

# REACHING OUT

CSR Newsletter from L&T Construction

Read the e-copy of all issues at <http://www.Intecc.com/homepage/common/reachingout.htm>

Volume - 8, Issue - 11

March 2022

## A MILLION IDEAS TO CHANGE THE WORLD



Today's students are the future. They are doers, problem-solvers, leaders; they have the power to shape the world.

'Engineering Futures', an L&T-STEM programme, in association with the American India Foundation, is an initiative that has opened many doors for children to channelize their creativity to innovatively solve problems faced by the society at large and the Inspire Awards - MANAK (Million Minds Augmenting National Aspirations and Knowledge) is one such golden opportunity.

Introduced by the Department of Science and Technology (DST), Government of India, in partnership with the National Innovation Foundation, India (NIF), INSPIRE (Innovation in Science Pursuit for Inspired Research) Awards - MANAK is an initiative that encourages creativity, research and innovation among young students by giving them a platform to exhibit their talents, ideas and create One Million original ideas/innovations rooted in science and societal applications.



“

*They just need someone to support and guide them. I am truly happy that AIF and L&T are playing that role.*

**Mrs. Swarnalatha**  
Science Teacher

”

▶▶ To be continued on **Page 3**

## FOREWORD

## CSR is not ESG and yet, without CSR there can be no ESG!

For long, the CSR (Corporate Social Responsibility) activities of an organization were seen as essentially reach out programmes to positively impact the communities it operated in and the environment. ESG (Environment Social Governance), on the other hand, has emerged as a broader canvas that incorporates within its ambit environmental and governance considerations in addition to certain social dimensions. Although CSR preceded ESG, both are born out of a similar need of organizations to do good. While CSR aims to make a business accountable, the ESG criteria make such business efforts measurable. CSR is the ideal, setting the context for sustainability agendas and corporate responsibility culture while ESG is the action and its measurable outcome. In simpler words, CSR is the qualitative side, ESG the quantitative. Hence, while both CSR & ESG are distinctly different and the terms cannot be used interchangeably, ESG will not be complete without CSR.

ESG has been steadily gaining prominence especially in the post-pandemic world and rapidly becoming the new litmus to evaluate the health of organizations and, by virtue of its symbiotic association with ESG, CSR has finally moved out of the shadows to find its rightful place in the sun. The rise of ESG reflects a new emerging mindset with consumers willing to pay more for sustainable products. Purchasing decisions are increasingly being dictated by social issues that are forcing organizations to focus not only on the quality and cost of products and services, but also on establishing sustainable, socially responsible, environmentally aware business practices to win and retain customers.

At L&T, our CSR efforts had morphed years ago from pure philanthropy to a series of well-researched, well-considered, carefully chosen and executed outreach programmes in the realms of health, water & sanitation, children & education, greening & skilling to positively impact the environment, our clients & customers, employees, and communities. In fact, our CSR activities are a concrete set of numbers that investors and stakeholders can use to understand our social and environmental commitments.

This issue of 'Reaching Out' features a variety of stories: about helping children develop a scientific temper and encouraging them to become blue-sky thinkers; strengthening the arms of agencies rendering palliative care and those looking after destitute and mentally challenged children. We also showcase how our CSTI-trained personnel are making a difference at project sites and through L&T-eeing, how our colleagues are reaching out to positively impact the lives of those in need.

Going forward, as ESG becomes more deeply embedded into our decision making, integrated to our business strategies and the barometer to attract investors & customers from across the globe, CSR will continue to play a key role to give shape and substance to our efforts of creating shared value.

### Vinod Jacob Chacko

Vice President & Head  
Corporate Communications & Social Responsibility



## A million ideas...



### Ideas can change the world

Studying in class 8 in the Government Higher Secondary School Ramapuram, J. Subash and R. Thirusathya, have been part of the Engineering Futures Programme for the past 3 years. Good friends, they are studious yet filled with childlike naughtiness; one is outspoken while the other is measured with his words.

Subash's 'eureka moment' was when he won the first place in a Science Quiz Competition that triggered his love affair with science. He then participated in the Sir C.V. Raman STEM Exhibition where he created

and presented a working model of a windmill. Thirusathya's love is Mathematics. One sunny day in September 2021, they participated in a virtual orientation on the MANAK-Inspire Awards and later participated in the IDEATHON - Survey, where they had to come up with ideas to address societal needs through Science & Technology.

An old lady, staying near Subash's house, had a major fall resulting in multiple fractures and he observed that she needed two helpers to lift her up from the wheelchair, make her sit or lie down on the bed. Another day, at a hospital where he had gone with

shortlisted by the DST and NIF received from across the country. An INSPIRE Award of INR 10,000 was credited into their back accounts.

From the 1 million ideas, the NIF will shortlist 1 lakh of which 10,000 will be selected for a State level competition and the students whose ideas are shortlisted will receive INR 10,000 to build their projects. A national level exhibition will be conducted in which 60 of these ideas will be awarded.

As the friends prepare to present their working models, their parents are grateful and teachers proud of their achievements. "This is a proud moment for the school for the last time a student from this school won in MANAK was in 2011 or 2012," gushes Mrs. Swarnalatha, a Science Teacher in the Government Higher Secondary School, Ramapuram. "Personally, I don't know Thirusathya or Subash as I don't teach 8th



that the Cluster Co-ordinator noticed. 'Can you go far on this bicycle?' he asked him. Thirusathya answered "No, sir! If I wanted to go somewhere far, I will have to take a bus or train." Their conversation continued about petrol prices, pollution, modern transportation, and finally concluded that if a bicycle could be taken inside a bus or train, along with the passenger, travelling would be so easy, cheap, and healthy.

