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www.drreddysfoundation.org



DRF SAGA: AT THE CUTTING EDGE

ANNUAL REPORT : 2015-2016



Dr Reddy's Foundation (DRF) is a not-for-profit organization committed to enabling economically and socially vulnerable groups to take control of their lives. Set up in 1996 by Dr Anji Reddy as a result of his faith in the innate capacity of the human being for progress when provided with an appropriate environment; the organization focuses on education, livelihood, health and nutrition.

We develop and test innovative solutions to address complex social problems and support scaling up of impact by leveraging the power of partnerships. We work with Children, Youth (including Persons with Disabilities) Women and Households in 20 states in India.

VISION

To enable sustainable social impact at scale

MISSION

To empower communities through improved education, livelihood and health outcomes

STRATEGY

To develop and test innovative solutions and support scaling up of impact through leveraging the power of partnerships

VALUES

- Practice honesty and integrity under all situations
- Strive to bring excellence in every aspect of our work
- Do things differently and innovate constantly
- Accept change and see new situations as opportunities to learn and grow
- Take personal responsibility for achieving specific, measurable outcomes and track results
- Respect others and be sensitive to their opinions, cultures, beliefs and diversity
- Establish good relationships by helping people feel valued, included, acknowledged and appreciated
- Take ownership beyond our own role to protect the organization's interest
- Trust our stakeholders and be accountable for results
- Actively seek, give feedback and welcome suggestions and corrections



FUTURE PLANS

GROW – DRF’S NEW SKILLING PROGRAM



Dr Reddy’s foundation is happy to announce, that in line with our long history of working to skill youth- including youth with disabilities- we will soon roll out a new skilling program called GROW.

KEY FEATURES

The GROW program adopts a modular approach, which while assessing all new entrants to analyze the person’s socio-economic and educational background; focuses on understanding each candidate’s aspirations before suggesting a training module that will help him/her to move closer towards his goal. This intense focus on the individual’s aspirations is integral in helping students developing the required skills and competencies and find the right job placement thereby reducing attrition and improving performance.

Each course is industry vetted and is conducted by qualified trainers in line with market needs and standards. Each candidate is assured of full support throughout the program and post completion is connected with the appropriate industry for job placements. A unique feature of this program is the alumni support offered to each candidate. Candidates continue to receive assistance and guidance even post-placement till they are in a position to steer forward independently.

GROW pilots have been successful and the program is ready to take off.

MITRA – DRF’S NEW RURAL PROGRAM

MAKING INTEGRATED TRANSFORMATION THROUGH RESOURCEFUL AGRICULTURE (MITRA)



MITRA aims to address adaptive social problems in the rural sector by developing an impactful, scalable and sustainable agri-extension delivery platform to empower farmers and facilitate an improved food cover.


KEY FEATURES

MITRA will help small and marginal farmers build capabilities to analyze their problems and resources apart from helping them to have easy access to information and technology to raise their agri-production.

The multi-sectoral program will cover both farm and non-farm sectors in a broad-based effort by involving different agencies instead of limiting to just agricultural technology transfer service. The model will focus on empowering and educating farmers through training and hands-on teaching; establish sustainable agriculture delivery models; implement better irrigation models for increasing productivity; initiate development of an effective marketing strategy to ensure better returns and help in providing better livelihood for small and marginal farmers and their families.

OTHER DRF INITIATIVES

BUILDING SOCIAL SECTOR LEADERSHIP



ARITRA, a first of its kind, sector level leadership development program aims to identify and groom 100 mid-level leaders in the Social Sector for senior leadership roles is being incubated by Dr. Reddy’s Foundation (DRF), Phicus Social Solutions and the Indian Institute of Management Bangalore (IIMB).

This intensive selection-based program spread over an 18-month period will coach, participants even as they attend sessions at IIM Bangalore, and leverage Massive Open Online Courses (MOOCs) as well as relevant exposure visits to gain skills.

The program goes live in November 2016 when the application process for Round 1 commences.

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PREVIOUS PARTNERS

- IKP — (Indira Kranthi Patham)

CASP-Plan

Dept. Municipal Administration

ELP — (Education Loan Program)

ITDA — (Integrated Tribal Development Agency)

KUIDFC — (Karnataka Urban Infrastructure Development and Finance Corporation)

NTTF — (Nettur Technical Training Foundaiton)

Om Prakash Jindal Gramin Jankalyan Sansthan

Srinivasan Services Trust

UPADHI — (Urban Program for Advancement of Household Income)

First Source

CDMA — (Commissioner and Director of Municipal Administration)

MAARPU

MFG — (Mineral Foundation of Goa)

PCC LABS

Plan-Indonesia

Plan-SriLanka

SPM

Sampark

Sarva Shiksha Abhiyan

AeA

Corporate Consortium

EGMM — (Employment Generation and Marketing Mission)

ILO
- Kotak

Livelihood Hub

MCH

MEDC — (Micro Enterprenuership Development Cell)

Maveric

NABARD

TP, Tamilnadu

BRLPS, Bihar

Chennai Corporation

Grameen – (National)

GVMC — (Greater Visakha Municipal Corporation)

RIAD — (Rural Intigrated agency development)

VSNL

ASHA LABS

CII-YI LABS

MEPMA — (Mission for Elimination of Poverty in Muncipal Areas)

MPRLP

SHG LABS

World Vision

HUL

Indian Army

IOM

REC

CPDL-SERP

Wadhvani

VALUABLE PARTNERSHIPS

The support and trust of our partners' is invaluable to our growth and success.

PRESENT PARTNERS

- Accenture Services Pvt. Ltd
- Amdocs Development Centre India Pvt. Ltd
- BlackRock Services India Pvt. Ltd
- CESC Ltd
- Cognizant Foundation
- Dr. Reddy's Laboratories Limited
- E&Y Foundation
- EATON Technologies Pvt. Ltd.
- Give2Asia
- J.P.Morgan Services India Pvt. Ltd
- Michael & Susan Dell Foundation
- NASSCOM Foundation
- Tata Motors Ltd



EDUCATION PARTNERS

- | | |
|-------------------------|--|
| Edurite | - Setting up of computer labs |
| Gray Matters | - Assessment and Examinations |
| Magic Bus Foundation | - Sports and games program |
| NIIT | - Interactive classrooms with multimedia content |
| Orient Blackswan | - Teacher training and Books |
| Oxford University Press | - Teacher training and Books |
| KIPS | |



Dear Friends,

2016 marks the completion of twenty years since the late Dr Anji Reddy established Dr Reddy's Foundation. This is a significant milestone and merits a look back at the years gone by in order to see how far we have come.

The past two decades have seen the Foundation grow remarkably in scale and scope of its activities. What started as a small initiative focused on the state of Andhra Pradesh, is now a nationwide movement that spans 20 states in India and has touched the lives of millions of people. This would not have been possible without the concerted efforts of several stakeholders – the tireless staff at the Foundation, our partners and associates who help to implement our programs, and the many well-wishers who support us in various ways – monetarily and by way of their time and resources. On behalf of the Dr. Reddy's Foundation, we would like to thank each and every one of you for being part of our journey.

Today, the need for the creation of sustainable livelihoods is greater than ever before. As our society grapples with the rapid change, there is enormous pressure on everyone, especially the youth, to stay productive and relevant in order to secure and sustain gainful employment. In India, this issue can be addressed only through



MESSAGE FROM THE TRUSTEES

assertive action on three fronts: education, skilling and rural empowerment. Dr. Reddy's Foundation is well positioned to deliver scalable and lasting change in all these three areas.

During the year 2015 – 16, our School Improvement Program reached out to more than 25000 students in Telangana and Andhra Pradesh, facilitating their academic journey through the provision of quality education and infrastructure, as well as scholarships. This foundation of knowledge is key to the success of the next stage – skilling.

The Government of India identified, as a critical need, empowering youth with skill sets to make them more employable and productive in their work environment. Dr. Reddy's Foundation is in complete concurrence and alignment with the Government's objective. In fact, it speaks much of the vision of our founder, Dr. Anji Reddy, that he set up the Livelihood Advancement Business School (LABS) twenty years ago, essentially to equip youth with skills to make them employable.

This year, our LABS project touched 28990 young people including youth with disabilities.

Going forward, our focus is on scaling up the impact by leveraging the power of

partnerships. As we gear up for the future we have a new strategy in place, which will impact the entire skilling eco system. By the end of the calendar year, we hope to roll out the new program in all our centers across India. The program focuses on identifying a young person's "aspiration" as a prerequisite for skill training. By thus matching aspirations with skills, we greatly enhance the success of the person's career in the longer term.

Similarly, the pilot program that the Foundation is testing for agricultural entrepreneurship, or incubating a project to address leadership gaps in the social sector, are all encouraging efforts in raising the bar.

Dr. Reddy's Foundation continues to evolve with the changing needs of the times to provide meaningful solutions to some of the most critical challenges that society faces. The willingness to go that extra mile with ingenuity is the only assurance of growth, and we are proud that the Foundation lives up to this principle.

We once again thank all our partners and stakeholders for their consistent support. Do stay with us as we continue to evolve, expand and enhance social equity.

With best wishes

Satish Reddy
Chairperson

Best wishes

Anuradha Gunupati
Managing Trustee



MESSAGE FROM THE CEO

Dear Friends,

It gives me immense pleasure to write my first annual letter.

