



Persistent Foundation
Let us be the 'Agents of Change'



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Foreword

2021-22 was another challenging year owing to the second wave of COVID-19. The pandemic continued to affect individuals and families, leaving difficult times ahead for many. The Persistent Foundation showed its solidarity by being a catalyst for unleashing the potential of communities and brought in hope and determination to people to emerge stronger out of this situation.

We continued COVID-19 Relief Work by providing necessary support to strengthen medical infrastructure and aid with livelihood to those in need. This year, we also encouraged entrepreneurship in families who had lost their sole breadwinner and bridged the learning gaps created due to online learning by providing necessary teaching and learning tools and conducting special classes for students.

Our other regular CSR projects gained momentum as we added a component of COVID support wherever required. In FY21-22, we supported 21 projects, and were able to make a difference to the lives of more than one lakh people. Persistent employees significantly contributed towards the activities conducted by the Persistent Foundation. Over 4,500 employees came forward as volunteers and donors to do their bit for the society.



Our Trustees



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Founder, Chairman and
Managing Director

Sonali Deshpande

Founder Trustee and
Chairperson



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Persistent Foundation
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Message from Chairperson

The last year saw many ups and downs due to the fierce second wave of COVID-19. It destroyed and disrupted our lives as many succumbed to it across the world. The meaning and perspective of life changed for us as we lost our near and dear ones. It was a time of tragedy and despair, with seemingly no hope of a light at the end of the dark tunnel.

The situation started improving slightly as the year progressed and a sliver of hope and cheer went around the world. Weddings and festivities happened again, albeit with a limited number of people in attendance. People could travel, go out to meet friends and family, and go back to work again. It was a happy time though laced with great caution and fear.

As work picked up at the Foundation, we were able to start some school related projects in

anticipation of schools reopening. We helped in refurbishment of infrastructure in schools. We also started support classes and study centres to help students revise their old curriculum and prepare them for the new academic year. Additionally, we provided 20 refurbished laptops to students, which helped them to continue learning the digital way. In the upcoming year, we aspire to provide more such laptops and desktops to individual students and schools.

The Nursing students successfully completed their course and were placed in hospitals across Pune. Other skilling courses provided employment to all the candidates. This was indeed heartening and encouraging for all of us. Our new batch of Kiran girls was onboarded in February and our batch of graduating girls was successfully placed in good Companies.

The Facial Cleft project picked up through the year, allowing us to help 624 children along with their families, find hope and opportunity to live a happy life. The cataract surgeries and paediatric surgeries continued as per schedule. We helped 1,000 severely malnourished children improve their health by providing nutritional supplements.

We planted 16,000 trees, nurtured 24,000 more trees. We helped 40 families earn their livelihood through bamboo craftsmanship. We were able to construct 2 wells to solve drinking water problem for 550 people. Desilting and recharging of water, construction of water storage tanks and soil conservation were a part of the Watershed program initiative. The livestock development program has seen success in the number of healthy calves born. The solar power initiatives are reaping good dividend and helping the charitable hospitals save significantly in terms of power consumption.

Persistent Foundation continued its COVID Relief work this year as well. We reached out to more than 5,000 families with food kits and cooked meals. We provided medical equipment like ventilators, oxygen concentrators, BiPap machines to hospitals across all our 5 locations. We also provided the hospital staff with PPE kits, sanitizers, masks, multipara monitors, fumigation equipment. We partnered with the local Municipal Corporation to set up a 600 bed COVID Care Centre with the necessary consumables. The vaccination effort was carried out in Pune and Hyderabad. We reached out to almost 43,000 individuals including senior citizens, disabled individuals, bed ridden people.

As we look at the year ahead, we have hopes in our hearts and smiles on our faces. We pray that we have seen the last of the COVID era and that life can now resume once again. It's going to be a tough journey ahead coping with the new normal and dealing with the aftermath of the pandemic. The scars are deep and will take a long time to heal. We need to look beyond and focus ahead on our goals and aspirations.

Like always, our Trustees have stood strong beside us in our struggle and motivated us during such

trying times. Their encouragement and support are invaluable. I am truly humbled by the immense generosity shown by our employees, whether as monetary contribution towards the COVID relief work or even helping us in various volunteering drives that we had during the lockdown. The Persistent Board has only appreciation and admiration for us, for which we are always grateful. I have a fantastic team working with me and I cannot express enough gratitude to them for their relentless and continuous commitment to the cause of CSR. All these achievements are a result of their teamwork and dedication. I would like to thank each and every one who has been a part of our CSR journey and I hope to see more participation and involvement from many more of you.

Here's to a more normal, safe, happy, and productive year!

Thank you,

Sonali Deshpande

Chairperson

Foundation Team

Core Team



Yogita Apte



Rushikesh Barsawade



Pooja Kulkarni



Vaibhav Nikam



Mahalakshmi K



Suparna Deshpande



Akshay Dhapare



Amandeep Singh



Amar Thakur



Amit Atre



Amol Undre



Anil Wadhwa



Arvind Indalkar



Asim Mandal



Dattatraya Prabhune



Dinesh Wankhede



Hanumant Dighe



Hemant Mohril



Kevin George



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Nadia



Nayana Bhandari



Paresh



Pratyush P



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Sandeep Tambe



Sanjay Chaudhari



Shashikant Mahajan



Shekhar Sahasrabudhe



Siddharth Pendse



Siddhi Raikar



Sushant Saraswat



Swaraju



Tejas



Nitinchandra Shende



Tukaram



Yogesh Karmarkar



Tanuj Joshi



Vidyadhar P



Vincent Flor

COVID-19 Relief Work

COVID-19 was a new phenomenon for all of us when it first hit us in March 2020. While we gradually got accustomed to the ‘New Normal’, the second wave of the pandemic affected us in March 2021. It was during this period that we witnessed loss of life to a great extent as the near and dear ones got impacted. Persistent Foundation, as always, came forward to address the needs of the community by supporting hospitals, NGOs, and Government to strengthen the infrastructure and helped serve the society at large.

