



ANNUAL REPORT
2015-2016

 **ICICI Foundation**
for Inclusive Growth





ICICI FOUNDATION FOR INCLUSIVE GROWTH

ICICI Foundation for Inclusive Growth (ICICI Foundation) was founded by the ICICI Group in early 2008 to continue building upon the ICICI Group's legacy of promoting inclusive growth. The Foundation works on high impact projects that are sustainable and scalable with predefined exits. ICICI Foundation works in partnership with governments, leverages the capacities of local NGOs for implementation of its initiatives and adopts a direct intervention model for skill development.

MISSION

To be a leading institution for the promotion of inclusive growth in India by contributing to the key enablers required for widespread participation in economic opportunities in the country.

VISION

We will promote inclusive growth in India through focused initiatives in the identified areas including primary healthcare, elementary education, skill development & sustainable livelihoods and financial inclusion.

WHERE WE WORK

- Primary Healthcare
- Elementary Education
- Skill Development & Sustainable Livelihood
- Financial Inclusion



Message from the Chairperson of the Governing Council, ICICI Foundation for Inclusive Growth



At the ICICI Group, we believe that for growth and development to be effective, it should lead to wider access to inclusive growth opportunities and benefit a broader section of society. To realise this vision, the Group through the ICICI Foundation for Inclusive Growth (ICICI Foundation) aims to create opportunities, which will ultimately lead to higher incomes, improved quality of life and self-sustenance for those at the bottom of the pyramid.

Women play a very critical role in economic development as well as the overall well-being of the family - the poorer the family, the greater its dependence on women's labour and income. However, gender gaps have limited the participation of women to only one-fourth of the national labour force and often to low-paid informal employment.

From a development perspective, increasing the participation of women in the workforce has a direct impact on the nation's gross domestic product (GDP). Towards this, last year ICICI Foundation's initiatives aimed at improving access to productive resources and social capital, essential for women to graduate from low-income survival activities to formal labour markets.

As a growing economy like India requires a large and

skilled workforce, skill development forms a key component of our strategy to promote inclusive, participative growth. Last year, we expanded our flagship skill development initiative, ICICI Academy for Skills, to launch training centres to tap the large talent pool of young women outside the economic mainstream. In fiscal 2016, ICICI Academy for Skills through its 22 centres, including 10 all-women centres, offered job-oriented training and livelihood opportunities to over 25,000 youth, of which 10,000 are women.

In addition, ICICI Rural Self Employment Training Institutes (RSETIs) in Rajasthan provide training in locally-relevant trades to rural youth, especially women, to help them move from casual labour and distress self-employment to wage employment or set up strong, viable businesses. Last year, we trained over 15,000 youth, of which 7,500 are women, through ICICI RSETIs in Jodhpur and Udaipur.

As of March 31, 2016, ICICI Foundation had trained over 60,000 youth through its skill development initiatives and by March 2017, we aim to achieve a milestone of training one lakh youth.

We also launched GiftALivelihood, a referral programme which expands the concept of giving to include opportunities for self-sufficiency through ICICI Academy for Skills. Under this programme, people can refer deserving candidates to ICICI Academy through www.giftalivelihood.com for free vocational training so that they can earn a sustainable livelihood and lead a life of dignity.

ICICI Foundation continues to support programmes that are aligned with development priorities of improving access to primary healthcare and elementary education. Through partnerships with the state governments of Rajasthan and

Chhattisgarh, ICICI Foundation is striving to deliver child-centric learning environments in government schools in these states. The reforms focus on increasing women's contribution in decision-making in schools by promoting active participation of mothers in school management committees (SMCs), creating supportive and child-friendly learning environments while developing 250 Right to Education (RtE) compliant demonstration schools. Last year, we worked closely with local communities to construct separate toilets for boys and girls in 100 schools in Chhattisgarh to increase enrollment, attendance, health and learning outcomes in these schools.

In the area of primary healthcare, the ICICI Foundation has successfully demonstrated a strategy of convergent and collective action to reduce child under-nutrition in Rajasthan's Baran district. This involved creating an ecosystem for efficient delivery of health and nutrition services through institutionalising of Mother & Child Health and Nutrition (MCHN) day, developing the Anganwadi Centre (AWC) as a nodal point of delivery, creating a convergent system of co-ordination between frontline workers (FLWs) and encouraging the active participation of women from the community.

We remain committed to contribute to inclusive, participative growth in India through our initiatives.

Chanda Kochhar

Chairperson of the Governing Council,
ICICI Foundation for Inclusive Growth
and Managing Director & CEO, ICICI Bank

“Last year ICICI Foundation’s initiatives aimed at improving access to productive resources and social capital, essential for women to graduate from low-income survival activities to formal labour markets.”

Message from the President, ICICI Foundation for Inclusive Growth



Last year, ICICI Foundation for Inclusive Growth broad-based its efforts to reach out to underserved communities across India to build their capacities to contribute to the economic prosperity of the country. Recognising that skill development can play a significant role in ensuring sustainable livelihood and reducing poverty and inequality, ICICI Foundation scaled up its skill development initiative, ICICI Academy for Skills, to empower underprivileged youth, especially women across the country.

Within an accelerated timeframe, ICICI Academy for Skills has set up 22 training centres that can train 30,000 youth annually. Of these 10 centres are exclusively for women, to enable young women with no access to formal employment markets to overcome socio-cultural and economic barriers and become important stakeholders in India's growth story. These centres are designed as women-friendly centres run by women trainers and staff, have convenient timings and are based in convenient locations.

ICICI Academy for Skills' training model focuses on building true marketplace competencies in partnership with industry leaders. This year, ICICI Academy offered 13 diversified skill training

programmes to meet the requirements of India's growth sectors.

Last year, we launched the GiftALivelihood programme to provide a platform to millions of social media users across Facebook, Twitter, LinkedIn and YouTube to participate in the ICICI Academy initiative through meaningful referrals of candidates. Under this programme, people can refer eligible candidates to ICICI Academy through www.giftalivelihood.com and help them get training so that they can earn a sustainable livelihood and lead a life of dignity.

Since its inception in 2013, ICICI Academy has trained over 36,000 youth with 100% of the trained youth securing jobs in the organised sector through participation of over 800 companies across industries.

ICICI RSETIs in Jodhpur and Udaipur focus on catalysing higher productivity and micro entrepreneurship among rural communities through a holistic model of skill development, market and credit linkages. ICICI RSETIs have already trained over 38,000 rural underprivileged youth imparting skills required for the local economy and facilitating self-employment and employment for the trained youth.

We have set ourselves the target of training over 1 lakh youth by FY 2017 to address the urgent need to meet the skill development challenge facing India's economy.

Under our systemic initiatives, we build capacities of local communities and women, empowering them to participate in institutional strengthening processes. Through our partnerships with the Governments of Rajasthan and Chhattisgarh under the School and Teacher Education Reform

Programme (STERP), we have been effecting changes at the school-level for better learning outcomes which includes building active SMCs with the participation of women, developing child-centric teachers and learning materials, developing a conducive and welcoming school environment as well as supportive monitoring systems. We also constructed separate toilets for boys and girls in 100 schools in Chhattisgarh under the Swachh Bharat-Swachh Vidyalaya Programme. Post training support, the SMCs of these schools have taken up the task of ensuring utilisation and maintenance of these toilets to realise the programme objectives.

In the area of primary healthcare, we adopted a collaborative approach with local community members and female FLWs to build effective public systems to deliver quality and timely maternal and child health and nutrition services in Rajasthan's Baran district. The Poshan Marg software developed to support the process of growth monitoring by enabling stakeholders to track the nutritional status of children aged 0-5 years has been adopted by the Department of Women and Child Development, Government of Rajasthan for implementation beyond the pilot. An impact assessment study conducted at the end of the pilot project revealed comprehensive improvement in the nutritional status of children in the project area through significant improvement in the delivery of Integrated Child Development Scheme (ICDS) services to prevent and manage child undernutrition.

As you read our eighth annual report, I invite you to share your thoughts on developing paradigms for promoting inclusive growth through collective action.

