



## **ANNUAL REPORT 2018 - 19**

A year full of success

**[aligsociety.org](http://aligsociety.org)**





# ANNUAL REPORT 2018-19

INSPIRING DREAMS since 2008

**ALIG Educational and Welfare Society**

Ex-1/2 Vatika Green Valley, Pardih Road, Mango  
Jamshedpur, Jharkhand  
India

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# 2018-19

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# Welcome to our Annual Report 2018-19

## ALIG Educational and Welfare Society

Ex-1/2 Vatika Green Valley, Pardih Road, Mango  
Jamshedpur, Jharkhand  
India

aligsociety.org  
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# From the Executive Director's desk

## A year full of success



**Dr Imran Ali**  
Executive Director

**Dear Friends of ALIG,**

**Greetings!**

The year 2018-19 was remarkable for ALIG in many ways. It has been 11 years since ALIG was founded on the premise that positive change in the society could be brought about with the help of knowledge-based sustainable programs in the fields of education, health, and skills. We have, in more ways than one, tried to bring this change and are happy to share the outcomes with you. The year also witnessed an exponential increase in the number of lives we were able to touch directly.

ALIG is still discovering new dimensions of its interventions and the impact it is having on the individuals it connects with.

The learning from this year will be taken to next year and we remain committed to reaching out to those in need.

We also hope that your valuable support will continue in the next financial year and help us reach newer heights.

With best wishes

Dr. Imran Ali

**WE ARE THE RESULT OF  
OUR HARD WORK.**

**PASSION FOR WHAT WE  
DO.**

**LOVE FOR WHAT WE  
STAND FOR.**



# Our journey of INSPIRING DREAMS

influencing change since 2008

ALIG's journey started in 2008 when two friends met over a cup of tea with the motivation to give something back to society. Their prime motivation was the establishment of an organization that had strong community connect, empathy, commitment, and integrity at its core. This is manifested in the overall culture at ALIG.

The founding members strongly believe and still believe that a positive change in the society can be brought about with the help of knowledge-based sustainable interventions in the fields of education, health, and skills. This belief reflects in all interventions of ALIG.

The founding member's conviction and perseverance to usher change in society has inspired many of their friends and colleagues. This has resulted in many more hands joining ALIG.



Currently, each and every person engaged with ALIG in any capacity is actively engaged in actions that bring social change and prosperity to the country.

The constant stream of volunteers is testimony to the fact that, ALIG's vision for transforming India is fast catching up with like-minded individuals.

It has been 11 exciting years for ALIG and although the journey has been laced with challenges, the dreams it has been able to inspire in the

thousands of beneficiaries in all these years have made them wonderful years.

ALIG through its Support a School Program has been helping and inspiring underprivileged students enrolled in government schools for the past many years. Through its interventions at multiple levels, ALIG has not only been able to motivate and inspire students to continue their studies but has also give them 'wings to fly'.

The majority of the students coming to government schools are from an impoverished background with limited access to modern tools and techniques in comparison to those students going to private schools. ALIG is doing its best to bridge that gap and provide equal opportunities to these students. of government schools. ALIG is inspiring these

students to use education as the ladder to wriggle out of a cycle of pervasive poverty and achieve success in life.

ALIG through its skill training program, which is aimed at supporting women in gaining financial independence, has trained more than 3000 women in different skills. The skill centre has been developed as a safe space for the women to express themselves and pursue skills which are close to their heart. The trainers at the centre also inspire the women who complete their training, to become entrepreneurs or start working. There are several examples where women who completed their trainings are successfully running their own businesses or working in professional capacities.

# EMPATHY IS IN OUR SOULS

## Our Mission

Empower the nation through education and welfare activities.

## Core Values

Integrity, Empathy and Commitment is at the core of all the work that ALIG does.

Giving back to community is imperative and it is the responsibility of every individual to improve the quality of life of the community one comes from.

## Our Vision

Faciliate sustained quality education and welfare activities for a better tomorrow.

To reach out to all those who need support and help, irrespective of gender, caste, color or religion, in a responsible, transparent and empathetic manner..

## Our Approach

We are committed to bring a positive change in the lives of the underprivileged through a long-term and sustainable engagement with them.

Use of technology is both integral and essential to our intervention. We hold the view that, in days to come, technology will play a key role in facilitating and accelerating change

ALIG strives to promote a system which would bring in different social classes and groups together to create an egalitarian and integrated society.

# ALIG'S Areas of Intervention

Operations in 2 states 6 cities



## Cities where ALIG worked

Jamshedpur  
Hazaribagh  
Lucknow  
Barabanki  
Aligarh  
Moradabad



**EDUCATION**

Education is the key  
to the golden door of  
freedom



**HEALTH**

The greatest wealth for  
mankind is  
good health



**SKILL**

Skill is a catalyst  
for economic  
development

# EDUCATION

Education is the most powerful tool which you can use to change the world

Figures available in public domain highlight a significant proportion of students in India, being weak in their early schooling. Several assessments and reports demonstrate that a large percentage of schools are not at par with RTE (Right to Education) provisions. The learning deficit, if not addressed early, threatens to progressively compound from one class to the next.