Another challenge that emerged due to the pandemic, was its impact on livelihood and education. We connected with 38 partner organizations and 13 hospitals to understand the local challenges and needs. Based on the feedback received, we categorized the needs into 4 sections i.e., Support for Food kits/Dry ration kits, Support for medical facilities, Support for bridging learning gaps, and Support for entrepreneurship.

Support for Food kits/Dry ration:



With the help of 9 partner organizations, we were able to reach out to 1,255 individuals and 5,215 families. One ration kit contained over 11 items with basic necessities, which could support a family of 4-5 members for one month. We also extended this support to the physically challenged people, people residing in rural areas, residential schools, and the rag pickers community.

Special mention- Support to Shikshan Prasarak Mandal’s Sainiki Pattern School, Kurundwad:

Sainiki (military) Pattern School is a self-funded residential military school. Due to repeated instances of natural calamities and impact of COVID-19, the families of students were facing economic crises and were unable to pay annual fees. Besides, individual donations which school used to receive also reduced. This resulted in an additional burden on the school authority in terms of operational expenses. The school approached us for financial help and we took the responsibility for 3 months ration for 250 students and staff.

Support for Medical Facilities

The impact of second wave of COVID-19 was worse compared to the first wave as the entire healthcare system was in chaos. All hospitals and COVID care centers were flooded with patients. Medical facilities faced shortage of equipment and consumables. Persistent Foundation extended support during such trying times by strengthening the medical infrastructure. We backed 13 hospitals with the following equipment:

The above support enabled the treatment of

Sr. No	Item	Quantity	Amount (₹ Lakh)
1	Oxygen Concentrators	132	53.81
2	Ventilators	22	218.79
3	Multipara Monitors	5	6.49
4	OT-Fumigation Machine	5	3.39
5	Oxygen High Flow Machine	3	10.55
6	BiPAP	2	1.52
7	Oxygen Plant	1	44.84
8	Fogging Machine	10	8.50

patients admitted under emergency in the hospitals and those in the recovery phase at home. We also ensured timely availability of oxygen concentrators in rural parts of Pune and Nagpur through Government’s support.

In the second wave, there was a nationwide scarcity of oxygen for medical purposes. Government ordered shut down of Oxygen (O₂) production for industrial use and all plants were engaged to produce O₂ for medical purposes. In line with this, Persistent Foundation supported an oxygen generation plant in Nagpur. This plant can produce 55 O₂ cylinders per day with a purity of USP 93 ± 3%. We also supported 2 COVID care centers in Pune with consumables like PPE kits, masks, and sanitizers.

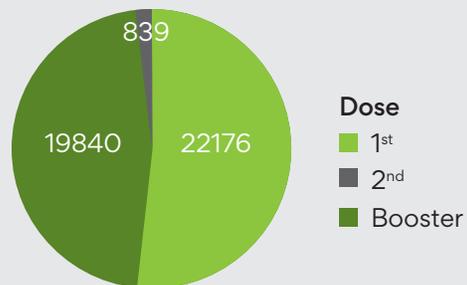
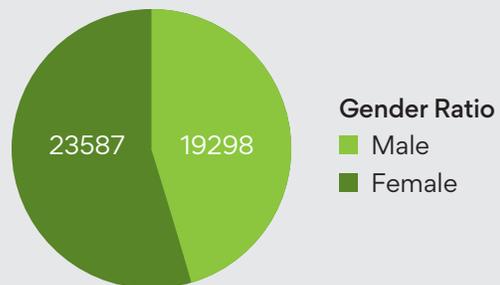


Support for Vaccination

Precaution is the best way to tackle any illness. Considering this, Persistent Foundation supported a Mass Vaccination Drive through ‘Vaccine on Wheels’. This is a hygienic mobile medical setup that provides vaccination facility at the community level for the less fortunate. With this, we have been able to speed up immunization amongst the less fortunate population in Pune and Telangana. The main target groups of ‘Vaccine on Wheels’ were the aged people, bedridden patients, and people with disability. With this setup, 42,855 individuals were benefitted.

Case study

Our unit in Ghattu located in Telangana organized a vaccination camp in Aloor. A 75-year-old farmer visited the ‘Vaccine on Wheels’ setup to take his first dose of COVID-19 vaccine. He informed the doctor about the pain in his legs before vaccination. The doctor examined him for his leg pain and administered the first dose of vaccine. His contact number was taken and after a week he was contacted to check on his health. The farmer informed that he is feeling well, and the pain in his leg is cured. He was very happy upon receiving such a caring call from us and expressed his gratitude to the entire team.



