

# ANNUAL REPORT

2022 - 2023



ALIGNED WITH



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# FROM THE DESK OF THE CEO

“ Friends,

Today, we bring the story of a young girl from the southern part of India, who overcame adversity to be the remarkable woman she is, today. "They call me abandoned", Priyanga told me in my first meeting with her, narrating how her father left her pregnant mother. "Amma cried every day" recalled this young girl as she grew up seeing how neighbours and the surrounding community called her inauspicious, making her responsible for her father's deceit. Read that again - a stigma prevalent still in modern India. Raised by a single mother who worked as a house-help and her aunt who sold flowers at the road-side, Priyanga had to learn to live by herself from an early age, yet she looked content assuring that her Amma made sure that she had two chapatis (Indian breads) more. Despite being a topper in school, Priyanga considered dropping out with no money left for high-education. It was then when community volunteers led her to us.

At ANUDIP she got trained in .Net, MySql, Java, PHP, Bootstrap - domains which Priyanga said she could have never afford. "My family does not understand the training I underwent," the 21 year-old claimed. Fast forward July 2023, I met her again. Something about her changed, this time. She introduced her as a proud ANUDIP alumna flaunting her offer-letter in hand from Bank of America. Priyanga is currently designated as "a Software Engineer" earning a monthly salary of INR 50,000. Her mother earns 7K a month and with her income- confirms Priyanga, society's treatment from being "abandoned" to "cherished" transformed in no time.

Such stories preserve our faith to consistently stand for what we do - transform lives. It also underscores the need for all of us to collaborate and come together to do more and do better. It is in this spirit, that we are revisiting our own paradigms, from which we will continue to learn and grow of what all of us together have collectively achieved and transformed. Let this transformation continue. ”