The quality of education in government schools is not at par with those in private schools. As per Annual Status of Education Report (ASER) 2018, over 80% of grade 3 students in government schools and 70 percent of grade 3 students in rural India, can't do as basic arithmetic multiplication and division. Another observation in the report is that children cannot read satisfactorily as per the relevant grades. Although average enrolment rates in schools is around 96%, the

drop-out rate in subsequent classes is a big concern.

Several other reports published on the state of education in the country have questioned the quality of education and learning. Focused and sustained engagement with schools is the one of the most potent ways to address the learning crisis and make best use of the young population, which India is blessed with.

We also need to take holistic approach if we wish to improve the education system in the country as education is a process that continues throughout life. Schools should help students to realize their potential and nurture their talents.

If we wish to build a stronger India, we need to invest in the 21st Century learners.



Successive Indian governments have had to address a number of key challenges with regards to public education which are:

- improving access and quality of education
- increasing the budget in education
- improving literacy rates.

More than 60% of the students go to government schools at primary and upper primary levels.

The objective of ALIG is to arrest drop-out rates in government schools and contribute in overall development of the students. The vast human capital dividends could be reaped only when the students from the government schools are future ready.





# Support a school program

ALIG in collaboration with the district education office identifies Primary and Upper Primary Schools for intervention. The focus is on those schools which has skewed pupil-teacher ratio.

ALIG adopts innovative pedagogical techniques in identified schools, in line with the prescribed curriculum.

In the year 2018-19 we reached out to 7212 government school students directly at primary and upper primary level.

Alongside innovative pedagogical techniques, digital literacy is at the core of ALIG's interventions. A 'hybrid' learning is ALIG's intervention methodology. ALIG appointed teachers are trained and well versed with the use of technology.

ALIG believes that technology is the future of education, and it is imperative that students as well as teachers are aware of the innovations in the field.

There are several verticals of support a school program i.e. English learning enhancement program, Eco Clubs, Divas club, Adult Literacy etc. The idea is to promote all-round development of the students as well as improve their academic standards. The intervention also lays emphasis on achieving zero drop-out in the schools where we work.



## English Learning Enhancement Program

The English learning enhancement program is a step towards improving quality and developing the personality of target students, through a holistic approach of development in the learning process.

The emphasis is on a strong implementation strategy and measurement of expected progress and results in quantifiable terms through continuous monitoring.



## ECO Club Activities

Students participating in eco club activities are exposed to plants / forest / wildlife / bio-diversity and nature through various activities.

The objective of this initiative is to inculcate habits and lifestyle among students for minimum waste generation. Through club activities, they are motivated to keep their surroundings green and clean by undertaking plantation of trees and imbibe the philosophy of Swachh Bharat Abhiyan.



## Digital Literacy

Digital Literacy is one of the core elements of ALIG's intervention under support a school program. As the future of education is technology, it is important for students to be aware of emerging trends.

Digital literacy is a key component in improving the quality of education in our programs.



## Adult Literacy

ALIG's adult literacy is a unique program conducted with the help of students, within the community. This is a volunteering based program, wherein students are encouraged to go back to their community and teach the illiterate elders.

Volunteers in this program are girls enrolled in government schools.



# An insight into our intervention in education

## English learning enhancement program



### During the year

7212 Students in 23 government schools benefitted from english classes

The English learning enhancement program of ALIG has achieved several key milestones in the past 6 years of its existence.

Key performance indicators like increase in attendance and arresting school dropouts along with an overall increase in academic standards of the students are some of the successes the intervention has achieved.

ALIG has successfully managed to increase attendance in schools by around 17% and reduce the dropout in schools by approx 25%. A student tracking mechanism was put in place to measure the established KPI's.

These milestones are being continuously monitored and documented through an inhouse mobile application linked to ALIG's system database.

Such interventions including innovative teaching practices for English language and motivating students to participate in extra curricular activities were instrumental in achieving the progress.

The initiative in the last few years has become a model of hybrid learning in the government schools.

# An insight into our intervention in education



## ECO Club activities in government schools



### During the year

3337 students from 23 schools participated in ECO Club activities.

Eco Clubs in schools with ALIG's intervention, have given a new dimension to their thought process. The participating students get exposure to environmental education and are made aware and conscious of environmental issues.

The Eco Club is managed by a group of students, who take care of the space and keep track of available stock.

Students were encouraged to make working models, posters and drawings on ecological subjects such as energy, air, water, natural resources and wildlife.

The working models, posters and drawings done by the students have won appreciation in inter school competitions and the local district education department offices.

The planned activities conducted in schools at regular intervals have given another reason for the students to come to school regularly. We witnessed an increase in attendance when the eco clubs were established in the schools.

