



Pardada Pardadi Educational Society



Rural Development through Education, Employment & Empowerment of Girls and Women.

Creating changemakers since 2000

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An ode to Renuka



Renuka Gupta: 02.03.1965-18.05.2021

“Immortality is to live your life doing good things and leaving your mark behind.”

Our resident superhero and beating heart of Pardada Pardadi left for the heavens on 18th May 2021. But what she left behind is a legacy that shall empower us to carry out the rest of PPES’s journey with the same zeal and compassion. We are more than honoured to have the opportunity to take forward her dream and make it manifest in a way that’d make her proud. She not only made us dream for a better world; she showed us that it can be done.

A story of Strength, Passion, and Resilience

“A strong woman is one who feels deeply and loves fiercely. Her tears flow as abundantly as her laughter. A strong woman is both soft and powerful; she is both practical and spiritual. ...
“A strong woman loves, forgives, walks away, let’s go, tries again, and perseveres... not matter what life throws at her.”

These words perfectly describe how she came to be the beacon of hope for countless women. With compassion in her heart and resilience in her being, Renuka fought until the end as she did in life, and she has left a massive hole in all our lives. She was a loving, caring, determined and wonderful woman who’s like we will not see again.

Although her body is now at peace, her spirit and her legacy will live on in the thousands of lives that she touched, it will live on in our hearts as we continue her mission of creating a socially just and fair society for those less fortunate than ourselves.

Here’s one for the hero, the icon and to her profound existence. You shall live with us in memory and in effort. We promise not to rest till we deliver you your dream.

All of our students and the alumni mourn the loss of Renuka who nothing was short of being a mother for them. With grief and yet hope in their hearts here’s what they had to say as they remember the one who changed their life beyond their dreams. The one who gave them wings and taught how to fly.



Mission



Rural development through education, employment and empowerment of girls and women.

Vision



To facilitate the creation of a socially & economically empowered model for rural development.

Meet our Board Members



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President



Geeta Athreya
Secretary



Santosh Raghu Shetty
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Sister Organization of PPES

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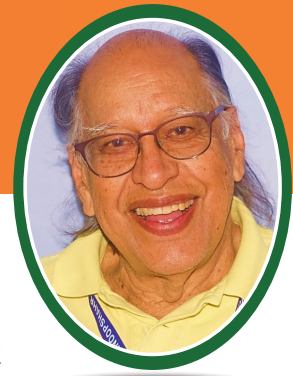
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-



Founder's Message



Dear PPES Family,

As another year passes, I have taken time to reflect on the last 22 years. When I stepped down from my role in Dupont I had no idea where we would end up, but I had a vision and with Renuka at my side we built the organisation from the ground up to what you see today.

In my musings, I look fondly back on the last 22 years seeing how we have grown, how we have developed and how we have supported thousands of girls and women to become independent, free thinking and financially independent.

However, as many of you know it has not always been plain sailing, we have had our ups and our downs, faced many obstacles and challenges but we have always persevered and delivered on our mission of delivering rural development through education, employment and empowerment of girls and women.

Over the last 22 years we have grown, learned, adapted, and found many more ways to deliver on our mission. It has been a pleasure to see the organisation evolve from just a school with 24 girls and 2 education and 2 vocational teachers into an organisation that employs over 125 staff and directly or indirectly impact over 125,000 beneficiaries, including over 2500 girls in school.

When we have seen a need for support, we have created a program to address the issues and improve the lives of the women in the local communities. We saw that the community women didn't have access to funds or government support; so, we set up the community development division to manage the Self-Help groups. We saw that access to medical facilities was a challenge; so, we set up the Prana Health centre to deliver medical support to those most in need. We saw that there was a lack of employment opportunities for the women; so, we set up IVillage the Economic Empowerment program.

We are constantly looking for opportunities to grow and increase our outreach.

I have and always will be extremely overwhelmed by the teams' ability to adapt and push on, to overcome all challenges and obstacles that arise whilst working in one of the most traditional and challenging states in India.

One of the biggest challenges that we have faced both on a personal and professional level was the loss of Renuka, who succumbed to the Coronavirus on the 18th of May 2021. She was the beating heart of the organisation, my confidant and friend for the last 21 years and her loss has been and will be felt for many years to come. It is with a heavy heart that I say farewell to a friend who was my rock.

'Gone but never Forgotten'

However, I know that she would want us not to mourn her, but to celebrate her life and continue with the work that she dedicated her life to. With the worldwide Covid pandemic appearing to come to an endemic phase, a quote by Thomas Fuller gives me revitalised hope.

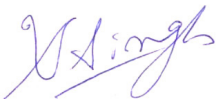
He wrote that "The darkest hour is just before dawn".

It is with this in mind that we look to the future with renewed hope, dedication, and vigour to continue our work to impact the lives of the girls and women of Anupshahar.

At this point I would like to thank all the team for their hard work over the past year, you have kept together and your dedication to your work has been exemplary.

I cannot sign off without acknowledging and thanking Lokender Pal Singh the President of the Board, who stepped into the role of interim CEO. He steadied the ship, went above and beyond to provide guidance and support to all whilst managing his other responsibilities.

I speak on behalf of every student, teacher, administrator, volunteer, and family member of PPES when I would like to share our thanks to each and every one of you for your unyielding and continued support over the years, especially over the last couple of years during the COVID-19 pandemic. It is only with you that we can continue to build a better future for our daughters.



Virendra (Sam) Singh

Founder, Pardada Pardadi Educational Society



President's Message



Dear All,

Whilst the last year has been disarraying with challenges and obstacles which we have overcome, we have continued working tirelessly to improve not just the quantity but also the quality of the programs, as the saying goes 'bigger is not always better' and there has been a concerted effort from all teams to work towards enhancing the quality of the various PPES programs.

The dedication, determination, resolve, and creative thinking of the PPES family have come to the forefront especially over the last year under the most challenging of circumstances. We have lost loved ones, been confined to working from home, and been put under pressure to deliver and overcome situations out of our control. The team has more than lived up to the challenge and has carried themselves with pride.

We are so proud of our girls who have shown such resilience and determination not to allow the circumstances to alter the course of their journey. They have diligently studied at home and adapted their approach to learning by utilizing new technology all whilst supporting their families who have struggled to provide the basic needs required to not only survive but to thrive. It is the fire in their spirit that keeps our hopes alive, making us stronger. To further add more girls to the school, we have started the expansion plan for the building. The first phase of the construction has already started, which will cater to 500 more girls in the new academic session.

Moving forward, PPES wants the girls to have better aspirations providing them with necessary exposure through an integrated holistic approach that does not limit their learnings to just basic education and somehow enables them to get passing grades and be satisfied with routine low-paying jobs. To unleash the hidden talent and potential of each girl and give them all the necessary platforms we have moved forward with introducing Education Transformation and Digitalisation program. This integrated curriculum will provide a platform for exploring non-academic interest areas as well as help in improving the girls' academic learning and retention levels through innovative learning methods.

As one of the most challenging years for PPES ends, it helped us to witness our own unfathomable capacity of resilience and our capacity to come together and face the direst of circumstances. I would like to applaud the resilience shown by our SHG women in setting up micro-enterprises, pulling themselves and their families from the challenges faced due to the COVID-19 pandemic. With this in mind, we express our heartfelt gratitude for the support that you have provided over the years. Your intent and commitment to helping the ones who need it the most is something that we hold in high regard.

On behalf of the entire PPES team, students, and Self-Help Group (SHG) women, we would like to thank you all for your relentless support, guidance, and encouragement.

Warm Regards

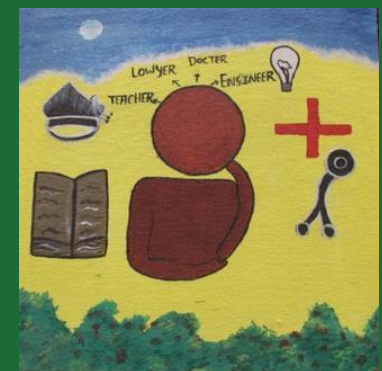
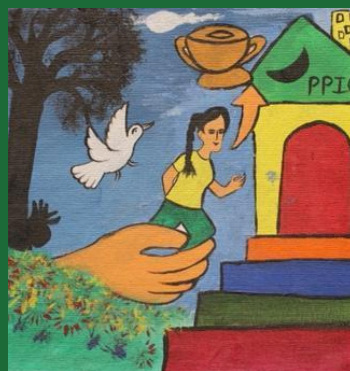
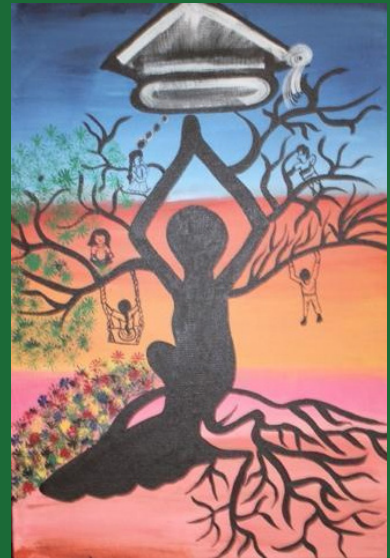
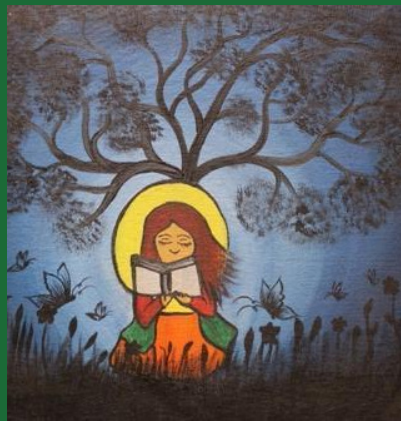
Lokender Pal Singh- President
Pardada Pardadi Educational Society