I joined DRF in early Sep 2015. My last assignment was in Bihar in a large scale program aimed at improving health and nutrition outcomes for 110 million people across the state. The five years I spent in Bihar part of a wonderful and highly committed team and working with government and communities was rewarding and satisfying in many ways.

I decided to join DRF because I felt inspired by the vision of its founder – Dr Anji Reddy and present Trustees to build a better future for the poor and marginalized of India and do this with the highest level of personal commitment and humility. Also the opportunity to be part of DRF which over the last 20 years has done pioneering work in the area of livelihoods and education and be able to contribute towards its transformation into a cutting edge organization focussed on addressing some of the most challenging social problems made the decision easier.

TAKING THE LEGACY FORWARD

Over the past seven months, building on our two decades of learning's we have developed a new vision, mission and strategy. The new ways of working focusses on addressing social problems by designing and incubating innovative and scalable solutions with knowledge partners as well as stakeholders; and together resolve the root causes of these problems to add value to the overall

ecosystem. The work, anchored by a new set of DRF values and behaviours, will strengthen and drive our organization's culture and enable each of us to contribute meaningfully towards DRF's mission through better developmental outcomes.

REDESIGNING LABS

The starting point for application of the new strategy in letter and spirit was with our flagship program – Livelihood Advancement Business Schools (LABS) started in year 2000 and LABS PwD in 2010. LABS has enabled skilling of 350,000 youth including 9703 persons with disability across 20 states and supported them in getting employment in more than ten major industries. More importantly, the model itself, which was the first if its kind in the country, was replicated and scaled in various avatars by government across India and also by others across borders in Vietnam, Indonesia and Srilanka. However today, livelihood skilling continues to be one of the country's biggest challenges. Around 12 million youth are entering the workforce every year but most with poor education and negligible skills.

While the Prime Minister's National Council has spelt out an ambitious vision to skill 400 million youth by 2022 and the government has set up an enabling policy and institutional framework to make this happen; the majority of the current skilling initiatives are being implemented with sub-optimal outcomes for both youth

and employers in developing skills and supplying skilled workforce as per industry standards.

It is in this context that we redesigned our LABS program in consultation with external experts, youth, industry, knowledge partners and donors. The new skilling program, named GROW will roll in FY 2017.

The fulcrum for the core design as well as program components is building skills as per industry requirements and the applicant's aspirations. It will involve creating a desired match between youth's aspirations and competencies in line with the employer's requirements by building their capacity through industry vetted modular trainings, assessments, post placement support and alumni connect. The entire program, which is powered by a comprehensive IT package aims to make GROW a business "partner of choice."

REDEFINING OUR RURAL FOCUS

DRF has been working in seven states over the last five years with 77000 small and marginal farmers. Our direct implementation model wherein we work with technical partners and government agriculture institutions to ensure availability of best technology and package of practices to farmers for improving their incomes helped to significantly improve the incomes of the farmers we work with. However it does not bring forward scalable solutions for 70% of 100 million

DR. REDDY'S FOUNDATION HYDERABAD

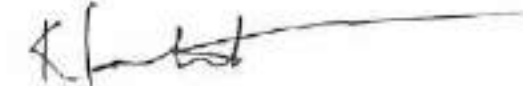

Receipts & Payments Statement for the year ended 31st March

		<i>In Rupees</i>	
S.No	Particulars	2016	2015
Receipts During the year			
A)	Donations/ Contributions Received	35,64,66,663	47,24,52,981
B)	Interest Received	97,57,285	20,87,891
C)	Gross Fee Receipts - Education	2,53,21,314	1,98,58,286
D)	Proceeds from Sale of Fixed Assets	2,49,672	7,15,655
E)	Gross Fee Receipts -Livelihood	2,38,35,581	1,53,35,333
F)	Other Receipts	41,321	
TOTAL		41,56,71,836	51,04,50,146
Payments During the Year			
G)	Project Expenditure	41,28,87,657	35,21,35,162
H)	Purchase of Fixed Assets / Capital advances	2,05,73,260	1,28,25,531
I)	Deposits	76,23,768	1,01,21,789
J)	Repayment of Grant / Contribution	-	-
TOTAL		44,10,84,685	37,50,82,482
Opening Balances			
- Cash		54,934	58,587
- Bank		14,81,89,227	1,28,17,910
Add: Excess of Receipts over Payments		(2,54,12,850)	13,53,67,664
Closing Balances		12,28,31,312	14,82,44,161
<i>Represented by</i>			
- Cash		80,368	54,934
- Bank		12,27,50,944	14,81,89,227
		12,28,31,312	14,82,44,162

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.:0028575
Date: 15.07.16
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

			In Rupees	
Sch. No.			2016	2015
INCOME				
1	Grants / Donations / Contributions	06	40,91,03,245	33,50,52,144
2	Other Income	07	5,24,56,659	3,90,31,165
TOTAL INCOME			46,15,59,904	37,40,83,309
EXPENDITURE				
3	Programme Expenditure	08	40,07,21,306	33,79,29,905
4	Administrative and General Expenditure		1,56,61,054	1,34,34,409
5	Depreciation	04	1,99,53,267	1,19,83,081
Add/(Less): Prior Period Adjustments				
TOTAL EXPENDITURE			43,63,35,628	36,33,47,395
Surplus / (Deficit) of Income over Expenditure			2,52,24,276	1,07,35,914
TOTAL			46,15,59,904	37,40,83,309



Significant Accounting Policies 09
Notes to Accounts 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: 15.07.2016
Place: Hyderabad

For Dr. Reddy's Foundation


K. Satish Reddy,
Chairman

G. Anuradha,
Managing Trustee

of small and marginal farmers who don't have access to quality extension services.

We therefore redesigned our agriculture program with help from knowledge partners, government institutions, private sector and farmers. The new program MITRA will roll out in FY 2017. The core objective of MITRA is to develop an impactful and scalable community based agriculture extension delivery platform for small and marginal farmers. The solution design aims to create a platform to leverage the strengths of "lead farmer" approach and agri-entrepreneur model which works in tandem with local government agencies, private sector and technical agencies.

CONTINUING OUR EMPHASIS ON EDUCATION

Our work in education involves facilitating holistic development of 30,000 children in 59 government primary and secondary schools. With our efforts over the last five years we have seen the pass percentage in Class X increase to 90% (2015-2016) (state pass % is 65%) in these schools. Based on our learning's we aim to build this into a holistic child development model for government schools with focus on age appropriate competency and full ownership of school and local bodies.

EXPLORING HEALTH AND NUTRITION INTERVENTIONS

During the last quarter of FY 16 we started assessing potential areas of engagement in primary health care and child nutrition. To begin with, we have narrowed down to the acute problem of inadequate diet among children, with 80% of children under two years not having adequate diet. There are many on-going interventions

happening across the country to improve IYCF practices especially through targeted counselling and behaviour change efforts at the family level. But one area that remains under-explored is market-based solutions for availability of affordable and nutritious snacks for rural children. We aim to develop a market based solution for healthy snack production and delivery through a network of rural women entrepreneurs. The design work has started with involving experts in nutrition, food technology, food fortification, women entrepreneurship and rural marketing. The iterative design and rapid prototyping work will continue till late FY 2017 and based on results the implementation will start by end of FY 17.

BUILDING NEXT GEN SOCIAL SECTOR LEADERS

In the last few years, there has been a crying need to come up with more impactful and innovative solution to address the talent gaps in the social sector. To design and execute innovative solutions we need good talent at all levels in an organization. But as all of us know there is a serious shortage of relevant and skilled talent in this sector. If the talent gaps remains unaddressed at senior levels in the medium term, it could lead to a leadership crisis for the sector. Current response to address this include a clutch of light touch external leadership programs and in-house talent development efforts and people "crossing over" into the social sector which has had limited impact.

To address senior level talent gaps, DRF in partnership with development sector

organisations, academic Institutions, individual change makers, experts and social investors have initiated the process of designing an accelerated Program that will build 100 Senior Leaders for the Social Sector in India who will go on to take positions of larger influence and accountability. It is designed as a sector-level solution and not an organizational talent development effort. The program is named ARITRA and will be launched in Q3 of FY 2017. We plan to follow this up with more offerings through a platform based solution to address talent gaps in the social sector in the coming years.

THE YEAR AHEAD

I am confident, FY 2016 will always be remembered as year where DRF took the first few but most critical steps in its journey of transformation while at the same time meeting its program commitment to its partners, stakeholders and most importantly the people it serves. This has been possible because of the untiring efforts of all DRF staff who have also whole heartedly embraced and thrived in all the changes; guidance and support from our board of Trustees, thought partnership and funding support of our donors and collaborative inputs from knowledge partners and specialists.

FY2017 promises to be even more exciting as with all of your support, we set rolling redesigned programs and new initiatives, strengthen organization systems and improve organization culture all with the core purpose of enabling progress in the lives of people for whom we exist.

Warm Regards,


Shamik Trehan
Chief Executive officer



"Any development program worth its name must pass the litmus test of scale and replication. LABS has successfully accomplished this"

~ **Dr Anji Reddy**,
Founder DRF



Our Heritage

Summary of 20 years of work

"LABS is among the more serious and innovative attempts ever made to mainstream marginalized youth from low income groups. Youth are selected, trained and placed in dignity enhancing jobs..."

