




ETASHA



2013-14

annual report








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Manish Kumar
Vocational training
CODE 12

Tata Communications Ltd.
BMS Operator

Preeti
Vocational training
CODE 8

Atma Shakti NGO
Billing and Invoice Operator

Manish
Vocational training
CODE 13

Tata Communications Ltd.
BMS Operator

Jitendra
Vocational training
CODE 13

Tata Communications Ltd.
BMS Operator

The portraits on the cover show some youth who joined Etasha Courses within the financial year 13/14 and are currently employed.

Ravi
Vocational training
CODE 10

Self employed
Event Coordinator

Dashrath
Vocational training
CODE 10

Do why olo
Office Assistant

Aruna Bhardwaj
Vocational training
CODE 8

Atma Shakti NGO
Billing and Invoice Operator

Sumit Kumar
Vocational training
CODE 10

Vertex
Customer Care Executive

Ekta Singhal
Vocational training
CODE 8

ETASHA Society
Office Assistant

Raj Kumar
Vocational training
CODE 13

Tata Communication Ltd.
BMS Operator

Aishwarya
Vocational training
CODE 13

NNA
Data Entry Operator

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Foreword

by Dr. Meenakshi Nayar

Year of engagement

etasha society



What a year it has been!

An atmosphere of civic and political engagement has been building in the nation. At ETASHA we have sought to tap into this renewed enthusiasm and political will to fulfil our mission - to help young people from underprivileged communities make the right choices at the right time, enabling them to lead successful and healthy lives.

We have scaled up our activity - with the communities from which our trainees come, with the trainees themselves, with partners and with audiences at large. The bulk of our work relies on face-to-face interaction and relationship-building, but we have also further developed our online presence to reach out to new stakeholders and engage with them across geographic boundaries.

We are happy to see that our efforts have borne fruit. We are increasingly becoming a reference point for corporate partners who now reach out to us wanting to be involved. They trust our established reputation as providers of vocational skills and employment opportunities for young people.

We always put our trainees at the heart of everything we do. We have been working tirelessly to equip young people with the right skills and attitude, to place them in the organized sector, build their confidence and train our faculty to serve them better.

We are happy and proud to see so many of our trainees succeed and exceed professionally A larger number of our alumni who have been working have doubled their salaries in 2-3 years and trebled salaries in 4-5 years of work. But , there is still much to do. In the coming year we want to do even more, and do it better: more training, better training, more jobs and placements, more empowerment for our trainees and the communities they come from. With India's growth rate for 2014 predicted at approximately 5%, we know there will be opportunities for those with the right mix of skills to embark on exciting careers and develop professionally. We only need to make sure that the youth of India have the right skills and qualifications - or else they will miss out on the opportunities that economic growth brings, and the whole nation will miss out as a result.

The coming year is a year of hope and opportunity. Skill development and employability is at the top of the political agenda. We must make the most of this and not fail the generation that can benefit from it.

ETASHA will strive to translate this new energy in the nation into more opportunities for young people. We will work to help every young Indian achieve access to the training and employment that they deserve, so that they can live up to their full potential and thrive.



Dr. Meenakshi Nayar

Our achievements this year

We extended our projects with existing partners Accenture, CAF, Asha for Education, and Give India and developed new partnerships with corporates including Futures First, Tata Communications, Amdocs, HDFC Bank, Upskill Capital Management Services and Bain and Company. We also received funding from the Australian High Commission, New Delhi for infrastructure for our project with UpSkill Capital in Kundesar, UP and in Gurgaon.

Apart from funds support, we also got pro-bono support from Accenture in the form of building of a CRM tool which brings together all our records - details of over 8000 trainees plus donors, employers, volunteers, projects and all our contacts onto a centralised server and which will make us more effective in producing proposals, monitoring projects and delivering reports to our funders.

We ventured outside Delhi and for the first time took our Vocational Training Programs to smaller cities. We ran a pilot project in Kundesar, learnt from the experience and started a new Centre in Gurgaon
Our collaboration with government ITIs was given a significant boost when we received a letter from the Directorate of Training and Technical Education giving us permission to conduct our programs in ITIs, a ringing endorsement of our employability skills and placement programs which have now benefitted over 2000 ITI students.

We also renewed efforts on our Career Guidance work. A total of 250 young people benefitted from our Career Highway workshop, which was also in demand from leading private schools, as the need for quality career guidance crosses all social classes.

Impact of projects and programmes

Year after year we spare no effort to deliver programmes that will equip our trainees with market-relevant skills needed for their future careers.

The graph on page 27 illustrates the numbers of trainees who benefitted from our programmes during the financial year 2013-14 (and previous two years).

During the past year, we have had 1350 trainees across all our programmes and projects, 656 of who are new joiners this year. Close to half these new students are participating in the vocational programmes, with the rest being spread between career guidance and employability skills.

We are particularly proud of the fact that this year, for the second year in a row, we have trained as many women as men. This represents a considerable achievement, given that women's employment rates in India lags far behind their male counterparts'.

Majority of our trainees in our vocational programmes such as CODE, CPCTT and CSWC are placed in organised sector roles within four weeks of successfully completing the programme. We only work with organised sector companies who can offer genuine career progression and development. Trainees are placed in roles that are remunerated in the range of Rs. 6,500 to Rs. 12,000 per month. Many of our trainees start their careers with salaries higher than their parents' wages, and with better long´term prospects.

Working with our Stakeholders

Over the past seven years, ETASHA's reputation as an expert provider of vocational training, career guidance, employability skills and placement has got established. Increasingly, we are getting sought out with offers of collaboration. This not only translates into better results for our trainees, but also serves as an indicator that we have established ourselves as a trusted partner and an important voice on youth employment issues in India.

Australian High Commission
funded infrastructure at our Kundesar / Gurgaon centres.
Amdocs -
Vocational training pilot project began in 2014 with more due in 2014/15
Tata Communications
program began in January 2014 and will be extended through 2014 /15
Bain & Company
pilot underway in Gurgaon
HDFC Bank
project underway in Gurgaon
UpSkill Capital
partnered in Kundesar and expected to partner again in Jaipur
Futures First
our first Corporate Challenge donor as part of the Airtel Delhi Half Marathon 2013

Challenges

Project Samriddhi, a pilot project in Kundesar, U.P., in partnership with UpSkill Capital was ETASHA's first vocational project outside of Delhi. The number of trainees enrolling was less than targeted, with youth opting for further studies rather than taking up vocational training. Willingness to work in nearby towns was also lower than early research had indicated. The Australian High Commission New Delhi, which funded infrastructure for this project was incredibly supportive, and the funding was instead used to provide infrastructure at our new centre in Gurgaon.

Plans for the future

We will expand our work with ITIs and plan to provide employability skills programs with placement to students of ITI Siri Fort, ITI Vivek Vihar and others within the NCR area, Plans are also in place to open a new centre in Jaipur - our first in Rajasthan - and also new centres in low income colonies in Gurgaon, Haryana

We hope to continue getting support from Asha For Education, Accenture, Amdocs, Bain and Company, Tata Communications and HDFC Bank and hope to develop further corporate partnerships to strengthen our industry ties.

Partnering with NGOs to attain reach has been a very successful model of delivery and we will work with new NGOs, as well as Vocational Training Partners and corporates to expand in the coming year.

Accenture's pro bono development of an application based on our Career Highway workshop will mean we can drastically scale up delivery of career guidance to NGOs, government as well as private schools.

The year ahead

2014-15 holds many exciting prospects for us. We will begin an employability skills program with placement for 100 girl students of ITI Vivek Vihar funded by donations from the 2013 Airtel Delhi Half Marathon. ITI Vivek Vihar is now the 5th ITI with which we have partnered..

We are in advanced talks to begin new programs funded by corporate partners at other ITIs in Delhi like ITI AKS, Nizamuddin and ITI, Siri Fort

We are beginning operations in Jaipur initially in partnership with local organisations and progress to setting up ETASHA's Career Development Centre there. We hope to start our first programs in partnership with UpSkill Capital and Kamal Ratan ITI.

We also plan to open new centres in and around Gurgaon as part of Project Sarthak, our employability and vocational training project funded by HDFC Bank, and Bain and Company. HDFC Bank is funding the training of 198 young people, and the first batches began in 2013-14 with the remainder to continue in 2014/15.

A donation of Rs. 25,00,000 from Mr Kumar Mangalam Birla, Chairman of the Aditya Birla Group and his wife Mrs Neerja Birla, Chairperson of Birla Group Education Projects will be used to provide vocational and employability skills training to young people throughout the year. 20 Indian NGOs were chosen to receive a donation of Rs. 25 lakh (US$43,000) as part of Mr and Mrs Birla's silver wedding anniversary celebrations. ETASHA was selected because of the Birlas' support for quality initiatives providing skill development and employment opportunities to disadvantaged young people.

New corporate partners due to come on board for 2014 -15 include Pitney Bowes, Nagarro Software and IKYA . We will continue to work with Accenture, CAF and Asha for Education again through 2014-15.

Our NGO partnership model, which sees us deliver our programs with partner NGOs from their premises, is increasingly becoming our preferred model of working. We are working with Project Concern International (PCI) to provide vocational training and placement to 200 disadvantaged young people at PCI centres in New Seemapuri, Red Fort and Nizamuddin, Delhi. PCI students will develop skills in computer software packages, data entry, typing, spoken English and other communication skills, as well as developing inter- and intra-personal skills which will benefit their career growth, before being placed in organised sector roles in offices in the National Capital Region.

We will provide Career Highway in collaboration with NGOs including Vidya India and Action Aid India and our faculty will also deliver ETASHA's vocational training programs for students of Shine Foundation, Lakkarpur, South Delhi and Sewa Bharat in New Ashok Nagar, East Delhi. Travel Company Le Passage to India's foundation Shaping Lives will fund Career Highway for students of Tuqhlakabad NGO Abhaas.

On another Pro Bono project, a team of software engineers from Accenture is working to develop an application based on ETASHA's Career Highway program to be used on Windows platforms and web applications. The application will be accessible through the web and also on the desktop by school students via a server. This is a major project which will enable high volume delivery of Career Guidance, will drastically reduce assessment time and will enable us to gather information from students' answers.

We are also thrilled that for the first time, we will be sending to Slovenia in central Europe an ETASHA trainee as part of the EVS (European Voluntary Service) program. Himanshu Shukla is due to spend 6 months working with Zavod Voluntariat in an EU funded volunteering programme.

Support for our work from more and more Corporate sponsors, our increasing ability to engage NGO and ITI partners, and more than anything else our improving ability to place our successful trainees in better paying jobs in good companies over the last few months has given us a major boost. We are adding to our wonderful team who work with such commitment to make learning and change enjoyable and worthwhile for the youth from our communities.

We look forward to exciting times in 2014-15!

About us

We are ETASHA

***E**nabling and*
***T**raining*
***A**dolescents for a*
***S**uccessful and*
***H**ealthy*
***A**dulthood*

Who we are

ETASHA Society is a not-for-profit organization providing career guidance, employability skills, vocational training and placement to young people from disadvantaged communities in India.

Founded in 2006, ETASHA was born out of the belief that by helping young people develop employable skills, giving them access to relevant vocational training and connecting them with employers we enable them to take control of their own careers and lives, and to help their families break out of the cycle of poverty.

What we do

We offer vocational training followed by placement, employability skills training and career guidance, for young people from underserved communities.

