



AGRASAR

Annual Report 2019/20

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Message from our team



We continue our journey of serving our communities in better ways according to the emerging needs while systematically implementing our program and organizational governance structures and processes to enhance the quality of our work through a 'balanced scorecard framework'.

Our programs - Bachpan, Societymaker, and Kaagaz Ki Kashti - have initiated the formation of solidarity groups in a structured manner to learn and progress together, thereby, forging sustainability of the programs. This year, we have launched our new program, 'Agrasar Pravasi' to support migrant workers and their families.



Prerit Rana, CEO and co-founder

We have launched our program 'Agrasar Pravasi' in Gurugram to support migrant workers and their families holistically.

Agrasar Bachpan continued to teach out-of-school children and mainstreamed around half of them into formal schools and this year, we significantly increased the engagement with children in our Islampur Library. Societymaker - Agrasar's social enterprise for women's livelihood has built their professional skills through the flow of many bulk orders across India and outside. Hence, the team has identified leaders who have started to assume responsibilities and taking 'ownership' of the work. Our growing relationship with government school teachers and children has strengthened the design and development of our Kaagaz Ki Kashti program while opening avenues for partnership with organizations to scale-up. 'Agrasar Pravasi', our new program has started its operation in full-swing and the need-based support is creating a ripple impact at an individual as well as at the family level.

We continue to deepen the relationships with our stakeholders, such as the parents of "our" children, government schools, education officials, Gurugram administration, various institutions in Gurugram, and the corporate sector. Our outreach to the wider public has increased through our social media presence and a growing number of interns and volunteers.

I hereby invite you to find out more about Agrasar's past year's journey, our progress, our challenges, and our plans for the future.

Prerit Rana,
Agrasar CEO & Co-Founder

INTRODUCTION



During the past year, we made significant changes to the way our organisation and programs work by initiating the 'formalization and scaling-up' phase. Only if we continue to make progress, we are able to facilitate the process of supporting communities and build a caring and compassionate society.

That is why, last year we decided to do the following:

- Enhanced our relationships with Government Schools, government administration, various institutions, and organizations in Gurugram.
- Built partnership to scale our Kaagaz Ki Kashti program.
- Identified 2 leaders in Societymaker and initiated in formation of solidarity groups of women.
- Implemented School Capacity Building and Community Awareness through street play to eliminate violence from schools.
- Launched our new program 'Agrasar Pravasi' in Gurugram.
- Established two more Anganwadi centres in Mathura.
- Set up an Education and Employability centre in a village in Kanpur.

Agrasar launched a new program, 'Agrasar Pravasi' that aims to ensure secure, dignified, and meaningful careers and lives of migrant workers and their families through a holistic and integrated development approach.

In Agrasar Bachpan, we bring out-of-school children to their age-appropriate learning level, mainstream them into formal schools and enhance the quality of education in these schools. Our Employability program trains rural youths for entry-level positions and finds them placements in the industry, while continuing to support them in their new roles. Our social enterprise Societymaker skills women from disadvantaged communities in stitching various products, providing them not only with home-based opportunities to generate additional family income, but also with life skill education, such as on financial literacy. Our initiative Kaagaz Ki Kashti against school corporal punishment works with teachers, parents, and children with the aim to empower them to use alternative non-violent discipline and teaching methods. Our new program, Agrasar Pravasi facilitates access to identity documents, opening a bank account, avail various social security schemes like Employees State Insurance Scheme (ESI), Employees Provident Fund scheme (PF), etc, conducting financial literacy and legal education workshops, resolving cases related to workers rights through legal aid & counseling, enhancing employability of youth by providing pre-placement, placement and post-placement support, training on employability skills on a need basis, education and career counseling.

ABOUT AGRASAR



Our mission and purpose

Agrasar is a social impact organisation working with disadvantaged communities in India and envisions a caring and compassionate society with opportunities of growth and development to all to live a meaningful and enriching life. Our operations are centered in Gurugram and are spreading out to nearby regions directly or in partnership with community-based organisations.

Agrasar is on a mission to enable equitable access to safe and enriching education for children, facilitating gainful and progressing employment for (migrant) workers, and basic rights as human beings and citizens for their families.

We believe ourselves to be an integral part of the community we work with. Our team has grown phenomenally with experiences from the field, not just professionally but personally. We learn each time we interact with our primary stakeholders and varied people and institutions we come across.

Hence, our tagline

Progressing with the community

Our approach

Agrasar is working to promote sustainable socio-economic development of marginalised communities by helping them build capacities and realise their true potential. We use a culturally sensitive approach to engage with the communities in an emphatic and respectful way. Instead of running programs *for* them, our work is embedded *within* the community, enabling us to learn from them and progress with them. Over the years, we have established trusted relationships with "our" communities, making us part of them as well as their change journey.



ABOUT AGRASAR



Our communities

Agrasar works with people who have migrated from other states to the semi-urban areas in Gurugram. They are disadvantaged in many ways. Not only do they struggle with low income and the housing, sanitary, and health issues that come with it, but also with social stigma and prejudice. Lack of education and no access to public services add to their plight. "Migrant" communities, in particular their children, belong to the most vulnerable communities in India, but at the same time have the highest motivation to improve their lives. Their dedication towards creating a better future is not only admirable but an everyday inspiration for us.



Our team

We all stand for Oneness, Compassion, and Freedom for us and everyone. Agrasar is an organization of around 25 members now, that does not only work in local communities but also recruits many of its own team members from those. Our team is a melting pot of different backgrounds, nationalities, education and professional experiences.

This brings varied perspectives on the problems we are trying to solve and bring about paradigm shifts to move towards a more equitable and just society. Thus, we strive towards internalising our vision and mission by bringing the strengths of each team member to build synergies in our operations, while contributing to each other's learning journey, even if the members move on after some time and continue their journey with other organisations.

