ETASHA
Skilling Communities
for Employment & Income Generation

2024-2025

Annual Report

SKILLING COMMUNITIES FOR ECONOMIC INDEPENDENCE SINCE 2006







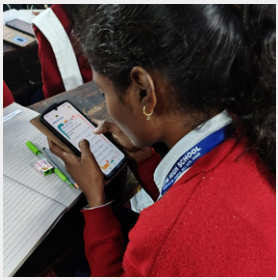








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President's Note



One of the most exciting happenings during the year was **the start of our first Women's Entrepreneurship Development Project in Rajasthan**. Another 'first' was that in the first year of operations in a new area we exceeded the target of 320 women and helped **338 women become owner-managers of their own businesses**.

Another highlight of the year was our embarking on a **Review of Vision, Mission and Goals** in the context of the approaching milestone of **completing 20 years of operations of ETASHA Society** on 17th January 2026.

2024-25 was a year of many firsts!!!

Team members from the top two levels of ETASHA were guided by our Governing Council members Ms. Vandana Bhatnagar, Ms. Ritu Motwani and Mr. Vijay Toley. What emerged was a resounding confirmation of our vision and mission and confidence in our interventions for positively impacting and transforming the lives of underprivileged adolescents, youth and women. This was followed by an astounding decision by each of the three teams to set their goals at doubling their achievements in 2024-25 within 3 years, i.e. by 2027-28!!!

To strengthen our understanding of the strategies required for achieving our goals, we undertook another exercise for the first time – we took the help of McKinsey and Company to conduct an organization-wide survey to assess the state of **health of the organization**. Conclusions from this survey, together with the goals set by the senior teams were used to formulate strategies for achievement of targets. The directions set for going forward include use of **Technology and Capacity Building of the team.**

I am happy to report that the process of actioning these strategies has started, which will further strengthen ETASHA as a trustworthy organization that delivers its promise of uplifting communities through skilling the underserved for employment and income generation, in total alignment with the larger vision of Viksit Bharat, Skilled India and the Sustainable Development Goals of #1 No Poverty, #3 Good Health & Well Being, #4 Quality Education, #5 Gender Equality, #8 Decent work with Economic Growth and #17 Partnerships for the Goals.

President's Note

We are indeed grateful for the confidence our Project Sponsors place in us to fund the interventions which help us in fulfilling our mission with interventions aligned with their philosophy and policies. The continuing partnership with the BT Group, TELUS Digital, SMS Group, Pearl Global Industries, Rotary Club of Delhi South, Shri Ratan Lal Foundation, Aurobindo Ashram and Futures First, and the newly evolving relationships with HDB Financials, AU Foundation and HDFC give us the strength to reach out to larger numbers of adolescents, youth & women and break out of poverty.

I am also happy to share that our Governing Council has been further strengthened with the induction of Ms. Vandana Nagpal, who brings with her decades of experience and expertise in technology & innovation.

Our grateful thanks to our Governing Council who generously give of their time and expertise.

The year also brought with it many challenges, which Team ETASHA navigated skillfully and with our hallmark grit and resilience. I am indeed proud of and thankful to each and every member whose commitment and dedication shines bright.

In taking ETASHA into the third decade, we are **committed to remain process-driven, transparent** and **committed** to **our mission and values** even as we venture into newer territories and scale up operation.

We need the support of all our valued donors, corporate sponsors and grant makers, even as we invite more partners, volunteers, donors and collaborators to join forces for working towards our dream of a Viksit Bharat.



CSR team from TELUS Digital project review visit at Mangolpuri centre

Best Regards,
- Dr. Meenakshi Nayar

Executive Director's Note



The past year has been one of remarkable growth and learning for ETASHA. Each initiative has strengthened our belief that investing in skills, entrepreneurship, and education is the surest way to enable sustainable change in communities.

Our first foray into Rajasthan through Project AU Udyogini tested our ability to build new partnerships and navigate an unfamiliar geography. In just nine months, the team exceeded expectations by establishing hundreds of women-led enterprises, laying a strong foundation for deeper work in the state.

In Haryana, Project GEP, supported by British Telecom, **enabled youth and women-led enterprises across the Aspirational District of Nuh as well as Rewari, Pataudi and Kosli.** The early hesitations of the community gave way to confidence as young entrepreneurs demonstrated their success, and the wider acceptance of the program has been deeply rewarding. Complementing these efforts, our collaboration with Haryana State Rural Livelihood Mission and initiatives to streamline access to government documents, such as Udyam Cards, have further strengthened our impact.

Our urban women entrepreneurship initiative Project Mazbooti, supported by SMS Group, introduced new dimensions to our work by encouraging **the formation of women-led cooperatives and promoting environmentally responsible enterprises.** These green ventures, though modest, highlight the importance of aligning economic empowerment with sustainability. Additionally, our efforts to enable women entrepreneurs to explore non-traditional livelihoods opened new pathways, now integrated into our ongoing program design.

We also took **an important step into disability inclusion by training Persons with Disabilities** in digital marketing and desktop publishing at our Gurugram centre. The encouraging outcomes reaffirm our commitment to building inclusive livelihood opportunities.

Another milestone was achieved in partnership with Pearl Global and SMS Group, where **180 women** from Begumpur Khatola, Gurugram, **gained formal employment** in the garment and footwear stitching industry. Collectively, they **generated an annual income of nearly Rs. 10 million**—an achievement that strengthens our resolve to scale such opportunities further.

Our flagship Vocational Training and Placement Program saw rapid growth, training over 1,400 youth and placing in formal sector employment at significantly higher salaries. With support from partners including British Telecom, TELUS Digital, Rotary Club of Delhi South,

Executive Director's Note

Rotary Club of Singapore, HDB Financial Services, Give Do, Futures First, Littelfuse, and Fluor Daniel, we expanded to nearly a dozen centres while maintaining high quality standards. The motivation and dedication of our team have been central to sustaining this scale of operations.

At the school level, our Adolescent & Well-Being Program(AWS) team brought pride with **12 students selected for the National Means-cum-Merit Scholarship** (NMMS), supported by SMS Group and PGIL. These achievements go beyond academics—each success inspires many more in the family and community to pursue education. The AWS projects also strengthened **students' confidence, life skills, and computer literacy,** while a college **scholarship** initiative for girls began to take shape and is set to expand.

Since digitising our Career Guidance program, we have been able to reach thousands of adolescents, helping them navigate the complexities of **career choices and educational streams with greater clarity**. This initiative continues to be one of our most impactful ways of preparing youth for the future.

Recognising that technology will be a key driver of growth, ETASHA is steadily adopting digital platforms such as Learning Management Systems and Alumni Connect. Training sessions and knowledge sharing by volunteers have added further strength to our work, while our team retreats continue to **nurture collaboration, trust, and creativity.**

The year also brought external recognition through awards and appreciation for both the organisation and our organisation founder, Dr. Meenakshi Nayar. These acknowledgements stand as a testament to the collective commitment of our team, partners, and stakeholders.

As we move ahead, ETASHA stands ready to deepen its impact, expand its reach, and continue **building pathways to dignified livelihoods**. With the support of our partners, funders, and well-wishers, we are confident of scaling new heights in the coming years.



Col. Gangwar interacting with youth during the 'Be Inspired' session at Khanpur Centre

Best Regards,
- Col. Sanjay Gangwar

About Us

We empower youth and women from marginalised communities by bridging systemic gaps through skill development, employment opportunity, entrepreneurship support, and life skills education.

