

# Community First



ANNUAL REPORT 2021-22

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## Message from the Country Director



**Dr. Geeta Malhotra**  
Country Director  
READ India

The world is talking about inclusivity, gender balance, women empowerment, quality education, access to and learning of ICT tools. Efforts are made to make women more resilient, enable them to reach the higher ladder of official positions. All efforts are being done to realise these ambitions by all the stakeholders, government, non-government organizations, universities, researchers, and experts etc.

However, the reality is different. The strong cultural practices and the mind-set of people around them are quite different. Expectations of the family, their own commitment to the family first; lack of confidence; their commitment to themselves; their focus towards their own growth are a few among many which need to be understood and addressed not by us but by them.

While they share their day-to-day challenges taking care of their families, their toddlers, the elders in the family, raring animals early morning, cooking and so on.

And we share with them the aspect of time management, to spare time for their own growth, be resilient, think of themselves, realise their own potential. It takes time for them to understand all these aspects, but once they understand well, they stand up and take small steps for bigger achievements.

Gender discrimination and exclusion of women is the reality in India, more so in rural India. With changing time, we cannot say that women are not empowered, but do not get platforms to express themselves and realize their potential and more so, deprive of opportunities leading to economic empowerment.

Community First, is the thought which resonates now with national and international stakeholders. The old paradigm that puts individual leadership at the centre does not work in this interdependent world.

We must put our shared humanity at the centre and embrace new leadership qualities such as moral values and ethics for collective action. This is what READ India has been doing for the past 15 years, promoting the model LIBRARY to LIVELIHOOD - engaging, empowering, educating, and enabling women and youth to be entrepreneurs and admirable human beings. Scaling slowly but strongly, manifesting its presence in 16 States, covering approximately 294 villages, and providing needed knowledge resources with requisite infrastructure for holistic development to almost 50,000 unique youth and women. READ Community Library & Resource Centres also provide access to books and IT tools to more than half a million rural stakeholders. The tangible outcomes are delayed age for marriage, enhancing the income of the family, continuous education of their children; healthcare and the intangibles are cohesive approach towards community development with a positive mind-set.

