



# ANNUAL REPORT

2019-2020



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## FROM THE TRUSTEES' DESK...

We are pleased to present to you the Careworks Foundation Annual Report 2019-20. What started as an endeavor strongly rooted in improving the living conditions of our staff from the marginalized communities eventually led us to work towards a larger social impact. Our intent and compassion have guided us into setting up and investing in health and education for the wider community through Careworks Foundation (CWF).

Our zest for value-creation for all our stakeholders is the greatest driver for growth. In this report, you shall bear witness to key community initiatives across the areas of education and health. Children are the future of the world and Careworks Foundation (CWF) is committed to actively contributing to their overall development, especially those from the marginalized sections of society. We are working towards the 2030 Agenda for Sustainable Development that includes 17 Sustainable Development Goals (SDGs) set by United Nations for all countries. Building on the principle of "leaving no one behind", the new Agenda emphasizes a holistic approach to achieving sustainable development for all. Our work in health and education actively contributes to the SDG goals through the holistic development of children from underserved communities.

If one were to consider UNICEF's observations, in India, out of every "100 students, 29 children drop out of school before completing the full cycle of elementary education." They often belong to the most marginalized communities. Challenges remain because often, aside from financial considerations, the learning practices are poor, which deter attendance. Limited, and sometimes, the total absence of basic infrastructure, qualified teachers, and suitable & durable learning material further dissuade parents of young children from sending them to school. Dropout rates are fueled by migration to nearby towns and bigger cities, destitution, and the lack of safe drinking water and sanitation.

At CWF, we believe education and healthcare are at the core of developing communities. They play a constructive and remedial role in providing future human infrastructure for a robust socio-economic

scaffolding of the country. However, much more is needed. We have taken it upon ourselves to convert schools into 'joyful learning spaces' which will enable every child to reach his/her learning potential. The only sustainable route to achieving our dream is to strengthen the system, partnering with the government- by coordinating, implementing, and monitoring enhanced education programs, ensuring good hygiene inside and around the school premises, and ensuring the health and well-being of students as well as teachers.

Since our inception six years ago, CWF has endeavored to catalyze positive change and forge better lives through our initiatives in the areas of education and health. Through our flagship School Enhancement Program which focuses on the holistic development of the school and its children, we have helped enhance the lives of over 25,000 children and are dedicated to improving many more lives of people from marginalized communities.

In the words of Robert Frost while we still have 'miles to go before we sleep', we are proud to share that CWF's partnership with 74 government schools, our work with 400+ school teachers, and widespread infrastructural assistance in these schools have resulted in regularizing the attendance of 14,000 students annually. Our Scholarship Program has so far assisted 605 meritorious students with financial assistance from underserved sections of society to help manifest their dreams.

We are delighted to share that our Foundation has defined its activities under five areas under our flagship School Enhancement Program- School Upgradation, Student Enrichment, Health & Wellbeing, Teacher Mentoring Program, and Stakeholder Engagement. This system helps us deepen our focus area whilst giving us a holistic view of social impact. I hope you find this report interesting and informative. As we forge ahead with an unwavering focus on social change, we invite you to partner with us in heralding a brighter future for our children.

## ABOUT US

Careworks Foundation (CWF), a CSR division of Qess Corp was formed in 2014 to act as a catalyst of change and create better lives. CWF is driven by the belief that education and health are the two major and imperative dimensions to accelerate sustainable socio-economic development in society. CWF has made ample effort to support the existing educational institutions in the Government of Karnataka and Tamil Nadu.

## OUR VISION

To actively contribute to the community in which we operate creating a positive impact on the lives of people especially in the areas of health and education. In doing so build a healthy and educated workforce and provide a sustainable livelihood for the weaker sections of society.





# OUR BELIEF

The school is an important institution for the cognitive, creative, and social development of children. It takes additional importance for children from marginalized communities, as most of them are likely to be first-generation learners in their families. More than just a place for learning, the school builds and shapes the lives of these children which has a ripple effect on their families,

communities, and the future generations that follow. Our school centric approach finds customized solutions for each school and follows through with holistic development. Our work on the ground backed by studies on the subject shows that a joyful learning environment along with the right mix of experiences can improve engagement, motivation, and learning outcomes among children.

## CREATING A JOYFUL LEARNING SPACE ENTAILS

- 1 Improving infrastructure of school for safety, health, and hygiene of students
- 2 Staging a stimulating classroom climate for learning
- 3 Enhancing facilities to aid learning and motivating students
- 4 Equipping teachers to improve learning outcomes
- 5 Preparing children with the necessary life skills
- 6 Getting the students to cooperate and participate in the learning process with enthusiasm
- 7 Maintaining a positive classroom climate and culture
- 8 Focusing on the physical and mental well-being for the holistic development of the child

*This also motivates stakeholders in the school- the management, government representatives, parents, and community members to actively engage with the school and take pride in the progress of the school.*

