



Trustees Report

2017-2018

Setu, Gali No 7, Near Masjid, Village Nithari, Sector 31 Noida 201301

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Dear Friends

Greetings from Setu,

We would also like to take this opportunity to thank all our stakeholders – the students, their parents, donors both individual and corporate, our bankers, our suppliers and vendors, the communities we work with and the employees at Setu who helped us be where we are today. Congratulations to all of you as Setu enters its 11th year of operations.

During the year 2017-18 we have been able to skill 1567 candidates including 1299 women which means over 6454 aspirants have been skilled in the last 6 Years. These include 6018 Women and 2437 have so far been placed. The strength at the Setu School increased to 410 as we start the operation in the year starting April 2018. The Setu Skill Centre for Specially-abled youth which was launched in December 2016 has 331 students and 57 have so far been placed. As the Journey continues we have during the year organised over 16 health and immunization Camps also.

Currently the focus areas are NCR and Jaipur, Empowering thru Education at our school in Nithari Village Noida and Empowering thru Skilling and Employability (pre-dominantly the Girl Child and Women) at our Skill Centres in NCR. We also conducted General Health Camps, Dental Care Camps, Eye Care camps, Immunization Camps and Blood Donation Camps to help the Under-served. Workshops on Prevention of Child Abuse and Sexual Harassment at Work Place were also conducted across NCR.

Our Dream is to work with like-minded people, organisations and Corporates to fulfil their and our aspiration of empowering the Under-served thereby leading to achievement of our Vision – “Transforming Lives”.

Cordially yours

Trustees of Setu

History and Achievements:

2007 - After grooming over 700 street children for formal schooling.

2008 - Start of School at Nithari Village Noida with focus to educate girls. **Project: “Uday “ - Setu Shiksha Jyoti Kendra Noida**

2011 – Launch of special need centres for physically impaired women and HIV affected women at Pondicherry and Trichy

2012- Added Skilling to projects with offering to illiterate, Semi- literate & Literate - Digital Learning, Low End Tailoring & High-end Tailoring and in Health Care leading towards Empowerment and Employability.

2015 – Launch of the exclusive Women Empowerment program (**SWEEP**) in Noida. The SWEEP Program has since been extended to 4 locations across Gautam Budh Nagar, Ghaziabad and Jaipur. Partnered with Smile Foundation to implement their Skilling program - Step which is now 3 years in running.

2016 – Launch of Skill Programs for Differently abled (students with special needs) (**Project Sammaan**) (formally on 14/11/2016) in Noida.

2017 – Launch of the exclusive Women Empowerment program (**SWEEP**) at our Multi Skill Centre in Jaipur.

Our Projects

Project “Uday” – Formal Education at the Setu Shikshajyoti Kendra Village Nithari Noida

Setu provides formal education to children of poor families. Setu Shiksha Jyoti Kendra, Nithari, Noida, started as a primary school over the last ten years the strength of children has gone up to 410 and 282 of these are girls in the session 2018-2019. The school works in 2 shifts. We started the 2018-2019 session with 119 students in the pre-primary 146 students in the primary section and the balance 136 in the middle and senior section.

The project is on for the last ten years and the long term plans is to introduce smart classes to help enhance the quality of delivery as well as leaning of the students. Digitization shall also help in standardising curriculum and ensure that the marginalised student get the same quality of education as any other child in the country. Based on learning and ambition of the senior students we also put them thru skill training once they complete their education to ensure they are employed when they become adults so that they can support their families.

The infrastructure increased from a two room shack to a 28 room facility comprising of Classrooms, Science Labs, Library, Computer room, Activity room, a proper lunch Room and a Kitchen. Adequate seating space is also available for staff and hygienic wash rooms are also available separately for boys and girls.

All the students apart from teaching were provided, Books, Uniform, all Stationery items and Midday meal at the school. In additional the students also underwent regular Health, Eye and Dental Checkups along with immunisation.

Project Saksham – Vocational Skill Development Creating Employability:

The Focus of the Setu Skill Development Program is mainly women empowerment of under the Setu Women Empowerment and Employability Program (**SWEEP**). Various project have been launched and Skills are offered in Basic IT, Tally, English Speaking and Retail, Tailoring (Low end as well as High end), Hospitality, Health care and Beauty & Wellness. Skill Development courses are currently offered at our Multi Skill Centre at Village Nithari, Village Sadarpur in Noida, Village Berhampur in Ghaziabad and at Dawas, Jaipur, Rajasthan. Over last 6 years 6454 people, skilled including 6018 women & 2437 placed.

“Project Saksham” was extended to our Multi Skill Centre at Dawas in Jaipur laying our footprints outside Uttar Pradesh The Centre at Village Nithari Noida offers skills in Basic IT, English Speaking, Retail, Tally and Tailoring and has a capacity to skill 480 students in a year. During the last one year 421 students were enrolled, 240 students were skilled at the centre and another 181 are currently attending and 73 have been placed.



The Centre at Village Sadarpur Noida offers skills in Basic IT, Tally, English Speaking and Retail, Tailoring (Low end as well as High end), Hospitality, Health care and Beauty and Wellness with a capacity to skill 900 students in an year. During the last one year **595** students were skilled at the centre and currently **270** are students attending.



The Centre at Dawas Jaipur Rajasthan was launched on 27th September 2017 and offers skills in Basic IT, English Speaking, Textile and Tailoring and has a capacity to skill 480 students in a year. During the period **148** students were skilled at the centre and another **102** are currently attending.

High-end Tailoring under **“Project Jagriti”** 63 students completed the course and 24 we employed and the target is to do 40 students per annum.