Bridging Learning Gaps



The education sector in India took a major hit during the pandemic. Despite all the challenges, the education system tried to cope with the Online - Digital Way of Learning. As the intensity of COVID reduced, more emphasis was laid on the need for offline guided learning. We supported 8,146 students across Pune and Bengaluru through Bridging Learning Gaps Project. To address these gaps, we supported primary/secondary schools. with simple booklets. A baseline study was conducted for secondary school students to understand the gaps and plan interventions for improvement in Mathematics, Languages, and Science. We were able to reach out to 11,606 students through this initiative.

Support for Entrepreneurship

COVID-19 induced lockdown impacted the livelihood of unorganized sector, small-scale entrepreneurs, etc. Persistent Foundation stepped in to address the employability challenges faced by such people. We are committed to supporting 569 entrepreneurs. Till March 2022, we have trained 190 individuals and supported 126 small businesses with seed funding. We provided support in the form of machinery, seed capital and training. Beneficiaries were identified with the help of local Government agencies as we targeted the families who have lost their earning member due to the pandemic.



Flagship Programs

Kiran Girls Scholarship and Mentoring Program

FY22 marked the 13th year of this flagship program, which aims at making girls employable, self-sufficient and technically sound to survive the current competitive era. Every year, 40 young girls who are talented but economically under-privileged are provided support to pursue their B.E. / B. Tech. in Computer Science/ Information Technology / Data Science – Artificial Intelligence, Machine Learning. This program backs them for the entire course duration of 4 years. It focuses on their academic development and professional enhancement through Summer and Winter Schools, Soft Skills and Technology Trainings.

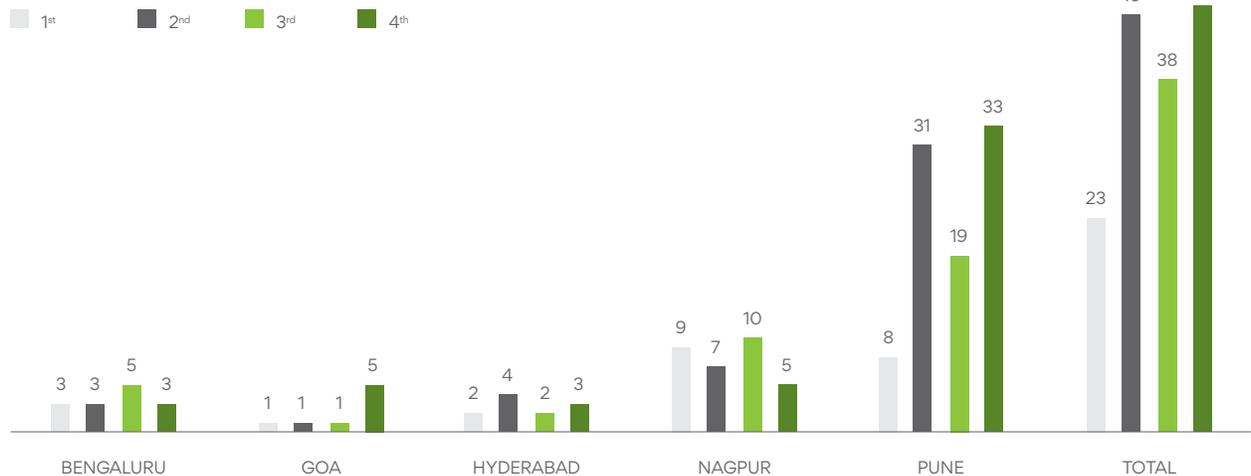


The program has benefitted 401 Kiran Scholars so far. This year 46 scholars have graduated and 106 will continue further. Out of 46 girls who graduated, 36 girls were placed in 30 companies, some are preparing for further studies, and some have been given an opportunity to appear for Persistent’s aptitude test.

In FY22, we received 1,200 applications out of which, 42 Kiran Scholars were onboarded with background of Information Technology, Computer Science and Data Science – Artificial Intelligence, Machine Learning. 154 Persistent employees volunteered in the process of selection of these Kiran scholars, right from designing the aptitude test to conducting technical sessions/mentoring these girls.



Kiran Girls Scholarship- 2021-22



Walking an extra mile

A student from Bengaluru reported financial crisis due to her father's illness. Her family had exhausted all the resources and needed support for living and younger brother's education. We provided support with 3 months ration and school fees. We will take care of education fees of both the brother and the sister for one more year.

We also supported a student from Hyderabad for her 5th year of academic hybrid course in Engineering and Research. This is noteworthy, considering we went beyond the 4-year academic support by trusting the potential of a Kiran Scholar.

Mentoring Program

Kiran Girls Scholarship focuses on development of girl scholars across various areas through mentoring. We identified 60 new mentors in the year who connected with Kiran Scholars one on one at regular intervals to enhance their skills. In FY22, group mentoring activities in Summer and Winter School included Python training, basic programming skills, data structures and algorithms. 85 students from 2nd and 3rd Year attended the virtual mentoring sessions.

Student testimonials



I really enjoyed learning at the winter school as the sessions were quite insightful. The learning material was easy to understand and quite precise. I learnt about data structures and algorithms, which were confusing for me earlier. Thanks to Persistent Foundation for this winter school, as it's because of them I can say with confidence that I'm well versed with data structure no matter what language I code in. Looking forward to attending more such sessions.

Mugdha Kshirsagar

2nd year Computer Science, Pune



I'm in my 5th year of dual degree program in Computer Science from IIIT, Hyderabad. I'm truly honored to have been selected for the Kiran Girls Scholarship Program. As a part of summer schools, I learnt about importance of LinkedIn, work culture in software companies, various programming languages, and strengthened my concepts in data structures. This exposure has helped me prepare for internship. IIIT Hyderabad being a Tier-1 college gave me a chance to be interviewed by top companies and achieving a good package.

