

REACHING OUT

CSR Newsletter from L&T Construction

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Volume - 6, Issue - 5

July - December 2017

COUNT US



It's time to squash some stereotypes and throw them out of the window. This seems more so when you walk down the corridors of Vidya Sagar, a voluntary organization that works with children and young adults with cerebral palsy, where the walls are lined with pictures and artistic renditions by the students that strongly state: 'We can'. In this case, however, the pictures tell only half the story because the children and the visiting Alumni are living examples of their strenuous effort to be included in a world that finds it more convenient to look the other way. These empowered individuals show grit and determination in their daily struggle to succeed. They do not seek sympathy just acceptance for what they are.





Tucked away down a quiet street, far from city bustle, in Kotturpuram, Chennai, Vidya Sagar is a comforting and impressively appointed structure, specially designed for special people with disabilities, replete with wheelchair access ramps, easy signage and integrated tag tiles or guiding paths embedded on the floors, probably the first of its kind. L&T has joined hands with Vidya Sagar for sponsoring the education of 40 students in middle school. Ten of these students have sensory needs associated with Autism Spectrum Disorder while nine have severe cognitive and physical disabilities. The programme is therefore planned keeping in mind their individual needs, academic stimulation, training in life skills and vocational inputs. The unique needs of every child are taken into consideration and a comprehensive plan is chalked out at the beginning of an academic year which is then diligently followed and reviewed from time to time with every progress celebrated and goals reworked, if need be.

There are about ten students pursuing graded curriculum while the others pursue functional academics. The academic class participate in science fests and learn about sea life and space apart from actively participating in various scientific experiments. The pre vocational group learn various methods of cooking and understand how to recycle and make optimum use of waste materials to create marketable products.

Sports and physical activities have always been an integral part of the curriculum. A dedicated sports time

has been allocated for the students involving activities like Parkour dancing and athletic training that help them become physically and mentally stronger. Parkour dancing, in fact, improves their gross motor skills and helps to effectively channelize their boundless energy.

The children of middle school are taught cycling with two cycles specially bought and designed for their use. Apart from physical exercise, cycling helps them commute and make them more independent.



Children with cerebral palsy can display symptoms of sensory dysfunction that can make them appear clumsy when they walk or struggle with fine motor skills such as pencil control, which in turn, can lead to delay in learning to write properly. Problems with sight, hearing and balance are addressed through various sensory and communication aids like 'Awaaz' and 'Aditi'. Walking into a class room, we found a therapist patiently asking 9 year old Amaan, "What is the favourite food of monkeys?" Various options of





fruits are shown and little Amaan with acute cognitive disability slowly but steadily uses the sensory switch attached to the communication aid to correctly answer that it is a banana. We all applaud to celebrate that small moment of triumph much to the delight of little Amaan and the therapist.

Independence in daily activities is a key area of focus. Many students have been trained to eat and drink independently. Parents too have been sensitized to effectively address the needs of the children. Two students from middle school with severe health issues that required specialized care were provided all the support not just at school but also at their homes.

Meanwhile the Alumni of Vidya Sagar, like Ummul Khair, advocate and member of Disability Legislation Unit, an organization attached to Vidya Sagar that works on inclusion, employment and accessibility to public spaces of people with disabilities, are fighting for many causes. She is campaigning for a permanent pathway for the wheel chair bound to access the city's beaches – a dream which she is sure will come true one day.

Then there are others like Anjana who has written her first book, a collection of short stories for children titled 'Evolving Angel' using a text-to-type software.

"I have always wanted to write and tell stories about people who have overcome their disabilities and have been included in society. Through the book, I have attempted to highlight them in an easy and interesting way.

There is an evolving angel in all of us," says a spirited Anjana, from the wheelchair to which she is bound because of her cerebral palsy.

All the Alumni stories are inspiring like Bhavna's, probably the only individual with cerebral palsy to have completed her school and graduation exams with just eye movements and blinking. Although her exams lasted all of 12-13 hours, she was not one to give up and completed them triumphantly! Another inspiring story is of G V Siddharth, who by surmounting all obstacles has risen to the level of an AVP in a reputed bank. Others in vocational streams continue to unleash their creativity by making leaf ware paper products through weaving, tie and dye work, painting and such like to earn a living.

But what puts everything in perspective are the simple words of Mrs. Rajul Padmanabhan, Director - Vidya Sagar, a woman of boundless energy and twinkling eyes. "There is great potential in every child. They should be nurtured and given opportunities like everybody else. We will move heaven and earth for each child to move forward because disability should never a deterrent."

Ummul, Anjana, Siddharth, Bhavna are among the ones who have risen above their disabilities and there are many others like them at Vidya Sagar who are ready to move forward in their wheel chairs. There is no stopping them because the world is slowly coming around to understanding their needs but, for the moment, they are an empowered



lot ready to take on the world at their own terms!

They know that they will all one day go to Marina Beach. Unassisted.



