2022
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2023

ETASHA
Skilling Communities
for Employment & Income Generation



ANNUAL REPORT

TABLE OF CONTENT

President's Note 01

Executive Director's Note 03

About ETASHA Society 05

Youth 07

Women 15

Adolescents 22

Composite Projects 29

Volunteer Engagements 37

Impact In 2022-23 39

Friends Of ETASHA 40

Financial Report 41

Support ETASHA 45

PRESIDENT'S NOTE



DR. MEENAKSHI NAYAR

As I look back on 2022-23, gratitude is the overwhelming emotion! Gratitude for the support received from all the Friends of ETASHA, our regular donors, project sponsors, partners, collaborators, individual and corporate volunteers, and ETASHA's dedicated team members. Their unwavering support enabled us to extend our reach and deepen our impact, despite the challenges we faced.

The year started with the major challenge of making up deficits created by the Coronavirus epidemic in the previous years - educational deficits among adolescents in schools, in young adults passing out of school, as well as, in the completion of interventions in communities in rural areas.

All the project teams picked up the cudgel to ensure the achievement of targets to satisfaction. **We ended the year with 14,263 direct beneficiaries, marking a whopping 263% increase over the 5,432 individuals we impacted in 2021-22.**

Conversion of our eminently successful Career Highway to a digitized process was initiated in April 2020. By early 2022-23, this seemed like a major challenge, yet, with support from the BT Group and coordinated by BAIF, we completed, tested, and launched the digitized process in October 2022.

Our achievements continued to bring us joy throughout the past year. The "Champion Level – GuideStar India Platinum Certificate for Transparency and Public Accountability' for the 5th time since 2018, was awarded in December 2022.

This came as a reconfirmation of ETASHA's complete adherence to our core beliefs that we, as custodians of the funds given by our project sponsors and donors, are accountable for ensuring that every paisa is spent for achieving our raison d'etre of skilling the underprivileged for employment and income generation.

Another highlight of the year was the creation of the Aruna-Usha Enterprise Incubation Fund with the donation of Rs.1,00,000 by a donor in memory of 2 women he admires.

The celebratory spirit continued with the FCRA approval coming in January 2023 after over 2 years of suspense, and losing some international project funders who were hesitant to support projects due to the uncertainty.

Our progress on the Sustainable Development Goal, SDG 17 – Partnerships for the Goals, was also significant. **We successfully implemented several projects across key intervention areas in collaboration with technical, knowledge, and/or implementation partners.** For instance, in the implementation of Project Spreading Wings, we partnered with Jagori and leveraged their expertise in behaviour change for the support and empowerment of women with our focus on enabling financial self-reliance. In our inaugural Grassroots Entrepreneurship Project for rural youth, we partnered with Tata Strive, a Tata Group Company with major strengths in IT, to enhance our interventions in entrepreneurship and enable work at scale. We also collaborated with NIIT to expand our IT-based program offerings for underserved youth, and to strengthen our team's capabilities in this area



THE MANAGEMENT TEAM OF THE ROTARY CLUB, SOUTH DELHI, SPONSORS OF PROJECT NARI SHAKTI, AT THE CERTIFICATE CEREMONY FOR A BATCH OF GIRL TRAINEES IN CDC 2, KHANPUR, DELHI.

With years of experience behind us, we have crafted models for employment and income generation that are readily replicable in new geographies. We are also enhancing our systems, processes, and technological infrastructure to operate at scale and expand our geographic footprint.

As we go forward, we intend to strengthen our offerings for youth with a focus on the growing Information Technology sector as well as on Entrepreneurship Development.

With the valuable support of our Project Funders, donors, and team members, I am confident we will continue to amplify our impact and bring about sustainable change in more underserved communities.

EXECUTIVE DIRECTOR'S NOTE



COL. SANJAY GANGWAR

It is indeed a great feeling for me to express my sincere gratitude to each one of you to be taking time out to read this report and it reflects nothing but the interest that you have in what we, at ETASHA do, and make an impact on the society. The year gone by has been a roller coaster ride like always where the ups have brought us all the joy and vitamins to keep us going and the downs have brought with them learnings about how we approach our work and implement interventions differently.

What we do at ETASHA is from the depths of our heart and not merely for doing something for the sake of it. Each team member is an important individual for us and we genuinely value our association with each stakeholder that we work with or influence, directly or indirectly.

Our mission revolves around maintaining quality and we believe the numbers will naturally follow if we have passion in doing the work that we do.

Whether it is the case of a trainee who could not hide the twinkle in her eye when she gave her first salary to her mother, or the dupatta hidden smile of a woman who could get her child admitted to a better school solely from the money that she had earned. These are occasions that we can all relate to so easily and it is difficult even for us to hide that tear of joy on being part of this beautiful journey of ETASHA.

A very important milestone in the year was the extensive work done on the Career Highway with the launch of the digitized version. This brought with it the opportunity to reach numbers that would otherwise have seemed unattainable. The numbers that appeared unrealistic suddenly became achievable for the team, and the entire team worked together to achieve the results we did.

The vocational training vertical started achieving numbers that were considered "outliers". It would not be out of place to say that the opening up of the markets post-

COVID was an opportunity that ETASHA welcomed and fulfilled all the requirements of our most important stakeholders, the recruiters. The trust we were able to develop with the recruiters was immense, and thanks to the team spirit, placements progressed rapidly.

The entrepreneurship vertical was not to be left behind, whether it was women entrepreneurship or involving the youth. New ideas were implemented in projects, innovative products and services were developed, and the enterprises achieved income levels that were difficult to believe, even for the implementing teams.

At the end of the day, the community is what matters, and ETASHA tried to make a holistic intervention by organizing health camps and eye checkups. This was aimed at benefitting the community, especially the often neglected and ignored girls and women, encouraging health seeking behaviour.

ETASHA believes in the power of collaboration, not the threat of competition. In the space of development, we do not view others as competitors but always consider them as prospective collaborators. The role of the corporate or individual volunteers is also crucial in our overall strategy, and we always welcome them with open arms. The value they add to our work is truly remarkable and should be witnessed to be believed.

All this has only been possible with the wholehearted participation of each and every team member and we at ETASHA value the ideas, thoughts and suggestions of everyone on the team. We take pride in showcasing the motivation and dedication of our team at every possible opportunity. We believe that ETASHA is at a very important point in its journey because of the team and it is the team that will propel us forward.

We are planning to explore newer methods and approaches for our core work of skilling for income generation, and we will continue to evolve with each passing day. Thanks to our culture of learning, we find an occasion for learning everyday, whether as individuals or as an organization. We plan to seize every opportunity that comes our way to learn and grow as responsible stakeholders in the sector of doing good for the needy.