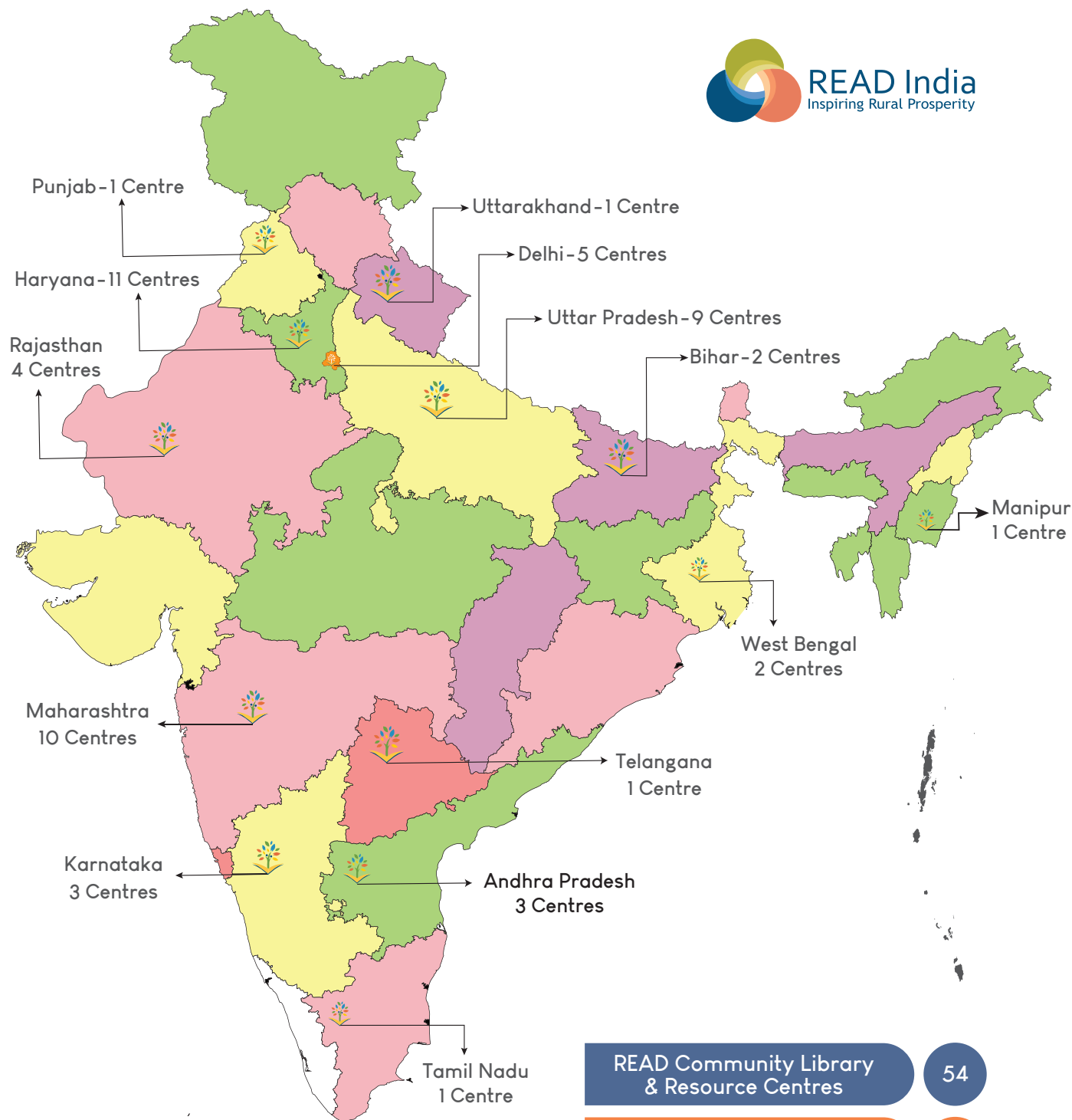
### Acknowledgements

READ India is pleased to share the Annual Report 2021-22.

We are thankful to our partners who showed indomitable trust in the organizations' vision and actions, and always supported in Building Resilient Communities. Without their support, READ India would not have been able to do this transformational work in the communities which is reflected in this report.

Hoping that this Annual Report 2021-22 will give you an insight into the progress made by READ India in its journey to reach the unreached.

# READ India Nationwide Presence



READ Community Library & Resource Centres	54
States in India	16
Rural Communities directly integrated	294

READ India stands on a legacy of creating 54 READ Community Library & Resource Centres across 16 States, covering 294 villages and 59 panchayats in India in the last 15 years. The efforts are continuously being made to locate the READ Community Library & Resource Centres at places depending on the need of the local stakeholders and intent of the sponsors (the case maybe) with an inclusive approach. All such decisions are taken keeping in consultations with all the stakeholders and findings of the feasibility study. Such Community Library & Resource Centres are usually accessible to people residing in 10-15 surrounding villages. If so required, the Hub and Spokes model is followed.

As on date, READ India has been able to reach out to more than half a million community stakeholders having access to books, reading and writing workshops, digital learning, access to knowledge resources for higher education, health awareness and workshops, soft-skills for employability and personality development, leadership and life-skills and mental health for building resilient communities with safe and enriched environment for all.



This programme is supported by Accenture under their Corporate Social Responsibility. READ India is implementing the project in 11 States and 23 districts across India, covering more than 135 rural villages. Women in the rural communities are subjected to societal limitations perpetuating at household level. READ India with its constant presence in the villages is regularly engaged in conducting studies and analysis to understand pulsating problems and challenges faced by different segments of the community. Women being the most subjugated member of the social stratum within these villages became focal point of creating this project. The intent and objective of this project is skilling rural women to an extent that they start realizing their true potential and embark on a journey of social and economic transformation.

In order to realize this objective, a multitude of training programmes have been created and incorporated in the overall structure of implementation. These training programmes are conducted on-field, inculcating, and adapting to the learning levels of the women, so that nothing that they learn, seem alien to their understanding. 36,564 rural women have been trained on livelihood skills under this project.

This project was initiated in 2015 with only 5 rural communities of Rajasthan, Uttar Pradesh, Maharashtra, Haryana and Karnataka. At present the outreach has increased to more than 135 rural villages in a span of 7 years covering 11 States.

ANDHRA PRADESH	Baireddipalle (Chittoor)	Kothur, Devadoddi, Kadamatlapalle, Vengamvarapalle, Kaligutta, Palamner
KARNATAKA	Bagepalli	Bagepalli, Kondamvaripalle, Motakapalli, Achepalli, Saddapalli, Thimakalapalli, Hosaudya, Surapalli, Sajjupalli, Yarrapentla, Yellampalli, Gudibande
	Bengaluru	Vijinapura
DELHI	Shahbad Mohammadpur	Shahbad Mohammadpur
	Rajouri Garden	Rajouri Garden
	Jafrabad	Jafrabad
BIHAR	Madhubani	Madhubani, Siwan
	Benipatti	Balia, Bharatpur, Bhawara, Chanapura, Dumri, Hasanpur, Jagat, Jay Nagar
	Muzaffarpur	Muzaffarpur
PUNJAB	Gajju Khara	Khiraipur, Khara Gajju, Jansala, Mankakpur, Mindha Majra, Urdan
WEST BENGAL	Shantiniketan	Surul
GUJARAT	Kutch	Jiyapar, Vadva Bhopa, Lhoriya, Mankuva, Sumrasar, Vanku