Vision

An India where all citizens achieve **sustainable economic independence** to lead a life of **self-respect and dignity**.

Mission

Enabling **adolescents, youth and women** from resource-poor communities to achieve economic independence and well-being through **counselling, skilling, and linking them with resources.**



United Nations Sustainable Development Goals (UN SDGs)

Our 3E Approach

reach in 2024-2025

EDUCATION

61

Schools
for adolescents aged 12-18

EMPLOYMENT

10

Career Development Centres
for youth aged 18-26

ENTREPRENE-URSHIP

7

Entrepreneurship Development Centres
for women aged 28-55

At ETASHA, we adopt a holistic and empowerment-driven approach to livelihoods, rooted in **participative, interactive, and experiential training.** We focus on **building capabilities, transforming mindsets, and strengthening systems** that influence access to Education, Employment, and Entrepreneurship.

Our programs are tailored to the needs of **youth, women, and adolescents** from low-income communities, equipping them with relevant skills, confidence, and support to pursue dignified livelihoods. Every intervention is designed to be structured, scalable, and sustainable—empowering **individuals to become job-ready or income-generating through employment or entrepreneurship.**

Our Theory of Change is built on the belief that sustainable livelihoods require more than just skills—they require informed choices, positive role models, and an enabling environment. By engaging families, communities, and employers alongside the individual, we foster **a culture of aspiration, accountability, and access.** This multi-stakeholder approach ensures skill acquisition and long-term behavioural shifts that **lead to sustained economic independence.**



Why We Do What We Do

Addressing Systemic Gaps in Employability, Opportunity, and Well-being

54.1%

of Indian Youth Are Considered

Unemployable

due to a lack of skills required by employers highlighting a significant skill mismatch in the country's workforce.

76%

of Indian women are NOT part of the

formal workforce

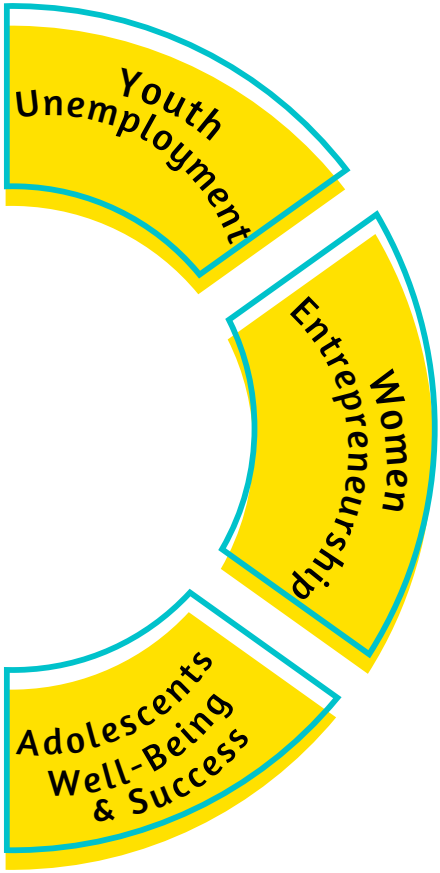
due to restricted mobility, limited opportunities, lack of access to credit, digital tools, and mentorship reinforced by patriarchal social norms

1 in 4

adolescents in India lacks access to quality education, digital preparedness, and career guidance, leaving them

unprepared

to navigate the future and remain vulnerable to limited opportunities



ETASHA Society exists to bridge the systemic gaps by equipping youth with skills for employment, supporting women towards entrepreneurship, and nurturing adolescents through life skills and well-being programs—ensuring that every individual, especially from marginalised backgrounds, has access to the skills, right mindset, and support needed to lead dignified and productive lives.



ETASHA team and program participants at the Delhi Half Marathon 2024

OUTREACH & IMPACT
2024-2025

13.9K+

adolescents provided remedial education, life skills, computer training and career guidance

1.4K+

young adult girls and boys trained in vocational and employability skills

2.4K+

adult women and youth enabled to set up and run self-owned enterprises

31.9K+

community people become aware and engaged in livelihood opportunities





Together for a "VIKSIT BHARAT"



Employment

- Vocational Training & Placement
- Employability Skills Development and Placement

75%
Placement Rate

1.4K+
Youth Trained

Delhi, Gurugram, Haryana

Vocational Training & Placement

Vocational Training and Placement Program

ETASHA's 19-year journey into vocational training and placement began with a simple but powerful observation — that the cycle of poverty in low-income communities is closely tied to the absence of dignified, sustainable employment. **While aspirations among young people were high, access to skills, guidance, and opportunities remained limited.** To bridge this gap, ETASHA designed market-aligned training programs that not only equip youth with technical and soft skills but also connect them directly to jobs in the organized sector. By enabling young people to step into formal employment, **ETASHA addresses the root of poverty — lack of income and economic security, and creates ripple effects that uplift entire families and communities.**

Project Atmanirbhar and Spreading Wings

Project Atmanirbhar and Spreading Wings were implemented in over 50 communities at 10 locations across two states of Delhi and Haryana. Under the two projects, we assessed industry needs and youth readiness to design short duration courses linking them to the organised sector industry in the selected areas. These covered core employability skills such as communication, inter/intrapersonal abilities, social confidence focussing on industry exposure visits, computer and internet literacy (with focus on AI), interview skills, customer service, and selling skills alongside mindset transformation and ecosystem engagement to ensure sustained employment in the organized service sector.
Alumni support continues post-placement through regular check-ins, digital groups, and individual counselling.

BSMART Job Readiness | Desktop Publishing | Confidence in Accounts Taxation | Tally Digital Marketing



"Before joining ETASHA, I faced multiple rejections in job interviews. I struggled with low confidence and poor communication skills, which held me back despite my efforts. ETASHA's Vocational Training program helped in improving my skills. Through regular sessions, workshops, and guidance from facilitators, I gradually started improving. I learned how to present myself, communicate better, and believe in my potential. The environment was supportive and motivating. Eventually, I applied to McDonald's and this time, I got selected."

~Devanshu, Batch 184, working as Team Member earning Rs. 19000 p.m

Funded By: HDB Financial Services, Futures First, TELUS Digital, FLUOR, BT Group, Rotary Club of Delhi South, give

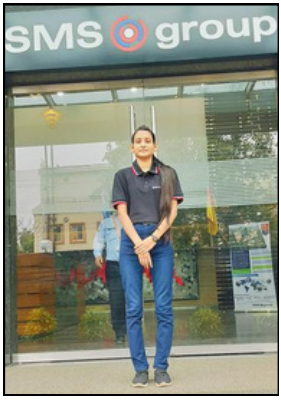
Employability Skills Development and Placement Program

The Employability Skills Development and Placement Program at ITIs (Industrial Training Institutes) addresses the critical **gap between technical training and workplace readiness** by building communication, confidence, and professional skills. ETASHA bridges this divide by preparing students not just to complete their courses, but to successfully secure and sustain jobs in the organized sector related to their trades. We also bridge the gap between traditional technical education and dynamic industry requirements by providing additional and latest technical skills to make students ready for industry.

Project Anvit and Spreading Wings

The projects covered 2 ITIs with 20 trades conducted in collaboration with partners such as Women ITI Gurugram and National Small Industries Corporation Limited (NSIC). The youth were from engineering and non-engineering trades who after the course got placed in the service and manufacturing industries.

