



Zav Foundation[®]
Alter | Change | Transform

ANNUAL REPORT 2017 - 2018

ALTER|CHANGE|TRANSFORM



ABOUT US AND OUR PHILOSOPHY

Zav is on the mission to transform India and considers it to be a vehicle of change that caters to numerous pressing issues that developing countries need to look into to become a developed country.

Zav was primarily set-up to counter the problems like the inferior quality of education, lack of women representation, inadequate health care infrastructure and last but not the least excessive unemployment due to the absence of inadequate skills.

We at Zav believe that to create a revolution in this 21st century, we have to be equipped with certain skill-set, and take on the ride all the sectors especially women, who should not be the travellers but lead us like captains.

We aim to make this Apple fall by slogging every-day, conducting workshops on Entrepreneurship, certain programs on waste management, career events like Hackathons for the youth, and many more programs that give a pathway to achieve our vision.

We have re-engineered the existing methodology of education and designed in a way by which people can avail maximum out of it by spending their minimum time.

Zav foundation has been rendering services for 9 years and has had remarkable success in the areas it caters to. With the vision of forming a new society where people live in harmony, we visualize a place where people value truth, love, peace, justice, and equality through self-change and thus social change. The foundation has pulled off a stellar performance this year as well.



The Revolution is not an apple that falls when it is ripe. You have to make it fall
By Che Guevara.

INITIATIVES

A few of our initiatives are Kaushalya, a skill development initiative, Prayati, health care initiative, NEEV a knowledge sharing initiative, Re-Guru, a teaching skill development initiative, YOUreka, youth community service initiative.

Our mission statement for 2020 is to create India full of young people who are liberated from weaknesses that are personal and inter-personal; young people who are geared up to take on the future with skills that are honed in a way that there is personal change and thus social change

Knowledge is power.
Information is liberating.
Education is the premise of
progress, in every society,
in every family.

By Kofi Annan



A BRIEF ABOUT THE INITIATIVES

NEEV- Knowledge Sharing Initiative.

Programs under Neev are designed keeping school students into consideration. There are a variety of programs that are run under NEEV initiative such as

Jnana Vahini- a mobile library facility was launched at GHS Hosakerehalli, Katriguppe, Ittamadu on 7th July 2018.

If Books have been with us since time immemorial, Every mind seeks to know, understand and has the quest to explore the unknown, keeping this need in mind Zav brought this initiative which began in the year 2016 has the objective of instilling the habit of reading, mainly among the children studying in the government schools.

Under this initiative, children get access to the books all genres via 'Library-on-Wheels' which goes to their schools on every Saturdays, 4 times a month.

This initiative has made a difference in the lives of 530 students from 4 government schools of South Bangalore.

Sharing will enrich everyone with more knowledge.

At present 940 books from genres like personality, story-telling, are being lent per school per week. In addition to this, the volunteers of the Zav Foundation have started programs like Storytelling to create that connection which facilitates in communicating their idea and also to unwind their hidden potential.

We also conducted campaigns which could be run by the students in their campuses. This campaign was carried out and by Mr Rakshith Acharya, he has ensured that the mobile library reaches each of the schools on time every Saturday and maintains an immaculate collection of books.

Around 180 students from each school have access to this library and keenly await its arrival every week.

It is extremely popular among the students and has been a big step in inculcating reading habits and knowledge amongst the young minds



NEEV



YACSP- Young Adults Community Service Program Launch; 9 February 2018, GHS Hosakerehalli & Ittemadu

We believe that if we can empower the youth and keep the youth wind with us then we can also battle fiercest storms using that energy and create a revolution that can create a dent in the universe.

We all belong to the society and reap benefits from it. Having grown up and shaped by our surroundings it is only right that we give back to the society and what better age than youth, to work for the society that helped us grow.

This is an initiative where students from different private schools are involved in activities and campaigns that revolve around social, environmental and health issues.

On 9th June 2018, YACSP was launched at Government schools of Hosakerehalli and Ittamadu under NEEV.

'No Plastic Campaign' was undertaken on 9th of June under NEEV.

A major step was taken when a campaign was organized by our YACSP participants to distribute paper bags in South Bangalore to all the vendors with a message to adopt green practices.

YACSP Graduation Day; 9 February 2018, Little Newton R R Nagar. YACSP (Young Adults Community Service Program) Graduation Day

Program was held at Little Einstein, RR Nagar.