## Villages Covered in the Project

State	Centre	Outreach Villages
UTTAR PRADESH	Rampur	Patwai, Agahpur, Katkuia, Sai Vihar, Kalghar, Ajitpur, Jwala Nagar, Ratanpura, Vaikas Nagar
	Lakhimpur Kheri	Trilokpur, Naugaon, Bazarpurwa, Babaura, Kandrahiya, Lokanpurwa
	Lucknow	Ahemadpur, Telibagh, Baldikhera, Dalibagh
	Greater Noida	Tugalpur, Biraundi
	Mathura	Virzapur, Damodarapura, AzamGarh, Aurangabad
RAJASTHAN	Geejgarh	iladi, Budliya, Makhi, Balahedi, Garh
	Devli	Bhusawar, Garhi Sad
	Baran	Kelwara, Bhawargarh, Paraniya, Khushiyara, Mahodra, Painabda, Natai, Deori
MAHARASHTRA	Aurangabad	Karmad, Bambharda, Dudhade, Laadsangvi, Ladgaon, Shendra, Kumbefal, Chitegaon, Mangrul, Pimpri, Takli Mali, Adgaon, Vakulni, Karhol, Warudi, Golatgaon, Karazgaon, Shevga, Satana, Warud, Chikalhana, Pundlil Nagar
	Vinhere	Poladpur, Vinhere, Shrisavane Boudhawadi
HARYANA	Mohammadpur Ahir (Mewat)	Mohammadpur Ahir, Dadupur, Sundh, Sarai, Goyla
	Jhajjar	Mehendipur, Daboda, Tandaheri,
	Sheetla Mata Colony	Ashok Vihar, Sheetla Colony
	Chainnsa	Hathin, Janacholi, Swamika, Chainnsa
	Yamuna Nagar	Haibatpur, Maheshwari, Sadhaura
	Wazirabad (Gurugram)	Wazirabad, Sheetla Colony

In the fiscal year 2021-22, this project was implemented in two phases. Phase I duration was September 2020 to August 2021 and Phase II duration of implementation was September 2021 to March 2022.

The start of this project cycle was hindered with the second wave of COVID outbreak. This was the period when priorities of each household shifted to survival and sustenance. This wave of uncertainty was overcome with the support of strong network of field coordinators who were in constant communication with the community. Skilling and trainings took the backseat and immediate interventions focussed on relief and support were extended. To keep the momentum going for joining the trainings/workshops during pandemic, READ India connected with dedicated doctors online and shared the knowledge on prevention and precautions from COVID and free consultation for medication for those who could not afford consultation fee for treatment and could not connect with the doctor at the time of emergency.

As reaching out to the stakeholders was difficult at this time for regular meetings, online direct interaction with the stakeholders and conducting need-based awareness generation sessions, mental health and consultation sessions were done based on the feedback, responses and requests from the communities.

When the impact of the pandemic slowed down, programmes and trainings were delivered through Hybrid Model (Online + Offline). Effective use of technology platform enabled READ India to reach the unreached.

Technology also enabled senior leadership of READ India to directly interact with the stakeholders through Leadership Skills and Life Skills sessions instilling a motivational spirit and a sense of positive outlook towards life.



## Handmade Products by Women on International Women's Day

Women in the rural communities developed an undoubting spirit of fighting all odds during this time. The support gained in terms of capacity building skill development trainings under this project led to development of entrepreneurial mind-set which was showcased through exhibitions organized at multiple locations on the occasion of International Women's Day.

These exhibitions were organized by rural women of communities where Skills to Succeed project was implemented. These communities were in Wazirabad (Gurugram, Haryana), Rampur, Noida and Lucknow (Uttar Pradesh), Baran (Rajasthan), and Khamgaon (Maharashtra).

Exhibitions across the centres were covered by local media, mentioning stories of local level transformation realized as a result of this project.

The exhibition in Gurugram was inaugurated by Mr Mahesh Dayma, Municipal Corporation Councillor - Gurugram, Haryana, who highly appreciated the efforts made by READ India in building the capacity of women in product making.



DOMAIN	Subject	Stakeholders Trained
SOFT SKILLS	Leadership Skills	364
	Life Skills	492
	Mental Health Awareness	660
	Spoken English	87
	Health Awareness	375
LIVELIHOOD SKILLS		1978
	Stitching	477
	Beauty & Wellness	410
	Hospitality Training	65
EDUCATION	Hospital Assistants	58
		1010
	Early Childhood Education	30
	Preschool Education	279
	Reading and Writing	145
	E-school Online Classes	993
	Career Counselling Sessions	41
		1488
	Grand Total	4476



Later part of the project witnessed addition of more locations to expand the outreach of programme interventions.

READ India project implementation team engaged on field was invited and appreciated for their commitment and strenuous efforts they put in for execution of the programmes despite several challenges. 3-day brainstorming and strategy formulation programme was organized in Gurugram (Haryana) from 22nd to 24th November 2021. During this meeting village mapping and assessment of resources for successful execution of project was discussed and finalized. READ India Country Director, Dr Geeta Malhotra gave crucial inputs on better implementation and ways to improve the standards and quality of the programme delivery.



## Training of Women at Weavers Service Centre (Jaipur)

40 women from the rural communities of Geejgarh and Devli (Rajasthan) were trained on Weaving and Block Printing at Weavers Service Centre, Jaipur.

Weavers Service Centre (WSC), Jaipur is affiliated with Ministry of Textiles (Government of India). The training is structured into a rigorous 45-day continuous module which encapsulated all kinds of product making related to weaving and block printing.

This training was followed by an assessment of skills by external senior experts engaged by WSC. All 40 women underwent this assessment and have received Accredited Weavers Certificate and Weavers Identification Card, which now can be used to avail a gamut of benefits attached with local level government schemes in implementation.



