

ANNUAL REPORT

2020 – 2021



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MESSAGE FROM THE CEO



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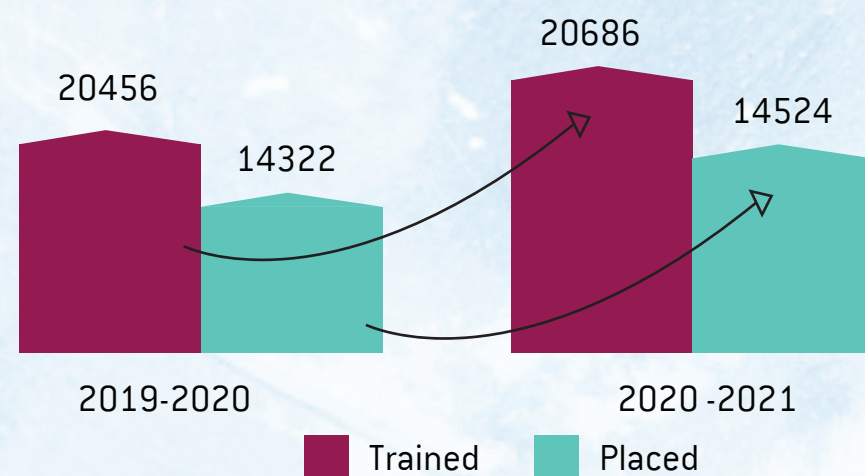
We are in the midst of a global health crisis of unknown duration, with COVID-19 situation evolving further with significant new challenges. In addition to the immediate health concerns, we are seeing a much wider impact on all of our lives as well as the economy. Understandably, there is a great sense of discomfort everywhere. However, amidst the gloom, we are inspired by the dedication, selflessness, and resilience seen across our teams. My thoughts are with the people affected and everyone working around the clock to help those most in need. Despite odds we have adapted to the changing environment very quickly, and our commitment to positively transform lives will continue without interruption.

The year 2020-21 witnessed significant changes, 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 even in such tough times. We are pleased to present the Fourteenth Annual Report together with the Audited Accounts for the financial year ended 31st March 2021. With all your support and robust ethos, we look forward to another year forward. Stay safe. Thank you.

Regards,
Monisha Banerjee
CEO, Anudip Foundation

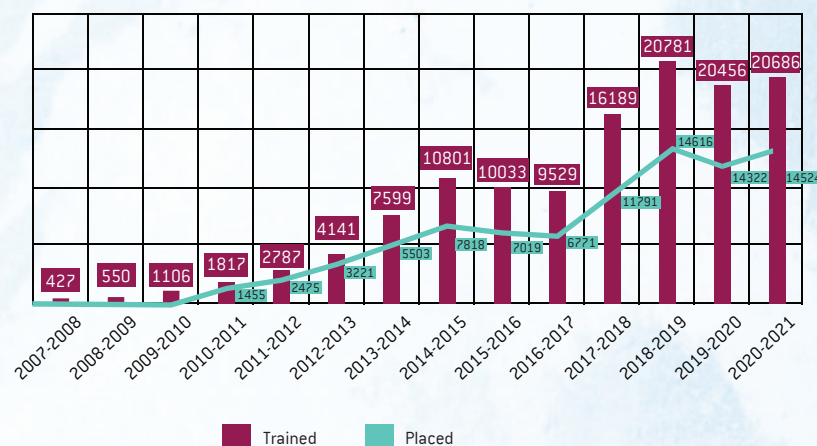
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IMPACT AT A GLANCE



