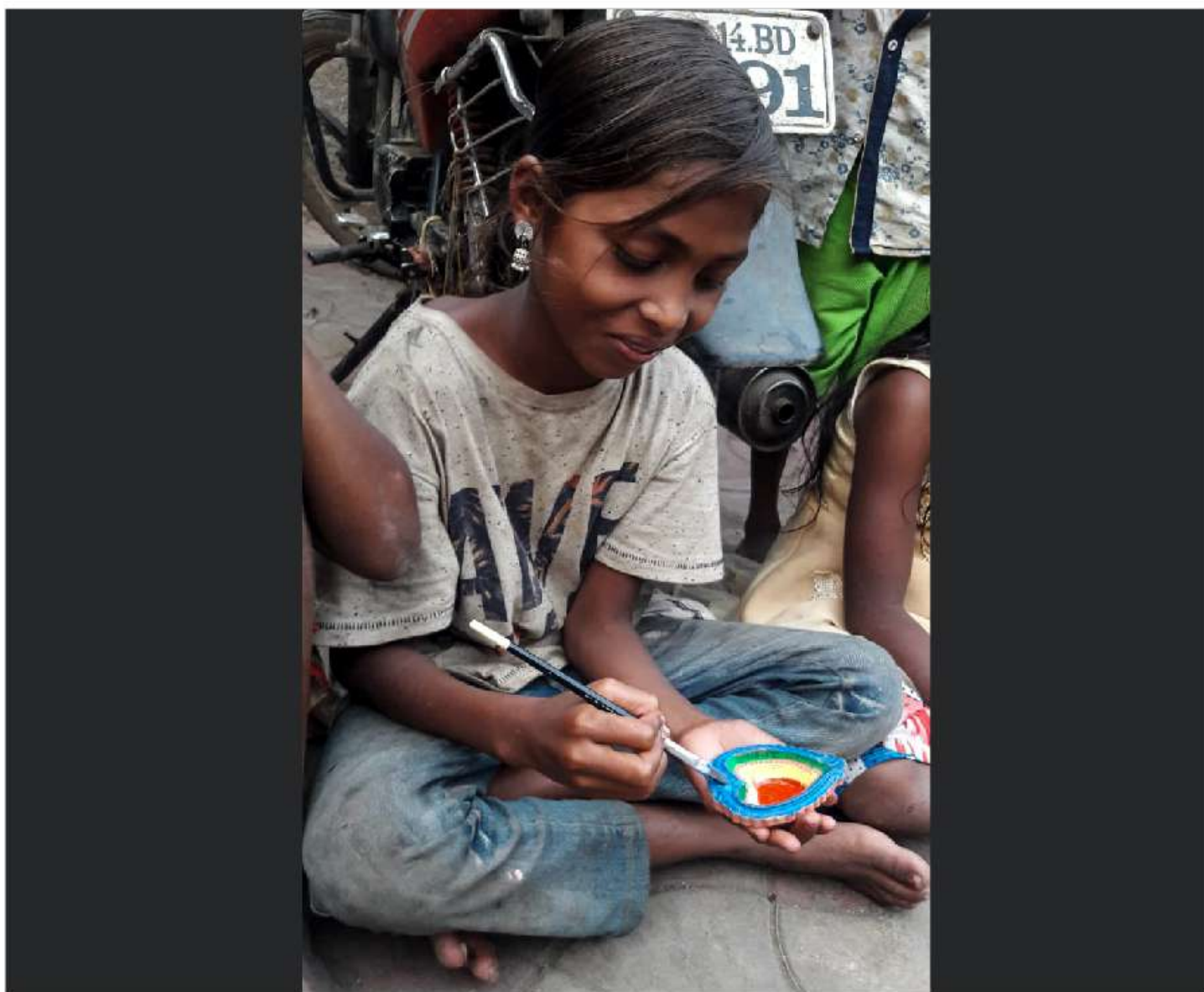


Annual Report

2021-22



Reaching the unreachable

Glimpses of 2021-22



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FOREWORD



Sangeetha Menon
Board Member of
IDEA Foundation

The last few years have brought unforeseen changes in the global landscape with the Covid-19 pandemic ravaging the world. This has adversely impacted society everywhere. Hopefully, we are in the tail-end of the pandemic but the scars on society may well be permanent.

At IDEA, we too were severely impacted. However, as we move towards the future after a very challenging time, we realise that we, as a community have the resilience and tenacity to overcome grave challenges. We dug deep into our resources, and driven by our over-arching purpose, we have continued to hold the hands of others, and never let it slip. That is what makes IDEA so unique, for in the face of the most testing time in our organisation's life, we came good by drawing inspiration from our cherished values.

Working as a team, the many hearts that together make the IDEA community, rose to the confront the unanticipated threat, and pivoted to execute our projects in novel ways. Embracing technology like never before, the team admirably adapted to the new normal with webinars and zoom meetings becoming the medium to stay connected. In our work, physical contact is essential – and knowing this, we soon shifted to a hybrid model of working.

The focus on women and children has been unwavering as we continue to concentrate on providing income streams for women and education for children. Seeking donations of mobile phones and laptops, creating workbooks for children, etc., were unique and creative ways of dealing with the situation at hand. Needless to say, all these measures were most effective in keeping the community engaged.

While the core projects continue in Pune, IDEA has persisted with expanding its boundaries to Mumbai, Alappuzha (Kerala) and Chennai. This is only possible due to the unstinting support of our stakeholders, both individual and corporate, and we owe them much gratitude, for supporting us through a trying period. We remain optimistic that these well-wishers will remain steadfast in offering their encouragement to us, both financially and in many other non-monetary ways. It is this assistance from our sponsors that enables us to sustain the activities to achieve our organisation's cause.

For recouping and adapting quickly from the crippling blow of the pandemic, a special word of appreciation is due to the entire team of IDEA who have worked insistently for the larger goal. It has been my privilege to be associated with IDEA, and as part of the governing board, I look forward to continuing to undertake meaningful work so that we persist in our mission to create equal opportunities for the underprivileged sections of society by enabling their all-round development.

— Sangeetha Menon

About IDEA

Vision: A just society where individuals have access to equal opportunity

Mission: To create equal opportunities for the underprivileged sections of society for their all-round development

Foundation for Initiatives in Development and Education for All (IDEA) is a Pune-based non-profit organization that works with the objective to serve underprivileged children, youth, and women through educational and skilling programs. Adopting a holistic approach to minimize school dropouts, IDEA launched its work through a study centre in a slum community in 2002. It expanded its work to include educational sponsorship for high school children and, gradually initiated skill development courses for women and youth in 2010.

IDEA has expanded its operations to cover around 36 communities in and around Pune, 11 villages around Hinjewadi and Bor, Maharashtra, Mumbai, Chennai and Alappuzha district in Kerala. It has directly impacted 60,125 children, 14,288 youth and 24,702 women through 5 core programmes since inception.