Thejasvi Konduru

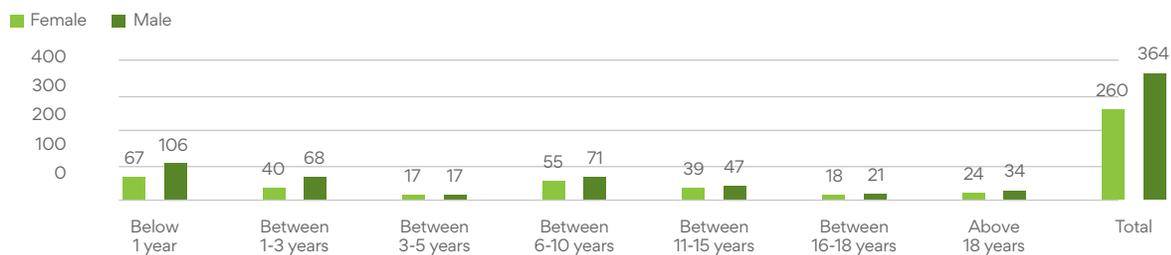
Hyderabad



Comprehensive care for Facial Cleft and Palate surgery:

FY22 marked the 6th year of this flagship program. Our comprehensive approach towards services provided to the patient and their family set us apart. We are with them throughout their journey - right from creating awareness to post operative care, we provide a bouquet of services at a negligible cost or free of cost. Currently, we are supporting 14 centers where speech therapy, dental treatment and nutrition services are provided. In FY22, we supported 624 surgeries, out of which 604 were Facial Cleft and Palate surgeries and 20 were Maxillofacial surgeries. We were able to reach out to 604 families/beneficiaries in the year through this program.

Age and sex composition of the patients:



Based on our data, we have observed that our awareness campaigns are helping people get treated at an early age as 45% of the patients are below 3 years. On the other hand, people above 18 years are also getting treated, thus helping them regain their self-confidence and better their self-image.

Before



After



Case study

Case Study - A boy with cleft lip was born to a labourer's wife. He was the first child of the couple. Father blamed the mother for the kid's condition and abandoned them. The mother came back to her parents, who welcomed their grandson with open arms. Through our awareness programs, we were able to reach out to the family and inform them about the services available. This was the ray of hope for his mother. The boy was operated at Pandharpur center for free. With our timely intervention, he is now smiling beautifully and enjoying his childhood.

Integrated Watershed Development Program

We started this three-year program at Varude village in 2019 and we are now in the last year. While the COVID-19 pandemic affected some of our planned activities, we've seen some visible impact of our interventions as we gained confidence of the villagers. This program will conclude in June 2022 and most of the targets have been achieved. Local community was quite receptive as they witnessed substantial change and development happening in the cluster for the last three years.

Last year, we conducted a Geohydrological survey of the project land as we could not do much on the field due to the pandemic. The report gave us a fair idea of underground water availability, drainage lines and aquifers. This scientific study helped us plan and execute our water conservation interventions in a more focused manner. Along with this, we utilized this period as an opportunity

to make qualitative changes to the program that would help villagers in the long run.

We made various changes in the program considering local needs and tailored some interventions to maximize output. For example, we introduced honeybee keeping as a part of livelihood activity. This was not planned in the initial stage of the project, but we received good response for it. We distributed 100 beekeeping units amongst 47 farmers. This has led to cross pollination in 2 kms area. We also distributed solar traps to 120 farmers to reduce the usage of pesticides on the crops and promote organic farming. The results have been good, and farmers are demanding more solar traps as they saved on pesticide spraying expenses.

Livestock development center has boosted the dairy business in the local community and increased the income of the farmers. Bharatiya Agro Industries Foundation's sorted semen doses have delivered best results by increasing female calf birth ratio to almost 90%.

Type of Services	Target for 3 years	Achievement till March 31, 2022	Outcome
Soil and water conservation	730 Ha, Plantation – 850 Ha	730 Ha Plantation- 300 Ha	913 Lakh litre water recharged Plantation of 10,000 plants and 80,000 seeds, covering 250 Ha
Drainage line treatment measures	1,070 structures	1,080 structures	Reduced water speed on approximate 380 Ha catchment area
Recharge measures	55 farm ponds, 13,000 cu m desilting, Plantation 10 km	55 farm ponds 12,595 cu m desilting Plantation - Planned in June 22	Helped recharge 130 lakh liters water and increased ground water level
Water storage measures	15 structures, 10,000 cu m desilting	6 structures completed. 7 will be completed by June 2022 7336 cu m. desilting completed. 2664 cu m work will be completed by June 2022.	Increased water storage and recharge capacity by 73 lakh liters of old structures
Agriculture development	200 farmers	197 farmers	Vegetable farming increased farmer income by ₹ 20,000 to 25,000, 45% water saved due to drip irrigation Honeybee Keeping - 2.0 km area covered for cross pollination Solar trap – Reduced use of pesticide

Type of Services	Target for 3 years	Achievement till March 31, 2022	Outcome
Livestock development	Semen doses - 3,750 Sorted Semen - 155	Semen doses- 4,222 Sorted Semen- 196	707 Heifer born - 60% conception rate and 40% success rate 61 Heifer born - 73% conception rate, 83% success rate
Capacity building of community	30 nos.	25 events	5 exposure visits, 12 farmer training, 3 volunteer training, 2 Agriculture Exhibitions. 3 honeybee training

