

A MILE FOR A **SMILE**

ANNUAL **REPORT** 2019-2020

#BeTheChange
#BeTheKhushii





- SPEND A WHILE SPREAD A SMILE -
#BeTheChange #BeTheKhushii

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CHAIRPERSON'S MESSAGE

This year KHUSHII turns 17 years old, and 17 years on, there are certain things which remain unchanged.

The passion and enthusiasm of the team, which now stands strong at a family of over 100 (including volunteers), remains intact, if not amplified.

The desire for me and my fellow board members to keep doing more for the Children of our Nation, is constant. The goodwill and support of our patrons and corporate partners, never-ending.

It is thanks to all these factors, and more, that in just 1 year, KHUSHII has been able to change the lives of 17,000 more children and 2 lakh additional members of the community.



Today our KHUSHII family consists of 45,000 Children and 5 Lakh individuals, all of whom depend on us. Increased focus was given to our Shikshaantra Plus education intervention with the expansion of the programme to 4 new states - Punjab, UP, Gujarat and Tamil Nadu.

It is unfortunate however, but the reality of the situation, that even though our outreach has expanded, there is still so many more children who are awaiting and in need of intervention. As we enter into the new financial year with a pandemic that we know little about, KHUSHII vouches to continue to do the most we can to uplift and build bright futures for as many children as we can.

This financial year has also seen the restructuring of the Board, with the purpose of focusing on the diversified capabilities that each of the Board Members bring to the table, ultimately taking KHUSHII to greater heights.

When the Board and I speak of educating a child, we re-count a famous quote of Mahatma Gandhi Ji that I share with you all below:

By education, I mean an all-round drawing of the best in child and man in body, mind and spirit - Mahatma Gandhi

Education is not just books and school, education is developing the child in the most holistic manner possible, such that they can grow to be determined, mindful and independent individuals. Individuals who know how to dream, who live with hope, and most importantly have the skills and knowledge to make a difference and do more with their lives.

From the day that we established KHUSHII, I had a clear vision in my mind, of a holistically developed, united and prosperous India, with the Education being the torch and guiding light.

We at KHUSHII will work diligently to live up to this vision now and in the future, and appeal to you to for your continued support and blessings to help us reach our goal.

Lt. Col. Kapil Dev
Chairperson, KHUSHII

LEADERSHIP SPEAK

MR. RUDRA DALMIA, PRESIDENT

The year that has gone by has been very eventful and personally satisfying. The number of children we have helped in the path to a better life in a fast-changing world has been numerous. We are thankful to all our stakeholders who have made our tasks lighter by giving us support and encouragement. This has spurred us to take on more challenges. We have a wonderful team at work and I am very confident that we will report spectacular progress in the year ahead and do our utmost to uplift the quality of education for the children of this country.



MR. RASIK CHOPRA, EXECUTIVE DIRECTOR

It gives me immense pleasure to share with you some of the remarkable stories of turnaround in the lives of our beneficiaries. You will find more details of their individual tales, tales of struggle amid lives of poverty, illiteracy and joblessness. They have put up a remarkable fight against circumstances. They have turned around the circumstances to help them achieve the life of their dreams.

So, this achievement is as much theirs as it is ours. Our pleasure is in the fact that we have contributed our bit to ameliorate the lot of the under-privileged sections of society. We are sure you will join us in congratulating these winners. It is only our pleasure to narrate it.



INTRODUCTION TO KHUSHII

Kinship for Humanitarian Social and Holistic Intervention In India (KHUSHII) was founded in 2003 by Cricket legend Mr. Kapil Dev, as an organization to empower poor and marginalized communities. KHUSHII has supported more than 1.5 million people till date. In recent years,

KHUSHII has sharpened its focus on child development, supporting children through education, life-skills and community development programmes. KHUSHII has helped shape the lives of 45,000 children and 5 Lakh community members till date.



VISION

Generating maximum impact on underserved communities through creating a culture of giving to promote equity.

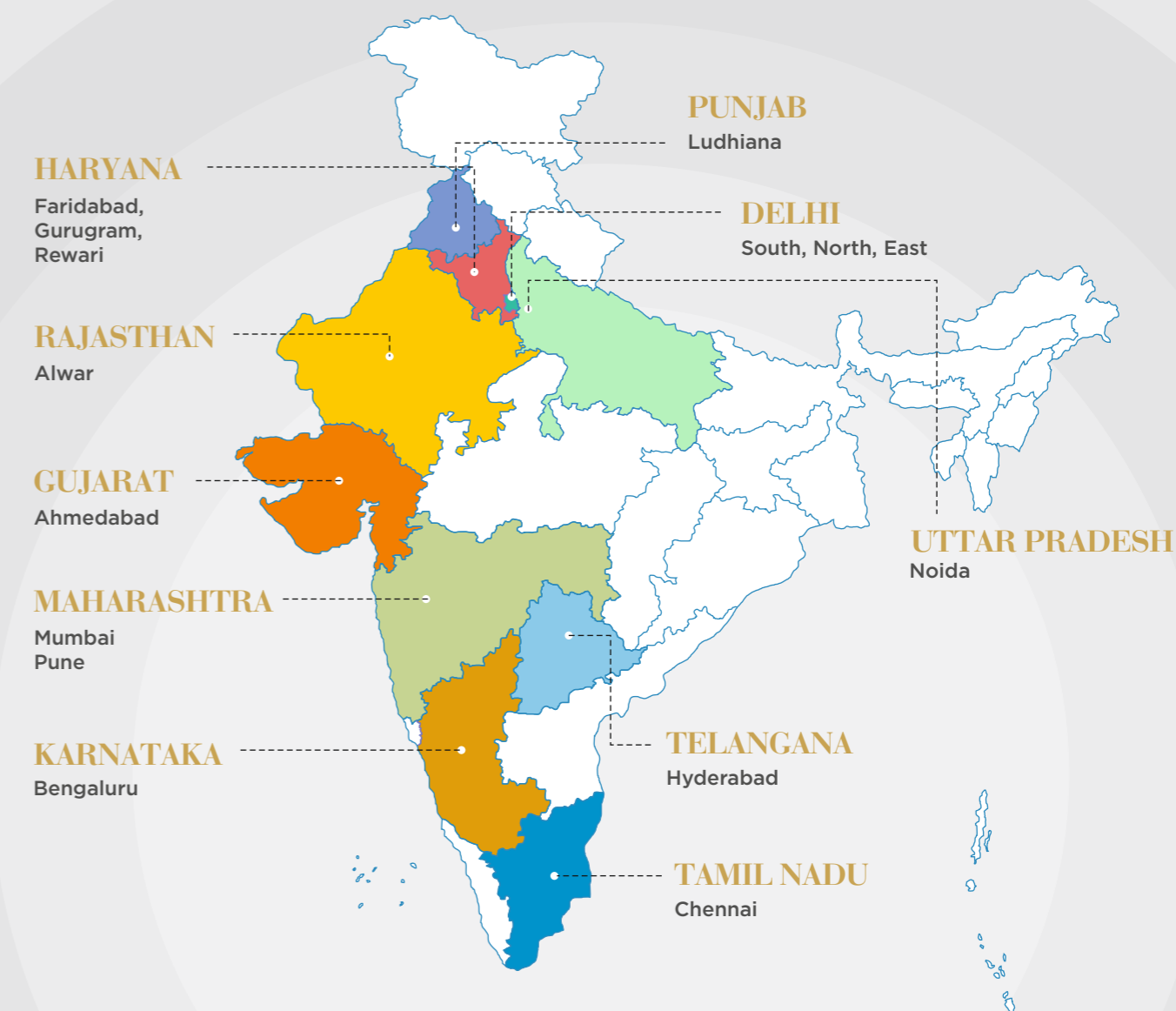
MISSION

Transforming society to improve lives through holistic interventions in School Education and participatory Community Development.

GOALS

To create a network of change through impacting 2.5 million lives by 2022

OUR FOOTPRINTS 2019-2020

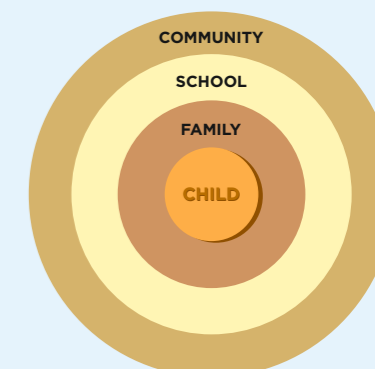


OUR APPROACH

27% children drop out between Class 1 and 5, 41% before reaching Class 8, and 49% before reaching Class 10 - UNICEF, India

To help children stay in school, KHUSHII has adopted a three-pronged approach:

- **Remedial education in Government schools**
Focus on children who need help the most in collaboration with the local education department
- **Holistic child development programmes**
Including life-skills, emotional health, physical health and hygiene to maximise school-attendance and learning outcomes
- **Family and community development in support of the child**
A child can only learn if there is supportive and conducive environment at home



Each Child, in each School, in each Community:
Learning, Healthy, Safe, Engaged & Supported

MILESTONES

2019-2020



KHUSHII's happiness count reaches to
23 LAKHS LIVES
this year, since its beginning



Expanded presence to
4 NEW STATES
namely Gujarat, Uttar Pradesh,
Punjab and Tamil Nadu



Reached out to
45,000 STUDENTS
through quality education and
infrastructural up-gradation in
31 Government Schools



Skill development of
**1,450 WOMEN
AND YOUTH**
under 4 courses till now



Reached out to
418 CHILDREN



Mental health support to
**35,000
CHILDREN**



The Art Caravan event held in
Hyderabad was well attended by
over **500 celebrated
industrialists and professionals**



Received affiliations from
**GuideStar India, TISS, Dun
and Bradstreet, CAF India,**
it reflects 'very strong credibility
and due diligence process'



OUR PROGRAMMES

Education: Swatantra Shikshaantra
& Shikshaantra Plus

Community Development: Shiksha aur Vikas

Skill Development: Kala

Health and Nutrition



EDUCATION

SWATANTRA SHIKSHAANTRA - KHUSHII's Tributary School in Sangam Vihar Delhi

The tributary school of KHUSHII called Swatantra Shikshaantra catered to 500 children from Devli, Sangam Vihar in New Delhi in 2 shifts in the reporting period. So far the total outreach have been 15,500 children from low-income families since 2007. Since the beginning the aim of the school has been to support the education of children who are left behind because lack of resources at home, lack of support from parents or any learning difficulty.