Our work is categorised into 'programmes' and 'projects'. The former refers to the content and curriculum of our courses, whereas Projects are programmes or groups of programmes funded by corporates, NGOs, multilateral agencies or individuals for a specific group of beneficiaries. Additionally, we run special projects that support ETASHA's work (e.g. Project Shruti involved developing audio materials for reinforcement of English skills acquired in class).

Some projects only cover one batch of students, but in most cases a project runs for a longer period and will include multiple batches of trainees undergoing different programmes

Our approach

We believe that our approach to vocational training is what makes us unique. We follow participatory and interactive methodologies which put learners in the driver's seat and make them an agent of their own personal and professional development. It is in that way that learning can happen successfully - after all, in our competitive and fast-moving society, learning is a life-long process and the ability to take ownership of one's own development is one of the core attributes of a 21st century professional.

We tailor our training to the needs of industry, making sure that the skills we equip our trainees with are the ones employers seek. We can do this successfully thanks to a wealth of experience of our team gained in the corporate sector, as well as our close ties with industry partners.

Over the years we have developed our own models of delivery that we believe to be extremely successful and efficient. We directly run three centres with three more to open soon and we have also developed partnerships with other NGOs organisations and conduct our programs in collaboration with them form their locations. We also work with other providers of educational services, such asITIs, as well as corporate bodies, to run centres through their infrastructure. While ensuring consistency of approach and teaching quality, this model allows us to expand our services while reducing costs, and leverage the strength of partners with expertise complementary to ours.

Finally, we see our trainees in the context of their lives in the family and the local community that they belong to. Since learning is a complex process, it requires the support of the whole environment in which the individual lives: parents, siblings, peers, elders, religious leaders and other community leaders, etc. We actively reach out to communities to identify areas of need and enrol trainees. We then work closely with the family and the community at large to support the trainees in their learning.

We have developed a culture both conducive to innovation and open to change. ETASHA is committed to learning and we constantly develop as an organisation and as individuals. We aim to recruit the best and most committed staff, with emphasis placed on kills and passion. We do not believe in rigid hierarchies and we see one another as parts of one big ETASHA family to which everyone makes a valuable contribution.
As a learning organisation, we eagerly embrace new methodologies and new ways of operating. Among others, innovation in the way we use information and communication technology which has won us numerous awards.

Vision

For every young Indian to be employable, have self-worth and lead a dignified and productive life

Mission

Helping young people to make the right choices at the right time, and enabling them to lead successful and healthy lives

Why we do what we do ?

ETASHA's work with underprivileged youth is guided by our core beliefs that:

Every individual is unique and has the potential to excel and succeed in some sphere.

Opportunities, nurturing environment, education and training can help unlock that potential.

8 years of sustained efforts have shown that just a few months of systematic mentoring and guidance coupled with market-oriented training can help youth from low income families and poor education overcome their handicaps to become skilled contributors to the economy.
Our efforts to train and place young people in organised sector jobs in industry are located in the current economic reality of India:

India has the largest, youngest population in the world, but also one of the most unemployable

- It is estimated that currently about 80% of the Indian workforce do not possess 'marketable skills' and employability of school-leavers as well as technically trained youth is low (FICCI- Ernest & Young "Knowledge Paper on Skill Development")
- Consequently, unemployment and underemployment remain high.
- This problem is particularly acute for the large and growing population of underprivileged youth

On the other hand

- The economy is growing and experiencing an unprecedented shift to wards the service sector with significant job creation. It is estimated that over 75% of the new jobs to be created in India will be 'skill-based.'
- For Indian employers the reported difficulty to fill up jobs is 48% as compared to the global standard of 34% in 2012 (as reported by the ILO)

At ETASHA, we are striving to bridge the skills gap to help individuals and the economy reach its full potential for growth and expansion, now and into the future.

Our Courses

Our courses are divided into vocational programs, employability programmes, and career guidance.

Vocational programs

CSWC
Customer **S**ervice and **W**ork **C**ulture

CODE
Computerised **O**ffice and **D**ata **E**ntry

CPCTT
Certificate **P**rogram: **C**omputer **T**eacher **T**raining

CATT
Confidence in **A**ccounts, **T**axation and **T**ally – **T**raining and **P**lacement

Employability Skills Developement and Placement Projects for ITI Students

Enhancing Employability Skills

Trade Specific Awareness & Placement Programs

Employability programs

MUPSE
Microsoft **U**nlimited **P**otential with **S**poken English

SEC
Speaking **E**nglish with **C**onfidence

Career Highway

Career Highway
For High school Students

Career Motivation Workshop
For Middle school students

Career Trends
Seminar for Parents and Teachers

All Vocational Training Programs include skills development on "Core Employability Skills" listed:

Spoken English
Computer and Internet Usage
Interpersonal Skills
Social Confidence
Understanding the World of Work

Vocational programmes

Customer Service and Work Culture (CSWC) This programme aims to prepare trainees for various roles in the service sector. It focuses on sales and customer service skills while covering a whole range of professional competencies including English, computer and internet usage, intra-and interpersonal communication, social confidence-building as well as understanding of life at work in the organised sector.

Computerised Office and Data Entry (CODE) This programme is for those who aspire to take clerical, data entry, receptionist or other entry-level office jobs. Intensive practice for development of speed and accuracy on the keyboard and use of Microsoft Office applications and the Internet are the key skills focussed on in this program. In addition, ETASHA's full complement of Employability Skills is covered in this 4 month program.

Computer Teacher Training - Certificate Programme (CPCTT) This programme offers skills required for teaching in schools as well as in specialised computer training establishments. Theory and skills of teaching, methods of teaching-learning as well as specialised computer packages are focused on in addition to intensive development of speed and accuracy on the keyboard and use of Microsoft Office applications and the Internet. ETASHA's full complement of Employability Skills is covered alongside and the 6 month program ends with a last month of Internship in a Computer Teaching Institution.

Confidence in Accounts, Taxation and Tally - Training & Placement (CATT) In this programme basics of accounting and computers are taught before progressing to develop proficiency on the specialised Accounting package Tally. Trainees are also introduced to the taxation system and procedures to enable them to work effectively as Accounts Assistants and firms as well as corporate offices. In addition, ETASHA's full complement of Employability Skills is covered in this 4 month program

Employability Skills Development and Placement for ITI students

These programmes are in pursuance of the well-recognised need for Employability Skills Training for ITI students to improve their employment prospects in relevant industry. The program is conducted in two phases:

Enhancing Employability Skills program (EES) covers areas common to all trades in ITIs and includes:

Social Confidence – assignment based field visits to prepare students for the working environment in large modern companies.

Understanding the World of Work covers the reality of work & workplaces, structures/hierarchies, roles and responsibilities, targets and performance.

Interpersonal Skills – Focus is on increasing students' ability to successfully work within structured business environments.

Spoken English – Focus is to improve students' use of spoken English. Content is context based relating to the organised sector industries which students will later join

Trade Specific Awareness and Placement (TSAP) represents Phase 2 and includes sessions specific to different trades in the following areas:

Industry exposure

Understanding nature of work and roles and responsibilities

Interview Skills

Microsoft Unlimited Potential with Spoken English (MUPSE) This programme is ideal for young people who have yet to complete basic schooling and who want to develop basic skills in using computers and speaking English. While covering these two basic skills, the program also includes some aspects of life skills like intrapersonal confidence building, career guidance and adolescence education.

Speaking English with Confidence (SEC) - This program is designed to help young people improve their confidence levels as well as chances of succeeding in higher education as well as employment. It is designed to prepare underprivileged youth, having basic awareness/exposure to English during schooling in Government run, non-English medium schools.

Career Guidance

In line with our belief that each individual is unique with the potential to excel and succeed in some sphere, our Career Guidance process helps youth identify modern-day careers in which they can succeed.

Career Trends Seminar for Parents and Teachers
The seminar is designed for teachers and parents of children in middle, secondary and senior secondary schools to help provide a perspective on choice of educational stream as well as career options after school.

Career Highway: This programme is our innovative career guidance workshop for High School students. Using the 3 P Model (understanding personality, recognising potential, discovering suitable careers), the programme encompasses a series of psychometric tests to match aptitude, interests and ability, followed by coaching and counselling to help guide trainees to a choice of a career from over 400 contemporary careers.

Career Motivation Workshop for Middle School students is visualised as a first systematic introduction to the world of work and careers, designed to broaden the perspectives of the child to include a wide array of career options for different interests, aptitudes, abilities, level of education and aspirations. It helps them start to develop a realistic vision for themselves and the life they would like to lead.

Qualitative Projects

Project Shruti

funded by Asha for Education, was ETASHA's attempt to overcome the difficulties trainees have in reinforcing their newly acquired English language skills at home. Project Shruti enabled us to develop audio content that reflects and reinforces each session in the curriculum, give trainees access to low cost MP3 players, pre-recorded with the content of each session, listed by session number and session focus. The Audio supplement to classes helps to strengthen class-room learning using technology that appeals to youth. Asha's initial funding allowing for design, development and testing was followed by a second round of funding which has allowed us to incorporate the Audio Process into all our Vocational Training Programs.

Project Shravan

was an attempt to reconfirm the efficacy of audio-based learning using different content. The project was managed by two dedicated volunteers Kavita Sarma and Rachel Prasad, who got funding support from individuals and utilised software developed by Applied Mobile Labs to build spoken English skills to aid employability. Interested trainees of our existing programs were given access to 600 minutes of pre -recorded audio content on MP3 players which they accessed by giving a missed call to a given telephone number from which the system returns the call to join the program at the point they previously left. In addition to the pre-recorded content there were tests and moderator -led live chat and discussion groups. Trainees were incentivised by receiving free re-charge credit for every level they reach in the program.

Skype Pal

was a project organised by US based volunteer Abhishek Bhargava. The objective was to connect ETASHA trainees with students of Jackson High School's JAGS (Jackson Academy for Global Studies) programme in order to improve communication skills. US-based students of JAGS and ETASHA's Delhi-based trainees communicated with each other on chosen topics through a series of videos and Skype calls. This exchange was mutually beneficial as students in both countries learned about the other's cultures and ETASHA trainees were able to practice their English skills.

















