



Corporate Social Responsibility(CSR)

 <p>Health</p>	 <p>Environment</p>	
<p>Skill Development</p>	 <p>Education</p>	 <p>Innovation and Technology</p>
		 <p>Water</p>

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About L&TTS

L&T Technology Services Limited is a subsidiary of Larsen & Toubro with a focus in the engineering services space, partnering with a large number of Fortune 500 companies globally. We offer design and development solutions through the entire product development chain, across various industries such as Industrial Products, Medical Devices, Transportation, Telecom and Hi-tech and the Process Industry. We also offer solutions in the areas of Mechanical Engineering Services, Embedded Systems & Applications, Engineering Process Services, Product Lifecycle Management, Engineering Analytics, Power Electronics and Machine-to-Machine and the Internet-of-Things (IoT).

CSR Report

L&T Technology Services Limited (LTTS) fosters a culture of caring, trust and continuous learning while meeting the expectations of all stakeholders and society at large. As a responsible Corporate Citizen, the Company contributes towards inclusive growth by empowering communities and accelerating development. Through Company's social investments, LTTS addresses the needs of communities residing in the vicinity by providing facilities, taking sustainable initiatives in the areas of health, education, environment, water conservation and community development.

The Company's CSR Policy framework details the mechanisms for undertaking various programs in accordance with section 135 of the Companies Act 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014 made thereunder for the benefit of the community.



Dr Keshab Panda
Chief Executive Officer and
Managing Director
L & T Technology Services



CEO Message on CSR

“L&TTS culture believes that the full measure of growth, success and progress is best reflected in the difference that business make to the lives of people”.

Our **‘CSR’ approach** is based on the dedicated involvement of our employees, who get as much value out of the initiatives, as the recipient.

Since 2015 L&TTS has been associated with educational institutions ,government agencies and NGO’s to implement its CSR projects in the areas of Innovation and Technology, skill development, education health, environment ,water conservation and community development.

In the year 2016-2017 educational support was provided to eleven municipal school for setting up science teaching kit/Lab in Mumbai and Baroda. **11063** children and **80** school teachers from municipal schools benefitted from the program.

1480 skilled workforce were trained through skill development program **“NAYA SAVERA”**
458 below poverty level (**BPL**) patients from remote villages of Andhra Pradesh (AP) and Tamil Nadu were provided free spectacles after the cataract surgery through our health program.

2000 families with **1300** hectares of cultivable land will get benefitted through watershed project by 2019.
58 families in remote tribal village of Mysore will benefit from individual household solar power project through our water and environment conservation projects.

Five year partnership is signed with Indian Institute of technology (IIT Madras) to harness innovation and technology within the community.

1200 volunteering hours generated which touched the lives of **1500** under privileged by 400 **LTTS SAMARITIANS** across L&TTS location.

While the focus of CSR efforts will be in the areas mentioned above, L&TTS however may also undertake projects where **societal needs are high or in special situations** (such as in the case of natural Disasters).



Paneesh Rao
Chief Human Resources Officer
L&T Technology Services

Message from CHRO

“The voluntary compliance of social and ecological responsibility of companies is called corporate social responsibility (CSR).

CSR is represented by the contributions undertaken by companies to society through its business activities and its social investments for a better society and a cleaner environment. .

Over the last few years an increasing number of companies worldwide started promoting their CSR strategies because the customers, the public and the investors expect them to act sustainably as well as responsibly. In most cases CSR is a result of a variety of social, environmental and economic pressures.

The term “CSR” is imprecise and its application differs. CSR refers not only to the compliance of human rights standards, labour and social security arrangements, but also to the fight against climate change, sustainable management of natural resources, consumer protection, philanthropy and volunteering.

In the recent years CSR has become a fundamental business practice and has gained much attention from the management of large & mid-sized companies. They understand that a strong CSR programme is an essential element in achieving good business practices and effective leadership savvy businesses are attuned to the fact that their impact on the economic, social and environmental sector directly affects their relationships with investors, employees and customers.

As companies assess their brand in the context of globalisation, they are increasingly aware that corporate social responsibility can be of direct economic value. Although the prime goal of a company is to generate profits, companies can at the same time contribute to the social and environmental objectives by integrating CSR as a strategic investment into their business strategy.

A number of companies with good social and environmental records indicate that CSR activities can result in a better performance and can generate more profits and growth. Research has shown that company CSR programs influence customer purchasing decisions, with many investors and employees also being in their choice of companies.

A major challenge for companies today is attracting and retaining skilled workforce. There is not only an image gain for the companies using CSR, but it is also important for the employees. Within the company, socially responsible practices primarily involve employees and relate to issues such as investing in human capital, health and safety and managing change.”

I am delighted to be involved with L&T Technology Services CSR activities, which I believe cater to all objectives of social responsibility.



Manivannan GB
Principal Technology Leader
L&T Technology Services

Message from Senior Leader

CSR is a vital part of L&T's initiatives in creating an inclusive and equitable society, particularly by impacting the workers in the unorganized sector. In fact, we've picked up some important business lessons from our interactions with different communities while understanding their needs and demands.

We have a company-wide CSR policy that spells out our focus areas in creating a social impact. We are driven by the fact that business and social responsibility should go together and strive towards inclusive growth by empowering communities and accelerating development.

Being a construction major, our parent company L&T has pioneered community development through CSR. Livelihood enablement has always been a focal point for all our endeavors since the top leadership is committed to improving the lives of the workers in a holistic way that includes education, skilling, health and safety.

Core areas of CSR strategy for LTTS?

L&T Technology Services Limited (LTTS) is committed to improving the lives of communities living in the vicinity of our business ventures and we help them by creating opportunities to earn sustainable livelihoods.

We focus on five core areas for our CSR initiatives; these include: water, education, health, skill development and innovation and technology. Our impact in the area of education and skill developments is manifested in extending support towards a wide range of activities for making the students employable with right skills, abilities and knowledge.



Mr Bhupendra Bhate

CDO-IP, PI & Medical and Horizontals
L&T Technology Services

I was delighted to participate in the skill development certification activity and found it overwhelming to see the responses of the beneficiaries.

They really broke down when their names were read out while their certificates were being handed over, and conveyed that they have earned this position in the society, thanks to LTTS.

I felt very proud that such good and much-required community work is being done as a part of our LTTS CSR initiatives, which will positively impact the society as a whole



Divya Bhatt

Global Vertical Head-Process and P&G,
Process Industries Vertical
L&T Technology Services

“Team- CSR, Baroda has been truly delighted to be part of LTTS’s CSR initiatives as this was beyond the usual top line & bottom line business goals and brought us closer to the society. Nirav, Boban, Atul, Baiju, Harshwardhan, etc are names of a few of our young enthusiasts who did the magic backed up with the able management of Aruna Ranganathan.

We made a difference by giving training to physically abled people on our training program called “Naya Savera” and it’s great to see 80% of participant got employment in first batch. ‘Skill development for specially abled’ is the one of the great way to build links to our community and is worthy for the company and society as a whole.

The other significant work we did was ‘Establishing Mini Science centres’ with an aim to make valuable, long term impact on the young minds. This helps school students to visualise science concept easily and we are proud that we have installed science models in 5 schools. Indirectly this will make a difference in India’s future and we will produce inventors and scientist with the help of our organisation.

Indeed, I am emotionally attached to such initiatives and glad that we are making a difference.“



Suresh Babu Raja

Global Horizontal Head-Mechanical,
Mechanical Horizontal Group
L&T Technology Services

Recently while I was in Baroda I had the opportunity to participate in Science fair a CSR initiative It has been a humbling experience to have taken part in the CSR activities being driven by LTTS on the Mini Science Lab and Skill Development projects.

Commendable to note the beneficiaries’ eagerness in improving their standard of living by contributing, and their craving to learn new skills by taking the opportunities given through our LTTS projects.

I suggest that we give them more such opportunities/projects covering more beneficiaries so that their status would improve, and in turn they contribute to improve many more; thus it would cascade and help larger community . Besides, they would also be brand ambassadors to LTTS. Just the way each drop contributes to the ocean, so would each of the beneficiaries further the cause of social upliftment. I am extremely happy to be a part of it, and support such CSR initiatives.

All the best to CSR team and keep up the good work



Mayank Pandya

SR. DEPUTY GENERAL MANAGER,
Mechanical Design Services HDU
L&T Technology Services

It was a great pleasure for me to be a part of felicitation session of “Naya Savera” Project. I am deeply grateful to CSR team for inviting me to deliver the key message and handover certificates and Prizes to the beneficiaries.

The continuity of corporate philanthropy and volunteerism are key determinants in the viability and sustainability of programmes and initiatives for many causes, and plays a big part in the improvement of society as a whole.

Naya Savera a brilliant initiative and noble cause by team. It is not an easy task to make it and our CSR team made it possible. Full of pride for LTTS.

I wish many more successful initiative to CSR team.



Arul Selvan

Program Manager, Mechanical Design
Services HDU
L&T Technology Services

My experience on 11th Jan’17 at cataract eye surgery camp through SN’s MESU vehicle at Thirukoyilur:

Immense pleasure for me to participate in this valedictory function of cataract eye surgery camp. I was able to notice the beneficiaries expression through their renewed eyes to gratitude L&T and SN which they felt earlier due to high cost and not affordable to reach cities to do these surgeries. My sincere thanks to L&T TS to provide me opportunity to participate in this valedictory function to get direct feel from beneficiaries and motivated for me to continue support CSR activities.



S Arthanari Easwaran

Head - Telecom & Hitech V - Hyderabad
L&T Technology Services

I attended one of the CSR program tied-up with Labour Net. It was very cheerful event to interact with the trainers and the trainees.

The trainees were picked up with lower income group, this training was the transformation to their life, can stand on their own, take care of their expenses and also can support their family. The trainers are also good connection with the industry, even on the graduation day, many of the trainers were offered from reputed companies with decent packages.

Whatever we spend on CSR, surely gives good returns to the society, which in turn gives the feel that the organization is spending for good cause.



Ripu Daman Singh

Head-procurement, admin. & Sez compl.,
Administration, purchase & facilities
L&T Technology Services

Excellent initiative taken in Vadodara by training differently abled persons and create job opportunities for them.

- 1st batch 80% got employment, 2nd batch success to be observed
- It helped LTTS in creating image of its own in and around Vadodara
- The program was well appreciated by Heads of many IT & BPO companies and the participants

In addition to present curriculum we can have next level for them on English speaking so that participants can get absorbed in BPO companies

- Excellent job and team work displayed by all the team members, faculties and the organizers.
- I could see the reflection of joy, confidence, commitment and belief in the task the team is doing for the society

I congratulate the CSR team for this achievement and my good wishes to all of you.

L&TTS CSR Philosophy

L&T Technology Services Limited (LTTS) fosters a culture of caring, trust and continuous learning while meeting the expectations of all stakeholders and society at large. As a responsible Corporate Citizen, the Company contributes towards inclusive growth by empowering communities and accelerating development. Through Company's social investments, LTTS addresses the needs of communities residing in the vicinity by providing facilities, taking sustainable initiatives in the areas of health, education, environment conservation, infrastructure and community development.

The Company's CSR Policy framework details the mechanisms for undertaking various programs in accordance with section 135 of the Companies Act 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014 made thereunder for the benefit of the community.



CSR and our Business

As a responsible Corporate Citizen, the Company contributes towards inclusive growth by empowering communities and accelerating development. We shall leverage our inherent strengths and capabilities to build India's social infrastructure.

Towards this, we shall:

Implement sustainable CSR programmes towards 'Building India's Social infrastructure'
Partner with communities, NGO's and institutions to create positive impact in areas of water & sanitation, education, health and skill development

Harness innovation and technology driven solutions to address social needs

Strengthen systems and process to achieve measurable results

Our aim and effort is to contribute to a better quality of life, mitigate social inequities, and help individuals in identified communities to achieve their true potential.

L&TTS CSR Policy

The Board

The Board of Directors of the Company will:

Approve the CSR Policy of the Company

Ensure spend of at least 2% of average profit during the three preceding financial years

Disclose the content of the CSR Policy in its report and place the Policy on the Company's website as prescribed under Section 135 of the Companies Act 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014

Ensure that the social programs/ projects undertaken are aligned to the CSR Policy of the Company

Specify reasons in its report for not spending the earmarked amount in case the Company fails to spend such amount.

CSR Committee

The Board has formed the CSR Committee in accordance with the requirements of the Act.