**12,075**  
Women Skilled

**1,096**  
women started  
new businesses

**359**  
women  
secured jobs

**2487**  
women have  
increased their income

**356**  
women grew  
their businesses

**4713**  
increased career  
resilience

# Skills for Employability

The project "Improving livelihood through sustainable employment for students, Migrants and Healthcare Providers" aimed to reach Men/Women/Boys/Girls living in villages of Haryana, Andhra Pradesh and Telangana for providing skills that enable trainees to be self-employed or get placed in organizations.

This project was supported by HSBC Electronic Data Processing India under their CSR initiative, in response to widespread economic turmoil as a result of pandemic in rural communities.

Duration of project was from 1st April 2021 to 31st March 2022.

Specific job-oriented skills such as IT Training and Health Workers Training lead to development of increased chances of employability opportunities for the youth, in and around the project location. IT Training equipped the trainees with skills on accounting, designing pamphlets, visiting cards, menu cards, video and photo editing skills. Whereas training in Community Health workers programme equipped the trainees on First Aid, BP/Sugar/ Oxygen monitoring, Old Age Patient Care, and Care after surgery, home care and nursing.

Training on Entrepreneurship Skills helped the trainees in developing capabilities that are associated with entrepreneurship skills such as creatively seek out and identify small-scale business opportunities by imparting technical and business skills and encourage them to consider entrepreneurship as a lucrative career opportunity.



## Motivation Meet for the youth

On 23rd November a motivational session was conducted with the youth members of rural communities of Nuh, Palwal, Jhajjar and Mewat. Resides here are some of the most underprivileged communities of Haryana.

Mr Ranjeev Singh Dalal, Former Director General of Police, Haryana as the guest of honour, gave an inspiring speech on how to conduct oneself and prepare for a brighter future. He interacted with the youth and guided them on their questions on career resilience, and how to foresee brighter side of everything in our surroundings, making best use of them. He counselled the participants to refrain from any addictions and malpractices, which inadvertently leads to doing more harm to the families of an individual. The Founder Trustee, Mr Jay Vikram Bakshi; Mr Ashis Sanyal, Advisory Board Member, Dr Geeta Malhotra, Country Director were also present.



# Skilling Women for Self-Reliance

Women in marginalized communities still do not have access to resources/ opportunities for their growth and development so that they can come out of social suppression and male dominance. Women are not the key decision-makers for any financial matters due to lack of economic empowerment. The situation has worsened post-Covid pandemic due to loss of livelihood of their key earning members or loss of life in some unfortunate cases.

To overcome this challenge, READ India believes that by skilling girls and women and working on building their confidence and leadership skills, they can be empowered to be economically independent. This project was implemented in Beed district of Maharashtra with the support of Culver Max (erstwhile Sony Pictures) under Corporate Social Responsibility.

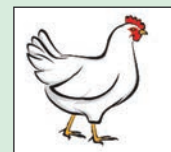
Need based and location specific livelihood training programmes were created under this project, in order to match with the existing skills and how in a better way these trainings can build a foundation for rural women in initiating their economic journey of transformation.

Key need-based location specific trainings and number of women skilled under this project are as follows:



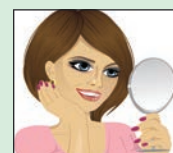
### IT Skills

86 rural women skilled on IT Skills



### Poultry

51 rural women skilled on Poultry



### Beauty & Wellness

79 rural women skilled on Beauty & Wellness



### Agricultural Products

50 rural women skilled on Agricultural Products



### Sewing & Stitching

79 rural women skilled on Stitching skills



### Access to Govt. Schemes

104 rural women educated on local level govt. schemes



### Fishery

50 rural women skilled on Fishery

## Integration with Government Schemes

Apart from the skills training that was imparted to the women, awareness on government schemes and access to proper channel of application for several government schemes led to direct integration of benefits.

Women who lost their husbands during pandemic received relief and support in the form of monetary compensation of up to INR 50,000 sanctioned by the government.

Those women who are engaged on farms, construction sites requiring labour intensive engagement received safety kits and nutritional supplies as a result of registering themselves on defined portals run by the local level State Government of Maharashtra.





Library is the core element of READ Community Library & Resource Centres. It acts as a pivot around which all the community-oriented programmes are created and emanated for serving the larger purpose of attaining holistic and inclusive development. These resource centres act as a repository and source of information and knowledge sharing across entire community.

## READ Community Library & Resource Centres supported by Amazon

CSR inventions supported by Amazon were made in 2 states, covering 21 villages of Haryana and Telangana.

Centres organized various programmes such as Reading and Writing Program for Children in Government Schools and Early Childhood Development Programmes in coordination with anganwadis. Economic Opportunities and Skill Development through Livelihood Programmes for holistic social development along with Health Education and use of technology for information and knowledge sharing and programmes are part of the regular activities.