Regards,  
**Monisha Banerjee,**  
Chief Executive Officer, ANUDIP FOUNDATION



# FY 22-23: INSIGHTS, IMPACT, & INNOVATION

**6217+**

construction workers trained digitally



**4500+**

ITI students trained



**5**

national awards



**76089**

women reached through women's connect challenge



**40,031**

Trained



**24294**

Placed



**61%**  
of the trained candidates successfully placed

## MEN - WOMEN PARTICIPATION

MEN

**18843**

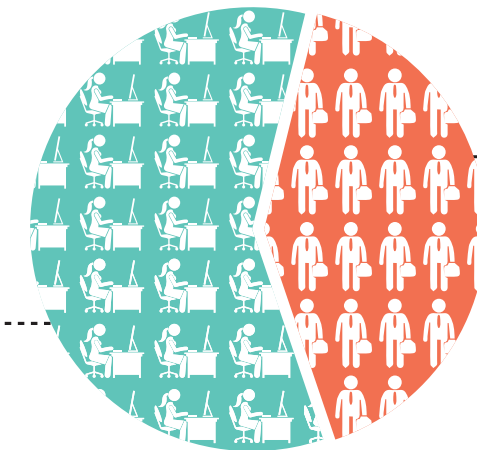


WOMEN

**21188**

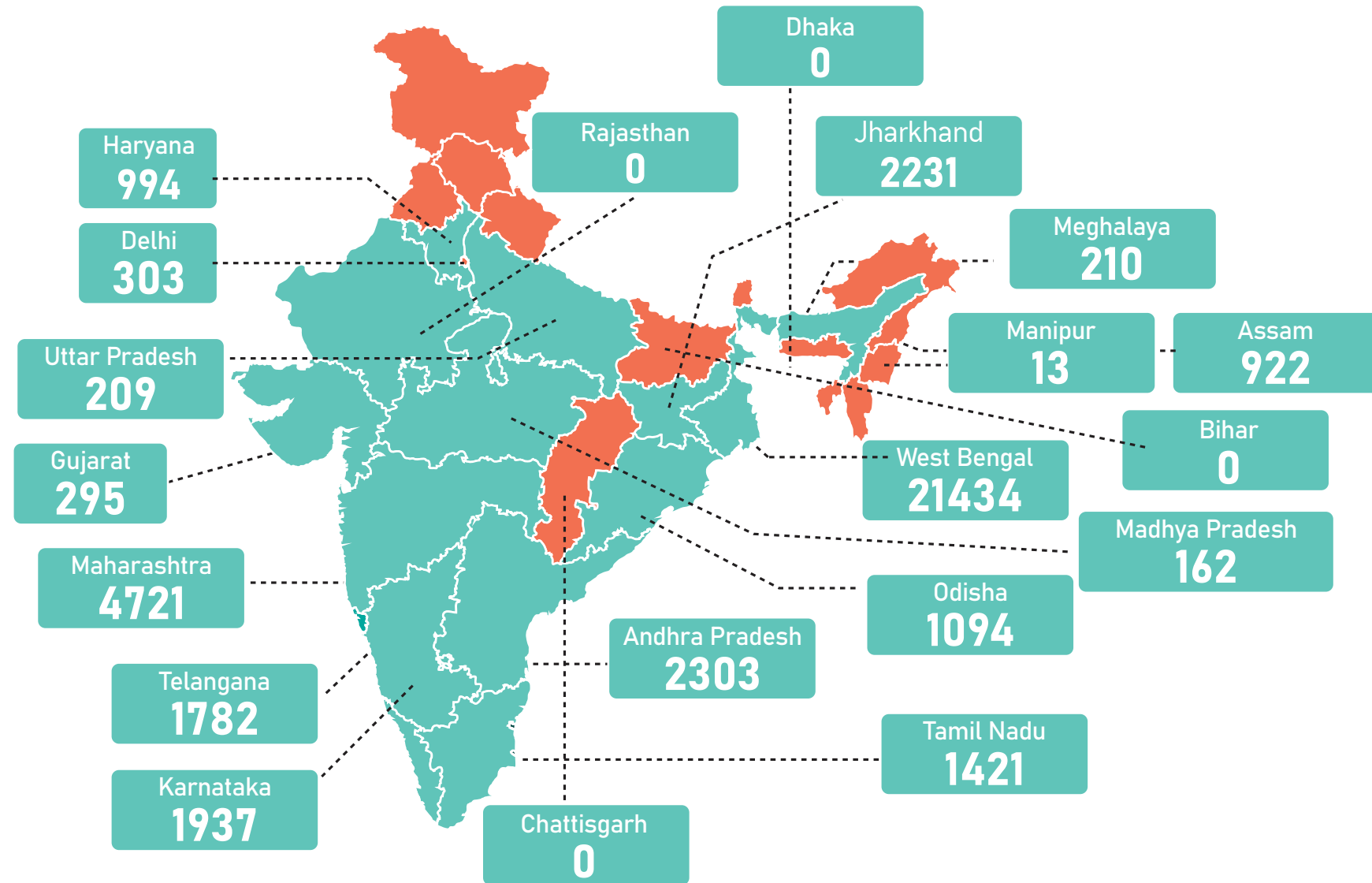


**53%**  
Women impacted



**47%**  
Men impacted

# GEOGRAPHY-WISE IMPACT



# HIGHLIGHTS OF THE YEAR



# deepTECH ACADEMY

DeepTech Academy is one of the one-of-its kind initiative to pioneer solution architects who are agile, creative, and well equipped to improve their technology capabilities with emerging digital transformation and adoption of SaaS (Software as a Service) based solutions.

With an increasing emphasis on driving coding literacy and technology amongst the business conglomerate, the demand for technology dexterous developers like software engineers, application frame-work developers, and application-engineers is likely to increase 9 times by 2025.

Our Deep Tech Academy encompasses advanced high-tech programming languages like Java, Python, Dot.Net, Cloud, Spring Boat, Azure, AWS, UI framework and alike ensuring that our participants find new-economy employment opportunities with tech giants and launch their careers on a set growth path.



## WHY deepTECH ACADEMY ?



Cater to the growing need for intuitive, smart, self-reliant, customized and consistently improving tech workforce to power the digital transformation 2.0.



Create high-technology careers for aspirants from access-limited locations.



Collaborate with tech-giants to meet the increasing demand for application developers.

# DIGITAL INTERVENTIONS ITI TRAINING

Considering the prevalent gaps of teaching-learning process in the current education space, ANUDIP FOUNDATION supported by Deloitte through their philanthropic Worldclass Grant devised Changing Future of Learning through Trainer the Trainers (TTT) & Student training, a program aimed to build a future-ready, and pandemic-proof education system fit for 21st century. The initiative focused - on equipping teachers from the ITI (Industrial Training Institutes) to prepare the new generation of internet-age students with improved classroom processes, higher learner engagement activities, tips, and tools for leveraging the use of digital learning aids, and innovative teaching-learning practices.

## Their engagement model had three pronged approach:



A curated Train-The-Trainer curriculum



Curated workshops for ITI students



Feedback from students who were benefitted from these upskilled teachers



Andhra Pradesh, Odisha and Gujarat



Total ITI partnerships: **59**



Total ITI students trained: **4570**



Total ITI trainers trained: **685**

# DIGITIZING CONSTRUCTION WORKERS

Powered by Microsoft Corporation India Private Limited in collaboration with Larsen & Toubro Limited, Anudip launched its first-ever digital Construction Skills Training Institutes (CSTIs) aiming to digitize construction workers through 21st century new-age skills.