Our various stakeholders are our strength, be it our donors, funders, recruiters, volunteers and most important, the people we are trying to impact for the greater good of the society. Our engagement with each of these stakeholders will continue to expand in dimensions and involve deeper associations for the betterment of the community.

ABOUT
ETASHA SOCIETY

Founded in 2006 by Dr. Meenakshi Nayar, ETASHA Society, an abbreviation for Enabling and Training Adolescents for a Successful and Healthy Adulthood, began as a beacon of hope for adolescents and youth in low-resource communities, aiming to bridge the gap between them and the organized job sector. Drawing from a profound realization at a career guidance workshop in a Delhi resettlement colony, Dr. Nayar recognized the immense potential of these young individuals. Yet, she was also acutely aware of the obstacles they faced, viz. limited training avenues, financial hurdles, and a dearth of soft skills that are indispensable in the modern-day job market.

Our Vision

" An India where every adult is skilled for income generation and enabled to lead a life of self-respect and dignity "

Our Mission

" To Provide Training and Mentoring to resource-poor communities for Sustainable Employment and Income Generation "

Over the years, ETASHA has evolved from solely focusing on youth to encompassing a broader vision, recognizing that transformative change requires a collective shift in mindset. This realization led to our expanded initiatives that now cater to adolescents, older women, and entire communities, striving to ensure that not just youth, but the ecosystem around them understands the changing employment scenario and mentally tunes in to it.

Today, with presence in many low-income communities in Delhi and reach in over 100 villages in Haryana with diverse programs ranging from career guidance to entrepreneurship development, ETASHA stands as a testament to the power of vision, determination, and community collaboration for skill development for employment and income generation of the resource-poor communities. As we confront the evolving challenges of the Indian job market, our commitment remains unwavering: to empower every individual with skills, confidence, and opportunities, ensuring lasting impact on people and their communities.

INTERVENTIONS	STATES		
	DELHI	HARYANA	OTHER STATES
Job Linked Training Program	4 Centers	4 Centers	
Employability Skills Development and Placement Program	1 Vocational Training Partner	6 ITIs 7 Colleges 5 Village Communities	
Digitized Career Highway		94 Government Schools & Low Income Schools 3 ITIs	1 Low Income School in West Bengal 1 Low Budget School in UP
Entrepreneurship Program	3 Centers	1 Centers	
Digital Literacy		35 Villages	
Scholastic Improvement program		20 Schools 15 Villages	
Life Skills Development Program		20 Schools	
Teacher Training		3 Govt Schools 1 ITI	



YOUTH

ETASHA Society's programs for Youth are designed to address the unemployment related concerns of youth from low-income communities and to help launch them on the path of employment, income generation, career growth, and progress. We work on the overall development of the youth, including their communication, presentation, and technical skills, to help them carve out a promising career path for themselves.

806
YOUNG BOYS AND GIRLS

04
PROJECTS

02
STATES

PROJECT
ATMA NIRBHAR

SPONSORS

Project Atma Nirbhar targeted the unemployment issue among disadvantaged youth. It emphasized job-relevant skills training and reshaping the perspectives of the youth and their influencers. The project was implemented through ETASHA's B-SMART Job Readiness Program, a skills development program that not only develops employability skills as well as customer service and selling skills, but also assists in placing youth in jobs in the growing service sector.



WORLD YOUTH SKILLS DAY CELEBRATION



WORLD YOUTH SKILLS DAY CELEBRATION

KEY HIGHLIGHTS

- **Mobilization - Door-to-door community drives, nukkad sabhas, rallies, nukkad nataks, skill competitions, certificate distribution ceremonies, and family days were held.**
- **Training - Classroom training was conducted using experiential and participative methodology like role plays, individual and group presentations, as well as exposure visits.**
- **Placement - Mock interviews, guest lectures from recruiters, industry expert people and corporate volunteers, placement drives were conducted.**

600
ENROLLMENT

505
SUCCESSFULLY COMPLETED

409
JOB PLACEMENT













SAMMAN, TANU GAUTAM, NITISH, SIMRAN, RITIK, AND KHUSHI - SOME OF THE PROJECT BENEFICIARIES, WHO SECURED JOBS POST-COURSE COMPLETION.

GRASSROOTS ENTREPRENEURSHIP PROGRAM (GEP)

SPONSOR
BT Group

The GEP project helped young adults with entrepreneurial mindsets start their businesses. The program provides business knowledge, training, and funding to help young entrepreneurs succeed while also providing mentorship and support to help sustain their businesses.

KEY HIGHLIGHTS

- **ETASHA collaborated with TATA Strive as the technical partner. TATA Strive provided us with the curriculum and the process flow that they use in their Nano Unicorn Program in Orissa, which we adopted for GEP.**
- **ETASHA collaborated with the SNS Foundation of the Anand Group to reach out to their alumni for our program in the Rewari and Gurugram areas. This partnership gave us access to candidates with diverse business skills such as 2-wheeler repair, plumbing, electrician, etc.**
- **ETASHA partnered with local influencers to connect with local institutes and engage youth in our program.**

64
TRAINED BENEFICIARIES

5
ENTERPRISE ESTABLISHED

116
INDIRECT BENEFICIARIES



ORIENTATION IN ANGANWADI IN REWARI



WOMEN'S ITI REWARI



LOBBY EVENT

PROJECT
NARI SHAKTI

SPONSOR
Rotary
Club of Delhi South

The 4-month project aimed to equip 50 underprivileged girls who have passed high school with skills for economic self-reliance. The goal was to boost their self-confidence and help them secure employment in growth-oriented companies within the organized sector.

KEY HIGHLIGHTS

- **After the completion of the project, the girls were placed in reputed companies like Teleperformance, Frankfinn Aviation Services, Policy Bazaar, Starbucks, and Star Health Insurance.**
- **The starting salary ranged between Rs. 10000 to 20000 per month.**

50
TOTAL BENEFICIARIES

42
JOB PLACEMENT



TEAM BUILDING ACTIVITY



CERTIFICATE CEREMONY, KHANPUR

PROJECT ANVIT

SPONSOR
SMS group

Project Anvit provided training and placement in the organized sector to 40 students of Draftsman Mechanical Trade in Don Bosco Technical Institute, New Delhi and Govt ITI, Faridabad.