The worldview of participating students is enhanced as they get to learn about things beyond their prescribed syllabus.

# An insight into our intervention in education



## Digital literacy in government schools



### During the year

1076 students in 15 government schools benefitted from digital literacy classes.

ALIG strives to provide the best possible facilities and quality education to the marginalised sections of the society through its programs. Digital Literacy is thus an integral component of ALIG's initiative in the Government schools.

Education technology is evolving everyday and new pedagogical tools and techniques are entering the education sector. Unfortunately, government school students have limited access to these new technologies. Most of the students enrolled in the government schools have never used a computer or a tablet. Hence there is a huge digital divide between the private and government school students.

ALIG through its interventions, has tried to bridge this digital divide by adopting digital literacy as one of the key components of its program.

ALIG teachers use laptops and projectors for classroom teaching. Prescribed syllabus has been digitized and used in everyday teaching and learning. Students are provided with tablets and are encouraged to use them in their everyday classwork.

# An insight into our intervention in education



## Adult literacy through government schools



### During the year

246 women were empowered in functional literacy with the help of students.

Adult Literacy is one of ALIG's unique initiatives, perhaps the only in the country where government school students from class 6th to 8th take the responsibility of teaching their community elders.

Most of the student volunteers enrolled in this program are girls who teach their illiterate parents and empower them to be functionally literate.

The young student volunteers were supported by their respective ALIG teachers in course design and teaching methodologies. All participants were provided with course materials free of cost by ALIG office.

The initiative found space on TV, when Zee News and ETV recognised the effort and made a program titled 'Teacher Bachhe'.

Adult literacy centres have been established in the vicinity of a few selected government schools in Jharkhand and Uttar Pradesh.

# HEALTH

## Early intervention is key to preventing mental distress

India with more than 50% of its population under the age of 25 years, is brimming with young population in comparison to other countries. Bearing this in mind, it is imperative that India takes care of their health and wellbeing.

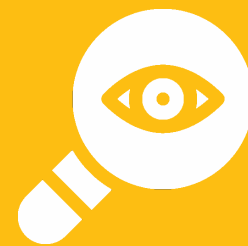
A sizeable number of adolescents suffer from mental health issues impacting behaviours and conditions that require attention.

Adolescence, a critical phase of life, brings major physiological, psychological and behavioural changes.

This is also a high-risk population prone to substance abuse, high risk sexual behaviours, injury, violence etc. It is crucial to understand the health problems of this sizable population and work closely with them.

Data available in public domain suggests that about 25% of girls in India, in the 15-19 age group have their first child before the age of 19, thus increasing their risk of miscarriage, maternal mortality and in several cases give birth to still born and under weight babies.

The adolescents are trained about ARSH through creation of youth resource centres which doubles as information and service centre for them. Issues like legal marriage age, delay in first pregnancy and reduction in prevalence of RTI and STI cases are prioritized. Nutritional anaemia in married and unmarried girls is a reality in the country, which needs immediate attention.