"I have always wanted to write and tell stories about people who have overcome their disabilities and have been included in society. Through the book, I have attempted to highlight them in an easy and interesting way. There is an evolving angel in all of us,"

- Anjana





Between **8000** and **12,000**
Children are diagnosed with cerebral palsy every year



WHAT IS CEREBRAL PALSY?

This is a condition that makes it difficult to move certain parts of the body and there are varying degrees of severity. Due to the damage to certain parts of the brain, voluntary or involuntary movements or both can be affected.

Cerebral palsy is not contagious, it does not necessarily affect intelligence or cognitive ability. It is not progressive either so it does not worsen with age. Some people find that the symptoms actually improve over time. People with cerebral palsy tend to have a normal lifespan, and in many cases, a good quality of life can be expected.



SYMPTOMS

Cerebral palsy affects the muscles.

An infant with cerebral palsy may have muscular and movement problems, including poor muscle tone. Muscle tone refers to a person's automatic ability to tighten and relax muscles when required.

- Overdeveloped or underdeveloped muscles, leading to stiff or floppy movements
- Poor coordination and balance, known as ataxia
- Involuntary, slow writhing movements, or athetosis
- Stiff muscles that contract abnormally, known as spastic paralysis
- Crawling in an unusual way
- Lying down in awkward positions
- Favouring one side of the body over the other
- A limited range of movement
- Late achievement of developmental milestones such as crawling, walking or speaking
- Hearing and eyesight problems
- Problems controlling bladder and bowel movements
- Seizures
- Drooling, and problems with feeding, sucking and swallowing
- Being easily startled

Symptoms normally start to show during the first 3 years of life.

The impairment caused by cerebral palsy is manageable. In other words, treatment, therapy, surgery, medications and assistive technology can help increase independence, reduce barriers, increase inclusion and thus lead to an enhanced quality of life.



MAKING A JOYFUL NOISE IN A SILENT WORLD!



Close to 550 students, smartly attired in the uniforms of their respective schools, sat in orderly silence, 'listening' attentively to the Chief Guest, Mrs. Meena Subrahmanyam, President – Prayas Trust, who was advising them on the enormous benefits of respecting their parents and teachers and being obedient to their teachers while at school. By their demeanour one wouldn't have guessed that all these children were deaf. They were there in numbers to be a part of the 'Deaf Children's Mela' celebrations organized by L&T's CSR team along with the Deaf Enabled Foundation at the Dr MGR Janaki College of Arts and Science for Women, Chennai on 24th February 2018.

Aided by an ever-smiling sign language expert and coordinator, Ms. Ramya Miryala, Mrs. SNS cautioned the children that "Challenges will be always there in your life but you need to be successful overcoming those challenges. Participation is more important than winning," she urged the children while signing off, motivating and encouraging them to participate in the vast variety of games that had been organized for them.

It was then time for representative children from each of the schools to receive their takeaway gifts from the dignitaries on stage, Mrs. SNS and Mr. Rajeev Bhatnagar, Advisor & Head CSR & CSTI. It was all very orderly and disciplined till the children spied one of their favourite stars from the silver screen, Mr. Ganesh Venkataraman. As the tall and handsome Ganesh strode down the aisle, he was mobbed by the children. One could hear the girls bashfully giggling away while the more courageous boys reached out to shake his hand or just touch him. After that, every child wanted to receive his or her gift from Ganesh and it was a tough task for the yellow-clad L&T-eers, teachers and organizers to restore a semblance of order and complete the gift distribution.





Then the children, along with Ganesh, hit the various stalls participating in a variety of games that included Capping a Lady, Feeding a Frog, Shooting Balloons, Driving with the help of a mirror and many more. Walking along with the throng, one could witness a sea of emotions from the children: the agony of a near miss or the elation of winning; the shared joy or grief when close friends won or lost. Not a single opportunity was lost by the children to take selfies with and photographs of Ganesh.



"I have thoroughly enjoyed myself," beamed a visibly moved Ganesh and promised to attend more such functions if his shooting schedule permitted. It was sad for the children to see him leave but they gracefully took it in their stride and then turned their full attention to the games, checking their wristbands that displayed how many games they had won and thereby how many prizes they would proudly take home.

For the 60-odd L&T-eers, it was holiday that they gladly gave up offering their valuable time helping the organizers conduct and manage this Mela, which was being organized for the 6th consecutive year, to be a star-studded success.



▲
"I have thoroughly enjoyed myself,"
- Ganesh





UNLOCKING EMPLOYEE POTENTIAL



3,000
Hours



703
Volunteers



303
Blood Donors



These numbers might be modest but it is a rapidly mushrooming figure because everyone desires to be a part of something bigger than themselves - now more than ever. Sensing this need among the employees to contribute more to their local communities, we have customized platforms to reach out to the underprivileged and make a difference. Our volunteering programme known as L&T-eering primarily focuses on healthcare, education, environment, sanitation and skill building.