Total construction workers trained: **6217**  
No. of CSTIs: **7**



- 📍 Kanchipuram in Tamil Nadu
- 📍 Serampore in West Bengal
- 📍 Panvel in Maharashtra
- 📍 Attibele in Karnataka
- 📍 Jadcherla in Telangana
- 📍 Pilkhuwa in Uttar Pradesh
- 📍 Chacharwadi in Gujarat

# WOMEN'S CONNECT CHALLENGE

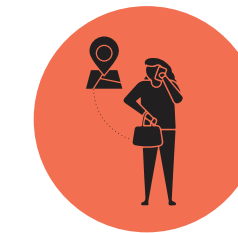
Through the Women Connect Challenge, which aims to bridge the gender digital divide by providing innovative solutions that will increase women's economic empowerment through technology, ANUDIP has been able to close the gender digital divide in India by training 76089 women in digital skills needed for 21st century economy in FY 2022-23, benefiting:



**9818+**  
in livelihood  
(8311 Self-employed  
and 1507 placed)



**7162+**  
availed the  
online govt. schemes



**14236+**  
used Google utility  
applications  
(Google lens/  
Google map)



**17100+**  
downloaded  
Mobile utility Apps  
(Haqdarshak/Cowin/  
E-commerce/ IRCTC)



**11742+**  
downloaded & used  
social media  
(Facebook live/  
Marketplace/WhatsApp)



**10110+**  
procured and  
sold through  
E-commerce

# PROGRAM- WISE IMPACT



TRAINED **38604** diyā



TRAINED **348** BEST



TRAINED **1079** sive



TRAINED **12000** future pro  
expanding possibilities

## diyā - DIGITAL INCLUSION OF YOUNG ASPIRANTS

DIYA, a 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: 38604

TOTAL PLACED: 18814

MEN **18131** 

WOMEN **20473** 



**49.00%**  
of the trained candidates successfully placed

# save - SPECIALLY ABLED VOCATIONAL EDUCATION

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: 1079

MEN 713



WOMEN 366



TOTAL PLACED: 638



59.00%  
of the trained candidates  
successfully placed

# BEST - Building Entrepreneurs to Stop Trafficking

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 back in 2018 to enable the disadvantaged women and girls find viable and respectable professions.

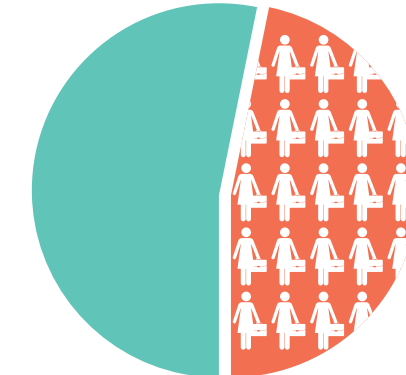


TOTAL TRAINED: 348

WOMEN 348



TOTAL PLACED: 140







40.00%  
of the trained candidates  
successfully placed






FuturePRO® is aimed at preparing a global workforce with the proficiencies needed to future-proof their careers in an age of rapid technological change. The product has been tested and piloted in 2020 over few thousand students from the age-group of 15-years, generating future ready individuals who were made to shift from rote learning into “discovery learning” and geared to build tangible and measurable behaviors relevant to the 21st Century.

This pilot answered a very pertinent concern ‘How will the Indian workforce gain the skills they need to participate and retain in the digital and technology-driven economy of the future? FuturePRO® curriculum is thus designed to build the 21st Century behaviors making students become curious learners with an ability to self-learn, think critically, solve-problems, collaborate and communicate effectively, develop responsible citizenship and become ICT literate. FuturePRO® provides:

-  Technology enabled learning experience that encourages, observes and captures the desired behavior while teaching the necessary skills
-  Rich dashboards and behavioral charts that depicts students’ growth such as learning discipline, critical thinking, collaboration and problem solving abilities are captured to measure real-time progress
-  Technology integrated content that has the right markers to trigger and measure behaviors
-  Blended delivery to ensure outcomes at scale

 **12000+** FuturePRO® alumni has been hired by reputed IT firms for new-age job-roles and have become resilient team players with high empathy quotient.

# POWER OF PARTNERSHIPS

## NEW CSR PARTNERS



Addressing the needs of vulnerable groups with skills and sustainable livelihoods.



Enhancing quality of teachers and upskilling teachers and students across ITIs to ensure better class engagement and learning outcomes.



Developing socio economic conditions of marginalized youth in tier 2 cities by providing digital livelihood skills and new economy job-opportunities.



A partnership to work with youth from difficult socio-economic backgrounds in Mumbai.



Ensuring digital literacy for marginalized communities.



Training youth from marginalized backgrounds and ensuring livelihood opportunities of these youth from Bangalore.



Transforming lives in the state of Maharashtra through basic and deep tech IT courses and connecting the youth to aspirational jobs.

## GOVERNMENT PARTNERS

Logos and photos of government partners: DSEU (Crafting Excellence), Delhi Skill and Entrepreneurship University (DSEU), Directorate of Vocational Education and Training, Meghalaya State Skill Development Society, and Government of Meghalaya.

## EMPLOYER PARTNERS

Logos of employer partners: accenture, EY, amazon, CONNEQT, airtel, virtusa, CMS, iMerit, Infosys, genpact, WRITER INFORMATION, HSBC, floating numbers, Startek, IBM, wipro, solartis, Teleperformance, tcs, SUTHERLAND, ACT, Teletask, mPokket, netscribes, MARBLE BOX, CGS, MASCON, WELLS FARGO, Flipkart, SUNKNOWLEDGE, Globiva, fusion, Tech Mahindra, CONCENTRIX, Cognizant.

