



READ India
Inspiring Rural Prosperity

Building Resilient Communities



ANNUAL REPORT
2022-23

Our Vision

To build cohesive, inclusive and resilient communities where everyone, especially the marginalized communities, can access and benefit from knowledge, resources and opportunities necessary to shape their own dignified lives and fulfilling futures.

Our Mission

READ facilitates the creation of self-sustaining and community-led knowledge centres that serve as foundational platforms for fulfilling social and economic well-being of communities.

GUIDING PRINCIPLES

Our Core Values

Commitment

We are deeply committed to every cause and every community we work with

Teamwork

By working together, we foster open communication to achieve better results, collectively

Innovation

We continuously adapt in response to the unique needs of the communities

Justice & Equity

We affirm dignity and worth of each member of the community

Transparency

We are open and honest in our relationships with all stakeholders

Learning

We accept every challenge as a learning opportunity

Compassion

We demonstrate kindness and respect for all communities

Responsibility

We are mindful of our actions and the impact those may have on communities

Resilience

We are passionate in pursuit of our mission and enable communities to overcome adversities, leading to dignified living

CONTENT

Foreword by Founder-Trustee	01
Message from the Country Director	02
IMPACT REPORTS	
Education, Skills Development & Community Outreach	03
Making the Youth Employable in Healthcare & Apparel Sectors	05
Empowering Lives through Skilling	08
Learning for Holistic Development	10
Skills To Succeed – For a Secure Future	13
Kaushalta Se Safalta – Skilling Programmes in Aspirational Districts	16
Quality Education through Early Learning Centres	17
READ India Summit 2023 – Mahila Saksham Samman	18
READ Leadership Team	20
Financial Overview – 2022-23	23

FOREWORD

Jay Vikram Bakshi, Founder Trustee, READ India



The journey from Literacy to Livelihood

Gender discrimination and exclusion of women is the reality in India, more so in rural India. With changing times, we cannot say that women are not empowered, but do not get platforms to express themselves and realize their inherent potential and more so, leading to social and 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 16 years, Engaging, Empowering, Educating and Enabling women and youth to be entrepreneurs and admirable human beings. Scaling slowly but strongly, READ India is manifesting its presence in 16 states of India, covering approximately 300 villages, and providing needed knowledge resources with requisite infrastructure for holistic development to almost 100,000 unique youth and women.

While concluding, I would like to emphasize on three points. Firstly, any change if it is driven at the community level will sustain. Secondly, when women get together and do something then the results are sustainable. Lastly, is the courage and passion that are demonstrated by the women from the communities to make every programme a success.

READ India projects are more than about Literacy, they are about the inspirational journey to Livelihood.



Message from the Country Director

Dr. Geeta Malhotra

Country Director READ India

With a Community First approach, READ India has been connecting with the communities to Engage, Empower and Educate them through Community Library & Resource Centres established with a strong community participation approach.

Since 2007, the approach has been the same and the base READ Model has been followed consistently. This resulted in reaching and connecting with communities and enabling them to realise the importance of libraries in their lives.

READ India, while providing access to books, information resources, knowledge tools, human interventions along with access to technology, have been focusing on improved and evolved mindsets of the people we are working with. It took time but helped us in a big way in Building Resilient Communities. Integrated Libraries with Livelihood, especially after the pandemic, gave new insights to READ India, bringing young girls and women in the forefront, providing safe spaces in their vicinity, empowering them to realise their hidden potential, enhancing their skills and encouraging them to continue their higher education by providing access to books they need, experts as mentors, family orientation for support, dialogue with them for mitigating their day to day challenges and moving ahead in their lives. We may name these as 'Human Libraries' too, because human interaction is the key for making the libraries with resources a success.

By establishing these connections which are not just interactions, but enabling them to improve their skills, helping them to prepare for suitable jobs, encouraging them to start their own micro-enterprises, enduring change in their circumstances, increasing their potential for future competitiveness are pivotal roles READ India played in making these libraries as vibrant and happy places for them.

With the above initiatives, following the changing trends and the needs of the people in general and specific to the geographies they belong to, made us develop much clarity on collaborations with like-minded people, organisations, institutions and corporates for raising the bar for READ India to perform by framing strategy, defining specific goals, addressing the challenges and showing the impact. In fact, every programme of READ India fulfils a single or a set of Sustainable Development Goals (SDGs).

This could happen with the knowledge support of individual experts from these organisations, institutions, and with the pro-bono programmes of the corporations associated with us and the enriched conversations with their expert teams. READ India Trustees and the members of the Advisory Board played an important role in providing the right guidance at the right time.

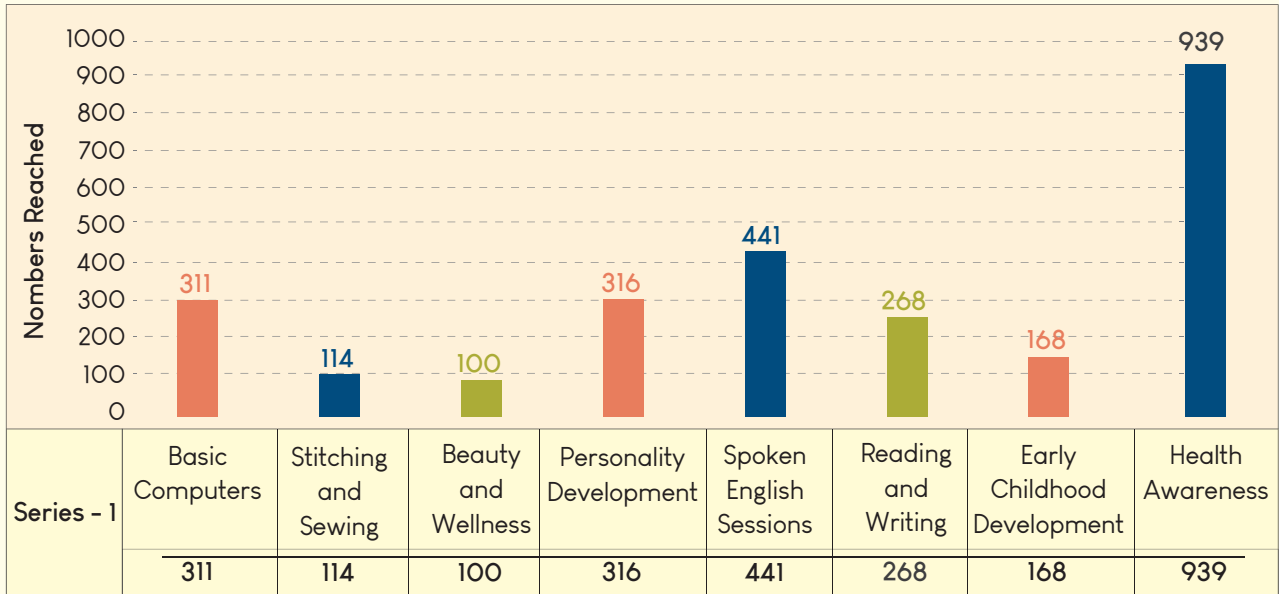
READ India is indebted to all for their consistent guidance and support in bringing value through their contributions and elevating the 'Role of Libraries' in connecting communities and empowering people.

