

ANNUAL REPORT 2019-2020

anudip
Life. Transformed.



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MESSAGE FROM THE CEO



“

At Anudip, we believe every youth, irrespective of socio-economic status, deserves dignified life, quality education, skills and opportunities that enables a bright future. Given the stark divide in our society, it is the reality that Anudip has been working towards changing, hoping that every individual can achieve their highest potential for a sustainable and bright livelihood.

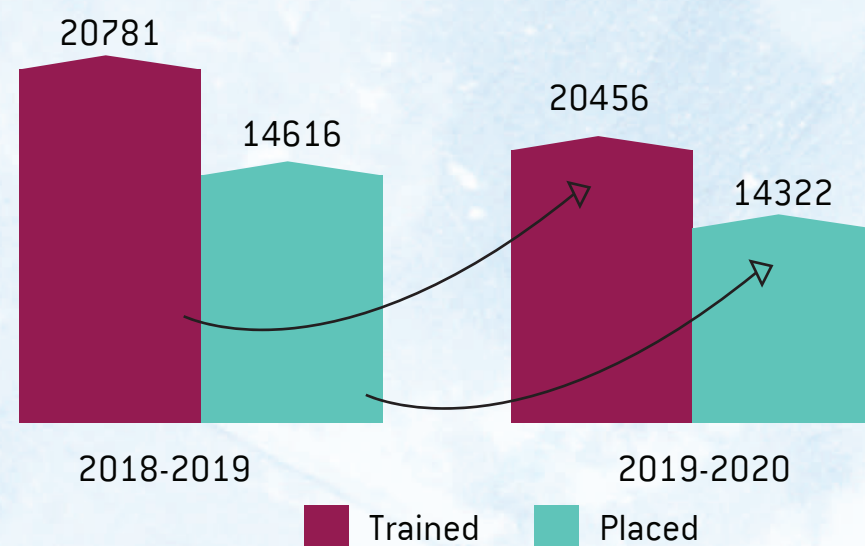
For more than 14 years of service, Anudip has been alleviating the inequalities that youth and woman from low-income communities face by empowering them through creation of aspirational livelihoods through digital inclusion, effective knowledge initiatives and technology driven sustainable programs for career aspirants in emerging economies.

The year 2019-20 witnessed significant impact, partnerships, and pioneering breakthroughs that have been highlights of our journey. We are grateful to our donors, corporate recruiters and supporters, whose support and robust ethos has allowed us to create more aspirational livelihoods in this year. We are pleased to present the Thirteenth Annual Report together with the Audited Accounts for the financial year ended 31st March 2020. With all your support and robust ethos, we look forward to another year forward.

Regards,
Monisha Banerjee
CEO, Anudip Foundation

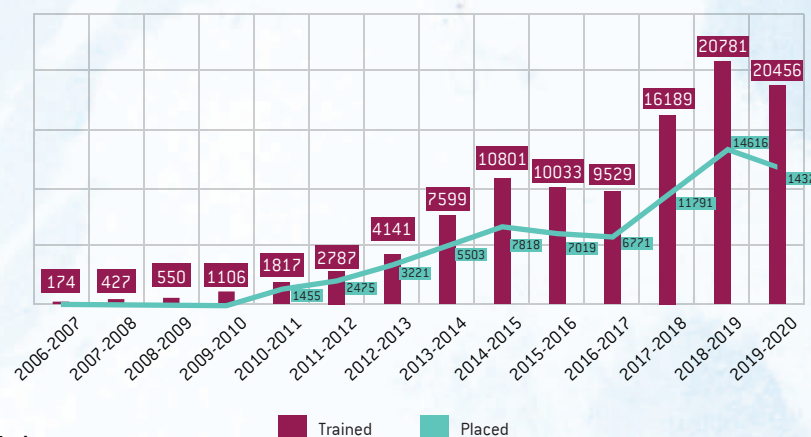
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IMPACT AT A GLANCE



GROWTH STATISTICS OVER THE YEARS

- 2007-13 ● West Bengal
- 2013-14 ● Odisha, Jharkhand
- 2014-15 ● Bihar, Delhi,
- 2016-17 ● Andhra Pradesh
- 2017-18 ● Maharashtra, Tamil Nadu, Telangana
- 2018-19 ● Meghalaya, Louisiana
- 2019-20 ● Assam, Karnataka, Uttar Pradesh, Haryana, Assam, Chattisgarh