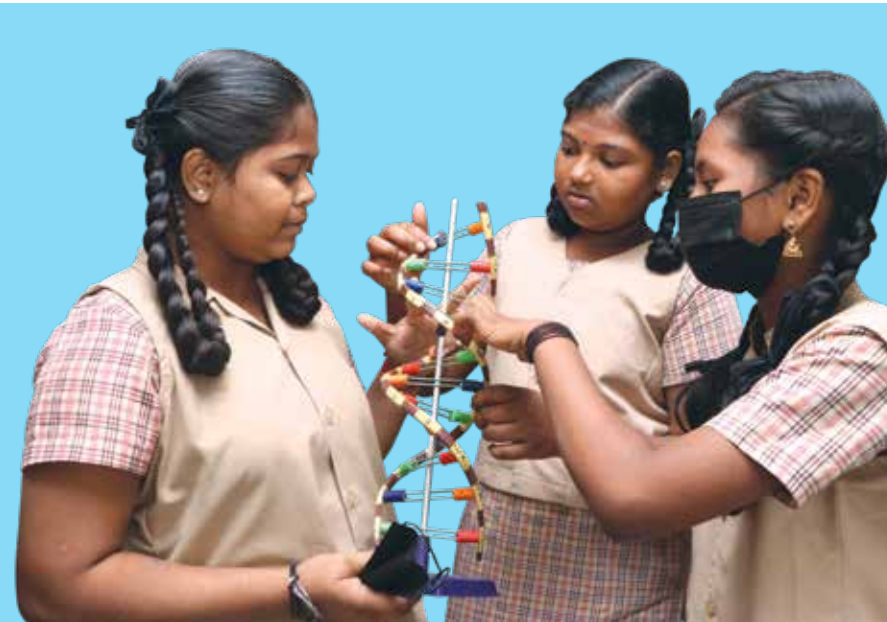
Thus, were born Subash's thought of a 'Pushing Stand Trolley Wheelchair' and Thirusathya's 'Portable Bicycle.' They developed their ideas and uploaded their synopses. Their ideas featured in the 39,263 ideas

standard and unfortunately my colleague who used to teach them passed away but I teach class 7 and there are several bright students like them in this school. They just need someone to support and guide them. I am truly happy that AIF and L&T are playing that role," she says thankful of the opportunities her students are enjoying.

The trees outside the school stand bare without leaves but there is hope that the new ones will sprout in spring. The students might have lost a science teacher, but they are determined to keep her legacy alive and build a brighter future for themselves.



## NURTURING A SCIENTIFIC TEMPER



Renowned mathematician and scientist, Isaac Newton once said, "I seem to have been only like a boy playing on the seashore and diverting myself in now and then finding a smoother pebble or a prettier shell than ordinary, whilst the great ocean of truth lay all undiscovered before me." Every child has an untapped potential, an innate sense of wonder that needs to be stimulated. In fact, every child is born a scientist; given the right environment and opportunities, every child has the potential to be another Newton!

**An idea appropriate to the times:** The 'Every Child A Scientist' (ECAS)



initiative being executed in association with the M S Swaminathan Research Foundation (MSSRF) and funded by L&T is one such opportunity to understand science and technology in a rapidly evolving

and increasingly technological world, to nurture a scientific temper in children. Inaugurated by the Hon'ble Minister for School Education, Government of Tamil Nadu, Shri Anbil Mahesh Poyyamozhi on September 26<sup>th</sup>, 2021,

in the presence of senior members from the Ministry of Education, the Corporation, MSSRF & L&T, the programme is targeted initially at 300 economically underprivileged children from 6<sup>th</sup> std to 9<sup>th</sup> studying in select Corporation schools in Chennai following the Tamil Nadu State board syllabus.

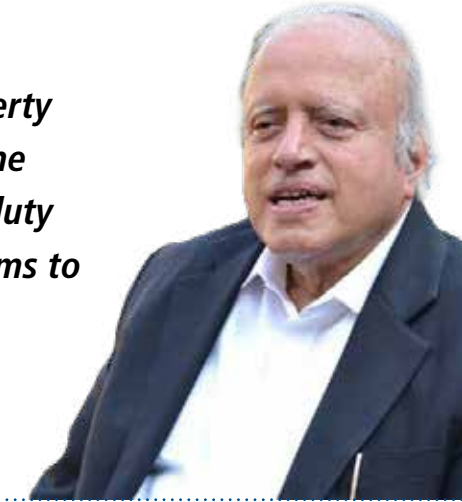
"Children living in poverty are like blossoms in the dust. It is our sacred duty to enable such blossoms to bloom and bear fruit," said Prof. M. S. Swaminathan, referring to his Foundation's efforts to help economically underprivileged children.



“

*Children living in poverty are like blossoms in the dust. It is our sacred duty to enable such blossoms to bloom and bear fruit.*

**Prof. M. S. Swaminathan**  
Founder



Over the past decade, students have been seeking novel tools to learn better. A fallout of the recent disruptions owing to the pandemic has been the growing need for online learning and for children to

**Rich diversity of learning:** The students are exposed to themes such as biodiversity conservation, climate change and nutrition. The teaching method follows innovative learning of biology,



be familiar with e-learning methods and platforms. At the same time, e-learning tools, and technologies as well as the academic content have seen huge improvements though the digital and the knowledge divides that exist between the privileged and underprivileged students remain unbridged. ECAS is an attempt to bridge this gap to the extent possible.

