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ABOUT **FAT**

Feminist Approach to Technology (FAT) was founded in 2008 in order to empower women to access, use and create technology. In the decade of its existence, it has established itself as a niche organisation working at the intersection of feminist values, women's rights and technology.

The year 2018 was crucial to our story as it saw our program participants claiming the organisation as their own and rebuilding it.



CHANGING

The year 2018 will go down in the history of FAT as a crucial milestone in our growth. The three years in the run-up to 2018 saw us experiencing sudden expansion and unplanned growth. Seeing the potential impact of our organisation, many funders increased their funding and began partnerships with FAT. As a result, the organisation grew exponentially. Work significantly increased for everyone on the team. The growth led to a need for a bigger team and so FAT inducted many new employees. However, the unexpected nature of this growth was not matched by a parallel growth in organisational processes, skills, and program management strategy. This led to a change in the dynamics within FAT and fed into individual and organisational fatigue.

The unexpected nature of growth was not matched by a parallel increase in skills or management.

Funding was not the only change in the run-up to this growth. We also kicked off an **Organisational Effectiveness (OE)** project in order to streamline organisational systems and processes. Unfortunately, we had only limited understanding and exposure of how OE processes are integrated into the existing work and future planning, and were completely dependent on an external consultant to navigate the project. Increasing friction and conflict within the team resulted in a new dynamic. It became progressively difficult for the team to process things. All this meant the OE project deviated from its aim.

We had only limited understanding of and exposure to the project and were completely dependent on an external consultant.

Between the experience with the OE project and the paucity of necessary skills, one thing became evident. We had rushed into making FAT a girl-led organisation before building policies and systems that would act as the foundation for this growth. We had let our excitement get ahead of organisational management.

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Amidst such organisational upheaval, the Executive Director had to temporarily take a break due to sudden ill-health. The ensuing intervention by the Board only led to further confusion and power struggles. The poor understanding of the organisational dynamics led to a chaotic OE process. The FAT team was under immense stress. The situation had deep mental and emotional effects on every individual.

This lack of necessary processes was only one aspect of the situation at hand. The other aspect was far more personal. A lot of us at FAT work on feminist issues because we are trauma survivors and want to mitigate our personal experiences. However, the nature of our work often triggers our Post Traumatic Stress Disorder (PTSD). All too often, we experience internal strife and conflict. Through this year, we realised that we did not have proper channels to engage with and acknowledge the impact of our work on our own wellbeing. We gave in to the narrative of glorifying stress and overwork. Every team member was left to deal with the consequences of this independently. Stress levels were high and everyone was worn thin. It was this year that we realised we also needed to take care of ourselves.

We did not have proper channels to engage with and acknowledge the impact of our work on our own well-being.

This combination of individual stress, unplanned growth and a lack of clear program strategy began to take its toll in 2018. Eventually, the well-oiled machinery of FAT began struggling to function smoothly. The power hierarchy within the organisation created friction, with conflicts between staff hired from outside the community and team members who were alumni of the programs (junior staff and interns at the time) and hence were from within the community we serve. While some tried to keep these cracks hidden, the fissures widened through the year. The younger team comprising the program alumni, junior staff and interns began to push back and make their displeasure felt.

The combination of personal stressors, organisational dynamics and change in working style shook the very foundation of FAT. Ten externally recruited staff members quit FAT and had to be paid severance. All the Board Members resigned. We lost two renewable grants. The organisation was experiencing unprecedented financial stress and disruption in operations. Even the smallest of administrative tasks such as clearing payments became riddled with confusion, given the change in signatories and so on. It was a period of immense distress and uncertainty.

Amidst these parallel crises, we communicated with funders and halted all programmatic interventions. We needed to prioritise personal healing. We needed to rebuild FAT.



YOUNG WOMEN ALUMNI CLAIMING OWNERSHIP

"We are here; we have been doing this; we have been here for all these years; we see what has been happening at FAT. All the changes that have happened in the last two years - we know this is not FAT. We want to claim back our FAT."

"We don't need a job. It does not matter if we don't get funding. It does not matter if we have to work without a salary for a couple of years. We will fight and rebuild this organisation, and we will build [it] how we want."