Community based education centre

running for students from **Grade 1 to 10.**

The centre is catering to students with learning difficulties in **English, Mathematics and Science.** Mid-day meal, psychological counselling, career counselling, health camps are provided additionally to students in the centre.

The centre was established with an aim to provide remedial education to children with learning difficulties in English, Mathematics and Science. Since then, every year the programme evolved and moved beyond mere academic exchange between children and teachers. It is addressing the needs of children living in the nearby community who face difficulty in acquiring the optimal level of knowledge and skill which eventually hinders their academic achievement and overall personality enhancement.

In year 2019-20, the centre catered to 500 children from grade 1-10 including 232 Boys and 262 Girls. In the centre, students are not only given opportunities to gain academic brilliance, but through extra-curricular activities, they are provided with life skills to improve their self-confidence and personality. It has well equipped classrooms, labs, library, play-ground and a kitchen. Every day all the children are provided

with freshly cooked tasty and nutritious mid-day meals on arrival. KHUSHII believes that a hungry child can never study properly. Alongside Health camps and regular counselling sessions are also the integral part of the programme to ensure physical and mental well-being.

This year, an increased focus was given on bringing quality experiences for the children of all age groups. For example, students from the

centre represented KHUSHII on various advocacy platforms such as TV, Radio to talk about issues related to children rights. Additionally, capacity building initiatives on Digital learning, WASH, mental health etc. impacted positively on the overall academic achievement of the children. This year programme received, increased participation in the programme in the form of constant feedback through monthly PTMs.

Key Achievements of Our Children

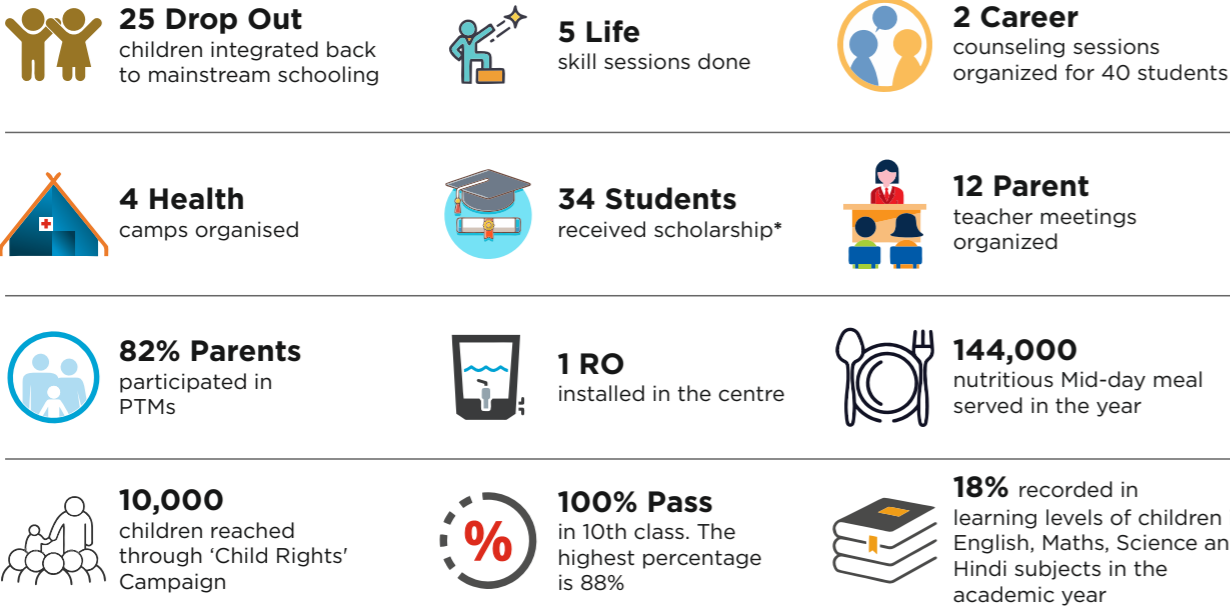
Extremely excited to share that Mr. Kapil Dev, Chairman of KHUSHII participated on a Radio show on Big 92.7 FM with RJ Jassi. Along with him, 5 students from KHUSHII also got an opportunity be a part of environmental awareness campaign **"Hawa Tight Hai"** to combat the issue of dangerously increasing air pollution in Delhi. The show was broadcasted on 3rd December. During the saw, Mr. Dev talked about the rampant air pollution and its ill effects on the present and future generations to come. He addressed children directly by appealing to adopt healthy eating habits.



On 19th November, 15 girl students from Swatantra Shikshaantra school in Devli, participated in a Panel Discussion organized by UNICEF at Doordarshan Studio. The title of the discussion was **"Bachpan Ka Bhavishya"** (The future of childhood) which was organized to mark the 30th anniversary of the CRC. Our students represented the children of our nation and interacted with the panel to put up pertinent questions on Child Rights in India.

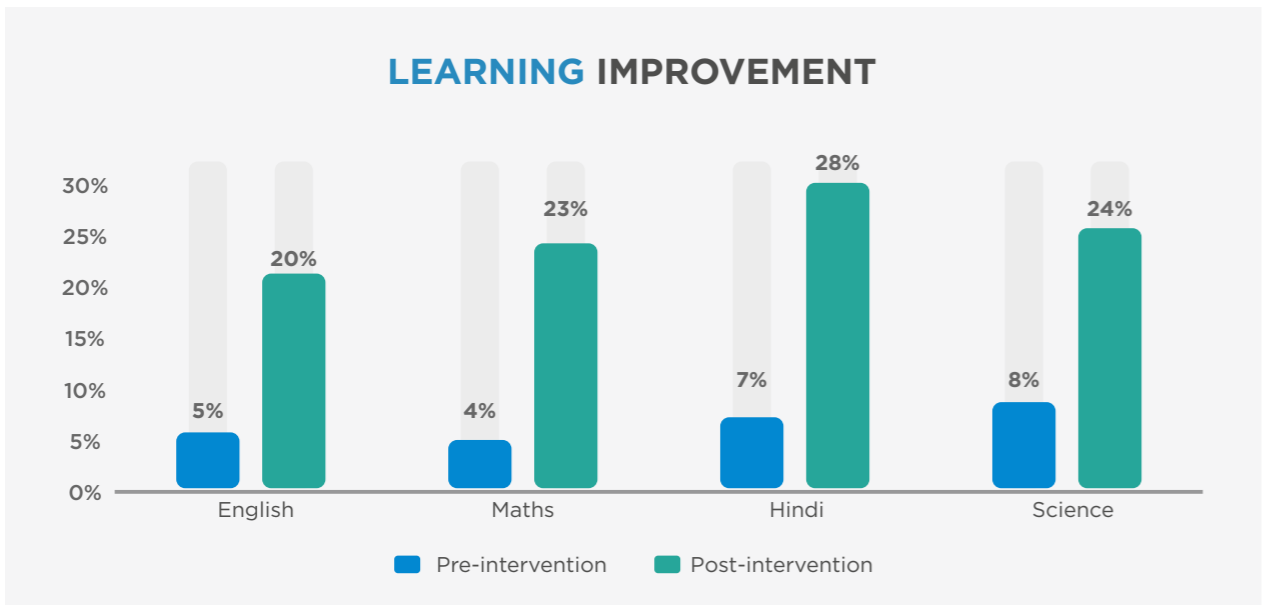


IMPACT of the Programme



* 28 under Jyotirgamya supported by Deloitte, 4 Narendra Mohan supported by Dainik Jagran & 2 under Cadence supported by joining hands

SUBJECT	PRE-INTERVENTION	POST-INTERVENTION	% IMPROVEMENT
English	5%	20%	15%
Maths	4%	23%	19%
Hindi	7%	28%	21%
Science	8%	24%	16%



*Pre-intervention is the academic level of children assessed before the intervention in each grade. Post intervention is the academic level of children after the intervention for the particular academic year.



SHIKSHAANTRA PLUS - A Complete School Transformation Intervention in Government Schools

A government school based programme created for students with an aim to provide **holistic learning experience**. The programme defines learning as both academic and life skills that help students get closer to their life goals. **Psychological support to students, strengthening teaching capacity, enhancing parental engagements and infrastructural augmentation** are the salient features of the programme.

The programme was initiated in 2016, in 2019-20, the total outreach of the programme was 45,000 students in 31 Govt. schools in 10 states of India. The locations of these schools are Delhi, Gurugram, Mumbai, Bhiwadi, Faridabad, Bengaluru, Hyderabad, Pune, Chennai, Ahmedabad, Noida and Ludhiana. KHUSHII has

deployed 110 teachers in schools.

Remedial education in Hindi, English, Math, Science, regional language subjects were provided to students from Grade 1 to 12. Periodic assessments and weekly worksheets helped students gain understanding of various concepts and also informed them on the progress they made in due course.

155 teacher trainings were organized on topics ranging from academic improvement, assessment, remedial education, mental health, soft skills etc.


