GMR
GMR WARORA ENERGY LTD.

IMPACT ASSESSMENT OF
CSR WORKS OF
GMR WARORA ENERGY LTD.

FINAL REPORT
2023

Education
·
Health, Hygiene
& Sanitation
·
Empowerment
& Livelihood

IMPACT ASSESSMENT OF CSR WORKS OF
GMR WARORA ENERGY LTD.

FINAL REPORT 2023

Study, Design and Report by :

SYMBIOSIS
INTERNATIONAL (DEEMED UNIVERSITY)

Corporate Social Responsibility in India has travelled a substantial path in its course of design and delivery from philanthropy to shared growth. It is now being considered as a serious business imperative along with other key business inputs. GMR Group has pioneered many areas through its initiatives in national CSR domain. The group policy predominantly carries CSR inputs and imbibes them into the core value chain of business operations. When India moved for a structured CSR framework through amendment in the Companies Act, many essential pillars were taken from the CSR Practices of the group. GMR Group across its all operational companies invariably follows the CSR framework. This report captures the essence of CSR Works at its Power Plant in Warora, Maharashtra. The report makes diligent efforts to portray the retrospective analysis against the objectives set by GMR Varalakshmi Foundation, the CSR arm of GMR Warora Energy Ltd.

IMPACT ASSESSMENT OF CSR WORKS OF GMR WARORA ENERGY LTD.
FINAL REPORT 2023

CONTENTS

Abbreviations

GWEL	GMR Warora Energy Limited
GMRVF	GMR Varalakshmi Foundation
SIU	Symbiosis International (Deemed University)
SCSD	Symbiosis Centre for Skill Development
CSR	Corporate Social Responsibility
ISR	Individual Social Responsibility
MLS	Minimum Learning Standard
PAV	Project Affected Village
MCA/MoCA	Ministry of Corporate Affairs
PRI	Panchayati Raj institutions
CNA	Community Needs Assessment
FGD	Focused Group Discussion
ABW	Angan Wadi Worker
FY	Financial Year
GOI	Government of India
GOM	Government of Maharashtra
SHG	Self Help Groups
JLG	Joint Liability Group
IGA	Income Generation Activities
MOU	Memorandum of Understanding
NGO	Non Government Organization
NRHM	National Rural Health Mission
NRLM	National Rural Livelihood Mission
PWD	People with Disabilities
ToR	Terms of Reference
VTP/C	Vocational Training Providers / Centre
SOP	Standard Operation Procedures
CSO	Civil Society Organization
MMR	Maternal Mortality Rate
IMR	Infant Mortality Rate
SRLM	State Rural Livelihood Mission
SC	Scheduled Caste
ST	Scheduled Tribe
OBC	Other Backward Class
GEN	General
OFCS	On Field Communication Script
KPI	Key Performance Indicator
BUCCS	Buldana Urban Co-operative Credit Society

Disclaimer

The scope of this assessment report is limited by the terms of references laid by the GMR Varalakshmi Foundation. The Impact Assessment Team comprising of lead consultant and the support staff has followed the requirement set by the GMR Varalakshmi Foundation. The report does not cover all CSR activities rather it focuses on selected 10 CSR activities as per ToR agreed for the purpose. The report attempts to analyse the Implementation Effectiveness in terms of design, process and reach. This report is a compilation for internal application/s of the GMR Varalakshmi Foundation and thus the report must not be copied electronically or otherwise in full or parts for any purpose other than that defined by the GMR Varalakshmi Foundation and by any person, not authorized to do so by the GMR Varalakshmi Foundation; is strictly prohibited. Such offences shall be treated as per the policies of the foundation and the law applicable for the said matter.

Leave no one behind (LNOB) is the central, transformative promise of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals (SDGs). This philosophy is at the core of GMR Group since inception and there is a strong focus on corporate sustainability with profit, people and planet at the triple bottom line of the business.

GMR Varalakshmi Foundation, the Corporate Social Responsibility arm of GMR Group, has been mandated to develop social infrastructure and enhance the quality of life of the communities around GMR Group's business operations. In line with this mandate, CSR activities were initiated at GMR Warora Energy Ltd in the year 2010 and the focus has been on the initiatives in the thrust areas of Education, Health and Livelihoods.

Over the years, the CSR initiatives impacted thousands of lives in the project villages improving their overall well-being while also contributing to the Global Sustainable Development Goals. The social initiatives of the Foundation also form an important part of the Group's ESG (Environment, Social, Governance) commitments.

While all the programs in the areas of education, health and livelihoods gained maturity and showed improvement from the time of inception, it is heartening to see the specific improvements in the programs related to farming with several innovative agriculture practices being introduced to the local communities. We are hopeful that our farming initiatives such as Floriculture, System of Wheat Intensification, IoT (Internet of Things) in Agriculture will change the landscape of this area which is part of the drought-prone region of Vidarbha.

At GMRVF, we give utmost importance to the processes through which we deliver our services to the community. We have Standard Operating Procedures for all our important programs which we follow and review from time to time. Internal and external evaluations are also being commissioned to understand whether the programs are meeting the desired objectives and achieved the intended impact.

This impact evaluation conducted by Symbiosis University is one such effort to assess the quality of our programs at Warora and make required improvements in the program delivery. Though it is not mandated to conduct such evaluation, GMRVF has commissioned this study as part of its program improvement measures and we are happy to note the positive impact of our work on the communities that was brought out by this report. It is due to the collective and committed efforts of our team at Warora that we could see such change in the lives of people and my sincere thanks to GMRVF team at Warora. We will consider the recommendations made by the Study team and will incorporate the suggestions made by them in our work.

I take this opportunity to thank the management and employees of GMR Warora Energy Ltd. for all their support for Foundation activities. My thanks are also due to the evaluation team from Symbiosis for their efforts in bringing out this document which gives us a direction for further improvements in our programs. Last, but not the least, my sincere thanks to the community members of our project villages at Warora for inspiring us with their resilience, adoptability and willingness to learn and grow.

Mr. **Avinash Saran**

Director - GMR Warora Energy Ltd.

MESSAGE

I am pleased to share the incredible journey of GMR Warora Energy Ltd (GWEL) in creating value to stakeholders. GWEL embarked on its CSR voyage in April 2010 in neighboring villages of Mohbala gram panchayat of Warora MIDC, Chandrapur, Maharashtra. A subsidiary unit of GMR Energy Limited (GEL), GWEL in Warora has successfully established a 600 MW Thermal Power Plant with two units, each boasting 300 MW capacity. Unit 1 of this project commenced operations in March 2013, followed by the commissioning of Unit 2 in September 2013.

GWEL was strategically constructed in growth oriented region of Maharashtra. The approach of GWEL is to create a "Institution in Perpetuity" and become a "Leading power plant in India". While we aim to stand tall amongst the leading power plants in India, we understand that our business aspirations are closely interlinked with those of our stakeholders. Therefore, our continued endeavor is to work as a collaborative community and overcome all economic, social and environmental challenges. This operating model helps us remain committed towards our organizational vision and social responsibilities, and create long-term sustainable value for all stakeholders.

Our commitment to societal welfare is an integral part of the Group's ethos, and all our employees are expected to uphold this value. To achieve this objective, GWEL and GMR Varalakshmi foundation (GMRVF) has conceptualized a unique approach to Corporate Social Responsibility (CSR) by transitioning from a group level CSR strategy to an Individual Social Responsibility (ISR) approach. GWEL's CSR framework adheres to ISO 26000 standards, ensuring that all systems and processes are aligned with best practices in Social Responsibility.

GWEL CSR has taken various community service activities in the areas of Education, Health, Empowerment and Livelihood in 32 villages. These are mainly Dahegaon, Dongargaon, Chinora, Naidev, Nimsada, Majra Rai, Majra Khurd, Charur Khati, Wanoja and Marda villages surrounding the power plant and another 22 villages along transmission lines, engaging with over 42,000 individuals across various communities whose lives are touched by the company's initiatives.

The Report summarizes the progress made by GWEL towards social sustainability in and around Warora taluka. Our concentrated efforts have made significant strides in improving the drinking water quality of this region. For more than 80% of household, GMR's RO ATM is primary source of drinking water. This has aided stakeholders in terms of removal of health concerns including joint paint, tooth problems, stomach ailments, and kidney problems. There is significant improvement in the area of sanitation. Our interventions have helped 7 villages to become ODF free. More than 95% residents of the villages expressed that MMU has helped them improve their health and lower their medical expenditures. In places where GWEL CSR activities are undertaken, people see positive change beyond 68% (perception of "CHANGE").

We are delighted our CSR interventions have made significant impact to our society and we will continue to strive to create a sustainable value all our stakeholders.

Regards,

Mr. Dhananjay Deshpande
COO - GMR Warora Energy Ltd.

GMR
GMR WARORA ENERGY LTD.

GWEL, GMRVF and Corporate Social Responsibility

CHAPTER

1

1.1 GMR Warora Energy Ltd.

GMR Group is the parent company of GMR Warora Energy Limited (GWEL) - a power generation company. GWEL is a subsidiary of GMR Energy Limited (GEL), GWEL was formerly known as EMCO Energy Limited. This 600 MW (2X300 MW) coal-based power plant is strategically situated close to the industrial belt and the western region that is focused on rapid growth. It is situated in Chandrapur district of Maharashtra. There are two 300 MW units in the GWEL Power Plant. The project's first unit was put into service in March 2013 and its second unit was put into service in September 2013. The project is perfectly placed in terms of accessibility by air, rail and road. Important infrastructure including housing, schools and hospitals are easily accessible in nearby vicinities.

Connected to PGCIL Sub-station for power evacuation, GWEL is fully tied up under long term PPA for 200 MW each with Dadar & Nagar Haveli Power Distribution Corporation Limited (DNHPDCL), Maharashtra State Electricity Distribution Company Limited (MSEDCL) and 150 MW with Tamil Nadu Generation and Distribution Corporation (TANGEDCO) GWELL has SO 9001, ISO 14001 and OHSAS 18001 certifications from BVQI and ISO 26000 & SA 8000 by BVSI, it is also accredited by NABL which is a rare feat amongst power plants in India.

1.2 GMR Varalakshmi Foundation

GMR Varalakshmi Foundation (GMRVF) is the Corporate Social Responsibility arm of the GMR Group. Its mandate is to develop social infrastructure and enhance the quality of life of communities around the locations of Group's presence. The Group has been undertaking CSR activities on a significant scale since 1991. The Foundation is registered as a Section-25 (not-for-profit) Company in the year 2003 with its own separate Board comprising of eminent people in the field. It has its own professional staff drawn from top academic institutions and social work organizations. CSR Activities of GWEL are designed, delivered and managed by GMRVF.

VISION
To make sustainable impact on the human development of under-served communities through initiatives in education, health and livelihoods.

GMRVF is driven by Group's vision to make a difference, specifically to society by contributing to the economic development of the country and improving the quality of life of the local communities. Towards this vision, the Group including the Company, through GMR Varalakshmi Foundation (GMRVF), partners with the communities around the business location to drive various initiatives in the areas of education, health, hygiene & sanitation, empowerment & livelihood and community development.

The foundation works with the communities surrounding the group's business operations to improve the quality of lives. The foundation is happy to have created an impact on over 2 lakh lives and being supported by over a 100-member team working across 20 locations in the country.

Foundation's Objectives

1. GMRVF believes that quality education must be accessible to all. Towards this objective it both sets up and runs educational institutions of excellence, and also works with communities and government schools.
2. Recognizing that health is integral to a good quality of life, GMRVF has the objective to improve quality of and access to healthcare, hygiene and sanitation in its communities.
3. Under empowerment and livelihoods, the objective is to channelize youth and women towards entrepreneurship and livelihood development, so that they may participate equitably in economic progress.
4. To strengthen communities and their institutions for a participatory and holistic development of the community.

1.3 Corporate Social Responsibility

GMR Warora Energy Limited (GWEL) forming part of GMR Group has adopted the CSR Policy which is derived from the group CSR Policy. The group recognizes that its business activities have wide impact on the societies in which it operates and therefore an effective practice is required giving due consideration to the interest of its stakeholders including shareholders, customers, employees, suppliers, business partners, local communities and other organizations.

GWEL CSR have initiated the community service activities in April 2011 with 6 villages later in the year 2018 expanded its activities further to 10 villages namely **Charur Khati, Chinora, Dahegaon, Dongargaon, Marda, Majra Rai, Majra Khurd, Naidev, Nimsada & Wanoja.** Apart from this, GWEL CSR covers more than 22 villages that falls under the transmission line reaching out to more than 43,000 people through MMU and other activities in Warora and Bhadravati blocks of Chandrapur district.

GWEL CSR is providing its community development services in following vertical's:
- Education
- Health, Hygiene and Sanitation
- Empowerment and Livelihoods
- Community Development

The GWEL CSR has a defined philosophy that is inclusive of philanthropy and sustainable development in its design and implementation of CSR projects. There are several activities carried out by the GWEL CSR. However, following segment reflects only the annual achievements as recorded for 2022-23. Here is a brief mention against each category:

1.3.1 EDUCATION: GWEL CSR has promoted quality education in Govt. schools through various initiatives which are benefitting more than 1500 students. One such very significant initiative is After School Learning Centers. Digital education is the key focus of the GWEL CSR and therefore many activities such as Computer based education through android TV's, digital interactive boards and computers are used to conduct regular subjects, Kids Smart Center, Learning Navigator and E –Learning centers, with all the above interventions benefitting 1000 plus school students. Most importantly all these inputs are designed and delivered in synchronization with state run school management and respective local gram panchayat's. Summer camp was organized in 6 villages that reached out to 432 students. School bus service is benefitting 112 students from 2 villages.

1.3.2 HEALTH, HYGIENE & SANITATION: GWEL CSR runs a Mobile Medical Unit (MMU) in collaboration with Help Age India basically targeting elderly. A Medical doctor, pharmacist and social worker accompany the van which covers 22 villages around the plant location in a weekly schedule. To cater to others in the community, the Foundation also runs weekly twice medical clinics in 10 target villages with the support from Acharya Vinoba Bhave Rural Hospital. GWEL CSR runs six Nutrition Centers for pregnant and lactating women & providing necessary awareness and daily supplementary diets. RO plants were built and maintained in 17 project villages ensuring supply of safe drinking water to the households. Till 2023, more than 764 Individual Sanitary Lavatory (ISL) and a community toilet constructed in villages aiming to make them ODF. Regular operations of fogging services are conducted to curb the spread of vector borne diseases in 10 villages. Apart from this, GWEL CSR gives equal focus on preventive health activities so as to avoid major health issues by creating awareness generation.

1.3.3 EMPOWERMENT AND LIVELIHOOD: Two courses aiming to Self-employment are being conducted at the Vocational Training Center at Warora. Over 160 students completed their courses successfully. Over 500 farmers got oriented on improved agricultural practices including System of Wheat Intensification and Floriculture. 856 farmers & women from 42 SHGs got facilitated to take up IGA. 8 community libraries in 8 villages served more than 11400 people. 700 employees participated in different programs conducted by GMRVF and contributed 1254 hours towards community development. There is a dedicated component for YOUTH's in the form of Pratibha Library, which has benefitted nearly 650 youths.

1.3.4 COMMUNITY DEVELOPMENT: GWEL CSR initiated various need-based projects for village infrastructure like drain construction & renovations, cement benches, restoring water supply lines, renovation of water harvesting structures, GCS Seed Bank, etc. are implemented in different community in 2022-23.

GWEL CSR work in the region has gone through almost a decade's time and has built many connections with local community and all stakeholders. The change has been visible in many aspects of human life and local development. This assessment is an attempt to look into the timeline and establish relationships between CSR inputs and the change realised at community level. The parameters of development have been constantly getting refined and redefined in light of new standards. In next segments we will have a closer look at the functioning and reflections of CSR inputs in the serving areas. But one element can be strongly placed here that CSR inputs have inspired local development planning at various verticals especially in livelihood and health care. It will not be appropriate to conclude that the change came as per the design but it can certainly be concluded that the CSR design and delivery kept pace with the changing community needs and dynamic aspirations at individual levels.

1.4 VILLAGE GUARDIANSHIP AND INDIVIDUAL SOCIAL RESPONSIBILITY: One unique feature of GWEL CSR is the concept of Village Guardianship which is designed to take forward institutional CSR to individual social responsibility (ISR). Usually there is a significant gap in perception about CSR needs and implementation, especially when it comes to plant management and the implementing body. At GWEL, the Foundation is strategically implementing the CSR but at the same time GWEL management is equally connected and stays thoughtfully invested in the routine CSR initiatives. This becomes possible with the unique concept of "Village Guardianship". Each Head of the Department is associated with one village where he is actively engaged in the CSR planning and implementation of that village. The associated HoD to the village is titled as Village Guardian. This not only gives an edge to the ownership of the programs, but also the corporate vision of the individual HoD gets aligned to the CSR planning and implementation. This synergy is really helpful in rendering a functional CSR implementation which is creatively connected as well.

◆ ◆ ◆

TESTIMONIAL

Jyoti Krushi Asutkar
At.: Charul Khati, Dist.: Chandrapur

Vegetable Cultivation

"I own 3 acres of farm-land and were struggling to fulfil our financial needs through the income from this small piece of land. Day by day increasing demand of the family members and the short income source was making my life bitter every day. I was thinking to do something different to increase my income, but I was not getting right direction.

I had a thought, I can do something through "Bachat Gat". I started participating in the Meetings and Training conducted by GMR Varalakshmi Foundation. They provided information on how to increase income through various business. I came to know that Vegetable Cultivation is one of the additional source to increase income from the same piece of land. I decided to do so.

Regular cultivation of Vegetables and selling it in the market, I started earning extra income of Rs. 9000/- per month. It reduced the stretch of financial burden from my family and now every one is happy in the family. This only happened because of the help of GMR Varalakshmi Foundation & GWEL. I personally thank you GMR for great support to me and my family."

▶ ▶ ▶

GMR

GMR WARORA ENERGY LTD.

CSR
Impact
Assessment

CHAPTER

2

CSR Project Impact Assessment is a management and learning tool for CSR implementing bodies and equally significant for corporate organizations. It enhances the decision-making process. CSR Impact assessments showcase tangible and measurable results to the stakeholders, achieved by the organisation and contributed to strengthening old programs and devising future initiatives. Keeping these aspects in consideration GWEL CSR initiated to conduct a third party CSR Impact Assessment. This report is prepared on the basis of findings gathered through this exercise. This exercise is conducted by a non-profit organization – Symbiosis International (Deemed University). This section brief explains the key points of CSR Impact Assessment exercise conducted at GWEL Warora.

2.1 Evaluation Purpose:
The basic objective of this evaluation was to assess the CSR programs under GWEL CSR and analyze whether the initial objectives were met. The study also captured and appropriately quantified the impact made in the target communities.

2.2 Scope of Assignment:
a. Evaluate the performance and outcomes of the ongoing projects with reference to the project objectives.
b. Assess the efficacy[1] and effectiveness[2] of the ongoing projects.
c. Assess the impact of the ongoing project on the target groups.
d. Analyse the implementation and management arrangements of the project.
e. Report should clearly indicate what are the Best Practices, what should be built on, what should be changed, and way forward.
f. Assess alignment of GWEL CSR activities in line with Sustainable Development Goals (SDGs) and ESG.
g. As a subsidiary objective, assess the level of awareness and engagement on GWEL -CSR among employees of GMR Group.
h. Assess community perception and visibility of GWEL's CSR initiatives.

2.3 Target Group:
The evaluation will target the major beneficiaries of enlisted activities in evaluation questions. However, it may include other stakeholders, such as Gram Panchayats, Block Panchayat etc. if required to find out their participation and impact on primary beneficiaries.

2.4 Elements:
• Geographical Coverage: GWEL CSR is implementing its CSR activities in 32 villages (10 core villages and 22 outreach villages) in Warora and Bhadrawati block of Chandrapur district and covers about 35000 populations.
• Coverage: The evaluation focused on the effects of project activities implemented during the period from 2019 to 2023 mainly in 10 core villages and few selected villages of MMU operation.
• Guiding Principles and Values: GMR's values and belief, Business code of conduct would be the major guiding principles to carry the evaluation. Selected organization i.e. Symbiosis team was briefed at the time of assigning the contract in order to ensure its adherence.

2.5 About Assessment Agency:
Symbiosis International (Deemed University) is a multi-disciplinary university offering its students and faculty a vibrant learning ecosystem designed around its multi-cultural and innovative ethos. Symbiosis was established in 1971 by Prof. Dr. S. B. Mujumdar, which was a 'home away from home' for International students. The Institution is based on the principles of Vedic thought of "World is One Family". Symbiosis is committed to building international understanding by offering quality education and is resplendent of the activities and students of more than 85 countries.

Today the university has its campuses spread across four states and 6 cities in India. All the university campuses epitomize the Symbiosis vision, 'Promoting International Understanding through Quality Education' and are a beehive of international

---

[1] Efficacy: this term denotes the preparedness and functional ability of a system at input level to achieve desired results in a given framework.
[2] Effectiveness: this term denotes the extent to which a system has been able at output level to deliver the desired results in a given framework.

students from all across the globe, being privy to Indian culture and hospitality. The university has many research centers – Biological Sciences, Nano Technology, Engineering, AI & ML Research Centers, Liberal Arts, Management Studies and much more.

The university is awarded the Category-I status by UGC and an "A++" grade by NAAC. The university is also ranked 32nd in the Universities Category of NIRF 2023 and ranked tenth in the category of 'University & Deemed to be University (Private-Self-Financed)' in Atal Ranking of Institutions on Innovation Achievement (ARIIA) 2021. Globally the Times Higher Education (THE) World University Ranking 2022 has ranked Symbiosis International University amongst the top 800 – 1000 Universities in the World. The University is also ranked in the top 350 Universities in Asia by the QS Regional Rankings and is the only Indian university to have received the Asia Pacific Quality Label.

2.6 Selected CSR Inputs and Stakeholder for Impact Assessment:

As previously said, the CSR Impact Assessment process must be completely interactive and go beyond predetermined conclusions. Engaging several parties is one of the keystones of this procedure. It is strongly advised that all relevant parties be identified and invited to participate in the CSR Impact Assessment process at varying levels using a variety of methodologies. The obvious stakeholders in the CSR initiatives must be included in this. Considering this, different stakeholders have been identified for each activity to understand actual impact of the programs:

Sector	CSR Activity	Stakeholders
Education	• Govt. School Support • After School Learning Centres • e-Education Centres	Children, Families, Parent, ZP School Teacher and Vidya Volunteers, GMRVF Staff, GWEL Employees
Health, Hygiene & Sanitation	• Primary Health Clinic • Nutrition Centre • Mobile Medical Unit • Individual Sanitation Lavatory • RO Water ATM	All section of Community, Pregnant & Lactating Mothers, Elderly People, Doctors, Pharmacists, ANM, Private Clinics, Govt Health Department, Gram Panchayats, Block Development Office, Buldana Urban Cooperative Credit Society, GMRVF Staff, GWEL Employees
Empowerment & Livelihoods	• Vocational Courses in Mobile Repairing and Assistant • Beauty Therapist • Grain Cash Seed Bank	Community, Drop out Youths, Skill Development Institutions, Mobile Shops, Member Farmers, GCS Bank Executive Body, Ag. Input Supplier, Agriculture Department, GMRVF Staff, GWEL

CSR Impact Assessment was conducted following a combination of tools and a standard methodology strictly adhering to the framework set as per terms of reference.

Assessment Period: Time line from 2019 to 2023 has been considered for assessing the impact of the CSR interventions.

2.7 Expected Outcome to GWEL from Impact Assessment Study:

• CSR Impact Assessment shall enable the foundation and the company GWEL to explore and assess the activity based reflection of their own values. The assessment shall provide a coherent and clear image of GWEL and shall help the organization to plan and execute their CSR activities in a transparent and fair way.

• It will help the organization to understand how each of the stakeholders of these projects has received the designed benefits.

• It helps GWEL CSR to assess the management arrangements of the projects, so as to make necessary arrangements, identify and plan its future CSR projects.

• It creates a new level of participative democracy focused on values and long-term vision and in the process makes GWEL effectively socially accountable to stakeholders and supporters.

• It helps the project management staff at GMRVF perform better with the measurability of indicators in the next assessment period.
• It enables the stakeholders identify and priorities for community development against the earmarked financial and human resources at the end of GWEL.

2.8 Methodology

Final intervention design comprised of following steps:

1. Aligning the expected outcomes of the evaluation with the inputs and components.
2. Creating an On-Field Communication Script (OFCS) in the local language and dialect.
3. Providing a comprehensive and detailed list of activities within the scope of evaluation, including their origin, design rationale, inputs, outputs, outcomes, impact, effectiveness and their connection with the community.
4. Developing an evaluation framework that relates to the specific objectives of a CSR input, project, or activity. This framework also involves defining primary and if applicable, secondary stakeholders, posing key questions as specified in the Terms of Reference (ToR), addressing the implementation and management of inputs, considering practical limitations faced by implementing teams, connecting with Sustainable Development Goals (SDGs), and assessing value creation for the community.
5. Clearly defining the roles and responsibilities of all teams contributing from GWEL / GMRVF and SYMBIOSIS.
6. Creating a schedule for the intervention.
7. Conducting data collection, both primary and secondary and then triangulation through FGDs.
8. Specifying report elements in accordance within the stipulated norms.
9. Holding in-depth discussions on the report's findings to effectively convey the essence of the evaluation to the GWEL and GMRVF team.

