

Annual Report 2020



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From our Trustees

SATISH REDDY
ANURADHA GUNUPATI



Dear Friends,

Many things have changed since the beginning of this year and many things will pivot because of this world-changing experience. But it is trials like this that remind us we are all connected; and despite the many difficulties that we face, we can collectively overcome this to forge a better tomorrow. Admittedly, it is not an easy time, and while our thoughts go out to all those who have been impacted by the pandemic; we want to encourage each of you to stay focused and dispel the negativity.

The upside of volatile times—if one can force oneself to see it—is that it does compel us to gain new perspectives and find new approaches to face the setbacks. In the last few months, we observed a cumulative shift and a growing awareness of how working formats and job profiles are changing to adapt to this “new reality”. What was most amazing was the speed and scale at which the entire country adapted to working from home by leveraging technology, something not many would have believed possible a year ago.

While this is undeniably a testimony of how we as a country, are on the edge of a new frontier in terms of mobile technology and connectivity; the fact is, even big companies struggled to adapt to these overnight changes; and for a not-for-profit organisation working with disadvantaged and marginalised communities, the transition was much more challenging. Studies undertaken on the impact of COVID-19 on not-for-profits highlighted how organizations that could address three critical points were more resilient and better positioned to create impact going forward. We would like to briefly highlight how DRF fared in these critical areas.

Switching to digital platforms

This crisis brought into focus the need for not-for-profits to build digital capabilities in their operations to ensure program activities do not get adversely affected. Against this backdrop, it is encouraging to note the agility with which our Foundation adapted to these rapid changes. DRF was able to leverage digital tools to seamlessly move from classroom trainings to digital lessons.

While it was not a simplistic exercise given that our operations are spread across 18 states in more than 80 locations, DRF’s innovativeness to allay the impact of the ongoing crisis by making these quick changes was reassuring and what was even more remarkable was the teams’ ability to take advantage of their new learnings and design a new model called GROW-Digital, reflecting their ability to shift the thinking from a “problem mode” to an “opportunity mode”.

Program continuity

Many non-profits had to suspend their on-ground programmes or pivot to relief work. Whatever the reason may be, we know that such interruptions can have a long-lasting impact, especially among marginalised and vulnerable communities. We are happy to share that while the lockdown did change the dynamics, DRF did a quick risk analysis to ensure that existing programs were not threatened or their content diluted. Our data indicates that our legacy skilling programs have not been mitigated despite the virtual delivery of the program.



Our education program, on the other hand, faced a few challenges mainly because the academic year was thrown into disarray due to the lockdown. However, despite these difficulties, it is commendable that the Education team managed to meet most of their priorities listed for the year and we hope once schools reopen, they will be able to work with the government to do whatever is needed to support our children.

Financial planning and partnerships

In a crisis, priorities do change and understandably relief can become a matter of urgency thereby causing program budgets to be reallocated. To ensure there were no abrupt changes, DRF reviewed its financial plans with our partners and ensured astute use of resources while realigning DRF's operating models. We are also thankful to our funding partners for their continued support in these chaotic times. Their abiding support and trust not only ensured that we could continue with our priorities but also helped to motivate the teams in these difficult times.

It would be perhaps pertinent to add here, that while DRF was steadfast about not losing sight of their objectives, the Foundation has not been impervious of the tragedy that has affected millions of lives. We are not elaborating it here since some of these activities do not come in the purview of this reporting calendar, although it is gratifying to share that our Rural Program team is extending support to migrant labourers who have returned to their villages by initiating a 'small plot farming' pilot to help them start vegetable cultivation; and our Healthcare Program team has designed an educational



program (SAMHITA) to train community members and young people on non-pharmaceutical interventions.

Despite the year ending with a turbulent tailwind, when we look back at our work during the last year, the results speak for themselves about the Foundation's courage to define current reality and finish strong along with their commitment to informed decision making and transparency. Included in this report, is the DRF 'report card' along with an update about the year that went by, which we believe will not disappoint you. Also the case stories here capture our commitment to impact lives and nudge them towards a better tomorrow.

Finally, while advances and setbacks are part of the journey, the Foundation, we assure you, will stay firm on its unwavering commitment to solve social problems and empower communities through improved education, health, livelihoods and climate action outcomes. We take this opportunity to thank all our partners and stakeholders for their unstinting support and encouragement and wish the DRF team all the best.

Warm regards,

Handwritten signature of Satish Reddy in black ink.

SATISH REDDY

Handwritten signature of Anuradha Gunupati in blue ink.

ANURADHA GUNUPATI



A Message from the CEO

SHAMIK TREHAN



Dear Readers,

I am writing the Annual Letter of FY 2020 in the midst of global health and economic crisis caused by COVID 19 that probably will go down as unparalleled in contemporary history.

It is now evident that defeating the pandemic will be the greatest test humankind has faced in many decades. Not only the virus has to be defeated globally but countries, especially poor and low-income countries, have to ensure that both lives and livelihoods are saved as we get into a protracted battle that may at least last for a couple of years. But while we put all our energy and resources in saving lives and livelihoods, we should not lose sight of the fact that this decade was always going to be pivotal for India's progress and meeting the aspirations of its people: the basic yet so far elusive aspiration of

■ ■ poor and low-income fellow citizens to live a better quality of life. In Jan 2020 it was predicted that Indian economy will grow by 2.5 times reaching \$7trillion in 2030 from \$3 trillion now thereby enabling most people to move to middle income level from low income. The current pandemic no doubt makes the goal of improving quality of life and improving human development outcomes more challenging than before as Indian GDP is predicted to contract by 4-5%. But let us not restrict our thinking and actions to only safeguard the progress we have made, such as drastically reducing number of people living below poverty from 46% to an estimated 13.4% but more importantly we need to think on how this decade can become an inflection point in the history of our country.

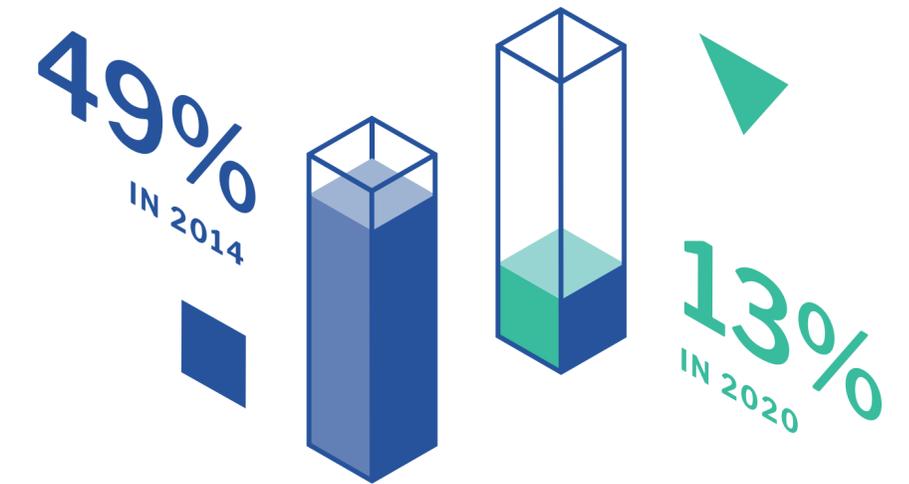
As is often said, never let a crisis go waste. The need today is to fight this battle on two fronts simultaneously. First and most importantly, we need to do the best we can in dealing with the immediate challenges we are facing such as: ability of the healthcare system to deal with COVID-19, dealing with the disruption in education sector due to closure of all education institutions and reviving economic growth which was already faltering before the pandemic and has been hit harder because of a lockdown and associated factors.

Secondly and equally important, is that we use this crisis as an opportunity to bring in the much-needed reforms that create enabling ecosystems in key socio-economic spheres. Reforms in healthcare, education, business, governance and essential service delivery followed by swift and good execution that paves the way for an environment that leads to not only improving quality of life but encouraging people to achieve their human potential.

PREDICTED ECONOMIC GROWTH IN INDIA



PERCENTAGE OF PEOPLE BELOW POVERTY LINE



We in DRF have approached our work along these lines and will continue to do so as we move ahead. Our first priority was to come up with a comprehensive COVID 19 response strategy and its swift execution that included resolving the execution challenges that our programs faced in the areas of education, skilling, agriculture and healthcare. Equally important, is DRF's priority to ensure that our programs designed for solving complex problems are not only operational during these tough times but achieve desired outcomes and we enable impact at scale.

As part of our overall organization strategy, we have over the last few years relentlessly focused on strong solution design, effective execution which includes people focus, continuous learning, improvement, knowledge sharing and leveraging partnerships. While we will continue to focus and build on our existing strategic pillars, we



will in addition need to be much more agile, much more innovative and leverage digital technology even more. These strategic pillars have already helped us in dealing with the current challenges that we faced due to the disruptions caused by COVID 19 and will play a key role in the days ahead.

1. Increasing Agility

The business world has seen rapid changes over the first two decades of this century. Traditional business models of large corporations have become vulnerable to disruptions by newer ones, both in high income countries and emerging markets. Traditional retail has been disrupted by e-commerce and sectors such as hospitality and travel by supply side aggregating online platforms;



forcing the incumbents to become much more agile in order to retain their market share. However, the social sector from many decades, especially in low middle-income countries like India has still been dealing with basic issues of access to primary healthcare, improving learning outcomes in education systems, basic civic services such as water and sanitation, supporting household to increase their income levels so that they can move above poverty line. While there has been overall progress on all these fronts, it has been incremental and slow. The slow progress has been attributed to both demand and supply side constraints.

Demand side constraints from low-income communities in areas such as, engaging in school improvement activities, adoption of RMNCHA7 (Reproductive, Maternal, Newborn, Child and Adolescent Health) interventions, water and sanitation practices or switch to improved farm and non-farm package of practices. Yet, the latter part of the previous decade has clearly shown an increasing trend of loosening up of demand side constraints, which has got further accelerated in the current situation. The much-talked theme of how low-income communities represent now an aspirational India, is no longer only about aspirations but also actions that will enable communities to realize their aspirations of making faster progress and live better quality of life.

Hence, the onus is upon all actors; from government, private and social sector engaged from the supply side in delivering services to low-income communities to work on improving offerings, access and quality. Meeting this would require much more agility than what has been demonstrated by supply side actors.



We in DRF have worked over the last year to put in place processes that help us be much more agile to cater to demands of the communities we serve. The core of this process includes agility to learn, draw new insights, refine or redesign solutions followed by effective execution. The sections in the annual report on skilling (pp 34–41) detail out how through increasing agility we have been able to turn the adversity of closure of all our skilling centers into an opportunity.