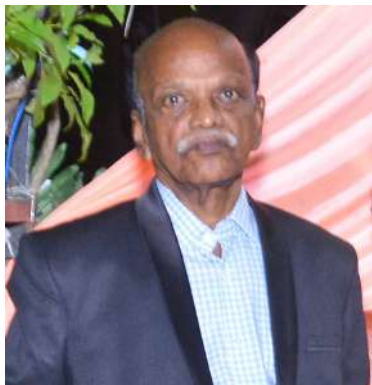


OBJECTIVES:

- To conduct and develop Research, Consultancy, Documentation, and Training.
- To undertake scientific studies, evaluation, and research projects in the area of Applied Social Sciences and Rural and Urban Development.
- To undertake Action Research Projects in the field of Rural and Urban Development.
- To implement Schemes and Programmes/ Projects in the field of Social Development with particular reference to the promotion of education.
- To facilitate development aid and support to the needy children to complete their education, training, and all-around development.
- To extend help in exceptional cases to poor and needy.
- To organize seminars, conferences, workshops, etc.
- To provide vocational guidance, training and facilities for vocational rehabilitation of the needy.
- To undertake programmes of community development in the field of education, health, etc.
- To undertake implementation of the various schemes of Government bodies and local bodies, in the fields of education, income generation and vocational training.
- To initiate programmes for: i. Needy and destitute children who have no shelter, education and who are found to be exploited in the society. ii. Street children and school dropouts and to restart their education and organize special programmes for them.
- To achieve the aims and objectives aforesaid, to co-operate, enter into partnership programmes and to take joint programmes and or to lend assistance to and seek assistance from other institutions, national or international with similar aims and objectives



IDEA BOARD



Balakrishna K. Pillai
President and Trustee



Ashok Budhkar
Vice President



Dr, Usha Pillai
Co-founder and Director



Dr. Vijay Kulkarni:
Hon. Secretary



Sachin Gokhale
Treasurer



Ajay Talreja
Member



Sangeetha Menon
Member



Sujata Kelkar:
Member



Shilpa Khangaonkar
Member

CREDIBILITY AND AWARDS



IDEA has received Gold or Platinum certification from Guidestar India, whenever applied after a thorough due diligence process, IDEA is listed/supported by various funding platforms or funding partners.

1. Give India - <https://www.giveindia.org/nonprofit/idea-foundation>
2. Guidestar - <http://www.guidestarindia.org/Summary.aspx?CCReg=374>
3. Charity Aid Foundation America (CAFA) - [https://cafa.iphiview.com/cafa/Organizations/OrganizationView/tabid/437/dispatch/byorganization_id\\$329613_hash\\$f6503ae958ad828d94f93718b0851db21611c3f9/Default.aspx](https://cafa.iphiview.com/cafa/Organizations/OrganizationView/tabid/437/dispatch/byorganization_id329613_hashf6503ae958ad828d94f93718b0851db21611c3f9/Default.aspx)

AWARDS

1. Outstanding Annual Report Award, in 2008 from CSO Partners, Credibility Alliance & FMSF- All India Level.
2. DHYAS Award for Social Excellence, 2011
3. Platinum Certificate by Guide Star, 2014 & 2016
4. STREE innovation Award to Dr. Usha Pillai, 2015
5. NGO Leadership Award, 2017
6. Consistently maintained 'SUPERSTAR' rating on Global Giving from 2017.
7. 'Commitment to Transparency' key from Guidestar, 2019
8. 'Best NGO partner' at Partners for Goals meet, TATA Communications Ltd, 2019
9. Two-time finalist for the e-NGO Award, in 2015 and 2019
10. Finalist for Polestar Award, 2019
11. Motherhood Felicitation Award to Dr. Usha Pillai by Parkhe Memorial Trust in 2022



HIGHLIGHTS

All projects functioned as planned except for a few hiccups during the initial stage of the second lockdown. Subsequently, the constraints imposed by the lockdowns empowered the staff to transition to an online mode of function. The staff worked from home till the end of May. During the first lockdown, the beneficiaries and staff mastered the use of digital platforms increasing their digital readiness. With the onset of the second lockdown, all beneficiaries of the skill development programme underwent training in basic computer skills. This also equipped our instructors and teachers to deliver effective and seamless online education to the beneficiaries. IDEA partnered with BYJU'S for free licenses to 670 students.

Through online sessions on art and craft, storytelling and worksheets-based exercises, the children of the study centre were engaged productively. Many women from skilling projects reported reduced stress levels and negativity and a boost in levels of happiness. A Learning Management System was set up functioning as a digital learning platform for Beauty Care and Tailoring courses. Trainee students reported a high level of satisfaction when they used the blended mode of learning for these courses. Festivals and important days were celebrated online to foster a sense of togetherness.

Covid-affected families received direct money transfers and provision of essentials. 400 food packets and 100 hygiene kits were distributed among marginalized communities in Hadapsar and Warje, with the support of Women Entrepreneurs Enclave. Virtual awareness sessions for parents helped prevent the spread of the pandemic and increased the morale of the participants. A pool of volunteers conducted online storytelling sessions for children to keep them engaged and active.

From June 2021, the staff resumed travelling to the office on alternate days. The office resumed full operations by the end of June. Study centres remained closed until August and re-opened after Diwali vacation. Skilling courses under the Ashakiran project resumed in October. As the restrictions were lifted, teachers resumed home visits and assigned homework by phone. Entrepreneur's Day was marked with an inspiring live session by Archana Jagtap, the founder of Quilt Collective, Pune.



Covid assistance

HIGHLIGHTS



Opening of Umang Livelihood Centre

IDEA celebrated its 20th anniversary in the month of February. A small-scale live celebration was organised in the office, replete with cultural events. A virtual celebration was conducted with the active participation of beneficiaries and staff members. Mr. Rajesh Mehta, a visually challenged professional working for a corporate, delivered a motivational speech inspiring the audience members. An online fundraiser was conducted in the form of a Garba dance facilitated by Dhara Mehta, founder of The Opposable Thumb.

The inception of self-help groups and their collective efforts for entrepreneurship culminated in the establishment of the women-led cooperative called Umang Livelihood Centre, a landmark achievement of Umang project. This start-up, inaugurated in Dighi this year, is in its incubation phase. The focus is on acquiring support in mentoring, marketing, and strategic planning. The product range includes jute bags, purses, pouches, folders, kurtis, tunic tops, and handmade jewellery.



Umang products

CORE PROGRAMMES

Core programmes focus on facilitating access to education and employment opportunities for children, youth, and women from underprivileged communities.

- **UTKARSH** - Study centres for children studying between grades 1 to 7 employ a dynamic and holistic approach using Activity Based Learning (ABL) and e-learning, with a focus on improving the learners' fundamental learning skills.
- **UDAAN** - Educational sponsorships for very needy children studying from 8th grade to graduation, with part reimbursement of their school/college fees, stationery, and life skills sessions. Youth with high potential receive training in leadership skills through Youth Clubs.
- **ASHAKIRAN** - Skill development courses for women and youth in various vocations like Tailoring, Beauty Care, Home chefs, Art and Craft to improve their employability.
- **UNNATI** - Entrepreneurial Development Programme (EDP) to encourage women who complete vocational training to start their own businesses. SHG formation and hand-holding support are hallmarks.
- **E-SAKSHAR** - Digital Literacy Programme, eqips members of the community across age groups in basics of computers and internet



UTKARSH- Community-based Learning Centre

Currently in Pune (Kothurd, Warje, Yerwada and Hadapsar) & Bhor

1005 children of marginalised communities belonging to grades 1-7 received remedial education through study centres. Study centres remained closed until August and re-opened after the Diwali vacation. Students were facilitated with BYJU'S free licenses for learning.

Children resumed attendance at the study centres adhering to Covid protocols. Fundamental learning skills were enhanced through activity-based learning, e-learning, extra-curricular activities, and exposure visits. Focused academic learning, engagement in sports, celebration of festivals and days involving children and parents were the key highlights. Under Shiksha Utkarsha project, study centres and digital literacy centres were supported by Cotiviti with a focus on improving science, mathematics, and communication skills of the children. This year, 1005 children were enrolled in the study centres of rural and urban areas of Pune. 2 new study centers were inaugurated in Janata Vasahat making a total number of 20 study centres.



Success story: Overcoming limitations and discovering strengths

Akram, a student of the Lamanvasti centre since 2017 was diagnosed with a speech disorder. He did not engage in conversation with anyone. With personal attention and perseverance, the teacher engaged him in different activities. She also went the extra mile and visited his family and counselled them from time to time and referred a speech therapist. She sensitised the other children of the centre to Akram's unique needs.

