

SETU



Trustees Report

2018-2019

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

Email: contact@mysetu.org # +91 9810909928 www.mysetu.org

SETU

Dear Friends

Greetings from Setu,

At Setu 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”.

History and Achievements:

2019 – Launch of a **Physiotherapy Lab** for People with disability is up and running at our Village Sadarpur Centre. **In additional two of our locations at Village Nithari and Village Sadarpur Noida shall turn Green with the installation of Solar Power Plants at these locations. Our school would be the first school in NCR moving to Non-conventional Energy.**

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

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

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 4 years in running.

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.

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

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

2007 - Grooming of over 700 street children to formal schooling

Thanks to support from our Corporate and individual donors we have been able to successfully work on our mission to Empower Women and the Girl Child thru our projects. A brief update on the projects is as follows:

Project — “UDAY”

Setu provides formal education to children of poor families. Setu Shiksha Jyoti Kendra, Nithari, Noida, started as a primary school over the last eleven years the strength of children has gone up to 405 and 282 of these are girls in the session 2018-2019. The school works in 2 shifts. We started the 2019-2020 session with 117 students in the pre-primary 146 students in the primary section and the balance 142 in the middle and senior section.



“We introduce smart classes to help enhance the quality of Delivery as well as learning of the students”

The project is on for the last eleven years and we introduced smart classes to help enhance the quality of delivery as well as learning of the students.

Digitization shall also help in standardising curriculum and ensure that the marginalised student get the same quality of edu-

cation 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 immunization Camps.

Project— “ Saksham”

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), Textile, 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 7 years 7208 people, skilled including 6416 women & 2437 placed.

“Project Saksham” which was extended to our Multi Skill Centre at Dawas in Jaipur laying our

footprints outside Uttar Pradesh and our centres at Village Nithari Noida and Village Sadarpur offer Vocational courses and have a capacity to skill 1680 students in a year.

During the last one year 870 students were enrolled, and 258 have been placed.



High-end Tailoring under “Project Jagriti” 32 students completed the course and 13 we employed. 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 44 are currently undergoing the course.

Project— “ Saaman”

We started with 15 students in 2016 and till date to summarize we have 714 the total enrolments, assessed & certified 497 and 130 have been employed/self- employed/ Main streamed.

After enrolment student’s assessment is also being done. This assessment takes time and after the assessment their skill training starts. Courses are offered in Basic IT, Tailoring, Sign Language, Hospitality, Beauty and Wellness, Paper Products making, Jewellery making, Scanning Documents, Basic Cookery, Remedial Classes, Grooming & Professional etiquette and English Communication.

Thanking You

Cordially yours


Trustees of Setu

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 Health care students in Hospitals and Homes. Tailoring and Beauty and wellness students generally look at self-employment.

Case Study 1

Name of the Student	Naina Vaid	
Course Location	Sadarpur Sector 45 Noida	
Education	10th	
Course	Basic Computer and English	

Summary of the Student

Naina Vaid is a confident girl with a pleasant personality. She is very sincere at her task and very well behaved and has a genuine desire to achieve her ambition. After three months training programme in IT & SPE she is now employed at AM placement services as HR Executive. She got to know about SETU through mobilization campaign. Naina is currently drawing a salary of 7500/- every month to support her family.

Personal and Family Background

Her family has 5 members and she is only source of income . They have limited financial resources as her mother is a housewife. Naina’s income helps in strengthening family’s financial situation.

Change Noticed Through this Course

Naina is now perfect at IT MS-word, MS- PowerPoint and MS- excel and with good Spoken English skills is now employed in a job that has empowered her.

Case Study 4

Name of the Student	Barkha Sharma
Course Location	Setu Skill Centre Village Nithari Noida
Education	10 th Pass
Course	IT/ENGLISH



Summary of the Student

Barkha did her schooling from Setu school. She left school after completing class 10th as her family shifted from Nithari. After one year they came back and she joined skill course in our center. She belongs to an average family. There are four members in her family. Her father is the only earning member and he usually falls sick that's why she always had a dream of doing a job to support her father. She enrolled herself in basic IT/ English course. After completed her course she started working as Customer Care Executive at Vodafone with salary of Rs 14,000 per month.

Personal and Family Background

She belongs from an average family having 4 members. Her father is working in a private company. Her family's annual income is Rs.96,000. She always wanted to be self - dependent and to support her father. She also wants to improve her family's standard of living.

Change Noticed Through this Course

She was very hard working and dedicated girl. She always remain eager to learn new things. Her attendance was outstanding. She learned soon and improved her Computer skills. She also helped her peers while learning. She worked upon her difficulties with the help of teachers. After joining this course she gained confidence to face the interviews and her personality was also improved.

Awards

Setu received recognition for its contribution to the social sector

- Received the award for the humanitarian efforts of organizing Voluntary Blood Donation Camps from at an event organised by Rotary 2017, 2018 and 2019
- Winner of GuideStar India NGO Transparency Award 2017, 2018, 2019. Qualified for "Platinum award".