Education, Skills Development and Community Outreach

Operating in both Rajnandgaon (Pune) and Jewar (Greater NOIDA), the project supported by **Avery Dennison (ADPL)**, is focussed on fostering education, livelihood training, and skills development at the READ Centres. In the year 2022-23, the initiative positively impacted 2,657 beneficiaries across both the locations.

Locations: Muradgarhi (Jewar, Greater NOIDA) | Karegaon & Kardelwadi (Rajnandgaon, Pune)

Numbers Reached



Trainings Conducted

Basic Computer Skills

Comprehensive Computer Training was provided to 311 beneficiaries. The training empowered beneficiaries to embrace opportunities in the modern workforce, while fostering digital literacy and opening doors to enhanced employability.

Stitching and Sewing

The training of 114 women beneficiaries in stitching and sewing is more than a vocational skill; it is a gateway to economic independence. Women have not only acquired the ability to create garments but have also unlocked avenues for entrepreneurship, leading to self-sufficiency and personal growth.

Beauty and Wellness

Empowering 100 women beneficiaries in beauty and wellness goes beyond skincare and grooming; it instils confidence and creates economic opportunities. This training equips individuals to explore entrepreneurial ventures in the beauty industry, fostering not only personal well-being but also contributing to their financial empowerment.

Spoken English

Proficiency in spoken English has been instilled in 441 beneficiaries, breaking linguistic barriers and expanding horizons. This skill not only enhances communication but significantly increases employability and educational opportunities, thereby offering more career choices.

Reading and Writing

Imparting reading and writing skills to 268 beneficiaries in the age group 7-15 years of age is an investment in personal and community development. Literacy is not just about words on paper; it is about fostering informed decision-making, active participation, and opening doors to a world of knowledge and opportunities.

Health Awareness Sessions

Conducting health awareness sessions with 939 beneficiaries has fostered a culture of well-being within communities. These sessions have empowered beneficiaries with crucial health knowledge, enabling them to make informed decisions for their own and their families' health.

Early Childhood Development

The Early Childhood Development initiatives, covering 168 beneficiaries in the age group 3-6 years, have laid the foundation for holistic growth in the formative years. Nurturing cognitive, emotional, and social development, this intervention ensures a strong base for the future endeavours of the young minds in Pune and Jewar.

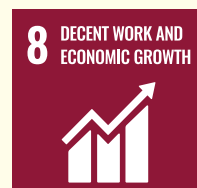
Moreover, the READ CLRC has been a beacon of success stories. Beneficiaries, armed with newfound skills, have secured jobs and initiated their own micro-enterprises. The centres, located amidst the vast industrial plants in both locations, have played a pivotal role in increasing local employment and contributing to economic growth.

The READ Library, an integral component of our project, has emerged as a lifeline for the youth in both Pune and Jewar. Providing resource material for competitive exams and serving as a reference for school and college students, the library is playing a catalytic role in pursuit of academic and professional excellence.

In essence, the project's impact transcends skill development; it is about fostering self-reliance, economic independence and in building resilient communities.



Addressing SDGs through the key interventions



Making the Youth Employable in Healthcare and Apparel sectors

The year-long project, supported by HSBC, was aimed to train youth from migrant and marginalized families and equip them with technical, soft skills and be job-ready in the Healthcare and Apparel sectors. In short, to make them EMPLOYABLE in the market.

The Project is focused on two skills, namely Sewing Machine Operator and General Duty Assistant - Healthcare.

General Duty Assistant: The key role is to assist medical care providers in preparing patients for any procedure or recording patient related data, assist the doctor for carrying out physical examination of the patient, maintain cleanliness of the unit, etc.

Apparel Making: Sewing Machine Operator is a key skill required for many job opportunities within export houses located in Delhi NCR. Youth trained can also start their own micro-enterprise unit.

Project Locations

- Sheetla Colony (Gurugram) • Wazirabad (Gurugram) • Rajouri Garden (Delhi) • Dwarka (Delhi)

S. No	Skilling Programme	Reach
1.	Healthcare – General Duty Assistant	200
2.	Apparel Making- Sewing Machine Operator	300

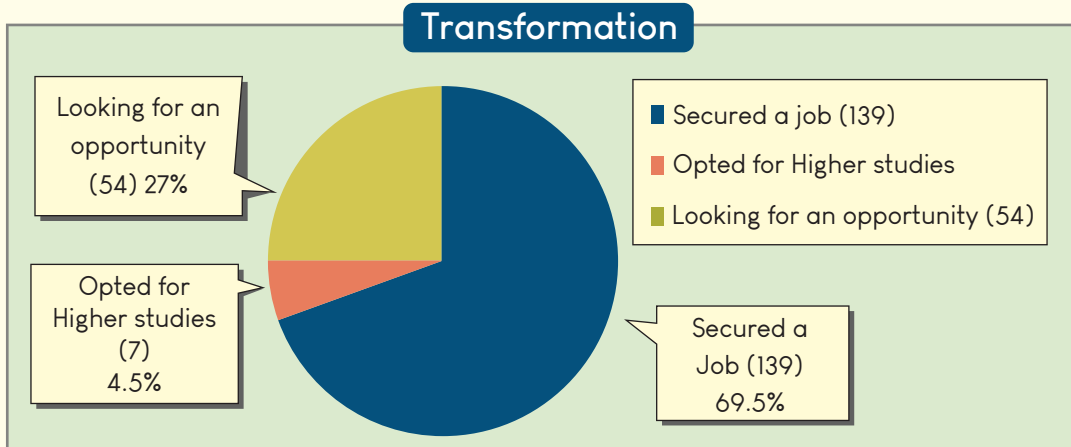


Skills building of youth through General Duty Assistant course

The General Duty Assistant Programme is designed to provide quality care to patients admitted in nursing homes, hospitals, primary healthcare centres and out-patient care. The students enrolled for GDA course are majorly from vulnerable and marginalized families who aspire to have a career in healthcare sector which includes hospitals, clinics, nursing home settings and private care to patients.