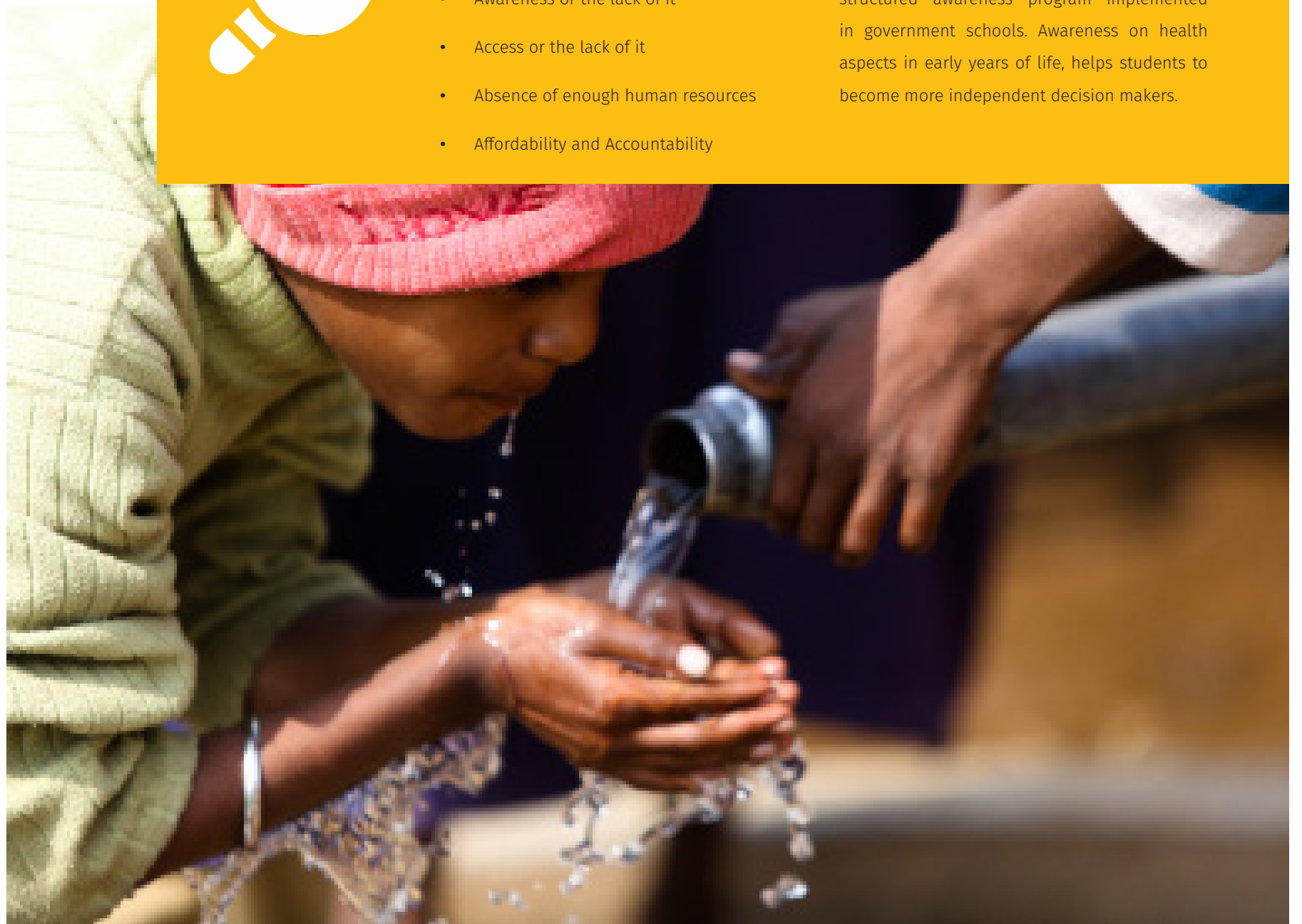


There is an enormous challenge to the healthcare system in India, especially for the socially disadvantaged and economically challenged people. Some of these challenges are

- Awareness or the lack of it
- Access or the lack of it
- Absence of enough human resources
- Affordability and Accountability

Adolescent healthcare and well being is often neglected. Girls enrolled in government schools are the future of the nation.

It is important to have a well defined and structured awareness program implemented in government schools. Awareness on health aspects in early years of life, helps students to become more independent decision makers.



# Health Initiative

ALIG has three sub verticals in its health initiative i.e. reproductive and adolescent health, Diva Club activities, and community health workshops. The programs are focussed on adolescents in the age group of 12-16 years and the community elders.

Adolescent girls are reached out for reproductive and adolescent health program through Diva Club activities in government schools. The main objective of the programs is to provide support to the adolescents when they witness physical and psychological changes. Issues discussed are typically menstruation & menstrual hygiene, safety RTI/STI/HIV/AIDS etc.

Collaboration with the government departments is done so as to conduct IEC/behavioural change communication within the communities.

The Community health workshops are aimed at providing information to the elders in the community about common diseases and the prevention. Health camp is also organized in the community wherein qualified doctors do the check-up and prescribe medicines. ALIG also receives support from District Health Officers in conducting these health camps.

The target of reducing early marriage among adolescents and keeping them safe from drug abuse, STI/RTI along with reduction in nutritional anaemia has been mostly achieved.



## Community Health Centre

An initiative of ALIG to establish health centres which are community based and patient-directed to serve the population having limited access to health care facilities. The objective is to serve the community by meeting the increased demand for health-care and maintaining delivery of clinical preventive services.

## Diva Club Activities

Diva Club initiative is at government school level and is an exclusive club for girls in the age group of 12-16 years. The idea behind this initiative is to provide a safe space and platform to young girls to express themselves in the presence of a supervising adult. The topics most affecting these young adolescents are discussed and solutions exchanged.

## Community Health Workshops

Community health workshops are conducted from time to time in the targeted villages and localities to spread awareness in the community about general health issues and prevention

Medical camp is also organized to provide medical aid to the participating group, from a qualified doctor. Medicine is also distributed / facilitated along with the diagnosis.



# An insight into our intervention in health



## Community health centre



### During the year

15651 patients availed the service of community health centre.

ALIG in partnership with Masoom Health Centre and The Hans Foundation established a community health centre in Hazaribagh in 2018. By design, the centre is located in medically under-served area, populated by a lower income rural and semi urban community and has been prepared to provide health services in an effective and efficient manner.

Because of the mission and mandated location, the Masoom Health centre typically serves those without access to health care. The beneficiaries include low income people, the uninsured, migrant and seasonal

farm workers, individuals and families experiencing homelessness.

The centre provides a full range of health-related services, even beyond what other close-by private health care providers such as hospitals or out-patient clinics provide. This means that in addition to providing comprehensive primary health care services, the Masoom Health Centre also offers specialty care such as orthopedic, cardiac care as well as "other supportive services" like X Ray and other Laboratory tests needed for primary health care.