"We face violence at home. We face discrimination and control at home and everywhere around [us]. FAT taught us how to raise our voices and claim our spaces. Now we are seeing our space shrinking at FAT and we will not let that happen. FAT has taught us to claim our space at home, and we will claim it at FAT as well."

REBUILDING

The year 2018 was an opportunity in disguise. We began building and reforming the organisation from scratch. Young women leaders from the community took charge; the program alumni of FAT emerged as new leaders and took it upon themselves to revive the organisation.

We reached out to our alumni and old interns and asked them to join us. We needed their help to reconstruct FAT.

We also brought on board **Sathyasree Goswami**, a new OE consultant, to help us come to terms with the collective trauma of the team. She provided access to therapy, camps and other mental health resources. She also developed policies and manuals for the effective management of the organisation, going a step back and laying a strong foundation for future growth. The policies addressed issues associated with HR, finance and maintaining relations with our stakeholders. Self-care was integrated within FAT's policies, recognising and acknowledging that stress at the individual level could cause much bigger challenges at the organisational level. These policies were field-tested/piloted between July 2018 and September 2018. Changes and additions were incorporated based on the feedback received from all team members. In September 2018, the policies were approved by the newly reformed Governing Board, which now reflected diversity across age, gender and experience.

Self-care was integrated within FAT's policies, recognising that ignoring stress at the individual level could cause much bigger challenges at the organisational level.

COMPOSITION OF THE BOARD



2 men and 2 women
from older generation



2 young women professionals - NGO Sector
2 young women leaders - Program Alumni Network

One half of each group was experienced in the sector and the other half was from the community.

Within a week of hiring the OE consultant, the FAT team transformed into a group of **22 young women leaders** taking charge of the organisation. The new team members immediately started dividing roles within themselves, forming smaller groups to execute the projects under the **Young Women's Leadership Program (YWLP)** and the **Girls in STEM (GiSTEM) program**.

This was an extremely challenging time but also one that was full of passion, commitment, enthusiasm and a sense of collective spirit. FAT's vision was always to promote more community ownership and create spaces for community leaders. This process of rebuilding proved to be the opportunity for us to walk the talk.

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RETURNING

The new team of young women leaders at FAT learnt on the go while implementing programs on the ground. While this proved to be an effective training ground, we realised the need for some capacity building to help them assume full leadership in the organisation. We, therefore, initiated multiple leadership training sessions to equip the new team at FAT to become the leaders we needed. Muthu, Saurabh and Priyanka came on board as coaches. FAT was hence able to restart our on-ground programs in full swing.

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The impact of the crisis left us with less core funding and more program funding. This meant that we had to simultaneously stabilise the organisation, formulate internal processes and maintain the quality of our work. As young women leaders took charge of important roles at FAT and transitioned from being program participants to team members, new challenges began to emerge. The new team found it difficult to separate the personal and professional, and this often led to miscommunication or misunderstandings in program implementation processes. For the first few months, we were overworked and understaffed. We needed to take quick decisions, addressing new challenges as they emerged in order to rebuild a healthy work environment.

We adopted many strategies to enable this. First, we removed all designations. This way, we established an equal and non-hierarchical space for young women leaders. We also prioritised our own health and wellbeing, committing to taking care of each other. This was implemented through activities like the lunch system, where we cooked in the office, shared expenses and made sure the entire team felt welcome. Through these strategies, FAT grew into a space for young women from diverse socio-economic groups. It enabled them to not just work together but also take collective responsibility for the organisation, while keeping individual and collective wellbeing in mind.

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This year is the beginning of FAT transforming into a community-led organisation. Over the next three years, we also aim to transition fully into the new management structure and materialise the vision of a girl-led organisation.



Young Women's Leadership Program (YWLP)

Our Young Women's Leadership Program (YWLP) aims to develop feminist leadership in young women by teaching them new-age technology skills and assisting them to understand and assert their rights. This would help them overcome their fear of technology while also developing their confidence and ability to use technology to their advantage. There are three formal levels to the program:

LEVEL 1



Learning basic computer and internet skills.