# IMPACT IN 2019-20

- 1. Working with 74 Government schools
- 2. 400 Teachers impacted
- 3. 25,000+ students over the last six years with 14,000 students reached last year
- 4. 25,269 education kits distributed over the last six years with 9755 kits distributed last year
- 5. Health Screening conducted for 55 schools reaching 8,627 students. 4,895 students referred for further treatment
- 6. 168 students received spectacles post eye test
- 7. 2,309 health kits distributed across 7 schools
- 8. 300+ Toilets constructed/rehabilitated
- 9. 19 Computer labs built/ renovated
- 10. 4 science labs built
- 11. Sports program conducted in 23 schools benefitting 6,720 children
- 12. Life Skills & Psycho-Social care programs conducted for 10 Schools reaching 4,051 children
- 13. Teacher training sessions conducted for 161 teachers and 15 schools under Teacher English Fluency Development Program





# WHAT WE DO

We design and execute (deploy) scalable and sustainable solutions for better functioning of government lower-primary, primary and high schools. Our approach is as follows:



## Holistic Development

CWF's focus is to improve quality of education through all dimensions like physical school environment, classroom environment, the health of the student, teacher development, and stakeholder involvement through strengthening the existing programs, and by leveraging systems & practices of the Department of Education of the respective State Governments. We assess all areas which holistically influence child development and work towards interventions in areas that need improvement.



## School Centric Approach

CWF believes that every school is unique and therefore comes with its unique problems, which ultimately need solutions tailor-made to their needs & context. Therefore, each school needs to be considered as a separate entity and a comprehensive approach is essential to study and understand the functional systems of each school and find a suitable solution with the active participation of school authorities and stakeholders.



## Collaboration & Networking

To create scalable solutions, we work in continuous collaboration with individuals, non-profit institutions, government organizations, philanthropists, and corporates, whose passion and vision for supporting government schools are aligned with us and help us take the program to greater heights. CWF also seeks combined support for finding appropriate solutions to existing community issues related to health and education outside the geography of the school.



## School Adoption Program

Another important aspect of our approach is to ensure that our programs have a lasting impact on the school functioning, which means that the sustainability of the solution is an important lens through we review our program. And a change that impacts the community at large necessitates a long term approach. The organization operates on the premise that there are no 'quick-fix solutions' or 'one size fits all' solutions. Therefore, the approach is to identify and support stakeholders who are committed to driving the change from within the school. We support the school until they can independently function and sustain, after having adopted the new practices and systems. This long-term vision envisages that the legacy left by all the stakeholders would continue in the decades to come.

# OUR PROGRAM

In keeping with our belief that a joyful learning space has a better impact on the learning process, CWF endeavors to address the last mile support in the school by understanding their needs and planning solutions for better functioning. As per our approach, we assess every school within its context, which helps us find customized solutions to localized problems. Following this, a thorough and scientific School Mapping process is undertaken which helps us understand the gaps in the school system. This further helps us identify the stakeholders to engage and create a participatory, effective, and scalable model.

Given below are the 5 pillars of our program:

## 1. SCHOOL UPGRADATION

*It is a well-researched fact that having a school in good condition is a critical factor for students to achieve expected learning outcomes.*

School infrastructure which includes the state of the school building – the structure, the classroom environment, and playgrounds, plays a key factor in the overall health and learning outcome of students. Once the school is identified CWF works on the school buildings and grounds to ensure that it is free of health and safety hazards, and promotes joyful learning. The program aims to build schools

that are safe, comfortable, attractive, child friendly, accessible, and spaces that promote learning for all children.

So far we have upgraded 74 schools in 3 Districts across 2 states and covered 14 clusters, impacting more than 25,000 students.



*In the year 2019-20 CWF renovated 28 schools in Bangalore and Shimoga District.*



# IMPACT STORY

## A COMMUNITY COMES TOGETHER TO SAVE THEIR SCHOOL

### Honnetaalu GHPS, Shimoga

In 2017-18, Honnetaalu government school in Shimoga suffered from poor infrastructure facilities like unusable toilets, no library, and largely unused space in school compound, not having proper playground for children, and unpleasant study atmosphere. Parents from the neighborhood were hesitant to send their children to this school particularly after an unfortunate incident when a student on her way to school was washed away in the flood water during the rainy season. Most parents from nearby villages shifted their children to private English Convents in nearby towns. Consequently, students' strength had drastically declined and it was getting very difficult to sustain the school. But a very active School Development Management committee (SDMC) led by their passionate President changed this story with the support of CWF.

CWF gradually groomed and prepared the SDMC to take up development initiatives in the school after conducting the participatory school mapping process, in which key development priorities had been identified. Motivated by the inputs and support, the SDMC started a few initiatives in the school. The following are some of the initiatives supported by CWF and other sources:

Setting up library facility and mobilizing a collection of books for the library

Mobilizing school bags and notebooks to children from CWF, Bangalore for students

Forging drinking water facilities in school

Renovating and replacing school infrastructure

Setting up an exclusive scientific lab for children to experiment

Forming a School Cabinet to promote leadership skills among children

The SDMC was further encouraged to reach out to Shimoga District Commissioner (DC) who, impressed by the development work, sanctioned funds for further development of the school. Under CWF guidance, the SDMC has actively created a network of supporters from the community for the school. This network is leveraged to mobilize financial, social and moral support for sustaining school development initiatives.

The school has now also opened a pre-primary facility for Early Childhood Education and has improved the enrolment and retention of its students making it a 'model school' for the surrounding towns.