Our course methodology employed both theory and practical classes which was followed by on-job training to enable students to become certified GDAs. We also focused on guiding students with required employability skills to match the industry demands which includes personality development sessions, motivational sessions for employability, leadership sessions, Job counseling sessions, CV building & interview cracking skills session and IT skills.

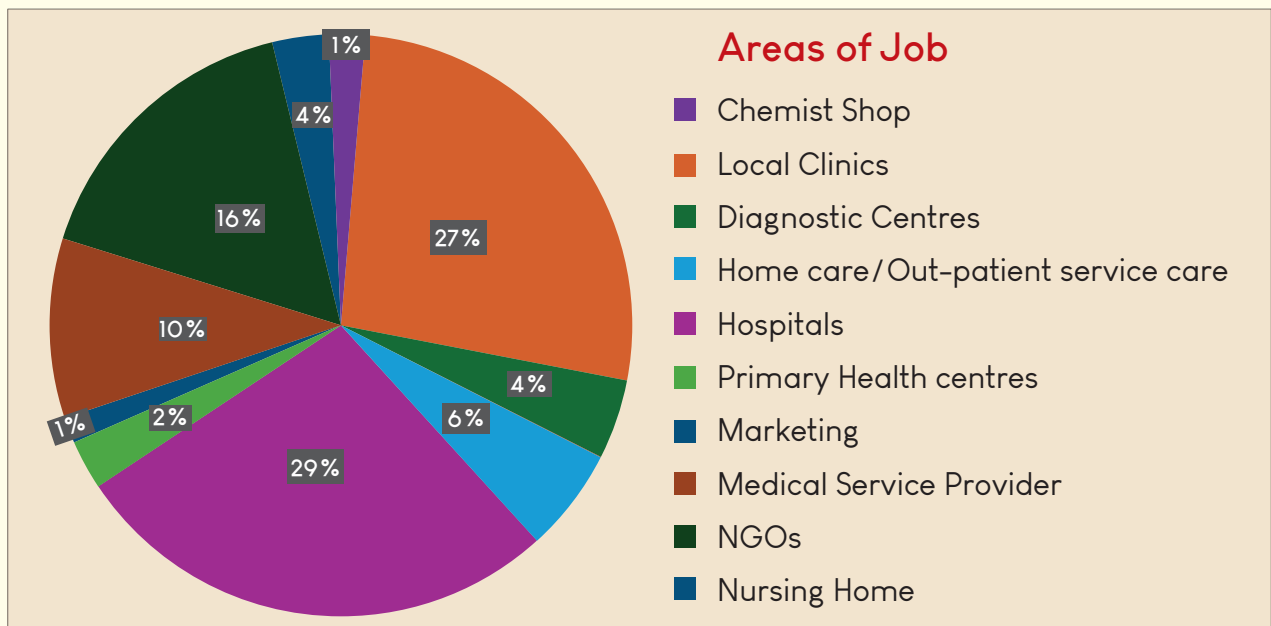
Impact Findings- General Duty Assistant (GDA)



- READ India has successfully trained 200 GDAs including both male and female participants
- Successfully placed 69.5% percent of GDAs
- Students are placed in reputed hospitals, NGOs, and other medical settings such as local community clinics, health centres and diagnostics labs



Areas where our GDAs are working after successful completion of the training

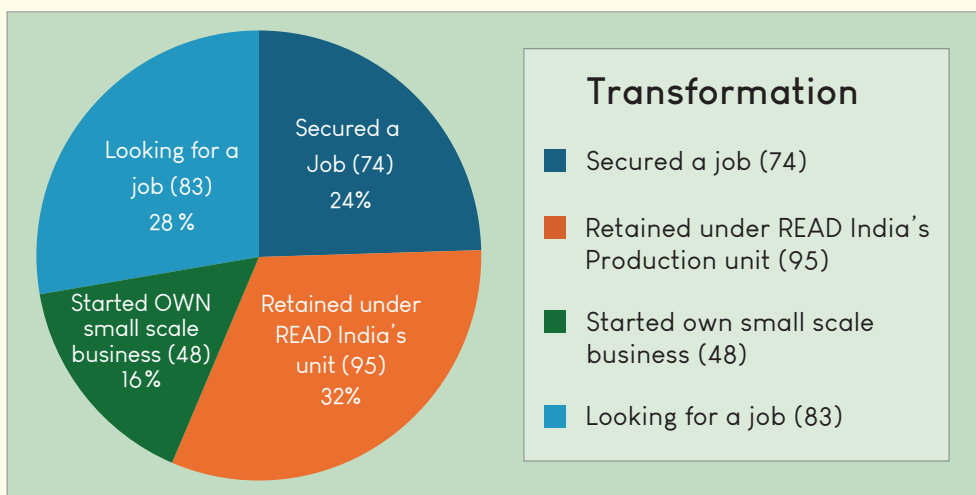


Sustainable Livelihood through Sewing Machine Operator Course

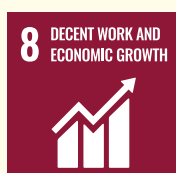
The programme aimed at making the trainees empowered and self-dependent by providing them with a source of respectable livelihood. For three months, meticulously designed sewing machine operator training programme, conducted at READ centers in Delhi and Gurugram, the trainers not only taught them nuances of stitching but also worked on providing them placement assistance.

Sessions were also organized on enhancing their soft skills including communication skills, job counseling sessions, motivational sessions, sessions related to financial literacy including banking services, UPI payments and other online services to ensure their holistic development.