AGRASAR BACHPAN

Mainstreaming out-of-school children into formal education system

We run community-based non-formal learning centres where we teach out-of-school children aged 5 to 12 years until they reach age-appropriate levels and mainstream them into formal schools (both Govt. and Private) and enhance the quality of education in these schools. The curriculum has been designed by our teachers, using their classroom experience and in tune with the NCERT learning indicators. It includes a child-centric approach and focuses on the experiential and play-way method of learning. Additionally, we run a remedial education program for our mainstreamed children to ensure their smooth transition into formal school classrooms. Further, we ensure continuous engagement with parents to keep them motivated to educate their children and ensure their life-long learning.



One of the children in our Islampur Library presenting her journey of making earrings through art and craft proudly to her parents during the exhibition.

AGRASAR BACHPAN

278 children were enrolled across our two learning centres in Gurugram, out of which 201 were in bridge education and 77 children came for remedial education.

70 children have been mainstreamed into Government and Private schools this year

Our work in the past year

- There has been an increase in the participation of children at our Islampur library through their involvement in various sessions on different themes such as life skills activities, science, read-aloud, playing indoor-outdoor sports, computer, etc with active engagement and support of volunteers and interns.
- An exhibition was organized by the children in the library to showcase their talents to the parents in the community which also enabled the team to connect with their parents and build a relationship with them. Gradually, the children have assumed different roles and responsibilities to ensure smooth functioning and decorum of the library by exhibiting a sense of ownership. The leaders assist the librarian in arranging books, encourage children in the community to visit and join the library, and also plan various activities themselves.
- To ensure the health and wellbeing of children, various camps were held such as vaccination, dental health, etc.
- Our first Annual Day function was held at Islampur centre; it was hosted, planned, and performed by children to showcase their talents like dancing, singing, performing Nukkad Natak on women's rights. Along with parents, the government, and private school teachers and their head/principal, and our funding partner also attended the event to encourage the children and celebrate the day with us.
- The Parent Teacher Meeting was held quarterly and witnessed active participation of parents with increased awareness among parents on the learning journey of children.
- We also organized a one-week summer camp with children at the Sikanderpur centre and conducted various activities such as life skills, dance, music, art & craft, etc with the support of teachers, volunteers, and interns.
- The teachers facilitated the formation of Solidarity groups in Agrasar Bachpan for co-learning among children. Some children studying in Level C had been entrusted with responsibilities to support their peers studying in Level A and B on various concepts in different subjects.

AGRASAR BACHPAN

CHALLENGES AND LESSONS LEARNED

- Children going back to their villages at the time of mainstreaming: This is the major challenge that had persisted over the years, although, reduced to some extent but some children go back to their villages mostly due to their parent's personal or family reasons between the months of December and March. They usually return after 1 or 2 months which impacts the child's learning level. So, we plan to conduct a session with parents during P.T.M. to reiterate the importance of their presence during the mainstreaming process in April and not going to the village just before the mainstreaming.
- Unavailability of parent's contact numbers: Often, the parents of children can't be reached through their phone numbers as they change their sim or switch off their phones. It was suggested that the team can inform the parents about its importance beforehand during P.T.M., through regular conversations, and can also take their alternative numbers in the registration form.

THE YEAR AHEAD

In the year ahead we plan to:

- Organize internal teacher training sessions for teachers wherein teachers will conduct sessions on different and relevant topics with one another such as on classroom management, techniques and strategies to teach through art, play and storytelling etc. The team will actively build knowledge and understanding of the education ecosystem of Haryana and in India.
- In the Sikanderpur Centre, with continuous engagement with parents and their increasing involvement in the program, the teachers observed that children get their lunches with a high proportion of Carbohydrate which lacks in basic nutrients like minerals, vitamins, and protein. Therefore, we would enable Nutritional Support to children and do regular medical checkups - at least once a quarter.
- Increase volunteer engagement with the focus on local volunteers and invite them for library sessions, events, etc. In Islampur, our teachers plan to further intensify relationships with the local community and strengthen engagement.
- We also plan to organize Annual Day, Exhibitions, Summer Camp, and Winter Camp led by children themselves for showcasing their talents and art.
- Set up a new library in the Sikanderpur centre and begin Read-Aloud sessions to encourage reading habits, expand vocabulary, improve concentration, and enhance self-learning.
- Further enhance the Life Skill Curriculum by introducing children to the age-appropriate concepts of life skills like Empathy, Self-awareness, basic hygiene, creative thinking, interpersonal skills, etc, enhance the curriculum of morning assembly, and include sports activities such as indoor and outdoor games

AGRASAR PRAVASI

Ensure secure, dignified and meaningful careers and lives of workers and their families

Agrasar Pravasi is translated to “progressive migrant” in English and therefore focuses upon the holistic development of people who have migrated in search of better living in general and better livelihood opportunities in particular. We aim to ensure secure, dignified careers and lives of workers and their families dependent on labour and migration with a systematic response that consists of a holistic, integrated, and need-based approach.

Therefore, the Agrasar Pravasi program focuses on three areas - Gainful and Progressive Employment, Basic Rights and Services, and Humane and Thriving Working Conditions for workers and their families.



The program has been running in Gurugram since September 2019 and facilitates access to identity documents, opening a bank account, avail various social security schemes like ESI, PF, etc, conducting financial literacy and legal education workshops, resolving cases related to workers rights through legal aid & counseling, enhancing employability of youth by providing pre-placement, placement and post-placement support, training on employability skills on a need basis, education and career counseling.

AGRASAR PRAVASI

SEPTEMBER 2019 ONWARDS

100

There are 100 people who have received the identity documentation (Aadhar card and PAN Card) as per their need to access various rights and services.

60

There are 60 people who have access to social security scheme such as EPF, ESI, Pradhan Mantri Jan Dhan Yojana and Sukanya Samriddhi Yojana.