Write to us at info@icicifoundation.org

Saurabh Singh

President of ICICI Foundation
for Inclusive Growth and
Senior General Manager, ICICI Bank

"ICICI Academy's training model focuses on building true marketplace competencies in partnership with industry leaders."

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सर्दी खांसी और जुकाम,
बच्चे को ठीक कर रखो पूरा आराम।

गिनती 1 से 100 तक

1	11	21	31	41	51
2	12	22	32	42	52
3	13	23	33	43	53
4	14	24	34	44	54
5	15	25	35	45	55
6	16	26	36	46	56
7	17	27	37	47	57
8	18	28	38	48	58
9	19	29	39	49	59
10	20	30	40	50	60



पोषण मि

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आम्राना फल का रस पीना
या ही लंबे वक़्त तक
रोगों से बचाव के लिए
बहुत फायदेमंद है।
इसके अलावा यह फल
बच्चे को पचने में मदद
करता है।
इसके अलावा यह फल
बच्चे को पचने में मदद
करता है।

PRIMARY HEALTHCARE

In the area of primary healthcare, our goal is to improve the delivery of health services to women and children from remotely located and low-income families.

STRENGTHENING CONVERGENT ACTION FOR REDUCING CHILD UNDERNUTRITION, RAJASTHAN

Overview

ICICI Foundation in partnership with the Government of Rajasthan implemented a three-year pilot project across 253 Anganwadi Centres (AWCs) in Shahabad and Kishanganj blocks of Baran district, which was later scaled up to 494 AWCs in November 2014. The pilot aimed to improve the nutritional status of children aged 0-5 years through the prevention, management and treatment of undernutrition.

Project Impact

A summary of the impact assessment study findings is given below:

- There was an improvement in the nutritional status of children under 5 years during the project period
 - Reduction in severe underweight (SUW) children (0-3 years) from 26% at the start of the project to 12% at the end of the project
 - Similar reduction in SUW children (0-5years) from 28% to 11%
- Growth monitoring of children aged 6 months to 3 years increased to 99% from 20% during the project period
- Take Home Ration (THR) consumption increased in children who have started weaning from 31% to 63% during the project
- As per baseline data, 23% of women, having children aged over 6 months, were getting THR which increased to 94% in endline
- Awareness about services provided on MCHN days at AWC increased from 52% at the start of the project to 97% at the end of the project



Highlights

- MCHN days were institutionalised across 494 AWCs resulting in growth monitoring of children and referral of undernourished children to Malnutrition Treatment Centres (MTCs)
- 186 Village Health Sanitation Water and Nutrition Committees (VHSWNCs) operationalised
- Recognising the need for data-based programme management, the Department of Women and Child Development, Government of Rajasthan adopted the Poshan Marg software for use beyond the pilot period

BENEFICIARY IMPACT



IMPROVING DELIVERY OF ICDS SERVICES

In November 2011, Kasbanonera AWC in Shahabad was operational only once a week. The intervention focused on strengthening the supervision of the AWC by the Child Development Project Officer (CDPO) to ensure that the AWC was operational on all days as well as capacity-building of FLWs on AWC services and bookkeeping.

"This enhanced my skills and the delivery of AWC services", says Geeta Sharma, an Anganwadi Worker (AWW). The MCHN day began to be organised regularly at the AWC delivering comprehensive health and nutrition services through convergent action between the ICDS and Health Department and the FLWs on-ground.

The VHSWNC was operationalised and a community volunteer enlisted to promote community participation. As a result, growth monitoring of children aged 0-5 years improved from 30% to 85% during the pilot period.

Rekha Sahariya says, "Due to regular services such as THR, immunisation and growth monitoring on MCHN day, my three-year old child gained weight and moved from SUW category to normal in 6 months".



STRENGTHENING COMMUNITY ENGAGEMENT

The Haripura VHSWNC was defunct as funds were unutilised for two years. To promote community participation in AWC activities and increase accountability, the project focused on operationalising the VHSWNC.

The VHSWNC was encouraged to hold its monthly meetings on MCHN days thereby ensuring maximum participation of members in AWC operations. According to Draupdi Sehariya, a member of Haripura VHSWNC, "Participating in monthly VHSWNC meetings has enhanced my knowledge on mother and child health. It has also built my self-confidence, enabling me to take key decisions for the benefit of my village".

Following the completion of training in book keeping, the VHSWNC released funds for village development activities such as AWC repair. It also extended support for key activities including organising MCHN days, referral of malnourished children to the MTC and maintenance of accounts.

According to Bhagwati Sehariya, ASHA, Haripura, "The training received under the project helped us prepare utilisation certificates on time and get untied funds from the VHSWNC on a regular basis".

STAKEHOLDER VIEWS



Mr. Bhagwati Prasad Kalal, I.A.S.,
*CEO, Zilla Parishad,
Baran District*

The project implemented by ICICI Foundation in Kishanganj and Shahabad has produced commendable results in terms of reduced prevalence of malnourishment. On one hand, it has helped the ICDS system in extending the reach of health and nutrition services to the last house through improved convergence. On the other hand, it has also generated demand for these services and has triggered community action which is reflected in increased attendance of beneficiaries at AWCs. Strengthened MIS supported by IT-enabled interface and enhanced capacity of FLWs has created a sustainable system for addressing the malnourishment through timely identification, care and treatment of malnourished children. I encourage the scale-up of this model to cover larger area and sustainable impact.”

The project ‘Strengthening Convergent Action for Reducing Child Undernutrition’ implemented by ICICI Foundation will be remembered for its unique approach of reducing undernourishment by promoting growth monitoring followed by improved care, treatment and support to malnourished children. The project has created a sustainable system of channelising health and nutrition services to the unreached population by strengthening the existing system. Also, the project has increased accountability of service providers through operationalisation of VHSWNC and increased community participation in the ICDS programme. Further, the creation of model AWCs has worked as a demonstration site and helped in standardisation of processes across AWCs in intervention area. Hope the model will guide the ICDS team in designing its future plan for lasting impact.”



Mr. Ramprasad Meena,
*Additional District Magistrate,
Sahariya Vikas Paryojna, Baran*



ELEMENTARY EDUCATION

ICICI Foundation believes that access to quality education is a prerequisite for India's growth to be inclusive. Therefore, we have partnered with state governments in Rajasthan and Chhattisgarh to enable systemic improvement in teaching-learning outcomes across government-run schools

SCHOOL AND TEACHER EDUCATION REFORM PROGRAMME (STERP), RAJASTHAN & CHHATTISGARH

Overview

ICICI Foundation had entered into a six year collaborative partnership with the Government of Rajasthan in April 2011 and the Government of Chhattisgarh in July 2012 for implementing the STERP which aims at delivering child-centric learning environment in government schools.

This year we focused on strengthening the District Institutes Education and Training (DIETs) and developing 150 schools in Rajasthan and 100 schools in Chhattisgarh as Right to Education (RtE) compliant demonstration schools through:

- Improvement in the classroom learning environment
- Providing support for teacher development
- Comprehensive and continuous evaluation of students
- Strengthening community participation in school management
- Advocacy on physical infrastructure and human resources

Highlights-Rajasthan

- Supported 'Praveshotsav' school enrolment campaigns undertaken by Sarva Shiksha Abhiyan (SSA); 850 drop-out students were re-enrolled along with 4,500 new enrolments in classes 1-8 during the academic year 2015-16
- 55 nodal and school-level Academic Resource Centres (ARCs) developed in 3 districts
- SMCs in 150 demonstration schools reconstituted and operationalised; 1,140 SMC members trained
- Summer schools conducted over 15 days with the participation of around 2,300 children from 19 schools
- Spandan—summer camps conducted with the participation of 5,500 children and 6,000 community members across 3 districts
- 17 demonstration schools selected by the Government of Rajasthan as model schools for RtE compliance



BENEFICIARY IMPACT



LEVERAGING SPORTS FOR DEVELOPMENT (S4D)

The S4D initiative has enabled access to sports for over 25,000 school children across 150 schools in Rajasthan, resulting in increased attendance, improved classroom behaviour and academic achievement in these schools.