The exclusive skill centre for Women Empowerment was launched at Village Berhampur in Ghaziabad and under **“Project Pargati”** skills offers in Basic IT, Health Care and Tailoring with a capacity to skill 400 students in a year. During the year In Basic IT total 48 got placed and 55 ladies are self-employed after doing the sewing course and in GDA 11 students got placed. Total **114** against the target for declaring success at the centre is 104 Placements. We were able to enroll a total of **417** students out of which 202 students were in sewing course, 38 students in GDA and 177 students in Basic IT. Students are from nearby area within the age group 18 to 35 years. It was a record of sorts for the team which is new and also it is a new area we had identified. The target for the project was 400 enrolments.



We have no bias towards men and skilling is also offered to them in Basic IT Skills, Tally, Health Care and Hospitality. At our Nithari Centre 120 students are provided skills during one year under the Smile Foundation STeP Initiative and till March 2018 82 students had completed the course out of which **55** had been placed and another **40** were currently undergoing the course.

“Project Saaman” - KNOW ME FOR MY ABILITIES, I AM A SPECIALLY ABLED AND AT SETU

As per the surveys one in every 10 children is born with or acquires a physical, mental or sensory disability out of which 35.29% have access to schools. Setu embarked on the journey to provide Employment or earning opportunities to People with Disabilities with Support from Price Waterhouse Coopers India Foundation.

We started with 15 students in 2016 and till date to summarize we have 331 the total enrolments, 125 have completed the courses, 58 are currently attending, 9 have yet to start courses soon and 57 have been employed/self- employed. An addition 148 more students have been registered and they will start courses as when the next slots are available.

After enrolment student’s assessment is also being done. This assessment takes time and after the assessment their skill training starts. Initially the courses were offered only in IT and Tailoring however as we evolved the offering increased based on the needs and we have added:

1. Sign Language
2. Hospitality
3. Beauty and Wellness
4. Paper Products making
5. Jewellery making
6. Scanning Documents
7. Basic Cookery
8. Remedial Classes Grooming and Professional etiquette
9. English Communication

Events and Activities at Setu

A. Activities at the Skill Centre for Specially-abled

1. Picnic: Students spend a day at Drizzling land Meerut - Rides, food and fun along with a great learning experience.



2. Diwali Celebrations: The students and staff of the centre celebrated a Green Diwali - Rangoli, Skits, Dance performances and finally eats, Lot of Joy and Fun



3. Children's Day Celebrations: Students performed Skits, Dances, played games and had a lot of fun and food on children's day. It was a first for most of them and they really enjoyed the event.



4. Special Need Students day out with Employees of NTT Data



The students of Setu Centre for Special needs were invited for an event by the employees of NTT Data Noida. The students mesmerized the employees with their performance and also enjoyed the performance given by the employees. The students also partied and also received gifts as a token of appreciation.

5. Disability Day



On 3rd December our team along with few students participated in world disability day at India gate. It helped in mobilisation and in new tie ups.

6. New Year celebrations - New Year Gifts for the Students of Setu Centre for People with Special needs courtesy employees of @Aristocrat Gurgaon Students created greeting cards for donors.



7. Republic Day 2018 - The 69th Republic day was celebrated with fun and fare at Setu. The Theme was "India a Journey from Golden Glory to Globalization". Students of the Setu Centre for People with Disabilities also participated in the event along with Setu school students. For them it's an opportunity to show case their talent in front of huge audience. This time few students gave speech and younger children performed in group. Sweet and food hampers were distributed to students on the occasion Courtesy Support from employees of Cognizant Outreach and Mentor Graphics



8. Cooking classes – These type of activities help them become independent in their daily routine life.



9. Holi Milan: A Cultural show was presented by the Students of the Setu Centre for People with Special needs on the occasion of Holi. The event was followed by rangoli making and games which were enjoyed by all the students at Setu. Finally sweets were distributed to all students



10. Special learning Trip for our Special Students: Volunteers from Price Waterhouse Coopers organised a trip to the National Rail Museum for the students of the Setu Skill Centre for People with Special needs. A great learning as well as an excursion for the students.



11. Placement Initiatives:

A new tie up has been forged with Samarthanam which shall help us place more and more students. In addition we participated in Job fair on 11 Jan 2018 at Delhi University for people with disabilities. Two students were shortlisted.

We have also identified partners on Kashipur and NCR and are in the process of counselling and selecting students and their parents for the same. The total vacancies identified are approximately 35.

Efforts to improve placements are ongoing - On 11th Jan 2018 at Delhi School of Social Work team attended a job fair with 11 students for placements where two of our students got selected by Vodafone for tele calling job. But due to distance only one of them could joined. The fair was organised by Samarthanam.



Another initiative was for KFC placement where 5 students went for the interactive session and only one of them got selected.



12. New tie-ups

Team contacted new organisations like MBCN, Senior Secondary School Kalkaji for mobilisation point of view. Team is regularly visiting CMO office Noida, for gathering more data. We are now in arrangement with Samarthanam and Voice of Slum for placement and mobilisation. With every body's effort we were able to enrol 331 students in our centre. Another team is working on placement of trained students which has gone up to 57 including self-employed.

b. In House Activities in School and Skill Centres

1. Students from Mayoor School participated in various Joint workshops with the Setu School students. Science, Maths and English activity were conducted during their visits.



2. Birthday celebrations on every third Saturday were organised with support of Mentor Graphics With the support of Mentor employees we are able to celebrate the birthdays of our school children on a monthly basis. On every third Saturday birthdays are celebrated of those children whose birthdays have fallen in last one month and they are engaged in activities and games and the students cut the cake along with their parents. It has always been an unforgettable experience for all of them. We have started celebrating birthdays of differently abled students. We can see the sparkle in their eyes. It was a first for many of them and made a lot of difference to them.



Birthday celebration @ Skill Centre



Birthday celebration @ School

3. On the occasion of **International Yoga Day** all students participated with full enthusiasm in a yoga camp organised at the centre.