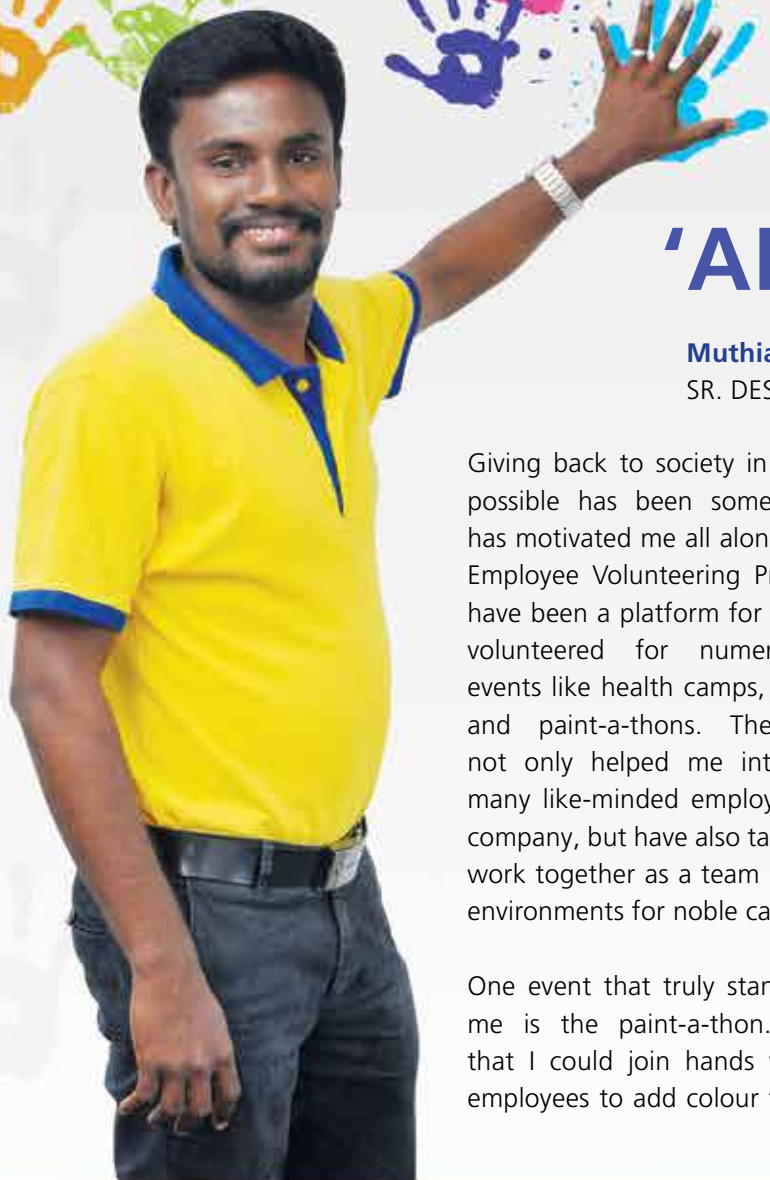
Here is what some of our L&T-eers have say....



“Our employee volunteering programme is an effective channel for employees to give back to the society. Employees are able to contribute to society through events which support the elderly, speech & hearing impaired children, create cancer awareness, paintathons, conduct eye camps, health camps, tree plantations, blood donations and other initiatives. Employees get an opportunity to develop empathy and self-actualize their passion to serve the community.”

- Mr Rajeev B. Bhatnagar
Advisor - CSTI & CSR





'ADDING COLOUR TO LIVES

Muthiah Rajan S

SR. DESIGN ENGINEER (MECH), Building & Factories IC

Giving back to society in every way possible has been something that has motivated me all along. The CSR Employee Volunteering Programmes have been a platform for this. I have volunteered for numerous such events like health camps, eye camps and paint-a-thons. These events not only helped me interact with many like-minded employees in our company, but have also taught me to work together as a team in different environments for noble causes.

One event that truly stands out for me is the paint-a-thon. The fact that I could join hands with many employees to add colour to the lives

of children was truly overwhelming. We painted the walls of government schools from scratch with various social messages in the hope of not only creating a colourful environment for the children but to also ingrain these social messages into their minds. The event gave me an idea of bringing more people together to brighten up various locations in our neighborhoods with social messages. I joined as a volunteer and continue to volunteer for these events in the hope of bettering our society and making people not only realize but also value small and important things in life. I would like to thank L&T, the CSR team and fellow volunteers for

making this volunteering experience unforgettable. Hope to see you all in the events to come!

"If you hear a voice within you say 'you cannot paint,' then by all means paint, and that voice will be silenced."

NOW IS THE TIME!

"As you heat the planet up, it's just like boiling a pot."

