ETASHA

Enabling Youth to become Employable and Employed

ANNUAL REPORT 2016-17



"Shweta was elated when she got her first job as a barista at Café Coffee Day. 8 months later she was promoted to brew master and had saved up enough to help her mother buy an apartment of their own; they would no longer have to live with an abusive uncle. Two years on, she is continuing working and also supporting her younger siblings' education."

Shweta, Trainee

While there are many challenges along the way, stories like these make our work exciting!

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PRESIDENT'S NOTE



Dr. Meenakshi Nayar

Friends,

ETASHA came of age in 2016-17. We didn't just complete 10 years of operations, we initiated several community based interventions based on our learning from this decade. We had realized that we needed to engage with their entire ecosystem to create an enabling environment for young people to become skilled and make informed decisions for a more secure future.

A decade of experience with achievements, failures, frustrations and perseverance taught us that sustained success in skill development of the underprivileged is a long term process which needs a change in mind-sets. This includes shaping thought processes from early adolescence, changing mind-sets of influencers and celebrating skills and achievements of youth at open community events.

We were fortunate to have you, our funders and donors who supported our projects for counselling in schools, seminars for parents and teachers, life skills and employability skills development in schools, as well as career guidance and skill competitions in both rural and urban slum communities.

Our work on vocational training and placement has continued as the spear-head while we have supported and supplemented this with interventions with different levels of stakeholders.

Our special thanks go to our Placement partners who give equal opportunity to our trainees to succeed. Our thanks also go to our CSO partners for joining hands in our mission to make every Indian employable, have self-worth and lead a dignified and productive life.

With your support and encouragement we hope to continue to work towards long-term and sustained impact on skill development, employment and income generation of the underprivileged of our country.

Meenakshi
On behalf of TEAM ETASHA

"After completing my B.Com I was clear on all my accounts concepts, but I didn't know how to use a computer. Who would hire me? No one at home knew anything about companies or interviews, and neither did I have any contacts to help me get a job."

ASHA, Trainee



Unemployment and underemployment are major problems affecting today's youth and society. The effects of these are most acutely felt in low income communities. We believe that every young person has the potential to succeed. All it takes is quality training and a nurturing environment.

We thus strive to empower youth by training, mentoring and equipping them to be job ready, with the right skills, attitude and mindset for work.

WHAT WE DO AND WHY?



We don't stop at training & placement of individuals. We aim to impact the ecosystem of the young person by engaging various stakeholders in the community and creating an enabling environment for youth to take charge of their own futures.

"I found a job selling newspapers when I was in the ninth standard because I needed pocket money. But I'm the first in my family to finish school and it's important that I achieve something. I want my family to shift out of our cramped apartment at Mohammadpur. I also want a job, where I can have more respect. Better education should lead to a better job and a chance to improve our living conditions right?"

–PINTU, Trainee

Sunny needed to start working once he had finished school. His father passed away a few months before he was born. His mother has struggled to make ends meet, working as a cook.

"The interpersonal skills class was my favourite because I never had an opportunity to think about my strengths. It made me feel good about myself and gave me confidence. I also liked the session on setting goals. I have always lived in the moment, but planning our next few steps according to a long-term vision is a new approach for me. With my salary I can help my mother while planning for my future" he says.



Lives impacted in 2016-17

YOUTH IMPACTED
3683

Career Guidance
1559

Vocational training & Placement
965

Employability Skills for ITI
305

Life Skills Training
546

Employability Skills Training
308

28.5% more lives impacted than 2015-16



Employability Skills sessions for trade instructors at ITI Arab-ki-Sarai

There are many aspects of soft skills which we (in ITI) ignore because of the vast syllabus.

At ETASHA I learned a few techniques on how I could incorporate these into my classes; encouraging trainees to speak more by making classes more interactive, encouraging them to use new, technical vocabulary.