4. **Janamashtmi** was celebrated on 14th August with fun and fare by students thru different cultural activities. Also to make class more interesting team has organized mehndi competition and celebrated Teej function. This also helped in mobilization new students.



5. **Counselling Session** Motivational and counselling session was organized for sewing ladies by our trustee Ms. Sanjina Wali.



6. **Teej** was celebrated with fun and fare at the Setu Skill Centre. At the Sadarpur Centre in Noida we had multiple activities - A rakhi making competition Rangoli Competition, Dance competition, Mehndi competition followed by a fashion show by the students of the sewing centre. At the Setu school teachers celebrated the day by organizing a Pot lunch.



7. Lohri was celebrated with fan and fare at Setu School, Shiv Mandir Gali Village Nithari Noida. All students and teachers participated and Lohri was distributed to the children.



8. **Christmas and New Year Celebration:** Christmas was celebrated for the students and candies were distributed to them. It was a very different experience for them. They have never celebrated Christmas like this before.

The students of Setu School and Skill centre Nithari celebrated Xmas. It started with students of the senior students at school and the Skill Centre decorating the premises. Later in the day a group of Employees from Cognizant joined in in decorating the school. A cultural program was organised by the students and Santa distributed Candies and Gifts to all students. The gifts were arranged by the employees of Nucleus Software, Aristocrat Technologies Hughes Systique Corporation and Octane Marketing.



c. Outdoor activities for Setu Skill centre and School Students

1. Career counselling session was organised for the students of Class 9 and 10 at Mayoor School Noida.
2. Setu students conduct a street play at a Slum near Lodi Road in Delhi, spreading awareness on the effect of using drugs.



On 6th October 2016 Class 11th went for AN Educational cum day picnic trip to Agra. The trip was sponsored by our advisor Mr. Arun Agarwal. Children had a gala time while they also learnt a lot about the history of Agra.



Similarly, Class 9th and 10th went for day picnic to Delhi on 15th Oct. the trip was sponsored by HSC. Their employees also accompanied our students and teachers for the picnic. They visited Nehru planetarium, India Gate, Jantar Mantar, Raj Ghat and Red fort. It was quite informative and enjoyable trip for them.

In December our pre- primary students were invited by Sarvottam School Noida for celebrating Christmas and for gifting. Our Prep 1 and class 1st along with teachers went to their school where they had organized some outdoor games for our students and they also got gifts at the end of the day.

Employees of Aristocrat celebrated Xmas with the Students of Setu School of class 2nd to 4th, Lots of Fun, Food and gifts were given to all.



Aristocrat sponsored students of junior classes to Kidszania, it was a great experience for them. They enjoyed making their own pizza and burgers. Such trips are a great learning experience especially for kids in junior section. Thanks to the employees of Aristocrat for giving such exposure to our students.



During the last one year Setu students excelled in various fields and participated in many activities outside school:

9. Setu students impress at Noida Lok Manch Inter school competition competing with 11 schools winning in two out of three events they participated.
10. Setu Students participated along with students of Mayoer School Sports and Cultural Fiesta. The senior team came second in the 4*100 relay. This was no mean achievement for them as they were competing with some amongst the best. Students from the Setu Skill centre for specially-abled also participated in the event.
11. Setu School students excel in an Inter School Sports Meet organisation by Concern India Foundation winning 8 medals in 4 events and also the Trophy for Discipline and Cleanliness among 13 participating schools. Students Secured the Second position at the inter school "Talhunt" organised by Cognizant.



12. At the Saksham Bharti Painting competition Setu students came out with flying colours winning 3 prizes.



e. Health Camps

Students of the Health Care batch at the Setu Skill Centre Berhampur helped and assisted the doctors from our Partners Saket City Hospital during a General Health Camp. It was a great learning experience for all the students. They were given free medicines also.



Health camp was organized on 23rd Nov for local residents and for the students. This type of health checkup camps help in creating awareness among community. It also helped GDA students to gain practical experience.



Blood Donation Camps: During this year at Blood Donation Camps Organised in Gurgaon, Noida and Jaipur 936 units of blood were arranged thru Voluntary Contributions across 7 organisations.



f. Major Events at Setu

1. **Inclusive Inter School Painting competition:** Painting with a difference -At an Inclusive painting competition, students from Setu Centre for People with Special Needs also participated where over 400 students from 52 school expressed their thoughts, feelings, and creativity while splashing the atmosphere with colors at the 10th Setu Shiksha Jyoti Painting Competition held in Noida on 22nd November 2017. The purpose of the competition was to create awareness towards

the education of the children from the weaker sections of society so that they could also lead an empowered life towards building a great nation. There were five special school who also participated in the event.



The yearly shield for 2017 for the Best School was awarded to Cambridge School of Noida followed by Bal Bharti School, Noida who got the second prize and the third prize went to Khaitan School, Noida. Special Awards were also given to Mata Bhagwati Chadha Niketan Noida and Senior Secondary Government School for Deaf, Kalkaji the wonderful painting made by the Special children. The event was supported Mentor Graphics India Pvt. Ltd. Noida



2. The **Annual Setu School Mela** on the occasion of Diwali was a great learning experience - Fun, Food Dance and Games. They were able supported by the Teachers at Setu. Sewing students also participated in the event on the occasion of Diwali was a grand success. The event was managed by the students of Setu along with the support of the teachers. We got an over-whelming response this year with more than 600 people participating in the vent. The students learnt about customer handling, sale and purchase. There were lots of games, music, food stalls along with Diwali related products for sale. The Mela participants had gala time on that day.



3. On 14th November at the **Rainbow - Setu School Annual Day** Mesmerizing performance by Setu School students who enthralled the audience with the united colours of "Rainbow" spreading the message of Unity at the Setu School Annual day. Awards, Dances, Skits and Gifts. Thank you Mentor for ensuring success of the event.