2. Increasing Innovativeness

In times of all crisis the first response—either at individual or group level—is to become more cautious, conservative and dial down on risky activities. The current crisis is unprecedented and hence both government and businesses are rightly focused on conserving financial resources. The social sector is also going to face major financial resource constraints for at least the next couple of years if not more. In this scenario, social sector organizations have to make tough choices.

Should organizations channel all their resources on delivering and scaling up tested interventions or continue to earmark resources for designing, testing and rolling out innovations? While the former is a safe approach to take when resources are under pressure; it will only bring in incremental changes and have limited upside. However many organizations are using this opportunity to innovate. *PerSapien Innovations*, a New Delhi-based company, producing air purifying device and air filters for automobiles has now diversified into producing face masks. Using the same material technology to make



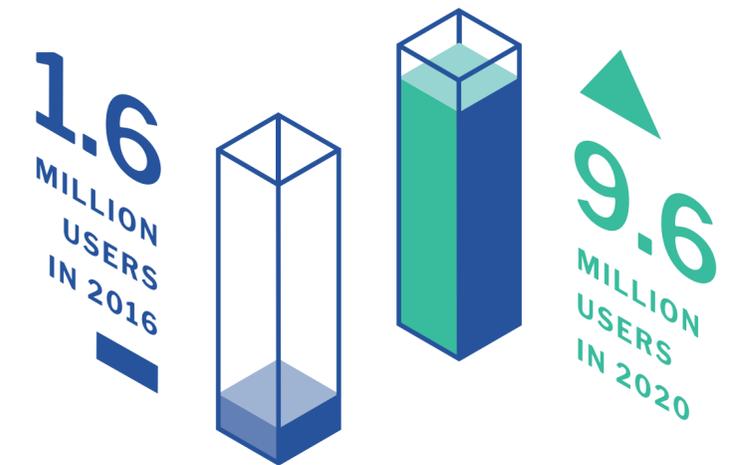
a single mask that can provide protection of eye, nose, mouth and ear for medical professionals treating COVID-19 patients.

We in DRF have decided to double down on increasing innovativeness both in our ongoing programs but also design, test and roll new innovations in the areas of education, skilling, primary healthcare, agriculture, entrepreneurship and climate action. We are fully cognizant of the fact that many of these innovations may not deliver the intended outcomes but it is also true that there can't be a more crucial time than now for us to keep the wheels of progress moving forward and for which we need to be more innovative. Large innovations, even those solving downstream supply-side constraints are viewed as a luxury; which require huge upfront resources... deployment and an ability to take high risks. We in DRF addressed both these factors, by developing a problem design solution framework which builds on collective problem inquiry, human centered design and minimum viable product approach. All our innovations whether in current programs or newer ones require a fraction of the costs than the earlier programs and more importantly, the decision-making process to pursue, pivot or closedown an innovation has resulted in huge saving of resources. It has also helped us in maintaining a strong pipeline of innovations within the same earmarked resources. The DRF Priorities section and the Report Card 2019–2020 section (pp 22–27) in this annual report detail some of our current innovations and also the new ones we have planned for the coming year.

3. Increasing use of Digital Technology

COVID-19 has certainly accelerated the trend of increased digitization of all human activities. The Social sector too has witnessed rapid

GROWTH IN EDUCATION SECTOR FROM 2016-2021



changes in adoption of digital technology, especially in delivery of services such as online education, online skilling, tele medicine and agri- extension and in many other sectors. Changes which would have otherwise taken at least three to four years have happened in span of few months. India's Ed-Tec Sector has been at the fore front of this change. It had already seen investment to the tune of \$1.8Bn between 2014 to 2019. The COVID-19 situation has only accelerated the process but bringing EdTech in the spotlight. The market is estimated to grow from 1.6 million users in 2016 to 9.6 million users by 2021. Social sector organizations which have strong digital capability and leadership commitment have been quick to leverage the current situation to increase use of digital technology in their program operations. We in DRF over the last five years have built strong capability in development, deployment and execution of technology platforms. We have used this capability to increase



digitalization across all our programs such as education, skilling, healthcare and support functions such as HR and Finance. Over the last couple of years, we have also added data science and machine learning and API capabilities. Going forward we plan to increase our use of digital technology in our current programs and also develop technology first solutions. However, we firmly believe that digital technology is not a solution in itself rather, an enabling tool for achieving outcomes and scaling impact. It can be leveraged for overcoming huge supply side constraints that a country like us faces, such as: improving access of services and products in underserved areas, creating better market linkages, improving productivity of people engaged in delivering social services, improving transparency and good governance practices and also addressing demand side constraints especially related to behavior change. With availability of digital technology becoming more accessible, portable and economical; it is now upon the leadership commitment at organization level and human ingenuity at individual level to leverage it in ways that can enable the wheels of progress to move much faster.

We have measured confidence that the above strategic pillars and strong execution will help us to live up to the present challenges and more importantly make us more resilient, impactful and future ready.

This annual report shares our progress made in the last financial year, as together with our partners we have built on our work, rigorously measured progress in terms of achievement of outcomes based on results, either course corrected or moved ahead with speed and agility with aim to solving problems for scale. We have also worked tirelessly to improve and strengthen organization health and culture.



I would take this opportunity to thank all DRF staff, our board of Trustees, donors and partners for their efforts, guidance and support and helping us to be true to our mission on a daily basis. We are committed to keep improving ourselves so that we can better support an aspirational India which is determined to make rapid progress in spite of the huge challenges that have been brought about by the current pandemic and make this decade count for themselves and their future generations.

Handwritten signature of Shamik Trehan in blue ink.

SHAMIK TREHAN

Time for Restoration, Rehabilitation & Reaffirmation

Just as the Annual Report team was getting ready to elaborate on how India's tier 3 cities and small towns would soon be the centres of action; the pandemic knocked on our doors. As we watched some of the most advanced countries scramble to cap the virus from spreading; it was evident, that there was no stopping the pandemic and it would pose a huge challenge for a country like India. Given the magnitude and urgency of this situation, we decided to realign our thematic priorities to include how this contagion would impact not just the communities we work with, but also our cities and villages—in fact all of us—and how we need to collaborate to support one another.

It has been a year like no other year! The trauma has been unprecedented and has pivoted our life in unthinkable ways. Whilst it will certainly reorder society, the most punishing impact of this pandemic is bound to be on the most vulnerable communities since it threatens their livelihood, health and financial security - all in one stroke. Indeed the pandemic could not have come at a more difficult time for India. Our economy, like other countries in the world was already on a downward trend and a recession now is bound to reverse years of economic growth.

According to a report, as many as 120 million¹ people will be pushed back into poverty and another 40 million will be deprived of basic human needs and will fall into abject poverty by the year end as a result of COVID 19. While these numbers are alarming, the fact is, we are often detached from the anguish unless of course, it impacts



us directly or, we are able to connect a face or a name to these digits in order for us to take cognisance of the enormity. Since we work closely with young people from very difficult settings, these numbers are palpable. Even before the pandemic, their stories were uncomfortable, sometimes distressing but always real; and one which we could not glean over.

Over the last few weeks, several youth have lost their jobs. Others have parents who have lost their jobs and many more are struggling to support their families in this time of crisis. Mona Paramar, DRF's Ahmedabad Center Head says "Each morning, the numbers of those who have lost jobs keeps increasing. And while I am grateful that we have not yet encountered a case where the entire family is without a job; I can sense their desperation. In most cases, it is these youngsters' earnings that hold their family together, so when they lose their job there is panic." Adds Pasalapudi Suresh, Head of the GROW PWD Center at SR Nagar in Hyderabad, "in these difficult times losing a job is tough and finding a new job is tougher. But for people with disability it goes beyond finding an alternative job."

Suresh elaborates, "Take Naresh's case as an example. An ex-student and a person with a hearing impairment, he was one of the first in his office to be laid off. Forced to return to his village, he would call me every day or send me videos of him working as a farm hand to underline how frantic he was to get a job. Understanding his plight, I scouted desperately to find him a placement and finally found an opening with Flipkart. But he could not join. We both realised, he would not be able to subsist in the city during the lockdown. Without hostels or public transport, it was impossible for him to manage by himself. So he has now reconciled to working as a farm labourer till he can return to the city. And this is the painful part, because they

come to us with so many aspirations and now are back to where they started.”

The New Class Divide

While the pandemic does not discriminate, the differential impact of COVID 19 on the diverse segments of our population was clearly evident from those fleeting images that captured the agonizing mass exodus of the migrant population within hours of the lock down. With factories and workplaces shut, hundreds of daily wage earners were threatened with starvation and had no choice but to leave the cities in a hurry. But we also know that returning to their villages— apart from giving them some emotional respite and a false security of having reached home—is not going to be the panacea for their livelihood concerns as it was the scarcity of work in their home towns that had forced them to migrate to far off cities in the first place.

Among the hundreds who left India’s cities in a hurry, were young Ravita Navinbhai Chaudhuri and her family. In early March this year, nineteen-year-old Ravita was visibly excited when she shared that her “career was now all set!” As she drew nearer to completing her training at DRF’s High Quality Healthcare Skilling Program, she admitted that she couldn’t wait to start working in a hospital. But the lockdown changed her narrative. Today she is back in her nondescript village called Ghasiya Medha in Songadh Taluka in Gujrat along with her entire family – all of who were working migrants. “With COVID cases increasing, I am not sure if I will be able to pick up from where I left” says Ravita as she opens up to talk about her present situation; “while I am thankful that we did not have to suffer like the



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migrants from Bihar, I am pained when I watch my elderly parents get up early in the morning and rush to stand in a line to work as a farm hand. Work is scarce since most of the migrants have returned to the village, and for families like mine who do not have any agricultural land, working as farm hands for Rs 200 a day is the only option for now.”

She adds in a resigned tone, “I thought with our education and new jobs we had managed to leave all this behind. My father, a daily wage earner, worked very hard to educate all three of us; and just when we were settling in with jobs and good salaries, we have been pushed back to the same fate. “My elder sister (who was working at a food court before the lockdown) has opted to work at a relative’s house to reduce the food burden on my parents; and my brother, who was earning reasonably well as a waiter in a city hotel, finds it difficult to reconcile to work as a farm labourer, and so leaves the house each morning in the hope that he will be able to find some transport to take him to the city, but returns each evening sulking and cursing his fate.”