Our work in the past year

- The team was able to solve 8 cases of workers' rights. Among them, there were 3 people who needed support related to their PF Account which included helping them in KYC of their PF Account and in PF withdrawal forms and 1 has access to the ESI scheme. Besides, 3 people were able to retain their jobs and resolve the salary issue and 1 person was saved from falling into the debt trap.
- There are 20 individuals who have been placed so far - 11 in a full-time job with an average salary of INR 12227.
- We have conducted 2 workshops on financial literacy with a focus on availing the benefit of various social security schemes with around 90 women and 49 bank accounts that have been opened under 'Pradhan Mantri Jan Dhan Yojana'. Out of them, 7 people have registered with Sukanya Samriddhi Yojana that ensures saving for their girl child.
- Educational counseling baseline forms were developed and 54 baseline forms of class 10 students were filled at Government School, Islampur. After filling the baseline form, an introductory session on career counseling was conducted to build awareness about different kinds of jobs, key parameters that are necessary to make an informed decision about one's career, and the skills required to succeed in any career. Thereafter, an introductory session on Subject Counseling was conducted at Islampur Centre with 45 students to bust myths associated with subjects/streams and career and also introduce the students to the subjects and streams they could choose in class 11th.
- Since the program has started in full swing, the team focused on building partnerships with various stakeholders and institutions such as personnel from the Indian Post Office, Community Centre, Anganwadi Centre, Government and Private School administration, Aadhar card, and PAN Card offices, PF and ESIC office, Gurugram administration, ward councilor, District Court, companies & organizations for placement, etc.

AGRASAR PRAVASI

CHALLENGES & LESSON LEARNED

- Arranging proof for Aadhar cards and the importance of identity documents: One of the most challenging work was to facilitate in arranging identity, birth, and address proof to make Aadhar Card as many of them either didn't have any proof or had left it in their village. Thus, the team gradually found certain ways to address this challenge by building relationships with Ward Counselors, Government department officials, etc.
- Building ownership in the community and encourage them to get their identity documents: Initially, the team had planned to facilitate people in the community by forming groups and go along with them to the community centre to make the aadhar card, however, they realized that the people have to understand the importance of identity documents and take ownership by visiting the centre themselves, thus, develop a sense of agency among them.

THE YEAR AHEAD

- To build and enhance the relationship with various stakeholders like government departments and officials, employers, factory owners/contractors, etc to facilitate the process of providing access to rights and services to the migrant community to streamline the processes and structure of the program, thus, evolve it through systemic changes.
- To support and assist migrant workers and their families to access various rights and services according to their needs such as help in identity documents, financial literacy, increasing savings and registering with Social Security Schemes, Career Guidance, enhancing skills and provide placement support, Legal education & Legal Cell and Health & Hygiene.
- To build a Coordinated Legal Response System for migrant workers through legal education, legal aid, and counseling, action-based research to legally empower people to stand for justice and freedom in case of breach of rights and entitlements for themselves and others and making the mediation and litigation process simple, accessible and affordable.
- To ensure sustainability and long-term impact of the program, it is imperative that youth in the community themselves take leadership and ownership to work towards actualizing the vision of 'Migrant youth and their families live secure, dignified and meaningful life'. Hence, we have coined the term, 'Agrasar Saathis' (Progressive Fellows) who are proactive, committed, and compassionate community volunteers taking leadership with a determination to expand the reach of basic rights and services in their communities and gradually creating a support system by fostering a trusted relationship with the people in the community. Therefore, we will identify Agrasar Saathis and build their capacity through training and workshops in providing access to various rights and services to the migrant community.

MATHURA

Training youth and enhancing the quality of early childhood education

Our Mathura-based Employability program provides 3-months training for Basics, including Basic IT, Workplace Readiness, Interpersonal and Financial Literacy skills and English Communication. 3 months training is provided in Tally and GST.

We also run two Anganwadi centres in Lohvan and Gausana villages of Mathura, where we conduct a number of activities to educate children and build the capacity of Anganwadi workers.



**Agrasar established two more Anganwadi centres .
We provided training and counseling to aspiring youth and found them placements in the industry.**

MATHURA

161

161 youths were trained - 118 in Basic and 43 in Tally and GST. 36 got placed.

142

142 children were enrolled in both centres, out of which around 45 children became school ready for enrollment in primary school.

Our work in the past year

Employability

- 57 youth were being trained in March 2020 - 47 in Basic and 10 in Tally but couldn't complete the training due to lockdown.
- The English learning classes were conducted regularly with 79 students enrolled in the program.
- 2-day training for youth was conducted to prepare them better for the job and become confident for the interviews. It included aspects like mock interviews, communication skills, CV-building, etc.
- We visited door-to-door in 4 villages and filled old-age pension forms through the online portal for people who were not involved during the first phase in 2018-19.
- We performed Nukad Natak in 4 villages to create awareness about Girl Education, Gender discrimination, and Hygiene under WASH program.
- We screened movies to create awareness about building toilets in the home, maintain hygiene, and ensuring girl's education.

Anganwadi

- 19 lunch boxes were distributed to children who come under the malnutrition category to encourage children to have regular Mid-day meals and refreshments.
- In addition to monthly parent-teacher meetings, we organized a consultation meeting and session with a doctor for parents, to build awareness and reiterate the importance of nutrition and hygiene.
- We built the capacity of Anganwadi workers and the team through training on reviewing and planning the program through the 'Balanced Scorecard' framework.
- We collaborated with local bodies and administration by involving village administration and primary government school teachers during the events of Anganwadis to strengthen their relationship between them.
- The team conducted two surveys in the community; the first survey was to identify people who could be registered with Pradhan Mantri Ujjwala Yojana and the second was to invite people who are registered with Pradhan Mantri Jan Arogya Yojana to a camp to make their Ayushman Bharat Card

MATHURA

CHALLENGES & LESSON LEARNED

Employability Centre:

Through community mobilization and multiple interactions with youth, the employability team realized that there are many students below the age of 18 years who are keen to learn basic computer but couldn't be enrolled due to the age eligibility of being 18 years old. Therefore, the team recognized the need and decided to do away with this eligibility condition to encourage students in schools to also enroll in the centre and build their basic computer skills. An additional challenge was to find companies who were willing to match the aspiration of many young students to get a high salary of at least Rs.15,000. Many were also reluctant to get placed outside Mathura, even if the offer met their interest and aspirations.