Our Footprint

We have:

- Had **4500 girls** enrolled in the school from the sections of society where the school enrolment rate is between **10-26%** till **FY 2022**.
- Had an impact in **120 villages** and impacted **57,450+** direct beneficiaries and 300,000+ indirect beneficiaries impacted till **FY 2022** through various programs.
- **800+** girls complete 10th grade
- **450+** girls pass out from 12th grade.
- **144+** girls enrolled in Higher Education and professional courses.
- **145+** girls got into full time employment.
- **6000** women directly signed up as members of the 550 Self-Help Groups
- Assisted the managing of **4400** women and **440** Self Help Groups enrolled in the National Rural Livelihood Mission (NRLM)
- Providing employment to over **35** women in the IVillage Production centre.

Expressions through ART



PPES Model Introduction

The Seed that was Planted that Grew & Our Mantra and Model

After many years living and working around the world, Virendra 'Sam' Singh was appointed as President and Managing Director of Dupont South Asia and began to spend more time in India, which is where he saw the disparity between the opportunities that had been afforded to him and his daughters and those living in his native country. His eyes had been opened to the neglect, the subjugation, the abuse, and the lack of opportunities open to women and girls in his home country. He saw the huge gulf between urban and rural, the extreme imbalance of those who have those that don't.

This was when he took the biggest decision of his working life, one where his friends and colleagues thought that he was going crazy, and he decided to take early retirement to focus his personal resources, time, and efforts for the betterment of society.

In 2000 he laid the foundations of his life's purpose and Pardada Pardadi Educational Society (PPES) was born and for the last 22 years, with the support of a dedicated team he has been working towards improving the lives and prospects of young girls and women in his ancestral hometown of Anupshahr, in the Bulandshahr district of Uttar Pradesh, India.

The goal was and has always been to uplift society and setting about creating a model that would achieve this goal. It was agreed that the best possible way to do this was through holistic education and so the backbone of PPES was created. The vision comprised of providing these girls free access to the best quality holistic education which could transform not only their prospects but also elevate the status of women through India.

As we look back at the journey of PPES that spans across two decades, we see how it has catalysed the growth of the rural female community by simultaneously growing its own scope in terms of interventions and action areas. As we have grown, we have better understood the issues that are faced by these women and so when a problem area was identified we created a program to address it and now our holistic model is comprised of 4 major programs:

- Holistic Education for girls
- Women Empowerment
- Health & Hygiene
- Economic Empowerment

All programs seamlessly work together and complement each other to create a broad spectrum of sustainable change for those who are from the most marginalised sections of society.



The Rationale and Data

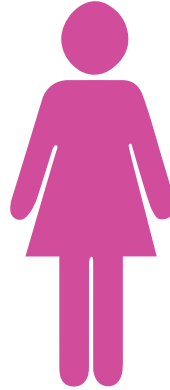
There is no denying that the society we live in is far from equal and at one of the ends of implicit inequality lies the rural female child. Both poverty and patriarchy results in their socio-economic marginalization and in turn they are denied any opportunity to empower and uplift themselves out of this predicament. Throughout their lives they remain dependent on men for their livelihood and in turn lead lives that are marred with repression, abuse and neglect. Girls are seen as a burden on the family and investing in their education is treated as a lesser priority. In case of a resource crunch, girls are the deprived section in the family structure where their needs are often not met at all.

The major cause for this remains a complete lack of access to quality education and it has been proven that education is the greatest vehicle to alleviate and rebalance this inequality. It is only through combined and coordinated efforts that we as a society can enable these women to become self-reliant, financially independent and free from centuries old subjugation, providing them the opportunity to lead independent and dignified lives.

In our geographical area of operation in the state of Uttar Pradesh is known for being one of the most patriarchal, hostile and difficult states to operate in, in India. This has been the case for generations and due to the gender imbalance, it is unfortunately still the case today. Uttar Pradesh is the most populous state in India and in the 2001 census the gender ratio F-M was 898-1000, and in 2011 it was 912-1000 so we can see that this imbalance has been levelling out over the years but there is still so far to go.

Sex Ratio in Bulandshahr District

896 females



1000 males



THE REAL PICTURE



Estimate shows that for every 100 girls in Rural India, only 1 reaches the school

About 3 million girls are out of school in India



Most girls in rural U.P. drop out of school because of lack of toilets, marriage or work

More than 61% girls in rural U.P. never enrol in school

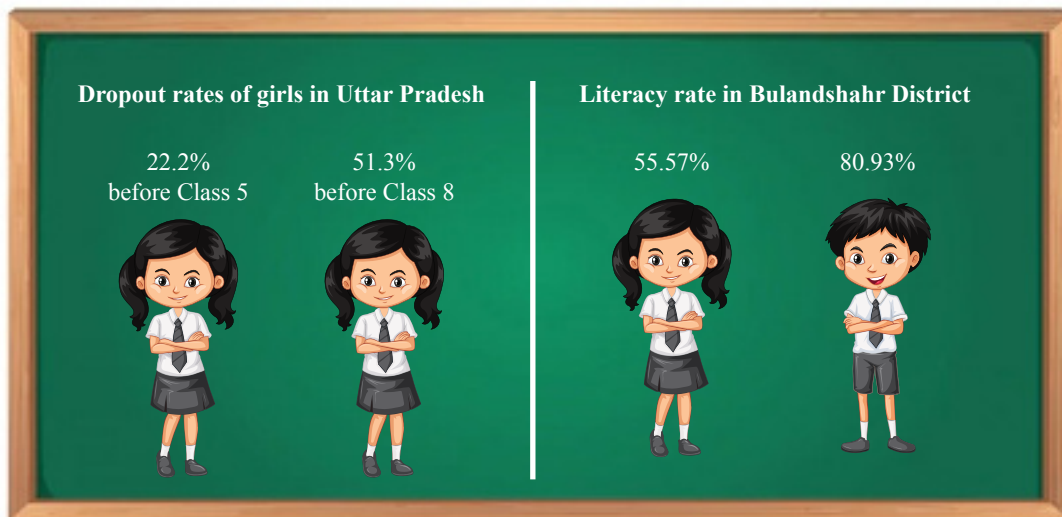


Up to 72% girls in rural U.P. get married or engaged before the age of 18 years.

53% of those enrolled drop out before completing standard 8th.



However, these figures do not paint a fair reflection of the on-ground reality, girls and women are still subjected to abuse, neglect and are often forced into situations that are detrimental to their health, wellbeing and prospects. In most villages of Western Uttar Pradesh, girls aged 14 and above do not go to school due to persisting rural gender stereotypes such as girls should get married into another household and eventually won't contribute to the household, so investing in their education is a waste! According to the ASER report, they lack the expected learning levels as well.



Our education programme aims to address the above-mentioned problems to ensure that the girls and women of Anupshahar are not just educated but are financially independent and socially empowered individuals who can stand up for their rights and needs.