GROWTH STATISTICS OVER THE YEARS

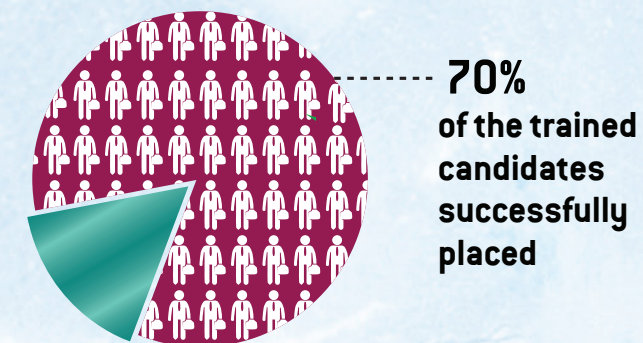
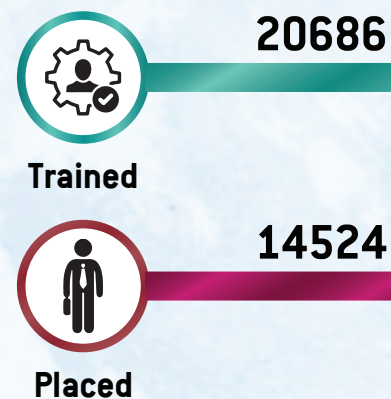
- 2007-13 West Bengal
- 2013-14 Odisha, Jharkhand
- 2014-15 Bihar, Delhi,
- 2016-17 Andhra Pradesh
- 2017-18 Maharashtra, Tamil Nadu, Telangana
- 2018-19 Meghalaya, Louisiana
- 2019-20 Assam, Karnataka, Uttar Pradesh, Haryana, Assam, Chattisgarh



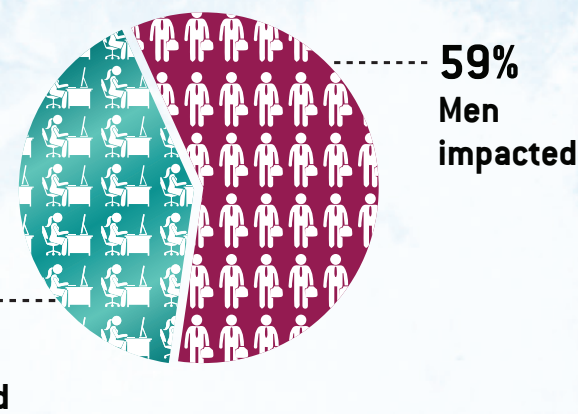
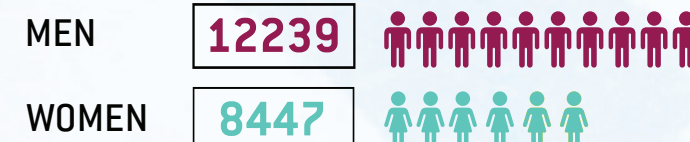
IMPACT SINCE INCEPTION