Satish Reddy,
Chairman, Dr Reddy's



"I am fascinated by the scope and vision of the LABS project. The concept of stakeholder is applied and ventured at a level to be envied and copied by organizations such as mine."

~ **Erma Manocourt**,
Deputy Director, UNICEF



DR. REDDY'S FOUNDATION HYDERABAD

Balance Sheet as on 31st March

		<i>In Rupees</i>	
	Sch. No.	2016	2015
LIABILITIES			
1 Corpus Fund		2,86,001	2,86,001
2 Reserves & Surplus	01	12,66,35,071	10,14,10,795
3 Capital Grant	02	15,42,03,651	15,42,03,651
4 Current Liabilities and Provisions	03		
a) Current Liabilities		10,15,07,716	13,30,23,499
TOTAL		38,26,32,439	38,89,23,946
ASSETS			
1 Fixed Assets	04		
a) Gross Block		25,33,82,306	23,38,28,088
b) Less: Accumulated Depreciation		(11,09,39,439)	(9,16,80,834)
c) Net Block		14,24,42,866	14,21,47,253
d) Capital Work in Progress			
2 Current Assets & Loans and Advances	05		
a) Cash and Bank Balances		17,39,37,038	19,12,79,057
b) Receivables		3,59,27,613	3,29,99,372
c) Other Current Assets		88,67,780	62,17,912
d) Loans and Advances		2,14,57,142	1,62,80,352
TOTAL		38,26,32,439	38,89,23,946

Significant Accounting Policies 09

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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

[Signature]

A. Ramachandra Rao & Co.
HYDERABAD
MEMBERSHIP NO. 0028515
Chartered Accountants

P.S.R.V.V. Surya Rao
Partner (Membership No.202367)
ICAI F.R.N.:002857S
Date: 15.07.2016
Place: Hyderabad

For **Dr. Reddy's Foundation**

[Signature]

K. Satish Reddy,
Chairman

[Signature]

G. Anuradha,
Managing Trustee

A. Ramachandra Rao & Co.
Chartered Accountants

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: 19.07.2016

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

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




“Very, very
impressive.
Keep lighting
the candles”
Richard Hayes,
US Consul General,
Chennai

“LABS gave me a
new lease of life.
I was among the
first few students
who got trained
in LABS and my
training was the
first step to whole
new world of
opportunity.
Today I work
as assistant
manager in DRF IT
Department ”

Jimson Jose,
LABS ex-student and
IT Manager, DRF.

1997

| Neighborhood Development Committees | CCPP | Domestic Garbage Management, Tree Plantation | Livelihood – Street beautification program |

1998

| Integrated Low Cost Sanitation | Community Health Camps | Recycling of Plastic | Vermicomposting | Park Regeneration Program | Citizen Traffic Wardens | Foster care | Bridge Schools | CAP Project | Asha Kiranalu | Micro entrepreneur in Sanitation |

1999

| Emergency Response Training for auto drivers | Swasthya Jyothi-Healthy Lifestyles | Mobile Vendors Support – Micro business ventures | CAP Family Income Generation Loans |



1996

Registration of DRF.
Registered as Dr Reddy's Foundation for
Human & Social Development (DRFHSD)

2000

| Clothes Bank | Janani Jagriti | Incubator for Adolescents |
| Vyet Leaf Plate Making | MES WTC & LABS Program |

2001

| Principal Leadership Academy | Class Committees |
| Chandanagar Campus | Inauguration of Kallam Anji Reddy Vidyalaya |

2002

| School Vision Exercise | Chennai LABS Inauguration |

2003

| Inauguration of Kallam Anji Reddy Vocational Junior College |
| Mandal LIP | SCOPE | Teen Channel | MAARPU Inauguration |

AUDITOR'S REPORT

A. Ramachandra Rao & Co. Chartered Accountants

1st Floor, 3-6-369/A/11,
Street No. 1, Himayat Nagar,
Hyderabad-500 029.Tel. : 27633677
Fax : 27639746
E-mail : arrandco@gmail.com

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 2016** 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 2016, 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.



FINANCIAL UPDATES

2004

| Learning Program Madrasa | Women's Initiative – Ladies Circle of India | Kathakalamu | Vietnam LABS Program |
| DRF hosts National Conference on Livelihood – Linking Learning and Livelihood |

2005

| Sri Lanka LABS | GRAMEEN LABS | LABS goes national – 168 centers across the country |

2006

Indonesia LABS

2007

| AAROGYA – Safe Food, Safe Water Project | Pudami School Project | ERC & DRF moves to a new Office |

2008

| Micro-Irrigation Rural Project | LABS new model LABS(S) is introduced and soon touches 175 centers |

2009

DRF Branding New logo along with Mission & Vision in place

2010

| LABS Rural program better known as LABS (F) is launched |
LABS for Persons with Disabilities LABS PwD launched |

2011

School Improvement Program Launched (SIP)

2012

| LABS (F) expands to five states | LABS (PwD) reaches five states

2013

DRF includes training for aspirants on "High Life Skills"

2014

| LABS PwD expands its work to 13 states |
| DRF invests in staff capacity building in a major way (ARBINGER) |

2015

DRF is ready to move to the next level.
A brand change with a new Logo, Vision, and Mission & Values sets the pace.

2016

Launch of New programs
- GROW – Skilling Initiative,
- MITRA – Rural Support Work
- ARITRA – Leadership Skill building initiative

[illegible]

RURAL LIVELIHOOD FINANCIAL YEAR OF 2015-16							
PROJECT WISE							
Project	Enrolled new Farmers	Substantive Interventions	Peripheral Interventions	Government Linkage	Social Interventions	SRY	Total Interventions
DRL Core	18313	17808	5634	1157	0	869	25468
Erynst & Young	4588	2301	3576	28	0	220	6125
DRL	2284	2666	527	306	0	95	3594
NASSCOM	231	202	72	0	0	0	274
DESHPANDE	118	10	113	0	0	0	123
Eaton	21	17	0	4	0	0	21
NABARD	18	18	0	0	0	0	18
	25573	23022	9922	1495	0	1184	35623
STATE WISE							
Project	Enrolled new Farmers	Substantive Interventions	Peripheral Interventions	Government Linkage	Social Interventions	SRY	Total Interventions
Andhra Pradesh	3483	3391	1073	267	0	175	4906
Bihar	2317	2327	1241	37	0	93	3698
Chhattisgarh	1488	1178	304	347	0	68	1897
Karnataka	1087	1187	191	0	0	0	1378
Maharashtra	3608	2766	2043	108	0	125	5042
Telangana	5590	6003	1182	262	0	191	7638
Uttar Pradesh	3984	3192	821	464	0	270	4747
West Bengal	4016	2978	3067	10	0	262	6317
	25573	23022	9922	1495	0	1184	35623

HIGHLIGHTS FOR THE YEAR

MINI-SHED NET NURSERIES

As a pilot, farmers in Pydibhimavaram and Miryalaguda were introduced to the concept of mini-shed net nursery to help grow good quality seedlings at low cost. Apart from growing seedling for their own use, farmers can also sell these seedlings. The model, meant to guide farmers was also directed at the rural youth to encourage them to start their own small scale venture in hybrid seedling production.

INNOVATIVE TECHNOLOGY

Transplanting seedlings has always been labour-intensive as well as expensive. To help farmers reduce this burden, a member of our team, Bhupathi Raju Rama Raju from Mahaboobnagar developed a small indigenous gadget which is deft at transplanting the seedlings. This gadget, made of stainless steel is durable and requires little maintenance.

PEER LEARNING AND FELICITATIONS

DRF organised a small get together at Pydibhimavaram and felicitated 168 farmers for using new interventions. The farmers shared their experiences with the others and motivated them to adopt some of the new interventions.

NON-FARM INTERVENTIONS

Last year we supported farm households with trainings for animal husbandry, vermicomposting, small business, portable soil testing models and solar fencing. Our teams identified these non-farm interventions after engaging with the community to find out their needs.

SOCIAL INTERVENTIONS

Apart from farming/non-farming support, our projects also addressed other gaps. This year, the team facilitated a hygiene session through a "Hand Wash" initiative in 12 government schools in Durg, Mirzapur, Chanduali, Varanasi and Salboni.

During 2015-16 our rural interventions reached 34,437 farmers and their households along with 1184 youth through 23022 substantive, 9922 peripheral interventions in addition to 1495 linkages with government schemes.



**“Education
is the most
powerful
weapon
that you
can use
to change
the world.”**

~ Nelson Mandela

PIONEERING SOLUTIONS FOR RURAL HOUSEHOLDS

Our Rural Livelihood program is a need-based support to rural farm households through farm and non-farm interventions to help them reap the maximum from their small land holdings.

Our target groups are small-scale farmers and their families who live in remote rural areas and are often unaware of the developments or government schemes. We are excited to share that in the coming year we are planning to launch a more dynamic program called MITRA. This new multi-sectoral initiative aims to address adaptive social problems in the rural sector by developing an impactful, scalable and sustainable agri-extension delivery platform to empower farmers to facilitate an improved food cover. Pilots have been rolled out and we are closely evaluating and monitoring the progress.