## VOLUNTEERING PARTNERS

Logos of volunteering partners: ICRA A MOODY'S INVESTORS SERVICE COMPANY, Goodera, accenture, J.P.Morgan, Microsoft, Capgemini, HSBC, BANK OF AMERICA, citi, WELLS FARGO, proengage.

# DONORS SPEAK

**TITAN COMPANY**

6th May 2023

Since 2018 Titan Company Ltd.'s initiative in association with ANUDIP FOUNDATION FOR SOCIAL WELFARE (ANUDIP) is empowering youth and women from various high need communities by training them in advanced digital skills which are needed in high-demand job sectors.

This strategic partnership has mobilized more vulnerable women from the remote corners across various Indian States to receive new-age skillsets along with measurable and smart employment.

ANUDIP has enabled the first generation learners of low-income and resource-limited backgrounds work on global projects to rise up the corporate ladder to managerial roles giving them an opportunity to mobilize, inspire, mentor and serve as role models for youth from similar backgrounds.

ANUDIP pursues its United Nations Sustainable Development Goals (SDGs), and commits to improve lives in a sustainable way for future generations. UN SDGs drive ANUDIP to make a positive transformation in marginalized communities and create meaningful impact ensuring:

- SDG 1 No Poverty  
What ANUDIP determines is eradicating poverty and its associated stigma not just by serving the underprivileged but also generating a pathway for them to help them serve themselves in the long run.
- SDG 5 Gender equality:  
ANUDIP leverages equal opportunities to both men and women to empower themselves with skills to succeed in life.

Titan Company Limited  
"INTEGRITY", No.193, Veerasandra, Electronics City P.O, 60 Hosur Main Road, Bengaluru-560 100, India.  
Tel: +91 80 6704 6704 | Fax: +91 80 6704 6262 | www.titancompany.in  
Registered Office: No.3, SIPCOT Industrial Complex, Hosur-635 126, TN India, Tel: +91 4344 664 199 | Fax: +91 4344 276037 | CIN: L74999TN21984PLC001456  
A TATA Enterprise

**TITAN COMPANY**

- SDG 8 Decent Work and Economic Growth: ANUDIP strides to create conditions that allow young people below the poverty line in the underdeveloped locations to get upskilled and attain decent livelihood opportunities. Women from extremely disadvantaged, difficult come out of poverty, transforms into an able industry resource.
- SDG 5 Quality Education  
Encompassing a wide array of adaptable yet highly advanced curriculum ranging from basic IT skills, to Deep Technologies, ANUDIP brings high quality education and training to the high-need communities for a vast number of career opportunities.
- SDG 10 Reduced Inequalities  
ANUDIP upskills and empowers humanity irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status ensuring equal opportunity for all.

For TITAN COMPANY LIMITED

*N E Sridhar*  
N E Sridhar  
AVP & Chief Sustainability Officer

Titan Company Limited  
"INTEGRITY", No.193, Veerasandra, Electronics City P.O, 60 Hosur Main Road, Bengaluru-560 100, India.  
Tel: +91 80 6704 6704 | Fax: +91 80 6704 6262 | www.titancompany.in  
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A TATA Enterprise



One of the core focus of Microsoft Philanthropy is skills for jobs. The training is conducted at four levels: digital skills, digital productivity, role-based training and technical skills...We are immensely grateful to the leadership team of L&T and ANUDIP FOUNDATION for helping us drive this initiative.

**GUNJAN PATEL**  
Director & Head - India Philanthropies,  
Microsoft appreciates Anudip and the  
MSLT program

# STORIES OF HOPE



**PRAVATI BORA, 31 YEARS**

## UJJWALA YOJNA

📍 Assam    🧑‍💻 Womens Connect Challenge

- Her husband is a farmer, and earns about 5000 per month to run the family
- Pravati and her family could not afford a gas cylinder for cooking
- She collected wood to cook. The poisonous fumes of the stove often made her sick.
- Learning digital, she availed "Ujjwala Yojna", a flagship scheme to make clean cooking fuel such as LPG available to the rural and deprived households which were otherwise using traditional cooking fuel.

*“ Use of traditional cooking fuels has detrimental impacts on our health as well as on the environment. Even though government has laid out schemes yet availing it was a challenge. Thanks to the training we received which is making life easy. ”*



RASHMI DUTTA

# LAI D-OFF > UPSKILLED > APPOINTED

📍 Barasat, West Bengal    🖥️ Placed: TATA CONSULTANCY SERVICES    💰 Salary : 70,000 INR    🖥️ Program: diy

Like many others who were victims to being laid off in the 2021 covid-economy hit, Rashmi felt a sense of betrayal by her employer.

After the initial disbelief and numbness of months of zero-income, Rashmi looked for opportunities.

Community volunteers introduced me to ANUDIP Barasat Centre, iterates Rashmi who found skill-development as a refuge to prospective employment in such times.

