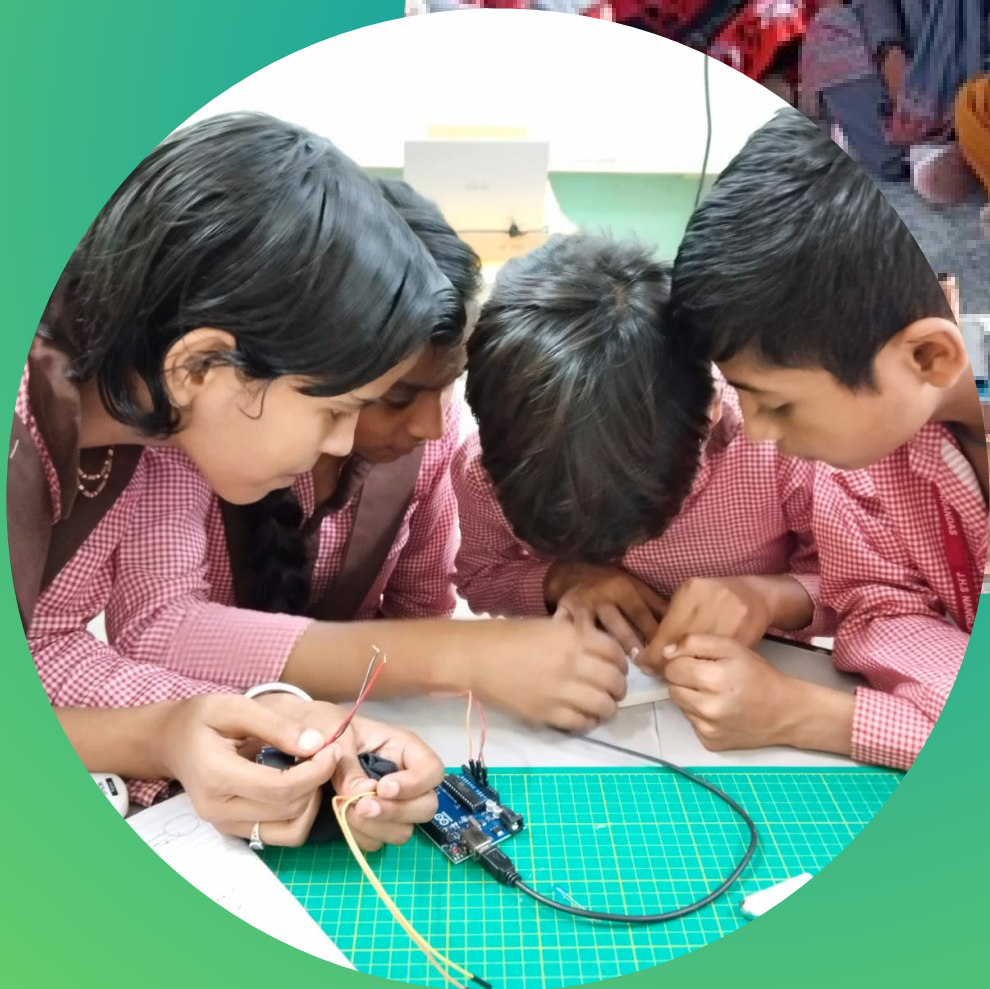


AADHAAR

**AN ASSOCIATION FOR DEVELOPMENT,
HARMONY & ACTION RESEARCH**



*An Association for Development,
Harmony and Action Research*



ANNUAL REPORT

2022-23

2022-23

STE(A)M – CODING, TINKERING & ROBOTICS PROGRAM

19 Govt. schools in Delhi and Noida; 10000+ students

DIGITAL ACADEMY WITH EDU BRIDGE (MUMBAI)

1500 candidates to be trained on Tech based advance skills i.e. AWS, Core programming, Coding

DIGITAL ACADEMY WITH EDU BRIDGE (BENGALURU)