THE REALITY



THE MAIN ISSUES

- Fewer yield per hectare. Average yield of major crops is markedly less than world's average. **60%** of farm land is not under irrigation.
- Lack of storage facility for produce. **40%** produce is wasted due to lack of storage facilities.
- Lack of access to insurance. Just **16%** of farmers are covered under crop insurance.
- Lack of access to market. **85%** of small & marginal farmers don't access market cooperatives to sell their produce
- Lack of access to extension services. **70%** of small & marginal farmers are not able to access the extension services and modern technologies



OUR APPROACH

- Support small and marginal farmers mostly in backward regions of country
- Facilitate dissemination of tested technologies in rural areas.
- Training farmers on the latest farming techniques and encouraging them to access technology. Supporting them for soil testing, drip irrigation etc. to improve yield.
- Bridging the information gap by linking them with the Horticulture Department, Agriculture Department, Veterinary Department and other NGOs who are working in their area.
- Supporting them to access various government schemes that are available for farmers.

Source
- Agriculture Census of India – 2010-11
- World Bank report on India country review-agriculture 2008
- Credit capital- RFAS-2003
- Irrigation data source: Dept of agri & co-operation; Agri census division; 2005-06 data
- National Sample Survey Organisation Report. 2014
- Food and Agriculture Organisation Statistics. 2012
- Food wastage and impact on natural resources, Food and Agriculture Organisation Report, 2013
- Bina Aggarwal, 12th Plan working Group on Disadvantaged Farmers, Including women, 2011, Submitted to Planning Commission Government of India

THE REALITY



41%
Cannot read



74%
Can't subtract in Class 6th



25%
Schools don't comply to RTE classroom norms

THE MAIN ISSUES

- **Lack of Learning Aids**
 - **Lack of Teaching Aids**
 - **Student-Teacher Ratio compliance**
 - **Access to drinking water**
 - **Useable Toilets**
 - **Teacher Absenteeism**
 - **Computer Facilities**
 - **Schools with Library**
- Less than **20%** classrooms have three or more child friendly practices
 - **37%** teachers do not have blackboards as a teaching aid and **39%** classrooms had no text books as teaching aid
 - **51%** schools do not maintain this ratio
 - **24%** schools don't have clean drinking water
 - **35%** schools don't have usable toilets
 - **25%** teachers were not present during school hours
 - **80%** schools don't have computer labs
 - **21.9%** schools do not have libraries school

OUR APPROACH



Remedial Education
Volunteers



Remedial learning
and teaching aids



Continuous Assessments



Scholarship for
meritorious students



Extra-curricular
activities



School facility improvement
(Solar power enablement,
Library, Computers)

Source
- ASER Report 2014
- ASER Report Inside Primary School 2011

INVESTING IN CHILDREN

DRF invests in children by educating them. We partner with schools, communities and several other stakeholders to enroll children between the ages of 3-16 years into schools and support them to finish schooling.



HOUSEHOLDS

SCHOOL IMPROVEMENT PROGRAM (SIP)

Initiated in the year 2011 with a commitment to improve the quality of education at schools, the program adopts government schools to ensure education for all, particularly for underprivileged children from disadvantaged communities. At present, SIP covers 59 schools and reaches out to more than 25,000 students in Ranga Reddy, Medak, Nalgonda, Vishakapatnam, Srikakulam and Vizianagaram districts.



■ SIP's thrust is on "Remedial Education" aimed at "slow learners." Volunteers identify students based on assessments and divide them into groups grade-wise. The classes focus on revising lessons already taught in the school, completion of home assignments, and additional practice for reading, writing and basic maths. Our provision of remedial workbooks for the main subjects aids students

with revision. At present 9400 students are attending remedial classes under the supervision of 235 volunteers.

■ DRF addressed some infrastructural gaps by supporting the schools with Solar Power Generators, electrical fittings, class room desks (dual desks) and RO water plants where ever needed. Students now have access to uninterrupted electricity supply,

clean drinking water and better classroom seating facilities.

■ DRF trained schools on Management Information System (MIS) to ensure updated database on every student. This info-support helps track class performance and helps provide placements. MIS also keeps a record of the alumni students.

Of 3794 students, mostly first generation learners, who appeared for SSC 2016, 3536 passed with an aggregate of 94%. More than 816 students got 8+ GPA Score and **No Student Failed.**

“...I am the only person who ever stood first in my family.”



I have been studying in KARV since my 7th standard, I never dreamt that I would get 10/10 in my Grade 10 exams. My parents are very happy as I am the only person who ever stood first in my family. I would like to thank my faculty, especially my school Principal for her constant

encouragement and faith in me. Our teachers never discriminated against us while teaching. They provided us with practical knowledge that will remain helpful in future. I would like to become an Engineer and help my parents financially.

~ Soniya

“I aspire to become a Chartered accountant.”



“I scored a GPA of 9.8 and would like to credit KARV for my success. The teachers were extremely helpful and friendly. I had stage fear all throughout my life, but at the end of my school education I have overcome my fear

to speak in public. I thank KARV for helping me become this new person who is self-confident. I would be taking MEC in my Intermediate as I aspire to become a Chartered accountant.”

~ Murari

With more than 90% of the children coming from poor and marginalized sections of community, the school provides education to those who often fall through the gaps in the system.

“I Am The Bread Winner”

Kanthamma's decision to become financially independent might have been propelled by her family's pressing needs but her zeal to excel was because of her conviction that she had it in her to stand up to all the challenges. Kanthamma's parents work as daily wagers, hence erratic and low income was a regular feature and Kanthamma and her brother had to discontinue their studies to find a way to support their family. Kanthamma who completed her intermediate was a shy and timid person before she joined the LABS program. And she credits the LABS team to helping her to believe in herself.

“I tried to get a job several times before joining LABS and each time I was rejected because I just did not talk at the interview!” When she enrolled at the LABS program in Ananthapuram in ITES domain she was determined that she would get over this big challenge. She started each day by deliberately talking to her class mates or her teachers and within 45- days she



realised she was a new person. “The SWOT analysis at the center helped to pinpoint my problem. But apart from that I learnt a lot from each of the sessions whether it was about time management, money management or goal setting” says Kanthamma.

Today Kanthamma is placed as a Front Office Assistance in Dasari Educational Society at Ashok Nagar in Anantapuramu and the salary she takes home is a big bonus for her family. Kanthamma is now content and concludes “Now we don't need to pause to think before we purchase anything. Thank you for being with me on this journey. I plan to work and also resume my studies for a better future.

~ Kanthamma

One Step at a Time

Mamatha opted to discontinue her studies to ease the family's financial problems. It was a difficult but conscious decision because she thought instead of spending on academics she should work and get some money home. But that was easier said than done. Despite several attempts to find a suitable job she found no success. It was during one of those dark days that she got to hear about DRF LABS training program through one of the DRF mobilization drive.

After going through a number of rejections, and an ever shrinking financial resource with each passing day, Mamatha was not sure if joining DRF was the right thing to do. Her biggest anxiety was whether she could trust DRF to deliver and help her to get a job according to her prerequisites.

She visited the center several times to get answers to her questions and finally enrolled in the CRS domain at Mysore LABS training centre. She says, “The sessions enhanced my life both professionally and personally. I can deal with any



muddled circumstances effectively and this confidence I have gained during my training”.

“Mamatha is a hardworking woman, and is devoted towards her work. The main challenge during her training was travel. In spite of the long distance, she never skipped her classes by creating excuses”, says the centre coordinator.

Fighting all the odds, her diligent work paid off when Reliance Securities employed her as a Customer Care Executive. “This is the beginning of my journey. My parents are proud of what I have achieved today. We purchased our first mobile phone with my earnings and this is the first step to my prosperity”, says Mamatha.

~ Mamatha



ENSURING EQUAL OPPORTUNITIES

In India, the pipeline for women starts small and continues to shrink as they grow because the status of women, as compared to men is generally lower in most patriarchal systems.

One way of addressing this discrimination based on sex is by educating and empowering women. DRF believes that when you educate women and help them to be financially independent you take big strides towards sustainable development and equity.

All our programs have a strong bias to encourage women and each year several young girls, who deprived of an opportunity to study further or find employment to make informed choices and become economically independent.

In urban and semi urban areas where we work, our mobilization teams encourage women to enroll for skilling programs in line with their aspirations. On completion of the training DRF helps them to get jobs. Many of them become the sole bread winners of their family while some support the education of their siblings.

In rural settings, our teams support women to take up projects like goat rearing or vegetable cultivation on small land holdings. Whatever they do and wherever they are placed, the women are elated at their new found economic independence and self-worth; while their families are proud of their achievement. We too celebrate their success.

KALLAM ANJI REDDY VIDYALAYA (KARV)

Started in 2001 at Chandanagar, with a vision to impart quality and value based education to children; the school follows SSC syllabus and offers instruction in English medium for classes from Nursery to 10th. At present the school has a total strength of 2020 (1120 boys and 900 girls.). With more than 90% of the children coming from poor and marginalized sections of community, the school provides education to those who often fall through the gaps in the system.

HIGHLIGHTS FOR THE YEAR

- Apart from academic programs and extra-curricular activities this year our students benefitted from the following: Child Abuse Monitoring Committee to prevent child abuse and harassment both at school and at home. The Committee, which includes the Principal, a Counsellor along with two Teachers, Students and parents; is vigilant to prevent abuse. Self-defence classes are also conducted for children to protect themselves from any kind of abuse.
- Activities to encourage leadership – Apart from routine activities this year, the school conducted the Student Council Elections modelled on a real political election to encourage students to campaign through speeches and canvassing.