Anganwadi Centres:

Over the years, the two Anganwadi centres in Mathura have established robust relationships with the community as enrollments of children and engagement of parent has increased gradually. This year, the team realized that it became difficult to accommodate and teach 60-70 children in the allocated space. So, two more Anganwadi centres were built in Lohvan and Gausana villages to reach out to more children and enable early childhood education and care.

THE YEAR AHEAD

Employability Centre:

- Due to the outbreak of Covid19 in March 2020 and the subsequent paucity of financial resources, we were unable to execute several activities like we had started the batch of students to learn basic computer skills and realized that a large proportion of students in schools are keen and interested to pursue the course. Thus, we had planned to connect with more middle school and high school students and enroll them in learning basic computer skills. However, we could not execute the plan.

Anganwadi Centres:

- Due to the outbreak of Covid19 in March 2020 and the subsequent paucity of financial resources, we were unable to execute several activities. Since we had established two more Anganwadi centres in Lohvan and Gausana villages, we had planned to set it up, organize activities, enroll more children and run it affectively with enhanced quality. Further, we had planned to reactivate the Anganwadi management committee through the involvement of parents while organizing frequent consultation visits by the doctors for health check-ups and providing the requisite consultation to parents on nutrition and hygiene. However, we could not execute the plan.

SOCIETY MAKER

Empowering non-working women to become Societymakers

Societymaker aims at supporting women from disadvantaged backgrounds to become more self-aware, confident, self-reliant, and socially and financially capable to earn a livelihood and lead more meaningful personal and professional lives. It is a community-driven brand promoting melange of Traditional and Western Apparel and handmade creations and focuses on providing home-based work opportunities with flexible hours to work from centre for non-working women residing in the semi-urban villages of Gurugram. Societymaker builds women's capacity in both technical skills, such as hand stitching, machine sewing, and handcrafting, as well as basic business skills such as cost, quality check, and marketing in order to create enterprise acumen and aspiration in women to break the social-cultural barriers by stepping out of their homes and thus creating a sense of empowerment among them in the community. Additionally, sessions on life skills and financial literacy are conducted to strengthen their confidence and accelerate their journey of becoming a Societymaker, from being a home-maker.



Jyoti took the leap in her entrepreneurial journey and opened a showroom in Sikanderpur to sell various kinds of products including Societymaker's products.

SOCIETY MAKER



60

Over the past year, 60 women enrolled in our skill training program



40

Out of the 60 women, 40 are now part of the production on a regular basis

Our work in the past year

- This year was all about understanding time efficiency, respecting delivery deadlines, learning new concepts of designing, and a lot of hard work. Preparing and delivering orders in a given time was a task in itself. But, none of the women showed any sign of nervousness. Rather, they were excited to be like a "professional". All of them, worked very confidently, efficiently, and most importantly happily.
- The 60 enrolled women learned new skills and enhanced their experience of producing garments, fabric pouches, jute bags, cushion covers, and other products. During the Rakhi and Diwali festival season, 20 women were proactively engaged in producing handmade products; crochet rakhis in different designs and color combinations, handbags, jute bags, canvas tote bags, file folders, kurta and dresses, and colorful hand-embroidered scarves.
- We had set up stalls at different corporates and Diwali Melas such as Medhaam Pre School, Crisil House, Jabong Head Office, British Telecommunication, Hindustan Times, etc. Further, we received a few bulk orders from Singapore, Chennai, and Gurugram for Kaftans, hand-painted canvas pouches, file folders, and tote bags in authentic prints.
- A variety of sessions on health and hygiene, life skills, and enterprising skills were held during regular intervals to enhance the skills of women and to get them acquainted with the market.
- There are 8 women who have started making their own designer dresses and many others have started earning by taking orders from their neighbors. Besides, 2 women have been actively involved in the whole process, took leadership, and assumed different responsibilities like measuring the garments,

SOCIETY MAKER

CHALLENGES AND LESSONS LEARNED

- During the Rakhi and Diwali festive season, Societymaker got the opportunity to put stalls and showcase their products at many corporate events and residential societies. Due to the continuous duration of putting the stalls, we faced a shortage in our handcrafted stock. Our women and team members took this as an opportunity to create and produce more stocks to meet customer's demands and increase the targeted revenue. They accomplished this by doing additional shifts and worked from home to prepare the stock.
- We found a huge demand for ethnic long dresses and the challenge was the absence of our master trainer and tailor during that period. However, the 3 women at Societymaker took the responsibility to complete the orders in time by sewing ethnic dresses. Our trainer and the women created beautiful dresses for the customers and successfully completed the orders.

THE YEAR AHEAD

In the year ahead we plan to:

- In addition to marketing and sales through exhibitions and stalls, we will also focus on different channels like E-commerce and tie-ups with retail stores.
- Build B2B partnership for majorly selling our handcrafted accessories like tote bags, pouches, sling bags, handbags, wallets, eco-friendly bags using canvas and jacquard fabrics, and home decor creations like hand-embroidered cushion covers and cotton printed cushion covers.
- Enhance the curriculum for the training of women with clearly defined processes for levels ranging from basic to advanced and women engaged in the production shall get trained in basic business skills like costing, basic accounting, managing and promoting sales, etc. They will also get trained in certain life skills like teamwork, motivation, communication, etc.
- Form solidarity groups to enable women to bond with each other in a better manner and help each other in times of difficulties. Moreover, in the long term, these groups will also help in the efficient management of the program when the scale of production and the number of women increases.
- Nurture the leadership and enterprising skills of 2 women leaders while also identify more community leaders who are engaged in regular production and will in turn train the new women as they join. They will be identified among the women who will gradually take up responsibilities of quality control, handling accounts, and other data.