2.9 Inputs Activities

The assessment was started in August 2023 and was completed by November 2023. The inputs included following:
• Village Visits: 10 core villages and few MMU villages as suggested by GWEL CSR team.
• Household Visits: 800 plus household visits with the help of field executives in 10 core villages and 22 adjoining villages, preferably a random pick.
• Interaction with Beneficiaries: 2500 plus beneficiaries as identified by field executives and evaluation Team.
• FGD with other stakeholders: 132 individuals from community, volunteers, employees and plant management
• Facility Observations: 30

2.10 Components of Impact Assessment

1. Establishing the foundational framework, encompassing the village, activity/project, beneficiaries, other stakeholders, design rationale, inputs and implementation, standard operating procedures (if available) and documented records.
2. Utilizing a variety of data collection tools, such as:
    a. Structured interview schedules,
    b. Observation and interaction with beneficiaries,
    c. Conducting focused group discussions
3. Conducting a desk review in collaboration with the CSR department.
4. Assessing the impact of CSR inputs using indicators related to policy, processes, programs, focus sectors, select activities, and the overall CSR ecosystem multiplier (including human resources, community linkages, and stakeholder integration).
5. Analysing and validating report findings.
6. Creating a presentation.
7. Making the final Report and submission.

Total Beneficiaries interacted with : 2559
Planned and Implemented Focused Group Discussions : 30

2.11 Primary Data Intervention

Target Class of Respondents	Responses Collected
• Households	430
• Govt. School and Anganwadi Support	275
• After School Learning Centres	171
• E Education Centres	198
• Pratibha Library	41
• Primary Health Clinic	340
• Nutrition Centre	58
• Mobile Medical Unit	340
• Individual Sanitation Lavatory	103
• RO Water ATM	303
•VTC (Beautician & Mobile Repair)	108
• Grain Cash Seed Bank	75
Total	**2442**

Design of Survey Instrument

Various documents including annual report and internal assessment report and SOPs and other documents of the organization was reviewed. Inputs were also drawn from organization's policy and framework and SOP / programme design of the organization. Based on the review an open-ended questionnaire was framed to develop an understanding of different factors influencing the impact of CSR activities. A pilot study was carried out by administering questionnaires to 30 respondents. The location selected for the open-ended survey were different nearby villages from the plant location in Warora district, in order to capture responses from consumers from diverse locations. Based on the responses received from the preliminary study, a detailed questionnaire was developed and physical survey was conducted. The questionnaire consisted of two parts, the first part dealt with personal information like name, gender, education level, house hold size, income level etc while the second part consisted of questions related to the factors impacting the CSR activities. A five-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree was used as a response format in the second sections. The questionnaire survey was administered over two months during Sept 2023 and Oct 2023.

2.11.1 Tools applied in Primary Data Intervention

1. Structured Household Schedule
2. Structured Beneficiary Schedule
3. Stakeholder Interaction including Management
4. CSR Brain Storming with Foundation Staff and Senior Leadership of GWEL
5. Focused Group Discussion

2.12 Secondary Data Intervention

Following data were collected as secondary data resources:

1. Annual Report 2019 - 2023
2. Internal Assessment Report
3. Partnership Documents
4. Monitoring and Evaluation Reports
5. Programme Design Draft / SOP

2.13 Data Processing

Following steps were performed in data processing:

1. Data Tabulation: 2442
2. Data Cleaning: 117
3. Logic Filter application: 43
4. Output Frame Development: 72
5. Selective Application of Data Tables: 147

2.14 Data Analysis

Following steps were performed in data analysis:

1. Against Output Frame
2. Against select focus questions / KEQ – Key Evaluation Questions
3. Assigning Quantification
4. Correction against perceptual errors

2.15 Key Evaluation Questions

Sector	Focus Activity	Key Assessment Questions
Education	Govt. School Support	1. How is the performance of the children / aspirant youths?
	After School Learning Centres	2. Are the measures to support the psychological, academic, social, physical development of the children suitable and sufficient?
	e- Education Centres	3. What are the views of stakeholders? 4. Have the education activities addressing the need and adding value to Government education system in villages and also adding value among youths?
	Pratibha Library Centre	5. What can be done better?
Health, Hygiene & Sanitation	Primary Health Clinic	1. Does created facility is addressing the need, providing quality services and also adding value to health issue in villages?
	Nutrition Centre	2. What can be done better? 3. What are the views of stakeholders? 4. % of registered women have institutional and safe delivery compare to non-intervention villages?
	Mobile Medical Unit	5. % of new born reported normal weight at the time of birth compare to non-intervention villages?
	Individual Sanitation Lavatory	6. What % of awareness increased on ANC & PNC amongst registered women and non-registered women? 7. What percentage of beneficiaries are using and maintaining ISL?
	RO Water ATM	8. What percentage of beneficiaries are using clean drinking water?
Empowerment & Livelihoods	Vocational courses in Mobile Repairing and Beautician Training	1. What % of pass out youths from VTC are self-employed? 2. How many self-employed are earning more that Rs. 6000 per month? 3. What can be done better?
	Grain Cash Seed Bank	4. How many farmers have increased income by Rs. 7000 in a year? 5. How many GCS banks are functional &sustainable? 6. What are the views of stakeholders?
Other KEQs	Critical Analysis of the Implementation and Management of the projects	1. Implementation and Management of the projects
	Best Practices	1. Which are the best practices being practiced? 2. Which Best Practices should be built on? 3. Which practices are recommended to be dropped? 4. The way Forward.
	SDG Connectivity	SDG#3: Good Health & Well Being SDG #4: Quality Education; SDG#5 : Gender Equality and SDG #6 :Clean Water & Sanitation
	ESG	ESG alignment
	Awareness Level regarding CSR	Among Sr. Management Employee Engagement
	Areas of Improvement	What should be builton and what should be changed.

2.16 Data Qualified for Analysis

Activity	Villages covered	Sample
Household Data	Naideo, Nimsada, Dongargaon, Chinora, Marda, Charurkhati, MajraRai, MajraKhurd, Mohbala	430
School and Anganwadi Support	Naideo, Nimsada, Dongargaon, Chinora, Marda, Charurkhati, MajraRai, MajraKhurd, Dahegaon	275
ASLC	Nimsada, Dongargaon, Chinora, Charurkhati, MajraRai, Dahegaon	171
e-Learning Centre	Nimsada, Dongargaon, Chinora, Marda, Charurkhati, MajraRai, MajraKhurd, Dahegaon	198
Pratibha Library	Warora	41
Primary Health Clinic	Naideo, Nimsada, Dongargaon, Chinora, Marda, Charurkhati, Majra Rai, Majra Khurd, Dahegaon, Wanoja	340
Nutrition Centre	Naideo, Nimsada, Dongargaon, Marda, Dahegaon	58
Mobile Medical Unit	Parsoda, Nandori, Temurda, Vislon, Ekarjuma, Madheli, Wandhali, Shembal, Tulana, Karnji, Surla	340
Sanitation and ODF	Naideo, Nimsada, Dongargaon, Chinora, Marda, Charurkhati, MajraRai, MajraKhurd, Dahegaon, Mohbala	103
RO Water ATM	Nimsada, Dongargaon, Chinora, Charurkhati, Majra Rai, MajraKhurd, Dahegaon, Mohbala, Chikani,Yesna, Ekona, Warora-Bawne Layout	303
Vocational Training	Warora-VTC	108
Grain Cash Seed Bank	Naideo, Nimsada, Dongargaon, Chinora, Charurkhati, Dahegaon	75

Table : Sample Distribution (Across activities and Villages)

S.No.	Row Entries	Education				Health, Hygiene & Sanitation					Empowerment & Livelihood		Household	Grand Total (Village wise)
		Govt. School Support (Form No.1)	After School Learning (Form No.2)	e-Learning & Education Centre (Form No.3)	Prastha Library (Form No.12)	Health Clinics + Health Camps (Form No.4)	Nutrition Centre (Form No.5)	MMU (Form No.6)	Individual Sanitary Lavatory (Form No.7)	RO Water (Form No.8)	Vocational Training Centre (Form No.9)	GCS Bank (Form No.10)	Samudayik Vikas (Form No.11)	
1	Dongargaon	43	36	28		42	20		11	30		24	56	290
2	Chanur Khati	45	39	30		33			10	25		15	55	252
3	Dahegaon	45	35	36		32	11		10	30		16	0	215
4	Majra Rai	22	21	20		31			10	31			46	181
5	Chinora	33	30	24		34			11	2		5	41	180
6	Majra Khurd	35		21		30			10	30			106	234
7	Nimsada	15	10	10		36	16		11	30		10	104	242
8	Marda	28		29		30	6		0	0			5	106
9	Nardeo	11				36	5			0		5	13	81
10	Wanoja					36				31			0	67
11	Temurda							48						45
12	Ekarjuna							48						43
13	Parseda							45	9					45
14	Nandori							45		30				45
15	Mohbala									30			2	41
16	Chikani													30
17	Madheli							30						30
	Bawni Layout													
	Grand Total (Activity wise)	275	171	198	41	340	57	340	103	303	108	75	430	2442
		635				1144					183		430	2442

2.17 Focused Group Discussions

S. No.	FGD Focus	Participants
1.	Services of Nutrition Centre - Pregnant Women	6 Pregnant women / Lactating women at CharurKhati
2.	Services of Nutrition Centre - Adolescent Care	4 Adolescent Girls at CharurKhati
3.	Anganwadi Facilities and Training	4 Service Providers and 15 Students at Chinora & Charur Khati
4.	ASLC	1 Volunteers and 5 students at Chinora
5.	Health Clinic	1 Doctor, 1 Asha Worker and 1 Volunteer at Chinora
6.	RO Water	5 members at Majra Rai
7.	e-Learning Centre	7 Students and 1 Service Provider at CharurKhati
8.	PRI Members	3 PRI members
9.	Education	1 Block Education Officer, 3 School Teachers and 4 Students
10.	Agriculture	12 Farmers and office bearers of Grain Cash Seed Bank
11.	Rural Health	3 Asha workers 1 ANM and 1 MPW
12.	Vocational Training	9 Students, 2 Volunteers and 2 Instructors at Warora
13.	MMU Services	32 Senior Citizens, 1 Doctor, 2 Volunteers, 1 Pharmacist at Ekarjuna, with support from Helpage India & RTM Cancer Hospital
14.	ISL Toilet Usage and Drinking Water	5 women and 1 volunteer from Buldhana Urban Cooperative Bank at Majra Khurd

2.18 Limitations

The assessment was largely dependent upon the primary data collected from the identified stakeholders. This response cannot be guaranteed to be unbiased, thus error of bias can always limit the effectiveness of study. Sample size taken may not be always appropriate to gauge actual scenario as it is partially random. It was also observed that respondents sometimes gave misleading information regarding the actual benefits received. This was, to an extent, managed by triangulating the data with other questions. Though, it cannot be claimed that such inputs could be eliminated completely through such measures. Financial details such as family income or yield from agriculture did not match with the physical observations made by the data investigating teams, thus it should be well noted here that people tend to hide their income and benefits and highlight the issues and problems mostly in anticipation that such an expression could fetch them some more benefits. Final interpretations in many segments source the inputs from more than 1 data trays – a. Household Data which did include vital information on Sex Ratio, Family Size, Water and Sanitation, Income and Livelihood etc, and –b. Respective CSR Activity linked data frames. In many cases the two bring different data on similar focus areas such as – Sex Ratio, Income, Water and Sanitation etc. Due to this, many bias inclinations at the respondents' end got rectified, but on the other hand they also posed challenges on data affirmation where the range of response on similar input field was very wide and disconnected.

◆ ◆ ◆

TESTIMONIAL

Wasudeo Sadashiv Sarpate
At.: Dahegaon, Dist.: Chandrapur

Health Clinic

"I am a resident of Dahegaon village. I am 67 year old and I am only earning source to my family. I works in the farm fields and also do tailoring work to earn and support my family.

Whenever I had a health issue, I usually visits Health Clinic run by GMR Varalakshmi Foundation and GWEL.

Over of a time period, I suffered with Heart problem. Medicine started for the cause but it was just a temporary relief.

One day I suffered with acute Heart Pain. I admitted to a Private Hospital at Chandrapur. Medical Fees at that hospital was too high and I was not in position to manage it for the treatment.

I came to know about a hospital, Aacharya Vinoba Bhave Gramin Hospital at Meghe Sawangi. I contacted to the office of GMR. I received full information of the Hospital from GMR and I was referred to the Aacharya Vinoba Bhave Gramin Hospital at Meghe Sawangi for Heart Operation.

As I belong to BPL family, my Heart Surgery was done without any cost. I was admitted for 15 days. After discharge, they advised me to visit for check-up on the 8th day. Now, I recovered fully after the treatment and I am in better health too. I am highly thankful to GMR Varalakshmi Foundation and GWEL to support & to give me a new life."

GMR
GMR WARORA ENERGY LTD.

House Hold
Findings

CHAPTER

3

3.1 DEMOGRAPHIC PROFILING:

Demographic Profiling involves the analysis and description of the characteristics, attributes and composition of a specific population or group. It's findings help us understand the elements of larger framework within which the CSR activities are being undertaken. This segment particularly features the key data on household distribution and other significant parameters as standard of living and basic parameters of health, education, gender, income and livelihood, with Total Respondents - 430.

3.1.1 Age Distribution of the Respondents:

The respondents had an average age of 52.25 years, which is a valuable factor in our assessment. This suggests that individuals in this age group are likely to provide well-informed responses regarding their personal and family circumstances. The oldest respondent was 94 years old, and a significant portion of the respondents, accounting for 28.90% of the total, were senior citizens. The average age within this senior citizen group was 67.3 years.

Gender Distribution of the Respondents


3.1.2 Family Size

The average family size was 4 with 37.7% of the respondents falling under this category. 22.6% of the respondents were having 5 family members while 16.6% were having three members in their family. Only 3.6% of the respondents were having more than 6 members in their family. This reflects success rate of family planning scheme.

Family Size

3.1.3 Caste and Religion Distribution

The majority population of this area belongs to OBC category as it comprised of 57% of the respondents. 17.3% belonged to Scheduled Tribe while 11.4% belonged to Scheduled Caste category, where as the general population stood at 14.1%. In religion Hinduism dominated with 71.7% of the population whereas Buddhism comprised of 11.5% of the population and remaining religions comprised of 16.6%.

Religion

Category
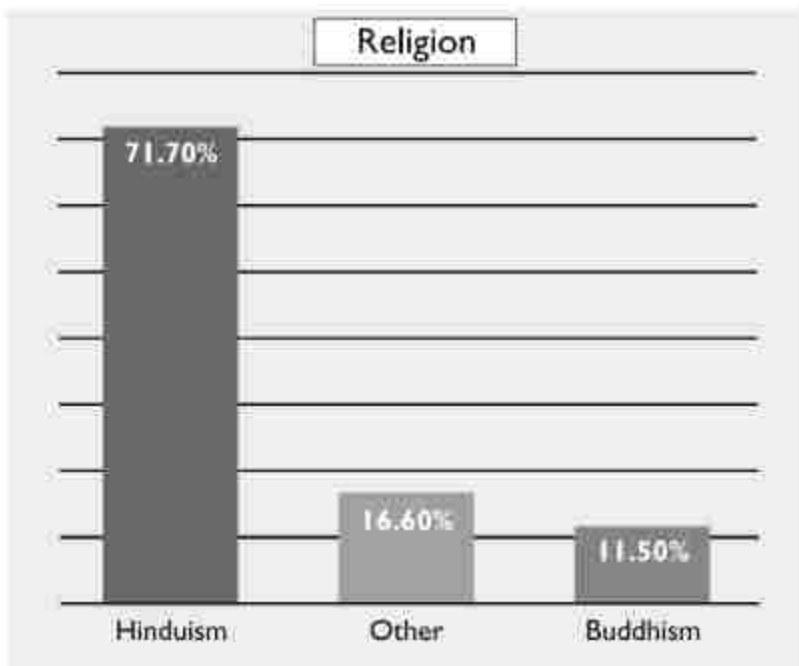
3.1.4 Bank Account & Aadhaar Card:

99.1% of the respondents were having bank account which reflects high awareness of financial literacy. Bank of Maharashtra, 26.7%, SBI-21.5% Cooperative Bank – 17% were top three service providing banks. 56.7% of the respondents said that they were having Jan Dhan account and 99.6% of the population was having Aadhaar Card.


3.1.5 Insurance Coverage:

Majority of the respondents are observed to be covered for medical health services under Pradhan Mantri Jivan Jyoti Yojana and Pradhan Mantri Suraksha Bima Yojana. As per the assessment, out of those having insurance cover 73.1% people did not know for how much amount they are covered.

3.1.6 Source of Credit:

The most preferred source of credit was bank followed by self-help group and cooperative societies. The same was reconfirmed in the FDG. It indicates that there is a decent amount of financial literacy amongst the target villages and the beneficiaries. As 68% of the sample population has faith in taking loan from the banks, this shows the increase in penetration of banks and could be one of the reasons for majority of population having bank accounts.
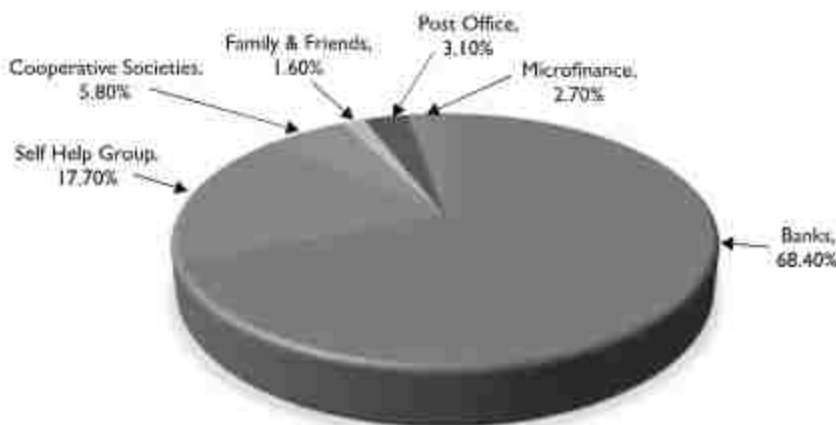
3.1.7 Family Income and Expenditure

Utilizing expenditure analysis is the most effective approach for gauging the standard of living and assessing people's perceptions and preferences regarding their quality of life. The findings from a Focus Group Discussion (FGD) revealed that many rural participants lacked a precise understanding of their expenses and were not engaged in any form of monthly financial planning, despite the data set in this category providing a reasonably accurate representation of their circumstances. Their recorded income was approximately Rs. 32580.63 per month, which is higher than the minimum wages typically associated with basic labour engagements as a means of livelihood.

| Particular Expenditure Head	Amount Per Month	% to total Expenditure
Food & Rations	2895.39	31.14%
Insurance Premium	1551.19	16.68%
Education	1070.61	11.51%
Health	1011.06	10.87%
Transport	885.42	9.52%
Interest on Loan	737.73	7.93%
Addiction	623.44	6.70%
Entertainment	336.66	4%
Unplanned Expenses	119.5	1.29%
House Rent	67.48	0.73%

The majority of the surveyed participants claimed to have Below Poverty Line (BPL) status and had an average family size of four, making their reported expenses on food and supplies quite reliable in representing the community. Additionally, an interest amount of Rs. 737.37, derived using assumptions based on insights from Focus Group Discussions and field surveys (sources: Self-Help Groups, ongoing interest rate of 2 paisa per rupee per month, ongoing loan term of 12 months from NBFC's), suggests a potential loan burden of Rs. 37000, a finding that was also corroborated by the FGDs. Notably, the highest expenditure category was food and supplies, followed by insurance, education and health.

3.2 Profiling of Key Earning Member in the family:
While each family typically consists of 1 to 3 individuals who contribute to the household income, it was deemed suitable to concentrate on the primary breadwinner within the context of an average family size of 4. This approach provides valuable insights into the livelihood situation by examining the profile of the main income earner.

3.2.1 Age & Gender:
Regarding age and gender demographics, the study discovered that the average age of the primary income earner in families was 48.09 years, with the youngest and oldest members being 21 and 85 years, respectively. The data indicated that women made up 27% of the current workforce, but insights from Focus Group Discussions (FGD) indicated that this percentage should be closer to 41%. This adjustment is necessary as many women actively participate in domestic agricultural activities, which might not have been fully acknowledged as economic contributions by the survey respondents.
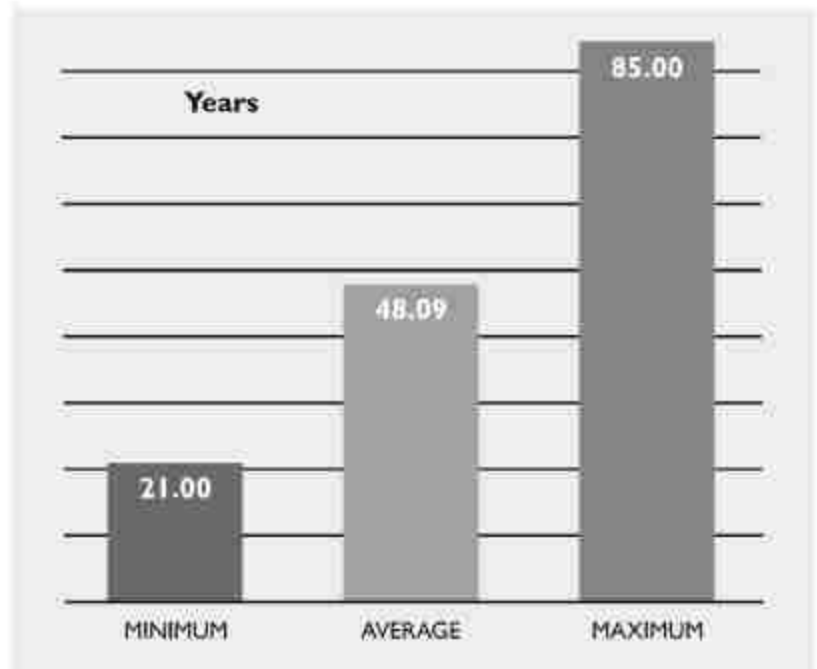

3.2.2 Education Profile:
Literacy rate seems to be high among the respondents as only 6.7% of the population was found to be illiterate. A majority 38.5% of the population had studied up to class eight, 32.4% has completed their higher secondary education while 15.2% had completed senior secondary education and 7.2% of the population had completed graduation and post-graduation.
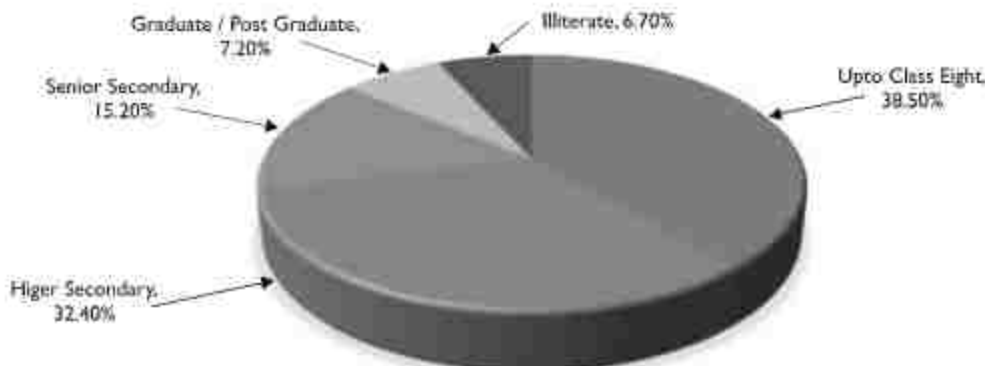
3.3 Employment Indicators:

Agriculture was found to be the major source of employment with 36.2% of the population engaged directly or indirectly in agrarian sector. 30.2% of the population worked as labourer offering their services in various sectors like agriculture, construction etc. 12.1% of the population were employed as regular employees in private sector while 9.2% were having contractual jobs. 5.4% of the respondents had other mode of occupation and 0.4% of them were unemployed.
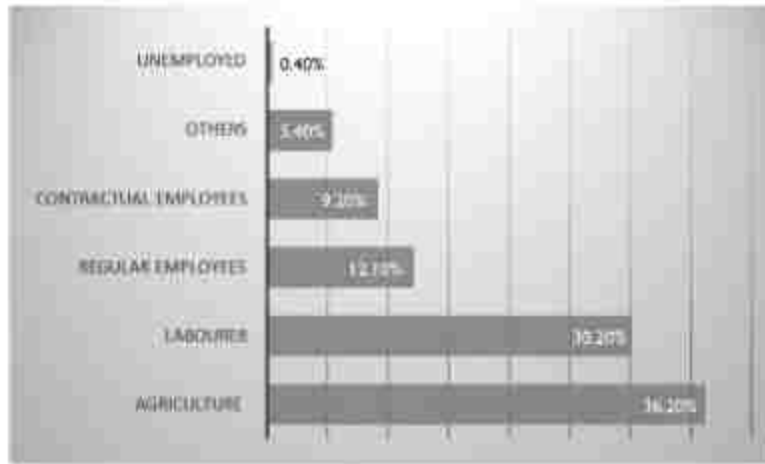
3.4 Standard of Living :

The standard of living refers to the level of economic prosperity and quality of life enjoyed by individuals or a community. It encompasses various factors such as income, housing, access to education and healthcare, employment opportunities and overall well-being. A higher standard of living typically implies better living conditions, increased disposable income, and greater access to essential goods and services, leading to an improved quality of life.