KEY HIGHLIGHTS

- **Enhancing Employability Skills (ESS): For the first 4 months, training was provided in general employability skills, including communication skills, interpersonal skills, and social confidence.**
- **Technical Training Program (TTP): During the initial 4 months, technical training for the Draftsman Mechanical Trade was provided, focusing on design software such as CREO and SOLIDWORKS.**
- **Trade-specific Awareness and Placement programs (TSAP): The programs were conducted only for students who complete EES successfully and were interested in placements within the organized sectors.**
- **After the completion of the project, students were placed in reputed companies like SMS Pvt. Ltd., and JBM Group for draughtsman role. The starting salary was between Rs. 11000 to 25000 per month.**

40
TOTAL ENROLLMENT

17
JOB PLACEMENT



AUTO-CAD SESSION IN DONBOSCO ITI



EXPOSURE VISIT



TRAINEE GIVING PRESENTATION

STORIES
THAT MOTIVATE US

Annu, a resident of Gangaicha Jaat, yearned to share the financial load carried by her husband who ran a modest sweet shop in Narnaul. Her ambition led her to our community outreach program, where she discovered the potential of starting a small-scale apparel retail store.



ANNU, REWARI

Enrolling in our entrepreneurial classes, Annu learned about various financing avenues. With support from her Self-Help Group, and the project she launched her apparel store, starting with a debt of Rs. 32,000. Remarkably, Annu cleared this seed funding within two months from her store's inception.

Now, Annu's earnings not only alleviate her husband's financial burden but also cover the school fees of her children and her sister-in-law's children. Looking ahead, Annu aims to expand her stock, especially in anticipation of increased sales during festivals.



SOURABH RAI, FARIDABAD

Hailing from a humble rural backdrop, Sourabh faced a mountain of challenges marked by communication barriers, hesitation, and a lack of confidence. His narrative took a hopeful turn when he enrolled at the Faridabad Government ITI, eyeing a brighter, self-reliant future.

During his training, Sourabh exhibited unwavering commitment, tirelessly working to improve with every session. The diligence bore fruit when, post-training, he ventured into the job market for the first time. His breakthrough arrived when Wadson Pvt. Ltd. in Faridabad recognized his potential and hired him as a draughtsman, offering a monthly salary of Rs. 11,000.

The transformation was palpable - the training had not only equipped Sourabh with the technical prowess necessary for his role but had also molded a once hesitant individual into a confident communicator.

Kalpana's life turned a promising corner when she discovered ETASHA during a mobilisation drive in her neighborhood. With a clear goal to enhance her English and computer skills to secure a job, she enrolled in ETASHA's program, backed by her supportive family. The course didn't just refine her skills, but built her confidence, preparing her for job interviews.



KALPANA, NEW DELHI

Kalpana's aim was to ease her family's financial challenges by contributing and saving for her own education. Her aspirations materialized when she bagged a job at KFC, earning a salary of Rs. 18,500.

Attributing her success to ETASHA's holistic training, she aced her interview and now enjoys improved social confidence and professional communication skills. Her job at KFC not only marks her journey towards self-reliance but also embodies her drive to provide for her family and secure her educational future.



HARSH, NEW DELHI

Introduced to ETASHA by a friend, Harsh recognized an opportunity to bridge the skills gap he felt when thinking of employment. Keen to master computer skills, communication, and personal development, he enrolled in ETASHA's program, envisioning a position in a reputable company.

Completing the course with dedication, Harsh soon reaped its benefits by securing a position at Costa Coffee, Pacific Mall, earning a monthly salary of Rs. 21,000. As the eldest sibling with two sisters still in school, the weight of responsibility on his shoulders was significant. His family's consistent support throughout his training translated into collective joy when he announced his employment. With his new role, he's grown in responsibility, decision-making, and punctuality, setting the foundation for a promising future.



WOMEN

ETASHA Society supports women from disadvantaged backgrounds, especially those aged 35 to 65. We aim to help them become independent both socially and financially. By doing so, these women can inspire others and benefit their families and communities. Our programs cater to their specific needs, enabling them to earn individually or in groups.

2078
WOMEN ENGAGED

37
ENTREPRENEURS

34
ENTERPRISES

PROJECT MAZBOOTI

SPONSOR
SMS group

Project Mazbooti in Sangam Vihar, South Delhi helped women to own and run successful businesses, either alone or in groups. The program provided life skills, business management training, technical skills, and financial assistance for equipment and working capital, in the form of a zero-interest seed money.

KEY HIGHLIGHTS

- **Advanced skill trainings were conducted in partnership with MasterG, CSDO, and Yuva Parivartan.**
- **7 Women-owned and managed enterprises registered under MSME.**
- **'Satya Momos' a women-owned and managed Food Retail Business got registered under FSSAI.**

12
TOTAL ENTERPRISES SETUP

12
TOTAL ENTREPRENEURS



FUTURE PLANNING WORKSHOP, DELHI



RUKHSAR, A FRUIT VENDOR SUPPORTED UNDER PROJECT MAZBOOTI 2B

PROJECT HIMMAT

SPONSOR
PAUL WURTH
SMS group

Project Himmat created awareness about the need and possibility for women in the low-income communities of South Delhi to own and manage profitable enterprises, either individually or in groups. The project empowered women to set-up and run profitable self-owned business enterprises, which helped them get respect at home and in their communities and live with dignity.

13
TOTAL ENTERPRISES SETUP

15
TOTAL ENTREPRENEURS



WOMEN ENTREPRENEURSHIP DAY CELEBRATION



SKILL TRAINING WORKSHOP IN PROGRESS



SEEMA AT HER GROCERY STORE



FAMILY DAY



SURAJKUND MELA EXPOSURE VISIT WITH WOMEN ENTREPRENEURS

PROJECT AARAMBH

SPONSOR

ETASHA

Project Aarambh empowered underprivileged women in North Delhi by helping them start and run their own businesses. The program provided training on business skills, access to seed money and other financial resources, mentorship and support. Nine new enterprises were set up, including one where two women teamed up to start a business. Additionally, 27 ongoing enterprises established in previous years, including 2 enterprises owned and managed by persons with disabilities (PWDs), received ongoing support and guidance for scaling up and connecting with financial institutions and government schemes.

KEY HIGHLIGHTS

- **The Women Entrepreneurs Day falling on 19th November was celebrated with much gusto with women Entrepreneurs from Project Mazbooti, Project Himmat annd Project Aarambh attending in full strength.**

9
TOTAL ENTERPRISES SETUP

10
TOTAL ENTREPRENEURS



BEST OUT OF WASTE WORKSHOP WITH WOMEN ENTREPRENEURS



WOMEN ENTREPRENEURSHIP DAY CELEBRATION IN DELHI

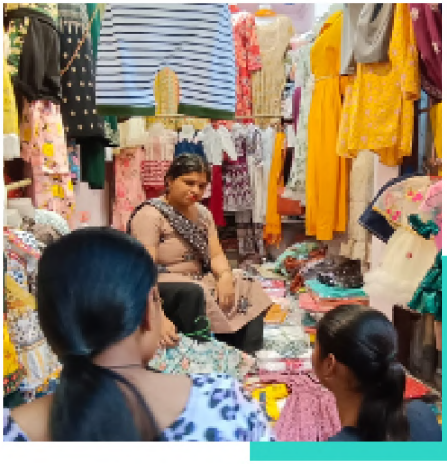
STORIES
THAT MOTIVATE US

Satya, a mother of three, comes from a traditional family. When her husband, a driver, lost his job during the Covid crisis, their situation worsened. ETASHA team, after hearing her troubles at a community meeting, learned of her talent for making momos. They encouraged her to turn this skill into a business.