This year, KHUSHII got empaneled with Delhi Commission for Protection of Child Rights (DCPCR). Additionally KHUSHII collaborated with Public health foundation of India (PHFI) to create a research-based module for WASH.

Key Achievements of Our Children


Top Honours For Khushii Children At National Stem Awards 2020: STEM Learning hosted 'National STEM Awards 2020' on February 27, 2020, in Bengaluru. This was India's first STEM challenge for under-served students from Govt. and Govt. aided schools. Along with the main event small events such as Tech Quiz, Science and Mathematics Model Competition and Engineering Tinkering were also organized. Nine girl students of Grade 7 and 8 from Shikshaantra Plus from our intervention in Faridabad won the first prize in Engineering Tinkering category in the award ceremony held in Bengaluru. These students made it to the top after competing with 1,800 students from 20 states. The encouragement and confidence they received in the process is priceless.




IMPACT of the Programme




80%
improvement in attendance




40%
improvement in retention




1,294 Teachers
(both KHUSHII and Govt.) trained




35,000 Children
covered through counselling sessions/services




206 SMC
members trained




113 Parent
teacher meetings organized




57%
improvement of parents in PTMs




393 Drop Out
children integrated back to school




40 Health
camps organized



116
sessions on WASH

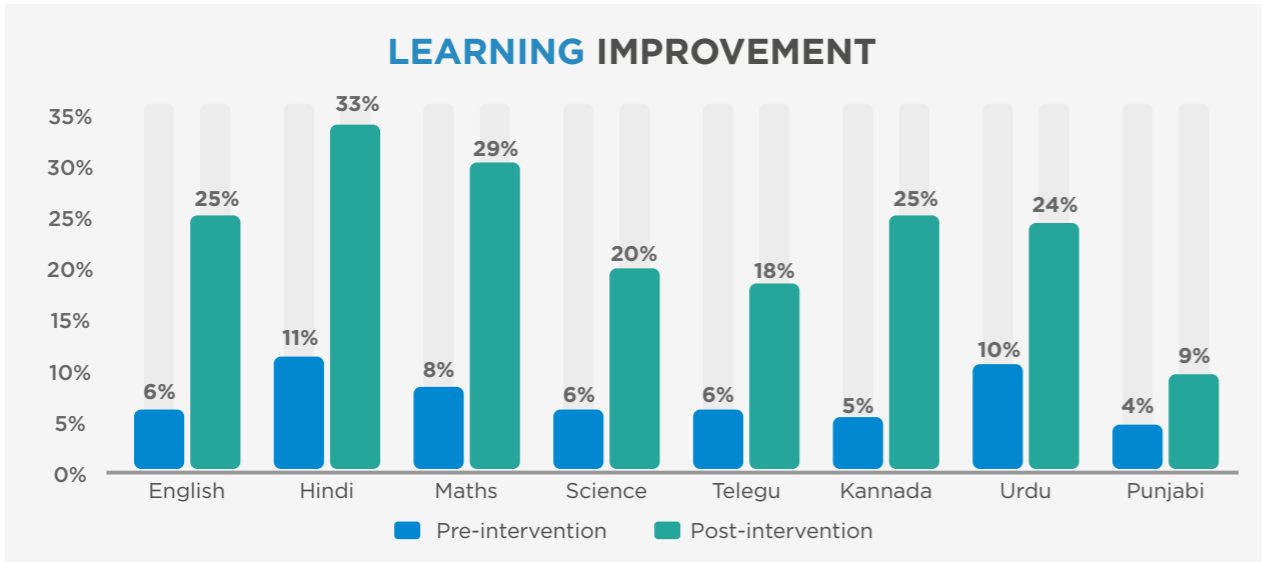


3,770 children
participated in career counselling sessions




Average 16%
improvement in learning levels of students

SUBJECT	PRE-INTERVENTION	POST-INTERVENTION	% IMPROVEMENT
English	6%	25%	19%
Hindi	11%	33%	22%
Maths	8%	29%	21%
Science	6%	20%	14%
Telegu	6%	18%	12%
Kannada	5%	25%	20%
Urdu	10%	24%	14%
Punjabi	4%	9%	5%




*Pre-intervention is the academic level of children assessed before the intervention in each grade. Post intervention is the academic level of children after the intervention for the particular academic year.


INFRASTRUCTURAL Augmentation in Schools




1 water/RO
given to a school



26 rooms painted
in the year in schools



10 toilets constructed



14 toilets repaired



SMHEAP - समीप
Shikshantraa Plus Mental Health Education & Awareness Programme

Addressing mental health needs in school is critically important to ensure learning and achievement of students. Its awareness is an important to diagnose emotional, behavioral or mental health disorders. Experts recognized that earlier intervention could result in more positive outcomes for these students.

SMHEAP is KHUSHII's unique approach to promote the physical, psychological and social development of children. With the primary focus on holistic development of children including the challenges of academic performance and mental wellbeing. Career counselling and personal/social development of students, teacher capacity building is also included in the programme.

Being the part of larger Shikshaantra Plus programme the benefit reaches to all important stakeholders namely Students, Teachers and Parents; which possibly reduces the risk of dropout for the children.

Overall SMHEAP programme helps in:

- Removing barriers to academic achievement for children
- Creating supportive social/emotional environment in the school
- Guiding teachers and children for career readiness

In reporting period, under SMHEAP many capacity building and awareness activities were done with children and teachers. One of the key campaigns of the reporting period was the awareness on 'child safety and child rights'. Various awareness activities were organized with children and parents to inform about the Child Protection Policy and Child Rights to ensure safety and protection of children. Additionally parents were made aware of the counselling services provided by government and KHUSHII for children.



The programme is implemented by 15 certified counselors working in 24 Govt. schools, catering to 35,000 students on the daily basis. These counselors are also attending children on the individual case basis, where children are suffering issues like anxiety, parental negligence, abuse etc.

Career guidance, menstrual hygiene management, good touch - bad touch were some of the other focus areas of the counselling sessions.

Training on POCSO Act , 2012

The Protection of Children from Sexual Offences Act (POCSO Act) 2012 was established to protect the children against offences like sexual abuse, sexual harassment and pornography. Considering the significance of POCSO and educate teachers on the act, KHUSHII organised a workshop with teachers in 3 intervention schools at Faridabad and Sangam Vihar in the month of September. These full-day workshops were jointly facilitated by National Counselor of KHUSHII along with a professional trainer. It covered various aspects of the Act such as salient features, punishments of offence, duties of the police, and provisions related to conduct of trial of reported offence. Total of 40 teachers participated in these workshops.



COMMUNITY DEVELOPMENT

SHIKSHA AUR VIKAS - Integrated Community Development Programme

The programme endeavours to reduce the number of out-of-school children by improving the socio-economic status of vulnerable families living in the vicinity of Shikshaantra Plus schools. The initiatives focus on education, health and nutrition, sanitation, and micro finance (through forming SHGs) by implementing tailor-made programmes specific to the need of the local population.

In the reporting period the programme aimed at increasing the accessibility of quality health, education, livelihoods and employability to

improve their standard of living for 3.5 lakh people from underserved communities.

In the reporting period, programme was implemented on 6 locations namely Delhi, Haryana, Rajasthan, Maharashtra, Karnataka and Haryana. Extending outreach to approximately to 15,000 families directly to 353,040 community members. The programme was implemented to strengthened linkages with the government departments like ICDS, Health, Public Work Department.

IMPACT of the Programme



753 Individual
cases were addressed



26,000 Children
covered through Child safety and rights related activities



3,770 Students
from class 9th to 12th benefited from career guidance services



2,529 Adolescent
girl students attended menstrual hygiene workshops



More than 500 sessions on safe touch and unsafe touch (Good Touch and Bad Touch)



29,065 Students
participated in 352 mental health awareness related activities



1,294 Govt.
teacher and KHUSHII staff participated*



Parvesh Utsav
admission help desk set up**



78 Awareness
rallies organized in the communities

* 155 workshops on gender sensitization, team building, how to create the learning a joyful experience.

** At 20 schools to ease the admission process for the students and parents. 4,412 students benefitted from Parvesh Utsav.



10,000
women and girls impacted through menstrual hygiene initiatives



4,00,000
people impacted through other health and related components



89%
immunization achieved in the intervention area




60
Anganwadi centers reached


Aaganwadi centres were the main centre of activities for the programme. Capacity building was the major focus area of KHUSHII. Strategic mobilization focused on Immunization, Health and Nutrition strengthening services deliveries of Aaganwadi in the communities.


PARTNERSHIPS Forged





IMPACT of the Programme


**15,000 Families**
supported through various program components


**100%**
Ante Natal Care received by pregnant women


**85 Health**
camps covering 8,213 beneficiaries


**89% Children**
under 5years mobilized for immunization with the support from DOH


**3,000 Community**
meetings conducted on various need-based issues on health, banking, lifeskills, income generation etc.


**81**
entrepreneurial training received

**85**
SHGs formed

**Rs.100**
average saving of SHG

**10-12**
average size of an SHG

**1,020**
women in SHGs

**85 Microfinance Groups**
created benefitting approximately 1,020 women and their families, with cumulative saving of Rs. 2.5 Lakh





SKILL DEVELOPMENT
KALA - A Skill Development Project


Economic empowerment of women and youth with enhanced skills and knowledge to become financially independent. The vocational centre established by KHUSHII in communities offers NSDC certified courses on **tailoring, beauty & wellness, general duty attendant (GDA), retail associate etc.** The courses is running in Delhi, Bhiwadi, Mumbai, Bengaluru and Rewari.

In the reporting period, KHUSHII introduced NSDC approved Job roles, to streamline courses in Retail, Self Employed Tailoring, General Duty Attendant and Assistant Beauty Therapist as per the National skill qualification framework. Retail was the newly introduced course in this year in Mukundpur, Delhi.