The basic essentials of standard of living are mentioned below;

Dwelling
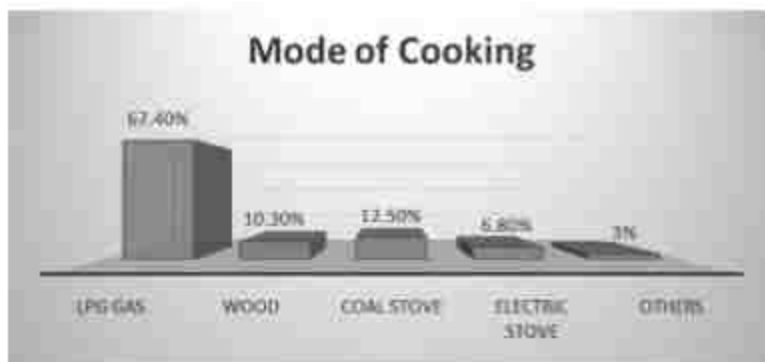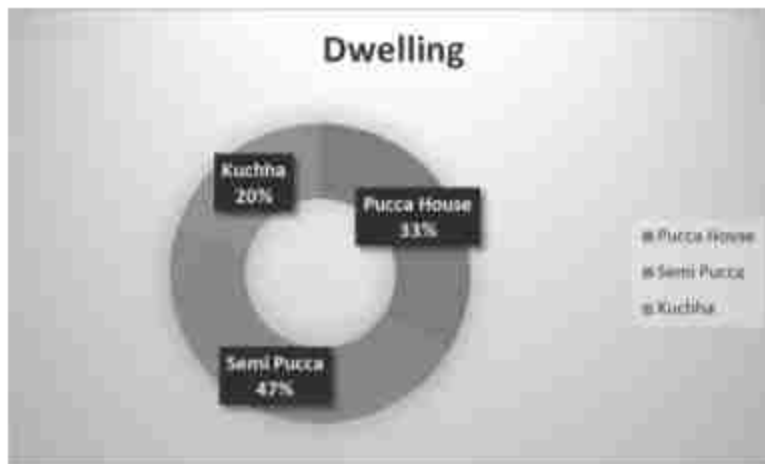
Regarding housing conditions, it's noteworthy that only 20.2% of families reside in kuchha houses while majority of them stay in Pucca or semi pucca house. Moreover, nearly all households have access to electricity, which suggests the potential use of electric-powered applications in these homes.

In terms of cooking methods, there has been a significant shift towards LPG stoves, with approximately 67.4% of families reporting their use. Interestingly, coal is also utilized by a substantial portion of households. In Focus Group Discussions (FGD), it was revealed that the Though coal is still the preferred mode due to its low cost a small number of population have started shifting towards electric stove which is a positive sign for the women in regards to their health.

3.5 Household Assets: The distribution of assets within a sample of data reflects a household's capacity and inclination to acquire and utilize various tools and amenities for a particular standard of living. The assessment inquired about essential items like cots and fans while also including some items associated with a higher standard of living. The assets have been categorized into Essentials and Luxury Items.

Essentials	Fan, Pressure Cooker, Wall Clock, Cot, TV, Mixer Grinder, Mobile, Deewan
Luxury	AC, Washing Machine, Telephone, Refrigerator, Computer, Music System, Sewing Machine

Luxury Items

Item	%
MUSIC SYSTEM	0.20%
WASHING MACHINE	0.40%
COMPUTER/LAPTOP	1.30%
SEWING MACHINE	5.60%
TELEPHONE	2.90%
AIR CONDITION	6.10%
REFRIGERATOR	25.60%

Essential Items

| Item	%
TV	88.50%
MIXER GRINDER	12.30%
COT	89.50%
WALL CLOCK	86.50%
DEEWAN BED	94.20%
FAN	94.40%
PRESSURE COOKER	78.70%
MOBILE PHONES	88.40%

3.6 Means of Transport

The preferred mode of transportation for the majority of the population was motorcycle 79% followed by bicycle (52.7%). The 16.1% of population still used bull cart for commutation which though is environment friendly but also represents the lack of purchasing power among the population. Means of transportation, whether for education or employment, have been instrumental in shaping lives.
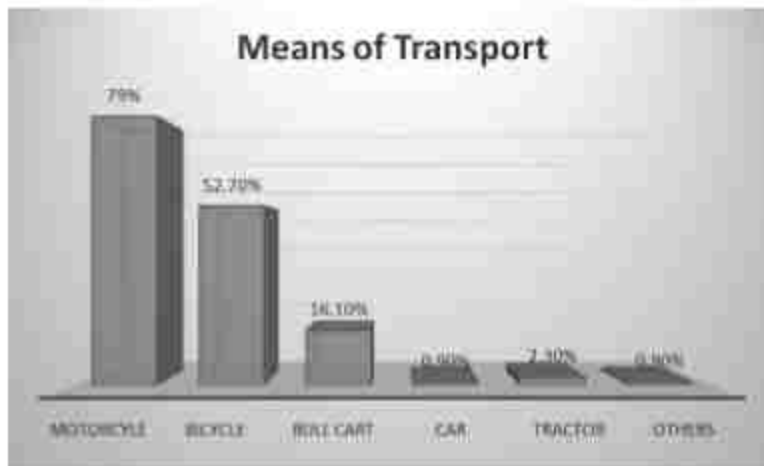
3.7 Drinking Water

In India, the provision of safe and clean drinking water remains a significant challenge. For the villages affected by the GWEL project, this issue is multifaceted. First, there's the problem of groundwater contamination with substances like fluoride. Second, women face a considerable burden in managing drinking water resources. Third, there are substantial costs associated with treating diseases caused by consuming unsafe drinking water.

A separate section is dedicated to analysing the Corporate Social Responsibility (CSR) contributions related to drinking water. In this section, we will assess the current situation concerning household access to clean drinking water. The data indicates that 84% of families obtain their drinking water from RO Water ATM units installed as part of the CSR efforts by GWEL CSR.
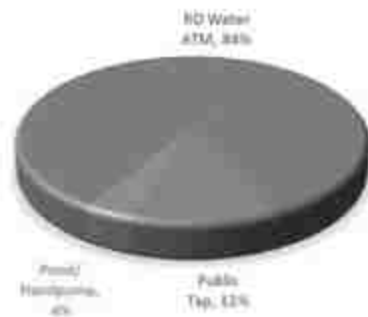
3.8 Sanitation

Sanitation is an equally crucial aspect, especially in the context of the GWEL project-affected villages, where it used to be a concerning issue. Open defecation used to be the pertinent problem in this area which led to embarrassment and health issues especially for the female population. However, this situation has seen a positive transformation through a Corporate Social Responsibility (CSR) initiative called "ISL" (Individual Sanitation Lavatory) toilets.

The findings reveal that 91.7% of the respondents used toilets in their home for defecation and only 7.8% of the still opt for open defecation. FGD reveal that this data come from those villages which either don't have ISL or some people complained about bad odour and hence opted for open defecation.

Facilities in the toilets;

3.9 Agriculture and Animal Husbandry

Agriculture, in its various direct and indirect forms, serves as the primary source of income and sustenance for the community. Every respondent has had some level of involvement in farming. However, during the Focus Group Discussions (FGD), it was observed that the younger generation is increasingly disengaging from agriculture as their preferred means of livelihood or income generation. The majority of the agricultural activities rely on rain fed techniques, and people are looking for on-ground irrigation services.

This section delves into the various aspects of this field. Most of the respondents possess a fundamental understanding of agricultural skills, even if they are not actively practicing agriculture as their primary source of income. It's worth noting that only 44.5% of respondents mentioned having some land holdings, and these tend to be relatively moderate typically measuring less than 5 acres.

Other major findings were as following:
- Agriculture Income: Rs. 15476.28
- Crop cycles in a year: 1-29.4%, 2-15.9%
- Key Crops: Cotton 76.2%, Wheat 5.4%, Gram 17.3%, Soybeans 9.9%
- Irrigated Land: 32%
- Livestock per household: Goat / Sheep – 0.77, Cow – 0.80, Hen: 0.38

3.10 Food Intake:

Weight gain seems to be a challenge across all age groups, with women, in particular, displaying a frail appearance. Nutritional well-being is closely tied to food consumption, which is the focal point of this analysis.

When it comes to regular eating patterns, it was evident that people aren't adhering to a balanced four-meal structure, and the absence of breakfast is a significant concern. Approximately 85% of individuals skip breakfast. This irregularity contributes to a decline in nutrition, especially among women.

Regarding the types of food regularly consumed, nearly 97% of the population includes staples like rice, roti and dal in their diets, along with green vegetables. Salad consumption is confined to 17.7% of the respondents. Milk is consumed by 33% of respondents, while fruits are part of the diet for 18.2 % of the population. Non-vegetarian food is reported by 27.6 % of the participants. The study also highlights the consumption of alcohol, cigarettes and tobacco, with a prevalence rate of 7.2%.

3.11 Mobile Phone and Internet usage

Mobile phones have become part and parcel of the life of both urban and rural consumers. They act as a multipurpose device to meet the diverse requirements of average consumers. 77.8% of the respondents were having smart phones which reflects their eagerness to embrace the new technologies. Moreover 76% of the respondents said that they use their mobile phone for consuming data and nearly 81.3% of the respondents said that their mobile network was good.
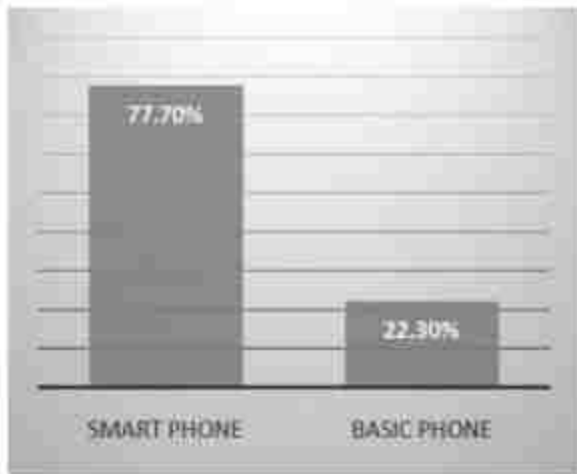

3.12 Health & Nutrition;

Healthcare and Nutrition and its accessibility have always been crucial elements of well-being in rural India. GWEL CSR from the outset of its operations in the region has placed particular emphasis on improving health services. Their efforts have been concentrated on mother and child health, nutrition, elderly care and general family health. This study provides a glimpse into the state of health and well-being among randomly selected households. It primarily focuses on health and nutrition issues, maternal care and disability. A total of 448 households took part in the primary data collection, with specific Focus Group Discussions (FGDs) conducted among pregnant women, elderly individuals and adolescent girls to understand the services they received and how these services impacted their overall well-being.

3.13 Major Health Issues;

213 of the respondents expressed a major health concern for them. This figure varied slightly during FGD which can be attributed to the inability of the people to understand and express all health-related issues. A majority 31.3 of the population suffered from Joint pains which can be attributed as age related problem. Blood Pressure affected 19.7% of the population which again is a cause of concern. 16.3% of the respondents suffered from memory loss while 13.4% of the them were having diabetes.
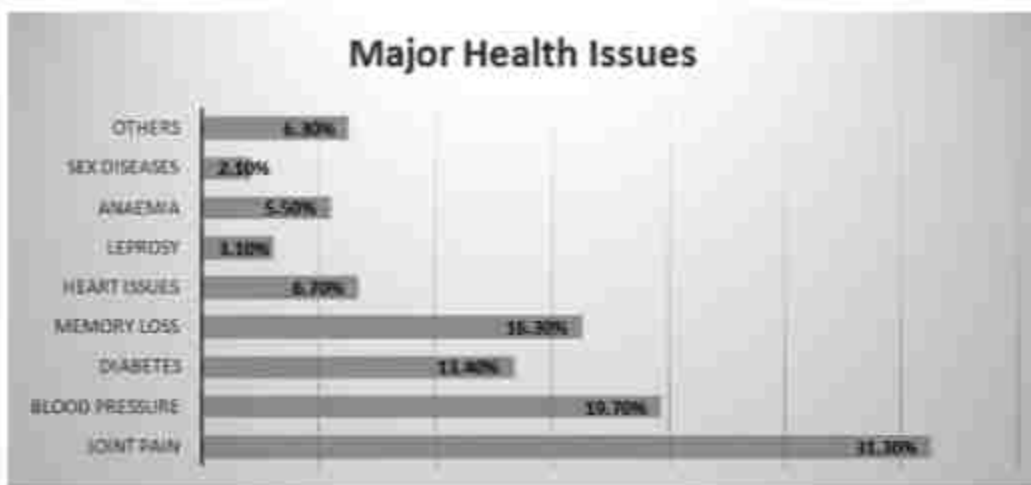
3.14 Marriage and Child Birth

Reproductive child health encompasses various facets, including Maternal Health, Infant Health, Institutional Delivery and Ante Natal Care. The main purpose of this study was to explore the average age of marriage of the youths in the villages. Understanding the age at which individuals marry is a crucial piece of information to gauge the social and health dynamics within a family and on a broader scale, within the community. Early marriage for girls is an adverse indicator that disrupts the potential for better maternal and child health outcomes.

Marriage Age
- Average age of Man / Groom at last marriage in the family: 25.37 years
- Average age of Woman / Bride at last marriage in the family: 20.74 years

The observations also explored the minimum and maximum data which are as following:
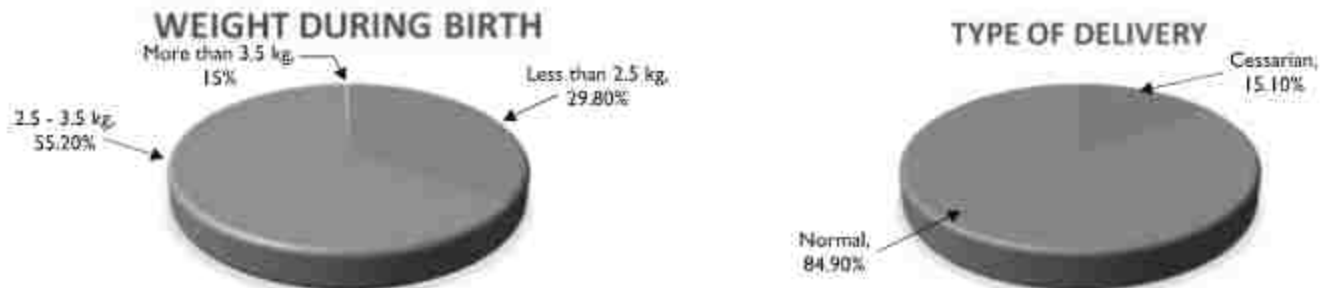- Youngest Groom: 22 years
- Oldest Groom: 43 years
- Youngest Bride: 18 years
- Oldest Bride: 35 years

3.15 Pregnancy & Child Care

The awareness level among the villagers for ANC (Antenatal Care) and PNC (Postnatal Care) was high as 76.5% of the pregnant women took supplementary iron and folic acid tablets. 35.4% of the females went four times for health check-up while 34.5% under went two to three check-ups during pregnancy, while the remaining went either once or has not undergone check-up. 81.6% of them took TT injections to prevent infection during pregnancy. 84.9% availed medical services from government sector while 15.1% availed private medical facilities which indicates that government services are opted for affordability. But there might be certain issues for which a specific segment of the community opts for services at private hospitals.

3.16 Child Birth Analysis

The visual representation clearly demonstrates that recent childbirths have been notably healthy, pointing to effective ecosystem management in the region. It was also noted during field visits and Focus Group Discussions (FGD) that government facilities and access to reproductive child health have shown considerable improvement over the past 4-5 years. While a good proportion of normal deliveries were recorded, it's important to note that this outcome cannot be directly attributed to Corporate Social Responsibility (CSR) inputs alone. The prevalence of normal deliveries depends on a multitude of factors, although the role of pregnancy-related care, counselling, and closely monitored nutritional support is a significant contributing factor, as evident in the birth weight statistics.

WEIGHT DURING BIRTH

More than 3.5 kg, 15%
Less than 2.5 kg, 29.80%
2.5 - 3.5 kg, 55.20%

TYPE OF DELIVERY

Cessarian, 15.10%
Normal, 84.90%

3.17 Perception of Development Pillars Across Chosen Parameters

The concept of development is multifaceted, shaped by a unique blend of demographic and geographic elements. Defining development precisely, in terms of which specific factors have caused changes in development parameters and to what degree, is a challenging task. To address this, we employed a dual structure approach in which we asked the respondents to identify the primary contributors and benefit perceived by them.

Development Parameters	Contribution / Recognition		Benefit Perception	
	Government	GWEL CSR	Positive	Negative
Education of Kids	52%	53%	76%	24%
Quality of Education	35%	67%	70%	30%
After School Learning Centre	1%	85%	95%	5%
Aganwadi	40%	35%	63%	37%
Primary Health	21%	75%	84%	16%
Mother Child Health	32%	80%	74%	26%
Health Care Services	25%	85%	68%	32%
Agriculture	33%	35%	54%	46%
Self Help Groups	23%	45%	68%	32%
Animal Husbandry	20%	12%	46%	54%
Vocational Training	15%	70%	77%	23%
Sanitation	17%	85%	83%	17%
Drinking Water	26%	95%	92%	8%
Construction of Water Resources	14%	35%	67%	33%
Employment Opportunities	39%	45%	50%	50%
Women Empowerment	51%	82%	76%	24%
Pratibha Library	18%	60%	80%	20%

This survey was conducted using a multiple-option protocol, where respondents were asked to express the percentage of contribution they believed certain parameters of development had made. Following this, a follow-up question was posed to determine whether this perceived contribution had resulted in a positive change or benefit.

The findings reveal that After School Learning, Primary Health Care, Mother Child Health, Health Care Services, VTC, Sanitation, Drinking Water and Women Empowerment are areas where the foundation's work is perceived to have made a more substantial contribution compared to government institutions, including the Gram Panchayat. It's important to note that the intention is not to create a competitive comparison among development contributors, as the government is a larger ecosystem within which the foundation operates, in-fact GWEL CSR collaborates with the government. This data exercise simply highlights people's perceptions regarding the contributions of various actors in the field of development. Furthermore, the perception of "change" also indicates that in areas where the foundation has taken the lead, people have perceived positive change beyond 68%.

◆ ◆ ◆

TESTIMONIAL

Aaradhya Gajanan Uike
At.: Dongargaon, Dist.: Chandrapur

After School Learning Centre (ASLC)

"I am a student of Class V at Z. P. School, Dongargaon. Financial condition of my family is not good so I was not able to go for tuition classes like other students do and only depended on the class studies only. I was not able to compete in the class and gradually, I lost interest in studies. Even I was not a regular going student.

There is a After School Learning Centre run by GMR Varalakshmi Foundation and the time of this centre is 8:00 am to 10:00 am.

I admitted to this ASLC. I started attending classes regularly and I learned various new activities in the class. I learned Drawing, making of Fruits from Clay, Story Telling, Cleanliness & Hygiene, Drama, Songs etc. Friendly and joyful atmosphere of class resulted to eliminate my fear of studies and I had a positive thinking about studies. I scored good in the exams conducted every 15 days. I am happy and thankful to GMR Varalakshmi Foundation and GWEL for helping me in studies."

# GMR
GMR WARORA ENERGY LTD.

CSR
Implementation

CHAPTER

4

The GMR Varalakshmi Foundation implements various CSR activities by way of manifold initiatives in the vicinity of GMR Warora Energy Ltd. In the Warora and Bhadrawati blocks of the Chandrapur district, GWEL & GMRVF are carrying out their CSR operations in 32 villages (10 core villages and 22 outreach villages), serving around 43,000 people. The national leadership of the foundation oversees the administrative structure in which the local foundation team operates. The primary framework is implemented and enforced in accordance with the strategic, demographic and community needs of the local area. The study investigated the variables influencing the CSR team's readiness and the implementation of CSR. The outcome of CSR is not a single, independent function; rather, it is the result of several internal and external forces working together. The investigation assisted in determining these elements in addition to CSR's overall performance output.

All team members and official (representative) participated in a CSR Brainstorming session to learn about their perspectives on important CSR Implementation elements. The qualitative observation is displayed in the diagrammatic presentation that follows:
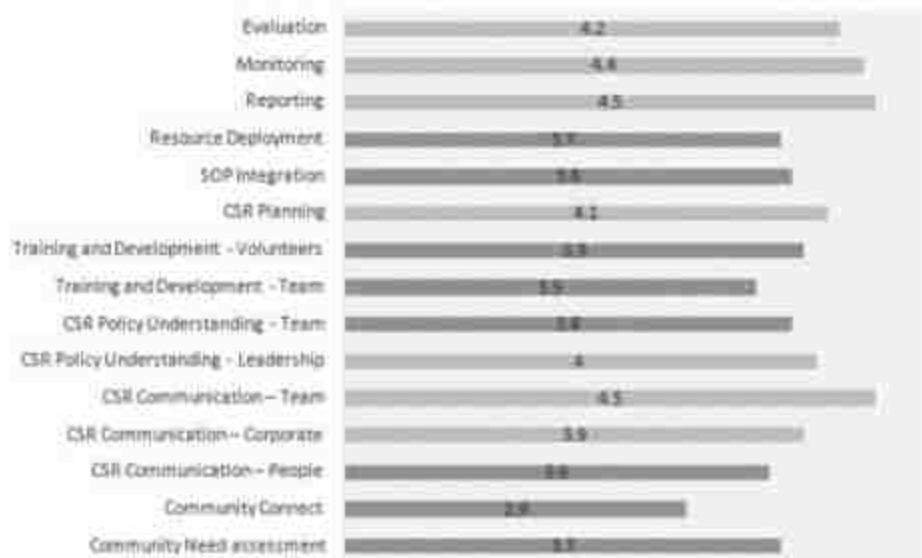
The above graphics indicate that the CSR implementation currently has a great reporting procedure and effective team communication. Enhancement scope exists in the following areas: Community connect, T & D Team, Teacher and volunteer T&D; and there should be more public relations communication on corporate social responsibility.

4.1 MAJOR FINDINGS:

4.1.1 Structural Formation: The local foundation team currently exhibits a leader driven functional behaviour pattern. The team leader serves as the focal point of performance, providing guidance and inspiration to all employees. That is mostly a natural occurrence in all organisations, but it requires a transition from the leader driven to the self-driven ownership pattern, where the leadership can focus to choose strategy than to focus only on execution. Better quality may be introduced into the current workforce through exposure to core ownership and deeper learning, making the move feasible.

4.1.2 **Management & Leadership:** The on-ground leadership of the foundation is positive, inspiring and a team builder. It is discovered that the community connect is apparent. The project lead has been with the team for a long time and is well-versed in the subject matter and priorities. Perspective planning is one area where improvisation is really needed. This involves giving the portfolio relative weights and then continuously updating it in light of the "value" that is getting created.

4.1.3 Subordinate Delegation and Reflection: The overall spectrum of CSR vision is moderately reflected in the subordinate delegation. In contrast to the final vision of the input, the task is better understood. As previously stated, there is a need for the subordinate staff members to develop a long-term vision.

4.1.4 Productive Bonding: The cohesiveness and productivity of the staff is excellent. But there's a chance that this bonding will contribute more to the functional output. On the other hand, the degree of community ties to the foundation has slightly increased. There is a scope to achieve more and needs practice. This may be one aspect of the study that was noticed, and there may be more to it than what is visible.

4.1.5 Sense of kinship: Every employee maintains a very high level of relationship with the GMR group. It's evident that they respect the organisation. During the FGD, it was noted that the staff members were reasonably involved in implementing CSR and were aware of the policies.

4.1.6 Excellence in job: Multitasking in a variety of need situations leads to a highly unstructured state of job enrichment. This can be carried out in an organised way, leading to the gradual attainment of excellence through these assigned contributions.

4.1.7 Output Planning: Most planning is done with implementation in mind. Data is updated on a regular basis and is managed extremely methodically. Planning at the output level is above average. This can be leveraged for productivity planning. Productivity planning is the process of measuring output against inputs and displaying a logical chain of effects.

4.1.8 Training and Readiness: Manpower is mostly trained on the job. Unstructured learning curve management is a major contributor to the loss of productivity transmission. Through focus group discussions and one-on-one conversations, the employees pinpointed specific areas in which they require organised training.

4.1.9 Programme Ownership: Employees have a strong sense of ownership over the CSR initiatives and participation is excellent. On field visits, there have been instances where the villagers have recalled the foundation staff's persistent and hardwired follow-up, particularly with regard to Sanitation, MMU and the components with respect to livelihood enhancement from agriculture-based activities.

4.1.10 Monitoring & Evaluation: Data monitoring on pertinent frames is above average and occurs on a very regular basis. Better results can be attained out of strengthening the inter-connections between the two stages of the CSR activity.

4.1.11 Grass-root level community connect: The level of community connection with end beneficiaries is high, but it has the potential to be more productive. This must be envisioned in terms of potential change brought about by CSR interventions backed up by community partnerships. CSR inputs for 'malnutrition' are one such example. Nutrition for pregnant women and prenatal care produce excellent results. However, these results are constrained by the operational presence of foundation staff. The team discovered that the foundation's nutritive practices were not followed by the beneficiary women and their households. It is obvious that each input has a threshold or tipping point beyond which the impact requires input from the beneficiaries or community under service. The GMRVF envisioned this and introduced a "GUDIYA" pattern to motivate the community to follow.

4.2 Wheel of Performance Influencers;
The following wheel describes how the factors affecting performances have a pattern of influence registered over a scale of 10 points. This wheel was projected from 3 view points at 2 levels. The scale further indicates the comparative performance of each parameter from 2019 to 2023.
- By CSR Managerial Staff,
- By CSR Field Staff members and volunteers AND
- By the study team.