SATYA, DELHI

Though hesitant at first due to family concerns about selling by the roadside, with ETASHA's guidance and some family meetings, Satya agreed to start her momo stall. With a Rs. 5,000 seed funding from ETASHA and some personal savings, she began her venture. After Satya repaid the initial amount from her earnings, ETASHA helped her upgrade her stall with a further amount of Rs.10,000. With newfound confidence she registered 'Satya Momos' under MSME and got FSSAI approval for her food retail business. She is now exploring expansion options and partnering with platforms like Zomato and Swiggy.



SHARDA, NEW DELHI

Sharda once had a thriving garment shop in Dakshinpuri, which she had been running for 18 years. However, her husband's health issues, following a 2018 accident, compelled Sharda to shoulder the family's responsibilities for her five children. Problems during the COVID-19 pandemic forced her to close the shop. Since then, ongoing financial constraints have made it difficult for her to restart her business.

ETASHA introduced Sharda to their Women Entrepreneurship Program. After registering and detailing her skills and business plan, Sharda was granted Rs. 6,000 to help restart her venture. ETASHA's team helped her procure garments from wholesale markets, and she began selling

from home. With the team's regular support and guidance, she was able to repay her seed fund and further expand her business.

With ETASHA's assistance, Sharda was registered under MSME and later applied for a larger loan under the Mudra scheme. This loan enabled her to first move her shop to a more central location in Dakshinpuri and then upgrade to a more prominent space in Madangir. Over the year, her business flourished, and by year end Sharda earns around Rs. 25,000 monthly. She manages her finances digitally and also repays her Mudra loan on time.

Seema Rathore, a 32-year-old from Gwalior, has lived in Sangam Vihar, Delhi, for 15 years with her family in a small rented home. Her husband, Ram Bhajan, sold 'Kachori Sabzi', and was the sole breadwinner. Living in Delhi was tough for the family due to high expenses. When the Covid pandemic hit and lockdown began, their financial situation worsened as Ram Bhajan's business halted.



SEEMA, NEW DELHI

During this challenging time, Seema discovered ETASHA offering ration to those in need and providing mask-making jobs to local women. Grasping this opportunity, Seema began making masks, earning some income. ETASHA also supported her family with free food supplies.

Seema later learned about ETASHA's women entrepreneurship program. Eager to have her own business, she collaborated with three other women from the mask-making initiative to establish a box-making unit. With ETASHA's help, they trained with a local box maker.

Despite space constraints in their small homes, they started producing boxes. Their efforts paid off when they received their first big order of 1,000 boxes. Business soared, especially during the Diwali season with an order of 5,000 boxes. Now, Seema is thriving in her new venture, showing no signs of slowing down.

Geeta relocated to Delhi after marriage and became a mother to two sons. Her husband was a driver. However, after Covid, tragedy struck when her husband was diagnosed with cancer. The battle with the disease was financially draining, requiring her to sell her assets to afford his treatment. Sadly, her husband passed away, leaving her with a non-functional battery rickshaw as the battery was defunct.



GEETA, NEW DELHI

In these challenging times, Geeta found support from ETASHA. The team not only helped her get a new battery but also guided her as she ventured into running the rickshaw service herself. Today, Geeta not only provides for her family but stands as a beacon of hope and strength for other women in her community. Through her determination, Geeta proves that women are capable of any task traditionally seen as a man's job.





ADOLESCENTS

ETASHA Society helps school kids, especially from disadvantaged communities, to finish high school equipped with essential life and career skills for today's world. We aim to boost their confidence and self-worth through foundation skills development, computer and soft skills training, counseling and systematic career guidance.

12481
BENEFICIARIES

05
PROJECTS

04
STATES

PROJECT SASHAKT

SPONSOR
SMS group

Project Sashakt assisted partner government schools in Gurgaon district in improving their education quality. We helped students reinforce and build upon what they learned before, making up for the educational setbacks caused by the pandemic, and ensuring they reached their full potential.

KEY HIGHLIGHTS

- **Computer classes and remedial education in basic English, Hindi, and Numeracy for non-readers was conducted from standard VI-IX.**
- **Coaching for National Means-cum-Merit Scholarship examination was conducted for students of standard VIII. 4 class VIII students from one school secured National Means-cum-Merit Scholarship.**

613
TOTAL BENEFICIARIES



SUMMER CAMP IN SCHOOL



DIWALI CELEBRATION IN SCHOOL

PROJECT SARTHAK

SPONSOR
SMS group

Project Sarthak improved education quality by offering remedial lessons, life skills, computer training, and confidence-boosting activities. This helped students overcome learning gaps from the pandemic and reach their full potential. For this project, we collaborated with a school driven by a dedicated leadership, eager to enhance its environment and provide a well-rounded education while also supporting students' mental well-being.

KEY HIGHLIGHTS

- **5 students from class VIII were selected for National Means-cum-Merit Scholarship. Of which, 2 students secured 1st & 2nd position from Gurgaon district.**

542
TOTAL BENEFICIARIES



LISTENING SKILLS ACTIVITY



TEAM BUILDING ACTIVITY

PROJECT MARGDARSHAN

SPONSOR

United Way

Project Margdarshan was organized as a capacity building workshop for teachers from Government schools along with ETASHA's career guidance program named 'Career Highway' to 200 students of 4 schools in Kaithal District supported by the Government of Haryana. The project aimed to train teachers to become career guides and help students connect their education with potential job opportunities, ensuring that they choose educational paths aligned with their desired careers. Project Margdarshan was also conducted for 40 youth under the sponsorship of United Way Delhi.

KEY HIGHLIGHTS

- **Teachers were equipped with career guidance skills through workshops and given a 6-month action plan for effective implementation.**
- **Parents and caregivers were informed about modern career opportunities through seminars.**
- **Live sessions by ETASHA's counselors were conducted to provide real-time career advice to students, giving practical exposure to teachers.**
- **Continuing guidance is being given to participants through 'Keh Daalo' help line service as and when required.**

52 TEACHER PARTICIPANTS

240 STUDENT PARTICIPANTS

40 PARENTS PARTICIPANTS

6 'LOW-INCOME PRIVATE SCHOOLS

25 GOVERNMENT SCHOOLS

5 PRINCIPALS PARTICIPANTS



SEMINAR WITH PARENTS ON CAREER TRENDS

STORIES
THAT MOTIVATE US

In 7th grade, Priya (name changed) faced some tough challenges with her studies, especially in English, Hindi, and Maths. She needed more than just extra books and homework to improve. That's when ETASHA stepped in to help.