LEVEL 2



Learning to use technology to organise community-wide action

LEVEL 3



Learning and developing the necessary skills to work professionally for change.

The program is implemented through Tech Centres, where we mobilise girls, conduct workshops, and provide access to counselling sessions for girls and young women from low-income families. Here, the girls gain access to cutting-edge technology and new media to grow into Young Women Leaders. This enables them to take the first step to become leaders in their own communities and the women's movement at large.

Given the organisational upheaval we experienced in 2018, we decided to take a break in program activities in certain locations. In Delhi, we did not launch a new Level 1 batch. However, a small Level 2 batch was inducted and Level 3 was continued as usual.

In Pune, the tech center was earlier started in collaboration with Krantijyoti, a local NGO. After the crisis, we were left with only one of our staff members. Two of the biggest challenges we faced were the high cost of the Tech Centre and the loss of human resources to run the program. Faced with this situation, we were honest with our participants. They were unambiguous in their stance - operations should not wind down. It was a reminder that the Tech Centre had a significant impact on their lives. The girls saw the Centre as a safe space to meet, discuss their daily struggles, receive peer support, and learn new skills. They did not mind changing the location to a more affordable place as long as it continued to function. To address the staff scarcity, they suggested that current students and/or alumni of the program could manage the Centre. This is how we came to hand over the Pune centre to the girls from our community. A new Level 1 batch was not inducted but old participants were retained and engaged.

In Jharkhand, the Palamu Tech Centre was closed. The Giridih Tech Centre was initially started with Abhivyakti Foundation, a local organisation that works on agricultural and youth issues. The team at Abhivyakti continued to receive remote support from FAT to manage regular activities and implement Level 1 and Level 2 courses. Gayatri visited the centre, and team meetings happened regularly with FAT team members joining in. Workshops were conducted online.

In Bihar, the Centre was run in collaboration with Izad, a local women's organisation that works with Muslim women and has a strong presence in the local community. The activities of the Centre continued in the year 2018-19.

IMPACT OF YWLP

Initially, Neha (name changed) found it very difficult to hold the computer mouse properly and make it function. When she shared this with the team, they assured her and taught her as many times as she needed. She was happy to receive this support. Now, she practices using the Paint program whenever she gets time. She is grateful that she was not blamed for not being able to learn, like others may have done. She does not understand why girls are always pushed in the background, why their dreams and aspirations are given no importance. She has now decided that to help herself is the best way possible to fight all odds.

Fiza (name changed), 16 years old, was quite interested in computers from the beginning. But she was scared to travel alone. Whenever her friends skipped sessions with FAT, she also had to miss out. Even while she asked her friends to be regular, she gradually built up the confidence to come to the centre alone. It is extremely exhilarating to see Fiza, who never ventured outside home unaccompanied, now come to the Tech Centre all by herself.

Kajal gathered the ward members and some elderly villagers to intervene in a situation where a woman in her neighbourhood was being beaten up and thrown out of her house during the lockdown for unmet demands of dowry. They threatened to file a police complaint under Dowry Prohibition Act if the woman was hurt again. The woman is now safe.

Girls in STEM Program

In almost every country, women's participation in STEM (Science, Technology, Engineering, and Mathematics) fields lags far behind. We believe that, in India, discrimination based on caste, class, religion, and region, in addition to gender discrimination within STEM fields, is directly responsible for the gender gap in science and technology. To close this gap and encourage girls from disadvantaged groups to pursue STEM education, we began Girls in STEM.

By the end of 2018, we started working on building the capacity of the Girls in STEM (GiSTEM) team to further improve their work. This capacity building took the form of training sessions covering technical tools, equipment names and their usage, functioning of torque, internet, friction force (science and mathematics), algorithms and the development and finalisation of Level 1 curriculum of Jugaad Lab. From January 2019, 10 participants of YWLP's Level 3 batch joined GiSTEM as interns and conducted a pilot program that focused on running community Jugaad Labs.