I will also try to motivate the hesitant trainees and get them to speak more often. I recently also conducted an interview skills session, and the trainees enjoyed it and found it very helpful, so this is something I plan to do regularly and it should improve placements"

MR. PRITAM SINGH
Trade Instructor
Refrigeration and Air Conditioning
ITI ARAB–KI–SARAI



IMPACT

Our work directly impacts the overall quality of life for young people, their families and employers.

ON YOUTH

- From drift to focus - moving away from potential drug use and crime to becoming trained employed and doing productive work.
- From low self-confidence to thinking "I can and I will"- reducing hesitation, fear of speaking up and lack of confidence in their abilities to confidence in their ability to learn and do.
- From short-term orientation to developing a vision for one's life - trainees begin to think in terms of a planned career path as opposed to a job for subsistence.

ON THE FAMILY

- For families whose monthly income is between Rs. 5000/- to Rs. 7,000/- a regular salary more than doubles the family income.
- Better education of younger siblings – older siblings working at good, respectable jobs helps give younger siblings a sense of direction and purpose and a good reason to continue in school.



"I was always a back bencher. I paid attention in class but was extremely shy and hesitant to speak up. The interpersonal sessions at ETASHA helped me to come out of my shell and have prepared me well for work life. I got a job as a data analyzer at Jumbo India because ETASHA's Programme helped me improve my skills.
I realized that I grasp things quickly and have clarity but I also needed to push myself more. So I began raising my hand to answer in class. I also got feedback that I had to be more punctual and improve my grooming so I worked on these aspects too."
–CHETAN, Trainee

Aarti wakes up every morning at 4:00 am to clean the house, cook and put 4 kilos of chickpeas or 'choley' to boil. Her father, a choley–kulche hawker was the sole breadwinner in their household until Aarti started working. "My father has had a tough life and I wanted to help him, which is why I joined the training programme," she says.

"I am enjoying work at Kelvin Institute. Mostly I have to type reports and help with scoring," she says. "I was very confident during my interview because I knew about my strengths and weakness which we discussed during the interpersonal sessions. Travelling has become quite easy for me now but I wouldn't have been able to travel to work on my own if it wasn't for the Social Confidence visits," she says, describing her forty–five minute journey from Civil Lines to Yamuna Vihar every day.

She now wants to complete her bachelor's degree and get a few years of work experience before planning her next step.

Aarti, Office Assistant at Kelvin Institute



- Improved nutrition levels of the whole family – better disposable incomes immediately impacts better quality and quantity of food for the family.
- Better bargaining power for girls within the family- Daughters with an income that enables them to be independent have more say in decisions regarding their own future.

ON THE EMPLOYER

- Hiring trained youth with aspirations matching the job.
- Reduced attrition levels.
- High quality performance in the workplace.

The impact on the whole community is slow but sure. As we reach out to more youth within a community, the multiplier effect will make our work easier and the impact more significant.

5 Exciting things we did last year!

1. *Reached a new 'Manzil' – Set up life skills and counselling cells at government schools*

While the need for regular counseling for school children has been well recognized few schools in low-income communities have counsellors. Project Manzil was desiged to fill this gap and help young people deal with problems of frustration, anger, aggression etc. which result in low self-confidence, poor performance and dropping out from school, drugs and crime.

We aim to systematically facilitate the holistic development of adolescents in government and NGO-run schools in NCR by working with various stakeholders through seminars and meetings along with life skills development workshops and counselling cells for students.

"I learnt about ways that I could control my anger like stepping outside, counting till 100 and waiting till I calm down. I tried this the other day when my sister was playing badminton and not studying. She wasn't listening to me and I was getting angry. But instead of shouting at her I tried to explain to her nicely and it worked. Nowadays if someone shouts at me, I try to think about why they are scolding me. But if I am not wrong, then I tell them that it wasn't my mis–take."
–ANUBHAV, Class VII





"I learned that I should listen to my friends and pay attention to what they are saying. It's irritating for them if I'm looking somewhere else when they talk to me. I should also behave in a way that they can trust me and then I can also trust them."
–GULSHAN, Class VIII

2. *Moved beyond the urban to rural Janauli, a village in Palwal, Haryana*

We established a Skills Hub in Janauli, our first such initiative in a rural setting. Interestingly, we began by setting up Janauli's first computer center for young people, but soon found that the women from the villages were eager to get digital skills too!