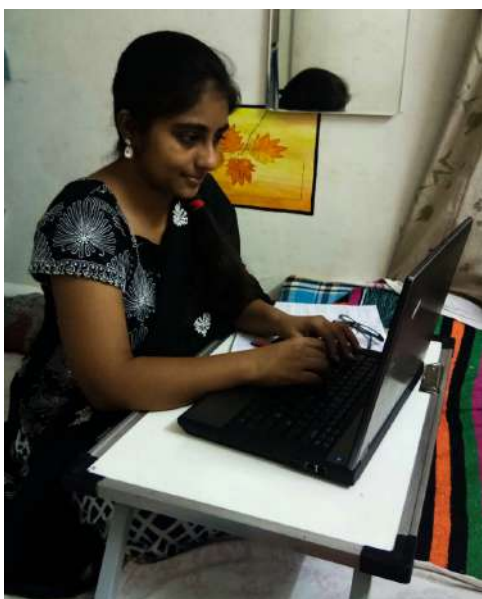
All her efforts paid off. Gradually, Akram showed signs of increased self-confidence. Responding to the support and involvement of his peers at the centre, he started communicating with them. His educational outcomes have also been impressive. Though a student of grade 4, Akram possesses a special ability to solve math problems of grade 6. Akram has persuaded his younger brother to attend the study centre and together, they reap the benefits of a well-developed learning ecosystem at the centre.

UDAAN- Educational Sponsorship Program

Currently in Maharashtra, Chennai & Kerala

Underprivileged children, especially girls, are unable to obtain financial support from their families to continue their education in high school. Through Udaan, 864 needy students received support to complete their high school and college education this year. Sponsorships covered school/college fees, purchase of books, stationery supplies, and uniforms.

Community youth clubs equipped with WiFi-enabled PCs, and reference books facilitated self-learning and group learning mechanisms and built up the leadership qualities of the participants. The beneficiaries enjoyed a safe and stimulating environment where they spent quality time with each other. Exposure visits and sessions in life skills, career counseling, spoken English, personality development, digital literacy, and storytelling (online) enhanced the overall development of the beneficiaries.



Avani says:

"I was fortunate to receive sponsorship from IDEA Foundation for my education. I became successful today only because of their help. I have a respectable job in a good company with a decent salary. I am very grateful to IDEA and will be happy to provide support for the education of needy children like me."

Story of change: Multi-dimensional impacts

Avani has been a student of Udaan since 2015. She proactively approached the staff and expressed her wish to study in a reputed college after completing her schooling, but she was worried about the high fees. Her mother was a tailor and her father was a driver. Assessing her eligibility, she was enrolled into Udaan for college sponsorship. While studying in college, Avani worked part-time as a receptionist in a clinic. After 3 years, she quit her job to dedicate herself to academic pursuits. She received a laptop as a donation through Hexaware and this timely assistance rescued her from getting into debt and helped her complete her college assignments with excellence. Avani successfully acquired a degree in Industrial Microbiology. She went on to acquire a Master's degree in Bioinformatics and procured a well-paying job upon graduation. She works as a Domain Specialist with an annual package of INR 500,000.

Avani's story is an example of the holistic impact achieved by IDEA's interventions. She benefitted from the several sessions conducted by IDEA such as digital literacy, resume writing, and interview workshops. Observing her gap in communication skills, the social worker motivated her to face a crowd with confidence. Through IDEA's youth group activities, Avani expressed her talents in art and dance. Additionally, she mastered baking skills and bakes commercially as well. Through these avenues, Avani helps her father repay the long-term debt he was struggling to pay.

ASHAKIRAN - Skill Development for youth & women

Currently in Pune district

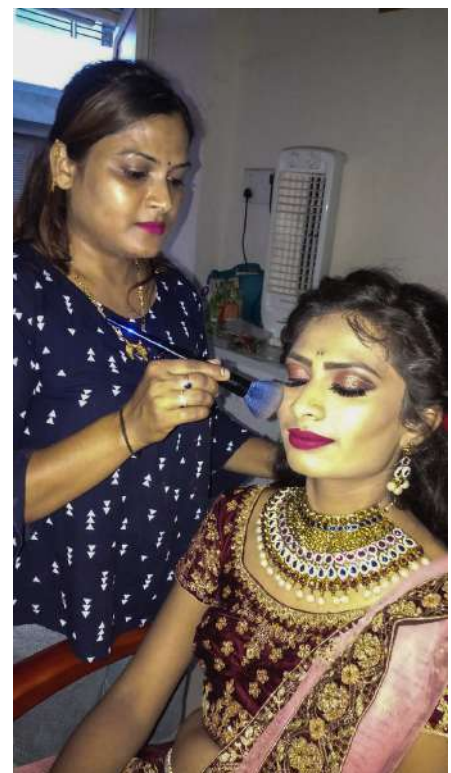
2136 women received training in various skills this year through basic and advanced courses in Tailoring, Beauty care, Catering, Computer Literacy, Bag making, and Art and Craft. All classes were shifted to virtual/blended mode this year. Computer literacy has become an essential part of this programme now.

Classes were temporarily stopped during the first two quarters of the year due to lockdown restrictions. But from the third quarter onwards, the programme bounced back. COVID-19 awareness programmes, and sessions on stress management and hygiene were conducted for the beneficiaries by experts from each field.



Story of change: Journey from a student to a role model

On completing her 12th grade, Rupa was made to marry a suitor. After marriage, she completed a government-certified course in Beauty Care and joined IDEA to complete an advanced course in Beauty Parlour and Makeup Artistry. She paid the fees from her own income. Initially, she provided parlour services from her home and earned a high income. She realized her potential and desired to grow her business. From her savings, she launched her own enterprise, 'Sayee's Beauty Parlour and Spa' recently. She also hired a classmate to assist her in running her business. Rupa has become a role model for other trainees.



UNNATI - Entrepreneur Development for women

Currently in Pune

Women who gained new skills could not move forward due to a lack of knowledge and self-confidence in running a business. They tended to go back to their old routines. The mission of Unnati is to close the gap between gaining skills and income generation through the facilitation of self-employment/entrepreneurship opportunities. The programme also provides support and organizes women into clusters or Self-Help Groups (SHGs) which can launch their own businesses. 413 women successfully completed the EDP course this year.

In the 6 days of EDP training, various sessions on entrepreneurial qualities, market demand, selecting a trade, making a business plan, branding, micro-finance, record and inventory management, government laws were taught through innovative methods like skits, role plays, presentations, and case studies. The programme also consisted of sessions on communication skills, interpersonal skills, and consumer behaviour.



Story of change: From a school dropout to the primary breadwinner

Prema lives with her husband and 3 children in a tin-roof house with two rooms. Her husband works as a driver and earns Rs. 12000 a month. She joined a tailoring course and learned basic stitching. She completed an advanced course while undertaking local tailoring orders. Initially, she used to earn Rs. 3000 a month. Slowly, her learning curve in stitching skills progressed remarkably. She mastered the art of designing, fitting, and finishing, while simultaneously completing the course on bag making and home furnishings. She completed bulk orders of making tiffin bags and school bags as well. She obtained an order of making pouches through IDEA and this was a turning point in her life.

She enrolled in the EDP and equipped herself with business skills and social media skills. Her family provided the much-needed support for her growing business. Her husband procured the required raw materials while her children helped her with new trends in social media. She created a Facebook page for her business with regular updates. IDEA felicitated her with the Best Entrepreneur Award and presented her items to celebrities in popular Marathi YouTube channel show. Prema, a school dropout, now earns Rs. 20,000 a month and takes pride in the fact that she is the primary breadwinner of her family.