IMPACT of the Programme

**655 Women Trained**
in employability linked NSDC approved job roles

**55% to 60% Students**
have started earning through self and wage employment

**90% Students**
are new entrants in the job market and received their first salary



TALES OF TRIUMPHS

SWATANTRA SHIKSHAANTRA

Embracing My Struggles

Prince (a hypothetical suggestive name could be 'King') is a 14 year old student of class 8th. As the name suggests is the 'prince' of everything good. He performs exceptionally in academics, is well behaved and actively participates in co-curricular activities. But not all good things come in good packages. Similar has been the case with Prince. Life had been decent for him and his family till his father worked as a helping hand in a local shop and his mother took care of him and the household chores. Until his mother conceived his younger brother and during the same time his father lost his job. The financial atrocities that the family went through affected Prince and his academic performance. Around the same time, the field mobilisers from Khushii were intact in the fields knocking every door of the locality to encourage the underprivileged parents for enrolling their kids to Khushii remedial programme. It was a fortunate that they approached Prince's parents and convinced them to get him enrolled for the remedial programme.



Prince was able to establish a healthy relation with the educators at Shikshaantra because of the support, warmth and acceptance that he received. He started feeling good about himself irrespective of the circumstances at home. The teaching modules used by the educators with digital classes, practical leanings and individual attention facilitated holistic growth and improvement in Prince that resulted in bringing back his brighter side. His academic performance improved gradually to the extent that today he is amongst the toppers of his class and also a member of

Maiytri group (students group for maintaining discipline). He would occasionally approach the Khushii counsellor when he felt stressed or emotionally overwhelmed and would feel calm and relaxed after talking to her. Prince shared that his mother has started working as a tailor. His father takes care of his younger brother and household chores while his mother is at work. The circumstances at home are better at present. It has been 7 years that Prince is a part of Khushii and has been utilizing the facilities that Khushii provides at its best.

SHIKSHAANTRA PLUS

When Caterpillar Turns Into A Butterfly

Changing the dream into reality was the dream of these six girls who studies in 7th, 8th class of Government Girls Senior secondary school NIT-2, Faridabad. All of them belong to lower middle class family, but dreaming high is the right of everyone. They all had one common aim and that was, they want to become scientist, but the conditions were not favorable. Their parents can't even afford extra coaching classes for them. On the other hand, even the Government school was not well equipped with the facilities like Science lab.

With the help of BIBA Khushii works with the components like remedial class, infrastructure, computer class, spoken English class and so on. In association with Stem Learning, Khushii setup a science Laboratory in the school with all kind of modals and equipment. School management was extremely happy with the initiative taken by Khushii and that is how the journey of these girls began!

A competition was organized by the Stem Learning for the students of class 6th, 7th, 8th. It had three different categories tinkering, science quiz and modal making. All these six girls got selected for the competition. Many schools from different states participated in the competition but these girls were remarkable with their performance and won the competition for the zonal level and also for the national level which was held in Bangalore on 27th Feb 2019.

Khushii's project coordinator Ms. Sunita requested school management and parents to allow these



students to participate and further accompanied the students to Bangalore along with one more teacher. The girls were excited to travel by air for the first time. At the same time they were preparing themselves for the competition too. As they were aware of the fact that 200 schools from all over India from different zones were participating.

It was tough for all of them but they did not loose hope and with their hard work out of 200 schools (Govt. and aided) 1800 students took part from all over India in the STEM AWARD 2020, KHUSHII students from Faridabad school won I and II prize in Tinkering and Model Making at the National Level. Indeed! That was a proud moment for everyone.



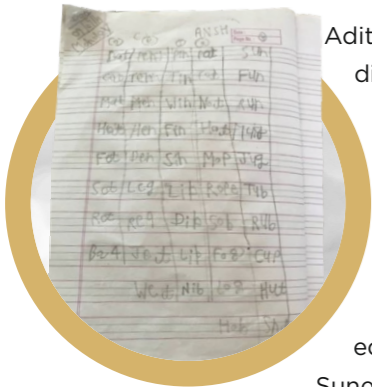
I Am More Than My Handwriting and The Alphabets



Aditya Sharma is a 7 year old student from class IInd A studying at South Delhi Nagar Nigam Pratibha Vidhyalaya, I Block, Sangam Vihar. He comes from an underprivileged background and lives with his family of six in the narrow and congested lanes of Sangam Vihar.

His father is a labour and the sole provider of the family. His mother is a home maker who takes care of him, his eldest, elder and younger brother at home. As the sole provider of the house his father has a hard time to provide the basic necessities of life to the family by earning a 6-7000 a month. Aditya's mother is mostly occupied in doing the household chores and taking care of his younger brother who is ten months old. She says that she wants to work and contribute to a better living but because she is an illiterate she couldn't find a job. As a result of the atrocities and the miseries that life has thrown on him and his family Aditya feels deprived of the care and attention that his elder brother being the first child of the house had and the younger brother receives. His eldest brother is three years elder to him who his mother reported does better than him in studies and the elder one is a year elder to him. Aditya says that he sometimes feels envious of his elder brother for he performs good in class and gets praised and appreciated. He also feels envious of his younger brother as his mother and father attends to all his needs.

The Challenge and Intervention



Aditya would find it difficult to read and write and sit stable in the class. To overcome this hurdle and perform better he was referred to the educator Mrs. Suneeta Verma for remedial classes by his class teacher. Aditya enrolled for the remedial programme run by Khushii on 8th April 2019.

Aditya's class teacher Mr. Praveen had been noticing him in the class and had been keeping a track of his academic work. He would complain about his hand writing and him being shy and quiet unlike other students in the class. The educator from Khushii approached the class teacher for the remedial classes of weak students as a part of project run by Khushii. At first Aditya was hesitant to come for the remedial classes, he wouldn't talk to anyone and would try to escape going for the remedial classes by going to the playground and staying near the swings.

The remedial educator reported that Aditya struggled to establish a relationship not just with her but also with his fellow classmates. She reported that he could not hold pencil while writing. He would take double the amount of time to complete his work in the class and sometimes would not want to write at all.

After enquiring the significant people in Aditya's life and him, the common signs that emerged were:

- Illegible handwriting despite appropriate time and attention given
- Showed inconsistencies: mixtures of print and cursive, upper and lower case, irregular sizes, shapes and slants of letters and alphabets
- Unfinished and omitted alphabets
- Exhibits strange wrist and paper position
- Had difficulty pre visualizing alphabet formation
- Copying and writing is slow
- Poor spatial planning on paper
- Has difficulty thinking and writing at the same time.

On Talking with Aditya The Counsellor Took An MSE (Mental Status Examination). The Observations of MSE were:

His uniform looked untidy. He seemed stiff and agitated. He was decently groomed. Hair were combed, nail were cut but had dirt in the nails. There were no traces or evidence of physical self harm. He did not make an eye contact. He displayed shy and hesitant body language. He could not open up much in the first session. He seemed low and anxious. The rate of speech that he spoke with was slow. The quantity of speech was minimal. He spoke in a monotonous tone.

Aditya shared that he felt deprived of the presence of his father at home who is mostly out for work till late. He also felt deprived of his mother's care and affection that his other siblings received. His mother is uneducated and father is educated till 10th grade due to which there is lack of academic guidance and support in his life. He was not provided with the optimal level of stimulation for his physical and mental growth. Due to poverty, low income and number of family members, his family could not provide him with audio and learning toys necessary for his overall growth and development which would serve as a substitute for parental oral and physical stimulation.

At the time of his mother's pregnancy when she conceived Aditya, she was not provided with nutrients that are important for the growth of foetus. Aditya was a planned baby but his parents were expecting him to be a daughter as there were already two sons in the family. This information is indicative of indifferences in behaviour of the parents towards him and probable reasons for his agitation, shyness and less openness towards his teachers and classmates that he displays in school. The hours that he feels lively and active is at the playground and on the swings. This information is indicative of proper motor functioning.

When trying to assist Aditya his signs were indicative of Dysgraphia, it was important to

Modifications were considered in:

- The rate of producing written work.
- The volume of work being produced.
- The complexity of the written task.
- The tools used to produce the written work.



accommodate and modify the expectations that were expected to be met.

After understanding the needs and condition of Aditya, the counsellor together with the remedial educator made a collaborative effort to design an action plan to facilitate progress in Aditya. He couldn't pick up on the rules of writing. The educator used explicit instructions to help him learn the rules. She would make four lines on the blackboard representing the lines that are in the English notebook and then would write alphabets for him to copy from the blackboard and make him learn the spacing between alphabets and words. He was allowed to not complete the work if he followed the rules of writing and maintained spacing and writing on lines for the work he had done. He was appreciated with remarks like "good" and/or "very good" when he followed the rules. This form of strategy is called positive reinforcement as proposed by B.F Skinner which is used when a desired behaviour occurs.

For formation and pronunciation of words the educator used the TLM. The TLMs gave Aditya an optimal level of audio and visual stimulation to understand the words semantically and associate a meaning to the words that he was made to learn.

He was made to exercise his wrist in circular motions before he would come for the remedial class so that he could gradually hold the pencil in a proper way for effective writing and make a grip so that the pencil would not fall. The educator ensured that Aditya should not deteriorate his progress and performance for which she gave him individual attention.

IMPACT of the Programme

At present the significant progress that Aditya displays are:



He shows enthusiasm to come for the remedial classes unlike escaping in the playground.



Asks his queries from the educator. Is performing better academically than he used to.



Finishes the alphabets without omitting. Has been working on maintaining space between words and alphabets.