IMPACT SINCE INCEPTION



YEAR AT A GLANCE



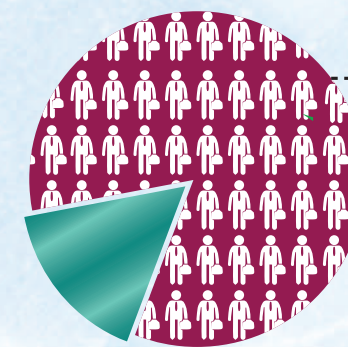
Trained

20456



Placed

14322



Men – Women Participation

MEN

11939

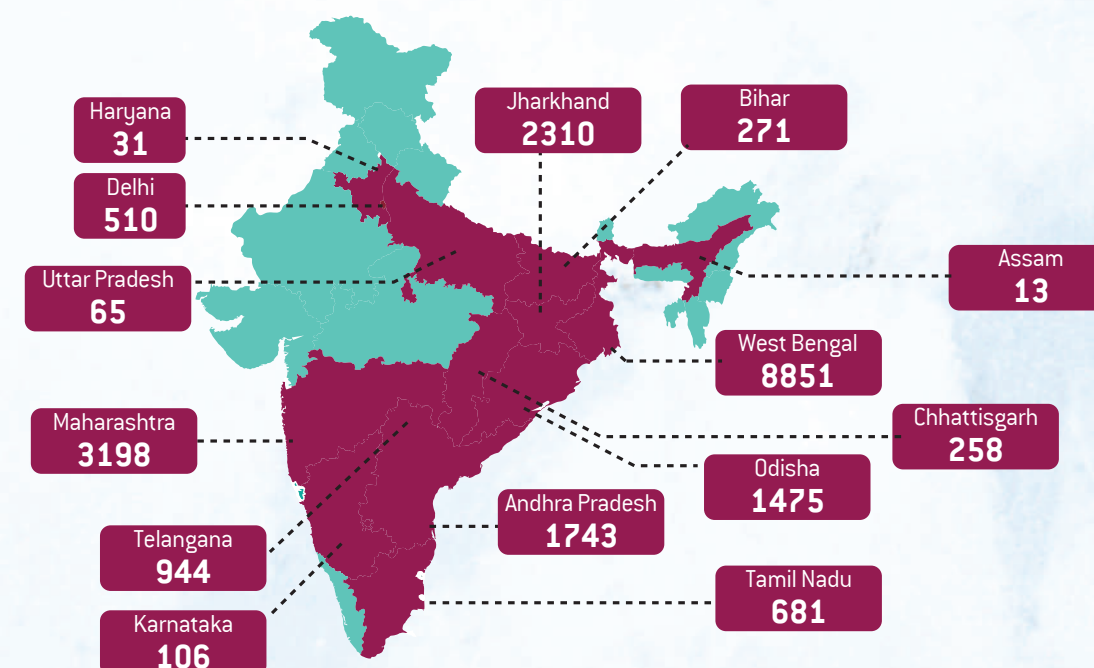


WOMEN

8517



FOOTPRINTS OF IMPACT



OUR APPROACH



An overview

Two-thirds of India's population is below the national average age of 26 years which means that in the coming decade the country will see its potential workforce touching a billion. The economy will need to create 5 million jobs each month to keep employment rates constant. About 90 percent of the jobs created will be skill based and require vocational training.

In 2007, Anudip was set up after a Reuters Foundation-Action Aid study found that economies of desperately poor people can be impacted by increase of local employment. Starting as learning prototypes in IT skilling at 3 locations in the heart of Sunderbans – rural West Bengal to 90+ locations across 16 States in India, Anudip has been delivering measurable employment and entrepreneurship outcomes at scale through its technology powered programs.

What is the problem we are solving and why is this important?

Youth and women from low-income family groups, tribal communities, reformed insurgents, people with disabilities, political refugees, victims of trafficking, ethnic and religious minorities historically perform poorly in the human development index, depending mostly on traditional occupations with limited career options, poor education quality and economic instability. This traps them in a vicious lifetime circle of poverty.

