



**ANNUAL
REPORT
2020-21**

**ASSOCIATION FOR NON-TRADITIONAL
EMPLOYMENT FOR WOMEN (ANEW)**

ANNUAL REPORT 2020-2021 **(for the year ended 31.03.2021)**

The members of the Management Committee have great pleasure in presenting their 24th Annual Report together with the audited statement of accounts for the year ended 31st March 2021 and the report of the auditors thereon.

We are pleased to share news of the past year's successes in this Annual Report for 2020-2021. Established in 1997, ANEW has a long tradition of excellence in the empowerment of women. This year's Annual Report is all about capturing the dynamic quality that permeates every course, projects on and off campus.

HIGHLIGHTS OF THE YEAR

The Covid-19 pandemic lockdown saw many firsts in ANEW!

Computer Courses (Basic & Advanced):

Understanding the probability of extended lockdowns, early in April 2020, ANEW reached out to NIIT for conducting Training of Trainer sessions to help our computer trainers understand and update their skills to conduct training through online classes during this unprecedented stay at home & work from home situation.

Though faced with various challenges of connectivity and availability of the needed resources, like laptops, smartphones, software etc. for the students at their homes, we are happy to report that we successfully completed the ongoing computer programs - Basic IT & Advanced courses (Tally, e-Publishing) - by conducting online classes right from April onwards. Family Meetings, Career Readiness & Spoken English sessions & online final assessments, were also conducted by our trainers for the batches.

NIIT Foundation (which co-certifies ANEW's Basic IT course) was ready to conduct final online assessments for the batches which completed the course and allowed students to take the exams from their homes during the lockdown periods and then at ANEW. ANEW also tied up with NIIT Foundation for our Tally course content/evaluation & certification

For the first time, ANEW shifted to online applications, interviews & selection for starting new Basic IT batches in June. The response was promising and the new batches started in July 2020 and we were able to conduct the Basic IT batches without any interruption.

Home Nursing course:

The students of our Home Nursing course, being from more difficult backgrounds, the challenges for connectivity were more pronounced. We, therefore, had to slow down the courses for the first couple of months, but were able to restart the batches in online mode by July 2020.

Practical training in hospitals for the Home Nursing students which was suspended due to the pandemic, was started again in December 2020.

Support from corporate partners like Cognizant Foundation enabled us to enhance use of technology to successfully make the shift to virtual mode of classes.

From October 2020, we started calling back the students to ANEW for practical classes, at first the Home Nursing students and then the Basic IT & Tally students in smaller batches to conform to the Covid protocols. We also carried out a hybrid mode for the classes as and when required, depending on the government-imposed lockdowns.

Certification Programs & Parents Meetings:

During the year, ANEW went from physical to virtual Certification Programs and also conducted Parents' meetings online.

We acknowledge the tremendous effort put in by the staff to contribute to the success of conducting courses effectively during the pandemic time and transition seamlessly to the digital platform.

Work from Home:

Aligning with the pandemic lockdown needs, ANEW, like other corporates, moved to work from home option for staff with flexi timing. Staff started coming to office from November 2020 on alternate days and from December 2020, on all the days, strictly adhering to pandemic safety rules. ANEW also encouraged staff to upskill themselves by attending online certification courses relevant to their fields.

Driving:

We had to temporarily suspend the driving training till government directives permitted. During the month of March 2021, once the driving schools reopened, 10 students were admitted to the driving course. To expedite the licences and badges for the trainees, ANEW team forged a good relationship with Ambattur RTO & K-4 Police Station.

Summer Program:

Due to the pandemic, we had to suspend the Summer Program for the year 2020-21, which is offered to students who have completed 12th Standard as a bridge program prior to the enrolling for courses in colleges.

Covid Relief Work:

Food kits - We disbursed over 100 food kits, received through Rotary Clubs and well-wishers, to students and alumni in the initial days of the lockdown.

Livelihoods Support - On receiving requests for help from daily wagers & out-of-work alumni struggling to pay rents, buy medicines, and run their families, ANEW connected close to 200 beneficiaries through friends & well-wishers of ANEW to disburse funds directly to their bank accounts.

Apart from such monetary relief, the Committee and staff have offered emotional assistance to many of our students. While the staff and trainers stayed connected with the students to complete courses, team ANEW also kept their lines open for any kind of counselling and support if needed.

Awards:

During the year, ANEW was the recipient of two awards – 1) Appreciation Award from Cognizant Foundation in October 2020 in recognition of long-standing partnership in making a difference in the lives of many & 2) NGO Award 2020 from ISWAR Foundation in March 2021 for projects on Women Empowerment.