Conceived a couple of decades ago, the 'ECAS' programme is conducted through a Smart Classroom and modern & well-equipped digital laboratories, with the modules a mix of learning by doing as well as other pedagogic methods that stimulate the students to think laterally, question status quo and make better sense of the world they live in.

chemistry, and physics while the practical video sessions on human organs, systolic and diastolic blood pressure, biodiversity, nitrogen cycle, biogas production and uses,

distance and light years, tectonic plates, are conducted under the guidance of Dr. Prabavathy - Principal Scientist (MSSRF) and Dr. Gayatri Venkataraman - Principal Scientist (MSSRF).

They learn about the skeleton structure, heart, brain, teeth, and

management, social sciences, gender, biodiversity, to technology are available in the library for the students to give wings to their imagination.

**Fulfilling corporate social responsibilities:** L&T has been building India's social infrastructure through our various CSR activities,



other body parts through models, they are taught to dissect a frog, use stethoscopes and microscopes, check BP through a sphygmomanometer. Various experiments on heat conduction, acid bases and pH, importance of oxygen to life, soap emulsification are conducted to pique their interest.

Over 18,000 books covering themes relevant to MSSRF research from biotechnology, natural resource

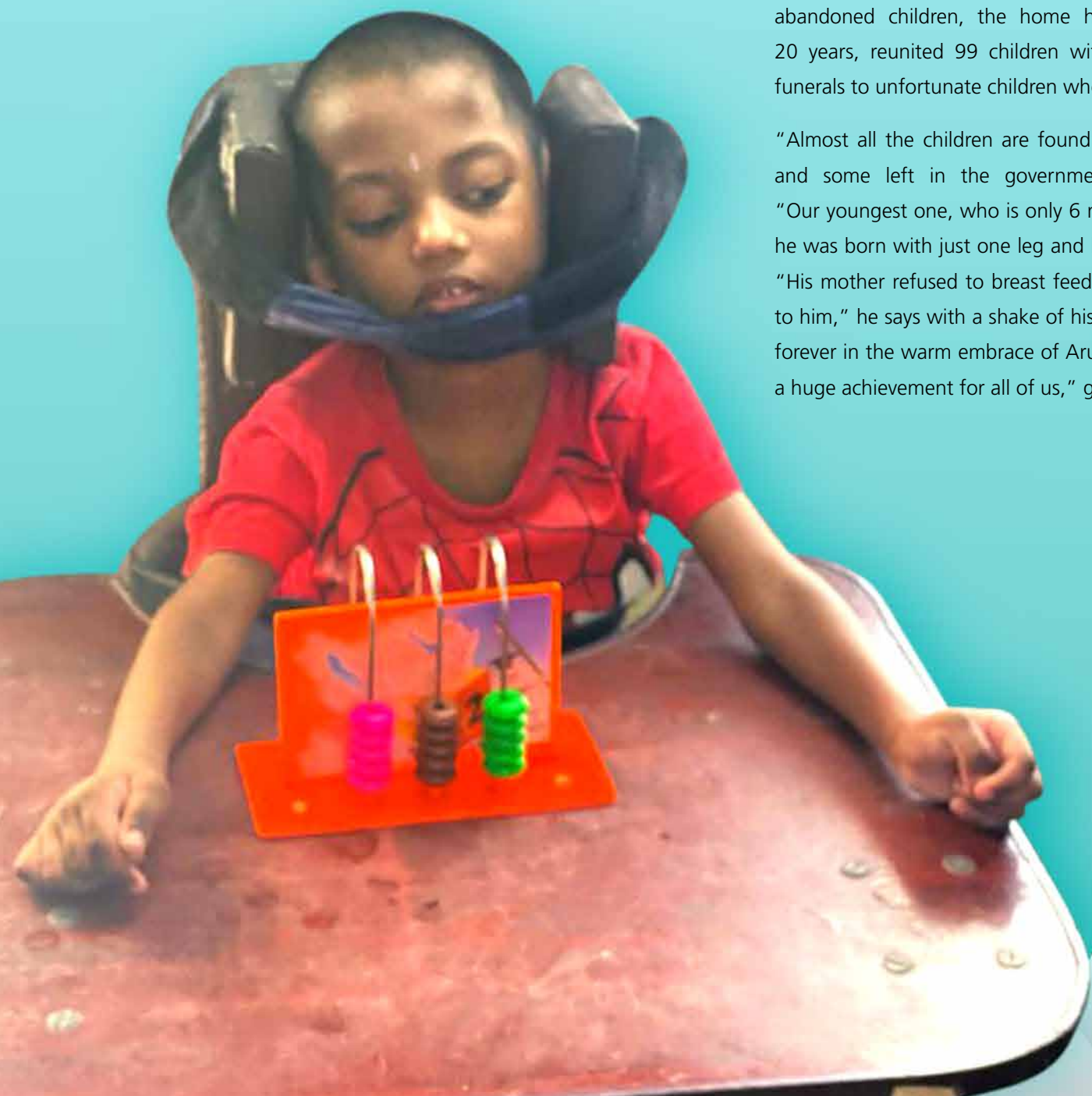
and last year alone, nearly 1.2 million people benefited from the company's various companywide efforts. Children and education are important components of L&T's CSR strategy and this initiative to make every child a scientist is a unique intervention that will certainly change many young lives and inculcate a scientific temper in them.