In the midst of all this chaos, Ravita, our aspiring allied health professional, finds herself winding her way each morning to a close-by diary to earn some money, because there is no guarantee that her parents will find work every day, and there have been days when they have had to depend on relatives to bail them out with food.

Ravita’s story is not an isolated one. There are more than 139 million migrant workers in India² and ensuring livelihood opportunities for them in a wilting economic environment is the worst nightmare for any government. And this fragile situation is further compounded by the impending health hazard posed by the pandemic which, given India’s population and the distinct two-tiered healthcare system, finds the dice firmly loaded against the poor.

■ ■ ■ Flattening Progress

No doubt, the pandemic apart from widening the class divide will also halt the country’s hope of becoming a middle-income country in the near future. The decadal progress of Indian states when evaluated on social parameters - or what is known as the Social Progress Index (SPI) - is bound to take a hit because research indicates that a small change in per capita income levels at the lower levels of income leads to higher incremental change in SPI scores compared to change at higher income levels.

With the entrepreneurial narrative having come to a halt, the rules that we lived by seem to be quickly changing. In April more than 27 million young people in the age group of 20-30 years lost their jobs³ and while some new trends show slight improvement in the employment numbers, salaries have taken a huge cut; and this economic set back will lead to the undoing of the work of more than a decade which had ensured that the number of people living on ‘less than \$1.25 a day’ had almost halved. Now in this changed scenario, all the ten indicators that tracks deprivation across the three dimensions - health, education and living standards - are bound to take a hit and we can be certain if for the moment, we set aside the real possibility of health setbacks; among the first casualties will be child rights and children’s education.

In effect, school education which already was a cause of concern because of the poor learning outcomes - especially at primary and secondary levels - is bound to go from bad to worse. With digital learning becoming the new norm, our teams are already reporting a 20% slack in attendance at the High School level - a year when students are intensely focused on studying for their board exams. Many of these students have no access to computers or laptops at



their homes and often have only one low-end mobile phone in the house.

The burden of added data connectivity is also a big challenge because families cannot afford the extra costs; leaving kids with little options other than giving up on education. In the three months of lock down, schools have started reporting children being pulled out, as parents have lost their jobs and several kids are supporting their parents by doing labour work. Take the case of young Nanika, a Class VI student at our Kallam Anji Reddy Vidyalaya (KARV.) A bright student, and a KARV football team champ, she used to represent the school for inter-school tournaments; but now Nanika and her brother Naitik are both skipping this academic year as their father, a daily wage earner, and their mother, a private school teacher are without jobs and have no means to stay in the city. Along with their children, the family has moved back to their village.

Given the present economic situation, it is very likely that more children will be dropping out of school, thereby leading to more children being exploited, more child marriages and a surge in violence against children. Also one can expect a spurt in domestic violence, and a surge in adverse health and social outcomes. Compare this to how just a year ago, we were optimistic that India could aspire to become an “middle-income” country by 2030 because there was a steady reduction in the number of families living in low-income groups and there were good reasons to believe that a majority of families in the low-income group could rapidly move to be counted in the middle income group.



Catch-22 situation

The dilemmas all governments across the world are facing is whether to shut down the economy and watch people struggle for their livelihoods or keep business open, and trigger the virus to spread. Both ways, it's a no-win situation; and in India this is more acute because we have no social security or pay-outs for those who are without jobs.

While criticising the government's management of the problem is the easy way out; the fact is this is unlike managing any other disaster. A pandemic of this scope and speed requires altered social and economic behaviour which cannot be easily implemented in a democracy. Even a country like the US with a budget of 700 billion marked for healthcare has not been able to contain the virus or its economic slide; and therefore it would be simplistic to think that a country like India with our huge population, urban slums, and some unhealthy social habits; would have willingly embraced behaviour change. Of course there are other more complex reasons like the variations in administration capacities of our different states; lack of social cohesion accentuated by religious and political polarisation that would have checkmated any move to plug the pandemic at an early stage!

In any case, now that the ship has already left port, it is pointless to argue what could have been; and so it would help if we focus on how we can collectively address some of the challenges we know our communities are grappling with.



New Priorities

No doubt while it is important for everyone to understand the changing dynamics and quickly reprioritise to cope with this challenge; for not-for-profits, addressing inequities will call for agility and rapid innovation which has to be both creative and practical. In line with this, DRF has renewed its commitment to improve livelihood opportunities by improvising and innovating training methodologies, deliberating and emphasizing on reskilling and upskilling to help our students keep pace with the new reality of the job market.

Furthermore, in order to enable students to complete their training during the lockdown, in a major shift from class room teaching, DRF leveraged digital technology and is now conducting digital classes successfully across the country.

In addition, the work with rural households and farmers has added a fresh dimension by including migrant labourers as a new target group; and in keeping with the need of the hour, DRF is emphasising on behaviour change focussed on the prevention of COVID 19 through a short course called Samhita.

This Annual Report includes the reportage of our last year's work along with an outline of how we are addressing the new challenge. We also followed up with a few of our young aspirants, who, before the pandemic were on an upward trajectory both in their career as well as personal lives. Their stories highlight how real and 'life changing' these recent events have been even though, none of their families were infected with COVID 19 till the time of reporting. And while these are difficult times, we are optimistic with the support of

our friends and partners we will be able to ignite new thinking, inspire action and inform policy making in order to adapt to this new reality.

REENA MATHAI LUKE

Sources

¹ India: Surmounting the economic challenges of COVID-19 - Arthur D Little

² World Economic Forum <https://www.weforum.org/agenda/2017/10/india-has-139-million-internal-migrants-we-must-not-forget-them/>

³ Center for Monitoring Indian Economy - Weekly Reports

Giving up is not an option

Hardik Mukesh takes “Power dressing” to a new level! And he does not rest that idea with just being nattily dressed. He likes to accessorise it with hard-to-ignore gestures, which obliquely accentuates “power”. Like, he stepped into the room with a show of folded hands in a slow exaggerated Namaste while his eyes pin you with a steady gaze. He could have easily passed off as an irreverent policeman in civvies or maybe even the local goon!

Everything about Hardik, from his measured stance of greeting people to his clothes, hairstyle and the not-to-be-missed elaborate mustachio, was a deliberate construct to amplify the do-not-mess-with-me image. By his own admission, the “don image” is “intended to intimidate people and is helpful in my line of banking business; especially when I have to collect a lot of cash for deposit”

When we met Hardik in early March this year, this ex- GROW aspirant from Rajkot was the poster boy for his bank. As the Customer Relations Manager of a small local bank, this ‘champion salesman’ - a title that he enjoys - was his bank’s star campaigner and known for his ability to get business. Said Hardik proudly, “to date, there has been no day that I have not got new business.” Elaborating on his working stance he added “I do my homework about a person before I approach him. But once I make that opening move, then I know how to get him to open an account in my bank. Each year, I have got the maximum business for my bank and they honour me with the title of Champion Salesman.” This go-getter was particularly gung-ho on the day we met him because he was leaving for Jaipur for a felicitation party and his bank colleagues kept calling him to ask what was delaying him. While it was evident that he enjoyed the attention, he was also very practical.



Says Hardik, “this, ‘you- are- the- champ’ line is only as good as your last sales pitch. The moment you slide, you are out. I am aware of it every day, but I am not scared. One has to work for a living, so why not do it well?” As he collects his belongings to join his waiting team, I ask him where he sees himself in five years. And without a moment’s



pause he replies “As the regional head, with the best business record!”

In early June, I was curious to check how he was faring. He picked up the call on the first ring and addressed me by name, which given the astute salesman that he is, it was not surprising. But what surprised me was his tone. It did not have its earlier zing. It was more matter-of-fact when he said, “True this lockdown has turned everything upside down, but what bothers me is that I cannot plan anything because everything is so unpredictable! There is so much of fear and distrust in the market right now, that there is no scope of canvassing for opening new accounts.” He is still on the bank’s payrolls, and for the moment, chooses to sidestep the issue of a steep 50% salary cut and instead focus on the fact that he still has his job while many of his colleagues have been laid-off.

Of course, this has compelled him to look for new ways to supplement his income and clarifies about his new career “I am now selling health insurance and third-party policies.” Since he has a flair for marketing, he is managing to nail it and last month he beat all the other agents in Gujrat and MP!

“I make up for the cut in my salary with the incentives that I get from the sale of these policies. Since they do not come in at a regular pace like a salary, there is no way that I can take my foot off from the accelerator! But at least I have something to help me stay afloat.” With a family to support which includes a diabetic amputee father and a car loan to pay – Hardik bought the car to transport his father to the hospital as the village has no access to public transport– he weaves through the narrow by-lanes of the city on a two-wheeler to meet clients, because selling insurance policies on the phone has its



limitations. “The bothersome part is that I have to travel and meet people, and in these times when COVID cases in the city are on the rise, one is always a bit nervous. But I have no choice” says Hardik.

After working the whole day, he takes over from his brother who runs a small mobile shop, to allow his brother to leave early. He explains “After a full day of travel, this is a nice place to catch my breath. It allows me to unwind and focus on what needs to be done for the next day. But more importantly, it allows me to wash up and change so that I don’t take any virus home with me because I live with my aged parents and my father is diabetic.” Of course he would not have been Hardik if he did not add “And if perchance a customer comes in at that hour, looking for a phone then the salesman in me comes to the fore!”

Postscript - When requested for a recent pic of him he laughed and added “I have given up my earlier flashy lifestyle. Now I cannot afford to even keep my handlebar moustaches because I cannot go to the barber!” And was quick to sign off by adding “Don’t worry, this is temporary, once this pandemic is over, I will pick up from where I left and I promise you I will send you a photograph soon!”

At the Cross-roads again

Twenty-four-year-old Alpaben Chaudhari stands out in her community for several reasons. For starters, in a village where female literacy is only 23.4%, Alpaben completed her Grade 12 with good marks. Three years later, once again she decided not to be a part of the herd, but instead follow her heart and marry the man she loved—even though he was from a different caste—much to the chagrin of her family and annoyance of the entire village which soon ousted the young couple. More recently, as the mother of a three-year-old son, she once again bent the rules when she decided that she would train as an Allied Health professional to carve a career of her own; which meant that she would have to leave the child behind and stay in a hostel.

And she took on each of these challenges in her stride though she admits “none of these things were easy. When I was in school, my father was not too enthusiastic about girls studying, while my mother just shook her head. I got to finish schooling because my teachers encouraged me; and I had to juggle and find time to study in between helping my mother with the cooking and the cleaning, which as a girl was a part of my lot. Then, when I got married, my husband and I were totally alone without any support. We started out in a rented house, and I used to hand embroider sarees for Rs 18/ per sari. I managed to do 5 to 6 saris in a day. But it was tiresome especially in the later months of my pregnancy.