**KALLAM ANJI REDDY
VOCATIONAL JUNIOR
COLLEGE.**

KARVJC established in the year 2003 aims to be an institution of excellence in vocational as well as other courses. Since its origin KARVJC has been successful in encouraging skill-based holistic development and currently offers eight vocational courses which include Computer Science and Engineering, Computer Graphics and Animation, Automobile Engineering Technician, Banking and Financial Services, Pre School Teacher Training, Lab Technician Course, Multi-Purpose Health Worker and Hotel operations.

Each year nearly 500 students are trained in various courses and KARVJC plans to enrol more than 1000 students in 2016-17.



Story of Change

Chiranjeevi, State First ranker with 975/1000 in Automobile Engineering Technician and comes from an economically challenged family.

Chiranjeevi also scored highest marks in his first year with 485/500. He got state third rank in Diploma through lateral entry in the Polytechnic College, Masabtank. Chiranjeevi thanks KARV-JC for encouraging and improving his academic performance by conducting periodic tests and special classes. “I aspire to become an Aeronautical Engineer”.

~Chiranjeevi



Dr Reddy's Foundation is committed to empowering young girls and women both in rural and urban settings, by helping them to get skilled. Each year, several young girls who are deprived of the opportunity to study further or have no clue about how to find employment come to our centers and after the training at our LABS centers are elated to get jobs that they never dreamt of.

This new found financial independence, apart from supporting their family, adds to their self-worth and often encourages many of them to study further.

THE REALITY

- Gender gap starts at birth. For every **100 boys** there are only **89 girls** who are born
- In 2011, **80%** of urban women were literate compared to **59%** rural women
- **13.4%** of Indian working women have regular salaried jobs compared to **21.2%** of working men (aged of 15-59)
- In 2011-12 women comprised **14.7%** of all urban workers
- Women earn just **56%** of what their male colleagues earn performing the same work

THE MAIN ISSUES

- Gender discrimination starts at birth. Male children are given a preference over female children
- Educating a girl is not a priority especially in rural settings and in families with low income
- Child marriages or early marriages continue to be a challenge for young girls and put a break on their aspirations
- Despite more girls getting into college a girl's career takes a backseat
- Women's health continues to be a low priority

OUR APPROACH



- Support young girls to attend school and complete their education
- Encourage girls to get skilled and have careers
- Support rural women to make informed choices and become financially independent
- Support women to become entrepreneurs and also take care of their children's nutrition




Source
- World Economic Forum, The India Gender Gap Review 2014
- Literacy Rate by Sex for Rural and Urban Areas in India (1951, 1961, 1971, 1981, 1997, 2001, 2003-2007 and 2011)
- International Labour Organization, Global Employment Trends 2014: Risk of Jobless Recovery (2014)
- Workforce Participation Rate by Sex and Sector in India
- World Economic Forum - India The Global Gender Gap Report 2015.



HIGHLIGHTS FOR THE YEAR

- **STATE HONOURS**
KARV-JC bagged the 1st and 2nd rank in the State this year. Chiranjeevi from Automobile Engineering and Technology course, Rajini from Computer Graphics and Sonu from the Medical Lab Technician's course made us proud with their scores.
- **VOCATIONAL TRAINING PROGRAM**
Three short term courses were conducted under the Ministry of Labour and Employment Scheme. Students were trained in Accounts Assistant Using Tally, Banking Sales Representative as well as Spoken English and Communication Skills and 40% of the students have been placed in jobs.
- **DRIVE TO SAFETY**
Four students from Automobile and Engineering Technician (AET) course won the second prize, at the Drive to Safety Programme conducted by Pride Honda in New Delhi. College students from all over India participated in this competition.
- **NON-FORMAL EDUCATION**
Apart from offering vocational courses, KARV has been permitted to include 'Open Schooling' for Grade10 and Intermediate for students who discontinue their education due to financial limitations.
- **PULSE POLIO**
'Health-Worker' students volunteered for the Pulse Polio drive and helped 150 children staying around the KARV School get vaccinated.

IMPACT
TOTAL BENEFICIARIES OF
DRF - EDUCATION PROGRAMMES

	 Schools	 Students	 Teachers
MAY 2015 - APRIL 2016			
Kallam Anjireddy Vidyalaya	1	1680	70
KAR Vocational Jr.College	1	477	19
School Improvement Program	59	25,250	218
	61	27,407	307
MAY 2014 - APRIL 2015			
School Improvement Program	27	13,000	118
Kallam Anji Reddy Vidyalaya	1	2020	70
KAR Vocational Jr.College	1	500	13
	29	15,520	201