"I study in class 6 and since the last few months I am getting a chance to play various games regularly with my friends. Now I want to come to school daily because of this", says Poonam Kushwah, a student of class 6, Upper Primary School (UPS), Kachchiyathana, Shahabad.

In July 2013, the S4D was launched to create a healthy and joyful learning environment in schools through the medium of sports.

In order to ensure that the initiative is sustainable and effective, active engagement and participation of all key stakeholders was sought. Around 800 headmasters (HMs) and teachers, 45 DIET faculty, 2,250 SMC members and 110 government officials participated in training sessions and consultations to develop curricula for sports sessions in schools through a collaborative approach.

"The initiative has also helped bring children from tribal communities to our school and build a rapport with them", believes Nand Lal Mehta, Headmaster, UPS, Niwadi, Shahabad.

Thirty-two playgrounds were developed in schools that lacked a proper playground with the support of the government and the SMCs. Sports kits and first aid kits were distributed in 150 demonstration schools. Each sports kit contained a large kit bag, 4 footballs, 2 handballs, 18 cones, 24 markers and an air-pump.

The Commissioner, SSA passed an order to include a sports session in the school time-table. Today, weekly sports sessions are held regularly in these 150 schools.

"Every Wednesday my class plays games through which we also learn about importance of personal health and hygiene. I enjoy coming to school more now due to these sports activities," feels Jitendra Nayak, a class 5 student, Primary School, Beed Baas Guleriya, Sujangarh.

A resource group has been formed with 75 teachers to monitor and implement the initiative. Additionally, regular, intensive and innovative sports sessions are being organised in the 3 selected DIETs with pre-service teachers.

"After the S4D initiative was introduced, we have witnessed an increase in enrollment and retention and improved interpersonal relations between teachers and their students," says S.N. Gautam, Additional District Project Coordinator, SSA, Jaipur.



PROMOTING COMMUNITY PARTICIPATION

"I will surely stand up for my rights and fight village elections", declared Karai Bai. Though Karai Bai lost the panchayat elections by a narrow margin, she has become the voice of women in Pajentori village. When Karai Bai became an SMC member two years ago, the SMC was not functioning effectively. However, once supported by ICICI Foundation, she took the lead in mobilising community members, especially women, to participate in the SMC. As a result, SMC meetings began to be held regularly and today 50% of the elected members are women. Under the leadership of Karai Bai, the SMC has participated in 'Praveshotsav' and achieved zero dropouts for the year. She also mobilised SMC members to take up village development activities with the Gram Panchayat, including provision of drinking water.

"Karai Bai has motivated all the SMC members to work for improvement in the school and community", says Mr. Rakesh Sharma, Headmaster, UPS Pajentori, Shahabad.

Karai Bai is one of over 1,000 SMC women members trained under this initiative. Led by women such as Karai Bai these SMCs are bringing students back to the classroom, improving teachers' attendance, delivering nutrition through effective

implementation of mid-day meal schemes, ensuring cleanliness and compliance with RtE norms.

Akashdeep Arora, Deputy Commissioner, SSA says, "I now strongly believe if in every school we have women such as Karai Bai coming forward, the level of education will improve".



CREATING CENTRES OF HOLISTIC LEARNING

Fifty-four SMC members from four schools in Shahabad were given a tour of the Academic Resource Centre (ARC) located in Ganjan UPS during a school visit. Fascinated, they spent some time at the ARC, browsing through the colourful books and playing with the children using activity kits, puzzles, and blocks. Mr. Daulat Ram, SMC President, UPS, Ghogra says, "The ambience of the ARC is visually attractive and a wide variety of learning resources have been provided for the children".

ICICI Foundation has established 55 ARCs in Jaipur, Churu and Baran districts to promote holistic learning in schools. These ARCs act as creative centres facilitating joyful learning and providing learning support to teachers. Each schools holds around 1,250 books sourced from Eklavya National Book Trust and Pratham. Regular library periods are

held here wherein teachers organise book reading sessions for the children. Teachers also issue books from the 'Teacher Reference' section and participate in peer learning sessions.

"I have received feedback from teachers and headmasters that these centres are attractive with small nooks and corners for engrossing children in a positive manner. This has resulted in increased footfall of teachers and other education officers and we wish to establish similar ARCs in the Block Education Office", believes Amit Garg, Block Elementary Education Officer, West Block, Jaipur.



Highlights-Chhattisgarh

- Developed reading material for the B.Ed. course
- Developed course design and study material for the Science Certification Course started by the government for in-service teachers
- Adoption of 'Thematic Approach' in the demonstration primary schools to improve classroom transactions. Thematic Approach is a way of teaching and learning, whereby many areas of the curriculum are connected together and integrated within a theme
- Constructed toilets in 100 schools under the Swachh Bharat-Swachh Vidyalaya Programme.
 - As part of the approach to strengthen SMCs, SMC members in these schools were trained on upkeep and maintenance of toilets to ensure their proper utilisation
 - Water facility made available in these schools



LEARNING THROUGH STORYTELLING

Being an illiterate woman, I was surprised when the headmaster of the Primary School Ghugharikala invited me one day to come to the school and narrate stories to children. I felt extremely honored when the children wrote down the stories I narrated and made sketches based on them", says Bimla Bai, a 50-year-old storyteller who participated in the Storytelling Festival (STF) held in December 2015. Bimla Bai is also the Secretary of Jai Sasura Mata, the SHG responsible for providing mid-day meals in the school.

ICICI Foundation organises the STF annually across 100 demonstration schools. This year, around 10,000 children participated in the festival which drew storytellers from the community and included many women storytellers such as Bimla Bai.

The STF is based on the belief that children learn from their cultural context, with stories and folk tales playing a major role in the dissemination of knowledge and information from one generation to the next. The storytellers encourage children to interpret the stories in their own way through words and images.

Dusan Bai who was one of the storytellers in Primary School Somnapur, Kabirdham shares her experience, "People are forgetting that stories act as

a medium to transfer knowledge from one generation to other. I hope that these activities will continue in the future also as they bring our children closer to our cultural values apart from improving their academic performance”.

The stories introduce the children to many concepts that are taught in the classroom. According to Rajni Thakur, Headmistress, Primary School Ghughrikala, “The children are more attentive and understand concepts better. Through the STF, community participation increased”.

Today, whenever Bimla Bai visits the schools, she is surrounded by children who want to listen to her stories.



ENHANCING SCHOOL SANITATION

There were no toilets inside the school because of which our teachers and students had to go to nearby fields. This posed a major health risk, especially during the monsoons and was a safety hazard for students and teachers alike”, shares Priska Kujur, Headmistress, Primary School Khairbar, Ambikapur.

There was no land within the school premises for the construction of a toilet block at Khairbar Primary School. Priska helped identify unused land near the school owned by the forest department for building toilets.

With the support of the SMC, Priska got approval from the forest department to build toilets on the land. ICICI Foundation provided Priska and the SMC members training on the maintenance of the toilets.

Priska says, “Today the teachers as well as the students, especially the girls, are happy that the school has a toilet. Earlier the girls were forced to go home during school hours which was hampering their regular studies. Their parents are also relieved.”

In 2014, ICICI Foundation with the Government of Chhattisgarh and ICICI Bank extended its initiative to develop RtE compliant schools to improve the sanitation in government schools. Towards this, ICICI Foundation built toilet blocks across 100 schools under the Swachh Bharat - Swachh Vidyalaya Abhiyan.

As a first step, a needs assessment survey was conducted. This helped to identify 100 schools with no toilets or dysfunctional toilets.

Using a collaborative approach with stakeholders such as the SMC, HM and school teachers the location and design of the toilet, water supply maintenance of toilets was planned.

Ranjana Anant, a student of class 8, Government Middle School, Somnapur shares, “Now we don’t need to go home during school hours and hence I don’t miss my studies any longer”.

Reflecting the changing attitudes as a result of this initiative, Vaishali Patre, a class 5 student of Primary School, Bhoytola, says, “Now we have understood the importance of toilets and have also convinced our families to construct a toilet at home”.