The volunteers were felicitated for their good work (information from this)
Zav after completion of its programs makes it a point to appreciate all the people who have worked hard in its progress, it commemorates the milestones achieved by it on the achievement of the Mission 2020.

NEEV

E-Waste Collection Drive in South Bangalore; 15 February 2018, South Bangalore

E-waste is one of the fastest growing waste streams in the world in terms of volume and its environmental impact on the planet. The existence of precious metals in the e-waste stream provides a major economic benefit for recycling industries but due to the presence of hazardous chemicals, a proper recycling technique is required prior to the disposal of the e-waste which succeeds the collection of E-waste.

This program of collecting E-Waste has been very enlightening. It informed the public about the harm that is caused by the improper disposal of electronic waste and how recycling of the same, will help in the reuse of resources that may soon get depleted. The recycling of these e-wastes was welcome information to most people as it is a pressing issue in the current day.

The team lead by Rakshith Acharya was successful in conducting E-waste collection drive in South Bangalore.

Support Classes for Government School at GHS Hosakerehalli; 15 February 2018, GHS Hosakerehalli

A survey was conducted on the posts of the teachers, and it was found out that out of every 10 posts only 6 had been filled, and 4 remained empty, and even those 6 teachers, the quality of the education offered was not up to the mark.

And seeing this daunting figure, we at Zav have devised a program to support the education that they get at the school level.

If we analyse the quality of education in government schools, we can see the sheer need for educational, knowledge-based support rather than monetary support which the government schools of Bangalore are given more than what is required.

Thus we conducted support classes for government schools at GHS Hosakerehalli.



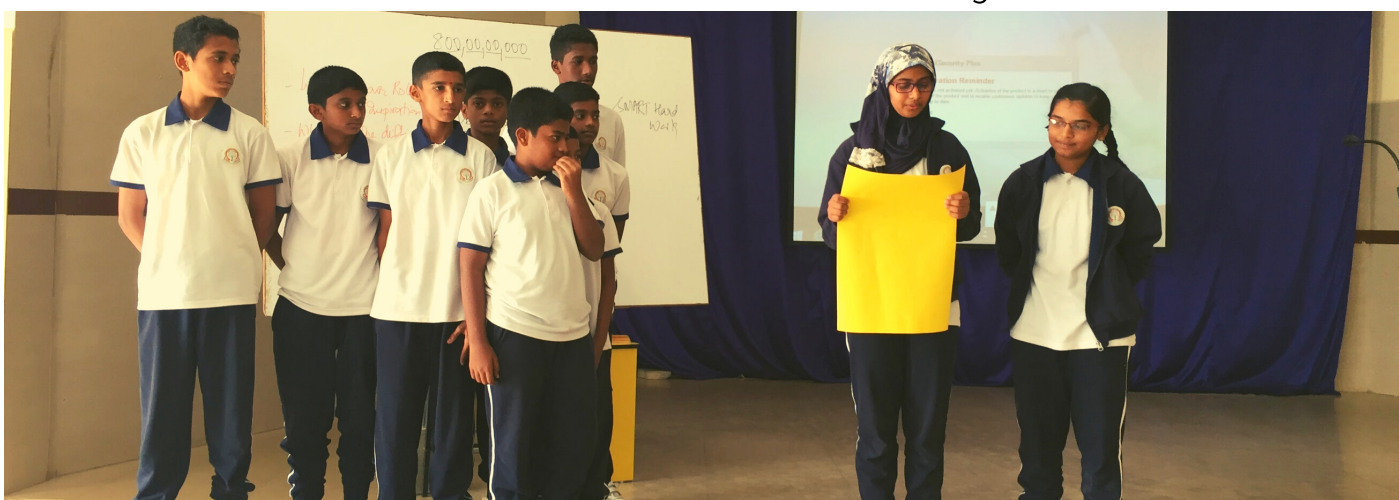
NEEV

ICCWC- I Can Communicate With Confidence Program.

Leadership skills are very important, and Public Speaking is the crux of leadership, keeping this in mind Zav has launched the initiative of providing a platform for youth to improve their communication skills and gain confidence in order to be ready for the future.

Career opportunities after grade 10 at GHS Kadapaswamy Mutt and GHS Dasarahalli

Choosing a profession is a big decision for which, ironically, most of us are under-prepared for. Passing out of high school, an individual is uncertain of the many options that she or he may choose. More often than not, we can see people who chose careers in haste and regret the decision later.