Our Jugaad Lab is a space where girls can come to learn about electronics and everyday science by working with tools, assembling circuits, conducting science experiments, making or breaking things to figure out what makes them tick, and, most importantly, making mistakes without fear. The Jugaad Lab operates as a safe and educational space for us to effect the change we want to see in our community and society.

Between January 2019 and March 2019, girls continued to join for help with learning, exams and internet resources. From 2019, we mobilised for and promoted a new Level 1 batch in Okhla, Jalvihar, Nehru Nagar and Karpoori Thakur Jan Jivan Camp in Delhi. We decided to take the work of our Level 1 girls to the community. All classes were held in empty public spaces such as community temples and community parks.

A key feature of this year was the inclusion of boys for the first time in our intervention! We included five boys in the fifty participants we nominated out of the seventy-five applicants for the Level 1 program. This was an effort to increase diversity in our classes. These community-based sessions of Level 1 were conducted by the YWLP team who were in charge of Jugaad Labs. Classes finally began in June 2019 along with the electrical and mechanical training of all the interns.



WHERE DO WE GO FROM HERE?

The year 2018 was one of steep learning for all of us at FAT. The girls' perspectives about their own abilities have broadened and they have started breaking stereotypes and cultural norms. They have learnt to create their own space and build networks across levels and centres. Slowly, the trust between the Tech Centre teams and the parents also strengthened. In their personal lives, the girls have started questioning their families and community members about social norms and their personal agency. This has ranged from their choice to use a mobile phone and wear the clothes and makeup they like, to their freedom to work and express opinions. They have begun breaking notions within their communities that girls cannot use technology.

This year, we have learnt that working directly with the girls is more effective than working through a partner organisation. This direct engagement helped us enable crucial factors such as creating leadership spaces for girls. The year also reinforced the importance of economic empowerment because without it, leadership cannot be equitable or sustainable.

The biggest takeaway from this year, though, has been the understanding that passion has been latent in FAT for a long time. It erupted after the 2018 crisis, leaving us surprised at how we have been able to come together for FAT. We have adapted and adjusted to the new situation and found ways to hone the leadership skills of our participants. This has in turn laid a solid foundation for the collective mobilisation of FAT. We are only getting stronger. The community has rebuilt FAT inch by inch and we now look forward to its future.



ACTIVITIES

Capacity building in Pune	<p>GiSTEM</p> <p>Since July 2018, we have provided handholding support to the Pune Tech Centre team by conducting capacity building sessions like internet democracy, human rights, and awareness of sexuality and patriarchy. This training support helped the team build confidence and, subsequently, enabled team members to conduct workshops and reflection sessions on Gender and Menstruation independently.</p>
Workshops for Pune Level 1 Tech Centre participants	<p>YWLP</p> <p>Workshops were conducted on topics like Violence and Discrimination (September 2018), Patriarchy (October 2018), Menstruation (November 2018), Marginalisation (December 2018) and Negotiation, Rights and Responsibilities (March 2019). During the workshops, they were able to identify the reasons for the added pressure of marrying early and started to negotiate with their families to defer the same.</p>
Creative technology skills workshops, Pune	<p>Team members from Delhi travelled to Pune and conducted workshops on creative technology skills such as photography and videography. A resource person was invited to discuss social justice issues and help the girls plan advocacy initiatives for their rights within their community. One of the tasks given to the Pune workshop participants was to identify an issue directly relevant to their lives and create a photo essay capturing the issue and its impact.</p>
Film screenings	<p>In 2017, FAT's Bihar participants made a film titled 'Aakhir Kyun'. The film tells the stories of over a dozen girls from Bihar who are forced to marry at a young age and denied education because they are girls. It seeks to question these norms. It was screened over 120 times over the year, with one even commemorating Girls' Day on October 11, 2018.</p>