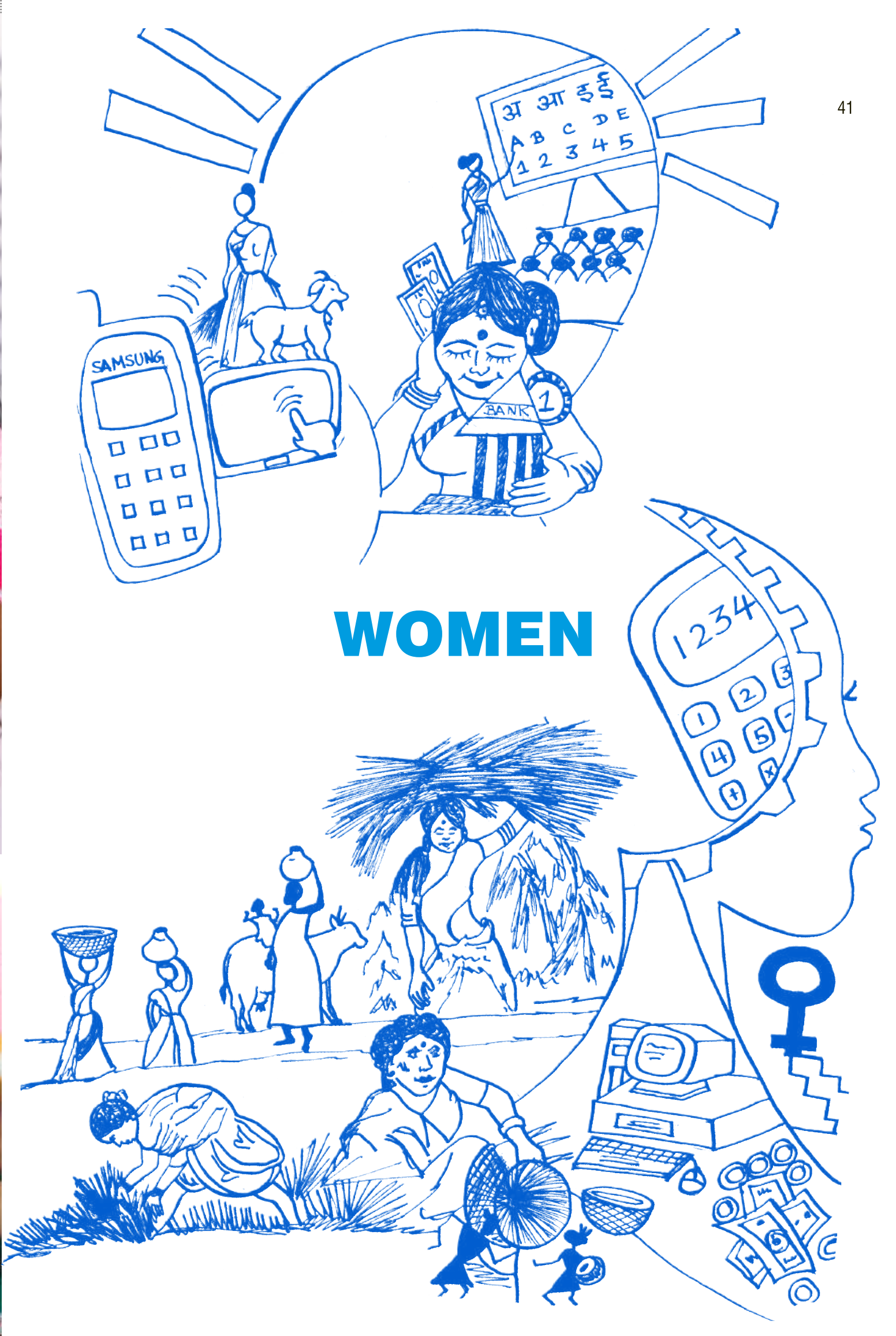
THERE IS NO TOOL
FOR DEVELOPMENT
MORE EFFECTIVE
THAN THE
EMPOWERMENT
OF WOMEN

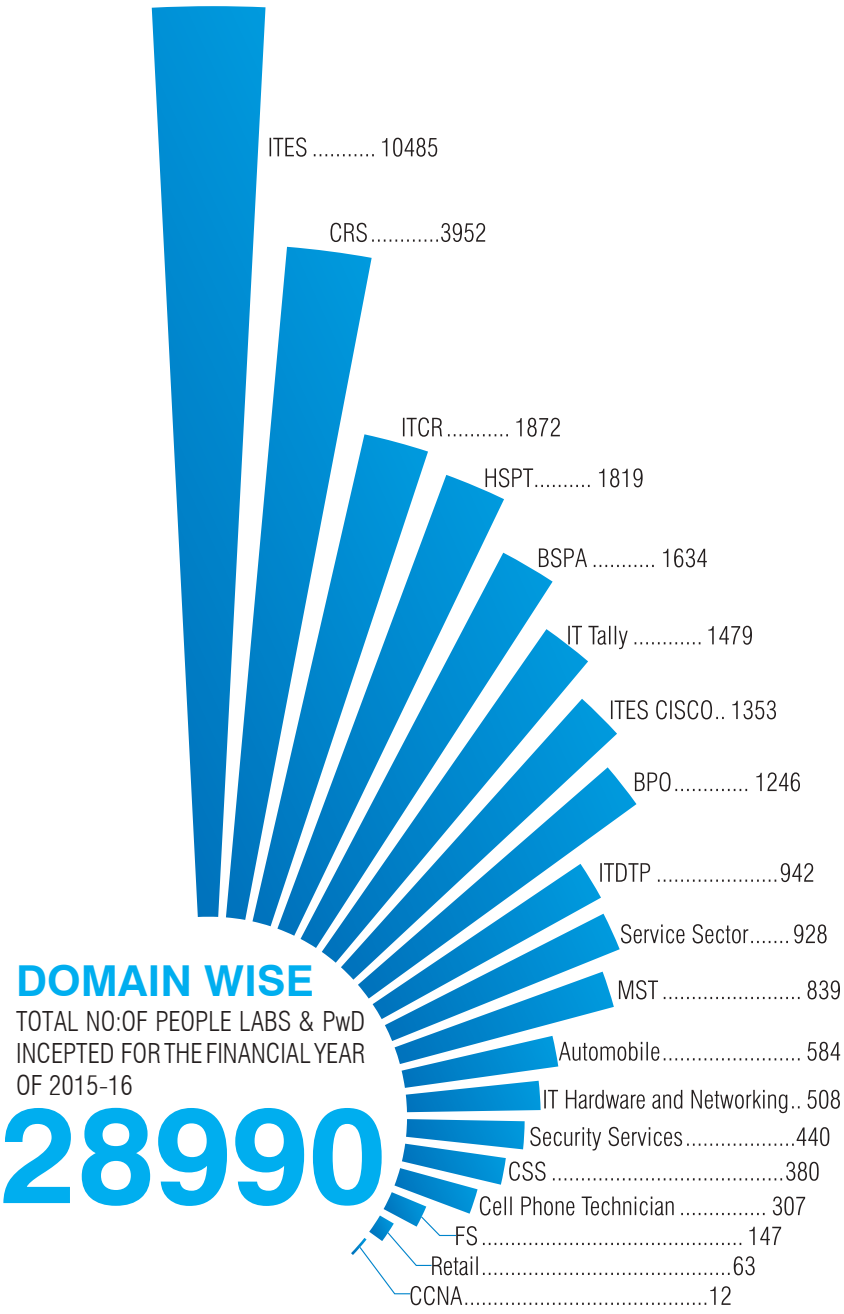
~ Kofi Annan



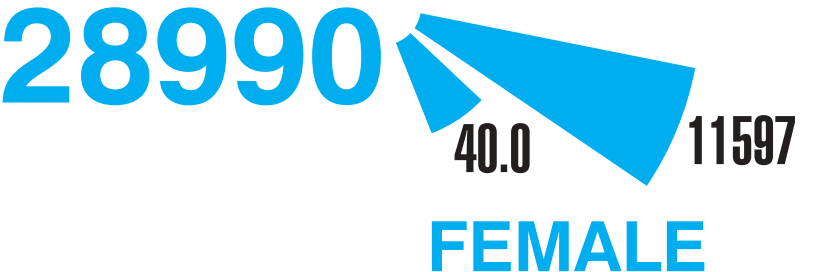
EMPOWERING YOUTH WITH SKILLS







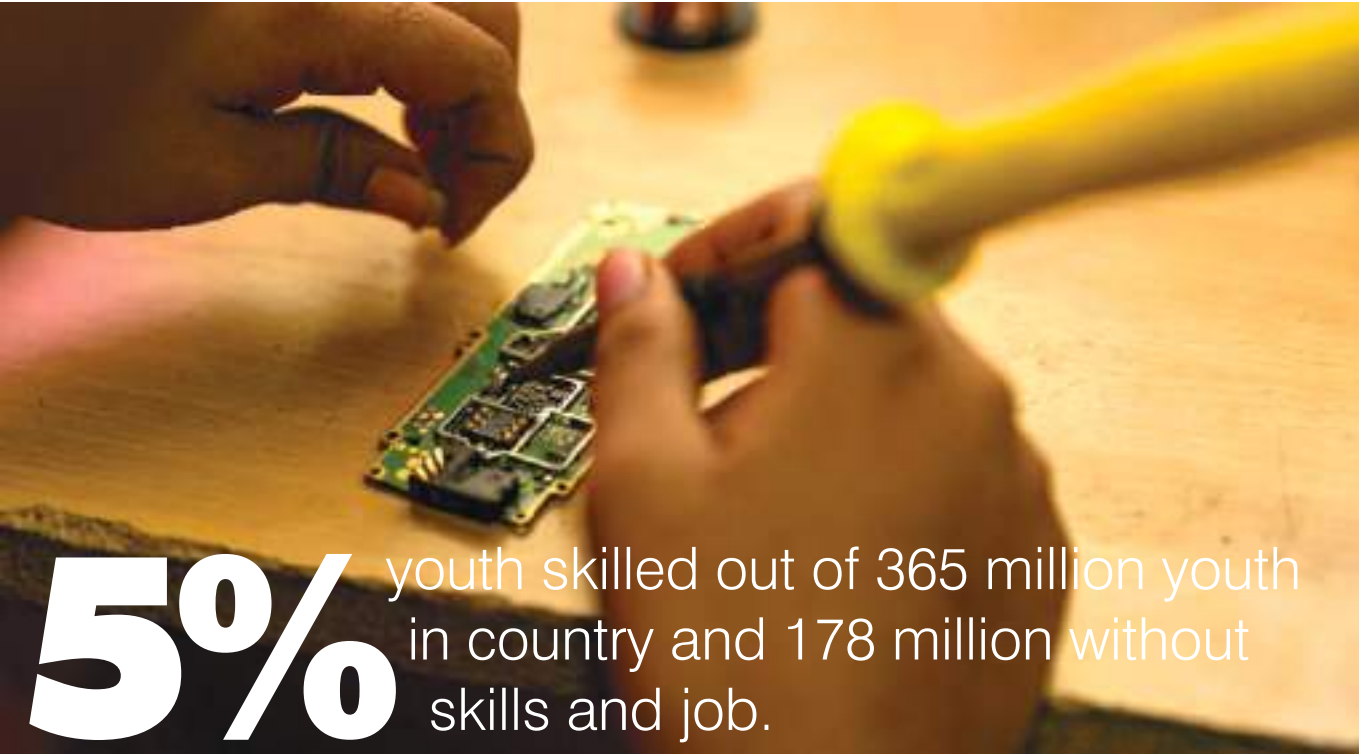
GENDER WISE
TOTAL NO:OF PEOPLE LABS & PwD INCEPTED FOR THE FINANCIAL YEAR OF 2015-16



“We cannot always build a future for our youth, but we can always build our youth for the future.”

~ Franklin D Roosevelt

THE REALITY



THE MAIN ISSUES

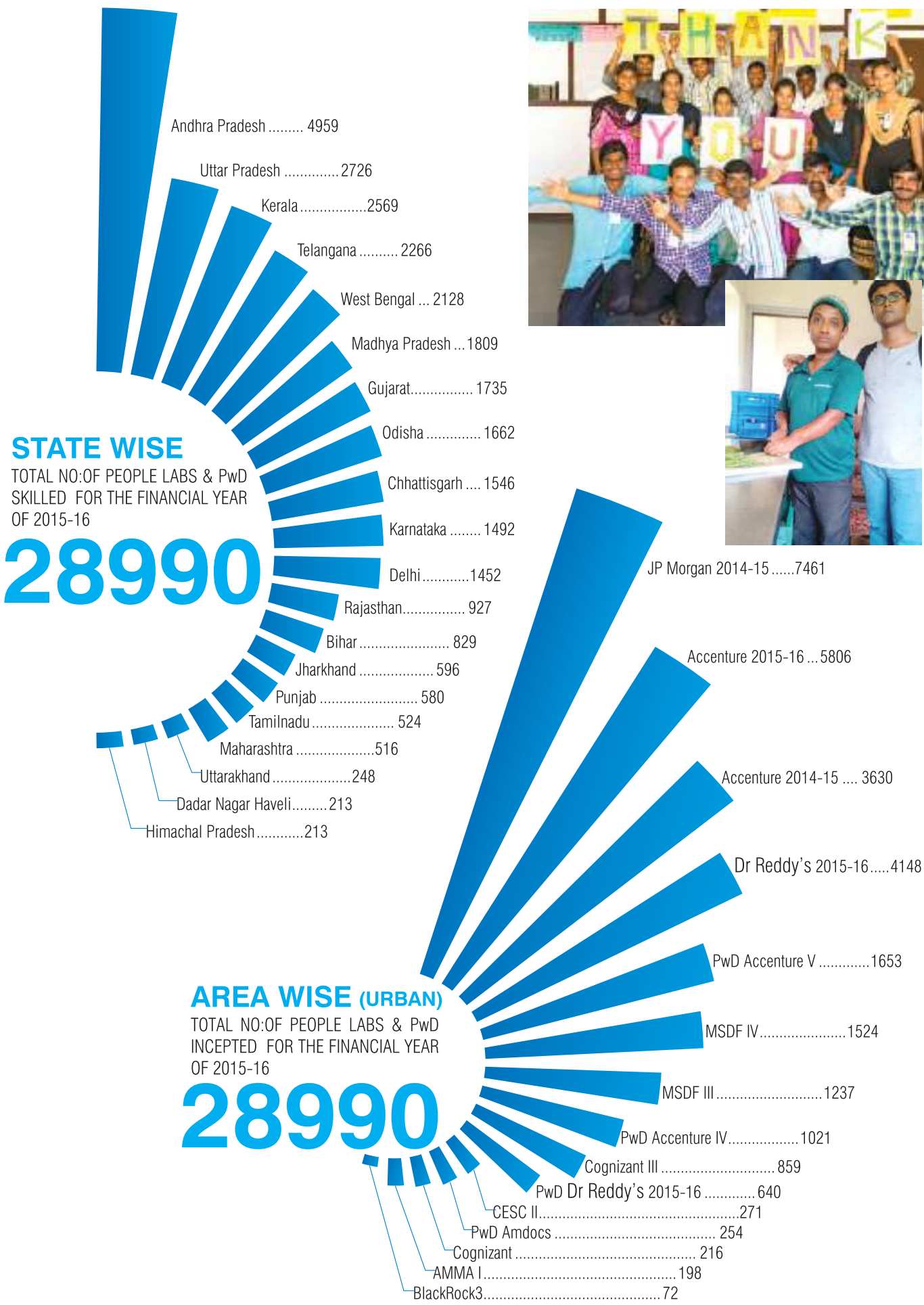
- **12.8** million youth entering the workforce every year
- Only **2.5** million vocational training seats
- **53%** jobs lying vacant, as employers are unable to find people with the right skills
- **12-14%** attrition rate (this is further high in service sector entry level jobs)
- About **63%** of the school students drop out at different stages before reaching Class X