PRESERVING CULTURAL HERITAGE

ICI Foundation has set up four school museums in Kabirdham to display collections demonstrating the uniqueness and history of the villages and communities living around these schools.

These museums offer children a holistic learning experience beyond the classroom. It offers teachers an opportunity to understand the socio-cultural context and adopt a constructivist approach to teaching.

Malik Ram Netan, Headmaster, Primary School Chachedi, Kabirdham says, "The museum is a social and educational resource for our school and village. It is helping the children come closer to their cultural heritage and teachers can use it to explain academic concepts to children. The museum has also bridged the gap between the school and the community, which has contributed significantly towards setting up this museum".

A village survey was conducted by the school HMs, SMC members and teachers with support from ICI Foundation to gather information about the community's cultural resources. The survey revealed that the villagers held various heritage materials such as land records from the British rule, old Persian and Arabic coins, musical instruments, lamps, agricultural equipments, ornaments, books,

hunting weapons, household material and rural technology which could serve as an important source of learning for the children.

The village sarpanch and the community members were of the view that these resources could be preserved as cultural property of the village by building museums in government schools.

Women from villages such as Paneka, Kosmanda, Chachedi and Sonpuri played a significant role in setting up these museums by contributing antique household items and ornaments as well as planning the display of the items in the museum.

"Some items that we used in our childhood are no longer available, in fact our children may not have even heard of some of these items. I had a collection of such items and felt that these items will be safer in school and can be used by most of the children of our village to learn about the community history".

Today, these schools are being used as academic resource centres with class visits organised by the local schools every week. The students are taught about the historical and cultural aspects of the exhibits and introduced to associated theoretical concepts.

The museums are also enabling teachers to align their teaching to the cultural context of the community, thereby improving learning outcomes.

STAKEHOLDER VIEWS



Ms. Priya Balam,
*Additional Commissioner,
Rajasthan Council of Elementary Education*

The MoU signed between Government of Rajasthan and ICICI Foundation for Inclusive Growth proved extremely significant for Rajasthan Education Initiative (R.E.I.). Diverse innovations at academic level such as SPANDAN, Summer School, S4D Initiative, Supporting Classes, establishment of Academic Resource Centres and many others have had a profound impact and succeeded in developing and establishing 150 RtE compliant schools in 3 districts as indicated in the Act. It is time that the collaborative efforts of Government of Rajasthan and ICICI Foundation now find an expansion at block and district level which is imperative to commence the practices of adapting the attempts into policy level.”

The intervention of ICICI Foundation in Ambikapur under its School and Teacher Education Reform Programme is a departure from the earlier teacher-centric pedagogy to a child-centric pedagogy. In the 25 schools of Ambikapur which are being developed as RtE compliant schools, ICICI Foundation is implementing various innovations such as storytelling festival, Readers Club, Science and Maths Mela etc. These child-centric activities are being highly appreciated by all. I appreciate the quality of toilets constructed by ICICI Foundation in Surguja District under the ‘Swachh Bharat – Swachh Vidyalaya’ Abhiyan. It is a marker of gender equality and will help to reduce the school drop-out rate by providing girls with a friendly and healthy atmosphere in the schools.”



Ms. Ritu Sain, I.A.S.,
*District Collector,
Surguja District, Chhattisgarh*



SKILL DEVELOPMENT & SUSTAINABLE LIVELIHOOD

Skill development and sustainable livelihood is a major focus area for ICICI Foundation to bridge the skill gap and improve employability, income and self-sustenance capacity of India's youth

A. ICICI ACADEMY FOR SKILLS

Overview

Launched in October 2013, ICICI Academy for Skills (ICICI Academy) is a national-level skill development initiative of ICICI Foundation, which aims to align the demands for a skilled and employable workforce with the youth's aspirations for sustainable livelihood. Last year, ICICI Academy significantly scaled up its training capabilities to 22 centres.

• Improving Access

ICICI Academy provides free-of-cost vocational training to youth from economically weaker sections to help them earn a sustainable livelihood. The duration of the training is 12 weeks. To provide widespread access to skill development, youth between the ages of 18 and 30 years and having a minimum educational qualification of class 8 are eligible for the courses.

• Enhancing Employability

ICICI Academy offers industry-relevant and job-oriented training in 13 technical and office skills. ICICI Academy has tied up with various industry leaders, who as Knowledge Partners help in co-creating the course curricula and content, setting up the laboratories and training the trainers, thus ensuring best-in-class skill training programmes.

Last year, four courses in high growth sectors of automobile, healthcare and retail were launched, viz. Tractor Mechanic (Mahindra & Mahindra Ltd., Auto Farm Sector), Two & Three Wheeler Service Technician (TVS Training & Services Ltd.), Lab Assistant at Diagnostic Centres (Thyrocare Technologies Ltd.) and Retail Sales. This was in addition to the existing courses-Electrical & Home Appliance Repair

(Schneider Electric India Foundation), Refrigeration & AC Repair (Blue Star Ltd.), Pumps & Motor Repair (Crompton Greaves Ltd.), Central Air Conditioning (Voltas Ltd.), Paint Application Techniques (AkzoNobel India), Retail Café Operations (Café Coffee Day), Selling Skills, Office Administration (Tally Solutions Pvt. Ltd.) and Web Designing (NIIT Ltd.).

• Placement Assistance

ICICI Academy adopts a holistic approach which is aimed at improving the employability of youth and facilitating their employment. ICICI Academy ties up with industry partners to provide employment opportunities to the trained youth.



Highlights

- Over 25,000 youth have been trained in FY 2016; total youth trained since inception is over 36,000
- Over 10,000 women trained during the year; women representation at 41%
- Continued achievement of 100% placement of trainees
- Participation of over 800 companies in the placement process



ICICI Academy for Skills Mumbai centre was inaugurated by the Honourable Chief Minister of Maharashtra Shri Devendra Fadnavis in the presence of Ms. Chanda Kochhar, Managing Director & CEO, ICICI Bank on January 6, 2016.

On February 9, 2016, the Government of Maharashtra signed a Memorandum of Understanding (MoU) with ICICI Foundation for Inclusive Growth to mobilise eligible candidates for training at ICICI Academy for Skills centres in Maharashtra. Shri S.S. Sandhu, Principal Secretary, Skill Development and Entrepreneurship Department, Government of Maharashtra signed the MoU on behalf of the state government. As per the MoU, the state government will share its database of underprivileged youth to enable ICICI Foundation reach out to and train youth in Maharashtra through its skill training centres in Mumbai, Pune, Nagpur and Narsobawadi.

BENEFICIARY IMPACT



EQUAL OPPORTUNITY

When 20-year-old Rani Raut's father suffered a paralytic stroke, she began giving home tuitions to support her family and pay for her father's treatment.

To provide access to sustainable livelihood opportunities to women like Rani, between May 2015 and October 2015, ICICI Academy for Skills set up ten women-only centres in Bhubaneswar, Cochin, Kolkata, Lucknow, Mysore, Nagpur, New Delhi, Trichy, Vijayawada and Zirakpur.

Rani completed a course in Office Administration from the Nagpur centre and works as a customer

relationship executive with Grace Toyota earning ₹9,000 a month.

The centres offer courses in Retail Sales and Office Administration to women who have completed class 10. In addition, life skills such as communications, etiquette and grooming are taught to help trainees adapt to an organised work environment. The centres are designed to be women-friendly with an all-women staff including security and housekeeping and have convenient timings and locations.

Shashikala M., a finance executive with Ujjivan Financial Services says, "I was unable to find a job after class 12. My parents decided to get me married. But I still felt that I could be more than a housewife. This is when my father heard about ICICI Academy for Skills centre in Mysore". There has been no looking back for her since then.

With an annual training capacity of 7,000, this year the women-only centres have already trained and enabled employment for around 4,500 women across the country.



INCLUSIVE LEARNING ENVIRONMENT

Dhiraj could not continue his studies due to a visual disability. After his mother passed away, he decided to support his family by working as a painter. This is when he heard about ICICI Academy for Skills, Patna. Initially, Dhiraj found it difficult to understand the concepts being taught in class and dropped out of the course. The faculty counselled him to return and made him sit on the first bench, giving him special attention through extra classes, dictation of notes and encouraging him to participate in practical sessions. Today, Dhiraj is placed at 3 Sai Manpower Solutions as a Trainee Operator and earns a salary of ₹7,000 per month plus incentives.