4. At the Setu School the three week **Summer Camp** in May 2016 was a big success, apart from Remedial classes for slow learners, Student involving them in activities like dance, theatre, art and craft, creation of artefacts for fund raising along with environment initiatives . The summer Camp culminated with Training programs for teachers.



5. The 71st **Independence Day** was celebrated at Setu with Fanfare. After the flag hosting ceremony a cultural program was organised by the students of the School, Skill Centre as well as Student with Special needs. Children from preprimary section also participated in the event. Guest were mesmerized by the performance of the students. The event ended with distribution of food hampers to all the students by the employees of Cognizant.

g. Convocations:

The First Convocation at the Setu Berhampur Centre NH 24, Ghaziabad was held on 11th July and 96 students were certified and the certificates were handed over by The Australian High Commissioner, HE Ms. Harinder Sidhu to the successful trainees to the first batch of 96 trainees who successfully completed their course. During the event, Ms. Sidhu enjoyed the opportunity to interact with the girls, and encouraged them to continue their professional development. She also lauded the efforts of SETU in mobilising the community and providing skill-based training to the women.



At another Convocation Ceremony on 5th Feb 2018 at Setu Berhampur Centre Ghaziabad 110 students who completed Vocation Training in Basic IT, Tailoring and Health Care were handed over Certificates by Ms. Jenny Grant Curnow, Political Advisor and Pragma Seth DAP team Australian High Commission India. The women students shared their experiences with the esteemed guests who in turn motivated and encourage them to progress in life towards self-dependence. Ms. Jenny also shared her experiences with the students.





Seventy two Students were handed over certificates at the convocation held on 19th December 2017. The certificates were handed over by Mr Heman Sabharwal along with Preeti Khattar from PricewaterhouseCoopers Pvt. Ltd. The ceremony was preceded by a cultural performance by the students and concluded with Xmas Celebrations with Santa handing over gifts to the students present. Students of Self-help group were handed over their first remuneration amounts.

h. Volunteering

Employee Volunteering continued at Setu and many activities were conducted

- Adventure Sports by Team Octane Marketing
- Career counselling by Volunteer from Tata Teleservices Ltd
- Remedial classes by employees of Cognizant and Price water House Coopers
- Talk on Health and hygiene by Dalmia employees



- Waste Management Work shop organised by volunteers from CEIS
- Meditation Moral Values and Storytelling sessions conducted by Cdr Chopra
- Workshop on Workshop for Girl Students & Mothers on Health & Hygiene by Proctor and Gamble



- Guest Lecture for Students of Basic IT Courses by volunteers from Pricewaterhouse Coopers



- Guest Lecture for Students by volunteers from Genpact on Career counselling.
- Guest lecture was organized on sharpening Excel skill by volunteers from Pricewaterhouse coopers.

i. Guest Lectures: To make class more interesting and from a grooming perspective we arranged guest lectures for IT and GDA students. Special Guest lectures were organised throughout the year.



A special Guest lecture was conducted for the Healthcare students.



Volunteers from Cognizant conducting lecture for IT & Ms. Sanjina Wali for sewing students

Some Success Stories

Five hundred and thirty seven has been placed into jobs/ self employment leading to them ensuring a livelihood and also help raise the living standard of their families. The IT students got jobs at entry level like, computer operator, tele caller, data entry operator, computer teacher etc., while the Heath care students in Hospitals and Homes. Tailoring and Beauty and wellness students generally look at self-employment.

Case Study 1

Name of the Student	Kajal
Location	Berhampur
Age	18 years



Summary of Student : She always wants to become independent and help her family for betterment. So, she wanted to do a job and earn for being independent as well as for improvement of her family's condition. She enrolled herself for IT course in SETU Foundation to fulfill her basic requirements of skills which is important for finding a good job. After successful completion of IT course she grab job of **Team Member in Pizza Hut with salary of Rs. 10,000/month.**

Personal and Family Background : Her father is doing a job. Her family's **annual income is Rs. 90,000/-** which is insufficient to fulfill the basic need of a family of 6 members. It was hard for her father to take care of her family with 4 kids. Her mother is a homemaker and father is the only earner. She wants to improve her family's financial condition. So she joined this course.

Change Noticed Through this Course: She was very hard working and dedicated girl who always remain eager to learn new things and try to improve her skills. After joining this course she learns basic knowledge of computer as well as improves typing speed also. In addition she also got knowledge of personality development which helps her to improve her personality.

Case Study 2

Name of the Student	Bharti Mathur
Location	Berhampur
Age	21 years



Summary of Student : She belongs from a poor family and her education is 12th. She always wants to support her husband to improve her family's financial condition. So she decided to enroll herself for IT course to fulfill her basic requirements of skills which is important for finding a good job. After successful completion of IT course from SETU , she grab job of **Team Member in Pizza Hut with salary of Rs. 10,000/month.**

Personal and Family Background : Her husband is an Auto Driver. Her family's **annual income is Rs. 96,000/-** which is insufficient to fulfill the basic need of a family of members. She also wants to provide good education to her son. It was hard for her husband to take care of family and to fulfill basic needs of family members. She wants to help her husband by doing a job and also wants to pursue her higher studies for improvement. So she joined NIIT course.

Change Noticed Through this Course : She was very hard working and dedicated girl who always remain eager to learn new things and try to improve her skills. After joining this course she learn basic computer Knowledge and also improve typing speed. In addition she also got knowledge of personality development which helps her to improve her personality. All this help her to learn professional traits.

Case Study 3

Name of the Student	Sunaina Singh
Location	Berhampur
Age	20 years



Summary of Student : She always wants to become independent and help her family for betterment. So, she wanted to do a job and earn for being independent as well as for improvement of her family's financial condition. She enrolled herself for IT course so that she can learn basic concepts and equipment used in nursing profession which is important for finding a good job. After successful completion of **IT course from SETU foundation** she grab job in **Radiat e Services, Noida as an Executive with salary of 9500 Rs/Month.**

Personal and Family Background: Her father is passed away and mother is homemaker. Her brother is only earning member in family. Her family's **annual income is Rs. 1, 20,000/-** which is insufficient to fulfill the basic need of a family of 6 members. It was hard for her brother to take care of her family. She always wants to improve her family's financial condition. So she joined this course.