Moreover, these marginalized youth are unable to tap into the livelihood opportunities offered by a growing digital economy which cuts across sectors and job roles. Along with the changing business and dynamic job markets in the twenty-first century, these crisis-stricken youth find it difficult to compete with the market demand and are forced to take up jobs which are low-paid. In this pace, Anudip emerges a leader in identifying this gap and focuses on livelihood creation for marginalized communities which empowers them with sustainable income, financial stability and the opportunity to become future leaders.

OUR EMPLOYERS

Employers Speak



Mahesh Singh
Group Manager HR,
Tech Mahindra BPS

“Every industrial revolution – even as it brings disruptions – ultimately delivers more jobs, opportunity, and progress, connecting people even more closely to the world around them. Technological innovations result in improved lifestyles, and hence consumerism increases and thereby results in more employment opportunities. For example, there was no need for Social Media, Digital Marketer, App Developer professionals until digital/social media platforms such as Facebook, Instagram became mainstream. In this fast-changing world, Anudip is one of our partners delivering newly skilled digital workforce.”



Sushmita Choudhury
HR Specialist, Richard
Design Services

“A flexible working environment supported by SMART goals should be implemented which would yield long-term benefits for the business with a huge boost in morale and overall staff satisfaction. Millennials must act like the people managers focusing on building a strong, cohesive team with differing abilities, skills, and perspectives. Anudip provides young enthusiastic talents ready to take up challenges while learning new skills.”

TOGETHER WITH US

Tech Mahindra

accenture
High performance. Delivered.

vodafone

CGS
Computer Generated Solutions®

IIMI

Infosys

Capgemini

SUTHERLAND

amazon

Walmart

wipro

genpact

TATA
TATA CONSULTANCY SERVICES

iMerit

nielsen

India Filings

diyā - DIGITAL INCLUSION OF YOUNG ASPIRANTS



PROGRAM HIGHLIGHTS

DIYA, an unique technology-driven skills development program for at-risk youth, is a pathway to digital-age learning experiences and new-economy career opportunities for career aspirants from the socially-excluded geographies. DIYA generates a pool of skilled and technology-friendly career aspirants for employers from the burgeoning e-commerce, logistics, and mobile payments sectors.

Total Trained: 19402

Total Placed: 13690

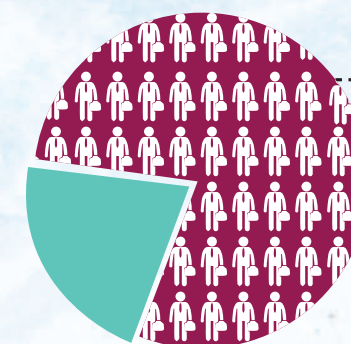
MEN

11218



WOMEN

8184



70.56%
of the trained
candidates
successfully
placed



THE STORY OF MOLLETI SAMUAL, Andhra Pradesh

22 year-old Molleti's only regret was when he had to sell his guitar, a gift from his grandfather to cater to family needs. His father is a daily wage worker with a monthly income of 5000 INR but supported his son to complete graduation. Coming from Mallavaram, a small village in the East Godavari district of Andhra Pradesh, Molleti was the first generation of learner from his family. With a graduation degree, he packed up his bag to try his luck in the Vishakhapatnam City for a stable job. Sitting idle in the city with multiple job rejections made him depressed. Back in his village, his father still hoped for better days but did not have a clue about his son's daunting disease, called depression. With resources getting limited and medical bills increasing Molleti sold his guitar to sustain in the city.

It was at this point, a mobilizer from Anudip met him and inspired to enroll for employability-skills. On advice of the career counsellors, he took up an on-demand course in Accounting with Tally ERP backed up with personality development sessions in Accenture-Anudip's centre in the city. More than skills, Molleti loved going to the centre to speak to his peer-group, and interact with faculty which improved his mental health. After few months, with the help of Anudip's corporate relation cell, he got placed as a junior accountant in Edala Development Private Limited with a monthly remuneration of INR 13, 000/-. With his first salary, Molleti bought a guitar, which brought music back to his life.

His job was not just means of financial upliftment to the family but also helped him out of depression. Molleti is a testament of how right engagement can help fight youth depression. *"There was a time when I was scared to get up in the morning. With no money in the pocket, I know how depression looked like. Anudip has been a journey of learning, improving and re-inventing possibilities,"* Molleti recounts. *"Getting employed was not just an income generation but my biggest cure in the crisis."*

sive - SPECIALLY ABLED VOCATIONAL EDUCATION



PROGRAM HIGHLIGHTS

SAVE (Specially – Abled – Vocational – Education), our exclusive program for people with disabilities offers IT-based vocational skills and mainstream employment access to differently-abled-persons, equipping them with “confidence” and “courage” to enter the workforce without discrimination.