## A HOME CALLED SRI ARUNODAYAM!

In a quiet building, amid the buzzing activity in Kolathur, a suburb of Chennai, children study, play and are looked after at Sri Arunodayam Home, Tamil Nadu's first specialised school for destitute children with disabilities. Founded by Iyyappan Subramaniyan, a messiah for these abandoned children, the home has rescued 375 children over the past 20 years, reunited 99 children with their families and organized dignified funerals to unfortunate children who passed away due to their ailments.

"Almost all the children are found abandoned at hospitals, or public places and some left in the government cradles," shares Iyyappan earnestly. "Our youngest one, who is only 6 months old was given up by his parents as he was born with just one leg and kidney along with other multiple ailments. "His mother refused to breast feed him as she did not want to get attached to him," he says with a shake of his head but the little one has found a home forever in the warm embrace of Arunodayam. "Every milestone he achieves is a huge achievement for all of us," gushes an excited Iyyappan.



“ Sri Arunodayam initially focused on providing the basic necessities such as shelter, care, clothing and food and expanded their field in 2008 to include special education, physiotherapy, medical and psychiatric work.



Iyyappan Subramaniyan  
Founder Managing Trustee

For Iyyappan, the idea to create Sri Arunodayam Charitable Trust germinated from a personal tragedy. "My brother had intellectual disabilities and passed away when only 15 while living in a village in Tiruvarur, we had no idea how to deal with his needs." With steely determination, he set out on his life's mission to understand and learn how

to care for people with special needs. "We began the Trust with a three year old boy in 2002," he smiles at his recollection.

To begin with, Arunodayam initially focused on providing the basic necessities such as shelter, care, clothing and food and expanded their field in 2008

to include special education, physiotherapy, medical and psychiatric work. "In 2011, we inaugurated a new home for boys followed by one for girls," says Iyyappan, with a smile of satisfaction.

L&T's association with Sri Arunodayam began in 2020 with the partnership aiming to ensure that 56 children are

provided special education linked to a host of other enabling factors like availability of nutrition, community support, specially trained teachers, assistive technology, and access to healthcare. The specially customised education programme centres on





five skills with three academic and two on activities of daily life such as dressing, buttoning up and grooming.

The classrooms are cheerfully decorated with children's paintings and replete with toys, schoolbooks, and soft carpets. Children are placed in grades depending on their level of ability and the amount of support they need.



lyyappan is, however, not alone in his mission. He has a dedicated team of 50 caregivers, physiotherapists, special educators, and social workers who work relentlessly to offer a safe and loving environment to the children who have faced rejection.

Seated atop a hospital-like bed, 9-year-old Praveen is excitable and active, as his legs are being

electrically stimulated by the Head Physiotherapist, Kannan. "I want him to walk on his own one day," he says, eyes full of hope as he navigates the little boy through his exercises. "His lower limb muscles are very weak and presently he can only crawl. All these children are born with some sort of intellectual disability, so we give all of them regular physical therapy."

Sitting at one of the home's activity rooms with sunlight flooding in, lyyappan talks about the future - an after-care home for children who have grown up at the home and more facilities for his present group of children.

"This place symbolizes hope and care for the children," he says. "We hope we can contribute to normalising special needs and empower these children to achieve significant milestones. No child should face the stigma of having intellectual disabilities or be on the street ever again," he concludes with determination in his eyes.



**Dr. Republica Sridhar**  
Founder of RMD Pain and Palliative Care Trust

## PROMOTING COMPASSIONATE CARE AND COMFORT

As a specialist in palliative medicine and the founder of RMD Pain and Palliative Care Trust, Dr. Republica Sridhar has chosen to walk a path that many would find too heartbreaking and arduous to even consider. Each day she endeavors to bring "more compassionate care and comfort to families and to those approaching the end of their lives," and to help make their final moments more bearable and meaningful. She cares deeply about helping patients from impoverished and destitute backgrounds, and in the power of their resilient stories to build empathy and inspire change.

Driven to "do something meaningful in life," Dr. Republica chose to pursue medicine that her father did not initially approve of, though with time he came around seeing her sincerity

and dedication. She reminisces about her younger days when they had elderly people at home who were well cared for by the family. Having started her practice as a family physician taking care of geriatric patients, she stumbled onto palliative medicine when she had to treat her first terminally ill patient, a homeless 74-year-old woman suffering from uterus cancer. "This experience was a watershed moment in my life for it radically changed my perspective and I went on to specialize in palliative medicine under the guidance of Dr. M R Rajagopalan, who is known as the father of Palliative Medicine." The determined set to her features reflects her total commitment to the cause. Later, she pursued advanced specialization from Flinders University.

"A palliative care doctor's role is a



lot about balancing the medical and the emotional aspects," she says, describing the challenges of her calling. "I have to be strong yet soft also, to help not just my patients but their families too. It is extremely tough for them for they are confronting their worst fears of losing a person they love, and understandably, they are at their most vulnerable. It is my role to manage their pain as effectively as possible. It is challenging and I have had some very difficult conversations but that is what I have chosen in life." Her face reveals the pain as she lapses into silence.

Dr. Republica and her dedicated team have pulled off many touching deeds for the patients. One was to fulfill the wish of a 68-year-old patient suffering from gall bladder cancer to have 'bonda' from her favorite restaurant. Or, allowing a patient fortified with pain relief to go home to be with

her daughters and grandchildren and pass away peacefully in the comfort of her home, just the way she desired.