Employability Skills Sessions | Technical Software Training Program | Training Support and Placement



"I joined the program as a quiet, hesitant individual who rarely spoke up. But with personalised counselling and continuous encouragement from ETASHA's facilitators, I began to believe in myself. I started participating in sessions and gradually developed the confidence to express my ideas. Today, I am working in Supply Chain Management at SMS Pvt. Ltd. — something I never imagined possible. ETASHA program in ITI helped me break out of my shell."

~ Kirti, ESDP Batch 66 | Placed at SMS Pvt. Ltd.

Funded By:

BT Group

SMS group



Training session with Draftsman Mechanical students at ITI

Project Ek Nayi Pehchan

Ek Nayi Pehchan (ENP) equipped women and girls in village Begumpur Khatola, Gurugram, with stitching skills tailored to the demands of garment and shoe manufacturing units. To ensure sustained employment and workplace retention, the program also delivered structured life skills training. This included communication, time management, teamwork, understanding self, and confidence-building—key elements that enhance adaptability and performance in professional environments.



"I wanted to support my family, but without skills or a job, I felt stuck. I couldn't even ask for money to join a course. ETASHA changed everything. I got the confidence to take the first step. With training in machine operation and exposure to a real workplace, I learnt new skills and found a job at SHUFAB. I now earn Rs. 13,000 a month with PF and ESIC, and most importantly, I'm financially independent. I feel proud to contribute to my family."

~ Kanchan attended the training and placement program under Project Ek Nayi Pehchan in 2024



CSR team from SMS Group for project review visit



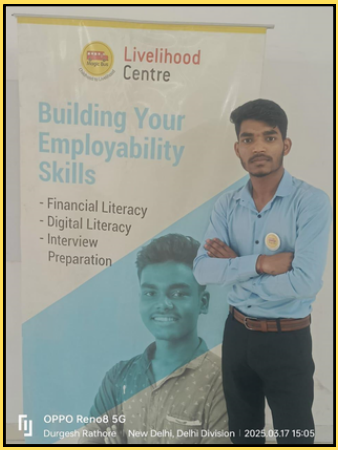
Project awareness activity at Begumpur Khatola

Funded By: PEARL GLOBAL Exceeding Expectations...Always SMS group

ALUMNI NOTES
from Employment Programs



"I am very happy about my job. I am just 12th pass but my salary is more than my father's salary. I knew the value of money. I truly respect every skill I got from ETASHA. Everyone in ETASHA was very welcoming to me."
~ Pooja, Batch 183, working as Kitchen Member at Zepto Cafe, earning Rs. 23,000 p.m



"Though I was always confident and passionate about social change, I struggled to express myself clearly in interviews. Initially unsure about joining an NGO, I took a chance with ETASHA—and it changed everything. Their training helped me refine my communication and presentation skills, and rejections turned into valuable learning experiences. Within a week, I had three job offers across different sectors. I chose to work with Magic Bus India Foundation as a Center Coordinator cum Mobilizer, where I now create impact every day."
~Durgesh, Batch 214, earning Rs. 20,000 p.m

"Coming from a conservative family, I was only permitted to pursue a stitching course. But I always knew I wanted more. With support from ETASHA's community team, I convinced my family and enrolled in their skills training program. The course gave me the direction and confidence to chase my dream of entering the formal workforce. Today, I work as a Sales Associate at Adidas. Every step, every struggle, has shaped me into the confident, independent woman I am today."
~Rita, Batch 214, working as Sales Associate earning Rs. 21000 p.m



Entrepreneurship



Delhi, Gurugram, Rajasthan

- Urban and Rural Entrepreneurship

2.4K+
Youth & Women Trained

500+
Enterprises Set Up

Entrepreneurship

Entrepreneurship Development

At ETASHA, our entrepreneurship programs are crafted for individuals who have skills but may not wish to enter formal employment, or who have been left behind due to limited education, yet aspire to earn through their own businesses. We champion nano-entrepreneurship as a powerful pathway to economic empowerment—helping people transform their skills into sustainable enterprises with small investments, access to local markets, and the potential for high impact.

Our model addresses critical gaps by building **entrepreneurial knowledge**, providing **resources** such as **seed capital**, and creating **market linkages**. In doing so, we not only enable individuals to achieve self-reliance but also strengthen their families and communities. This ripple effect contributes to India's growth story by fostering local job creation, financial inclusion, and resilient community economies.

For many stay-at-home women—often illiterate or semi-literate—**nano-entrepreneurship has become a life-changing means of generating income through self-owned and self-managed enterprises.** Unlocking their **potential**, enabling **financial independence** and **equality** towards a **Viksit Bharat.**

Project Mazbooti

Under this initiative, women and girls from urban slum communities of South Delhi like Tigri, Sangam Vihar, Dakshinpuri were mentored into entrepreneurship across conventional trades and emerging eco-friendly product lines. Simultaneously, young girls were equipped for employment in non-traditional sectors such as two-wheeler driving and mobile repair—breaking gender stereotypes and expanding economic choices. A women-led cooperative society was initiated, bringing together 31 entrepreneurs under a unified platform for shared growth, visibility, and market access.



Workshop on eco-friendly product creation and sustainable recycling practices



"As a single mother with no steady income, it was hard to raise my two children alone. I met ETASHA's Mazbooti team at a time when I was desperately looking for work. They encouraged me to use my stitching skills and trained me to make useful products from denim waste. Today, I make and sell bags and pouches at stalls and exhibitions. This extra income is helping me support my children's education and build a more stable future."

~ Bhawna, Women Entrepreneurship Program Participant, Dakshinpuri

Funded By:
SMS group

Project Udyogini

Project Udyogini was designed to **support nano-entrepreneurship** and promote dignity, resilience, and long-term sustainability in women-led enterprises across three **districts of Rajasthan—Sikar, Sri Ganganagar, and Jhunjhunu.** Through capacity-building and hands-on support, 338 women transformed their skills into profitable enterprises spanning 19 diverse sectors, from stitching, food processing to cement ring production and motor winding and many more. Today, all enterprises are operational and generating steady revenue, with several already scaling up their businesses, marking a significant step toward economic independence and community resilience.

"Before joining ETASHA's program I was earning just Rs 1,500 a month making cement safety rings with rented moulds. I couldn't take big orders or expand my work. Through Project Udyogini, I received support to buy my own moulds and learn better business practices. Now, I also make cement stoves, take bulk orders, and sell in nearby villages. I earn Rs. 25000 a month and feel proud to run a business in a line of work not many women choose. ETASHA helped me believe that I could grow and lead."