The facilitators took the time to understand Priya and her struggles. They discovered that she was very shy and liked to keep to herself, which made it hard for her to speak up in class. Instead of pushing her too hard, the facilitators decided to create a safe and supportive space for Priya.

Priya was encouraged gently to come out of her shell. The facilitators talked to her about her interests and let her share about herself. Slowly, Priya started gaining confidence and felt more comfortable speaking in front of others.

As Priya opened up, her grades started to improve too. With her new confidence, she tackled her schoolwork with more energy and enthusiasm. It wasn't easy, but thanks to her hard work, Priya went from struggling in school to becoming a confident and successful student. She reached the level required for her class, and ETASHA couldn't be more proud of her.

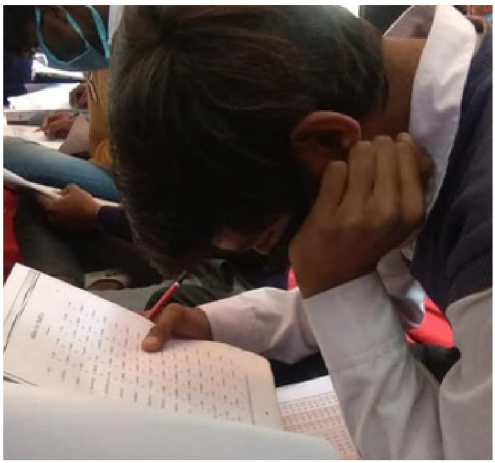


Jaya's (name changed) journey to success in the NMMS (National Means-cum-Merit Scholarship Scheme) exam demonstrates the power of determination. Despite facing challenges, like the loss of her father, she never abandoned her dreams. Living in a joint family in a village near Gurugram, she balanced her studies with household responsibilities and family needs. She remained focused and dedicated, investing countless hours of hard work to prepare for the NMMS exam.

Recognizing her potential, Jaya's school, with the guidance of ETASHA's dedicated facilitator, provided her with the coaching and support she needed. ETASHA's support was pivotal, ensuring she had access to quality coaching and essential resources. Her hard work paid off, as she not only cracked the NMMS exam but also topped her class in annual exams. Her achievements filled her family and school with immense pride, acknowledging her relentless efforts.

Jaya expressed her gratitude, saying, "If ETASHA hadn't provided coaching, I wouldn't have been able to clear NMMS. I used to be afraid of Maths and SST, but gradually, my fear faded, and I secured the first position in the annual exams in my class."

Jaya can now focus on her studies with confidence, and the NMMS scholarship of Rs. 12,000 per annum will support her education up to class 12.



Prakash Kumar Verma (name changed), an only child, was in 8th grade when he joined ETASHA. Originally from Shahpur, Baliya, Uttar Pradesh, he lived with his parents in a rented room in a Village in Haryana. Both his parents worked in Gurgaon's private factories. Prakash's academic journey began in the 3rd grade with an initial grade average of 68%. Despite his parents' early departures for work, Prakash managed his daily routine, including breakfast and household chores.

Prakash's strong passion for learning sometimes led to friendly advice from his mother to take breaks. Neighbors often teased him for studying too much, but Prakash remained dedicated to his education and sought support from ETASHA facilitators when needed. In April 2022, ETASHA selected Prakash for NMMS coaching classes through a common entrance test.

He became the most inquisitive and punctual student in his class. Before the NMMS main exam, Prakash diligently practiced with OMR (Optical Mark Recognition) sheets and past solutions, consistently achieving above-average scores.

In November 2022, he secured the 1st rank in Gurugram District in the NMMS exam, earning scholarships of Rs. 12,000 annually for four years to support his education until class 12. Prakash continued seeking guidance from ETASHA Society facilitators with enthusiasm.

He successfully passed both level-1 and level-2 exams of the Bunyaad Exam, a competitive test for Haryana Government School students, further earning recognition for his determination and accomplishments.

Raji (name changed) was a very quiet student who had trouble with reading. She joined as a reading readiness student, but in the first month, she didn't complete any homework and rarely spoke in class. At ETASHA, we believed in making our classes comfortable for every student, so we formed small groups of four students. These groups weren't just for studying; they also discussed various topics and did fun activities together.



Raji started participating in group activities and opened up a bit, but she still had a fear of English. She performed well in numeracy and Hindi but would stay quiet during English sessions. One day, during a discussion about the importance of the English language, she said, " main toh isko kabhi seekh hi nahi paugi, padh bhi nahi paungi (I don't think I'll ever learn it, I won't even be able to read it)." The facilitators were surprised because she openly shared her problem with everyone. This turned out to be the turning point in her success story. Her English sessions started with five phonetic sounds, and she felt more confident.

She practiced three-letter words daily and progressed to bigger words by breaking them into parts. Now, she's interested in English and even types words on computers.

Her improved reading skills led her to move from reading readiness to our remedial support program.

COMPOSITE
PROJECT PROTSAHAN

SPONSOR

msc
MEDITERRANEAN SHIPPING COMPANY

Project Protsahan was aimed at equipping the adolescents and youth of Prithla Block, Haryana with essential skills for gainful employment. This initiative was designed to pave the way for a self-sufficient and dignified lifestyle for youth of the community.

KEY HIGHLIGHTS

- **Vocational Training & Job Placement: Equipped the youth with multiple skills and facilitated their entry into the workforce.**
- **Employability Enhancement: Organized 'Rojgar Mela' (Job Fair) and offered programs to boost the job readiness of participants.**
- **Career Guidance: Systematically oriented adolescents towards growth-centric careers.**
- **Women Entrepreneurship: Highlighted entrepreneurial potential in women and transitioned business operations, like namkeen snacks and incense sticks production, to them.**
- **Educational Programs: Included computer, digital literacy, and other foundational courses.**

1565
YOUTH AND ADOLESCENTS

511
COMMUNITY OUTREACH

10
WOMEN ENTREPRENEURS



WALK-IN INTERVIEW AT PALWAL

STORIES
THAT MOTIVATE US

Deepak had a strong desire to work in the field of HR, but he faced repeated rejections in job interviews due to a lack of necessary skills. These rejections intensified his fear of interviews. What drew him to the ETASHA program was its focus on improving communication and interview skills.



DEEPAK, FARIDABAD

Upon joining the program and participating in sessions covering sales, computer skills, and customer management, Deepak gradually regained his confidence. This newfound confidence encouraged him to start attending interviews once again.