Highlights of the projects:

- \ Due to area and drainage line treatment, recharge measures and desilting, we were able to increase water recharge by 930 lakh liters
- \ Water storage measures like repairing old structures led to increase in water storage and recharge capacity by 73 lakh liters
- \ Under livestock development, we achieved 60% conception rate and 40% success rate (female calf birth) in conventional artificial insemination. For sorted insemination, we achieved 73% conception rate and 83% success rate
- \ Under agriculture development, crop diversification expanded the scope for growing vegetables. This eventually increased income of farmers by ₹ 20,000 to ₹ 25,000
- \ Installation of 40 biogas plants saved ₹ 6,000 to ₹ 7,000 annually



Beekeeping Unit



Onion Seed Cultivation

Case study

Name of Participant: Salubai Dagadu Gawade

Project Support: Honeybee Keeping Kit

Name of Crop: Onion

Season: Rabi

Area under Cultivation: 10 R (0.1 Hectare)

Outcome: Onion seed yield increase

Salubai Dagadu Gawade is a farmer from Gadakwadi village. He participated in our program in 2021 where he received honeybee keeping unit and gained technical knowledge for onion cultivation. Prior to joining the program, he cultivated negligible volume of onion seeds and had to buy them from outside for consumption. With our honey beekeeping unit, the production of onion seeds increased up to 4 kgs., which is sufficient for his farm.



Solar Trap

Case study

Name of Participant: Baban Shripati Gawade

Project Support: Solar trap

Name of Crop: Sponge Gourd

Season: Rabi

Area under Cultivation: 30 R (0.3 Ha)

Outcome: Reduced Input Cost

Baban Shripati Gawade is a farmer from Gadakwadi Village. He participated in our project in 2021. The project provided him technical support and improved seed for Sponge Gourd cultivation. The support was supplemented with solar pest trap. Prior to using the solar trap, he incurred high expenses for pest control. Solartrap helped reduce 4-6 sprays per crop cycle translating into savings of ₹ 6,000 per cycle.

Value add in the project- Support to Varude Primary Healthcare (PHC) center:

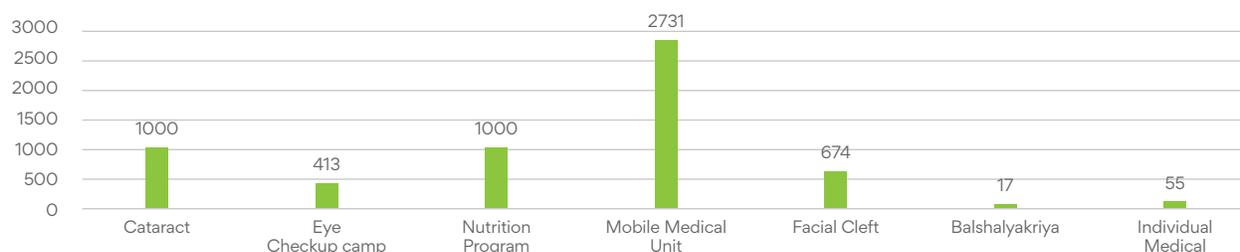
During our site visit, we learnt that a PHC at Varude lacked basic medical infrastructure and struggled to serve people during pandemic. We helped refurbish and equip this PHC with necessary medical

facilities. This PHC is now conducting women health check-up camps. Bharatiya Agro Industries Foundation organized a hemoglobin check-up camp and a session on menstrual hygiene at the center. More than 50 women benefited from this camp.



Health

We continue our measures on curative healthcare services with focus on elderly and children. During the peak of COVID-19 pandemic, access to regular healthcare services was a big challenge. With the help of 10 hospitals and 6 NGO partners we were able to reach out to 5,893 beneficiaries.



- Support for Cataract Surgeries-** Persistent Foundation has been supporting cataract surgeries for the past 8 years. We provide support to patients above 60 years of age who belong to the economically underprivileged section of society. We implement this program in 4 States - Maharashtra, Goa, Telangana, and Karnataka. We are associated with Seth Tarachand Ramnath Charitable Ayurvedic Hospital Trust in Pune, Swami Vivekananda Medical Mission in Nagpur, Hyderabad Eye Institute in Hyderabad, and Sri Vivekananda Sevashrama in Bengaluru. In FY22, we associated with a new partner in Goa and conducted eye check-up camp for 413 patients, out of which 358 patients were identified in need of cataract surgery.

Cataract Case study

A free cataract surgery camp was organized for the inmates of Beggars Rehabilitation Centre in Bengaluru. It is an organization run by the Department of Social Welfare, Government of Karnataka with financial aid from Persistent Foundation. About 200 inmates were examined, out of which 100 people were screened and 42 people were selected for surgery as they had matured cataracts. 42 patients were brought to the hospital and 39 surgeries were performed; the rest were advised to come later as they were unfit for surgeries on that day. All the surgeries were conducted satisfactorily.



Support for Pediatric Surgeries

Persistent Foundation has been supporting pediatric surgeries for the last 5 years in Nagpur. We have partnered with 2 NGOs who are associated with many Community Based Organizations (CBO) and Government departments like National Rural Health Mission (NRHM) for creating awareness about the service and identification of patients.