Total Trained: 1028

Total Placed: 621

MEN

721



WOMEN

307



60.41%
of the trained
candidates
successfully
placed



THE STORY OF MADHABI SAHOO JANA, West Bengal

Madhabi was born with a medical condition- which resulted in disproportionately short stature with short arms and legs. Be at school or sports, Madhabi had to face denials due to her physical appearance since childhood. Growing up with this stigma, she was looked down by many of her own family and friends.

After finishing school, she started looking for jobs to support her mother, being the only child. Questioned and rejected by many employers due to her physical deformity, Madhabi strived to get a decent job. Being strong willed, shedid not let her physical barriers come in the way of her goal to work in the mainstream. Madhabi enrolled for Anudip’s Specially-Abled-Vocational-Education (SAVE) program which was offering employability training to differently-abled youth.

The training was free of cost and focused on English communication, new-age computer skills, and personality development. During the training, Madhabi became more confident and worked on her soft skills which reflected in her personality. On completion of her course, she got her first job as a Telemarketing Executive at Space Advisory Private Limited. Today she earns INR 8,500 monthly and one of the major contributors in her family. *“Thank You Anudip for holding hands and believing in my abilities.”* She recalls and affirms.

BEST Building Entrepreneurs to Stop Trafficking



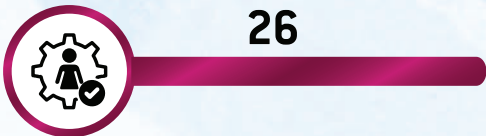
PROGRAM HIGHLIGHTS

Aimed toward rehabilitating the crisis-stricken survivors of trafficking in women and children who face the stigma of sex trade and travails of bonded labor, discrimination and social taboo, Anudip launched its pioneering BEST (Building Entrepreneurs to Stop Trafficking) initiative to enable the disadvantaged women and girls find viable and respectable professions. A pilot project launched on August 2018 with this distinctive objective, mentors, skills and assists a group of women and girls rescued after being trafficked (often multiple times) in Domkal in the Murshidabad district of West Bengal to become digitally literate and develop entrepreneurial proficiencies for economic and social integration.

Why Murshidabad?

The International Labour Organization (ILO) estimates that India is a source, transit, and destination for women and girls who are trafficked for commercial sex work. West Bengal ranks among the 8 Indian states that supply the most trafficked women and girls owing to a shared porous border of 2,217 kilometers with Bangladesh, and thus often serves as a transit location for thousands of Bangladeshi women who are trafficked into India each year. Sex trafficking is known to be particularly prevalent in Murshidabad district of West Bengal, due to its close vicinity to the Bangladesh border.