## Promoting Primary and Secondary Education through the READ India E-study Academic Learning Programme

READ India has created a computer application that operates without internet connectivity. This application offers a series of subject-wise video classes by an expert, Mr. Dinesh Miglani. This programme supports the academic learning of the students and provides career counselling E-videos to guide aspiring students academically in selecting their career path. This course is covered with the school going children of Class 6th to 12th. Classes are delivered using the Educational Tablets provided as an additional infrastructure during the pandemic.

## Code.org Programme & Artificial Intelligence

According to the New Education Policy 2020 introducing coding at a young age helps inculcate a habit of curiosity. It helps student observe and use analytical thinking.

READ India is bridging digital divide in virtual education and providing equal learning opportunity to the children in rural India by providing access to International Program CODE.ORG and Wisely Wise Artificial Intelligence and Machine Learning Program.

The initiative aims to inspire and educate children and young adults to learn problem solving and programming concepts.

After the completion of the course levels, a Digital Certification of Completion is awarded to the students. Courses mentioned above are available in various languages spoken in India such as Hindi, Marathi, Telegu and Tamil.

READ India with the support of Amazon is providing opportunity to learn Fundamentals of Artificial Intelligence (AI) and Machine Learning through the programs offered by the Singapore based Company Wisely Wise. WiselyWise Artificial Intelligence program enables students on the Core AI skills for future studies and career.

## Integration with Government Schemes

Rural women from the community have formed a production group. 78 women are engaged in the production group through the community centre, in Rangareddy and Sangareddy districts of Telangana.

These groups have submitted product sample to the vendors. Once the samples are approved, they will work collectively to fulfil orders received from local vendors and other companies working in the area. These groups have previously fulfilled orders of stitching shoe bags and apron.

## Sanitary Napkin Production Unit

With support of Amazon, five Sanitary Napkin Machines were given to 5 Women Groups at Tauru, Manesar and Sonapat of Haryana and Chitkul and Gollapally village of Telangana.

This is done to fulfil the following objectives:

- Help gain improvement in menstrual hygiene in rural areas
- Opens opportunity for women engaged in production to earn and contribute to the family income

To support the initiative, local stakeholders offered free space to set up the sanitary napkin unit at Jamalpur village, Manesar. A two-room space of Panchayat Bhawan was provided to the group for setting up the sanitary napkin production unit.

Similarly, free space was given by local stakeholders and community members at the Dinganheri village, Tauru, Haryana and at Gollapally, Chinna Golkonda and Indresham villages of Hyderabad, Telangana.



## READ Community Library & Resource Centres supported by IFF (International Flavours and Fragrances)

Furthering the model of READ CLRC, READ India with the continued support of IFF CSR initiatives is making community-based interventions in the rural communities of Gosaiganj (Lucknow, Uttar Pradesh), Sri City (Andhra Pradesh) and St. Thomas Mount (Chennai, Tamil Nadu).

### Gosaiganj, Lucknow, Uttar Pradesh

The centre in Gosaiganj village was established in 2017. Primary objective of extending the span of CSR initiatives of IFF in this locality was to benefit the mint growing families, as it is a prevalent cash crop in this area. Income of majority of the households is dependent on success and failure of this crop. Keeping this vulnerability in mind, READ India created specific need-based programmes to enable the members of the community in taking up new skills and source in alternative avenues of income generation which are less volatile.

Adjacent villages of Basteya, Rahmatnagar, Mahua Kalan, Pahasa, Sarai, Udholi, Sekhanpur and Rateya Mau fall in the catchment area of this centre.

More than 300 mint growing families in the year 2021-22 started earning from alternative sources of livelihood. There are 627 community members who were trained on technology skills through the centre.

Apart from above, there is a frequent influx of more than 245 members of the community at the centre on a monthly basis.



### Mandikhera, Mewat, Haryana

Mandikhera is a remote village located in Mewat district of Haryana. Majority of the population of this village is Muslim and thriving on the verge of poverty line. There are limited avenues of learning. Govt. school in the village has only one teacher over student strength of more than 300. High level of female dropout is visible and became evident when girls from the community flocked in good number at the centre, to learn and gain access to knowledge resources. READ India centre in the village with the support of IFF, in no time has become a safe space for women, girls and children to come and continue their learning.

There has been a marked change observed among children who were registered under Reading and Writing Sessions and Early learning. Improvement in vocabulary, pronunciation and reading of English language were observed.

Direct interaction of the READ India Senior Leadership with the stakeholders has led to an increase in their confidence level to a great extent. Sessions conducted on Life Skills and Leadership skills have created leaders in the communities where the reach of the project expanded.

### Sri City, Andhra Pradesh

Similar model of interventions is being followed to deliver to the needs of the community in the villages of Irgulum and Madanapalem in Sri City (Andhra Pradesh). As there is no such learning resource centre in the entire area, READ Community Library & Resource Centre in Sri City is the node of perpetual learning and growth for the members of community.

There are 370 children in the age-group of 6-14 years who are continually engaged in reading and writing activities conducted at the centre.



Other programmes like stitching and sewing, career counselling, personality development, technology trainings and skill development trainings are offered through the centres, both in Madanapalem and Irgulum.