Careerz ; 27 November 2017 GHS, Kadapaswamy Mutt. 'Creating your Niche!'

This is one of the initiatives taken by Zav because we believe that after completing their 10 and 12, children often succumb to the pressure of the parents and follow the herd mentality by pursuing conventional careers.

This often results in excessive pressure and also results in the saturation of that particular sector in the country.

To avoid this problem, we introduced an initiative by which students can look at the various opportunities that are available and thereby pursue the one which is best suitable for him. So the 2 programs conducted by Zav are.

To avoid this mishap in one's life, proper career counselling becomes not just a requirement but a necessity. Through the Careerz initiative, Zav organizes career related talks for students of grade 10 and grade 12 for whom the decision taken about their further education will be critical for their entire lives.

Paper Bags-

In this way, the paper bags prepared by these women can be distributed to vegetable vendors and many other people who can use them and find some relevance.

Whatever profits are generated through these programs, a part of these profits will go to women. The idea is we want women to take the centre stage and earn as well.

NEEV



Keeping in line with the vision of Careerz, Zav foundation organized a small forum where Mr Aman Jain, Founder of Zav Foundation held a discussion on career opportunities after grade 10 at two schools namely- GHS Kadapaswamy Mutt and GHS Dasarahalli. The purpose of these discussions was to highlight the opportunities available to the children and also identify techniques to discover a suitable profession for oneself.

This not only includes education opportunities in India but also abroad into a plethora of streams and universities which can give these students a vision to lead their lives.

This event has gained a huge success amidst the students. It has made their dreams converted to reality, this program has removed the fog of unawareness and lack of opportunities from their way and has given them a way on which they can strive and create their own niche.

Careerz-Tussle2.0: Hackathon, at SJBIT, Bangalore; 27 November 2017.
'Hack into your Dream'

A hackathon, also known as codefest is a vigorously developing sprint-like event in which programmers and others involved in software development, collaborate intensively on the creation and development of software projects.

The goal of a 'Hackathon' is to create usable software or hardware with a functioning product by the end of the event. Having a specific focus, hackathons can be distinguished and competed upon based on the programming language used, the operating system, an application, an API, or the subject and the demographic group of the programmers while in other cases, there is no restriction on the type of software being created.

NEEV

Keeping in mind, the growing demand for such skills in every industry today, Zav Foundation conducted a hackathon at SJBIT, Bangalore under its initiative Tussle 2.0.

Tussle 2.0 is a flagship program organized by Zav for graduate students so that they can lead the company of their dreams. It includes a Mock Placement event, custom designed for graduate and postgraduate students and also includes many other competitions that give them a hang of real world.

The hackathon event was a blazing success and extremely well received by the participants. They felt such activities not only help them score better in job interviews but also make them better prepared for today's demanding industry.

These events give a real-life exposure to these students, thereby helping them to develop the skills of logical reasoning, assumptive deductions, and guess-estimation. These skills are very important in the 21st century.



KAUSHALYA



Kaushalya Community Survey

Community Survey were done by the students of RDP Rotract club, before starting the SDC. The basic purpose of this survey was to collect capacity based data about the community, analysing the same and therefore creating a sustained learning environment for developmental purposes. These surveys were conducted in two particular places Kempapura Agrahara and Doddakalasandra. These Kaushalya community surveys were conducted to know the impact on the people and the needs of the people

Community Survey at Kempapura, Agrahara; August 2017

This survey mainly targeted women, there were people from all age groups, most of them were from 18 to 34.

According to the Survey, no one had completed their under graduation and around 16% are the school drop outs. These children have to drop at an early stage from school, due to financial problems and hence they are not even employable.

Survey also indicated that nearly 68% of them are not working which is a high toll on their earnings and hence the lifestyle. Upon the investigation it was found out that around 27% of them were not skilled and had nothing to do and more than 45% had to abandon their work due to family pressures.

It is quite fascinating that most of these women do their own business, but they don't have the required skill-set to do the same.

Statistics also point out that majority of them approximately 87% have their annual income less than 1 lakh.

The final question was their interest in pursuing the course, around 50% of the women agreed to pursue this course to gain the certain skill-set which will make them employable and will also make them capable enough to start their own business.

KAUSHALYA

Community Survey at Doddakalasandra; September 2017

There was another survey conducted at Doddakalasandra and the result was on the same lines as that of conducted at survey at Kempapura, Agrahara.