# An insight into our intervention in health



## Diva club activities in governments schools



### During the year

1379 adolescent girls from 23 government schools participated in diva club activities.

Almost all the girls in the age group of 12-16 years coming to school are members of Diva Club. Presently there are 23 active Diva Clubs in ALIG intervention schools. It is positioned as safe space for girls to discuss issues close to their heart and deliberate upon them in a wider group.

The Diva Club has empowered the girls to discuss on issues, which were previously considered taboo. Exchange of ideas and information has brought in a general behavioural change and confidence among girls..

Topics like mensuration, hygiene, trafficking, early marriage, girl's education and other related health subjects are discussed by experienced ALIG teachers. These discussions, however are not confined only to the Diva Club. They are taken to the community and discussed with mothers and peers also. At times, the Diva Club members also take out rallies in the community to spread awareness on topics they discuss.

# An insight into our intervention in health



## Community health workshops



### During the year

180 beneficiaries participated in health workshops conducted by ALIG team.

The community health workshops are aimed at vulnerable and socially excluded adults. The workshops offer sharing of knowledge on important health issues and their prevention. These workshops are conducted along with health camps, so participating adults could get free check-up and anyone suffering from any ailment, could be given required basic medicines by a qualified doctor.

These workshops are conducted quarterly and is rotated from one village to another. The idea is to provide the benefits to all adults from targeted localities.

Earlier access to health was a big challenge for the women and men of these localities due to various reasons but with this initiative, they are able to get free treatment and advice for common illness. They do not have to travel far to access the government health care facilities or pay fee to private doctors. This has also exposed them to modern medicines rather than relying on traditional healers.



# SKILL

Skill is the unified force of experience, intellect and passion in profession.

Developing Skill in people is a potent tool to empower them and increase their social acceptance. With more than 65% of India's population in the working age group, it is important to identify, train and skill these large sections for the country's development.

Given the current demography, India has the potential to become a hub for skilled human resources. Skill training is important to match the increasing pace of globalization and technological changes the world over.

ALIG, through its various skill development initiatives is equipping the identified beneficiaries, with a set of skills, which could be used to achieve economic independence as well as better quality of life.

The targeted beneficiaries of ALIG are women as without gainful employment or skillsets, they are unable to contribute to family income, making it difficult for them to escape the cycle of poverty.

One of the key trades of skill training at ALIG is stitching and embroidery. Apparel and accessories retailing is the largest segment of Organised Retailing in India - about 38% of the total organised retail.

As per NSDC report, aspiration of youth in these times is to opt for skillsets, which are in the field of IT/ITeS. This is the reason other than stitching and embroidery, computer hardware and basic computer education are the other trades being offered to women at ALIG's skill centres.



Skill development is an important aspect of the development of a nation. Some of the challenges being faced are

- inadequate infrastructure facilities
- effective mobilization
- absence of scalable models
- mismatch of skills because of lack of industry-faculty interaction

Women in India constitute almost half of the demographic dividend.

ALIG's intervention in skill is focussed on empowering women through this initiative. Mainstreaming gender roles by skilling women in non-traditional roles and increasing gender sensitivity in the workplace will boost productivity and hence economic empowerment.



# Skill Initiative

ALIG has been actively involved in skilling women in different trades for the last few years. The trades have been carefully chosen after understanding the need of the women from catchment areas and their interests. Emphasis was laid on identifying such skills, that could help in immediate employment.

After several rounds of focused group discussions and deliberations and keeping in mind different age groups, it was agreed that ALIG will train women in stitching and embroidery, basic computer and hardware. We inferred that it would help them to nurture their life skills and prepare to be future entrepreneurs.

ALIG identifies women who are illiterate and wish to be skilled in a specific trade. Before imparting skill training to such women, teachers at ALIG conduct functional literacy classes as a part of the training program.

The trained women are then linked to SHGs being supported by ALIG under a program called Udyami. The idea of Udyami is to facilitate formation of SHG's so that products being made by the women are sold in the open market.

The core objective of the skilling initiative is making trained women employable, proficient in life skills, and functionally literate.

Women are also exposed to different workshops and seminars from time to time on topics which are essential in their empowerment. These workshops are conducted by experts from various domains.



## Stitching and Embroidery Program

Stitching and embroidery program of ALIG is very popular amongst women across all ages. The women completing the course are mostly self-employed and contributing to their family income. ALIG started this program in 2012.

## Basic Computer and Hardware Program

Basic computer and hardware are very popular among the young college going girls. This skillset gives them the opportunity to explore possibilities in the professional world after finishing their studies. The girls and women coming to the centre are trained by a competent instructor in various facets of computer hardware and basic computer knowledge.