Trainees face challenges such as lack of confidence and poor communication skills when they enroll for courses at ICICI Academy. Therefore, vocational training is complemented with confidence building through group activities and role plays. To overcome language barriers, the faculty focuses on strengthening pronunciation and vocabulary through reading and writing exercises and current affairs.

Kalpesh Thamke, a trainee at ICICI Academy, Mumbai, used to sit quietly in class as he could not understand what was being taught. His faculty encouraged him to participate in class activities such as reading from the newspaper or doing a dictionary word search. Encouraged by his progress, he started listening to English music to improve his English further. Kalpesh today works with 1 Up Financial Services earning a salary of ₹8,000 a month.



ENABLING SUSTAINABLE LIVELIHOOD

Twenty-one-year-old Shobana's family was faced with mounting debts and no regular source of income, when she heard about ICICI Academy for Skills from a friend. Today, after completing the Lab Assistant at Diagnostic Centres course at the Chennai centre, Shobana works as a Lab Technologist at Lister Laboratories, earning ₹10,000 per month and is able to support her family.

ICICI Academy for Skills has a dual objective to improve employability and enable sustainable livelihood of trainees. Since inception, ICICI Academy has achieved a 100% placement record for its trainees with the participation of over 800 employers across sectors such as healthcare, telecom, BPO/ITES, automobiles, retail, finance and banking.

Potential employers are identified through multiple channels including ICICI Group's corporate relationships, job fairs, job portals and industry lists. The organisation is screened on parameters such as industry reputation and compliance with minimum wages.

Post-placement, feedback is taken from the companies. This helps to review the training and also establish a long-term relationship with the company. "We found Shobhana to be sincere, hardworking, technically sound and result-oriented during her tenure over the last six months", according to Manikandan E, Lister Metropolis Laboratory.



LEARNING FOR LIFE

The life skills module at ICICI Academy for Skills provides trainees with a set of skills that enables them to adapt to an organised work environment. Training focuses on concepts such as time management, grooming, corporate culture and workplace policies against sexual harassment.

Prabhu Pushparaj's father passed away when he was in school. In order to support his family, he started working as a mechanic. After joining the Academy, Prabhu began inculcating better grooming habits and was encouraged by the response of his family and classmates. This helped Prabhu to appear for his placement interview confidently. He works as a collection executive at Janalakshmi Financial Services Pvt. Ltd, earning ₹12,000 per month.

Shubham's family was struggling to make ends meet on his father's income as a postman. Prior to joining the Academy, Shubham was not doing any work and his family was worried about his future. To bring about a change in his attitude, once he joined the Retail Café Operations course at ICICI Academy for Skills, Pune, the faculty encouraged him to set goals for himself. Through activities such as role plays, Shubham overcame his shyness and bonded with his peers. Shubham says, "My parents feel I have become responsible". Joining a Café Coffee Day outlet in Pune as a trainee, Shubham was promoted in four months.



GIFT A LIVELIHOOD INITIATIVE

After her father passed away, 29-year-old-Chanda Kashyap started working with her mother as a cook. When the family she worked for decided to migrate to the U.S., Chanda was left without a job. This is when her employer, Sunidhi, heard about the GiftALivelihood initiative and referred Chanda to ICICI Academy for Skills. At ICICI Academy, Lucknow, Chanda enrolled for the Office Administration course. She has made a fresh start as a customer care executive for an insurance company earning ₹7,000 per month.

"When I spoke to Chanda she had a desk job and a career lay ahead of her. I saw a real transformation in her. She was very confident and could speak pretty confidently in English", says her referrer Sunidhi.

To make the ICICI Academy for Skills initiative participatory, ICICI Bank and ICICI Foundation launched a referral programme, GiftALivelihood on January 6, 2016. The programme GiftALivelihood leveraged social media platforms such as Facebook, Twitter, LinkedIn and YouTube to reach millions of social media subscribers from different walks of life around the country.

People could refer deserving young individuals to the Academy through www.giftalivelihood.com and help them get free vocational training so that they can earn a sustainable livelihood and lead a life of dignity.

STAKEHOLDER VIEWS



Shri Devendra Fadnavis,
Honourable Chief Minister of Maharashtra

It is indeed a privilege to be a part of the opening ceremony of the 22nd centre of ICICI Academy for Skills. ICICI has created a state-of-the-art facility for vocational training in Mumbai. I was very impressed by the amount of confidence shown by the students I interacted with. I believe ICICI Academy acts as an enabler to bring out the latent confidence in the youth, thereby changing their lives. Youth who are trained and certified by such institutions which have certain benchmarks are welcomed into the job market. I congratulate Ms. Chanda Kochhar and the entire team of ICICI for taking such initiatives and contributing to the national skill mission.”

Very inspiring, most impressed at the way the institution has been organised, run and conducted. Quite clearly this is a scalable model for the future.”



Dr. YSP Thorat,
Former Chairman, NABARD



Mr. Nitin Khade, I.A.S.,
*Secretary, Labour & Employment and Tea Tribes Welfare Depts.,
MD, State Rural Livelihood Mission and PD, EGM, Assam*

An excellent skill training institute. Really very happy to see such a clean, neat and well equipped skill training institute. I will definitely try to support this activity in my capacity as Secretary, Labour & Employment. It will help in providing employment to unemployed youth of our state.”

KNOWLEDGE PARTNERS



I am delighted to visit the centre (Mumbai) and amazed at the quality of the facility. These centres are going to be the temples of skill building in India in line with making India the Skill Capital of the world. Keep the good work going.”

- Mr. Anurag Kapoor, General Manager
CSR Schneider Electric Ltd.



We are happy to partner in this initiative to empower youth from socially and economically disadvantaged sections of society by providing end-to-end vocational training and employment. Since agriculture is a critical component of India's economy providing livelihood to a majority of the population, the course in Tractor Mechanics bridges the important gap of skill building in the agricultural sector to drive rural prosperity.”

- Mr. A.K. Vij, Head,
Mahindra Excellence Centre



An excellent initiative for skill development and sustainable livelihood - ATVS has always strived to contribute to society and this is a great initiative to offer education to those who cannot access it while enabling their financial inclusion. We have had an excellent experience with ICICI and will continue to support them in their endeavours - Wishing the ICICI Academy for Skills all the very best.”

- Mr. V.A. Raghu, Special Director,
TVS Training & Services Ltd.

INDUSTRY PARTNERS



ADFC is privileged to be collaborating with ICICI Academy for Skills in their noble venture and partnering in providing employment opportunities to their candidates on an all-India basis.”

- Prashant Shiroom, Regional Head - HR & Operations,
ADFC Private Limited



It has been a great experience being associated with ICICI Academy. The quality of students who have been trained by the institute is commendable, a few of these students have done very well with us and have carved a niche for themselves. We are very excited to be a part of this journey and wish ICICI Academy the very best.”

- Prabhu Nambiappan-Vice President & Head-HR,
Chola MS General Insurance Pvt. Ltd.



Believe in Blue

We would like to appreciate your efforts towards the training programme imparted to the students from ICICI Academy on board Muthoot since we are really happy with their professionalism and performance.”

- Thomas Muthoot, Director,
Muthoot Pappachan Group



ICICI Academy students are very skilled with good attitude, ability, perceptiveness and self-discipline.”

- Paramagurunaath, Deputy Manager - Human Resources,
Narayana Hrudayalaya Hospitals



ICICI Academy for Skills is a fabulous initiative in skilling youngsters from the underprivileged society. We believe the facility and the training provided are of high quality considering it's a three month course and we are happy to be placement partners for this project. RATA will encourage all its 5000 airconditioning and refrigeration trade members across India to employ and enhance the skill sets of the students from the Academy.”