The target was basically on woman as it is really important to empower them so that they can ensure the development of the community as a whole.

The age group was of the youth from the years of 18 to 34.

Most of the children have just cleared 12th board and hence they are not qualified to do a job.

KAUSHALYA- Skill Development Centre launch at SDC Hosahalli; 27 November 2017.

Kaushalya which means 'skill', is our initiative to develop vocational skills in our 'students and the participants, thereby imbining them with a skill-set, helping them in scaling their careers to new heights, it helps them to become

independent and also to cater to their family needs thereby living life with Pride.

Zav grew by leaps and bounds under 'Kaushalya'- We launched our Skill Development Centre with the aim to develop a vocational training hub and empower our society with vocational skills. Initially, conceptualized with the aim to help give a platform for women to come to the forefront and learn necessary vocational skills for self-sufficient living. We have 2 pillars, one is diploma course in Design and Embroidery followed by spoken English classes for 3 months, another pillar is

Swayam', it is a self-help group initiative of Zav foundation, in this program, we bring the projects for the women who have completed the diploma course.

"When love and skill work together, expect a masterpiece. It is possible to fly without motors, but not without the skill of flying."

John Ruskin



KAUSHALYA

Kaushalya outreach program was successfully conducted in 2 phases via Zav's Interns.

The second Outreach program was extensively carried in February to spread awareness about our programs so that many more people can be benefitted.

[Sewing And Fashion Designing Program 27 November 2017, SDC Hosahalli.](#)

It was launched for the first batch at SDC Hosahalli. So it started initially by 2 men, then after a week as it grew it went to 5 and today around 30 have benefitted from this program. The Directors are responsible for



A few of the courses offered by Zav under this initiative are

[Tailoring Course Diploma-](#)

On 5th of April 2018, Zav launched a tailoring course for the first batch under Kaushalya with the assistance of Usha Sewing And Sashion Designing School. Likewise, 3 more batches were trained under the same course which was launched on the 5th of May, June and July respectively. On completion of the course, each of the candidates who pass the examinations will get a diploma from Usha School of Design and Fashion. This program is of six months and gives the basics of sewing, upon completion of which women can start earning.

preparing the Annual Report and the financial statements in accordance with applicable Law of the Republic of Ireland, including the accounting standards issued by the Accounting Standards Board and published by The Institute of Chartered Accountants. Irish company law requires the directors to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period.

Sewing is an important Life Skill and is the vehicle to teach self-confidence through skill building

KAUSHAYLA



Basic Jewellery Design Program Launch-
Batch-1: 9 February 2018, SDC Hosahalli.

Basic Jewellery Design Program was launched for the first batch at SDC Hosahalli.

Women are known to be creative, but in India, we have assigned them a task of rearing kids and catering to the needs of the family. So we at Zav have identified their latent talent and design a one month Jewellery Design course which can help them to be an independent person and start living their own lifestyle. In this program we start by the basics of jewellery designing and once they have completed the course, we provide them with the raw materials to prepare their designs and then these jewellery designs are sold through various online portals and the exhibitions, all the profits are then utilised for Kaushalya initiative. This course has resulted in the creation of an industry which is self-sustaining and enriched the lives of thousands of women who took this course.

Creativity is the way I
share my soul with the
world

By Brene Brown

KAUSHAYLA

WEDP- Women Entrepreneurship Development Program; December 2018

After the completion of the diploma work, seeing their progress and skill, we will give them 2 options.

The primary would be to join the factory near our centers to earn living out of the skills that they have learned, and second is to create a program in which these women will go under comprehensive training of the skills like Literacy, Numeracy, Self-Development and Entrepreneurship Development.

This will also include the facilitation of loan if a student is looking for starting her own venture.

Swayam Launch and Exhibition; January 2018.

Women enroll themselves in this group and sew cloth bags, Zav also collects merchandise from the city which acts as a raw material for these women.

Beautiful jewellery, cloth bags and paper bags facilitated by these women and are sold under the brand name 'Swayam' by Zav foundation and all the profits are utilised for this Kaushalya initiative.

A virtual platform of Swayam online Facebook store has also been initiated.

We will help her set up the business, handhold her for first 6 months and give basic coaching regarding the same.



RE-GURU

Re-GURU; 22 December 2017, CHORD Hyderabad.