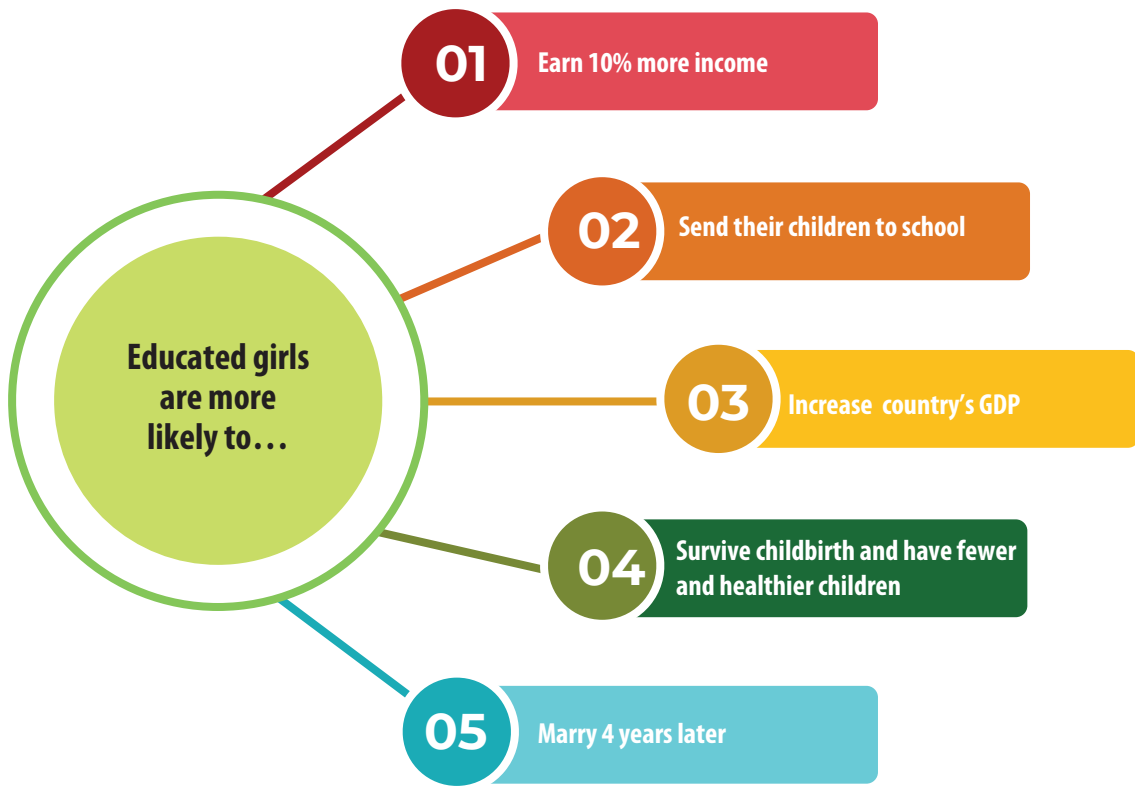
The Ripple Effect – Our theory of change

One of the challenges that we face as an organisation is the timeframe in which we work, this has an impact on the ability to fundraise but also the speed in which we can see an impact and improvement in the lives of the end beneficiary.

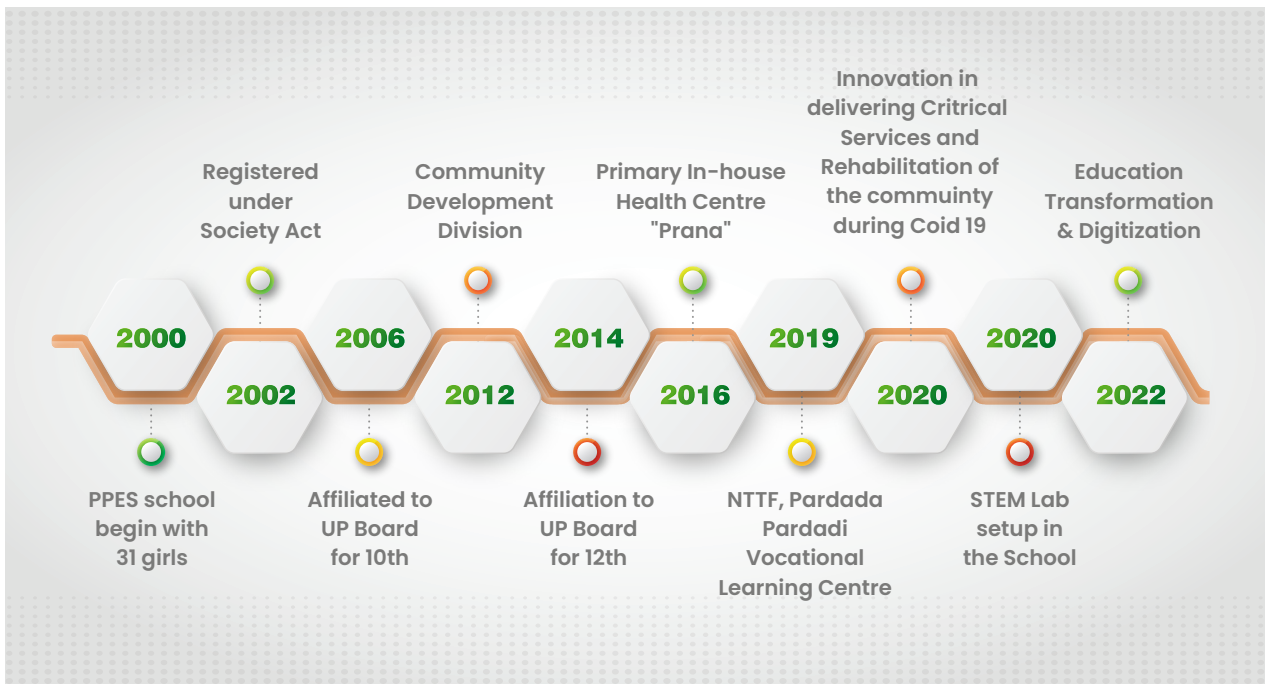
With the nature of the work that we are doing, that of educating young girls and women, in addition to their brothers, cousins, uncles and fathers in the community the change is a slow, gradual, painful, and almost imperceptible societal change in attitudes. Our aim is to create a generational shift so that our students' grandchildren don't face the same obstacles as their forbearers have done. We have been in operation now for 22 years and we are slowly seeing the fruits of our labours, our 1st, 2nd and 3rd batch students are now in the workplace, in good jobs and choosing their own paths and following their own dreams. The return on investment is huge but it doesn't happen overnight, we are in it for the long-term future of the country.

This also impacts on our ability to fundraise, as where we source our donations from; corporates giving partners, foundations, and individuals, all want to see a return on their investment. They want to see that they have contributed to the betterment of society in an impactful way, and that their contribution has directly reached the end beneficiary. We of course know that this is the case, and we are proud of our transparency, but our donors and partners have boards and shareholders to report to and have to justify their rationale for donating to our cause.

The long-term benefit of our program can be summed up in 6 very simple statements. That if educated the rural girl is more likely to:



Our Major Milestones

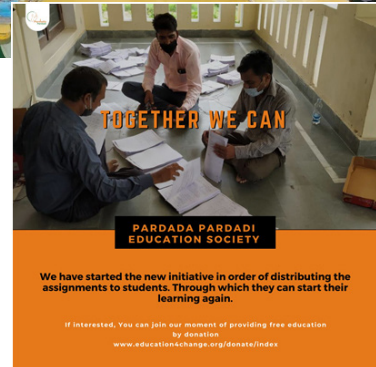


The Education Program

The School: The unfazed commitment and drive to Educate

As we look back over the last year, we have a lot to reflect on, to learn from and be thankful for, thankful to the teachers who have yet again have gone above and beyond to deliver education to their students, to learn new skills and methods of teaching. We are thankful for the trust that the students and parents have put in us, knowing that what we do, we do for them. That they have been understanding and flexible, that they have under the most challenging of situations have continued to be studious and supportive of each other and have yet again shown their resolve and resilience.

After a disrupted year with multiple closures, and reopening the school is now fully operational and we have welcomed all our students back into the classrooms. Although restrictions have been lifted by the local government, we still are conscious that COVID is still present and so we regularly sanitise the classrooms, buses, have hand sanitation stations around the campus and administer random temperature checks to ensure the health of all our students and staff. We are also adhering to the social distancing and COVID-19 protocols where possible and ensure that our students are always wearing masks.



In Face of Adversity

As we know education has been the most adversely hit area amid the pandemic. Despite the hardship, PPES continues to improvise and innovate to ensure the continued educational support that our students require. PPES has been carrying out active engagements and building more channels of social communication to ensure that the process of growth and empowerment of the girls continues to point towards a bright future. As a major step in this direction, we have gone forward with the distribution of assignments and other educational material in each of the villages.

Innovate to Empower

Even though we are trying our very best to mitigate the disruption to our girls' studies by delivering workbooks and reading materials on a fortnightly basis, there is no substitute for face to face learning. This is where our commitment to innovate to empower comes in. Knowing that the students of classes 10th and 12th are at the most crucial stages of their education and academics, we have provided



them tablets so that they can take online classes effectively and achieve their dreams, coupled with digital pedagogy initiatives. We have distributed 500 tablets in the second stage to the senior school inclusive of 6th to 12th grades.

Education - A Continuous Process

Despite the adverse circumstances of the pandemic, PPES ensured that there was as little disruption to the process of providing education to our girls. We accomplished this via various undertakings from the school's end which included zoom classes, WhatsApp online classes, worksheet distribution to girls, books and stationery distribution and providing tablets to students of class 10th and 12th.