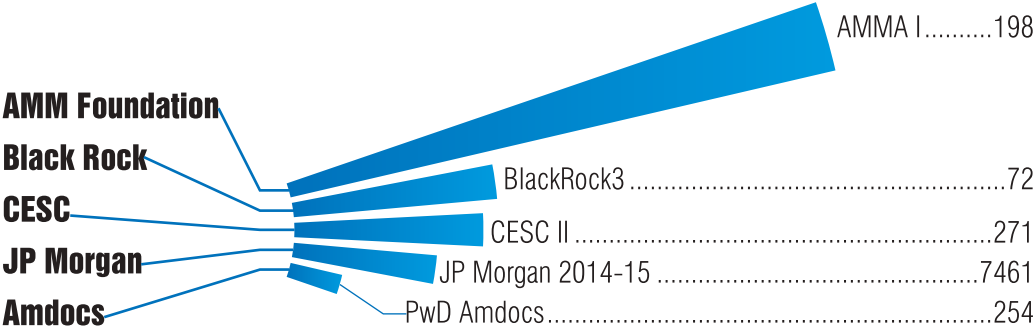
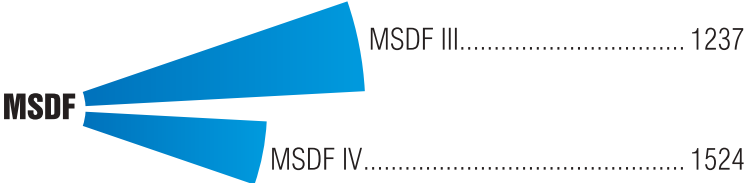
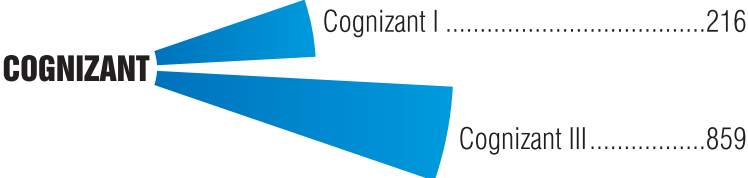
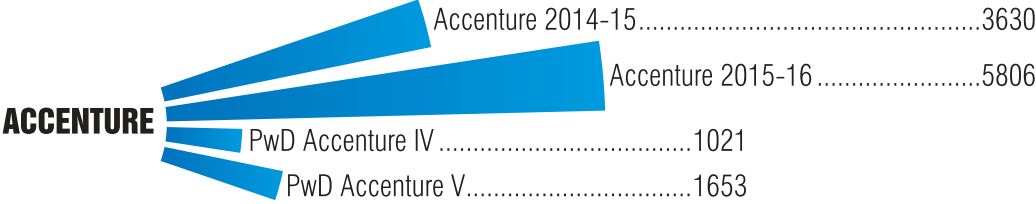
OUR APPROACH

- Profile and aspiration match of the candidate
- Competencies assessments
- Customized curriculum
- Specialized programs for aspirant and employers for employment and employability.
- Internally certified trainers
- Modular courses
- Ideal learning environment
- Barrier Free infra at training centers and at work place
- Prepping Employers for recruiting PwDs



Source
CIL, Indian Skills Report 2016





PROJECT WISE
TOTAL NO:OF PEOPLE LABS & PwD
SKILLED FOR THE FINANCIAL YEAR
OF 2015-16

28990

LABS TO LS2.0 AND BEYOND...

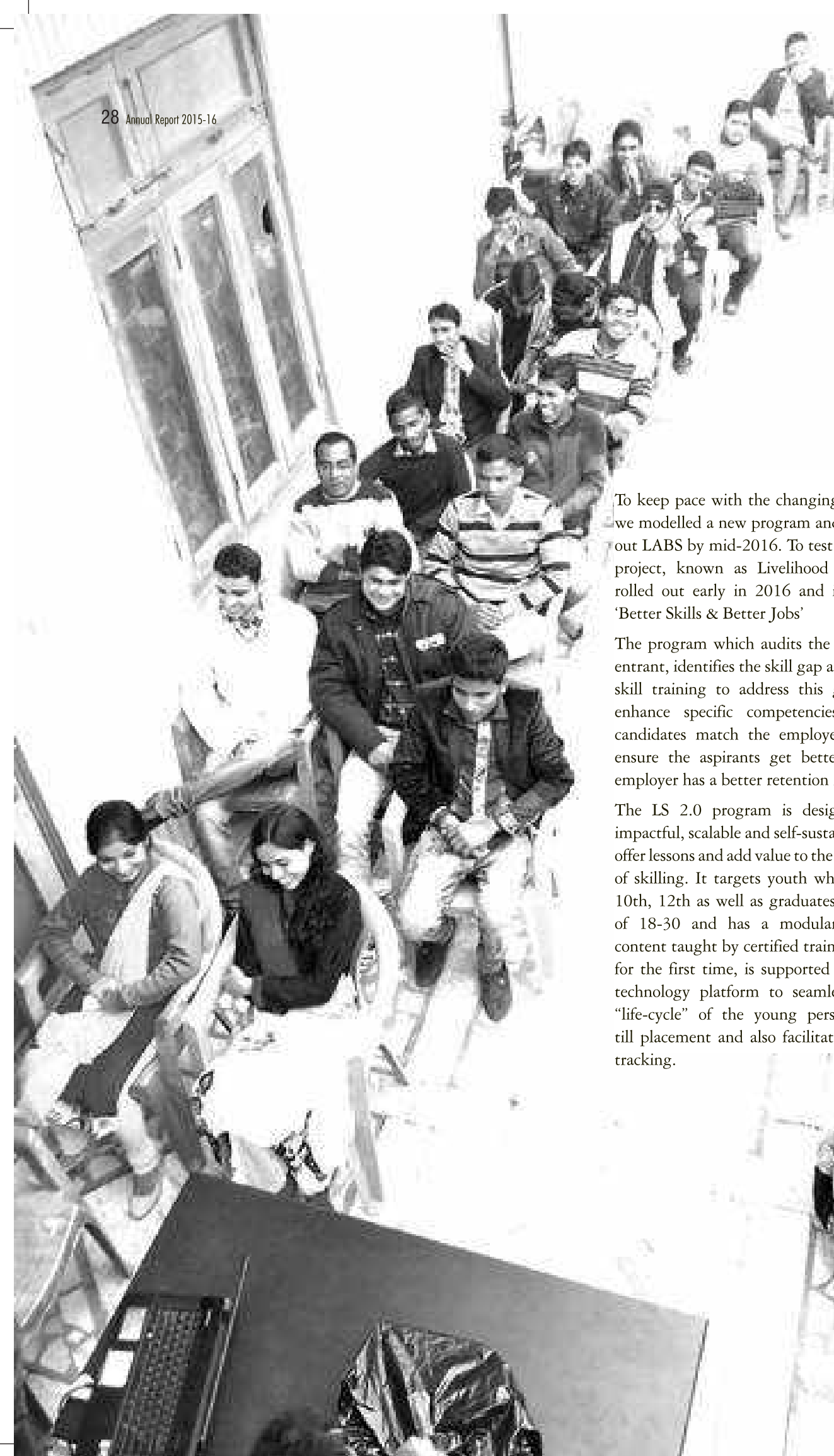
Dr. Reddy's Foundation started skilling initiative in the year 2000. At a time when very few agencies were thinking about placement-based skilling programs for young adults from marginalized sections of the society, DRF initiated the Livelihood Advancement Business School (LABS). The success of LABS program made it the Foundations' flagship program and it was also adopted by many other government and private agencies in India as well as other countries.