Responsibility of the CSR Committee:

The Board has formed the CSR Committee in accordance with the requirements of the Act which shall:

- Formulate and recommend the CSR Policy to the Board for approval
- Monitor the Policy from time to time
- Recommend the Projects / Programs to be undertaken with detail justification.
- Evolve and Constitute transparent monitoring mechanism for ensuring implementation of the CSR program
- Facilitate effective implementation of CSR policy
- Review periodically , the CSR policy and implementation of programs to achieve desired outcome or Impact for community development

CSR Program Implementation

CSR program/Project will be undertaken by the Company in identified areas. The Company will undertake need assessments as and when required.

The Company will undertake its CSR activities whether directly as projects/programs/activities or through Registered Trust or by making contributing to the CSR team of the holding Company.

The time period/duration over which a particular program will be spread, will depend on its nature, extent of coverage and the intended impact of the program.

The Company may enter into partnerships with the government, business partners and communities to create multiplier effect of its social programs.

The Company may use the services of internal teams, employee volunteers, expert agencies, consultancy firms etc. wherever required for carrying out base line surveys, guidance on program design and implementation, impact assessment surveys etc.

CSR Monitoring and Reporting Framework

The Company has constituted a mechanism to monitor and report the progress of its CSR programs at various locations. CSR Teams will be responsible for monitoring and implementing the CSR programs.

The CSR Team will;

Receive the projects, analyze their utility and efficacy, and suggest suitable changes / modifications in line with the CSR policy.

In case Projects / Programs are being planned to be executed through partners, the CSR Team will verify and establish the credibility of such partners.

Ensure compliance of the Rules/ Regulations/ Law by the partnering agency. Conduct quarterly, six monthly audits and audits once in year of partnering agency.

Ensure that the partnering agency submits periodic reports to our CSR Team regarding their status of operations.

Conduct CSR audits once in a year for the Projects / Programs and report discrepancies if any to the CSR Committee

Conduct mid-course reviews and recommend mid-course corrections if necessitated.



Skill Development

Government-sponsored programs training only 3 out of the 12 million people entering the workforce every year. Total workforce in the country is estimated at 487.4 million of which -

- About 93% of workers are in the informal sector which is transient in nature
- 51% is in the non-farm sector

LT TS being in knowledge industry domain, it is relevant to focus and invest in CSR to create skilled workforce of approx. 5000 in the next three years.



Education

- Providing technical & engineering knowledge and enhance the technical know-how among the students.
- Support differently-abled students by providing IT Skill for specific programs.
- Employment enhancing vocational trainings to women and the differently abled people,
- Monetary contribution to academic institutions for providing technical and engineering trainings.



Innovation & Technology

- Harnessing innovation and Technology driven solutions to address the social needs of Water, energy, Education, Health and Skill Development.
- Provide funding support for Technology incubation project in leading institutes like IIT, and other leading institutes in the above areas.



Healthcare

- Support setting up community health centers, mobile medical vans, general and specialized health camps and outreach programs, centers for elderly / disabled, support to HIV / AIDS program.
- Providing medical equipment's/ technological gadgets to the physically challenged people.



Water

- Support programs making clean drinking water available.
- Conservation and purification of water.
- Support new technology in water conservation



Environment

- Support Renewable energy project
- Provide Solar electrification to rural community

Projects location and projects



Projects partners



Muffakham Jah College of Engg. & Tech.

THE GLOBAL GOALS

For Sustainable Development



L&T TS approach to Reach Global Goals in 2016-2017

<p>3 Health</p>	<p>Total 3200 people screened. Cataract surgeries done for 458 people(Male: 218 and Female:240)</p>
<p>4 Education</p>	<p>In skill development program courses like Beauty and hair care, electrical and home appliance, automobile repair, Leather stitching and Basic computer course was conducted . Total Enrollment: 1387, candidates certified: 1136 ,721 candidates got job placement Mini Science lab Installed in 11 govt schools in Mumbai and Baroda. Total 10610 children and 80 teachers benefitted</p>
<p>6 Water</p>	<p>2000+people from watershed villages will have access to water through watershed project. More than 2000 hector will be benefitted treated under the project.Increase in ground water table to the tune of 25 feet .Increase in area under cultivation by 20-25% and agriculture crop yield by 25 - 30% by 2019</p>
<p>9 Innovation</p>	<p>Partnership with IIT,Madras to develop assistive technology solutions, which will provide access to education, communication, employment, daily living, recreation and rehabilitation for differently abled people</p>
<p>11 Sustainable Cities and Communities</p>	<p>Partnership with IIT Madras to develop traffic signal improvements. It will benefit all modes of transport, and hence the target population is the entire road users, including pedestrians.</p>
<p>13 Climate Action</p>	<p>L&TTS will provide electricity to 58 tribal houses of BPL category by 2016. Demonstrable model of community managed sustainable source of energy in tribal village. Anganwadi,Govt schools and community halls will be provided solar power by 2017</p>

Skill Development

Background

India is one of the youngest nations in the world with 54 % of population below the age of 25 years. India current is faced with acute challenge of skilled and trained manpower. It is estimated that only 2.3% of the workforce in India undergoes formal training as compared to 68% in UK, 75% in Germany, 52 % in USA, 80% in Japan and 96% in South Korea.

The Skill India Mission launched by the Indian Government earlier this year aims to train 550 million people by 2022. With government-sponsored programs training only 3 out of the 12 million people entering the workforce every year. Extensive survey done by various agencies identified lack of vocational training for informal sector as a key factor. Total workforce in the country is estimated at 487.4 million of which -

About 93% of workers are in the informal sector which is transient in nature 51% is in the non-farm sector LT TS being in knowledge industry domain, it is relevant to focus and invest in CSR to create skilled workforce of approx. 5000 by 2020

Introduction

L&T technology services being a responsible corporate citizen have been taking continuous initiatives in the field of vocational training and skill development. Company in order to contribute to skill India mission initiated several skill development projects to empower men and women coming from economically weaker section of society

Project objective

To empower 5000 underprivileged by providing Sustainable Livelihood through trade based training, along with certification from reputed Government Institute (NSDC) and provide Sustainable Livelihood by 2020.

Location

Chennai, Bangalore and Mumbai



Project Implementing Partner(PIP)

LabourNet, Arch Social Consultants and Aarambh



Project Implementation Process

Situation analysis before the project:

The project team conducted market assessment study along with the PIP to understand the skill development needs and aspirations of the people residing in location. Priority is given to rural areas and sub-urban areas near the city. Community meeting and Interaction with various community groups are being conducted before the establishment of skill development center (SDC).

Need Analysis for the project

Training need assessment are conducted to understand the skilling requirements of the youth and women in the area.

The methodology used and applied in need assessment included the Participatory Rural Appraisal (PRA) methods and other data collection tools

Stakeholders Analysis

Primary stakeholders:

- Unemployed women and youth
- Underemployed women and youth

“Primary Stakeholders are the target groups directly involved in the implementation of project activities”

Secondary stakeholders

- Trainers
- Government institution
- Government school and colleges
- SHG Groups
- Local micro finance Institutions
- Corporates
- LabourNet team

“All the secondary stakeholders are identified to ensure successful mobilization and placements”

Tertiary stakeholders

L&T Technology Service Ltd CSR team and L&T TS Management

Courses at SDC



Beauty and Hair care



Leather stitching



Automobile Repair



Electrical and Home appliance



Basic Computer



Tailoring

Beauty and Hair Care



Leather Stitching



Automobile Repair



Basic Computer



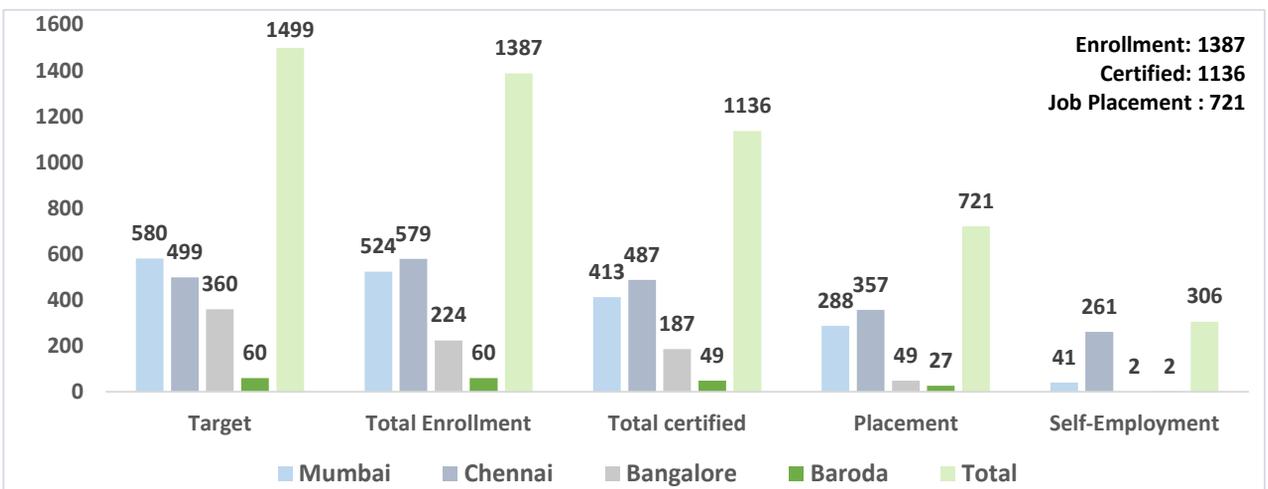
Tailoring



Electrical and Home appliance

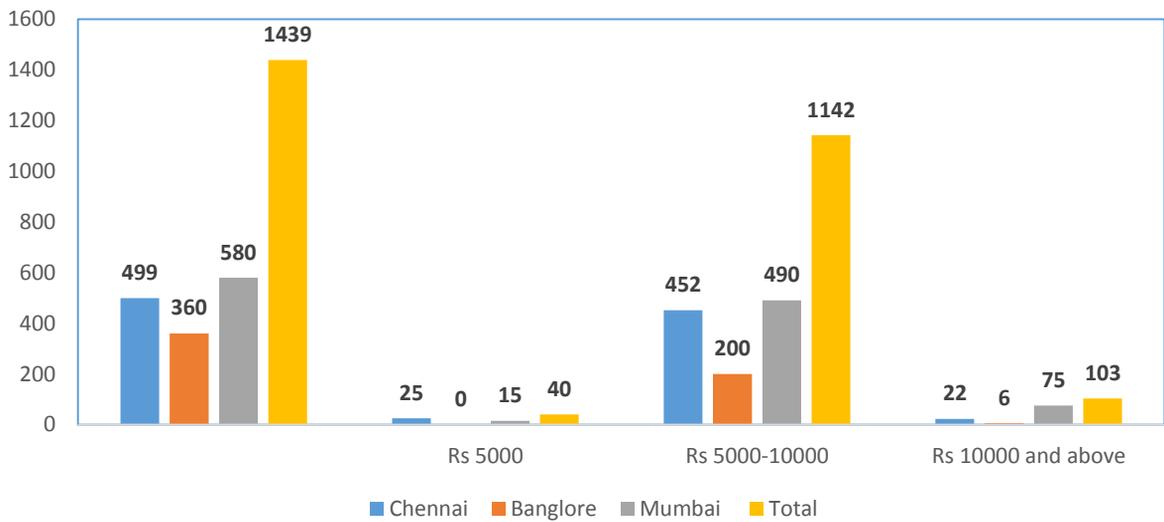


Milestone - Skill Development Centers FY(2016-2017)

