



KHERWADI SOCIAL WELFARE ASSOCIATION

THE PEOPLE BEHIND YUVA PARIVARTAN



ANNUAL REPORT

2013 - 2014



PRESIDENT'S MESSAGE



KISHOR KHER
President and Trustee

From 1998 to 2014, from 1 centre in 1 state to 200+ centres across 18 states, from 100 students to 130,000 students, from 5 employees to 900+ employees, Yuva Parivartan has come a long way in its 16 years journey. While many things have changed in these 16 years, the one constant has been our philosophy of embracing change.

No matter how successful we were, there was always this restlessness to do more, and to create a larger impact, since it was needed and we could do it.

The task we have set for ourselves is daunting. It has never been done by anyone, anywhere in the world. Skilling 1 million youth in a year is what drives us to look beyond the present; it makes us reach into the future.

The challenge, however, is to reinvent ourselves. “*Be the change you wish to see in the world*”, said Mahatma Gandhi. And we realize that we have to transform ourselves, as individuals and as an organisation, for the Transformation to happen in society.

While one can measure an organisation's success by various indicators, very rarely is it measured by its most fundamental driver: the energy and passion of its people. The focus of this year's Annual Report is exactly that – PEOPLE. This Annual Report celebrates the pain, the passion, the *'never say die'* attitude, the conviction and the positive attitude of every associate of Yuva Parivartan, who works silently and tirelessly, in the background, at the grass-root level with the community and in centres and offices around the country.

The sum total of what they do is the story of Yuva Parivartan. It is a story of many people – people who treat work less as a job, and more as an inner calling; people who are empowered, and lead far more than they follow.

From battling the bullets in Chhattisgarh, to the extreme weather in J&K; from (being held hostage by Naxalites in Jharkhand) working with prison inmates in Tihar, Arthur Road and many others, to being interrogated by Police in Orissa - the stories are far too many for us to carry in this Annual Report. But here are a few to take inspiration from. They are from those who “*are living the change that they wish to see*”, who in the very true sense, *are building the India of tomorrow!!!*

Yours in Service,
Kishor Kher

VISION

Create opportunities for school dropouts and deprived youth to help lead productive and socially useful lives

MISSION

To give a **SECOND CHANCE** to less educated deprived youth through wage or self employment based on urban and rural livelihood training, provided in partnership with stakeholders

ABOUT KSWA

KHERWADI SOCIAL WELFARE ASSOCIATION (KSWA) presents its 59th Annual Report to our donors, sponsors, partners, students and women it represents in all corners of the country.

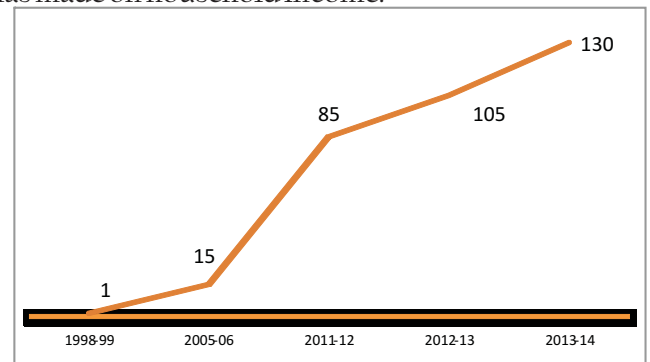
We are an 86 year old organization and we have used our deep experience with the community in Bandra East, Mumbai, where we began, to work for the youth of India to build an organisation that is now present across the country. We work mainly for the forgotten deprived 'out-of-school' rural youth to connect them to livelihoods through self-employment. They are generally not on the radar of any of the stakeholders whose decision makers are from the educated, urban middle class and simply don't understand the ethos, yet take decisions about 200 million rural youth whom they cannot empathise with.

The year 2013-14 was an unique and a landmark year for the organization because of a number of reasons. First, YUVA PARIVARTAN (YP) trained and skilled 1,30,000 youth across 18 States in India. Second, we are proud to have been selected as a finalist by the renowned Schwab and Jubilant Foundation as one of the finalists of the “Social Entrepreneurs of the Year” in 2013.



Mr Kishor Kher and Mrs Mrinalini Kher receiving an award from Mr P Chidambaram at the ‘Social Entrepreneur of the Year’ 2013 awards ceremony

Third, an important shift made by us this year was to explore entrepreneurship and employment opportunities for women at home instead of identifying them for job placements. A majority of the women we train find it difficult to travel far from their homes to work every day. Given the criticality of women in providing for their families, this change in focus was crucial and inevitable. Early studies in Jaipur, Ranchi, Raipur and other cities and towns have shown remarkable results in the impact that this has made on household income.



In 2013-14, YP trained 20% higher number of youth at 130,000 compared to 2012-13, which makes it among the largest Livelihood NGOs in the Country. The performance, though respectable, was below target primarily due to difficulty in recruitment, compensation and training of high quality manpower needed to achieve large targets, but, for which, there are constraints in the NGO structure to satisfy, since we compete with Corporates for their talent. Our investments during the year have not paid off as per expectations, but we have learned from our experience and expect to meet the challenges mentioned above.

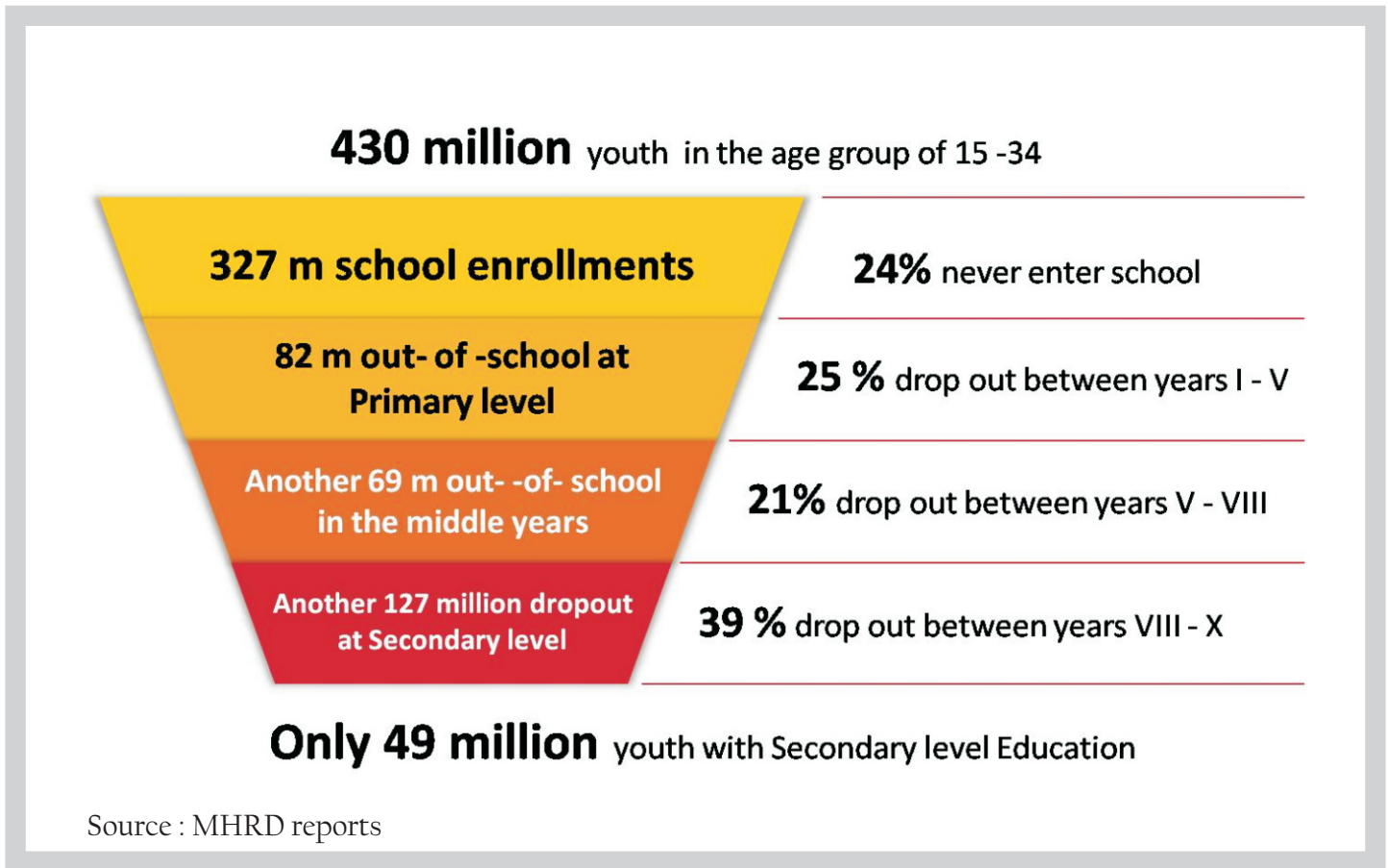
To overcome these challenges, several initiatives have been started. Induction and staff training modules have been filmed, new training programs on class room management and course delivery have been instituted, and a helpline has been started for staff and students. We are setting up processes in research, under the guidance of an experienced research professional to monitor and assess impact of the training programs, in the coming year with renewed vigour and sense of purpose to contribute to Nation Building through skilling leading to Livelihood