1/2. CODE 13 sponsored by TATA
3. Accenture Talk CDC 2
4. Sales Workshop | Facilitaor Parul
5. Career Highway CDC1
6/7/8. ITI Interpersonal










We don't wait
for change.
We bring
about one

















annual report 2013/14

currently only

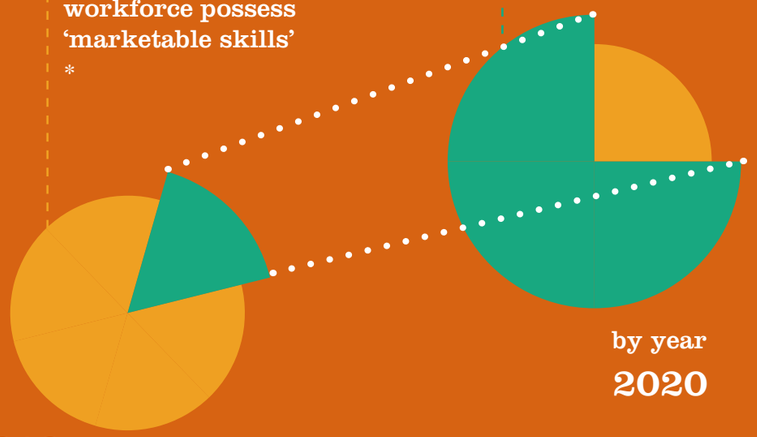
20%

of the Indian workforce possess 'marketable skills' *

it is estimated that over

75%

of the new jobs to be created in India will be 'skill-based *



2013

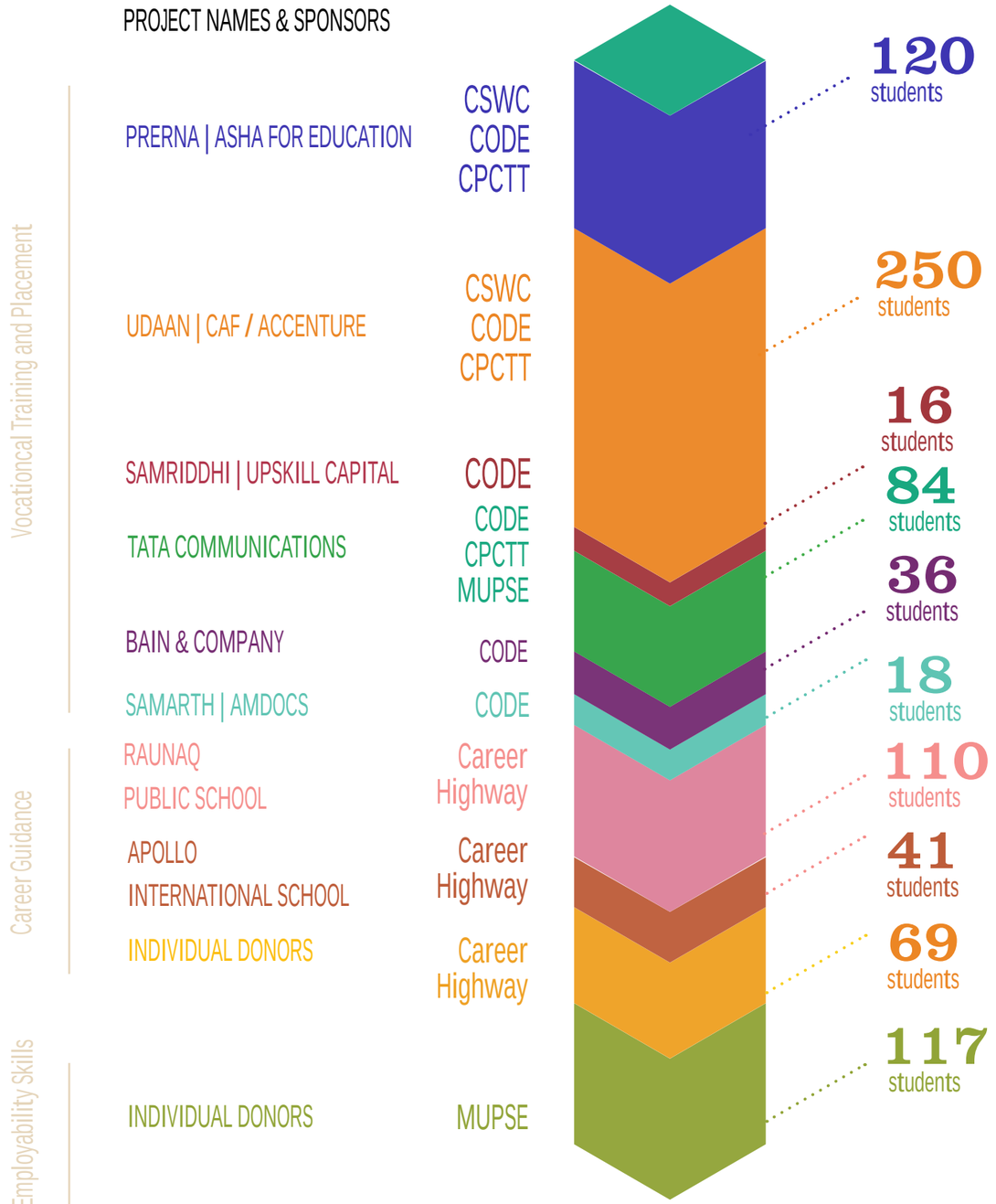
by year

2020

Skill Development Projects

etasha society

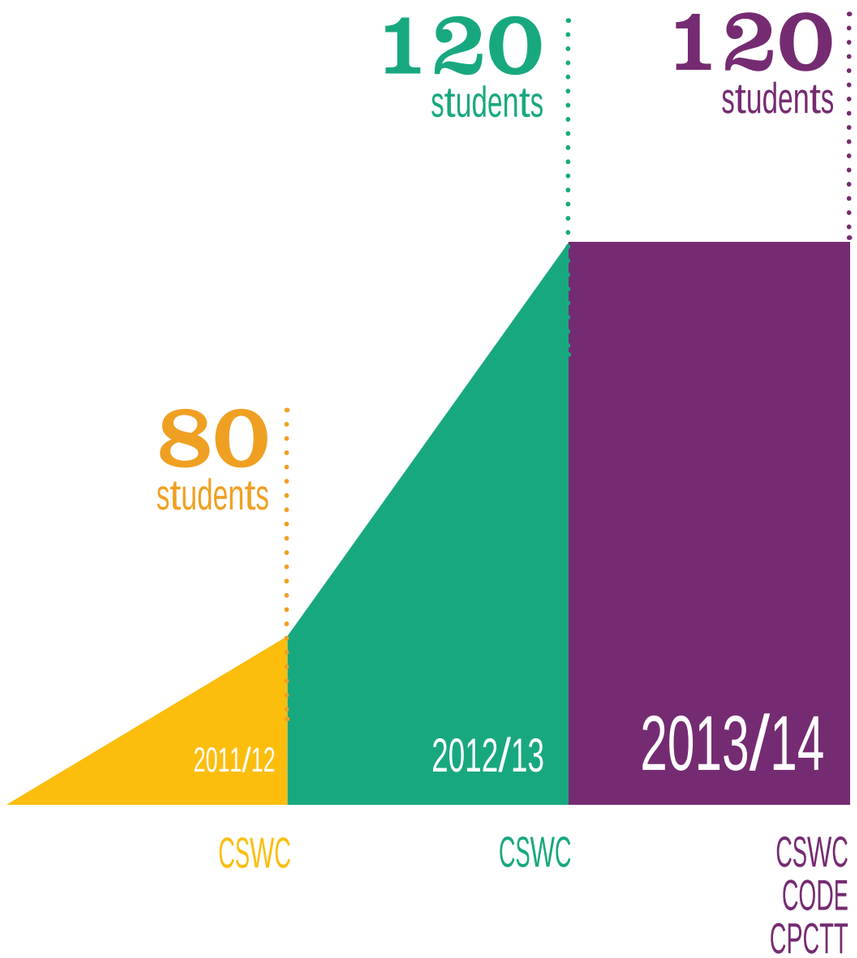
* FICCI-Ernst & Young Paper survey 2011



Project Prerna

Vocationcal Training and Placement

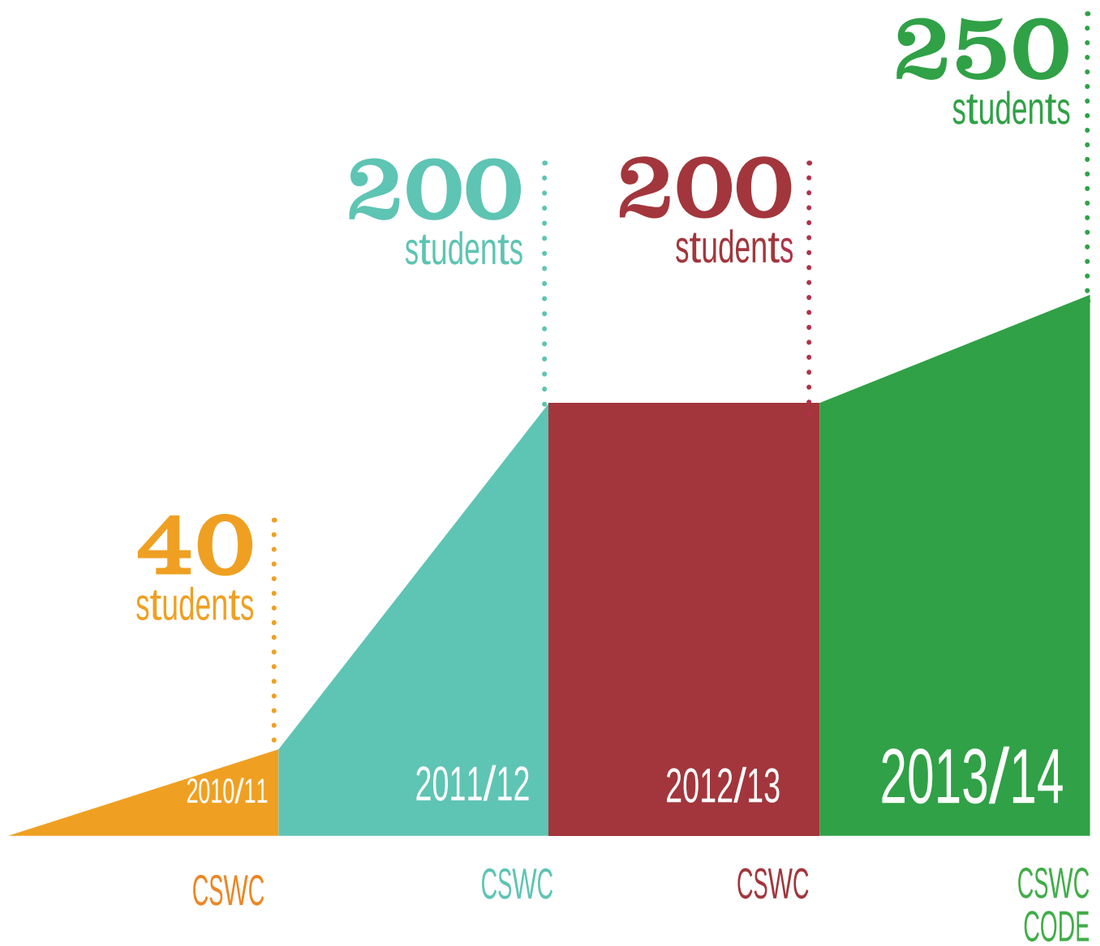
SPONSOR
ASHA
FOR EDUCATION



Project Udaan

Vocationcal Training and Placement

SPONSOR
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Online engagement

Our online presence has been growing steadily over the past year. We use digital and social media to reach out to stakeholders across geographical boundaries, gather useful intelligence about the sector we work in, and to raise our profile, establishing ETASHA as an authoritative voice on youth employment issues in India and beyond.

Thanks to the support of our corporate partners, we are privileged to use the best technology without incurring additional costs. Our website, designed by Cyberxel, Ludhiana and funded by Rinox Kauffman, attracted almost 7,000 users and 30,000 views in the past year, an increase of 15% compared to the year before.