### St. Thomas Mount, Chennai, Tamil Nadu

Free flow of relevant information at the right time and access to quality education, science and technology are essential for building knowledgeable and empowered communities. READ Community Library & Resource Centre, Chennai has been ensuring and providing lifelong learning opportunities and access to information, technology, and foundation literacy. Till date it has reached out to 5181 (Male: 1678, Female: 3503) individuals such as children, young people, women, and senior citizens through different services in alignment with 4 thematic areas such as Education, Health and Nutrition, Women Empowerment and Skill Development.



### READ Community Library & Resource Centres supported by Perkins India

The onset of second wave of pandemic which took a major toll on the lives of the people across the nation, was most devastating in the state of Maharashtra. READ CLRC in Warud village remained closed for the community for almost a year. All the programmes, sessions and trainings were conducted through Hybrid Model of Execution.

Hybrid Model of Execution is the mechanism which was devised by READ India to reach out to the stakeholders in these testing times, catering to the needs of the community. Team present on ground remained in touch with the stakeholders directly. Regular one to one interaction and exchange of communication with the people helped READ India to navigate the tides of uncertainty and challenges, eventually completing the project with a resounding impact.

Lifecycle approach of catering to each section of the community was adopted in programme implementation. Education interventions with children from 3-6 years, 7-11 years, 12-16 years and preparation for competitive examinations along with career counselling created a solid framework through which team engaged in project implementation. It helped enrolled students who could not afford tuitions or did not have the access to online education during the time when all educational institutions were closed. Skill-based trainings gave a ray of hope to those who were desperate and unable to contribute financially to their family.

Community members and all stakeholders (including local level gram panchayat bodies) extended their unstinted support to READ India team, in successfully executing the project. The acceptance level of all the training programmes, awareness sessions, sensitization sessions and even mobilization activities were high throughout the project period. It's because of the receptiveness of the stakeholders that despite several challenges in terms of restrictions in mobility, outcomes expected at the start of the project have been achieved, in the year 2021-22.

The transformation at the community level in 34 villages, which forms the catchment area where this project was implemented, is tremendous. There is a strong sense of recognition in these villages on the efforts that have been made through focussed interventions, with a vision to bring about positive change eventually leading to an inclusive development.

Achieved Outputs
200 children reached out through dedicated regular sessions for improved reading and writing skills
110 stakeholders integrated through Spoken English classes
50 youth skilled in Hospitality Training Skills
52 youth members of the community trained on becoming Hospital Assistants
152 youth trained on computer skills that will help them in higher education, employability and bridging the technology gap at all levels in the community
153 women trained on basic and advanced stitching & sewing skills
152 women and girls trained on Beauty & Wellness Skills
50 children in the age group of 3-6 years integrated through Springwood Preschool which helped in their cognitive development
110 members of the community were educated on basic health and hygiene measures, through health awareness camps/workshops



## Construction of toilets for girls in Zila Parishad schools

READ India with the support of Perkins India took initiative and constructed toilets in the rural schools of Aurangabad, Maharashtra.

Below mentioned are villages where the toilets are constructed in the premises of Zila Parishad schools with the support of Perkins in order to check female dropout rates and increase awareness on sanitation and hygiene.

Ladgaon	Jaypor	Karmad	Bakapur
Nagonichiwadi	Hivera	Bambharda	Gevrai
Golatgaon	Jadgaon	Gadhejalgaon	Tongaon
Dudhade	Satana	Mangrul	Bangaon

The construction of toilets has developed a sense of personal hygiene and cleanliness among students, especially girls. Earlier they used to drop out of the education system because of non-availability of a clean and safe environment. Societal dogmas are now withering with more people in the villages constructing toilets and preferring hygienic method of defecation.



## READ Community Library & Resource Centres supported by Callisons

READ CLRC in Barabanki was initiated with the support of Callisons in 2018. It has been 4 years since the centre came into existence in Badagaon village of Barabanki district in Uttar Pradesh.

Majority of the households in this belt of agriculture, practice growing mint as a predominant crop. This has resulted into over dependence on the same crop which inadvertently diminishes the overall fertility of soil, also exposing the farmers to the risks of crop failure and increased possibilities of getting trapped into the debt-cycle.

Callisons procure mint from these farming communities and believes in giving back to the society through its Corporate Social Responsibility initiatives. With the vision to enable people in these mint growing families to start earning from alternative sources of livelihood, READ India has replicated its proven model of community transformation in Badagaon.

The year 2021-22 was difficult and impacted at an individual, community and organization level. READ CLRC in Badagaon continued to offer various capacity building training programmes. The drive to provide a platform of learning for overall community development, educating underprivileged children and providing access to books, study material and information material became source of inspiration in treading over the difficult times. The result is visible smiles on the faces of community members who flock to the centre to learn and grow on a daily basis.

Interventions	Community Outreach
EDUCATION – Reading and Writing Skills, Digital Literacy and E-content for competitive examinations	1248 children
HEALTH – WASH, Adolescent Health, Prevention of diseases	732 community members
LIVELIHOOD TRAININGS leading to women empowerment and confidence building	510 women
SKILL DEVELOPMENT – Personality Development, Life Skills, Entrepreneurship Skills	784 youth members of the community
MINT GROWING FARMING households who started earning from alternative livelihood options	148 Families



### READ Community Library & Resource Centres supported by Avery Dennison

In the month of April 2021, under its Corporate Social Responsibility commitment and objective of giving back to the society, Avery Dennison supported READ India in setting up Community Library and Resource Centres in the villages of Karegaon and Kardeliwadi, which comes under Ranjangaon MIDC area.