Change Noticed Through this Course: She was very hard working and dedicated girl who always remain eager to learn new things and always try to improve her communication skill also. After joining this course she learns basic knowledge of computer as well as she improves her typing speed also. In addition she also got knowledge of personality development which helps her to improve her personality.

Case Study 5

Name of the Student	Nisha
Location	Berhampur
Age	19 years



Summary of Student : She always wants to become independent and help her family for betterment. So, she wanted to do a job and earn for being independent as well as for improvement of her family's condition. She enrolled herself for IT course in SETU Foundation to fulfill her basic requirements of skills which is important for finding a good job. After successful completion of IT course she grab job of **Telemarketing Executive in RRISHTA Teleservice & Marketing Pvt. Ltd. with salary of Rs. 8000 /month.**

Personal and Family Background : Her father is doing a job. Her family's **annual income is Rs. 1, 20,000/-** which is insufficient to fulfill the basic need of a family of 6 members. It was hard for her father to take care of her family. Her mother is a homemaker and father is the only earner. She wants to improve her family's financial condition. So she joined this course.

Change Noticed Through this Course : She was very hard working and dedicated girl who always remain eager to learn new things and try to improve her skills. After joining this course she learns basic knowledge of computer as well as improves typing speed also. In addition she also got knowledge of personality development which helps her to improve her personality.

Case Study 6

Name of the Student	Diksha
Location	Berhampur
Age	20 years



Summary of Student: She always wants to become independent and help her family for betterment. So, she wanted to do a job and earn for being independent as well as for improvement of her family's financial condition. She enrolled herself for IT course so that she can learn basic concepts and equipment used in nursing profession which is important for finding a good job. After successful completion of **IT course from SETU foundation** she grab job in **Radiat e Services, Noida as an Executive with salary of 10,000 Rs/Month.**

Personal and Family Background : Her father is passed away and mother is homemaker. Her brother is only earning member in family. Her family's **annual income is Rs. 1, 20,000/-** which is insufficient to fulfill the basic need of a family of 6 members. It was hard for her brother to take care of her family. She always wants to improve her family's financial condition. So she joined this course.

Change Noticed Through this Course

She was very hard working and dedicated girl who always remain eager to learn new things and always try to improve her communication skill also. After joining this course she learns basic knowledge of computer as well as she improves her typing speed also. In addition she also got knowledge of personality development which helps her to improve her personality.

Case Study 11

Name of the Student	Hema
Location	Berhampur
Age	34



Summary of Student: She belongs from a poor family and her education is 10th. She always wants to support her husband to improve her family's financial condition. So she decided to enroll herself for she enrolled herself for GDA course so that she can learn basic concepts and equipment used in nursing profession which is important for finding a good job. After successful completion of GDA course she grab job of **General Duty Nurse Assistant in Fortis Hospital, Noida with salary of Rs.8300/-.**

Personal and Family Background: Her husband work as sales boy in medical shop. Her family's **annual income is Rs. 60000/-** which is insufficient to fulfill the basic need of a family of 5 members. She also wants to provide good education to her daughters. It was hard for her husband to take care of family and to fulfill basic needs of family members. She wants to help her husband by doing a job and also wants to pursue her higher studies for improvement. So she joined GDA course.

Change Noticed Through this Course: She was very hard working and dedicated girl who always remain eager to learn new things and always try to help other people in case of any emergency. After joining this course she learns basic knowledge of GDA as well as she can provide first Aid in case of emergency also. In addition she also got knowledge of personality development which helps her to improve her personality.

Case Study 11

Name of the Student	Sartaj
Location	Berhampur
Age	23 years



Summary of Student: She belongs from a poor family and wants to become self-independent, but she was not able to continue her study due to financial conditions. She always wanted to do a job and earn for her higher education as well as for improvement of her family's condition. She enrolled herself for IT course to fulfill her basic requirements of skills which is important for finding a good job. After successful completion IT course from SETU she grab job of **computer operator in Neetu Boutique, Indirapuram with salary of 8000 Rs per month.**

Personal and Family Background : Her father run a fish selling shop. Her family's **annual income is Rs. 1, 00,000/-** which is insufficient to fulfill the basic need of a family of 8 members. It was hard for her parents to take care of her family with kids to give them money for her higher education. Her mother is a homemaker. She wants to help her father by doing a job and also wants to pursue her higher studies for improvement. So she joined IT course.

Change Noticed Through this Course: She was very hard working and dedicated girl who always remain eager to learn new things and try to improve her skills. After joining this course she learn basic computer Knowledge and also improve typing speed. In addition she also got knowledge of personality development which helps her to improve her personality. All this help her to learn professional traits.

Case Study 13

Name of the Student	Ruby Mishra
Location	Berhampur
Age	19 years



Summary of Student: She always wants to become independent and help her family for betterment. So, she wanted to do a job and earn for being independent as well as for improvement of her family's condition. She enrolled herself for IT course in SETU Foundation to fulfill her basic requirements of skills which is important for finding a good job. After successful completion of IT course she grab job of **Team Executive in Tech Mahindra with salary of Rs. 8000 Rs /month.**

Personal and Family Background: Her father is Auto Driver. Her family's **annual income is Rs. 1, 08,000/-** which is insufficient to fulfill the basic need of a 6 family members. It was hard for her father to take care of her family. Her mother is a homemaker and father is the only earner. She wants to improve her family's financial condition. So she joined this course.