CSR Managerial Staff
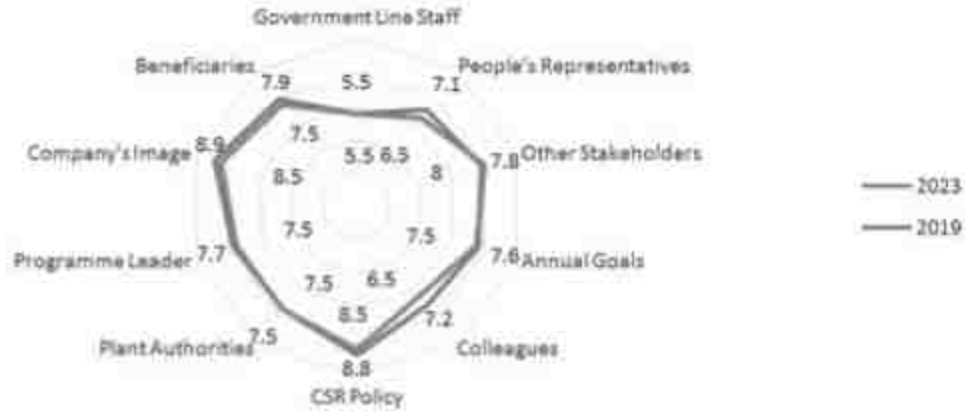
CSR Field Staff
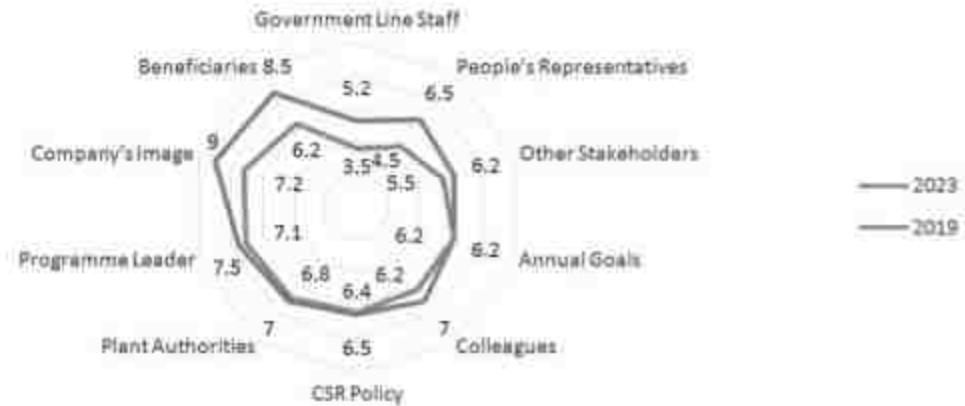
By Study Team

4.3 Master Performance Wheel based on average values taken from above 3 views:

Performance influencers heavily impact the way an individual visualizes his deliverables. As the diagram suggests above factors scoring less than 6 is – Government Line Staff. The nature of involvement of these factors determined for their participation, was investigated as the main reason for these being low. Most influencing factors can be positioned in the planning and implementation process to leverage their stake values in the interest of holistic CSR management.

Master Performance Wheel

4.4 Evaluation of Skills and Approach observed by CSR Managerial and Implementation Staff / Team Members

The study research team investigated the state of knowledge and methodology surrounding the planning and execution of CSR. CSR Managerial Staff and CSR Implementation Staff and Volunteers were the two separate ends to assess and monitor. The following points were explored and are explained by the wheel below. The score line for the wheel nodes ranges from 0 to 5. Based on their observations and interactions with the team members on both ends, the study team has assigned the scores. The difference in level between the two ends is reflected in the gap between the two polygons (Orange for managerial members and Blue for implementing members):

Comparative Evaluation

4.5 Suggestions for Foundation Team:

1. It has been observed that, the ground staff has improvised in their tasks and performance. They have aligned their work with the vision of GMRVF managerial leadership. Raising everyone on the staff's learning curve was critically necessary. Modular, structured training and development materials helped achieve this. It is recommended that they continue with the work and at the same time keep learning with new technology. This will help to dissipate the technological information and learning to the people downstream.

2. CSR team needs to enhance community presence at personal levels. Such presence does not mean a programme based or cause related outreach. This connect must be essentially about co-existence beyond the conventional exchange-based relationship. There is a very little difference between scores for Foundation staff & Managerial staff. At possible intervals the stakeholders connect by the Managerial staff is recommended. This will additionally help to get the foundation staff's increase their connect with the stakeholders.

3. Having a more in-depth understanding of the group's CSR policy will help in further improvising the results. The field staff has an important role to play on ground, hence they need to better visualise their roles within the larger frameworks established by the CSR leadership team and the management. In order to guide the implementation team through the standard execution of chosen initiatives, the leadership needs to provide them with quality inputs and interact multiple times.

4. When the team members were consulted, the training needs were examined on a number of fronts, including use of technology, programme communications, innovative community engagement, positive outcome reporting, task delegation and rationalising planning inputs.

5. The higher level of engagement with government officials and involving them at suitable occasions will help in enhancing the outreach.

6. The colleagues should be motivated to implement ISR at their level and align them with the overall objective of the company CSR policy and the local need.

◆ ◆ ◆

TESTIMONIAL

Individual Sanitary Toilet

"I am a resident of Majra Khurd. Earlier, we don't have individual Toilet and it was a difficult time for me as a female while open defecation. It was a very embracing condition in broad day light and very risky in a dark, means fear of Snake, Scorpion & other reptiles in the open area. Rainy days was more difficult time. Postponing to defecation was affecting health. We were spending more money on health issues in the family.

GMR Varalakshmi Foundation and GWEL built Individual Sanitary Toilets in the village and it was a great relief from all above problems. We started having better health and also saved lot of money which we were spending earlier on medication.

We are heartily thankful of GMR Varalakshmi Foundation and GWEL for taking such great initiative."

Pramila Kishor Nehare
At: Majra Khurd, Dist.: Chandrapur

GMR
GMR WARORA ENERGY LTD.

Education

CHAPTER

5

5.1 Objective: GMR Varalakshmi Foundation (GMRVF) the implementing partner for GWEL CSR is dedicated to ensuring that quality education is within reach for everyone. To achieve this goal, the foundation establishes and manages exceptional educational activities. Additionally, it collaborates with communities and government schools to enhance educational access and quality.

The GMR Varalakshmi Foundation places a strong emphasis on the significance of education within its development initiatives and corporate social responsibility (CSR) portfolio. Its commitment is evident through a comprehensive range of interventions spanning from 'Anganwadi' to 'E-Learning Centres'. Alongside infrastructure support, the foundation engages in a multitude of year-round activities such as tuition's, Vidya volunteer support, IBM Kid-smart centers, summer camps, Computer based education, E Centers, Navodaya Coaching and transportation of students.

One notable component deserving special mention is the Pratibha Library Center. The center focal point lies in aiding the students to prepare for competitive exams by providing them resources and conducive ecosystem. Another feather in the cap is After School Learning Centre (ASLC) and Govt School Support. This program encompasses support for school infrastructure, teacher training, digital learning and various ongoing contributions to the education sector. The study team conducted direct interactions, observations and collected structured responses from key stakeholders for all these components. This section aims to present foundational findings and address key evaluation questions arising from these initiatives;

1	**Support to Government School and Anganwadi**	1. How is the performance of the children/ aspirant youths?
2	**After School Learning**	2. Are the measures to support the psychological, academic, social, physical development of the children suitable and sufficient?
		3. What are the views of stakeholders?
3	**e-Education and Learning Centre**	4. Have the education activities addressing the need and adding value to Government education system in villages and also adding value among youths?
		5. What can be done better?
4	**Pratibha Library**	

5.2 Government School

Out of total 312 responses from the elders in family, a majority 73.7% mentioned that their children are studying in Primary schools. A whopping 99% of the respondents were aware that Anganwadi functioning in their area received support from GMR foundation. It shows that awareness level for GMR is high among the population.

Contribution to Academics

In terms of contribution of GMR towards academics 76.3% of the respondents were of the opinion that study material received significant contribution from GMR foundation while 14.1% vouched competitive exams and 8.7% of the respondents believed that they invested in training of teachers.

Competitive Exams 14%
Others 0%
Infrastructure 1%
Teachers Training 9%
Teaching Material 76%

Impact on Children Growth and Education

A whopping 80.1% of the parents were of the opinion that effort undertaken by GMRVF has led to improvement in education standard. Whereas 64.1% of the parents said that their children ability to learn has improved. Further 91% of parents agreed that academic results of their children have improved while 71.8% parents also reported for significant improvement in mental ability of their children. In terms of social skills, the percentage was 67.6% while for increase in physical strength 61.9% parents agreed for it.

Impact Score –4.31 on scale of 5

Impact on Children Growth & Education

PHYSICAL STRENGTH	62%
ABILITY TO LEARN	64%
SOCIAL SKILLS	68%
MENTAL ABILITY	72%
ACADEMIC RESULTS	91%
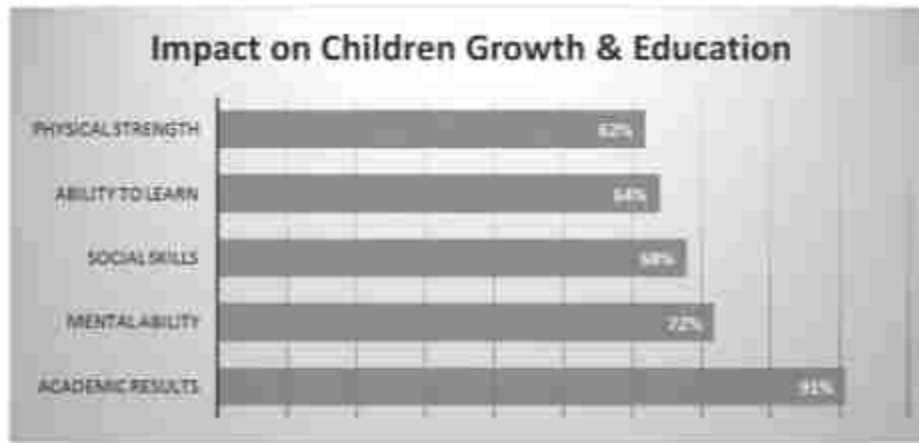
Stakeholders Views;
- 88.8% of the parents said that school teacher discussed with them about the progress of their ward.
- 65.7% of the parents believed that GMR supported schools are equivalent to private schools in terms of quality parameters.
- 94.9% of the parents said that their complaints were resolved promptly by the authorities.

Awareness Score – 4.1 out of 5.

CSR Effectiveness Assessment;

The vital inputs received from all the stakeholders reflect that program has been quite effective in elevating the education standard of the students and has equipped them with adequate resources to ensure effective teaching and learning

Constructs	Weight	Score
Programme Structure	15	10.5
Programme Execution	13	8.3
Impact of Opinion Leaders	5	3.9
Information Dissemination	11	8.3
Programme Awareness	10	8.2
Programme Satisfaction Index	9	7.9
Accessibility	13	8.7
Monitoring and Evaluation	8	6.4
Need Identification and fulfilment	6	4.1
Grievance Mechanism	7	5.1
Community Participation	3	2.1

CSR Effectiveness Score 0.73 out of 1.

SGD Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
I	Education	Government School Support	4, 5, 8, 17	68.25%

 # Please refer to Chapter 9 for details

Suggestions for Improvement ;
1. GWEL CSR team is suggested to identify the curriculum and pedagogy which has unique blend of technology and practical application and organize workshops for government school teachers.
2. GWEL CSR team may organise and deliver value added courses to students.
3. Promotion of Parental and Community Engagement: Encouraging parents and community members to actively participate in their children's education is crucial and should be actively promoted.
4. Encouraging Collaboration and Best Practices Sharing: Government bodies, educators, and various stakeholders can collaborate and exchange innovative solutions to enhance the quality of education in government schools.

5.3 After School Learning Center

An after-school learning center is a specialized educational facility designed to provide additional learning opportunities and support for students beyond their regular school hours. These centers offer a wide range of academic, extracurricular and enrichment activities to help students advance their education, develop important skills and explore their interests. The primary goal of an after-school learning centre is to complement the traditional school curriculum by offering a more personalized and flexible learning environment.

Students Performance

The survey which involved 172 students revealed that a majority 52.6% study in class 3-5, 17.5% in class 1-2, 11.7% in class 6 and 18.1% in class 7 and all categories have witnessed grade improvement. 99.4% of the parents agreed that performance of their children have improved due to efforts undertaken by ASLC.

Impact of ASLC inputs in improvement of learning abilities of students

The subject wise impact assessment of students is reflected below;

Subjects	Response in %			
	Low	No Change	Marginal Improvement	Substantial Improvement
English	4.00%	12.40%	68.00%	15.60%
Science	7.10%	11.80%	66.40%	14.70%
Maths	6.70%	12.50%	67.80%	13.00%
Marathi	7.40%	7.50%	71.60%	13.50%
Over All Grade	14.60%	3.50%	67.30%	14.60%

The above chart reflects subjects which are covered under ASLC, these have witnessed significant improvement in comparison to other subjects. There is scope of improvement in English and Mathematics which is also agreed by 81.3% of the parents.
The benefit perception, **IMPACT SCORE** among the parents has been rated **4.3 out of 5**.

Stakeholders View;

- 98.2% of the parents understand the role of ASLC in improvement of academic performance of their children.
- 94.2% of the parents appreciated the changes brought due to ASLC.
- 93% of the parents appreciated that their children are no longer afraid to go to school.
- 82.5% of the parents believe that their expenses have reduced by Rs 2267.26 due to effort made by ASLC.

Awareness Score – 4.1 out of 5

CSR Effectiveness Assessment

Constructs	Weight	Score
Programme Structure	15	11.1
Programme Execution	13	8.1
Impact of Opinion Leaders	5	3.3
Information Dissemination	11	8.7
Programme Awareness	10	8.1
Programme Satisfaction Index	9	7.7
Accessibility	13	9.8
Monitoring and Evaluation	8	6.8
Need Identification and fulfilment	6	4.3
Grievance Mechanism	7	4.7
Community Participation	3	2.5

CSR Effectiveness Score: 0.75 on a scale of 0 to 1.

SDG Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
1	Education	After School Learning Centre	4, 5, 17	67.67%

Please refer to Chapter 9 for details

Suggestions for Improvement

1. **Individualized Learning Plans:** Implement personalized learning plans for students, identifying their strengths and weaknesses. This can help tailor teaching methods to each student's unique needs.

2. **Technology Integration:** Incorporate educational technology tools to make learning more interactive and engaging. This could include educational apps, online resources, and interactive whiteboards. Capacity building of the GWEL SCR team is recommended with respect to latest technology integration in education sector and teaching methods.

3. **Qualified Instructors:** Ensure that instructors are well-qualified, experienced, and passionate about education. Encourage continuous professional development to keep them updated on the latest teaching methods and educational trends.

4. Homework Support: Offer a structured homework support system where students can receive assistance with their assignments. This can help reinforce classroom learning and provide a resource for students who may struggle with homework.

5. Feedback Mechanism: Implement a feedback system for students, parents, and instructors. Regularly gather input to assess the effectiveness of programs and identify areas for improvement.

5.4 E-education and Learning Centre

E learning center was found to be highly popular among the students as its awareness level was found to be 99.5% among the respondents. 89.4% of the parents said that their children have learned to operate computers.

Impact of E-education on Children

In terms of academic contribution, a majority 83.5% of parents agreed that it has led to improvement in academic performance of their children. 97.1% of the parents said that it has enhanced the learning ability of the children. 80.9% of the parents agreed that presence of e learning center has immensely benefitted their children in terms of academic learning and grade improvement.

Impact Score: 4.41 out of 5.

IMPROVEMENT IN ACADEMIC LEARNING

Stakeholders Views

- 52.8% of the parents believed that e learning centre has helped them save more than Rs 3200.
- 99.1% of the parents were aware about the GMR contribution towards operating the e learning centre
- 95% of the parents said that their complaints were resolved promptly by the authorities

Awareness Score – 4.2 out of 5

CSR Effectiveness Assessment

Essentially, when measured against the defined parameters, the performance exceeds the average standard.

Constructs	Weight	Score
Programme Structure	15	11.7
Programme Execution	13	8.5
Impact of Opinion Leaders	5	3.9
Information Dissemination	11	8.1
Programme Awareness	10	8.4
Programme Satisfaction Index	9	8.1
Accessibility	13	8.7
Monitoring and Evaluation	8	6.7
Need Identification and fulfilment	6	4.1
Grievance Mechanism	7	4.9
Community Participation	3	2.4

CSR Effectiveness Score 0.75 out of 1

SDG Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
1	Education	E-Education & Learning Centre	4, 5, 17	62.00%

 # Please refer to Chapter 9 for details

Suggestions for Improvement

1. **High-Quality Content:** Ensure that e-education platforms offer well-structured, engaging and age-appropriate content. The material should be aligned with educational standards and curriculum.

2. **Interactive Learning:** Incorporate interactive elements such as quizzes, games and simulations to make learning more engaging and fun. Interactive content can enhance comprehension and retention.

3. **Personalized Learning:** Utilize adaptive learning technologies to tailor the educational experience to each child's level and learning pace. This can help struggling students catch up and prevent advanced students from becoming bored.

4. **Teacher Support:** Provide opportunities for children to interact with educators, ask questions and seek clarification. Online tutoring, video conferencing or discussion forums can facilitate this interaction.

5.5 Pratibha Library;

GWEL has initiated a unique carrier guidance cum counseling center initiated to prepare youths for various competitive exams. The main goal of the center is to offer counseling and coaching assistance for diverse competitive exams to unemployed youth in peripheral areas in and around Warora. In addition to coaching support, the center aims to provide a library facility, guest lectures and counseling. Through these services, individuals can gain awareness of various career options and augment their preparation for competitive exams.

Impact of Pratibha Library on Youths

In terms of academic contribution, a majority 87.7% of respondents agreed that it has led to improvement in their academic performance. Whereas 79.5% of the respondents said that it has enhanced their knowledge and learning ability. Further 80.9% of the respondents agreed that presence of Pratibha Library center has immensely benefitted their children in terms of preparing for competitive exams and career counseling.
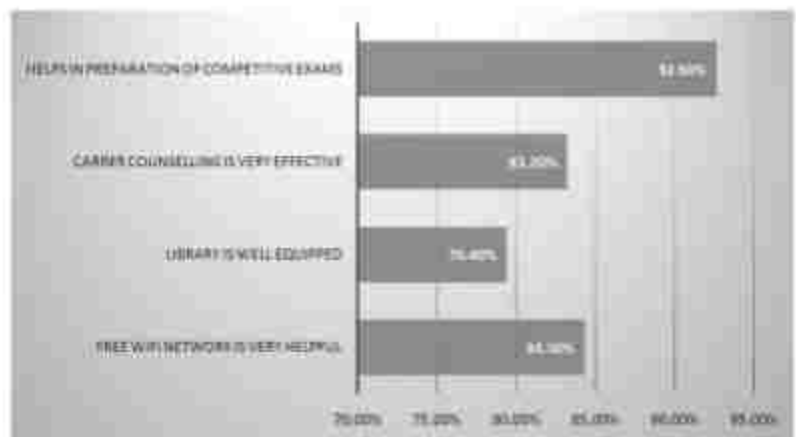
Impact Score – 4.42 out of 5

View of Stakeholder

- 72.8% of the respondents believed that Pratibha library center has helped them save more than 2850 Rs.
- 99.4% of the respondents were aware about the GMR contribution towards operating the Pratibha Library
- 95% of the respondents said that their complaints were resolved promptly by the authorities

Awareness Score – 4.3 out of 5

CSR Effectiveness Assessment:

Constructs	Weight	Score
Programme Structure	15	12.7
Programme Execution	13	8.1
Impact of Opinion Leaders	5	3.3
Information Dissemination	11	8.4
Programme Awareness	10	8.6
Programme Satisfaction Index	9	8.1
Accessibility	13	8.1
Monitoring and Evaluation	8	6.7
Need Identification and fulfilment	6	4.1
Grievance Mechanism	7	4.9
Community Participation	3	2.4

CSR Effectiveness Score 0.754 out of 1

SDG Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
1	Education	Pratibha Library	1, 4, 5, 17	61.25%

 # Please refer to Chapter 9 for details

Suggestions for Improvement;

1. **Digital Access:** Introduce online catalogues and resources to make it easier for users to access the library's collection remotely. This can include e-books, audio books, and digital magazines.
2. **Diverse Collection:** Regularly update and diversify the library's collection to cater to a wide range of interests and age groups. Consider community input when selecting new materials.
3. **Community Programs:** Organize regular community events, such as book clubs, author talks and reading workshops. This fosters a sense of community and encourages people to use the library as a social and educational hub.
4. **Reader Feedback:** Implement a system for users to provide feedback on the library's services and suggest new acquisitions. This ensures that the collection remains relevant to community needs.
5. **Educational Workshops:** Offer workshops on various topics, such as literacy, research skills and resume building. This adds value to the library's role as an educational resource.
6. **Accessible Facilities:** Ensure that the library is physically accessible to all individuals, including those with disabilities. This includes ramps, elevators and other accommodations.
7. **Promotion and Marketing:** Use social media and community bulletin boards to promote library events, new acquisitions and services. Engage with local media to increase awareness in the broader community.
8. **Volunteer Programs:** Establish a volunteer program to involve community members in library activities. Volunteers can contribute to organizing events, assisting users, and maintaining the library space.

CHAPTER

6

Health, Hygiene & Sanitation

RO WATER ATM
वैयक्तिक शौचालय
प्राथमिक स्वास्थ्य
परामर्श केन्द्र
पोषण आहार केन्द्र

6.1 Objective - Recognizing that health is integral to a good quality of life, GWEL CSR has the objective to improve quality of and access to healthcare, hygiene and sanitation in its communities.

The GWEL CSR is dedicated to enhancing health and sanitation services in the villages surrounding GWEL plant by increasing awareness, facilitating access and improving the availability of these essential services. The Foundation has been actively organizing health activities in these villages to promote better health practices within the community. Previously, this region suffered from a severe lack of access to healthcare services, leading to a long-standing issue of malnutrition, particularly among women. Additionally, challenges in reproductive health and geriatric care were prevalent.

In recent years, there has been a significant transformation in the region's healthcare landscape due to the efforts of the state bodies and the Foundation. The onset of Covid 19 shifted the focus towards immunization, vaccination, personal hygiene and implementing COVID protocols. GWEL spread its campaign against COVID on multiple fronts catering to various strata of society. Special drive was launched to distribute PPE kits, sanitizers, face shields and thermal scanners along with 11,589 cotton masks to various government institutions, hospitals, police stations and villagers. Free medicines and treatment was provided to 10 villages through its health clinic and also catered to 8800 plus old aged populations via its MMU. Water ATM were effectively utilized to distribute 210 litres of Hand Wash Soaps and spraying of Sodium Hypo Chloride was done at regular intervals at designated public places. Going further the GWEL CSR distributed 1760 dry ration food packets among the villagers. The GWEL CSR's role can be observed from two perspectives: first, by stimulating demand for quality healthcare through piloting innovative models and creating awareness and second, by assisting healthcare providers in understanding and meeting the evolving needs of rural healthcare.

Furthermore, the Foundation has played a crucial role in addressing sanitation issues and actively linking them with the Open Defecation Free (ODF) component of the Swachh Bharat Mission. The emphasis has been on fostering behavioural change and grassroots motivation, rather than merely constructing toilets. This study focuses on five key components within this context.

1	**Primary Health Clinics**	- Preventive Health Care management - Diagnostic and Treatment - Support to state run initiatives
2	**Nutrition Centre**	- Woman and Child centred model - Physical administration of nutrition - Malnutrition, ANC, Vaccination, Institutional Delivery etc.
3	**Mobile Medical Units**	- Focused on Elderly Population - Doorstep delivery of Healthcare & Medicines - Partnership with Helpage India
4	**Individual Sanitation Lavatory**	- Quality set up of physical household toilets - Close monitoring to reach ODF status - Linking sanitation with hygiene and health
5	**Safe Drinking Water (R.O. Water ATM)**	- Community linked operating system - Technical collaboration with expert agency - Pure drinking water at comfortable distance - Consumption Fee Model

The examination of these components primarily focused on the following aspects:
1. Assessing the component's effectiveness in addressing community needs and generating value.
2. Gathering input and perspectives from stakeholders.
3. Evaluating the status of key indicators such as institutional delivery, birth weight, ante-natal care (ANC) and post-natal

care (PNC).

4. Analysing the transformation in healthcare requirements and needs following these interventions.
5. Examining the adoption of improved hygiene practices by community members.
6. Providing recommendations for enhancing implementation.

6.2 Primary Health Clinic

The GWEL CSR has set up Primary Health Clinic with aim of providing basic health care facilities to villagers. They serve total of 10 villagers with average footfall of more than 24000 OPD annually. The PHC offers multiple services like health care, diagnostics, referral, awareness camps and free medicines.
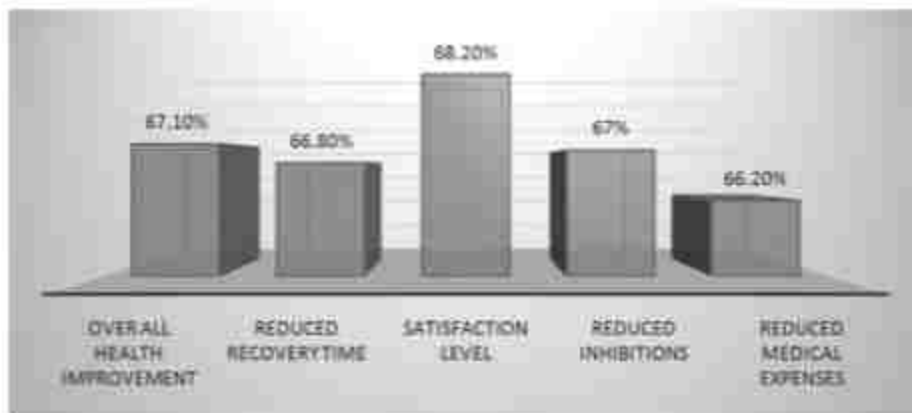
In terms of awareness about Primary Health Clinic(PHC) 99.4% of the respondents said that they were aware about the presence of primary health clinic in their village. A majority 99.4% of the respondents were aware that PHC was functional through efforts made by GWEL foundation group. In terms of utilization rate of PHC by the villagers 18.2% of respondents had availed the facility for more than 12 times in a year, 34.1% had availed for 10-12 times and 30.6% had availed for 7-9 times which reflects the popularity of PHC among the villagers.

Availed Facilities of PHC per year

FOR 7-9 TIMES — 30.60%
FOR 10-12 TIMES — 34.10%
FOR MORE THAN 12 TIMES — 18.20%
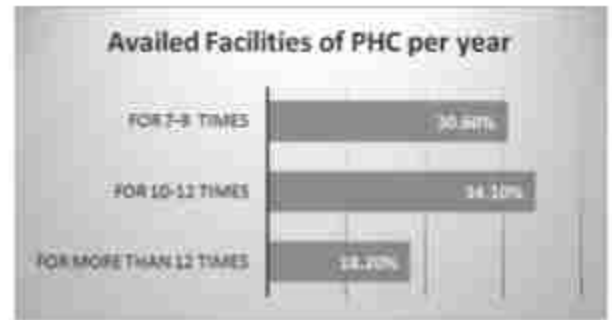
Impact of Primary Health Clinic on Community Health

The positive impact of PHC was reflected in the opinion of respondents were 67.1% of them said that overall health condition of their families have improved due to PHC. 66.3% of the respondents were of the view that frequency of falling ill has reduced due to presence of PHC due to better health advise and prompt treatment. Another positive impact was decrease in time taken to recover from ailment which was supported by 66.8% of the respondents and also 67% of the respondents opined that their inhibitions towards hospitals have reduced due to efforts undertaken by PHC. In terms of satisfaction index 68.2 % of respondents were satisfied with services offered by PHC.