Bal Shalyakriya (Pediatric Surgery) - We are supporting pediatric surgeries with the help of Gowda Saraswat Brahmin Sabha (GSB). Earlier it was a camp-based service for a specific period. However, due to the pandemic, modus operandi of the program changed to address the changing needs of people. We used to conduct 1 camp in a year, however, in FY22 GSB conducted 2 camps. Additionally, these surgeries were conducted with the help of Nagpur based doctors instead of the earlier approach where the doctors from outside the country visited the camp. In FY22, 10 major and 8 supra-major surgeries were supported by us.

Support to Orthopedic Rehabilitation Center

We have been supporting this project for the last 3 years and 90 patients have benefitted from it till March 2022. Considering that facility was not much in use due to the pandemic, we made the most out of this situation and upgraded the physiotherapy center, which is one of the crucial elements for orthopedic treatment. We supported procurement of 15 equipment like mats, parallel bars, therapy balls, disc swing, etc., which helped patients improve their balance, posture, and regain their strength.

Feedback from the Organization

The support received from Persistent Foundation has been of immense help in bringing people from darkness to light. Since 2018, the Persistent Foundation has been supporting us by providing financial assistance for cataract surgeries and to restore eyesight to the poor and needy. Their assistance has helped many patients who otherwise would have spent their twilight years in darkness and remained a burden for their family. During the last 2 years, the Persistent Foundation was instrumental in bringing light in the lives of 200 patients each year and helping them lead a dignified and independent life. We are grateful to them for their dedication and commitment in rendering service to the poor.

Venkatesh Murthy
Managing Trustee
Sri Vivekananda Sevashrama

Case study

Aarohi, a 7-year-old resident of Nagpur was diagnosed with Cerebral Palsy Spastic Quadriplegia. When she was 8 months old, her mother noticed developmental delay and took her for therapy treatment at various hospitals. Her mother came to INSPIRE Comprehensive Therapy Center, which is supported by us when Aarohi was 3 years old and was facing difficulty in walking and maintaining posture. With the help of multiple equipment and therapy sessions, there was improvement in her gait, core muscle strength, back extensors, postural control, voluntary muscle control and increase in strength of lower limbs. She is now able to walk without support in controlled environment and we will gradually ensure that she is able to do so outdoors.

Support for Mobile Medical Unit

Persistent Foundation has been supporting Mobile Medical Units in Goa for the last 5 years. We are associated with Help Age India for this, and these units are placed in 17 villages of Goa. Besides providing medical services, the staff also creates awareness amongst villagers about various Government schemes and programs. In FY22, we supported over 2,784 patients and 19,892 treatments.

Support to Individual Medical Cases:

Some medical cases don't fall under our usual medical projects. We allocate a separate budget to address such individual cases and assign funds based on the merit of the case. In FY22, we have been able to reach out to 55 patients through this initiative. These patients are usually referred by employees or by associate NGOs. This year majority of the cases were referred for kidney transplant, bone marrow transplant, cancer treatment.

Education

1. School Infrastructure Development



COVID-19 brought in the 'hybrid' culture, wherein not just workplaces, but even education institutes have switched to a hybrid learning model. Their 'education first' motto, overcame the pandemic fears and students and teachers adapted to the flexible learning environment.

Persistent Foundation supported 3 schools with 10 Mbps LAN connectivity for smooth functioning of academic course - one each at Pune, Nagpur, and Bengaluru location. It also includes Sparsha Trust's residential center in Bengaluru, benefitting 140 students.



Another challenge for children during the pandemic was accessing sports grounds for outdoor activities. We supported one school in Goa with sports kits of Cricket, Volleyball, Table Tennis and Badminton setup, benefitting over 300 students.

As the learning model changed, so did the teaching model. During vacation, teachers from Nutan Bal Vikas Kendra, Pune came together and designed comprehensive and engaging content from the learning material. They took enlarged prints of

some topics and explained it to students in different ways like rhymes, etc. When they received good response from the students, they approached us for support in printing 200 such designed sheets on durable boards. We helped them with it and additionally extended the support of our Administration and Carpentry team to prepare small mounting adjustable stands for ease of teaching and learning.

2. Special coaching for Class 9 & 10 students



The objective of special coaching classes is to improve the performance of students in subjects they find challenging like English, Marathi, Mathematics and Science. FY22 was the fourth year of the program in association with Suprabhat Mahila Mandal. It consisted of varying learning models - 2 years of offline, 1 year online and 1 year hybrid model, supporting 548 students in 3 schools.

In 2021, students were rated with internal marks and no formal board exam was conducted for all grades. 10th grade students of this year were attending online or hybrid school for last 2 years. Here's what we did to bring all of them on the same level -

- \ Workbook-based exercises to improve their writing abilities. 270 students from 3 schools in 10th grade were a part of it. Result of this year's batch will be declared in June 2022
- \ Special classes for 9th grade students who were weak in subjects like Mathematics, Science. These classes enhanced conceptual clarity of students

3. Support to after-school Study Centers

Our study centers are a platform where students get to explore themselves beyond just studies. It's one of our crucial projects as it works towards providing holistic development of students on the academic, physical, and mental front. Persistent Foundation supports 32 study centers, reaching out to 1,024 students across Pune with Seva Sahayog Foundation, Nagpur with Niramaya Bahuuddeshiya Kendra, and in Hyderabad with Youth for Seva.