Now again, it is a difficult choice that I have made. To leave behind a small child and stay in a hostel weighs you down with guilt and sadness. But I keep telling myself, that my tomorrows will be better and my child will have a better future when I start earning.”

She adds, “My husband runs a provision store from the closed-in





veranda of our small house, but that income is not steady or enough; so I decided to put my education to good use and joined this all-expense-paid course. Within the next two weeks, I will finish my training and get placed in some good hospital; which means I will be able to support my family with a steady income.”

A month back when I called Alpaben her first question to me was “Will I ever get a job?” Her tone was filled with anxiety as she explained “I had convinced my husband that this sacrifice of staying away from our child and him is a small price to pay because it will help me to get a job. But now, I am not sure where I stand.” She went on to assure me that they were not starving because her husband’s family was now supportive but she was anxious about her future, because she had betted heavily on this course and was hoping it would open new doors for her.

Her fears, she said, “are increasing by the day because I am not sure when this pandemic is going to end and when it does, whether I would have lost touch with the subject. We had just finished our training and needed the practical skills to be confident about taking it forward on our own. I also wonder, whether it would call for an extension of the course, which means, more of staying away from my son. None of which is an easy option for me at this time. I keep pushing away thoughts about having to soon go back to my sari embroidery again; because I enjoyed every moment of my training and I still dream of working in a hospital.”

CASE STORY

When the pendulum swings

When we left for Coimbatore, COVID -19 was still a distant threat. The airports were busy, hotels were accepting guests, no one wore masks and social distancing was unheard of. So it was not surprising that at the Coimbatore PwD center, classes were in full swing; and most of the students were engrossed in the English language class and grappling to construct a correct sentence except for Anoop.

Anoop who was sitting close to the door had heard about us visiting the center and was raring to meet us. He reached out to give me a firm handshake as we stepped in and his beaming smile actually distracted us from his limp for we failed to register that he was orthopedically challenged. If there was one word to describe Anoop it would be confidence. The guy was obviously what you called a ‘peoples person.’ Within the first half-hour he told us his entire life story, which included his childhood and even details about how



nervous he was when he proposed to his girlfriend, who was working in a nursing home in Coimbatore as a nurse and about his plans to get married in June the moment he got his job.

The son of a fisherman from Trivandrum, it was evident that the family placed emphasis on education, for his father had to take loans to ensure his children got good education. The children on their part did not disappoint. Anoop's eldest sister completed her Graduation in Zoology and was working in Saudi Arabia. His second sister was studying final-year medicine in China while Anoop, despite a polio set-back in early childhood, finished his post-graduation and could speak English well. He chose the GROW center in Coimbatore, instead of the center in his hometown Trivandrum to be close to fiancée and to ensure that he could get a job in Coimbatore so that both could work in the same city.



Indeed, life seemed picture perfect and the family was dreaming about a better future. And then COVID happened. The first knock came when his sister had to return from China. Even an unplanned trip like that stretched the family budget and just as they were pacifying each other by saying it was a temporary setback; the next knock was the biggest shock - Anoop's fiancée, who worked as a nurse, died suddenly.

Life came to a sudden halt for the family. While Anoop grappled with his personal tragedy, his father was worried about his livelihood since he could not go out to fish and even if he braved the lockdown and went out to sea, there was no way he could sell his catch. And it did not end there. With each passing day, Anoop's sister was worried about losing out on a promising career, now that it was evident that she will not be able to return to China any time soon and their mother, who was watching all this, had anxiety issues.

Fortunately, the family had community support. Anoop who belongs to a small Catholic parish group says "Our priests and the nuns were very supportive. They counselled us and helped us during that very trying time." Now, he is trying to cope with his grief and admits "while my loss is painful, life has to go on. I am now looking for a job in Trivandrum to be closer home. I don't think I would like to ever return to Coimbatore. I am also happy that my sister got a letter from her medical college about her being able to join back as soon as international travel is allowed, to complete her course. This has been a big relief to the family and so till I get a job I am following the COVID diktat - "Stay home and Stay Safe" before signing off with a laugh that clearly lacked his earlier mirth.

2

how do we get there?

KEY SEGMENTS

22

ORGANIZATIONAL PRIORITIES

22

Key Segments

Organizational Priorities

Four themes guide our work, and listed below are our priorities in each of these areas for 20-21.

CHILDREN

Support holistic child development through various initiatives with special emphasis on education

YOUTH

Encourage youth (including young people with disabilities) to find employment in line with their aspirations through skilling and mentoring

RURAL

Assist small and marginal farmers to access agri-extension services and communities to become self-reliant

SOCIAL

Support the social sector to collaborate and find solutions through collective problem inquiry and leadership development.

Ideas

to drive progress

'Everything begins with an idea'

~ Earl Nightingale

Strategy Development – Developing strategies for (a) online teaching in schools and (b) Skilling of Persons with Disability (c) Climate Action (d) Small and Marginal Farmers.

Pilot Initiatives - (a)Self Sustainable High-End Skilling models (b) Job portal for Youth and Employers (c) Skilling for People with Intellectual Disability (d) Agri-Tech platform for farmers (e) Climate Action Intervention (f) Digital Healthcare Service.

People

to drive change

'Talent is the multiplier. The more energy and attention you invest in it, the greater the yield'

~ Marcus Buckingham

- Support school teachers with their professional development
- Focus on Talent Acquisition by hiring the “right talent” for all positions
- Continue to focus on Talent Development, Talent Management and Employee Growth
- Strengthen systems for Appreciation, Recognition & Participation
- Continue to measure Manager Effectiveness and include results in decision making
- Continue to focus on well-being & building a nurturing culture

Execution

for impact

'Execution is the ability to mesh strategy with reality, align people with goals, and achieve the promised results'

~ Lawrence Bossidy

- Sustain the continuity of learning for school students through blended learning
- Expand partnerships in the areas of skilling and agriculture.
- Communicate Program learning to the ecosystem
- Publish op-eds/though pieces and expand Social Media presence
- Meeting Youth and PwD skilling program's outcome metric.
- Design and rolling out initiatives for upskilling & re-skilling to keep pace with market needs
- Scale up – HQHCS program (subject to the changes at policy level)
- Promote specific interventions (eg high value crops) to enhance small and marginal farmer's income.

Agility

to adapt & be inventive

'Intelligence is the ability to adapt to change'

~ Stephen Hawking

Design Agility

Be alert to design-slack and come up with new design solutions if needed to keep pace with the ecosystem and ensure current programs excel.

People Agility

Be attentive to aligning roles, revising hiring process, ensuring staff productivity, innovate working modalities as per need, improving manager effectiveness and prioritising staff safety and well-being.

Execution Agility

Be vigilant to find ways to execute all programs to ensure the achievement of agreed metrics.

Learning Agility

Be continuously open to learning by having an open approach and by being receptive to new ideas, trends and takeaways that can add value to all areas of our work.

Digital Agility

Seize every opportunity to leverage digital platforms and tools extensively to drive all our work.

Communication Agility

Tap on all opportunities to drive internal alignment and amplify our work, key developments and sectoral issues.

3

how we are doing

REPORT CARD 2019–2020

Ideas—to drive progress

2019–20 PRIORITY	WORK DONE	On board knowledge and funding partners
Leverage employee potential to generate ideas and drive innovation	<p>The “idea generation” platform was rolled out encouraging all staff to send in their ideas on programs, departments and general areas/themes related to DRF. Of the several ideas parked in our “ideas bank” 4 ideas are being taken forward to test and another 8 are lined up for further discussions..</p> <p style="text-align: right;">ACCOMPLISHED</p>	<p>Our list of new supporters include</p> <p>Knowledge Partners We appreciate the opportunity to partner with NSDC for our skilling programs.</p>
Implement Collective Problem Inquiry (CPI) and Minium Viable Program (MVP) approach in designing solutions	<p>CPI & MVP Approaches were used to design and launch the FLHTL app. Further, these approaches were used to design solutions to test the viability of increasing Women Labour Force Participation Rate (LFPR) designing the FLUENT (a spoken English program) and the Gym Training Program to create fitness trainers. In addition, the ‘Blended Digital Delivery’ model is being tested by using the MVP approach.</p> <p style="text-align: right;">ACCOMPLISHED</p>	<p>Collaborated with international technical agencies -ICRISATand CIMMYT-BISA; Start-ups - Plantix, Distinct Horizons and Fib-sol; Universities - BAU, CAU-PUSA; three ICAR Institutions - NBAIR, CPRI and IIVR; and Private companies - Jain, Finolex, KSMU and Siddi Vinayaka Agencies to support our work in the district scale-up model for MITRA program.</p>
Be part of the Think Tank Advocacy Forums, Summits & Networking Platforms	<p>Participated in numerous conferences/forums/round-table discussions/webinars, to share and discuss our work on the ground and our vision for strengthening the ecosystem.</p> <p style="text-align: right;">ACCOMPLISHED</p>	<p>Funding Partners We are thankful for the trust and support of the following partners - Capgemini, Cognizant, HDPI, Microsoft; Aurigene, APSSDC, DMF, IRDA (AP) in addition to our long term partners – Accenture, J.P. Morgan and HSBC.</p> <p style="text-align: right;">ACCOMPLISHED</p>
Publish Op-eds/Thought pieces in niche thematic magazines and other key publications/platforms	<p>A total of 13 articles have been published in newspapers like Indian Express, The Hindu, Hindus Business Line, India Development Review (IDR) and Asian Venture Philanthropic Network (AVPN) etc.</p> <p style="text-align: right;">ACCOMPLISHED</p>	

Execution

2019-20 PRIORITY	WORK DONE		
<p>CHILD DEVELOPMENT</p> <p>Work with stakeholders to align our work with the new Education policy</p>	<p>Work in progress as school sessions got disrupted due to COVID-19.</p>	<p>PARTIALLY ACCOMPLISHED</p>	<p>Core Employability Skills led model in the ecosystem with support of NSDC and other similar key ecosystem players and also disseminate the learning by publishing papers and articles</p>
<p>Facilitate health screening for 50,000 students</p>	<p>Facilitated screening for 54,252 students and reached out to students through health clubs in 187 schools in addition to 248 health education sessions.</p>	<p>ACCOMPLISHED</p>	<p>DRF proactively shared about the “Core Employability Skills” model by presenting the learning in nine different forums. In addition, two studies and three articles were published.</p>
<p>Roll out sports in all the SIP schools</p>	<p>Sports and games were an integral part of all SIP schools curriculum and there were 3354 winners at the district level, 324 at the state level and 46 at the national level.</p>	<p>ACCOMPLISHED</p>	<p>ACCOMPLISHED</p>
<p>GROW (YOUTH)</p> <p>Scaling up of our programs or certain sections of GROW & GROW Plus in 10 additional locations/centres.</p>	<p>Added three new GROW centres. We achieved all our annual deliverables in line with the agreement with our partners. HCL partnership execution date has been extended due to COVID-19.</p>	<p>ACCOMPLISHED</p>	

REPORT CARD

GROW (PwD)

Ensure quality execution of 25 GROW-PwD centres in the country

Of the 29 centres which are operational, six centres needed additional support to stabilise. All centres are now doing well, but placements have become a challenge because of COVID-19.