Impact Score – 4.27 on scale of 5

OVER ALL HEALTH IMPROVEMENT	REDUCED RECOVERY TIME	SATISFACTION LEVEL	REDUCED INHIBITIONS	REDUCED MEDICAL EXPENSES
67.10%	66.80%	68.20%	67%	66.20%

Stakeholders View;

• 66.2% of the respondents believed that their medical expenses have reduced due to PHC facility extended by GMR group.
• The respondents mentioned that the PHC effectively spread important information about vital healthcare topics and have made a substantial contribution to community healthcare. The same has been reconfirmed by government health officials and Asha workers.
• Whereas 65.9% of the parents said that their complaints were resolved promptly by the authorities.

Awareness Score – 4.36 out of 5

CSR Effectiveness Assessment

At its present design stage, this component surpasses the delivery path expectations, but given the evolving needs of the community, it is imperative to re-examine the program design and goals. Additionally, there is a requirement to adhere more deeply to adoption of innovative technology to offer better services to villagers.

Constructs	Weight	Score
Programme Structure	15	11.7
Programme Execution	13	8.5
Impact of Opinion Leaders	5	3.9
Information Dissemination	11	8.1
Programme Awareness	10	8.73
Programme Satisfaction Index	9	8.1
Accessibility	13	8.7
Monitoring and Evaluation	8	6.7
Need Identification and fulfilment	6	4.1
Grievance Mechanism	7	5.7
Community Participation	3	2.4

CSR Effectiveness Score: 0.85 out of 1

SDG Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
2	Health Hygiene & Sanitation	Primary Health Clinic	2, 3, 5, 17	69.00%

 # Please refer to Chapter 9 for details

Suggestions for Improvement

1. Upgraded Facilities: Invest in modern medical equipment, well-maintained examination rooms and comfortable waiting areas to create a more welcoming environment for patients.

2. Extended Operating Hours: Consider extending the clinic's hours to accommodate the needs of patients who work during regular hours or require emergency care during evenings or weekends.

3. Specialized Services: Depending on the community's needs, offer specialized services like women's health, pediatrics, or mental health support.

4. Health Education Programs: Host regular workshops and sessions for the community to educate them about preventive healthcare, nutrition and disease management.

5. Telehealth Services: Implement tele-health services to provide remote consultations, especially for follow-up appointments or minor concerns.

6. Electronic Health Records (EHR): Transition to electronic health records to improve record-keeping, streamline patient information and reduce paperwork.

7. Staff Training: Invest in ongoing training for clinic staff to ensure they are up to date with the latest medical practices and patient care.

6.3 Nutrition Centres

Nutrition Centres were established with the aim of addressing the health challenges faced by pregnant and lactating mothers, ultimately improving their well-being and reducing complications during both prenatal and postnatal phases. These six centres offer a comprehensive range of services, including regular health check-ups, daily nutritional support, vaccination, awareness programs, monthly check-ups, baby care, birth preparation planning, and various other activities. These centres have achieved a remarkable 100% coverage and are deeply involved in serving all pregnant and lactating women. By offering vital information, care and nutrition, these centres help to reduce the risk of complications in both ante and postnatal conditions, leading to safer pregnancies and healthier babies.

Impact of Nutrition Centres among Pregnant Women

In terms of awareness about Nutrition Centres 100% of the respondents said that they were aware about the presence of GMR Foundation supported Nutrition Centres in their village. The primary purpose of opening the nutrition centres was fulfilled as only 10.5% of the pregnant women suffered from malnutrition and 73.7% of the children weighed above 3kg at time of birth. Whereas 73.7% of the pregnant women underwent health check-up for minimum four times and 93.7% didn't feel anaemic during pregnancy. Interestingly 100% of the respondents said that they did not make any effort to know about the sex of their children during pregnancy. Further 57.9% of the respondents said that they received updated information about pregnancy care through nutrition centres.

Impact Score – 4.15 on scale of 5
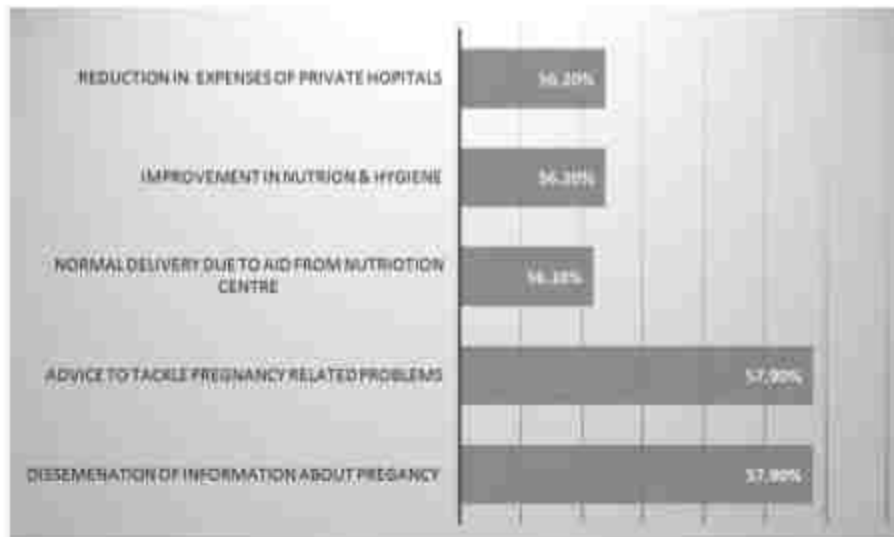
Stakeholder's View;

- 89.5% of the respondents believed that they didn't suffer from malnutrition during pre and post pregnancy phase.
- 96.5% of the pregnant women received nutritious food during pregnancy.
- 64.9% of the respondents said that infants survived more than one year.
- 93% have adopted Gudiya model for self-monitoring.
- Nutrition Centres efforts have received accolades from Asha workers and Gram Panchayat.
- 73.7% of the parents said that their complaints were resolved promptly by the authorities.

Awareness score - 4.38 out of 5.

CSR Effectiveness Assessment;

Nutrition centres play a crucial role in providing individuals, especially children and pregnant women, with access to balanced and essential nutrition. This initiative has generated positive response among the villagers; however, focus is needed on increasing the number of beneficiaries in due course of time.

Constructs	Weight	Score
Programme Structure	15	12.1
Programme Execution	13	8.4
Impact of Opinion Leaders	5	3.3
Information Dissemination	11	8.7
Programme Awareness	10	8.76
Programme Satisfaction Index	9	7.7
Accessibility	13	9.6
Monitoring and Evaluation	8	6.8
Need Identification and fulfilment	6	4.3
Grievance Mechanism	7	5.2
Community Participation	3	2.5

CSR Effectiveness Score: 0.77 out of 1

SDG Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
2	Health Hygiene & Sanitation	Nutrition Centre	2, 3, 5, 17	73.25%

 # Please refer to Chapter 9 for details

Suggestions for Improvement;
1. Inclusive Services: Make sure the nutrition centre is accessible to women with disabilities or transportation limitations. Consider mobile clinics or outreach services.
2. Database management should be integrated with technology, and a regular monitoring system should be incorporated to provide customized diet charts and supplements to female clients
3. Gudiya Model should be further promoted and monitored among village household.
4. Emotional and Mental Health Support: Recognize the importance of emotional and mental health during pregnancy. Offer counselling or referrals for mental health support when needed.

6.4 RO Water Systems;
Endeavor towards Safe Drinking Water- A few years ago, no one in the villages around GWEL could even dream of saying this. The groundwater in these areas was unsuitable for drinking due to its high Total Dissolved Solids (TDS) content and impurities like nitrates and fluoride. Consuming such water posed severe health risks, resulting in issues such as discoloured and damaged teeth, joint pain, physical disabilities, stomach ailments, kidney problems and respiratory issues in infants. Villagers were compelled to allocate a significant portion of their monthly income for medical treatment.
GWEL CSR embarked on a sustainable, expert-driven, community-owned and innovative journey to find a solution. This solution materialized in the form of Reverse Osmosis (RO) Water Vending Units known as Water ATMs. Currently, these RO Water ATMs have been established in 14 villages to offer clean and safe drinking water to the entire community. They are operated through a prepaid recharge card system and the installation and maintenance are handled by the Buldhana Urban Cooperative Credit Society.

In the coming years, the responsibility for maintenance will be handed over to the local community. The Gram Panchayat has played a pivotal role by providing land, electricity connections and bore wells for these units, thereby creating a comprehensive input facility with visible collaborations among key stakeholders. According to a village representative, as of now, more than 3,600 households benefit from access to pure and clean drinking water through these ATMs. Each household consumes an average of 15 litres of water per day at a user fee of Rs. 0.30 per litres.

Impact of RO Water ATM;

1) 55.1% of the respondents consume 11-15 litres of water per day while 39.3% consume 15-20 litres of water per day,
2) 99% of the respondents said that their drinking water problems have been solved due to RO water ATM as their travelling distance for fetching water has reduced making it more convenient for women.
3) This has further helped in reducing health related issues.
4) Before the RO Water ATM were installed, the 34% people responded that collection of drinking water was easy. Whereas, after RO Water ATM were installed 55% people responded that collection of drinking water has become easy.
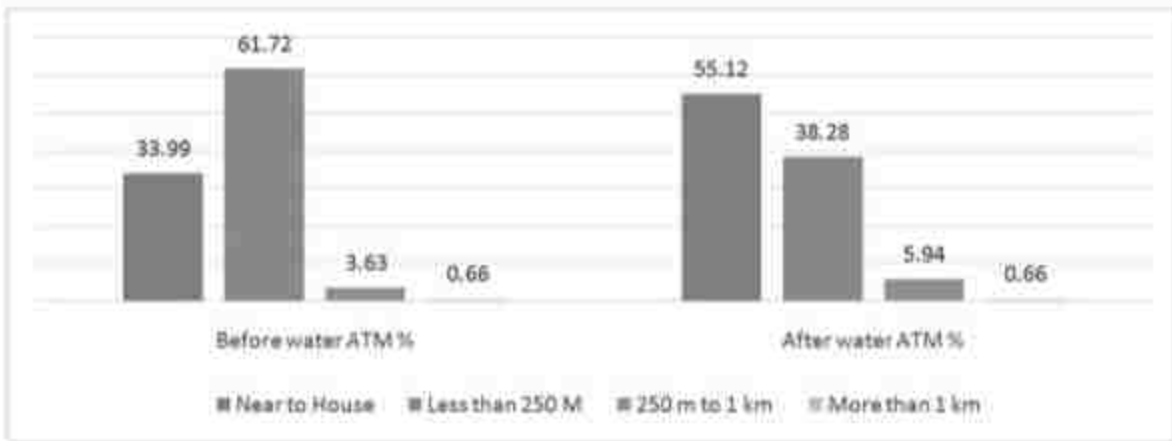
5) The above chart indicates that the RO water ATM locations at different villages has been chosen very effectively. The 55% respondent villagers find the water ATM very near to their house. This has further saved the efforts & time taken to collect the water for drinking purpose. The below chart indicate the time consumed to collect drinking water. Obtaining drinking water was not only a laborious task but also consumed a substantial amount of women's time. This valuable time could have been channeled into productive income-generating activities or dedicated to their children's education. The time required to access drinking water has been significantly reduced.
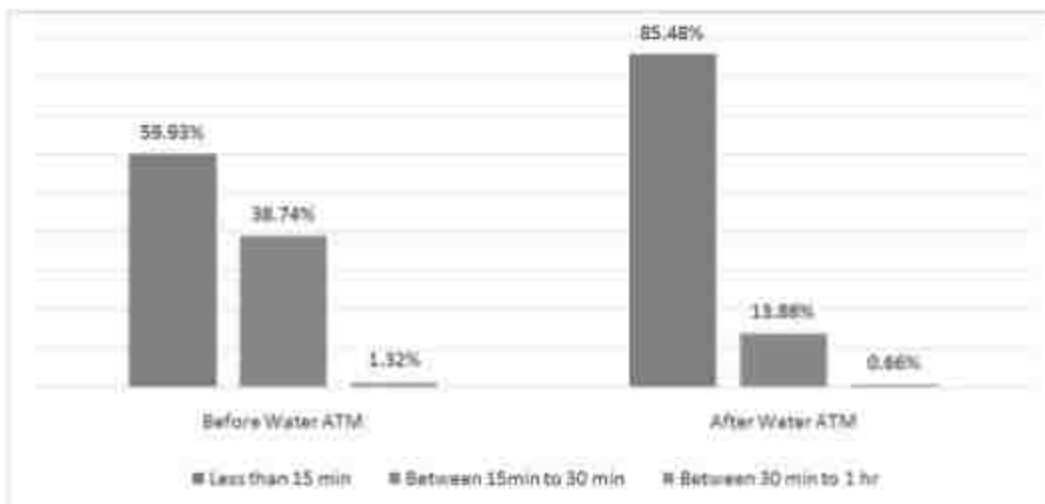
6) It is important to note that along with the good quality of water, convenience to get it & time savvied – the daily spending on drinking water per household is just Rs. 4.79. This has been arrived with the help of 303 responses given by the respondents who are a part of the total beneficiaries of water ATM.

7) The average consumption per house hold has been found to be 14.56 litres per day.

8) If we were to base the calculation on prevailing market prices for water of similar quality, the expenditure per family would likely be at least Rs. 291.2 per day (14.56Liters*20Rs). Hence per day saving per household is Rs 286.83. (14.56 litres *(20-0.3=19.70)).

9) The total amount of money saved by the entire population (per day) counts to Rs 10,32,595/- (* based on data of 3600 households, Money saved per litre – Rs 19.7, 14.56 litres average consumption per household).

In terms of service quality, the following observations were recorded;
- 79.9% of the respondents said that ATM was functional everyday 24x7.
- 70.3% of the respondents said that they were satisfied with the quantity of water as claimed during delivery.
- 77.6% of the respondents confirmed that quantity of water procured by them matched with figures mentioned in their card which reflects high level of transparency.
- 74.6% of the respondents said that in case of break down the ATM got repaired in less than 2 days while 17.8% said that it got repaired in less than 1 day.
- 95.4% of the respondents said that water from ATM tasted sweeter.
- 89.7% of the women were happy due to water ATM.
- 88.4% respondents confirmed reduction in number of diseases due to water ATM.

The impact score was recorded 4.73 out of 5.

Stakeholder's view;
The villagers were very satisfied and held the GMR foundation in high regards due to this project -
- 89.1% of the respondents said that their expenses have reduced due to water ATM
- 87.7% of the respondents said that their family health has improved due to water ATM
- 96.4% of the respondents expressed satisfaction in terms of their complaint resolving mechanism.

The awareness score was 4.66 out of 5.

CSR Effectiveness Assessment;
In GWEL, this CSR input is widely acknowledged as one of the most esteemed and impactful contributions, creating significant value. The strong connection and active involvement of the community are readily apparent. The provision of drinking water is intricately linked to aspects of health, productivity, and promoting gender equity.

Constructs	Weight	Score
Programme Structure	15	11.5
Programme Execution	13	12.3
Impact of Opinion Leaders	5	3.6
Information Dissemination	11	10.5
Programme Awareness	10	9.46
Programme Satisfaction Index	9	7.8
Accessibility	13	11
Monitoring and Evaluation	8	7.2
Need Identification and fulfilment	6	4.8
Grievance Mechanism	7	6.4
Community Participation	3	2

CSR Effectiveness Score: 0.86 out of 1

SDG Goals;

| 3 GOOD HEALTH AND WELL-BEING | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 17 PARTNERSHIPS FOR THE GOALS |

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
2	Health Hygiene & Sanitation	RO Water ATM	3, 5, 6, 17	90.00%

 # Please refer to Chapter 9 for details

Suggestions for Improvement;

1) Maintenance and Servicing: Ensure regular and proactive maintenance to keep the RO systems in good working condition. Scheduled cleaning, filter replacement and system checks are essential to maintain water quality.

2) Water Quality Monitoring: Implement a continuous water quality monitoring system to detect any anomalies or contamination promptly. This can help maintain the highest water quality standards.

3) Energy-Efficiency: Explore ways to make the RO systems more energy-efficient, possibly by incorporating renewable energy sources such as solar power to reduce operational costs.

4) Innovation: Keep an eye on technological advancements in water purification systems. Consider upgrading or incorporating advanced filtration techniques to improve water quality and efficiency.

5) Environmental Impact: Consider the environmental impact of the RO systems, including the disposal of waste water generated during the purification process. Explore ways to minimize environmental harm.

6.5 Individual Sanitary Lavatory;

Road Towards ODF - Sanitation deficiencies have long been identified as a major health concern for the rural population in India. This, combined with a lack of awareness regarding proper hygiene, has led to open defecation being a common issue in these areas. In fact, certain villages near GWEL were so plagued by the foul odour from open defecation that locals often avoided those routes. Before the renowned Swachh Bharat Mission came into play, GWEL CSR had already recognized this challenge and set out to address it. The GWEL CSR collaborated seamlessly with the Gram Panchayat and other initiatives like MNREGA and Nirmal Bharat Abhiyan. Together, they successfully built around 764 toilets, significantly reducing open defecation. This intervention not only improved sanitation but also brought about a shift in attitudes towards hygiene at a household level. Consequently, four villages achieved the status of being open defecation-free. The once prevalent sense of revulsion has now given way to a sense of community pride and cleanliness. Furthermore, this effort also ties in with the broader aim of promoting gender equity."

Impact of ISL;

1) Out of total respondents who participated in the survey 85.6% were males and 14.4% were females.

2) A whopping 100% of the respondents had constructed toilets in their houses which showed the high level of awareness and acceptance of ISL among the community.

3) 90.4% of the respondents used the toilet constructed in the house for defecation while 9.6% used community toilets or go for open defecation.

4) One of the major reasons for avoiding using ISL was bad odour.

5) 84.6% of the respondents used to go for open defecation prior to construction of these toilets by GMR foundation group

6) 100 % of the respondents said that all family members now use ISL for defecation.

The impact score was recorded 4.34 out of 5.

Facilities in the Toilet
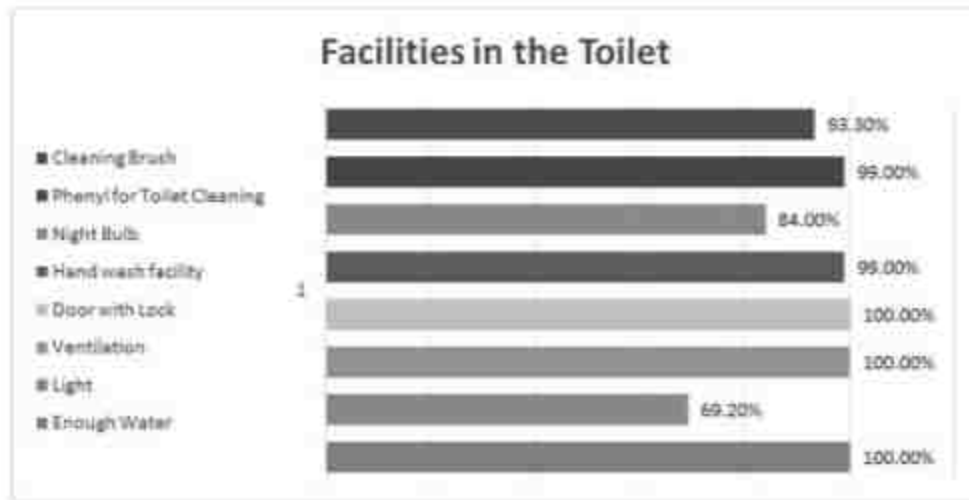
The above chart indicates the facilities available at the ISL. It was observed during the FGD that the beneficiaries are utilising the ISL on regular basis. The respondents were satisfied with the ISL being constructed at their premises. The elders, women, children and all regularly use the lavatory. Foundation even supports in case where there had been some breakage of door or lock etc.

Value Addition in Quality of Life;
The major impact which ISL has created is drastic improvement in the quality of life of the people.
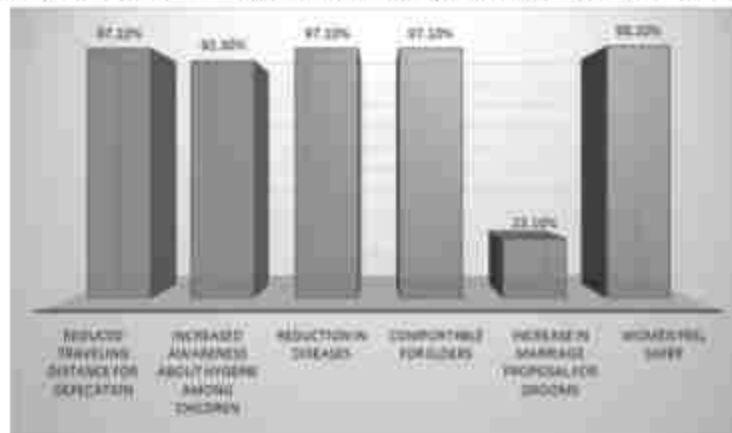
Stakeholder's view;
• GWEL CSR has done a commendable work by providing ISL for every house hold of the village.
• 97.1% of the villagers believed that their life style has improved due to construction of toilets in their houses.
• 96.1% of the respondents said that they use the toilet on regular basis.
• In financial terms the villagers mentioned that they were able to save 20 -25 thousand rupees due to low construction cost associated with toilets provided by GWEL CSR.
• The ASHA and MPW workers acknowledge and highly appreciate the significant efforts put into constructing ISLs and the initiatives aimed at bringing about behavioural change.

Awareness score – 4.36 out of 5

CSR Effectiveness Assessment
This initiative boasts strong social engagement and high physical visibility. ISLs represent a successful blend of infrastructure development, the creation of social capital through achieving Open Defecation Free (ODF) status and active community involvement in promoting better hygiene and sanitation management.

Constructs	Weight	Score
Programme Structure	15	13.1
Programme Execution	13	11.4
Impact of Opinion Leaders	5	3.3
Information Dissemination	11	9.6
Programme Awareness	10	8.76
Programme Satisfaction Index	9	7.7
Accessibility	13	12.1
Monitoring and Evaluation	8	6.9
Need Identification and fulfilment	6	4.6
Grievance Mechanism	7	5.2
Community Participation	3	2.5

CSR Effectiveness Score : 0.85 out of 1

SDG Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
2	Health Hygiene & Sanitation	Individual Sanitary Toilet	3, 5, 6, 17	79.50%

*# Please refer to Chapter 9 for details*

Suggestions for Improvements;
1) Awareness: Though all ISL has been handed over to beneficiaries after its construction, however some regular awareness sessions with beneficiaries is required to maintain created structure.
2) Hygiene Education: Implement hygiene education programs alongside ISL construction to ensure that users understand the importance of proper sanitation and hygiene practices.
3) Technological Solutions: Investigate innovative technological solutions for sanitation, such as composting toilets or eco-friendly sanitation systems, which can be more sustainable and environmentally friendly.

6.6 MMU (Mobile Medical Unit);
MMU is a mobile healthcare initiative designed to offer essential primary medical services to populations residing in remote, inaccessible, underserved and neglected areas. Its primary aim is to bring healthcare services directly to the doorsteps of individuals, particularly elderly individuals. The program involves medical check-ups, medication provision, referrals, diagnostic services and education on preventive measures, dietary guidelines, specific health conditions, child care, and geriatric care. Currently, it serves 22 villages and registers more than 25,000 annual outpatient visits for the elderly population. The most prevalent health concerns among older individuals encompass arthritis, vision and hearing impairments, cardiac issues, renal system disorders, joint pain, visual impairments, diabetes and hypertension. Prior to the introduction of the MMU service by the foundation, the financial burden of senior citizen healthcare strained family relationships. There was no dedicated initiative for elderly healthcare. However, with the implementation of the MMU service, reliance on traditional faith healers for medical treatment has been completely eliminated.

Current Situation Analysis;

• The main point of contact for healthcare needs is the ASHA worker for 54.8% of the survey respondents while 21.8% are dependent on private practitioners.

• In every other household, there is at least one elderly person and merely 13.3% of the people reported having health insurance coverage through the government's Health Card program.

• Thanks to the quality and care provided by the MMU, now every single individual relies on the MMU for their geriatric healthcare requirements. Additionally, 59 % of the population depends on the MMU for their primary healthcare needs.

• Emergency ambulance services are available to 78% of the villages, with an average response time of less than one hour. The distance to multi-specialty healthcare units is approximately 9.12 kilometres.

• The MMU is staffed by one doctor, one pharmacist, and one driver. Occasionally, a social worker or health worker is also part of the team.

• Approximately 67.6% of the population lacks convenient access to regular medical stores.