Women in STEM talk	<p>YWLP</p> <p>In February 2019, Ms. Kyo VLI was invited for the first Women in STEM talk to share her experiences as an entrepreneur working on green and sustainable products. She was previously a marine conservationist with the International Union for Conservation of Nature (IUCN), Bangkok. She spoke extensively about the marine ecosystem, the impact of humans and the protection of endangered species. She also explained the connections between human activities, climate change, marine ecosystems and livelihoods.</p>
Capacity Building	<p>In the year 2018-19, FAT organised two capacity building events in Bihar and Jharkhand for grassroot NGOs. These sessions focused on nurturing emerging leadership, building their understanding of the feminist approach to technology, encouraging girls' leadership and integrating technology into their work on women's rights.</p>
YWLP Workshops	<p>Under YWLP, workshops were organised on Violence & Discrimination and Menstruation, Patriarchy and Marginalisation, and Sexuality for the first batch of the Patna Tech Centre. A high visibility Certificate Awarding ceremony was held over two days on February 24th and 25th 2019. It was attended by 42 mothers and 57 girls. It also gave FAT and Izad an opportunity to get feedback from the parents and students.</p>
Internet Democracy and Women's Rights	<p>A curriculum on Internet Democracy and Women's Rights Issues was created in collaboration with the Internet Democracy Project. The Internet Democracy Project also conducted a workshop on Automated Facial Recognition System (AFRS) and its impact on our lives and privacy on March 15th and 16th, 2019. This was attended by our staff and Level 3 participants.</p>
Friday Learning Circles	<p>Every Friday, Young Women Leaders came together to discuss different development issues and movements. All the teams at FAT as well as Level 3 participants learnt about Gantt charts and their uses. A total of 42 sessions were conducted. These sessions were attended by between 16 to 35 people including staff and consultants.</p>

Coding Sessions	<p>YWLP</p> <p>Aleyna Kapur, a Calibration Engineer at Ford Motor Company, shared her journey as an engineer and her life in the technology sector with the Delhi YWLP participants. She taught the participants the basics of Micro Sensor Coding using Arduino.</p>
Learning community survey	<p>A survey to reach out to government officials, a rally, a flash mob, a signature campaign and street plays were organised. In January 2019, the survey questions, which addressed the restrictions, freedom and violence faced by women, were finalised. Further work was continued in April 2019. These included sessions on maintenance computer equipment, use of data on Excel and Lalita took a session on restrictions girls face on mobility.</p>
Filmmaking workshops	<p>FAT organised filmmaking workshops in May 2018 to encourage the girls to understand and address on-ground concerns. At the end of the workshop, the girls created the film 'Tu Soch Badal Toh Samaj Badlega', addressing the stereotypical thinking of girls owing to their conditioning. In Delhi and Bihar, the learning community group training was run by Empower Foundation.</p>
US State Department's Professional Fellows Visit	<p>OUTREACH & EXTERNAL PARTICIPATION</p> <p>On June 22nd, 2018, Fellows from the US State Department's Professional Fellows Program visited FAT. They were introduced to FAT's culture and operations, and how it empowers girls in STEM. Films made by FAT on girl power and legal rights were also screened to enhance their understanding of our work.</p>
Community events, Delhi	<p>Two community events - one about the safety of girls in public spaces and one about open freedom - were conducted to increase awareness in the community.</p>

OUTREACH & EXTERNAL PARTICIPATION

Book Distribution in Delhi Schools	Todo Bandishein booklets, produced by Level 2 girls, were distributed to over 16 Delhi schools to reach the students through their libraries.
Jagori workshop	Two Izad staff members working in the Delhi Tech Centre attended a four-day workshop on feminist counselling in Dehradun in April 2018. The workshop was conducted by Jagori, an NGO based in New Delhi and focusing on building a just society with feminist values.
MASUM and Vacha Conferences	FAT's Delhi team members who contributed to the establishment of the Pune Tech Centre represented our work in two conferences conducted by MASUM and Vacha in Pune. They also attended an 'Inward Change' conference on resilience in adversity in Nasik.
CREA Training	Deepika Passi, an alumna who is now a staff member, attended a training session organised by CREA. It was part of a 3-year leadership program being run by CREA for 10 Young Women Leaders from across India. Deepika chose to introduce self-care within our organisation as her leadership initiative.
Asian Media Information and Communication Centre 2018 Conference	Deepika Passi, along with our intern Summi, attended the Young People & Communication FREE/DEM Roundtable II at Manipal, Karnataka. While Summi spoke about her experience of learning to use media tools along with the personal changes in her life, Deepika spoke about FAT's work with young women on using new media for collective activism. Both of them are YWLP alumni.
Global Shapers Training	From August 18th 2018 to May 11th 2019, volunteers from the Delhi Hub of the World Economic Forum's Global Shapers Community conducted two workshops per month on different communication and employability skills. These included writing resumes and emails, seeking jobs online, preparing for interviews, using Microsoft Office and improving English proficiency.