E-SAKSHAR- Computer Literacy Programme

Currently in Pune & Bhore

IDEA's E-Sakshar programme complements the government's vision of digital readiness by imparting digital literacy to one person from each household. Since its inception, the E-Sakshar programme equipped thousands of beneficiaries with the requisite skills to manage online bank transactions, ticket booking, and filling up school or college applications. This year, 491 people, across age groups, acquired digital skills thereby minimizing the digital divide. Beneficiaries across skilling programmes completed the computer training to navigate the digital world in the post-pandemic era. The syllabus was dynamically modified to adapt to rising challenges and beneficiaries receive training on diverse online platforms. They gained skills regarding the use of social media for business promotion, cyber security and financial literacy.



Meena enjoys digital empowerment

Meena is a beneficiary of 'E-Sakshar' campaign. This digital literacy and cyber security campaign turned her life around. It helped her grow in her career and become who she is today. After completion of the course, she got a job as an Accounts Assistant with a salary of INR 13000. During lockdown, she used her newly acquired digital skills to her son in school projects. She could find the right content on the web and create presentations.

Being a proud working woman, Meera says,

"As a student, I was on cloud nine when I first learned how to use a computer. While my son attended his school online, I felt at ease thinking I can finally help him learn and study better. Through this course, I gained hands-on experience with various computer processes.

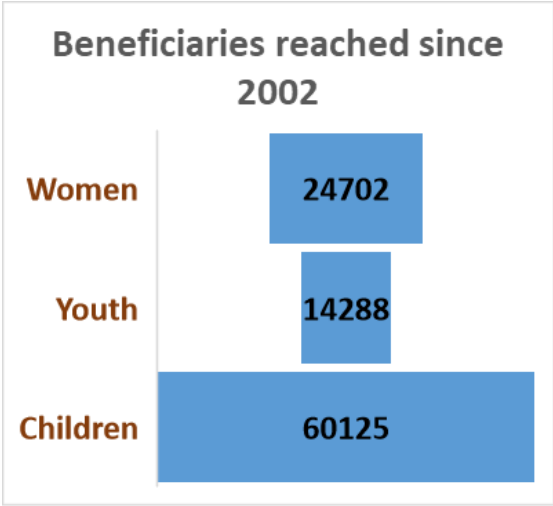
I worked as a receptionist at the start of my career, and after completing this course I could do more with a computer. I was quickly promoted to the Office Administrator's position and now I'm an Accounts Assistant, which is a significant accomplishment for me."

PROGRESS SO FAR

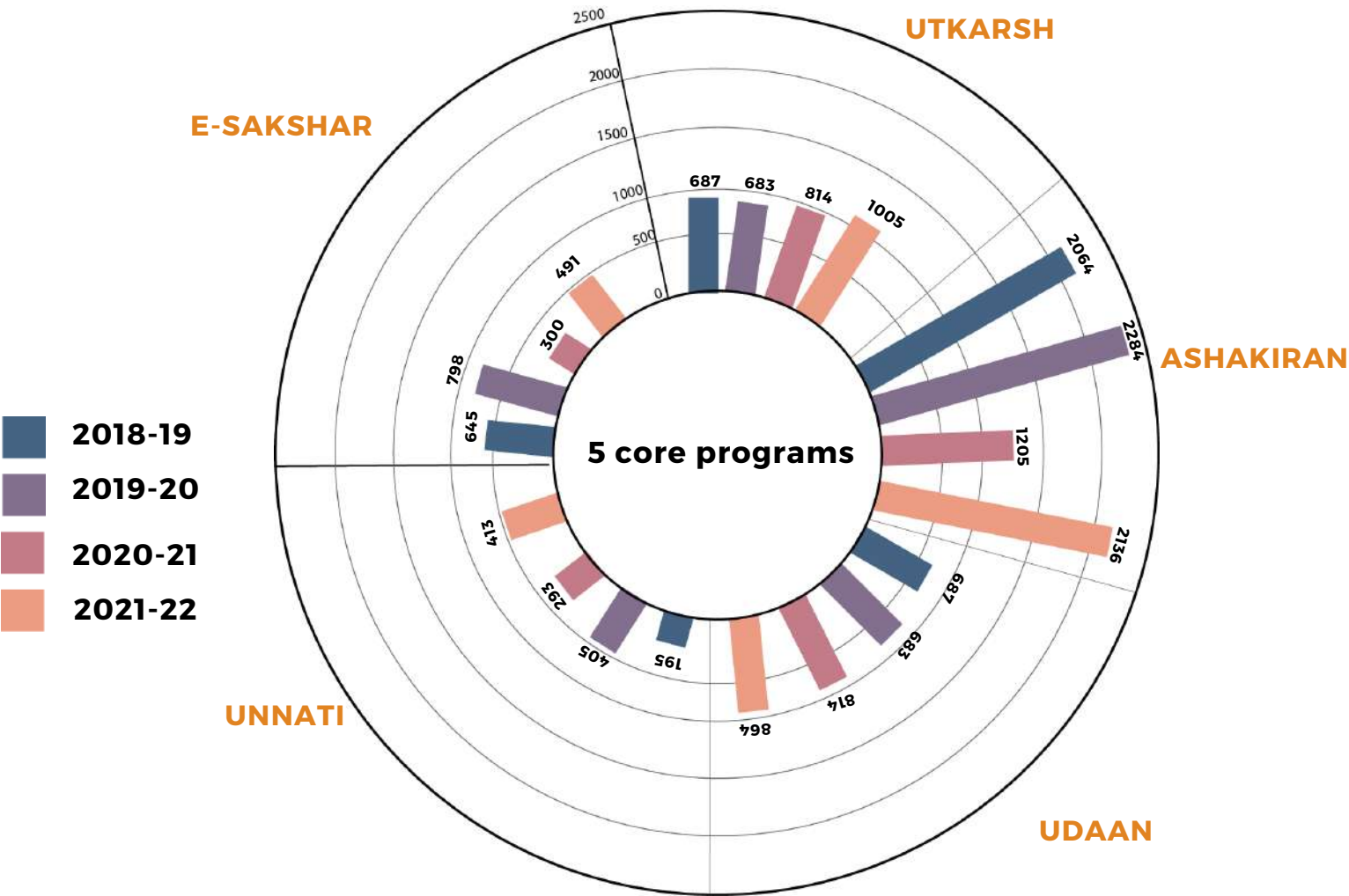
3 states-Maharashtra, Kerala, Tamilnadu



99,115 people



Programme wise Beneficiary chart from 2018 to 2022



KEY PROJECTS

1. UMANG Project - Tata Communications supports the women empowerment programme in Dighi and 17 neighbouring communities in Pune. The project focuses on a holistic approach to sustainable livelihoods, and employability through vocational training, life skills and entrepreneurship development, handholding support, and digital literacy by running a Livelihood Centre for women.

2. HEXAWARE Sponsorship Program - Hexaware technologies supports educational sponsorships to meritorious college students from Pune, Mumbai, and Chennai.

3. AMHI PARIVARTAK (We are the Change Makers) Project -VMware Software Pvt Ltd supported children of 5 Study Centres in Sangamwadi, Ganeshnagar, Malwadi, Ramtekdi, and Yerwada. The centre provided access to quality education through eLearning, fully equipped resource centres and self-development programmes for Youth Clubs. GFG (Giving For Good Foundation) supports 2 centres in Ramnagar and Lamanvasti.

4. SHIKSHA UTKARSHA - Cotiviti India Pvt Ltd supported children of 2 study centres in Pune: Shinde Vasti in Hadapsar and Renuka Vasti in Koregaon Park.

5. SAMARTHA - We worked with children in 7 study centers and 2 schools in Bhore and neighbouring villages, a rural area in Pune district - with the support of Sir Peter Ustinov Foundation, Germany till December 2021. Indiranagar, Sanjaynagar, Mahadnaka, Kasurdi, Anantnagar, Kikli and Siddheshwarnagar communities benefitted from this project.