Deepak had a significant responsibility to support his family financially, which weighed on his mind. Initially, he was offered an HR job, but he turned it down because the salary was low. However, the batch coordinator provided valuable guidance, emphasizing the importance of gaining experience and learning rather than solely focusing on money.

Today, Deepak is working as an intern at Basket Hunt in Faridabad, taking steps towards his dream career in HR.

Sonia, the eldest in her family, resides in Baghola, Palwal, with her mother, younger brother, and sister. Their financial situation has been challenging, and Sonia has taken it upon herself to provide for her family.

When ETASHA's mobilization team first visited Sonia's village and home, they encountered a situation where she wasn't allowed to leave the confines of her house. However, through counseling and guidance, Sonia's family eventually agreed to let her enroll in our course. Her batch coordinator and placement coordinator played a crucial role in motivating her to pursue upcoming job opportunities.

Through persistent efforts from ETASHA and Sonia's determination, she secured a job at 'Gayatri Financial Services' in Faridabad. Today, Sonia works as a business consultant, earning a monthly income of Rs. 10,000. She is overjoyed because this job not only marks her first employment opportunity but also allows her to provide much-needed financial support to her family.



SONIA, PALWAL



LATA, PALWAL

Lata, a member of the IIPW Batch, is a single mother working as a teacher at KS Maharishi Dayanand School in Palwal. Her life took an early turn when she got married due to family circumstances, which unfortunately put an end to her dreams of pursuing further education and a career. Life wasn't easy, as she had to juggle her studies, family responsibilities, and an unsupportive in-law situation.

However, her life took a positive turn when she encountered our mobilization team, who introduced her to ETASHA's vision and mission.

With determination, Lata decided to join ETASHA. During the course, she actively participated and rediscovered her self-confidence. Her oratory skills and personality underwent significant growth during her journey with us.

After years of being at home, Lata has now transformed into a confident teacher, ready to make a difference in the lives of her students. Thanks to the skills and knowledge instilled in her by ETASHA, she is now earning and is thrilled to embark on this new chapter in her life.



RAKHI, PALWAL

Rakhi (name changed), a 14-year-old 8th-grade student residing in Janauli, Palwal, comes from a family where her father works as a daily wage labourer, and her mother is a homemaker. Her journey in the computer basic literacy program offered by ETASHA has been transformative.

At the outset, Rakhi didn't even know how to power the computer on and off. However, with determination and guidance, she has made significant progress.

Today, she confidently performs tasks such as formatting in MS Word and Excel. With excitement, she shared, “I also know about the features of a computer, the limitations of a computer, and writing a letter on MS Word. It’s so useful in my future, as I will need to know computers. We had computers in school, but I was not able to learn; now I am able to learn because of ETASHA”.



COMPOSITE
PROJECT SPREADING WINGS

SPONSOR
BT Group

Project Spreading Wings was a three-year initiative focusing on enabling adolescent girls in the rural communities around Pataudi in Haryana to become economically, socially, and emotionally self-reliant. Given the context of the deeply entrenched patriarchal societal norms in rural Haryana, the project design incorporated interventions with all segments of society, including the municipal authorities and the police. It emphasized three core areas: education, skill development and employment. Through these targeted interventions, the project tackled societal issues like gender discrimination, shortcomings in quality education, and obstacles to employment opportunities. The program also made strides in digital literacy and skills training, ensuring youths are equipped for the modern age.



CAREER GUIDANCE WORKSHOP IN SCHOOL, HARYANA



CAREER GUIDANCE WORKSHOP IN PATAUDI

11889
DIRECT BENEFICIARIES

13596
INDIRECT BENEFICIARIES

2653
ADOLESCENTS EMPOWERED

2101
YOUTH TRAINED

1086
YOUTH PLACEMENTS

24
GENDER GROUPS FORMED

KEY HIGHLIGHTS

- School-going adolescent girls were provided scholastic improvement and remedial education, life skills training, confidence building, counseling, and career guidance.
- High School passed young adult girls were provided with job-relevant skills along with placement support as well as post-placement counseling.
- Women and youth clubs were formed to conduct safety audits in villages, based on which lighting as well as police patrolling on roads, bus stops and other public places and transport connectivity for education and employment purposes were improved.



SCHOOL STUDENTS, HARYANA

STORIES
THAT MOTIVATE US



SHALU, FARRUKHNAGAR

Shalu, from Sultanpur in Farrukhnagar, always dreamt big. Despite completing her Master's in English from Gurugram University, she faced resistance from her family against working, causing her hopes to dim. However, everything changed when she discovered ETASHA's employability skills program. Eagerly, she enrolled to learn computer, the internet, and spoken English.

After completing her course, the ETASHA team encouraged her to apply for jobs. They also engaged in thoughtful dialogue with her family to elucidate the value and security of letting Shalu work. Convinced, her family allowed her to attend an interview at Hindustan Media Gurgaon. She was successfully hired as a telecaller for a salary of Rs. 18,000 per month. Now, six months into her job, she thrives using her newly acquired skills. Shalu aspires to rise in the telecom sector, saying, “I want to grow in this sector and hope to work as a manager in the telecom industry. I am so thankful that I got a chance to gain skills and am now completely independent and pay for my own needs. I am motivated and happy that I can advance in my career.”



SAPNA, PATAUDI

Sapna, hoping to find solutions to her challenges, joined the Employability Skills Program at ETASHA. Despite her father working, she had many household responsibilities. A fellow villager introduced her to ETASHA, mentioning the potential job opportunities post-training.

Sapna signed up for the CISE program but initially struggled due to her shyness and limited IT skills. Noticing her struggles, the batch coordinator encouraged her to participate more actively. Thanks to ETASHA's hands-on training approach, Sapna began to engage more, honing both her speaking and typing skills.

She faced some initial setbacks with job interviews but, after extra training on interview techniques, Sapna secured a position as an office executive at Flamingo Papers with a monthly salary of Rs 10,000. Today, she's proud to support her family and lead a dignified life.

Rajeshwari(name changed), a 12th-grade student, was visibly troubled at school. This was something that Sonia, the school coordinator from ETASHA, observed during her sessions. Rajeshwari has an older married sister and a younger brother in the 9th grade. After a tragic accident that cost their father both legs, the family faced severe financial challenges. This unfortunate situation led to Rajeshwari's early marriage and a transition from a private school to a government one, where she was bullied.



RAJESHWARI, BASPADAMKA

While conducting sessions at the school, Sonia from ETASHA noticed Rajeshwari's distress. After speaking with her, Sonia learned about her challenges and offered her support. She built a trusting relationship, made learning fun and relevant, and gave Rajeshwari the support she needed to deal with her emotions. Sonia also brought Rajeshwari's classmates and teachers together to create a circle of support. With ongoing encouragement and assistance, Rajeshwari's academic performance notably improved, jumping from 67% to 100% in accounts.