- Ajit Panicker, Secretary,
Refrigeration & Air-conditioning Trades Association

B. RURAL SELF EMPLOYMENT TRAINING INSTITUTES (RSETIs)

Overview

- **Skill development**

Part of a national programme initiated by the Ministry of Rural Development, ICICI RSETIs in Udaipur and Jodhpur provide training to rural youth to equip them with the skills they need to build sustainable livelihood.

ICICI RSETIs offer training programmes that are locally-relevant, self-sustainable and have a low cost-high return generating potential. Currently, ICICI RSETIs deliver intensive short-term training programmes in 33 trades with local demand to rural youth between the ages of 18 and 35 years. The courses include plumbing & sanitary works, dairy & vermicomposting, electric motor rewinding & pump set repair, masonry & concrete works, office administration and jute handicrafts. ICICI RSETIs partnered with industry leaders Tally Solutions Pvt. Ltd. and Schneider Electric India Foundation to provide industry-relevant content for the office administration and electrical wiring & appliances courses, respectively.

- **Sustainable livelihood**

Along with generating employment opportunities, ICICI RSETIs aim to promote self employment and micro-enterprises. Through partnerships

with leading employers and industry associations, ICICI RSETIs offer placement assistance to trainees. As part of the post-training support structure, ICICI RSETIs facilitate credit linkages and conduct regular follow-up with the trainees who have completed their training to promote micro-ventures and ensure sustainability.

Highlights

- Over 15,000 youth trained in FY 2016 with women representation at 50% and settlement rate at 76%; this includes:
 - 216 persons with disability in partnership with Narayan Sewa Sansthan, Udaipur
 - 1,361 women from SHGs trained under the Micro-Enterprise Development Programme (MEDP)
 - Around 2,600 women dairy farmers trained under the Dairy Project in Bhopalgarh
- 60 new SHGs formed and being strengthened
 - 20 SHGs facilitated with credit linkage under the SHG project
- ICICI RSETI, Udaipur & Jodhpur, were recognised as the top performing RSETIs in the country for the fourth consecutive year by the Ministry of Rural Development, Government of India and the National Centre for Excellence of RSETIs.



BENEFICIARY IMPACT



TRAINING AT DOORSTEP

Thirty-two-year-old Sajida Bano is the proud proprietor of Ahinoor Ladies Tailoring Centre. Sajida is the sole breadwinner of her family supporting her husband's treatment and her children's education with her monthly income of ₹20,000. Sajida says, "I got married at a very early age. I did not want my children to suffer like me. I joined ICICI RSETI's satellite centre in Sarada, which was located close to my house for a course in dress designing and that is the reason for my success today".

Having pioneered the concept of 'training at doorstep', ICICI RSETIs in Udaipur and Jodhpur today operate 13 satellite centres to reach out to underserved areas. These centres expand economic opportunities for rural women with limited access to productive resources, high dropout rates and social barriers to work and mobility. The trainees receive vocational training without having to commute long distances or lose their current income.

With the skill training that they receive, women like Sajida are able to supplement their family income and become contributing members of the

household. Currently, Sajida is serving as an associate trainer for the course in dress designing at Semari satellite centre in addition to running her own business.

ICICI RSETIs have trained a total of over 9,000 female candidates through the satellite centres since its launch. In fiscal 2016, recognising the potential of doorstep delivery of training for empowering rural communities, the Ministry of Rural Development has identified it as a model to be adopted by RSETIs across India for promoting inclusive sustainable development.



CREATING CHANGE MAKERS

Forty-year-old Manju used to work as a labourer when she joined Mahila Shakti, an SHG formed under ICICI RSETI's community-based initiative to expand economic opportunities for women in Udaipur district. With other members of her SHG, Manju participated in an MEDP, which covered topics such as leadership development, bookkeeping, financial literacy and training in Meenakari, the local craft of making gold enameled jewellery.

Post-training, with the help of ICICI RSETI, Manju identified the business potential to manufacture and supply artificial Meenakari jewellery to the neighbouring Nathadwara market with high tourist inflow. Today, Manju is the main contributor to her

household income, earning around ₹10,000 a month and along with her husband she is equally involved in decision-making in the household. Her business supports the livelihood of 35 other members of Mahila Shakti.

Since its launch in 2013, over 270 women SHGs have been formed under the MEDP programme in four blocks of Udaipur with the objective of providing rural women with the capabilities to move out of the low-paid, low status work they are often trapped in. Over 2,000 SHG members across 270 SHGs have been equipped with the skills to successfully run a micro-enterprise with implementation support from Indian School of Microfinance for Women (ISMW), of which over 1,300 have been provided credit linkages.

The ICICI SHG project has received support from government stakeholders like The Tribal Co-operative Marketing Development Federation of India Limited (TRIFED) and Agriculture Department of Rajasthan College of Agriculture, Udaipur.

Geeta's family was struggling to survive on meagre farm income. Meanwhile, Geeta did a course in dairy farming offered by ICICI RSETI, Jodhpur. The cattle that the family owned was sick and had low yield.

Subsequently, improved cattle management, adoption of better feeding and health practices increased the yield and helped Geeta earn regular income from selling milk. Her success has given her the confidence to buy new cattle. She has enrolled her daughter in college.

In August 2014, ICICI RSETI, Jodhpur initiated a project to enhance the income of dairy farmers in Bhopalgarh block of Jodhpur district. Over 4,000 women participated in training programmes which consisted of training in financial literacy and marketing and sales techniques for dairy and dairy products. The skill training included field visits to Krishi Vigyan Kendra, Central Arid Zone Research Institute and Saras cattle feed plant to understand best practices.

According to Sushila Devi, sarpanch of Birani village, "Many women like Geeta Devi across Panchayats are witnessing higher and better quality yields from cattle leading to improved incomes".

Over 50 SHGs have been formed with the participation of 600 women including Geeta. These SHG members, in turn, will become the shareholders of Manasvi Agro Producer Company. Registered in August 2015, the company will trade in milk, cattle feed, mineral mixture and urea molasses bricks through 18 milk collection centres and two Bulk Milk Chilling Units ensuring sustainable livelihood for its shareholders.



EMPOWERING COMMUNITIES

Ashy, diffident housewife, 45-year-old Geeta Devi, today is a confident dairy entrepreneur inspiring women in Birani village to become self-reliant.

STAKEHOLDER VIEWS



Shri Atal Dulloo, I.A.S.,
*Joint Secretary, Ministry of Rural Development,
Government of India*

“ICICI RSETI, Udaipur has been contributing in a big way in providing livelihood opportunities to the underprivileged rural youth through short term skill training programmes in the trades best suited to them. It is indeed noteworthy that the training methodology and the best practices followed by the RSETI are unique, thereby resulting in high settlement rate of the trained candidates. I thank ICICI Bank and its leadership for the support and guidance given to their RSETIs in bringing about improvements. This has enabled them in transforming them as model RSETIs and thus contributes to the development of the society.”

“ICICI RSETI is playing a proactive role as a Change Agent, orienting the unemployed youth towards entrepreneurship by imparting the required training and extending services to enable them to set up their own ventures. The institute, in order to accomplish its vision of inclusive growth, has enlarged its focus not only to credit linkages but also for placement of its trained candidates by creating a pool of ex-bankers and in-house placement team, which is unique for RSETIs. I congratulate the entire ICICI RSETI team for reaching an important milestone in the last ten years of illustrious journey in empowerment of unemployed youth by developing their skills and encouraging them to establish their own independent enterprises.”



Dr. Veerendra Hegde,
*Honourable Co-Chairman,
National Level Advisory Committee on RSETIs*



Teller
टेलर

ICI Bank

FINANCIAL INCLUSION

Financial inclusion is a prerequisite for poverty reduction and social development

FINANCIAL LITERACY PROGRAMME

Overview

Financial literacy creates demand for financial services and products thereby accelerating the pace of financial inclusion. To increase the awareness about organised banking and insurance channels amongst rural youth, ICICI Foundation provides a Financial Literacy Programme (FLP) through ICICI RSETIs.