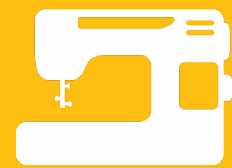
## Udyami - Platform for Entrepreneurship

Udyami is a platform to nurture and encourage the women to work professionally and contribute to their family's income. Self-Help Groups are formed so that the products made by the women can be marketed and the profits earned can be shared with them. Most of the women who are part of Udyami have finished the training in stitching and embroidery from ALIG skill centres.

# An insight into our intervention in skill



## Stitching and embroidery program



### During the year

308 women were empowered through stitching and embroidery classes.

This program has been in operation since 2012. This initiative which started with 5 women has now grown to more than 300 women benefitting every year. It is a six months course and is open for all, free of cost. The only qualification is that the trainee should be of 18 years if age.

In the last 7 years of its existence, there are several stories of change and transformation this program has witnessed.

Apart from getting an opportunity to learn new skills but are also encouraged to participate in various extra-curricular activities at the centre.

It is heartening to note that the women graduating from this course have started working on their own, some has opened shops and some work from home. The income they get from their work has, in a way, helped in easing the pervasive poverty cycle they were in.



# An insight into our intervention in skill

## Basic computer and hardware program



### During the year

189 girls were empowered through basic digital literacy and computer classes.

Although the program is open for everyone, the majority of beneficiaries of this program are college going girls. Young girls take this up not only to improve their prospects of getting employment post their education but also consider this as an independent career option.

The girls identified are divided in batches and the syllabus has been drafted by professionals who understand the need of the market and how post completion, it is going to help the trainee in getting employment.

The centre is equipped with adequate number of computers and tools for practical classes.

Some of the graduates of basic computer and hardware program have found employment and are working in different offices in various capacity. There are few girls who have enrolled for advance online classes after learning the basics at ALIG.



# An insight into our intervention in skill



## UDYAMI - Platform for entrepreneurship



### During the year

one self group was formed for women who had been trained for different skills.

Data suggests that around 40% of women are either employed as domestic help or are engaged in some menial work. Udyami, strives to create a platform such that women can earn with dignity and help the family with their new acquired entrepreneurial mindset.

The program is primarily targeted at widows, single mothers women from BPL (below Poverty Line) and underprivileged background. The program endeavors to make them self-reliant.

Udyami has built a conducive environment for the women and motivated them to become entrepreneurs. This platform provides the trained women with an opportunity to work professionally once they have completed their stitching and embroidery skill training.

Through this platform Udyami facilitates access of the products being made by them to the market. A professional team from ALIG helps them to explore possibilities and enhance their income.

The women who are part of Udyami have grown manifold in the last few years and get regular orders from the market. The confidence these women exude is contagious.

- **1** **SELF HELP GROUP**  
One SHG was formed for women who had been trained for stitching and embroidery.
- **246** **ADULT LITERACY**  
246 women were empowered with functional literacy.
- **497** **SKILL PROGRAMS**  
497 women were trained for different skill programs.
- **1076** **DIGITAL LITERACY**  
1076 students were imparted digital literacy classes.
- **1379** **DIVA CLUB**  
1379 adolescent girl took part in health awareness activities.
- **3337** **ECO CLUB**  
3337 students were enrolled in extra curricular activities.
- **7212** **SUPPORT A SCHOOL**  
7212 government school students benefitted from this intervention.
- **15651** **COMMUNITY HEALTH CENTRE**  
15651 patients registered and availed medical services in the centre

# ALIG Impact in 2018 - 19



## Empowering lives and inspiring beneficiaries to dream



**7212**  
**EDUCATION**

With focus on quality education, ALIG teachers working in Government schools have been changemakers. Classroom sessions have become more engaging and effective, resulting in increase in attendance in schools.



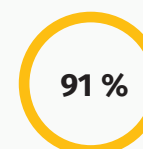
**17130**  
**HEALTH**

Most of the beneficiaries live in remote villages, tribal areas and congested slums amid extremely unhygienic conditions. Physical and mental well-being of the beneficiaries have been augmented through club activities in schools and workshops in communities

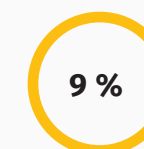


**497**  
**SKILL**

Socially marginalized and economically disadvantaged women are identified, and requisite skill training is provided for a period of three to six months. The beneficiaries have been empowered in terms of education, awareness and entrepreneurial skills.



**Jharkhand beneficiaries**  
20787 beneficiaries were reached in Jharkhand through ALIG programs



**UP Beneficiaries**  
2076 beneficiaries were reached in UP through ALIG programs

# Advisory Board Of ALIG

An effective advisory board providing non binding but informed guidance is a tremendous support system in the quest for effective organizational governance.