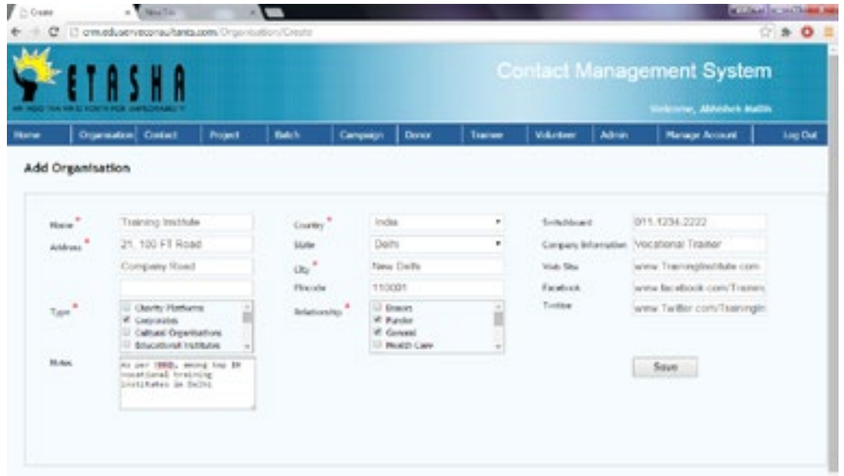
Our Facebook profile has attracted over 800 new likes in a year, to reach over 4,000. Our individual Facebook posts reach an audience ranging from a few hundred to over 1,000. We have increased our Twitter followers this year, among them individuals and influential not-for-profits. The bulk of the visitors come from India, but we are also increasingly building an online presence overseas. Our blog is a great source for personal stories of our trainees, volunteers and faculty too.

With help from our partners at Accenture, we have launched a new customer relationship management system (CRM) this year, which will be crucial in helping us capture our impact better, know our audiences, and deliver results.

Example of corporate engagement

A team from Accenture conceptualised, designed and built pro bono a CRM application (see next page) which brings together and links in one database the details of over 7000 trainees, 1200 organisations, 1500 contacts, 100 volunteers and also donors, projects, campaigns and events. ETASHA would like to thank Accenture's project team, Mamta Saxena, Sunny Gaurav and Mahesh Bhatt for their hard work in making the CRM a reality. We now use the application across all our sites to update trainee records, monitor fundraising campaigns, keep meeting notes, track and update donors , manage placement progress, create proposals and send reports to funders and other stakeholders.

Accenture staff also designed pro bono this short (see next page) brochure which we love! We would like to thanks Vijay Kumar and Nikhil Palekar of Accenture for their hard work.





Reaching out to communities day by day

Our community mobilisation team works hard in order to reach out to the community and bring trainees to our programs through everyday visits and organising bigger events.
Our trainees come from underprivileged communities across Delhi. Living conditions are basic, education standards are poor, quality training and organised employment opportunities in these areas are scarce. School leavers can usually hope to earn no more than a couple of thousand rupees a month, a sum insufficient to ensure a good standard of living. Workers are often employed in the informal sector, without a regular source of income and with little benefits and no social protection, such as paid leave or sickness allowance.
Young people living in those communities who go through school and college (mostly through correspondence courses) end up having high aspirations, even though the quality of education they've received rarely gives them the knowledge, skills and resources to kick-start their careers. Therefore, we see it as an important aspect of our work to engage closely with the entire community: youth themselves, but also their families, peers and elders, to encourage them to take up training and employment and remove barriers to work.
Our community mobilisation team (pictured below) work with local communities every day. They conduct meetings every day and visit homes according to need. In the process they distribute about 100 pamphlets a day in different communities. In addition they organize rallies, quizzes, drawing competitions and street plays. The main events this year have been certificate ceremonies, women empowerment rallies, street plays and meetings with the local Police to get their support. The Community mobilisation team also works closely with local community-based organisations. This year we have collaborated with eleven local NGOs in order to leverage on their resources and experience and better reach potential trainees

Rallies for Women's Self-reliance and Employment

ETASHA`s courses have seen a growing number of female trainees during the past years. Still, we would like to see these numbers getting even higher, because one of the keys for empowerment of women is education and training that enable them to take up meaningful work. This year our community mobilisation team held rallies in the Madanpur Khadar and Krishna Park communities to raise awareness about the need for skill development and vocational training for women. ETASHA`s faculty members, staff, corporate partners, volunteers and trainees took to the community, wearing ETASHA yellow and shouting slogans such as "ETASHA, ETASHA, Rozgaar ki Asha (Hope for Employment), "Ladki ko Padhao Desh ko Badhao" (Educate Girls for the Country's Progress).

The Community Mobilisation team also performed Street plays (nukkad natak`s) conceptualised and prepared by them, sometimes also involving our trainees, to show the community and parents what education and training can offer for girls. add a photo about the rally

Unmanifesto

At ETASHA we encourage young people to take responsibility for their lives, not only through financial independence but also through taking part in community work and different campaigns. This year ETASHA`s trainees took part in a national level event related to the rights of youth in "My Space - My Un-Manifesto Campaign" organised by 'Community the Youth Collective'. They create spaces for youth where each day they can celebrate and embrace political activism. Through workshops and online dialogues Community the Youth Collective has been collecting thousands of voices of young people.

ETASHA Trainees Quiz Prime Ministerial Candidates

Media website Newslaundry organised a series of town hall interactions with Prime Ministerial candidates in collaboration with Facebook and NDTV as a run-up to the 2014 Lok Sabha elections.

The event was held at FICCI (Federation of Indian Chambers of Commerce and Industry) over four days and was broadcast live across the country on NDTV and webcast on Facebook's live platform around the world. You can watch a recording here, where ETASHA trainee Amit gets to ask candidate Akhilesh Yadav a question live on national TV!

Some Success Stories

Shimla is currently teaching computers in Jagriti Public School in Ratya Marg, New Delhi. Before joining ETASHA, she had already completed her degree but that was not enough to secure a job in teaching - her dream job - as it is for many young women like her. She applied to lots of places but wasn't successful in getting the teaching job she so desperately wanted.

After completing the CPCTT programme, she got a job within a month. Shimla said that what actually helped her 'ace' the interview was her confidence and her fluency in English for which she cannot thank all the teachers enough. She adds that many of her grammatical errors have reduced to a very large extent, ''I am the first one to speak in all my school meetings, it FEELS GREAT!!" She started working at a salary of Rs. 5,000 and just in seven months she now gets Rs. 7,000 per month.

She has also been winning awards and getting recognition. "Teacher banne ke DO HAFTE baad mujhe ek trophy mili and Rs.500 aur parso mujhe BEST TEACHER ka certificate mila, THANK YOU for everything Etasha." (Translate to English) She was also given the responsibility to organize the annual function.

Her salary is making a huge difference to the household monthly income which is often erratic. Her father Ram Narayan is a mason who is a daily wage labourer, her mother is a housewife. She has an elder brother who works in private office and also has two younger siblings; er younger brother is studying for Btechwhile preparing for IAS exams and her sister is also studying.



Jitender Kumar, one of ETASHA's brightest young trainees who has been placed with Tata Tele Services as a Sales Executive. Jitender enrolled in the Customer Service and Work Culture program (CSWC) which provides training and placement into organised service sector companies. The course provided him with the required skill sets and knowledge of different of the different sectors where he might work and it also developed his interpersonal skills. His confidence and social skills have soared since enrolling and completing the program which he now credits the program for "saving" him from becoming wayward.



Sadhna dropped out of school after 9th grade due to illness and decided to appear for her 10th after a gap of 4 years. This decision did not come easy to her, as her parents did not support her and thought it a waste of money to pay for her exam fee.

She was determined to prove her family wrong so she sought help from her brother and after a lot of hard work, she stood second in her class. She decided she would start working after her 12th and pursue graduation through correspondence. She was interning as a teacher in an NGO but to her disappointment was not recruited due to a lack of funding. This is when she joined the CPCTT programme from ETASHA - she hadn't even touched a computer before joining the course! She learnt about hardware and software, troubleshooting and common packages and developed her communication skills, inter and intrapersonal skills, lesson planning and how to manage a class.

Now, she is currently doing her internship as a Computer Teacher in a school in Tigri. She proudly tells us that not only has this school offered her a job but that she has been offered a permanent position with the NGO she had previously interned with. Decisions Decisions!!

Shahrukh is a 20 year old who completed his 12th pass from a government school near JJ Colony, Madanpur Khadar where he lives.

Sharhrukh decided to join as a trainee of CSWC (Customer Service and Work Culture) under Project Udaan -3, funded by staff of Accenture.

For three hours every day for three months he came to our training centre in Madanpur Khadar where he developed skills including computing, spoken English, selling techniques, customer service and an understanding of the world of work. His hard work paid off and today he is employed by Aegis in Noida, UP earning Rs.7,000 per month – more than his father! He is enjoying his new life and is grateful to those facilitators whom he admires and credits with nurturing him and preparing him for the world of work. He is happy and the money he earns help support his family whilst he studies to become a Chartered Accountant.



Partners

We are grateful to our partners who generously support our work and help make a difference in the lives of young people.

Accenture India funds ETASHA through the Accenture Employee Giving Programme managed by CAF India. Accenture is currently funding CSWC programmes at our centers in Madanpur Khadar, Tigri and at premises of our NGO partners.

Asha for Education currently funds two projects with ETASHA:
1.Providing vocational training and placement to disadvantaged young people in south Delhi under Project Prerna;
2.The design and creation of audio content to supplement home learning for disadvantaged young learners under Project Shruti.

Tata Communications - in February 2014 the first batch of CODE (Computerised Office and Data Entry) students began training at our Tigri Centre, as part of a project which will see 54 young people trained and then placed in the industry, a further 12 trained then placed as part of our CPCTT (Certificate Program in Teacher Training), and 18 younger students trained in our MUPSE (Microsoft Unlimited Potential & Spoken English) programme.

Bain & Company - under Project Sarthak the consulting firm Bain & Company India is supporting vocational training and placement in two career streams for underprivileged young people at Palam Vihar, Gurgaon, Haryana. Under the pilot scheme of this project, 36 young adults will be trained in ETASHA's CODE (Computerized Office and Data Entry) and CCAT (Confidence in Accounts, Taxation and Tally) programmes.

Amdocs - Vocational training pilot began in 2014 with more due in 2014/15

Apollo International School is a co-educational, English medium residential establishment, with Classes III to XII, affiliated to Central Board of Secondary Education, New Delhi and University of Cambridge. ETASHA delivered a career guidance workshop for AIS in March 2014

Australian High Commission
The Australian High Commission, New Delhi funded the infrastructure at our project in Kundesar UP, which was then used to fund the setting up of our centre in Gurgaon.

Raunaq Public School, the leading CBSE affiliated school established under the aegis of Raunaq Education Foundation by industrialist Raunaq Singh provides education to students from pre-primary to senior secondary level. ETASHA delivered a career guidance workshop for RPS in February 2014.

Recruitment Partners

Charity Platforms

Give India is a not-for-profit online donation platform that enables users to support a cause of their choice from listed NGOs that have been scrutinised for transparency and credibility. ETASHA accepts donations online via Give India. CAF - Charities Aid Foundation

Guide Star India is an initiative of Civil Society Information Services India that provides a range of bespoke solutions to organisations and individuals willing to reach out to a large number of NGOs in India through targeted mailers, workshops, etc. ETASHA has been a validated member of Guide star since 2009.

CAF India is a registered Indian Public Trust, and a part of CAF International network. CAF India's mission is to promote effective giving, and increase the flow of resources from individuals and organizations to the not-for-profit sector. ETASHA has been a validated member of CAF since 2009, and in 2010 we submitted a proposal to Accenture via CAF to provide vocational training and placement to young people in South Delhi. The proposal was accepted and following ETASHA's FCRA clearance in 2011, Accenture, via CAF, funds vocational training and placement to young people in Madanpur Khadar.

Credibility Alliance is a consortium of Voluntary Organizations (VOs) committed towards enhancing Accountability and Transparency in the Voluntary Sector through good Governance. Registered in May 2004 as an independent, not-for-profit Organization, CA emerged as an initiative from within the Sector. ETASHA has been a validated member of Credibility Alliance since 2014.

Governing Council

ETASHA's work is overseen by the Governance Council formed of the president, vice president, 11 members, two permanent invitees, secretary and a treasurer.