PARTIALLY ACCOMPLISHED

Roll out a Pilot project on 'Advanced IT Skills' at one of the GROW PwD centres to test demand & viability.

This project has been initiated in Bangalore in partnership with Capgemini..

ACCOMPLISHED

Roll out a Pilot project for Visually Impaired youth in three GROW PwD centres

This program has been initiated in Mumbai, Chennai and Bangalore.

ACCOMPLISHED

MITRA

Explore and work on post harvesting value addition opportunities to enhance the income of farmers

Post harvesting value-addition for Maize, Wheat and Potato crops has been implemented in Samastipur. Similarly, Turmeric crop intervention has been initiated based on market study findings.

ACCOMPLISHED

Nurture 1000 Lead Farmers in 250 villages from all blocks in Samasthipur district, in Bihar

1000 Lead Farmers from 450 villages are part of the program.

ACCOMPLISHED

Lead farmers platform to disseminate improved agronomy practices to fellow farmers

1600 progressive farmers have reached out to fellow farmers with each Lead Farmer supporting 10 farmers in his area.

ACCOMPLISHED

HQHCS

Expand HQHCS in 3 - 5 new centres/ locations

Four new centres have been started at Rajkot, Vishakhapatnam, Navsari and Betamcherla. With this we have scaled-up the program from one centre to five centres within the last one year, with the support of DMF and APSSDC.

ACCOMPLISHED

Measure Outcomes and Impact of all initiatives

We want to ensure our new initiatives are effective and therefore emphasise on tracking results. The MITRA program for example, has developed a very detailed result framework to measure outcome and impact of the district scale-up model. This framework is in line with the standard M&E process used in the ecosystem. To begin with, the baseline study of the district model has been conducted with the help of ASCI. In addition, our legacy programs too are monitored rigorously. We conducted an 'Alumni Tracer Study' to measure the impact of our GROW program and the report is available on our website.

ACCOMPLISHED

People—to drive change

2019-20 PRIORITY	WORK DONE
<p>Strengthen systems for appreciation, recognition & participation, capacity building of 'purpose-driven' employees</p>	<p>To motivate and appreciate our hard-working teams we have reworked on our awards & rewards and apart from the standard annual increments linked to performance appraisals, we have created several interactive and prompt appreciation opportunities by peers/managers/management.</p> <p style="text-align: right;">ACCOMPLISHED</p>
<p>Continue to focus on talent development and employee growth</p>	<p>To motivate and nurture staff growth, we are constantly mapping their potential and initiatives. Employees were re-assigned new roles or offered deputations in line with their 'Growth Plans.' In addition, the organisation has sponsored trainings for skill-development and recommended development activities such as MOOCs, Books, Videos, etc. for all employees.</p> <p style="text-align: right;">ACCOMPLISHED</p>
<p>Improve hiring processes to hire purpose-driven employees</p>	<p>An additional round of referral checks have been included to ensure the candidate has job- specific skills.</p> <p style="text-align: right;">ACCOMPLISHED</p>
<p>Continue to measure Manager Effectiveness and include results in decision making</p>	<p>The manager effectiveness survey is being conducted on a half yearly basis. Manager Effectiveness Scores are included as a part of individual growth plan which is a key in making various decisions.</p> <p style="text-align: right;">ACCOMPLISHED</p>

4

program updates

CHILDREN	29
YOUTH	34
RURAL DEVELOPMENT	45
SOCIAL SECTOR	48

Children

Dr. Reddy's Foundation is committed to investing in children to support them to have a more promising future.

We work to provide quality education because though over 95% children between the ages of 6-14 are enrolled in schools, they lag in foundational skills and do not have age-appropriate and grade-appropriate reading or arithmetic skills.



DRF's School Improvement Program was initiated in 2011 by including schools around the manufacturing units of Dr. Reddy's Labs to ensure education was not limited to the privileged sections of society. The program expanded by adopting one school at a time and focused on improving the quality of education by supporting government schools by addressing infrastructure needs and supporting teachers with training. The project works with 229 schools in eight districts: Ranga Reddy, Medak, Nalagonda, Vishakapatnam, Srikakulam, Vizianagaram, Krishna & Guntur districts.

Last year, DRF partnered with Samagra Shiksha Abhiyan, Government of Andhra Pradesh in a joint effort to bring qualitative improvement in learning outcomes in 200 government schools across five districts.

COVID support

SIP team collaborated with other agencies like UNICEF, AHP (Association health psychologists), Action Aid and APTS social service forum to start a 24-hour telephone hotline service to help children and their families deal with COVID related mental stress. This helpline service, officially known as Support for Emotional Rehabilitation of Virus victims (SERV) provides tele-counselling support. SIP has provided 60 volunteers who are attending calls and providing tele-counselling for people from across the country.

Key Issues



Shifting the emphasis from an instruction paradigm to a learning paradigm



Integrating physical and hygiene education in the main curriculum to address basic health issues – especially dental & skin problems

Challenges

Shortage of Admin manpower in schools



Shortage of trained IT personnel to maintain computers



Conducting online classes due to limited trained talent & connectivity issues



Efficient use of ICT to bridge the gap in Functional Literacy



Highlights

104170
students on roll

98572
new enrolments

1484
total scholarships

- 1200 students improved their English skills
- 224 schools benefited from the Mobile

- Science Lab
- 80% of schools have good water and sanitation

The Kabaddi champ

Baddesti Durga Prasad the eldest child in her family is from a village called Tuni, close to Visakhapatnam. Her father is a daily wage earner and since her early childhood, Baddesti was very much aware of the family's struggle to make ends meet.

She completed her schooling from ZPHS Kanithi and it was because of her brother, a kabaddi champ, that she got interested in playing kabaddi. Says Baddesti "When I was studying in seventh class, Shiva Sir, my Physical Education teacher, taught me the techniques of the game and encouraged me and to play at the state and national level. I was first selected in Kakinada for the Kabaddi Khelo India Competition at the Junior Level 2017, then the U-17 Kabaddi State Competition in Guntur 2018, and then U-17 National Level Competition in Madhya Pradesh in the same year."

Baddesti currently plays for the Andhra Association and dreams of becoming a police officer. She says "Dr. Reddy's Foundation encouraged me by giving me a scholarship courtesy which I can focus on playing and ensure I complete my higher studies."



The Pudami Neighbourhood High School was a unique concept to support marginalised children from the neighbourhood of the Dr. Reddy's Laboratories and enrol them in 'English medium' schools because knowing English was a differentiator and the government schools were focusing on vernacular skills. This initiative was therefore the result of the surge in demand for English medium education and now has several children graduating from 10th class each year with excellent grades.

The three Pudami Neighbourhood Schools are located at Nagaram, Kondapur and Yacharam and cater to around 2700 students from the respective neighbourhoods.

Key Issues



25% children have difficulty with reading comprehension and basic maths

Challenges

Addressing the shortage of Quality Teachers



Bridging the gap in Digital Literacy



Highlights

157

students took their final exams

100%

students passed their exams

10/10

GPA scores achieved by 5 students

48

students achieved 9/10 GPA

101

students scored above 8/10

The Kallam Anji Reddy Vidyalaya at Chandanagar was established in 2001 and offers English medium schooling for students from Nursery to Class X.

There are 2300 students on its rolls and 90% of the students come from poor and marginalized communities.

Highlights

400
new admissions

100%
students passed exams

98
students gave SSC

45
students got 9+ GPA

Key Issues

25% children have difficulty with reading comprehension and basic maths

Other Achievements

U/10 girls and U/12 & U/14 boys from KARV won the Hyderabad regional champion trophy.

U/12 girls & U/14 girls from KARV won Runner-up trophies at the Hyderabad regional level.

09
students got scholarships

The Kallam Anji Reddy Vocational Junior College provides opportunities for young people who cannot afford to study in regular graduate courses, to opt for vocational courses and get a head start with careers. Established in the year 2003 it started with the aim to be an institution of excellence not only in management based vocational courses but also in other professional and conventional courses. The college now offers ten courses based on holistic skill training and of the 500 students enrolled, 330 graduated last year.

Highlights

350
new admissions

97%
students passed exams

80
job placements

09
students got State Ranks

Top Achievers

1. D. Jyothi 488/500 (State 1st in Pharma Technology)
2. B. Haritha 484/500 (State 1st in Medical Lab Technician)
3. T. Sadhana 477/500 (State 1st in Computer Science)
4. P. Sravani 477/500 (State 1st in Computer Science)
5. D. Vijaya Durga 487/500 (State 2nd in Pharma Technology)

Youth

Dr. Reddy's Foundation is committed to nudge young people from disadvantaged backgrounds to find economic independence by skilling them to find employment.

We endeavor to train and optimize their skills to match the requirements of the industry.



Empowering youth with the right skills to keep pace with the changing market demands has been a high priority for DRF’s skilling initiatives since the Foundation’s inception. We continue to work to improve on it and our present program - GROW focuses on market aligned, domain agnostic and efficiently transferrable Core Employability Skills to provide quality training at scale & speed.

Our Approach & Activities

While GROW program focuses on developing ‘Core Employability Skills’ which will enhance the potential of the aspirants to get jobs in multiple sectors; the focus in the last 12 months was on scaling up the program to cater to the huge unmet need of delivering quality and cost effective skilling for young people from low-income groups. In addition, in line with our priorities for the year, DRF diversified its “Core Employability Skills” model and launched four pilot programs – [1] GROW- Plus, a short duration placement linked model for Graduates [2] FLUENT, a spoken English program [3] ‘Core Employability Skills’ modules for ITI students to prepare them well for interviews/job market and [4] ‘Fitness Trainers’ program in partnership with fitness training institute to train talented youth from low income families on emerging jobs which can pay them well. Based on the success of these pilots, scale up opportunities will be explored in the coming year. Finally, before the end of this reporting period, COVID-19 was already impacting the country. To keep pace with the new challenges, GROW quickly integrated digital training delivery and we also started working on a fully digital delivery model, to be branded as GROW-Digital.

