

TATA PROJECTS LIMITED



GENUINENESS RATHER THAN GENEROSITY

Tata Projects Limited undertakes a wide range of Corporate Social Responsibility initiatives which include: Skill Development, Providing Safe Drinking Water, Basic Education, Community Based Activities and more. The company endeavours to extend its life transforming support to the underprivileged and rural communities around its project sites and offices. Its employees believe in being Genuine rather than Generous.

KEY INITIATIVES

Skill Development

Today, rural India is facing a shortage of skilled resources and the construction sector is no exception. Hence, Tata Projects has stepped in to support the National Skill Development initiative by providing vocational and entrepreneurship training to the youth, thereby ensuring employment, higher productivity, income growth and development.

Providing Safe Drinking Water

The company has been providing safe drinking water to the communities through installation of community RO plants. With a view to make this sustainable, the company has been developing social entrepreneurs, who are trained to operate and maintain the plants efficiently.

Education

Tata Projects supports the educational requirements of children in schools currently under its purview. The company provides aided support to selected children to complete graduation in their chosen field.

CSR at a Glance

The efforts of the company impacted communities in general and people from Affirmative Action Communities in particular. The company through its policies, strategies and initiatives is consistently contributing to the Tata Group's mission of bringing quality life within the reach of all communities.

More than 0.4 million people have been benefitted through safe drinking water provided through community RO plants installed by the company.

More than 25,000 students have been benefitted through education imparted at 206 schools currently supported by the company.

More than 1,500 students have been trained by Tata Projects through its Skill Development initiatives.

SKILL DEVELOPMENT

Tower Erection Training

Ustadi is a programme specially designed and launched by Tata Projects to train people on tower foundation work, erection and stringing activities in power transmission and distribution sector. The program mobilizes and trains large numbers of unskilled youth to become semi-skilled in this sector thereby providing significant employment opportunities to those who get trained. As there is a severe scarcity of trained resources, employability options increase manifold. Most industry players tend to participate in acquiring such talent. This programme is taken up through developing an ecosystem of partners and leveraging on resources that are already available.



Linus Khulko (Case Study)

Linus Khulko, an unemployed youth from an underprivileged background, was identified by the Affirmative Action Coordinators at TMU Nagpur for training on tower erection. He was selected by the construction team at Nagpur for further training. After three months of training on tower erection, he was sent to transmission & distribution project sites for on-the-job training and later on he was engaged with the contractor at these sites for tower erection and stringing job. He then started earning a salary of Rs. 6,000/- per month. After gaining experience, he further underwent training as safety marshal at Hyderabad. Subsequently he is now employed at Gaya-Maithon, as a safety marshal with an initial salary of Rs.9000/- per month. Linus Khulko thanks Tata Projects for all the support.

Civil Construction Skills

Skilled labour for construction work is in short supply in India. Most of the youth due to poverty are unable to continue their education; hence, there is a lot of unskilled labour at the construction sites. Therefore, the company has initiated '**Earn While You Learn Programme**'. The unskilled labour at the sites is trained in Bar-bending, Masonry and Form Carpentry, while they work and earn their wages. This initiative has helped many youth become semi-skilled and earn their livelihood.

Safety Marshal

There is a huge requirement for safety marshals in the industries today, so Tata Projects has initiated safety training at transmission & distribution project sites to the school dropouts in order to provide employment as safety marshals.

Welding Training

The company is imparting basic welding training to students and is in the process of upgrading their skills to 3G welding in order to make them ready for the fabrication industry. These trained students are most sought after across the industry as skilled workforce by most contractors.

Lalbag Singh (Case Study)

Lalbag Singh, a native from Kandhamal district of Odisha, was in search of job to





support his family wellbeing. He met Brother Thomas who was a teacher in Cambridge School of Cuttack and got information

about the welding training at Tata Projects. He was then advised to contact the company's office to get admission into welding training programme at Ballarsha. He sent his application and got selected to undergo the course. After the successful completion of the course, he was sent to project site for on-the-job training. Presently, he is working at CPP Power project being constructed in Tuticorin. He has also overcome language difficulties to a large extent with the cooperation and help of the company's officials. He is very grateful to Tata Projects and is presently earning his livelihood with a salary of Rs. 9000/- per month.