~ Sudesh Kumari, Udyogini, Sriganganagar





Udyoginis launch event and recognition of women-led MSMEs at 4LM Anupgarh with AU foundation and ETASHA team



Shop inauguration at Village 15A, Anupgarh

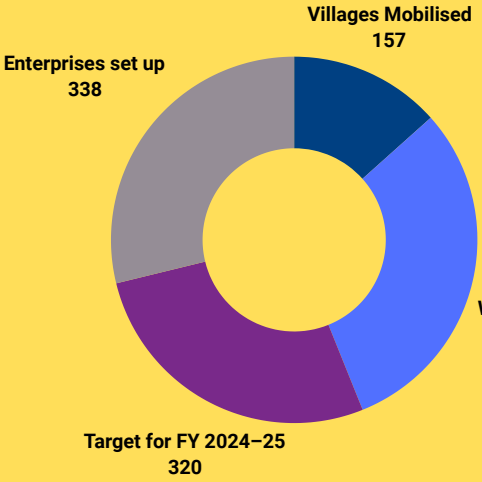


Dhapu Devi with her upgraded sewing machine

Funded By:

AU SMALL FINANCE BANK

Project Udyogini »»





Udyoginis inauguration event at Village 5GB



Launch event with representatives from AU Foundation at Shishu



Opening doors to digital services – E-Mitra shop inauguration


Aspiring entrepreneurs selection forrm filling at Sikar


Entrepreneurship skill development training with Udyoginis

Grassroots Entrepreneurship

Project GEP supported rural youth in **Gurugram and Haryana** villages around Rewari, Pataudi, Kosli, & Nuh to **build and scale micro-enterprises**, promoting self-reliance and economic growth. Young adults were **trained in entrepreneurship, supported through interest-free, refundable seed funding, and mentored** for a year post-enterprise setup to ensure sustainability.





Follow-up visits to enterprises to monitor progress and provide guidance

"At just 22 years old, having grown up in Rattanthal village, I only stitched clothes for my family after completing a sewing course. I never imagined I could become an entrepreneur. Joining ETASHA's Grassroots Entrepreneurship Program helped me develop essential business skills, and the Rs. 15,000 seed funding enabled me to start my own cloth house. In just three months, I earned nearly Rs. 34,000 in sales. I feel proud and empowered to be financially independent at such a young age and wish to grow my venture."

~ Varsha, Entrepreneur | Projected Annual Income: Rs. 1,35,568



Program Awareness in Rewari

Funded By:

BT Group

ALUMNI NOTES
from Entrepreneurship Programs



"I studied only till Class 7 and never imagined I could run a successful business. After marriage, managing a family of eight on a single income was difficult. I started a small cosmetic shop in village, but joining ETASHA's Grassroots Entrepreneurship Program gave me the opportunity to grow. With Rs. 20,000 support as seed capital and training in book-keeping and vendor linkages, I expanded into garments business as well. During Ramzan, my sales soared to Rs. 76,000 in just three days. The training helped me the most - keeping my business records."
~Shaista, Entrepreneur | Sonkh Village, Nuh



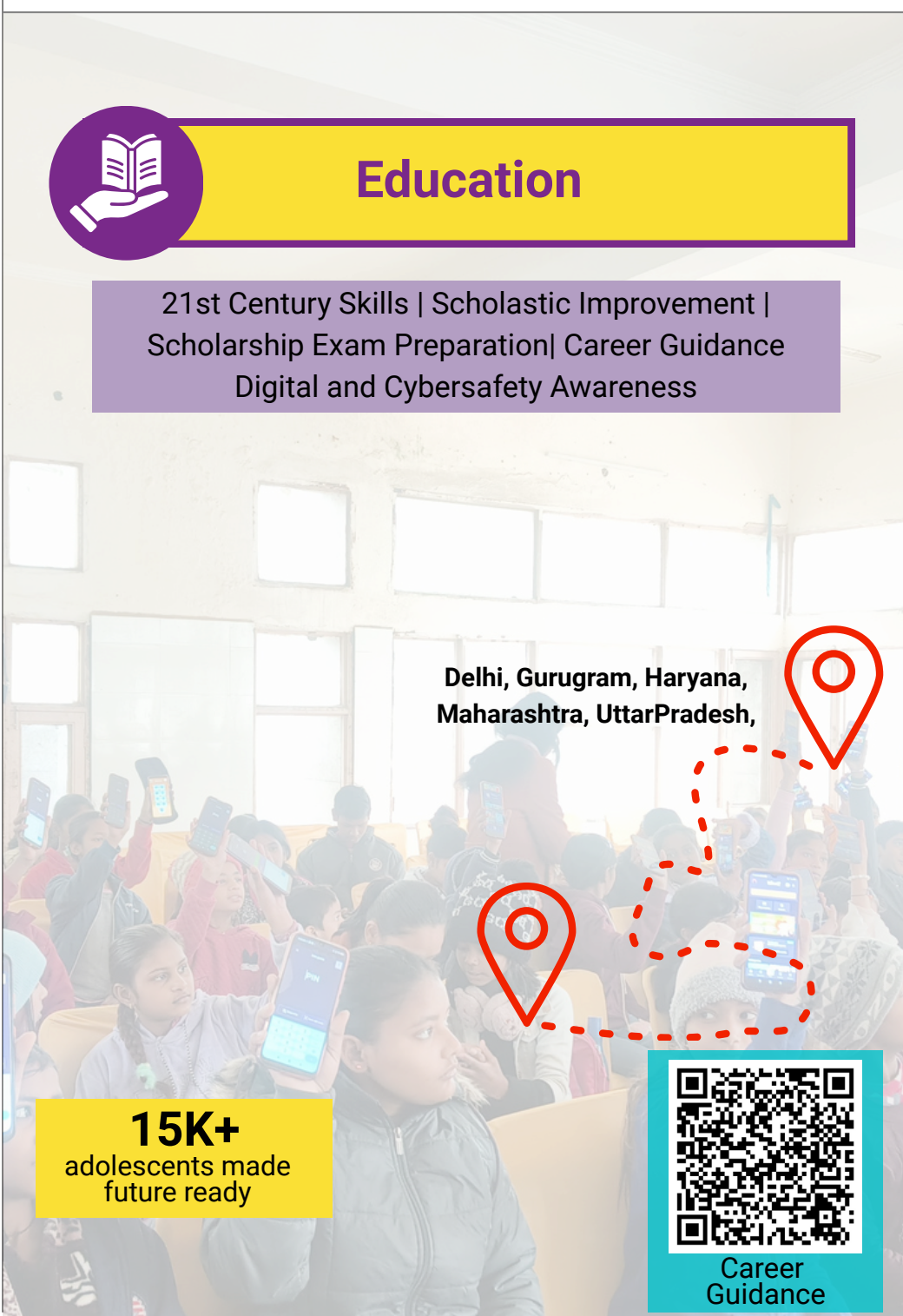
"Before joining the Udyogini program, I earned just Rs 4,000 a month selling rotis from my rickshaw and struggled to expand business for dishes like chhole bhature. ETASHA's support, including shop branding with the AU Bank logo, gave my cart name recognition and attracted new customers. Now, my revenue rose to Rs. 23,000. The training taught me cleanliness standards and business skills, allowing me to save and comfortably cover household expenses."
~ Sapna, Udyogini, 2ML, SriGangaNagar, Rajasthan

"Earlier, I used to feel nervous in front of English speaking people. But now, after the sales training, I confidently go to big companies, set up stalls, and sell my products. My self-confidence has grown so much as I now understand the power of communication without being held back by a language barrier."
— Rama, Spice Maker, Entrepreneur after Sales Training



Education

21st Century Skills | Scholastic Improvement | Scholarship Exam Preparation| Career Guidance Digital and Cybersafety Awareness



Delhi, Gurugram, Haryana, Maharashtra, UttarPradesh,

15K+
adolescents made future ready

Career Guidance

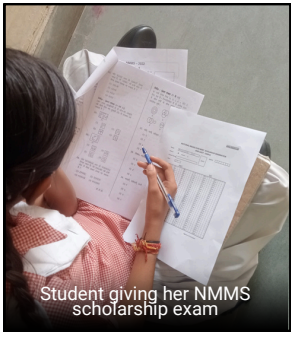
Adolescents Well-being & Success

The Adolescents Well-being & Success Program is a holistic intervention that addresses the multi-dimensional challenges faced by adolescents from marginalised communities. It bridges the critical gap of limited access to life skills, digital literacy, career guidance, and emotional support—areas that are essential for students to **complete their education** with focus and transition **confidently** into **productive careers**. Through a combination of **life skills** development, **career guidance, scholastic support, digital literacy** with **cyber safety,** and **emotional well-being** services, this vertical equips adolescents with 21st-century skills and resilience.