KAAGAZ KI KASHTI

Eliminating corporal punishment from the schools of India

Kaagaz Ki Kashti is Agrasar's solidarity to eliminate corporal punishment from the schools of India, launched in November 2017. This initiative pursues three objectives which include Cultural and social norm change, i.e. challenging the social norms that justify physical and mental abuse of children in the name of discipline, Behavioural change, i.e. providing teachers and parents with resources to stop the practice of corporal punishment and use non-violent and child-appropriate discipline and child-rearing methods, and Systemic change, i.e. policy enablement and enforcement of laws and regulations banning corporal punishment.



The team had performed 9 street plays in the communities by using a unique form of street play known as 'theatre of oppressed' wherein spectators become actors. Thus, people were able to act, connect better and build their awareness on the issue of Corporal Punishment, Violence in Childhood, and its negative impact on child's well-being and therefore, society as a whole with a vision to build solidarity among them to explore nonviolent methods and become a part of our movement on 'Eliminating Corporal Punishment in Schools and Families'

KAAGAZ KI KASHTI

800

We have reached out to more than 800 children attending two government primary schools in Gurugram.

900

We have mobilized approximately 900 people including children in the community by performing street plays on the negative impact of Corporal Punishment and exploring nonviolent methods.

Our work in the past year

- The team did training and capacity building through a 2-day workshop with Jalandhar based organization Edumust on teacher training to eliminate corporal punishment. The training was useful in strengthening the curriculum and led to a partnership to eliminate corporal punishment.
- We started Teacher workshops in two Government Schools with 20 teachers on essential skills for enhancing their personal and professional well-being such as time management, stress management, active and effective communication, and classroom management techniques.
- We have been working with 2 Primary Government Schools in Gurugram through our homework solidarity group program since 2018 that aims to provide additional support to children to reach their grade level learnings on the basis of the baseline assessments and teacher's feedback. Thus, we initially took a baseline of children studying in classes 3rd -5th to ascertain their learning levels and facilitated the needed additional support in a mixed group with varied grade learning levels. Eventually, pairs were formed on the basis of learning levels to study together in the same solidarity group by becoming homework buddies and supporting one-another through oral/written assessments. The class teachers observed that children studying in solidarity groups progressed not only in academics but also improved their participation level during classroom activities.
- The team planned to take workshops with parents on building awareness on positive discipline and negative effects of Corporal Punishment, however, it was a challenge due to the working schedule of the community. Thus, the team realized that conducting street plays could be a better way to reach out to the community and build awareness as 'theatre of oppressed' is a form of street play wherein spectators become actors, thus, people would be able to act and connect better which would at least encourage them to reflect on violent practices, bring about realizations and explore techniques of positive discipline. Therefore, our team attended a 5-day training on "Theatre of the Oppressed" by Zubair Idrisi and performed 9 street plays in the communities.
- The quality of Good Student Curriculum sessions and Homework Program has improved due to the active engagement of volunteers. Additionally, the team received various suggestions from government school teachers to improve the curriculum, specifically related to integrating academic topics into the life skills curriculum.

KAAGAZ KI KASHTI

CHALLENGES & LESSON LEARNED

- **Insufficient Volunteers for Homework Help and Life Skill Education:** The team realized the unavailability of active volunteers for homework help and life skills education activities. The homework help takes place four times a week and life skill every Saturday in two govt schools. Therefore, we decided to involve the children in our library studying in senior classes, particularly those children who wanted to become a teacher, thereby, enabling them to facilitate and teach while learning essential life skills and leadership skills. For homework help, the team will appoint a part-time teacher who will be responsible to teach and bridge the learning gap of children in the schools by tracking the learning journey and through solidarity groups.
- **Capacity Enhancement in Joking/Facilitation during street play:** After conducting 2-3 street plays, the team realized the importance of enhancing their capacity in joking (a joker is a key facilitator who asks questions from the community, engages with them after each scene is paused to solicit their responses and encourage them to act and suggest alternatives). Therefore, the team invited an experienced street play artist and learned with him.

THE YEAR AHEAD

In the year ahead we plan to:

- Focus on building foundational learning of children like reading, writing, and speaking with life skills education in two schools.
- Develop, implement and refine the Teacher Workshops in two schools.
- Institutionalize the 'Solidarity Group' model in classrooms.
- Find partner organizations to scale up
- Research on the relevant areas of corporal punishment in different contexts.
- Continue to create scripts on different topics related to the negative effects of Corporal Punishment and exploring nonviolent alternatives. Simultaneously, enhance the capacity of the team along with the children in the library in performing street plays in the community for active engagement.
- Appoint dedicated teachers to provide additional support to children studying in two Government Schools to reach their grade level learning on the basis of their baseline assessments and class teacher's feedback.

Financials

AGRASAR

A- 261, South City 1, Gurgaon - 122002, Haryana

Income & Expenditure Account for the financial year ended 31 March 2020

Expenditures	Amount	Incomes	Amount
To Amount Spent on Charitable Programs		By Donations and other Receipts	
Agrasar HT Program - Sch 5	35,72,959	By Donations Received - Domestic - Sch-1	1,17,70,210
Agrasar Cargil Program - Sch 6	27,25,091	By Donations Received - FCRA - Sch-2	24,91,237
Agrasar Pravasi Program Macquarie - Sch 7	11,67,691	By Bank Interest Received - Sch-3	1,34,787
Community Library Program Penguin - Sch 8	11,51,572	By Other Misc Receipts - Sch-4	3,00,326
Agrasar Bachpan Karl Storz Program - Sch 9	11,02,252	By Balances Written Bank	888
Agrasar Sahpathi Program - Sch 10	10,55,065		
Agrasar Macquarie Program - Sch 11	9,90,498		
Ration Distribution COVID-19	4,40,542		
Agrasar Sahpathi Program - Sch 12	4,40,072		
Agrasar ACE Aajeevika Bureau Program - Sch 13	3,11,628		
The Community Library Program - Sch 14	2,74,990		
Agrasar Bachpan & Kaagaz Ki Kashty - Sch 15	2,71,497		
Agrasar Comviva Program - Sch 16	1,83,076		
Goodera Expense - Sch 17	1,56,000		
Crisil Foundation Program - Sch 18	1,22,586		
Agrasar M3M Program - Sch 19	1,13,097		
Ajeevika Bureau and Agrasar Program - Sch 20	54,500		
Agrasar Bachpan_Tap India - Program - Sch 21	23,226		
Agrasar SMART Centre Program - Sch 22	405		
To Head Office Administration Expenses - Sch 23	15,29,854		
To Depreciation on Fixed Assets - Sch 24	6,00,022		
		By Excess of Expenditures over Incomes	15,89,174
	1,62,86,623		1,62,86,623