Impact Findings - Sewing Machine Operator (SMO)



- READ India successfully trained 300 Sewing Machine Operators
- Economic transformation of 72.4% percent of SMOs
- Trainees are placed in garment manufacturing units, Apparel retail stores, export houses and cloth factories and boutiques
- Many trainees have started their own MSMEs which includes boutique and stitching designer clothes on order, thereby becoming self-reliant and self-sufficient



Addressing SDGs through the key interventions

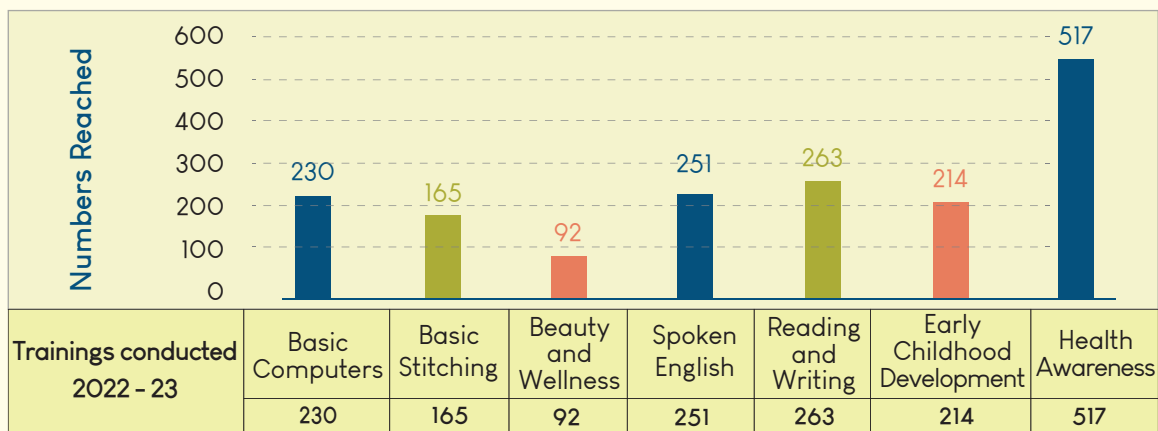
Empowering Lives through Skilling

The project, supported by IFF (International Flavors & Fragrances), spanning across two diverse locations – Mewat (Haryana) and Sri City (Andhra Pradesh), has been successful in fostering transformative change during the project year 2022-23. This initiative aimed at enhancing the skills and knowledge of beneficiaries, uplift communities by imparting valuable skills, empowering them to carve a brighter future for themselves and their communities. The initiative successfully reached out to and positively impacted 1732 beneficiaries across both locations.

Locations

- Madanapalem (Sri City, Andhra Pradesh) • Irugulam (Sri City, Andhra Pradesh)
- Sundh (Mewat, Haryana)

Trainings Conducted and Numbers Reached



Trainings conducted 2022 - 23

Basic Computer Skills

In Mewat and Sri City, a total of 230 participants acquired fundamental computer skills, laying the groundwork for digital literacy. This achievement opens doors to employment opportunities and equips individuals with essential skills in the rapidly evolving digital landscape.

Stitching and Sewing

The project facilitated training for 165 individuals in the art of stitching and sewing. This not only serves as a means of income generation but also promotes self-sufficiency, enabling participants to create and market their own products and fostering entrepreneurship.

Beauty and Wellness

92 women beneficiaries underwent training in beauty and wellness, gaining expertise in grooming and skincare. This initiative enhanced personal well-being while providing a potential avenue for employment within the burgeoning beauty and wellness industry.

Spoken English

251 participants honed their spoken English skills, breaking barriers and increasing their employability in a globalized world. Proficiency in English opens multiple avenues both for employability and higher educational opportunities.

Reading and Writing

The project successfully imparted reading and writing skills to 263 individuals, empowering them with the ability to communicate effectively. This accomplishment is fundamental to personal development, education, and broader community engagement.

Health Awareness Sessions

A total of 517 health awareness sessions were conducted, disseminating crucial information on health and hygiene. These sessions played a pivotal role in fostering a culture of health consciousness, ensuring the well-being of the communities involved.

Early Childhood Development

Early Childhood Development (ECD) initiatives covered 214 beneficiaries, laying the foundation for holistic development in the crucial formative years. The programme promoted cognitive skills and addressed the emotional and social aspects of a child's growth.

Moreover, the beneficiaries have reaped significant benefits from the READ CLRC leading to positive economic impacts in Mewat and Sri City. In Mewat, beneficiaries have ventured into nearby areas such as Gurugram, Manesar and Tauru for employment, showcasing the project's contribution to regional economic development. Notably, many women, post-training, have become entrepreneurs, establishing micro-enterprises.

Similarly, in Sri City, beneficiaries have integrated into nearby industrial plants and surrounding areas, contributing to local employment opportunities. Women in Sri City have also embraced entrepreneurship, establishing enterprises locally and becoming contributors to the economic vibrancy of their communities.

The READ India Library, a core component of our project, has emerged as a beacon of empowerment for youths. Serving as a valuable resource for preparing for competitive exams and government jobs, the library has become a catalyst for academic and professional growth, significantly impacting the future prospects of the youth.

In conclusion, the project's achievements in Mewat and Sri City during the 2022-23 fiscal year have not only impacted individual lives but have also contributed to the overall well-being and progress of the communities involved. The multifaceted approach to skill development, coupled with health awareness and early childhood initiatives, reflects a holistic commitment to empowerment and sustainable community development.



Learning for Holistic Development

This programme is supported by Perkins India Pvt. Ltd under their Corporate Social Responsibility. READ India adopted a holistic approach and has been implementing the programmes in 47+ villages of Aurangabad, Maharashtra with key focus on six core elements - Education, Digital Learning, Health, Women Empowerment, Youth Skills Development and Environment.

READ India has created positive impact among the communities by understanding their needs and engaging them for better opportunities for learning.

Library for Education

READ India addresses the concept of enhancing the literacy and education through its various programmes with life-cycle approach. Accordingly, books and other knowledge resources are provided to the community, enabling them not only to improve their reading habits, but also to improve their writing skills. Age-appropriate programmes are organized for children 3-6 years, 7-15 years and above, thereby providing equality opportunity for all with an inclusive approach.

Library for Digital Learning

With support of Perkins India Pvt. Ltd, READ India took the initiative to provide IT Infra Donation at the 19 Zilla Parishad schools of Aurangabad. This initiative aims to improve the quality of learning and accessibility to digital tools at Govt. Schools.

EK PRAYAS

Poor sanitation in form of unavailability of toilet facilities in school, is the major reason for girls to discontinue their higher education.

Hence, Ek Prayas was launched. It's a positive step for continuous education for girls with good hygiene and health practices. As part of the programme, **24 Girls Toilet Units were constructed at Zilla Parishad schools in Aurangabad, Maharashtra.**

Further, for menstrual health and hygiene of adolescent girls, a series of Health Awareness sessions were organized with 1378 community participants in year 2022-23.

Access to safe drinking water

In many Zilla Parishad Schools, the quality of drinking water available in the school premises is one of the causes of rise in water-borne diseases.