Before any on-field interventions could be initiated, pandemic created impediments in reaching out to the unreached in the initial months. Despite limited mobility READ India mobilized the community and began conducting online sessions and trainings on Basic Computer course, Reading & Writing Activities, Early childhood Development Sessions and Beauty Wellness Training. In June 2021, as regulations of pandemic were eased, courses were started physically at both the centres. In the past one year, these centres have successfully completed 15 batches of Digital literacy course, enabling the youth to embark on their journey of growth and progress in their respective careers, which was hitherto not possible in the local area due to non-availability of access to technology platforms. The centre comprises a library of 3000 books ranging from competitive exam preparation, to NCERT, state board, science, technology and stories in Marathi, Hindi and English. Till date, more than 1400 community members have been benefitted by multitude of capacity building training courses offered through the centre.

READ Centres in these villages are becoming the node of learning for the youth members of community who are undergoing different capacity building trainings and upgrading them to get employed. The centre is accessed by people from all age groups as the programmes that are catered encompass a life cycle approach. In order to keep the motivation and zeal of learning high among the learners, various activities, programs, sessions, competitions are regularly conducted at the centre.

### Programmes emanating through the centres in Kardilwadi and Karegaon

<p><b>Youth &amp; Students</b></p>	<ul style="list-style-type: none"> <li>• Personality Development Classes</li> <li>• Career Counselling</li> <li>• Yuvasathi Session</li> <li>• Physical and Mental Health Classes</li> <li>• Dance Performance Classes</li> </ul>
<p><b>Women Groups</b></p>	<ul style="list-style-type: none"> <li>• Food Processing Trainings</li> <li>• Beauty &amp; Wellness Training</li> <li>• Financial Literacy Classes</li> <li>• Haemoglobin Check up</li> <li>• RCH Awareness</li> <li>• POSH Awareness</li> <li>• Social Media Marketing</li> </ul>
<p><b>Farmers</b></p>	<ul style="list-style-type: none"> <li>• Soil Health Awareness</li> <li>• Use of organic fertilizers</li> <li>• Agriculture marketing</li> <li>• Prevention of crop diseases</li> <li>• Animal Husbandry</li> <li>• Seed &amp; Feed Production</li> </ul>
<p><b>Upcoming Programmes</b></p>	<ul style="list-style-type: none"> <li>• Courses on SAP</li> <li>• Preparation of UPSC and MPSC exams</li> <li>• Higher Education Counselling</li> <li>• Zero Haemoglobin Deficiency Programme</li> <li>• Book Reviews in the Library</li> <li>• Youth Camp</li> <li>• Medical Camps in the adjacent villages</li> </ul>

READ CLRC have bridged the gap of access to learning resources which until now was only available in the nearby city of Pune, at a distance of more than 70 kms from Ranjangaon MIDC area. Youth members of the community, who were compelled to travel and migrate to far-off cities for competitive examination preparation, are now staying back in the village and studying at the library. They have access to all kinds of books required for a comprehensive preparation.

Those community members who were engaged in labour work and were doing menial jobs for survival are now learning computers at the centre, carrying an ignited hope of bringing transformational change in their life through skill-upgradation.

The journey of development and transformation has just begun and will become more exciting as the outreach will subsequently reach to maximum number of people in the adjacent villages.

# Relief & support during COVID

Second wave of COVID -19 brought mental stress, physical distress and fear in the minds of the people all around. It was a big lesson to humankind that health is a priority. Prevention and precautions at individual level is very crucial. READ India received support of providing relief material and creating awareness generation material for dissemination from DASRA, a Mumbai based philanthropic organisation.

## Distribution of Ration Kits

READ India with the support of DASRA, distributed 1700 Ration Kits to 22 locations across 9 states in India, which were selected based on READ India's presence at these locations. Need assessment questionnaire was prepared to collect the details of the people who were most affected by COVID -19 and what were their needs and requirement.



## COVID Safety Equipment Installation for Centre Users

READ India procured COVID prevention equipment (Stream Vaporizers, Fogging Machine, and Wall-mounted Sanitizer Machines) in order to follow COVID Safety protocols at READ CLRC. This equipment was placed in 15 READ Centres so that the stakeholders coming to the Centre can follow the standard protocols of COVID-19. Training for the centre representatives was also organized.

## Mask-making and Sanitizer Kits

7200 Masks were made and stitched by the rural women from 8 locations i.e., Dwarka, Wazirabad, Sheetla Colony Lucknow, Rampur, Jhajjar, Tandaheri & Baran. These masks were packed as a kit comprising hand wash soap and sanitizer which were distributed to more than 10 locations courtesy READ India centres across India.

## Distribution of Blankets

Blanket distribution drive was organized by READ India as a COVID Relief programme, wherein 300 blankets across 4 locations in Delhi NCR were distributed. Blankets were distributed to the marginalized sections of the society, namely, rag pickers, widow women and old age people.