• A total of 92% of the population confirmed that the MMU visits their area once a week.
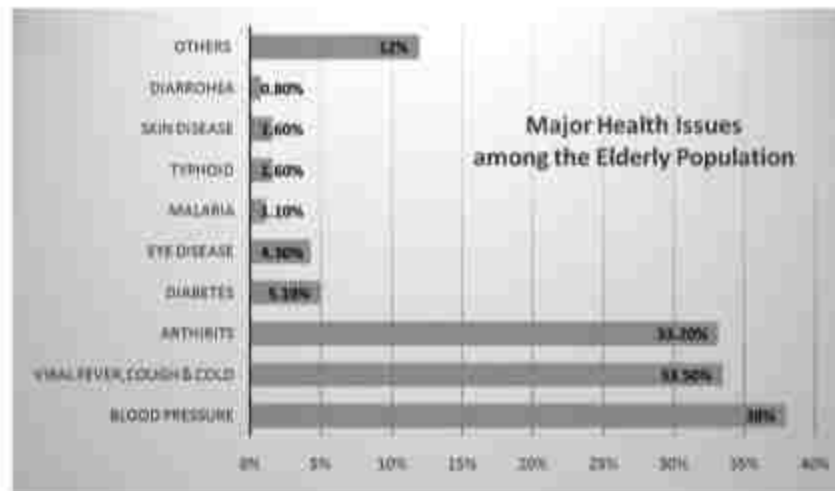
The perception of healthcare and the understanding of health largely remain confined to traditional norms. Typically, an individual is deemed healthy as long as their functional capacities are intact, and they don't require medical treatment, care, or rest. However, it has come to light that in the context of elderly care, mental and emotional well-being are just as crucial. When examining specific health conditions, chronic ailments like arthritis, diabetes, cardiac issues and hypertension are the most prevalent, while memory loss and digestive problems were rarely reported prior to the study.

Major Findings;

• For 59% of the population the first point of contact for any medical treatment is MMU.

• Majority 92% of the population are aware about the schedule of MMU visiting their villages.

• 86.7% of respondents that they primarily received medicines from MMU.

• 85% of the respondents confirmed the presence of doctor along with support staff in MMU.

• 98% of the respondents said that MMU has helped them in reducing their medical expenses by Rs 4000/- to 5000/-.

• 95.9% of the respondents said that MMU has reduced the time taken for availing medical treatment.

• 96.6% of the respondents expressed satisfaction and appreciated the behaviour of members of MMU.

Impact on Health of Elderly;

• 97.9% of the respondents agreed that presence of MMU had reduced their health problems

• 97.3% of the respondents said that due to presence of MMU the medical facilities have improved in their villages

• 93.8% of the respondents appreciated that MMU had helped them to save lives during emergency / life threatening conditions.

• 97.9% of the respondents agreed that their financial burden had reduced considerably due to MMU.

Impact Score – 4.81 out of 5

Stakeholder's View;
• The MMU service provided by the GWEL CSR has been well received and appreciated by the villagers.
• 98% of the villagers believe that presence of MMU had improved the health of the elders of their villages.
• Asha workers,Volunteers and government officials are aware about the MMU services and are working in tandem with them.
• In FGD the villagers requested for providing more facilities like diagnostics through MMU.
• The villagers appreciated the medical advice received through MMU and requested for more training sessions with related to health and nutrition of elderly.

Awareness Score – 4.78 out of 5.

CSR Effectiveness Assessment;
Overall, this initiative stands out as one of the most impactful Corporate Social Responsibility (CSR) endeavours within GWEL. By actively visualizing the evolving needs and transitioning from community-based standards to globally recognized benchmarks in geriatric care, the potential for positive change is significantly heightened. The partnership with HelpAge India has proven to be effective, garnering substantial attention for this initiative's various aspects. However, there is room to enhance the foundation's visibility and highlight its contributions even further.

Constructs	Weight	Score
Programme Structure	15	12.6
Programme Execution	13	8.9
Impact of Opinion Leaders	5	3.3
Information Dissemination	11	9.4
Programme Awareness	10	8.76
Programme Satisfaction Index	9	7.7
Accessibility	13	11.4
Monitoring and Evaluation	8	6.8
Need Identification and fulfilment	6	4.3
Grievance Mechanism	7	5.4
Community Participation	3	2.5

CSR Effectiveness Score : 0.81 out of 1

SDG Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
2	Health Hygiene & Sanitation	Mobile Medical Unit	2, 3, 5, 17	74.25%

Please refer to Chapter 9 for details

Suggestions for Improvements;

1) Preventive Care: Implement preventive care programs, such as vaccinations, health education, and screening for chronic diseases.

2) Mental Health Support: Include mental health services and counselling in MMUs, as mental health is an often overlooked aspect of healthcare.

3) Data Collection and Reporting: Implement a robust system for collecting and analysing data on patient demographics, health outcomes, and community needs to continuously improve services.

4) Training and Development: Invest in the ongoing training and professional development of MMU staff to keep them updated with the latest medical practices and technologies.

5) Mobile Dental and Vision Services: In addition to general healthcare, offer dental and vision care services to address common issues in underserved areas.

6) Diagnostic Services – Provide facilities for conducting basic diagnostic test pathology and Laboratory testing.

Some suggestions captured during the interaction with respondents during FGD are indicated in the diagram below;
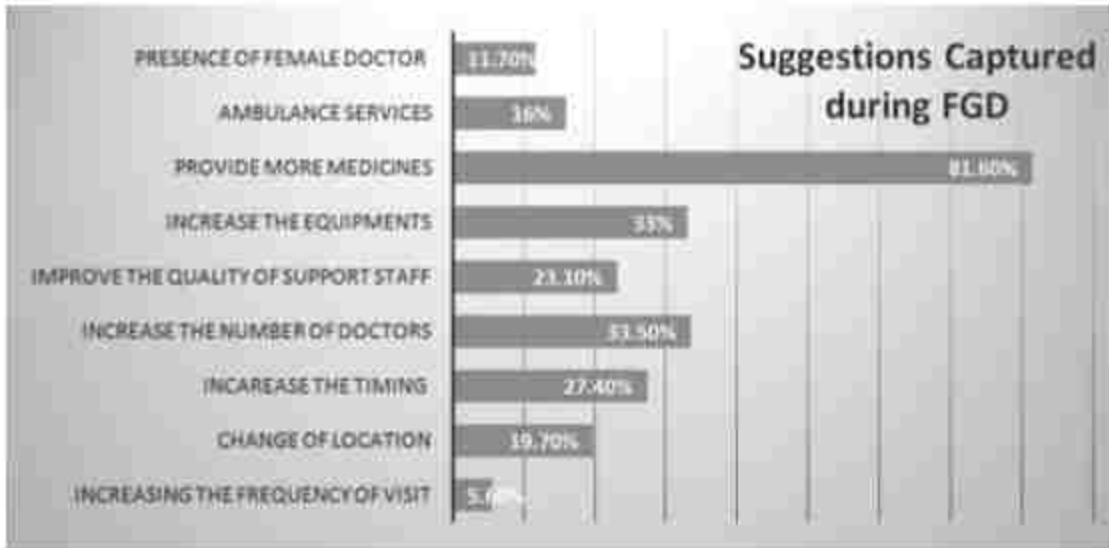
Most of the recipients said that more medications ought to be available. Additionally, there was a suggestion that more equipment be added and number of doctors treating be increased.

◆ ◆ ◆

TESTIMONIAL

Komal Ajay Andarskar
At.: Warora, Dist.: Chandrapur

Assistant Beauty Therapist (VTC) ABT

"My family was suffering financially and I wanted to support my family with some income at my own. I started searching various fields of work and meanwhile I came to know about Assistant Beauty Therapist Course run by GMR Varalakshmi Foundation and GWEL.

I enrolled for this course. I learned in details of the beauty therapy and I completed 3 months course successfully. Now I had a new opportunities to start my life journey with this knowledge. I opened a Beauty Parlour at Warora and, I started earning well. In short span of time, I earned Rs. 7000/- per month and I started supporting my family financially. I am very happy that, I could complete my goal of life. Thanks to GMR Varalakshmi Foundation and GWEL for running this project, which helped me to stand firm in life and it also helping others too."

GMR
GMR WARORA ENERGY LTD.

Empowerment & Livelihood

CHAPTER

7

GMR Varalakshmi Foundation Warora
GMR Warora Energy Ltd. Warora

7.1 Objective - Under empowerment and livelihoods the objective is to channelize youth and women towards entrepreneurship and livelihood development, so that they may participate equitably in economic progress.

GMR Varalakshmi Foundation (GMRVF) was among the early organizations to recognize the importance of skill development. As early as 2003, they established their first vocational training institute. GWEL CSR, sharing a similar vision, assessed the situation and formulated its approach in this field, supported by a comprehensive youth aspiration study. This study involved gathering input from 241 young individuals aged 18 to 23, with their responses analysed in relation to their educational status and gender. Additionally, 10 local business units were engaged to gauge industry demand.

Traditionally, the region's livelihoods were predominantly derived from agriculture or labour in nearby industries and mines. Over the past two decades, opportunities in the infrastructure and construction sector have also emerged. However, the preference among the local populace has largely remained inclined toward agriculture and labour. The proximity of the region to cities like Nagpur and Hyderabad has sparked the youth's interest in pursuing new avenues in fields such as computers studies, electrical work, Nursing and Interior & fashion designing.

The industrial landscape in the region primarily encompasses agriculture, power, steel, cement and paper production. GWEL CSR has adopted a comprehensive strategy by specifically addressing four key stakeholder groups:
a. Farmers: Providing training and support to enhance agricultural practices.
b. Women: Offering training in tailoring, stitching and facilitating the formation of Self Help Groups (SHGs).
c. Youth: Implementing vocational training programs in select trades.
d. Community: Establishing libraries as a tool to broaden livelihood perspectives and empower the community with knowledge and connections to the outside world.

This study delves into two of these activities, namely Vocational Training Centres for drop-out youth and the Grain Cash Seed Bank for farmers. The study basically covers the below mentioned points:

I) Vocational Training Centres;
• Number of youth who graduated from VTC and their employability.
• Earning potential by way of self-employment.
• Opinions and perspectives from stakeholders.

II) Grain Cash Seed Bank;
• The number of beneficiaries.
• Change in Income Level.
• Overall Functioning of the bank.

People residing in villages near a plant location often express a strong desire to secure employment with the business unit, regardless of the nature and size of the operation. However, the capacity of the business to accommodate these demands may be limited. The presence of unemployment and insufficient livelihood opportunities in the region poses a significant operational risk for the business. Therefore, it is strategically crucial for CSR initiatives to prioritize this aspect. The area may not be categorized as impoverished, but the lifestyle of the local population is not particularly progressive. Whether it pertains to food or housing, there is a need for a fundamental orientation. As a result, livelihood programs are designed to provide not only professional training but also essential life skills development.

7.2 Vocational Training Centers;
According to the foundation's staff, a total of 656 young individuals have successfully completed the course since April 2018. The GWEL CSR has reported that 441 out of these 656 trained youths have launched their own businesses and are earning an average of Rs. 10,000 per month. As part of the CSR Impact assessment initiative, the study team reached out to these trained youths and conducted visits to the training centre. The primary objective of the program was to instil a positive

inclination toward skill-based employability among local youth. This assessment also aimed to explore various factors associated with the improvement in the living standards of these graduated youth. Many of the students who joined the vocational training programs had previously dropped out of high school and the beneficiaries came from economically disadvantaged backgrounds. The interviewed youth had completed training programs lasting over a year and were economically active at the time of this study.

Economic Impact:

The average monthly family income of the beneficiaries when they initially enrolled in the training stood at Rs. 6,236.15/- At that time, the average individual income was Rs. 3650.90/-, which has now increased to Rs. 9377.78/- All the youth interviewed for the study confirmed that they were actively participating in economic activities. For every one of them, the training provided by the foundation represented their inaugural opportunity of this kind

Impact of VTC on employment and income generation:

- 100% of the respondents had received Vocational training through GMR foundation.
- 69.4% had enrolled for beautician course and 30.6% for mobile repairing course.
- 99.1% of respondents appreciated the placement efforts undertaken by the training centre.
- Majority of respondents said that their quality of life has improved after receiving the training.
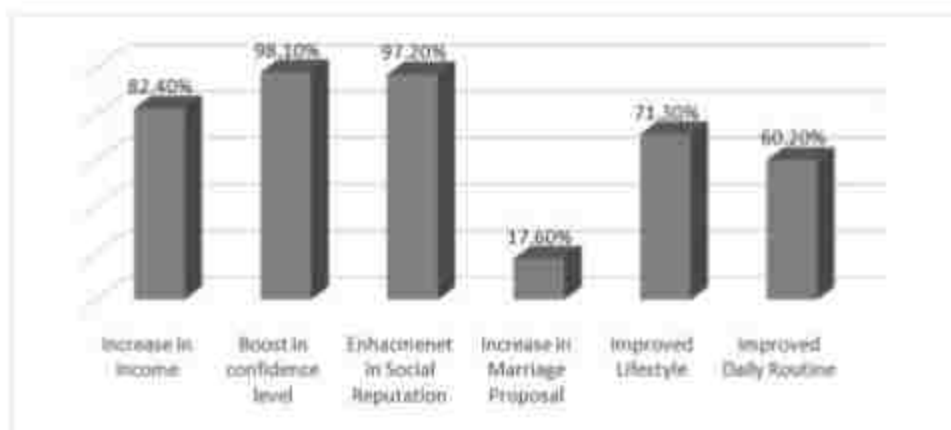
- 5.6% of the students who received training have joined jobs while the rest were running their own ventures or are working independently.
- 100% of the respondents were able to procure loans from the banks.
- 99% of the respondents said that training provided by the vocational center has been very vital in determining success of their carrier.

Impact Assessment Score – 4.12 out of 5.

Stakeholder's view;

- 99.1% of the respondents credited GMR foundation VTC for bringing positive change in their life.
- 99% of the respondents said that their economic condition has improved due to training received from VTC.
- VTC scored 100% on the satisfaction index of the respondents.
- The trainers of VTC were appreciated by 100% of the respondents.
- Majority of the respondents joined VTC due to strong Word of mouth communication which reflects that people are having positive opinion about VTC.
- During FDG the students displayed high level of confidence and were very appreciative about the program structure and teaching pedagogy.

Awareness Score – 4 out of 5.

CSR Effectiveness Assessment:

The foundation team has established a framework, but the success of this specific aspect relies heavily on the approach of the instructors. These instructors consistently surpass the beneficiaries' expectations, even though these expectations are often set unrealistically high, beyond the demands of the actual competitive job market.

Constructs	Weight	Score
Programme Structure	15	9.6
Programme Execution	13	10.3
Impact of Opinion Leaders	5	3.6
Information Dissemination	11	8.5
Programme Awareness	10	8
Programme Satisfaction Index	9	7.8
Accessibility	13	8.7
Monitoring and Evaluation	8	6.1
Need Identification and fulfilment	6	3.7
Grievance Mechanism	7	6.4
Community Participation	3	2

CSR Effectiveness Score: 0.75 out of 1

SDG Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
3	Empowerment & Livelihood	Vacation Training	1, 4, 5, 8, 17	65.40%

Please refer to Chapter 9 for details

Suggestions for Improvement;

1) **Travelling Distance:** Since a substantial number of students come from far places the foundation could make some arrangement for their transportation.

2) **Diverse Course Offerings:** Expand the range of courses to cater to a broader set of skills and trades, taking into account local job market demands and emerging industries.

3) **Industry Partnerships:** Collaborate with local industries and businesses to provide on-the-job training, internships, and apprenticeships. This connection can improve job placement rates.

4) **Modern Equipment and Facilities:** Ensure that training centres are equipped with state-of-the-art tools, equipment, and facilities to simulate real workplace environments.

5) **Financial Literacy:** Integrate financial literacy education into the curriculum to help trainees manage their income and savings effectively.

6) Monitoring and Evaluation: Implement a robust system to monitor the progress and outcomes of trainees during and after the training, gathering feedback for continuous improvement. Conduct periodic reviews and assessments of the training centre's performance and impact to adapt and improve accordingly.

7) Community Engagement: Foster community engagement and awareness about the benefits of vocational training to encourage more individuals to enrol.

8) Technology Integration: Use technology for remote learning, online resources and digital assessments, especially in the post-pandemic era.

9) Sustainability: Develop a sustainable funding model to ensure the long-term viability of the vocational training centre .

7.3 Grain Cash Seed Bank (GCS Bank)

Agriculture is a fundamental component of rural livelihood, especially in the villages surrounding GWEL, where it serves as the primary occupation and main source of income. Historically, the region primarily cultivated paddy, but over time, there have been shifts in the crop mix to include cotton, pulses, and notably, soybean in Kharif and Gram and wheat in Rabi. However, numerous factors contribute to agricultural challenges. Many farmers rely on traditional methods, often lacking a scientific approach.

GWEL CSR recognized a critical and accessible area for intervention within this context - seed quality. Farmers were trapped in a cycle of borrowing from local moneylenders at high-interest rates to purchase high-quality seeds each year. This posed a dual barrier to income enhancement. Firstly, the higher cost of seeds reduced the cultivation area for farmers and secondly, the burden of repaying seed loans post-harvest left farmers with very little income.

To address this issue, the foundation introduced the concept of the "Grain-Cash-Seed Bank" (GCS Bank). Most of the benefiting farmers have, on average, 1-5 acres of land. The GCS Bank is an organized group of farmers working to ensure a reliable supply of high-quality seeds in sufficient quantities for its member farmers. The GCS Bank combines crop marketing with a seed supply system. The bank provides seeds to farmers and in return, the farmers return four times the amount of seeds (as is the case with soybean) in the form of grains from their harvest.

Through this calculated ratio, farmers can purchase seeds for the next season's crop without external support. Consequently, the bank purchases more seeds compared to the previous season. Even at lower yield levels, it has been demonstrated that the bank quickly achieved sustainability, typically within the second season.

The adjoining chart represents the percentage of Land holding of the farmers who participated in the study.

Land Holding Pattern

9.50%	57.10%	32.10%
Above 10 acres	5-10 acres	1-5 acres
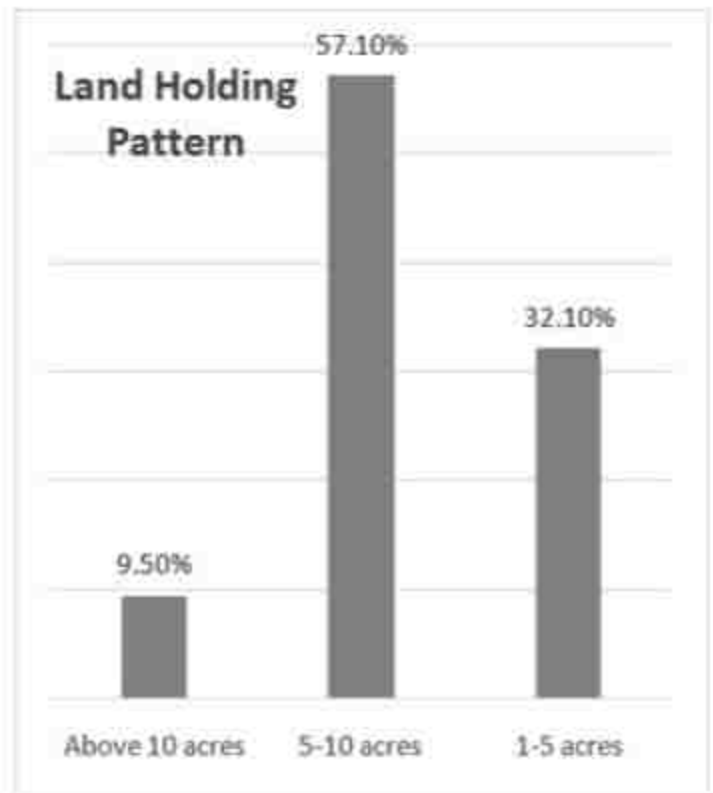
Key Benefits associated with GCS banks:
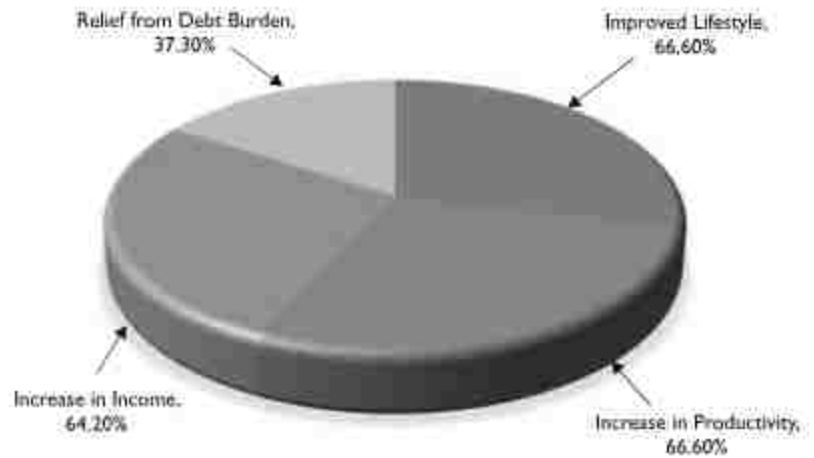
The GCS Banks offer a solution to a significant financial hurdle in the agricultural process, particularly for less affluent farmers. The system provides six fundamental advantages:

• Debt Relief for Farmers: It rescues farmers from the burden of debt.

• Timely Access to Certified Quality Seeds: It ensures the availability of certified seeds of the right type and variety when needed.

• Reliable Seed Quality and Quantity: Farmers can trust in the quality and quantity of seeds provided.
• Expanding Cultivation Opportunities: It broadens the scope for cultivation.
• Control Over Post-Harvest Output: It gives farmers control over their post-harvest output.
• Improvement in Socioeconomic Standards: It contributes to raising the socioeconomic status of families reliant on agriculture.

Impact of GCS Bank on Farmers:

The GCS Banks have exerted a substantial impact on the livelihoods of the farmers involved. The positive outcomes from each planting cycle have inspired more farmers to join the program. The savings from escaping the cycle of debt and the capacity to expand cultivation areas have created a ripple effect, elevated the income and living standards of both the farmers and their families. The study made the following observations regarding the overall impact of this initiative:
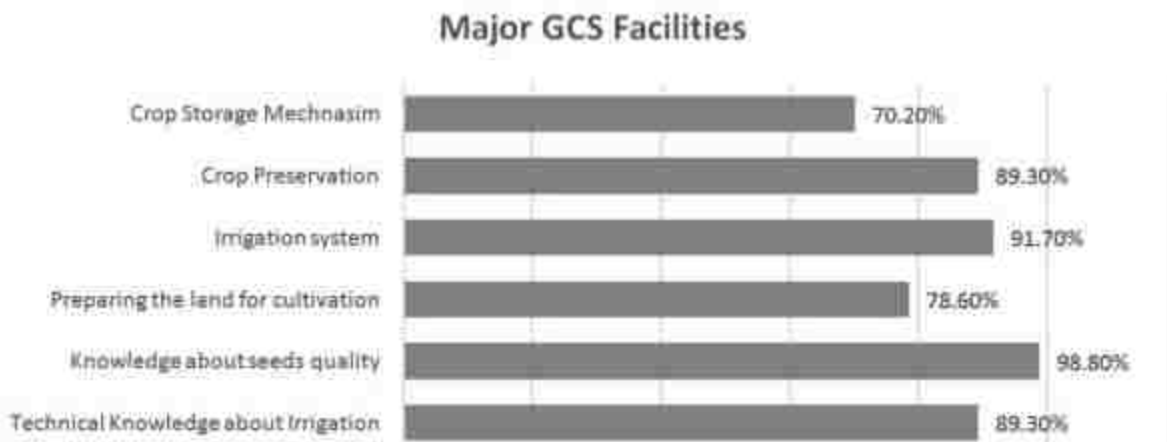

Relief from Debt Burden, 37.30%
Improved Lifestyle, 66.60%
Increase in Income, 64.20%
Increase in Productivity, 66.60%

GCS BENEFIT'S TO FARMERS

Currently the GCS Banks are operating effectively and notably their operations are self-sustained. The Foundation staff is not directly engaged at the current stage, though they have initiated the model. The units demonstrate self-dependency, indicating a shift in the mind-set of the participating farmers. Over the course of the year, there has been a growth in membership, indicating the reception of anticipated benefits and the establishment of trust in the system. The responses from the respondents was;

1) 67.8% of the respondents confirmed that GCS bank ensures availability of seeds on regular basis and in adequate quantity.
2) 69% of the respondents said that the GCS bank provided them with superior quality seeds.
3) 95.2% of the respondents received agricultural related training from GCS bank.
4) The GCS Bank's contribution to seed purchases is on a consistent rise each year. Farmers have expressed that they are achieving higher profits as the training on enhanced agricultural practices has led to a reduction in input costs.
5) The farmers have reported increase in income due to regular advice received from the foundation regarding scientific method of cultivation and crop rotation. Based on FDG the rise in income level of the farmers is around 9500rs per year.

The impact score of GCS on scale of 5 was 4.23.

The major facilities availed from GCS banks are indicated below in the chart:

Major GCS Facilities

Facility	Percentage
Crop Storage Mechnasim	70.20%
Crop Preservation	89.30%
Irrigation system	91.70%
Preparing the land for cultivation	78.60%
Knowledge about seeds quality	98.80%
Technical Knowledge about Irrigation	89.30%

Enhanced Seed Storage: There has been a notable improvement in seed storage. The introduction of seed banks has substantially mitigated the risks associated with storage and ensured an adequate supply of seeds for the upcoming season. Prior to the establishment of the Grain Cash Seed Bank, seeds were haphazardly stored and vulnerable to damage from water, rodents and other pests, leading to reduced yields. Now, seeds are securely stored in the bank, free from any harm or damage.

Stakeholder's view;
• 98.3% of the respondents were satisfied with working style of GCS banks.
• 65.5% of the respondents said that their problems related to GCS bank was solved promptly.
• The Panchayat representative were highly appreciative about the efforts taken by GMR foundation through GCS bank.

Awareness score – 4.3 out of 5.

CSR Effectiveness Assessment;
The GCS Bank stands as a remarkable illustration of CSR engagement with the community, where it actively connects with a vital facet of rural life, agriculture. The figure below encapsulates the observations on the effectiveness of CSR initiatives.