SHIKSHA AUR VIKAS

Building Ground for Successful Adulthood

Positive change in the lives of children under 06 and their families in a sustainable and locally relevant manner is one of the key objective of our intervention in Aaganwadi Centres in IGL support project in village in Rajpura, Rajasthan. Providing children under 06 with the care and education during their early childhood enables them to thrive in their school and adult life. At present, regular educational classes blended with the interesting activities have initiated for the first time



“Enrollment and regular attendance of students in pre-school increased by 70%. Activities on Hand wash, Art and craft, dance, poem recitation etc. have been initiated to sustain the interest of the child in Aaganwadi and to make them ready for the formal school”

Aaganwadi is providing a foundation for learning, both socially and academically. Early childhood education can tackle the problem of scholastic backwardness to a great extent.

This success has a multiplier effect on the children as the focus is on developing sensory-motor skills and the social development of the child. The revitalization of Aaganwadi centre in terms of disseminating Early Childhood Education (ECE) is crucial as it is developing age-appropriate behavior of the child at the right time. 44% children under the age group of 4 to 5 years of age learned to sit in the class, learned ABC, 123, Structured setting making students learn to share and follow instructions, raise their hand when they want to ask a question, 44% students are ready for formal schooling.

KALA

Key Highlights of The Year and Impact



NSDC approved job roles were introduced in the projects



Introduced new course “Retail” in Mukundpur, Delhi.



Onboarding of third party agency for skill assessment



Trained 655 women in employability linked NSDC approved job roles



55 to 60% students have started earning through self and wage employment



90 percent students are new entrants in the job market and received their first salary.



Streamlining of courses in Retail Self Employed Tailoring, General Duty Attendant and Assistant Beauty Therapist as per the National skill qualification framework.

Testimonials from happy community members, local Govt. official, families of beneficiaries validating our work.

“

I am a house wife; I thank Khushii for building my skills in Tailoring. I learned the techniques of stitching clothes for all section babies, Man, women etc. I successfully passed the assessment and I started working with a boutique on piece basis and I am earning Rs. 8000 per month by taking orders from boutiques.



- Marianna, Project Participant
Thanisandra Bengaluru

“

I have a family size of 11 members, comprising of parents and 9 siblings including myself. My father doesn't work nor support financially. My mother works as a house maid and earns minimum daily wages. After successfully completing the GDA course, I got a job in home care. My salary is now Rs 17,000 per month. I cannot thank KHUSHI enough for making me and my family stronger.



- Meera, GDA Student
Mukundpur, Delhi



The S Factor - Held on 6th December 2019

The curation of Art for The S Factor was an eclectic mix of stunning sculptures, vibrant canvases and intricately decorative wall-hangings. The Art, was displayed in a fluid manner, with the entire ground floor of the DLF Emporio Mall being transformed into a fantastic art walkthrough. The Artists included in the showcase were not only the Senior Masters of the Indian Art Fraternity, but also exciting, new-age artists who are becoming increasingly popular in India and Internationally for their unique styles and striking creations. What did these artists have in common? Their names started with the Letter. With the onset of an unforeseen global pandemic (COVID-19) in 2020, the 2019-20 events calendar has inevitably had to be seriously reconsidered for Q4.



Timeless Portraits of Love - Sibling Connections

The Art & Events team also initiated the second edition of KHUSHII's highly successful signature property wherein we publish a coffee table book featuring some of the most eminent brothers and sisters, captured on film by the country's greatest photographers. This beautiful portrait captures the eternal bond of love, holds a place of pride on your wall and also helps raise money for a good cause. A cause of 'Establishing Gender Harmony' and creating transformational attitude change, through value-based education - especially in underprivileged backgrounds and communities. This edition of the Coffee Table Book was to celebrate the bond between siblings.

Though we were successful in kick started this edition of our fundraiser early this year with a great deal of support from our participating patrons, we were compelled to put our photo-shoots on hold due to the pandemic and hence, delay the launch of the Book for better and safer times. Besides our inexhaustible urge to continue supporting our beneficiaries, this event is important and close to our hearts, as it truly

captures a moment in time, a wonderful memory and the chance to look back on beautiful bond that one shares with their family.

We thank our participating patrons for their understanding and patience, and we cannot wait to kick off our Post-Covid-19 Events with a magnificent Book Launch, celebrating life, togetherness and the spirit of giving.

Like the rest of the world, KHUSHII too adapted to the new normal, and the team have since been working in overdrive to ensure we stick to our duties towards our beneficiaries, now taking our events online. As always, Art has been at the forefront of our fundraising events, and we are extremely fortunate that one of our most popular and annual trademarked property, WhatsApp Artlout Sale was already conducted on a virtual platform.



ART & EVENTS

As many of you are aware, the Art & Events Team at KHUSHII, are known to create interesting, interactive and conceptually unique activities for our donors and patrons, many of you have participated in these initiatives and lent your support.

Our aim through our Art & Events fundraisers has been to give back to our patrons and supporters, by not only having the satisfaction and goodwill associated with helping someone less privileged through their generosity, but also to take home a tangible memory with them - to remind them of the smiles they have painted on the faces of KHUSHII's beneficiaries, and the brighter futures they have helped build.

The key events for 2019 included:

The Cluster Collection (A trademarked property of Khushii) - Held on 3rd August 2019

What set this exquisite concept aside, was that instead of one large artwork which occupies a full space, multiple small artworks by the same artist create stunning compositions of art with canvases and frames of varied sizes.



WHATSAPP ARTLOOT

Two rewarding art sales were held over the last 5 months. Our trademark 'Whatsapp Artloot' (an online Art Sale of discounted Art) was a huge success in February 2020. In continuity to it's success, the Art's team put together yet another grand "Whatsapp Artloot" sale for the 'Khushii Relief Fund' on the 10th of June to support underprivileged families effected by COVID-19. This time too our event garnered an overwhelming amount of support from our Patrons.

Now, as the pandemic continues, we have decided to shift gears to help continue running Khushii's projects, support these students and their families, plus support many more who are coming our way in these difficult times. Our next step to do more, is through our online fundraising initiative in October 2020.

We are once again, in talks with the top 3 International Auction Houses; to partner with

us for this digital edition, fine tuning our ideas to optimise the experience for our buyers to ensure they have a "close to real life", exhilarating art experience albeit virtually.

The showcase would be a specially curated mix of international Art, Indian Contemporary Art, as well as very select Masters. The works are being carefully curated and we are already in active conversation with some brilliant artists who are very keen on sharing some of their best works with Khushii for this initiative.

To express your interest, or to know more about anything related to Art and Events, please feel free to reach out to Vandana Toora - vandana@khushii.org.

We extremely excited to power through 2020 and the challenges that are set ahead!



KHUSHII ON WEB

facebook



96%

improvement in Followers
68734 April - 134984 March



96%

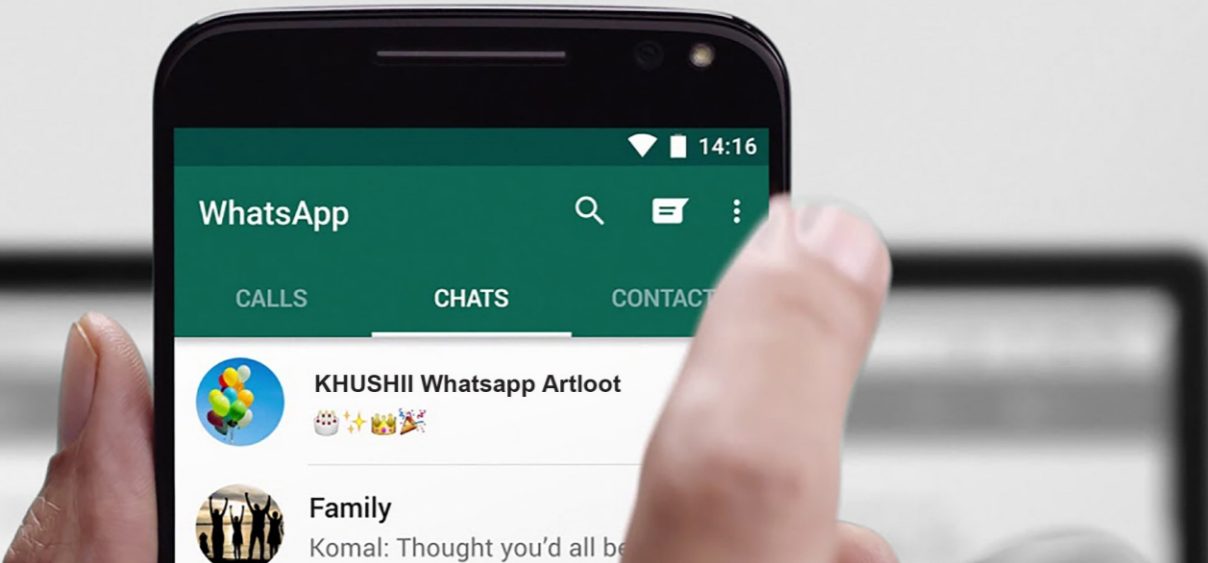
improvement in Likes
68705 April - 134906 March

International Women's Day Celebration

Social Media Campaign - "8 Kahaaniyan"