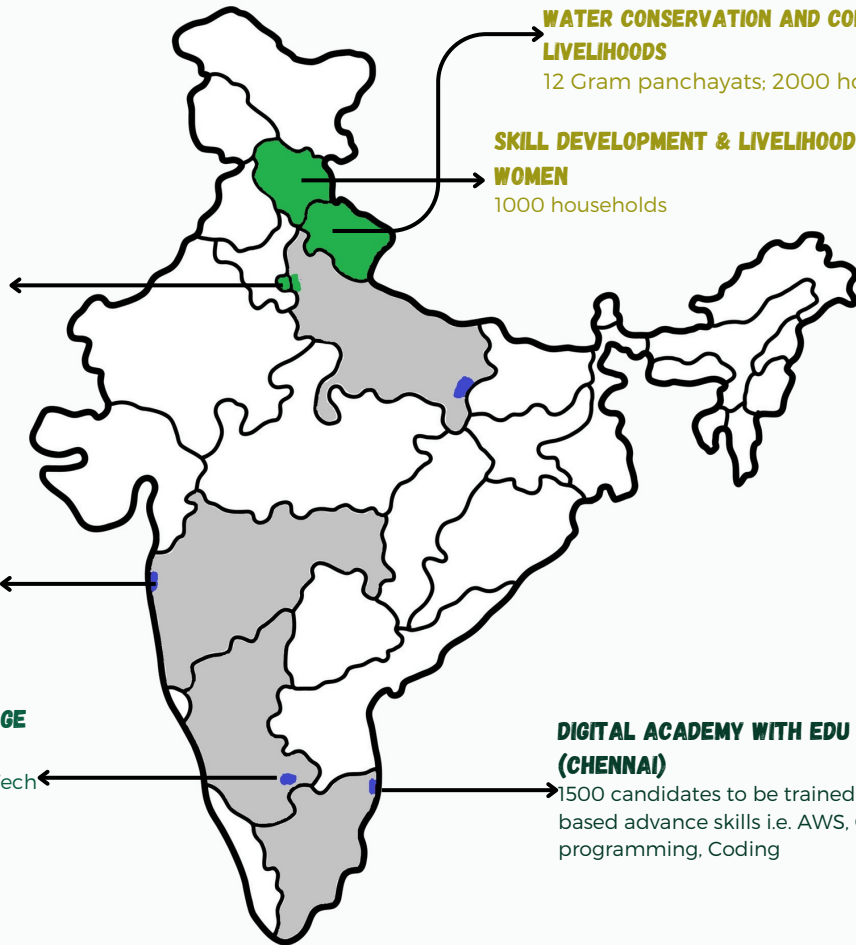
1500 candidates to be trained on Tech based advance skills i.e. AWS, Core programming, Coding

SPRING-SHED MANAGEMENT FOR SOIL & WATER CONSERVATION AND COMMUNITY LIVELIHOODS

12 Gram panchayats; 2000 households

SKILL DEVELOPMENT & LIVELIHOOD FOR WOMEN

1000 households



MORE THAN 1,40,000 CANDIDATES BECAME DIGITALLY LITERATE THROUGH DL PROGRAMME & 2500+ SKILLED IN RELEVANT CODING SKILLS LIKE JAVASCRIPT, AWS, EMBEDDED CODING

AADHAAR believes that the future is innovation and technology driven. 2022-23 was focused on taking this idea forward at both organizational and program level.

AADHAAR EXPANDS ITS WORK THROUGH PARTNER ORGANIZATIONS IN MORE THAN 15 REGIONS ACROSS INDIA.

AADHAAR HAS BEEN ABLE TO REACH 9000+ STUDENTS IN DELHI & NOIDA THROUGH STEM - TINKERING, CODING & ROBOTICS PROGRAMME

DIRECTOR'S STATEMENT



British Author Virginia Woolf once wrote “A self that goes on changing is a self that goes on living” and how true it is for all of us. The development sector is changing as are the communities that we work with. Adapting to the challenges of socio-economic change, the COVID pandemic, climate change, rapidly evolving technology and loss of tried and tested systems of earning a livelihood; we are all in the process of acquiring new skills and becoming a part of a technology driven world fraught with uncertainty. At organizational level we have braced technology and become part of the on-line world that became a necessity during the COVID pandemic. At program level we are supporting our communities to learn skills that enable them to use technology, find employment and adapt livelihoods.

In 2022-23 we focused on STEM for the school going, up-skilling and innovation for artisans, digital and English literacy for the rural and semi-rural populations, in-demand IT skilling for the youth, entrepreneurship linked livelihoods for rural communities and spring shed development in villages facing severe water crisis and loss of agriculture and allied livelihoods.

This report is a record of AADHAAR and its partners combined efforts to meet the challenges head-on. In the words of Octavia Butler “Seed to tree, tree to forest; Rain to river, river to sea; Grubs to bees, bees to swarm. From one, many; from many, one; Forever uniting, growing — forever Changing.”



KAMLESHWAR SINGH
CEO

ABOUT US

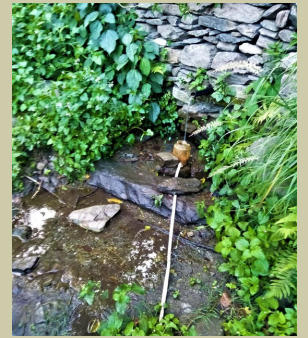
AADHAAR ENVISIONS AN EMPOWERED, INFORMED & JUST SOCIETY.