For 3 years, we have been successful in conducting 'Re-Guru' sessions in schools, colleges, NGOs and government aided schools, essentially to train the teachers across the country and equip them with the modern tools and techniques. We also

We believe that Student's cannot gain wisdom unless they live their knowledge, in order to facilitate this experience, we have devised the basis of several practical unconventional methods, that facilitate students, to develop themselves and grow into successful individuals capable of designing their own path.



make teachers capable of effectively teaching large populace of students of the current generation. With the changes in the learning technique, there is an immense need for the teachers to update their teaching techniques. We run programs on various topics such as tools and techniques that can be implemented in the classrooms, formative and summative assessments, creating rubrics, communication skills, problem-solving, decision making and a few more.

Teaching Training for Bridge and Regular Schools at CHORD Hyderabad:

This program of teacher training for bridge and regular schools was organized at Chord Hyderabad for the first batch.

"True teachers are those who use themselves as bridges over which they invite their students to cross; then, having facilitated their crossing, joyfully collapse, encouraging them to create their own."

YOUreka

Youth Leadership Initiative; 4 February,
Graphics Era University, Dehradun

In 'YOUreka' initiative we try to involve students, working professionals from all possible industries.

The idea of this program is to engage the participants with various leadership activities and acquaint them with qualities that one should possess.

Purpose of this initiative is to meet gather a group of graduates and working people to discuss and brainstorm on various pressing issues that the country is facing.

The length of these programs spans from 1 day to a maximum of 6 days depending upon the need.

YOUreka: Understanding self and others
MBTI Way at Graphics Era University,
Dehradun

Many experts like Bill Gates, Warren Buffet believe that Leadership will become the most important skill of 21st century, So the best investment now is to invest in this skill of governing people in such a way in order to get the maximum out of them.

YLP provides a platform for both college going students and professionals to acquire the leadership qualities. In this program, all the participants are trained using creative methods such as group-discussion, meditation and experiential learning under the guidance of professionals in the field. Under this program of understanding self and others- MBTI way was conducted at Graphics Era University, Dehradun.

Many students who had done this shared in their reflection feel that it has brought a radical change in themselves, and their perspective of public speaking from fear to confidence. They have steer pass all their fears in our program and thereby broken their shell to become a confident human being who has created a niche for himself in this World.



PRAYATI



Prayati- First Aid Kit Distribution; 9 February 2018, Saksham Jaipur

Health is the most important thing, but it is saddening to see that it is often compromised in these underprivileged sections, these people often neglect their health, and some of them who are aware of its importance, don't get the medical facility in time, due to poor medical infrastructure in those areas. Through this initiative, Zav aims at providing a healthy life to the community especially to the underprivileged.

We strongly believe that prevention is better than cure and thus conduct several programs under this initiative.

Under the banner of 'Prayati', first aid kits were distributed at Saksham Jaipur. Other programs conducted by Zav are

Awareness campaigns

It can be about health issues or healthy practices for example awareness about the ill-effects of smoking and drinking and various disease like cancer caused due to this.

Health check-up camps

It could be holistic check-up camps or related to any particular organ like Eye and Dental Check- Up camps are also organised.

Drives

It could be a blood donation drive or any other drive.

The idea of this initiative is to facilitate various health-related programs to support the community that we work in.

This initiative has helped these people to understand the importance of health and has also radically transformed their thinking on many health issues.

Health is not valued till sickness comes

INTERNSHIPS-ZAV BANGLORE

We provide a platform for young minds to intern with us for a social cause. As all Ngo's success is hardly possible without the young enthusiastic and fresh minds that join us and support us in many of our initiatives.

It's good to see that today's youth is motivated to do something for the society, and Zav foundation takes the immense privilege to provide them with the opportunity to live up their dream and turn them into better human beings.

Zav is happy to announce that this year they were able to successfully roll out 8 batches of internships throughout the year under the guidance of Mr Aman Jain.

Mr Aman Jain is a person who has great knowledge in the field of training and development. His knowledge in identifying the person and guiding him the best enriching experience for an intern.



ANNUAL BOARD MEETING- ZAV BANGALORE

Annual meet of board members was held at Zav Foundation, Bangalore. The meeting was held to address various issues that Zav faces in the initiatives and also to devise an entire structure of the implementation of these phases.

There were 4 quarterly board meetings held discussing various plans for measuring the progress and the various milestones that Zav has achieved and also to discuss future programs.



Productivity is never an accident. It's always results of good teamwork