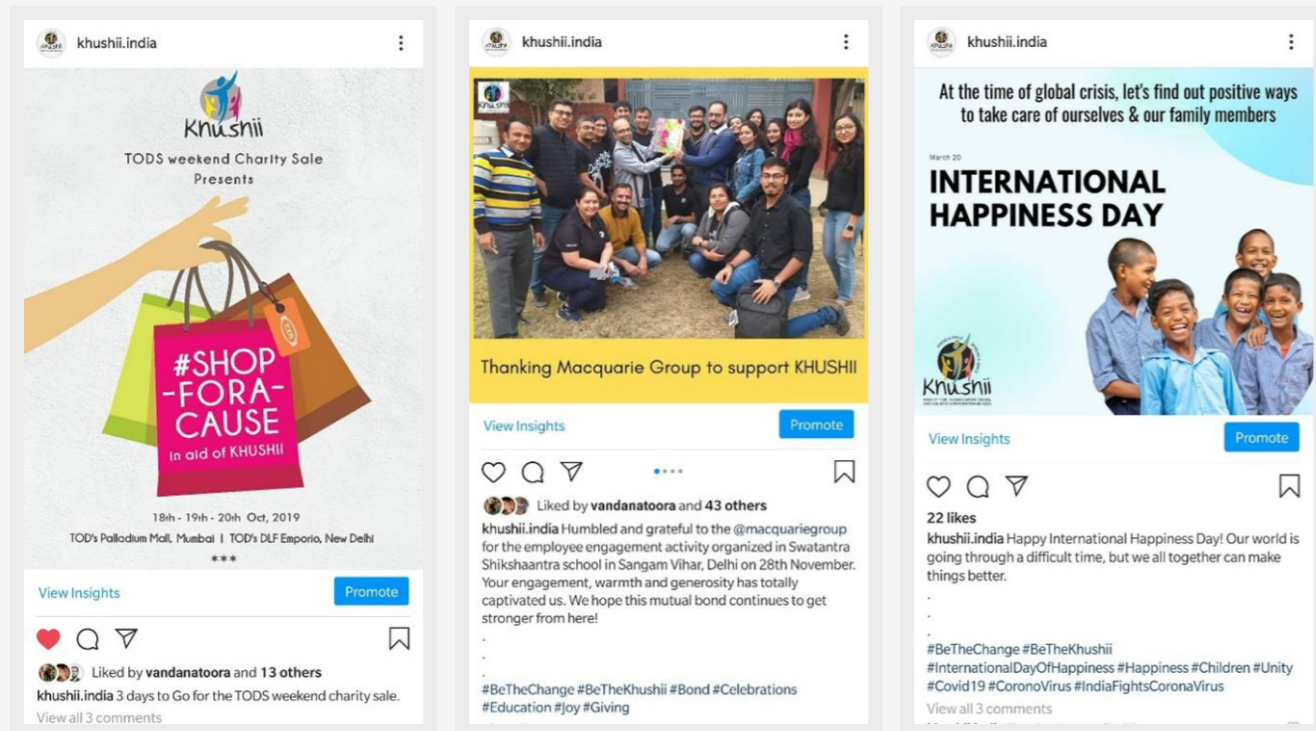


A series of 8 impact stories of Shiksha aur Vikas project were showcased on social media with the #8Kahaaniyan between 1st-8th March. These stories of empowerment and strength signifies the power of women to paved through the difficulties of life.

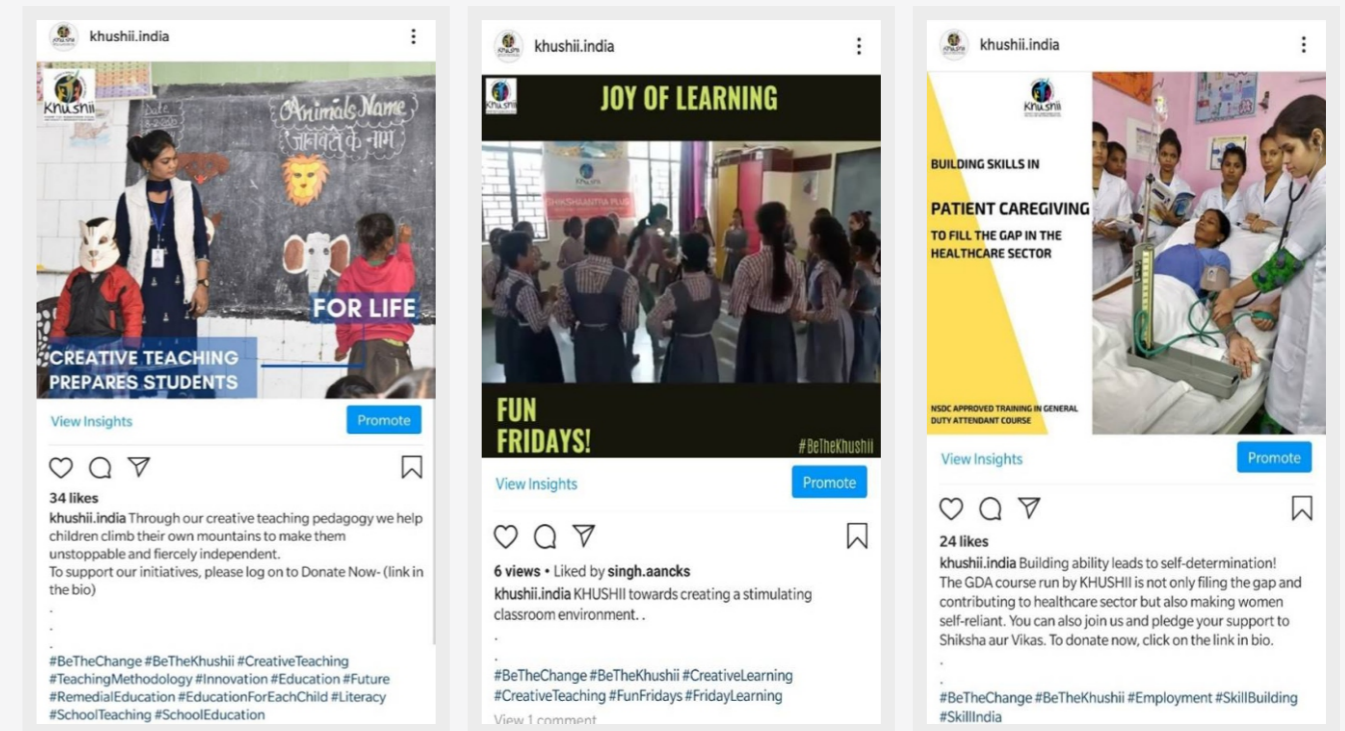




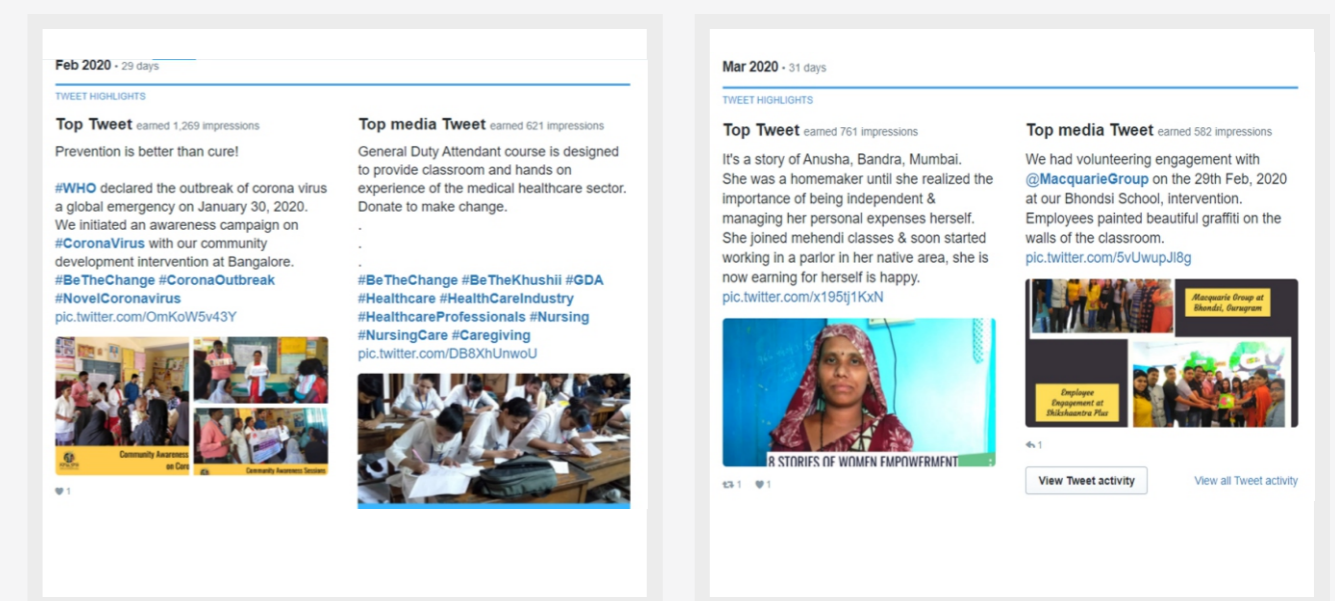
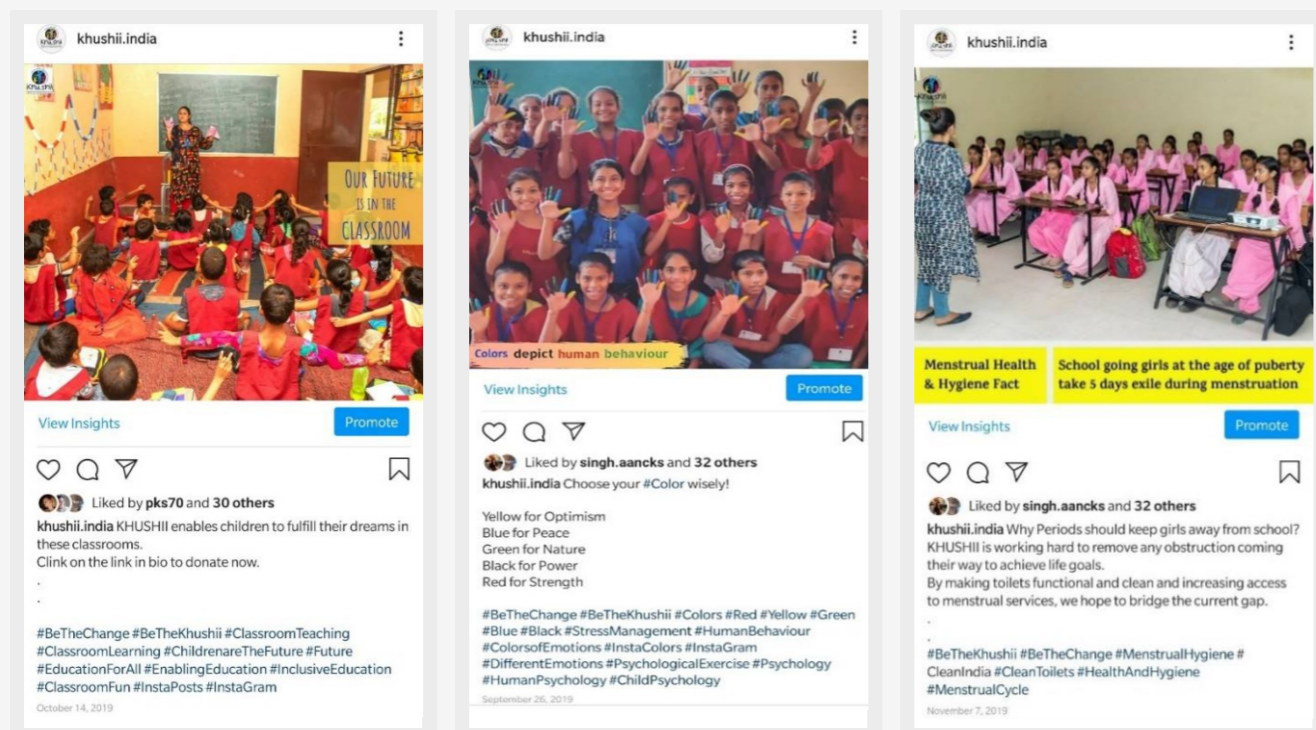
Posts with higher number of comments