I grew up in a village, running around amidst orchids and farms while literally reaping the fruits of nature. My childhood was filled with days swimming in the clean ponds of the village, enjoying my time under the shade of the trees and running blissfully by vast paddy fields. That was when I developed a passion for the environment as I grew up in the lap of nature. All this was in the late 1970s when environmental conservation was hardly a known concept as there was no need for it back then. But as the years passed by, all of this changed.

The last years of my schooling were filled with instances where my friends and I tried to do our bit to conserve

our environment. While most people were destroying our natural jungles to create new concrete jungles, we were a conscientious group that planted trees in every nook and corner.

Things have only worsened with time, with global warming, soil erosion, acid rain, greenhouse effect and segmentation of land for industrialization becoming a scary reality.

They say prevention is better than cure and unfortunately we could not prevent the current scenario of environmental pollution. Now is the time to come together to make our earth green again before it is too late.

M.Jayaprakash

Deputy General Manager
Formworks, LTHE



$y_{i+1} = y_i + (x_n/2)(a - y_i^2)$
 $3x - 2 = 16$
 $3x = 16 + 2$
 $3x = 18$
 $x = 18/3$
 $x = 6$

$a^2 = 2ab + b^2 = (a+b)^2$
 Parallelogram = bh
 $\log_n m = \frac{\log m}{\log n}$
 $456 + 84 = 540$
 $\sqrt{2}$
 $\frac{\pi}{4}$

EDUCATING CHILDREN EMPOWERS THE NATION

Ranjan Kumar
Graduate Engineer Trainee
I&LWS BU, WET-IC

Growing up in a village I felt that teaching was the best way to empower underprivileged children. So I started teaching many children in my village and needless to say, my passion for teaching grew from there.

I have a special interest in Mathematics and love teaching this subject. All through my college days, I helped friends with their numbers so much so that they gave me the nick name 'Professor'. Even after entering the corporate world, I have been able to follow my passion thanks to the CSR Department and their Employee Volunteering Programmes. Volunteering at a general health camp at a village, made me realize the need for proper education there. I wish to volunteer and help educate children across as many villages as I can.

Even today when I go back to my village and see the children who I taught doing well, I get a sense of satisfaction. I hope to reach many more lives through this volunteering opportunity here at L&T, because "Bacche Padenge, Desh Bادهga".

"Service to man is service to God"

MY PARENTS SHOWED ME THE WAY!

It is said that "A child will follow your example and not your advice". I feel that it was a boon that I was born into a joint family, where I followed the examples set by my parents. As a child of working parents, I spent most of my childhood in the company of my grandparents. My grandmother took care of me when I was a baby while my grandfather was my partner in studies and games. They always motivated me to move forward in life. My mother made sure that I spoke to them respectfully. I understood that the most precious gift that you can give the elderly (be it your grandparents or your parents) is time. I still remember the tears in my grandmother's eyes every time I left home to return to my college hostel.

One day, sitting on the verandah my grandmother saw a van from an old age home approaching our gate. She hurried back inside the house, terrified that they might take her away. But they had just parked to ask the way. This incident really shook me and I realized that the greatest

fear of the elderly is isolation. I lost my grandmother last February. She always asked me to come home frequently to visit her and I feel terrible for not giving her the time that I should have.

When I got to know of an opportunity to volunteer on the eve of "International Day of the Elders" in association with Helpage India, I was excited. I was motivated to come forward because I realize that there are many elderly people out there who need moral support, a sense of belonging and I want to do my bit to help them in every way possible. I was told that once people reach their mid-70s or 80s they tend to be more childlike. The experience of volunteering on that evening was one that I will cherish for a long time. I spoke to a few elderly people during the event and was shocked to know that most of them had been neglected by their children. They were very happy to meet people and enjoyed the day completely.

Organizing such events for the elderly is very endearing as such small gestures mean a lot to them. Seeing their smiles, I felt extremely energized.

I participated in the eye checkup camp for the mentally challenged kids of Balavihar. I realized how lucky we all are to have a normal life and should be thankful to God for that.

I thank the CSR team for arranging such events and look forward to many enriching moments in future.

"In youth, the days are short and the years long. In old age, the years are short and days long."

Devi S
Assistant Engineering Manager
Contracts, Substation Business Unit,
PT&D IC





Sitara D

Asst. Engineering Manager (Civil)
WET IC

CHARITY BEGINS AT HOME

Though most people want to help those in need, not many have the resources or the opportunities to do so. This is why I decided to volunteer through L&T CSR Volunteering Programmes. My core area of interest has always been 'Water and Sanitation' and my job profile also makes it easier as I work in WET IC.

Adequate sanitation is an important component in any individual's life. Along with sanitation, water is a basic necessity for a person to lead a

healthy and dignified life. The mission for a healthy and clean country can be achieved only if it first starts at our own homes and surroundings. By volunteering for various events, I feel that I am able to contribute a little towards this mission by bringing about awareness amongst the general public.

It has been a great learning experience volunteering for the events so far that have helped me experience and gain first-hand knowledge. I now value all the small things in life that we take for granted and hope to continue volunteering in the events to come.