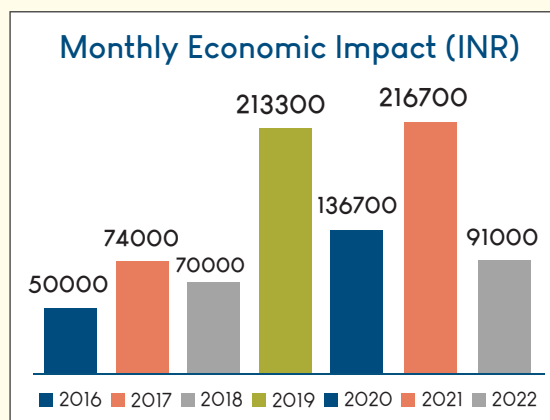
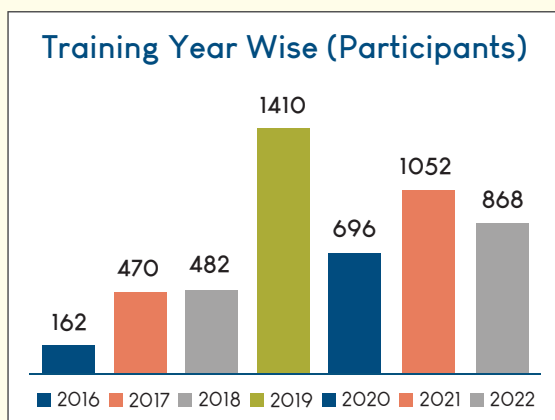
In this context, **Water Purifier units were installed at four Zilla Parishad schools of Aurangabad MIDC Area, Maharashtra.**

Library for Women Empowerment and Livelihood

READ India empowers women with skills and opportunities to learn and improve their employability traits and starting their own micro-enterprises.

The following graph represents the training imparted year-wise and monthly economic impact. The data was collected while doing the impact with hybrid model. Google Forms were created and shared with the respondents (trainees) online and some are hand-written.

ECONOMIC IMPACT POST SKILLING



Note: As COVID-19 crisis hit all of us globally, READ India made some change in the implementation strategy with increase the use of technology.

READ India actively adopted the Hybrid model and used online platforms for trainings, meetings and resource sharing, this medium has saved us time during the crisis and has proved to be an effective platform. Use of technology gave an additional advantage by expanding the outreach.

Trainees could participate actively; they were put into small groups for group discussions; they are able to give active feedback.

Number of participants trained trade-wise:

Trade/Skill	2016	2017	2018	2019	2020	2021	2022	Grand Total
Advance Computer Training						172	72	244
Advance Stitching		45					205	250
Basic Computer Training	98	299	239	188	89		162	1075
Basic Stitching	64	112	214	160	136	304		990
Beauty & Wellbeing				128	160	300	194	782
Career Counselling				54	28			82
ECD		13			49	64		126
E-Learning			29	18	43			90
Hospital Assistant					58	55		113
Hospitality					51	47		98
NTT				43			50	93
Reading & Writing				795			146	
Spoken English				23	71	110		204
Grand Total	162	470	482	1410	696	1052	868	5088

The above data is unique as the number of trainees mentioned in the table are registered only one time among the bouquet of trainings offered.

Glimpses of the activities:



IT Infra Donation at Zilla Parishad school



Toilet for Girls at Zilla Parishad School



READ India Community Library, Karmad



Technology Empowering youth training, Ladgaon

Addressing SDGs through the key interventions:



Quality Education - Through Education programmes with a life cycle approach.

Gender Equality - Through Livelihood skilling and Women Empowerment programmes

Clean Energy - Through Solar panels and Solar lights.

Reduce Inequalities - Through income generation programmes focusing on minority groups and persons with disabilities.

Climate Action - Awareness programmes on Health, Sanitation, Tree plantation and Renewable Energy

Skills To Succeed – For a Secure Future

The Skills to Succeed programme implemented by READ India in more than 140 rural communities has enabled creation of strong leadership at the ground. The programme has been able to reach those who were hitherto not having access to the avenues of learning and building skills to pull themselves out from the perpetual cycle of poverty.

This programme was initiated in 2015 with only 5 rural communities of Rajasthan, Uttar Pradesh, Haryana, Maharashtra and Karnataka. Today it has evolved to reach 140 communities across 11 states of India. Since inception, the programme has been supported by **Accenture** under their Corporate Social Responsibility (CSR).

Objective: To make the women/girls of the rural communities economically independent and socially active through skilling.

Skills under the Programme: Apparel Making, Handicrafts, Herbal Products, Weaving and Spinning, Entrepreneurship Skills, Community Elementary Educator, Embroidery, Domestic Data Entry Operator, Food Products and home-grown products, Makeup Artist, Frontline Health Worker

Location Centres - District/Block/ Village

Villages Covered in the Project			
State	District	Centre Locations	Outreach Villages
Uttar Pradesh	Rampur	Rampur	Agahpur, Bahapura, Jhanda, Niswa, Patwai, Peer Ki Peth, Narkhera, Nawab ganj, Purana Ganj
	Lakhimpur Kheri	Lakhimpur Kheri	Balera, Bela Tapar, Beldandi, Dhyanpur, Lokanpurwa, Pachpeda, Trilokpur
	Lucknow	Lucknow	Amethi, Ansai Ward, Mahura Kala, Dalibag, Duarar, Balu Adda
	Gautam Budh Ngr	Greater Noida	Tugalpur, Saphipur, Alpha 1
	Mathura	Mathura	Damodarpura, Aurangabad, Dholiya Piyau, Gokul
Rajasthan	Dausa	Geejgarh	Gandrawa, Garhi, Kailaai, Sikrai
	Bharatpur	Devli	Bachrain, Boraj, Jharoti
	Bikaner	Bikaner	Napasar
	Baran	Baran	Amroli, Bhanwargarh, Bhoyal, Danta Kelwara, Deori, Faredua, Ghatti, Paraniya, Gubadi, Khiriyaa, Pajantori, Shahbad
Maharashtra	Aurangabad	Aurangabad	Naregaon, Mandki
	Latur	Latur	Kingaon, Sonawanewadi, Dagadwadi, Dhanora
	Raigad	Vinhere	Chochinde, Fouji Ambavade, Gavhadi, Kinjalghar, Mahad, Phalkewadi, Shinkarkond, Shirgaon, Shirvali mohalla, Vinhere
Haryana	Mewat	Tauru	Tauru
	Jhajjar	Jhajjar	Dabodha Khurd, Majri, Mehendipur, Nuna Majra, Tandaheri
	Gurugram	Sheetla Mata Colony	Ashok Vihar, Sheetla Colony
	Palwal	Chainnsa	Baheen, Chhainsa, Firojpur Rajput, Kurthla, Swamika, Sevli, Hathin
	Sonipat	Sonipat	Kumaspur
	Manesar	Manesar	Jamalpur
	Gurugram	Wazirabad (Gurugram)	Wazirabad