Dr. Meenakshi Nayar
President



Holder of an FPM (PhD-equivalent) in Organisational Behaviour from IIM Ahmedabad and a Masters in Industrial Psychology, Dr Meenakshi Nayar is the Founder and President of ETASHA. Having worked in the corporate sector for over two decades (including as as Executive Vice President for Human Resources at DCM Ltd.), Meenakshi founded ETASHA while working with adolescents as Founder Director of EduServe Consultants, a company specialising in career guidance and life skills development. Meenakshi believes that: "every human being has the potential to succeed in some sphere if given the opportunity and resources."



Monika Gupta
Secretary

Monika joined EduServe while studying for an arts degree from Delhi University and has been supporting ETASHA from the beginning. She takes great satisfaction in watching ETASHA grow and loves the fact the no two days are the same. She runs Career Highway workshops, her personal favourite part of the job.



Ritu Motwani
Vice President

A self-employed professional, Ritu is a Founder-Member of ETASHA. Ritu is involved in everything from fund-raising and strategy to content development.

Sangeeta Sharma
Treasurer

Sangeeta is an accountant and has been working in ETASHA since 2009 as accounts supervisor. She is also a partner with SVS professional services. Before joining ETASHA she worked in various organisations including the Competition Commission of India, providing finance and accounting services.





Joseph Cherian
Member

Joseph is currently working with Philips Electronics India at their Vadodhra and Mohali Lighting Plants. He also facilitates learning exchange processes for LOG-IN Asia members in Horizontal Learning program in Bangladesh, and supports a Structured Learning Visit at Mekong Institute, Khon Kaen, Thailand.

Anita Aneja
Member

A self-employed professional, Anita's core expertise is in the domain of market research where she takes on assignments on a consultancy basis. Anita is also a career guidance specialist and worked with EduServe Consultants on several Career Guidance Projects in schools as well as in the Sexuality and Adolescence Education Project of the Ministry of HRD in the Kendriya Vidyalayas.





Sanjeev Gupta
Member

Sanjeev is a board member of many leading NGOs including Prayas, Udayan care and Pardada Pardad. He works extensively in fundraising and NGO management and conducts training workshops and presentations to national and International forums.

Priyali Prakash
Member



Priyali has spent many years in capacity building of teachers and principals, curriculum development and education management and has worked as programme manager for two major CSR initiatives in the area of education for underprivileged children.



Shikha Gupta
Member

Ex-Banker (executive with a PSU Bank for 17 years); corporate lawyer (partner at KMP Partners International); independent consultant (training, content development; media relations) are a few of the hats worn by Shikha over an interesting, multi-disciplinary work experience spanning over 26 years. She has been associated with ETASHA since inception.



Dr. Usha Jumani
Member

Usha has been a management consultant for over thirty years. Her major interest and concern is to strengthen people's organizations and enable them to represent themselves at all levels from grassroots to global.



Prof. Freda J Swaminatha
Member

Freda has 25 years of experience with top corporate organisations, management consultancy and teaching. Currently she teaches marketing at the FORE School of Management and is a guest lecturer with many other business schools.

Rohit Khaitan
Member

Rohit is an entrepreneur currently leading projects related to holistic community living, tele-medicine and home care for senior citizens and the physically challenged.

Pramod Patni
Member

Pramod is a practicing chartered accountant in the field of auditing, direct taxes, FEMA, and service tax. He has been involved with ETASHA since its inception.



Hemant Bharat-Ram
Member

Hemant is the COO of DCM, Vice Chairman of DCM Engineering Ltd, the industry leader in its field in India, and Head of Shriram Centre for Art & Culture.





Ian McBride
Permanent Invitee

Ian worked for British Telecom's fledgling Internet Services division in the UK before joining First Telecom then later Atlantic Telecom as Head of Operations in London. He set up Future London, the London Mayor's Centre of Excellence for Regeneration and joined ETASHA in 2007.

Vimala Ramachandran
Member

Vimala is a National Fellow, NUEPA, and New Delhi. She has published extensively on education, health, gender issues and women's empowerment and is engaged in advocacy for universal quality education and girls' education.



Anindita Kar Gupta
Permanent Invitee

Anindita has over ten years of experience which is a blend of administration (as school Principal) and classroom teaching. In 2002-3 she was awarded for outstanding performance by a federation of Public Schools in Delhi.



The Team



Dr. Meenakshi Nayar
President

Ian McBride
Communications Director &
Master Facilitator





Veenita Shama
Master Facilitator

Veenita brings to ETASHA a wealth of experience from her long career as a school principal and education manager. Her work at ETASHA includes content development, faculty development and mentoring as well as training delivery. In addition to teaching and interacting with people, Veenita also loves gardening.



With ETASHA almost from day one, Mini performs a range of roles at ETASHA, from facilitating and lesson planning to placement and Job Club. ETASHA is Mini's second home and she is as proud of it as anyone could be.

Mini Bhargava
Placement Coordinator

Parul Mehra
Skills Development Manager

Before joining ETASHA Parul worked as Programme Manager with Spandana - an NGO dealing primarily with micro credit and finance. Parul conducts English, pronunciation, selling skills and world of work classes. She enjoys music, dancing, and travelling.





Pearl Sawhney
Facilitator

Pearl worked with print and electronic media before moving to the development sector, where she was with Roshni, an NGO working in the areas of education. Pearl joined ETASHA as facilitator in October 2012. She has been actively involved in theatre from a very young age and takes a keen interest in photography.

Yash joined us as a facilitator after completing his Economics degree in the US. This is Yash's first role in the development sector, though he has volunteered in the Asian Student Union and International organization in Costa Rica, where he was studying. One of Yashes favorite free time activity is cooking.

Yash Bhatnagar
Facilitator





Anindita Kar Gupta
Full-time Faculty Member

Anindita has over ten years of experience working in schools as a principal, classroom teacher and administrator. Anindita holds classes including career highway and develops NGO networking.

Before joining ETASHA as Centre Manager in January 2013, Mukesh worked in various roles in the NGO sector – at Gene Campaign as a Program Coordinator; at Noida Childline as a Centre Coordinator and at Pravah on a youth intervention project. In his free time Mukesh is a real thespian, writing, directing and acting in plays with theatre groups that he is associated with.

Mukesh Tomar
Centre Manager





Shiv Kumar Dhawan
Facilitator

Shiv joined ETASHA's CPCTT program after completing his MA degree in English with a view to train as a computer teacher. Shiv later joined ETASHA as a computer skills facilitator, where he also has responsibility for maintaining our technical equipment as well as conducting computing classes for our students. Shive likes to read books and listen to music.



Atul Yadav
Center manager and Facilitator

Atul has previously worked as an assistant manager. After post-graduation he joined ETASHA as a facilitator and a centre Manager. In his free time Atul enjoys listening to music and traveling.



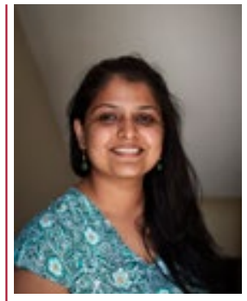
Anil Nayar
Special Consultant

With over 25 years in international business, Anil brings a wealth of experience as one of ETASHA's volunteers. He currently heads Strategic Management Services and sits on the boards of several companies. Anil advises on all strategic, financial and governance matters of ETASHA. He also regularly gives his time as a panelist during candidates' mock interview sessions. When Anil's busy schedule allows him, he loves to go travelling.

Before joining us at ETASHA as a facilitator, Jaya was involved with Juvenile Rehabilitation Centre (Govt. of Andhra Pradesh). In her leisure time, she enjoys whipping up culinary delights and travelling to less explored destinations.

Jaya Mukherjee
Facilitator





Shailly Awasthi
Facilitator

Shailly joined us as a facilitator in January 2013. She brings with her over three years of experience in education and hospitality. Shailly loves Italian food and reading anything and everything related to philosophical debates of life, religion and culture.



Shefali Gupta
Facilitator

Shefali joined ETASHA as a facilitator quite newly. Teaching distinct groups can be difficult; luckily, Shefali is more than qualified to cope with it, since in 2013, she completed her elementary teacher education requirements. Shefali really loves reading.

Not only is ETASHA the first NGO Nidhi has worked with, it's also her first job! She can always be seen with a smile on her face and an enthusiastic demeanor when facilitating classes at CDC 1 in Madanpur Khadar! In her free time Nidhi reds books and plays badminton.

Nidhi Rana
Facilitator





Tridib Misra
Facilitator

Having lived, studied and travelled all over the world Tridib, who has a B.A in Sociology and International Studies, has experience in education, international development and telemarketing. He joined ETASHA as a Facilitator in August 2012. He plays tennis, likes to experiment in the kitchen and -a traveller at heart -he likes to backpack "anywhere and everywhere!"

Vindhya Vatsyayan
Facilitator

Vindhya is a trained Biologist designing an innovative database for use in AIIMS Delhi, and is a mentor with DAV United, where she helps school students develop skills inter personal skills.
In her free time she enjoys travelling, Hindi cinema, social media and web design.

Farhan Mughees
Project Coordinator



Farhan resisted family pressure to study engineering so determined was he to join the development sektor. He has studied both social work and human rights. He has worked as Peer Educator for Naz Foundation and then as a research assistant at Oxford Policy Management. Farhan loves to travel and is at his happiest when lost in a great book.

Arjumand Fatima
Counsellor and
Relationship Manager

Arjumand has to her credit, work experience in projects spanning health, environment, street and working children and now, with ETASHA, employability. A member of Amnesty International and of the Forum of Human Rights AMU, Arjumand has also worked as a Joint-Editor of the newsletter of social work.



Administrative Staff

ETASHA alumnus Mukesh joined us as an office administrator after having completed the CODE (Computerised Office & Data Entry) programme at our centre in Madanpur Khadar. Mukesh is studying for a BA via correspondence from Delhi University. When not working or studying Mukesh likes to "watch cricket, play cricket, talk about cricket and dream cricket!"

Mukesh Aggarwal
Office Administrator



Ekta Singhal
Office Administrator

Ekta is ETASHA's administrative assistant. A former ETASHA trainee herself, Ekta went on to receive her BA from Delhi University in the Arts and Sciences. Ekta likes to spend her time in the company of music, books and children.



Satish Chandra (Suresh)
Support Staff

Suresh is ETASHA Society's very first support staff! He has enjoyed watching ETASHA set up and grow over the years. He loves walking around the neighbourhood, watching and playing cricket, and finding some quiet time to read the daily newspaper.





Sangeeta Sharma
Accounts Supervisor

Community Mobilization Team



Rajeev Chaurasia
Community Mobilizer

Rajeev Chaurasia joined the ETASHA Community Mobilisation Team in October 2012. Previously he worked with the NGOs Jan Shikshan Sansthan, Katha and Deepalaya. He holds an MA in Rural Development. In his free time Rajeev is writing articles and short sketches.



Mayank Singhania
Community mobilizer

Mayank has studied social work and NGO management. His professional experience includes work as youth leader, assistant project leader, project coordinator and teacher. He loves theatre, other fine arts, making documentary movies, and visiting historical places.



Shivani Mehar
Community mobilizer

Shivani is part of the community mobilisation team in our centre in Madanpur Khadar. She is a former ETASHA trainee, taking part in a CODE course. She likes to sing and read books.



Shalini Pathak
Community Mobilizer

Shalini has studied sanskrit and at the moment is doing a master degree. She is a former trainee from ETASHA`s CSWC training program. When not moving around in the community as a mobilizer she likes surfing on the internet and cooking food.