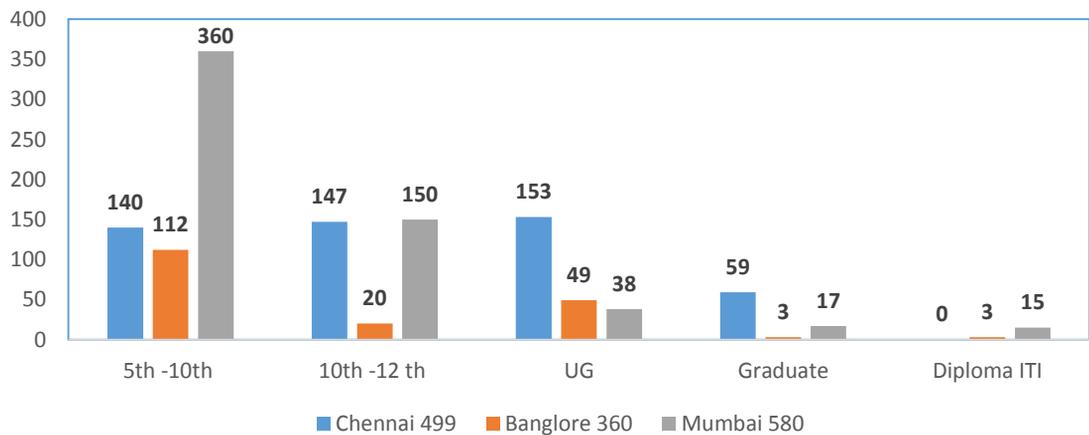


Milestones at SDC – Chennai, Bangalore and Mumbai

Family Income of candidates Per Month- Chennai, Bangalore and Mumbai

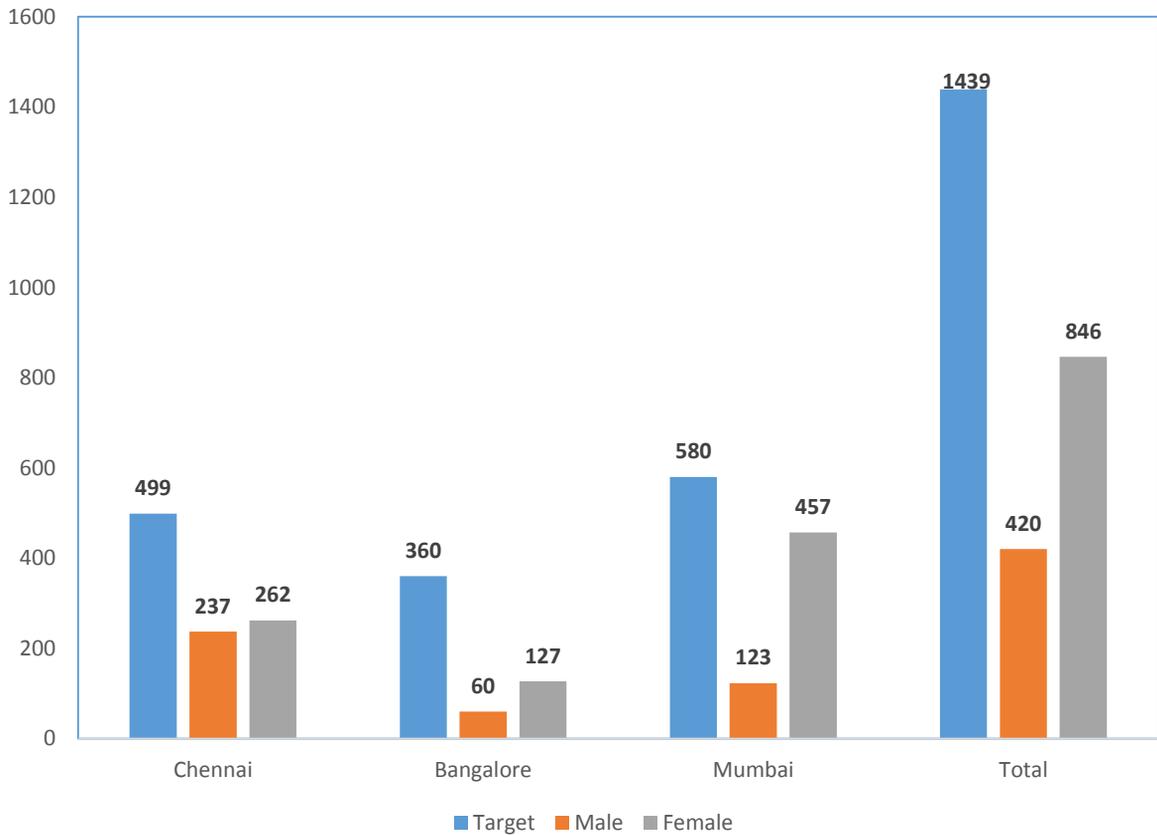


Education Level of candidates at SDC- Chennai, Bangalore and Mumbai



Milestones at SDC – Chennai, Bangalore and Mumbai

Gender -Wise Enrollment – Chennai, Bangalore and Mumbai



Training Process

- Identify sources of potential candidates
- Mobilize candidate from local community
- Counselling
- Registration
- Conduct baseline survey and assessment
- Create Customized curriculum
- Recruit and orient trainers on learning outcomes and pedagogy
- Train the candidates
- Continuous formative assessment
- Feedback and certification
- Placement

Step -1 Mobilization of from the local community

The candidates' mobilized are

- Basically from economically weaker section of society who dropped out of the schools due to various reasons.
- Team visits schools and colleges for getting dropout list.
- Team also works with SHGs to identify candidates and to know the students background.
- Informal meeting and group discussion with the local community

Step-2 Selection of candidates followed by registration process

- Selection is based on minimum skill, qualification, experience and attitude
- Candidates qualifying the minimum requirement are shortlisted and enrolled for the training.

Step-3- Create curriculum and content and plan resources

Following process in undertaken to develop curriculum and plan resources

- Curriculum & content
 - Develop curriculum for the identified trades
 - Finalize the content based on the learning outcomes
 - Design the assessment module linked to the learning outcomes of the program.
- Identify trainers and on-board them
 - Trainers for each trade are identified based on skills and experience required
 - Background check of the trainers is conducted

Step 4: Collection of baseline information

Baseline information with respect to candidates' family background, educational qualification, experience, expectation from the training, assessment of current knowledge with respect to courses etc. are collected to assess the post training impact

Step 5: Formative and summative assessment:

Throughout the training regular assessment of performance and learning outcomes were conducted to understand the effectiveness of training. Post training completion final assessment was conducted to assess the improvement in learning outcomes.

Step 6: Certification

All the candidates who qualify the final assessment are provided with certificate from National Skill Development Corporation (NSDC),GOI which the candidate can showcase to avail or apply for any job opportunity.

Step 7: Placement drive and monitoring post placement

While the training delivery team focuses on delivering quality training, the placement team ensures that they can tap the current demand in the nearby location which can provide employment opportunities to the candidates once they complete the training.

Following strategy is followed for driving placement

- Placement officer is assigned for the training center to meet the candidates during mobilization/induction and discuss about placement and livelihood.
- The team meets each candidate and understands their knowledge about the trade and expectation during training.
- The team visits the center to motivate the candidates and share details about companies they are going to be placed, benefit of the job, salary & growth structure
- Market mapping done right from the batch start to build rapport with the client.
- Help the candidates prepare CV's/ grooming skill with intervention of trainers.
- Call the employer for guest lecture(for local placements only)
- Share candidates profile with the client couple of weeks before the job drive.
- Arrange for placement drive during the last week of training.
- For outstation clients, interviews are usually done on Skype.
- Collect acknowledgement e-mail/LOI from the client on offers.
- Share the same with candidates and guardians on certification day before the candidate migrate.
- Help the candidate book tickets and guide them from location to employment.
- Provide handholding in the location the candidate is going for joining.
- Help the candidate with joining formalities.
- Local SPOC tries to visit the candidates once in 15 days to understand their issues.
- Center team also stays in touch with the candidates.
- Placement officer interacts with client to understand the candidates' performance/growth.

Training Completion Certificate

This is to certify that M Karthikeyan
has successfully completed 120 hours of Automotive Service Technician
training program with A grade conducted by LabourNet Services India Pvt. Ltd. in
association with L&T Technology Services under its CSR project "Naya Savera".
This program was held from 15-Jun-16 to 15-Aug-16 at Chennai


Dr. Gayathri Vasudevan
Chief Executive Officer
LabourNet Services India Pvt. Ltd.

www.labournet.com


Manivannan GB
Principal Technology Leader
 L&T Technology Services



Placement by companies

Course Name	Company name	Average Salary offered (INR. Approx.)
Auto service technician	 	8600
Beauty therapist	   	6000
Electrical Works and Domestic Appliance Repair Services	      	8500
MS Office	<ul style="list-style-type: none"> MIDC, Lawyers Office, ART Plaza 	6000
Tailoring	<ul style="list-style-type: none"> Tulip Fashion, Vikay Fashions 	6000

Self-Employment

Course Name	Type of employment	Average income per month (INR. Approx.)
Auto service technician	<ul style="list-style-type: none"> Small garage service shops 	7800
Beauty therapist	<ul style="list-style-type: none"> Home based beauty parlor or opened a beauty parlor for themselves 	6500
Electrical Works and Domestic Appliance Repair Services	<ul style="list-style-type: none"> Working as independent electrical technicians and conduct door to door repair services when needed 	8500
Stitching for leather goods & garments	<ul style="list-style-type: none"> Home based job 	7000

Testimonial

“

I am A. Velayutham coming from Nandambakkam. When I was studying Diploma, I happen to discontinue my studies due to family problem. During the time I met the staffs of LabourNet through road show and they explained me about automobile course and its scope. I was really interested to join and pursue automobile course. This is because that when I finished 12th standard my parents were unable to enroll me in BE during that time, hence I had a personal interest in learning automobile.

I have successfully finished the course and got a job placement service and currently placed in ASCO Numatics (India) Pvt Ltd. earning Rs. 8000 per month. I am very happy to contribute my earning to my family through this course and job.

I am grateful to share my happiness to all staffs of **LabourNet and L&T technology services(L&TTS)** for giving me such an opportunity which helps my family living.

”

“

A good career, a fortune to my life - My name is M. Suresh coming from Tambaram sanatorium. I studied up to 8th standard, after that not able to continue my studies due my family problem and my father was soul bread winner for our family he was working as a coolie labor and I have two sisters they are studying in school.

At this time, I met the LabourNet staffs through road show they explained me about Automobile courses. After completing the course, I have started own two wheeler garage in my area itself and started earning nearly 800 to 1000 thousand rupees per day. This gives me a lot of motivation and.

I was really happy that I can help my father in financially and thank all staffs in **LabourNet and L&T technology Service (L&TTS)** for giving me this bright opportunity.

”



Testimonial

“

Uma Mageshwari has studied up to 8th standard and unable to continue my studies due my family's financial problem. I was working at an export company at Sanatorium MEPS. At that time I met LabourNet staffs through a road show and they explained me about the different courses. I was interest to study beautician course and joined the course at tambaram center.



I have successfully completed the course with placement service, now placed in Naturals beauty salon. This job has built lot of confidence in myself and able to support with regular income and working at a good reputed salon, will continue to build my confidence and a good job.

I am happy to have studied in LabourNet **thanks LabourNet and L&T technology Services (L&TTS) for giving me such a good opportunity which helps my family's economical level.**

”

Impact

- Impact on 1000 families per year to earn their living
- Real income increase in candidate family
- Independence & confidence inculcation among male and female candidates
- Touch base the certified candidates for two years through network
- Goodwill and Brand visibility of L&T TS

 **Baroda - Skill Development**

“L&TTS exclusive Skill Development program for Differently abled”

Introduction

Over 5.4 million people have some kind of physical disability, followed by hearing impairment affecting 5.07 million and 5.03 million who have problems with their vision. Just about 2 million have speech disability, and 2 million are affected by mental retardation and other mental illnesses. The proportion of women suffering from seeing, hearing and multiple disabilities is higher than men.

People with disabilities are vulnerable to social devaluation and negative identities. Since social value is usually accorded to people who are perceived to be competent and skilled, we need to enhance their capabilities and skills to truly bring a change in their current status of vulnerability. Every little effort can make an enormous difference; hope can overcome cynicism and tenacity can prevail over material if citizens of a society can harness the most powerful energy in the world.

Executive Summary

Employment is often seen as an important step towards the rehabilitation and empowerment of a differently abled person, because it provides a sense of belonging, importance and independence.

Being able to work and earn a sustainable amount of income is an effective way of evading social exclusion and poverty. However, differently abled people find it very difficult to be accepted as an active and functional member of the society.

The chief obstacles in achieving employment are societal bias, individual circumstances (poverty, lack of skills), and physical limitations (bad health, lack of transport and accessibility). Hence, getting a well-paying, full-time job is a big struggle for them.

LTTS in consultation with ARCH designed an exclusive program which not only focuses on technical skills set of the participants but also paid great attention for improving their confidence, motivation and communication skills.

First batch of the program was launched on 30th July 2016 covering 30 participants followed by second batch with another 30 participants with different deformity from Vadodara District.

L&T Technology Services initiated “Naya Savera” in partnership with ARCH Social Consultants with an aim..