Additional student payments:

Due to the pandemic, ANEW decided to pay towards the NIIT fees of Rs.575/student for the Basic IT students. ANEW also decided to pay the uniform stitching charges for the Home Nursing students for the pandemic period.

Upgrading labs:

We upgraded the computers in the labs by purchasing and installing the required Microsoft software products – some donated by PayPal and remaining from ANEW funds. Patch panel & LAN cabling work was also carried out. A new projector was purchased with funds from a grant given by the State Bank of India in April 2020. We also purchased a new photocopier-cum-scanner in March 2021.

Shining Stars of ANEW:

These are some of the students who have made us proud by going the extra mile of overcoming all odds and being achievers in spite of the pandemic:

1. Veeralakshmi, driving alumni – Was appointed as the first 108 ambulance driver by Chennai Corporation
2. Thilakavathi, driving alumni – was appointed as a battery car trainer by Corporation of Chennai
3. Nishanthi, Home Nursing student – got placed at Alserve, a senior care & assisted living services company, as Customer Relationship Manager.
4. Some of the ANEW Home Nurses worked in Covid wards of leading Chennai hospitals
5. Five of our driving alumni received “Women’s Day Awards” from Social Welfare Department at the Collectorate of Chennai.

Resignations:

Ms. Badrunissa Mahadevan & Ms. Sathya Anbajagane resigned from the ANEW Management Committee due to personal reasons. The Management Committee wishes to place on record the immense efforts put in by both of them in enabling ANEW grow during their tenure.

Appointment of Head-Operations:

ANEW appointed Ms. A.R. Chitra as Head-Operations in October 2020. This was a joint decision by the Patrons & the Management Committee to help ANEW transition to the next level. As Head Operations, she will oversee all operations at ANEW under the guidance of the Management, upholding ANEW's culture and philosophy.

Opening of new FCRA account:

As per Central Government directives, ANEW submitted the application and opened the new FCRA account in State Bank of India, New Delhi Main Branch by end March 2021.

Renewal of 12AB (previously 12AA), 80G & FCRA, as well as registration for CSR1 on the Ministry of Corporate Affairs (MCA) portal are scheduled to be done during the first half of 2021-22.

Corporate Support:

The year April 2020 to March 2021 again saw support from Cognizant Foundation, Latent View Analytics, Chennai Willingdon Foundation & Madura Micro Finance. They supported specific courses for the year. This year being a pandemic year, most of our sponsors were flexible in terms of release of funds, number of students to be trained, project timelines and usage of funds.

Placements:

Job Fair – Post the lifting of the initial lockdown, ANEW conducted a Job Fair at its premises on 22 January 2021. Seven companies participated; 42 out of 46 students who participated, were offered jobs by the companies.

Due to the pandemic, placements were slow for both the Home Nursing & Computer programs:

Home Nursing: Despite the pandemic & lockdowns, we were able to place 58% of our students who completed the course during the year. This is a continuous process and we strive to place all the students as and when opportunities arise.

Computers: Placed – 50%; Higher studies – 27%; To be placed – 17%; Not working due to personal issues - 6%

Interns:

Due to the pandemic situation, we had fewer interns and only from local colleges, 2 students from D.G. Vaishnav College and 2 students from Soka Ikeda College, Chennai.

Volunteering:

Employees from corporates like Cognizant Technology, Bank of America (through Stella Maris College) & resource persons through FICCI, FLO volunteered their time to conduct various sessions on ethics at workplace, banking & financial literacy, career readiness, etc. for our students.

Covid Awareness sessions:

ANEW carried our several Covid awareness sessions for the staff, students and their families, jointly with Ashwini Seetha Foundation.

Battle of Buffet:

We took part in the annual fundraising event organized by Chennai Mission. This year it was an online event and we held a virtual stall.

Release of ANEW film:

As part of our 23rd anniversary celebrations, we released a short film, documenting the ANEW story. We thank each and every supporter who has been with us on this journey.

All Course Summary:

| Course Name | Student numbers for 2020-2021 |
|--------------------------|--------------------------------------|
| Home Nursing & Baby Care | 105 |
| Basic IT | 258 |
| Driving | 10 |
| Tally | 79 |
| e-Publishing | Not held due to pandemic |
| Summer Program | Not held due to pandemic |
| TOTAL | 452 |

Future Plans:

- We propose to start additional advance computer-based courses such as Python programming language, taking into consideration the market demands.
- Since our trainers are now well adept at imparting digital training, we also plan to further our reach through virtual classes to women who are beyond our normal geographical reach.
- As part of our inclusion plans, ANEW proposes to reach out to women with disabilities in the coming years.

Thank you.

Ms. Vinodini Sudhindran
President – ANEW
 29th September 2021