**ALI AIYUBI**

**Position:** SVP - Head of Sales  
**Organization:** Dubai Islamic Bank  
Dubai



**AQUEEL AHMED**

**Position:** Advisor - HR & OD  
**Organization:** Kahramaa  
Doha



**RAKESH TRIPATHIE**

**Position:** Managing Director  
**Organization:** Peregrine Guarding  
Delhi



**ANIRBAN NAG**

**Position:** Journalist  
**Organization:** Bloomberg LP  
Mumbai



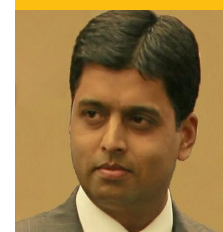
**DEBKUMAR DASGUPTA**

**Position:** Associate Vice President  
**Organization:** Dantal Hydraulics  
Delhi



**SHARMIN JAWAID**

**Position:** Entrepreneur  
**Organization:** Aspiration Works  
Dubai



**ARIF SALIM**

**Position:** Entrepreneur  
**Organization:** IT  
Sydney



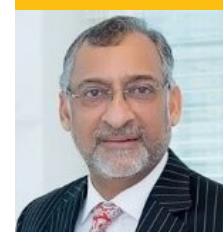
**GHAZIA JALALI**

**Position:** Application Architect  
**Organization:** RTA  
Dubai



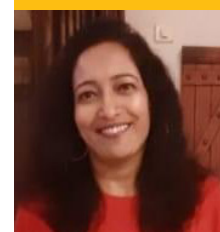
**SWATI BHAN**

**Position:** Assistant Editor  
**Organization:** Times of India  
Chandigarh



**ASIM ARSHAD**

**Position:** CEO  
**Organization:** Orient Travel  
Dubai



**NIRUPAMA SHEKHAR**

**Position:** Business Head  
**Organization:** IMA  
Mumbai



**RAJESH BARNABAS**

**Position:** CEO  
**Organization:** BMW Bavaria Motors



**NISHITH SRIVASTAVA**

**Position:** Sr Manager  
**Organization:** Al Khalij Bank  
Doha



ALIG's Advisory board is a volunteer group formed to give advice and support to ALIG's executive staff working on different social development programs. Its role is also to approach prospective donors, offering them opportunities to get involved in ALIG's social empowerment programs through relevant advice, fundraisers and other contributions.

Supplementing specific areas where the directors or executive team requires expertise, the ALIG advisory board helps the team on the ground to make better decisions and get more done from its interventions. The board helps the organization with specialized information, experience and skills enabling the organization to achieve things that it otherwise could not.

ALIG as a non-profit organization lays special focus on diversity which is essential to an organization's success. There is a distinctive correlation between mission, strategy, and board composition. We understand that establishing an inclusive organization starts with establishing a diverse and inclusive board.

With a diversity of experience, expertise and perspectives, ALIG is in a strong position to plan for the future, manage risk, make prudent decisions and take full advantage of opportunities.

**2018-19**  
**LEADERSHIP IS NOT A POSITION OR A TITLE,  
IT IS ACTION AND EXAMPLE.**



# Financial Statements

## 2018-19

An insight into income, expenditure and our sponsors

₹ 17,687,888.76

### INCOME

The financial report and accounts for the period ended 31 March 2019 bring together the activities and financial position of all work done under the name ALIG Educational and Welfare Society.

The Financial and Accounting policies of ALIG Educational and Welfare Society serve as a guiding document for maintaining proper records and complying with relevant laws and regulations in India.

The Auditors (Danspark & Company) have the responsibility for monitoring and challenging, where necessary, the integrity of our annual report and financial accounts.

₹ 17,875,694.62

### EXPENDITURE

OUR SPONSORS	
Citizen Groups and General Donations	
1	Aligarh Citizens Group
2	Jamshedpur Citizens Group
3	Lucknow Citizens Group
4	Moradabad Citizens Group
5	UMS Bhatia Basti Group

Corporate Support	
1	Amigos Solutions Pvt Ltd
2	Orient Travel
3	Tata Power

Non Profits and Institutions	
1	Chances for Children
2	KGBV
3	The Hans Foundation
4	Save the Children

## Income and Expenditure Statement

Income	
Citizens group school program	₹ 2,688,000.00
CSR support for school program	₹ 2,242,737.14
International support	₹ 10,015,636.62
Skill training	₹ 1,064,564.00
Educational Training	₹ 53,680.00
Child sponsorship program	₹ 89,378.00
General Donations	₹ 1,302,663.00
Bank interest	₹ 31,950.00
Income from IT department	₹ 199,280.00
Total	₹ 17,687,888.76
Opening Balance on 01.04.2018	₹ 326,218.95
Grand Total	₹ 18,014,107.71

Expenditure	
Program Expenses	₹ 7,946,933.00
Program Human Resource	₹ 6,224,828.00
Program Equipment	₹ 2,556,854.00
Administrative Expenses	₹ 1,147,079.62
Closing Balance on 31.03.2019	₹ 138,413.09
Grand Total	₹ 18,014,107.71