With **72% of participants finding career guidance useful**, **80% showing academic improvement,** and **99% gaining digital literacy**, the impact is both measurable and transformative. The program has reached thousands of students across 259 schools in 14 states, directly contributing to national priorities such as Digital India, Skill India, and the National Education Policy. By fostering confidence, self-respect, and employability, the program is not only transforming individual lives but also building a future-ready workforce that strengthens India's social and economic fabric.

Project Badhte Kadam

Project Badhte Kadam supported adolescent girls from a government school in Gurgaon village in bridging learning gaps, building self-confidence, and accessing meaningful educational and career pathways. The project focused on holistic development by integrating scholastic support, life skills education, and extracurricular engagement—ensuring girls are not only academically equipped but also confident and aware individuals ready to take charge of their futures. Through regular sessions in communication, self-awareness, health, and leadership, students gained essential life skills.
5 girls successfully secured the NMMS scholarship, including one who achieved 1st position in Gurugram district. Each girl receives a scholarship of Rs. 1,000 per month for 4 years, supporting them through to the completion of their Class 12 board exams.



Student giving her NMMS scholarship exam



Students celebrating the festival with vibrant handcrafted decorations

KEH DAALO

Helpline Number: 9311897779

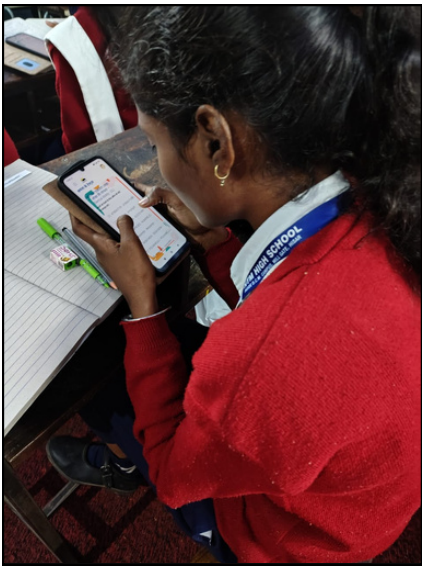
"The NMMS scholarship was very important for me. I knew it could support my education and reduce the financial burden on my family. But, I had never imagined I could compete for such a scholarship—let alone top the district. I didn't have access to extra guidance or resources. My family and I are thankful to ETASHA facilitators who helped me in preparing for this scholarship, and always motivated me to try harder. They helped me believe that I could do it and I did."

~ Mandakini, NMMS Scholar & 1st Rank Holder, Gurgaon District

Funded By:
PEARL GLOBAL
Exceeding Expectations...Always

Project Sarthak

Creating equal opportunities for learning and growth, Project SARTHAK supported boys and girls from government schools in bridging academic gaps and enhancing their personal and social competencies. With a strong focus on holistic education, the initiative integrated scholastic assistance, life skills training, and experiential activities, enabling adolescents to explore their potential both inside and outside the classroom.



Earlier, I couldn't understand maths and my friends didn't sit with me while teachers rarely asked me questions. Since I started these extra classes, I have begun to understand maths and can now solve problems on my own.

~Shruti*, Class 8th Scholastic Improvement Program Participant



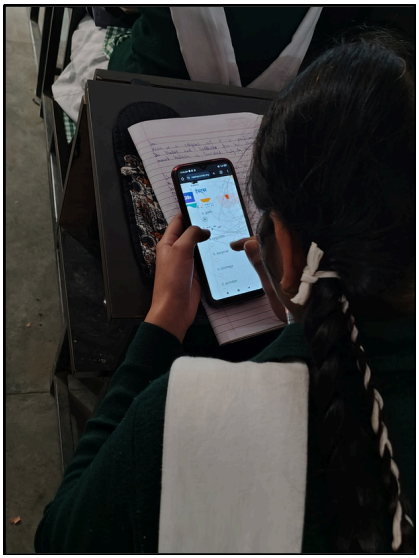
Students participating in event on National Science Day



Career Guidance

Project Disha and Spreading Wings

The Digitized Career Guidance program provides a structured solution to address the lack of awareness and direction that adolescents often face when making career choices. Using a step-by-step model called the **'Career Highway,'** students from Classes X to XII are guided through **self-assessment, exploration of career pathways**, and **goal-setting**. Delivered via smartphones, the program ensures accessibility, allowing students to participate in workshops and discover **career options most aligned with their abilities and interests.** This clear, focused approach helps eliminate confusion, enabling students to make informed decisions about their future careers.



"Before ETASHA's Career Highway Workshop, I had never really thought about my strengths and weaknesses. The workshop helped me understand myself better and explore career options I had never considered. I now feel more confident and focused about my future as a dermatologist."
~Jiya*, Class 11th workshop participant in Gurugram Sushant Lok



Career Guidance Fair held at Suraj Bhan DAV Public School

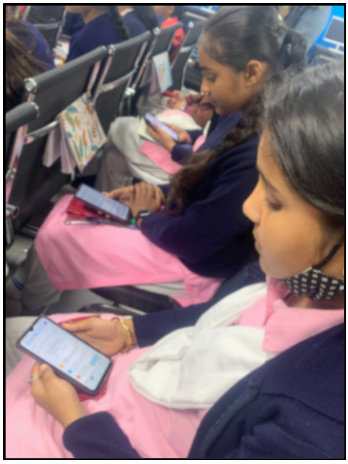

Career Guidance Workshop conducted at a govt. school in Palwal

Funded By:
BRANDSCAPESWORLDWIDE
ROOTS FOUNDATION
India Vision Foundation
BT Group

Digital Literacy

Project Spreading Wings

The program equipped adolescent students in government schools of Gurugram and Palwal districts with essential digital and technology skills, including internet and mobile usage and cybersecurity awareness. With nearly 75% participation by girls, it is bridging the digital divide, building confidence, and enabling young learners to engage safely and effectively in an increasingly digital world.



Before ETASHA's sessions, I didn't even know how to save a number on a phone. Today, I can use Google Maps, share my location, read my school books online, and stay connected through WhatsApp."
~Roshni*, Digital Literacy Program Participant, Janauli Village, Palwal

Helpline Number: 9311897779

KEH **DAALO**



Digital literacy session on smartphone use and best practices with students at a government school in Gurugram

Funded By:
BT Group

NOTES
from Adolescents Programs

"When I felt my parents didn't trust me and I had no one to talk to, I called ETASHA's Keh Daalo Helpline. From wanting to leave home to realising there are always better ways to handle tough situations, the counsellor listened patiently and helped me see things differently. Keh Daalo became my safe space."
— 15-year-old girl, who reached out through the Keh Daalo Helpline

KEH DAALO

Helpline Number: 9311897779



"I am grateful to ETASHA Society for conducting Career Guidance workshops with our school students. These workshop have helped students make informed career decisions, and it is a great achievement for us."
— Anandbala, Principal, Govt. Sr. Secondary School, Haryana



"I could not read big Hindi letters earlier, but after attending the extra class, I can now read with confidence. I feel very happy when my teacher praises me."
— Sonali*, Class 7, Participant of Scholastic Improvement Program

Volunteer Contributors

200+ volunteered their skills, time, expertise with us

Scan now to join us



*"Under **JPMC's Force for Good program**, a dedicated technical team supported us in building tools to analyze data from our youth and adolescent programs. Enabling data-driven decision-making and improved program efficiency."*
~ It was a great learning & satisfying experience for me - Rashmi Nagaraj, VP, JP Morgan Chase & Co.