AADHAAR's Mission

is to strengthen grassroots action through capacity building, advocacy and collaboration between public and private institutions working for sustainability and inclusion of the marginalized.

With over 600 million Indians between 18 and 35 years of age, India is home to the largest number of millennials and Gen Z in the world. In the coming decade young Indians are expected to make up 24% of the global workforce and yet quality education and employable skills are two of the biggest challenges facing the youth of India.

Nations of the world are expected to achieve the UN's Sustainable Development Goals (SDGs) by 2030 and yet poverty, unemployment, gender inequality, migration, conflict and climate change remain the greatest challenges facing humankind. AADHAAR believes that collaborations and cooperation are the key to resolving the challenges and that the youth of the country must be a part of all solutions for crafting a future where there is equality, equity and justice.



AADHAAR

IN

2022-23





STE(A)M [Science, Technology, Engineering, Art & Mathematics]: Tinkering, Coding and Robotics

STE(A)M showcases the requirements of the future global workforce. In India, job postings related to STE(A)M have increased by 44 percent from 2016-19. According to the National Science Foundation, 80 percent of the global jobs created in the next decade will require some form of math and science skills. The need of the generation is to make education more tangible and experiential. This directly indicates the need of STEM and its approach towards learning as a whole. Capgemini Supported STE(A)M learning program is being implemented by Aadhaar in 12 government schools of Noida and 7 schools of Delhi.



Creating learning environments that inspire and enable children to acquire and apply the knowledge, attitudes and skills necessary to thrive in their studies, careers and lives.

19 SCHOOLS**10000+
STUDENTS****392
SESSIONS**

60 teachers oriented & trained in the use of STE(A)M methodology.



Educators need to inculcate hands-on experience in the academic programs to captivate the students' interests. The need of the generation is to make education more tangible and interactive; and STEM is that game changer that teachers need to make students feel connected with what they learn.

STEM CURRICULUM OF AADHAAR			
Curriculum	No. of Hours	No. of Sessions	
Basics of Computers	15	20	Level 1
Basics of Electronics	16	22	Level 1
Total	31	42	
Scratch with Coding	8	11	Level 2
Arduino Coding	19	25	Level 2
How to connect any board with Arduino IDE?	9	12	Level 2
Basics of Design Thinking and 3D Printing	8	11	Level 2
PCB Designing	8	11	Level 2
Total	52	70	
Arduino IDE	7	10	Level 3
Arduino IDE with Coding	10	14	Level 3
Fundamentals of A.I.	10	14	Level 3
Robotics	10	14	Level 3
Total	37	52	
Basics of Science with Activities	10	13	Level 1
Intermediate Science activities	11	15	Level 2
Advanced science activities	30	40	Level 3
Total	51	68	
Grand total	171	232	



Development of STE(A)M course modules in synch with the school/board curriculum.

Facilitating School Management Committee (SMC) meetings in schools to orient parents to STE(A)M learning and its importance in building 21st century skills.



Building relationships with the Department of Education, Noida and Delhi to encourage expansion of STE(A)M learning in more schools under their jurisdiction.



Building relationships with elected representatives of wards, villages, blocks and districts to spread awareness about STE(A)M learning and advocate for its adoption in more and more schools.

STE(A)M: REMOVING BARRIERS TO LEARNING

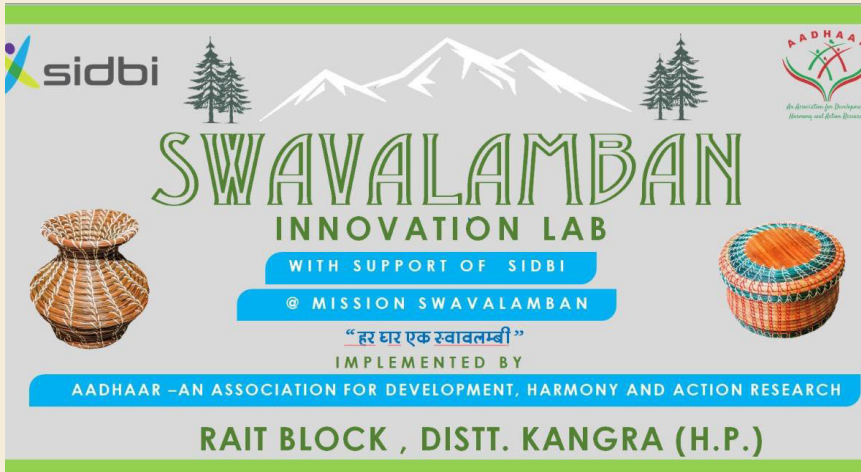
Anil, a special child in Junior High School (JHS), Durayi in Noida is also a part-time DJ. Music is his passion and STE(A)M learning has enabled him to create smart headphones from waste materials.