YUVA PARIVARTAN

Yuva Parivartan is a movement to transform the lives of under-privileged youth from all segments of society. Yuva Parivartan provides skill based vocational training for wage or self-employment to both, less educated school dropouts and at-risk youth.

Why Dropouts



Rehabilitation of At-Risk Youth

Working to rehabilitate at-risk youth has been a focus of Yuva Parivartan since 2005. At-risk youth are a substantially marginalized segment of the population at risk of physical, sexual or emotional abuse and drug and alcohol abuse. Often confined in homes for juvenile delinquents, prisons, remand homes and shelters, these boys and girls are usually not educated and lack avenues to restart their life. This compounds their frustration, often driving them to criminal behaviour. Yuva Parivartan has, over the past 15 years, encountered several issues facing girls and boys in vulnerable situations. Dropping out of school could be one of the major outcomes of these situations. Frequently absent students are further “disciplined” making them getting pushed out of not only education but from the mainstream.

Lack of education leads to unemployment, frustration, depression eventually leading to criminal behavior.

We joined hands with the Mumbai Police to counsel and train vulnerable First-Time-Offenders (FTO) who were out on bail but vulnerable to exploitation. Approximately 280 youth were trained from 15 Police Stations in two years and about 84 youth were placed in jobs as electricians and cable operators, and with dealers of air-conditioners and refrigerators.

From 2007, we began training youth inside prisons. The prisons at Arthur Road and Kalyan in Mumbai have seen over 1500 students receiving training and certifications on a number of skills. In addition, counseling and guidance on life skills was also provided.

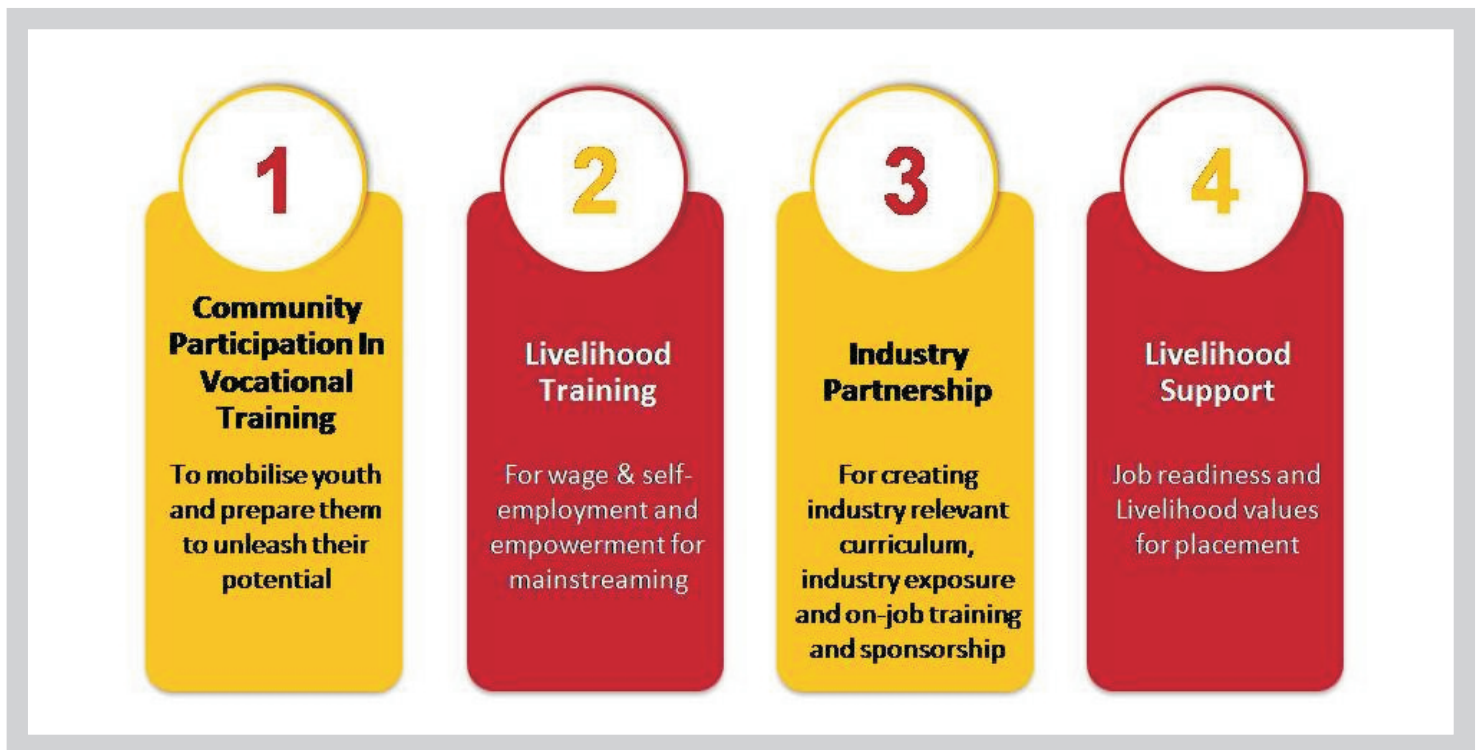
In Pune's Yerwada Prison, we have worked with both male and female inmates since 2007, training over 1750 women in tailoring, beauty culture and para-nursing and over 600 men in motor-rewinding, wiring and arts and crafts.