“ I call myself a Data Analyst at Tata Consultancy Services in 2022, earning a salary of INR 70,000 per month marks Rashmi, who stands a testament that freshly-learnt skills has given back a livelihood. ”



PRIYANGA M

# NO STIGMA TO WEAR RAGS; BUT THE DISGRACE IS TO CONTINUE LABELLING THEM WITH MY STORY

📍 Kolathur, Tamil Nadu    🖥️ Placed: BANK OF AMERICA    💰 Salary : INR 50,000    🖥️ Program: deepTECH

- Father: Isolated the family when she was born
- Mother: Works as a house-help in the neighborhood
- Aunt: Sells Flowers in the Streets
- Family Income Before: INR 7000 - 7500 monthly
- Self Income Now: INR 50000 monthly

Priyanga dislikes when she is tagged with her story reading out *“overcoming poverty, lack of proper meals and social barriers which I had to face.”* For the 21 year-old, those were experiences she had to face, *“due to circumstances she was born with”* and not be labeled as her story.

“ Doing a part -time job to support college, enrolling for tech-course after graduation, getting placed at an American Bank as a Software Engineer with a salary of INR 50,000 is my story claims Priyanga. ”



**RUTUJA KAILAS LABADE**

## THE KHETI GIRL IN A CUBICLE

📍 Jarkarwadi,  
Maharashtra

🖥️ Placed:  
Capgemini

🖥️ Program:  
deepTECH

Rutuja loved “*kheti*”, the farm which she worked for in her village in Jarkarwadi. Remotely located in the Pune district, nearly, 149 KM from the state capital in Maharashtra, Rutuja claims that “*there is no post office in my village.*” Her parents are farmers, and “*they still work to keep the family running.*” 23 years old Rutuja Kailas Labade along with her brother extends a helping hand to the old parents, “*for some extra income of INR 200*”. The siblings completed education from a local school in Jarkarwadi. “*My graduation was sponsored by the scholarship designed for financially weaker students*” marks Rutuja.

“*A simple graduate from a village with low-English-vocabulary*” – is what she was called “*when I wished to apply for multinationals*” she complains. This led her to ANUDIP. “*Vishwali Ma’am from Airoli ANUDIP Centre found a hope in me*” says the young girl while narrating how she got an access to the Java DeepTech course, a 3 month full-time software development training designed for advanced careers.

“*Medha Ma’am, our tech trainer equipped us on the entire spectrum of Java and .NET technology which was alien to us*” notes Rutuja. While her tech training was in full swing, “*I gave more emphasis on my English lessons*”, a key skill she notes in the path she was taking. “*An analyst in Capgemini*”, asked his neighbours, grins the elated alumna when she got selected post training. “*Our workcubicle is bigger than our home*” marks the Capgemini employee, who now earns 3 times her family. Within 6 months, the “*Kheti girl from a village with low-English-vocabulary*” received her 1st increment in Capgemini.



**MANASI**

## NO-ONE CONSIDERED MY ROLE OUTSIDE KITCHEN

📍 Odisha

🖥️ Womens’ Connect Challenge

Manashi’s story is not her story alone- it is also the story of scores of other women from her small village. Haripur village in Odisha is a nondescript settlement, predominated by farmers. Most of them are extremely small landholders. Low agriculture base with restrictions on women and their mobility sometimes makes it difficult for definite prototypes of rural women livelihoods to emerge.

Our women’s connect task force in association with Reliance Foundation and the US Agency for International Development (USAID), saw the prospect of the village-women for larger linkages. After intense work on mobilizing on how digital literacy can accelerate growth, our Faculty strategically began work on facilitating technology training of young girls and women from the area to increase women’s economic empowerment through technology from different training centers. “*Our only ask from this group in Haripur was to carry their android smart phones to class, which was subjected to use on approval by male-family members*” – recalls their faculty.

After weeks of mentoring, and dialoguing on the utility of digital literacy in this village, Manashi came forward with an intense dream, “*I am class 10 pass and no-one considered my role outside kitchen in my 41 years of life but now I think I will put my foot down.*”

Manasi's digital skill training led her to create handicraft items which she learned from YouTube Tutorials. With the help of her faculty, she uploaded few product-images on an ecommerce site, which provided an interface to small artisans across India to sell handicrafts, tribal artifacts and ethnic products. Next, under the guidance of her trainers, she linked her bank account with online payment mediums. *"The first time is always the special,"* marks Manashi making a profit of INR 700. *"We used this amount to buy raw materials and make more items from the online orders we received",* she assured.

The news of her online business flew like a breeze. Soon there was a crowd of women from neighboring villages eager to trade through digital.



**SUBHAM VERMA**

## CODING FROM THE CHAWL!

📍 Maharashtra

🖥️ Program: **deepTECH**

Subham, 20, lives with parents in a low-income neighborhood in Mumbai. *"We live in a crowded street with 56 other families in a chawl"* says the young aspirant. Verma never discussed career options with his parents. *"My family could not afford a high education owing to our financial strength"* recounts the boy. At the training centre, Verma insisted on his fondness to learn coding. *"It was the first time I could access such subjects which was beyond our affordability"* speaks up an eager coder. His zeal to learn and pursue high-tech training made him learn Java, Bootstrap, CSS and HTML.