Change Noticed Through this Course: She was very hard working and dedicated girl who always remain eager to learn new things and try to improve her skills. After joining this course she learns basic knowledge of computer as well as improves typing speed also. In addition she also got knowledge of personality development which helps her to improve her personality.

Case Study 14

Name of the Student	Sanjita Khatoon
Location	Berhampur
Age	23 years



Summary of Student: She always wants to become independent and help her family for betterment. So, she wanted to do a job and earn for being independent as well as for improvement of her family's condition. She enrolled herself for IT course in SETU Foundation to fulfill her basic requirements of skills which is important for finding a good job. After successful completion of IT course she grab job of Teacher in Rohit Model High School with salary of Rs. 8000 Rs /month.

Personal and Family Background: Her father is Driver. Her family's **annual income is Rs. 1, 32,000/-** which is insufficient to fulfill the basic need of a 5 family members. It was hard for her father to take care of her family. Her mother is a homemaker and father is the only earner. She wants to improve her family's financial condition. So she joined this course.

Change Noticed Through this Course: She was very hard working and dedicated girl who always remain eager to learn new things and try to improve her skills. After joining this course she learns basic knowledge of computer as well as improves typing speed also. In addition she also got knowledge of personality development which helps her to improve her personality.

Awards: Setu received recognition for its contribution to the social sector

- Received the award for the humanitarian efforts of organising Voluntary Blood Donation Camps from at an event organised by Rotary in June 2017.
- Winner of GuideStar India NGO Transparency Award 2017. Qualified for "Platinum award".

Acknowledgments: We thank all our donors for their financial as well as In-kind support which helped us meet our objectives. The Trust mobilized funds during the year, from various sources with the efforts of the Trustees, Board Members, Advisory Committee Members, and Staff, including getting financial aid from the corporate fraternity, other Trusts and NGOs, besides funds from individuals in India and abroad.

In Kind Support: During the year In-Kind Support was received as follows:

- Aristocrat Technologies India Pvt. Ltd. Noida provided Stationery Items,
- Mentor Graphics India P Ltd Noida –Birthday Cakes & Eatables for Events,
- Ratna Sagar provided us with School Copies ,
- Xavient Technologies, Nucleus Software, Birlasoft Hughes Systique Corporation Gurgaon Aristocrat provided toys and gifts for the school students,
- Mr Arun Agarwal and Price Waterhouse Coopers organised Educational Trips and Picnics for the school children.
-

Key Funders and Funding Raising arrangements Apart from our Individual Funding most of our Funding was project based and the details are as follows:

- The Setu Shikshajyoti Kendra (School) at Village Nithari “ Project Uday” was is partially funded by Dr. Wilmar Schwabe India, Fidelity International, Mentor Graphics , Global Giving UK and thru contributed by all our individual donors put together.
- The Multi Skill Vocational Training Centres “Project Pragati” at Village Berhampur Ghaziabad has been funded under the Direct Aids Program of the Australian High Commission.
- The Multi skill Centre “Project Saksham” was funded by Metlife GOSC, Mentor Graphics India and Fidelity International along with many individual donors at Sadarpur Village and Jaipur and by Fidelity International, Dr Wilmar Schwabe India P Ltd, Smile foundation and many individual donors at Nithari Village.
- The Setu Skill Centre for Specially-abled youth “Project Samaan” has been funded by Pricewaterhouse Coopers India Foundation.
- “Project Jagriti” at Sadarpur Village has been funded by Creatnet Services Ltd.

Funder and Funding Raising arrangements:



Technical Arrangements and Program Partners



Focus Areas and Sector Expertise

MISSION: Skill and Empower The Unserved

Setu endeavours to play a vital role in

- Enabling the Growth of Children and Youth
- Enabling Empowerment of Girl Child & Women Thru Education & Skilling and Livelihood creation
- Enabling Empowerment of People with Disability
- Caring for Human Health

SETU Programs shall focus on:

- Women and Youth Empowerment
 - Formal Education
 - Digital and Vocational Skilling
- Health and Rehabilitation
 - Blood Donation & Health Camps
 - Prevention of Sexual Abuse Workshops (POCSO and POSH)
 - Skilling of Differently abled

Setu mainly works with Communities, Corporates and other NGOS. We do not work directly with the Government. With Communities we look at the under-served and involvement in our Education and Skill cum Employability programs. For Corporates we are the implementing partners for their CSR Initiative and for NGOS, we work jointly to achieve and assist in meeting our objectives. We also have some NGOs as our technical partners and have rights to use their content to foray our Skilling Initiative.

2. Compliances:

2.1 Organisation information

1. Registered address: C-72, Basement Floor, NDSE Part II, New Delhi 110049
2. Address for Correspondence: C 201, ATS Greens 1, Sector 50, Noida 201301
3. Registration no.: 1313 dated 24/02/2003
4. 80G Certificate Number: DIT (E) /2007-2008/S-3533/03 2521 dated 12 /11/2007
5. 12A Certificate Number: DIT (E) /2002-2003/S-3533/03 882 dated 26 /09/2003
6. FCRA Certificate Number: 231661024 dated 20/08/2009 valid up to 31/10/2021
7. Banking Information:
 - Indian Rupee Account - Banker : Corporation Bank Mayur Vihar Phase 1 Delhi, Setu Collection Account, Saving Account No: 520101244718861, RTGS/IFSC code is: CORP0000546
 - Foreign Exchange Account- Banker: Corporation Bank Mayur Vihar Phase 1 Delhi, Setu, Account No 520281000389418, Swift Code: CORPINBB606

2.2 Statutory Auditors: Rupesh Goyal and Associates Address: 203-204 Avadh Complex, D-5, Laxmi Nagar Delhi. Tel: 9212621732

2.3 Bankers:

1. Corporation Bank, Local shopping Complex, Mayur Vihar Phase 1 Extn., Delhi 110091
2. State Bank On India, B Block Market, Commercial Complex , Sector 31 Noida 201301