***“CWF has made significant contribution for development of the school infrastructure facilities, developing new skills for the teachers and students. These changes have brought joy and encouragement to all of us and we now feel that we are no lesser than a private school”***  
***-Mr.Suresh, Head Master.***

## 2. STUDENT ENRICHMENT

While a structured syllabus is an important aspect of children's learning, our school centric approach places significant emphasis on providing stimulus to children's development beyond academic learning. The Student Enrichment program enables students to develop a love for learning, expand their minds, and gain skills, thereby accelerating their learning process and building their confidence. CWF believes that every school is unique, and thus, the program enables students to realize their potential in a variety of settings inside and beyond the classroom. It is a great way to encourage

students to develop new interests and build skills that will equip them in the real world as they learn to apply their skills and make a positive impact.

Through collaboration, networking, and combined support we facilitate our Student Enrichment programs. We help students develop a sense of self-awareness and an understanding of school and community needs and opportunities. As part of this belief, we look at libraries and sports as lead agencies facilitating student development and learning skills outside of the textbook.

## SPORTS FOR CHANGE

Sports for Change initiative has been carried out as a continuous program throughout the year from expert coaches to train children. In partnership with Embassy group and the Sportz Village foundation, the program works with 23 schools, reaching 6,720 students to improve their fitness levels by providing age-appropriate training. Apart from the physical benefits, the program also aims to bring positive behavioral change among students by bringing in a sense of responsibility, showing respect for teachers, reducing deviant behavior, etc. Thus contributing to the overall objective of the School which is to motivate the students and increase the attendance at school.

The program also works on Social Emotional Learning and measures five skills- interaction skills, problem- solving skills, taking Initiative, managing conflicts and understanding & following instructions.

The structured program comprises- baseline health assessments, program implementation, and monitoring, and sums it up with end-line health assessments. Assessments are done by benchmarking the health and fitness levels of children against other partner schools, State and aching, training, and improving their fitness levels. National averages. Other parameters like attendance and social-emotional learning scale are also measured and monitored. The assessments

also look at the data gender-wise and age-wise and guide the improvements in the program. Physical Training as a subject is given due importance in the schools through weekly classes. An annual sports meet is also organized during the year to showcase the children's skills and promote healthy competition.

We also collaborated with Embassy Group to provide exposure to children from CWF partnered schools through a summer camp organized by ASF Foundation at Madikeri. This 21 day residential Sports Camp was organized for 14 selected children who displayed potential and talent for sports but had limited access, training, and support. After an initial assessment carried out by the teachers the first school to participate in the program was Government Higher and Primary School (GHPS)- Guddekeri, Shimoga District.

School students have won numerous trophies, medals, and certificates for their school in kabaddi, kho-kho, volleyball, etc. To give further encouragement, they were selected for the Sports Camp to undergo coaching, training, and improving their fitness levels.

6 students from the sports program have represented their schools in the District-level competitions and 1 student in State-level sports meets



Children benefited from the program through the following ways:



Increase in fitness levels and overall athleticism



Healthy Eating Practices- Guidance in Healthy diet and nutrition



Mentoring by sports experts and professional coaching



Improved attendance at school



## STORIES OF CHANGE

1.

Mahendra, Class 4 from Munnekolala School had a defective leg by birth. The twist in his leg left him with a big limp while walking and so any other physical training was unimaginable for him as a child. Shabbir Sir, the physical trainer took notice of the boy and worked with him to improve his mobility. After due training, he started walking slowly without feeling pain or pressure in his leg. He has now started to jogging.

Mahendra says that feels like he has got new wings to fly now.

Prajwal from Class 7 at Somasandra Palya School was a very active student and. Vinod Sir, his coach, saw potential in him to be a strong sprinter. He needed training to use his energy effectively to finish the race and with regular practice, he honed these skills. He participated in the 80m race at an inter-school event at Kanteerava stadium in Bangalore and he won the 1st place, beating participants from more than 20 schools. He was awarded with a medal, certificate and a scholarship of INR15,000 per year until the completion of his education.

With continued practice, we are sure Prajwal will go on to be a professional athlete and we hope to see him running for India in the future!

2.

3.

Noor Fathima, a Class 8 student from Nekarara Colony Government School stood longingly watching her school mates play football. A shy girl, she was hesitant to join the Miles program conducted by her teacher Bhuvana Chandra and had held herself back. After much encouragement and motivation, she finally joined the program and learnt to play football well. She also overcame her shyness and has started displaying strong leadership skills by motivating other girls to join the program as well.



# EDUCATION KIT

An education kit is an essential supply for children as it helps them in 'being prepared' for learning, and keeps children motivated and excited about school. Studies have shown that children having basic educational kits has an impact on their attitude towards learning, behavior, relationships with their peers, and their self-image.

Education kit distribution is an annual activity that takes place at the beginning of every academic year. The CWF Education Kit consists of a school bag and notebooks. It encourages the children to attend school with dignity and this is also reflected in the improved school attendance and the quality of education.

Since 2014, CWF has reached out to 25,269 children in 74 schools and provided 17,326 school bags and 1,26,027 notebooks. This activity not only reduces the financial burden on families but also creates a sense of togetherness in students and motivates them to give their best in the quest for a valuable education.