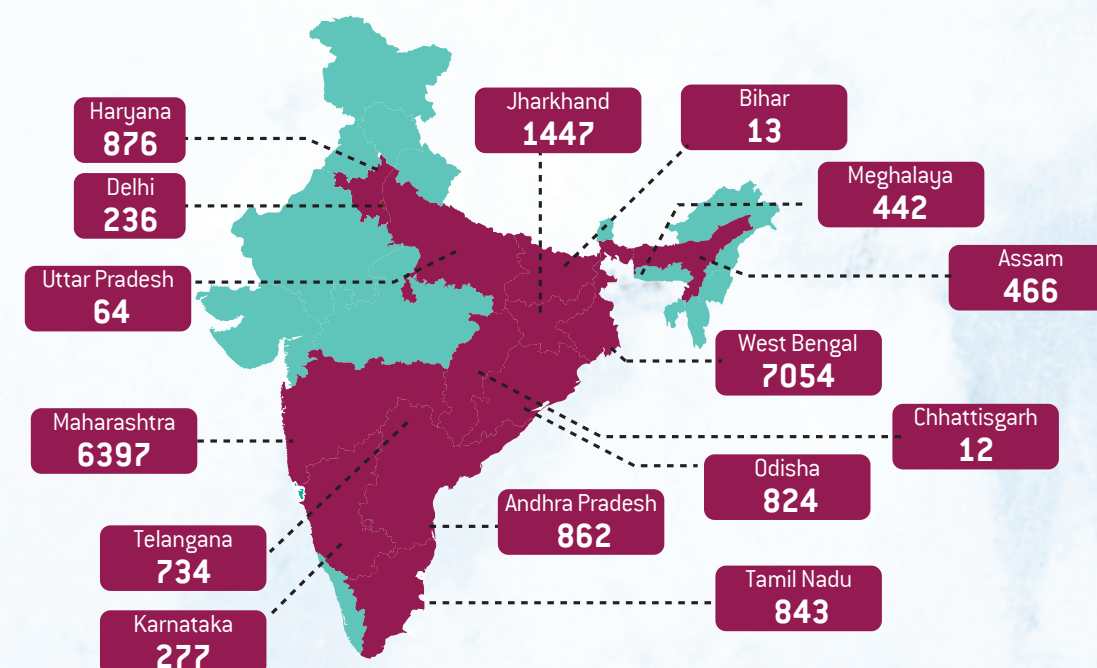
YEAR AT A GLANCE



Men – Women Participation



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.

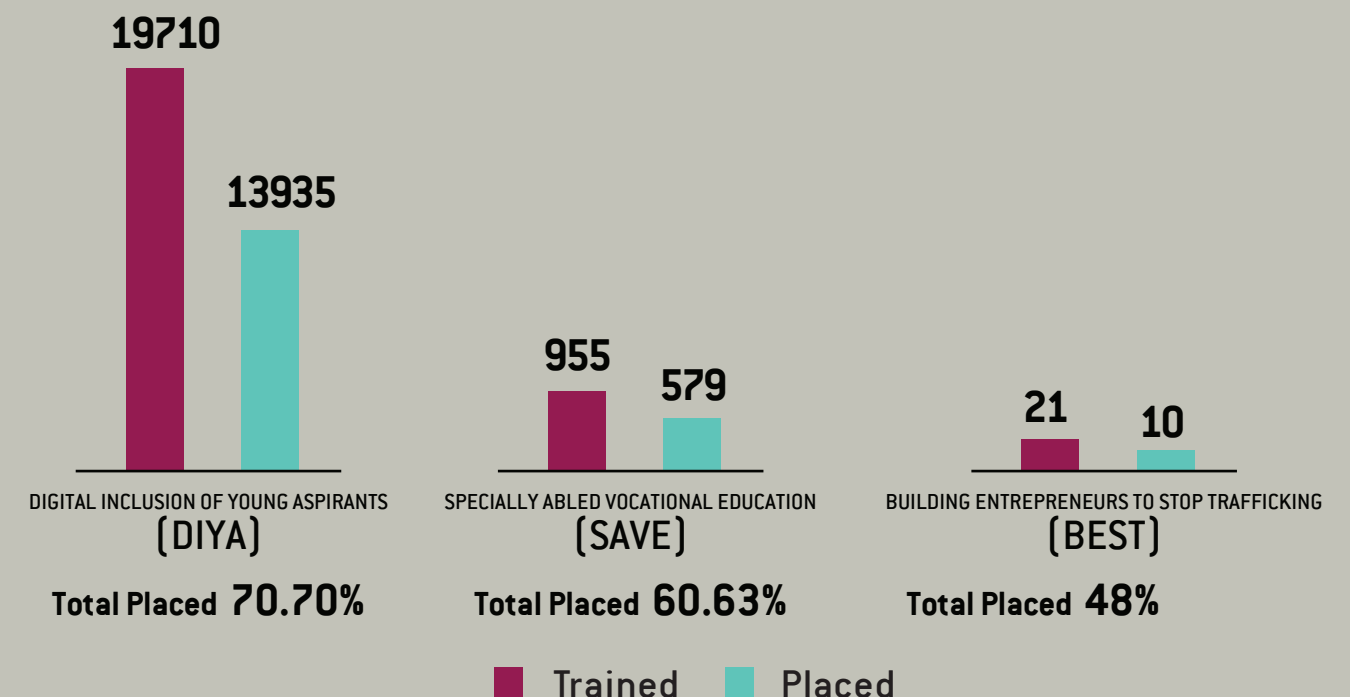
What is the problem we are solving and why is this important?