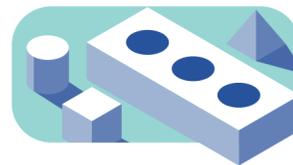
Key Issues



Absence of demand driven and market aligned skilling



Quality delivery of skilling programs to ensure learning outcomes



Mismatch in competencies and aspirations of youth as per the job role requirements



Lower salary packages in entry level jobs

Challenges

Absence of similar models that deliver quality training to address the needs of the youth and prepare them for multiple sectors jobs to thrive in a frequently changing market.

Highlights

7477
total youth trained

4083 (55%)
Males

3394 (45%)
Females

5015
total placements*

2830 (69%)
Males

2185 (64%)
Females

10763
average salary

11087
Males

10343
Females

40
Centers

15
States



YOUTH

and while she went out to work, young Jayesh followed his father and sat quietly as he watched him struggle to work. Recollecting his early years, he says, “I was too young to know about the disease, but my father’s struggle left an imprint” So while other children went to school, he stepped up to help his father by becoming his apprentice and soon the father and son duo managed to earn enough to keep the kitchen fires burning. It was just as well, because by then, Jayesh’s mother was diagnosed with a growth in a brain which over the years has progressively gotten worse and she now has only 15% of vision.

However it was not his difficult childhood that haunted Jayesh as he moved into his teen years. “My life might not have been easy, but my parents showered me with love” narrates Jayesh, “What really affected me was the way our relatives treated us. Just because we were poor we became outcasts and were disowned by the larger family. We were never invited to any family events and no one visited us; and this humiliation pained my parents more than our impoverishment. I was determined early on, if wealth is what gets acceptance then I would make it happen at least for my parents’ sake.”

That got young Jayesh to work as a carpenter during the day and study at night. Soon he completed his schooling and some kind soul guided him to enrol at GROW center. Within months, he got a job but was not content to sit back and wait for change to happen. “I started work at a petrol station but did not want to do that all my life. I kept moving to grab every opportunity and at first, my only criteria, was better wages. With each switch I got a raise of at least 1000 bucks. Today, I am working in a corporate setting, and my take home salary is Rs 25,000. I bought a bike a few years back with the help of a bank loan and I closed that loan within two years. My next big aspiration is to have my own house. We live in a “kuccha house” with a tin sheet roof and it is my dream to build a house for my parents. I am so grateful that I now have the means to do it. I took a loan from the bank and I found a builder who is coming up with houses a little away from the main city. It is a nice house with two floors and I am hoping that by the middle of the year we will be able to shift to the new house.”

Postscript: We checked on Jayesh a few weeks ago to find out how he was faring and he updated us that his house is almost complete. He is waiting for the final painting to finish before he moves in with his parents!

CASE STORY

Towards a better Future

Jayesh Gautemi’s story is a story of steely grit. The only child of a carpenter, he was a late child and born to parents who were both not in the best of health. His father was diagnosed with TB when Jayesh was young and so could not work for long hours because the wood particles made it difficult for him to breathe. It was his mother who quietly took up the burden of being the bread-winner of the family

GROW (PwD)

The GROW program for persons with disability (PwD) consists of enabling centers of learning. All our centers provide accessible infrastructure and trained professionals including sign language interpreters, to assist students with disability to acquire skills in line with their own competencies and the market demands.

While the team mentors the students and encourages them to become independent; the program also invests in sensitizing employers and guides them on how to make their workplaces more inclusive and accessible for students with disability.

Our Approach & Activities

GROW PwD program trains young people with disability in core employability skills and supports them to find employment in line with their aspiration. The team also invests in advocating for an inclusive workplace and encourages affirmative employer relations. We have 28 centers across the country and have initiated three centers skilling persons with visual impairment. These pilots are in Mumbai, Chennai and Bangalore. In addition, a pilot project was rolled out in Bangalore to train PwD on advanced IT skills for them to be able to smoothly integrate into the Information Technology industry. We are happy to report, in the new changed scenario, GROW PwD digital program is one of the examples where classroom training moved to online and helped youth with disability to learn 'Core Employability skills' using smart phone.

Key Issues



Coping with the new digital work formats without appropriate assistive tools



Shrinking job markets because of the present economic times



Limited enthusiasm for entry level PwD recruitments



Skill gap among youth with disability

Challenges

Youth with disabilities from economically weak sections find it difficult to acquire digital tools & connections

New job placements for PwD in the present scenario is difficult and even more challenging for aspirants who need physical support from others

Highlights

2802
total youth trained

2218 (79%)
Males

584 (21%)
Females

1590
total placements*

1265 (57%)
Males

325 (56%)
Females

11145
average salary

28
Centers

12
States



Revving up for Success

Vikram seemed to be a shy quiet young man. There was an obvious bashfulness about him and he preferred to smile, nod or answer in short monosyllables; which we thought was his mode of communication because he grew up with a hearing impairment. But we were wrong. There was more to Vikram and we got to know him much better, courtesy a small interruption in our initial conversation



when his phone vibrated and he stepped out to take the call. The Vikram that returned to the room was a different person. There was excitement clearly etched on his face and words suddenly tumbled out his mouth! He said he needed to leave as quickly as possible so he wanted me to finish the interview fast. As it turned out, his biker buddies were waiting for him and he needed to join them as they planned to leave for roadtrip to Bangalore.

For someone who has a hearing problem, hard core biking is the last thing you associate with the person; but only those who know Vikram well will be able to tell that he is fiercely independent with a strong love for adventure and he is not going to allow his handicap or for that matter, his overly protective grandmother to hold him back! Explains Vikram, “when I was growing up my grandmother would never allow me to go anywhere unaccompanied. She feared that I could get hit by even a bullock cart because of my hearing loss. In retrospect, I realise she was doing this out of love, but at that time it was very frustrating and as a teenager it was killing me because I was unable to live my life the way I wanted to.”

Born in a tribal community, tucked in a valley in the Western Ghats close to Udhagamandalam, Vikram spent his entire childhood without ever leaving his village known as, Kundha Hosahutty, till he finished schooling. Elaborating on his early childhood he says “It was my grandmother who brought me up and she was fiercely protective. As a result, she did not send me to school when kids of my age had started schooling. My parents had to wage a war at home to make sure that I got an education.

So when I finally did start schooling I was much older than my classmates. And this made it very difficult for me. I was teased and

■ ■ discriminated constantly. And the problem was if I said anything about it at home, my grandmother would turn up in school to fight for me; which only made matters worse! Since the village had only one school, there was no other option but to stay and face it. In a way it helped me to navigate on my own. I learnt to take on some of the bullies and ignore things that were beyond my abilities but it also sharpened my desire to leave the valley as fast as I could.”

As soon as he finished schooling, he left for Coimbatore and moved in with his uncle. He was happy to have got away from his village but wanted to be independent and not a burden on anyone. So with the support of his cousins they narrowed in on GROW PwD center. “I was lucky to find this GROW center because they invest so much of time to ensure you are ready to work and face the world. When I joined, I thought this training would help me only to improve my English & teach me Computers apart from helping me to get a job. But after joining, the soft skill inputs I got were much more helpful. It gave me confidence and a sense of direction. I am grateful for all their support and for helping me with job placement – because this was my ticket to freedom! And I am here today because I cannot refuse my trainer; otherwise I would have already been on my way to Bangalore with my roadie friends doing what I love most.”

He explains “I always had a passion for bikes and it is not easy to describe the feeling of being unstoppable or the incredible feel of the wind on one’s face. It is such a stress reliever!” And he is living it up! As a member of a bikers’ group, he travels around on his weekends. During the week he works for ‘We Serve Solutions’ but mainly planning for, “my weekend getaway and dreaming big—like revving up a Harley Davidson someday!”



Allied Healthcare Professionals (AHPs) play a central and critical role in improving access and quality healthcare and as our population continues to grow so does the demand for competent AHPs. The skilled health workforce in India does not meet the minimum threshold of 22.8 skilled workers per 10,000 population recommendations by World Health Organisation. HQHCS Program is an endeavour to address the growing demand for trained 'Allied Healthcare Professional'. The program is designed by industry experts to train young people (especially from marginalised sections) who are keen to work in Private or Corporate Hospitals as Allied Healthcare Professionals.

Our Approach & Activities

HQHCS program ensures quality training by highly qualified trainers. The curriculum & assessment is developed and vetted by industry experts to ensure it is aligned to industry standards. The program is conducted in partnership with the Government by augmenting their infrastructure and expanding it into state-of-the-art Skill Labs for our aspirants. Post training, aspirants are placed in reputed corporate hospitals.

In FY 2019-20, after the initial trials, this program been scaled up from one centre to five centres and has trained more than 400 young people and 73% of them are women.

Key Issues

India requires around 65 lakh AHPs



62% AHPs in the country do not have requisite qualifications

Challenges

Lack of trained and certified personnel has forced the industry to engage untrained & uncertified personnel for this job

Highlights

416
total youth trained

111 (27%)
Males

305 (73%)
Females

292
total placements*

61 (55%)
Males

231 (76%)
Females

11051
average salary

11456
Males

10944
Females

5
centers

2
states

A healthcare warrior

Rahul Khatri is a 26-year-old young man who was looking for a career that packed excitement but also something that would make his parents proud of him. He joined the HCHS program in the hope that the training would open the doors for a career that was in line with his aspirations. And it could not have gotten better!

Today the young man works as EMT (Emergency Medical Technician), which by itself is an adrenalin-pumping career but the bonus, came in the form of working on an Air Ambulance! Flying patients from small towns to big hospitals is more than he bargained for and he is proud of what he is doing. Rahul admits “the training apart from giving me the technical skills also helped me to develop my personality skills, confidence and my professional skills. Till I joined this program, I was always made aware of my backward caste; but now, as an EMT, I see myself differently. I am independent and confident and my self-worth has gone up.”

For all the high flying and adrenalin, Rahul is grounded and is aware that patient-care is his primary task. And so, like many of his ilk; he is at the frontier in the midst of the pandemic, rushing patients to hospitals in the hope that they will survive. In a month he clocks about 2-5 trips by air and many more by train and travels to far off places like Delhi, Calcutta and Hyderabad. Says Rahul “till I hand over the patient to the hospital I am taut with anxiety. I am still to learn how to be ‘professional’ when it comes to death. I have been working for only seven months and I guess I still have to learn a lot.” On being asked about how he is coping with COVID and its challenges, he said “I would be lying if I said that I am not afraid, because we don’t even have a cure for it. But my seniors tell me there is no reason for panic, all I need to do is take all the precautions.