## HIGHLIGHTS OF 2019-20

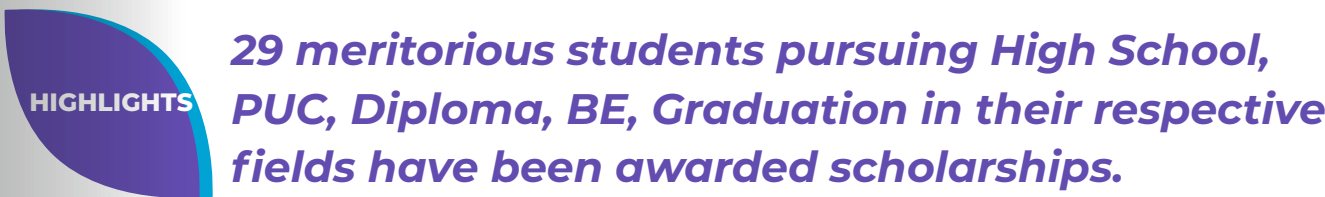


# SCHOLARSHIP PROGRAM

Despite all the struggles and financial implications, one thing remains true- the more education you get beyond high school, the better your future is, and more likely you are to break out from the bottom of the socio-economic pyramid. Students from rural areas and economically deprived backgrounds need some stimulus to help them gain education and pick up life-changing skills. CWF's Scholarship Program is another step towards student empowerment. We aim to identify deserving students from underserved sections of society and nurture their aspirations by providing financial aid.

Currently, our scholarship beneficiaries are from B.Tech, BE, B. Com, Pre-University (Std. XI and XII), and Std. X.

**To date CWF provided 605 Scholarships to meritorious children.**



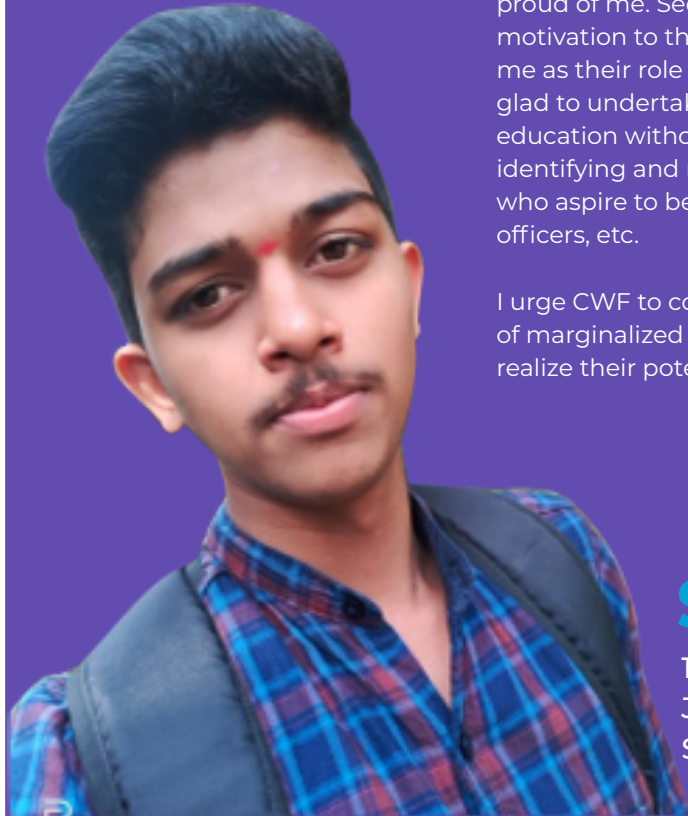


# STUDENTS SHARING THEIR SUCCESS STORIES.

I am an alumni of GHS Kodlu and successfully passed II OUC with distinction. I am now pursuing 1st year B.E in JNN College of Engineering, Shimoga.

I am an alumni of GHS Kodlu and successfully passed II Born in Heggodu village of Shimoga to a farmer, my father still cannot fathom that I am now pursuing a professional course. He is very proud of me. Seeing me pursuing B.E. has also given great motivation to the students of my school-GHS Kodlu and they see me as their role model. This is an immense responsibility and am glad to undertake it. The scholarship is helping me pursue higher education without financial constraints. I thank CWF for identifying and nurturing me and many more students like me, who aspire to become Doctors, Engineers, Teachers, IAS officers, etc.

I urge CWF to continue supporting meritorious students of marginalized sections by providing scholarships to realize their potential.



**SHASHANKA H S**

1st Year BE  
JNN College of Engineering  
Shimoga, Karnataka.

I am an alumna of GHS-Kodlu of 2018-19 batch and I secured 91% in 10th Std. My family has experienced a lot of financial difficulties as my father is a daily wage worker and is the only source of income at home. Our financial constraints had made it difficult for me to pursue higher studies, even though my parents were very encouraging.

CWF identified me for the scholarship and this has brought down some financial burden on my father. I will utilize the scholarship money for buying CAT books and college fees. I want to pursue an MBA degree from a reputed college.

I express my heartfelt gratitude to CWF for providing such a crucial opportunity to complete my education and follow my dreams.