Constructs	Weight	Score
Programme Structure	15	8.5
Programme Execution	13	9.1
Impact of Opinion Leaders	5	4.2
Information Dissemination	11	8.2
Programme Awareness	10	8.6
Programme Satisfaction Index	9	7.1
Accessibility	13	9.5
Monitoring and Evaluation	8	7.1
Need Identification and fulfilment	6	4.1
Grievance Mechanism	7	5.5
Community Participation	3	2.4

CSR Effectiveness Score 0.74 out of 1

SDG Goals

Sr. No.	Areas of Initiative	CSR Initiative	SDG Goal	SDG Alignment Score
3	Empowerment & Livelihood	Grain Cash Seed Bank	1, 2	90.5%

 # Please refer to Chapter 9 for details

Suggestions for Improvement;

1) Advanced Storage Facilities: Invest in advanced storage infrastructure that provides optimal conditions for seed preservation, including temperature and humidity control.

2) Seed Diversification: Expand the range of seed varieties stored in the bank to cater to a broader set of crop types and local demands.

3) Access for All: Ensure equitable access to the seed bank for all farmers, irrespective of their economic status or land holdings. Encourage active participation and ownership of the seed bank among the local farming community to ensure sustainability.

4) Technology Integration: Explore the integration of modern technology, such as digital inventory management and tracking systems, to enhance efficiency.

5) Scaling Up: Explore opportunities to expand the reach of Grain Cash Seed Banks to serve more regions and communities.

6) Community Training: Conduct regular training sessions for farmers on the proper handling and storage of seeds to minimize the risk of mutilation or damage.

❖ ❖ ❖

TESTIMONIAL

E-Centre

"I am a student of Class V, at Z. P. School, Charul Khati. In our School, E-Centre (Computer Class) is run by GMR Varalakshmi Foundation between 4:00 pm & 5:00 pm.

I admitted to this Computer class and I learned various new things. I learned how to Start & Shut down Computer, making of Files & Folders, Copy & Paste and also learned Typing too.

There is no Computer class in & around my village. This E-Centre is only the way to learn Computer.

Learning Computer is definitely helping me in my studies and also it will help my further education.

This project run by GMR Varalakshmi Foundation and GWEL is a great help to students like me and I am thankful of them."

Ayush Ledange
At: Charul Khati, Dist.- Chandrapur

CHAPTER

8

Implementation & Management Arrangements

8.1 A Brief note; The GMR Group of Companies' has a separate division for CSR planning and implementation is called GMRVF. Its structure for governance is clearly defined. For many of its operations, GMRVF has adhered to standard operating procedures. The Foundation has always taken a very methodical and professional approach, even before the Amendment in Company Act 2013 – Section 135 Schedule VII for CSR activities. The foundation unit and the business unit are housed in different structures in each location. The Foundation supports the company in organising and carrying out its CSR initiatives. The foundation is in a good position and has enough resources, including both material and skilled personnel.

The CSR activities at GWEL are being implemented by GMRVF. The Foundation oversees and guarantees that regular CSR initiatives are carried out correctly. Additionally, it makes sure that the benefits of CSR don't diminish in between and instead reach the ultimate beneficiary. This section specifically addresses management arrangements and how well they work to achieve CSR objectives. Since Foundation has been employed there for a while, this section aims to examine three important aspects:

      a. The foundation's input design and approach.
      b. The outcome of CSR activities for the business unit and,
      c. Impact of CSR on society at Large.

Gaining insight into the efficacy of CSR Implementation and Management Arrangements requires an understanding of these three dimensions.

8.1.1 Conceptual Framework – Policies and Initiatives;

GMR Varalakshmi Foundation is led by a CEO and supported by the Director of the Community Services Wing. Ten operational heads report to the Director and depending on the CSR centre's scale, three to four staff members manage training components, reporting to location heads. The local foundation unit operates closely with the business unit, aligning its policy with GWEL CSR policy for consistent implementation.

The national CSR policy is uniform across all locations, with programs strategically designed around Health, Hygiene and Sanitation; Education; Empowerment and Livelihood and Community Development. The policy framework remains stable at its core but allows flexibility at the implementation periphery. Across all the locations, local factors are considered and integrated into the central design. The research team regards the policy and program framework as one of the best in India. GMRVF's initiatives in hygiene, sanitation and skill development are particularly noteworthy, with UNDP recognizing the foundation's case study in the area of skills development.

8.1.2 CSR Processes - Strategic Planning, Conceptualization and Execution;

a) Planning - All CSR initiatives are meticulously planned, often incorporating insights from community needs assessments. Some planning decisions were aligned with the goals of the village guardianship initiatives. The overall planning has adhered to the broader CSR policy framework and aligned with local needs. While not every activity underwent a systematic needs assessment, the foundation team consistently employed a standard cause-and-effect analysis for their endeavours.

b) Designing - The CSR programs are designed effectively, aligning with goals. Certain inhibitions pertaining to formal documentation of these designs previously have now been taken care of quite well. Positive impact of certain initiatives has negated this. The Village Guardian System is one of the highly creative initiatives. The heads of GWEL's several departments select a community to serve as their mentor. The Guardian meets with the Sarpanch and beneficiaries at predetermined intervals to discuss the overall community service (CSR) initiatives being carried out in the village.

c) Implementation - The foundation executed all projects according to the agreed agenda, but there always exist room for improvement.

d) Communication - Internal communication between leadership and staff is well-maintained, but communication at the volunteer level requires improvement. Communication is a crucial design element aligning implementation with the planned approach. Volunteer and beneficiary-level communication were observed to be confined to narrow interpretations, indicative of an input-driven communication deficiency.

8.1.3 Approach to Managing Projects:

The Project Management Approach has predominantly followed a linear path, which is suitable for short-term needs. However, GWEL CSR has been operating over an extended period where the Project Life Cycle should be envisioned as a continuous progression of smaller modules contributing to a larger timeframe model. The four key phases of every project include:

a) **Initiation Phase** - Establishing a Baseline, Conceptualizing and Developing the Design.

b) **Execution Phase** - Handling Resistance, Managing Conflict, Making Adjustments, Synchronizing and Deploying.

c) **Acceleration Phase** - Contemplating the pace and providing dynamic input, ensuring output equality, boosting visibility, managing higher expectations and achieving superior performance with an emphasis on behaviour change.

d) **Achievement Phase** - Reaching stable accomplishments, ensuring enduring change in key indicators and managing deviations.

e) **Conclusion Phase** - Disengagement leading to exit, transferring ownership to the community, progressing into the next stage and reshaping the approach with new additions, exploring advanced layers of the same focus area.

An example of this approach is evident in the foundation's efforts in primary health care centers. Initially, private and non-government sectors played a crucial role when government facilities were either non-existent or poorly performing. However, with significant improvements in public health efforts and the approach from state bodies in recent years, the original gap addressed by the program has been filled, signifying the "conclusion." The research team emphasizes the need for a strategic evolution in the approach at GWEL CSR.

8.2 GWEL CSR process in planning the project:

8.2.1 Foundation Staff and Volunteers – Training:

This aspect involves the development and enhancement of skills, knowledge and capabilities for both the staff and volunteers associated with the foundation. Through systematic training programs, the foundation ensures that its team is well-equipped to effectively contribute to the organization's objectives. This continuous learning approach aims to empower personnel, enabling them to fulfil their roles with proficiency and align with the foundation's mission and values.

8.2.2 Resource Provision and Deployment:

Resource planning and deployment for CSR activities at GWEL have been effectively managed. However, there are three specific areas that warrant greater attention:

a) Prioritizing Resource Optimization by focusing on value creation against cost booking.

b) Mitigating Low-Performing Resource Deployments.

c) Improving Procurement Acclimatization to ensure adaptability throughout the project life cycle, considering that cost perceptions may not always be dynamic.

The research team observed that while the community conceptualizes CSR for infrastructure-related projects, the actual implementation and resource deployment are directly handled by GWEL. Few procedural delays have been reported, impacting CSR's reputation in the community and in the long run affecting business interests. The research team emphasizes the importance of considering that cost savings today might translate into increased expenses tomorrow. Additionally, the foundation unit appears to be understaffed and the efficiency of the available manpower raises concerns.

The team has further dived into each segment being catered under the CSR activity to map the implementation and management arrangements, elaborated below;

8.3 EDUCATION

8.3.1 Input

Corporate Social Responsibility (CSR) initiatives in the education sector are crucial for fostering sustainable development and addressing social challenges. Here are some ways in which GWEL CSR has contributed to the education sector as part of their CSR initiatives:

1. Technology in Education
2. Community Libraries
3. Adopting Schools:

Providing access to technology and digital resources is another common CSR initiative. GWEL CSR has donated computers, tablets and have supported the implementation of technology enabled digital platforms in schools. By establishing and supporting community libraries GWEL CSR has contributed to increased access to books and educational materials, fostering a culture of reading and learning. GWEL CSR has chosen to "adopt" schools in the communities where they operate. This involves ongoing support, ranging from infrastructure development to educational programs and resources.

8.3.2 Outcome for the organization:

CSR initiatives in education can yield several positive outcomes for organizations, aligning with their commitment to social responsibility and sustainable development. Here are specific outcomes for GWEL CSR can envisage from implementing programs in Education.

1. Stakeholder Engagement and Loyalty.
2. Increased Employee Morale and Productivity.
3. Positive Public Relation and Media coverage.
4. Alignment with Sustainable Development Goals (SDGs).
5. Positive Regulatory and Government Relations.

GWEL CSR initiatives have resonated with various stakeholders, including customers, employees, investors and local communities. Positive social contributions can foster loyalty and engagement among these groups. GWEL Employees take pride in working for socially responsible organizations. Engaging in meaningful CSR initiatives, especially in education, has boosted employee morale and productivity. Positive media coverage helps in enhancing company's public relation and provided opportunities for positive storytelling. Aligning CSR initiatives towards SDG reinforced the GWEL's commitment to broader societal objectives. It also fostered positive relationship of GWEL with regulatory bodies and governments, potentially leading to favourable policies or partnerships.

8.3.3 Impact on the Society at large:

The impact of GWEL CSR initiatives in education on nearby villagers has been substantial and multifaceted in terms of social development and empowering individuals. Here are several potential impacts of such initiatives on nearby villagers:

1. Enhanced Learning Environment
2. Community Empowerment
3. Economic Development
4. Cultural and Social Integration
5. Reduction of Social Disparities

Investments in infrastructure, such as classrooms, libraries, and sanitation facilities, have created a conducive and comfortable learning environment for students in nearby villages. Education-focused CSR programs often empower the entire community. Informed and educated villagers are better equipped to make informed decisions, actively participate in local governance and advocate for their needs. The improved education can contribute to economic development within the community. Villagers with enhanced skills and education will be better positioned to participate in local businesses or pursue entrepreneurial ventures. Education further fosters cultural and social integration. By supporting educational initiatives, organizations contribute to the preservation of local cultures and traditions while promoting social cohesion

within the community. Education has the potential to reduce social disparities within the community. By providing equal access to education, CSR initiatives contribute to a more equitable society.

8.3.4 Evaluation Scale:

EDUCATION			
Sr. No.	Indicators	Weights	2019 - 2023
1	Performance Outcome	10	9
2	Efficiency	10	9
3	Effectiveness	10	9
4	Management Arrangement	10	9
5	Community Perception	10	9
6	Visibility	10	8
	Final Score	60	53

Each indicator is given a score from 1 to 10, with 10 representing the highest level of performance. The final score is calculated by summing the weighted scores of each indicator. In this example, the education system achieved a final score of 53 out of 60, indicating a relatively high level of performance across the assessed indicators.

8.3.5 Specific Observations:

The ASLC program, designed to enhance the performance of struggling students, beneficiaries perceive it as tuition classes. The CSR team can focus on this gap and enhance the education awareness in the community.

8.4 Health Hygiene and Sanitation:

8.4.1 Input:

GWEL CSR initiative have been focusing on health, hygiene and sanitation that play a crucial role in improving the well-being of communities. These initiatives address fundamental aspects of public health, contribute to disease prevention and enhance overall quality of life.

1. Clean Water Access
2. Sanitation Facilities
3. Community Health Clinics
4. Maternal and Child Health Programs
5. Access to Medications
6. Nutrition Programs
7. Collaboration with Local Health Authorities

GWEL CSR initiative has provided access to clean and safe drinking water. This has helped to prevent waterborne diseases and improve overall community health. Constructing and improving sanitation facilities, including toilets and sewage systems, has contributed to better hygiene practices and has reduced the spread of water borne diseases associated with

poor sanitation. Establishing or supporting community health clinics have ensured that villagers have access to basic healthcare services, including vaccinations, maternal care and general medical check-ups.

Focusing on maternal and child health through initiatives such as prenatal care, nutrition programs and vaccination campaigns have contributed to healthier communities. Providing access to essential medications and medical supplies, especially in remote and under served areas, is a significant contribution to healthcare by the GMRVF. Implementing nutrition programs, especially for vulnerable populations such as children and pregnant women has contributed to improved overall mental and physical health. Collaborating with local health authorities and community leaders has ensured that CSR initiatives are aligned with the specific needs and priorities of the community.

8.4.2 Outcome for the organization:

GWEL CSR is leveraging various positive outcomes from the implementation of health, hygiene and sanitation programs. These outcomes not only contribute to the well-being of the community but can also enhance the organization's reputation and overall sustainability. Here are specific outcomes for an organization implementing CSR initiatives in Health and Hygiene.

1. Increased Productivity.
2. Employee Health and Well-being.
3. Employee Satisfaction and Engagement.
4. Risk Mitigation for Operations.
5. Brand Loyalty and Consumer Trust.
6. Alignment with Sustainable Development Goals (SDGs).

A healthier population is generally more productive. By addressing health and hygiene, GMRVF has contributed to a workforce that is better equipped to engage in economic activities. CSR initiative including employee-focused health programs, have resulted in a healthier and more engaged workforce, potentially reducing absenteeism and improving productivity. Employees who are part of CSR initiatives, especially those focused on health, have experienced increased job satisfaction and engagement due to their participation in meaningful and impactful projects.

Addressing health and hygiene issues in the community has reduced the risk of disease outbreaks that might otherwise impact the GWEL's operations. Consumers increasingly prefer to support organizations that demonstrate a commitment to public health and hygiene. This has led to increased brand loyalty and consumer trust. Health and hygiene initiatives often align with global sustainability goals, contributing to the achievement of objectives outlined in the United Nations' Sustainable Development Goals.

8.4.3 Impact on the Society at large:

The impact of Corporate Social Responsibility (CSR) initiatives in health and hygiene on nearby villagers can be significant and transformative. When GMRVF invests in programs that address health and hygiene issues, they contribute to the overall well-being of the community. Here are several potential impacts of such initiatives on nearby villagers:

1. Disease Prevention.
2. Improved Sanitation.
3. Access to Clean Water.
4. Enhanced Maternal and Child Health.
5. Increased Awareness.
6. Improved Quality of Life.
7. Resilience to Health Emergencies.
8. Long-Term Sustainable Impact.

CSR initiatives focusing on health and hygiene contribute to disease prevention, reducing the incidence of waterborne diseases, vector-borne illnesses and other preventable health issues in the community. Investments in sanitation facilities, such as the construction of toilets and sewage systems, lead to improved hygiene practices and a reduction in water contamination, enhancing overall community health. Projects that provide access to clean and safe drinking water improve the health of villagers by preventing waterborne diseases and promoting general well-being.

Health-focused CSR initiatives often include programs that support maternal and child health, leading to healthier pregnancies, better child nutrition, and reduced maternal and child mortality rates. Health awareness campaigns contribute to increased knowledge about preventive healthcare measures, nutrition, and the importance of hygiene, fostering a culture of health within the community. Health and hygiene initiatives contribute to an overall improvement in the quality of life for villagers, enhancing their physical well-being and mental health. A community with a strong foundation in health and hygiene is more resilient to health emergencies, capable of responding effectively to outbreaks or other health challenges. Sustainable CSR initiatives ensure that the positive impacts on health and hygiene are maintained over the long term, contributing to the overall development of the community.

8.4.4 Evaluation Scale:

	HEALTH & SANITATION		
Sr. No.	Indicators	Weights	2019 - 2023
1	Performance Outcome	10	9
2	Efficiency	10	9
3	Effectiveness	10	9
4	Management Arrangement	10	8
5	Community Perception	10	9
6	Visibility	10	8
	Final Score	60	52

Scores ranging from 1 to 10 are assigned to each indicator, with 10 representing the highest level of performance. The final score is calculated by summing the weighted scores of each indicator. The health and sanitation sector has achieved a final score of 52 out of 60, suggesting a relatively strong performance overall across the assessed indicators, though slightly lower compared to the education sector.

8.4.5 Specific Observations:
• The Nutrition Centre effectively administers nutrition supplements but the 'GUDIA' model in the same project is not well-followed by beneficiaries, indicating areas where the implementation has lacked precision.
• Initially the Nutrition Centre's impact was limited to the expecting mother's. Lately the PD health approach has been adopted to impact the household level food habits.
• A common issue observed in all programs was a dilution of clarity and vision from leadership to the ground level, where the program ultimately impacts.
It's crucial to note that these observations were made within a limited timeframe during the study and generalization without proper evidence is cautioned.

8.5 Empowerment and Livelihood

8.5.1 Input
Corporate Social Responsibility (CSR) initiatives that focus on empowerment and livelihood aim to create sustainable positive impacts on communities by providing them with the tools and resources to improve their economic and social well-

being. Here are various ways in which GMRVF has contributed to the empowerment and livelihood as part of their CSR initiatives:

1. Skill Development Programs
2. Vocational Training
3. Livelihood Diversification
4. Women's Empowerment
5. Agricultural Development
6. Employment Opportunities
7. Access to Markets

Implementing training programs to enhance the skills and capabilities of community members, particularly in areas relevant to local industries or emerging sectors has empowered individuals to secure better livelihoods. Offering vocational training programs has equipped the community members with practical skills by enhancing their employability in various sectors. Encouraging and supporting diversification of livelihoods have enhanced community resilience by reducing dependence on a single source of income. Implementing initiatives that specifically empower women, including training, access to education, and support for women-led businesses has contributed to overall community development.

Supporting sustainable agricultural practices, providing access to modern farming techniques and facilitating market linkages have improved the livelihoods of individual's dependent on agriculture. Creating employment opportunities, either through direct hiring or by encouraging local businesses to expand, contributes to improved livelihoods for community members.

GWEL CSR initiatives have facilitated the access to larger markets, both locally and globally, enabling community members to sell their products and services, expanding their economic reach.

8.5.2 Outcome for the organization:

CSR initiatives focused on empowerment and livelihood can yield several positive outcomes for both the organization and the communities it serves. These outcomes go beyond immediate social impact and can contribute to the overall sustainability and success of the organization. Here are specific outcomes for GWEL for implementing empowerment and livelihood-focused CSR initiatives:

1. Talent Attraction and Retention
2. Risk Mitigation
3. Innovation and Learning Opportunities
4. Strategic Community Partnerships
5. Measurable Social Impact

CSR initiatives that contribute to community empowerment and livelihood improvement can attract top talent and contribute to employee retention by showcasing the GWEL's commitment to social impact. Proactive engagement in empowerment and livelihood-focused CSR initiatives can help GWEL mitigate certain risks, including reputational risks associated with negative social impacts. Implementing empowerment and livelihood-focused initiatives often requires innovation and learning. GWEL can gain valuable insights and experiences that may lead to improved business practices and strategies.

Collaborating with local communities, NGOs and relevant stakeholders through empowerment and livelihood initiatives can establish long-term partnerships, enhancing the GWEL's role as a responsible and valued community member. GWEL can showcase the tangible and measurable social impact of their empowerment and livelihood-focused CSR initiatives, reinforcing its commitment to making a positive difference.

8.5.3 Impact on the Society at large:

The impact of Corporate Social Responsibility (CSR) initiatives in employment and livelihood on nearby villagers can be transformative, enhancing their economic opportunities and overall quality of life. Here are several potential impacts of such initiatives:

1. Job Creation
2. Income Generation

3. Economic Diversification
4. Entrepreneurship Opportunities
5. Access to Markets
6. Poverty Alleviation
7. Social Mobility
8. Education and Skill Transfer
9. Community Engagement
10. Gender Empowerment
11. Environmental Stewardship

GWEL CSR initiatives focused on employment and livelihood have created job opportunities for nearby villagers, addressing unemployment and underemployment in the community. By providing employment opportunities or supporting livelihood projects, CSR initiatives contribute to increased household income for nearby villagers, improving their financial stability. Initiatives that support various livelihood options encourage economic diversification within the community, reducing dependency on a single source of income and enhancing overall economic resilience.

CSR initiatives that support entrepreneurship provide villagers with the resources and knowledge needed to start and manage their own businesses, have fostered economic self-sufficiency. Initiatives that connect local producers or artisans with larger markets have created opportunities for nearby villagers to sell their products, expanding their reach and potential customer base. By addressing unemployment and enhancing income-generating activities, GMRVF CSR initiatives have contributed to poverty alleviation within the community. Employment opportunities and livelihood support have enabled social mobility, allowing individuals and families to improve their socio-economic status over time.

CSR initiatives that provide skill transfer opportunities have contributed to the long-term empowerment of nearby villagers, allowing them to acquire knowledge that is applicable to various fields. Active involvement in employment and livelihood projects has fostered a sense of community engagement and collaboration, strengthening social bonds. CSR initiatives have promoted gender equality by providing employment and entrepreneurship opportunities for both men and women, contributing to the empowerment of women in particular. Initiatives that support sustainable livelihoods often promote environmental stewardship, encouraging practices that are both economically viable and environmentally friendly.

8.4.4 Evaluation Scale:

	EMPLOYMENT & LIVELIHOOD		
Sr. No.	**Indicators**	**Weights**	**2019 - 2023**
1	Performance Outcome	10	9
2	Efficiency	10	8
3	Effectiveness	10	9
4	Management Arrangement	10	8
5	Community Perception	10	8
6	Visibility	10	8
	Final Score	**60**	**50**

Scores ranging from 1 to 10 are assigned to each indicator with 10 representing the highest level of performance. The final score is calculated by summing the weighted scores of each indicator. The employment and livelihood sector has achieved a final score of 50 out of 60 suggesting a moderate level of performance across the assessed indicators.

8.5.5   Specific Observations:

The Grain Cash Seed Bank played a significant role in helping farmers escape a debt trap for buying seeds, but beneficiaries often overlook this positive change and focus on deficient aspects not part of the CSR input design. This discrepancy arises due to inadequate 'outcome communication' at the base of the pyramid.

8.6 FGD Responses

8.6.1 Good Practices by GWEL CSR:

1) Drainage system constructed in different villages which is approximately 7000 m long.
2) GWEL CSR supports all cultural activities and festivals and deeply involved with local culture.
3) RO water has improved the health condition of people by reducing the High content of fluoride in water which caused severe damage to the teeth and bones.
4) Every week fuming and fogging is done in the villages to keep mosquitoes and other insects at bay.
5) GWEL CSR has tied up with Datta Meghe Hospital for Health Check-up which happens twice every week, 8am to 10am.
6) Marriage proposals for prospective grooms and brides have increased due to GMR efforts on community up-liftment.
7) On account of MMU Medical expenses have reduced as travelling has reduced also free medicines are provided at the MMU.
8) Overall health condition of the villagers has improved.
9) Furniture is donated by GWEL CSR to schools & gram Panchayat's.
10) Projector, TV, Audio System are provided by GWEL CSR to the schools.
11) ASLC initiative in a way takes care for homework. Students are actively involved to study and complete various tasks.
12) VTC students plan to set up their own parlour's / mobile shops with or without government financial support.

8.6.2 Suggestions by the Stakeholders:

1) Timings of MMU should be increased.
2) Yoga Trainer for females can be appointed.
3) VTC Course training should be including Advance tools & Software.
4) More variety of seeds to be provided under GCS bank.

8.6.3 Areas of Concern:

1) Once a week between 3-5 pm, 80-90 people visit MMU, which is not a sufficient time to cater to 80-90 patients.
2) For Blood Test / Urine test the patients have to travel far to private clinics and labs which are expensive.
3) MMU need extra technician, staff for various blood test and other routine test.
4) Needs equipment for blood testing and other basic lab tests.
5) Women need a gynaecologist to address their specific needs.
6) Teachers have to be trained in English Language to impart communication skills.
7) VTC centre is very far from the villages, students have to travel over 25 kms to reach.

Disclaimer:

The percentages mentioned here do NOT signify a reflection of the current level of achievement or accomplishments. When an activity is marked as 100%, it indicates that the activity is entirely aligned with the relevant Indicators. However, it does not imply that the activity encompasses all aspects under that Indicator. Nonetheless, if the relevance is established through observation and interaction, it is considered as being present.

Assess alignment of GWEL CSR activities in line with Sustainable Development Goals (SDGs)

CHAPTER

9

9.1 Brief Overview:

GWEL CSR has demonstrated a strong commitment to Corporate Social Responsibility (CSR) by aligning its initiatives with the United Nations' Sustainable Development Goals (SDGs). In all its pillars encompassing 11 activities, the SDG alignment is visible and an attempt has been made in this chapter to assess the degree of its alignment.

The Sustainable Development Goals (SDGs) were embraced on September 25, 2015, by 193 nations in continuation of the Millennium Development Goals. These SDGs are centred on eradicating poverty, safeguarding the environment and ensuring prosperity for all, forming a fresh sustainable development agenda. A total of 17 goals, 249 indicators and 169 targets have been established with a vision to accomplish them by 2030. Realizing these objectives necessitates a joint commitment from government, corporations and civil society organizations. GWEL CSR endeavours to harmonize its CSR initiatives with the SDGs in its planning and this section assesses whether project interventions are in accordance with the SDGs.

9.2 GMRVF CSR initiatives mapped against the relevant SDG Goals:

Below mentioned is a brief overview of how GMRVF's CSR initiatives are mapped against relevant SDG goals:

1) **No Poverty (SDG 1):** Pratibha Library, Vocational Training Centre and Grain Cash Seed Bank are the activities which have notable alignment with SDG 1.

2) **Zero Hunger (SDG 2):** Towards achievement of SDG 2 the activities contributing include Primary Health Clinic, Nutrition Centre, MMU and GCS Bank. Agricultural Program which are supporting SRI, SWI, Improved varieties and Improved Agricultural Practices to enhance production, reduce production cost, using food processing technology. Special focus on Old Age people and supporting government initiative on Malnutrition also get mapped to SDG 2.