# Financial Distribution of funds in the three initiatives 2018-19

## BALANCE SHEET

### ASSETS

#### Fixed Assets

1	FCRA (Capital Assets)	₹ 2,050,046.90
2	Office Appliances	₹ 127,270.69
3	Computers Tablet and Printers	₹ 423,152.12
4	Furniture and Fixtures	₹ 422,482.62
5	Sewing and Stitching Machines	₹ 104,994.55
6	Tally Software	₹ 1,590.59
	<b>₹ 3,129,537.47</b>	

#### Current Asset

1	Sundry Debtors	₹ 4,851,705.00
2	Cash in Hand	₹ 2,323.50
3	Bank Accounts	₹ 136,089.59
4	TDS AY 2018-19	₹ 92,187.00
5	TDS AY 2019-20	₹ 74,984.00
6	TDS Extra Payment	₹ 14,829.00
	<b>₹ 5,172,118.09</b>	

**Total Assets ₹ 8,301,655.56**

### LIABILITIES

#### Capital Fund

1	Capital Fund	₹ 4,063,569.56
	<b>₹ 4,063,569.56</b>	

#### Loan

1	Loan	₹ 410,000.00
	<b>₹ 410,000.00</b>	

#### Current Liabilities

1	Audit Fees Payable	₹ 25,550.00
2	Provision for Expenses under SDIS	₹ 3,802,536.00
	<b>₹ 3,828,086.00</b>	

**Total Liabilities ₹ 8,301,655.56**

### Education

**₹ 53,59,157**

### Health

**₹ 1,02,75,973**

### Skill

**₹ 10,36,678**

ALIG receives financial support from individual donors, groups, non-profits and corporates. Internal policies aim to ensure accountability, assurance to sponsors and focus on resources to ensure maximum impact. The 2018-19 breakdown of funds as per the three initiatives is given above.

Over 88 percent of the funds were spent on programs in Jharkhand and remaining was spent on programs in Uttar Pradesh. Overall revenue for ALIG can be broken

down as follows:

**36%** - Corporates  
**43%** from individuals and groups,  
**17%** from non profits,  
**4%** from other sources.

ALIG continues to seek alternative sources of income, particularly those which would be unrestricted. For a more financial sustainable operation, ALIG intends to reduce costs covered by unrestricted funding.

**88%**

**Jharkhand**  
Expenditure in Jharkhand programs

**12%**

**Uttar Pradesh**  
Expenditure in Uttar Pradesh programs



# Way ahead for ALIG

In general the nonprofit sector tends to operate on extremely tight budgets, hence the cost of incorporating up-to-date technology in operations is always a challenge.

ALIG believes that the use of technology can improve efficacy and facilitate better delivery on programs. To effectively adopt technology we intend to have digital expertise distributed through the organization and not confined to the IT team, as in todays world digital touches everything.

# EMBRACING CULTURAL COMPETENCY

## A roadmap for capacity building

Leadership is strategically selecting digital tools that will empower the ALIG team and the stakeholders to deliver on the organization’s mission.

The culture of innovation is holistic in form which would entail digital, non-digital and hybrid solutions as per the need of the programs. Solutions in interventions would leverage on analytics and enable us to track changes in circumstances, provide real time insights and trigger alerts.


1



### Technology

Ideal investments will be made to support both existing and new models of intervention at ALIG. This will be an enabler of change for the organization. The four technology areas: Social, Mobile, Analytics and Cloud will be the foundation for digital innovation at ALIG. The focus will be to integrate them to transform the existing operations.


3



### People

People from the core of ALIG operations. ALIG will prioritize good digital skill for all its personnel. They will be groomed to enhance their analytical skills for measuring change. ALIG’s focus on human resource will revolve around two complementary skill sets for its people - Enabling and Implementation.

2



### Data

Data will be valued as a critical protected asset which will improve impact and operations and help them make informed choices along the digital transformation journey. It will help us measure value as output for key performance indicators and use it as the main management driver.

4



### Process

ALIG will be reimagining how to achieve its mission with scale and speed. It will embrace opportunities to reimagine and refocus for greater impact. Alignment of and communication between the strategy, governance and implementation of projects in the organization will be the key factors for the next year.

# Way ahead for ALIG



Across the social sector, non-profit organizations are seeing an increase in the need for their services. Poverty, Illiteracy and Health are key issues which puts the burden on ALIG to respond quickly to unpredictable situations and deliver much needed services.

In the past, the emphasis was on showing that programs were being used and accessed by those the sponsors aimed to support. ALIG's approach in the future is to demonstrate to sponsors that its social impact objectives are being achieved.

This can only happen when the ALIG team on the ground is given an engaging work experience making them focus on the reason why they would love the work and the mission of ALIG. Technology along with right tools and processes will empower everyone to analyze information and make data driven decisions.

Leadership at ALIG will help in evolving strategies which will mitigate challenges which would lead to a sustainable operation in the organization.

## Strategic direction for future

» Leadership Augmentation

» Continual Improvements

» Cultural Transformation

» Improving People, Process and Technology Efficiency



# Thank you.

#### Head Office

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