HOW ARTI STARTED OUR FIRST ALL–WOMEN'S BATCH

Once her children were born, Arti could rarely step out of her house. She first enquired about our center when her husband saw a poster for the Computer and Basic Internet Programme and encouraged her to join.

Initially, there were no women's batches running and a minimum of 15 people were required to start one. Arti was determined. "Four of us went house to house and spoke to parents. If I as a married woman could attend class, why couldn't young girls come?" she says recalling how she and her friends mobilized 17 others overnight!

"I had never touched a laptop in my life. But here we were taught things practically and I had a laptop all to myself to practice which is why I can now use it confidently."

She and her friends also valued the inclusive, non– discriminatory environment at the center. "Unlike in the village, everyone is treated equally. The facilitators don't care that I from the Valmiki Community."

8 months later Arti has a job as receptionist in Gurgaon. Learning computers has enabled her to support her family in ways she thought were impossible.



3. *Introduced regular community centric events to engage and promote a culture of skilling*

Mobilisation for training programmes isn't enough. Mindset change about skill development and employment is a long term process which requires engagement with communities. This year we organised a series of career development melas, quizzes, skill competitions and family days to engage various stake- holders and create awareness about skills, jobs and employability.

My father wasn't allowing me to work. He thinks the city is unsafe and that girls don't need to work but get married. When he came for Family Day, Ma'am asked me to make a presentation, so I used the opportunity to give him a message that girls can and should be allowed to work. He was very proud when I spoke in front of everyone in English. My plan worked and now I am working!
–PINKI, Trainee



Students participating in a quiz in the community





"I really needed a job but I had never dreamt of securing a job at Delhi. I got a job at TME Voltas at the career development mela. I now make out–going calls to clients and give them offers. Recently I have also started receiving calls in English. This has changed my life and I now understand the meaning of being responsible for myself. I can grow in the company but I will need to work very hard for this."
–DHARMENDER,Janauli, Haryana

4. Set up a brand new Career Development Center at Mangolpuri

This center is a Skills Hub in the making. We plan to engage youth and adolescents, as well as women and men in skill and entrepreneurship training.







Working with communities towards a long-term and sustained impact on skill development, employment and income generation

5. Rolled out our Training of Trainers programme in Delhi and Jaipur

We have been working with students at ITI since 2009. This year, we had a more holistic approach to the institution, working with the trainers and students of a single ITI in order to improve the quality of training. We hope to instill an understanding of the importance of soft skills for employment, amongst trainers and trainees alike.

"ETASHA's programmeme was a good refresher course. I have understood that our job is not just to get through the syllabus but to help our trainees get jobs. I need to motivate them more and encourage them to speak so that they can express themselves in interviews," she says.

"After the workshop, techniques like elicitation, using teaching aids, minimizing teacher talk time and increasing student talk time are techniques I have started using and the trainees are also participating more in my class."

– Ms. PREETI SHARMA, Trade instructor, Information Communication Technology Systems Management (ICTSM), ITI Arab-Ki-Sarai



SUPPORTERS & SPONSORS

Accenture (CAF)
Youth Trained - 213

SRF
Youth Trained - 76

Sapient
Youth Trained - 198

CFL
Youth Trained - 108

HDFC Bank
Youth Trained - 250

Asha for Education
Youth Trained - 120

Deepalaya
Career
Highway - 1038

SNS Foundation
Career
Highway - 44

Microsoft CAF
Career
Highway - 118

Project Manzil
Asha for Education
Career Guidance - 164
Life Skills - 486

Marathon '16
Enhancing Employability
Skill - 100
Trade Specific Awareness
Programme - 71