Entrepreneurship Development Training

Entrepreneurship Development programmes for underprivileged candidates involve conceiving, planning, initiating and launching an economic activity or an enterprise successfully. Tata Projects has helped many candidates, who have come up with their own business ventures. The company has also developed social entrepreneurs by helping them set up community RO plants. These entrepreneurs not only provide safe drinking water to the communities, but on expanding their business they tend to hire more people, there by becoming successful employers.

Mahendra Shingare (Case Study)

Mahendra Shingare is from an underprivileged background. He always had the aim of doing something on his own. Under the guidance of his uncle, he joined the EDP programme sponsored by the company at Udyogwardhini. He initially had a negative frame of mind towards life, but after some initial behavioural inputs by Mr. Sunil Chandak a counsellor, his mindset changed. He then started working on opportunities, contacted various vendors and got good orders. He has now taken a shed on rental basis, installed some machines and employed 6-7 workers from the same community to generate good income. He has become a very positive person and has further motivated his five friends to join the next EDP programme to be started by Tata Projects & Udyogwardhini in October.



RO Technician

There is a huge requirement for RO technicians across India due to the increase in the deployment of RO plants to provide safe drinking water to the communities. To meet the growing demand, the company is imparting training to RO technicians who are employed by Tata Projects or others companies.

SAFE DRINKING WATER (RO PLANTS)

Tata Projects facilities safe drinking water through RO plants, in and around its project sites, labour camps and schools. The company also identifies social entrepreneurs and provides them help in setting up RO plants in the communities to provide safe drinking water.

(Case Study)

Mr. Chandrashekhar & B. Srinivas from Karimnagar District in Andhra Pradesh were passionate to do something on their own. At this juncture, the company as a part of its Affirmative Action Initiative of promoting entrepreneurs helped them set up the RO plant (1,000 LPH) by offering discounted price and providing additional training in operation and maintenance to their team. They have recovered the initial investment of Rs. 5.25 lakhs within 15 months and are now successful entrepreneurs.



EDUCATION

Academic Support

Projects improves the quality of education in government schools by providing additional teachers and counselling sessions to students & parents. Volunteers from the company take special classes for slow learners and provide additional coaching to the students from 6th to 12th standards through 'Volunteer to Teach Programme'.

Infrastructure Support

To bridge the gap of available infrastructure in government schools, the company has been constructing classrooms; toilets etc and is also instrumental in providing furniture, safe drinking water support, sports material and other essential items.



Scholarships

Tata Projects provides scholarships to both engineering and school students to continue their education, till they complete their graduation in their chosen fields so that they would be able to gain employment.



Lakshmi (Case Study)

Belonging to an unprivileged background, Lakshmi, an intelligent and ambitious girl was struggling to make ends meet due to her family's poor financial conditions. In the year 2007, she was on the verge of giving up her 5th class education due to her family financial constrains and illiteracy situation.

At this juncture, Tata Projects identified her talent and volunteered to support her as part of its Affirmative Action Initiative. With invaluable efforts from volunteers in conducting special classes for her, she had shown great improvement in her academic performance from 7th standard till 10th standard. The company offered her financial assistance to complete her 10th standard.

Volunteers were thrilled with her success in the 10th standard exams. But when enquired about her college joining details, she broke into tears by expressing her helplessness in continuing further education as her family could not support her for higher education due to financial burden. Then the volunteers

visited her home several times and spoke to her parents and convinced them that Lakshmi needs to be given an opportunity to fulfill her dreams of becoming an engineer. When the family finally agreed to allow her to continue her education, the volunteers too contributed money for her education. They personally went to the college and spoke to the principal and explained the story of Lakshmi. The college has also given discount on the fees and has provided text books.

Upon completing her 1st year of Intermediate with distinction, she is now preparing to complete her Intermediate and is on her way to become an engineer with aspiration to serve Tata Group as a token of gratitude for all the support given by Tata Projects.

Today, Lakshmi is full of hope for a better future and she is assured that the company is with her in achieving her dreams.

Volunteering Activities at Tata Projects

Volunteers visit and teach students in schools adopted by the company

Counselling sessions are held by the volunteers for students and parents

Volunteers are also involved in providing one-to-one mentoring of the students