“To ensure equal human rights for the differently abled individuals in Vadodara by enhancing employability and providing them with opportunities to rise up with confidence and self-respect”

Program Process and activities

Arch collaborated with organizations and NGO's working with differently abled to gather information about people living with

- Orthopedic, locomotor and other different kind of deformity
- Astitva foundation.
- Samevdana.
- Vocational Rehabilitation centre for women.
- Society for Physically Handicapped.
- Samaj Sureksha department, Vadodara.
- Post data collection, people were shortlisted based on their age, qualification, current employment status and location where they stay.
- One to one interview was conducted with shortlisted candidates.
- With the diversity in all aspects for minimal qualification to shortlist the candidates within the data collected, it was
- inevitable to lay down minimum qualification criteria to narrow down the diversity and have a uniform benefit across

The section process for the program

- Selection & Enrollment of the participants
- Launching of the program
- Execution of training- (Computer training, Soft Skill Development and counseling Session)
- Individual participant's Portfolio development
- Mock Interview
- Certificate felicitation
- Placement
- Program Evaluation

Following criteria was used to determine selection of the candidates during one to one interview

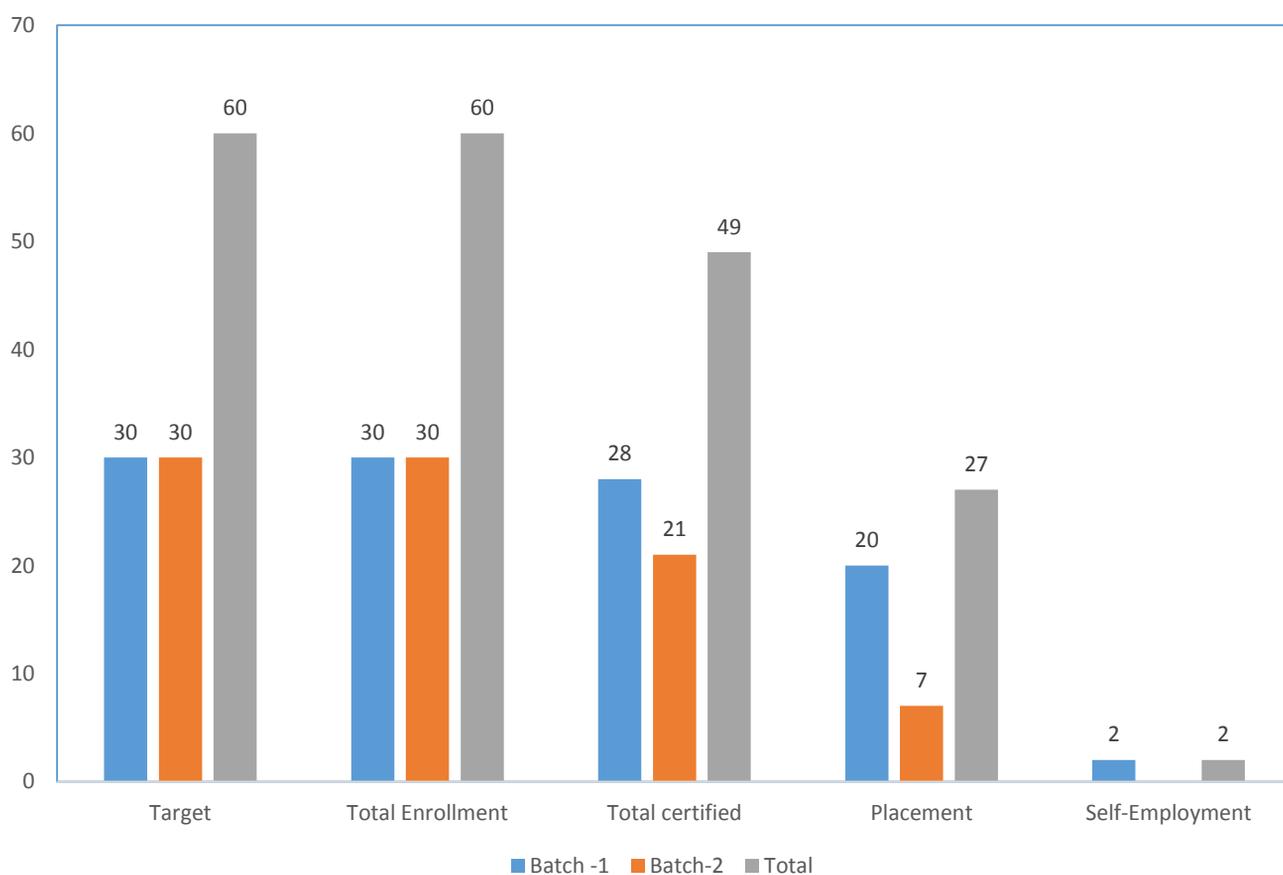
- Candidate should be minimum 12th pass + diploma or graduate.
- Should be with partial hearing loss, minor/moderate orthopedic or locomotor deformity.
- Should have basic knowledge of computers
- Should be able to follow basic instruction in English
- Should possess basic interest and zeal for their own development
- Should be free from other work obligation to opt new opportunities

At Naya Savera, we believe in measuring what matters and the extent of the impact of intervention undertaken by L&TTS and ARCH jointly. Therefore; a 360-degree evaluation was carried out of the program by capturing views of all the key stakeholders

Profile of the participants

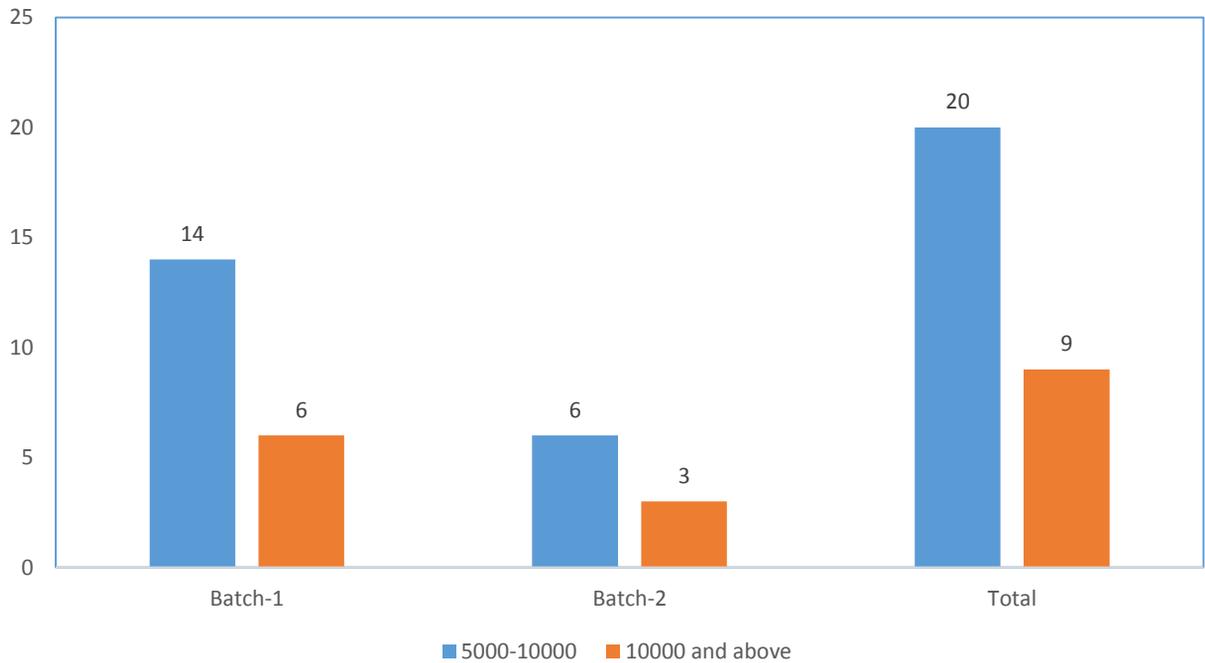
Data in this section represent the profile of 49 participants who have completed the course successfully. There were 11 participants who dropped out from the course due to various reasons viz. timings, got placement, distance and so on.

Overall achievement of the project FY(16-17)

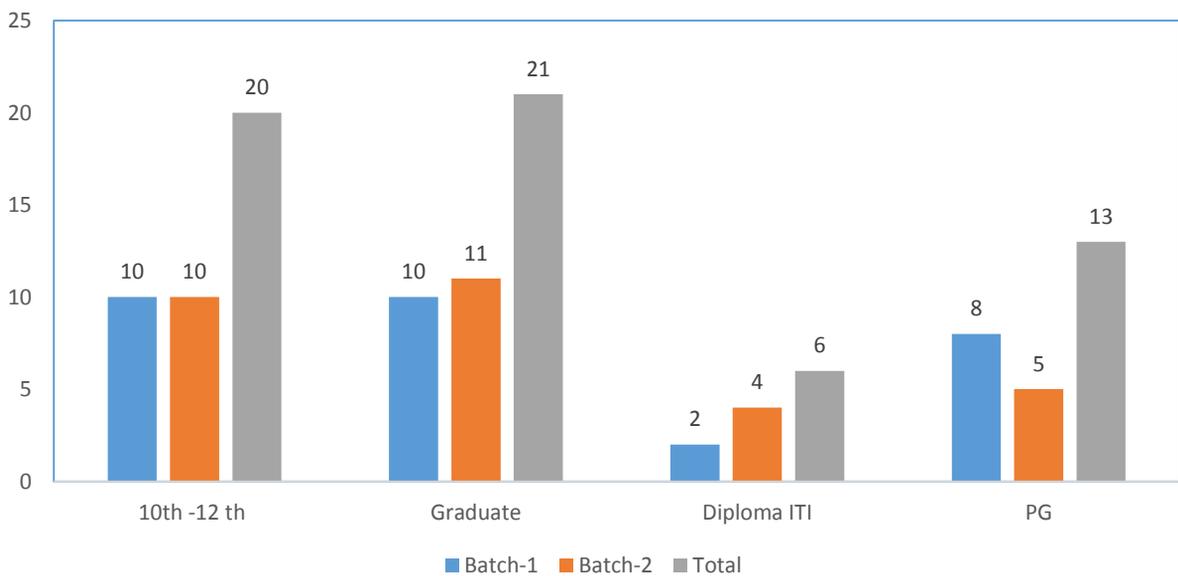


Family monthly Income and Education level of the candidates

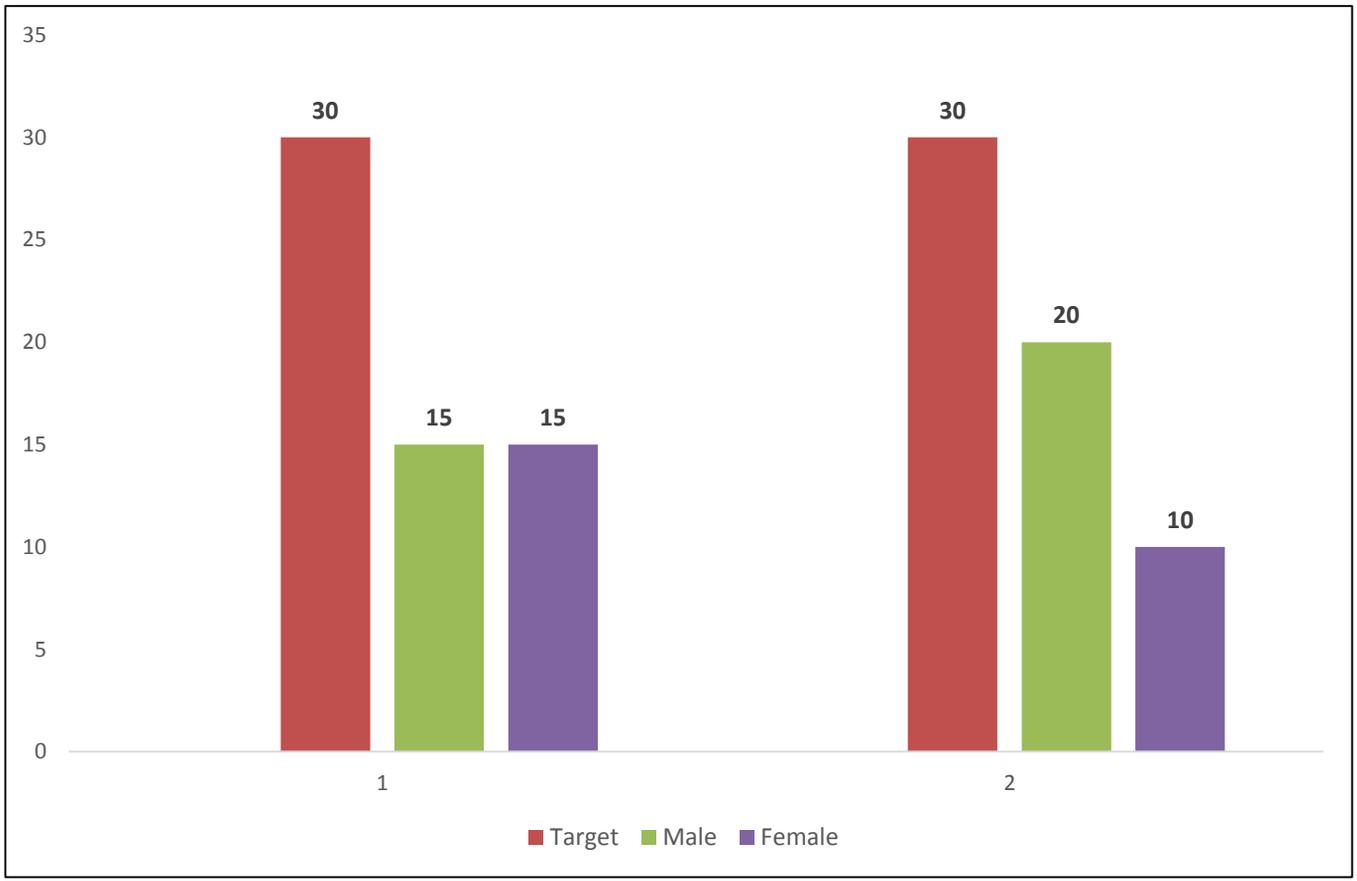
Family Monthly Income of candidates



Education level of candidates



Gender wise details of the candidates



Launching of Program Naya Savera

Naya Savera– a unique initiative, bringing a fresh beginning in the lives of 60 differently abled participants was launched on 30th July '2016 at Tops Technology Centre, Baroda, Gujarat by Ms Divya Bhatt where the computer training sessions are conducted.