In Pune and Hyderabad, these centers are run in urban underprivileged communities and in Nagpur it is run in rural underprivileged communities. COVID-19 affected the functioning of these centers, leading to a learning gap. The rural centers had issues with mobilization, student attendance, online device availability, exhaustion of stationary and urban study centers faced challenges like space availability, logistical issues, inconsistency in attendance, etc.

While the mode of engagement changed due to COVID, the enthusiasm amongst students remained the same. To help students with studies, programs like support class for 8th to 10th grade students for Mathematics, Science and English were included, workbook-based learning was emphasized for all grades in Pune.

As the effect of pandemic tapered off, Nagpur students got engaged in study circles, children forums, sports, and cultural activities. Also, Sakhi Kendra – a group for adolescent girls, continued with their life skills, art skills and health related sessions and activities. Activities like tree plantation, cleanliness drives, Teacher's Day, Science Day filled in the energy amongst students in Pune. In Hyderabad, there were speech competitions, drawing and art events.

We have observed increase in attendance of students and their inclination to follow COVID safety behavior, a result of our last year's effort. Regular sessions on health, hygiene and nutrition were also conducted by these centers. We also provided school bags and notebooks kits to enable students to continue their studies without any shortage of stationery.



4. School kit donation

The reach of school kit donation is getting wider as more and more employees are contributing towards it. This year's school kit donation has benefitted 1,500 students from 11 Schools across all our locations. It includes hearing aids and batteries, stationary, blackboards, sweaters, books etc. The need was prominent as schools were starting after a gap during winter. 342 employees contributed to this initiative.

Support for Hearing Impaired Children



The support from Persistent Foundation since 2019 has immensely helped us make a difference to the lives of many people. We are truly grateful for the donation received towards special education, hearing aids, stationery, and ration kits. Along with this, we received over 6,000 grocery kits as part of COVID Relief Work, through which we were able to support families from our school.

Ms. Anuda,
Project Manager, Ashray Akruiti, Hyderabad.



5. Distribution of booklets to strengthen conceptual understanding

Agastya, an NGO has developed a self-paced booklet 'ActiLearn 1.0', which provides children an exceptional opportunity to learn joyously anywhere, anytime, with or without technology. It focuses on Science, Technology, Engineering and Mathematics (STEM) and its application orientated approach, has proved helpful during the pandemic. Agastya aims to distribute these booklets to all children across India and they have also explored tie-ups with State Education Departments of Karnataka and Telangana. Persistent Foundation provided 5,000 of these booklets to secondary school children in Hyderabad and Bengaluru.

6. Cyber Champ Program



Cyber champ is an IT based competition held every year for students from grade 2 to grade 9. The competition was held virtually with 12 volunteers from Persistent. This year's theme was - Fighting Challenges due to Natural Calamities! Alert today, alive tomorrow! 350 students from 25 schools participated in Cyber Champ 2022. We had 4 winners in each grade. A virtual felicitation ceremony was held in which students actively shared their learnings and joyful experiences. Mr. Avinash Dharmadhikari, Head - Information Security, Persistent was the chief guest of the program.



7. Skill Development

It's crucial to skill and upskill the Indian youth to enable their career growth and meet the needs of evolving work environment. Persistent Foundation works towards eradicating unemployment in our country and helps youth lead a successful life.

Persistent Foundation supported 3 skill development programs

- \ Data entry operator - 40 candidates were trained by Yashaswi Academy for necessary skills. They have received placement in the health department of Government of Maharashtra and have job assurance of 3 years.
- \ Support for Nursing Course - 34 candidates are trained under this program. We have been supporting 'Swa'-Roopwardhinee for this program for the last 5 years and the participants are assured of placements.
- \ Support for Mobile repairing- 20 youths from rag picker community from Nagpur were trained in this course. They now have an additional source of income as an outcome of the course.



Community Development

Support for open well construction and water storage tank

In FY22, Persistent Foundation pledged one open well at Wajeghar in Velhe and one water storage tank at Gohe village, Khed. Due to COVID-19 restrictions, there was delay in commencing work, however, despite the challenges, we completed it before March 31, 2022. In FY22, 12.60 lakh liter water storage was created through these wells and water storage tank. Due to these projects, water availability will increase by two months.

Along with parameters that we observe for finalization of site like - feedback from villagers, geographical location, streamlines during monsoon, we have now added one more component wherein we will be confirming availability of water with the help of Geophinex GP-GL-3D machine. This machine detects ground water data through satellite coordination and topographical data of the location. The accuracy of the machine is about 90%.

Persistent Foundation has constructed more than 35 wells till date and all of them have water during summer.

No. of open wells and storage tank	No. of villages	Population covered	Livestock covered
2	2	552	900



Tree Plantation



Tree plantation has always been one of the priorities for Persistent Foundation to nurture our environment. We scaled up this initiative as we moved out of Pune and Nagpur for the first time. We have partnered with Wildlife Research and Conservation Society (WRCS) for planting 18,000 trees and nurturing 23,000 trees on private land in 2 villages namely, Taloshi and Karate from Koyna sub-valley. The plantation is being done on 42 hectares of private land and temple trust land. 65 farmers will benefit through this initiative. Maintenance of these trees will be the responsibility of WRCS along with the landowner. All these trees will be marked on 7/12 extract and the farmer is not permitted to cut trees for 20 years from their plantation. Each tree has been marked on the map, which helps us extract exact data of their survival rate.