Source : Anti-Trafficking Study by Freeset Business Incubator & Banzid -2016-17



42.31%
Self Employed
through cloud
sourced platforms



THE STORY OF BULTI KHATOON, West Bengal

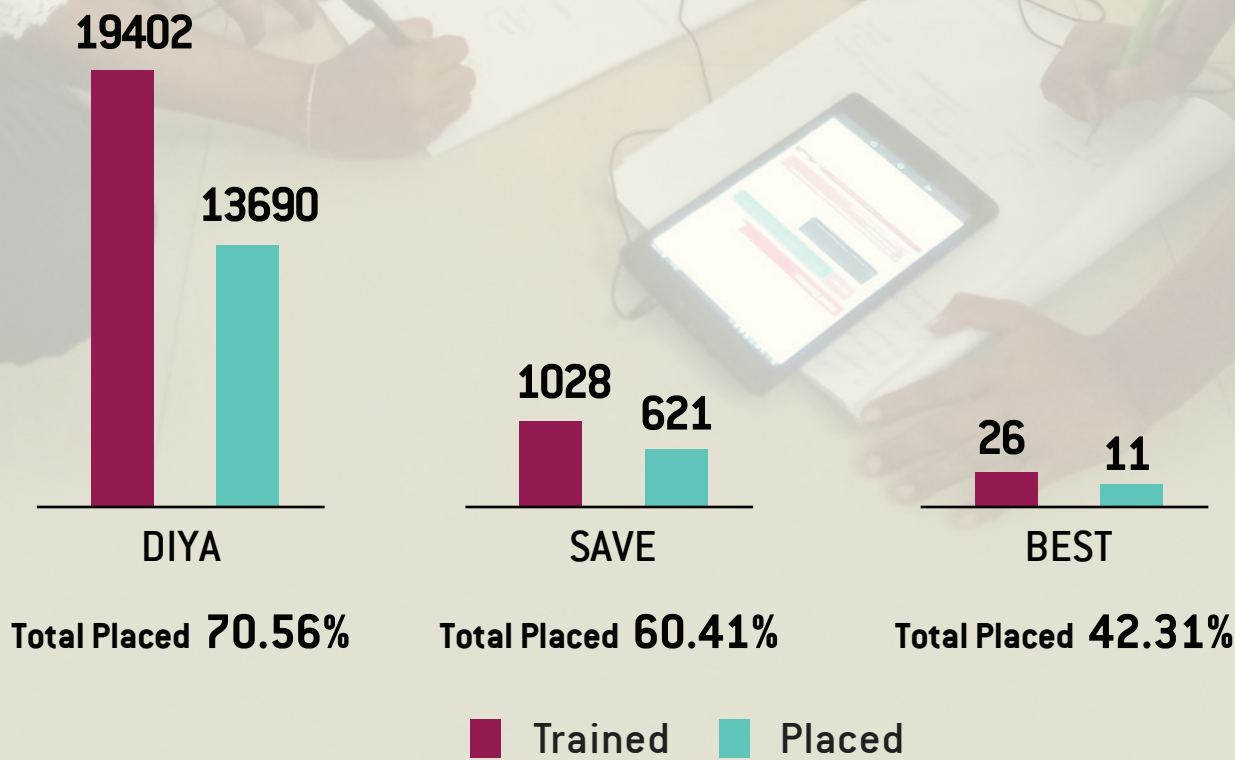
Born to a sex worker, Bulti grew up in Napitpara- Domkal's notorious red-light area which is a home to hundreds of sex workers living in confined, dingy and congested quarters with shabby floors, and dirty cabins. Her mother Safura Bibi earned her daily bread balancing her life between running the household and paying rent and negotiating with touts.

As a child, she grew up seeing her mother dress up, and sit by the window to greet many 'Babus' coming to her door. For Bulti, it was never easy to come to terms with the profession of her mother. She grew up without a clear sense of identity and whenever she stepped outside, the world looked at her with doubt and contempt, never allowing her equal access to opportunities that others of her age had. She was only 8 years old when she fell prey to traffickers who lured her with the offer of good food, clothes, and was tricked into leaving her mother, with the hope of a better life. Instead, she found she had been trafficked into a world of sexual slavery, forced drug- and violence. Thankfully, within a few months, Bulti was rescued by West Bengal police and placed in Shilayan Government shelter home for rehabilitation. After ten long years of her stay in the shelter home, she was identified by the community mobilizers of Anudip Domkal centre. At Anudip, Bulti was introduced not just to a formal job-training but it her a new slice of life. A life, which she now recounts as *"beyond imagination."*

She got skilled in crowd sourced assignments on transforming unstructured text, image, and video data into customized and trained data. After one and a half year of training accompanied with personality grooming and counselling sessions, Bulti got her first job in one of the leading digital data services - iMerit Technology Services Pvt. Ltd. Currently, Bulti is contributing to her family and wishes to rescue her neighborhood friends entering the prostitution.

PROGRAM WISE TRAINING AND PLACEMENT PERFORMANCE AT A GLANCE

Committed to Secured and Sustained Livelihoods across the Programs



OUR PARTNERS IN CHANGE

We acknowledge the support provided by all our donors whose ageis help us to further our work and transform lives in 2019-20