"There's a misconception that palliative care means giving up hope or, even worse, that a palliative doctor does not treat patients to prolong their lives. That cannot be further from the truth," she says with a wry smile. "We want to prolong the lives of our patients through treatment and pain management. We may not be able to cure their illnesses, but we can manage their pain, treat wounds and infections, administer customized medications to give them a better quality of life. We have ensured that all our patients get the best pain management medicines that are available," she reiterates earnestly.

Sharing more about making interventions in the families of terminally ill patients, she says,



"I remember caring for a young mother with breast cancer whose husband had turned into an alcoholic and son, a problem child, both devastated by their grief. We slowly helped to rehabilitate the husband and by speaking to the school teachers and principal, the son was dealt with empathy and kindness."

Dr. Republica and her team, work towards creating a positive environment for their patients at the hospitals and hospices of RMD Trust. "We do not focus on the disease but adopt a holistic approach to Palliative Care. Very often, our patients want to know when their time is up," she shakes her head sadly. "We try to alleviate their fears and anxieties by being truthful to them which they appreciate," she nods.

RMD Trust has been associated with L&T and Prayas Trust through the "Joy of Giving" programme. In a first

of its kind initiative, 80+ employees of L&T Construction generously donated to the cause of Palliative Care and the proceeds were equally distributed between three NGOs. Dr. Republica's RMD Trust was one of the beneficiaries. "I have been associated with L&T much earlier through my father who was a wholesale dealer for Utech rods and L&T was one of his clients," she smiles.

The pandemic features in every conversation these days and our chat with Dr. Republica is no exception. "At the height of the pandemic, we helped manage and run COVID Centers at the CSTI in Kanchipuram," she informs.

Apart from her commitment to palliative care, she is involved in multiple causes including driving awareness for cancer, HIV/AIDS and women's health, rehabilitating



the transgender community and preventing domestic violence. "We share love, resilience, kindness, tenderness, grace, and compassion," she concludes brightly. "The difference between people who know they are dying and the rest of us is that the terminally ill know that their time is up, while we live as though we have

all the time in the world." The pandemic has shown that perhaps some of us don't but with people like Dr. Republica around, there is always hope.

As an aside, we quiz her about her rather unusual name. Finally, she laughs out saying, "I was born on our Republic Day!"

**“ I have to be strong yet soft also, to help not just my patients but their families too. It is my role to manage their pain as effectively as possible. It is challenging and I have had some very difficult conversations but that is what I have chosen in life.**

**Dr. Republica Sridhar**  
Founder of RMD Pain and Palliative Care Trust



# HARVESTING WATER IN SCHOOLS

Life without water is unimaginable. It is an indispensable for life but unfortunately not a renewable resource and hence water conservation, reuse and preservation are priority on the global agenda.

Perhaps, the best place to start creating this awareness is with children and, as part our CSR programme,

Earlier, children at the Government Higher Secondary School, Alapakkam, were asked to carry water from home, as there was none even for basic sanitary use. "The Rainwater Harvesting Initiative has however changed things around dramatically," enthuses the Headmistress, Bhagirathi. "Not only do we have sufficient water but the system



**Bhagirathi,**  
Headmistress of Govt Higher Secondary School, Alapakkam

**“ Not only do we have sufficient water but the system helps augment our supply through groundwater recharge & storage and also acts as a flood control measure. We find this a great initiative to teach the students about rainwater conservation.**

L&T Construction in association with United Way of Chennai (UWC) is supporting rainwater harvesting projects in four government schools of Chennai. Our vision is to build water security for these schools so that 6,000+ students will have more water through ground water recharge and improved water table levels. The harvested water is being used in toilets and for hand washing.

helps augment our supply through groundwater recharge & storage and also acts as a flood control measure. We find this a great initiative to teach the students about rainwater conservation," she nods vigorously.

Catch them young is the intent as Adistalakshmi, Coordinator, UWC introduces the children of all four govt schools to the several benefits of water conservation. "By incorporating

this aspect in the education programme, we are inculcating an understanding for and appreciation of the aspect of sustainability," she says, "They are now aware that RWH will provide water during a drought, help mitigate flooding of low-lying areas and reduce the demand on wells to sustain groundwater levels. In fact, children now can drink water that is substantially free of salinity," she says with a huge smile as cheerful as the yellow chart in the background that details the process of rainwater

harvesting through detailed diagrams. The 30,000-litre sump at the Govt Higher Secondary School, Mettukuppam is a boon, remarks a thankful Headmistress, K Kalyani. "We used to face acute water scarcity but thanks to this initiative, we are able to offer a clean and safe environment with adequate sanitation to our students." The excess water is routed to the pit which recharges the groundwater levels and increases water supply to the school.

**“ The students are now aware that RWH will provide water during a drought, help mitigate flooding of low-lying areas and reduce the demand on wells to sustain groundwater levels. In fact, children now can drink water that is substantially free of salinity.**

**Adistalakshmi,**  
Coordinator UWC





**K. Kalyani,**  
Govt Higher Secondary School, Mettukuppam



**Margaret, AHM,**  
Government Girls Higher Secondary School, Chinna Porur

One of the pandemic SPOs is to wash hands regularly and Ms. Margaret, AHM, Government Girls Higher Secondary School, Chinna Porur is grateful for the rainwater harvesting programme to adequately meet the

water needs of her growing number of students.

"Little drops make the mighty ocean," sums up Amalar Pava Mary, Village Panchayat Union Middle school, Poothapedu. "Just three days of water harvested at the school can be used for 3 months."

It may be a small step but a significant one that we hope will slowly but surely spread the realization that water cannot and should not be wasted but used as conservatively as possible.