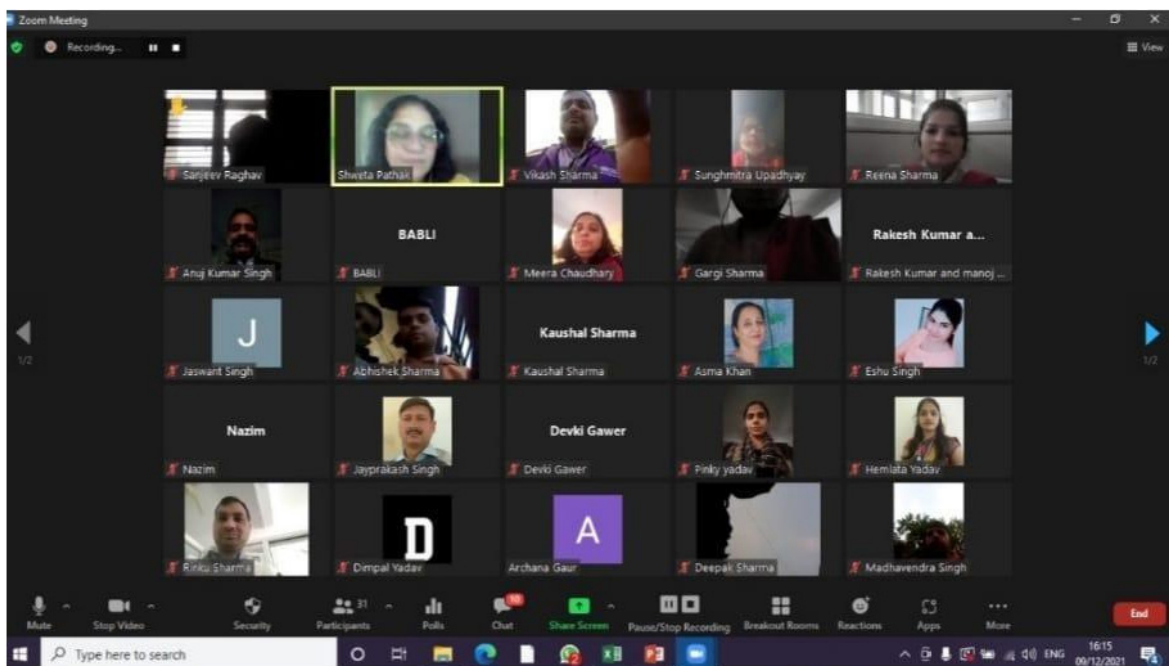


We held an interactive training session for class 12th students provided by CSRBOX, a leading CSR knowledge and impact intelligence-driven media platform for the development community.

English Winglish Training Program: Towards a better future!

We are delighted to announce that Tech Mahindra Foundation partnered with us to train primary, senior teachers & the admin department to make them more fluent in English communication & a Pedagogical technology program called 'English Winglish'. The 1st batch with 35 participants commenced from 4th December for 15 days.

Tech Mahindra Program



Safety - A Priority

One priority that the team all agreed upon was the physical and mental safety of our students, it was paramount to ensure that although we were not physically able to check on them that we put in measures to be able to check in on them virtually. We initiated a safety attendance protocol and buddy system to ensure that we maintained contact with them. Our teachers took a daily register of the students who were absent for the day and if a student was not present for more than three days then our team would go and visit them in their villages to ensure that they were ok and what the reason was for their absenteeism and if there was any support that they required.

We also instigated a buddy system where the girls in the same villages looked out for each other, and if one of them was in danger or ill then the buddy would reach out to their teachers or the outreach workers who would then take the appropriate action.

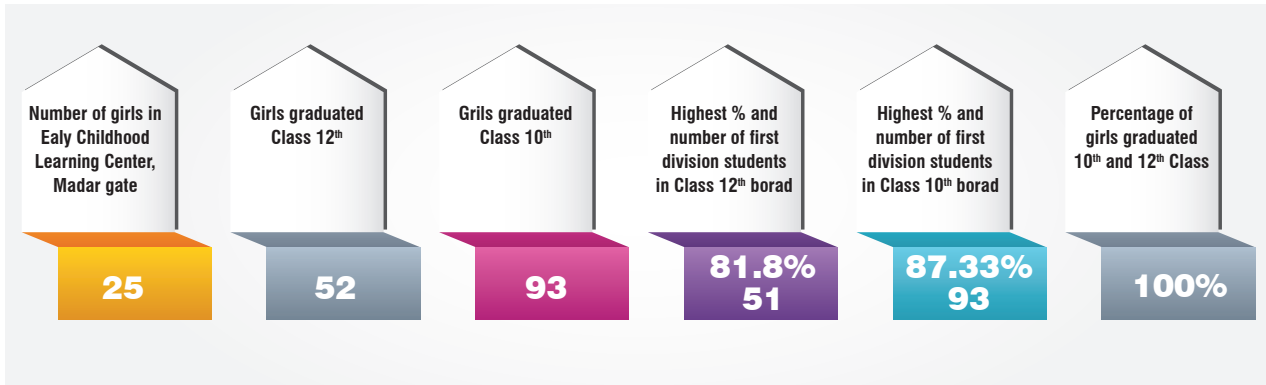
Stopping Child Marriage

For generations the practice of child marriage has raged throughout India and it has led to the continued subjugation of women, ensuring that they don't have a voice and can't follow their dreams. It is a practice that ensures that women are beholden to their male family members and can't contribute to the socio-economic development of their community or country.

UNICEF estimates that each year at least 1.5 million girls under the age of 18 get married, making it the home to the largest child bride population in the world. Nearly 16% of adolescent girls aged between 15-19 are currently married.

PPES has been working actively for many years in our community of Anupshahar to abolish this practice, and we have been successful in slowly changing the mindsets of many villagers and we have seen a reduction of child marriage. Unfortunately, over the pandemic we have seen an increase in this practice but when it does raise its ugly head, we at PPES have the team and connections to stop it before it reaches no return. We are proud to say that we have managed to intervene in many cases over the last year.

Academic Results



After one of the most challenging years in our history where we had to adapt, change and become a very fluid and flexible organisation in order to deliver on our primary goal of education we are extremely proud to say that yet again that our PPES girls have achieved a 100% pass rate of the 10th and 12th grade examinations.

This success could not have been achieved without such determination, dedication, understanding and team work from all the administration, the teachers and the students. The COVID pandemic dictated that we had to pivot from our traditional methods of paedology to an online model which required upgrading the skills of both the teachers and students. The results are a testament to how well everyone adapted to the new reality, and as we slowly return to normal, we have seen the future of what our teaching model should look like.

Out of the 64 12th grade students that appeared in the board exams this year they achieved a 100% pass rate, with 61 receiving a grade of 1st division and 3 receiving 2nd division. A massive congratulations to all the new graduates and we wish you all the success in the future.

A special mention must go to 3 students mentioned below who lead the way in results. Congratulations for aiming high and achieving your goals.

12th GRADE HIGH ACHIEVERS



Out of the 104 10th grade students that appeared in the board exams this year they achieved a 100% pass rate, with 104 receiving a grade of 1st division and 1 receiving 2nd division. A massive congratulations to all you and we are excited to help you continue your growth and education with us in the next couple of years.

A special mention must go to 3 students mentioned below who lead the way in results. Congratulations for aiming high and achieving your goals.

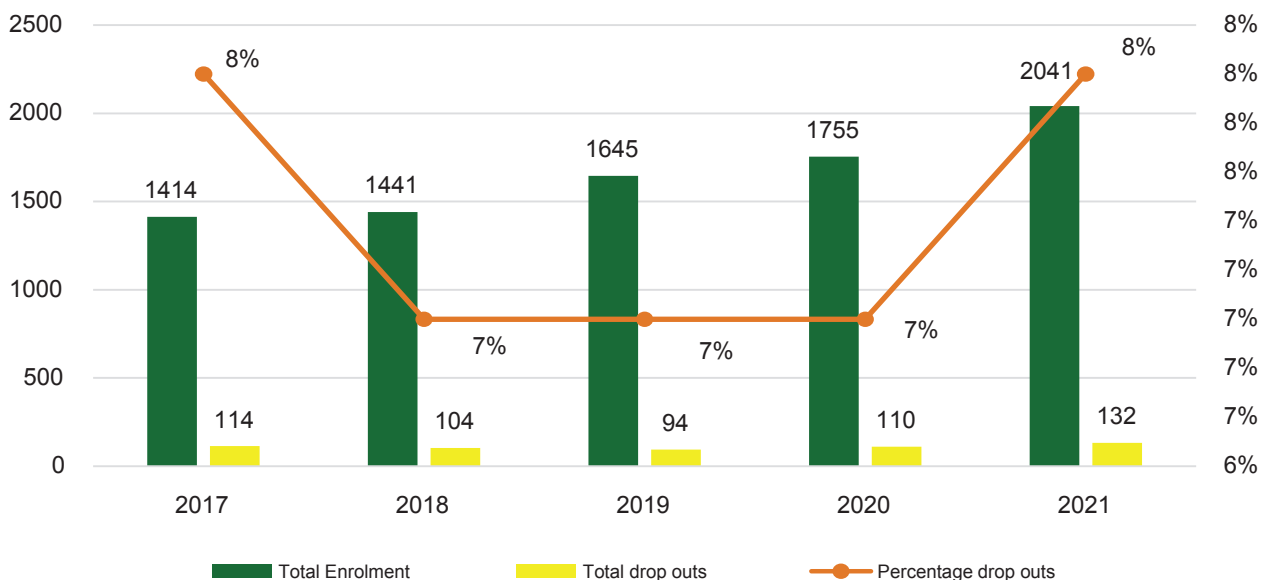
10th GRADE HIGH ACHIEVERS



Dropout Rates

In addition to the results produced by the students, another key indicator on the success of the school and what we are trying to achieve is the percentage increase or decrease of the dropout rates of the students of the school. Over the last ten years we have had a steady decrease in the percentage of students dropping out. This is due to the great work that our counselors do and how they connect with and sway the parents and students to stay in school.