Omveer, a student of class VII at JHS Durayi school in Noida aspires to become a mechanical engineer while his father who is an auto driver supports works hard to support his dream. STE(A)M learning has enabled him to create a drill machine from waste materials.



HIMACHAL PRADESH



According to a study by think tanks Development Intelligence Unit and Development Alternatives in 2022 around 44 percent of youth in rural areas aspire to become entrepreneurs and run a business of their own. According to ILO rural entrepreneurship has the potential to power over 70% of the Indian economy provided right skills and insights are imparted.

AADHAAR believes that the rural youth, specifically women, have the potential to change their lives through entrepreneurship.

Pine Needle Craft Innovation Lab in Kangra in collaboration with SIDBI under its Swavlamban Scheme has led to the establishment of an innovation lab with machines and equipment that enable creation of new product prototypes and continuous training of women artisans who not only sell their products online/offline but have also become master trainers themselves.

15 classical stitching schools in Una are being facilitated in partnership with Usha International and these are being run successfully by 15 well trained women entrepreneurs who have not only improved their family incomes but also continue to train more women in the art of stitching.



Pine needle coasters selected and given to G20 Delegates in Dharamshala

HIMACHAL PRADESH

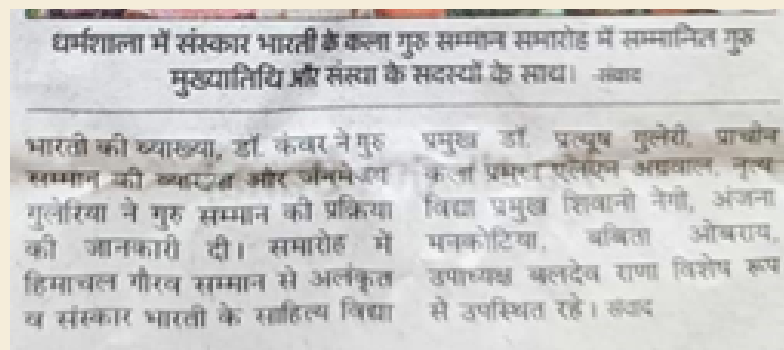
**40 WOMEN
TRAINED**

**13 NEEDLE CRAFT
MASTER TRAINERS**

**RS 4,78,935
CUMULATIVE
ANNUAL EARNING**

STUDENTS OF
NIFT KANGRA, DELHI,
PANCHKULA, NID AND
INSTITUTE OF CRAFT AND
DESIGN, JAIPUR TRAINED
BY THE MASTER CRAFTS
PERSONS IN THE ART OF
PINE NEEDLE CRAFT.

40 women pine craft artisans trained in the craft; 36 (7 ST, 28 SC, 1 OBC) of these women added a cumulative of Rs.2,24,435 to their earnings through selling the product; each earning an income of 2000-20,000. 13 of these women have become master trainers and earn an additional cumulative income of Rs.2,54,500 from trainings that they provide.



Needle Craft Master Trainer Craftsperson, Sudarshana Kumari, conferred "Samvardhan Kala Samman" by Sanskar Bharti, Kangra.

Spring sheds and their Significance in the Indian Himalayan Region: The Case of Uttarakhand

Springs are point sources of ground water discharge and although spring water emerges and flows on to the surface of the earth, springs are fed by aquifers that is a system of rocks capable of storing and transmitting sufficient quantities of water (to the springs).

In the Indian Himalayan region (ihr), spring water has played avital role in the lives of the mountain habitants. Springs form the main source of drinking water for rural communities and are increasingly being tapped by public water supply systems to distribute water to villages, towns and cities. With nearly 50million habitants in the ihr, and 60% of them relying on spring water (niti aayog,2018) for day-to-day activities change in climate patterns and anthropogenic activities are posing serious threat to the drinking water security of the region. Springs also have a cultural significance and perform the crucial role of providing base flows to rivers to help maintain the ecological balance of a region.