Under our skilling program we train 26,000 youth each year. In the last one and a half decades, DRF with support of its partners, impacted 3.50 lakh youth with an average placement rate of 70%. We have long term partners which include Accenture, Michael & Susan Dell Foundation, JP Morgan, Cognizant Foundation, Amdocs as well as Dr. Reddy's who unstintingly supported us in this initiative.



“ Before I joined LABS, I was bad at my time management and communications. I lacked the confidence to share my views but after the training I managed to conquer both. Now as a Date Entry Operator at Digicom Management Systems I look forward to each tomorrow. ”

~Laxman



To keep pace with the changing market scenario, we modelled a new program and decided to phase out LABS by mid-2016. To test its efficacy, a pilot project, known as Livelihood Skilling 2.0 was rolled out early in 2016 and it was pegged on 'Better Skills & Better Jobs'

The program which audits the aspiration of each entrant, identifies the skill gap and enrolls them for skill training to address this gap. The trainers enhance specific competencies to ensure the candidates match the employers' job profile to ensure the aspirants get better wages and the employer has a better retention rate.

The LS 2.0 program is designed to be more impactful, scalable and self-sustainable and aims to offer lessons and add value to the overall Eco system of skilling. It targets youth who have completed 10th, 12th as well as graduates in the age group of 18-30 and has a modular industry vetted content taught by certified trainers. The program, for the first time, is supported by an end-to-end technology platform to seamlessly monitor the "life-cycle" of the young person once enrolled till placement and also facilitates post-placement tracking.

YOUTH IMPACT



DREAMS REALISED



Students proudly display their certificates



A proud Alumni at his workplace



Students at an Accenture supported center



Working at CCD



Interviewers come knocking at LABS center



Proud students on first day of work



Students placed at Tatwa tech



THE NEED FOR CHANGE

Increasingly aware of the growing challenges and the need to bridge the skill gap as well as harness India's demographic dividend; DRF realised the urgency to find a solution that was in line with present market needs.

Our research indicated the following:

- Inadequate language, numeracy, IT and analytical competencies even among students those who have completed secondary and higher secondary education
- Employers do not find much difference between direct walk-ins and trained students under skilling/vocational programs
- Those who join the workforce, quit the job due to competency or aspiration mismatch
- In many cases there is limited growth beyond first job

HIGHLIGHTS OF THE YEAR

- Launching of LS 2.0 – In September 2016 DRF launched the new pilots across six centers. The results were encouraging and emboldened us to take it forward.
- Staff Competency Assessment - Inseparation for GROW DRF under took all staff competency assessment across the country
- Training of ToTs - 45 days residential courses for ToTs, were conducted wherein 58 trainers have been successfully trained as on date.

Program
LABS-YOUTH
1-Apr-15 to 31-Mar-16



“I learnt to communicate at LABS”

Bobby Kaur is a young 18-year-old whose bright smile hides a lot of pain. When she was young she had hoped to complete schooling and then go to the prestigious Delhi University for her graduation.

But soon she realized that the situation at home would not permit that. The middle child among three daughters and with the elder sister mentally challenged, the family had to think carefully before spending their earnings. Her father was the only earning member and his work in a small private company was one that did not have any perks. The choice was between Bobby going to college or her kid sister who was studying in grade eight dropping out from school. Given that choice, Bobby felt that her kid sister should at least complete her schooling.

Bobby then tried to get a job. Despite her best efforts, she was rejected everywhere because of her weak communication skills. Having studied in Hindi medium schools, English was truly a foreign language and she had no clue how to string a sentence. Frustrated and not knowing how to overcome this challenge Bobby's self-confidence took a beating. It was then that a DRF staffer reached her doorstep. The door-to-door campaign to join LABS proved to be life savior.



Without wasting time she signed up and worked hard. She focused specially on improving her Communication skills and despite the initial struggle started to speak in English. Her hard work was rewarded. She now works as a data entry operator at Infomax Digicom Pvt. Ltd. and earns a salary that makes her family proud of her. Says Bobby “All my hardships have been pushed away. I can dare to dream again but most importantly, I can support my elder sister's medical treatment and ensure my kid sister will not have to drop out of school”.

She recommends LABS to all her friends and is hoping that her kid sister too will join this course. “I never thought I would ever be able to learn English since I could no longer go back to school or attend college. Thanks to the LABS team they not only taught me good language skills but also boosted my confidence. I got a placement immediately.”

~ Bobby Kaur

The new program is designed to be more impactful, scalable and self-sustainable and aims to offer lessons and add value to the overall eco system of skilling.

HIGHLIGHTS OF THE YEAR

- We successfully piloted a new skilling model in Hyderabad and learnings from this pilot helped us to correct course for our new skilling program which has a content that is based on market research and will be more impactful and self-sustainable.
- Last International Disability Day the Department of Welfare of Disabled and Senior Citizens, Telangana government felicitated DRF for their work in the sector
- The PwD team conducted several events across India to mark International Disability Day. Several prominent citizens were invited to grace the events.
- Dr Reddy's Foundation was awarded the CSR Leadership Award in February'16 for 'Providing Employment Opportunities for the Physically Challenged' by the ABP media group.

More than 3500 disabled were skilled in the last one year. Of them 60% got good job placements.

JOB FAIR AT GONDAL CENTER (2016)



Enthusiastic candidates registering at the Job Fair



Company representatives engage with students



One- on-One Interviews

Skill training for disabled youth is an integral part of Dr Reddy's Foundation's Livelihood Advancement Business School model. But in addition to skilling youth, we also negotiate with employers to employ persons with disability and more importantly, advocate changing age-old perspectives that discriminate against disabled person.

Due to a quick scaling up from 13 to 25 centres before the close of the previous year, the first half of 2015-16 was a time for anchoring the work in all the new centres. Apart from the intensive in-house training the team focused on awareness building among communities and employers in the cities where new centres were launched.

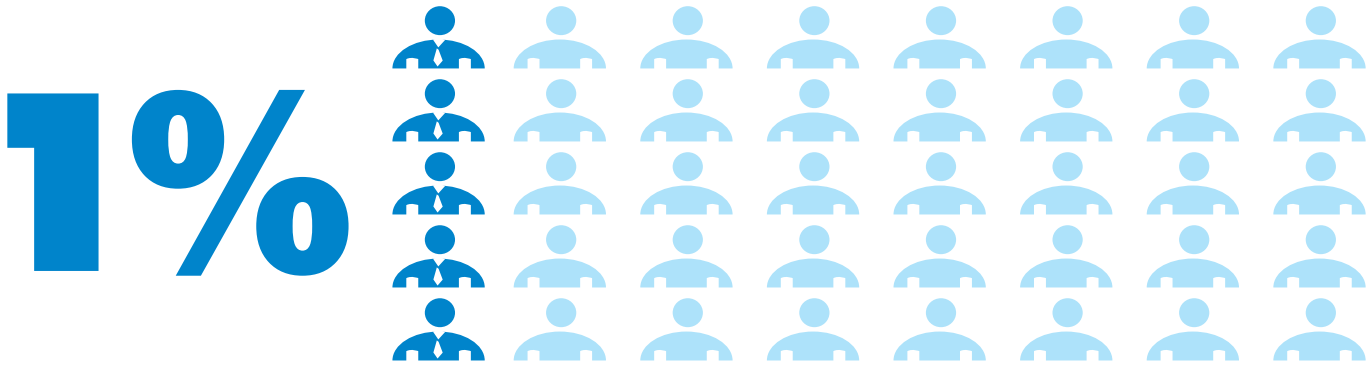
This is the last year for our LABS operations as we will be soon launching our new skilling program. While LABS was a path breaking initiative, we are confident our new program, which will be launched across the country, will be more relevant to market needs apart from being self-sustainable. In anticipation of the new models, our operations have now been divided into eight geographical territories and this will help the PwD team to plan employer sensitization in a phased and systematic manner.

The PwD team is now guided by an experienced PwD Advisory Group. Five senior members, all with several years of experience of working with different disabled groups guide us about program design, training modules, addressing infrastructure issues at work place as well as support us to get placements for our students.

Enabling the Differently-Abled



THE REALITY



out of **5 million** youth with disabilities (in 15-35 years) are employed.

THE MAIN ISSUES

- **PwD youth living in rural areas** - 70% disabled population live in rural areas
- **Low educational attainments** - 36% have basic literacy and 9% have secondary and above education levels
- **Everyday logistical barriers faced by PwD** - Transportation and buildings are not barrier free
- **Limited opportunities for employment and growth** - Opportunities are mainly available in few industries
- **Lack of inclusive work places** - Employers stereotype PwD's as low performance potential

OUR APPROACH



- Targeted outreach from rural areas
- Profile and aspiration match of the candidate
- Competencies assessments
- Customized curriculum
- Specialized programs for aspirant and employers for employment and employability.
- Internally certified trainers
- Modular courses
- Ideal learning environment
- Barrier-free infra at training centers and at work place
- Prepping Employers for recruiting PwDs

Source
- Meera Shenoy, Person with Disability and Indian Labour Market, 2011
- As per Accessible India Campaign, 2015

Apart from the intensive in-house training the team focused its energies to create awareness among communities and employers in the cities where new centres were launched.