Drop Outs-FY 2017 to 2021



As you can see from the table above all though the number of dropouts is higher than we would like to see, as our aim is to have a 100% retention rate, the fact that we have still maintained below a 10% rate over the last 5 years whilst enrolling an additional 627 students gives credibility to the work that we are doing. It also gives a clear indication of the determination of the girls over the last three years to not let outside factors hamper their education as they have stayed the course during the COVID pandemic.

Year	Total Enrolment	Total dropouts	Percentage dropouts
2012	1221	134	11%
2013	1279	147	12%
2015	1288	136	11%
2015	1330	130	10%
2016	1382	160	12%
2017	1414	114	8%
2018	1441	104	7%
2019	1645	94	7%
2020	1755	110	7%
2021	2041	132	8%

Educational Transformation: Restructuring & Developing the Education System for a Better Tomorrow

Our mantra of 'making our girls financially and economically independent' has been the driving force for the last 22 years, and we have supported hundreds of girls through their secondary education, higher education and into employment. We have many girls working in many industries across India in such jobs as nursing and hospitality to name a few, however we believe that we can go one step further which is why we have implemented the Pardada Pardadi Educational Transformation Program. This program has been set up with the purpose to strengthen our education system by levelling up the academic and education standards of teaching to further enhance our ecosystem to allow the best and brightest to succeed.

In order to implement this we have engaged a strategic advisor to guide us on this process and we have also partnered with the Akash Institute to improve and implement monitoring and grading systems by taking advantage of their database management systems in order to provide a child-specific insight toward improvement.

We are developing a system that identifies the students with the aptitude, the determination, and the character to succeed in some of the most formidable positions across fields of engineering, medical, administration and defence forces. The idea is to provide these students with the academic support and guidance to access the top higher education institutions which will give them the additional qualifications to be successful in the industries. We have yet to have a PPES graduate become an MBPS doctor, an engineer, or an armed forces officer, and this is what this program aims to rectify.

We of course are still working with all our students and providing the education, support and guidance that they require in order to succeed, to go onto higher education and into employment. We are also providing additional support and training to our teachers to improve their skills and abilities to deliver on this program.

Digitisation of the school Campus

One of the hardest hit sectors during the pandemic was education, the lockdowns made it almost impossible to deliver quality education, but it affected none more so that the underprivileged and remote students. The lack of access to IT hardware made it almost impossible for us to deliver quality education to our students but it did highlight to us the benefits of combining traditional pedagogy with more modern techniques and that we have a small IT infrastructure that needs improvement.

The reality that technology now plays such an important role in education cannot be ignored and so we have committed to integrate the technology into our everyday teaching, bringing the latest resources and innovations to the forefront. This commitment will provide our students with the tools, skills and knowledge that will better serve them in their future careers.

Sports

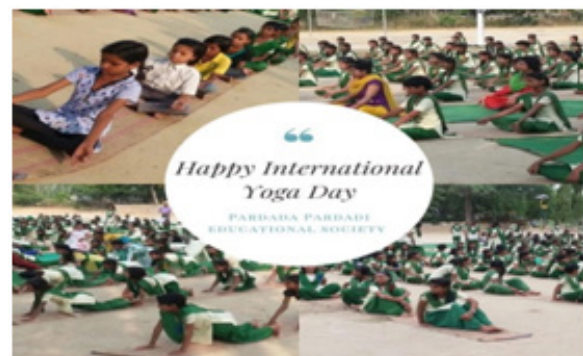
PPES believes that sport is a great education tool and that it is also a great leveller. The benefits and skills that are learned through sport cannot be underestimated; it improves health, it teaches teamwork, humility, respect and fair play. We encourage our students to be competitive and strive to win but also that winning is not everything, playing within the ethos of the sport is also integral to the game.

Many sports coaches use the phrase 'you learn more from losing than winning, you learn how to keep going' it teaches our students that no matter the knocks that you take on the way you must dust yourself off and learn from your experiences.

Sport teaches you to be respectful of your coaches, your teammates, and your opposition and how to manage your emotions. Be magnanimous in victory, and graceful in defeat is one of the most underrated sayings in the history of mankind and is something that we try to instil into our students.

Yoga Day

One of the most powerful tools to fight against stress and anxiety is yoga. Yoga not only helps us to get physically fit but also strengthens us mentally. For young minds yoga paves a way to mindfulness, quality sleep, positivity, and strength. That is the reason why we have inculcated yoga in our student's timetable.



8 students & 1 teachers went to Dribble Academy Noida for basketball training on 28th Jul'21

25 of our students were selected for NCC camp while also playing an active part in the Vriksharopan drive.



Swarnim Maitri Half Marathon- Nandini pride of our school

With the concept of holistic education being central to the organisation, sports have emerged as a domain where PPES girls continue to excel and exhibit exemplary performances and results across the board.

To commemorate Swarnim Vijay Varsh, the Indian Navy conducted Swarnim Maitri Half Marathon in Delhi on 19th December, under three distance categories viz 21.1 km, 5 km & 10 km 42 girls from our school participated in this event. Nandini won 2nd position in the 5k category.



The event was flagged off in a staggered manner in groups of 100s by senior Naval, Army and Airforce officers. Thousands of runners from all over India, Delhi NCR, all three Commands of Indian Navy and defence forces personnel & families participated in the event.

Sansad Khel Spradha - Proud moment for PPES Girls

Sansad Khel Spradha was organized in Bulandshahar. Kendriya Mantri Mrs. Smriti Irani inaugurated the program. She encouraged the youth to play sports as it is an integral part of the overall development and growth of an individual. The competition was organized between 12 blocks of Bulandshahar and held at Khlor Stadium of Khlor Village. Our girls from PPES participated in the KHO KHO competition and won the trophy along with a cash prize of 50,000.



Tough Runs Don't Last, Tough Runners Do

48 of our girls participated in the Advance India Projects Ltd (AIPL) marathon which was organized on the occasion of Women's Day (8th March 22). Performing exceptionally across a whole range of activities, their victory stands as a beacon of female empowerment, strength, and resilience.

10K CATEGORY Winner

Bulbul of Class 10, Aged 15

1st Runner-Up: **Sakshi** of Class 12, Aged 18

5K CATEGORY Winner

Nandini of Class 11, Aged 15

1st Runner-Up: **Radha** of Class 11, Aged 15

2nd Runner-Up: **Priyanshi** of Class 11, Aged 15

3K CATEGORY Winner

Tanu of Class 8, Aged 13

1st Runner-Up: **Komal** of Class 9, Aged 13

2nd Runner-Up: **Madhu** of Class 9, Aged 13

Higher Education

With our ever-increasing number of students graduating 12th grade it is inevitable that the number of them going onto higher education increases and with that comes great success. With our desire to eventually educate over 5000 students on an annual basis, the number of students going on to higher education institutions will exponentially grow in line with this and we foresee that higher education will become a department with a team in place to manage all aspects of their time pursuing degrees or professional qualifications.

2012	5	9	25	7	5
2013	19	9	95	20	18
2014	13	26	65	10	9
2015	16	18	80	15	14
2016	7	19	35	4	4
2017	35	16	175	16	16
2018	29	10	145	16	16
2019	40	8	200	21	21
2020	32	1	160	1	1
2021	41	11	205	3	3
2022					
Total	262	138	1346	131	124

When the students get to the 10th grade, we start to provide them counselling sessions in their personality development lessons, this is where we discuss with them their preferences on what they would like to go on and study or what they want to go onto next. We provide counselling sessions to them and their parents and interactive sessions and placements with corporates so that they get an insight into the workplace

PPES in conjunction with GENPACT started the 'Super Sunday Series with class 12th students in July 2021 with the aim to give online lessons on the following topics:

- **Employability & Job readiness**
- **Soft skills and Leadership skills**
- **Physical and Mental Wellbeing**

Some interesting and relevant topics like behaviour management and adolescent care were taken up and followed up with a series of interactions by the girls. One of the discussion points was how behaviour Management in the past, was viewed as a way of disciplining students so that they were more likely to conform to the standards expected of them. But now it is about supporting learners to make positive choices that are conducive to learning. This project is a step towards PPES's aim for the holistic development of PPES girls.