"Although we take it for granted, sanitation is a physical measure that has probably done more to increase human life span than any kind of drug or surgery."

MAKING A SMALL 'BIG' DIFFERENCE



Many of L&T's CSR interventions are related to Healthcare. I have had the opportunity to volunteer for many such events. But the events that stand out for me the most are the general health camps and eye camps. Be it helping out at registration desks, crowd management or working at the free medicine dispatch counters, volunteering at these camps has given me immense satisfaction.

Out of the numerous camps, volunteering at the eye camp at Balavihar, a home for mentally challenged children, was truly life changing. Most of these children had been deserted by their parents. Some of them were unable to tell us their names or dates of birth. Listening to the stories about some of these children shared by staff members brought us to tears. Before leaving

the camp, we distributed colour crayons to the children which made them happy. The fact that such a small gesture could give them so much happiness motivated me to volunteer for more such camps.

Volunteering for these camps made me realise how fortunate we all are. It also gave me immense satisfaction as I felt that compared to any other event, by volunteering for these health and eye camps I am able to directly interact and make a difference in someone's life albeit a small one.

"There are only two lasting bequests we can hope to give our children. One of these is roots, the other, wings."

S.Subramanian

Asst. Manager - Finance & Accounts
L&T Geostructure LLP



The current CSR Volunteering Programmes at L&T are exactly in line with my areas of interest. While doing my post-graduation at NIT Trichy, I had the opportunity to take part in various events such as tree plantation drives and teaching children at evening study centres. One area I have always felt passionate about is 'Teaching'. A good teacher can be an inspiration for children and have a positive, everlasting impact on their lives.

We L&Teers had the opportunity to visit and volunteer at evening study centres supported by L&T. One visit that stands out for me is the Semmanchery centre. The children there were extremely energetic and enthusiastic to learn. By interacting with the teachers, I understood that this was because the teachers enjoyed teaching these children and continuously worked to improve their skills. They also requested us to help them with their spoken English.

I have so far volunteered by directly teaching children. I would like to spend my time in the coming months

as a volunteer by helping the teachers with the skills they require to learn. This will in turn help the teachers shape the lives of more students. In this way I would love to contribute towards building an educated community.

TEACHING THE TEACHERS

Sukanya G

Asst. Engineering Manager
EDRC – B&F IC

"Education and work are the levers to uplift people."



A LIFE CHANGING PROJECT

I have always been fascinated with art and oil painting. In class 8, we had to participate in a project on environmental pollution. This project involved painting and using various forms of art to convey facts about pollution. This excited me! Until then, I had only heard about global warming, environmental pollution and degradation, so I had no idea how the project was going to turn out.

Contrary to how I felt, the project in fact changed my approach to life. Through the project I knew more about our environment and how our actions influence the subtle balance of our ecosystem. At the end of the project, I felt immensely passionate towards the cause of environmental conservation. From then on, I decided to spend my time in spreading this message and doing my best to conserve our environment. Since then, I have taken part in numerous plantation drives and initiatives such as 'care a tree' initiative.

The CSR Volunteering event Paint-a-thon, gave me an opportunity to link both my interests. We painted the walls of government schools with social messages, many of which were environmental messages. Looking back, I feel that my class 8 project was a turning point in my life that propelled me towards conservation. Following my passion for art, I found my passion for the environment. Let us conserve our environment for the benefit of the generations to come.



"Following my passion for art, I found my passion for the environment"

Kandalam Sai Madhuri

Transmission Lines Business Unit
Power Transmission and Distribution I/C





REHOBOTH GIVES THEM A NEW REASON TO LIVE!

The happy smiles on the faces of the women at Rehoboth tell a story. Their cheerfulness, improved confidence and sense of self-worth reveal that their lives have turned a corner ... for the better. With their minds constructively channelized into various skilling activities, they have emerged as creators of colourful eco-friendly items like jute bags,



organic candles, jewellery, to name just a few. They have also become the authors of their own destinies.

The CSR arm of L&T Construction has been working in association with Rehoboth to rehabilitate these 'women in distress' who are mostly mentally ill and help them live a full life with a sense of belonging. Skill development has proven to be extremely therapeutic for them. It keeps their aggressive and destructive behaviour in check and engages them mentally and physically. It has improved their sleep patterns too. What's more, they have become more friendly and approachable and have been able to improve their social skills that is helping them in their effort to achieve economic empowerment.

At present, the 41 women at Rehoboth's rehabilitation workshop are trained systematically that helps them maintain schedules and target milestones for the day.

There are many happy stories like Yamini's.

Yamini was found wandering on the streets of Chennai, starving and traumatised, clearly a victim of the stigma that an apathetic society harbour towards the mentally ill. She exhibited erratic behaviour, often staring into space and muttering to herself along with aggressive spells. After intensive care and medical intervention, she has made great progress and is now an enthusiastic participant in the skilling programme.