2.4 Governing Body: Total members 9 as on 31/03/2018

Name	Occupation	Position in Board	Date of Appointment	Meeting Attended	Remuneration /Meeting fees Paid	Remarks
Ms. Neera Kaul	Social Worker	Trustee	07-04-2007	1	Nil	Related to Chief Trustee
Mr. Ravinder Kaul	Director Diva Learning Solutions P Ltd	Trustee	24-02-2003	4	Nil	Chief Trustee
Ms. Preeti Darbari	Director Pickles Communication	Trustee	10-08-2015	4	Nil	
Mr. Ashish Bhan	Director Business Development AMDOCS USA	Trustee	09-01-2015	0	Nil	Based in USA
Mr. Punit Modhgil	Director Octane Marketing	Trustee	09-01-2015	4	Nil	
Ms. Vidya Viswanathan	Researcher & Writer	Trustee	10-08-2015	4	Nil	
Ms. Diya Wazir Singh	Social Worker	Trustee	10-08-2015	4	Nil	
Ms. Sanjina Wali	Entrepreneur	Trustee	09/04/2017	1	Nil	
Ms Navneet Agarwal	Social Worker	Trustees	25/09/2017	0	Nil	Based In UK

2.4 List of Advisors

Name of Advisors	Occupation	Role	Remuneration /Meeting fees Paid	Remarks
Mrs. Indira Kaul	Retired School Principal	Education Advisor	Nil	
Mr. Atul Agarwal	Retired	Social Advisor	Nil	
Mr. Manish Jindal	Chartered Accountant	Financial Consultant	Nil	
Mr. Anil Saha	Industrialist	Advisor	Nil	
Col Dr. Tarun Kaul	Retired Army Officer	Health Care Advisor	Nil	Brother of Chief Trustee

2.5 Management Team

Name	Designation	Date of Appointment	Remuneration/ Meeting fees Paid	Remarks
Mrs. Ravinder Kaul	Chief Trustee	24-02-2003	Nil	Since inception
Mrs. Jyotsna Srivastava	Program Director	21-05-2010	Yes	
Ms. Geetanjali Kumari	Head Vocational Training	12-12-2012	Yes	
Mrs. Manisha Pandey	Principal Setu School	04-04-2014	Yes	
Mrs. Dimple Vohra	Project Coordinator	17/02/2009	Yes	
Mr. Kalpana Ahuja	Placement Head	13/07/2015	Yes	
Mr. Ravinder Bhatt	Finance Head	01/04/2008	Nil	Part Time

3. Accountability and Transparency:

- No remuneration, sitting fees or any other form of compensation has been paid since inception of the Trust, to any of the Trustees or Board members.
- No reimbursements have been made to Board Members towards any Travelling Expenses (to attend Board meetings).
- None of the Trustees travelled in India or abroad on Trust funds

No of employees and Remuneration Slab:

Detail of Staff Members

Gender	Paid Full time Regular	Paid Part time Trainees	Paid Part Time	Paid Consultants	Total
Male	1	0	0	0	1
Female	21	0	19	0	40
Total	22	0	19	0	41

Slab of gross salary (in Rs.) plus benefits paid to staff	Male	Female	Total
0 to 5000	0	0	0
5000 to 10000	0	8	8
10000 to 25000	0	26	26
25000 to 50000	1	5	6
> 50000	0	1	1
Total	1	40	41

Note 1. The staff table includes the stipends, honorarium to trainees, salary to staff as well as paid consultants in the respective categories for the year ending March 31, 2018.

Note 2. Setu very strictly follows the Minimum wages Acts of respective states. Hence no staff is appointed or working less than the Minimum Wages Act in their respective states wherever they are employed.

Head of the organization: (including honorarium) Rs. 0.00 (NIL). Head of Organization at Setu is our Mentor and Chief Trustee who holds an honorary position and is not paid any remuneration.

Highest paid Full Time regular staff Rs. 8.62 Lakhs per annum and the Lowest paid staff (Part Time) Rs. 0.84 Lakhs per annum

Governance Policies

Core Values and Work Ethics:

- Beneficiary Focus
- Respect and Care for all
- Meet Commitments to all
- Display Integrity in our dealings
- Look at Continuous Improvement and Skill Development

Code of Conduct:

- Our Board ensures our organization's compliance with applicable laws and regulations of the land including applicable anti-bribery and anti-corruption laws and regulations and obtain all statutory approvals required to carry out its activities;
- Our Board have established principles, policies, protocols, establish code of ethics and/or code of conduct which inter alia prohibits bribery/corruption and ensures our organization's and its officials compliance with its own rules, regulations and byelaws
- We and our staff/employees neither give and nor agree to give, promise or offer to give, any unlawful/unethical loan, gift, donation, payment, or other thing of value directly or indirectly, whether in cash or in kind to or for the unlawful/unethical benefit of any person;
- We and our trustees/officials/directors/employees and staff are not an government official, employee, or an agency which is controlled by any Government in any manner;
- Our organisation has not been blacklisted by any Central / State Government departments or by any donor/funding/grant making organisations. Our organisation is not blacklisted or subjected to any adverse action by any government department or by any government agency nor has our organisation has not been blacklisted by any donor/ funding/ grant making organisation.
- Our organisation does not have any litigation-civil or criminal pending against it.
- Our organisation does not employ or deal with any entities or individuals known by our organisation to support terrorism.
- Our organisation does not employ children for work.
- Our organisation does not fund any political or religious organisation.
- Our Organisation has proper policies against harassment of women and children in place.

3. Financials

Basis of Accounting: The financials have been prepared under the historical cost convention and accrual method. Income and expenses are accounted on the basis of Generally Accepted Accounting Principles (GAAP) and practices and Accounting Standards (AS) issued by the Institute of Chartered Accountants of India for NGOs wherever applicable, except where otherwise stated.