When village spring dries up, women are forced to manually carry water from springs below their village during the lean season. In effect, the cost of inaction is mainly borne by rural mountain women who are already over-burdened with firewood and fodder collection, household chores and as caregivers to the family and livestock. Going by the UNDP's estimate, about 260,000 springs provide 90% of the drinking water sources in the state of Uttarakhand. Most of the drinking water supply in the mountainous parts of the state is spring-based and approximately 50% of the mountain springs in the Indian Himalayan region, which includes Uttarakhand, are drying up.

As per a 2018 report of the comptroller and auditor general, Uttarakhand is among the states where less than 50% of the population had access to adequate quantities of safe drinking water. Despite the key role that they play, springs have not received their due attention and are today facing the threat to its existence.

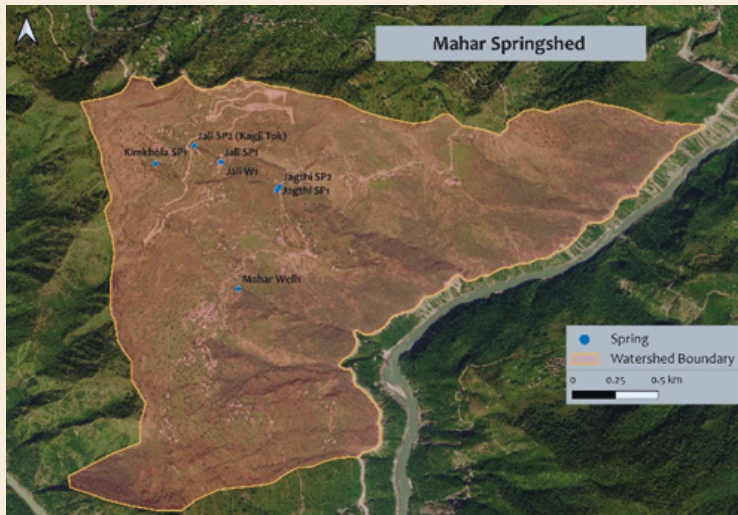
AADHAAR IS IMPLEMENTING ITS SPRING SHED MANAGEMENT PROGRAM IN MALYAGAON AND MAHAR WATERSHED IN DEVPRAYAG BLOCK OF TEHRI GARHWAL, IN COLLABORATION WITH NABARD.

AADHAAR believes that natural resource management needs ownership and participation from the Panchayati Raj Institutions and the community for long-term sustainability of the program interventions. This program is designed in this context and being implemented in close partnership with the Gram Panchayats and Gram Sabhas.



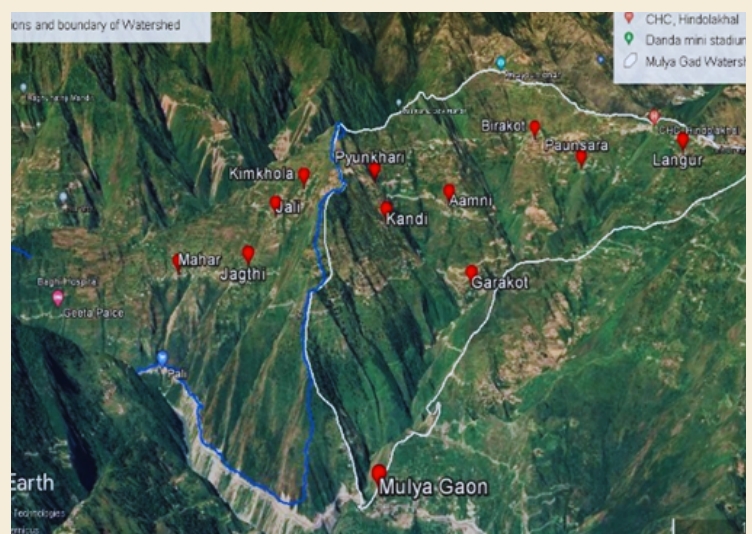
UTTARAKHAND

The purpose of the program is to rejuvenate water bodies and sources through increased recharge capacity; restore the ecology of the area through livelihood adaptations and integration and develop people's collective/institutions to enable effective implementation, monitoring and sustainability of the interventions.



- **Mahar spring shed will cover an area of 322 Ha and a population of 1,305.**
- **2,960 Toe trenches, 942 staggered contour trenches, 1050 horticulture plants, 45 rainwater harvesting tanks, 8 percolation tanks and 22 Gabion check dams.**
- **Livelihood and capacity building interventions.**

- **Mulyagaon spring shed will cover an area of 681 Ha and a population of 3,945.**
- **1,042 toes trenches, 4010 staggered contour trenches, 580 horticulture plants, 11 irrigation tanks, 11 percolation tanks, 2 irrigation canals, 16 Gabion structures and 15 rain water harvesting tanks.**
- **Livelihood and capacity building interventions.**



Continued support to and capacity building of the Aprajita, Swayat, Sahkari Samiti - a cooperative of 239 members involved in savings, farmers trainings and packaging/marketing of products like Tulsi Tea Bags, Amaranth, Kulthi and Chaulai.