DONORS	TARGETED IMPACT
Citi Foundation	• Impart digital skills training to high-need communities in Pune and Thane, Maharashtra to provide placement opportunities
HSBC Skills for Life	• Upskill unemployed youth aged 18-25 years from Kurnool and Vizianagram, Andhra Pradesh in professional skills training and facilitate employment opportunities
JP Morgan	• Deploy young women from disadvantaged communities in financial and digital literacy training and place them in new economy jobs
Wells Fargo	• Engage marginalized youth from Tamil Nadu and Telangana with new skills and advanced courses and provide job support
Bank of America	• Up skill opportunity-limited youth and women from underdeveloped locations in smart skills for new-economy job-roles
HSBC Swadesh	• Enable at-risk youth with career-development proficiencies for employment in IT & ITeS sector
ITC Ltd.	• Skill marginalized youth and women across West Bengal and Assam with industry aligned digital and IT skills
Accenture Services Pvt. Ltd.	• Support career-aspirants from low-income family groups across India through Anudip's DIYA and SAVE programs to help them secure employment
ICRA Limited	• Equip access-limited youth in rural West Bengal with professional skills training and employment support
Microsoft	• Prepare underprivileged young men and women nationwide with an array of skills from basic ITto website-development, Cisco and Microsoft certification, programming languages, etc.
Capgemini	• Train youth in new economy skill sets and provide employment opportunities in digital and IT services
NetHope and Google	• Deploy latest IT and networking devices and equipment for state-of-art learning technology
Cisco CSR	• Set up skill and career development centres to offer advanced skill-sets for opportunity-limited youth
mJunction	• Hone opportunity-limited youth in rural West Bengal with employability skills training and placement support
Hindustan Unilever limited	• Equip small business to e-commerce platforms and upskill needy youth and disabled persons with digital skills and employment
US Embassy	• Empower aspiring young women from underprivileged background with new-age skills

AWARD & ACCOLADES



Felicitated by Accenture in 2020 for empowering vulnerable communities with advanced digital skills and employment through Accenture's Skills to Succeed initiative

iMerit recognizes Anudip as its BETTER HALF in 2020 for being its strategic partner to generate a pool of a skilled inclusive workforce

Anudip wins Best Organization for Women Empowerment at the Women Empowerment Summit and GIWL Awards in 2019

Anudip wins the Best Digital Skilling Organization of the Year at The National Education Leadership Awards in 2019



BOARD OF DIRECTORS

The following was the Board membership at the end of the financial year:

- Mr. Dipak Basu
- Mr. Arup Das
- Mr. Abhijit Sen
- Mr. Jai Natarajan
- Mr. Sumantra Banerjee
- Mr. Sanjeev Prasad

PARTICULARS OF EMPLOYEES

As required under section 217(2A) of the Companies Act, 1956, and the Rules framed thereunder, the Directors state that there have been no employees applicable to this Rule during the period under consideration, and so no comment is necessary in this matter.

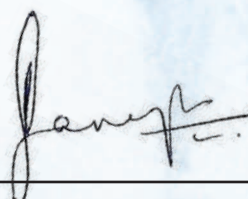
DIRECTOR'S RESPONSIBILITY STATEMENT

As required under Section 217(2AA) of the Companies Act, 1956, the Directors state as follows:

- i) That in the preparation of the Annual Accounts for the year ended 31st March, 2020, the applicable accounting standards have been followed along with proper explanation relating to material departures.
- ii) That the Directors have selected such accounting policies to the extent deemed applicable and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company at the end of the year ended 31st March 2020 and of the surplus of the Company for the year.
- iii) That the Directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with provisions of this Act for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities.
- iv) That the Annual Accounts for the year ended 31st March, 2020 have been prepared on a going concern basis.

ACKNOWLEDGMENTS

The auditors of the Company, M/s Konar Mustaphi & Associates, Chartered Accountants, will hold office until the conclusion of the Annual General Meeting. Your Directors convey their sincere thanks to the Company's employees for their outstanding work and to all bodies and authorities who have extended their support and financial assistance through the year.


CEO

FINANCIALS

ANUDIP FOUNDATION FOR SOCIAL WELFARE (A Company incorporated u/s. 8 of the Companies Act, 2013)


