resource mobilization activities, such as donations, child sponsorships, product sales, interest income etc., as</li> </ul>

		reflected in our annual statements of accounts.
9	Why have they not hired the special educators - money? Or the right staff?	<ul style="list-style-type: none"> <li>• Yes, both -</li> <li>• We being a Non-Government Organization with operations based largely on voluntary resources, there are compelling limitations in our capacity to pay the competitive salaries.(this also being the status of most of the ground level NGOs in India)</li> <li>• There are also serious shortages of Special Educators; there are very few institutions in India, to train Special Educators</li> <li>• The availability gets strained even more because of inadequacy of public transportation, whereby distantly located people find it difficult to commute for work to our city/location.</li> </ul>
10	Repairs and maintenance of buildings and assets - cost was Rs 202,113. What does it entail?	<ul style="list-style-type: none"> <li>• Most of that expense was for major re-painting of our building and other furniture and fixtures in 2008, the first repeat coat after its construction in 2003.</li> </ul>
12	How secular is the school? Are all the celebrations related to a particular religion - Hindu?	<ul style="list-style-type: none"> <li>• We are quite secular, in-as-much-as we do encourage celebration of non-Hindu festivals like Christmas too by all, with equal fervor</li> </ul>