Training details

**Focus of the program was "development of skills, knowledge, and a positive attitude in participants
"These three elements put together formed the key to success in finding a desired and fulfilling job.**

Topics covered during the training.....

- Computer Training
- Soft Skill Session
- Counseling Sessions
- Spoken English Classes
- Interview Etiquettes
- Expectation of Corporate
- Government jobs and schemes for PWD
- Resume Building
- Team Building
- Creative thinking & Problem solving
- Sexual Harassment at workplace
- Self-Efficacy
- Measuring Outcome - Naya Savera

Job Placement of Participants

Out of 30 continued with their studies embarking a success ratio of 70%. Their job profile varies from administration to finance and production department participants from first batch, 16 participants are placed in different companies, 3 are self-employed and 2 participants opted for higher education

Success of any training program is measured based on the job placements participants secure after the training is over.

Even though Naya Savera had targeted to achieve 100% success, it reached to 70% in terms of job placement of participants.

Challenges

- Biggest challenges faced during the job placement was perception of employers towards differently abled where they perceived that a differently abled person cannot perform the way a normal person can do.
- To overcome the fear of participants for facing the interview.
- Courage to face one more rejection specially after experiencing a very welcoming and accepting atmosphere during the training.
- Some participants were also afraid of losing their newly found confidence.

Job Placement

Companies like Transpek not only showed their high willingness to include participants of Naya Savera in their team but also took responsibility to guide and train them by appointing one mentor with each and every candidate recruited by them.

Today 20 participants from Naya Savera training are having a respectful job with good salary in various companies.

Departments where the participants of Naya Savera recruited are front desk, administration, shop floor, accounts and project management.

Volunteering program

Employee volunteering was one of the major component of the program wherein skill based volunteering was designed and executed throughout the program.

In the beginning of the program, a soft skill training module was designed in consultation with CSR team of L&T TS. These sessions were conducted for two hours on Saturdays.

It was a very well planned and managed initiative that not only provided a platform to our participants to learn from them but also offered an opportunity to volunteers to effectively serve program needs in turn motivated and sensitized them towards the need of special people.

Following sessions were organized by volunteers

- Inter-personal skills
- Motivation and confidence
- How to make effective CV and interview skills
- Business Communication and basic etiquettes
- Fundamental rules for grooming
- Expectation of corporates from employees
- Self confidence
- Building right attitude towards work and life at large
- Effective communication at work place.

Volunteers from L&T Technology Services Contributed more than 100 hours of service by conducting various sessions on soft skill development For the participants of Naya Savera

Testimonial by Volunteers from L&T TS

"I am feeling highly motivated after the session. A very nice experience indeed. I learned more today than what I taught through my session."

Mr. Gaurav Pandey
LTTS Volunteer

"A very enthusiastic group. They all have an eagerness to learn which has motivated me to teach them. They not only wish to learn but also eager to share their thoughts and happy to share facts about themselves.

A great job and training program."

Ms. Anjana Nair
LTTS Volunteer

Session on basic etiquette was very necessary and well received by the participants. TO my surprise participants also contributed their experience. I am sure they will be benefitted from this session.

Mr. Atul Khanke
LTTS Volunteer

I found all the participants willing to learn new things. They have immense patience and I am sure they are going to grow big one day. Infrastructure facility at training center is very good.

Ms. Jovika Nebhnani
LTTS Volunteer

Testimonial by candidates



Amisha Patel

Amisha Patel, a young 25 years old single woman who is also a *deaf-mute* working at Transpek Company as a receipt entice accountant has also been a trainee at *Naya Savera*. Her mother retells her daughter's journey of being a special child to now, being a confident woman.

According to her mother, Amisha has always been dependent on her mother. It's her mother who has been mentor and a teacher to her till now. It's because of her hard work, Amisha is an educated person.

Amisha has pursued MBA in Finance through distance learning. Her family had no financial barriers but unfortunately, her impairment is incurable. There was not much her parents could do.

Due to her being differently-abled, the parents were sceptical about letting her work after college.

Before *Naya Savera* training, they were doubtful about Amisha's potential but after the training at *Naya Savera* her mother says she has noticeably seen a change in her daughter. She adds and smiles about her daughter being more positive, strong and open to people than before and she's grateful to *Naya Savera* for making them believe in the change and they're proud parents to see their daughter standing on her own feet.

Thanks to Arch Social consultant and L&T Technology Services (L&TTS) for giving me this opportunity to grow in my carrier

Testimonial by candidates



Pintu Parmar

Pintu Sodha Parmar, 28 with 50% locomotor deformity lives with his wife and parents. He works in a project department for a Transpack company. He has a diploma in civil draftsman from I.T.I and aspires to become a businessman someday. His father has been a constant source of support albeit he wants to be independent and earn his own living.

Being a differently-abled, society perceived him as somebody dependent; it was disheartening for him when he was rejected by the many recruiters. Rejections made him repulsive to opportunities and he gave up on trying to prove himself as efficient as a normal person.

After being a trainee at *Naya Savera*, he recalls his experience as a life changing training where he learnt about the misconceptions of success. He feels this training has not only provided him theoretical knowledge but also he can notice the swift in his personality and confidence.

He is more self-assured, optimistic and efficient. The company where he worked in AutoCAD before, now he works in project department. He is really happy with the kind of personal attention and guidance the individuals receive from the trainers of *Naya Savera*.

Thanks to Arch Social consultant and L&T Technology Services (L&TTS) for giving me this opportunity for my future .



Introduction Education Project- Mini Science Lab

Quality and access to education is one of the major concerns in rural and government aided schools as there are fewer challenges like lack of proper infrastructure, teaching learning material, lack of exposure in the schools.

Scenario is far challenging in Government aided schools when it comes to science education. The most basic problem that has persisted and resisted solution since Independence; is our inability to provide schools with basic infrastructure facilities, labs and equipment to be used while teaching science.

The science lab not only helps students to develop literacy skills but also stimulate curiosity, provide practical opportunities to explore a concept in easy ways, develop appropriate science understanding of the concepts which is sadly absent today in our schools especially in rural and municipal schools.

Mini science lab is conceptualized with an aim to inculcate basic concepts of Science, engineering, mathematics at school level, thereby encouraging inclination of students / learners towards science and technology. Models designed by STEM Learning a Non for profit organization based out of Mumbai help students in identifying and experiencing the actual products which they learn from text books making it more practical oriented.

STEM believes that school education can't be only visual or audio but it is important for children to practically feel the products and experience it. With the same vision, STEM already own 100+ products for better learning and believe in adding more for improved learning of students specially who are from less privileged section of the society.

With the same goal, L&T Technology Services collaborated with STEM Learning, Arch Social Consultants and Aarambh to install Mini science lab in schools of Mumbai and Baroda with the following goal

- Improving access to quality education & learning, esp. for students from Government aided schools
- Enhance capacity and skills of teachers to teach science and mathematics in more effective and interesting way by using various models developed by STEM Learning.

Project Location



Project Implementing Partner

STEM Learning, Arch Social Consultants and Aarambh



Project Objective

- **Improve quality of access** to education & learning, esp. for students from under privilege section of society
- **Enhance capacity and skills** of teachers to teach science and mathematics in more effectively and interestingly
- Provide Students and teachers a **platform to exhibit and execute** learning through customized modules
- **Create partnership and collaboration** with various stakeholders for the sustainability for the project

Scope

Enhance capacity and skills of teachers to teach science and mathematics in more effective and interesting way by using various models developed by STEM Learning

Improving access to quality education & learning, especially for students from Government aided schools

Mission Statement

Ignite Scientific interest in children so they – Question intelligently; Learn through discovery; Connect scientific knowledge to their world; and Consider a career in science.

Vision

To be recognized globally for bringing innovative learning products in School Education and contributing to the society by reaching to the less privileged students

Situation analysis

Mini science lab is a very powerful and innovative instrument to revolutionize science education and make education increasingly accessible. It is a catalytic channel that is fun, engaging and interactive, aimed to raise awareness among children and teachers from less privileged section, of the value of learning - with a focus on science. Mini science lab has a range of 60 table top working models with back-drops and manuals in local language providing hands-on experience for learning Science and Mathematics for Class 5 through 10. The models are approved by MSERT and NSERT for their alignment with the curriculum.

- SWOT analysis
- Problem Analysis
- Stakeholder analysis

Need analysis

Science education in India is faced by various practical challenges today. Science is knowledge about the material, natural world. It is knowledge produced from systematic observation, measurement, experimentation, exploration, and speculation and theorization about natural objects, their properties and their interactions.

Whether the topic of forces in Physics or the solubility of substances in water from Chemistry, or germination in Biology, the science curriculum directs attention to the material world, to things and processes in it, about which it would like children to learn—to notice, name and think about things based on concepts and theories that characterize these disciplinary approaches.

However, this material world is conspicuously absent in the Indian science classroom and the school. The science classes are no different from history or geography or language. They are also taught by teachers from textbooks. This not only limits the learning of students about science but also lessen the interest of children in science subjects.

The science lab helps students to develop literacy skills. Science activities done in the lab stimulate curiosity, provide practical opportunities to explore a concept in easy ways, develop appropriate science understanding of the concepts which is sadly absent today in our schools especially in rural and municipal schools.

Program Process and activities

Selection of School

- Schools should be up to 10th or 12th Standard to ensure the benefit of the program reaches to maximum number of students
- Should be Government aided school and not private
- Willingness to provide space to install Mini science lab with required electrification as some of the models are electrically operated
- Readiness to take ownership of the project in terms of maintaining the center and ensuring proper usage of the models.
- Schools should not have any such facility in place to avoid duplication of the activity

Rapid assessment

- After the schools were finalized, rapid assessment was carried out to
- Assess the current knowledge of students about science
- Challenges faced by teachers and students for teaching and learning science and mathematics
- Current teaching methodology in school for teaching science and mathematics
- For rapid assessment, 8 science teachers, 8 principals and 152 students from 7th to 10th standard were covered through random sampling.
- Structured Questionnaires were used to interview teachers and principals.
- Information from students was gathered through structured questionnaires and FGD Performa

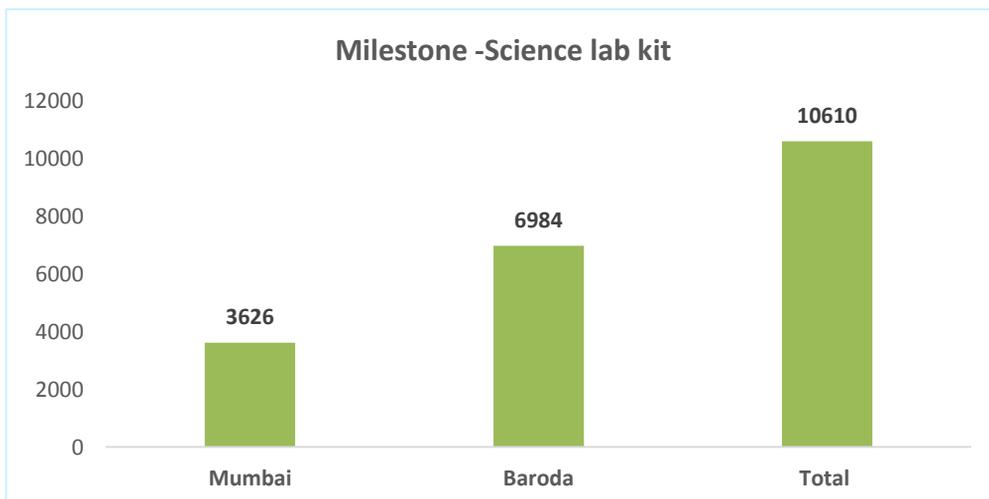
Installation of Mini science lab

Program Launching

Teachers Training

Teachers’ workshop is a good platform to bring teachers from all the schools together who have been teaching science and mathematics and also given responsibility to manage and maintain the Mini Science lab. It gives an opportunity to all the teachers to discuss and address some academic issues/ challenges / problems/ doubts etc. that they face in their day-to-day teaching methodology.