*"My trainers were patient with my questions and even sometimes took up more time than usual to guide me."* Learning to code started as a training which then moved to his passion. Ushered by his faculty-turned mentors at the ANUDIP-Kandivali center, Verma's keenness to code and learn computing scripts enabled him to sit for a Capgemini interview on completion of his course.

*"My parents do not understand Coding nor IT, but they are thrilled at the new juncture of my life"* claims the young mind, who now works as an Analyst in Capgemini, withdrawing a decent salary per month. His father proudly smiles, *"My son is the first from this chawl to work in such a multinational."* *Verma's evenings after-office are different these days.* *"I teach coding to young kids in my chawl"* grins the Capgemini employee.



**RAMYA KODI**

## A DIFFERENT RAMYA

📍 Thaurangi, 95 kms from Vishakapatnam

🖥️ Program: **future pro**  
expanding possibilities

### A YEAR BACK

- Completed school, 35 kms from her village
- English – was an intimidating space
- Never operated a computer
- Introvert and not ready to ask for help
- Employed as a sales girl in a showroom
- Underpaid yet not getting any better jobs

### NOW

- Now a Digital Photogrammetry Engineer at Dataset Solutions
- Works in a team of 55 members
- Speaks to clients in English
- Participates in office – cultural programs
- Aspires to be the team-lead in another 2 years
- Girl-model for other youth in her community



**ROHIT, 24 YEARS**

## FROM A FOOD DELIVERY AGENT TO AN ANALYST

📍 Tamil Nadu 🖥️ Program: **deepTECH** 📍 Placed: **Capgemini**

### EXPECTATION



Family expected him to carry forward his father's profession as an auto driver in the South Chennai route

### REALITY



Worked as a food delivery agent to support his family while enrolling for ANUDIP's Java Full Stack training

### ASPIRATION



Rohit today has attained his aspirational career as an ANALYST in Capgemini



**JAI KUMAR, 28 YEARS**

## A WORKPLACE WHERE EACH OF US FEEL LIKE WE BELONG

📍 West Bengal 🖥️ Program: **sive** 🖥️ Placed: **accenture**

Born with a disease that progressively weakens his legs, Jai is *“75% disabled since childhood”* marks the 26 year-old.

Completing his graduation, he witnessed the pandemic, which according to Jai, *“made the world disabled”*. The plight of food-insecurity, unemployability and disability together hit his composure.

Seeking help from NGOs who were frontline volunteers led him to an employment training in IT and communication initiated by ANUDIP's D&I cell.

Life was always a challenge for Jai. It still is. But the challenges have changed, marks the young aspirant *who is now a Content Moderator at ACCENTURE.*



***This is the first time I am feeling no-different. Thanks to my employer ACCENTURE for creating a workplace where each of us feel like we belong.***



**RAZIA KHATOON**

## FROM THE SHELTER HOME TO SAN DIEGO'S

📍 Indo-Bangladesh Border 🖥️ Project : **BEST**

Razia Khatoon (name changed for privacy) had many reasons to be scared. Working for a commercial sex industry to help her family financially survive, *“one my only option to bring food to the table.”* Life never gave this 16 year-old a chance to reconsider a change in her profession. Until, one day, police raided the brothel she worked in and placed her in the Govt. Shelter Home calling it, *“my rehabilitation”*.

During her counseling sessions, Razia revealed that she was born and raised in a remote village of Murshidabad, one of the hotspots for human trafficking owing to a shared porous border of 2,217 kilometers with Bangladesh. She was cheated on by a trafficking agent, who bought and sold her for commercial sex work. *“At the shelter, I got in touch with books once again”* shared Razia on how food and education was free at her new-found safe refuge.

Eventually, this came to a close with her tenure at the shelter-home getting over as she turned *“an adult.”* On turning 18, she was sent back to her village in Murshidabad, from where three years back she was trafficked. *“Returning once trafficked comes back with a label”*, Razia marks on how the community did not accept her. *“They called me impure”*. It was then, when Razia was referred to ANUDIP's Diversity and Inclusion's - Building Entrepreneurs to Stop Trafficking (BEST) program to continue her journey of restoration. *“At the ANUDIP training class, there were so many like me - who felt strange at the sudden turn of things”* recounts Razia on her first-hand experience of *“learning computers”*. Her training started with basic computers, word, excel, and internet browsing along with emphasis on English language and comprehension. Equally important, at Anudip was her sustained counselling sessions that helped Razia and class mates to grow past her traumatic experiences and view life in a new lens.