Posts with highest number of reach



Posts with highest impressions



TWEET HIGHLIGHTS

Top Tweet earned 466 impressions

You have the power to change lives of many. These women need your support to be able to economically independent. To know more about the cause and donate now- khushii.org/general-duty-a...

#BeTheChange #BeTheKhushii
#SkillDevelopment
#EmpowermentofWomen #SkillIndia
pic.twitter.com/nRuHKtZne8



1 1

Oct 2019 • 31 days

TWEET HIGHLIGHTS

Top Tweet earned 642 impressions

Reduce. Reuse. Recycle!!

#BeTheChange #BeTheKhushii
#PlasticFreeOctober #Environment
#Children #Education
#SayNoToPlasticBags #StopPollution
pic.twitter.com/4ID7s0FDVA



2

[View Tweet activity](#)

[View all Tweet activity](#)

Top media Tweet earned 366 impressions

Shikshaantra Plus programme is an attempt by KHUSHII to augment the learning environment in Govt. Schools to help children grow. Extend your support NOW to reach out to the last child - khushii.org/donate-now/

#BeTheChange #BeTheKhushii
#DaanUtsav #GivingTuesdayIndia
pic.twitter.com/gxoAuBPtFa



1

Nov 2019 • 30 days

TWEET HIGHLIGHTS

Top Tweet earned 542 impressions

#WorldToiletDay at KHUSHII!

#BeTheChange #BeTheKhushii
pic.twitter.com/d92r51GwpH



2

[View Tweet activity](#)

[View all Tweet activity](#)

Top media Tweet earned 525 impressions

Educate her and Empower her!

#BeTheChange #BeTheKhushii
pic.twitter.com/mN9cfSOHFs



1

[View Tweet activity](#)

[View all Tweet activity](#)

Dec 2019 • 31 days

TWEET HIGHLIGHTS

Top Tweet earned 403 impressions

Students from intervention school in Bhondsi, Gurugram designed posters with slogans on the harmful effects of pollution on Water, Soil and Air. The aim of the activity was to aware children.

#BeTheChange #BeTheKhushii
#NationalPollutionPreventionDay
#PollutionControlDay
pic.twitter.com/emFgWQBIFX



[View Tweet activity](#)

[View all Tweet activity](#)

Top media Tweet earned 395 impressions

Thanking @Macquarie for the employee engagement activity organized in Swatantra Shikshaantra school in Sangam Vihar, Delhi on 28th November. Your engagement, warmth and generosity has totally captivated us. We hope this mutual bond continues to get stronger from here!
pic.twitter.com/ZC8H4OxTC5



1

[View Tweet activity](#)

[View all Tweet activity](#)



CORPORATE PARTNERSHIP

Committed for Social Change - KPMG Team

Employee engagement at intervention school in Thanisandra, Bengaluru. Engaged in various activities such as storytelling, learning language, performing arts, general knowledge sessions etc.



Another year of partnership with IGL

Partnership with Indraprastha Gas Limited extended to third year impacting 2,000 children in MCD Prathmik Bal-Balika Vidhyalaya, Mukundpur, Delhi under the Shikshaantra Plus programme. On 26th August, the agreement was signed at IGL Bhawan, Delhi in the presence of senior officials from both IGL and KHUSHII.



A rewarding engagement with UPS

On 30th August, the United Parcel Service (UPS) team engaged with students of Swatantra Shikshantra at the Devli, Sangam Vihar in Delhi. 50 volunteers came to the school and conducted various activities with students including sessions on Health, Hygiene, Art, Basic Mathematics for the Grade 1 to 10 students. They also distributed refreshments to children.



When Learning became Fun

On the 31st Aug 2019, A.T. Kearney India conducted an employee engagement activity at Government Model Senior Secondary School, Bhondsi in Gurugram. The team engaged with 120 students of Grade 7 on many science concepts. Such was a session on Heat, where the students were explained about the difference between conduction and convection through demonstrations and discussion. The sessions were very interactive, where students were encouraged to ask questions and share their observations.



Newgen's Participation in stakeholder workshop

Newgen Software Technologies Limited and KHUSHII came together in the month of August, 2019 and signed an agreement to implement Shikshaantra Plus programme in Govt. Primary School in Harkesh Nagar, Okhla, New Delhi. On the 13th September, a Stakeholder workshop was organised in the school with the participation of school staff, Newgen employees, Department of Education officials and KHUSHII staff. The aim of the workshop was to bring all the stakeholders together and share the objectives of the programme and expected outcomes. The esteemed guests present at the event shared their thoughts and future plans.



CORPORATE DONOR



It gives me immense satisfaction that through Shikshaantra Plus programme of KHUSHII we are able to build strong foundation skills of 5,740 students in Grade 1-5 in 4 Govt. schools of Delhi and Chennai. Very soon, these students will graduate to next grades, specially students entering Grade 6 will become the part of NDDP (CSR initiative of Newgen) and will be catered through NDDP Alumni programme in Grade 8-10.

The greatest strengths of KHUSHII is their adaptability and flexibility in implementation as per the conditions that arise at the project locations. This quality has helped us in achieving such an impact in the initial phase. We hope to continue to deliver together as a team towards the goal of Education in our country.

- Priyadarshini Nigam, Head - CSR, Newgen Software Technologies Limited

ACCREDITATIONS

KHUSHII has achieved accreditations based on a thorough due-diligence conducted by most prestigious agencies in India.



GuideStar India Transparency Key:
GSN: 9568



NGO Darpan:
Unique ID: DL/2017/0167611



Tata Institute of Social Sciences AESDII:
TISS AESDII partner no:
TISS AESDII/18/02/50



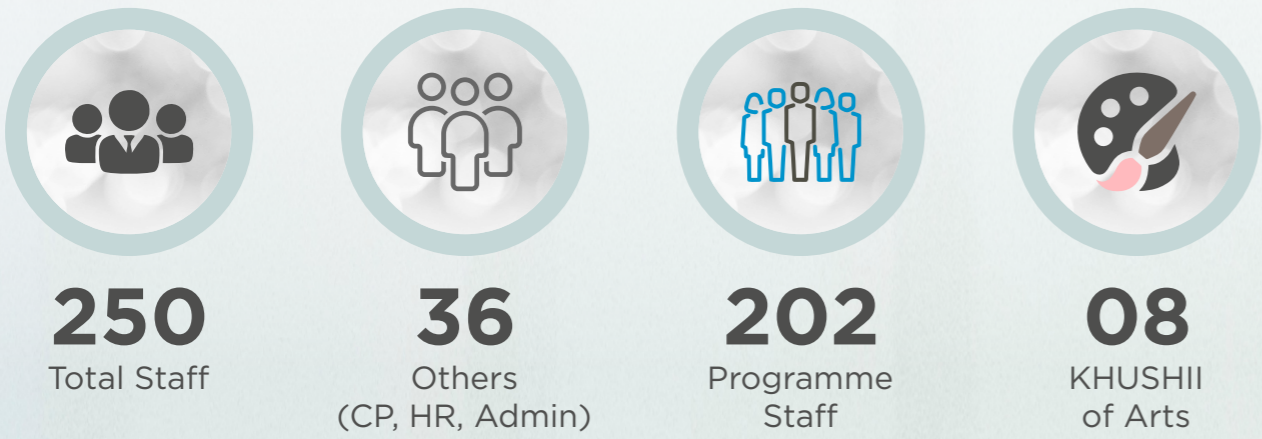
Charities Aid Foundation (CAF) India:
Accredited since 2009

List of Corporate Partners



OUR PEOPLE

Staff Information




Male/Female Workforce



Testimonials From Our Staff

“ Manifested by working with real lives, innocents dreams and the envy of others; a wholesome work at KHUSHII.