In connection with the same one day workshop on at project level bringing all the teachers together under one roof with following aim was organized



Objective of the training

1. Building rapport with the teachers who will be an integral part of Mini science lab project.
2. To equip the teachers with practical knowledge of using different models installed under Mini science lab project
3. Proving a platform to teachers to discuss and address challenges faced by them for teaching Science and Math's

Inauguration of Mini Science Lab



Training of Teachers

Formation of student council

In all the schools, students' council was formed with the help of teacher supervisor and school Principals with the purpose of sharing ideas, interest and concerns related to Science education. The students' council will also be responsible to take care of Mini Science lab in the school as well as help with coordination during activities like events and programs organized by ARCH and STEM Learning special science projects and maintaining Mini Science lab in the school.

Science Fair

Impact Assessment

Trainers involved

Networking and Collaboration

Outcome

- Improved interest of students for learning science and mathematics by creating child friendly eco system
- Enhanced learning and skills of teachers on teaching science and mathematics
- Improve regularity in conducting the science and math's class through better engagement of teachers in teaching
- Improved performance in examinations
- Increased number of students (specially girl children) pursuing science and mathematics after completing secondary education

Milestones covered till Q4

- 10610 students trained on basic concepts of science, and mathematics in municipal and Government aided schools
- 80 teachers from Govt Schools trained to teach science and mathematics

S.No	School	Location	Total students Benefited
1	Gyan Vikas Hindi Vidyalay, Digha	Navi Mumbai	230
2	Samata Hindi Vidyalay, Turbhe	Navi Mumbai	307
3	Ekta Vidyalay, Rabale	Navi Mumbai	112
4	Prerna Hindi Vidyalay, Ghansoli	Navi Mumbai	214
5	Rajarshri Chh Shahu Maharaj School, Rabale	Navi Mumbai	1863
6	NMMC School (31,32,114) Kopar Khairne Project location : Rabale and Kopar Khairne, Navi Mumbai	Navi Mumbai	900
7	M.E.S High School	Baroda	1675
8	Sardar Vallbh Vidhyalaya	Baroda	2348
9	Mook Dhvani (Deaf & Mute School)	Baroda	235
10	Lal Bahadur Shashtri	Baroda	2428
11	Navyug Vidhyalaya	Baroda	298
	Total Students covered		10610

Quantitative

- Targeted outreach of the program in terms of Schools, students and teachers
- 80% teachers attend minimum two teacher's training program
- 75% of targeted students have access to Mini science lab
- 75% schools use Mini science lab minimum once in a week
- 50% of students and teachers will attend and participate in special events
- Contribution from community/school in terms of time, labour, space and other infrastructure facilities
- Contribution through Employee Volunteering Programs

Qualitative

- Improved infrastructure in the school
- Enhanced learning and skills of teachers on teaching science and mathematics
- Enhanced learning of students on science and mathematics
- Increased number of students (specially girl children) pursuing science and mathematics
- Improved performance in examinations

Challenges

- Permission to install Mini Science lab in govt schools
- Support from school authority
- Students participation
- Maintenance of Mini Science lab

Health Project

Introduction

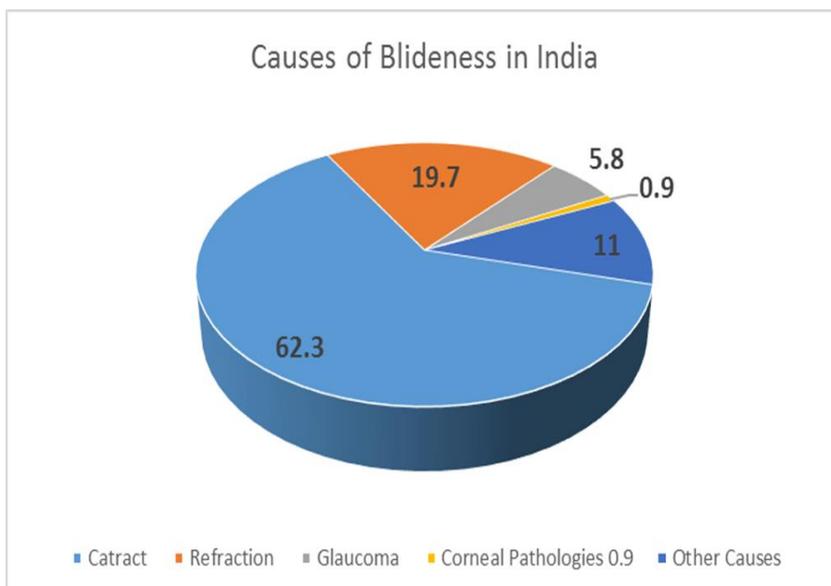
Approximately 285 million people worldwide live with visual impairment. Of these, 39 million people are blind (defined as best corrected vision of less than 3/60 in the better eye), and low vision in approximately 117 million people is due to uncorrected refractive errors. 80% of global blindness is also avoidable.

One in every three treatable blind people in the world is Indian. The number of blind persons in India is currently over 18 million and this estimate is 50% more than the figure of 12 million from a decade ago. It amounts to approximately one-fourth of all the blind people worldwide making the Indian blind population account for 20% of blindness.

Cataract is still the major cause of avoidable blindness in India. Taking the existing prevalence rate into account, it may be difficult to achieve total elimination of blindness in India by 2020

The high magnitude of avoidable blindness in India is concentrated in the rural areas mainly due to the lack of trained ophthalmologists being present in villages, under-utilization of public health services for the eye due to lack of awareness, lack of capital (from both government and public sector) for introducing facilities in the rural areas that can provide primary and secondary care for the eye, and lack of adequately trained manpower.

These problems can be solved with mobile, comprehensive and sustainable eye care systems easily accessible by the rural people in villages. In addition, the outreach camps must ensure quality, especially in terms of screening vision- threatening diseases, referral services, and affordable, rapid rehabilitation



Need for the project

Even with a great amount of focus on the identification and treatment of cataract in India, Cataract continues to remain the major cause of Preventable Blindness in the country.

70% of the population of our country lives in rural areas. 70% of the Ophthalmologists practice in urban cities and towns. Many of the people living in rural areas are daily wage earners.

For them, travel to the city will involve

- (1) Expenses for the travel and stay in the city for themselves and an attendant
- (2) Loss of wages for the number of days that they are in the city
- (3) Loss of wages for the attendant

Goal

To provide Total Eye-care solutions of highest standards to all sections of community”

Project Proposal:

To perform cost free cataract surgeries in rural villages using Mobile Eye Surgical Unit.

Objective of the Project

- Serve comprehensive ophthalmic care to the rural population in remote geographic location who have no access to urban centers
- To identify the causes of blindness in rural population and prevent it by providing timely diagnosis of eye diseases.

Collaboration

This project therefore is designed to provide Quality, World-class eye care to the rural population, at their doorsteps, totally free of cost to them. This project is the “FIRST OF ITS KIND IN INDIA” and the only project that has been approved by the Government of India, Ministry of Health and Family Welfare to carry out the Cataract surgeries at the door-step of the rural indigent. This unit, jointly developed by Indian Institute of Technology (IIT), Madras and Sankara Nethralaya is the pioneer at delivering eye care in the villages

Project commitment

1. Path-breaking project of Sankara Nethralaya, aims at tackling the major cause of preventable blindness namely Cataract, by taking quality eye care to the door-steps of Rural India.
2. Project consist of 3 vans –1 van (sterile) consisting of the Operation Theatre and 1 van (unsterile) consisting of change room, toilets etc. The 3rd van is for transporting people and material.
3. Education on health is also part of the program to spread information on various eye diseases and prevention of the same.
4. To reach out to the community who have no access to eye care, let alone quality eye care.

Joining hands through Corporate Social Responsibility Project for a Mutually Beneficial Relationship:

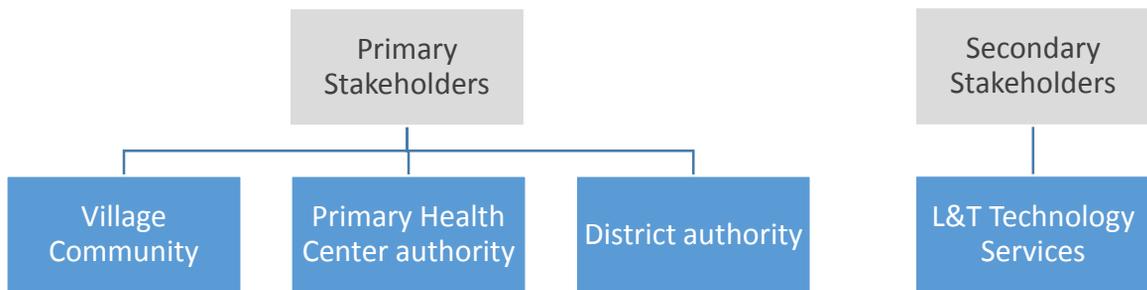
The Mission of Sankara Nethralaya is to “provide Total Eye-care solutions of highest standards to all sections of community”. To achieve this mission, Sankara Nethralaya reaches out to society to support it.

Methodology

Sankara Nethralaya approached L&T Technology Services, Chennai with a request to extend funding support under their CSR program to conduct this MESU camp.

L&T TS, under the leadership of Mr. Manivannan, gracefully agreed to support 5 MESU camps during FY 2016-17. After signing the MOU, SN started the camps

Stakeholders of the project



Process followed to conduct the program

After assessing the suitability of the camp location the statutory approval from the District Collector will be obtained by Sankara Nethralaya. The display banners and leaflets about the camp will be printed by Sankara Nethralaya and ensure that the camp details reach the targeted beneficiaries. Any support from the sponsor in spreading the message about the camp activity will be an added advantage. The display banner & leaflet will contain the name of L&T & Sankara Nethralaya along with the camp details.

A team consisting of Ophthalmologist, Optometrist, Nurses, Operation theater assistant, Drivers and Maintenance technician will travel to the camp site.

After a complete eye examination, the patients identified with cataract and found fit for surgery will undergo Cataract surgery at the camp site itself. The patient after 2 hours observation can go back to their homes and report the next morning for post-operative check up.

Those who are found unfit to be operated at the camp site will be referred to our community hospital at Greams road, Chennai for further treatment under free category. An ambulance-108 van will be stationed at the camp site during the surgery to meet out any emergency.

Those who are found unfit to be operated at the camp site will be referred to our community hospital at Greams road, Chennai for further treatment under free category. An ambulance-108 van will be stationed at the camp site during the surgery to meet out any emergency.

Process at the camp site

Patient Registration:

With support from the camp sponsors, local volunteers (mostly students from schools and colleges) record the patient's details like name, age and address in the Electronic Medical Records. Camp patients are then given identity cards. The second level of detailed eye examination includes noting the patient details in the Electronic Medical Records with the help of Laptops at the camp site

Vision Check:

Patients who are registered undergo a screening by the Sankara Nethralaya Social Worker. Vision charts such as the Snellen and E type charts are used for screening.

Refraction:

It refers to examining the eye in order to determine whether spectacle is necessary or not. A refractionist from Sankara Nethralaya carries out the process.

Slit Lamp Examination:

A slit lamp examination is also carried out on patients at the camp.

Intra Ocular Pressure:

Patients above the age of 40 have their Intra Ocular Pressure tested. Those who are prescribed glasses are sent to the Optical Services

Counseling: The eligibility criteria for free surgery are explained to the patients who are also counseled at the campsite. The referral card is given to the patient to attend the OPD in Jaslok community ophthalmology center.

Activities carried out at MESU camp

DAY

1
 Arrival of Sankara Nethralaya team at camp site from Chennai. Making arrangements for OT wash and OPD settings.

DAY

2 3 4
 OPD starts with complete eye screening and identify the patients who need cataract surgery. After ascertaining the fitness patients will be asked to come for surgery on day 5

DAY

5
 OPD continues as above. Simultaneously cataract surgery also starts from Day-5

DAY

6 7 8
 OPD and surgery. Removal of patch and post-operative check up with eye care counseling.

DAY

9
 OPD and surgery. For the previous day surgery patients, will remove the patch and do post-operative check up with eye care counseling. Patients of day 5 and 6, will do a second post-operative checkup.