BALANCE SHEET AS AT 31ST MARCH 2020


Sl. No.	Particulars	Note No.	As at 31st March			
			2020		2019	
			Rs	Rs	Rs	Rs
I.	EQUITY AND LIABILITIES :					
(1)	Shareholder's Fund:					
a)	Share Capital		-	-	-	-
b)	Reserve and surplus	II	2,61,84,436	2,61,84,436	2,19,96,292	2,19,96,292
(2)	Non-current Liabilities					
Long - term borrowings		III	1,07,73,975	-	-	-
Other Long-term liabilities		IV	30,11,048	1,37,85,023	21,71,909	21,71,909
(3)	Current Liabilities					
a)	Trade payable		1,30,009	20,48,472	20,48,472	20,48,472
b)	Short term Borrowings	V	1,23,970	2,28,217	2,28,217	2,28,217
c)	Other current liabilities	VI	10,09,93,044	10,12,47,023	12,13,82,526	12,36,59,215
TOTAL				14,12,16,482		14,78,27,416
II.	ASSETS :					
(1)	Non-current Assets					
a)	Fixed Assets					
i)	Tangible assets	VII	98,16,389	1,84,94,005	1,84,94,005	1,84,94,005
ii)	Intangible assets under development	VIII-B	37,69,481	97,04,988	97,04,988	97,04,988
b)	Other Non-current Assets	IX	99,82,012	2,35,67,882	83,07,112	3,65,06,105
(2)	Current Assets					
a)	Receivables	X	-	55,69,168	55,69,168	55,69,168
b)	Cash and cash equivalents	XI	9,24,48,157	9,33,31,359	9,33,31,359	9,33,31,359
c)	Short term loans & advances	XII	30,34,316	38,25,340	38,25,340	38,25,340
d)	Other current assets	XIII	2,21,66,127	11,76,48,600	85,95,444	11,13,21,311
Summary of significant accounting policies and the accompanying notes to the Financial Statements form Integral part.						
TOTAL				14,12,16,482		14,78,27,416

In terms of our report of even date

For **KONAR MUSTAPHI & ASSOCIATES**
Chartered Accountants
FRN: 314125E

(S.K. Mustaphi)
Partner
Membership No 51842
UDIN : 20051842AAAAAT4175
Place: Kolkata
Date: 26th June, 2020


ABHIJIT KUMAR SEN
Director
DIN - 5327489


SUMIT GUHA
CFO


SUMANTRA BANERJEE
Director
DIN - 75243

ANUDIP FOUNDATION FOR SOCIAL WELFARE (A Company incorporated u/s. 8 of the Companies Act, 2013)

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST MARCH 2020

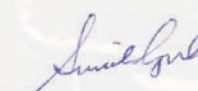
Sl No.	Particulars	Note No.	For the year ended 31st March	
			2020	2019
			Rs	Rs
INCOME				
1	Grant Income	XIV	24,67,71,598	17,76,88,744
2	Other Income	XV	2,19,92,447	2,15,11,528
Total Income			26,87,64,045	19,92,00,272
EXPENDITURE				
1	Employee Benefit Expenses	XVI	13,15,57,971	10,75,88,440
2	Depreciation	VII	86,77,616	67,69,188
3	Amortization	VIII-A	69,45,636	-
4	Other Expenses :			
	- Administrative Expenses	XVII	2,58,57,635	1,81,23,658
	- Training Centre Expenses	XVIII	9,15,37,043	7,75,63,077
Total Expenditure			26,45,75,901	21,00,44,363
Surplus/(Deficit) for the year			41,88,144	(1,08,44,091)
Summary of significant accounting policies and the accompanying notes to the Financial Statements form Integral part.			I	

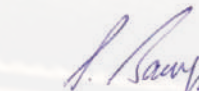
In terms of our report of even date

For **KONAR MUSTAPHI & ASSOCIATES**
Chartered Accountants
FRN: 314125E

(S.K. Mustaphi)
Partner
Membership No 51842
UDIN : 20051842AAAAAT4175
Place: Kolkata
Date: 26th June, 2020


ABHIJIT KUMAR SEN
Director
DIN - 5327489


SUMIT GUHA
CFO


SUMANTRA BANERJEE
Director
DIN - 75243








WISH TO BE A PARTNER IN CHANGE?

Write to publicrelations@anudip.org to support us in touching more lives.



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PS: Bidhan Nagar (EAST), Kolkata-700091 | Tel: +91 33 2357 7406

U.S Office: 14435C Big Basin Way #256, Saratoga, CA 95070

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Our Presence:

India: Andhra Pradesh | Assam | Bihar | Chattisgarh | Delhi | Haryana | Jharkhand | Karnataka
Maharashtra | Meghalaya | Odisha | Tamil Nadu | Telangana | Uttar Pradesh | West Bengal
U.S.A: Louisiana