VOLUNTEER ENGAGEMENTS

AMPLIFYING IMPACT, ENRICHING LIVES

In 2022-23, a year of Collaboration and Partnership, we amplified our endeavour to make youth and women skilled for income generation and a life of dignity and self-respect with amazing support from 112 talented and committed volunteers from all walks of life. Our Volunteering partners ranged from corporates to individuals, colleges, institutes, schools and volunteering platforms.

Some of the partners we worked with were from the Tata Group under their Pro Engage program, Accenture, BT Group, Amazon, Acuity Knowledge Partners, Adobe India, Narsee Monjee Institute of Management Studies, Jamia University, Amity University, Enactus, University of Petroleum & Energy Studies, IIT Delhi, Symbiosis, ConnectFor, ASA and Benevity.

The Volunteers engaged with our beneficiaries, as well as our team and our systems and processes in both online and offline modes.

ONLINE ENGAGEMENTS

- **Empowering Sessions: Our committed volunteers transcended virtual barriers to conduct enriching sessions with beneficiaries, fostering an environment of learning and development.**
- **Team Capacity Building: Volunteers played a pivotal role in enhancing the capabilities of our team, thereby amplifying the impact of our initiatives.**
- **MIS Creation: The creation of a robust Management Information System (MIS) by volunteers streamlined our operations and enabled data-driven decision-making.**
- **Policy Formulation: Engaged in policy making, volunteers brought a fresh perspective and expertise that refined our organizational strategies.**
- **SOP Development: The crafting of Standard Operating Procedures (SOPs) ensured a structured and efficient workflow, aligning our actions with envisioned goals.**

OFFLINE ENGAGEMENTS

- **Interactive Sessions: Through hands-on sessions, volunteers infused a practical learning experience among beneficiaries, bridging the theoretical and practical knowledge gap.**

- **Rally Participation: Volunteers alongside beneficiaries, echoed social awareness through participation in rallies, cultivating a sense of community and social responsibility.**

- **Organizing and Judging Competition: The organization and judging of competitions by volunteers ignited the competitive spirit and showcased the talents of our beneficiaries.**

- **Exposure Visits: Volunteers organized insightful exposure visits to their premises, providing a real-world glimpse of the professional environment to our beneficiaries.**

The infusion of fresh perspectives and unwavering dedication from our volunteers has undeniably enriched ETASHA's impact. Their involvement has not just amplified the reach of our programs but has significantly contributed to the personal and professional growth of our beneficiaries. As we reflect on this productive synergy, we look forward to fostering more collaborative engagements, aspiring to touch more lives and build a community of empowered, skilled, and employable youth and financially savvy entrepreneurs. For volunteering and internship opportunities, write to volunteer@etashasociety.org or connect with Mini Bhargava (+91-981 065 2004).

Our gratitude extends to every volunteer whose contributions have created ripples of positive change, echoing ETASHA Society's vision of skilled and self-reliant youth and women.



RALLY IN SANGAM VIHAR WITH BT VOLUNTEERS



RALLY IN SANGAM VIHAR WITH BT VOLUNTEERS



STUDENTS FROM GOVT SCHOOL WITH THEIR INTERNSHIP CERTIFICATES

IMPACT
IN 2022 - 23

54546	PEOPLE IMPACTED
2541	YOUTH TRAINED IN JOB LINKED TRAINING
16	ADULTS TRAINED IN DIGITAL LITERACY
21	WOMEN OWNED ENTERPRISES
25	WOMEN ENTREPRENEURS SUPPORTED
11	OPERATIONAL CAREER DEVELOPMENT CENTERS
9644	ADOLESCENTS SUPPORTED
5	YOUTH OWNED ENTERPRISES



FRIENDS OF ETASHA

RECRUITMENT PARTNERS

croma · Café Coffee Day · lifestyle · Reliance · PVR

UNIQLO · Taco Bell · Hamleys · Costa Coffee · Burger King

Gianni · Big Bazaar · BYR Insurance Brokers · Bikanervala · APML

VOLUNTEERING PARTNERS

accenture · ACUITY Knowledge Partners · BT Group · progage

NASSCOM · enactus · UPES · NMIMS

IMPLEMENTATION PARTNERS

Industrial Training Institute, Rewari · Don Bosco Tech · Skill Development & Industrial Training Department, Government of Haryana

TECHNOLOGY PARTNERS

TATA STRIVE · sahaj · Dhwani · EduServe Consultants

FINANCIAL REPORT
2022 - 23

ETASHA SOCIETY

E-48, Basement, Greater Kailash Enclave-2, New Delhi-110048

Statement of Affairs as on March 31, 2023

PARTICULARS	SCH.	FY 22-23 Amount (Rs.)	FY 21-22 Amount (Rs.)
SOURCES OF FUNDS			
Corpus Fund	1	59,35,001	47,24,954
General Fund	2	54,72,346	2,28,31,647
Earmarked Revolving Fund*			
Women Incubation Fund		1,57,250	-
Youth Incubation Fund		1,00,000	-
TOTAL		**1,16,64,597**	**2,75,56,601**
APPLICATION OF FUNDS			
Fixed Assets	3	55,01,347	43,39,128
		55,01,347	**43,39,128**
Current Assets :			
(a) Cash & Bank Balances	4	1,35,15,262	2,43,13,641
(b) Other Current Assets	5	18,08,767	6,82,230
		1,53,24,029	**2,49,95,871**
Less: Current Liabilities :			
(a) Duties and Taxes	6	2,63,285	1,29,863
(b) Expenses Payable	7	82,28,279	4,79,789
(c) Other Current Liabilites	8	6,69,216	11,68,747
		91,60,779	**17,78,399**
Net Current Assets		**61,63,250**	**2,32,17,472**
TOTAL		**1,16,64,597**	**2,75,56,601**

*(Refer Note 'K' of notes to accounts)

Significant Accounting Policies and Notes on Accounts 16

As per our report of even date

For Nitin Khandelwal & Associates
Chartered Accountants
Firm Registration No. 020850N