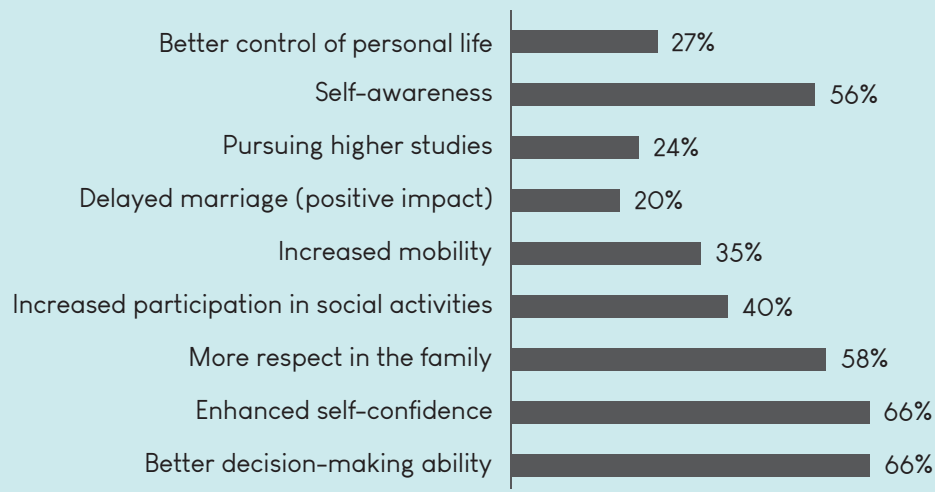
Andhra Pradesh	Chittoor	Baireddipalle	Amravati, Belupalli, Febadoddi, Gadduru, Gownithemapalli, Kadapanatham, Kaligutta, Kothur, Kupanapalli, Metapalli, Lakkanapalli, Nagireddipalli, Vengamvaripalli
Karnataka	Chikballapur	Bagepalli	Bagepalli, Etigaddapalli, Devareddypalli, Gantamvaripalli, Papinayakanahalli, Yallampalli
	Bangalore	Bangalore	Vijinapura
Delhi	South West	Shahbad Mohammadpur	Shahbad Mohammadpur
	North-east	Burari	Burari, Harit Vihar, Sant Nagar
	West	Kirti Nagar	Kirti Nagar, Rajinder Nagar
	North East	Jafrabad	Jafrabad
Bihar	Aurangabad	Deo	Deo, Naudiha, Rasulpur, Soti Mohalla, Chandpur
	Madhubani	Benipatt	Benipatti, Behta, Anandibag, Baliaa, Jagat, Sarisab
	Muzaffarpur	Muzaffarpur	Muzaffarpur
Punjab	Rajpura	Gajju Khera	Khera Gajju, Kotla, Manakpur, Mindha Majra, Urdan, Lehlan, Gurditpura
West Bengal	Birbhum	Santiniketan	Albandha, Kaliganj, Lalbandh, Surul
Gujarat	Kutch	Bhujodi	Anandpar, Gadhsisa, Mangvana, Manukuva, Ratnapar, Sanyra

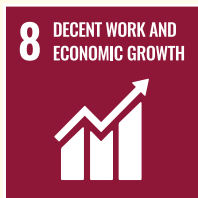
Impact Dashboard/Holistic Development

Connected	Improved	Transformed	Transformation percentage
7500	7500	5560	74%

Deliverables	Achieved
Total number of unique direct beneficiaries completed trainings.	7500
Number of women who reported increase in income	2405
Number of women who attained job/employment	370
Number of women who started their own micro level businesses	350
Number of women who grew their business	666
Number of women reporting increased career resilience	1397
Number of women beneficiaries reporting that they have re-entered formal education	372

Improvement in Social Life





Addressing SDGs through the key interventions

Kaushalta se Safalta: Skilling programme in Aspirational Districts

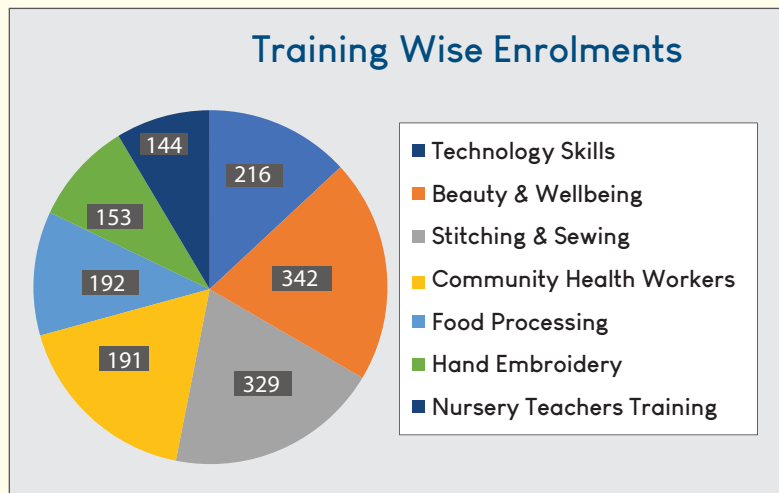
Empowerment of girls and women is a fundamental prerequisite for holistic development of the community. It has direct correlation to quality of life, health and overall development of themselves and their families.

Skilling alone can't bring about change, though a woman is economically empowered, well integrated with social change and have understanding of the behavioural aspects, which are invisible blocks in the growth process of the girls and the women. Literacy and Education, skills for learning and earning, family support, peer learning, access to right mentors, guides and teachers play an important role. These stakeholders are available in the rural areas, but one has to search for these stakeholders and work closely with them. Importantly, make them the change agents who help in spearheading and translating the vision into action by designing community-oriented programmes keeping community (girls and women) in the forefront and providing a safe and required platform for learning.

READ India initiated a dedicated skilling programme - Kaushalta Se Safalta, in the aspirational districts supported by **Culver Max**.