# Frontline Health Workers

## Awareness Programmes on COVID Prevention, Management and Care

READ India conducted various workshops on Covid Prevention with the help of Doctors and Specialists as it seeks to empower communities with information and skills so that they can make informed decisions on prevention, diagnosis, treatment, care and support.

Multiple workshops were conducted at 15 locations across states by Dr. J B Babbar. These sessions were conducted online where the stakeholders from particular community participated in the sessions.

READ India recorded numerous programmes on the topics related to COVID 19 by Dr Nidhi Gulati. Mass dissemination of these programmes was done by the READ CLRC.

These recorded programmes were disseminated at the community level by Centre Coordinators through PA system, Projector Screens and WhatsApp Audio.



With a vision to serve and prepare rural communities in immediate need of health ecosystems during troubled times, READ India conducted capacity building trainings of women to be able to become Frontline Health Workers at the grassroots level. Lack of access to adequate medical facilities and negligible presence of doctors and paramedical professionals at village level, encouraged READ India to enable the members of community in learning the fundamentals aspects of precautionary care, in absence of a doctor.

The training module enabled a learner to become a link between healthcare expert and the patient. Primary feature of conducting community health worker training was to motivate the community to be active, engaged participants in their health management, carry out community profile survey, organize health education activities, check, and monitor BP, blood glucose, pregnancy tests, monitor growth of the children, encourage community members to use health facilities. They were also trained on making requisite preparation and processes to be followed, in assisting the patient to be able to timely reach the health post where experts can take over.

There are more than 1500 women skilled in 18 rural communities on becoming an active and responsive frontline health worker.

These frontline health workers are equipped with BP machine, Pulse Oximeter, Digital Thermometers, Blood Glucose Measuring Kits and basic medicines, to be able to take immediate and urgent care of an ailing person in the community.

This initiative has created a strong resource pool of health workers at the village level in communities which are now better prepared to face grim situations when there is no medical help available.



# Financial Overview

## RURAL EDUCATION AND DEVELOPMENT (READ) INDIA Balance Sheet as at March 31, 2022

	Schedules	March 31, 2022 (Rs.)	March 31, 2021 (Rs.)
<b>SOURCES OF FUNDS</b>			
Capital Fund	1	1,77,49,231	1,35,06,626
Capital Assets Fund	2	4,30,257	4,98,414
Unutilised Grants		1,18,50,034	3,37,21,882
Total		3,00,29,522	4,77,26,922
<b>APPLICATION OF FUNDS</b>			
Fixed Assets	3	4,30,257	4,98,414
<b>Current Assets, Loans and Advances</b>			
Cash and Bank Balances	4	2,84,35,129	3,93,97,060
Loans and advances	5	90,51,157	1,65,75,433
(A)		3,74,86,286	5,59,72,493
Less: Current Liabilities & Provisions	(B) 6	78,87,021	87,43,985
(A - B)		2,95,99,265	4,72,28,508
Total		3,00,29,522	4,77,26,922
Notes to Accounts	10		

The schedules referred to above and notes to accounts form an integral part of Balance Sheet.

For and on behalf of  
Rural Education and Development (READ) India

*Geeta Malhotra*  
Geeta Malhotra  
Country Director

Place : New Delhi  
Date : 30.09.2022

As per our report of even date  
For Shiv & Associates  
Firm's Registration no: 009989N  
Chartered Accountants

*Ca. Amit Singhal*  
Ca. Amit Singhal  
Partner  
Membership No. 98417

Place : New Delhi  
Date : 30.09.2022

UDIN : 22098417AXURSP7831

## RURAL EDUCATION AND DEVELOPMENT (READ) INDIA Statement of Income and Expenditure for the year ended March 31, 2022

	Schedules	March 31, 2022 (Rs.)	March 31, 2021 (Rs.)
<b>Income</b>			
<b>Grants/ Donations Received</b>			
Specific Purpose Grant Income		10,61,80,671	7,58,16,883
General Purpose Grant Income		2,08,897	59,943
Other Income	7	25,33,194	78,94,477
Total		10,89,22,762	8,37,71,303
<b>Expenditure</b>			
Project expenses	8	10,34,54,509	7,58,16,883
Depreciation	3	68,157	83,684
Other Operational Expenses	9	12,25,648	61,69,464
Total		10,47,48,314	8,20,70,031
<b>Excess of Income over expenditure</b>		41,74,448	17,01,272
Add: Depreciation transferred to Capital Assets Fund		68,157	83,684
<b>Excess of Income over expenditure transferred to Capital Fund</b>		42,42,605	17,84,956
Notes to Accounts	10		

The schedules referred to above and notes to accounts form an integral part of Statement of Income and Expenditure.

For and on behalf of  
Rural Education and Development (READ) India

*Geeta Malhotra*  
Geeta Malhotra  
Country Director

Place : New Delhi  
Date : 30.09.2022



As per our report of even date  
For Shiv & Associates  
Firm's Registration no: 009989N  
Chartered Accountants

*Ca. Amit Singhal*  
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Partner  
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