Auditor's Report

As Per our Report of even date attached

For Amitabh Anand Verma & Co.
Chartered Accountants
FRN No. 021689N


(Amitabh Anand Verma)
FCA, M No-565864
20 Dec 2020 | Gurgaon
UDIN: 20505864AAAAAV8516

For Agrasar For AGRASAR


Trustee

For Agrasar


Trustee

AGRASAR

A- 261, South City 1, Gurgaon - 122002, Haryana

Balance Sheet as at 31 March 2020

Liabilities	Amount	Assets	Amount
Corpus Fund	1,12,26,470	Fixed Assets - Sch 24	25,34,732
Excess of Expenditure over Income account for the Current Year	(15,89,174)		
	96,37,295	Current Assets, Loans & Advances	
Unsecured Loan	2,15,000	Loan & Advances - Sch 27	5,91,849
Creditors for Expenses - Sch 25	2,08,332	Bank Balances - Sch 28	72,12,593
Staff Salaries payable - Sch - 26	2,30,743		
Employees imprest balance payable	47,804		
	1,03,39,174		1,03,39,174

Auditor's Report

As Per our Report of even date attached

For Amitabh Anand Verma & Co.

Chartered Accountants

FRN No. 021689N


(Amitabh Anand Verma)
FCA, M No. 505864



20 Dec 2020 | Gurgaon

UDIN: 20505864AAAAAV8516

For AGRASAR

For Agrasar

Trustee

For Agrasar

Trustee

AGRASAR

A- 261, South City 1, Gurgaon - 122002, Haryana

Schedules forming part of the Balance sheet for the ended on 31 March 2020

Sch	Particulars	Amount
1	Donations Received - Domestic	
	Donation - Agrasar Cargil	49,22,840
	Donation - Karl Storz-AB Islampur	22,50,000
	Donation - Sahpathi Program- Domestic	13,94,688
	Donation - Penguin - TCLP	12,42,000
	Agrasar - Head Office	9,27,882
	Donation - Agrasar HTFFC	6,95,520
	Donation Agrasar Aajeevika Bureau (ORMAS)	5,85,280
	Donations_Agrasar_Kagaz Ki Kashti	1,75,000
	Donation M3M Foundation	90,000
	Donation_Shikshanjali Edutech Consulting	90,000
	Agrasar - Smart Centre - Balance Repaid	(6,03,000)
	Total	1,17,70,210
2	Donations Received - FCRA	
	Donation - AP Macquarie	19,84,976
	Donation - Aajeevika Bureau	4,00,000
	Donation - Sahpathi Program	95,510
	Donation - FCRA Agrasar	10,751
	Total	24,91,237
3	Bank Interest Received	
	Interest ICICI Bank 0458_HO	69,692
	Bank Interest SBI - 526	21,802
	Aandhra Bank Interest _11553	14,350
	Bank Interest_A/c No. 1440_Macq.	11,424
	Interest_ICICI_A/c No. 1662	8,693
	Bank Interest on A/c No.2245_Sahpathi Tigra	6,334
	Interest_Bank A/c ICICI 1665	1,712
	Interest_Bank A/c 1016	380
	Bank Interest- 1664	369
	Interest ICICI A/c No. 0597 - Care India	31
	Total	1,34,787
4	Other Misc Receipts	
	Income / Sales_HO	1,77,346
	Interest on Refund From Income Tax	37,050
	Contribution - Agrasar Societymaker - Sikanderpur	28,000
	Contribution - Agrasar Bachpan - Islampur	24,600
	Contribution AB Sikanderpur	22,130
	Contribution ACE 3_HO	11,200
	Total	3,00,326
5	Agrasar_HT Program	
	Agrasar ACE HT Program	17,86,674
	Agrasar_Aanganwadi_HTFFC_Program	17,21,529
	Agrasar WASH Program-Mathura (Extention)	64,756
	Total	35,72,959
6	Agrasar_Cargil Program	
	Agrasar Cargil Society Makers	16,66,990
	Agrasar Cargil Bachpan Program	10,17,773
	EPF Employer Contribution - Cargil	33,164
	ESI Employer Contribution - Cargil	7,164
	Total	27,25,091