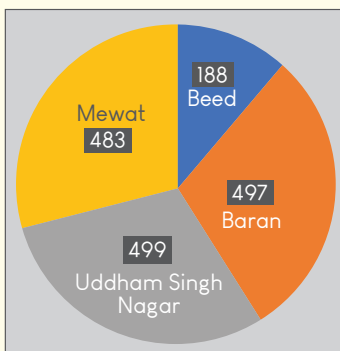
Project outcomes:

- Women and girls learnt the skills for decent livelihood
- The sessions on life skills and leadership skills made them confident and courageous
- Decision making abilities at the home front and for themselves are enhanced
- Peer learning and relationship building helped them to connect with each other



- Entrepreneurship skills helped to take the initiative to either start her own micro-enterprise or join hands with other women to work together
- The women and young girls became resilient and expressed desire to do something better in their lives
- To make women understand the Sustainable Development Goals and address these on the ground

Addressing the SDGs



Impact:

While doing the impact study, the women shared that this has been a life-time opportunity for them as the skilling programme was brought at their door-steps and they did not have to travel long distance. Secondly, there was no financial constraint on the family as the mindset always prevails that women are the last ones to think of themselves. Women learnt a lot through peer groups and came to know their village more and a holistic environment of connecting communities prevailed for their future collaborations and working together not only through the READ Centres but also collectively.

Quality Education through Early Learning Centres

In 2022, Ecom Express came forward to support 6 preschools (Early Learning Centres). These preschools imparted quality education to 338 students in the age group of 3 – 6 years. Apart from the specially curated curriculum, teachers training, upgrading the infrastructure, books, uniforms and other required amenities, various teaching-learning materials were created and used while teaching in the classrooms like toys, puppets, etc.

Highlights of the Programme

- Teachers used techniques like cutting & pasting, thumb painting, and non-fire cooking to involve the students. The classes were focused on child-oriented methods of learning
- Various workshops were organised with the parents on topics like parenting, health and hygiene, child's nutrition, good and bad touch, and tiffin recipes as regular programs to engage parents with the schools
- Regular Parent-Teacher Meetings and interactive sessions were organized at the community level
- Staff meetings were conducted fortnightly to get updates of all the six locations. They shared their experiences and challenges and how they were coping up in their respective areas
- For schoolteachers to provide high-quality education, regular teacher's training sessions were conducted by experts
- Google Forms were created to understand the background of the children attending the preschools

Preschools in various locations supported by Ecom Express

S.No	Springwood School Location	State
1.	Dwarka	Delhi
2.	Manesar	Haryana
3.	Sheetla Mata	Haryana
4.	Tauru	Haryana
5.	Wazirabad	Haryana
6.	Rampur	Uttar Pradesh

Location-wise enrolments

Location	Boys	Girls	Total
Dwarka	36	28	64
Wazirabad	27	27	54
Manesar	26	26	52
Rampur	31	24	55
Sheetla Mata	37	26	63
Tauru	22	28	50

The above table represents the number of boys and girls from different locations who have been enrolled in the preschools

Addressing SDGs through the key interventions

4 QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

5 GENDER EQUALITY



Achieve gender equality and empower all women and girls



READ India Summit 2023 – Mahila Saksham Samman

Every year READ India recognises the leaders from the grassroots who are the advocates and practitioners of the READ model of connecting communities and empowering people. The Mahila Saksham Samman brought together these women amongst the Trustees, Advisory Board Members, experts, partners and invited guests.

The Chief Guest, Ms. Shashanka Ala, IAS, Special Secretary, Delhi Government, addressed the august gathering followed by Dr. Geeta Malhotra, Mr. Jai Vikram Bakshi, Major General Surat Sandhu, Ms. Kalpana Dasgupta, Mr. Ashis Sanyal and the guests from the Embassy.

Dr. Geeta Malhotra, Country Director READ India delved upon the Role of Libraries in Building Resilient Communities. The Trustees, the backbone of READ India talked about their experiences with READ India and the communities. Post tea, industry experts talked about the Role of ICT in Holistic Rural Development. A short film was presented to the gathering on READ India’s interventions on technology usage and training. It was followed by an impact driven session on Reaching the Unreached through READ model, and how READ India is engaging with the marginalized communities at the grassroots level.



Post lunch, witnessed an engaging session on Collaborations and Partnerships for Effective use of Libraries. While chairing the Panel discussion, Mr. Jay Vikram Bakshi spoke about READ India's growth with support of the Corporates. Dr. Geeta Malhotra concluded the discussion with extending her gratitude to the panelists.

The concluding session was on 'Role of libraries in the changing times keeping community at the first place and providing access to needed resources.' Where participants from leading libraries of India shared their valuable insights.

However, the highlight of the event was the award distribution to the Saksham Mahilas. All the award recipients were given the stage to share their transformative stories in their own words. The stories were inspiring, captivating and thought-provoking. Surely a motivation for all of us at READ India to do better...do more.

After all, Saksham Mahilas will make Viksit Bharat.



The Leadership at READ India

We thank the READ India Trustees and the Advisory Board Members for providing guidance and invaluable support to READ India's strategic growth and development.



Major General Surat Sandhu, Founder-Trustee

After serving for 34 years in Indian Army, he took early retirement to serve the development sector. He was CEO of HelpAge India from 1997 to 2001, during which period he mobilised to triple its fundraising. Since then he has been a trainer at a number of conferences/seminars on fundraising in India and abroad. He has been a fundraising consultant with Oxfam GB in the UK and to various national and international organisations. Major Sandhu is in the Chair of the Kusuma Foundation and the Wellness Trust. From

2005-09, he was the Chair of the South Asian Fund Raising Group (SAFRG) and has given a great impetus to fundraising capacity building in South Asia.

Mr. Jay Vikram Bakshi, Founder-Trustee

Mr. Bakshi is an entrepreneur, start-up and social sector mentor. With over three decades in media, advertising, corporate marketing and communications, Jay has worked with ABP, Times of India, India Today, WPP Group, Hughes Group, HSBC and Nokia. With a vision to take start-ups G2G (from Grassroots to Global), Jay as a mentor with IAN (Indian Angel Network), and global accelerators such as Canada's TBDC (Toronto Business Development Center), guides founders and enables start-ups to reach global scales across various domains.



A Master Trainer with the Indian Institute of Corporate Affairs, Jay co-authored the training material on Section 135 for CSR professionals. As a Founder Trustee of READ India, Jay is empowering L2L (Literacy to Livelihood) vision.