AADHAAR's collaboration with IIM, Kashipur also continues this year with their student's internship placement in the field areas for capacity building of community groups and development of marketing strategies for farmer's products.

MUMBAI, CHENNAI & BENGALURU

Scale of the Skilling Challenge

In 2018, India had about 468 million people in its workforce. 92% of them were in the informal sector. Around 31% were illiterate, only 13% had a primary education, and only 6% were college graduates.

Only about 2% of the workforce had formal vocational training, and only 9% had non-formal, vocational training.

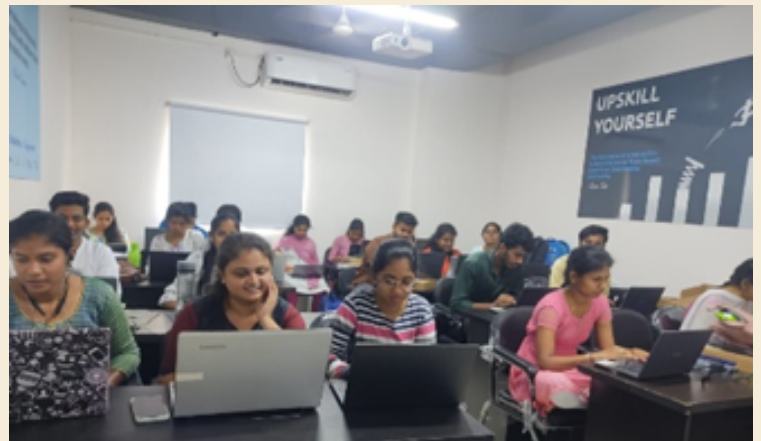
It was estimated that almost 1.25 million new workers (aged 15-29) would join India's workforce "every month" through 2022.

Out of the more than 5 lakh final year bachelors students aged 18-29 who were surveyed, around 54% were found to be "unemployable".
NCAER Report, 2018

AWS Academies in Mumbai, Chennai and Bangalore have been established in collaboration with Capgemini and Edu Bridge to train 4,500 youth in Java Full Stack and AWS Cloud computing skills. The academies also focus on providing soft skills-developing Emotional Quotient, building Self-Confidence, career planning, resume writing and interview skills.

India is home to a fifth of the world's youth. Half of its population of 1.3 billion is below the age of 25, and a quarter is below the age of 14. India's young population is its most valuable asset and most pressing challenge. India is faced with a paradox: there is significant youth unemployment, and yet the private sector bemoans a lack of adequately skilled and market-ready workers.

AADHAAR believes that the development and private sectors have a significant role to play in the creation of market ready workforce that is equipped with 21st century skills including technical and digital skills. WE can help India transform to a hybrid workforce and in ensuring that the transformation is inclusive.



PROGRESS OCTOBER 2021-MARCH 2023



COURSE OFFERED
JAVA FULL STACK DEVELOPER 455 HRS.
AWS CLOUD PRACTITIONER 450 HRS.

MUMBAI, CHENNAI & BENGALURU

PROFILE OF ACADEMY BENEFICIARIES

GENDER

50% MEN
50% WOMEN

AGE

62% - 22-26YRS
35% - 18-22YRS
3% - 26-30YRS

EDUCATION

GRADUATE - 93%
POST GRADUATE - 7%

Addressing Emerging Challenges

Enhanced mobilization and counselling interventions to ensure that students chose the right course and are prepared for the results associated with the choice they make. This was done to address the challenge emerging from placements - students who were not able to clear AWS certification were found to be unwilling to apply for non-AWS jobs.

Students require training in personality development along with the IT courses and such training opportunities will be enhanced through in-house trainings in the academies and internship spaces.

CYBER SECURITY

ACCORDING TO THE NATIONAL CRIME RECORDS BUREAU (NCRB), IN 2016 INDIA HAD 12,317 CYBERCRIME CASES, AND IN 2020 IT HAD 50,035 RECORDED.

A QUARTER OF INDIAN COMPANIES HAVE BEEN HIT BY RANSOMWARE ATTACKS IN 2021. THIS IS ABOVE THE GLOBAL AVERAGE OF 21%.