So each morning, I remind myself, I have a job to do and this is what I am trained for and this when I am needed most.”



Sashakt is committed to supporting academically bright girls, especially from low socio-economic backgrounds, to pursue a career in science by offering them financial support for three years to cover their graduation expenses in some of India's premier science institutions.

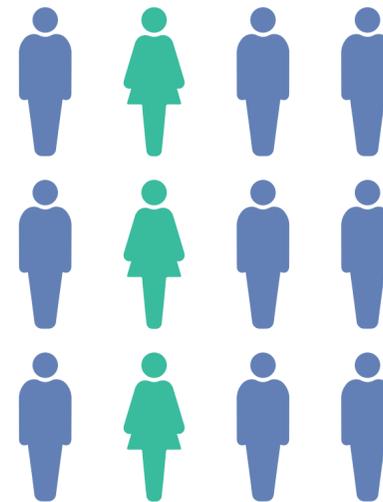
Apart from the scholarship, Sashakt links the scholars with senior women scientists who as mentors nudge them to take up research.

Our Approach & Activities

Our focus is to embolden bright young girls who have completed their schooling and are shying away from studying science because of financial constraints and the lack of confidence to tackle the subject by offering them financial cover and a mentor to guide them.

Key Issues

India Gender imbalance in STEM education. 40% women graduate with Science, only 25-30% women complete Ph.D and women's inclusion in the faculty is not more than 15-20%



Challenges

Addressing the stereotype threats and implicit biases which are the root of women being under represented in STEM fields

Financial hurdles for girls from low-income groups for extended study and research

Highlights

23%
total students with both parents either illiterate or educated up to primary

80%
have family income less than 1 Lakh per annum

85%
of students are first generation college goers

57%
from rural areas

10
states

To Strive, to Seek and not to Yield

Pangi, a remote and picturesque village in Himachal Pradesh might be a hitchhiker's delight but a trip to this place is not easy. During summer months when the snow is kind and does not checkmate your every move, the only option for travellers is a long perilous trip by bus or taxi, on the narrow and roughly hewn mountain ridges which makes the journey an ideal test for nerves!

Wedged in this pristine paradise is the struggle of a clutch of families for a better life. And Ritika is one among them. But unlike the other kids, she was determined to defy the odds and dribble the ball to the very end. Come hail or snow, Ritika trudged to the only government school in the tribal area of Pangi. The school had a library but no books, a lab but no equipment and the winter months found more students at home instead of school. And none of this deterred Ritika. On the surface, it looked like she did this to validate the trust that her teachers had in her; but in truth, there was more to it. She knew that school was the arch where through she could indulge in her fascination for science. It held the keys to her future.

However, while she dabbled with her love for science she hit a road block when it came to chart a way forward. Her parents like many the others in the valley were a little straight jacketed when it came to career counselling. She was told if you opted for science then you could become a teacher, a doctor or an engineer.

If you managed to do graduation from a good college, then probably you could study for Civil Services. But these options did not satisfy Ritika. So this soft-spoken and mild mannered girl decided to leave her village on completing her Xth grade and enroll in another school away from home. Of course it was not easy to convince her father, but because the school close to her house did not have science after



■ ■ Xth and since she was a bright student, her father had to relent.

Her new school opened up new possibilities and she was soon drawn to the study of Biological Sciences. Finally during her post-Class XII counselling sessions, she probed about taking up Biology as major and was informed about the options at Delhi University. She also got to hear about the Sashakt

Scholarship, which emboldened her to take the leap. Fortunately, she got admission in one of the best colleges in the country and was relieved that she made the right choices as it also helped to ease some of the financial pressure from her parents. Looking back, Ritika admitted that in her first year at college she was still uncertain about her future. Her pre-conceived ideas about career options in science were challenged; but with the Sashakt mentor's support in her second year she was able to re-align her compass to studying pure science and taking up research as a career - which meant she would be a scientist in the making. But just when Ritika's second year mid-term exams were due, the

lockdown threw a spanner and she had to leave for Pangti as hostels in Delhi closed down and the University suspended all exams.

After a long wait, when colleges re-opened with online classes Ritika faced a new dilemma. Internet connectivity in Pangti was erratic and undependable and so she had to move to Kullu and live with her aunt to ensure her studies were on track. It is with a tinge of sadness that she said "while my village is free of COVID, kids in Pangti are unable to attend online classes which are the new norm for schooling, and as a result many have gone back to helping their parents in the households and the fields." But despite that lingering ache, this girl from the rugged mountainside remains stoic and signs off with typical Himalayan wisdom, "some things take time and you cannot hurry it. Like a snowstorm, which you have to just sit and wait it out!"



Rural

Dr. Reddy's Foundation tries to help rural communities—especially the marginalized population—who are unable to reap the benefits of technology and information, to bridge the gap and find resources to enhance their income by facilitating training and support.



MITRA focuses on empowering small and marginal farmers by nudging them to adopt latest technologies and best farming practices. The program bridges the lack of last-mile delivery of agriculture extension services at the grass roots by helping marginal farmers access existing public extension facilities, engage with agri-scientists and embrace best farming practices, and more importantly, to impart this to other farmers through peer learning and sharing.

Our Approach & Activities

MITRA emphasises on a participatory approach to facilitate last-mile connectivity at the village level and in line with our plans, the program will expand the “lead farmers” platform to 500 villages in Samastipur dist, Bihar and nudge 1500 lead farmers to help 10000 fellow farmers adopt good agriculture practices to get an additional income of Rs.10000 per acre. Further, support the farmers to get an added 10% income through improved “Access to Market” by promoting rural entrepreneurship by leveraging the community volunteer platform. Finally, MITRA will endeavour to address climate change by promoting climate mitigation adaptation practices among small farmers to improve and build resilience against effects of climate change.

Key Issues

59% of small and marginal farmers do not have access to agri-extension services

Current Challenges

Low yield and high production cost and the inability to negotiate better price for their produce



450
villages
covered

1600
lead farmers
selected

19889
families
impacted

8500
INR/acre
avg income

Zero Tillage in Maize—A Success Story

Maize is the third most important cereal crop in India, being cultivated in over million hectares. It is also the dominant Rabi crop in the Pydibhimavaram cluster of the MITRA program, which is operational in 75 villages, mostly in the Ranasthalam mandal of Srikakulam district, Andhra Pradesh. Like with most crops in India, the productivity of maize is much lower than world average, at about 30 quintals per hectare, while the world average is 58 quintals and the highest (USA) is at over 110 quintals. Even the best state in India is at 37 quintals per hectare.

The MITRA team works with the scientists at Krishi Vigyan Kendra, Amadalavalasa, to address the various technology gaps in the farming system and to disseminate better agricultural practices to over 4000 farmers in this region. Multiple interventions have been taken up and many new technologies have been introduced in this process. Here is an example of an innovative practice in maize cultivation that delivers cost savings with increased yield.

Farmers' usually grow maize in a conventional intensive tillage method involving multiple ploughings. The zero tillage or "no-till" system is a conservation agriculture practice, which eliminates tilling and minimizes soil disturbances.

This system involves making holes using a simple tool in an untilled field after harvesting paddy, and a one-pass planting and fertilizer operation. This method conserves soil and water while requiring no capital investment in machinery for land preparations and intercultural operations. Most importantly, no-tillage can improve maize yields. This was first piloted during the Rabi season in 2017, with 31 "lead farmers" implementing it in a total of 11 hectares. The result was an average income increase of Rs. 27,000 per



■ ■ hectare. Our team then extended this technology by listing the support of more "lead farmers". By the next Rabi season in 2018, this practice was scaled up to 266 hectares and then further scaled up to another 880 hectares by Rabi 2019. The technology has now been mainstreamed and yields have gone up by a minimum of 15%, from about 85 quintals to 100 quintals/ hectare in a few cases (much higher than the national average and even the world average). There is also a cost saving of about Rs 4000 and water saving of about 18%, which is about 33,000 litres per acre. We now envision scaling this to over 2000 hectares by Rabi 2020, which will be over 55% of the total land under maize in the area.

Social Sector Initiatives

In line with our vision we partner with the community, government and private sector to address adaptive social problems. DRF supports initiatives aimed at building a strong and vibrant social sector in India.



FLHTL

First Level Health Team Leaders play a crucial role within the Primary Healthcare system and research confirms the need for enhancement of managerial and leadership skills as a key lever to improve health outcomes. While the need to impart technical skills to health workers is being met, it is noted that managerial and leadership skill building has been relegated to the periphery. DRF aims to address this gap by building a tech intervention (mobile App) for enhancing Managerial & Leadership skillsets for FLHTL.

We expect a tangible shift in behavioural change resulting in effective leadership of FLHTLs and increased performance of the Primary Healthcare System in this country.

Our Approach & Activities

Imparting managerial and leadership skills to health workers, with the help of a tech intervention (mobile App) for addressing the managerial and leadership skill gaps.

Highlights

Imparting Launched the FLHTL App in Gadwal, the district headquarters of Jogulamba Gadwal in Telangana in partnership with district administration. All further scale up has been put on hold till COVID-19 lockdown is lifted.

Key Issues

FLHTL are not trained in managerial skills as a result of which they lack leadership and managerial skills that are essential to make them an efficient leadership cadre

Facilitating a Classroom training or workshop model for upgrading managerial skills is challenging as the teams have a full daily calendar of field work & leadership skill enhancement calls for continuous learning

ARITRA

The Aritra Program is a 12-month intensive, fast-track leadership module to address the gap of skilled leaders in the social sector. It includes residential modules at IIMB, which were co-anchored by academicians and practitioners, mentoring by social sector leaders, e-learning supplements, peer sessions and real-time problem solving exercises.

Aritra Fellows learn skills to drive impactful policies and build strong organizations.

Our Approach & Activities

The ARITRA through its 'Leadership Accelerator Program' aims to groom high potential talent in the sector to help fast track their growth and create 100 senior leaders who will serve as microcosms of sustained impact. The course, through the IIM-B sessions, includes inputs like online curated MOOCs, coaching, mentoring and peer connect sessions as well as a strategic organization challenge project to help Aritra fellows manage the present, prep them for the short to medium term and plan for the future. Aritra Fellows are assessed with a 360-degree assessment framework to ensure leadership performance.