**AISHWARYA K S**

1st PUC (PCMB)  
Tunga PU College  
Shimoga, Karnataka

# SCHOOL CABINET

A school cabinet is one of the essential processes in school development to foster the spirit of democracy, government functioning, and to inculcate leadership qualities. Through this program, we aim to create a better learning environment in the school. Most importantly, the process creates awareness on the aspects of citizens' fundamental rights and duties and develops leadership skills among school children. It also encourages students' participation in the various activities of the school and provides opportunities for children to express their views and get involved in the development of the school. CWF has been actively working with schools in setting up the school cabinet. Students experienced Parliamentary proceedings through mock parliamentary sessions and learnt about the fundamental rights and duties. Cabinet members have actively participated in the school mapping process and shared their thoughts and ideas for school development

## HIGHLIGHTS OF 2019-20

500+ Students got an opportunity to work in a school cabinet by performing their roles & responsibilities.

School cabinet voluntarily identified & addressed problems of their schools by writing to authorities- BBMP, Police Station, etc.



## 3. HEALTH & WELL-BEING

At CWF, we work towards a comprehensive health program that improves the physical & mental health of the child. Both preventive and responsive mechanisms like health education, disease prevention, and improved access to health services in an integrated & systemic manner at the school level are undertaken. A Comprehensive Health Screening is followed by necessary treatment and every child's health history is digitally stored for further treatment and follow-up.

The aspect of mental health in children, not just as the absence of mental illness, has been identified as an emerging and critical need. To this effect, we have commenced the School Mental Health program to take care of mental health aspects of children (counseling and Life Skills program) and this program is being implemented in partnership with NIMHANS Institute, Bengaluru.

We have provided RO water purifiers for 21 schools to ensure safe drinking water for all. Housekeeping staff at every partner school is appointed to maintain the health and hygiene in the school thus creating a safe environment for children to learn.

Additionally, we also provide all schools with consumables and other essential materials to maintain the hygiene at school. We have provided 2,309 health kits to 7 partnered schools in F.Y 2019-20.

In 2019-20 alone we organized health camps at 55 partner schools of CWF, 8,627 students were screened and 4,895 were referred for further treatment. 160 spectacles were distributed to students who were identified with eye problems.

We have piloted the Student Enrichment program for 10 schools this year on topics like Physical health, Reproductive health, Positive Mental health, and Social health. We conducted 87 workshops for teachers and 665 Life skills sessions for students.





# HIGHLIGHTS OF 2019-20

Health camp conducted  
at **55 schools** and  
**8,627** students were  
screened

**21 Schools**  
received new  
RO water  
purifier

**2,309 health kits**  
distributed across  
7 schools

**10 schools** piloted for  
the student  
enrichment program  
**87 group** workshops for  
teachers  
**665 Lifeskill** sessions  
for students

## 4. TEACHER MENTORING

We cannot underscore enough the importance of involving competent teachers in education reform efforts. In exploring how to do this, CWF's Teacher Mentoring Initiative recognizes that teachers are key to the transformation of schools and for teachers to lead the development efforts, they need to be offered expanded and enriched professional development experiences. Teacher mentoring thus aims to upgrade the professional capacities of teachers to teach their subjects with the aid of resources.

We launched the TEFD (Teacher's English Fluency Development Program) in 2019-20 which is an android based app-learning program, specially designed to improve communication skills, boost English fluency, and create a sense of confidence among teachers. TEFD program aims to facilitate and impart basic English communication skills among government school teachers with innovative app-based learning modules. This is a 3-month long course, where a teacher is mentored by the facilitators to help him /her learn more effectively.

Through these initiatives, we strive to create better lives by

Creating a resourceful environment by enabling teachers to effectively utilize resources delivered to the school

Building the capacities and confidence of the teachers to use resources for their professional development

Setting up a forum for practicing teachers to discuss issues of teaching & learning and to generate and discuss ideas for their professional development

## HIGHLIGHTS OF 2019-20

REACH OF TEACHER ENGLISH DEVELOPMENT PROGRAM (TEFD)



**161**  
TEACHER



**16**  
SCHOOLS





## 5. STAKEHOLDER ENGAGEMENT

One of Careworks Foundation's (CWF) strategies is to actively invite and involve stakeholder participation. The involvement of internal & external stakeholders in finding solutions to some of our pressing concerns leads to a growing sense of ownership; in turn leading to the long-term sustainability of the projects. Stakeholders like teachers, students, School Development & Management Committee (SDMC), parents, local authorities, Education Department and others, are indispensable to our work and we encourage their continued engagement.

CWF introduced the Participatory School Mapping Activity tool as a systematic and deliberate engagement with stakeholders in the school development program. School Mapping is one of the essential planning tools which aids the development of a comprehensive and holistic school development plan along with all stakeholders.

## VOLUNTEERING

Employee Volunteering, a key facet of Corporate Social Responsibility, gives corporate employees a chance to connect with communities and relate to the values of the company better. At CWF we have tailor-made volunteer engagement programs to create a sustainable impact on the children we work with while also giving volunteers a sense of pride, an opportunity to learn, and create lasting memories. CWF has been actively engaging volunteers across various Corporates since 2014 through different activities year on year.

In 2019-20, we had 11 engagement initiatives for corporate volunteers.