Our work in prisons has since been expanded to the Tihar Jail in New Delhi, Beur Prison in Patna, Bihar, prisons in Bareilly and Meerut in Uttar Pradesh, and in Bikaner in Rajasthan. In all states, YP teams work in close cooperation with the prison staff, making Yuva Parivartan a name to reckon within all prisons.

Yuva Parivartan also work with girls and women rescued from human trafficking, rehabilitated drug addicts, the physically challenged and the blind. Our Team in Nashik has continuously worked with the boys of Borstal Home for delinquents, Destitute Home for women and the state and district prisons in Nashik for the past seven years. The prison inmates feel confident to face life and look forward to being released from the prison in anticipation of a dignified and socially productive life.

Yuva Parivartan feels proud to be associated in such rehabilitation efforts and appreciates the efforts of its staff.

How does Yuva Parivartan facilitate this Movement?



Events

4th Summit of Skill Development, 4th March, 2014, Pune

Pune's Maratha Chambers saw the presence of some esteemed dignitaries like Dr R. A. Mashelkar, Baba Kalyani and Meeran Borwankar gather on the occasion of Yuva Parivartan's 4th Annual Summit on Skill Development to share their views about "Transforming India – Breaking Barriers in Skill Development".

Padma Vibhushan Dr. R. A. Mashelkar, President of Global Research Alliance and Former Director - CSIR, started the discussion by stating that the CSR framework needs to be co-operative and consultative. He said "Scale, Spread and Sustainability are important issues, and while financial resources are important, being resourceful is more important."



Moving ahead Kishor Kher, President and Trustee, Yuva Parivartan, shared the vision of Yuva Parivartan and its focus on skilling school dropouts. He outlined the innovative initiatives such as Yuva Parivartan Virtual Academy and Yuva Parivartan Livelihood Exchange that will help

Yuva Parivartan to scale up to train 1 million youth per year by 2016. He said "Yuva Parivartan has successfully developed various sustainability models to reach out to the unskilled youth and train them." He emphasized the need for NGOs to come together in order to reach out to the 500 million unskilled youth in India.

The summit ended on an optimistic note with speakers in the valedictory session agreeing that India can be a progressive and developed country, only when we start treating our 500 million youth as 500 million minds... and not just 500 million mouths to feed.

Standard Chartered Mumbai Marathon 2014, 18th January 2014



THE HEART OF YUVA PARIVARTAN

Operations Team - The grassroot implementors

The States where Yuva Parivartan's Operations are conducted have been divided into 4 Operational Regions each headed by a Head Operations.

Region-I operating from Nagpur is led by Mr. Ajay Girhe, Region-II operates from Mumbai, led by Mr. Yogesh Prabhune, Region-III from Delhi is led by Mr. Ankush Bharadwaj and Region-IV operates from Aurangabad led by Mr. Ravindra Sonawane.

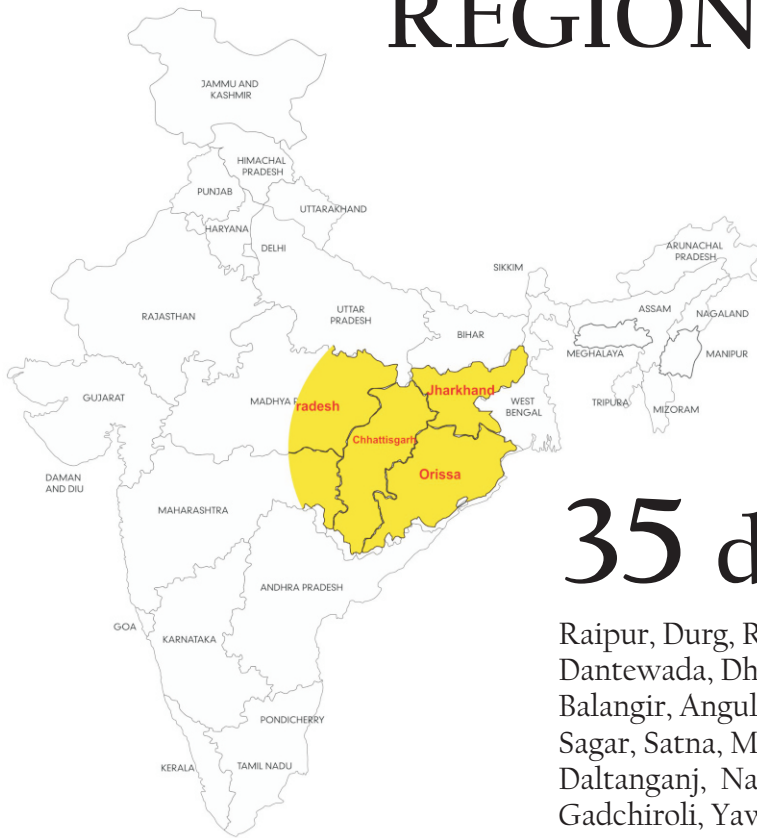
The Region-wise division has helped Yuva Parivartan to move and spread the work of Skill Development to the remotest areas of every state.



REGION 1

5 states

Odisha
Chhattisgarh
Madhya Pradesh
Jharkhand
Maharashtra



35 districts

Raipur, Durg, Rajnandgaon, Mahasamund, Kanker, Bastar, Dantewada, Dhamtari, Sambalpur, Bargarh, Sonapur, Balangir, Angul, Indore, Khargone, Ujjain, Ratlam, Jabalpur, Sagar, Satna, Mandala, Ghumla, Ramgarh, Bokaro, Daltanganj, Nagpur, Bhandara, Gondia, Chandrapur, Gadchiroli, Yawatmal, Wardha, Amravati, Akola & Buldhana

154 Camp Leaders

23 Co-ordinators

835 Camps in 2013-14

46,388 youth trained

24 owned centres



Maya Chaudhari has a very happy and cheerful persona, she is the Computer Teacher at the Gondia Centre in Maharashtra (R-1) and was thrilled to be interviewed. A B.Ed. & M.A. in Political Science and Marathi Literature, she enjoys teaching computer related subjects to her

students. She's very proud of her students who are mostly working in offices and companies and like Suresh Sawankar, who works for Aadhaar Card Dept. of Government.

Her last 2 years at Yuva Parivartan have been good as she loves meeting people, visiting their homes to counsel and guide youth to join Yuva Parivartan. Her two brothers are her main pillars of support and encourage her to use her education.

Madhuri Chaure, her student is working for Reliance in Gondia.



Mrs Sangeeta Parthe has worked in YP's Chandrapur LDC, Maharashtra, for the past 3 years, conducting the Beauticians Course, and training about 300 girls. It is a very popular course and gives an income to

girls and women with options to work from home, at

parlours or do home calls. What she likes best about the work is the mobilization and survey in the Community. The LDC Manager, Bandu Lengure and her colleagues are a great group and she looks forward to the Saturday Open Day Activities. Her 2 children Astik, Rushika and her husband, who is a supervisor in a Tractor Co. Showroom, support her for Yuva Parivartan.



Mr. Baban Janu Dhavale – age 30 years, joined YP a year ago as Camp Coordinator and was promoted to Area Manager for the Konkan Coast Area from Mahad to Ratnagiri in Maharashtra State (Region-2).

He has a team of 9 Camp Leaders who report to him and together they conducted 32 camps in towns like Khed, Indapur, Mahad, Dapoli, Ratnagiri & Chiplun training over 950 youth, out of which, over 800 were girls. When asked why there were no boys? His answer was – 'that boys get several casual daily labour jobs and if Camps start with 20 students, within 2-3 days there are dropouts'.