Intervention Model

The FLP at ICICI RSETIs (Udaipur and Jodhpur) focuses on building awareness and cultivating healthy financial habits such as maintaining financial records, regular savings and investments amongst trainees. In addition to interactive classroom learning, trainees are taken on an exposure visit to a bank branch where they are provided information on account opening, access to financial products and services as well as loans. Additionally, ICICI RSETIs provide training to Business Correspondents (Bank Mitras). The three-day course provides basic knowledge of banking operations, the role and

functions of banks, Business Correspondents and Business Facilitators, Pradhan Mantri Jan Dhan Yojana (PMJDY) scheme, operation of point of sales machines and financial counselling.

Highlights

- 7,500 youth from Udaipur and 7,600 youth from Jodhpur were trained on financial literacy in FY 2016; of this, around 1,000 candidates have secured credit linkage
- 5,000 women members of SHGs in Udaipur and Dairy Project in Jodhpur have participated in FLPs
- 1,300 candidates have been trained through 17 camps for government financial schemes
- Inclusion of the documentary 'Ghar Ghar Jan Dhan' developed for ICICI RSETI Udaipur's SHG project as part of the PMJDY
- 427 Bank Mitras have been trained through 12 programmes





Teacher teaching Maths using Akshara Ganitha Kit



ICICI Bank employees participating in a Blood Donation Drive



Foundation to Educate Girls Globally promotes child-centric learning techniques

OTHER INITIATIVES

(i) DAAN UTSAV

Launched in 2009, Daan Utsav is an annual 'festival of giving' organised in the month of October by Give India in which Indians from all walks of life participate and experience the joy of giving. As a part of this event, ICICI Bank provides ICICI group customers and employees a platform to donate towards a social cause. This year the campaign was conducted across digital channels viz. ATM, SMS, email, internet banking and employee payroll from October 2 - 31, 2015 and focused on supporting the cause of education for underprivileged children. The initiative saw widespread participation with 1.21 lakhs donors contributing a total of ₹11.98 million.

(ii) BLOOD DONATION

Around 4,800 ICICI Bank employees have donated blood through blood donation camps since the launch of this initiative in March 2011. ICICI Foundation in partnership with Maharashtra State Blood Transfusion Council (SBTC) has been organising blood donation camps across ICICI Bank offices in Mumbai and its suburbs.

This year, ICICI Foundation organised its first blood donation drive outside Mumbai to increase the participation of ICICI Bank employees across India in this life-saving initiative. The three-day blood donation drive was organised in partnership with NTR Trust Blood Bank at ICICI Bank's Hyderabad office. The drive drew an encouraging response with donations from over 800 employees.

(iii) MILLENNIUM ALLIANCE

Millennium Alliance is an initiative by FICCI, Technology Development Board (TDB) and USAID to support innovations that will benefit the bottom of the pyramid in the areas of education, healthcare, water and sanitation, agriculture and food security, clean energy and climate change. ICICI Foundation

joined the Alliance in October 2013 as an implementing partner to support innovations in the education and healthcare sectors.

ICICI Foundation is extending support to three innovative ideas which have significant potential to contribute to social change, through the provision of grants.

1. 'Ganitha Kalika Andolana' (A Maths movement) by Akshara Foundation which aims at improving the proficiency in mathematics for children in primary government schools in Karnataka through teacher training, peer learning and continuous and comprehensive activity-based assessments.
2. 'Foundation to Educate Girls Globally' is a pilot project with the objective of improving the learning outcomes of children studying in government primary schools in Rajasthan, by providing 'Creative Learning & Teaching (CLT) Kits'. This will be implemented by training one teacher in each school on CLT methodology, thereby introducing child-centric, activity based learning techniques into the classroom.
3. 'Low-cost, Energy-efficient & Portable Blood Cell Counter for Point-of-Care Diagnostics' developed by Pratimesh Labs, an entity co-founded by Prabhat Kumar, an ICICI Fellow. The device is based on the upcoming technology of Lab-on-Chip and MEMS (Micro Electro Mechanical Systems) which miniaturises the instrument with all the reagents pre-loaded into the cartridge, providing ease of use, portability and low cost, making it useful, so that it can work in remote villages of India.

GOVERNANCE |

Registration and Tax Status

ICICI Foundation for Inclusive Growth (the "Foundation") has been set up as a public charitable trust registered at Chennai vide registration of the Trust Deed with the Sub-Registrar's office at Chennai on January 04, 2008.

The Application for registration of the Foundation u/s 12AA of the Income Tax Act, 1961 ("the Act") was filed on February 7, 2008 and the application u/s 80G of the Act was filed on February 14, 2008. Subsequently, the Foundation was registered as a "PUBLIC CHARITABLE TRUST" under Section 12AA of the Act with effect from February 7, 2008.

Further, the Foundation also received approval under Section 80G(5)(vi) of Income Tax Act, which was renewed and is valid in respect of all donations received by the Foundation with effect from April 1, 2009 onwards. Accordingly, ICICI Bank and group companies will be eligible to get a deduction u/s 80G on donations made during this period. The Foundation has also obtained its Permanent Account Number (PAN) and Tax Deduction Account Number (TAN).

Information required under sexual harassment of women at workplace (prevention, prohibition & redressal) act, 2013

ICICI Foundation for Inclusive Growth ("the Foundation") has a policy against sexual harassment and a formal process for dealing with complaints of harassment or discrimination. The said policy is in line with relevant Act passed by the Parliament in 2013. The Foundation, through the policy ensures that all such complaints are resolved within defined timelines. During the year, 4 cases were reported and were disposed off.

***ICICI Foundation is governed by a Council of Senior Executives
from ICICI Group and ICICI Foundation's President.***

Governing Council

Chanda Kochhar

*Chairperson of the Governing Council,
ICICI Foundation for Inclusive Growth
and Managing Director & CEO, ICICI Bank*

Sandeep Bakshi

*Managing Director & CEO,
ICICI Prudential Life Insurance*

N. S. Kannan

Executive Director, ICICI Bank

Bhargav Dasgupta

*Managing Director & CEO,
ICICI Lombard General Insurance*

Rajiv Sabharwal

Executive Director, ICICI Bank

Saurabh Singh

*President,
ICICI Foundation for Inclusive Growth and
Senior General Manager, ICICI Bank*

Senior Management

Saurabh Singh

President

Chinmay Sengupta

Chief Operating Officer

O. P. Nautiyal

*Vice President,
Elementary Education Programme*

Sanjay Choudhary

*Vice President,
Sustainable Livelihood*

Vineet Rungta

*Deputy General Manager,
ICICI Bank*

Satish Venkata

*Head-Centre Operations,
ICICI Academy for Skills*

FUNDS FLOW

ICICI Foundation received ₹ 861.6 million from the following sources as corpus during April 01, 2015 to March 31, 2016:

Source (April 01, 2015 to March 31, 2016)	(₹. million)
Source (April 01, 2015 to March 31, 2016)	Amount
ICICI Bank Limited	450.0
ICICI Prudential Life Insurance Company Limited	150.0
ICICI Lombard General Insurance Company Limited	66.3
ICICI Home Finance Company Limited	61.1
ICICI Prudential Asset Management Company Limited	50.9
ICICI Securities Primary Dealership Limited	46.9
ICICI Securities Limited	36.0
ICICI Venture Funds Management Company Limited	0.4
Total	861.6

Application of funds towards objects of the trust (April 01, 2015 to March 31, 2016)

Programme Expenses / Grant Beneficiaries	(₹. million)
Programme Expenses / Grant Beneficiaries	Amount
A. ICICI Academy for Skills	652.0
B. Elementary Education	
1. Rajasthan Programme Expenses	42.4
2. Chhattisgarh Programme Expenses	14.5
3. Mukangan Education Programme	0.2
Sub Total B	57.1
C. Primary Health	
1. Malnutrition Reduction, Baran	10.9
2. Truckers Programme (Apna Clinic)	1.2
3. Other Health Projects	4.8
Sub Total C	16.9
D. Other Projects	
1. Dan Utsav (Joy of Giving)	1.2
2. Blood Donation Programme	0.7
3. Communication	2.4
4. Millenium Alliance Project	3.1
5. Giftalivelihood	9.6
6. Others	0.9
Sub Total D	17.9
Total Programme Expenses (A+B+C+D)	743.9