"Students have learnt a lot and they got a lot of field exposure as well. The kind of exposure ETASHA has given to our students has been great and varied also from communications to orienting drives, creating content, etc. So, the experience has been great for us and the students as well."
-Dr Shiney Vashisht, Assistant Professor from Delhi Technological University



*"I deeply believe in ETASHA's programs and appreciate your focus on promoting gender equality and empowering women from underprivileged communities to become socially and financially self-reliant. Proud to support my favourite non-profit through volunteering and donation." **~Nirvek, Adobe***



"While working on research related to government scholarships for adolescents, I not only contributed but also learnt a great deal myself. The work environment at ETASHA is truly positive, and I deeply appreciate the organisation's welcoming culture. Being a part of ETASHA has been a valuable and enriching experience."
~Aditi Agarwal, Symbiosis Institute Of Media And Communication student



"Many volunteers(Adobe, Accenture, Microsoft) chose to go beyond volunteering by supporting as donors and spokespersons, championing our cause within and beyond their organisations."
~Mini Bhargava, Chief - Collaborations & MIS

JPMorganChase
connect for
Volunteer
TATA engage be the change
BT Group
McKinsey & Company
NVIDIA
Soil Institute of Management
SVKM'S NMIMS Deemed-to-be University
Microsoft
accenture
AMERICAN EXPRESS
UPES
Adobe
Symbiosis International University Pune

Volunteers Contribution



Corporate volunteers engaging with youth during International Youth Day



Letter of Recommendation to students after their assignment completion



Volunteers receiving briefing before heading out for a community drive



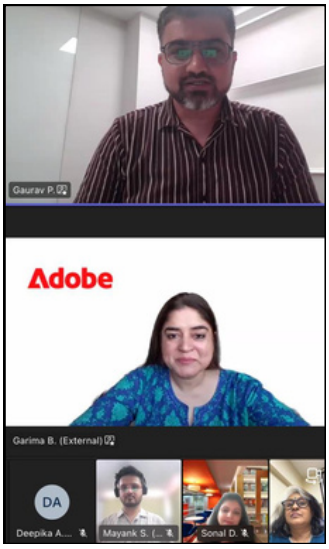
Volunteers collaborating with women entrepreneurs in creating handmade items using recycled materials



Volunteers conducting session on interview skills with youth



Corporate volunteers conducting mock interviews



Online sessions and technology workshops



Volunteers with aspiring entrepreneurs at the Best Business Pitch competition



A gesture of gratitude for the commitment and support

Scan now to join us

News and Media

इताशा संस्था ने किया खाट लबाना में एपु उद्योगिनी कार्यक्रम का उद्घाटन



आत्मनिर्भर को बढ़ावा दे रहीं साइस्ता



हौसलों में हो जान तो काम करना होता है आसान ये दीपक मीना ने करके दिखाया है।



'डिजिटल साक्षरता व साइबर सुरक्षा में बनाएं करियर'



Half marathon, but full enthusiasm: 'Spirit of giving' to come alive again



युवाओं को आत्मनिर्भर बनाने में अहम भूमिका निभा रहीं सामाजिक संस्थाएं



कोटड़ी ग्यायतान, ब्लॉक- खंडेला, जिला सीकर ग्रामीण महिला उद्योगिनी कार्यक्रम का उद्घाटन समारोहपूर्वक हुआ आयोजन



डिजिटल साक्षरता एवं साइबर सुरक्षा जागरूकता सेमीनार का आयोजन



युवाओं को आत्मनिर्भर बनाने में इताशा सोसाइटी का योगदान



इताशा सोसाइटी ने किया क्षमता विकास एवं प्रशिक्षण कार्यशाला का आयोजन



परिवार की आर्थिक व्यवस्था में भूमिका निभाएं महिला : डॉ. मीनाक्षी नायर



जॉब फेयर में 22 लड़कियों को मिला रोजगार : प्राचार्य जगमिंदर सिंह



महिलाएं बच्चों को अच्छा, सच्चा और नेक इंसान बनाएं : शर्मा



Awards and Recognition



Partnership recognition to Dr Meenakshi Nayar, ETASHA by Rotary Club of Delhi South



The VDHM award to ETASHA and HDB Financials Partnership in Dec' 2024



Lifetime Achievement Award to Dr Meenakshi Nayar by SABERA



2nd Highest Fundraising NGO in Vedanta Delhi Half Marathon 2024



Recognition to Dr Meenakshi Nayar for outstanding contribution to promote Women Empowerment by Rajasthan Ratnakar

(award accepted by Mr Anil Nayar and Col Sanjay Gangwar on behalf of Dr Meenakshi)

Project Sponsors

British Asian Trust

BT Group

Bluecore

BRANDSCAPESWORLDWIDE

SMS group

HDB FINANCIAL SERVICES
REIMAGINING OPPORTUNITIES

AU SMALL FINANCE BANK

Futures First

Rotary Club of Delhi South

TELUS Digital

FLUOR

TEX FASTENERS

NAVAL GROUP

PEARL GLOBAL
Exceeding Expectations....Always

India Vision Foundation
#SaveTheNextVictim

NIPPON PAINT

United Way

Shri Ratanlal FOUNDATION

Littelfuse

give

Wharton
University of Pennsylvania

mudita
FOUNDATION

ROOTS FOUNDATION

Financial Results

ETASHA SOCIETY
E-48, Basement, Greater Kailash Enclave-2, New Delhi-110048
Balance Sheet as at 31st March, 2025

(Amt. in INR)

Particulars		Notes No.	As at 31st March, 2025	As at 31st March, 2024
I.	**Sources of Funds**			
(1)	**Funds- Corpus and General**	3		
	(a) Unrestricted Funds		8,882,294	13,939,254
	(b) Restricted Funds		-	-
			8,882,294	13,939,254
(2)	**Non-current liabilities**			
	(a) Long-term borrowings		-	-
	(b) Other long- term liabilities		-	-
	(c) Long-term provisions	4	3,819,757	3,754,157
			3,819,757	3,754,157
(3)	**Current liabilities**			
	(a) Borrowings		-	-
	(b) Payables		-	-
	(c) Other current liabilities	5	4,868,218	663,241
	(d) Short-term provisions	4	1,384,430	307,301
			-	-
	TOTAL		**18,954,699**	**18,663,953**
II.	**Application of Funds**			
(1)	**Non-current assets**			
	(a) Property, Plant and Equipment and Intangible assets	6		
	(i) Property, Plant and Equipment		5,193,467	3,030,300
	(ii) Intangible assets		988,307	1,295,576
	(iii) Capital work-in-progress		-	-
	(iv) Intangible assets under development		-	-
	(b) Non-current investments		-	-
	(c) Long-term loans and advances		-	-
	(d) Other non-current assets		-	-
			6,181,774	4,325,877
	Current assets			
	(a) Current investments		-	-
	(b) Inventories		-	-
	(c) Receivables		-	-
	(d) Cash and cash equivalents	7	12,142,085	14,015,424
	(e) Short-term loans and advances		-	-
	(f) Other current assets	8	630,840	322,652
			12,772,925	14,338,076
	TOTAL		**18,954,699**	**18,663,953**