He faced a lot of political interference initially, but gradually he has established credibility because of his teaching background. Baban is dedicated to the cause and travels 3-4 hours between towns by local ST Buses. When asked how long he waits for a bus connection? He smiles and says '1-2 hours'.

This is his first experience in the Development Field but he is confident of completing his new role and responsibilities successfully. He misses his father, a farmer from Poladpur, who would have been proud of his work.

REGION 2

2 states

Maharashtra

Gujarat



14 districts

Mumbai, Thane, Raigad, Ratnagari, Sindhudurg, Nashik, Ahmednagar, Pune, Kolhapur, Nandurbar, Dhule, Jalgaon, Ahmedabad & Surat

26 Camp Leaders

14 Co-ordinators

374 Camps in 2013-14

23,178 youth trained

16 owned centres



Kiran Baliram Gaikawad, 29 years, he joined Yuva Parivartan as RAC instructor facilitator at Bhiwandi LDC, Maharashtra, in year 2009 at a time when Bhiwandi was facing many social problems, one of which was unemployment

among youth. Yuva Parivartan decided to bring in change to this situation.

He says 'I am happy to be a part of Yuva Parivartan and contributing in social change I also got an opportunity to teach refrigeration course to the students. In the year 2011, I got an opportunity as a social worker for Khopoli centre. Here also I was happy to serve people who are in need. A good rapport building with Nagarpalika etc., was only possible because of having association with Yuva Parivartan. Khopoli centre staff members are very nice and we have a family like atmosphere.

I got a huge platform because of Yuva Parivartan to work and give back to society. I changed my technical mind to a very social mind. Now I have become a social worker and I am glad to serve society.

In the year 2012, I got an opportunity to work with Ms. Gouri Phatak Madam. Because of her I got a new direction to understand office work also. So far, I was very active in the field but now I have also gained knowledge of office administration and have learned to work on the computer also. All this was possible only because of Yuva Parivartan. I have improved a lot due to Yuva Parivartan and will continue to do it".

Padma P Joshi, Khopoli, Maharashtra. When I was asked to speak about my association with Yuva Parivartan since last 10 years, it was like a
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slide show in front of my eyes. I realized that I was so glad to remember my association with Yuva Parivartan for last 10 years.

I was appointed as a Tailoring Facilitator at Khopoli centre in 1st June 2004. That time TATA power was supporting Yuva Parivartan and we had

our office and workshops at the premises of TATA Power. We got to learn discipline, record keeping, paper setting and checking from Mr. Vijay Wagh and Mr. Kulkarni.

We were putting in our small contribution to achieve Yuva Parivartan's vision and Mission. We faced many challenges to make school dropouts and economically weak children, but we keep trying to motivate them. Today, I feel very complete when those students come and thank us for teaching them. I am very glad to know that they are earning good money and doing well in their lives.

I worked as a centre in-charge for almost three years. I got a very different and new vision to observe everything. In that period, we committed some mistakes but that was the learning.

I learned computer because of computer training arranged by Yuva Parivartan for staff facilitators. I have good learnings from the new verticals of Yuva Parivartan like camp, community batches etc. The one I liked most is our Jail program, where we make prisoners self sustainable after they are out from jail.

I wish to render my best services to the growth of the organization. Also working for the deprived section of society for the betterment of their lives and giving them a second chance gives me immense pleasure. I am, and will remain thankful to Yuva Parivartan for its great contribution in my life.

Kumar Gaurav (extreme left in below picture), Camp Coordinator East Champaran, Bihar, age 24, joined

REGION 3

8 states

Uttar Pradesh Haryana
 Bihar J & K
 Rajasthan Punjab
 West Bengal Himachal Pradesh

90 districts



Lucknow, Sitapur, Hardol, Unnao, Farrukhabad, Sultanpur, Rai Bareilly, Balrampur, Kushi Nagar, Gorakhpur, Deoria, Sidharth Nagar, Allahabad, Etah, Barelley, Buduan, Muradabad, Rampur, Sambhal, Philijbhit, Firozabad, Sahjhapur, Uddhamsingh Nagar, Bijnor, Amroha, Muzzarfar Nagar, Tihriharwal, Haridwar, Dehradun, Jhansi, Jalawan, Laitpur, Gwallior (MP), Guna (MP), Patna, Ara, Buxar, Jahanabad, Gaya, Aurangabad, Vaishali, Saran, Gopalganj, Begusarai, Purnia, Madhepura, Supual, Saharasha, East Champaran, Madhubani, Nawada, Nalanda, Lakhisarai, Muzzafarpur, Jaipur, Alwar, Jhunjhunu, Bharatpur, Tonk, Dosh, Ajmer, Bikaner, Jodhpur, Naguar, Bundi, Dhaulplur, Sikar, Sri Ganganagar, Hanumangarh, Hugli, Hawrah Calcutta, Birvhom, Vardhaman, Hisar, Panipath, Sonipath, Faridabad, Baramullah, Uri, Anantnag, Pulwama, Patiala, Ambala, Ludhiana, Sangur, Kangra, Hamirpur, Una & Shimla

365 Camp Leaders

65 Co-ordinators

989 Camps in 2013-14

41,984 youth trained

5 owned centres

Yuva Parivartan in Dec. 2013 and leads a team of 9 Camp Leaders. He left another well-known Computer Training Company to join Yuva Parivartan as any other job.

But today in 6 months, he is feeling the change that has come over him. He travels extensively in the 10 Blocks he covers, which sometimes tires him physically but meeting 50-100 people every day, has changed his



outlook. He is happy to be in the social sector, has organised 23 Camps and made a difference in the lives of over 800 youth in such a short time. His father who runs a Block Level School is very happy for him. Satisfaction for him is, that one of his camp student in Computers, has a government job in Chiraiya block for the 4G Project.

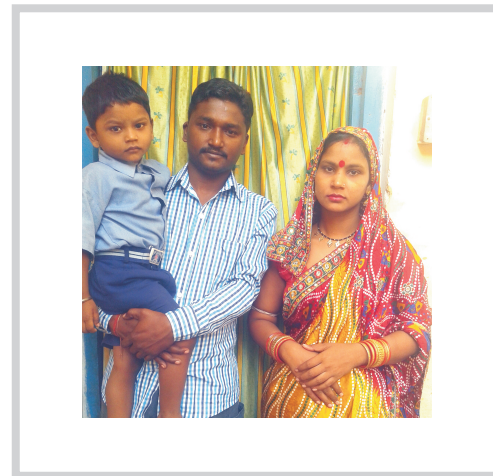
ParshuRam Jaina, Centre Co-ordinator, New Delhi, an energetic lad who grew in Yuva Parivartan from a Social worker to a Centre Co-ordinator is now honing his skills to grow more under the able guidance of his mentors Abhaykrishna Singh and Ankush Bhardwaj. He pays his gratitude to his Godmother Gitanjali



Babbar who referred him in Yuva Parivartan.