6. SPECIAL INITIATIVES

i. HOME CHEF Course in Pune improves culinary and business skills of women as a part of the women empowerment programme (Kothrud, Yerawade, Hadapsar). It is supported by the TMF group and GFC (Global Fund for Children)

ii. LIGHT HOUSE Project imparts skill trainings in 4 Beauty care centres in Aundh, Bibvewadi, Tingarenagar, and Janata Vasahat

iii. REBUILD KERALA PROJECT - A gamut of educational initiatives support children and infrastructure development of 8 schools in Kuttanadu area of Alappuzha district, Kerala.

With the CSR support of Tata Communications, IDEA launched this project in 2015, for the empowerment of women from the semi-urban communities in the vicinity of Tata Communications, Dighi campus. The focus of the project is sustainable livelihoods and employability through vocational training and entrepreneurship development programmes. IDEA encouraged women from the Affirmative Action Group to get involved in the economic growth and development of their communities by acquiring the necessary skills. Entrepreneurship Awareness Programme and Digital Literacy are essential components of this program.

Highlights:

- Inauguration of a Livelihood Centre - a Production Unit and a Retail Outlet at Vishrantwadi.
- Direct impact of 4209 women through mobilization.
- 1964 women received skill trainings in basic and advanced vocations in Tailoring, Beauty care, and Art and craft through a blended learning model.
- 822 women benefitted from the Entrepreneurship Awareness Programme and 343 women participated in the Entrepreneurship Development Programme. 44% trainees are from the affirmative action group. 13 women were mentored by TCL volunteers in developing their business plans.
- 59% of the trainees started income generation activity upon completion of their training; 10 enterprises were set up by women. Their income increased from 50 to 250% on completion of the Kurta/Tunic/Top course.
- 14 new SHGs were formed and 13 existing SHGs were regularized. 7 women received handholding support and seed money for starting enterprises.
- Umang Facebook page was created for the promotion of products made by the beneficiaries; 10 online exhibitions were organised successfully.
- 5 ladies in Sakhi SHG in Bopkhel specialized in making soaps, ubtans, diyas. They generated a revenue of Rs. 40,000.



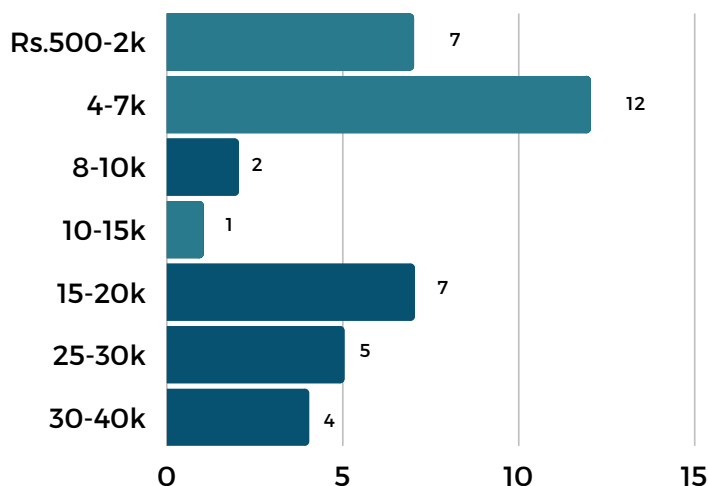
Yasmin says, "Sometimes I used to get frustrated because of family problems, but after attending life skills sessions on stress management, confidence building sessions, by IDEA Foundation, there is a tremendous positive change in my behaviour. I have learned to change myself and I can handle situations in a better way. With my tailoring business, I shoulder the economic responsibility of my family equally with my husband."

A comparative study between home-based IGA (Income generation activity) and enterprises set up by our beneficiaries led to the discovery of key growth drivers and pros and cons of both home-based businesses and enterprises.

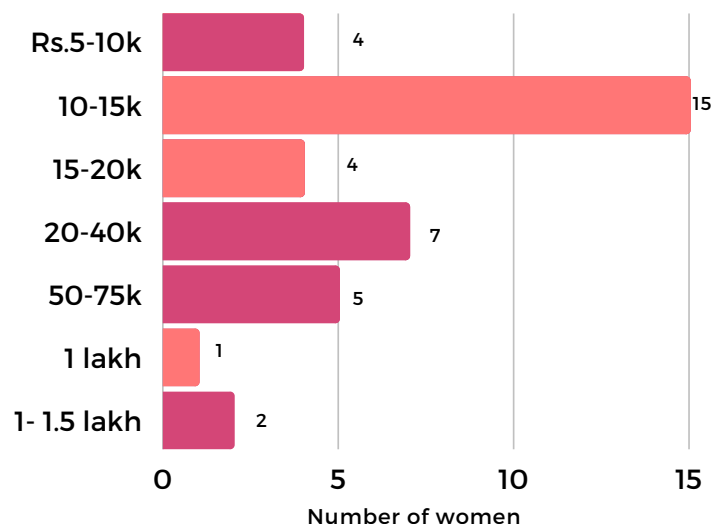
Findings

1. The monthly earnings of IGA ranged from INR 500 - INR 15,000 whereas the earnings of enterprises set up by beneficiaries ranged from INR 10,000 - INR 40,000.
2. Increased investment in finance and time led to increased income which is evident in an enterprise set up by beneficiaries. Therefore, focus on creating and strengthening enterprises became essential.
3. Investment required for home-based business was comparatively lesser than that required for the set up of an enterprise.
4. Women with enterprises devote more time to businesses unlike women with home-based businesses. Women with prior experience of home-based work or prior job experience started their enterprises.
5. 30% of women mentioned that they could not set up an enterprise due to household problems. 40% of the women chose home-based work due to lesser risk, lesser investment, and the ability to earn significant income while simultaneously attending to household chores.
6. 67% of women with enterprises earned a monthly average income of Rs.15000.
7. Both the business models (home-based or enterprise) required financial support for future expansion

Monthly Earnings



Investment Homebased v/s Setup



■ Home based IGA
■ Enterprise Setup

■ Home based IGA
■ Enterprise Setup

Way forward in 2022-23

- Strengthen Umang Livelihood Centre's production unit and retail outlet
- Promote its products, strengthen market linkages, and tie-ups for bulk orders
- Register the SHGs Federation, thereby connecting 100 women to the Livelihood Centre
- Register a Co-operative Society and Umang brand

SCHOLARSHIP PROGRAMME

With the support of Hexaware CSR initiative, IDEA launched this project in 2017 to provide educational sponsorships to underprivileged students from Pune, Mumbai, and Chennai, in pursuing higher secondary education or undergraduate courses. Girls and differently-abled children are given a priority in selection criteria.

The sponsorship covers course fees and the provision of educational material encouraging the students to continue their education. Additionally, the sponsored students also get opportunities to take part in Life Skill Sessions on Career Counseling, Personality Development, Exposure Visits and Digital Literacy conducted by experts in these fields.

Highlights

- 400 students received educational sponsorships this year: 145 students from Pune, 65 from Mumbai, and 190 from Chennai.
- The Mentorship program was initiated for 48 students. 16 Mentors from Hexaware had a dialogue with 3 students each, scheduled every week, for a period of 3 months.
- 85 students benefitted from an E-exposure visit organised with the support of with Lend-A-Hand India. Courses on Carpentry, Electrical Home Wiring, and Repairing, Food Processing, and Field Technician were introduced to the beneficiaries. 110 students received notebooks.
- Online sessions on Behaviour, Learning Attitudes, Superstitions, Personality Development, Self-growth, Exam Preparation, and Cyber Security were conducted by external resource persons.
- The library that was started voluntarily during the lockdown is well-stocked with books. Mr. Ganesh Sontakke offered a place in his shop for this cause and children avail this facility in their leisure. Virtual book reading sessions were conducted during the lockdown.
- 256 students from 3 schools received Byju's app access.