**Amalie Pava Mary,**  
Village Panchayat Union Middle School, Poothapedu



# HOW ABOUT 100 CSTI-TRAINED YOUNGSTERS ARE MAKING A DIFFERENCE AT THE MUMBAI METRO PROJECT

It is another day of action at the specially built manufacturing facility of the Railways SBG for the Mumbai Metro project to meet their requirement for custom-made sleepers. Surprisingly, most of the 'workmen' are youngsters, energetically performing their various duties. "They are about 100 youngsters who have come after training from CSTI, Ahmedabad and

they are doing very well," says a satisfied looking Senior DGM (ELEC), Brij Mohan Sharma.

For Abhijeet Paul, one of the trainees from West Bengal, life has been on a smooth track ever since he arrived at the site in late December 2020. "The first three months were tough," he nods, "but that is to be expected. Once our supervisors showed us how to work, it has been much easier."





Abhijeet is into electrical maintenance and has learnt to operate the EOT crane. "It is nice working with other trainees because they listen when you tell them something and together, we make a good team," he smiles. Susanto Dhar, also from West Bengal, at Mumbai after a 2-year stint in Shillong at a B&T hospital project, shares the same opinion that with proper training, on-the-job orientation and hard work, the team is helping meet the site sleeper requirements.

availability of about 15,000 sq m of land close to the metro alignment to put up a factory and about INR 15-20 Crores of CAPEX. Initially, the client showed them a plot in Bhiwandi, a distant suburb of Mumbai, but unsuitable as it would have drastically increased set-up and transportation costs. After their continuous search and the client's intervention, the team found about 13,500 sq m of space in Wadala, in the heart of the city, to set up the manufacturing facility.

Despite the challenges of the Mumbai monsoon and the pandemic, the team of Brij Mohan, Harmeet Sahni, Amit Shukla, Shiv Gupta and others soon realized that the factory had to be operational in 5 months to meet the project timelines. Further, the zero slump concrete they were using for precast sleepers had to be tested and made compatible with the imported booted sleeper casting machines. Working to



**“**  
*It is nice working with other trainees because they listen when you tell them something and together, we make a good team.*  
**”**  
Abhijeet Paul  
CSTI Trainee

Matters, however, were not so good to start with. As per the tender, all 2,12,000 sleepers were to be imported from Sonneville, Switzerland but with the outbreak of the pandemic that option was ruled out. "Why can't we instead manufacture these in India?" asked Rajeev Jyoti, Chief Executive, Railways SBG, which would also be for the first time in the country. "It was really a black box for us for we, the Railways team, had never attempted anything like this before," recalls Brij Mohan but undeterred, they went ahead trusting their ability and online help from Sonneville.

**Land to put up the facility:** The team's first two challenges were the

speed, the facility was up and running by November with the imported machines commissioned in December under the supervision of representatives from Sonneville. By early January 2021, the first batch of 4 sleepers were rolled out.

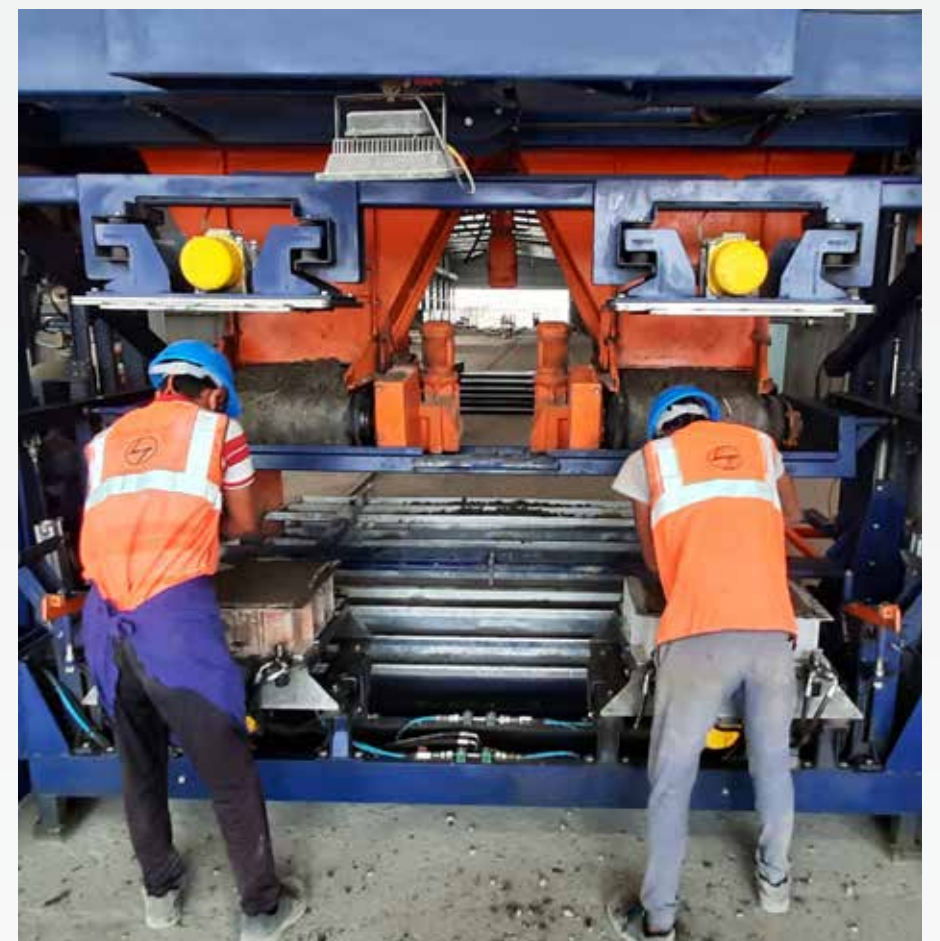
"The quality was very poor," moans Amit Shukla, Senior Manager, "and with a cycle time of 28 days to test a new design mix." It was evident that they had to change the batching plant, and a new, fully automated one was hired from Schwing Stetter in double quick time that had planetary mixing technology and precise control of moisture at the bin and mixing levels. The team was ready for a fresh attempt by April, after the precast sleepers passed the stringent pre-qualification tests as per European standards in the presence of experts from Sonneville and the client.