DAY

10
 Removal of patch and post-operative check up. Patients of day 7, will do a second post-operative checkup. All the patients will be given eye care counseling. Team leaves for Chennai from the camp site.

After one week Sankara Nethralaya team visits the camp site and does post-operative checkup for the surgery patients of day 8 and 9 with eye care counselling.

After one month Sankara Nethralaya team visits the camp site and checks all the surgery patients to identify their requirements of power glasses.

After 25 days Sankara Nethralaya team visits camp site and deliver the power glasses to patients. With this the camp activities will be completed.

Achievements in 2016-2017

S.No	Date	Location(Address)	Distance from Chennai (one way kms)	Total Patient Screened	Total patient Operated and provided free glass
1	Nov 25-Dec 4, 2016	Naidupet, Nellore Dt., A.P.	110	743	107
2	Jan 1-11, 2017	Thirukoilur Villupuram Dt., T.N.	180	1185	109
3	Jan 27 -- Feb 5, 2017	Jamunamarathur(Jawadhu hills), Tiruvannamalai Dt., T.N.	220	486	100
4	Mar 18 --27, 2017	Muthialpettai, Kanchipuram Dt., T.N.	80	786	142
Total				3200	458

Testimonial



Location -- Muthialpettai

Name of the patient -- Kanniammal

Gender -- female

Age -- 70



- Background: BPL/ST SC/OBC -- BPL
- Source of earning, Annual Income and family background -- son works as daily wage labour
- Patient's health related information -- poor vision due to cataract
- came to know about the Sankara Netrelaya, MESU camp from notice and banner displayed at Muthialpettai
- Regained normal vision after undergoing Cataract surgery at MESU camp

Thanks to Shankara Nethrelaya for all the support and special thanks to L&T Technology service for supporting the MESU camp





Location -- Naidupet



Name of the patient -- Suseelamma

Gender -- female

Age -- 82

- Background: BPL/ST SC/OBC -- BPL
- Source of earning, Annual Income and family background -- son works as daily wage labour.
- Patient's health related information -- Low vision due to cataract
- Came to know about the Sankara Nethrelaya, MESU camp from notice and banner. No I can see very well .

Thanks to Shankara Nethrelaya for all the support and special thanks to L&T Technology service for supporting the MESU camp



Location -- Thirukoilur



Name of the patient-- Sengamalam

Gender -- female

Age -- 80

- Background: BPL/ST SC/OBC: -- BPL
- Source of earning, Annual Income and family background -- son works as daily wage labour
- Patient's health related information -- low vision due to cataract
- Came to know about the Sankara Nehtrelaya, MESU camp -- from notice and banner displayed in Thirukoilur
- How did he benefit from the camp? -- regained normal vision.

“Wants to donate the little amount of money to Sankara Nethralaya, saved for her Tirupati pilgrimage trip”.

Thanks to Shankara Nethrelaya for all the support and special thanks to L&T Technology service for supporting the MESU camp





Location -- Jamaunamarathur, Jawadhu hills.

Name of the patient -- Amanullah

Gender -- male

Age -- 70

- Background: BPL/ST SC/OBC -- BPL
- Source of earning, Annual Income and family background -- son works as daily wage labour
- Patient's health related information -- poor vision due to cataract
- Came to know about the Shankara Nethrelaya, MESU camp from notice and banner displayed at Jawadhu Hills
- Regained normal vision after undergoing Cataract surgery at MESU Camp
- Very grateful to the doctor as I was unable to go to any hospital for treatment due to financial problem.

Thanks to Shankara Nethrelaya for all the support and special thanks to L&T Technology service for supporting the MESU camp





Innovation and Technology Project

Introduction

2010–2020 has been declared the '*Decade of Innovation*' to stimulate innovations and produce solutions for societal needs such as healthcare, energy, infrastructure, water and transportation. Harnessing innovation and Technology driven solutions to address the social needs of the community.

LTTTS has collaborated with Indian Institute of Technology (IIT), Madras to execute CSR project related to innovation and technology. Fund Research projects which will support the community needs and especially abled people.

Introduction to CREATE

The Centre for Rehabilitation Engineering and Assistive Technology (**CREATE**) is a multidisciplinary translational research and educational initiative of IIT Madras. It was conceived as we began interacting with NGOs and inclusive schools. There is a social need for indigenous development of low cost technologies that serves to address the needs of people with different abilities.

Research center aims to

- Develop assistive devices for low resource settings
- Act as a resource Centre for students/staff who need assistance
- Coordinate courses related to assistive technologies
- Teach courses on Assistive Technologies for B.Tech students.
- Teach courses on Sensory, Motor and Language Disorders

Location



Program Partner

Indian Institute of Technology, Madras

Duration of Project

5 years



Project Objective

Create solutions using mechanical and embedded systems for persons who are differently abled.

Beneficiaries of the Project

Persons who are differently abled Schools, NGOs, rehabilitation workers and doctors who are engaged with academia and industry related to differently abled people

Products



iGest: iGest is a wearable device that identifies the natural movement of an individual and associates it with a predetermined sentence of their choice enabling communication. The device captures the user's movement using a combination of sensors and sends this information to a mobile phone.



KAVI – PTS: KAVI is a picture to speech Android application for people with cerebral palsy or autism spectrum disorders, in early levels of literacy. This is customizable and allows the user to change the pictures and the audio files. KAVI supports multiple languages, currently comprising English, Tamil, Kannada, Hindi, Malayalam, Vietnamese and Bahasa. It is available for users through online and can be downloadable from Google Play Store



Tactograph: Tactograph is a motorized x-y stage that traces a predefined picture using an adhesive fluid, creating a tactile image on a normal A4 sized paper. It also has the ability to reproduce the tactile image as an outline on printed books, by using software based image processing to correct for any translation and rotational changes while placing the book



Aditi: ADITI is a non-contact switch for a person with motor disability, helping them “click” on a computer screen. ADITI can accommodate a range of movement abilities and can be set to work at a distance of 4 cm for small movements such as a finger stretch or 9 cm to accommodate large movements such as a head thrust or lifted arm.

Vsim: VSim (Visual Simulator) is an application designed for Android phones and tablets. It aims to educate the patients and their relatives see the effects of the visual impairment due to various eye diseases using the camera in the phone or tablet.

vPlay: vPlay is a wireless dual-touch pad system that can be used independently or jointly for computer games that encourage control and response. With two large active surfaces, it is easily adopted by children with motor disability. vPlay can also be configured to be used as an input device to any software that accepts inputs from a switch.

Milestone covered in 2016-17

Milestone Plan	Actual Status	Outcome (Deliverables)/ Impact
iGest v4	5 units of iGest were produced for internal (alpha) testing	Gesture data collection on BLE has been tested. The hardware works with a game PyCube, that demonstrates control of yaw, pitch and roll
KAVI-PTS	KAVI-PTS v3.0 is developed with the picture library consisting of around 300 images. Software testing is on process.	The application has been released for alpha testing. Beta release is scheduled for April 2017.
Tactograph	One unit of Tactograph was delivered to SPASTN in Jan'17. Manufacturing of next batch is ongoing.	4 units are to be delivered by May'17
VSim	The app for vision simulator is developed for the Cataract.	The field test is to be carried out by April – May'17.
vPlay	2 units are manufactured.	Internal testing is ongoing. There appear to be some problems with the RFDuino being used, and we are considering switching to the Intel Curio
Event	Workshop and outreach activities	<p>Haben Girma https://habengirma.com/ Lecture on Access in Education on 28th Nov</p> <p>The products were demonstrated at National Institute of Empowering Persons with Multiple Disabilities (NIEPMD), sharing knowledge about assistive devices.</p> <p>A similar presentation was made at DARE, Munnar</p>

Outcome

1. The data is now directly collected to the system for classification / clustering.
2. An additional feature has been implemented in KAVI-PTS_3.0 that enables the user to give permission to access the storage from the Android OS 6.
3. Tactograph: MOSFET was replaced by an Opto Coupler which solved the compatibility issues.
4. Tactograph: The rigid coupler is replaced by a flexible coupler that solved the inertial issues.

Challenges faced during execution

1. Collecting data from iGest and storing it to a tablet and then converting to the excel format in the system for the purpose of classification / clustering.
2. The OS version compatibility in KAVI-PTS.
3. Tactograph: Relay ON & OFF problem arised. This lead to the issues in compatibility.
4. Tactograph: Stepper motor starting inertial problem.



Water Project

A drop of water is worth more than a sack of gold to a thirsty man”

Introduction

While 67% of Earth’s surface is covered by water, only less than 2.7% of global water is freshwater. Most of the freshwater (2.05%) are locked in ice caps and glaciers. Only less than 0.7% is available for human use.

The entire world, in general and in particular, faces a major crisis of water in recent times. This crisis threatens the basic right to drinking water of our citizens; it also puts the livelihoods of millions at risk.

India is in high risk condition. Government of India has taken several steps to address water related problems. But the size of intervention has to be increased by joining hands like private public partnership, corporate social responsibility and by support of non-government organization initiatives.

Since, Indian economy is agrarian in nature supporting nearly 65% of its population and agriculture sector supplying raw materials to various industries like sugar, textiles, edible oils etc and engaging majority of Indian workforce, scarcity for water will lead to serious socio-economic implications in the country.

75 to 80% of India’s water is used for irrigation. The two main sources of irrigation are canals and groundwater.

Need for watershed development project

As 75% of water is being consumed for irrigation, water scarcity would impact the livelihood of majority of small and marginal farm households. This also leads to competition for water between drinking and irrigation. Continuous drawing of water for irrigation over time without proper replenishment leads to scarcity of water for drinking. Of late, the agriculture productivity is on the declining trend with more area becoming unfit for cultivation. One of the main reasons is the loss of natural resources like soil, water and associated problem of declining soil fertility.

To prevent the loss of soil and water and to conserve and sustain the natural resources, watershed is being taken up. The basic essence of watershed is not only the conservation of natural resources but also the accrued benefits derived out of ground water increase, cropping intensity and improvement in farm productivity. This will not be effective unless the farmers are enriched with technological innovations to improve the use efficiency of conserved resources.

Why Watershed Development Project (WDP)

Watershed Management has been the foremost approach to conservation and management of water in India since time immemorial. However, with the advent of tapping the groundwater, watershed management was not given adequate attention in the recent past and the impact of negligence in this regard has already been realized and focus on watershed management assumes significance under the current context.

Watershed Development Projects (WDPs) aim to balance the conservation, regeneration and use by humans of land and water resources within a watershed. Common benefits from successful watershed development projects include improvement in ground water leading to sustaining agricultural yields and increased access to drinking water. The overall attributes of the watershed development approach, by and large, are three fold, viz. promoting economic development of the rural area, employment generation, and restoring ecological balance

Watershed development refers to the conservation regeneration and the judicious use of all the resources – natural (like land, water plants, animals) and human – within the watershed area. Watershed Management tries to bring about the best possible balance in the environment between natural resources on the one side and man and animals on the other.

About the Participatory Watershed Management Projects under CSR

The problem of depletion of ground water as well as potential threat to water security could be addressed only through a comprehensive approach with participation from multiple stakeholders including the Corporate Sector agencies. M/s L&T Technology Services has taken up the mission of holistic development of villages with water management as its central theme under its Corporate Social Responsibilities (CSR) initiatives. In this connection, it is partnering with National Agro Foundation, a Public Charitable Trust with proven track record on water management through watershed and natural resource management. Based on the suggestions from M/s L&T Technology Services short listing of potential locations for undertaking watershed projects was carried out in Pune District.

The choice of the watershed is based on the Interest evinced by M/s L&T Technology Services where it can undertake CSR projects as per the new CSR guidelines under the Companies Act 2013.