Pawan Kishor
Community mobilizer

Pawan is part of the team in our Gurgaon centre. He is pursuing a bachelor degree from Delhi University. When not working in the community or studying he likes to listen to music and dance.

Sarika
Community mobilizer

Sarika joined ETASHA's community mobilisation team in June 2012. She is currently pursuing graduation in Social Work and has done 1 year internship in MAMTA GRC. She likes interacting with new people and reading newspapers.





Nitesh Pathak
Community Mobilization

Nitesh completed his master in 2012 before joining the ETASHA team. He has work experience in rural and community development and is passionate about working with young people, interacting with people and reading books.

Ankit is simultaneously working part time in community mobilisation and taking part in a CODE course in Gurgaon. His hobbies are singing and travelling.

Ankit Saini
Community mobilizer

Interns and volunteers

Working with volunteers particularly in areas such as web design and maintenance, social media, photography, videography, communications and research has been a very successful strategy of ETASHA for many years. In 2013-2014 we worked with several international and local volunteers, including:

Sabina Cevek and Johanna Mueller
Interns

Sabina and Johanna spent three months in Delhi on an internship provided by GLEN (Global Education Network of Young Europeans), a network of 10 organisations from the European Union that sends pairs of interns (tandems) to host organisations in the countries of the 'Global South'.

Sabina, from Slovenia, and Johanna, Germany, were involved in community-based research on perspectives on education, career and employment among young people and their parents in slum and resettlement areas of South Delhi, where ETASHA's Career Development Centres are placed.



Kavita Sarma and Rachel Prasad
Interns



Kavita and Rachel are two wonderful volunteers who volunteered with ETASHA during their summer holiday after finishing their bachelors degree in economics. They were working on a pilot project called Shravan or English for Mobile. Shravan stands for hearing. English for Mobile is a software developed by Applied Mobile Labs what offers English lessons over phone (recorded lessons, tests, and live chats that are available also on the most basic handset, no smartphone needed). That gave our trainees a chance hear and learn English on their free time with the help of trained teachers. Their main tasks were recruitment of students, communication with Applied Mobile Labs, and fundraising to cover the costs of the project. Even though it was their first time to do fundraising, they managed to raise 21000 rupees, what covered the cost for 20 students.
Rachel and Kavita were both very happy about the chance to be part of ETASHAs family: for the moments shared, for wonderful people met, and for the experiences gained.

Friends of ETASHA

We are enormously grateful to the diverse group of people from all over the globe who support our work. Some volunteer, others act as advocates for our work, and others donate.

We would like to thank all the following friends without whose contribution we would not be able to help young people become employable.

Giving through Volunteering

We have been lucky to have some wonderful volunteers in 2013-2014. We would particularly like to thank: Deepankar, Shailja Bhatnagar, Ishita Vasishth, and Monu or their outstanding photography; Ketaki Singh, Sabina Cevek, Johanna Mueller, Nishant Agarwal, Richa Chandnani , Kirti Gupta, Rabindra Verma, Masooma Shrivastav and Nalin Balooni for the work they have done in the field of research and impact assessment; Ananya Jain for developing Remedial English courseware; Kavita Sarma and Rachel Prasad for developing English on mobile and for fundraising; Kartik Jain for working with social media, audio and video; Sanam Gupta for Skype Pal project ; Saurabh, Ebad, Rashid, Azhar and Junaid for volunteering at or community mobilising team.

If you would like to become an ETASHA volunteer, please e-mail etasha@etashasociety.org or call 011 2922 1320 / 21 /22

With sincere thanks to

Mr. Prashant Ashar, Ms. Vaishali Ashar, Mr. Nitin Badjatya, Ms. Alka Bakaya, Mr. Karan Bhalla, Ms. Vijay Bhalla, Dr. Vinay Bharat-Ram, Ms. Mini Bhargava, Mr. SM Hajela, Mr. Punit Jain, Mr. Satyendra Jain, Mrs. Sukhda Kanwar, Mr. Anant Kasliwal, Ms. Suruchi Kasliwal, Mr Sudhanshu Kasliwal, Ms. Geeta Mathur, Mr, Mr. Ian McBride, Sudhir Mathur, Ms. Tracy Meller, Mr. Mool Chand Mehra, Mrs. Parul Mehra, Ms. Ritu Motwani, Mr. JK Motwani, Mr. Sanjay Motwani, Mr. Amar Mudi, Ms. Aditi Nayar, Mr. Anil Nayar, Ms. Indira Nayar, Mrs. Meenakshi Nayar,Mr. K Pradeep, Mr. & Mrs. Dhruv Prakash, Mr. Achal Raghavan, Ms. Maya Raghavan, Mr. Prem Saigal, Mr. Suresh Shetty, Mrs. Veenita Sharma, Mr. Shashi Sharman, Ms. Usha Soni, Mr. Yogi Soni, Ms. Freda Swaminathan,Ms. Snehal Toley, Mr. Vijay Toley, Dr. Poonam Varma, Mr. SK Varma, Ms Batsala J Yadav, Staff of Barclays Shared Services,Dileep Associates, Easel Art Gallery-Delhi, Emerging Securities Pvt. Ltd., Futures First, Littelfuse US, Pamac, R.E.D. Corporate Training Pvt. Ltd.-Delhi, Strategic Management Services (SMS)

Mr. Deepak Ahluwalia, Ms. Manjul Ahluwalia, Mr. Firoz Ahmed , Mrs. Melanie Alitt, Mr. Azhad Ali, Ms. Anisha, Mr. Sanshul, Mr. Nippun Aneja, Ms. Nishi Arora, Ms. Monika Arora, Dr. Pramod Arya, Mr. Vinod Arya, Ms. Andrea Asai, , Mr. Shiv Gopal and Mrs. Vijaya Awasthi, Mrs. Garima Badjatia, Ms. Heena Bakshi, Mr. Anuj Bahl, Ms. Manjul Bajaj, Dr. Barbara, Mr. Anil Batra, Mr. Girish Batra, Ms. Sonali Batra, Mr. V P Baweja , Mrs. Helga Beyer, Mr. Uli Beyer, Ms. Aditi Bhalla, , Ms. Rita Bhalla, Mr. Sangram Bhalla, , Ms. Amita Bhandari, Mr. LC Bhandari, Mr. Hemant Bharat-Ram, , Mr. Abhishek Bhargava, Ms. Sanovar Bhargava, Ms. Jyoti Pradeep Bhat, Mr. Pradeep Bhat, Ms. Shailja Bhatnagar, Mr. Nirmal Kanti Bhattacharjee, Mr. Ankur Bhoria, Mrs. Gerhild Brehmer, Mr. Hinrich Brehmer, Ms. Alka Budhraja, Mr. Naveen Budhraja, Mrs. Kanchan Chand, Mr. Subhash Chander Sarin, Ms. Anamika Chandola, Ms. Richa Chandnani, Dr. Yogesh Chaturvedi, Mr. Nikhil Chaudhury, Mr. Florent Chaouby, Ms. Ritu Chaudhury, Mr. Nandu Chawdhury. Ms Annika Cichos, Ms. Poonam Chhabra, Ms. Priya Chopra, Mr. Alok Dar, Mr. Gopal Das, Mrs. Vipla Datta, Mr. Jay Dave, Mr. Rajiv De Costa, Mr. Vishnu Deuskar, Mr. Rohan Dhiman, Ms. Kristina Dings, Miss Chantal Dirkes, Miss Nicole Dirkes, Ms. Dhriti, Dr. Evamaria Fleck, Professor Vinod Dumblekar, Ms. Smita Garg, Ms. Garima Badjatia, Ms. Roswitha Gautam, Ms. Indu Prem Gehani, Mr. Rajnesh Gehani, Ms. Pooja Gehani, Mr. Prem Tejumal Gehani, Mr. Kishlay Ghosh, Mr. Daramchand Godha, Ms. Bela Godha, Ms. Surbhi Godha, Mr. Sumeet Gugnani, Mr. Dileep Gupta, Dr. JP Gupta, Ms. Shrayva Gunishetty, Ms. Anisha Gupta, Mr. BD Gupta, Mr. Harimohan Gupta, Ms. Kirti Gupta, Ms. Monika Gupta, Ms. Nalini Gupta, Captain Navdeep Gupta, Mr. Prabodh Gupta, Mr. Pradeep Gupta, Mr. Ratandeep Gupta, Mr. RC Gupta, Mrs. Wilu Huelck, Dr. Volker Huelck, Mr. Nituj Hari Har Lal, Ms. Heena, Mr. Ajit Jain, Mr. Amit Jain, Ms. Bina Jain, Mr. Jitendra Kumar Jain, Ms. Geetika Jain, , Mr. Prabodh Jain, Mr. Salil Jain, Mr. Sanmatindra Kumar Jain, , Ms. Michelle Jenny, Mr. RD Jenny, Mr Nikhil Jeswani, Mr. Ajit Jha, Mr. Arunabh Jha, Ms. Batsala Jha Yadav, Mr. Sanjay Joneja, Ms. Jyotsna, Ms. Prakruti Kale, Ms. Kalpana, Ms. Kanishka, Mr. Pankaj Kanwar and , Mr. Amitabh Kapoor, Mr. Bharat Kapoor, Mr. Yogesh Kapur, Mr. Rajat Kakkar, , Mr. Apaar Kasliwal, Ms. Manju Kasliwal, Mr. Harshwardhan Kasliwal Ms. Ritu Kasliwal, Mr. Shashank Kasliwal, , Ms. Sukriti Kasliwal, Ms.Usha Kasliwal, Mr. Vaibhav Kasliwal, Mr. PB Kathuria, Dr.Manveen Kaur, Mr. Akhil Khanna, Mr. Jiwan Lal Khanna, Mr. Samson Khisty, Mr. Sunny Khurana, Mr. Yash Khurana, Mrs. Rose-Karin Koch, Dr. Rainer Koch, Ms. Sneha Kohli, Mr. Komal, Ms. Siddhartha Kothari, Mr. Suresh Kothari, Mr. Ashwani Kumar, Mr. Ravi Kumar, Mr. Navneet Kumar, Ms. Heena Kumari, Mr. Anupam Kumar, Mr. Nituj Lal, Mr. Arun Kumar Mittal, Ms. Maansi, Ms. Prashansha Madan, Professor Madhavan, Ms. Sunayana Malik, Mr. Prateek Malhotra, Ms. Mahila Madal, Ms. Madhurima, Ms. Mahila Satsang Mandal, Mr. Crecil Mascarenhas, Ms. Aparna Mathur, Ms. Donna McBride, Mrs. Evelyn McBride, , Ms. Mehak, Mrs. Asha Mehra, Miss Anushka Mehra, Mrs. Madhu Mehra, Master Dhruv Mehra, , , Mrs. Mehta, Mr. Arun Mittal, Mrs. Inge MoellerMs. Mudita, Mr. Bernd Muller, Ms. Ridhi Murari, Ms. Girija Nair, Mr. Manu Nanwani, Ms Ananya Narain, Ms. Sukanya Narain, Mr. Atulya Nath, Mr S Nauman Mr. Amit Nayar, , Mr. Arjun Nayar, Mr. Ashwani Nayar Mr. Deepak Nayar, Ms. Ruby Nayar, late Mrs. Urmil Nayar, Mr. Neeraj, Mr. Nishant, Ms. Reshma Notaney, Mr. Dieter Obst, Mrs. Elfi Obst, Ms. Pallavi, Mrs. Padmaja Patankar, Mr. Prakash Patankar, Mr. Pramod Patni, Mr. Piyush, Mr. Suresh Poddar, Ms. May Portass, Ms. Ishita Pradhan, Mr. Muttathottil Kurian Prasad, Mr. Muttathottil Paulo Prasad, Ms. Rachel Prasad, Mrs. Reeja Prasad, Ms. Anjali Prakash, , Mr. Om Prakash, Mr. Urban Presker, Ms. Shrini Priya, Mr. Prinek, , Mrs. Vimala Ramachandran, Mr. Kannan Ranganathan, Mr. NS Rane, Mr. Sanatan Raychaudhuri, Ms. Vipasyana Reddy, Mr. Albinus Rona, Ms. Ronika, Mr. RP Rungta, Mr. Satish Sadasivan, Mr. Avneesh Saksena, Ms. Sanjana, Mr. SC Sarin, Dr. Gajendray t Dev Sarma, Ms. Kavita Sarma, Dr. Vinod Sarma, Ms. Suchitra Sengupta, Mr. Deepak Seth, Ms. Geetika Seth, Ms. Sushma Seth, Ms. Maullika Sharma, Ms. Namrata Sharma, Ms. Sangeeta Sharma, Mr. Sharad Sharma, Mr. Shreyas Sharma, Mr. Vijay Sharman, Mr. Chandra Shekhar Shetty, Ms. Masooma Shrivastav, Ms. Shruthi, Mr. Chris Sims, Mr. Nikhil Sorout, Mr. Anupam Singh, Mr. DP Singh, Mr. Gursharan Singh, Ms. Jaya Singh, Mr. Jitender Singh, Ms. Ketaki Singh, Mr. Naval Singhal, Ms. Pragati Singh, Mr. Rajeev Kumar Singh, Mr. Rajpal Singh, Mr. Siddharth Singh, Mr. Vikas Singh, Ms. Rinku Sobti, Mr. Harish Soni, Mr. Rajat SoniMr. GR Sood, Mr. Ashish Sood, Mr. KK Sridar, Ms. Prabha Sridar, Mr. David Steel, Mr. K N Subramanian, Ms. Stuti, Mr. Ravi Sud, Ms. Shankuntla Sugani, Ms. Sukriti, Mr. Vijay Sultania, Mr. Sham Sundar, Mr. Sham Sunder, Ms. Surbhi, Ms. Simi Suri, Ms. Shreya Talwar, Mr. Tarun, Mr. RS Tomar, Mr. R.S. Tomer, Ms. Indira Varma, Mr. Vineet Varma, Mr. Suneet Varma, Mr. Vivek Varma, Mr. Rajesh Verma, Mr. Navneet Vinaik, Mr. Abhishek Vyas, Mr. Arvind Wable, Ms. Neerja Wable, Ms. Pratyasha Yadav, Ms. Garima Kumari, Harish .