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.

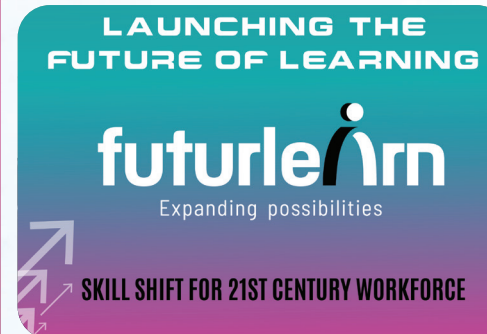
Moreover, these marginalized youth are unable to tap into the livelihood opportunities offered by a growing digital economy which cuts across sectors and job roles. Along with the changing business and dynamic job markets in the twenty-first century, these crisis-stricken youth find it difficult to compete 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.

PROGRAM WISE PERFORMANCE AT A GLANCE

Committed to Secured and Sustained Livelihoods across the Programs



LAUNCHING THE FUTURE OF LEARNING



As part of its ongoing efforts to foster an ecosystem that enhances India's talent with the right set of skills, Anudip Foundation launched FutureLearn supported by Capgemini, aimed at preparing a global workforce with the skills needed to future-proof their careers in an age of rapid technological change. Along with providing financial assistance for developing FutureLearn, Capgemini reinforces its partnership with Anudip by sharing their expertise and insights into design strategies to incorporate critical 21st century concepts that bring complementary capabilities in our curriculum and accelerate our road to impact the future workforce through this product. Anudip's FutureLearn product will be highly scalable, fully virtual, facilitate self-learning with limited facilitation, and drive an engaging learning experience that nurtures curiosity amongst the youth community.

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

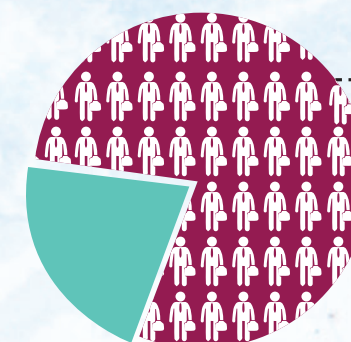
MEN

11500

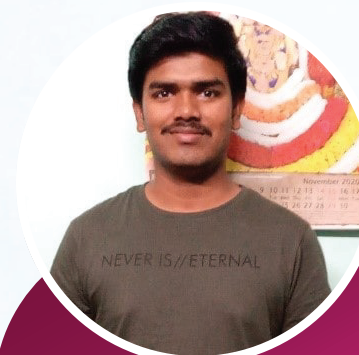


WOMEN

8210



70.70%
of the trained
candidates
successfully
placed



STORY OF THODA GIREESH, Tirupati, Andhra Pradesh

"My father drives a private sumo on Tirupati hills and my mother is a homemaker running a sizeable household of five, in Rayachoty, Kadapa District of Andhra Pradesh. When it became difficult to make ends meet, I started giving tutorials to the local children," recalls Gireesh. 23 year-old Thoda Gireesh has always seen his father painstaking — work as a cab driver doing day and night shifts to make more money. When his father returned back home exhausted, Gireesh heard stories about how he dropped young boys and girls doing corporate jobs and dreaming to see his sons sitting at the back seat of his cab, someday.

Gireesh started looking for employment opportunities to strengthen his resources. This was when Gireesh decided to take up market-aligned skills training from a local institute which he could manage. Gireesh enrolled for Diploma in Web Designing at Anudip Tirupati Centre and learnt HTML5, CSS, JAVA SCRIPT, and BOOTSTRAP. It was followed by assessments, certification and mock — interview sessions. Post his training completion, Anudip helped him sit for multiple job-interviews in corporates. Today, Gireesh works as a Web Analyst in Capgemini, earning INR 31, 000 per month.