Achievements of our students



Education: M.Sc.
Sponsorship: 4 years

Designation : Software Developer

Salary: 2.08 LPA



Education: M.C.A
Sponsorship: 4 years

Designation: Associate (Customer developer professional (CDP)

Salary: 1.8 LPA

The project, with the support of VMware, enables the children and youth to become changemakers in their own communities. The mission is to ensure quality education and self-improvement opportunities through meticulously planned activities. The two-fold intervention comprises of a study centre and a youth club. The study centre focussed on improving the foundational learning skills of school-going children in mathematics and science, while the youth club provides enhanced learning opportunities to the youth of the communities.

The club is well-equipped with Wi-Fi connections and PCs and these facilities give the youth a well-designed space to study and explore new horizons. The youth are also encouraged to identify problems in their community, discuss solutions, and execute them under the guidance of a facilitator. Programmes like environmental awareness activities, Gender Sensitivity sessions, Art and Craft sessions, Sports competitions, Health Camps, Communication skills, and E-learning exert a holistic impact on the children and youth.

Highlights:

502 students benefited from this programme: 252 through the study centre and 250 through the Youth Club. Tablets were used for a blended mode of learning during the lockdown. Physical classes were conducted after the government lifted the restrictions. Apart from remedial education through study centres, activities like summer camps, festivals, children's week, inter-centre Sports tournaments, various competitions, exposure visits, and life skill sessions were held throughout the year. Teachers' Training sessions covered topics such as learning disabilities, students assessments, and lesson planning. Covid-affected parents of the children in this project received financial assistance via direct bank transfers ranging from INR 2000-INR 10,000 depending upon their need. School supplies and bags were distributed to 250 Youth Club students. An Aptitude test was conducted for students in grade 10.

Initiatives by Changemakers

- During the lockdown, the youth took up responsibilities like conducting awareness sessions and demo on handwashing in their communities. They also supported the community with COVID Vaccine registrations, distribution of food or grocery to needy families, and proper garbage disposal to maintain community hygiene.
- Youth Club students voluntarily taught the children of the study centre. Women's day was celebrated with the active participation of men in the community. Health camps were conducted in 3 communities along with a series of sessions covering topics such as Hygiene, Gender, Heart Diseases and precautions, Cleanliness and Hand washing, Bone Health, and Yoga.
- The youth also organized a rally and a signature campaign against a local issue and submitted a letter to the local corporator and got the issue resolved for the entire community. With their initiative and follow-up, a garden was reopened for girls, creating a safe place for young girls to play in the community.

With the support of the Sir Peter Ustinov Foundation, interventions were carried out in 7 communities and 2 schools in Bhor, with an objective to generate students' interest in studies, improve their attendance in schools, and better their academic performance.

190 children in Bhor received academic guidance and educational support through study centres. 110 children from Degaon ZP School and 68 children from Ingawali ZP School received support. Special educators and instructors organized various competitions, health camps, sports activities, children's bank, festival celebrations, and fun activities for the children.

As an effort to decrease the digital divide in the study centres, the number of learning activities during the lockdown was increased and students received Byju's app access as well. Children were continually engaged in the learning process through activities. All the educational supplies were provided, and the parents were also excited to be a part of these activities.

The academic performance of the beneficiaries improved tremendously despite the lockdown restrictions and the closure of schools in the previous academic year. Responding to the demand from school teachers and parents to teach a foreign language, German Language sessions were conducted for children from grades 5-8. These were reported to be high-impact learning experiences by the learners despite the short duration of the course.

German Language Session



SPECIAL INITIATIVES

Home Chef Programme

The programme equips beneficiaries with healthy recipes, efficient cooking methods, and business skills to launch their own catering and home-based food businesses. This year, 71 participants completed this course and mastered a variety of cuisines like cakes, modak, faral, biscuits, vegetarian, non-vegetarian, and Chinese dishes; 36 participants started taking orders.

The IDEA Home Chef centre is equipped with a fully functional kitchen where expert chefs share their knowledge and insights with the learners. Additionally, students benefit from exposure visits, participation in exhibitions, and life skill sessions. Handholding support is provided to procure orders and facilitate entering into contracts with companies for catering services.



Story of change: From victim to entrepreneur

After her marriage in 2019, Madhuri became a victim of mental harassment. While she had filed for divorce, she heard about the Home Chef course and she completed the Cake batch. She also received EDP training which improved her communication, business, and social media skills.

This course not only brought her an alternative source of income but also restored her confidence and self-respect. She began to obtain regular orders through social media platforms. She runs her small business from home. To add a feather to her cap, she also stood first in the Cake competition held during the Women's Day Programme.

Light House Project

IDEA is one of the skilling partners of Pune Lighthouse project of Pune City Connect. The 4 Beauty Care Training Centres in Pune are well equipped with training setups. 134 women were trained in Beauty Care training and Make-up Artistry course. Upon completion of the course, 45 participants launched beauty parlour services from their homes, 5 of them opened salons and 40 students got employed.

Rebuild Kerala Project

Launched in 2018 to support children from flood-affected areas in Alappuzha district in Kerala, the project provided Covid relief to 42 families. 4 flood-affected families in Kuttamangalam received financial aid. Hygiene kits, first aid kits, masks, science magazines, and Byju's app licenses were distributed to students. 117 children from government High School in Kuppappuram and SNDP High School in Kuttamangalam were supported through educational sponsorship and the provision of study materials. A Reverse-Osmosis water purification unit and a gas stove were donated for the betterment of the school infrastructure.

INTERNS AND VOLUNTEERS

Students, interns, and volunteers add immense value to our daily operations. 4 interns from FLAME University, 2 from NMIMS, 1 from SP Jain Institute of Management & Research, 1 from Karve Institute of Social Service, and 1 from IGNOU participated in our internship programme. There were 6 fieldwork students from Bharati Vidyapeeth and 2 from Tilak Maharashtra Vidyapeeth. About 30 volunteers enriched the life skill sessions, knowledge sharing, storytelling, and fun activities with their participation and input.

Testimonial

We, the Karve Institute of Social Service, Pune, have been associated with IDEA Foundation for our student learning and development programme. IDEA Foundation provides scope to our postgraduate interns as facilitators in their skill development programmes. Interactions at various community centres helped reach out to community needs as well as explore the opportunities to lead and motivate the target group of IDEA Foundation. As a stakeholder, we appreciate IDEA Foundation's mission, its remarkable contribution, and its professional commitment to community development.

Dr. Chitralekha Rajuskar

Professor at Karve Institute of Social Service



- Volunteering activities: Storytelling, Mentorship, Teaching, Strategy Making & Cultural celebrations
- Employee Engagement Activities by Tata Pro Engage, Tata Communications and Hexaware Technologies



ACKNOWLEDGEMENTS

Thank you for being a part of our 20-year journey touching 100,000 lives.

We express our deepest gratitude to all our supporters who have helped us through generous funding and extensive networking activities. We reached out to the unreached only because of the trust that you reposed in us.

With your invaluable support, we aspire to embrace more challenges in the coming years, with an unwavering commitment to serve the deprived population with complete transparency, dedication, and high-impact interventions.

We are thankful to Mr. Cherian Mathai, Mr. Prakash Apte and Manasi Apte and the Ram Mangal Heart Foundation Pvt. Ltd. for their magnanimous support through a major contribution to our work. We are grateful to all our individual donors and corporate funding partners, for backing us with resources and continuous support. We request all of you to continue your support in the coming years as well.



Girls playing freely in the garden after the Youth Club convinced the community about the need for dedicated hours only for girls to play in the local garden.