PPES is proud to share that 2 of our girls, Ashwani and Sakshi were selected for the TechBee – HCL's Early Career Program, which is an exclusive job program for students looking for financial independence after completing 12th grade. Candidates undergo 6-12 months of training and earn a stipend of INR 10,000 during the internship, who are then hired for full-time IT jobs with HCL.

Shrishti - I am studying in class 11 at PPES. Since I joined this school, I have gotten many opportunities, the chance to complete my education and achieve my future goals. Because of my school, I have participated in many half marathons and football tournaments. I really enjoy sports, especially football. I am very thankful to PPES for giving me this golden chance.

A Proud Moment for PPES

One Girl named Reema went to United States under a Community college initiative program for a one-year Scholarship



Capital Expenditure and Building Work

Even through all the trials that we have been faced with this year, we are not standing still and are looking to the future. We are further developing our campus and facilities to increase our capacity and provide the required support for all our efforts of educating these young women. One of the key requirements that we have is the number of classrooms needed to accommodate our aim of educating an additional 2500 students.

Renuka's Memorial Building

In October 2021 we broke ground on the 1st phase of a multi-year building program to increase the capacity of the school by around 500 students. With the loss that we all experienced and in memory of her lifelong dedication to the betterment of society the building has been named 'Renuka's memorial building. And on the day of our Annual Function the foundation Stone was revealed by our chief guest the honourable Ms Aman Preet, joint director of the Income Tax department and our Chief Guest the Honourable Mr.SK Narwar the Chairman of capital India.



In this 1st phase we are building 12 classrooms which will be able to accommodate around 500 new students and below are our architects' drawings and designs of the new building.

Indoor Play Area- With Support From ICF

In addition to Renuka's Memorial building we have also with the support of ICF built a world class indoor play area for our primary school students. These play areas have been proven to be successful in aiding the development of motor skills and are an excellent venue to take the kids to, where they can have fun, be active, learn through play and most importantly play in a safe, clean, and colourful environment.



Gearing up for multipurpose sports ground

Sports are an incredibly important part of the holistic development of a child, it gives our students the opportunity to do their best and learn sportsmanship. With this belief, PPES has started the construction of a multi-purpose sports activities ground to give more opportunities to our girls to play. The ground will include a volleyball court, cricket pitch, hockey ground, and a running track.

PPES Changemakers

Believe in yourself and you will be unstoppable

Kirti, Manchal, Soniya and Monika, the four sisters belong to Khalour village of Anupshahar. They were from one of the few progressive families of the locality where girls are encouraged to pursue college education and become financially independent. Their father Indarpal studied till class 12th, and he was determined to educate his daughters and son equally. Indarpal had set an example in his village by educating all his daughters and son.



The eldest sibling Kirti graduated from Pardada Pardadi School in 2013. After that she pursued Computer Engineering from N.T.T.F (Nettur Technical Training Foundation). After finishing the course Kirti joined a Multinational IT company in Mumbai as an IT analyst. Manchal is pursuing Post Graduate Diploma in Apparel Manufacturing Technology from Apparel Training & Design Centre, Greater Noida. Soniya is pursuing BSc. Biotechnology from Banasthali University, Rajasthan. Their youngest sister Monika has appeared in class 12th Board examination in March 2021. Monika is truly inspired by her elder sisters and is now pursuing a general Nursing course from Santosh Medica College.

Their father Inderpal owns a traditional stone mill (chakki) and he used to earn his money by grinding wheat grains to make 'Atta' (flour) of the neighbourhood people. Although Inderpal wanted to give quality education to his daughters, he was reluctant to send Kirti for higher education in Bangalore as his income was not sufficient to bear all the academic expenses. The Pardada Pardadi School team counselled him and convinced him to send her for further education. All the sisters got financial assistance from the institution to complete their higher education.

Kirti said, "I am so grateful to my school. Here I learned to dream and believe in myself. Our School made the rural girls strong willed, determined, and courageous to follow our hearts. I am so happy because of this wonderful school we are following our dreams. My two sisters are studying in big cities and they will soon start earning. The youngest one is also determined to be a courageous and independent woman. This is only possible because of the years of training that we received in the school".

About Sakshi

Born on 30 March 2008, Sakshi is currently studying in class 9 at PPES. She feels grateful and joyous in coming to school on the cycle provided by PPES. She passed class 8th with 53 percent. She loves Studying and wants to become a doctor when she grows up. She loves to play sports. She is extremely good at table tennis.

While speaking her thoughts she expresses her fascination about computers. She says, 'I am really happy to get the opportunity of working with them and learning more about them once again thanks to the school's computer lab and teachers. She further stated, 'Having a mobile tablet has really helped me to excel at completing my homework as well as improving my preparation for exams as it provides the ability to clear our doubts at any time even when we are at home.



About Muskan



Born on 23rd May 2006, Muskan is currently studying in class 10 at PPES. Given the distance of her village from the school, she is using a bus for coming and going back to school. She's one of the many beneficiaries of the transportation facilities provided by the school. She passed her 9th class with a passing percentage of 58.57%

Her mother, Rabiya is a Housewife. Her father, Noor Mohammad earns his living as a Carpenter. She has four siblings and her family belongs to the village of Sunai. Her father studied till class 10 and her mother till class 5.

She has exceptional drawing skills and also has a particular knack for winning at board games. She wishes to become a doctor when she grows up.

I am glad to have the support and resources that the school provides for extra-curricular activities. I am happy to have the opportunity of enhancing my drawing skills as well as taking part in other activities like theatre personality development, dance etc.



I am also blessed to get access to computers and tablet as because of it, we are able to receive education even if we are not at school. The use of smart TVs is great as it makes classroom learning really interesting.

A day in the life of a PPES girl- Samreen



Girls in rural India are considered a burden to their families and looked down on by their communities. They face harmful gender stereotyping and an insidious patriarchal culture. Even playing sports or riding a bicycle are considered suitable only for men.

At PPES, we empower young women through transformative education and believe there's a better way. We encourage our pupils to choose education over household chores and independence over marginalisation. Above all, we give our students confidence.

Samreen, a 17-year-old PPES student, outlines a typical day to highlight the PPES difference: "I get up at 4 am and meditate before helping my mother and riding my PPES bike to school. People often stare because in my community only men are believed to be capable of operating a vehicle.

"I arrive at school at 8:20 am making sure I am always on time. At the assembly, we all take the daily pledge not to marry before the age of 18 and to complete our higher education to become financially independent.

"As the day progresses, we attend lectures and after the first three classes, we get a healthy snack. I enjoy this time with my friends: we talk about our homework and giggled together.

"My favourite subject is English because it gives me confidence when I speak in public and I can teach it to my younger siblings. At PPES I feel I am not only getting an education but also learning about different sports.

"I love sports, especially tournaments. This contrasts with a community stereotype which says girls can't and shouldn't play sports. My friend is very good at sports, but in her school, girls aren't represented at all in tournaments. I am so lucky that PPES encouraged me to play sports from a very early age.

"At the end of the day, I finish lectures, thank my teachers, and ride home. Once there I change and help my mother with the dinner and other household chores. After dinner, I finish my homework.

"I feel my school is different from my friends' schools. I learn about personal development, health, hygiene management, and the legal system, all of which make me feel empowered and independent.

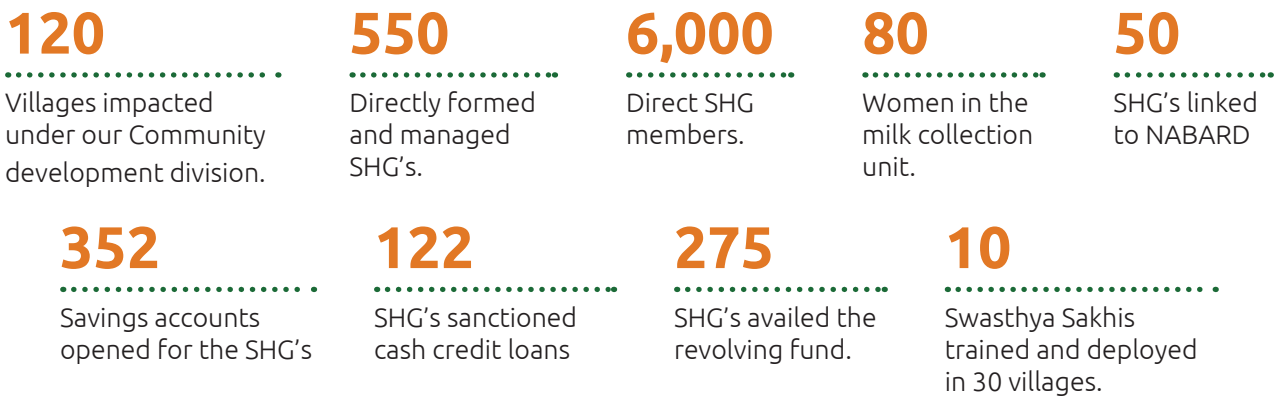
PPES girls like Samreen exemplify a new type of rural Indian woman. Women who are independent and confident, happy and successful. And all through the power of education.