Events like "Capture a smile", an online photography contest to celebrate children at government schools had a registration of over 70 volunteers across India. 50 passionate volunteers from Oracle clocked 150 hours to create TANGRAM kits with IQ analysis for children from our partner schools. Volunteers from Oracle took up a drive to promote the reading habit among children and provide access to libraries. Book reading sessions and 'read-along with children' sessions helped children get accustomed to the library.

was ably and enthusiastically supported by Qness Corp Ltd volunteers. The app-based program aims at increasing English Language skills among government school teachers which would

Our Teacher English Fluency Development program eventually help our children excel in school. Passionate volunteers spent their weekends coaching teachers in English speaking and vocabulary skills. Volunteers also helped teachers get comfortable with the app, thus helping them use technology effectively.

The Little ones were not left behind as well! Storytelling sessions for children from 3-6 years at Anganwadis cultivated listening skills and entertained the children. Wall painting activity by volunteers from SAP, Geberit, and Ola Foundation beautified schools and created a fun and beautiful learning environment for children from government schools. 18 Qness Corp volunteers shared their desks and spent a day with children from our partner schools to give them exposure to the way Corporates work and in the process igniting the ambitions of children. Volunteers from Relevance Labs distributed stationery kits and learning material to over 100 children from our partner school. Volunteers from Fractal distributed sweaters to all children from one of our partner schools. Qness Corp and Terrier Securities Pvt. Ltd., volunteers helped with distribution of over 6,000 education kits of CWF to all students from partner schools across Bangalore. Our Annual Event- Joy of Giving through time, material, and money, was also successful through enthusiastic participation by over 400 volunteers from Qness Corp and its subsidiary companies across India by clocking 1,738 hours!

## HIGHLIGHTS OF 2019-20

**378**  
passionate volunteers  
engaged at our partner  
schools

**2678.4**  
quality hours clocked

Volunteers across  
Corporates like Qness  
Corp, Embassy Group,  
Oracle, SAP, Geberit, Ola  
Foundation, Terrier  
Securities, Fractal,  
Relavnace Labs, etc.,  
participated





# SOME WORDS OF ENCOURAGEMENT FROM OUR PARTNERS:

"CWF has a clear vision in making an impact on the students, teachers, and community of the supported schools. The team is very meticulous in planning programs and stays on top of it to witness the outcome. Smitha, Tanveer, Kishan, and the team have been always open to partnerships and collaboration that bring scale and impact to the students. Kudos to the entire team."

**Mr. Deepak- Director CSR**  
Cognizant Outreach

"At Embassy, our aim is to build a sustainable eco-system and actively contribute to the social, economic, and environmental development of our communities. With Careworks Foundation, we found a partner whose holistic approach to Government School interventions very closely aligns with our own. Our joint interventions saw improvements in infrastructure, the introduction of a robust sports curriculum, and a holistic health program during the last year. Careworks Foundation has a dedicated team of professionals who truly believe in social reform and meticulously plan programs that aim at revolutionizing governance and leadership within the Government School eco-system. We are glad to be a partner, and truly revamp the educational journey of our Government School students by taking aim at end-to-end learning through the involvement of parents and teachers."

**Mrs. Shaina Ganapathy**  
Head of Community Outreach, Embassy Group

"Our engagement with Careworks Foundation has been a fruitful experience. Momentive continues to be committed and actively engage in activities that make a difference to the community. In 2019-20, we endeavored to enhance infrastructure in specific state-run schools. Tanveer and his team from CWF understood our intent and framework clearly. Their facilitation through the process of making proposals and execution of the building was commendable. We look forward to continued engagement with CWF in delivering our CSR dreams."

**Mr. Christopher**  
Momentive Performance Materials Private Limited

"CWF is working for the holistic development of government schools. CWF adopted GLPS-Malleshpalya school in the year 2019-20 and identified school needs through school mapping & developed a school action plan. They have built the school compound and fixed safety grills, which prohibits illegal entry to school after school hours and acts as a firewall from thieves. Infrastructure was also improved in the hand wash area, renovated toilets, installation of water filter, and water tank. They have also provided soaps to students so that they have access to adequate sanitation and improved hygiene. Because of COVID-19, the nation has been on lockdown and it has been a tough time for people as most of our school parents are daily wage laborers and don't have jobs. CWF distributed 50 grocery packets to student's families which was much needed and appreciated by parents.

I appreciate and thank CWF & its team from the bottom of my heart for their efforts and contribution. We wish them all the success in their future endeavors and we hope that they keep supporting Government schools."

**B S Sarojamma**  
Head Master- GLPS-Malleshpalya

"We value our partnership with Careworks and wish to remain associated for a long time, on many more projects. CWF's professionalism, trust and modesty, and the social commitment to improve quality of people's lives, align much with our corporate values."

**Mr. Abubaker Koya**  
Managing Director, Geberit India

"2 years ago GHPS Honnetalu School was adopted by Careworks foundation. The School Development and Monitoring Committee (SDMC) of a tiny village with just a population of 300 people in Shimoga district joined hands with CWF and decided to save the school at any cost.

Now our school has well-equipped classrooms, toilets, dining hall, office room, computer room & library, hand wash area, etc. Students are screened for health issues yearly, they receive bags & books every year and all these things happened in our school with the support of CWF.

Nowadays many people from India and abroad are visiting our school and have appreciated us. Now we are aiming to make this a sustainable school and provide a livelihood for local people. 10,000 masks were prepared during lockdown & distributed to SSLC students who appeared for the exams during the lockdown. Masks preparation and distribution is not just a service. We have converted this threat into an opportunity by employing 20 tailors during the lockdown.