Jay serves on several boards globally, including ACLC (Association of Commonwealth Leaders' Conferences), Australia. An alumnus of the Late HRH Prince Philip founded Commonwealth Study Council's Leadership Program.

Ms. Sohini Bhattacharya, Trustee READ India

Sohini became Breakthrough's second President and CEO in July 2017.

Sohini has worked in the development sector for more than twenty-five years. She has worked with Ashoka Innovators for the Public to raise awareness on social entrepreneurship across India, co-founded the Sanhita Gender Resource Centre—the first of its kind in Kolkata and engaged with traditional craftspeople across India as Program Officer of Dastkar. Sohini is a board member of Dastkar, Jeevika Development

Society, which supports women's empowerment through financial access and control.





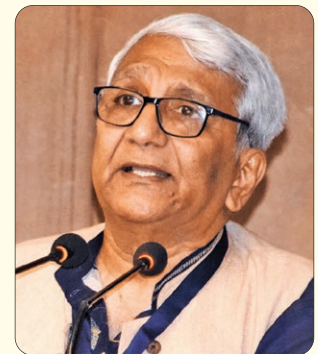
Ms. Kalpana Dasgupta, Trustee (Since 09.01.2018)

Ms. Kalpana Dasgupta's career as a librarian started in 1965 and she has worked in the largest libraries in India, serving as Head of the National Library of India for 12 years. She was the Director of the Central Secretariat Library of the Ministry of Culture, Government of India, and has served as Director of the Delhi Public Library. She served as the first woman President of the Indian Library Association (ILA) from 2000-2002.

Ms. Dasgupta was the Chairperson of the working group on libraries of the National Knowledge Commission and she also acted as its Advisor. She worked in the International Federation of Library Association (IFLA) and was the Indian representative in the regional standing committee for Asia and OCEANIA for 4 years.

Mr. Ashis Sanyal, Trustee (01.11.2022 – 31.10.2024)

Mr. Ashis Sanyal is the former Senior Director of the Department of Information Technology for the Government of India. He brings more than thirty-seven years of experience in communications, engineering and information communication technology to the READ team. Mr. Sanyal has published more than 45 technical papers in various areas of Electronics, Communication Engineering, System Design and e-Governance activities in Indian and international journals.



Mr. Amitabh Singhal, Trustee (01.11.2022 – 31.10.2024)

He is the Founder/Director of Telxess Consulting Services Pvt. Ltd. He was a Founder and former President of Internet Service Providers Association of India and helped push Internet privatization in 1998. He also was a Founder, Board Director and CEO of National Internet Exchange of India (NIXI), which runs Internet Exchanges, .IN Domain Registry, Root Servers, etc. He is on the Boards of several NGOs/Non Profits, where he focuses on improving Governance standards.

ADVISORY BOARD

Mr. Praveen Aggarwal

Mr. Aggarwal has experience of over 30 years in managing overall businesses, corporate & public affairs, corporate social responsibility in leading MNC and Indian companies and foundation across India and South West Asia. He has worked in leadership positions in Swades Foundation, Coca-Cola India, Jain Satellite Television and MGF Group.



Dr. P R Goswami

Dr. P R Goswami is a Library Professional based in Delhi. He has more than forty years of experience. His immediate past employment was Director (Library & Information), Indira Gandhi National Centre for the Arts, New Delhi. He was also Director (Libraries) in Ministry of Culture and Director (Documentation) at Indian Council of Social Science Research.

Dr. Amita V Joseph

She has a law degree from Delhi University, PG in Human Rights from the Law Institute and a PhD from Deakin University, Australia. She has worked over three decades across legal, corporate and development sectors. Dr. Joseph is associated with BCF and other non-profit organisations and is a recipient of the VC Alumni Award for significant contribution from Deakin University.



Mr. Neeraj Jha

Mr. Jha is a financial journalist turned communications professional turned Reputation Evangelist. In his career spanning over two decades, he has straddled multiple roles, 17 years at leadership positions at Bajaj Group, Bharti Airtel, HDFC Bank and Reliance spearheading their Communications, Media, Advocacy and Reputation building efforts. Presently, he's Group President & Chief Communication Officer at Bajaj Group.

Financial Overview

RURAL EDUCATION AND DEVELOPMENT (READ) INDIA Balance Sheet as at March 31, 2023

	Schedules	March 31, 2023 (Rs.)	March 31, 2022 (Rs.)
SOURCES OF FUNDS			
Capital Fund	1	1,78,59,759	1,77,49,231
Capital Assets Fund	2	4,94,840	4,30,257
Unutilised Grants		83,83,185	1,18,50,034
Total		2,67,37,784	3,00,29,522
APPLICATION OF FUNDS			
Fixed Assets	3	4,94,840	4,30,257
Current Assets, Loans and Advances			
Cash and Bank Balances	4	2,95,11,148	2,84,35,129
Loans and advances	5	23,78,383	90,51,157
(A)		3,18,89,531	3,74,86,286
Less: Current Liabilities & Provisions	(B) 6	56,46,587	78,87,021
(A - B)		2,62,42,944	2,95,99,265
Total		2,67,37,784	3,00,29,522
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 : 28.10.2023


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 : 28.10.2023

RURAL EDUCATION AND DEVELOPMENT (READ) INDIA
Statement of Income and Expenditure for the year ended March 31, 2023

	Schedules	March 31, 2023 (Rs.)	March 31, 2022 (Rs.)
Income			
Grants/ Donations Received			
Specific Purpose Grant Income		10,48,39,668	10,61,80,671
General Purpose Grant Income		77,932	2,08,897
Other Income	7	93,74,321	25,33,194
		11,42,91,921	10,89,22,762
Expenditure			
Project Expenses	8	10,41,79,655	10,34,54,509
Depreciation	3	70,055	68,157
Other Operational Expenses	9	77,17,651	12,25,648
		11,19,67,361	10,47,48,314
Excess of Income over expenditure		23,24,560	41,74,448
Add: Depreciation transferred to Capital Assets Fund		70,055	68,157
Excess of Income over expenditure transferred to Capital Fund		23,94,615	42,42,605
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 : 28.10.2023

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

Amit Singhal

Ca. Amit Singhal
Partner
Membership No. 98417

Place : New Delhi
Date : 28.10.2023

UDIN: 23098417 BCQUET5996



RURAL EDUCATION AND DEVELOPMENT (READ) INDIA

115, 1st Floor, Tower No. 4, HEWO Apartments - 1, Sector - 56,

Gurgaon - 122011, Haryana, India

www.read-india.org