	Target	Achievement	Status as on March 31, 2022
No of trees planted	20,000	21,172	16,729
No of trees nurtured	30,000	24,365	24,365

During our site visit, villagers informed us that the land was barren before plantation and hence, was used as a grazing land for livestock. To overcome this problem, we introduced silage making and training activity for these villagers. 4 sessions were conducted, and 40 farmers participated in the training program. Close to 5,000 kgs. of silage will be produced this year. It's for the first time that these farmers are preparing silage on their own. Earlier they used to buy it from the market for ₹ 7 per kg, now it costs them ₹ 4 per kg as they are producing it on their own. This will also act as a supplementary business in the years to come, as there is no local agency/dealer who sells it.



Highlights of the silage making activity:

- Improved fodder management technologies
- Capacity building and reduction in livestock rearing feed input cost
- Availability of green fodder in summer
- Nutritious feed for livestock

Tree plantation at other locations

Along with this project, Persistent Foundation supported tree plantation at Pune, Nagpur, and Bengaluru. Persistent employees donated 600 trees. In FY22, total 2,266 trees were planted with 80% survival rate.

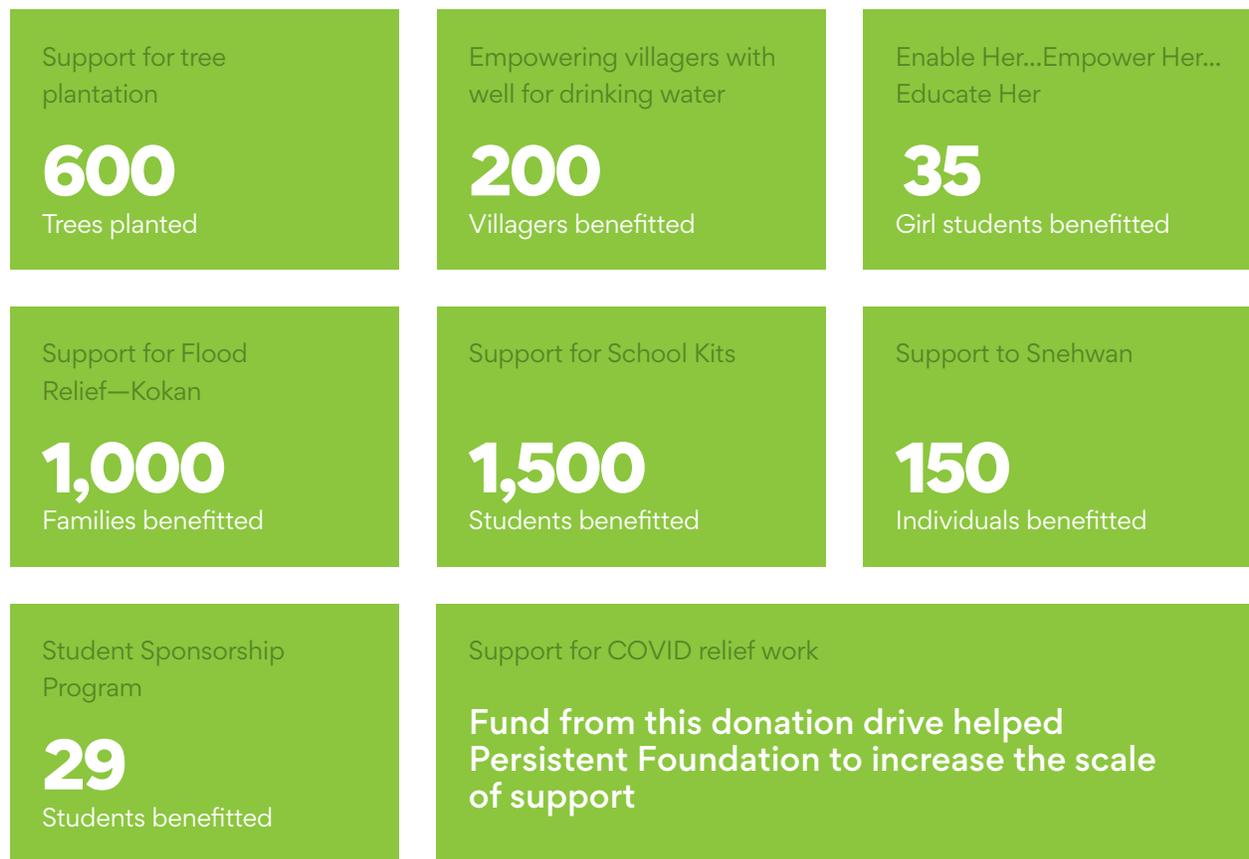
Location	Partner organization	No. of trees planted
Pune	Terre Policy Center	1,666
Nagpur	Green Life	400
Bengaluru	Sparsha Trust	200
Total		2,266



Employee Engagement

Employees of Persistent Systems play a vital role in Persistent Foundation activities through volunteering and donation drives. In FY22, we conducted monthly donation drives, which were in alignment with the projects implemented by Persistent Foundation. Contribution from employees has helped us expand the scale of our projects. In FY22, we received ₹ 118.67 lakh through 8 donation drives.

Along with donation drives, employees also participated in various volunteering drives. Persistent Foundation conducted 17 volunteering activities in which 452 employees volunteered and pledged their 1,003 hours during the year. Some activities were virtual, and some were in-person. The team of volunteers helped conduct visits to project sites, took beneficiary feedback for program improvements, donated blood, and ensured timely procurement and delivery of the equipment and consumables at the hospitals during second wave of the pandemic.





Persistent Foundation
Let us be the 'Agents of Change'

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