Before Yuva Parivartan, Parshuram had worked on HIV awareness project of NACO for 5 years as outreach social worker, at a salary of Rs.3,500 p.m. without any learning or mentoring. Due to family reasons, he could not even

leave the job, so as soon as he got the opportunity to work for Yuva Parivartan, he grabbed it and started working. Ever since Parshuram's life has completely changed. With the money earned he got admission in Bachelors of Social Worker course



which has given a new direction to his life. Parshuram lives in a Joint Family with his wife Mitanjali and a son Jatin and is contributing

to his family. Parshuram says "Yuva Parivartan has given me a chance to move ahead and explore new areas of development sectors".

He now works with people living in slums, school dropouts, even sex workers to uplift their socio-economic life through livelihood linked vocational training.

Parshuram along with his team have trained around 3000 students and linked more than 1500 beneficiaries in livelihood.

We salute his zeal and enthusiasm, energy and determination to contribute to the Yuva Parivartan movement.

Irfan Mohammed, Jaipur – Rajasthan, is only 30 years old but has over 10-12 years of experience in the social sector. As a teacher for the course on 'Retail Sales' in Jaipur, Rajasthan, he has trained over 60 students of whom 40 are placed and continue to work, he says proudly. The program on 'Soch-Ka-Parivartan' has helped him in counseling students to adjust to the work culture and has helped them to continue working successfully. To track students' progress he uses the internal processes for

REGION 4



3 states

Maharashtra

Karnataka

Andhra Pradesh

11 districts

Aurangabad, Jalna, Parbhani, Nanded, Latur, Hingoli, Beed,
Osmanabad, Bengaluru, Hyderabad & Secunderabad

6 Camp Leaders

2 Co-ordinates

91 Camps in 2013-14

6,369 youth trained

15 owned centres



monitoring students. Today, some of these students are earning 10,000 rupees per month and have a secure future to look forward to.

Ms. Kusum Sharma, B.Com. – Jehangirpuri, New Delhi Centre, left her office job in Accounts to join Yuva Parivartan in 2010. She is happy in her job as parents, brothers, sisters all support her and are happy for her. She feels a sense of accomplishment to teach young, middle & low middle class girls and newly married women. Her complete involvement is in preparing them to learn cutting and stitching to earn money for themselves and their families.



She reels names like Bharti, Rekha, Rita, Anita, who are all independent and self-employed. Sujata her favorite student has become a teacher while Kusum feels proud that Aarti works as a web-designer for a fashion clothing company in Pritampura, earning more than Rs.10,000 p.m. She's and so happy to give so many students a 'Second Chance'.

Pandrinath Kharat is a farmer's son from a remote village in Jalna district Maharashtra. Due to family



issues and financial constraints he had to drop out of college. While working for another training institute, he realized that the people who need skills the most are the ones who can't afford it. Driven to change this, he joined Yuva Parivartan nearly 3 years back. Over the years, he has worked as a LDC co-ordinator and is now an Area Manager. He says " The best day of my life was when I got promoted and when my center was awarded the best center in the region for 2 years in a row". He is married and has a son, Atharva who is 3-and-a-half years old.

PARTNERSHIPS

Yuva Parivartan's Partnership initiative harnesses the capacity of small sized NGOs and small training centers to promote social benefit rather than private profit. These NGOs/centers had hitherto been running vocational training programs using unstructured and at times substandard syllabus, with local certification being given to the students at the end of the training.

On partnering with Yuva Parivartan, they are being provided NSDC approved structured syllabus, induction training, a start-up kit, and examination & certification support, which is helping them to deliver their training more effectively and enroll and attract more students towards vocational training. This is a win-win Partnership where the Partner is able to professionalise operations, increase size of business & Yuva Parivartan achieves its Vision & Mission retaining a small surplus from the Examination & Certification of students.



We did face some challenges in the initial stages in trying to convince NGOs and the training centers about the importance of a structured syllabus and the examination and certification support. However on seeing the growth and impact created by our initial partners, we have been able to tie up with more than 250 NGOs and training centers across India.

These authorized centers have helped integrate the efforts going on in the community, and have acted as an agent for achieving – in the local arena- social cooperation and sharing of resources, to be able to effectively deliver the Yuva Parivartan programs to create maximum opportunities for the young.

MDTE

Multi-Dimensional Training and Employment

The Multi-Dimensional Training and Employment (MDTE) department was formed with the intent of carrying out skill training through Government and Corporate Projects under their schemes in areas that they do not cover.

The MDTE led by Mr. Kailas Barve, Director, comprises a team of 26 people covering locations and supervising training. Some of the courses conducted are, Dairy Farming, Goat and Poultry Farming, Carpentry, Construction Supervision, Fabrication, Bar-bending, Flower, Agarbatti making, Jewellery-making, Sales Management, Retail Management, Hardware maintenance, Beautician training, Entrepreneurship Development and Four and Two Wheeler Repair. Training in vegetable cultivation and food processing is also imparted. MDTE's clients include several prominent Corporates and State Governments, to name a few : Tata Housing, Tata Chemicals, Skills Academy, Bharat Petroleum, NSDC, NABARD, MAVIM, Vishwa Yuvak Kendra in States of Maharashtra, Gujarat, M.P., Bihar, Rajasthan and Delhi, to name a few. The MDTE has provided training to 7000 students in 2013-14 and provided livelihood to over 95%.

IRDP

Intergrated Rural Development Program

The Integrated Rural Development Program (IRDP) was started in 2008 with the encouragement and



guidance from the Late Mr. A.H. Tobaccowala. It was his focus to concentrate on semi-urban and rural poor of Thane District. The IRDP Project today has a 5000 sq. ft. built-up model training farm, which houses the training rooms, hostel facility, tissue culture lab., library, soil testing lab and the demonstration plots for biogas, paddy sowing, kitchen garden, nursery vermin-compost, poultry, artificial insemination and several agriculture related courses for farmers both women and men to help them increase their farm incomes.

1000 Self Help Groups (SHGs) are supervised by a team of sahayoginis to encourage women's empowerment through financial literacy, skills training and now through the "remote workforce" to link them to livelihoods, helping them start their own businesses, or enabling them to work from their homes to supplement their income.

In the year 2013-14, the IRDP staff conducted the following activities:-

- Training of 5590 farmers in 60 villages

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- Distributed and sold over 2000 plants of mogra, drumsticks and custard apples for kitchen garden
- Distributed chicks for supplementary income.
- Held demonstrations of Jivamrut the organic fertilizer and pesticide, dairy farming, eco-chula, biogas etc.
- 600 women were trained in tailoring through the SHGs
- 30 farmers went on a educational trip to Pune to attend the "Kisan Krushi Pradarshan"
All these activities were sponsored by "The Tobaccowalla Foundation"

ACADEMICS

Courses Offered with Manuals and Handbooks

- | | |
|--------------------------|-------------------------|
| Basic Beautician | BPO |
| Advance Beautician | Food & Beverage |
| Basic Tailoring | Mehendi |
| Advance Tailoring | Jewellery Making |
| Fashion Designing | Refrigeration Mechanics |
| Mobile Repairing | Nursing Assistant |
| Basic Computer | Male Ward Boy |
| Tally | |
| DTP | |
| Computer Hardware | |
| Motor Mechanic | |
| Two Wheeler Repairing | |
| Wireman | |
| Welding | |
| Plumbing | |
| Masonary | |
| Fitter | |
| Multi Skill | |
| Spoken English | |
| Micrame | |
| Home Appliance Reporting | |
| Retail | |
| Call Centre | |