**Enter the trainees from CSTI, Ahmedabad**

"Manpower was our next challenge," Brij Mohan points out. "The local manpower was not up to our standard, so we tried to mix and match the workforce, with some external and some internally from

our CSTIs." Starting with an initial batch of 10, the number of CSTI trainees rose steadily as the team discovered their value. Soon there were nearly 100 CSTI trainees like Abhijeet and Susanto working at the facility, recruited largely from CSTI, Ahmedabad. "This was our first good break," smiles Brij Mohan, "because we found these boys skilled, enthusiastic, energetic and quick to learn. In 15-20 days, they were ready to run. What's more, they were willing to do almost everything: right from the most basic housekeeping and cleaning tasks to the more technical stuff like fabricating cages, running the highly sophisticated automated sleeper casting machines, maintaining the batching plants, running EOT cranes, managing the quality lab, managing the de-moulding bay and even transportation."

Sonneville had opined that it would be possible to do up to 400 sleepers a day and a monthly output of 10,000. Initially, the machine started producing 100 sleepers per shift. To up the numbers, a night shift was introduced despite having to overcome some serious local issues. Once the CSTI trainees learnt the ropes, the numbers started to grow.



In August, they made 10,000 sleepers of good quality, improved it to 12,000 in September and in October, the output touched 15,000 sleepers. "To prove a point, we did 800 sleepers in a day," laughs Brij Mohan, "though at an average we are now doing 650 a day. In fact, engineers from Sonneville who visited us in December feel that the quality of our sleepers is better than what they produce!"

A good practice is better when shared with other projects and businesses. The model is therefore being used at the Delhi-Meerut RRTS project which is a more difficult task with the requirement being for floating precast slabs. With all our CSTIs preparing more trainees raring to take on any challenge, this model certainly can be a runaway hit.





# FUTURE-PROOFING THE WORKFORCE THROUGH DIGITAL LITERACY

Technology is rapidly changing a fast-changing world. Digital interventions like Artificial Intelligence (AI), Machine Learning (ML), Geospatial technologies and more are rewriting the rules of the game. In this scenario, the country's 'marginalized workforce' from the informal or unorganized sector has been dealt a double whammy: lack of awareness of this new technology platforms and

the absence of means to learn and adapt to them. Immediate action is required to rectify this issue or else there is the danger that this workforce may either become redundant or fall off the grid altogether.

Aware of this issue, L&T has taken the lead to educate CSTI trainees in basic digital literacy by launching Digital Literacy classes through the various CSTIs in partnership with Microsoft



Corporation India Limited (MCIL) and Anudip Foundation (AF) and as of January 2022, have trained 3275 individuals, despite the pandemic disruptions.

The 3 - 4 week-long training batches are scheduled along with their trade training during which the trainees practice their learnings on their own smart phones at the practice lab set up at the CSTIs. After the terminal assessment, they are given course

completion certificates, jointly by MCIL & CSTI.

During the lockdowns, the trainees who had to return to their native towns, continued their learning online, provided by the project team, and completed the course successfully.

Recently, CSTI along with Anudip Foundation conducted a quick impact assessment among the trainees and other stakeholders including their supervisors at work locations.



Here is what some of our beneficiaries had to say:

**“** Before this training, I didn't know how to use computers but now I know about MS-Excel. My journey so far has been very good. The trainer explains the concepts in a simple way and helps me grasp the concepts easily. I look forward to the learning. **”**  
Vijay Kumar



**“** I am proud that I am computer literate and I plan to share this knowledge with other students and my friends. We are going to create a chain of learning. **”**  
Himanshu Tiwari



**“** I have learned how to use MS Word and prepare a new resume, how to do data entry work and calculations in Microsoft Excel. Now, I know how to make digital payments and use Online services. **”**  
Aranya Debnath



CSTIs will continue this programme in the coming years with the support of project partners and hope to benefit 10,000 trainees in FY 2022-23. Additionally, there are plans to

take this programme to project sites through CSTIs, where many workmen will be benefitted.

If COVID has demonstrated anything, it is that the flexibility and adaptability

will be key to navigate the future of work. Digital skills will certainly help the youth to be part of the country's future workforce.

# CSTI SHOWCASES STRUCTURED PLACEMENT SUPPORT MODEL AT HSR

NAPS (National Apprentice Promotion Scheme) was introduced in L&T in 2017 by Construction Skills Training - Divisional Corporate (CST-DC) to engage CSTI trainees as apprentices at work sites to undergo extended training for one to two years. Taking the learnings from the work sites and

the successful model evolved at M&M sites, CST-DC relaunched NAPS 2.0 with a clear plan to implement at the High Speed Rail (HSR) project site in December 2021.