She has a special interest in making jewellery and even wearing them. As she wears the jewellery, some of them made by her, she looks pointedly at the skilling instructor and asks albeit a little shyly, "When will I get married?" She doesn't wait for an answer but gets carried away by the carefully taught rhythm – three beads, pause, place a separator, three beads; pause, place another separator. The process goes on, with a strange rhythm and cadence of its own. She is calm, her aggression now a thing of her troubled past. Most importantly, she looks forward to another day. Her future and that of her friends at Rehoboth surely look brighter!



EYE CARE, WE CARE!

**30**

Eye Camps

**3528**

Beneficiaries

**1571**Spectacles distributed
free of cost**743** specially abled child
beneficiaries

India is currently home to one-third of the world's blind population: an estimated 12 million out of 39 million globally. Quite understandably, one of most important healthcare programmes of the Government of India has been the prevention and control of blindness. The National Programme for Control of Blindness (NPCB) has mandated to reduce the prevalence of blindness from the present 1.49% to 0.3% by 2020.

L&T Construction, in association with Sankara Nethralaya, has been doing its bit in the area of eye care by conducting various eye camps for the underprivileged to help them see the world in a new light. In FY 17-18, more than 30 comprehensive ophthalmology camps were successfully conducted across Chennai and its suburbs catering to specially abled children, women and the general public.

At every camp, the patients have to undergo a slit lamp test and a fundus examination. The visual acuity recordings are taken by experienced

optometrists, followed by refraction correction. Patients diagnosed with cataracts are counselled and given free surgery at the Sankara Nethralaya base hospital while those diagnosed with refractive errors are given spectacles with customized vision power free of cost.

These camps have changed the lives of the elderly and specially abled children who face mobility problems and lack access to quality health care because of their economic condition. Mrs. Malar, a beneficiary at one these camps, says, "My son had been complaining of eye pain for many days. He is also hyperactive and requires constant care and attention. I too was having blurred vision but we couldn't afford to go to a hospital considering what little I earn as a house maid. This eye camp was very useful for us because both our eye problems have been solved. They even gave me spectacles free of cost," she says happily. Holding her son close to her she says, "both of us can see much better now!"



This eye camp was very helpful as both our vision issues have been treated effectively.

POWERING WOMEN!

"Journey of a thousand steps, begins with one step".

- Lao Tzu,
Chinese philosopher

Thirty women labourers from Thakkar Bapa Nagar, Ahmedabad took a tiny step but figuratively a big leap in their endeavour to become self-confident and financially independent by availing off an opportunity offered to them by DC – ABRO with immense support from CSTI, Chacharwadi as part of its CSR initiatives.

DC, ABRO & CSTI, Ahmedabad have joined hands with SEWA (Self Employed Women Association), an NGO, to empower women workers by skilling them with the latest construction techniques. Once the venture was inked, SEWA approached a large number of women labourers requesting them to undergo training at L&T to improve their skills and thereby their earning capability. The women at first were not easily convinced as they had several issues about the training schedules, the new environment, loss of current jobs, getting a job post training, and so on.

Team L&T provided additional support to SEWA in their effort to convince the women by sharing with them past experiences and skill development programmes for men, taking them to visit the CSTI, etc. After concerted efforts, a group of 40+ women enrolled in the programme, of which

thirty were selected for training based on their aptitude, age and physical fitness.

CSTI prepared an 8-week syllabus for the trainees which included both theory and practical training. Further, to save their travel time, it was decided to impart the training closer to the homes of the trainees. The first batch was from 20th Dec'17 to 17th Feb'18.

Although they began hesitantly, the attitude of the women soon changed from 'apprehension' to 'confidence' by the time the programme concluded. With each passing day, they began to realize the importance of applying their mind when working at project sites and were gradually introduced to construction techniques and requirements. Rudimentary elements such as brick specifications and the different types of wall construction were explained to the trainees who



proved to be enthusiastic learners. It came as no surprise that basic elements like measurement scales and conversion ratios were new for them.

At the end of the programme, representatives of SEWA along with senior L&T-ites, addressed the participants, took their feedback and assured them of the company's continued support for the initiative. The trainees shared their experiences and committed to learn masonry trade for a brighter future for themselves and their families.

All of them unanimously declared that the training was an invaluable source of technical knowledge and

an opportunity to be aware of the quality and safety standards required at large construction project sites. They promised to promote the key learning in their localities and urge more women like them to enroll for the programme.

"Thanks to the L&T's training, I am confident that I will be able to construct a toilet or a kitchen in my house, if required. Neither do I have to depend on any outside agency for some minor repairs," says Manali Shah, one of trainees, brimming with confidence, who just like the others are eager to walk on this new found road to empowerment.



CSTI - JADCHERLA

ALL ABOUT CONSISTENCY AND EXCELLENCE!