3) **Good Health and Well-being (SDG 3):** Primary Health Care, Nutrition Centre, Individual Sanitary Lavatory, RO Water ATM and MMU initiatives by GMRVF contribute to SDG 3 and additionally with other SDG's which aims to ensure healthy lives and well-being for all ages. The activities further include Health Awareness Programs, Fogging, Community Toilets, Road Safety Awareness Programs, Outreach Health Services, Medical Camps and Vaccination.

4) **Quality Education (SDG 4):** GMRVF's educational initiatives, such as the Government School Support, After School Learning Centre, E-Education and Learning Centre, Pratibha Library and Vocational Training promote quality education, primarily aligning with SDG 4's goal of ensuring inclusive and equitable education for all. Few other activities aligning to SDG 4 include Transportation Services for Girls, Inclusive Education Program at Samarth and Adult Literacy Centres.

5) **Gender Equality (SDG 5):** In every activity being conducted by GWEL CSR there is an equal opportunity for the genders. All 11 activities align under the study and offer equal opportunity to women and men. Multiple programs are being organised for SHG's and for adolescent girls to create awareness on Gender Equality.

6) **Clean Water and Sanitation (SDG 6):** GWEL CSR's projects that focus on providing clean and safe drinking water (RO Water ATM), Individual Sanitary Lavatory are very much aligned to SDG 6, these activities strive to ensure access to clean water and adequate sanitation for all. The foundation has further started developing water harvesting structures for restoration of watershed at micro level.

7) **Decent Work and Economic Growth (SDG 8):** GWEL CSR's commitment to skill development, entrepreneurship and employment opportunities in terms of Vocational Training Centre aligns with SDG 8. Further with respect to Government School Support it has a marginal alignment with respect to sub goal (8.7), thus promoting inclusive and sustainable economic growth in the communities it serves.

8) **Partnerships for the Goals (SDG 17):** GMRVF collaborates with various stakeholders, including government agencies, NGOs and communities, in pursuit of common objectives, thereby promoting partnerships for achieving the SDGs. Government School Support, ASLC, E Education Learning Centre, Pratibha Library, PHC, Nutrition Centre, RO Water ATM, Individual Sanitary Toilet, Mobile Medical Unit and Vocational Training Centre are aligned with SDG 17.

9.3 Analysis Framework:

In today's context, most CSR projects are well-informed about the Sustainable Development Goals (SDGs) and actively strive to align their initiatives with these goals. For many organizations, this alignment represents a continuation of the Millennium Development Goals (MDGs). The SDGs encompass more than 150 specific targets spread across 17 distinct goals. However, the intricate details are where many CSR projects tend to deviate from the SDGs. In this study, after thorough analysis, we could narrow down our focus to 8 out of 14 SDGs and examine 11 CSR projects/activities performed under GWEL CSR. After analysing the 2019 impact assessment report, it was determined that using the same scale would make it reasonable to compare and comprehend the SDG alignment. With this in mind, an analysis framework was developed, as shown in the table below:

Assessment Point	Evaluation	Weight (Max)
Is the SDG# present in CSR Programs?	Yes = 5 , No = 0, Partly =3	5
Did SDG trigger the inception of the component or was it an ongoing component before SDG adoption?	Yes =5 No = 0, Partly =3	5
Specific Awareness among Foundation Leadership	Yes =2 No = 0, Partly =1	2
Specific Awareness among Foundation Staff	Yes =2 No = 0, Partly =1	2
Specific Awareness among Foundation Volunteers	Yes =2 No = 0, Partly =1	2
Specific Awareness among Community and Beneficiaries	Yes =2 No = 0, Partly =1	2
Specific Awareness among Senior Management GWEL	Yes =2 No = 0, Partly =1	2
Does the component design carry the specific target by 2030 within the goal?	Yes = 20, No=0, Partly =10	20
Has specific SDG training been imparted at staff level ?	Yes =10 No = 0, Partly =5	10
Does component goal sheet carry annual SDG targets in quantitative format ?	Yes =5 No = 0, Partly =3	5
Has the component implementation resulted into a change in problem area measurable as per the evaluation scale?	Above 60%=25, Between 50% and 60%=20, Between 30% and 50%=15, Less than 30%=10	25
Visual Communication (IEC) regarding current and targeted level of achievement of targets in terms of specific SDG ?	Yes = 5 , No = 0, Partly =3	5
Does the component directly create an impact against the SDG Goal?	Yes=15, No=0, Partly -7	15
	Total	100

As there are more than one SDG's getting aligned to the activities all the components are evaluated individually with above scheme and the average has been calculated to identify the SDG Alignment.

This table is an assessment framework or scoring system designed to evaluate the alignment and effectiveness of a Corporate Social Responsibility (CSR) program with the United Nations Sustainable Development Goals (SDGs). The table consists of various criteria, each assigned a specific weight (max score) and different response options with corresponding scores. The total score for each assessment is capped at 100 points.

1. **Assessment Points:** The criteria or aspects that are being evaluated in the CSR program.

2. **Evaluation:** The scoring system, where respondents can choose between "Yes," "No," or "Partly." Each response has an associated numerical score.

3. **Weight (Max):** The maximum score assigned to each criterion, indicating its relative importance in the overall assessment.
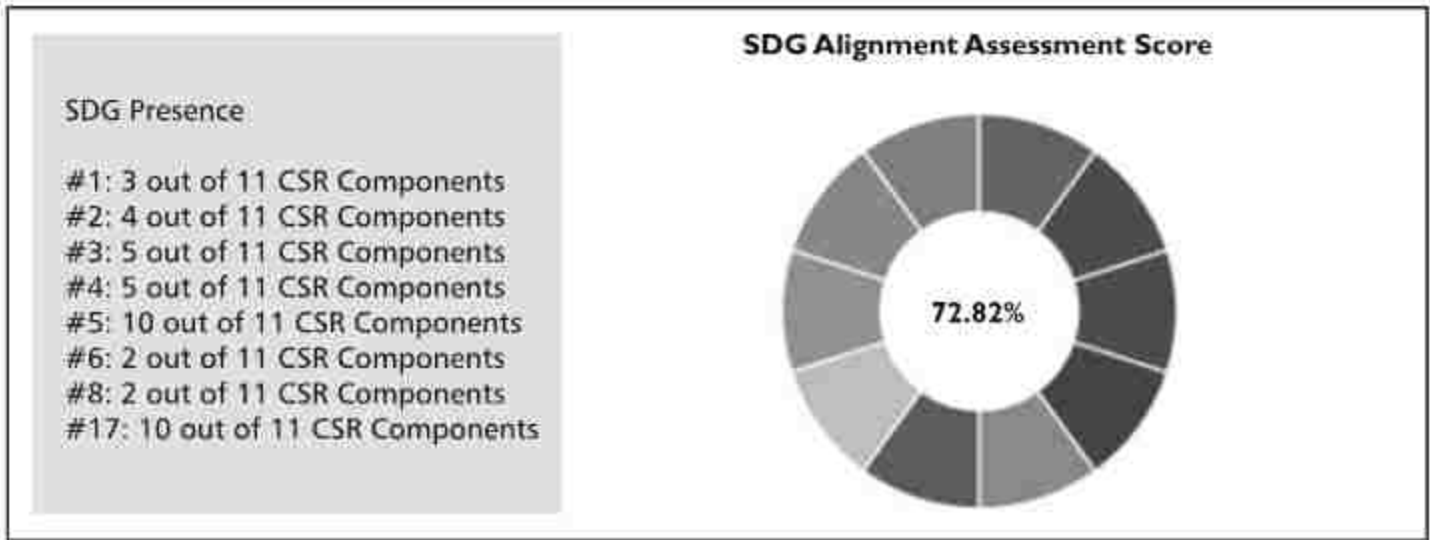
4. **Criteria and Scoring:**
   - **Presence of SDG# in CSR Programs :** Evaluates whether the specific SDG is incorporated into the CSR program.
   - **Trigger for Inception :** Determines if the component was initiated due to the SDG or if it existed before SDG adoption.
   - **Awareness Among Different Stakeholders :** Measures the awareness of SDGs among Foundation leadership, staff, volunteers, other partners and community/beneficiaries.
   - **Specific Target by 2030 :** Checks if the component's design includes specific targets aligned with the SDG by the year 2030.
   - **SDG Training :** Assesses whether specific SDG training has been provided at the staff level.
   - **Quantitative Targets :** Examines if the component's goal sheet includes annual SDG targets in a quantitative format.
   - **Change in Problem Area :** Determines if the component's implementation has resulted in measurable changes in

• **Visual Communication (IEC)**: Evaluates the presence of visual communication (Information, Education, and Communication materials) regarding the achievement of SDG targets.

• **Direct Impact on SDG Goal**: Assesses if the component directly contributes to achieving the SDG goal.

5. Total: The sum of scores obtained for each criterion, with a maximum possible total score of 100.

CSR Initiatives at GWEL	Relative % to selected SDG's	SDG Alignment Assessment Score (Max 100)
Govt. School Support	#4: 97% #5: 92% #8: 42% #17: 42%	68.25%
After School Learning Centre	#4: 90% #5: 81% #17: 32%	67.67%
E-Education Centre	#4: 85% #5: 72% #17: 29%	62.00%
Pratibha Library Centre	#1: 61% #4: 77% #5: 67% #17: 40%	61.25%
Primary Health Centre	#2: 53% #3: 98% #5: 61% #17: 64%	69.00%
Nutrition Centre	#2: 53% #3: 98% #5: 86% #17: 56%	73.25%
RO Water ATM	#3: 93% #5: 98% #6: 93% #17: 76%	90.00%
Individual Sanitation Lavatory	#3: 83% #5: 100% #6: 86% #17: 49%	79.50%
Mobile Medical Unit	#2: 57% #3: 83% #5: 76% #17: 81%	74.25%
Vocational Training Centre	#1: 70% #4: 75% #5: 61% #8: 74% #17: 47%	65.40%
Grain Cash Seed Bank	#1: 85% #2: 96%	90.50%

SDG Alignment Assessment Score

SDG Presence

#1: 3 out of 11 CSR Components
#2: 4 out of 11 CSR Components
#3: 5 out of 11 CSR Components
#4: 5 out of 11 CSR Components
#5: 10 out of 11 CSR Components
#6: 2 out of 11 CSR Components
#8: 2 out of 11 CSR Components
#17: 10 out of 11 CSR Components

72.82%

The above table indicates information on the relevant percentage of each initiative mapped with specific SDGs and provides an assessment score out of 100 for each initiative.

Key Components and Information:

1. CSR Initiatives: Total 11 CSR initiatives.

2. Relevant % to Selected SDGs: For each CSR initiative, the table indicates the percentage relevance to specific SDGs, with variations across SDGs.

3. SDG Alignment Assessment Score (Max 100): Each CSR initiative is assigned a score out of 100, indicating the degree of alignment with selected SDGs i.e. 72.82%.

4. SDG Presence: The table summarizes the overall presence of SDGs across all CSR components, providing the number of components aligned with each specific SDG out of the total 11 CSR components.

This table allows for a comprehensive evaluation of the extent to which each CSR initiative contributes to and aligns with specific SDGs. The provided scores and percentage relevance offer insights into the overall impact and focus areas of

9.3.4 Focus & Targets in relation to aligned eight SDG's:

(The focus and targets mentioned in the table below are based on the programme design as shared by the foundation staff through verbal interviews and brain storming tools. The % mentioned here do NOT indicate any reflection to current level of achievement or accomplishments. An activity focus with 100% means that the activity is aligned fully with the relevant SDG and NOT that the activity covers all the areas under the FDG, similarly the target % only indicate as collectively all the activities related to a particular SDG cover how many targets under their indicators out of total number of targets defined in that particular SDG. Here it does not mean that the GWEL CSR is meeting those targets at the current point of time, it only reflects their direct or indirect presence in the programme or component implementation design. In many programmes there is no written design draft or where there are they may not directly refer to SDG in text, though if the relevance is established by observation and interaction the same is counted as present.)

Focus & Target Alignment of components with SDG's

SDG Titles	SDG Goals	Sub-Goals	Focus & Target Alignment in GWEL CSR
Goal #1 72.00%	End poverty in all its forms everywhere.	Eradicate Extreme Poverty, Mobilization of Resources	**Focus:** Pratibha Library Centre – 61% Vocational Training Centre – 70% GCS Bank – 85% **Targets:** Aligned partially with Pratibha Library, VTC and notably aligned to GCS Bank. 6 out of 13 Indicators present in the programmes.
Goal #2 64.75%	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	End Hunger, End Malnutrition, Agricultural Productivity	**Focus:** Primary Health Care Centre – 53% Nutrition Centre – 53% Mobile Medical Unit – 57% GCS Bank – 96% **Targets:** Technically not defined. PHC, NC & MMU have partial alignment with defined week days to serve the beneficiaries. GCS bank has notable alignment. 10 out of 14 Indicators present in the programmes.
Goal #3 91.00%	Ensure healthy lives and promote well-being for all at all ages	Maternal Mortality Rate, Preventable deaths, Premature Mortality, Health Financing	**Focus:** Primary Health Care Centre – 98% Nutrition Centre – 98%, RO Water ATM – 93%, ISL – 83%, Mobile Medical Unit – 83% **Targets:** PHC & Nutrition centre has the visible targets related to Health and of MMR, IMR and Institutional Child Birth. MMU are scheduled in defined frequency at outreach villages. 16 out of 28 Indicators present in the programmes.
Goal #4 84.80%	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Free Education, Childhood Development, Affordable Tertiary Education, Education Facilities, Qualified Teachers	**Focus:** Government School Support – 97% ASLC – 90% E-education & Learning Centre – 85% Pratibha Library – 77%, Vocational Training Centre – 75% **Targets:** Almost all the targets are linked with one or the other components. 10 out of 12 Indicators present in the programmes.
Goal #5 79.40%	Achieve gender equality and empower all women and girls	Discrimination, Women Leadership	**Focus:** Government School Support – 92%, ASLC – 81%, E-education – 72%, Pratibha Centre – 67% Primary Health Care Centre – 61%, Nutrition Centre – 86% RO Water ATM – 98%, ISL – 100% Mobile Medical Unit – 76%, Vocational Training Centre – 61% **Targets:** Not technically defined in many of the projects, but all activities are inclusive in nature. Nutrition centre has the aspects slightly linked with reproductive rights & vocational trainings lead to financial independence. 8 out of 14 Indicators present in the programme.
Goal #6 89.6%	Ensure availability and sustainable management of water and sanitation for all	Water Quality, Water Use, Water Resource Management	**Focus:** RO Water ATM – 93% ISL – 86% **Targets:** Clearly mentioned in the project design. 8 out of 11 Indicators present in the programme.
Goal #8 58%	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Youth Employment, Per Capita Income	**Focus:** Government School Support – 42% VTC – 74% **Targets:** Has partial contribution to GSS by way of reducing child labour and motivating children to attend school. Notable alignment with VTC. 6 out of 16 Indicators present in the programme.
Goal #17 51.60%	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.	Multi-stakeholder Partnerships, Capacity Building	**Focus:** Government School Support – 42%, ASLC – 32% E education – 29%, Pratibha Centre – 40% Primary Health Care Centre – 64%, Nutrition Centre – 56% RO Water ATM – 76%, ISL – 49% Mobile Medical Unit – 81%, Vocational Training – 47% **Targets:** Most of the activities have partial alignment. Decent alignment for MMU, RO Water ATM. 4 out of 24 Indicators present in the programme.

Note: The indicators used in this study refer to the global indicator framework after 2023 refinement.

SDG Alignment Score:

72.82%

Average Target Alignment Score: (68/132)

51.52%

Indicator Presence (%): An attempt has been made to precisely map the activities to the indicators with the SDG framework, with the intent & spirit the value has been measured to be around 55.26%

55.26%

The table above outlines the alignment of each CSR initiative with relevant SDG goals, sub-goals and their respective targets.

1.SDG Goals and Sub-Goals:
• The table covers several SDGs, each with its associated goals and sub-goals.
• Goals include ending poverty, hunger, promoting health, ensuring education, achieving gender equality, managing water resources, fostering economic growth and strengthening global partnerships.

2. Focus & Target Alignment in GWEL CSR:
• Each CSR initiative (e.g., Pratibha Library Centre, Vocational Training Centre, GCS Bank, etc.) is evaluated for its focus and target alignment with specific SDGs.
• The focus percentage indicates the degree of alignment with the stated goal.
• Targets are assessed in terms of alignment and the number of indicators present in the programs is counted.

3. Summary of Findings:
• For each SDG, the table provides a detailed assessment of the alignment of CSR components, highlighting the focus, targets and the number of indicators present in the programs.
• The findings suggest the extent to which each CSR initiative contributes to the selected SDGs.

4. Indicator Presence:
• The table mentions the total number of indicators present in the programs for each SDG, providing a quantitative measure of program coverage.

5. Overall Alignment:
• The table concludes with an overall assessment of the number of CSR components aligned with each SDG, providing a comprehensive view of GWEL's contributions to different sustainable development goals.

This table enables a quick and structured understanding of how each CSR initiative at GWEL aligns with specific SDGs, offering insights into the organization's focus areas and contributions to sustainable development.

9.4 GWEL Employees Awareness:
A survey was conducted amongst GWEL Employees to capture the level of understanding, awareness and involvement in CSR activities, with respect to SDG;

Total 127 GWEL employees participated in the questionnaire below.

S. No.	Questions	Responses				
		Totally Agree	Agree	Neutral	Disagree	Totally Disagree
1	My organization encourages me to contribute towards its CSR initiatives.	104	16	3	2	2
2	I contribute in multiple ways (other than the organizations CSR activities) towards the benefit of the society.	75	35	12	2	3
3	My Organization keeps me updated on regular basis about the CSR initiatives undertaken.	96	23	4	2	2
4	My family members / neighbours / extended family members have benefited from the CSR initiatives of my organization.	46	28	27	2	24
5	I am comfortable to work beyond office hours towards the CSR initiatives of my organization.	82	29	12	2	2
6	My organization supports a diverse and inclusive work environment whereby my suggestions are heard and implemented.	82	32	10	2	1
7	My organization does not practise any form of discrimination, harassment, or unequal treatment at the workplace.	97	18	8	2	2

Question 1: My organization encourages me to contribute towards its CSR initiatives.

• A significant majority (82%) of respondents strongly feel that their organization actively encourages their participation in CSR initiatives, indicating a positive organizational culture.

• Only a small proportion (4%) express disagreement with this statement, suggesting that a minority may not feel encouraged in this regard.

Question 2: I contribute in multiple ways (other than the organization's CSR activities) towards the benefit of society.

• Responses indicate a mixed pattern, with a substantial number (59%) expressing a strong commitment to contributing to society beyond organizational CSR activities.

• However, a noteworthy portion (18%) appears to be neutral or in disagreement, suggesting varying levels of engagement in societal contributions.

Question 3: My organization keeps me updated on a regular basis about the CSR initiatives undertaken.

• The majority (94%) of respondents feel well-informed about their organization's CSR initiatives on a regular basis, showcasing effective communication channels.

• A negligible percentage (3%) indicates a lack of regular updates, which may be an area for improvement.

Question 4: My family members/neighbours/extended family members have benefitted from the CSR initiatives of my organization.

• There's a diversity of opinions, with a substantial portion (36%) acknowledging the positive impact of CSR initiatives on their family members.

• However, a significant number (40%) express a neutral stance or disagreement, suggesting a need for exploration into the perceived reach and effectiveness of these initiatives.

Question 5: I am comfortable working beyond office hours towards the CSR initiatives of my organization.
• A large majority (87%) of respondent's express comfort in extending their work hours for CSR initiatives, showcasing a high level of commitment and enthusiasm.
• Very few (3%) feel uncomfortable with this, highlighting a generally positive attitude towards additional efforts for social responsibility.

Question 6: My organization supports a diverse and inclusive work environment whereby my suggestions are heard and implemented.
• The responses overwhelmingly indicate a positive perception (90%) of the organization supporting diversity and inclusion, where employees feel their suggestions are valued.
• A small fraction (4%) feels their suggestions are not adequately recognized or implemented, indicating a potential area for improvement.

Question 7: My organization does not practice any form of discrimination, harassment, or unequal treatment at the workplace.
• The majority (91%) express confidence in their organization's commitment to a fair and inclusive workplace, where discrimination and harassment are not tolerated.
• A minority (8%) raises concerns about discriminatory practices, signaling a need for further exploration or measures to address perceived issues.

9.4.1 Potential impact on the organization:
Positive Impacts:
1. Employee Engagement and Morale:
• The positive responses regarding encouragement for CSR initiatives and a comfortable willingness to work beyond office hours for these initiatives indicate a high level of employee engagement and commitment.
• This engagement can contribute to a positive work culture, fostering a sense of purpose and community among employees.
2. Communication Effectiveness:
• The majority feeling well-informed about CSR initiatives suggests effective communication within the organization.
• This can lead to a better understanding of the organization's values and activities, enhancing trust and transparency between employees and leadership.
3. Diversity and Inclusion:
• The positive perception of a diverse and inclusive work environment is crucial for fostering creativity, innovation, and a positive organizational culture.
• Employees feeling that their suggestions are heard and implemented contributes to a sense of belonging and empowerment.

Areas for Improvement:
1. Societal Impact and Outreach:
• The varied responses regarding personal contributions to society beyond organizational CSR activities and the impact on family members suggest a need for the organization to explore ways to enhance its societal reach.
• Initiatives to better communicate the broader impact of CSR activities could increase employee involvement and community awareness.
2. Employee Alignment with Organizational Values:
• The diverse responses indicate varying levels of alignment with the organization's values, particularly in terms of societal contributions.
• Leadership may need to reinforce and clarify the organization's mission and values to ensure a shared understanding and commitment among employees.
3. Enhancing Family and Community Involvement:
• The organization could explore ways to involve family members and the local community more actively in CSR initiatives to enhance the perceived benefits and community impact.
Addressing these areas for improvement can contribute to overall organizational growth, employee satisfaction, and positive community impact. Regular feedback mechanisms and targeted initiatives can help align employee perceptions with organizational goals and values.

9.4.2 Suggestions for GWEL CSR on Aligning with SDGs:

To enhance the alignment of CSR initiatives with Sustainable Development Goals (SDGs), here are some suggestions based on the information provided:

1. Identify Key Impact Areas:
Evaluate the impact and relevance of each CSR initiative to specific SDGs. Consider conducting a comprehensive impact assessment to understand the effectiveness of each project in contributing to the selected SDGs.

2. Strengthen Government School Support (SDG #4):
Given the high relevance (97%) to SDG #4 (Quality Education), consider expanding and enhancing initiatives supporting government schools. Explore partnerships with educational institutions and organizations to further boost the quality of education.

3. Enhance After School Learning Centres (SDG #4,#5,#17):
Strengthen the alignment with SDG #17 (Partnerships for the Goals) by collaborating with local organizations and businesses to enhance after-school learning centres. This can create a more holistic approach to education, incorporating community involvement and support.

4. Leverage Technology for E-Education Centres (SDG #4,#5,#17):
Given the relevance to SDGs #4, #5, and #17, consider incorporating technology-driven solutions to enhance the effectiveness of e-education centres. This could involve online learning platforms, digital resources and partnerships with tech organizations.

5. Promote Health and Nutrition Initiatives (SDG #2,#3,#5,#17):
Given the high relevance to SDGs #2 (Zero Hunger) and #3 (Good Health and Well-being), focus on expanding and promoting health and nutrition initiatives. Collaborate with healthcare professionals and nutrition experts to ensure a comprehensive approach.

6. Expand the Reach of RO Water ATMs (SDG #3,#5,#6,#17):
Given the high alignment with multiple SDGs, consider expanding the reach of RO Water ATMs to underserved communities. This can address goals related to clean water, good health and partnerships for sustainable development.

7. Boost Individual Sanitation Lavatories (SDG #3,#5,#6,#17):
Enhance the impact on SDGs #3 (Good Health and Well-being) and #6 (Clean Water and Sanitation) by expanding individual sanitation lavatories. Consider community awareness programs to promote hygiene and sanitation practices.

8. Integrate Vocational Training with Local Industries & District Skill Development Plan (SDG #1,#4,#5,#8,#17):
Strengthen the alignment with multiple SDGs by integrating vocational training with local industries. This can promote economic growth, decent work and quality education, partnership for goals, fostering sustainable development.

9. Diversify Grain Cash Seed Bank (SDG #1,#4):
Diversify the activities of the Grain Cash Seed Bank to align with SDGs #1 (No Poverty) and #4 (Quality Education). Explore initiatives that promote sustainable agriculture practices and knowledge sharing.

10. Regularly Evaluate and Adjust Strategies:
Establish a periodic review process to assess the impact and relevance of each CSR initiative to SDGs. Adjust strategies based on feedback, changing community needs and emerging sustainability challenges.

11. Encourage Employee Involvement and Awareness:
Foster employee engagement by promoting awareness of CSR initiatives aligned with SDGs. Encourage employees to participate actively in projects that resonate with their interests and expertise.

By implementing the above suggestions, the organization can strengthen its alignment with SDGs and maximize its positive impact on sustainable development. Regular monitoring and evaluation will be essential to ensure ongoing relevance and effectiveness of CSR initiatives.

Disclaimer: The percentages mentioned here do NOT signify a reflection of the current level of achievement or accomplishments. When an activity is marked as 100%, it indicates that the activity is entirely aligned with the relevant SDG. However, it does not imply that the activity encompasses all aspects under that SDG. Similarly, the target percentages represent how many of the targets within a particular SDG are collectively covered by all activities related to that SDG, out of the total number of targets defined in that particular SDG. This does not imply that GWEL CSR has already achieved these targets at the present moment; it merely reflects their direct or indirect inclusion in the program or component design. In some programs, there may be no formal design document, and in cases where they do exist, they might not explicitly reference the SDGs in the text. Nonetheless, if the relevance is established through observation and interaction, it is considered as being present.