OUTREACH & EXTERNAL PARTICIPATION

Mini projects

Delhi participants submitted proposals to us for mini projects (individually or in groups) to work within their communities on a social issue. This included creating a monthly work plan and a budget. The implementation is planned to be carried out in May 2019. Fourteen proposals were received and ten were approved. Seventeen girls from Level 1 and 2 between 17 to 25 years of age worked on them.

MISCELLANEOUS

Sports Day for Levels 1 and 2 graduates

In the Delhi Tech Centre, the staff and girls in the first batch of Level 3 organised a Sports Day for the graduates of Level 1 and 2. This was aimed at mobilising admissions for the second batch of Level 3. The goal was to have at least 50 girls between the age of 18 and 25 in the next batch of Level 3.

Women's Day Celebration

A Women's Day event was organised on March 8th 2019 to build and strengthen relationships within the community and mobilise admissions for the new Level 1 batch. The event witnessed Level 2 students setting up stalls and conducting STEM-related activities, such as Rubik's Cube games, buzzer quizzes and puzzles. It garnered a footfall of 300 individuals and enrolment from 20 girls. Overall, the creative STEM games appealed to many.

Wellbeing Coach

Over the course of six months, Carmen Morcos, a wellbeing coach from Impact Visionary, provided tailored support to FAT's Executive Director. The focus was on leadership development, stress management and overall organisational skills. The aim of this was to avoid burnout and increase effectiveness of the leaders.

Learning community joint event and final event, Delhi

In the joint event hosted in collaboration with Empower, participants portrayed their personal journeys through dance and drama in front of their families. In the final event, the certificate ceremony, the families applauded the event. After the final event, the girls visited many local sites such as the post office, MLA office and railway station to learn about them.

Disability and Sexuality toolkit	<p>The work on the Comprehensive Sexuality Education toolkit for Youth with Disabilities (YwD) was begun this year. The toolkit would comprise a comic book, videos, podcasts, quizzes and a facilitators' manual. Video shooting by Pooja Pant and Bikkil Sthapit from Kathmandu began, and workshops with youth were organised between September and December 2018 to make videos and stories about the same. The technical content was written by Abha Khetarpal and Nandini Rao, with inputs from Prabha Nagaraja and TARSHI in the initial stages. The baseline assisted the project team to measure and study the current levels of knowledge and perceptions of SRHR in the sector. The endline then compared scores to find gaps that needed intervention. The evaluation process was done by Ankita Rawat, Nandini Rao, and Vijay Rajkumar.</p> <p>The project was done in partnership with Shishu Sarothi and Cross the Hurdles. The project was funded by the David and Lucille Packard Foundation.</p>
Capacity building	<p>Training and handholding support was given to a new team of 20 alumni leaders in Delhi, 3 alumni leaders in Pune as well as 2 support staff members on various topics related to organisational procedures and systems, policies, differentiating the personal from the professional, maintaining professional boundaries, work-life balance while negotiating career choices, caring for oneself while working for change, and enhancing the skills needed to implement ground work.</p>
'Decolonising the Internet' Conference, Cape Town	<p>FAT's Executive Director was invited to a conference on 'Decolonising the Internet' in Cape Town, South Africa, on July 18th and 19th, 2018. She was represented by FAT Board Member Nayantara Ranganathan instead.</p>



REACH

Location/Program	Level 1	Level 2	Level 3	Interns	FAT Staff	Total
Delhi Tech Centre	0	22	18	3	5	48
Delhi GiSTEM	31	11	0	3	2	47
Jharkhand Tech Centre	79	63	27	7	3	179
Patna Tech Centre	70	11	0	2	2+3	88
Pune Tech Centre	0	31	0	2	1	34
						451