Aadhar Financial Services, Abhishek Travel Consultants, Accenture India, American India Foundation Trust, Staff of Aptara- Delhi, Concern India Foundation, Noida, Dewan Uday Lal Trust- Jaipur, helpyourngo.com India Pvt. Limited, Alumni of MBA IMD Lausanne 2009, Indiamart Intermesh Ltd., Indication Instruments- Faridabad, Shree Jumani Foundation - Ahmedabad, Life System (I) Pvt. Ltd., Smt., Lalita Devi Ram Chandra Kasliwal Trust – Jaipur, Kamal Ratan Charitable Trust-Jaipur, Life System(I) Pvt. Ltd - Mumbai., Make My Trip, Navank Consulting, NetAmbit, Pain Prayer PeacePaul Carpets and Flooring-Delhi, Pearls Broadcasting Corporation Pvt. Ltd, Delhi, PNB Prerna, Possiblers, Prashant Godha Charitable Trust- Mumbai, Rasheela Enterprises Pvt. Ltd., Raghuvesh Charitable Trust, Rinox Kauffman, Staff of Samsung Electronics- Noida, Bhajan Mandali, Somit World, Delhi, Swastika Art Gallery, Delhi, TCNS Clothing Company Pvt. Ltd, Suneet Varma Design, Yash Pal, Veena Poddar, Gerhild & Hinrich Brehmer, House of Pearl Fashion Limited.

Financials

AHUJA & AHUJA
Chartered Accountants

FORM NO. 10B

[See Rule 17B]

Audit Report under section 12A (b) of the Income-tax Act, 1961 in the case of Charitable or religious trusts or institutions

We have examined the balance sheet of ***Etasha*** **Society**E-48, Greater Kailash Enclave-Part 2, New Delhi-110048 as at 31st March 2014 and the income & expenditure account for the year ended on that date which are in agreement with the books of account maintained by the said institution.

We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of the audit. In our opinion, proper books of account have been kept by the head office and the branches of the above-named institution visited by us so far as appears from our examination of the books, and proper returns adequate for the purposes of audit have been received from branches not visited by us, subject to the comments given below:

In our opinion and to the best of our information, and according to information given to us the said accounts give a true and fair view:-
1) In the case of the balance sheet of the state of affairs of the above-named institution as at 31stMarch 2014 and
2) In the case of the income & expenditure account, of the surplus of its accounting year ending on 31st March 2014
The prescribed particulars are annexed hereto.

For AHUJA & AHUJA
FRN NO: 019198N
Chartered Accountants

Varsha Ahuja
Partner
M. No. 503154

Place New Delhi
Date 07/07/2014

Notes:

*Strike out whichever is not applicable.

!This Report has to be given by--

i. a chartered accountant within the meaning of the chartered Accountants Act, 1949 (38 of 1949); or

ii. any person who, in relation to any State, is, by virtue of the provisions of sub-section (2) of section 226 of the Companies Act, 1956 (1 to 1956), entitled to be appointed to act as an auditor of the company registered in that State.

Where any of the matters stated in this Report is answered in the negative, or with a qualification the report shall state the reasons for the same.

ANNEXURE
STATEMENT OF PARTICULARS
I Application of income for charitable or religious purposes.

1.	Amount of income of the previous year applied to charitable or religious purposes in India during that year.	Income 7733104 Less income Applied 6375011 Surplus 1358093
2.	Whether the trust/institution* has exercised the option under clause (2) of the Explanation to section 11 (1)? If so, the details of the amount of income deemed to have been applied to charitable or religious purposes in India during the previous year.	Yes,The Etasha Society has excercised the option under Clause (2) of the explanation to Section 11(1).The amount of deemed to be applied income is Rs. 198127.The reason of the same is mentioned in the enclosed letter.
3.	Amount of income accumulated or set apart*/finally set apart for application to charitable or religious purposes, to the extent it does not exceed 15 per cent of the income derived from property held under trust wholly*/in part only for such purposes.	1159966
4.	Amount of income eligible for exemption under section 11(1)(c) [Give details]	Nil
5.	Amount of income, in addition to the amount referred to in item 3 above, accumulated or set apart for specified purposes under section 11(2)	Nil
6.	Whether the amount of income mentioned in item 5 above has been invested or deposited in the manner laid down in section 11(2)(b)? If so, the details thereof.	NA
7.	Whether any part of the income in respect of which an option was exercised under clause (2) of the Explanation to section 11(1) in any earlier year is deemed to be income of the previous year under section 11(B)? If so, the details thereof.	NA
8.	Whether, during the previous year, any part of income accumulated or set apart for specified purposes under section 11(2) in any earlier year :-	
a.	has been applied for purposes other than charitable or religious purposes or has ceased to be accumulated or set apart for application thereto, or	NA
b.	has ceased to remain invested in any security referred to in section 11(2)(b)(i) or deposited in any account referred to in section 11(2)(b)(ii) or section 11(2) (b) (iii), or	NA
c.	has not been utilised for purpose for which it was accumulated or set apart during the period for which it was to be accumulated or set apart, or in the year immediately following the expiry thereof? If	NA

so, the details thereof

II. Application or use of income or property for the benefit of persons referred to in section 13 [3].

1.	Whether any land, building or other property of the *trust/institution was made, or continued to be made, available for the use of any such person during the previous year ? If so, give details of the property and the amount of rent or compensation charged, if any.	NO
2.	Whether any payment was made to any such person during the previous year by way of salary allowance or otherwise? If so, give details.	NO
3.	Whether the services of the *trust/institution were made available to any such person during the previous year? If so, give details thereof together with remuneration or compensation received, if any.	NO
4.	Whether any share, security, or other property was purchased by or on behalf of the *trust/institution during the previous year from any such person? If so, give details thereof together with the consideration paid.	NO
5.	Whether any share, security, or other property was sold by or on behalf of the *trust/institution during the previous year to any such person? If so, the details thereof together with the consideration received.	NO
6.	Whether any income or property of the *trust/institution was diverted during the previous year in favour of any such person? If so, give details thereof together with the amount of income or value of property so diverted.	NO
7.	Whether the income or property of the *trust/institution was used or applied during the previous year for the benefit of any such person in any other manner? If so, give details.	NO

III. Investment held at any time during the previous year(s) in concerns in which Persons referred to in section 13(3) have a substantial interest.

Sl. No	Name and address of the concern	Where the concern is a company No. and class of shares held	Nominal value of the investment	Income from the investment	Whether the amount in Col. 4 exceeded 5% of the capital of the concern during the previous year-say. Yes/No
1	2	3	4	5	6
		NIL			
		Total			

Place: New Delhi
Date :07/07/2014

For AHUJA & AHUJA
FRN NO: 019198N
Chartered Accountants

Varsha Ahuja
Partner
M .No 503154

ETASHA Society **Balance Sheet as at 31st March 2014**

LIABILITIES		**AMOUNT (Rs.)**
CORPUS FUND		
Balance as per last year	505000	
Corpus during the year	214549	719549.00
GENERAL FUND		
Income & Expenditure Account		
Balance as per last year	126072.77	
Add : Surplus for the year	1431639.37	
	1557712.14	
UNSECURED LOANS		
Loan Anil Nayar		520000.00
CURRENT LIABILITIES		
TDS Payable		4000.00
		2801261.14

ASSETS			AMOUNT (Rs.)
FIXED ASSETS			
(As per Schedule attached)			
WDV as on 1.4.13	332586.09	1	
Add: Additions	263222.00		
Less : Depreciation	189675.52		
WDV as on 31.3.14			406132.56
CURRENT ASSETS			
Tax Deducted At Source		2	312078.54
CASH & BANK BALANCES:			
Cash in Hand		3	13240.00
Balance with Scheduled Banks			
In Savings Accounts :-			
BOI FCRA	135925.69		
Boi Etasha	-90688.26		
Hdfc Etasha	14523.61		
Sbi Etasha	9549.00		
	69310.04		
In Fixed Deposit Accounts	1961000.00	4	
2030310.04			
Advance Deposits		5	39500.00
			2801261.14



ETASHA Society **Receipts & Payment for the year ended 31st March, 2014**

RECEIPTS Amount (Rs.)	**2013/14**
Opening Balance	
Cash in Hand	9915.00
Bank	155531.60
Receipts	
Donations	
Donation - Corpus	214549.00
Donation - Give India	1627552.30
Donation - Individual	498532.00
Donation-Marathon	686448.00
Career Highway programme fee	
Abhas 75000.00	
Nari Shakti Jagran Samiti	5000.00
Raunaq Public School	110000.00
Project Funds	
Asha for Education - Project Prerna 2	
415000.00	
Asha for Education - Project Shruti	71000.00
Asha Foundation Project Prena-3	425000.00
Bain and Co.	
254870.00	
CAF- INDIA	
1104350.00	
ITI SIRIFORT	190000.00
Project Samriddhi Capex	744000.00
Project Samriddhi Opex	796853.92
Tata Communication	258128.00
Training Fees	
Training Fees CDC - 1	
156050.00	
Training Fees CDC - 2	219650.00
Training Fees CDC - 3	8200.00
Trainning Fees Kundesar	40000.00
Indirect Incomes	
Bank Interest	
30128.91	
Interest on FD	2042.21
Interest on I.Tax	12898.85
Sale Of Scrap	2400.00
Decrease in Current Assets	111415.15
8224514.94	