OUR SPONSORS

Sr.No.	Sponsors	Areas of Interest
1.	Axis Bank Foundation	Marathwada & Vidarbha – Maharashtra
2.	HSBC Bank	Delhi NCR, Tihar Jail & 5 Northern States Camps
3.	HDFC Bank	Surat & Valsad Gujarat
4.	Vikas Trust	Alibaug & Jhirad – Raigad - Maharashtra
5.	Glaxo Smith Kline Ltd.	3 Centres in Nashik Dist.- Maha (till July 13)
6.	Sir Dorabjee Tata Trust	Bhiwandi, Thane - Maharashtra
7.	Mahindra Farm Equip Divn.	Kandivali, Mumbai
8.	Nalanda Capital	2 Centres, Bihar
9.	Glenmark Pharma	Nashik City - Maharashtra
10.	Tobaccowala Foundation	Model Farm, Wada Thane District
11.	Mr. Amit Chandra	Ranchi , Jharkhand
12.	J M Financial & Kampani Trust	Bandra, Mumbai (Partly)
13.	Shapoorji Pallonji Trust	Tardeo & Bandra, Mumbai
14.	Sahachari Foundation	Bandra Mumbai
15.	BOA Merrill Lynch	Palghar, Khopoli, Kalyan, Bangalore I&2
16.	World Bank DM Fund	YP Livelihood Exchange Jharkhand, Chattisgarh & MP
17.	Youth Career Initiative UK	Hospitality Training in 10 5Star Hotels, Mumbai & Delhi
18.	LBW Trust Sydney	Ahmedabad, Indore and Lucknow Centre
19.	Give 2 Asia	Yerwada Prison, Pune (Maharashtra)
20.	Plan India	Garib Nagar, Bandra (E) Mumbai
21.	Katherine Boo	Annawadi, Slums, Sahar, Mumbai
22.	Accenture India	Kalyan (Maharashtra)
23.	FCB Ulka	Brand Building, Social Media & Communications
24.	Mastek Foundation	Technology upgradation, training & implementation
25.	Blue Cross Pharma	Camps in Chattisgarh, Odisha

Apart from these Cadbury, Ador, ICICI Prudential, Siemens, Glenmark & others have sponsored Yuva Parivartan in the Mumbai Marathon 2014.

People Behind Yuva Parivartan

Kherwadi Social Welfare Association is managed by the Trustees and Members of the Executive Council. The new Executive Council was elected for a three-year term from 2012-2015.

The day-to-day Management of KSWA and Yuva Parivartan is managed by the President and Hon. Secretary, and supported by a Core Team of experienced Senior Management Staff, Consultants and Volunteers led by the COO.

Trustees

<u>Name</u>	<u>Position on Board</u>	<u>Area of Competence</u>	<u>Meetings Attended</u>
Mr Kishor Kher	President & Trustee	Strategic & Operative Management	4/4
Mr. D.K. Kamwal	Trustee & Hon. Treasurer	Finance	0/4
Mr. S.K. Palekar	Trustee	Management & Academics	2/4
Mr. Girish Pikale	Trustee	Advocate	1/4
Mrs Mrinalini Kher	Trustee & Hon. Secretary	NGO Management & Social Work	4/4

Executive Council

Mr. Totaram Bhilwara
Mr. Mamchand Diama - Honorary Jt. Secretary
Mr. Radheshyam chauhan - Honorary Jt. Secretary
Mr. Jaiprakash Bagoria
Mr. Udmi Prakash Budguzer
Mr. Bhagirath Chetiwal
Mr. Pratap Bagdi

Co-opted by

Mr. P.N. Chauhan
Mr. Babulal Chetiwal
Mr. Dayanand Diama

Advisory Board Members - Kherwadi Social Welfare Association

Dr. R.A. Mashelkar-Chairman	National Research Prof., President of Global Research Alliance
Dr. Ashok M. Advani	Chairman, Blue Star Ltd.
Mr. Nagesh Alai	Chairman - FCBUlka Group
Mr Ashank Desai	Founder & Chairman, MASTEK
Mr. Shitin Desai	Vice Chairman, DSP Merrill Lynch
Dr. Ashok Ganguly	Chairman ABP Pvt. Ltd. & MoP
Mr. Nelum P. Gidwani	Company Director
Mr. Partha Ghosh	Partner, Price Waterhouse Coopers
Dr. Subir Gokarn	Director, Brookings & Former Dy. Governor RBI
Ms. Rani A. Jadhav, IAS(Rtd.)	Former Chairperson- Mumbai Port Trust
Dr. Hasit Joshipura	Managing Director, GSK Ltd.
Prof. J. B. Joshi	Former Director. ICT
Mr. Eknath A. Kshirsagar	Company Director
Mr. Sharad M. Kulkarni	Company Director
Mr. Kishore Mariwala	Member, Governing Council - Marico Innovation Foundation
Mr. Ajit Nimbalkar, IAS(Rtd.)	Rtd. Former Chief Secretary GoM
Mr. Vithal S. Palekar	Former CMD - Johnson & Johnson India



Dr. Sanjiv Phansalkar
Mr. Suresh N. Talwar

Program Director – Sir Dorabji Tata Trust
Sr. Partner, Talwar Thakore & Associates

Identity

- Kherwadi Social Welfare Association was started in 1928 in Bandra East to work for the community living in the marshes of Bandra East.
- It was registered in 1954 -55
- Society's Registration Act XXI of 1860 Certificate. No. 3144 dated 8th January 1955.
- Bombay Public Trust 1950 Certificate. No. F- 419 (Bom) dated 27th April 1955.
- FCRA Registration dated 30th June 2000 Certificate. No. 083780733
- PAN No. AAATM552P
- TAN No. MUMK11725 A
- 35AC

Name & Address of Bankers

- State Bank of India, Gandhi Nagar Br, Bandra East, Mumbai 400 051
- ICICI Bank Ltd. Sayani Road, Prabhadevi, Mumbai-400025
- ICICI Bank Ltd. L. J. Road, Mahim, Mumbai-400016
- Bank of India, Main Branch, M.G. Road Fort, Mumbai-400001
- Axis Bank, Bandra Kurla Complex, Mumbai - 400051.

Auditors

M/s. Sharat Shanbag & Co., Fort, Mumbai – 400 001.

Certifications

We are certified by Give India, Credibility Alliance and Quality Council of India (QCI) and have an ISO 9001:2008. We also have the FCRA, 80G and 35AC Certifications of the Govt. of India.

Meetings

The Executive Council met four times, once every quarter in June, September, December and March. The AGM was held on September 27, 2014 at the Parishramalaya Hall, Bandra East, Mumbai - 400051.