A short while ago, Nagaraju was an aimless youth who, of his own admission, “did nothing particular in life” till good fortune led him to CSTI - Jadcherala. Now a skilled and purposeful individual, having completed his training in Formwork Trade he is today placed at the HMRL site.

“I learned many techniques, mostly on how to apply my mind and skills effectively during my training period which I am implementing at sites. The site-in-charge has recognized my good work and has promoted me to a supervisor,” says a charged up Nagaraju. “CSTI - Jadcherala has given me a livelihood and has changed my life for the better. Apart from a good salary, I now realize that with the right approach and right people anything can be achieved.” Nagaraju is one of the many success stories of CSTI - Jadcherala which has been empowering youth and consistently demonstrating excellence by being among the top contenders for the Annual Quality Trophy for the last three consecutive years. Therefore it came as no surprise when CSTI - Jadcherala won the coveted Consistent Outstanding Performance Award for 2016-17.

The award was decided based on a comprehensive selection process that involved parameters like Intake, Training, Placement, Retention and Continual Improvement on Quality and Innovation. “Achieving excellence does not happen in a day and is a continuous process,” says Deepak Sharma, Principal of CSTI - Jadcherala, standing tall over 6 feet, and a stickler for process orientation. “We inculcate quality consciousness and ensure that we maintain the highest standards of Quality in all our processes.



“CSTI has given me a livelihood and has changed my life for the better. Apart a good salary, I now realize that with the right approach and right people anything can be achieved.”

- Nagaraju



I am happy that we have been certified A+ Grade in the Annual Quality Audit conducted by CSTI - Jadcherala. We ensure that we keep abreast with the latest industry trends which prevents us from being blindsided by new changes. We also have an empowered skilled force that is ready to face the superior skilling requirements of this dynamic industry."

The skill training is based mostly on specific site requirements which warrant a thorough knowledge of the construction processes. Affiliated to Heavy Civil IC, CSTI - Jadcherala has been constantly infusing new skilling exercises to meet the requirements of the IC like Transformer and Earthing scale models for the Electrical Trade. These initiatives have helped to hone the skills of the trainees. The trade curriculums are updated regularly with a keen focus to improve the quality of tools and tackles thus ensuring optimum safety, quality and productivity.

CSTI - Jadcherala has shown commendable progress in space

optimization by clearing the entire scrap yard and selling the scrap through a streamlined process. The available space has been converted into a practice yard for the trainees.

Adding green cover to the beautiful campus has been high on the agenda with around 1000 saplings planted in the campus by the trainees who are encouraged to go beyond regular work and channelize their skills to develop unique products. Under the able guidance of the Form Work Demonstrator, Mr. Vijayan, the trainees made an electric lawn grass cutting machine using the available scrap - an effective synthesis of frugality and innovation, known as 'Jugaad' or an intelligent, low cost solution to a problem.

This CSTI - Jadcherala also boasts of impressive statistics in reducing the carbon footprint!

One of the initiatives was to reduce carbon emission by 124 tons which was achieved by obtaining 129285 KWh solar power from a 114KWp installation comprising a fixed panel, a single axis tracker and a double axis tracker, thereby reducing CO2 emission by 106 tons. Another 18 tons were reduced by using five 300 litre solar water heaters to provide warm water round the clock to the hostel, saving 22500 units of electricity!

The next initiative at CSTI - Jadcherala is to make the campus completely plastic free, which going by its past records, will soon be a reality.





CSTI - SERAMPORE

BEST IN QUALITY!

The bustling and vibrant town of Serampore, once known as Frederiknagore, sits on the banks of the Hoogly boasting of some of the best educational intuitions in the state. Widely regarded as one of the most developed towns in the Howrah region, Serampore is also home to one of our Construction Skills Training Institutes (CSTI) that transforms unemployed, unskilled youth into a nation building force. CSTI - Serampore made news recently by bagging the Quality Trophy for 2016-2017, a well-deserved recognition for their exemplary quality in processes, sourcing methods, optimum utilization of training resources and infrastructure created including facilities for staff training and digitalization.

“We are not just about training youth for skills required at the job sites,” says Mr. Tushar Bagchi, Principal CSTI - Serampore, “We are all about nurturing them to become disciplined individuals who focus on quality in everything that they do, so much so that today our workmen are appreciated at the sites for their productivity, punctuality and other qualities. Apart from this, the attrition is also negligible. We, at CSTI - Serampore, are committed to maintain an optimum standard of training at all times.”

Trained and Placed

In the last three years, 2039 unemployed youth were trained at CSTI - Serampore and all of them have been placed at our project sites. This achievement is more than hundred percent of the assigned target which is primarily attributable to their in-built quality training process, target achievement, hundred percent placements and innovative practices through mechanized tools and tackles.



We, at CSTI - Serampore, are committed to maintain an optimum standard of training at all times.