We are determined and working hard to make our school a model institution in the coming years. Expecting the same kind of support & guidance in the future. Thank you CWF & Team"

**Nithyananda**  
SDMC President-GHPS Honnetalu, Thirthahalli, Shimoga

"CWF is already doing progressive and selfless work in our school. They conducted a need assessment survey and school mapping to understand the school's needs and also involved teachers, student's parents, and SDMC members in this process. They took their valuable suggestions and guided us to prepare an action plan based on the priority list. CWF has undertaken several infrastructural renovations in our school such as waterproofing of ceiling, flooring, increasing compound height and fencing, construction of toilets & hand wash area, internal and external wall painting, and doors & windows repair. They have provided new furniture in the classes and completed the best quality work successfully in a short period. We will make the best use of these facilities and aim to provide quality education to students. Thank you CWF and we hope you keep supporting our school in the future."

**Hemavathi**  
Head Master-GHPS-Jambusavari Dinne



# FINANCIALS

Careworks Foundation No 3/3/2 Ambalipura Village, Varthur Hobli Bangalore - 560037		
BALANCE SHEET AS AT 31ST MARCH 2020		
Particulars	Schedule	2019-20
		Total
<b>FUNDS &amp; LIABILITY</b>		
Corpus Fund	1	25,00,000
Restricted Funds	2	4,94,601
Surplus/(Deficit) in Income and Expenditure a/c	3	4,53,07,972
<b>Liabilities</b>		
Current Liabilities	4	15,52,25,318
Statutory Dues	5	2,03,32,982
Inter-unit		-
<b>TOTAL</b>		<b>22,38,60,874</b>
<b>Application of Funds</b>		
Fixed assets	6	48,139
Cash & Cash Equivalents	7	5,07,31,860
Short term Loans & Advances	8	1,40,68,980
Other Current Assets	9	15,90,11,894
<b>TOTAL</b>		<b>22,38,60,874</b>

For and on behalf of the  
Careworks Foundation

Subject to our audit report of even date  
For Vasan & Sampath LLP  
Chartered Accountants  
FRN: 0045425/S200070

Umkirishnan Menon  
Partner  
Membership No: 205703

Place: Bengaluru  
Date: 13<sup>th</sup> January, 2021

Careworks Foundation No 3/3/2 Ambalipura Village, Varthur Hobli Bangalore - 560037		
Income & Expenditure Account for the year 1st April 2019 to 31st March 2020		
Particulars	Schedule	2019-20
		Total
<b>INCOME</b>		
Contributions	10	6,06,51,189
Income from services	11	1,47,85,19,618
<b>Other Income</b>		
Interest	12	36,63,343
<b>Total (A)</b>		<b>1,54,28,34,150</b>
<b>EXPENDITURE</b>		
Stipend		1,41,69,70,831
Support services		5,08,03,550
Program expenses	13	3,73,85,602
Administrative expenses	14	18,31,785
<b>Total (B)</b>		<b>1,50,69,91,768</b>
Surplus/(Deficit) Before tax		3,58,42,382
Tax expense for Current year		41,08,116
Tax expense for Previous year		34,50,942
<b>Surplus/(Deficit)</b>		<b>2,82,83,324</b>
Add: Surplus brought forward from previous year		1,70,24,648
<b>Surplus of Income over Expenditure carried to Balance Sheet</b>		<b>4,53,07,972</b>

For and on behalf of the  
Careworks Foundation

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For Vasan & Sampath LLP  
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FRN: 0045425/S200070

Umkirishnan Menon  
Partner  
Membership No: 205703

Place: Bengaluru  
Date: 13<sup>th</sup> January, 2021

Schedule - 1 Contribution to Corpus	
Particulars	2019-20
Contribution to Corpus	
Opening Balance	25,00,000
Contribution during the year	-
Closing Balance	25,00,000

Schedule - 2 Unutilized restricted Grants/ Donations	
Particulars	2019-20
Unutilized restricted Grants/ Donations	
Carried forward	4,94,601
Received during the year	-
Utilized during the year	-
<b>Total</b>	<b>4,94,601</b>

Schedule - 3 Income & Expenditure Account	
Particulars	2019-20
Income & Expenditure Account	
Opening Balance	1,70,24,648
Surplus/(Deficit) for the year	2,82,83,324
<b>Total</b>	<b>4,53,07,972</b>

Schedule - 4 Liabilities	
Particulars	2019-20
Accrued Expense	2,58,53,921
Sundry Creditors	15,44,077
Stipend Payable	10,56,86,563
Advances from customers	1,18,293
Other liabilities	2,20,22,524
<b>Total</b>	<b>15,52,25,318</b>

Schedule - 5 Statutory Liabilities	
Particulars	2019-20
TDS payable	13,87,234
GST Payable	1,80,45,748
<b>Total</b>	<b>2,09,32,982</b>

Schedule - 7 Cash & Cash Equivalents	
Particulars	2019-20
Cash	
Cash-in-hand	61,577
<b>Bank - Foreign Currency Contributions</b>	<b>0</b>
Savings	
Deposits	
<b>Bank - Others</b>	<b>4,98,30,383</b>
Savings	8,09,054
Deposits	
Interest Accrued on Fixed Deposits	40,847
<b>Total</b>	<b>5,07,31,860</b>