Criteria for selection of watershed

The potential watershed locations in Pune district were identified using remote sensing maps and available geo physical data. As many watershed locations were identified for ground study in order to shortlist final location by M/s L&T Technology Services. The preliminary study was conducted for Identifying Kolwadi watershed based on the following criteria

- No overlapping of watershed interventions by any other agency including Government
- Potentiality to undertake watershed project with community participation
- Potentiality to carry out various interventions holistically
- Priority to rural or semi urban areas where there is no rapid urbanization
- Location where agriculture and allied sector activities are predominant
- Kolvadi village is identified for suitability for watershed project. A field reconnaissance visit was made to all these locations to understand the nature of terrain, slope and other parameters required for watershed project.
- The identified location is about 50-60 km from Pune
- The slope of the location is 15%.
- The chances of perceived benefits is high
- No other agency has covered this location in the recent past and no plan from Government in near future

Project Location

Kolwadi, Katavadi, Mangdari and Nigde villages in Pune district



Program Implementing Partner

Kolwadi, Katavadi, Mangdari and Nigde villages in Pune district

Project Duration

3 years

Objective & Scope

- To conserve land and water resources through various watershed activities by 2019
- To create village level institution like Mahila Pani Samiti (MPS), Village Watershed committee(VWC)
- To increase source of income and Improve the quality of life through land and water conservation activities

Proposal

Soil and water conservation measures – (construction of loose boulder structures, gabion structures and check dams) Green Cover (tree planting with timber trees, fruit trees, soil binders and pasture development) Training and Demonstration- (higher crop productivity such as micro irrigation, lean farming, and soil health management)

Benefit & Impact by the Year 2019

- 2000+people from watershed villages will have access to water by 2019
- More than 2000 hector will be benefitted treated under the project
- Increase in ground water table to the tune of 25 feet by 2019
- Increase in area under cultivation by 20-25% and Agriculture crop yield by 25 - 30% by 2019

Milestone covered till date

- Bhumi Pooja and inauguration of the project **(Picture attached in PPT)**
- Meeting and Interaction of Anna Hazare with Kolwadi famers at Ralegan Siddhi**(Picture attached in PPT)**
- Entry point activities (EPA) at govt schools **(Picture attached in PPT)**
- Formation of Watershed committee **and Mahila PANI samittee (Picture attached in PPT)**
- Watershed training was steered for the beneficiaries of Mangdari village

Outcome of the Intervention in 2016-2017

The words of Mr. Anna Hazare influenced the participants in an effective way to achieve their target towards the development of their villages. The participants were very thankful to L & T Tech for providing them such an awesome platform to learn. The farmers gained a lot of awareness and information regarding the watershed development works and the active involvement of the villagers gave an eye opening experience to the participants

The program had provoked the farmers and they assured to render their cooperation during implementation of the project and to take the ownership in maintaining the structures to be established during the project period.

With the creation of VWC and Mahila Pani Samithi all the watershed activities to be carried out with the resolution passed by these committees in future.

Testimonial / Watershed- Kolwadi



Name : ANANTA CHORAGHE

Village: KOLAWADI

During the exposure visit to Tamil Nadu. I have seen the benefits of watershed program with my own eyes such a tremendous improvement in ground water.

Through exposure visit I came to know the importance of soil testing and using of organic fertilizer, organic pesticides, soil testing, benefits of farm pond, Water Absorption Tank, Check dam.

All our fields in kolwadi are mainly dependent on rain fall only so soil testing as well as usage of organic fertilizer and pesticides is very important for our field and I am also going to practice these techniques in the coming year in my field.

I am thankful to L&T Technology services and National Agro Foundation(NAF) for giving me the opportunity to participate in the exposure.

It will really benefit me and I will surely communicate my learnings to my friend and relative in Kolwadi and will surely participate and support in all the watershed activities of L&T Technology services



Name: RAMCHANDRA PATHARE

Village: MANGDARI

I am thankful to L&T Technology services and National Agro Foundation(NAF) for giving me the opportunity to participate in the exposure visit to Tamil Nadu watershed project.

I visited solar pump set, inland fish culture, organic rice field, Teak plants and water harvesting structures such as check dams, farm pond, Percolation Tank, WAT and LBS and we impressed very much.

I have been practicing traditional agriculture for years at Mangdari. But during the exposure visit to Tamil Nadu.I have seen the benefits of watershed programme such a tremendous improvement in ground water though farm pond, Water Absorption Tank and Check dam.

Participation of farmers and women groups in watershed project and maintenance of watershed structure was beyond my imagination .

Through exposure visit I also came to know the importance of soil testing and using of organic fertilizer, organic pesticides and timely testing of soil.

Exposure trip to watershed project really benefited me.I will surely communicate my learnings to my friend and relative in Mangdari





Name: UTTAM SHINDE

Village: NIGADE

This exposure visit was very important to me and all farmer friends. From the exposure visit we received more useful information related agriculture, as well as culture and food habits of Tamil Nadu.

The demonstration of soil testing was very nice and it is very important for agricultural benefits. In the field visit we saw water harvesting structures such as check dams, farm pond, Percolation Tank, Water absorption tank (WAT) and loose boulder structure (LBS).

All these information are very useful to me and I am very thankful to L&T technology services & National Agro Foundation.

I am ready to give all kind of support and co-operation for your all activities in kathwadi village.





Environment Project

Introduction

Renewable energy sources such as solar power hold great promise to bring energy access to many households in India that are currently doing without it. India is blessed with tremendous solar potential, solar power systems are relatively cost effective and require minimal day-to-day intervention, which make them particularly suitable for use in rural India.

Project Objectives

- To install solar powered Individual household electricity supply
- To train local youths on maintenance and repairs of solar power units
- To empower community to switch towards sustainable renewable energy model
- To facilitate individual and community management of the assets

Project location / Duration

Location: Manchengowdana halli village, HD Kote Taluka, Mysore

Project Duration: 5years



Mission / Vision / GOAL

To establish a demonstrable model of sustainable source of energy for lighting of individual house in a remote tribal village

Need analysis and Problem analysis of the area

Manchengowdana halli tribal colony is located at a distance of about 20km from HD kote taluk headquarters. The village has about 64 families in 58 houses with population of about 260. To facilitate basic facilities such as safe drinking water and housing in these remote tribal colonies has been a challenge due to various barriers in the system such as forest conservation act etc. Other challenges in terms of socio-economic issues are poverty and the paucity of educated youths in the village.

Currently the village has poor supply of electricity. It has only a few street lamps with no regular supply of electricity. The power supply has always been a challenge. On an average they have at least 18 hours of power cuts. Even when there is power voltage fluctuations challenge its utility. These communities also face difficulties during night when there is no light due to wild animal's interference and some potentially hazardous illegal activities. With current available infrastructure in the village it is impossible to provide full range lighting system through main line power supply. Therefore the idea of installing solar panels to each household holds a justifiable solution.

Stakeholders Analysis and Data collection (Primary, Secondary or PRA)

The proposed project will include the following stakeholders who are directly and indirectly responsible.

L&T technologies: Will be responsible for technology support, project financing and monitoring

Swami Vivekananda Youth Movement: Will be responsible for implementation of the project, facilitation of Capacity development of users and maintenance workers. SVYM will act as linkage between other partners and community. SVYM will be involved with the Individuals for monitoring the project progress and periodic report to L&TTS.

Vendor: shall be responsible for provision and supply of all the materials required for installation, creation of necessary spare bank and training of local youth.

Community Members: The Individuals will own the solar equipment, maintain it and ensure project sustainability.

Data collection

Primary data was captured by SVYM by conducting PRA at the village. As per the data collected, total 58 houses, one school and one anganwadi center have no electricity supply.

SWOT analysis

Strength:

- Enabling non-conventional energy source
- Focused on the need of the Individuals
- Fulfilling the needs of the most marginalized and vulnerable families
- Adopting Individual managed approach
- Collaborative approach of all partners including end users all through the different phases of the project such as planning, designing, implementation and monitoring

Weakness:

- This is not a hybrid system. Hence rainfall and cloudy weather contribute to poor recharge of batteries minimum 2 to 3 months in a year.
- Fully managed by Individual Families. Long term need for facilitation cannot be discounted
- Relatively high replacement costs and battery management to be borne by the Individual

Opportunities:

- Individual families willingness to support and sustain the project
- Willingness of Individuals for implementation of the project
- Availability of NGO facilitation

Threats:

- Vested interests of local contractors
- Rapidly changing technologies in Solar power system forcing non availability of spares for repair and maintenance

Networking and collaborating agencies

- Gram Panchayat
- Local NGOs and CBOs
- Community leaders
- Self-help group and federation
- Vendors
- Govt. departments- Health and Education

Outcome

- Demonstrable model of Individually managed sustainable source of energy for lighting of households in a tribal village
- Upgradation in style of living condition within individual family
- Livelihood opportunities created for tribal youths in non-conventional energy sector

Sustainability of the Project

Individual family members will be the main stakeholders and they would be engaged in the entire process of project plan, design, implementation, maintenance and monitoring. This ownership by the Individual is expected to not only ensure acceptance, usage and safety of the installment equipment, but also minimizes payment defaults.

During the Third Year of the project a village level committee consisting of 13 members will be created to take charge of the assets and to oversee its care including collection of subscription for maintenance. The place for establishing a spares bank shall be created and managed by the committee itself. All households shall pay an initial cost followed by small monthly fees.

This amount will be used to pay the trained youth who will carry out repair works and maintain spares bank. Everyday maintenance for the panels and battery and management of the feeder lines when necessary will be the task of this trained youth. They continue to remain available on call as required.

Volunteering activities



Education materials support



Health awareness and blood donation camps



Awareness and training to local youths on skill development



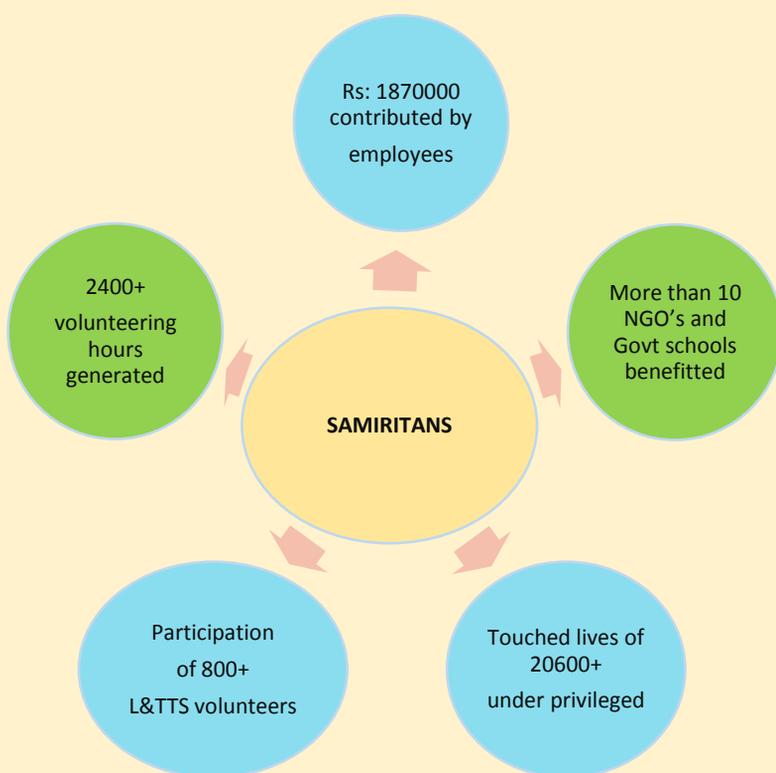
Joy of giving programs(JOG)



National events at orphanages and NGO



Conservation of environment and tree plantation drive



CSR Champions across location

Bangalore
Girish TG

Baroda
Nirav Sanchaniya

Chennai
Vivek R

Mysore
Latha Omprakash

Hyderabad
Prerana Jha

Mumbai
Pradnya & Kalyani



Distribution of school uniforms



Distribution of education materials



Distribution of education materials



Employee participation and sale of products



Donation of school kit



Project SPEND for FY 2016-17

Sl. No	CSR Project or Activity Identified	Sector in which the project is covered	Project or programs Local area /the state/ district were program was undertaken	Amount Outlay to project (Budget) project or program wise	Amount spent Direct Expenditure on projects or programs/ Overheads	Cumulative expenditure up to the reporting period	Amount Spent: Direct or through implementing agency
1	Support Technology Incubation to CREATE project at IIT Madras	Innovation and Technology	Chennai	62.80	62.80	62.80	IIT Madras
2	Support Technology Incubation to traffic monitoring project at IIT Madras	Innovation and Technology	Chennai	42	42	42	IIT Madras
3	Establish Mini Science lab & E-Learning centre	Education	Mumbai ,Baroda and Hyderabad	48.56	29.93	29.93	Aarambh, Arch Social Consultant, STEM Learning and Engineers Without Border(EWB)
4	Skill Development in Beauty therapist, automotive technician leather stitching, home appliance repair, Tailoring computer courses	Skill Development	Chennai, Mumbai ,Baroda and Bangalore	111.12	89.27	89.27	LabourNet, Aarambh and Arch Social Consultant
5	Mobile eye surgical camps	Health care	Chennai	37.5	37.5	37.5	Sankara Nethrayala
6	Watershed	Water Conservation	Pune	198	74.15	74.15	National Agro Foundation(NAF)
7	Renewable Energy project	Environment	Mysore	55	24.6	24.69	Swami Vivekananda Youth Movement (SVYM)
TOTAL SPEND (INR Lacs)				554.99	360.27	360.27	

Participation from Leadership Team



Thank you