Recounting his struggle, he affirms, *"My father proudly speaks about my job at Capgemini, one of the largest multi-nationals to the passengers during his trips."*

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

739



WOMEN

216



60.63%
of the trained
candidates
successfully
placed



ASUNTA TOPPO
Jharkhand

Challenges:

- Affected by polio since the age of two
- Denied admission in regular school
- Family being hesitant to take up responsibility

Asunta Toppo belonged to the tribal family in rural Jharkhand. Being rejected since childhood at school and later by her family members, she knew she has to stand up for own-self. **“Rejections came to me from an early stage of life. I was perceived as a burden everywhere.** It was then Asunta decided to take up an employability training despite odds. Her tenacity and grit helped her gain a course in English Communication and IT. Post her training, Asunta got a job in Vibrant Infocom with a salary of INR 12,000 per month and is now financially stable.

“Today my career is an answer to everything. My courage and ANUDIP has been my only companion”

BEST Building Entrepreneurs to Stop Trafficking



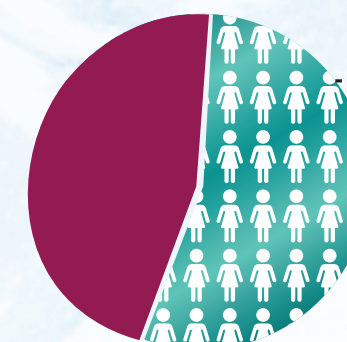
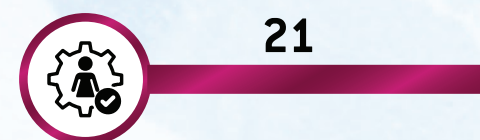
PROGRAM HIGHLIGHTS

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



THE STORY OF TUHINA, Murshidabad, West Bengal

Tuhina was forced to marry the same man who was about to sell her. Aimed at rehabilitating crisis-stricken survivors of human trafficking, Anudip, through its pioneering BEST initiative readies Tuhina, who faced sexual slavery, and prepared for viable and respectable professions through skill development training. Today Tuhina is an IT professional and lives life with dignity.

24 year old Tuhina who has braved countless challenges to fight against stigma after being rescued from trafficking admits that it is her association with Anudip and the subsequent training she received that took her life in a direction she could have never imagined. Today, Tuhinda works on digital data and earns INR 8,500 per month.

'My new identity as a professional in corporate – changed everything, even my haunted past.'

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 2020-21

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
Microsoft and L&T	• Impart Digital Skills for Construction Workers Project includes training of 7000 trainees with 100% improvement in digital skills
Cisco CSR	• Set up skill and career development centres to offer advanced skill-sets for opportunity-limited youth
eJunction	• 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
USAID	• Empower aspiring young women from underprivileged background with new-age skills

DONORS

TARGETED IMPACT

Tata Strive	• Provide technology-driven skills development program for final year college students; leading to a pathway to secure digital livelihood and careers in Cyber Security with Ethical Hacking and Web Designing
RPG FOUNDATION	• Upskill economically disadvantaged members of the society leading to a pathway of securing digital livelihood
BRAC	• Hone new-age digital skills training to job-aspirants from Bangladesh
Titan	• Train youth from marginalized backgrounds and specially-abled student with new economy jobs
HT Parekh	• Impart trainings in industry-aligned curriculum and digital services for youth from impoverished backgrounds
CDC Group PLC	• Enhance workforce development training to employees and staff of iMerit Technology Services

OUR EMPLOYERS



AWARD & ACCOLADES



Great Place To Work®
Certified
NOV 2021-NOV 2022
INDIA

Certified as a Great Place to Work Company for 2020 -21

Winner of Indian Chambers of Commerce Social Impact Awards for Employability Enhancing Vocational Skills 2020-21

Winner of e-NGO challenge by Digital Empowerment Foundation

CERTIFICATE OF RECOGNITION

ANUDIP FOUNDATION FOR SOCIAL WELFARE

has been recognised as a **WINNER** for the year 2020-21 in the category

GENDER EQUALITY & ENABLEMENT

for providing entrepreneurship & IT training to the survivors of trafficking to make them financially independent

Osama Manzoor
Founder & Director
Digital Empowerment Foundation

Organiser
DEF
DIGITAL EMPOWERMENT FOUNDATION

Institutional Partner
WSA
WORLD SUMMIT AWARDS

Dr. Prof Peter Bruck
Chairman of the Board of Directors
World Summit Award & WSA
Mobile Award

BOARD OF DIRECTORS

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

- Mr. Dipak Basu
- Mr. Mohan Eddy
- 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.