CA Nitin Kr Khandelwal
Partner
Membership No. 099286

Date: 19-09-2023
Place: New Delhi
UDIN:23099286BGXNKQ1807

For and on behalf of the Board of ETASHA Society

ETASHA Society
President

Dr.Meenakshi Nayar
President

ETASHA SOCIETY
Secretary

Ms. Mini Bhargava
Secretary

ETASHA SOCIETY
Treasurer

Ms. Sangeeta Sharma
Treasurer

ETASHA SOCIETY

E-48, Basement, Greater Kailash Enclave-2, New Delhi-110048

Receipt & Payment Account for the year ended March 31, 2023

PARTICULARS	FY 22-23 Amount (Rs.)	FY 21-22 Amount (Rs.)	PARTICULARS	FY 22-23 Amount (Rs.)	FY 21-22 Amount (Rs.)
I. Opening balances:			I. Expenses	4,00,39,990	3,60,33,335
a)Cash in hand	41,803	3,612			
b)Bank balances	72,08,089	64,25,891	II. Imprest given	39,44,891	26,24,144
			# Net of amounts received out of Fee from students FY 21-22 (Rs. 2,68,121)		
II. Donations and Contribution					
			III. Interest Free Loan to Women Entrepreneurs and		
Donation Corpus	9,77,600	8,32,544	Employees	3,01,527	1,01,000
Incubation Fund	2,57,250				
Donation (Individual,VTP,ESDP,CGS,Covid,General,Tot)	14,54,319	25,66,482			
Project Donation	3,39,31,321	5,04,45,168	IV. Payment for opening outstanding dues against	16,56,679	19,12,394
III. Interest Received			V. Acquistion of Fixed Assets	31,66,351	27,86,902
a)Bank Deposits	1,81,821	1,85,039			
b)Saving Bank	47,310	55,979	VI. Deposits and Advances		
			Fixed Deposits	-	2,02,00,000
IV. Receipt from Investments			Security Deposit	89,500	5,000
a)FD Matured	1,43,25,848	90,81,324			
			VII. Closing Balances		
V. Other Receipts			a) Cash in hand	15,413	41,803
a) Fees from Students	8,00,700	48,751	b) Bank Balances	1,06,39,700	72,08,089
b) Other Income	22,169	3,29,687			
*net of Amounts directly considered under imprest FY 21-22 (Rs. 2,68,121)					
c) Income Tax Refund	27,530	8,61,060			
d) Repayment of Interest free loan to Women Entrepreneurs and Employees	1,30,980	37,000			
e) Membership Fees	-	5,500			
VI. Imprest Redemption	4,47,312	34,630			
Total	5,98,54,052	7,09,12,667	Total	5,98,54,052	7,09,12,667

For Nitin Khandelwal & Associates
Chartered Accountants
Firm Registration No. 020850N

CA Nitin Kr Khandelwal
Partner
Membership No. 099286

Date : 19-09-2023
Place: New Delhi
UDIN : 23099286BGXNKQ1807

For and on behalf of the Board of ETASHA Society

ETASHA Society President
Dr.Meenakshi Nayar
President

ETASHA SOCIETY Secretary
Ms.Mini Bhargava
Secretary

ETASHA SOCIETY Treasurer
Ms.Sangeeta Sharma
Treasurer

ETASHA SOCIETY

E-48, Basement, Greater Kailash Enclave-2, New Delhi-110048

Income & Expenditure Statement for the year ended March 31, 2023

PARTICULARS	SCH.	FY 22-23 Amount (Rs.)	FY 21-22 Amount (Rs.)
A. INCOME			
i) Donations & Contributions	10		
- General Donation		20,80,638	20,83,645
(a)		**20,80,638**	**20,83,645**
- Project Specific		3,46,62,002	4,82,17,639
- For Earmarked Activities		-	7,38,537
(b)		3,46,62,002	4,89,56,176
Total (a+b)		**3,67,42,640**	**5,10,39,821**
ii) Training Fees	11	7,73,508	2,68,121
iii) Bank Interest and Other Income	12	1,77,245	6,15,777
		3,76,93,394	**5,19,23,719**
B. EXPENDITURE			
Expenses on Objects of the Society	13	4,31,85,614	3,37,50,334
Expenses on Earmarked Activities within the Objects of Society	14	7,38,537	9,18,200
Establishment and Adminstrative Expenses	15	95,06,112	26,99,017
Depreciation	3	16,22,433	10,28,710
		5,50,52,695	**3,83,96,261**
		(1,73,59,302)	**1,35,27,458**
Significant Accounting Policies and Notes on Accounts	16		

As per our report of even date

For Nitin Khandelwal & Associates
Chartered Accountants
Firm Registration No. 020850N

CA Nitin Kr Khandelwal
Partner
Membership No. 099286

Date: 19-09-2023
Place: New Delhi
UDIN:23099286BGXNKQ1807

For and on behalf of the Board of ETASHA Society

ETASHA Society
President
Dr.Meenakshi Nayar
President

ETASHA SOCIETY
Secretary
Ms. Mini Bhargava
Secretary

ETASHA SOCIETY
Treasurer
Ms. Sangeeta Sharma
Treasurer

Full Time Staff				
S. No.	**Slab of gross salary plus benefits (Rs per month)**	**Female**	**Male**	**Total**
1	<5000	0	0	0
2	5,000 - 10,000	8	2	10
3	10,001 - 25,000	39	17	56
4	25,001 - 50,000	11	12	23
5	50,001 - 1,00,000	5	3	8
6	1,00,001 >	0	1	1
	TOTAL	**63**	**35**	**98**

Consultants & Part-Time Staff				
S. No.	**Slab of gross salary plus benefits (Rs per month)**	**Female**	**Male**	**Total**
1	<5000	0	0	0
2	5,000 - 10,000	0	0	0
3	10,001 - 25,000	0	0	0
4	25,001 - 50,000	0	1	1
5	50,001 - 1,00,000	1	0	1
6	1,00,001 >	0	0	0
	TOTAL	**1**	**1**	**2**

SUPPORT ETASHA

CO-CREATE ECONOMIC PROGRESS

ENTREPRENEURSHIP INCUBATION FUND

TO HELP ASPIRING NANO ENTREPRENEURS EMBARK ON THEIR JOURNEY

MINIMUM - RS 1,000

SKILLING FOR EMPLOYMENT

TO HELP AMBITIOUS HIGH SCHOOL PASSED YOUTH

MULTIPLES OF RS 6,000

CAREER GUIDANCE

TO HELP 10TH - 12TH STANDARD STUDENTS CHOOSE THEIR RIGHT CAREER AND PLAN FOR IT

RS 1,000

CORPUS FUND

TO STRENGTHEN THE ORGANIZATION

MULTIPLES OF RS 1,000

GENERAL FUND

FOR STREAMLINING SYSTEMS AND PROCEDURES

MULTIPLES OF RS 250

CAPACITY BUILDING FUND

FOR GROWTH AND DEVELOPMENT OF THE TEAM

MULTIPLES OF RS 5,000

WAYS TO DONATE

ONLINE

Visit Our Website

https://www.etashasociety.org/donate

OFFLINE

Mail Us A Cheque/Call For Pickup

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ETASHA

Skilling Communities
for Employment & Income Generation

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