Community Development

As our Mission states, “Rural Development through Education, Employment and Empowerment of girls and women’ and no rural development objective can achieve without involving and engaging with the local community. It is only from within that real change can happen and if we don’t have the support of the end beneficiaries it is going to fail. In a community where girls and women are often overlooked, and denied any chance to become financially independent, free thinking and not at the mercy of the male members of the family there is a shining beacon called PPES, which has become a name they can trust and know will do the right thing.

We are so proud of the Community development division. It has gone on to become a source of advice and support to 1000’s of women in Anupshahar, providing them with the tools to become independent and access to the support that they desperately need and are entitled to.

We now have increased our footprint on from last year.



Over the pandemic period the communities in which we operate have been hardest hit due to the geographic and demographic nature of Anupshahar, it is not an area with a high-density population or job opportunities. It is a rural community spread out over a vast area, it is an area where most of the population either are internal migrant labourers or are subsistence farmers. This presented a huge challenge for our community development team, there was a sustainable increase of support required within our community.

One of the key issues was the loss of employment in the urban and industrial centres, which dictated that many of the workers lost their employment meaning that they could not survive in their current situation and therefore had to return to their home villages, putting an increase on the already limited resources that the families had, whilst not been able to earn an income. It became a downward spiral further into poverty and debt.

Another factor that contributed to this was that over this period, movement was limited to stop the spread of the virus, which hindered many of our beneficiaries from being able to sell their produce. Many of our SHG members are subsistence farmers and they relied upon being able to get to the local markets to trade. The restrictions on movement and the farmers strike made it nearly impossible for them to earn enough money to support their families.

However, though the situation was awful for our members, PPES’s interventions ensured that wherever possible we supported them, either through ration distribution, medical aid, or financial support.

Towards Financial Independence

Within our community, many people have a tumultuous relationship with money and how to manage their finances properly. That is why to empower the women and girls of our villages we run regular classes to educate them on financial literacy and management of their personal finances. We encourage all our women and girls to look outside the box for opportunities to further improve the situation and many have taken this to heart and started a business, which requires proper financial management.



We are so proud of all our entrepreneurs who have taken this challenge on.

To further develop the financial literacy of our SHG members in collaboration with Vision Education and Training Society, Aligarh and Association of Mutual Funds in India, PPES organised a workshop on Financial Literacy.

Financial literacy training can provide the knowledge and skills to manage money effectively. Rural women should know effective finance management to achieve economic stability. It is crucial because financial independence leads directly to socio-economic empowerment and becomes the bedrock to practice individual autonomy.

The endeavour is perfectly in sync with the overall ethos of the organisation to provide holistic upliftment to the women from under-privileged sections of the community.



Our endeavours beyond the school

With the COVID cases within India on the rise, we took measures to ensure that all our beneficiaries and staff are safe by providing them with sets of surgical masks. Face masks are the first defence against this dreadful virus. However, we are determined not to stop us from delivering support to those that most need it.



Solar Charkha Unit': Bright Opportunity

Under the MSME ministry, there is a solar charkha mission by the central government. In which it's a plan to set up solar charkhas. Each charkha will have 25 units. The guidance and financial support will be given by Khadi gram Udyog, once the products are ready, Khadi Gram Udyog will take and give the daily wages to women working in the charkhas. Under this plan one charkha unit at Fatehpur village in Anupshahr has already been established. This presents a golden opportunity for our SHG women in terms of employment and economic upliftment.



On the field- A step towards building progressive villages

CDD is working to improve and increase the family income of SHG members through farming & non-farming activities. For the same, they have identified ten villages for the first phase, with a timeline of six months.

The SHG members have been involved in agriculture since the very beginning of the CDD but they have been using traditional methods. Seeing this CDD identified two farmers in each selected village to provide them with a demo plot of a small piece of land to demonstrate the full PoP (Packages of practices) described by the agriculture scientists of wheat crop to minimize the cost of farming and to increase its productivity.



They also conducted a joint meeting with the Panchayat Heads (Gram Pradhan) of the ten identified villages to involve them in the convergence of SHG families with the government's welfare schemes.

Our Endeavours Beyond the School

Through the rehabilitation and livelihood generation project, 350 SHG members have opened micro-enterprises and are contributing to their family income. Below are some examples of some of the brilliant women entrepreneurs that have been supported

Servesh from Pari SHG, started a cosmetic shop by taking a loan from her SHG. She is now independent and setting an example for other women.

Manju from OM SHG runs her tea stall which has made her financially independent and a prominent decision-maker in her family.

Rumali from Laxmi SHG is weaving her dreams of being financially independent and doing her bit to save the planet by weaving used clothes into artisanal rugs!

Health and Hygiene

As a phrase goes “health is Wealth” and good health is key to being able to be productive, improve your opportunities and contribute to your society. With our commitment to provide quality and holistic medical provisions to our staff, community, and students we are proud to announce the appointment of a MBBS doctor towards the beginning of the calendar year.

The continued fight Against COVID

Vaccinations are one of the key tools in the battle to ensure the health and wealth of our team, the students, and the community that we serve. This precautionary intervention has been integral to maintaining the continuing operations of all PPES programs.

We are proud to say that by the end of the year we have fully vaccinated all our team members and their families, in addition to the 593 students of the correct age profile at the school. At the school campus we have run multiple vaccination drives for the local community to receive their shots and in addition to the work done by the CDD, who organised additional camps running in 4 villages.

In addition to the vaccination camps and health awareness lessons we have also continued to distribute facemasks to our students and community, maintained social distancing and continued to have sanitation stations around the campus.

To date we have supported the vaccination of community members, and we are confident that the uptake will continue, and we can deliver more vaccinations to more of our local community.

Cervical Cancer Vaccination Drive

Cervical cancer is the 4th most common cancer in women and 2nd most common cancer in women living in less developed regions. Seeing the adverse effects caused by it in women, PPES, keeping our commitment to the well-being of our students we organized a cervical cancer vaccination program, and with the support of ICF we have fully vaccinated all our 12th grade students.



Voices from the school

SAKSHI - 12th Class Student

I did not know anything about cervical cancer. I am grateful to ICF for taking this initiative and raising awareness about such a crucial issue. I am more than grateful to PPES for organizing this vaccination drive for all of us.



SONAM - 12th Class Student

I study in class 12th and had never heard of Cervical Cancer. We also had an awareness generation interactive session about the topic before the vaccination drive. The vaccination is expensive, and I am very thankful to ICF and PPES for getting us vaccinated.



Workshop on Menstrual Cups

Menstrual hygiene practices can prevent women from contracting infections in the reproductive and urinary tract. In India, menstruation is surrounded by myths and misconceptions with a long list of “dos” and “don’ts” for women. Menstruation is still clouded by taboos and socio-cultural restrictions resulting in adolescent girls lacking knowledge and remaining uneducated of the scientific facts and hygienic health practices, which sometimes results in adverse health outcomes.



Therefore PPES, supported by GENPACT and Dr. Anuradha, a leading gynaecologist still continues its mission to break these taboos and to educate our students, and provide them with the correct products to safely manage their menstrual health. We did this through multiple sessions and regular health classes.

In addition to the regular sanitary pads, we distributed 250 menstrual cups to the girls of classes 10-12 and ran a workshop highlighting the benefits of using menstrual cups and increasing their awareness regarding the various facets of female hygiene and the benefits of this product

Community interventions

Throughout the year we have tried to continue delivering on medical interventions within the community however with the movement restrictions, and difficulties in operating in such a rural area we were not able to run our MMU year round, but we are proud to say that even with these difficulties the MMU was running more often than it was not, and with the support



Economic Empowerment

Marching Towards Financial Independency

The economic wing of PPES, IVillage gainful livelihood opportunities for rural girls and women, Unskilled and semi-skilled women are given on-the-job training in stitching, hand embroidery, and machine embroidery.



- The number of women employed in the IVillage production center: 35
- At present, production units are working in Anupshahar, making dolls for Dumye - an organization, which makes peical dolls specifically for children who have not been spoken for.
- Thanks to bulk orders from Shahi Exports for the procurement of corporate diaries we were able to create more jobs and employment opportunities for women to work at IVillage, our economic empowerment wing.

Social Gatherings & Visits

Under normal circumstances PPES is a very sociable organisation, we love having visitors to our campus, we love taking our girls on exposure trips and volunteers filling our classrooms with knowledge but with the situation that we found ourselves in it has not been the case for such a long time.

After the 1st quarter of the year the restrictions eased and we were allowed to bring the students back to school and have social gatherings, which has brought a smile to many a face, not just our students. It is such a joy to be on campus seeing our students running around with smiles on their faces playing sports, attending classes, and enjoying each other's company.