AGRASAR

A- 261, South City 1, Gurgaon - 122002, Haryana

Schedules forming part of the Balance sheet for the ended on 31 March 2020

Sch	Particulars	Amount
7	Agrasar Pravasi Program_Macquarie	
	Staff Salary Expense _AP Macquarie	6,40,860
	Curriculum Development _AP _Macq.	3,00,000
	Facilitating Community Radio Broadcasting _AP	84,000
	Professional Fess _AP Macquarie	66,000
	EPF Employer Contribution _AP Macquarie	24,795
	Camps, Community Mobilisation and Awareness _AP	19,505
	Incentives _AP _Macq.	14,000
	Local Conveyance AP Macquarie	13,522
	ESIC Employer Contribution _AP Macquarie	5,009
	Total	11,67,691
8	Community Library Program - Penguin	
	Staff Salary Expense _Penguin	8,07,332
	Curriculum and Manual Creation _Penguin	2,10,000
	Stationary and Homework Material _Penguin	95,288
	Documentation (Project Report)	35,000
	Misc Exp. _Penguin	3,952
	Total	11,51,572
9	Agrasar Bachpan Karl Storz_ Program	
	Professional Fees _AB_Karl Storz	4,71,694
	Rent & Electricity _AB_Karl Storz	2,31,507
	Staff Salary Expense _AB_Karl Storz	96,593
	Salary Caretaker _AB_Karl Storz	93,000
	Gift Items for Diwali Hampers _AB_Karl Storz	56,460
	Capacity Building of Teachers _AB_Karl St	55,000
	Centre Hygiene _AB_Karl Storz	36,659
	Communication (Internet & Telephone) _AB Karl St.	18,873
	Events & Sessions _AB_Karl St	16,894
	Printing & Stationery _AB_Karl Storz	14,339
	Local Conveyance _AB_Karl Storz	5,306
	Repair & Maint. of Classroom Facilities _AB_Karl	4,300
	EPF Contribution Employer _AB Karl Storz	1,150
	ESIC Employer Contribution _AB Karl Storz	477
	Total	11,02,252
10	Agrasar - Sahpathi Program	
	Staff Salary _Sahpathi Tigra	7,58,110
	Building Rent_sahpathi Tigra	2,26,600
	Housekeeping Salary _Sahpathi Tigra	22,500
	Electricity _Sahpathi Tigra	14,690
	EPF Contribution Employer _Sahpathi Tigra	14,160
	Office Supplies _Tigra Sahpathi	6,759
	Housekeeping _Supplies_tigra Sahpathi	4,576
	Events _Sahpathi Tigra	4,280
	Books and Stationary & Curriculum Devp._sah.Tigra	2,505
	Bank Charges - State Bank - Sahpathi	885
	Total	10,55,065
11	Agrasar - Macquarie Program	
	ACR - Macquarie Program	5,43,215
	ACE - Macquarie Program	4,17,752
	EPF Employer Contribution - Macquarie	25,072
	ESIC Contribution Employer - Macquarie	4,459
	Total	9,90,498



AGRASAR

A- 261, South City 1, Gurgaon - 122002, Haryana

Schedules forming part of the Balance sheet for the ended on 31 March 2020

Sch	Particulars	Amount
12	Agrasar Sahpathi Program -1	
	Rent & Electricity- Sahpathi 1	3,18,272
	Staff Salary Expense_ Sahpathi 1	1,00,754
	EPF Contribution Employer_ Sahpathi 1	13,140
	ESIC Contribution Employer_ Sahpathi 1	7,670
	Bank Charges-FCRA Account 4526	236
	Total	4,40,072
13	Agrasar_ACE Aajeevika Bureau - Program	
	Staff Salary Expense _Agrasar Aajiveeka Bureau	2,09,167
	MRC Rent and Other Facilities-ORMAS	49,583
	Field Travel_ORMAS	15,457
	IEC Material - OMRC	12,255
	EPF Employer Contribution - OMRC	10,380
	Health Camps and Preventive Health Workshops_ORMAS	9,884
	ESIC Contribution Employer - OMRC	3,285
	Alumni Meet - ORMAS	1,617
	Total	3,11,628
14	The Community Library Project - Reliance	
	Professional Fees-TCLP	1,58,000
	Books, Newspaper, Periodicals_TCLP	89,304
	Honour Roll_TCLP	13,585
	Cleaning Staff_TCLP_RF	8,000
	Printing & Stationery_TCLP_RF	4,132
	Data & Connectivity_TCLP	1,969
	Total	2,74,990
15	Agrasar Bachpan & Kaagaz Ki Kashti_Dunhumby	
	Teacher Workshops (Conv,Fees & Ref. of Trainers)_K3	74,230
	Street Play on Corporal Punishment in 4 Commnty._K3	57,224
	Cartoon Style Visual Assets on RTE and Legal Ban_K3	53,991
	1-Day High Level Workshop K3	43,158
	Exposure Visit_K3	19,110
	Student Workshops(Conv.for Volunteers)_K3	11,981
	EPF Employer Contribution_K3	8,050
	ESIC Employer Contribution_K3	3,753
	Total	2,71,497
16	Agrasar_Comviva Program	
	Agrasar Comviva Bachpan	1,83,076
	Total	1,83,076
17	Goodera Expenses	
	Monitoring & Reporting Expenses - Goodera	1,56,000
	Total	1,56,000
18	Crisil Foundation Program	
	Staff Salary Payble Crisil	60,000
	Free- Trainer (for Tot Gov. School Teachers Crisil	19,415
	Conveyance Expenses for Program Team_Crisil	15,430
	Street Play for Community Awareness_Crisil	14,120
	Others Events As May Be Decided Later_Crisil	13,621
	Total	1,22,586



AGRASAR

A- 261, South City 1, Gurgaon - 122002, Haryana

Schedules forming part of the Balance sheet for the ended on 31 March 2020

Sch	Particulars	Amount
19	Agrasar M3M Program	
	Lunch for 05 Days_AB_M3M	46,500
	Refreshment for 05 Days_AB_M3M	26,408
	Art Supplies & Stationery_AB_M3M	19,823
	Gifts for Children_AB_M3M	8,960
	Hygiene Kits_AB_M3M	7,500
	Miscellaneous Expenses_AB_M3M	3,906
	Total	1,13,097
20	Ajeevika Bureau and Agrasar_Program	
	Staff Salary Ajeevika Bureau and Agrasar	49,200
	Workshop & Events_Ajeevika Bureau	2,000
	EPF Contribution Employer_Ajeevika Bureau and Ag	1,800
	Traveling Ajeevika Bureau	1,500
	Total	54,500
21	Agarsar Bachpan_Tap India - Program	
	Professional Fees_AB_Hari Nagar	23,226
	Total	23,226
22	Agrasar_SMART Centre Program	
	Agrasar SMART Centre 2 Program	389
	Agrasar SMART Centre 1 Program	16
	Total	405
23	Administration Expenses	
	Local Conveyance_HO	2,37,384
	Travelling Expenses_HO	1,79,053
	Event_HO	1,13,480
	Repair & Maintenance_HO	79,128
	EPF Contribution Employee & Employer	57,551
	Professional Fees_HO	55,346
	Audit Fee & ITR filing charges	40,000
	Communication_HO	37,663
	EPF Employer Contribution - HO	30,760
	Inventor_HO	8,500
	Admin Charges	7,791
	Employer's Contribution A/C 21	7,751
	Bank Charges	4,746
	Printing & Stationery_HO	3,660
	Centre Hygiene & Maintainance_HO	2,102
	ESIC Contribution Employer - HO	1,304
	Bad Debts	9,000
	Shorts & Excess	709
	Staff Salary Expenses-HO	4,43,986
	Miscellaneous Expenses_HO	89,961
	Rent- HO	44,500
	Interns Stipend_HO	41,000
	Legal Charges_HO	26,590
	Incentive - HO	2,990
	Staff Welfare_HO	2,539
	Advertisement Expense_HO	2,360
	Total	15,29,854