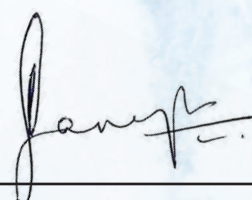
DIRECTOR'S RESPONSIBILITY STATEMENT

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, 2021, 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, 2021 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, 2021 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)

CONSOLIDATED FINANCIALS

BALANCE SHEET AS AT 31ST MARCH 2021

Sl. No.	Particulars	Note No.	As at 31st March			
			2021		2020	
			Rs	Rs	Rs	Rs
I. EQUITY AND LIABILITIES :						
(1) Shareholder's Fund:						
a) Share Capital						
b) Reserve and surplus	II		3,30,24,734	3,30,24,734	2,61,84,436	2,61,84,436
(2) Non-current Liabilities						
Long - term borrowings	III		86,25,000		1,07,73,975	
Other Long-term liabilities	IV		64,85,808	1,51,10,808	30,11,048	1,37,85,023
(3) Current Liabilities						
a) Trade payable			34,45,598		1,30,008	
b) Short term Borrowings	V		25,416		1,23,970	
c) Other current liabilities	VI		15,34,94,365	15,69,65,379	10,09,93,044	10,12,47,023
TOTAL				20,51,00,921		14,12,16,482
II. ASSETS :						
(1) Non-current Assets						
a) Fixed Assets						
i) Tangible assets	VII-A		55,14,978		98,16,389	
ii) Intangible assets under development	VII-B		16,43,519		37,69,481	
b) Long-term loans and advances					-	
b) Other Non-current Assets	VIII		75,45,396	1,47,03,893	99,82,012	2,35,67,882
(2) Current Assets						
a) Receivables	IX		-		-	
b) Cash and cash equivalents	X		16,55,71,096		9,24,48,157	
c) Short term loans & advances	XI		25,88,733		30,34,316	
d) Other current assets	XII		2,22,37,200	19,03,97,029	2,21,66,127	11,76,48,600
Summary of significant accounting policies and the accompanying notes to the Financial Statements form Integral part.	I					
TOTAL				20,51,00,921		14,12,16,482

In terms of our report of even date

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

(S.K. Mustaphi)
Partner
Membership No 51842
UDIN : 21051842AAAADO4156
Place: Kolkata
Date: 24th September, 2021

MONISHA BANERJEE
CEO

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) CONSOLIDATED FINANCIALS

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST MARCH 2021

Sl. No.	Particulars	Note No.	For the year ended 31st March	
			2021	2020
			Rs	Rs
	INCOME			
1	Grant Income	XIII	26,44,65,602	24,67,71,598
2	Other Income	XIV	1,78,38,333	2,19,92,447
	Total Income		28,23,03,935	26,87,64,045
	EXPENDITURE			
1	Employee Benefit Expenses	XV	15,03,11,418	13,15,57,971
2	Depreciation	VII-A	44,53,308	86,77,616
3	Amortization	VII-B	21,25,962	69,45,636
4	Other Expenses :			
	- Administrative Expenses	XVI	96,99,585	1,88,82,448
	- Training Centre Expenses	XVII	10,88,85,032	9,85,12,230
	Total Expenditure		27,54,75,305	26,45,75,901
	Surplus/(Deficit) for the year		68,28,630	41,88,144
	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 : 21051842AAAADO4156
Place: Kolkata
Date: 24th September, 2021

MONISHA BANERJEE
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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.



India Office: Cimsys Towers, 3rd Floor, Plot Y-13, Block-EP, Sector-5, Salt Lake,
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