Marathon '15
Trainers Trained - 64

Pitney Bowes
Enhancing Employability
Skills - 205
Trade Specific Awareness
Programme - 155

MSC AGENCY
Career Guidance - 195
Life Skills - 60
Employability Skills - 286

Saijaya Foundation
Employability Skills
Training - 22

FINANCIAL DOCUMENTS 2016-17

ETASHA SOCIETY
BALANCE SHEET AS AT 31st MARCH, 2017

LIABILITIES		AMOUNT (Rs.)	ASSETS		Schedule No.	AMOUNT (Rs.)
CORPUS FUND			**FIXED ASSETS**			
Balance as per last year	1425083.56		(As per Schedule attached)			
Corpus during the year	577769.00	2002852.56	WDV as on 01.04.2016	821694.75	1	
			Add: Additions	156683.00		
GENERAL FUND			Less : sale	68704.00		
Income & Expenditure Account			Less : Depreciation	309421.99		
Balance as per last year	6791065.65		WDV as on 31.03.17	600251.75		600251.76
Add : Surplus for the year	3302147.04	10093212.69				
			CURRENT ASSETS			
CURRENT LIABILITIES			Tax Deducted At Source		2	451111.15
TDS Payable	49380		Accrued Interest			37232.00
Service Tax Payable	7082	56462.00				
			CASH & BANK BALANCES:		3	71335.00
			Balance with Scheduled Banks			
			In Savings Accounts :-			
			BOI FCRA	367411.26		
			Boi Etasha	55773.45		
			Hdfc Etasha	188286.07		
			Sbi Etasha	15126.56		
				626597.34		626597.34
			In Fixed Deposit Accounts		4	10317000.00
			Advance Deposits		5	49000.00
		12152527.25				12152527.25
						0.00

ETASHA Society
President
PRESIDENT
SECRETARY
ETASHA SOCIETY
TREASURER
Treasurer
Secretary

As per our Audit Report U/s 12A(b)
of even Date Attached

For AHUJA & AHUJA
Chatered Accountants

NEW DELHI

Place:New Delhi
Date: 24.06.2017

(ASHISH AHUJA)
Partner
M.No. 097851
FRN: 019198N

accenture High performance. Delivered.
TATA TATA COMMUNICATIONS
Asha for Education Bringing hope through education
Futures First
CAPITAL FIRST

ETASHA SOCIETY
RECEIPTS AND PAYMENT ACCOUNT FOR THE YEAR ENDED 31ST MARCH, 2017

RECEIPTS	Schedule No.	2016-17 Amount (Rs.)	PAYMENTS	Schedule No.	2016-17 Amount (Rs.)
Opening Balance			**Direct Expenses**	11	13755160.39
Cash in Hand		101521.00			
Bank balances		2573308.31	**Indirect Expenses**	12	694140.64
Receipts					
Donations	6	2057765.56			
Project Funds					
			Addition in Fixed Assests		156683.00
FCRA	7	1168628.00	Increase in Current Asset		361945.00
Non-FCRA	8	14576761.50	Increase In Fixed deposits		5415000.00
			Decrease in current liability		301311
Training Fees	9	613819.00			
			Closing Balance		
Indirect Incomes	10	267295.00			
			Cash in Hand		71335.00
Sale of Asset		23074.00	Bank		626597.34
		21382172.37			**21382172.37**
					0.00