Adminstration Support Salary	361800.00
Community Mobilisation Salary	582111.00
Operation Salary	2574180.00
Placement Coordinator	382500.00
Electricity Expenses	84145.00
Office Repair and Maintenance	101965.00
Salary Office Support	86390.00
Staff Welfare	143514.00
Telephone and Internet Expenses	71552.00
Water Expenses	26106.00
Rent	633700.00
Conveyance	281986.00
Travel Expenses	46753.00
Interest on staff deposit	24161.00
Bank Charges	6040.65
Banners and Pamphlets	14310.00
Brokerage rent	20000.00
Certificate Ceremony Expenes	42487.0
Community Mobilization and Publicity	30324.00
Computer Repair and Maintenance	143237.00
Fund Raising Expense	65120.00
Honorarium & Professional Charges-External Faculty	144300.00
Interest on TDS	605.00
Intern Expenses	24559.00
Membership Fees	15400.00
Misc. Expenses	5221.00
Newspaper and Periodicals	2245.00
Payment Gateway Charges	2696.64
Postage and Courier	3356.00
Printing and Stationary	100262.00
Programme Exposure and Visit Expense	80211.00
Projector Hiring & Repair Expense	2650.00
Seminar Fees	3752.00
Website Development	4150.00
Loan repayment to Meenakshi Nayar	215280.00
Loan repayment to Anil Nayar	273000.00
Loan repayment to Eduserve	63700.00
Addition in Fixed Assests	263222.00
Increase In Fixed deposits	1135548.59
Decrease in current liability	79425.00
Closing Balance	
Cash in Hand	13240.00
Bank	69310.04
8224514.92	



ETASHA Society **Income and Expenditure for the year ended 31st March, 2014**

EXPENDITURE	AMOUNT
Adminstration Support Salary	361800.00
Community Mobilisation Salary	582111.00
Operation Salary	2574180.00
Placement Coordinator	382500.00
Electricity Expenses	84145.00
Office Repair and Maintenance	101965.00
Salary Office Support	86390.00
Staff Welfare	143514.00
Telephone and Internet Expenses	71552.00
Water Expenses	26106.00
Rent	633700.00
Conveyance	281986.00
Travel Expenses	46753.00
Interest on staff deposit	24161.00
Bank Charges	6040.65
Banners and Pamphlets	14310.00
Brokerage rent	20000.00
Certificate Ceremony Expenes	42487.00
Community Mobilization and Publicity Expenses	30324.00
Computer Repair and Maintenance	143237.00
Depreciation	189675.53
Fund Raising Expense	65120.00
Honorarium & Professional Charges-External Faculty	144300.00
Interest on TDS	605.00
Intern Expenses	24559.00
Membership Fees	15400.00
Misc. Expenses	5221.00
Newspaper and Periodicals	2245.00
Payment Gateway Charges	2696.64
Postage and Courier	3356.00
Printing and Stationary	100262.00
Programme Exposure and Visit Expense	80211.00
Projector Hiring & Repair Expense	2650.00
Seminar Fees	3752.00
Website Development	4150.00
To Surplus for the year carried to Balance Sheet	1431639.37
	7733104.19

INCOME	AMOUNT
Donations	
Donation - Give India	1627552.30
Donation - Individual	498532.00
Donation-Marathon	686448.00
Career Highway programme fee	
Abhas	75000.00
Honorarium and Professional Fees	5000.00
Raunaq Public School	110000.0
Project Funds	
Asha for Education - Project Prerna 2	415000.00
Asha for Education - Project Shruti	71000.00
Asha Foundation Project Prena-3	425000.00
Bain and Co.	254870.00
CAF- INDIA	1104350.00
ITI SIRIFORT	190000.00
Project Samriddhi Capex	744000.00
Project Samriddhi Opex	796853.92
Tata Communication	258128.00
Training Fees	
Training Fees CDC - 1	156050.00
Training Fees CDC - 2	219650.00
Training Fees CDC - 3	8200.00
Trainning Fees Kundesar	40000.00
Indirect Incomes	
Bank Interest	30128.91
Interest on FD	2042.21
Interest on I.Tax	12898.85
Sale Of Scrap	2400.00
	7733104.19



Particulars of Fixed Assets

ETASHA SOCIETY
Particulars of Fixed Assets with Depreciation Schedule
Financial Year 2013-14
Schedule 1

Particulars	Rate of depreciation	W.D.V. as on 01.04.2013	Addition during the period		Gross Value	Depreciable Allowable	W.D.V. as on 31.3.2014
			Before 30th Sept 2013	After 30th Sept 2013			
(a)	(b)	(c)		(d)	(e)	(f)	(g)
10% BLOCK							
Furniture	0.1	23831.23		18614	42445.23	3313.82	39131.41
Boards	0.1	4773.13			4773.13	477.31	4295.81
15% BLOCK							
Office Equipments	0.15	43253.85			43253.85	6488.08	36765.77
Canopy	0.15	3612.50			3612.50	541.88	3070.63
Pantry Equipments	0.15	1311.81			1311.81	196.77	1115.04
Fan	0.15	5974.94			5974.94	896.24	5078.70
LCD Equipments	0.15	20730.29			20730.29	3109.54	17620.74
Power Backup	0.15	56980.18			56980.18	8547.03	48433.15
Invertor	0.15	14938.75	80904		95842.75	14376.41	81466.34
RO System	0.15	16239.62			16239.62	16239.62	0.00
Camera	0.15	9435.00			9435.00	1415.25	8019.75
Cooler	0.15	5510.00			5510.00	826.50	4683.50
DictaPhone	0.15	3658.01			3658.01	3658.01	0.00
60% BLOCK							
Computer	0.6	122218.21		120225	242443.21	109398.42	133044.78
Printer	0.6	118.58		8100	8218.58	2501.15	5717.43
100% Block							
MP3 Players	1			35379	35379.00	17689.50	17689.50
Total		**332586.09**	**80904.00**	**182318.00**	**595808.09**	**189675.52**	**406132.57**

Norms and Disclosures

ETASHA complies with all legal obligations required of a Registered Society, and also commits to adhering to norms of practice as defined by partner organisations, including Give India and Credibility Alliance.

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

Salary and benefits of the NGO head, the highest paid staff member and the lowest paid staff member

Head of the organization: (including honorarium) Rs. Nil

Highest paid Full Time regular staff: Rs. 4,08,000 per year

Lowest paid Full Time regular staff: Rs. 66,000 per year

List of Governing Council Members and Their Remuneration

Name	Designation	Remuneration/ Reimbursements
DR. MEENAKSHI NAYAR	President	NIL
MRS. RITU MOTWANI	Vice-President	NIL
MS. MONIKA GUPTA	Secretary	NIL
MS. SANGEETA SHARMA	Treasurer	1,20,000
MRS. FREDA J SWAMINATHAN	Member	NIL
MR. PRAMOD PATNI	Member	NIL
MR. ROHIT KHAITAN	Member	NIL
MR. HEMANT BHARAT-RAM	Member	NIL
MS. SHIKHA GUPTA	Member	NIL
MS. PRIYALI PRAKASH	Member	NIL
Ms. VIMALA RAMACHANDRAN	Member	NIL
Mr. SANJEEV GUPTA	Member	NIL
Mr. IAN MCBRIDE	Permanent Invitee + Full Time Faculty	Rs.4,08,000/- as Faculty
Ms. ANINDIDTA KAR GUPTA	Permanent Invitee + Full Time Faculty	Rs.3,60,000/- as Faculty

Salary Slab and Gender-wise Distribution of Staff

Slab of gross monthly salary (in Rs.) plus benefitspaid to staff	Male Staff	Female Staff	Total Staff
< 5000	0	0	0
5,000 - 7,000	4	1	5
10,000 - 25,000	8	10	18
25,000 – 50,000	1	2	3
50000 – 1,00,000	0	0	0
> 1,00,000	0	0	0

National Travel Expenses by ETASHA Society Representatives

Name & Designation of Staff / Volunteer /Board Member	Purpose of Travel	Cost Incurred (Rs.)	Sponsored (Rs.)
Vivek Bhardwaj (Faculty)	Project/ Samriddhi	5422/-	5422/-
Meenakshi Nayar (Director)	Project/ Samriddhi	3671/-	3671/-
Anindita kar Gupta (Faculty)	Project/ Samriddhi	17966/-	17966/-
Shailly Awasthi (Faculty)	Project/ Samriddhi	12321/-	12321/-
Mukesh Tomar (Faculty)	Project/ Samriddhi	2772/-	2772/-
Pearl Sawhney (Faculty)	Project/ Samriddhi	8585/-	8585/-
Vindhya Vatsayayan (Faculty)	Project/ Samriddhi	4910/-	4910/-
Yash Bhatnagar (Faculty)	Project/ Samriddhi	3084/-	3084/-
Arjumand Fatima (Faculty)	Project/ Samriddhi	9180/-	9180/-

* no international travel was carried by out by ETASHA representatives in 2013-14

Donate

Your support can help us make a difference in the life of a disadvantaged young Indian

Here's how you can donate

Your donation will enable us to continue providing career guidance, employability skills, vocational training and placement to young people from disadvantaged communities.

Indian Donors

#1
Cheque—made payable to 'ETASHA Society' - send to E 48, Lower Ground Floor, Greater Kailash Enclave 2, New Delhi, India

#2
Online via our website at www.etashasociety.org/etasha-donate.phtml

#3
Bank Transfer

Bank of India, M78 Shopping Centre, Greater Kailash II, 110048
Account Number: 603710110002492, ETASHA Society
Customer ID: 105693299

Donations under Section 80G are Income Tax exempt.

Donations to ETASHA via Give India are tax deductible under 501 (c) (3) and you can claim your tax deduction on Form 1040, Schedule A.

Foreign donors

#1
Online via our website at www.etashasociety.org/etasha-donate.phtml
or via

#2
Bank Transfer

Bank of India, M78 Shopping Centre, Greater Kailash II, 110048

Account Number: 603710110001943, ETASHA Society FCRA
IFSC: BKID0006037, Bank of India
Branch Reconciliation Code: 6037
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US and UK donors can claim tax benefits when donating to ETASHA via Give India

Concerning Tax Payers
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UK Taxpayers

UK taxpayers can now get a Gift Aid Certificate from the UK government and claim tax rebate on donations made to us here in India.

Donate just £11 per month to ETASHA and you'll be able to get a Gift Aid Certificate which
1. Enables you to claim a tax rebate for your donation
2.Increases the contribution to ETASHA, as the UK government will give us additional funds based on your contribution

Go to
http://www.giveindia.org/m-926-etasha.aspx and follow the instructions to set up your account and choose how much you would like to give monthly.

Donors giving over Rs.5,500 can receive feedback on how their donation is used, including profiles and letters from trainees, when donations are given to fund participation in a program.

US Taxpayers

US tax payers can visit

http://www.giveindia.org/m-926-etasha.aspx

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