Gradually Razia was made to take up a special training on Crowdsourced Task Contributors (CCTC), which enabled her understand and learn data, and ways to manage it—literally! On completion of her assessments, she was made ready to appear for a crowdsourcing data job interview for San Diego State University, one of the top public universities in San Diego. Digital crowdsourcing platforms guaranteed Razia that she could work on projects from any place, at any time. *“Today I am called a Data Transcriptionist at San Diego State University”*, claims Razia who is a competent employee tapping into a vast array of skills and expertise through the remote job facility. *“Now I am well versed with Information Technology Application and Google Character Recognition earning approximately USD 44.90 monthly”* smiles Razia who is now equally happy for her twenty-six other batch mates working on the same project. She concludes that life is a twist from *“the shelter home to San Diego’s.”*



**KAPIL KUMAR MAHATO**

**L&T Construction Skills Training Institute - Kanchipuram, Chennai**

**Trade - Industrial Electrician**

“

*I come from a rural village in Jharkhand and migrated to Chennai, a bustling metro city, in search of employment to support my family. At L&T Construction Skill Training Institute in Kanchipuram, I completed the Industrial Electrician course and also gained digital literacy skills through Anudip. This ‘Digital Literacy’ program helped me create my own email account, and equipped me to make reports on Microsoft word, maintaining data in excel spreadsheet and using tools like Microsoft Kaizala application for communication and sharing. I have embraced technology, and I aspire to continue my journey in operations and maintenance while expanding my digital knowledge, including programming. My ultimate ambition? To evolve into an Electrical Site Engineer, melding my technical finesse with digital prowess*

”

## MAHARASTRA



**Pranab Jamkhandi**  
Service Engineer



**Yugandhar Vavale**  
Sr. Technical Associate



**Akshata Raorane**  
Trainee Engineer



**Aniket Khanvilkar**  
Programmer Engineer



**Shubham Bawalekar**  
Deputy Manager



## deepTECH

## TAMIL NADU



**Revathi K**  
Software Engineer



**Mangaiarkarasi K**  
Systems Engineer



**Divyashree S**  
Project Engineer



**Muthu Krishnan**  
Analyst



**Yogesh N**  
Assistany Systems Engineer



## ITI FACULTY SPEAK



*We have learnt a lot of new methods and techniques from the ANUDIP training. We have learnt how to reach more students and motivate them and how to explain lessons with more clarity. We have now also learnt to motivate and engage back-benchers. We will definitely implement all our learnings in our day to day class to expect good results.*



**SHANKAR RAO**

- 📍 Andhra Pradesh
- 🎓 Training officer, Government Girls ITI Kancharapalem



**PRADEEP JUMAR BISWAL**

- 📍 Odisha
- 🎓 Rourkela Government ITI



*One of the remarkable changes I have observed while I am teaching my students - is that students are asking questions, raising queries about what has been written on the blackboards. There are 40 students in my class. Out of them 30 of them now became more proactive, questioning me back and understood the sessions clearly.*



## PARENTS SPEAK



**SANTOSH LABADE, FARMER**

**Father of Sandhya**



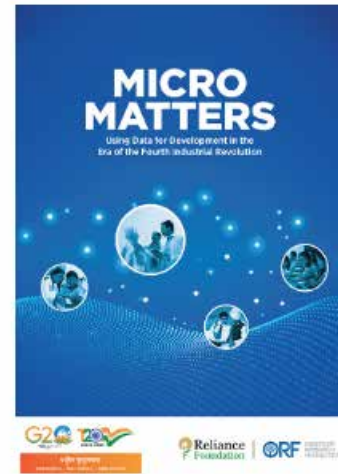
*The suitors I wanted her to marry earns less than her. I regret not being able to understand my daughters' caliber.*



- 📍 Maharashtra
- 💻 Programmer Analyst

**Cognizant**

# MEDIA



ANUDIP with 7 other entities featured in MICRO MATTERS by Reliance Foundation and Observer Research Foundation released at the Raisina Dialogue highlighting 'data for development' initiatives from India that are using data to evolve insights, steer action, and make an impact.

[Click here to read](#)



CNN-News18 and First Post features Anudip Foundation in The Changemakers Season-3 impacting resource-limited women from across the country taking up what is considered a typical of women's careers through technology skills and financial stability.

[Click here to read](#)

## Outlook

### Outlook

Anudip Foundation Is Transforming Lives By Making Society Equitable For Women Through Digital Inclusion

Since 2007, Anudip, a non-profit organization with operations in India, The United States, and Bangladesh, has been empowering, motivated young girls and boys from disadvantaged backgrounds by integrating them into digital lifestyles in emerging countries.



Outlook features Making Society Equitable For Women Through Digital Inclusion covering ANUDIP's Endeavor to make society equitable for women from the margins.

[Click here to read](#)



### NEWS 18

Trafficked as Child, Teen Bride, Bengal Woman Fights Odds to Find Independence, Lands Job at AmazonPay



Bibha Mondal (name changed) was called home from a child, trafficked, abused, and married off to her teen in a rural Andhra (see age). Now, as a 23-year-old young woman, Mondal is independent, and takes care of herself and her maternal grandparents. An employee at Amazon Pay, she aims at studying further and climbing the corporate ladder. But to reach here, she had to undergo immense struggles.

News18 covers our BEST (Building Entrepreneurs to Stop Trafficking) Program Alumni's heart touching struggle to freedom.