- **Shilpa Jain**
Senior Manager, Corporate Partnership

“ I joined KHUSHII in 2007 and I feel blessed to be part of this wonderful team. We work as a family to promote our values and share our joys with the deprived children of the communities whom we serve to.



- **Santosh**
Project Coordinator

“ At KHUSHII, we're treated as family, not a bunch of employees. We're friends at work and outside of work. Our seniors treat us as equals and stay true to their words. I will be forever grateful for the experience I've had here.



- **Meeta Mishra**, Deputy Director
Remedial & Support Education

“ My professional journey started with KHUSHII in 2006 with a rural development project that gave me a lifelong exposure on issues of Rural India and developed my understanding on how governance system and policy functions towards integrated development of villages. Completing a decade with KHUSHII has been one of the memorable moments. It's been filled with learning and growing within the organization. It's always been close to my heart.



- **Sheetal Tyagi**
Director - Research & Advocacy



KHUSHII

AT AIRTEL DELHI HALF MARATHON

This was the first time KHUSHII team participated in Airtel Delhi Half Marathon organized on 21st October at Jawaharlal Nehru Stadium in Delhi.

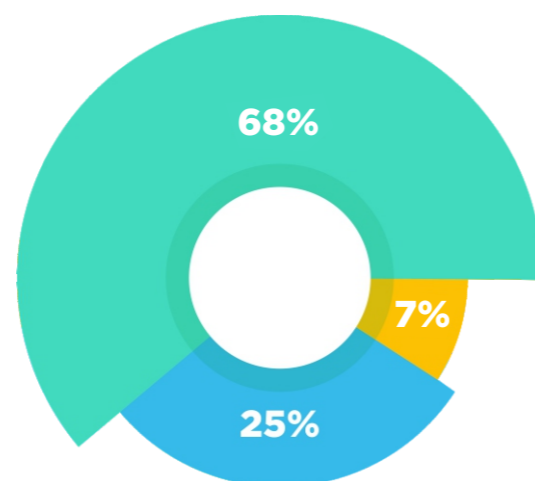
KHUSHII received lot of love and support from EO Gurugram team, who not only ran for KHUSHII but also created a bond of care. 40 runners from the EO Gurugram supported KHUSHII through making a kind donation and be there on the run day.



FINANCIAL REPORT

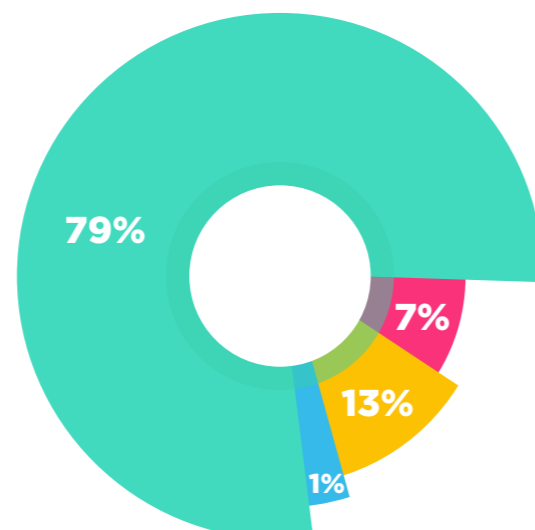
Sources of Funds

- Corporate Grant
- Individual Donation
- Other Income



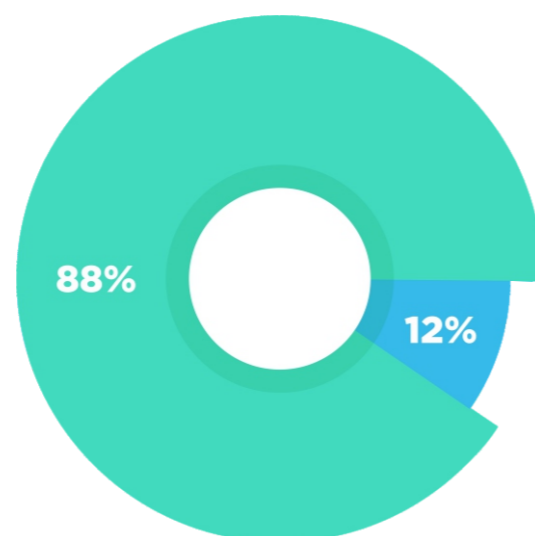
Distribution of Expenses

- Project Expenses
- Other Expenses
- Fund Raising Expenses
- Excess of Income over Expenditure



Sector-wise Allocation

- Education
- Skill Development & Livelihood



Balance Sheet as at 31st March, 2020

Khushii - Kinship For Humanitarian Social And Holistic Intervention

Balance Sheet as at 31st March, 2020

(Amount in INR)

Particulars	Note No	Figures as at 31st March, 2020	Figures as at 31st March, 2019
I. FUNDS AND LIABILITIES			
(1) Funds			
a) Corpus Fund	1	89,497,821	89,374,706
b) General Fund	2	45,860,451	30,828,214
(2) Non-current liabilities		-	-
(3) Current liabilities			
a) Trade Payables	3	1,351,836	285,600
b) Provisions & Unspent Grant	4	2,218,159	1,186,983
c) Other Current Liabilities	5	19,703,182	13,159,373
Total		158,631,449	134,834,876
II. ASSETS			
(1) Non-current assets			
a) Fixed Assets	6		
Tangible Assets		4,770,537	783,842
Intangible Assets		7,007	9,343
b) Non-Current Investments	7	1,406,021	189,177
(2) Current assets			
a) Current Investments	8	-	5,089,044
a) Trade Receivables	9	343,860	340,980
b) Inventories	10	29,644,165	28,769,093
c) Cash & Cash Equivalents	11	113,513,315	96,698,103
d) Short Term Loans and Advances	12	4,803,827	249,319
e) Other Current Assets	13	4,142,717	2,705,975
Total		158,631,449	134,834,876

Note No. 1 to 19 form integral part of Financial Statements

As per our report of even date attached

For SARC & Associates

Chartered Accountants

FRN: 0006085M

CA Pankaj Sharma
M. No. 086433

For Khushii-Kinship for Humanitarian
Social and Holistic Intervention

President General Secretary Treasurer

Place: New Delhi
Date: 05.01.2021
UDIN:21086433AAAAAC8946

Income & Expenditure Account

Khushii - Kinship For Humanitarian Social And Holistic Intervention
Income & Expenditure Account for the Year ended 31st March, 2020

(Amount in INR)			
Particulars	Note No.	Figures as at 31st March, 2020	Figures as at 31st March, 2019
I Income			
Donation; Sponsorship & Membership	14	114,151,541	97,492,164
Other Income	15	11,301,985	7,605,288
		125,453,526	105,097,452
II Expenses :			
Project Expenses	16	94,845,220	81,891,921
Donation Given	17	330,000	1,632,500
Employee Benefit Expenses	18	7,731,693	9,173,057
Unspent Grant Balances (FCRA)		1,859,060	699,884
Object Attainment Cost	19	5,655,316	4,478,391
Total expenses		110,421,289	97,875,753
III Excess of Income over Expenditure (I-II)		15,032,237	7,221,699

Note No. 1 to 19 form integral part of Financial Statements

As per our report of even date attached
For SARC & Associates
Chartered Accountants



Place: New Delhi
Date: 05.01.2021
UDIN:21086433AAAAAC8946

For Khushii-Kinship for Humanitarian
Social and Holistic Intervention

(Signature) President
(Signature) General Secretary
(Signature) Treasurer

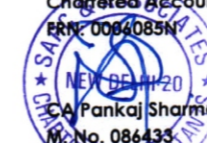
Receipt & Payment Account

Khushii - Kinship For Humanitarian Social And Holistic Intervention
Receipt & Payment Account for the Year ended 31st March, 2020

(Amount in INR)			
Particulars	Note No.	Figures as at 31st March, 2020	Figures as at 31st March, 2019
Opening Balance of Cash & Cash Equivalents			
- Cash in Hand		21,972	969,767
- Cash at Bank		28,419,415	10,002,028
- Investment in Fixed Deposit with Banks		73,534,937	81,841,270
		101,976,324	92,813,065
Receipts			
Donation Receipts		110,140,309	100,772,142
Corpus Donation		500,000	400,000
Membership Fee		1,000	1,000
Income Tax Refund		-	972,599
Interest on Income Tax Refund		-	72,401
Charity Art Proceed		13,213,925	-
Misc. Income		310,000	598,800
Interest Received From Bank		6,760,715	6,052,611
		130,925,949	108,869,553
Payments			
Shikshaantra Project		92,225,867	82,455,316
Imprest to Staff		134,274	88,376
Donation Paid		330,000	1,632,500
Art Work Proceed		-	392,844
Administrative Expenses		11,738,428	13,360,466
Other Project Expenses		3,315,644	1,429,309
Fixed Asset Purchase		4,345,910	74,982
Rent Security		529,000	272,500
Advance Paid To Creditors		4,325,060	-
COVID Exp		1,038,754	-
		117,982,937	99,706,293
Closing Balance Cash & Cash Equivalents			
- Cash in Hand		41,493	21,972
- Cash at Bank		20,359,530	28,419,415
- Investment in Fixed Deposit with Banks		94,518,313	73,534,937
		114,919,336	101,976,324

Note No. 1 to 20 form integral part of Accounts

As per our report of even date attached
For SARC & Associates
Chartered Accountants



Place: New Delhi
Date: 05.01.2021
UDIN:21086433AAAAAC8946

For Khushii-Kinship for Humanitarian
Social and Holistic Intervention

(Signature) President
(Signature) General Secretary
(Signature) Treasurer

www.khushii.org



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Behind Crowne Plaza Hotel, New Delhi - 110020
Phone: +91 11 41410075/76 | **Email:** contact@khushii.org

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