CYBER SECURITY AMBASSADORS PROGRAM, IN COLLABORATION WITH CAPGEMINI AND CSC ACADEMY WAS LAUNCHED WITH THE INTENT OF TRAINING 10,000 WOMEN IN RURAL AND SEMI-URBAN AREAS IN THE FIELD OF CYBER SECURITY.

42 CANTERS AND VLES HAVE BEEN IDENTIFIED AND TRAINED ACROSS UTTARAKHAND, DELHI, UTTAR PRADESH, BIHAR, WEST BENGAL, JAMMU & KASHMIR, ODISHA, KARNATAKA, RAJASTHAN & TAMIL NADU.

MUMBAI, CHENNAI & BENGALURU

ACCORDING TO THE INDIAN NATIONAL STATISTICAL OFFICE, 55 PER CENT OF INDIANS HAVE ACCESS TO BROADBAND WHILE ONLY 20 PER CENT HAD THE ABILITY TO USE THE INTERNET.



This program is being implemented with the collaboration of Capgemini and CSC Academy and is part of the larger MGDISHA project of Ministry of Electronics & IT (MeitY), Govt. of India of which Capgemini is a partner. The English literacy programme also has the support of ex-cricket captain of India Shri Krishnamacharya Srikanth.

Bridging the digital and language gap through our **Digital Literacy and English Language Program**; the program is aimed at empowering citizens in rural and semi-urban areas through trainings that enable them to operate and use digital access devices such as smartphones, tablets and computers. English literacy course of 6 months enables learners to enhance their digital skills and become a member of the global community. The program is being implemented in Mumbai, Pune, Kolkata, Trichy, Salem, Chennai, Bhubaneswar, Gandhinagar, NCR, Bengaluru, Hyderabad, Jammu and Kashmir, U.P, Bihar and Odisha

**1,56,710
REGISTERED
CANDIDATES**

**1,46,671
TRAINED**

**1,05,650
CERTIFIED**

FINANCIAL OVERVIEW

AADHAAR-An Association for Development, Harmony, and Action Research
A-12, Vasant Apartment, 181/9, Kishangarh (opposite B-4), Vasant Kunj, New Delhi-

BALANCE SHEET As At 31st MARCH 2023

PARTICULARS	As on 2022-23	As on 2021-22
LIABILITIES		
Corpus Fund	64,000	64,000
Reserve Fund		
As per last Balance Sheet	4,481,084	5,439,699
Add: Transferred from Income and Expenditure Account	2,090,949	(958,615)
	6,572,033	4,481,084
Fixed Asset Fund	2,722,186	342,680
Current Liabilities		
Grant Unutilised Schedule - 1)	1,465,185	39,491,997
Current Liabilities		
Audit Fee Payable	47,000	47,000
EPF Payable	-	7,200
Goodera Payable	-	-
TDS Payable	-	31,550
	10,870,404	44,465,511
ASSETS		
Fixed Assets (Schedule - 2)		
As per last balance sheet	342,680	375,068
Addition	2,960,620	119,305
Less: Depreciation	581,114	151,693
Net Block	2,722,186	342,680
FDR-IOB	2,800,000	
Current Assets, Loans and Advances		
Current Assets		
Bank Balances		
With Scheduled banks - In saving acco	5,208,758	43,931,026
Cash in hand	-	-
Tax Deducted at source	48,040	142,255
Usha International Receivable	51,120	
Security Deposit	40,300	49,550
Total	10,870,404	44,465,511

As per our report of even dated attached

For Singh Satish & Associates
Chartered Accountants



SATISH K SINGH
FCA, BCOM(H)
MNo: 526351

For, AADHAAR-An Association for
Development, Harmony, and Action Research

Kamleshwar Singh
Secretary

Anil Tyagi
Director (M&A)

Date : 29/09/2023
Place : NOIDA

FINANCIAL OVERVIEW

AADHAAR-An Association for Development, Harmony, and Action Research

A-12, Vasant Apartment, 181/9, Kishangarh (opposite B-4), Vasant Kunj, New Delhi-110070