Schedule - 8 Short term Loans & Advances	
Particulars	2019-20
Advances from Creditors	
<b>Total</b>	<b>1,40,68,980</b>

Schedule - 9 Current Assets	
Particulars	2019-20
Sundry Debtors	9,42,55,869
Unutilized Revenue	10,17,372
TDS Receivable	3,33,038
Income Tax Refund	6,33,66,078
Prepaid Insurance	39,548
<b>Total</b>	<b>15,90,11,894</b>

Schedule - 10 Voluntary contributions	
Particulars	2019-20
Donation	6,06,51,189
<b>Total</b>	<b>6,06,51,189</b>

Schedule - 11 Revenue - NEEM	
Particulars	2019-20
Training Services (NEEM)	1,47,85,19,618
<b>Total</b>	<b>1,47,85,19,618</b>

Schedule - 12 Other Income	
Particulars	2019-20
Interest on Saving Bank	31,30,251
Interest on Fixed Deposit	5,33,092
Interest Others	-
<b>Total</b>	<b>36,63,343</b>

Schedule - 13 Program Expenses	
Particulars	2019-20
Education	3,57,42,324
Donations & Scholarships	13,77,875
Others	2,65,403
<b>Total</b>	<b>3,73,85,602</b>

Schedule - 14 Expenses	
Particulars	2019-20
Professional Charges	14,17,996
Travelling	1,73,245
Printing and Stationary	2,04,966
Depreciation	7,277
Other Expenses	28,301
<b>Total</b>	<b>18,31,785</b>

Careworks Foundation No 3/3/2 Ambalipura Village, Varthur Hobli Bangalore - 560037			
Receipts & Payments Account for the Period 1st April 2019 to 31st March 2020			
Receipts	FY 2019-20	Payments	FY 2019-20
To Opening Balance (Excluding fixed deposits)			4,79,95,564
Cash	30,468		5,47,65,386
Bank	4,51,29,203		
Contributions	6,06,51,189		
Receipts from Training activity (NEEM)	1,47,85,19,618		
Redemption of Fixed Deposits	13,71,276		
Interest Income	36,43,575		
Income Tax Refund	47,400		
		By Closing Balance (Excluding fixed deposits)	4,98,61,940
		Cash	61,577
		Bank	4,98,30,383
<b>TOTAL</b>	<b>1,80,82,34,137</b>	<b>TOTAL</b>	<b>1,80,82,34,137</b>

For and on behalf of the  
Careworks Foundation

Subject to our audit report of even date  
For Vasan & Sampath LLP  
Chartered Accountants  
FRN: 0045425/S200070

Umkirishnan Menon  
Partner  
Membership No: 205703

Place: Bengaluru  
Date: 13<sup>th</sup> January, 2021

Careworks Foundation NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2020	
<p><b>Overview</b> CAREWORKS Foundation ("the Trust") was formed on January 25th 2014, registered as a Public Charitable Trust at Bangalore. The Trust is registered under the Income Tax Act u/s 12AA (vide letter reference - DTE/JBLR/12A/ G-469/AABTC5974C / (TOCE) 1/Vol 2013-2014) dated 24/07/2014 and u/s 80G (DIT (E)JBLR/80G/G-470/AABTC5974C / (TOCE) 1/Vol 2013-2014 vide letter dated 24/07/2014).</p> <p>The Trust is managed by a Board of Trustees. The objectives of the Trust is inter alia carry out projects and support social initiatives in the areas of education, healthcare, rural development, etc.</p> <p>CWF has registered as "NEEM Facilitator" under the All India Council for Technical Education (National Employability Enhancement Mission (NEEM) Regulations, 2017 ("the NEEM Regulations") notified vide Gazette Notification dated 15-06-2017. As per these regulations, only a Society/Trust/Company registered under Section 25 of Companies Act, 1956 / Section 8 of Company Act, 2013 or Relevant Act is eligible to obtain the registration. CWF is certified as NEEM Facilitator vide certificate dated 22-11-2017 bearing certificate number F No. 1-3476516051/NEEM/CF/2017.</p>	
<p><b>BASIS OF PREPARATION</b> 1. The financial statements of the Trust have been prepared in accordance with generally accepted accounting principles in India. The financial statements have been prepared on the accrual basis under the historical cost convention.</p>	
<p><b>INCOME</b> 1. Voluntary contributions are accounted on the date of receipt. All voluntary contributions received during the year. 2. Interest income on Savings Bank accounts and Fixed Deposits are accounted on accrual basis. 3. Revenue is recognized to the extent that it is probable that the economic benefits associated with the transaction will flow to the entity and revenue can be reliably measured, regardless of when the payment is being made.</p>	
<p><b>Fixed assets</b> Fixed assets are capitalized and depreciated as per the rates and in the manner prescribed under the Income Tax Act, 1961</p>	
<p><b>GRANTS</b> Grants received for specific purpose, net of expenses is disclosed as current liabilities</p>	

For and on behalf of the  
Careworks Foundation

Subject to our audit report of even date  
For Vasan & Sampath LLP  
Chartered Accountants  
FRN: 0045425/S200070

Umkirishnan Menon  
(Partner)  
Membership No: 205703

Place: Bengaluru  
Date: 13<sup>th</sup> January, 2021