TRANSPARENCY

1. Distribution of Staff according to Salary

Slab of GROSS SALARY + BENEFITS paid to staff per month	Male	Female	Total
Less than 5000	Nil	Nil	Nil
5000 - < 10,000	0	1	1
10,000 - < 25,000	3	17	20
25,000 - < 50,000	6	3	9
50,000 - < 1,00,000	0	1	1
TOTAL	9	22	31

2. Staff Remuneration (Gross Salary + Benefits) in INR

- Head of the organization: Rs. 55,000/-PM
- Highest paid: Rs. -55,000/-PM
- Lowest paid: Rs. 9,500/-PM

3. Staff and Board members Travel (in the year 2021-22)

- International travel: Nil
- Domestic travel: Nil

4. Annual Gross Remuneration paid to Board members

No.	Name	Gross Remuneration per Annum in INR
1	Mr. Balakrishna K Pillai	Nil
2	Mr. Ashok. G. Budhkar	Rs. 60,000/-
3	Dr. Vijay Kulkarni	Nil
4	Mr. Sachin Gokhale	Nil
5	Mr. Ajay Talreja	Nil
6	Mrs Sangeetha Menon	Nil
7	Mrs Sujata Kelkar	Nil
8	Shilpa Khangaonkar	Nil
9	Dr. Usha Pillai	Rs. 6,75,000/-

POSH REPORT

IDEA adheres to India's Prevention of Sexual Harassment of Women in Workplace (POSH) Act implementation and has also constituted ICC (Internal Complaints Committee) as per the policy mandate to receive and redress complaints from IDEA's staff, volunteers, interns and beneficiaries.

Members of Internal Complaints Committee (ICC) 2021-22

1. Ms. Mrinal Badawe- Presiding Officer
2. Mr. Ravikiran Patil- Member
3. Ms. Manjusha Pandit- Member
4. Dr. Neha Sathe- External Member

Excerpt of IDEA ICC's reports for 2021-22

1. **Complaint Redressal:** No complaints were received during the year.
2. **Awareness Program:** The new staff, Interns and volunteers are informed about the ICC during the orientation about the organization and during staff meetings.
3. **Display:** The Names of the ICC members are displayed in the Office.
4. **Human Resource Policy:** The POSH policy is included in the HR policy of the organisation.

NETWORKING PARTNERS

Anubhuti Social Empowerment & Educational Foundation, Udyogwardhini, Poveda Foundation, Bharatiya Yuva Shakti Trust, Chaitanya- (SHG), E-school, Chaitanya Software Technologies and Supermind



Pune City Connect

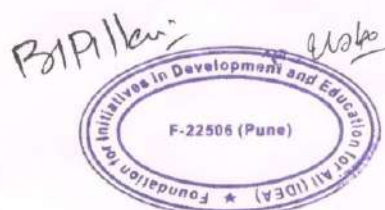


AUDIT REPORT

Receipt and Payments

Bombay Public Trust Act, 1950
Trust Name : FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL
Bombay Public Trust act Reg no. F - 22506/Pune
Society Reg. No. MAH/195/2002/Pune
Receipt and Payment Account for the year ended 31.03.2022
Consolidated

Receipt	Current year Amt Rs.	Payment	Current year Amt Rs.
To Opening Balance		LOCAL	
Bank Accounts	35,52,367	By Amhi Parivartak (by VMWARE)	28,02,732
ICICI Local	19,25,224	By Benevity Online Programme	3,30,490
Indian Overseas Bank	3,54,915	By Danamojo Online Solutions Pvt. Ltd.	67,209
Kotak Mahindra Bank	6,70,711	By Amhi Parivartak Project (by Giving for Goods)	2,59,096
Laxmikrupa Co-op. Bank Ltd.	8,141	By Give India Local	2,93,561
ICICI Bank A/c.	3,01,279	By Scholarship Prog. (by Hexaware)	34,40,524
Indian Overseas Bank A/c.	2,92,096	By Flood Relief - Support (by Hexaware)	2,94,000
Cash Balance		By Study centre Project (by Cotiviti)	6,91,256
Cash in Hand	5,272	By Study centre & Home Chef Prog (by Prorigo)	47,365
To Donations/Funds Received	2,26,78,586	By UMANG Project (by TCTS)	93,24,208
LOCAL		By Livelihood Support and Training for Women Affected by COVID-19 (TMF)	1,74,897
Funds for IDEA General Fund	2,96,628	By IDEA Gen. Micro Project	12,56,753
Funds for IDEA Gen. Sponsorship Prog.	1,98,000	# Idea General Fund Exp.	98,492
Funds for IDEA Gen. Vocational Trng Prog.	11,64,650	# Individual Sponsorship Programme	1,51,666
Funds From Give India	2,31,358	# IDEA Gen. Vocational Trng. Prog.	9,66,106
Funds for Hexaware Scholarship Program	29,55,000	# Support for COVID 19 Affected Daily Wage Earners (IDEA)	40,490
Funds From Cotiviti for Shiksha Utkarsh	5,71,340	FCRA	
Funds From GIVING FOR GOOD Foundation	6,10,610	By Benevity Online Platform	2,42,896
Funds From Prorigo for Educational Proj.	1,00,000	By Charity Aid Foundation America	3,11,957
Funds From TCL for Umang Project	73,26,000	By Danamojo Online Solution Pvt. Ltd.	1
Funds From TCTS for Umang Project	6,74,000	By Give India USA	1,30,365
Funds From Benevity Online Platform	2,40,677	By Global Giving	1,940
Funds From VMware for AMHI PARIVARTAK Project	32,92,800	By Global Funds For Children	9,22,215
Support for COVID 19 Affected Daily Wage Earners (IDEA)	40,000	By IDEA Gen. and Micro Project	6,109
FCRA		By Rita Kar (Japanese Fund)	2,49,299
Funds From Benevity Online Platform	6,45,224	By Samarth Project	6,14,447
Funds From Charity Aid Foundation America	13,88,000	By Profession Tax Paid	60,750
Funds From Danamojo Online Solution Pvt. Ltd.	1	By TDS Paid	5,18,283
Funds From Give India USA	3,17,117	By TDS Receivable	85,934
Funds From Global Funds For Children	14,49,833	By New FDRs	93,00,000
Funds from Rita Kar (Japanese Fund)	5,60,787	By Audit Fee Payable	17,700
Funds From SPUF for Samarth Project	6,13,017	By EPF-Employees Contribution	2,78,491
Funds from YOURCAUSE	3,544	By Sundry Creditors	36,490
To Interest	2,10,756	By Rent Deposit	39,500
Savings Bank A/c.	85,738	By sundry Debtor	100
Fixed Deposit A/c.	1,25,018	By Closing Balance	
To TDS Deducted	5,38,638	Bank Balance	33,42,410
To Profession Tax Deducted	61,775	ICICI Local	17,70,334
To FDR Matured	75,46,139	Indian Overseas Bank	2,22,884
To Revolving Fund	2,56,160	Kotak Mahindra Bank	7,40,476
To EPF-Employees Contribution	2,84,828	Laxmikrupa Co-op. Bank Ltd.	8,419
To Sundry Creditors	109	ICICI Bank A/c.	4,60,100
To Audit Fees Payable	17,700	Indian Overseas Bank A/c.	1,02,751
To Rent Deposit	6,500	State Bank of India A/c.	37,446
To Outstanding Payment payable	2,360		
To Loans and Advances	2,000		



AUDIT REPORT

Income and Expenditure

Bombay Public Trust Act, 1950
Schedule IX
Name of the Trust : FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL
Bombay Public Trust act Reg no. F - 22506/Pune
Society Reg. No. MAH/195/2002/Pune
Income And Expenditure Account
For the year ending 31st March 2022
Income & Expenditure
Consolidated