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 2023

PARTICULARS	CURRENT YEAR	Last Year
<u>INCOME</u>		
<u>Project Funding</u>		
<u>Receipts during the year</u>		
Digital Literacy Program	36,150,000	14,430,000
MIS Volunteering Platform	9,363,000	-
Digital Acedemy	51,574,737	20,897,356
Early Childhood Education Care	138,196	1,466,924
Green Initiative	-	46,000
USHA Silai School Program	260,400	821,585
STEM-Global	6,777,100	5,310,800
STEM-Aricent	6,189,810	15,996,420
	110,453,243	58,969,085
<u>Other Receipts</u>		
Other Project Grants	268,000	551,000
Interest on FDR	1,931	-
Interest on Saving Bank	1,139,029	841,117
Interest on TDS	108,165	-
Training fees	58,702	27,000
Donation	-	11,500
Mis. Income from Projects	7,074,174	1,627,710
	8,650,001	3,058,327
Project Grants Balance Last years	39,491,997	22,239,895
TOTAL INCOME	158,595,241	84,267,307
<u>EXPENSE</u>		
<u>Expenditure on Projects</u>		
Digital Literacy Program	50,103,876	14,546,429
MIS Volunteering Platform	10,247,031	1,032,420
Digital Acedemy	65,490,352	12,490,822
Early Childhood Education Care	160,512	1,444,608
USHA Silai School Program	297,702	742,284
STEM-Global	7,250,929	4,757,003
STEM-Aricent	13,996,117	6,703,417
	-	-

FINANCIAL OVERVIEW

	147,546,518	41,716,983
Office Expenses	430,698	474,804
Bank Charges	3,643	1,878
Travel Expenses	225,848	162,150
Audit fees	4,000	-
Covid Relief	-	53,200
EPF-Employer	108,275	
Office Rent	437,100	265,500
Staff Salary	2,571,007	2,334,800
Consultancy	355,200	212,200
SpringShed Program	383,700	164,250
Vehicle Maintinace	9,398	-
Meeting & Training Expenses	3,100	228,855
	4,531,969	3,897,637
TOTAL EXPENSES	152,078,487	45,614,620
Balance	6,516,754	38,652,687
Less: Transferred to Grant unutilised (As per Schedule - 1)	1,465,185	39,491,997
Less: Transferred to Fixed asset Fund (As per Schedule - 2)	2,960,620	119,305
Surplus transferred to Reserve Fund	2,090,949	(958,615)

As per our report of even dated attached

For Singh Satish & Associates
Chartered Accountants



For, AADHAAR-An Association for
Development, Harmony, and Action Research

Kamleshwar Singh
Secretary

Anil Tyagi
Director (F&A)

SATISH K SINGH
FCA; BCOM(H)
M No 526351

POLICIES & MEASURES

AADHAAR FOLLOWS FOLLOWING POLICIES AND NORMS IN ORDER TO ENSURE TRANSPARENT, INCLUSIVE & GENDER SENSITIVE ENVIRONMENT:

- AADHAAR'S CODE OF CONDUCT
- CHILD PROTECTION POLICY
- PREVENTION OF SEXUAL HARASSMENT POLICY
- FINANCE & ADMINISTRATIVE MANUAL

MEMBERS OF AADHAAR'S BOARD:

- MS. NEHA CHATURVEDI
- DR. RAJESH KUMAR SINHA
- MR. KAMLESHWAR SINGH
- MR. VIVEK SHARMA
- DR. ANSHUMAN KAROL
- MS. SHARMISTHA CHOWDHURY
- MS. SUJANA KRISHNAMOORTHY
- MS. SHEEBA CHOWDHARY

PRESIDENT
VICE PRESIDENT
SECRETARY
TREASURER
MEMBER
MEMBER
MEMBER
MEMBER

OUR PARTNERS & SUPPORTERS:





UTTARAKHAND-ADMINISTRATIVE OFFICE:

CONTACT PERSON: KAMLESHWAR SINGH, B1, LANE NO. 3, VASANT VIHAR
ENCLAVE, DEHRADUN, 248006
EMAIL: INFO@AADHAARASSOCIATION.ORG, MAILAADHAAR@GMAIL.COM
MOB: +91 8171660669

NOIDA OFFICE:

B78, SECTOR 92, NOIDA, UTTAR PRADESH - 201305

FIELD OFFICE:

VILLAGE AND POST -MAHAR, TEHSIL-DEVPRAYAG, DISTT.-TEHRI GARHWAL,
UTTARAKHAND

HIMACHAL PRADESH:

CONTACT PERSON: VIVEK SHARMA, VILL. PUHARA, PO BASNOOR, TEHSIL
SHAHPUR, DIST. KANGRA. H.P.
M:9882507170 EMAIL:NAVAACHAAR@GMAIL.COM
MOB: 9459381537, 9816599017

**AADHAAR- AN ASSOCIATION FOR DEVELOPMENT, HARMONY AND ACTION
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REGISTERED UNDER THE SOCIETIES ACT, 1860 (REGISTRATION NO.- S/ RS/
SW/ 0214/2011). AADHAAR IS ALSO REGISTERED UNDER 12 A AND 80(G) OF THE
INCOME TAX ACT.**