Staff Details as on 31st March, 2014

Salary Slab	Male	Female	Total
Less than 5,000.00	70	268	338
5,000.00 - 10,000.00	137	211	348
10,000.00 - 25,000.00	189	42	231
25,000.00 - 50,000.00	42	1	43
50,000.00 - 100,000.00	3	5	8
100,000.00 & above	1	0	1

Remuneration (Rs. per annum)

Head of the Organisation – President	0/-
Highest paid Full Time regular staff	18,00,000/-
Lowest paid Full Time regular staff	48,000/-

Cost of International Travel – NIL

Remuneration to Trustees as Board Members – NIL

YP is supported by:

Trusts

Madgavkar Trust, NM Wadia Charities, CDS Adenwalla Trust, Bank of America Charitable Foundation, Disadvantaged Individual Development 2012 Grant, Lioness Club of Khar, LBW Trust and Dadar Bhagini Samaj, Sir Dorabjee Tata Trust, Plan India, Vikas Trust, L&T Public Trust, JM Financial & Kampani Trust, Charity Aid Foundation (CAF), Give India, Share & Care Foundation - USA

Visitors

Commonwealth Leaders representing 18 countries. Future Organization Leaders from NGOs representing Afghanistan, China, USA, UK, S. Africa, Nigeria, Kenya, Uganda etc., Mr. Danny Boyle – Director of Slumdog Millionaire, Ms. Frieda Pinto - Actor, Mr. Prakash Apte - Chairman Syngenta, Mr. Babu Joseph – President Axis Bank Foundation, Mr. Peter Clark, CEO – HSBC, Mrs. & Mr. Agarwal-ABC Consultants, Representatives of JP Morgan, JM Financial and students from various Educational Institutions.

Volunteering Partners

GSK PULSE Volunteers – Ms. Yolando Sutherland from Jamaica & Mr. Samy Emam from Egypt, Accenture, Common Purpose, Gandhi Fellows - Jaipur, HSBC – Mumbai and Bank of America Merrill Lynch.



(L to R) : Mr Samy Emam and Yolando Sutherland

“My experience at Yuva Parivartan is everything that I could have ever hoped for and more. Not only has it been a personally rewarding and fulfilling experience, but I truly believe that it has broadened my skills from a professional standpoint as well as considering this project a milestone in my life that changed my scope of thinking and belief of what I can do to “be the change”.

. I had not thought of this as part of “being the change” before, but I think leadership, creativity, courage, and teamwork are critical elements to bring about any change. I will be recharged. More open to different views. I will be more proactive. More adaptable.”

- Samy Emam

Acknowledgements

The Trustees and Management of KSWA wish to express their sincere thanks to all individuals who have helped Yuva Parivartan and KSWA in its growth and success.

- Chairman of the Advisory Board, Dr. R.A. Mashelkar and all Members, whose advice and guidance is very valuable to us.
- Our Legal Counsels and Advisors, Mr. Mukesh Vashi, Mr. Suresh Talwar, Mr. S. N. Inamdar, Mr. Girish Pikale and Mr. Anand Desai of DSK Legal.
- All valued Sponsors and Partners in our growth, who have made it possible for us to train lakhs of youth across India.
- Thanks to Give India, Dasra, Guide Star India and Charities Aid Foundation, who have approved and recommended our work.
- Samhita and Give2Asia, LBW Sydney, Common Purpose, for promoting YP.
- Axis Bank Foundation for their committed financial support to the youth from Vidarbha and Marathwada regions
- We sincerely appreciate the participation of Dr. R. A. Mashelkar, our Chairman, who led the Summit in Pune, Chief Guest Baba Kalyani, Mr. Pramod Bhargava, Dr. Daljit Mirchandani, Mr. Kishore Chaukar, Ms. Meeran Borwankar, Ms. Anu Aga and Mr. Shekhar Potnis of CSR Pune, for their efforts and participation.
- The Event was successful due to the participation of representatives from NSDC, IICA represented by CEO Ms. Gayatri Subramaniam, leaders in the field of CSR representing companies like Thermax, Cummins, BAIF and Chaitanya Foundation.
- Our sincere appreciation to the sponsors of the event - Finolex, Sudarshan Chemicals, Syngenta Ltd.
- We also acknowledge the cooperation of Mahratta Chambers (MCCIA) for the use of their facilities in the prestigious MCCIA Towers, Pune.
- Thanks to all the students of Vishwakarma Institute of Management who volunteered at the Event.
- Our wonderful individual donors, who have made personal contributions: Mr. Kishore Mariwala, Mr. Vithal Palekar, Mr. Nihchal Israni, Dr. Hasit Joshipura, Mr. Shitin Desai, Mr. S. K. Palekar, Mr. & Mrs. Kumar Mangalam Birla, Dr. Arun & Shobha Dravid, Mr. Hiru Jhangiani, Ms. Sunita Bajaj & Family, and our innumerable generous donors from Pune and Mumbai.
- Mr. Ranjit Singh & Ms. Vandana Singh -Architects for their pro bono work for YP.
- All our Consultants and Volunteers, who are serious contributors and supporters; namely; Ms. Veena Gidwani-Ex-CEO Madison PR, Mr. Nagesh Alai -Chairman, FCBUlka Group, Mr. Neeraj Agarwal, Mr. Suman Srivastava-Ex-RSGB in Brand Building of YP, Kelkars of Satguru Consultants, Mr. Sandeep Shrikhande-C.A., Mr. Louis Moniz, Mr. Keith D'Souza-HR Consultants, Ms. Dolon Ghosh, Dr. Lina Sonne and many others.
- Special thanks to all volunteers from Accenture India, GSK, BOAML and HSBC.
- Special mention of Mr. K.V. Mariwala & Ms. Devika Devaiah of Erehwon Innovation Consulting for conducting the Orbit Changing Workshop for YP.
- Gratitude to Marico Innovation Foundation & the team from Innovation Alchemy, Bangalore for their support, mentoring of our innovation in Operations and showcasing YP in the Annual Report and at the Foundation Annual Event.
- Special thanks once again to all donors, supporters, well-wishers, advisors and friends, for helping YP to grow.

Financials

SCHEDULE-VIII
 [Vide Rule 17(1)]

Name of the Public Trust : THE KHERWADI SOCIAL WELFARE ASSOCIATION
 Balance Sheet of the Public Trust as at 31st March 2014

FUNDS AND LIABILITIES	Schedule	Rupees	Rupees	PROPERTY AND ASSETS	Schedule	Rupees	Rupees
Trust Funds or Corpus :- Balance as per last Balance Sheet Adjustment during the year- Nil	I		6,190,544	Immovable Properties :- (At WDV) - Balance as per last Balance Sheet Additions during the year Less : Sales during the year Depreciation for the year	V	1,325,168 - 41,121 1,284,047	
Capital Reserve Balance as per last Balance Sheet Additions during the year		13,965 -	13,965	Property at Wada Capital Work In Progress		3,951,875	5,235,922 3,208,635
Other Earmarked Funds:- (Created under the provisions of the trust deed or scheme or out of the Income) Depreciation Fund Sinking Fund Any Other Fund	II	- - 4,688,860	4,688,860	Investments :- (At Cost) Fixed Assets :- (At WDV) - Balance as per last Balance Sheet Additions during the year Less : Sales during the year Depreciation for the year	VI V	- 10,368,995 5,514,762 - 3,583,448	41,100,827 12,300,309
Liabilities :- Secured Loan Unutilised Grant	III		18,904,266 29,814,093 6,622,681	Deposit (Assets) Deposits Rent Deposit Advances :- Cash and Bank Balance (a) In Savings Account with Banks (b) With the Manager (Cash in Hand)	VII VIII	695,252 1,673,500 - 19,500,645 75,193	2,368,752 3,031,412 19,575,838
Income and Expenditure Account -	IV		20,567,286				
Total			86,821,695	Total			86,821,695

Schedules referred to herein form an integral part of the Balance Sheet.