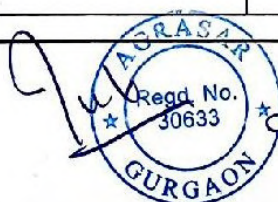


AGRASAR

A- 261, South City 1, Gurgaon - 122002, Haryana

Schedules forming part of the Balance sheet for the ended on 31 March 2020

Sch	Particulars	Amount
25	Creditors for Expenses	
	Unnati Women Self Help Group	47,832
	Amitabh Anand Verma & Co.	40,000
	Jain Trading Company	25,363
	Salary_Sweetly Agarwal	19,800
	Infendo	15,771
	Monu Kumar	10,800
	Omveer	9,000
	Rahul Dixit	8,100
	Intercontinental Business Consultants	7,630
	Mercury Himalayan Exploration Ltd.	6,750
	Telephone Expenses Payable	5,186
	Kshama	4,000
	Asha Devi	3,000
	Garima Sahni	2,600
	Parth Telcom & IT Solution	2,500
	Total	2,08,332
26	Staff Salaries payable	
	Amit Kumar	61,280
	Prerit Rana	35,000
	Salary_Pravin Kumar	27,400
	Ravi Singh	18,788
	Sakshi Sharma	17,920
	Sujeet Kumar	16,728
	Neeraj Kumar	13,640
	Nita Chauhan	12,907
	Shashi Ranjan Kumar	12,500
	Durgesh Kumari	8,100
	Dharmendra Kumar	4,500
	Sibita Nath	1,980
	Total	2,30,743
27	Loan & Advances	
	Security Deposit- Ho	1,00,000
	Imprest _ Amit Kumar	70,634
	Imprest Neeraj	57,374
	Pankaj Imprest Covid	50,801
	Ravi Singh Imprest	42,492
	Imprest_Pravin Kumar	29,975
	Security Deposit_TMF 1	25,000
	Rent Security	24,000
	Security Deposit - Agrasar Bachpan - Tap India	22,000
	Loan- Pankaj	21,556
	Security Deposit- Macquarie	20,000
	Security Deposit_AB TAP India	19,000
	Security Deposit - Societymaker	16,500
	Security Deposit _ HO	16,000
	Imprest_Sonia Yadav_TCLP	15,000
	Imprest _Prerit Rana	12,625
	Security Deposit-HT	12,000
	Security Deposit _ Agrasar Care India	11,000
	Shashi Ranjan-Loan	10,000
	Sumit Chaudhary Imprest A/c	6,215
	Security Deposit - OMRC - Bhiwadi	5,000
	Imprest _Nita Chauhan	2,897
	Shabnam Imprest	791
	Sanjogita Imprest	442
	Salma Imprest	300
	Sikha Imprest	247
	Total	5,91,849



AGRASAR

A- 261, South City 1, Gurgaon - 122002, Haryana

Schedules forming part of the Balance sheet for the ended on 31 March 2020

Sch	Particulars	Amount
28	Bank Balance	
	ICICI Bank A/c No. 000458 - HO	48,75,292
	SBI Bank . 32366514526 - FCRA	10,60,630
	HDFC Bank A/C No. 50100172102245- HDFC	3,90,262
	ICICI Bank A/C No. 103101001016 - Comviva	2,93,672
	ICICI Bank A/C No. 114801000597	2,58,985
	ICICI Bank A/c 103101001662 - Cargill	1,70,918
	State Bank of Patiala -9483-Sahpathi	1,55,396
	ICICI Bank A/C NO. 103101001665- OMRC	3,996
	ICICI Bank A/C No. 103101001440 - Macquarie	2,177
	Aandhra Bank. A/C No. 137710100011553 _ TMF	881
	SBI Bank A/C No. 32734907937	313
	ICICI Bank A/C No. 103101001664- Tap India	73
	Total	72,12,593



AGRASAR

A- 261, South City 1, Gurgaon - 122002, Haryana

Schedule - 24 - Fixed Assets Schedule as on 31 Mar 2020

Particulars	Rate of Depreciation	Opening Value 1-Apr-19	Additions during the Year		Deletions during the year	Total Value as on 31-Mar-20	Depreciation for the Year*	Closing Value as on 31-Mar-20
			Before 30-Sep-19	After 30-Sep-19				
Furniture & Fixtures	10%	9,87,395	-	-	-	9,87,395	98,743	8,88,652
Plant & Machinery	15%	14,01,780	-	17,500	-	14,19,280	2,11,582	12,07,698
Intangible Assets	25%	10,238	-	-	-	10,238	2,560	7,678
Computers	40%	6,93,601	24,240	-	-	7,17,841	2,87,137	4,30,704
		30,93,014	24,240	17,500	-	31,34,754	6,00,022	25,34,732

Auditor's Report

As Per our Report of even date attached

For Amitabh Anand Verma & Co.

Chartered Accountants

FRN No. 021689N

Amitabh Anand Verma
 (Amitabh Anand Verma)
 FCA, M No. 595864

20 Dec 2020 | Gurgaon

UDIN: 20505864AAAAAV8516

For AGRASAR

For Agrasar
Trustee
 Trustee

For Agrasar
Trustee
 Trustee

CONTACT US



Agrasar, Near Water Plant, Village Sikanderpur, Gurugram - 122004

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Email: info@agrassar.org