Expenditure	Sch No.	Current Year	Previous Year	Income	Sch No.	Current Year	Previous Year
		Amt Rs.	Amt Rs.			Amt Rs.	Amt Rs.
To Expenditure in respect of properties :				By Rent Accrued		0	0
Rent, Rates, cesses		12,258	9,310	Realised		0	0
Repairs and Maintenance		0	0	By Interest Accrued		2,58,497	2,29,121
Salaries		0	0	Realised		95,383	1,50,144
Insurance		0	0	on Securities		0	0
Depreciation (By way of provision adjustments)		0	0	on Loans		0	0
Other Expenses		0	0	on Bank A/C		90,668	2,20,450
				on Interest on IT Refund			0
To Establishment Expenses		0	0				
To Remuneration to Trustees		0	0	By Dividend		0	0
To Remuneration (in case of Math) to the head of the math, including his House hold expenditure, if any		0	0				
To Legal Expenses		0	0	By Donation in cash or Kind		2,38,44,840	2,01,67,365
To Audit Fees		0	0				
To Contribution and Fees		0	0	By Transfer from Reserve		0	0
To Amount Written off		0	0				
a) Bad Debts		3,35,752	0	By Prize money received		0	0
b) Loan Scholarship		0	0				
To Prize money received		0	0	By Honorarium Income		0	0
d) Other items		0	0				
To Miscellaneous Expenses							
To Depreciation		0	0				
To Amount Transfer to Reserve & Specific funds		0	0				
To Amount Transfer to earmarked Reserve		0	0				
To Expenditure on Object of Trust							
a) Religious							
b) Educational		2,29,97,510	1,98,55,974				
c) Medical Relief		0	0				
d) Other Charitable Objects		0	0				
To Provision for other expenses		0	0				
To Provision for Audit Fees		17,700	17,700				
To Surplus Carried over to Balance Sheets		9,26,169	8,84,096				
TOTAL Rs.		2,42,89,388	2,07,67,079	TOTAL Rs.		2,42,89,388	2,07,67,079

As per our report of even date
For Khare Deshmukh & Co.
Chartered Accountants
FRN 116141W

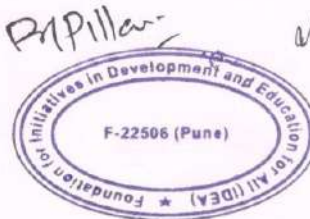
CA. Vivek Deshmukh
Partner, M. No. 118296
UDIN: 22118296A06WHK2Y399

Date: 11/08/2022
Place : Pune



For & on Behalf of
FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL

Trustee



Trustee

AUDIT REPORT

Balance Sheet

Bombay Public Trust Act, 1950
Schedule VIII [Vide rule 17(1)]
Name of the Trust : FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL
Bombay Public Trust act Reg no. F - 22506/Pune
Society Reg. No. MAH/195/2002/Pune
Balance Sheet as on 31-03-2022
Consolidated

Funds & Liabilities	Current Year Amt Rs.	Previous Year Amt Rs.	Properties & Assets	Current Year Amt Rs.	Previous Year Amt Rs.
Trust Funds or Corpus -			Immovable Properties - (at cost)		
Balance as per Last Balance Sheet	21,56,454	21,56,454	Balance as per last Balance Sheet		
Addition during the year :			Addition during year		
General Member Fees	0		Less: Sales during the year		
Life Membership Fees	0		Depreciation up to date		
			Investments	1,17,37,069	
Other Earmarked Funds -			Note : the Market value of the above		
(deed or Scheme out of the Income)			Fixed Deposits (FDRs).	1,14,78,572	94,95,590
Depreciation fund			Accrued Interest	2,58,497	2,29,121
Sinking Fund					
Any Other Fund - Revolving Fund	36,810	2,92,970			
Add: Received during the year	2,56,160		Fixed Asset	12,92,432	12,45,019
Less: Issued during the year	0				
Unspent Funds		96,96,616	Loans (Secured or Unsecured -good / doubtful)		
Capital Reserve		12,32,750	Loan Scholarship		
Opening Balance	11,85,337	11,85,337	Other Loans		
Add: During the year	4,81,355				
Less: Depreciation	4,33,942		Advances	18,73,484	
Contingency Fund		12,92,274	To Trustees		
			To Employees	0	5,000
Loans (Secured/Unsecured) Op Bal		0	To Contractors		
From Trustees			To Outstanding Grants	11,08,780	5,98,347
From Others			To Others(Rent)	3,20,000	2,87,000
Provisions		2,29,256	To TDS Receivable	4,44,704	2,76,417
For Expenses (Audit Fees)	17,700	17,700			
For Expenses (during the year)	2,360		Prepaid Expenses		
For TDS Payable	67,913	52,374	Profession Tax Payable		
For Sundry Creditors Balances	1,11,467	1,66,657			
For EPF Contribution Payable	25,416	19,079	Cash and Bank Balances	33,54,624	
For Profession Tax Payable	4,400	3,375	a) In Savings Account	33,42,410	35,52,367
			b) Cash in Hand	12,214	5,272
Income and Expenditure Account -					
Balance as per Balance Sheet (op)	26,43,714	26,43,714			
Less: Appropriation if any	2,12,595				
Add: Surplus as per Income & Exp A/c	9,26,169				
TOTAL Rs.	1,82,57,609	1,56,89,133	TOTAL Rs.	1,82,57,609	1,56,94,133

As per our report of even date
For Khare Deshmukh & Co.
Chartered Accountants
FRN 116141W

[Signature]

CA.Vivek Deshmukh
Partner, M. No. 118296
UDIN: 22118296 AOWHK27399

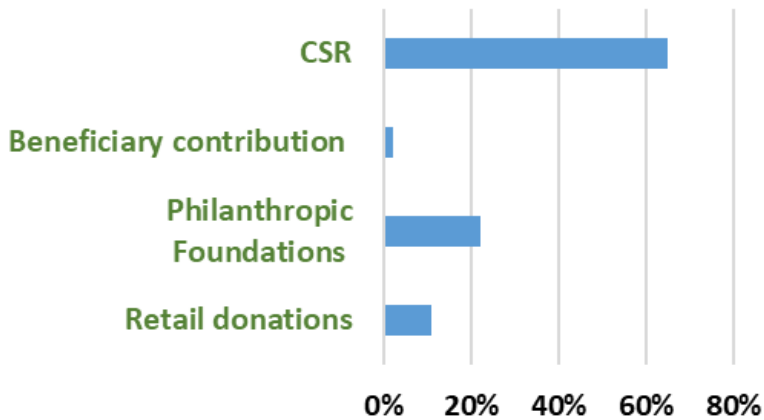
Date: 11/08/2022
Place : Pune



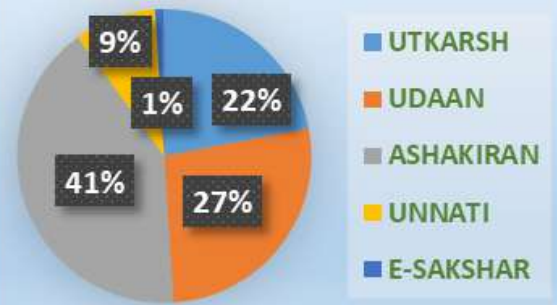
For & on Behalf of
FOUNDATION FOR INITIATIVES IN DEVELOPMENT & EDUCATION FOR ALL

[Signature] *[Signature]*
Trustee Trustee
Foundation for Initiatives in Development and Education for All (IDEA)
F-22506 (Pune)

Source of Funding 2021-22



Expenditure on Core Programmes 2021-22



Staff Training

1. 'Express to connect' by IOwn
2. Digital Marketing for Social Sector Organisations- by Impact Academy
3. Writing effective success stories- by Bala Vikasa
4. Capacity building sessions on team building, monitoring, financial management and use of social media



The team behind IDEA



IDEA Foundation

Survey No:18/2/6B, B-4, Chaitanya Society,
Warje, Pune – 411058

contact@ideafoundation.org.in

91-9890119732

Website - www.ideafoundation.org.in