The above Balance Sheet to the best of our belief contains a true account of the Funds and Liabilities and of the Property and Assets of the Trust

AS PER OUR REPORT OF EVEN DATE

FOR M/S SHARAT SHANBAG & CO
 CHARTERED ACCOUNTANTS

SHARAT S. SHANBAG
 PROPRIETOR
 MEMBERSHIP NO. 35096

PLACE :-
 DATED:-

15 SEP 2014



FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Shrutkhe
 Trustee

Piket
 Trustee

SCHEDULE-IX
 [Vide Rule 17 (1)]

Name of the Public Trust : THE KHERWADI SOCIAL WELFARE ASSOCIATION
 Income and Expenditure Account of the Public Trust for the year ended 31st March 2014

EXPENDITURE	Schedule	Rupees	Rupees	INCOME	Schedule	Rupees	Rupees
To Expenditure in respect of properties Rates, taxes, cess (Property Tax) Repairs and maintenance Property Expenses Consultancy Fees Insurance Depreciation (by way of provision of adjustment) Less: Adjustment against deferred income Other Expenses		1,249,447 73,573 - -	1,323,020	By Rent By Interest/ Dividend Income- On Securities On Loans On Bank Account By Donations in Cash or Kind By Grant Received By Income from other sources (in details as far as possible)	X XI	1,742,750 40,131,952 50,541,443 46,098,861	138,515,006
To Legal & Professional Expenses Legal Charges		-	-				
To Contribution and Fees (paid to Public Administration Fund)		-	-				
To Depreciation Less: Adjustment against deferred income		3,624,569 -	3,624,569				
To Transfer to Vocational Training Edu.Fund		-	-				
To Contribution to Charity Commissioner		-	-				
To Expenditure on Objects of the Trust- (A) Religious (B) Educational (C) Medical Relief (D) Relief of Poverty (E) Other Charitable Objects	IX	154,171,320	154,171,320				
To Surplus C/O. to Balance Sheet				By Deficit C/O. to Balance Sheet			20,603,903
Total			159,118,909	Total			159,118,909

The Schedules referred to above form an integral part of the Income and Expenditure Account.

AS PER OUR REPORT OF EVEN DATE

FOR M/S SHARAT SHANBAG & CO
 CHARTERED ACCOUNTANTS

FOR KHERWADI SOCIAL WELFARE ASSOCIATION

Sshankar
 SHARAT S. SHANBAG
 PROPRIETOR
 MEMBERSHIP NO. 35096



Shankar
 Trustee

Mhej
 Trustee

PLACE :-
 DATED:-

15 SEP 2014



PARTICULARS	NET BLOCK					DEPRECIATION For the year Rupees	W.D.V. As at 31st March 2014 Rupees
	As at 1st April 2013 Rupees	Additions/ Adjusts. During the year		As at 31st March 2014 Rupees	Total Rupees		
		Before 30.9.2013	After 30.9.2013				
Immovable Properties							
Land	913,961	-	-	-	913,961	-	913,961
Total (a)	913,961	-	-	-	913,961	-	913,961
Buildings	411,207	-	-	-	411,207	41,121	370,086
Total (b)	411,207	-	-	-	411,207	41,121	370,086
Total (a) +(b)	1,325,168	-	-	-	1,325,168	41,121	1,284,047
Fixed Assets							
Furniture and Fixtures (NFC)	2,447,906	576,102	829,492	-	3,853,500	332,920	3,520,580
Furniture and Fixtures (FC)	126,364	-	236,447	-	362,811	11,822	350,989
Total (c)	2,574,270	576,102	1,065,939	-	4,216,311	344,742	3,871,569
Equipment	3,065,475	24,125	160,545	-	3,250,145	552,077	2,698,068
Gymnasium Equipment	49,382	52,938	-	-	102,320	15,348	86,972
Projector	666,216	48,200	16,000	-	730,416	68,167	662,249
Tailoring Machine	890,757	459,725	406,907	-	1,757,389	203,010	1,554,379
Air - Conditioner	34,688	-	-	-	34,688	5,203	29,485
Total (d)	4,706,518	584,988	583,452	-	5,874,958	843,805	5,031,153
Electrical Fittings	70,282	-	7,480	-	77,762	17,706	60,056
Total (e)	70,282	-	7,480	-	77,762	17,706	60,056
Computers	1,955,090	1,260,950	1,018,010	-	4,234,050	1,984,512	2,249,538
Computers Software Purchase	280,186	-	417,841	-	698,027	293,465	404,562
Total (g)	2,235,276	1,260,950	1,435,851	-	4,932,077	2,277,977	2,654,100
Indica Vista Motor Car	548,599	-	-	-	548,599	82,290	466,309
Motor Bike Paasion	112,850	-	-	-	112,850	16,928	95,922
Total (h)	661,449	-	-	-	661,449	99,218	562,231
Live Stock Cow	121,200	-	-	-	121,200	-	121,200
Total (i)	121,200	-	-	-	121,200	-	121,200
Total (c) to (i)	10,368,995	2,422,040	3,092,722	-	15,883,757	3,583,448	12,300,309
Grand Total	11,694,163	2,422,040	3,092,722	-	17,208,925	3,624,569	13,584,356



Kherwadi Social Welfare Association	
Schedules annexed to the Income and Expenditure Account	
for the year ended March 31, 2014	
Object Expenses	Schedule IX
Particulars	Amount Rs.
Equipment & Set up cost	633,622
Balwadi Expenses	266,432
Dental Expenses	1,497,424
Postage & Courier Expenses	625,634
Advertising Expenses	252,587
Computer Peripherals	1,749,556
Electricity Expenses	1,739,118
Gymnasium Expenses	267,781
Consultancy Fees /Salary	83,256,724
Camp Expenses	20,708,820
Rent Paid	8,500,960
Travel, Boarding & Lodging Expenses	4,575,338
Miscellaneous Expenses	190,943
Honorarium Expenses	924,243
Conveyance Expenses	3,079,091
Printing, Stationery & Xerox Expenses	3,679,906
Repairs & Maintenance Exps	1,092,505
Course Material Expenses	2,252,998
Staff Welfare Expenses	2,603,117
Office & Sundry Expenses	585,848
Impact Analysis Expenses	716,704
Bank Charges	111,027
Telephone & Communication Expenses	3,956,741
Training Expenses	5,300,986
Other Expenses	5,603,216
Total	154,171,320



**POEM – contributed by our student from the Yerwada Prison, Pune
(Translated from Marathi to English)**

As a few days are missed....

By taking out a handful of water from the sea,

It doesn't dry up.

My life doesn't end,

If a few days in my long journey of life, are missed.

My dreams will not end

My will power will not weaken

My hopes will not stop.

Rhythm in the music world doesn't end,

If a flute is broken.

My life doesn't end.

If a few days in my long journey of life, are missed.

I will keep on singing the song of life,

I will keep on singing in this situation too,

A potter doesn't give up making pots,

If a pot is broken by his hands.

My life doesn't end.

If a few days in my long journey of life, are missed.

I will come up again, build this life anew,

Will improve my life...

By - Subhash Shamrao Gaikwad

**U. T. Number 244 - Circle No. 1,
Yerwada Central Jail -Pune**

Kherwadi Social Welfare Association

Parishramalya, Teen Banglow Road, Opp Municipal School, Kherwadi, Bandra (East), Mumbai - 4000 51.
Tel : +91 (22) 26474381 | 26479189 | 26475359 • Email : info@yuvaparivartan.org • Website : www.yuvaparivartan.org