For Nitin Khandelwal & Associates
Chartered Accountants
Firm Registration No. 020850N

CA Nitin Kr Khandelwal
Partner
Membership No. 099286

Date: 09-09-25
Place: New Delhi
UDIN: 25099286BMKQAL7455

For and on behalf of the Board of ETASHA Society

ETASHA Society President
Dr.Meenakshi Nayar
President

ETASHA SOCIETY Secretary
Ms. Mini Bhargava
Secretary

ETASHA SOCIETY Treasurer
Ms. Sangeeta Sharma
Treasurer

Financial Results

ETASHA SOCIETY
E-48, Basement, Greater Kailash Enclave-2, New Delhi-110048
Income and Expenditure Account for the year ended 31st March 2025

(Amt. in INR)

	Particulars	Notes No.	From 1st April 2024 to 31st March, 2025	From 1st April 2023 to 31st March, 2024
I	**Income:**			
(a)	Donation & Contributions	9	47,352,349	41,167,530
(b)	Registration and Training Fees		662,727	450,330
II	**Other Income**	10	355,134	204,479
III	**Total Income (I + II)**		48,370,211	41,822,339
IV.	**Expenditure:**			
(a)	Material Consumed/ Distributed		-	-
(b)	Donation/contribution Paid		-	-
(c)	Employee cost- Programmes/Projects & Admin.	11	34,228,605	26,886,478
(d)	Finance costs	12	11,850	19,107
(e)	Depreciation and amortization expense	6	1,879,810	1,353,751
(f)	Other expenses	13		
	-Programmes/Project		14,966,557	10,098,649
	-Others		2,520,098	2,100,846
	Total Expenses		53,606,920.33	40,458,831.35
V.	**Surplus/Deficit of Income over Expenditure for the year before exceptional and extraordinary items (III-IV)**		(5,236,709.71)	1,363,507.17
VI.	Exceptional items		-	-
VII.	**Surplus/Deficit of Income over Expenditure for the year before extraordinary items (V - VI)**		(5,236,709.71)	1,363,507.17
VIII.	Extraordinary Items		-	-
IX.	**Surplus/Deficit of Income over Expenditure for the year (VII - VIII)**		(5,236,709.71)	1,363,507.17
X.	**Balance Transfererd to General Fund**		(5,236,709.71)	1,363,507.17

For Nitin Khandelwal & Associates
Chartered Accountants
Firm Registration No. 020850N

Nitin Khandelwal & Associates Delhi Chartered Accountants

CA Nitin Kr Khandelwal
Partner
Membership No. 099286

Date: 09-09-25
Place: New Delhi
UDIN: 25099286BMKQAL7455

For and on behalf of the Board of ETASHA Society

ETASHA Society President

Dr.Meenakshi Nayar
President

ETASHA SOCIETY Secretary

Ms. Mini Bhargava
Secretary

ETASHA SOCIETY Treasurer

Ms. Sangeeta Sharma
Treasurer

Financial Results

ETASHA SOCIETY
E-48, Basement, Greater Kailash Enclave-2, New Delhi-110048
Balance Sheet as at 31st March, 2025

(Amt. in INR)

Particulars		Notes No.	As at 31st March, 2025	As at 31st March, 2024
I.	**Sources of Funds**			
(1)	**FCRA Funds- Corpus and General**	3		
	(a) Unrestricted Funds		6,32,753	93,242
	(b) Restricted Funds		-	-
			6,32,753	93,242
(2)	**Non-current liabilities**			
	(a) Long-term borrowings		-	-
	(b) Other long- term liabilities		-	-
	(c) Long-term provisions		-	-
			-	-
(3)	**Current liabilities**			
	(a) Borrowings		-	-
	(b) Payables		-	-
	(c) Other current liabilities		-	-
	(d) Short-term provisions		-	-
	TOTAL		**6,32,753**	**93,242**
II.	**Application of Funds**			
(1)	**Non-current assets**			
	(a) Property, Plant and Equipment and Intangible assets	4		
	(i) Property, Plant and Equipment		3,80,909	18,432
	(ii) Intangible assets		4,481	5,974
	(iii) Capital work-in-progress		-	-
	(iv) Intangible assets under development		-	-
	(b) Non-current investments		-	-
	(c) Long-term loans and advances		-	-
	(d) Other non-current assets		-	-
			3,85,389	24,406
	Current assets			
	(a) Current investments		-	-
	(b) Inventories		-	-
	(c) Receivables		-	-
	(d) Cash and cash equivalents	5	2,47,364	68,836
	(e) Short-term loans and advances		-	-
	(f) Other current assets		-	-
			2,47,364	68,836
	TOTAL		**6,32,753**	**93,242**

For Nitin Khandelwal & Associates
Chartered Accountants
Firm Registration No. 020850N

Nitin Khandelwal & Associates Delhi Chartered Accountants

CA Nitin Kr Khandelwal
Partner
Membership No. 099286

Date: 9th September, 2025
Place: New Delhi
UDIN: 25099286BNKQAN3458

On behalf of the Board of ETASHA Society

ETASHA Society President

Dr.Meenakshi Nayar
President

ETASHA SOCIETY Secretary

Ms. Mini Bhargava
Secretary

ETASHA SOCIETY Treasurer

Ms. Sangeeta Sharma
Treasurer

Financial Results

ETASHA SOCIETY
E-48, Basement, Greater Kailash Enclave-2, New Delhi-110048
Income and Expenditure Account for the year ended 31st March 2025

(Amt. in INR)

	Particulars	Notes No.	From 1st April 2024 to 31st March, 2025	From 1st April 2023 to 31st March, 2024
I	**Income:**			
(a)	Donation & Contributions	6	14,90,838	2,23,267
II	**Other Income**	7	9,122	4,777
III	**Total Income (I + II)**		14,99,960	2,28,044
IV.	**Expenditure:**			
(a)	Material Consumed/ Distributed		-	-
(b)	Donation/contribution Paid		-	-
(c)	Employee cost- Charitable activities & general	8	7,95,271	4,39,050
(d)	Finance costs	9	6,139	5,500
(e)	Depreciation and amortization expense	6	97,777	8,910
(f)	Other expenses	10		
	-Charitable Activities		53,970	1,33,679
	-Others		7,292	3,891
	Total Expenses		**9,60,449**	**5,91,030**
V.	**Surplus / Dificit of Income over Expenditure for the year before exceptional and extraordinary items (III-IV)**		**5,39,510**	**-3,62,986**
VI.	Exceptional items		-	-
VII.	**Surplus / Dificit of Income over Expenditure for the year before extraordinary items (V - VI)**		**5,39,510**	**-3,62,986**
VIII.	Extraordinary Items		-	-
IX.	**Surplus / Dificit of Income over Expenditure for the year (VII - VIII)**		**5,39,510**	**-3,62,986**
X.	**Balance Transfererd to General Fund**		**5,39,510**	**-3,62,986**

For Nitin Khandelwal & Associates
Chartered Accountants
Firm Registration No. 020850N