SETU in the Press



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:

- Mentor Graphics India P Ltd Noida – Birthday Cakes & Eatables for Events,
- Cognizant Technologies – Eatables for Events
- Ratna Sagar provided us with School Copies ,
- Xavient Technologies, Nucleus Software, Birlasoft 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

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, Xavient Technologies , Gcube and Hughes Systique, Synergy Consulting, Global Giving and thru contributed by all our individual donors put together.
- The Multi skill Centre “Project Saksham” was funded by Fidelity International along with many individual donors at Sadarpur Village, by Metlife GOSC at Jaipur and Mentor Graphics India , Dr Wilmar Schwabe India P Ltd, Orange Foundation, 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.

Funding Partners

Current and Past Donors



Employee Engagement and Volunteering Partners

Organizations Setu is associated – Employee Engagement



Technical Arrangements and Program Partners

Setu Technical and Program Partners

SETU | SKILL AND EMPOWER THE UN-SERVED



2/17/2019

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 for all
- Health and Rehabilitation
 - Blood Donation & Health Camps
 - Prevention of Sexual Abuse Workshops (POCSO and POSH)
 - Physio-care for the 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.

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	3	Nil	Related to Chief Trustee
Mr. Ravinder Kaul	Director Diva Learning Solutions P Ltd	Trustee	24-02-2003	3	Nil	Chief Trustee
Ms. Preeti Darbari	Director Pickles Communication	Trustee	10-08-2015	2	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	3	Nil	
Ms. Vidya Viswanathan	Researcher & Writer	Trustee	10-08-2015	2	Nil	
Ms. Diya Wazir Singh	Social Worker	Trustee	10-08-2015	1	Nil	
Ms. Sanjina Wali	Entrepreneur	Trustee	09/04/2017	3	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	Remarks
Mrs. Indira	Retired School Prin-	Education Advisor	Nil	
Mr. Arun 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. Raghuraj	Finance Head	01-07-2018	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

4. 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	6	6
10000 to 25000	1	29	30
25000 to 50000	0	4	4
>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, 2019.

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. 0.90 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 fund any political or religious organisation.
- Our Organisation has proper policies against harassment of women and children in place and we do not employ children in our organisation.

SETU Child Protection Policy-Keeping Children Safe

Setu is committed to promoting the rights of children including their right to be protected from harmful influences, abuse and exploitation. Setu takes active measure to ensure children's right to protection are fully realized. Setu acknowledges its expectation that its employees and other who work with Setu have children's best interest at the heart of their involvement with Setu.

The Child Protection Policy is Setu's statement of intent that demonstrates our commitment to safeguarding children from harm and makes clear to all in the organisation and who come into contact with us what is required in relation to the protection of children, and that child abuse in any form is unacceptable to Setu.

Setu is committed to actively safeguard from harm and ensuring children's right to protection are fully realized. We take seriously our responsibilities to promote child safe practices and protect children from harm, abuse, neglect and exploitation in any form.

In addition, we will take positive action to prevent child abusers from becoming involved with Setu in any way and take stringent measures against any Setu Staff and / or Associate who abuses a child. Our decisions and actions in response to child protection **concerns** will be guided by the principle of "the best interests of the child".

The Abridged accounts (audited) as on 31/03/2019 are as follows:

Balance Sheet		
All figures are Rs in lacs		
Assets	31/03/2019	31/03/2018
Fixed assets	55.16	40.49
Cash and bank balances	17.07	6.56
Other current assets	6.65	5.11
Excess of expenditure over income	41.48	81.56
Total Assets	120.37	133.72
Liabilities		
Corpus	0.47	0.47
Loans and borrowings	78.20	85.66
Current liabilities and provisions	41.70	47.59
Total Liabilities	120.37	133.72

Income & Expenditure Statement		
All figures are Rs in lacs		
Income	31/03/2019	31/03/2018
Donations from Indian sources	253.25	172.43
Donations from International sources	11.59	3.51
Fee Receipts	22.01	11.88
Other income	1.97	0.60
Total Income	288.82	188.42
Expenditure		
Project Costs – Education Centre	141.84	111.31
Project Cost - Skill Centre	81.02	52.73
Project Cost - Events	8.26	7.37
Rent for Projects	37.48	37.48
Scholarships	4.79	7.16
Administrative Expenses	2.35	1.11
Depreciation	9.64	9.37
Total Expenditure	248.75	226.53
Excess of Income over Expenditure	40.07	(-) 38.11

Receipts & Payments Account		
All figures are Rs in lacs		
Receipts for the year ended on	31/03/2019	31/03/2018
Opening Cash and Bank Balance	2.48	12.15
Earned/ Self-generated income	23.56	11.89
Donations/ Grants from Indian sources	253.25	172.43
Donations / Grants from International sources	11.59	3.51
Loans	0	14.32
Other receipts	0.10	0.10
Total Receipts	290.88	214.40
All figures are Rs in lacs		
Payments for the year ended on	31/03/2019	31/03/2018
Capital items/ assets purchased for the organisation	20.42	10.42
Purchase of investments	0.00	0.06
Grants/ donations to other organizations	0.80	0.00
Loans and advances	7.45	5.00
Other payments	249.90	196.44
Total Payments	278.17	211.92
Closing cash & bank Balance	12.70	2.48

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, +919599237790
Project Coordinator School – Dimple, +91 9810909928
2. 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
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, D-225, Jagdamba Nagar, Dawas, Jaipur, Rajasthan - 201009
Program Coordinator – Geetanjali Kumari, + 91 8285213130
Skill Centre Head – Aditi Sharma, + 91 7791949682
6. 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