FUNDING PARTNERS

1	The David and Lucile Packard Foundation	5	Global Fund for Women
2	OAK Foundation	6	Salesforce.com India Pvt Ltd
3	South Asia Women's Fund (SAWF)	7	The Match International Women's Fund
4	American Jewish World Service	8	EMpower The Emerging Market Foundation
		9	The Kiran Anjali Project

TEAM

APRIL 2018-2019		
NAME	DESIGNATION	AREA OF WORK
Gayatri	Executive Director	Organisation Management
Rekha	Staff	YWLP
Deepika	Staff	Communication
Lalita	Staff	GiSTEM
Vineeta	Staff	YWLP
Simran	Staff	YWLP
Varsha	Staff	YWLP
Ravindra	Staff	Account & Finance
Riyanka	Staff	Account & Finance
Jyoti	Staff	Admin/HR
Shreshtha	Staff	YWLP-Pune
Komal	Staff	YWLP-Pune
Jagriti	Staff	Executive Assistant
Rubi	Staff	GiSTEM
Priyanka	Staff	YWLP
Usha	Staff	Accounts
Poonam	Staff	Accounts

CONSULTANTS		
NAME	DESIGNATION	AREA OF WORK
Muthu Kumaran	Consultant	GiSTEM Consultant
Sathyashree Goswami	Consultant	OD Consultant
Saurabh Yadav	Consultant	Advocacy and Partnership
Priyanka (Kai) Reddy	Consultant	Fundraising Consultant
Simon	Consultant	Communication
Sinti	Local Consultant	YWLP- JH
Rupali	Local Consultant	YWLP- JH
Preeti Kumari	Intern	Girls in STEM
Anjali	Intern	Admin
Sangeeta	Intern	Admin
Rubi	Intern	Girls in STEM
Priyanka	Intern	Young Women Leadership
Usha	Intern	Account
Poonam	Intern	Account
Chanchal	Intern	Young Women Leadership
Mamta	Intern	Admin
Summi	Intern	Young Women Leadership
Sarita	Intern	Admin
Mafiya	Intern	Young Women Leadership

AUDITED ACCOUNTS

MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS

309, DELHI CHAMBER, DELHI
GATE, NEW DELHI - 110002.

FEMINIST APPROACH TO TECHNOLOGY SOCIETY :: NEW DELHI BALANCE SHEET AS ON 31ST MARCH, 2019

LIABILITIES	AMOUNT (INR)	ASSETS	AMOUNT (INR)
CAPITAL FUND - Op. Balance	2,339,324.00	FIXED ASSETS	1,942,852.00
Addition during the Year	171,600.00	As Per Schedule 1 Attached	
Less : Depreciation	568,072.00		
GENERAL FUND		CURRENT ASSETS	
Op. Bal. As On 01.04.2018	1,174,297.93	Security-Rent and Other Advance	543,417.00
Add : Excess Of Income		Cash - in - hand	27,751.88
Over Expenditure	62,414.00	With ICICI Bank FCRA A/C	28,766,663.90
		With ICICI Bank Society A/C	1,198,267.33
			30,536,100.11
UNSPENT Balance - For Projects			
Op. Bal. As On 01.04.2018	23,507,130.31		
Less : Excess Of Expenditure			
Over Income	9,546,816.18		
CURRENT LIABILITIES			
Grant Received In Advance	14,283,608.05		
Sundry Creditors	1,055,466.00		
TOTAL..... (Rs.)	32,478,952.11	TOTAL..... (Rs.)	32,478,952.11

For FEMINIST APPROACH TO TECHNOLOGY SOCIETY

[Signature]
(Secretary)

[Signature]
(Treasurer)

Place : New Delhi
Dated : 09-09-2019

FOR MALHOTRA & ASSOCIATES
CHARTERED ACCOUNTANTS
FIRM REGD. No. - 011338N

[Signature]
(Ashok k. Malhotra)
Prop.
M.No. - 089905