ETASHA Society — ETASHA SOCIETY — ETASHA SOCIETY

PRESIDENT — **SECRETARY** — **TREASURER**

President — Secretary — Treasurer

As per our Audit Report U/s 12A(b)
of even Date Attached

For AHUJA & AHUJA
Chatered Accountants

Place:New Delhi
Date: 24.06.2017

(ASHISH AHUJA)
Partner
M.No. 097851
FRN: 019198N

ETASHA SOCIETY
CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH, 2017

EXPENDITURE	Schedule No.	AMOUNT	INCOME	Schedule No.	AMOUNT
			Donations		
Direct Expenses	11	13755160.39	Donations - Give India		600170.56
			Donations - General		241826.00
Indirect Expenses	12	694140.64	Donations - Marathon		638000.00
			Project Funds		
Loss on Sale of Asset		45630.00	**FCRA**	7	1168628.00
Depreciation		309421.99			
			Non-FCRA	8	14576761.50
To Surplus for the year carried to Balance Sheet		3302147.04	**Training Fees**	9	613819.00
			Indirect Incomes	10	267295.00
		18106500.06			**18106500.06**
					0.00

ETASHA Society
President
ETASHA SOCIETY
PRESIDENT SECRETARY
Secretary

ETASHA SOCIETY
Treasurer
TREASURER

As per our Audit Report U/s 12A(b) of even Date Attached

For AHUJA & AHUJA

Place:New Delhi
Date: 24.06.2017

(ASHISH AHUJA)
Partner
M.No. 097851
FRN: 019198N

DCM TEXTILES
HDFC BANK
Microsoft
pitney bowes
Sapient
Shri Ratanlal FOUNDATION
SAIJAYA
Government of India
Ministry of Human Resource Development
msc
Industrial Training Institute

ETASHA SOCIETY
GROUPING FOR THE YEAR ENDED 31st MARCH, 2017

PARTICULARS	AMOUNT IN RUPEES
Schedule 2	
TAX DEDUCTED AT SOURCE	
Tds AY 08-09	15349.00
Tds AY 09-10	8084.15
Tds AY 15-16	14935.00
Tds AY 16-17	65684.00
Tds AY 17-18	347059.00
	451111.15
Schedule 3	
CASH IN HAND	
FCRA	32955.00
Cash- Others	38380.00
	71335.00
Schedule 4	
FIXED DEPOSITS WITH BANKS	
FD BOI	1000000.00
SBI Corpus FD	2750000.00
Sweep FD BOI Etasha	6567000.00
	10317000.00
Schedule 5	
ADVANCE DEPOSITS	
Minimum Balance with CC Avenue	2000.00
Security Deposit Rent	47000.00
	49000.00
Schedule 6	
Donations	
Donations - Corpus	577769.00
Donations - Give India	600170.56
Donations -General	241826.00
Donations - Marathon	638000.00
Schedule 7	**2057765.56**
Project Funds	
FCRA	
Asha For Education	1062000.00
Caf - Microsoft FCRA	106628.00
	1168628.00
Schedule 8	
Non - FCRA	
CAF- INDIA (Udaan-5)	1212480.00
CAF - Microsoft	106628.00
CAPITAL FIRST LIMITED	1081720.00
Career Highway Fees	843860.00
CAF- INDIA (Udaan-6)	1091875.00
Kamal Ratan ITI(Jaipur)	10000.00
MSC Agency India	2095000.00
MSC Agency Restricted Receipt	49829.50
Saijaya Youth Initiative Trust	102000.00
Sapient Consulting Private Ltd	7545219.00
Sewa Bharat-Jaipur	15000.00
Shri Ratanlal Foundation	143600.00
Shri Ratanlal Foundation-2	279550.00
	14576761.50

ETASHA Society
President

ETASHA SOCIETY
Secretary

ETASHA SOCIETY
Treasurer

Schedule 9

Training Fees	
Training Fees CDC-1(Khadar)	132069.42
Training Fees CDC 2 (Khanpur)	197487.94
Training Fees CDC-3	82602.63
Training Fees (PCI) Morigate	50285.48
Training Fees (PCI) Seemapuri	102725.44
Training Fees Prabhat Tara	26500.06
Training Fees (V.V.F) Palam Centre	22148.02
	613819.00