An overview of our financial performance in the year 2017-18: The overall income was **Rs. 188.42 Lacs** (previous year **Rs. 201.40 Lacs**). In the case of Application of Funds on its Core Projects, mainly on Project Uday, Project Samman & Project Saksham was **Rs 226.53 Lacs** (previous year **Rs. 175.42 Lacs**). The total expenditure on the addition in Assets at the school and Vocational Skilling Centres was **Rs 10.42 Lacs** (Previous Year **Rs 33.38 lacs**). Out of the total receipts of **Rs 188.42 Lacs** a sum of **Rs 3.51 lacs** (including interest earned) was received in our FCRA Account from Global Giving UK & USA and Silicon Valley Community Foundation.

The progress during the year clearly indicates that the organization is ready to take new challenges and also expand its programs vertically and horizontally to other areas as per the 'Vision – Transforming Lives' and with the motto to 'Skill , Educate and empower the under-served". It also clearly indicates and evidences the trust of the people at large particularly the funding agencies and corporates who really believe that Setu can deliver quality services to the under-served of the society.

The Abridged accounts (audited) as on 31/03/2018 are as follows:

Balance Sheet		
All figures are Rs in lacs		
Assets	31/03/2018	31/03/2017
Fixed assets	40.49	39.43
Cash and bank balances	6.56	15.90
Other current assets	5.11	4.84
Excess of expenditure over income	81.56	43.45
Total Assets	133.72	103.62
Liabilities		
Corpus	0.47	0.47
Loans and borrowings	85.66	76.34
Current liabilities and provisions	47.59	26.81
Total Liabilities	133.72	103.62

Income & Expenditure Statement		
All figures are Rs in lacs		
Income	31/03/2018	31/03/2017
Donations from Indian sources	172.43	121.97
Donations from International sources	3.51	66.78
Fee Receipts	11.88	11.9
Other income	0.6	0.75
Total Income	188.42	201.4
Expenditure		
Project Costs – Education Centre	111.31	101.32
Project Cost - Skill Centre	52.73	20.35
Project Cost - Events	7.37	5.59
Rent for Projects	37.48	33.76
Scholarships	7.16	4.73
Administrative Expenses	1.11	1
Depreciation	9.37	8.67
Total Expenditure	226.53	175.42
Excess of Income over Expenditure	(-) 38.11	25.98

Receipts & Payments Account		
All figures are Rs in lacs		
Receipts for the year ended on	31/03/2018	31/03/2017
Opening Cash and Bank Balance	12.15	4.13
Earned/ Self-generated income	11.89	12.32
Donations/ Grants from Indian sources	172.43	121.97
Donations / Grants from International sources	3.51	66.78
Loans	14.32	4.58
Other receipts	0.10	0.06
Total Receipts	214.40	209.84
All figures are Rs in lacs		
Payments for the year ended on	31/03/2018	31/03/2017
Capital items/ assets purchased for the organisation	10.42	26.75
Purchase of investments	0.06	3.36
Grants/ donations to other organizations	0.00	0.15
Loans and advances	5.00	5.94
Other payments	196.44	161.49
Total Payments	211.92	197.69
Closing cash & bank Balance	2.48	12.15

Project and address for correspondence:

1. Setu School, Gali No 7, Near Masjid, Village Nithari, Sector 31, Noida (U.P.) 201301.
Program Director - Jyotsna Srivastava, + 91 9958914533
Vice Principal – Manisha Pandey, +91 9599237790
Project Coordinator School – Dimple, +91 9810909928
1. Setu Skill Centre, Gali No 7, Near Masjid, Village Nithari, Sector 31, Noida (U.P.) 201301.
Program Coordinator - Geetanjali Kumari, + 91 8285213130
Skill Centre Head – Kalpana Ahuja, + 91 9873342721
3. Setu Skill Centre, Gali No 1, Sadarpur Colony, Village Sadarpur, Sector 45, Noida (U.P.) 201301
Program Coordinator - Geetanjali Kumari, + 91 8285213130
Centre in-charge – Komal Bhardwaj, + 91 8447354612
4. Setu Skill Centre for Specially-abled, Gali No 1, Village Sadarpur, Sector 45, Noida (U.P.) 201301
Program Director - Jyotsna Srivastava, + 91 9958914533
5. Setu Skill Centre, 532, Budh Vihar, Berhampur Village, NH 24, Ghaziabad (U.P.) 201009
Program Coordinator – Geetanjali Kumari, + 91 8285213130
Skill Centre Head – Jyoti Arora, + 91 9819814386
6. Setu Skill Centre, D-225, Jagdamba Nagar, Dawas, Jaipur, Rajasthan - 201009
Program Coordinator – Geetanjali Kumari, + 91 8285213130
Skill Centre Head – Aditi Sharma, + 91 7791949682
7. Address for Correspondence (Office):
Setu, C-201 ATS Greens 1, Sector 50, Noida (U.P.)-201307, India.
Mobile: +91 9810909928.



Thank You

All Contributions to Setu are Tax Exempted under section 80G of Income Tax Act 1961.

For sending your contributions, kindly see the details below:

BANK Details for Transfer in INR:

Bank: Corporation Bank, Branch: Mayur Vihar Phase-I Extension, New Delhi 110 091
Beneficiary Name: Setu Collection Account
Account No: 520101244718861, Account Type: Saving Bank, IFSC/RTGS Code: CORP0000546

In case of Cheques/Demand drafts, the same are to be sent to: Setu, C-201 ATS Greens 1, Sector 50, Noida (U.P.)- 201307, India. Mobile: +91 9810909928.

BANK Details for Transfers in USD (\$):

Bank: Corporation Bank, Branch: Mayur Vihar Phase-I Extension, New Delhi 110 091
Beneficiary Name: SETU
Account No: 520281000389418, Accounts Type: Saving, SWIFT Code: CORPINBB606