The robust skilling initiative is implemented through CSTI Chacharwadi (Ahmedabad) with

a target to deploy 1000 NAPS candidates over a period of 6 months, who are skilled resources who can be trained more at project sites to achieve higher safety, quality, and productivity (SQP) standards.

The project team, from their part, have extended all support to accommodate

these candidates including arranging for their boarding and lodging at site. After receiving the desired levels of SQP from the project team, CSTI deputed demonstrators (1 for every 50 NAPS candidates) to conduct a structured site-based training, with the assurance that the desired SQP



levels would be surpassed within 4 weeks. The demonstrators handhold the candidates, besides giving them technical training and return after achieving the desired SQP within a month. During implementation, the demonstrators visit the site monthly, to assess and sustain the progress. For example, at M&M's Dolvi project site, the NAPS candidates outperformed

the desired SQP level at site by 160%. The desired productivity level for cutting and bending rebar is 200 kg / MD and the NAPS candidates performed at an average productivity of 320 kg / MD.

A clear win-win model for both the industry and the aspiring skilled youth, certainly the future is on a high-speed track!



# UNLOCKING THE POTENTIAL OF YOUTH THROUGH INDIA SKILLS 2022



Growing inequality in job opportunities and increasing unemployment among youth are triggered by widening skill gaps that need to be addressed to restore the balance between demand and supply of skills in the market. Skilling and training youth for 21st-century employability skills and capabilities will create a skilled workforce that can contribute to socio-economic growth. Holistic skills training will help enhance their employability and facilitate their personal growth in society.

The National Skill Development Corporation aims to prepare a workforce that is fit for the industry by skilling the youth through regional and national level skill competitions popularly known as India Skills. The country's biggest skill competition is designed to demonstrate the highest standards of skilling and offers a platform for young people to showcase their talent at national and international levels. India Skill Competition is held every two years with 30 states and Union Territories (UTs) participating in 54 skills, including seven new-age ones.

This year the regional level competitions were held at CSTI - Delhi in November followed by the finals, focusing on concrete

construction, from 4th to 10th January. Though the final leg of the competition was originally planned at Pragati Maidan Delhi along with other trades, it to be moved due to heavy construction work. The organizers approached L&T with a request to conduct the competition at CSTI-Delhi. It was a herculean task for the team with stringent timelines for preparing platforms, mock-ups, concreting works and yard readiness. Yet, Kamaljit S. Mehrok, Principal - CSTI Delhi accepted the challenge and the CSTI team worked day and night to create a perfect venue for this competition, undeterred by the challenges posed by COVID, peak winter, and heavy rains.

The event was successfully conducted winning the appreciation of the NSDC officials, who lauded the flawless execution and the level of commitment of the team.

"We are on a mission to raise the profile of skills training which is why we took up this challenge," says a determined Kamaljit, "but it has been well worth our effort seeing the enthusiastic participation from across India and their finesse in the work was worth the effort."

The competition was designed by industry and skills experts who assessed the individual's knowledge and practical competency against a set of strict criteria. The CSTI technical team of Shashank Jain, Samir Roy and Atma Singh did a commendable job



**Kamaljit S. Mehrok, Principal - CSTI Delhi**

*"We are on a mission to raise the profile of skills training which is why we took up this challenge but it has been well worth our effort seeing the enthusiastic participation from across India and their finesse in the work was worth the effort."*



to ensure that high quality standards were maintained.

The gold medal was won by team of Cheetar Sen & Arshdeep Singh, the silver by Mohit Prakash & Wakaar Ahmed and the bronze bagged by Sudhanshu Kumar & Stanley Soloman. A note-worthy point is that Cheetar Sen and Stanley Solomen had undergone training at CSTI -Ahmedabad and CSTI - Panvel respectively

The winners will go on to represent India at the World Skills competition.

J. Kabilan, Head - Head HR, B&F IC sums up when he says "When the youth of India participate in Skills Competitions at either the international, national or regional levels, they strive to showcase their skills complemented with their ability to communicate, organize and demonstrate leadership capabilities. In the process these youth empower themselves and pave their way to a successful future and nation building!"



**J. Kabilan, Head HR, B&F IC**

*"When the youth of India participate in Skills Competitions at either the international, national or regional levels, they strive to showcase their skills complemented with their ability to communicate, organize and demonstrate leadership capabilities. In the process these youth empower themselves and pave their way to a successful future and nation building!"*

# SNAPSHOTS

## OUR 'ARTS & CRAFTS MELA' GENERATES SALES OF INR 1 LAKH+



## INSTALLATION OF RO IN ITHAMBADU, ANDHRA PRADESH



## RAMAPURAM GOVT SCHOOL GETS A MUCH-NEEDED FACE LIFT



**EDITOR**  
Vinod Jacob Chacko

**ASSOCIATE EDITOR**  
Namitha Jayanarayanan

**PHOTOGRAPHY**  
V. Natanavelu, R. Saravanan

**Contributors**  
CSR & CSTI Teams

To publish the CSR initiatives of your office/site/establishment, please send your inputs along with original images to [ezine@lntecc.com](mailto:ezine@lntecc.com).

Produced by the Corporate Communications Department, L&T Construction Headquarters, Manapakkam, Chennai 600 089. Limited print run only to save paper. Please view your e-copy from our website <http://www.lntecc.com/homepage/common/reachingout.htm>. The views expressed in this tabloid are not necessarily those of the management of Larsen & Toubro. The contents of this magazine should not be reproduced without the written consent of the producer. Not for sale - only for free circulation to the employees of the L&T group.