Mr. Tushar Bagchi
Principal
CSTI Serampore



Ever-improving faculty

Experienced trainers are fundamental in the success of any skill building initiative and it is no different with CSTI - Serampore, where most of the trainers have been associated with the institute for long which has helped them enhance their training skills and deliver qualitative training programmes. "As faculties of CSTI - Serampore, we are constantly upgrading ourselves so that we give our best to produce skilled workmen who are well versed in safety, housekeeping and so on," says Tanmay Biswas, instructor of Formwork Carpentry. "Here the training is given in a disciplined environment that fosters better learning"

Trade Infrastructure of a high order:

A standout feature of the newly refurbished CSTI - Serampore facility that was inaugurated in November 2016 is its high quality infrastructure. The trade-wise practice yards are clearly demarcated with the training session progressively completed in a full cycle of three months. The number of students, practical exercises, tools and tackles, teaching aids and lesson plans have been considered for the layout planning.

Business Specific New Trades

Under the patronage of the MMH SBG, CSTI - Serampore caters to the requirements of the business with trade innovations as well as the introduction of new trades to the training agenda. Some of the new trades addressed are Pipe Fitting for Mechanical, Industrial Electricians and some proposed ones are training for Riggers and Safety Stewards. Apart from this, new implementations like spray gun plastering machine and plaster surface finish machine have been incorporated for mechanised masonry trade.

Optimum Utilization of Resources

Achieving targets are a result of optimum utilization of available resources. The trainers, infrastructure, tools & tackles and completing lesson plans have been persistently high at CSTI - Serampore. The efficient monitoring of cost per trainee has resulted in keeping the budget under control.

Employee Volunteering

Volunteering and giving back to the society have always been a priority at the CSTI - Serampore.

with the Principal and staff actively participating in Employee Volunteering activities. One such initiative was the collective team effort of painting the premises of Anganwadi School at Dakshin Rajyadharpur and Simla Primary School. Not only was this an enriching experience for all, the school authorities also thanked and appreciated CSTI - Serampore for their effort. Most importantly it sent out a message loud and clear that CSTI - Serampore stands by its values of empowering youth and the community around it.





BLOOD DONATION - GIVING THE GIFT OF LIFE

The CSR arm of L&T Construction in partnership with Indian Red Cross (IRC) Society organized a Blood Donation drive at L&T Construction's headquarters in Chennai on 30th and 31st January 2018.

The camp was inaugurated by Mr. K. Asok Kumar, Executive Vice President & Head WET IC in the presence of employees and IRC officials. 303 employees were found eligible to donate blood post screening. Three doctors and 17 para medical staff from IRC supported this initiative.

As a token of appreciation, the donors were presented certificates and a lunch bag specially made by the specially challenged women of Rehoboth, an NGO working towards the rehabilitation and skill building of women in distress.

The annual blood donation drive was a success and L&T Construction continued to hold the top spot in the list of construction companies with the highest number of employee blood donors.

Snapshots from the blood donation camp



**Typical Employee Volunteering Initiative of L&T-ites.
A Proof that We Care for the Community.**

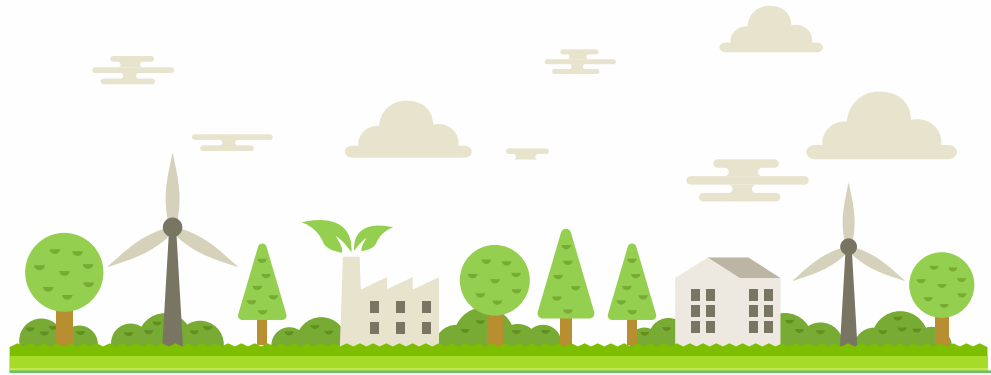


GREENING THE L&T CAMPUS



As part of a campus sustainability initiative, a tree plantation drive was led by Mr. S.N. Subrahmanyam (SNS), CEO & MD at the L&T Headquarters on 4th September 2017. The main objective of the event was to enhance the green cover of the campus and promote a green way of thinking. It was a Project Green Hand initiative in collaboration with the Administration Department and Civil Maintenance.

SNS, MVS, SRV, SVD, RS, RBB, VJC planted trees in the aisle area of TC II Building, while the other employees who actively participated in the drive, planted trees near the canteen area and the OSR place. About 68 tree saplings were planted adding to the lush greenery which is intrinsic to the L&T campus.



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