Schedule 10

Indirect Incomes	
Bank Interest	195098.00
Marathon Winning Prize	20000.00
Misc Income	26197.00
Ozz Haat Mela Reg.Fees	12000.00
Placement Fees	14000.00
	267295.00

Schedule 11

Direct Expenses	
Faculty Salary	1457845.00
Faculty Cost - Contract	2884964.00
Administration Support Salary	349500.00
Administration Support Cost - Contract	484683.00
Community Mobilisation Cost - Contract	971384.00
Placement Coordination cost - Contract	883904.00
Project Management Salary	1467685.00
Professional Fees Paid	203200.00
Honorarium & Professional Charges-External Faculty	38500.00
Programme Exposure & Visit Expense	347058.00
Printing & Stationary	250100.00
Books and Periodicals	27778.00
Career Highway Material Cost	621800.00
Local Conveyance of Faculty & Mobilisation Team	551494.00
Interstate travel	361906.00
Infrastructure	2430161.39
Research and Development	101000.00
Marathon Administration and Registration Charges	51967.00
Certificate Ceremony Expenses	143077.00
Community Mobilization & Publicity Expense	70218.00
Interns Expenses	12225.00
Banners and Pamphlets	44711.00
	13755160.39

Schedule 12

Indirect Expenses	
Audit Fees	59575.00
Accounting Charges	98876.00
Events for Promotion	443432.00
Bank Charges	5841.70
Interest on TDS	3884.00
Postage and Courier	4992.00
Website Development and Payment Gateway	21660.94
Registration Fees	34631.00
Documentation Charges	3508.00
Seminar and team building Expense	6740.00
Newspapers & Periodicals	6514.00
CC Avenue Admin Charges	4486.00
	694140.64

ETASHA Society
President

ETASHA SOCIETY
Secretary

ETASHA SOCIETY
Treasurer

Schedule 1

Particulars	Rate of depreciation	W.D.V. as on 01.04.2016	Addition during the period		Deletion during the period	Gross Value	Depreciation Allowable	W.D.V. as on 31.3.2017
			Before 30th Sept 2016	After 30th Sept 2016				
(a)	(b)	(c)		(d)		(e)	(f)	(g)
10% BLOCK								
Furniture and Fittings	0.1	58998.12				58998.12	5899.81	53098.31
Boards	0.1	3479.61				3479.61	347.96	3131.65
15% BLOCK						0.00	0.00	0.00
Office Equipments	0.15	27610.89	12895	3695	7064	37136.89	5293.41	31843.49
Aquafresh-RO	0.15	7862.50	8500			16362.50	2454.38	13908.13
Refrigerator	0.15	17919.00				17919.00	2687.85	15231.15
Canopy	0.15	10179.31			2508	7671.31	1150.70	6520.61
CCtv Camera	0.15	27084.84				27084.84	4062.73	23022.12
Pantry Equipments	0.15	0.00				0.00	0.00	0.00
Invertor	0.15	194508.94				194508.94	29176.34	165332.60
Camera	0.15	26182.66				26182.66	3927.40	22255.26
Cooler and Fans	0.15	35069.38				35069.38	5260.41	29808.97
Heater	0.15	5594.17				5594.17	839.13	4755.04
60% BLOCK						0.00	0.00	0.00
Computer and Laptops	0.6	373885.01		109473	55065	428293.01	224133.90	204159.10
Projector	0.6	28665.00				28665.00	17199.00	11466.00
Printer and Scanner	0.6	4655.31		22120	4067	22708.31	6988.99	15719.32
100% Block						0.00	0.00	0.00
Computer Software	1	0.00				0.00	0.00	0.00
MP3 Players	1	0.00				0.00	0.00	0.00
Total		821694.74	21395.00	135288.00	68704.00	909673.74	309421.99	600251.75

ETASHA's documentation is made publicly availble, including our audited reports, Society, 12A, 80G, FCRA registration details and we also commit to publishing the following information:

As on 31.03.2017			
Slab of gross monthly salary (in Rs.) plus benefits paid to staff	Male Staff	Female Staff	Total Staff
< 5000	0	0	0
5000 - 7000	1	1	2
7000-10000	3	3	6
10000-25000	13	13	26
25000-50000	1	4	5
50000-100000	0	0	0
> 100000	0	0	0
	Total		39

Name & Designation of Staff/ Volunteer/ Board Member	Purpose of Travel	Cost Incurred (Rs.)
Ms.Parul Mehra (Chief Projects & Corporate Affairs Officer)	Training of Trainer Programme (Jaipur)	19659
Ms.Shailly Awasthi (Project Manager)		
Mr.Ajay Chandorkar (Volunteer)		
Ms.Parul Mehra (Skill Development & Corporate Affairs)	Employability Skill Development & Placement (Jaipur)	24252
Ms.Shailly Awasthi (Project Manager)		
Ms.Neha Abraham (Communication Coordinator)		
Mr.Assise Thankappan (Placement Manager)		
Dr.Meenakshi Nayar (President)		
Mr.Krishna kumar Tripathy (Manager Partnership Development & Execution)		
Mr.Assise Thankappan (Placement Manager)		
Ms.Mini Bhargava (Chief Placement Officer)		
Ms.Jaya Mukherji (Project Coordinator)	Career Highway Project (Manesar, Gurgaon)	6625
Ms.Indu Chauhan (Development Counselor)		
Ms.Suganti (Counseling Assistant)		
Ms.Anindita Kar Gupta (Chief Operations Officer & Mentor)		
Mr.M.Yesudoss (Center Manager & Facilitator)	Skill Development Training Programme (Janouli Haryana)	283329
Mr.Keith Ravinder Egbet (Facilitator)		
Ms.Neha Abraham (Communication Coordinator)		
Ms.Latika Grover (Facilitator)		
Ms.Parul Mehra (Chief Projects & Corporate Affairs Officer)		
Mr.Krishna kumar Tripathy (Manager Partnership Development & Execution)		
Dr.Meenakshi Nayar (President)	Receiving Award from Social Innovation Conference Awards (Mumbai)	7614
Mr.Krishna kumar Tripathy (Manager Partnership Development & Execution)	Youth Festival Rasthriya Rifles of Indian Army (Banihal , J & K)	11592
Mr.Pawandeep Singh (Facilitator)		
	Total Amount (Rs.)	**353071**

Sl No.	Name	Position on Board	Remuneration (In Rs)
1	Dr. Meenakshi Nayar	President	**Nil**
2	Ms. Vimala Ramachandran	Vice-President	**Nil**
3	Mr.Mukesh Aggarwal	Secretary	**2,02,500.00**
4	Ms. Sangeeta Sharma	Treasurer	**2,20,000.00**
5	Ms. Anita Aneja	Member	**Nil**
6	Ms. Ritu Motwani	Member	**Nil**
7	Dr. Cherian Joseph	Member	**Nil**
8	Mr. Pramod Patni	Member	**Nil**
9	Dr. Usha Jumani	Member	**Nil**
10	Ms. Freda J Swaminathan	Member	**Nil**
11	Mr.Munish Kanchan	Member	**Nil**

DONATE

- Vocational Training & Placement (Per trainee) **Rs 10,800/-**
- Training of Trainers in Employability Skills (Per candidate) **Rs 10,000/-**
- Employability Skills Development & Placement (Per ITI student) **Rs 5,150/-**
- Career Guidance (Per Student) **Rs 1,200/-**
- Women's Enterprises Incubation Fund **Rs 1,000+**
- General Fund **Rs. 250+**

or

support us to build a corpus fund that will make us achieve long term sustainability and self- sufficiency

LET'S EMPOWER YOUTH TOGETHER!

HOW TO DONATE

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ETASHA Society

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Phone No. : 011-64607563 & 9990184071

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