[Click here to read](#)

# RECOGNITIONS



**Bengal Chambers of Commerce Awards (BCCI) for DIGITAL INCLUSION OF in India**



**Indian Chambers of Commerce Social Impact Jury Choice Award for accelerating digital livelihoods**



**ASSOCHAM (Associated Chambers of Commerce) Awards for Accelerating Digital Inclusion through Education and Livelihood in India.**

# CULTURE RECOGNITIONS



Great Place to work certified for the 3rd time in India.



India's Best Workplaces™ for Women 2022 – Large (Top 50 List) out of 1122 organizations.



Top 10 India's Best NGOs to Work For™ 2022 by Great Place to work, India.

# BOARD OF DIRECTORS

THE FOLLOWING WAS THE BOARD MEMBERSHIP AT THE END OF THE FINANCIAL YEAR

 <p><b>DIPAK BASU</b> Chairman</p>	 <p><b>SUMANTRA BANERJEE</b> Director</p>
 <p><b>ABHIJIT SEN</b> Director</p>	 <p><b>MOHAN EDDY</b> Director</p>
 <p><b>JAI NATARAJAN</b> Director</p>	 <p><b>SANJEEV PRASAD</b> Director</p>

## PARTICULARS OF EMPLOYEES

As required under section 217(2A) of the Companies Act, 1956, and the Rules framed there under, 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, 2023, 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, 2023 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, 2023 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.

# FINANCIALS 22-23

**ANUDIP FOUNDATION FOR SOCIAL WELFARE**  
(A Company incorporated u/s. 8 of the Companies Act, 2013)  
CIN : U91900WB2007NPL116269

Rs. In Thousands

BALANCE SHEET AS AT 31st March, 2023

Sl. No.	Particulars	Note No.	MAR '2023		MAR '2022	
			Rs	Rs	Rs	Rs
<b>I. EQUITY AND LIABILITIES :</b>						
(1)	Shareholder's Fund:	II				
	a) Share Capital		-		-	
	b) Reserve and surplus		94,537	94,537	57,393	57,393
(2)	Non-current Liabilities					
	Long - term borrowings	III	1,725		5,175	
	Other Long-term liabilities	IV	11,577	13,302	8,907	14,982
(3)	Current Liabilities					
	a) Trade payable	V	8,886		18,811	
	b) Short term Borrowings	VI	3,450		3,450	
	c) Other current liabilities	VII	83,111	95,447	65,584	87,845
	<b>TOTAL</b>			<b>2,03,286</b>		<b>1,59,320</b>
<b>II. ASSETS :</b>						
(1)	Non-current Assets					
	a) Fixed Assets					
	i) Property, Plant and Equipment	VIII-A	12,042		4,568	
	ii) Intangible Assets	VIII-B	-		1,644	
	b) Other Non-current Assets	IX	11,024	23,066	9,464	15,676
(2)	Current Assets					
	a) Receivables	X	17		1,647	
	b) Cash and cash equivalents	XI	1,59,117		1,21,724	
	c) Short term loans & advances	XII	11,441		5,518	
	d) Other current assets	XIII	9,645	1,80,220	14,757	1,43,644
	<b>TOTAL</b>			<b>2,03,286</b>		<b>1,59,320</b>

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

Place: Kolkata  
Date: 07th of July, 2023

MONISHA BANERJEE  
CEO

ABHJIT KUMAR SEN  
Director  
DIN - 05327489

SUMIT GUHA  
CFO

SUMANTRA BANERJEE  
Director  
DIN - 00075243

**ANUDIP FOUNDATION FOR SOCIAL WELFARE**  
(A Company incorporated u/s. 8 of the Companies Act, 2013)  
CIN : U91900WB2007NPL116269

Rs. In Thousands

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31st March, 2023

Sl. No.	Particulars	Note No.	MAR '2023	MAR '2022
			Rs	Rs
<b>INCOME</b>				
1	Grant Income	XIV	5,68,593	4,08,541
2	Service Income	XV	8,391	14,269
3	Other Income	XVI	40,097	26,994
	<b>Total Income</b>		<b>6,17,071</b>	<b>4,49,804</b>
<b>EXPENDITURE</b>				
1	Employee Benefit Expenses	XVII	2,42,079	1,78,338
2	Depreciation	VIII-A	2,335	2,531
3	Amortization	VIII-B	1,644	-
4	Other Expenses :			
	- Administrative Expenses	XVIII	23,469	15,280
	- Training Centre Expenses	XIX	3,06,680	1,94,368
	- Relief Expenses	XX	3,720	34,919
	<b>Total Expenditure</b>		<b>5,79,927</b>	<b>4,25,437</b>
	<b>Excess of Income over Expenditure being Surplus</b>		<b>37,144</b>	<b>24,367</b>
	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

Place: Kolkata  
Date: 07th of July, 2023

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

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Karnataka | Madhya Pradesh | Maharashtra | Manipur | Meghalaya | Mizoram | Odisha | Rajasthan | Tamil Nadu  
Telengana | Uttar Pradesh | West Bengal

India | Bangladesh | United States