Highlights

19
mid career
professionals

18
orgs represented

7
sectors covered

Key Issues

Impoverished leadership pipeline

Shortage of skilled talent at all levels

Dearth in continuous tenures and inadequate talent entering the sector due to just project-based roles

Seniors engaged with operational roles thereby unable to groom the next level of leaders

How to Lead Efficiently

Dr. Upendra Bhojani from Institute of Public Health, Bangalore, one of Aritra's first cohort participants was invited to IIMB as an Aritra Alumni leader to share his experience of being a part of the Aritra. He spoke about his experience of being a part of the program and how the program helped him shape his personal leadership and strategy for the organization.

According to Dr. Bhojani "I thought it is impossible to have financial viability in the social sector and it will be a distant dream. Aritra helped me to think positively. I am open to think about other models and fortunately Aritra made that possible. We are exploring some options and we might be financially viable over a period of time"

"Aritra really helped me think strategically. Some of us were organically moved from being an individual project team leader to institutional leaders, but we failed to see the broader strategic view of the ecosystem we are situated in. This is where Aritra helped us to look freshly at these challenges and I realised we needed to start looking into reaching out to other institutions we could work with—it forced us to look into more collaborative avenues"

It set Dr Bhojani on a new path. After completing the Aritra program, Upendra got promoted to being the Director of IPH and is now responsible for growth and development of the organization.



5

financial updates

FINANCIAL REPORT

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POSH MANDATE

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AUDITOR'S REPORT

To

The Board of Trustees of
Dr Reddy's Foundation
Hyderabad

We have audited the attached **Balance Sheet of Dr Reddy's Foundation (DRF) as at 31st March 2020** and the related **statement of Income and Expenditure and Receipts and Payments for the year ended on that date** annexed thereto and a summary of significant accounting policies and other explanatory information.

These financial statements are the responsibility of DRF's management to give a true and fair view of the financial position and the result of its activities. This responsibility includes the design, implementation and maintenance of internal controls relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the auditing standards generally accepted in India as relevant to DRF. Those standards require that we plan and perform the audit and comply with ethical requirements to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to DRF's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of the accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

In our opinion, the financial statements referred to above present fairly, in all material aspects, the financial position of DRF as of 31st March 2020 the result of its activities for the year ended on that date, in conformity with the accounting policies disclosed in Schedule 09. The supplementary information in Schedules 1 to 09 and in Notes to Accounts – Schedule 10 is presented as additional information for the purpose of understanding the financial statements. Such information has been subjected to the audit procedures applied, in relation to the financial statements taken as a whole.

This report is furnished solely for purposes of use by the Board of Trustees of DRF for their consideration and submission of the same to the donors of DRF and it is not to be used for any other purpose, or referred to in any other document, or distributed to anyone other than the members of the Board of Trustees of DRF, their donors.

Place: Hyderabad
Date: 26.08.2020

for A. Ramachandra Rao & Co.,
Chartered Accountants
ICAI F R N: 0028575

S.R.V.V.Surya Rao Ponnada
Partner
Membership No. 202367

UDIN: 20202367AAACCD1309



DR. REDDY'S FOUNDATION
HYDERABAD

Balance Sheet as on 31st March

		<i>In Rupees</i>	
		2020	2019
LIABILITIES			
1	Corpus Fund	2,86,001	2,86,001
2	Reserves & Surplus	11,89,91,761	12,55,55,377
3	Capital Grant	15,42,03,651	15,42,03,651
4	Barrowings	2,00,00,000	34,78,347
5	Current Liabilities and Provisions		
	a) Current Liabilities	15,73,04,378	15,13,72,545
TOTAL		45,07,85,791	43,48,95,921
ASSETS			
1	Fixed Assets		
	a) Gross Block	28,74,41,205	28,81,14,005
	b) Less: Accumulated Depreciation	(16,36,95,838)	(15,14,63,454)
	c) Net Block	12,37,45,368	13,66,50,551
2	Current Assets & Loans and Advances		
	a) Cash and Bank Balances	18,05,90,301	18,64,25,364
	b) Receivables	5,40,63,648	3,92,36,508
	c) Other Current Assets	1,36,16,575	1,49,66,688
	d) Loans and Advances	7,87,69,898	5,76,16,810
TOTAL		45,07,85,791	43,48,95,921

Significant Accounting Policies 10

The schedules referred to above form an integral part of Balance sheet

As per our report of even date
For **A. Ramachandra Rao & Co.,**
Chartered Accountants

P.S.R.V.V. Surya Rao
Partner (Membership No.202367)
ICAI F.R.N.:0028575
Date: 26.08.2020
Place: Hyderabad

For **Dr. Reddy's Foundation**

K. Satish Reddy,
Chairman

G. Anuradha,
Managing Trustee

**DR. REDDY'S FOUNDATION
HYDERABAD**

Income and Expenditure for the year ending on 31st March

		<i>In Rupees</i>	
	Sch. No.	2020	2019
INCOME			
1	Grants / Donations / Contributions	06	44,98,55,543
2	Other Income	07	39,65,92,047
3	Interest Income on Loans		7,90,69,523
		1,09,05,654	11,82,723
TOTAL INCOME		53,21,60,930	47,68,44,293
EXPENDITURE			
4	Programme Expenditure	08	49,04,85,866
5	Administrative and General Expenditure	09	46,94,33,751
6	Finance Charges (Over Draft)		3,28,79,550
7	Depreciation	04	2,71,24,874
		23,34,577	6,66,846
		1,30,24,554	1,53,23,670
TOTAL EXPENDITURE		53,87,24,547	51,25,49,141
Surplus / (Deficit) of Income over Expenditure		(65,63,617)	(3,57,04,848)
TOTAL		53,21,60,930	47,68,44,293

Significant Accounting Policies 10

The schedules referred to above form an integral part of Income and expenditure account

As per our report of even date
For **A. Ramachandra Rao & Co.,**
Chartered Accountants


P.S.R.V.V. Surya Rao
Partner (Membership No.202367)
ICAI F.R.N.:002857S
Date: 26.08.2020
Place: Hyderabad



For Dr. Reddy's Foundation



K. Satish Reddy,
Chairman

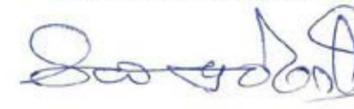

G. Anuradha,
Managing Trustee

**DR. REDDY'S FOUNDATION
HYDERABAD**

Receipts & Payments Statement for the year ended 31st March

		<i>In Rupees</i>	
S.No	Particulars	2020	2019
Receipts During the year			
A)	Donations/ Contributions Received	43,33,74,455	43,57,61,409
B)	Interest Received	1,78,63,277	85,30,938
C)	Gross Fee Receipts -Livelihood	1,40,12,217	1,75,94,107
D)	Gross Fee Receipts - Education	4,43,90,244	4,48,95,521
E)	Proceeds from Sale of Fixed Assets / Scrap	66,21,861	44,218
F)	Receipts from TDS Refund	3,15,445	3,77,280
G)	Other Receipts	40,77,524	21,31,278
H)	Fixed Deposits	7,93,11,259	2,39,71,906
I)	Micro Credit Program Advances	1,67,89,490	13,58,724
J)	Loans / Bank Over Draft	2,00,00,000	1,20,61,492
TOTAL		63,67,55,772	54,67,26,873
Payments During the Year			
K)	Project Expenditure	51,38,56,649	49,84,07,100
L)	Purchase of Fixed Assets / Capital advances	72,54,142	1,07,13,783
M)	Advances to Vendors / Suppliers	1,44,39,865	-
N)	Micro Credit Program Advances	3,07,50,000	3,43,70,000
TOTAL		56,63,00,655	54,34,90,883
Opening Balances			
	- Cash	73,103	51,657
	- Bank	8,20,86,220	7,88,71,675
	Add: Excess of Receipts over Payments	7,04,55,116	32,35,990
Closing Balances		15,26,14,440	8,21,59,322
<i>Represented by</i>			
	- Cash	50,397	73,103
	- Bank	15,25,64,043	8,20,86,219
		15,26,14,440	8,21,59,322

As per our report of even date
For **A. Ramachandra Rao & Co.,**


P.S.R.V.V. Surya Rao
Partner (Membership No.202367)
ICAI F.R.N.:002857S
Date: 26.08.2020
Place: Hyderabad



For Dr. Reddy's Foundation


K. Satish Reddy,
Chairman


G. Anuradha,
Managing Trustee

Date: 03rd February, 2020

To,
The Hon'ble District Collector
Hyderabad District
Abids, Hyderabad
Telangana, Pin: 500001

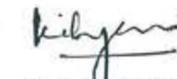
Dear Sir,

Sub: Annual Report under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 for the year ended 31st December 2019 for Dr Reddy's Foundation (Doesn't Include Education Vertical) situated at 6-3-655/12, Somajiguda, Hyderabad-500082.

We enclose herewith the Annual Report of Dr Reddy's Foundation situated at 6-3-655/12, Somajiguda, Hyderabad-500082 under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013, with regards to complaints received and their redressal for the calendar year ended 31st December 2019

Yours faithfully,

For Dr. Reddy's Foundation (Doesn't Include Education Vertical)



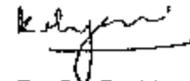
Authorised Signatory



e. Nature of Action taken by the Employer : As per Annexure

Annexure

The numbers of complaints received by the Internal Committee during the calendar year 2019 were NIL; therefore no action was taken by the Employer.



For Dr. Reddy's Foundation (Doesn't Include Education Vertical)

Authorised Signatory

ANNUAL REPORT FOR THE YEAR 2019 FOR Dr. Reddy's Foundation (Doesn't Include Education Vertical) 6-3-655/12, Somajiguda, Hyderabad-500082 SUBMITTED TO THE HON'BLE DISTRICT COLLECTOR, HYDERABAD DISTRICT UNDER SECTION 21 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) ACT, 2013 AND RULE 14 OF THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION, AND REDRESSAL) RULES, 2013

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| a. Number of Complaints received by the Internal Committee during the year. | : | NIL |
| b. Number of Complaints disposed off during the year | : | NIL |
| c. Number of Cases pending for more than 90 days | : | NIL |
| d. Number of Workshops or Awareness Programs Against Sexual Harassment carried out | : | 3 |

- (1) Shared POSH Provisions through mailers to all employees on monthly note.
- (2) (POSH) Policy Document is kept accessible to all employee and regular reiteration is been done through mailers and Workplace (Internal networking platform).
- (3) Published a poster and ensured to make it visible at all the work locations, so as to reiterate and also to establish the details of the committee to seek support in case of any harassment.