Some of the highlights from the year are:

PPES Annual Award Ceremony and Retreat

PPES hosted its Annual Award Ceremony on 23rd October 2021 and celebrated the day by taking part in some team building activities and fun games allowing the team to blow off some steam. It was also an opportunity for the management to recognise the dedication and hard work of the team for their dedication and hard work under the most strenuous of times. The ceremony was held at Delta 105 Manesar, and it was a fun day all round. Due to the pandemic, we were unable to host the event last year and so we combined the last two years of awards.

The day ended with the official part of the proceedings where the management presented awards to those who had served PPES with distinction and those who have gone above and beyond in service of those less fortunate than themselves. The number of awards presented are too many to name individually due to it been a combined ceremony, but below highlights the complementary dedication by all our team.



Glimpses of Annual Day Celebrations at School

On the day of our Annual function, we were joined by the Honourable Ms. Aman Preet IRS (Joint Commissioner Income Tax, New Delhi) and Mr. S K Narvar, Chairman Capital India, who inaugurated the foundation stone of the Renuka Memorial building. Our honoured guests were entertained by our students who put on a fantastic show comprising of musical talents, drama and cultural activities showcasing the development of our students and organisation.



Women's Day Celebration

On International Women's Day, NCC in collaboration with JP vidya mandir organized a day-long event. It was aimed at celebrating the cause of women's empowerment in the domains of socio-economic upliftment and financial independence along with highlighting the embodiment of resilience in women. The day comprised of various competitions for girls in the domain of art, dance, and debate wherein many of our girls from PPES actively participated. Shivani and Preeti, two of our most talented students, stood second and third in the art competition respectively. Also, the NCC team from Anupshahar organized a Ganga River Cleaning rally in collaboration with PPES, wherein 22 cadets from our school took part.



Financial Reports

PARDADA PARDADI EDUCATIONAL SOCIETY

Malakpur Road Anupshahr, District Bulandshahr (U.P.)

Balance Sheet as at March 31, 2022

PARTICULARS	Schedule	Amount (Rs.)	Amount (Rs.)
		As at March 31, 2022	As at March 31, 2021
SOURCES OF FUNDS			
Restricted fund	1	122,998,687	122,981,667
General fund	1(a)	65,681,999	54,544,881
TOTAL		188,680,687	177,526,548
APPLICATION OF FUNDS			
Fixed assets	2	48,428,030	45,762,629
TOTAL		48,428,030	45,762,629
CURRENT ASSETS, LOANS & ADVANCES			
(a) Cash & bank balances	3	162,078,837	146,798,663
(b) Loans and advances		31,549,861	25,049,761
TOTAL		193,628,697	171,848,424
LESS: CURRENT LIABILITIES & PROVISIONS			
Net current assets	4	53,376,040	40,084,505
TOTAL		140,252,657	131,763,919
TOTAL		188,680,687	177,526,548

For Significant accounting policies and notes to accounts: Refer Schedule 17
As per our report of even date

For S.R. Batliboi & Co. LLP
Chartered Accountants
Firms registration number: 301003E/E300005

For and on behalf of the Board of
Pardada Pardadi Educational Society

Anil Gupta

per Anil Gupta
Partner
Membership No. 87921
Place: New Delhi
Date: September 30, 2022



Tokesh
Trustee

Anita Sharma
Trustee

Date: September 30, 2022

Media Coverage

Coverage of PPES intervention during COVID-19 pandemic



Helpline, masks, ration kits from Pardada Pardadi

The Civil Society Magazine

<https://www.civilsocietyonline.com/spotlight/helpline-masks-ration-kits-from-pardada-pardadi/>



Ongoing Crisis May Push Adolescent Girls into Early Marriage or Work

IndiaSpend

https://www.indiaspend.com/ongoing-crisis-may-push-adolescent-girls-into-early-marriage-or-work/?fbclid=IwAR058DAgWqpqygq3NnFEZCrGX5gubi5PmM3WD1i2mKYQzGzWa4LRD3_EGs

“The Covid-19 pandemic has posed disproportionate challenges for the country’s rural populace. Amid these testing times, the PPES management and staff are leaving no stone unturned to ensure the health and wellbeing of our girls as well as the local community. Our staff have demonstrated excellent collaboration and team work to ensure uninterrupted learning for our students and provide humanitarian aid to the most vulnerable groups in the community.”



– **Renuka Gupta**, CEO, **Pardada Pardadi Education Society**, Anoopshahr (Uttar Pradesh)

Covid-19 Challenge- Pardada Pardadi Educational Society

Education World

<https://www.educationworld.in/covid19-challenge-pardada-pardadi-education-society/?fbclid=IwAR1dhaZudPj0mUceE2hIkZgEmi5-57SnjpmEPBn11npffM1ZvCrlTovdcX4>

TOGETHER WE CAN



Opportunities have been created particularly for women – as, in a time of crisis, women are especially vulnerable. A village in Anupshahar started to produce face masks by employing 200 women. Within this short period, they have produced 1.7 lakh face masks.

NGOs Provide Healing A Touch In COVID-19 Afflicted India

Spark.Live

<https://spark.live/read/ngos-provide-healing-a-touch-in-covid-19-afflicted-india/>



Communities produces thousands of Masks

The Times of India

https://timesofindia.indiatimes.com/home/sunday-times/community-produces-thousands-of-masks/articleshow/75223775.cms?utm_medium=referral&utm_campaign=iOSapp&utm_source=WhatsApp.com&fbclid=IwAR2Pb2z-wQZP5ZplUiRWLEnol1DqoW0JsCngxRx0fs8a7dW6GRiwrvAd9-c



Pardada Pardadi Educational Society.

How School Girls From This Uttar Pradesh Village Stopped Child Marriages During the Pandemic

News18

<https://www.news18.com/news/buzz/how-school-girls-from-bulandshahr-stopped-child-marriages-during-the-pandemic-2880517.html>



COVID and child marriages: How minor girls are fighting back in West UP

Asiavillanews

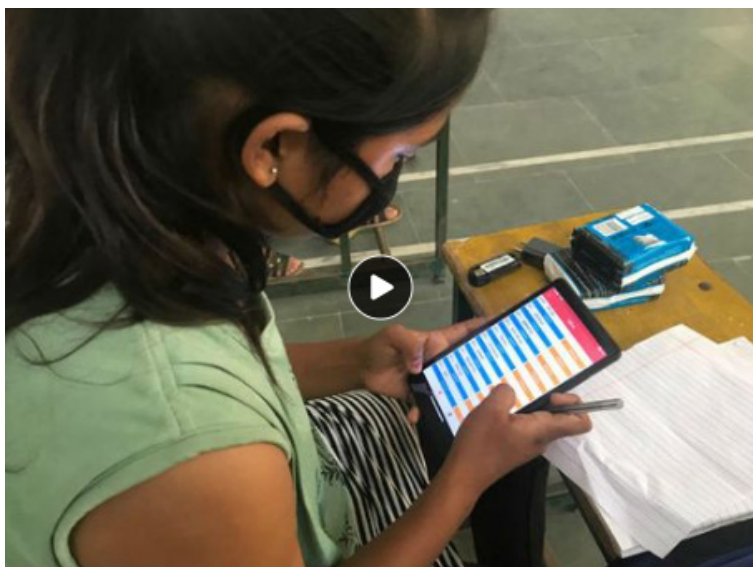
<https://www.asiavillanews.com/article/how-covid-is-surgin-attempts-of-child-marriages-in-west-up-59012>



Ground report: Child marriage has increased due to lockdown

Bhaskar

<https://www.bhaskar.com/db-original/news/ground-report-child-marriage-has-increased-due-to-lockdown-127732740.html>



Pardada Pardadi School Is Providing Free Education To 1600 Poor Girls With Facilities Like Public School

Bhaskar

https://www.bhaskar.com/db-original/news/pardada-pardadi-school-is-providing-free-education-to-1600-poor-girls-with-facilities-like-public-school-127739036.html?_branch_match_id=836507714152420664&utm_campaign=127739036&utm_medium=sharing



Soch India Ek Kranti on youtube.

https://www.youtube.com/watch?v=bR9bl2_u57Y

Recognition

For the fifth year in a row, PPES won the prestigious GuideStar accolade. This is an award that recognizes Non Profit Organizations that practice and voluntarily demonstrate their transparency and accountability in the public domain. Under this, PPES was awarded the “PLATINUM TRANSPARENCY AWARD”, the highest transparency award for NGOs.



www.guidestarindia.org.in

Ask for our Due Diligence Report for details.

GuideStar India Certifications: Platinum, FY 2015-16, 2017-18, 2018-19, FY 2019-20
Subject to validity of registration under IT, FCRA and registration as NPO



WORLDWIDE LOCATIONS

HEADQUARTERS



New Delhi, India

Pardada Pardadi Educational Society
Address: 114 B Ground Floor, Khirki Village,
PO Malviya Nagar, New Delhi-10017, India
Email: communication@pardadapardadi.org
Ph: 011-29542524

OPERATIONS CENTRE

Anupshahr

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