Nitin Khandelwal & Associates Delhi Chartered Accountants

CA Nitin Kr Khandelwal
Partner
Membership No. 099286

Date: 9th September, 2025
Place: New Delhi
UDIN: 25099286BMKQAM3458

For and on behalf of the Board of ETASHA Society

ETASHA Society President

Dr.Meenakshi Nayar
President

ETASHA SOCIETY Secretary

Ms. Mini Bhargava
Secretary

ETASHA SOCIETY Treasurer

Ms. Sangeeta Sharma
Treasurer

Employee Statistics

Full Time Staff				
S. No.	**Slab of gross salary plus benefits (Rs per month)**	**Female**	**Male**	**Total**
1	<5000	0	0	0
2	5,000 - 10,000	3	2	5
3	10,001 - 25,000	32	9	41
4	25,001 - 50,000	13	14	27
5	50,001 - 1,00,000	4	5	9
6	1,00,001 >	3	1	4
	TOTAL	**55**	**31**	**86**

Consultants & Part-Time Staff				
S. No.	**Slab of gross salary plus benefits (Rs per month)**	**Female**	**Male**	**Total**
1	<5000	0	0	0
2	5,000 - 10,000	2	1	3
3	10,001 - 25,000	3	4	7
4	25,001 - 50,000	0	0	0
5	50,001 - 1,00,000	1	0	1
6	1,00,001 >	0	0	0
	TOTAL	**6**	**5**	**11**



Governing Council Members


Dr. Meenakshi Nayar


Dr. Freda Swaminathan


Mini Bhargava


Sangeeta Sharma


Ritu Motwani


Anita Aneja


Pramod Patni


Dr. Usha Jumani


Vandana Bhatnagar


Vijay Toley


Col. Sanjay Gangwar


Vandana Nagpal

Strengthening the Team



Workshop on Handholding of entrepreneurs for Grassroots entrepreneurship team



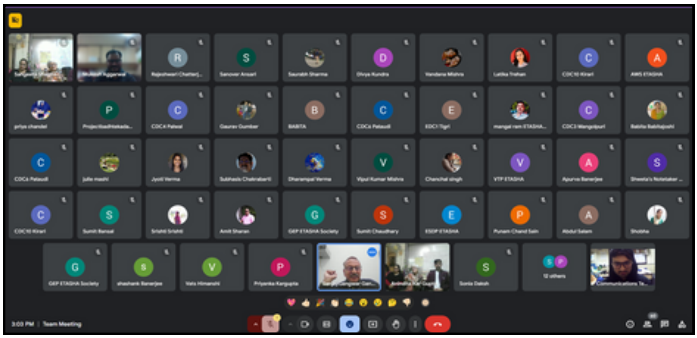
Quarterly Offline Team Meeting in August with ETASHians



Quarterly Project Review Meetings in September



Offsite 3 days retreat at Jim Corbett in November



Online Meeting with Team Members in February



ETASHA team at Delhi Half Marathon 2024



Handmade products made by women at a stall for sale at corporate



Workshops on Digital Literacy under Summer Camp



Team Member birthday celebration



Diwali Celebration



ETASHA Career Cousellors at Career Mela in a school



Business Idea competition on Youth Skills Day with BT Group employees



Dr Meenakshi Nayar & Col Sanjay Gangwar at VDHM Grand stand cheering runners



Women Entrepreneurship Day celebration with SMS group Team



Meeting 2X Olympic champion, Ms Vallarie Allman during Marathon' 24



Representing ETASHA at Ankur Organisaton



With Team JP Morgan & Chase at Banglore



Networking at SICA'24 conference



ETASHA's 19 years celebration with a live chat



Activities during Summer Camp with school students



Women's Day celebration with Futures First

Help Reduce Poverty

Rs. 20,000

Enable a woman become an entrepreneur by setting up her business

Rs. 12,600

Help a young girl/boy get trained and get job placement in formal sector

Rs. 17,500

Help provide Career Guidance to a group of 35 high school students



Donate Now

Every step taken towards social and financial empowerment has a ripple effect running through the family, the society and the country.

Our Operational Centres

Delhi & NCR

Head Office:- E-48, Lower Ground, Greater Kailash Enclave – II, New Delhi – 110048

Sri Aurobindo Ashram
New Delhi - 110016

Mandawali Fazalpur,
New Delhi – 110092

Devli Road, Khanpur
New Delhi - 110062

Arya Samaj Vasant Vihar,
New Delhi 110057

S block road, Mangolpuri
New Delhi – 110083

Kirari, Suleman Nagar
New Delhi – 110083

Sri Aurobindo Marg,
New Delhi – 110016

Khoda Colony,
Ghaziabad- 201301

Lakkarpur, New
Delhi - 121009

Haryana

DC Tower Gurugram,
Haryana- 122001

Ward No. - 2, Palwal,
Haryana - 121102

Krishna Colony, Kosli,
Haryana- 123302

Hodal Road, Nuh,
Haryana - 122107

Begumpur Khatola,
Gurugram - 122101

Rajasthan

Danta Ramgarh, District - Sikar
(Rajasthan) - 332001

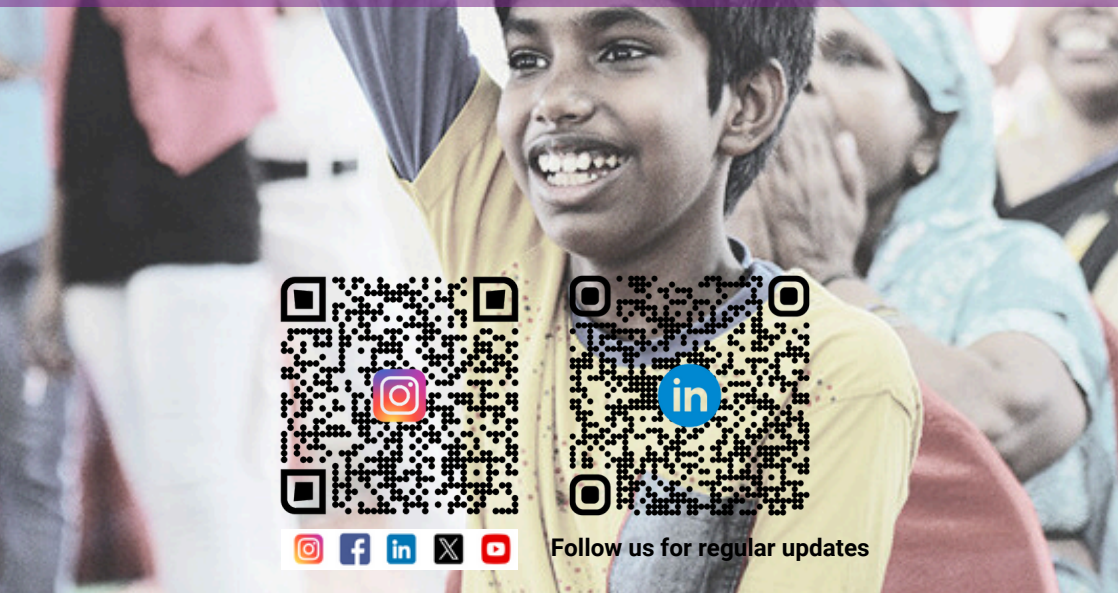
Pilibangan District- Hanumangarh
(Rajasthan) - 335803

Sri Ganganagar,
(Rajasthan) - 335001

Jhunjhunu,
(Rajasthan) - 333001

Karauli,
(Rajasthan) - 322241

Alwar,
(Rajasthan) - 301001



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