THE ICICI FOUNDATION FOR INCLUSIVE GROWTH

Balance Sheet at March 31, 2016

Amount in (₹)

	Schedule No.		At March 31, 2016	At March 31, 2015
SOURCES OF FUNDS:				
Trustees' funds:				
Corpus fund	1		223,416,622	155,303,094
TOTAL			223,416,622	155,303,094
APPLICATION OF FUNDS:				
Fixed assets				
Gross block	2	172,008,639		69,654,685
Less: Accumulated depreciation		41,434,495		14,686,693
Net block			130,574,144	54,967,992
Current assets, loans and advances:				
a) Cash and bank balances	3	29,812,868		64,430,755
b) Loans and advances	4	92,730,583		70,520,055
		122,543,451		134,950,810
Less: Current liabilities and provisions	5	29,700,973		34,615,708
Net current assets			92,842,478	100,335,102
TOTAL			223,416,622	155,303,094

Significant accounting policies and notes to accounts

7

As per our report of even date

For and on behalf of the Governing Council

For **KHANDELWAL JAIN & CO.**
Chartered Accountants
Firm Registration No. 105049W

Chanda Kochhar
Chairperson

CHIRAG DOSHI
Partner
Membership No. 119079

K. Ramkumar
President

Place : **Mumbai**
Date : **June 21, 2016**

THE ICICI FOUNDATION FOR INCLUSIVE GROWTH

Income and Expenditure Account for the year ended March 31, 2016

Amount in (₹)

	Schedule No.	For the year ended March 31, 2016	For the year ended March 31, 2015
INCOME			
Interest Income		2,731,724	3,361,807
Miscellaneous Income		99,848	8,114
TOTAL		2,831,572	3,369,921
EXPENDITURE			
Application of funds towards object of the trust		743,883,202	523,281,470
Administrative expenses	6	25,723,874	25,653,318
Depreciation	2	26,749,518	7,823,852
TOTAL		796,356,594	556,758,640
Surplus / (Deficit) before tax		(793,525,022)	(553,388,719)
Provision for taxation		-	-
Surplus / (Deficit) after tax		(793,525,022)	(553,388,719)
Balance brought forward from previous year			-
Deficit transferred to Corpus Funds		(793,525,022)	(553,388,719)

Significant accounting policies and notes to accounts

7

As per our report of even date

For and on behalf of the Governing Council

For **KHANDELWAL JAIN & CO.**
Chartered Accountants
Firm Registration No. 105049W

Chanda Kochhar
Chairperson

CHIRAG DOSHI
Partner
Membership No. 119079

K. Ramkumar
President

Place : **Mumbai**
Date : **June 21, 2016**

THE ICICI FOUNDATION FOR INCLUSIVE GROWTH

Schedule-7

SIGNIFICANT ACCOUNTING POLICIES AND NOTES TO ACCOUNTS

OVERVIEW

The ICICI Foundation for Inclusive Growth (the Foundation) has been setup as a public charitable trust, with ICICI Bank Limited as the Settlor, with the object of inter alia, catalysing and accelerating social and economic inclusion through empowerment of poor for participating in and to benefit from the Indian growth process through integrated action in the fields of primary health, elementary education, financial inclusion and sustainable livelihood.

SIGNIFICANT ACCOUNTING POLICIES

a. Basis of preparation of financial statements:

The accompanying financial statements have been prepared under the historical cost convention in accordance with generally accepted accounting principles and the applicable Accounting Standards issued by the Institute of Chartered Accountants of India ("ICAI").

b. Use of estimates:

The preparation of financial statements in conformity with generally accepted accounting principles requires estimates and assumptions to be made that affect the reported amounts of assets and liabilities on the date of the financial statements and the reported amounts of grants/donations and expenses during the reporting period. Difference between the actual results and estimates are recognized in the period in which the results are known / materialised.

c. Revenue recognition:

Grants / donations are accounted on cash basis. Interest income is accounted on accrual basis.

d. Fixed assets:

Fixed assets are stated at cost less accumulated depreciation. All costs relating to the acquisition and installation of fixed assets are capitalised. Cost relating to intangible asset includes Website design and development/implementation cost.

e. Depreciation:

The Trust provides depreciation on fixed assets at the rates and in the manner specified in the Income Tax Act, 1961.

f. Prior period items:

Prior Period items, if any, are included in the respective income and expenses and material items are disclosed by way of note.

g. Retirement benefits to employees:

1. Defined Contribution Plan:

Contribution to the Provident Fund is made in accordance with the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and is recognized as an expense on an accrual basis.

2. Defined Benefit Plan:

In accordance with the Payment of Gratuity Act, 1972, the Trust provides for Gratuity, a defined benefit retirement plan covering eligible employees. The valuation has been carried out using the Projected Unit Credit Actuarial Method. Liability with regard to the Gratuity Plan is determined by actuarial valuation as per AS 15. The contribution to the Scheme is administered by ICICI Prudential Life Insurance Company Limited through ICICI Foundation for Inclusive Growth Gratuity Fund Trust to discharge its gratuity liability to the employees.

NOTES TO ACCOUNTS

A. Related party disclosure

1) Names of the related parties and nature of relationship, as identified by the Trust, are as follows:

Sr. No.	Name	Nature of relationship
1	ICICI Bank Ltd.	Settlor
2	ICICI Trusteeship Services Ltd.	Trustee
3	ICICI Prudential Life Insurance Company Ltd.	Group Company of the Settlor
4	ICICI Lombard General Insurance Co. Ltd.	Group Company of the Settlor
5	ICICI Venture Funds Management Company Ltd.	Group Company of the Settlor
6	ICICI Securities Ltd.	Group Company of the Settlor
7	ICICI Securities Primary Dealership Ltd.	Group Company of the Settlor
8	ICICI Home Finance Company Ltd.	Group Company of the Settlor
9	ICICI Prudential Asset Management Company Ltd.	Group Company of the Settlor

2) Further contribution to corpus:

Particulars	Current Year (₹)	Previous Year (₹)
ICICI & Group Companies		
ICICI Bank Ltd.	450,000,000	260,000,000
ICICI Prudential Life Insurance Co Ltd.	150,000,000	236,336,941
ICICI Lombard General Insurance Co Ltd.	66,320,000	52,530,519
ICICI Ventures Fund Management Company Limited	412,000	7,046,333
ICICI Securities Limited	36,001,277	16,635,568
ICICI Securities Primary Dealership Limited	46,888,975	33,252,250
ICICI Home Finance Company Ltd.	61,100,000	65,102,501
ICICI Prudential Asset Management Company Ltd.	50,916,298	36,459,732
Total	861,638,550	707,363,844

3) Interest received:

· On balance in savings bank account	₹ 2,731,724	(Previous Year: ₹ 1,312,917)
· On fixed deposits	₹ Nil	(Previous Year: ₹ 2,048,890)

B. 1. Capital Commitments:

Estimated amount of contract remaining to be executed on capital account not provided for (net of advances) Nil

2. Contingent Liabilities:

During the year, the assessing authorities have concluded Income Tax assessment for financial year 2011-12 by raising of tax demand of ₹ 101,534,840/- mainly due to adjustment in taxable income on account of withdrawal from corpus to meet the object of charity of ₹ 193,472,836/- and disallowance of 50% of administrative expenses amounting to ₹ 53,070,160/-. Trust has preferred appeal before next appellate authority against the order of assessing authorities after depositing ₹ 8,000,000/- with tax authorities under protest. The same is shown under Schedule 4- Loans and Advance recoverable in cash or kind.

C. The salary and other administrative expenses that are directly related to the programmes are accounted for accordingly. This change does not have any impact on the deficit for the year.

For KHANDELWAL JAIN & CO.
Chartered Accountants
Firm Registration No. 105049W

For and on behalf of the Governing Council

Chirag Doshi
Partner
Membership No. 119079

Chanda Kochhar
Chairperson

K. Ramkumar
President

Place: **Mumbai**
Dated: **June 21, 2016**





Head Office:

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