Community Relations and Rehabilitation & Resettlement

Annual Report 2009-2010
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Our Visionaries

"In a free enterprise, the community is not just another stakeholder in business but is in fact the very purpose of its existence."

Mr. Jamsetji Tata
Founder of Tata Group

"No success or achievement in material terms is worthwhile unless it serves the needs or interest of the country and its people."

Mr. J.R.D. Tata

"The philosophy of corporate social responsibility as practiced by Tata Group is legacy of its founders. The multitude of community initiatives the group has sowed and fostered from its earliest days flows from this wellspring voluntary, as opposed to obligatory commitment."

Mr. Ratan Tata
Chairman, Tata Sons
## Abbreviations

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<th>Abbreviation</th>
<th>Description</th>
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<tr>
<td>AIDS</td>
<td>Acquired Immune Deficiency Syndrome</td>
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<tr>
<td>ARTI</td>
<td>Appropriate Rural Technology Institute</td>
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<td>BAIF</td>
<td>Bharatiya Agro Industries Foundation</td>
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<td>BCSD</td>
<td>Business Council for Sustainable Development</td>
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<td>BNHS</td>
<td>Bombay Natural History Society</td>
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<td>BPL</td>
<td>Below Poverty Line</td>
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<td>BPO</td>
<td>Business Process Outsourcing</td>
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<td>CGPL</td>
<td>Coastal Gujarat Power Limited</td>
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<td>CR</td>
<td>Community Relations</td>
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<td>CSR</td>
<td>Corporate Social Responsibility</td>
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<td>DRC</td>
<td>District Resource Centre</td>
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<td>GEDA</td>
<td>Gujarat Energy Development Agency</td>
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<td>HIV</td>
<td>Human Immunodeficiency Virus</td>
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<td>ICME</td>
<td>Institute for Continuing Medical Education</td>
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<td>ICTC</td>
<td>Integrated Counseling and Testing Centre</td>
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<td>IGA</td>
<td>Income Generation Activities</td>
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<td>ITI</td>
<td>Industrial Training Institute</td>
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<td>IWD</td>
<td>International Women’s Day</td>
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<td>KPC</td>
<td>Kaltim Prima Coal</td>
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<td>MLA</td>
<td>Member of Legislative Assembly</td>
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<td>MOU</td>
<td>Memorandum of Understanding</td>
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<td>NASSCOM</td>
<td>National Association of Software and Services Companies</td>
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<td>NDPL</td>
<td>North Delhi Power Limited</td>
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<td>OCA</td>
<td>Orissa Cricket Association</td>
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<td>PAV</td>
<td>Project Affected Villagers</td>
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<td>PSI</td>
<td>Population Services International</td>
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<td>SHG</td>
<td>Self Help Groups</td>
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<td>TAS</td>
<td>Tata Administrative Services</td>
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<td>TCS</td>
<td>Tata Consultancy Services</td>
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<tr>
<td>TERRI</td>
<td>The Energy and Resources Institute</td>
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<td>TISESE</td>
<td>Tata International Social Entrepreneurship Scheme</td>
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<td>TPCDT</td>
<td>Tata Power Community Development Trust</td>
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<td>UNV</td>
<td>United Nations Volunteers</td>
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<td>VCT</td>
<td>Voluntary Counseling and Testing Services</td>
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Managing Director's Message

“In a free enterprise, the community is not just another stakeholder in business but it is in fact the very purpose of its existence.”

- Jamsetji Tata

In line with the vision of our founder, Mr. J. N. Tata, Tata Power has been building long term relationships with our communities through sustainable development. Our 'Principles of Community Engagement' guide us in our commitment to the communities near our sites and society in general. We have made significant efforts to link the progress of our communities to our progress, ensuring that they benefit from our presence.

During the past year, we have strengthened our relationships with communities in our areas of operations and taken steps to build relationships with communities in our project areas, through a number of initiatives. The highlight of the year was the formation of the Tata Power Community Development Trust (TPCDT) and Mannat Foundation, which have played a key role in meeting the development needs of the communities. The Mannat Foundation has set up a BPO to promote employment and education in our catchment areas.

Tata Power also assisted in the formation of self help groups for mobilizing and training rural women for initiating income generation activities and other micro enterprises in our project areas. We have completed a study for monitoring of the baseline data for biodiversity in our greenfield projects. We have also engaged Tata Institute of Social Sciences to measure the impact of the CR initiatives on our key communities.

All these initiatives have been possible due to the joint efforts of our Corporate Relations and Operating teams, who have worked tirelessly with the communities to make substantial difference in their quality of life. We also commend the spirit of commitment of our employees, who volunteer their services during their spare time.

Our efforts towards development have continued with zeal and enthusiasm. However, we recognize that we still have a long way to go. It is imperative for all of us to join in this effort, so that along with being a supplier and partner of choice, we also become a neighbour of choice.

(Prasad R Menon)
Managing Director
Tata Power's Vision, Mission and Values

Vision

“To be the most admired Integrated Power and Energy Company delivering sustainable value to all stakeholders”

Mission

We will become the most admired Company delivering sustainable value by:
- Being the supplier and partner of choice
- Achieving excellence in operations and project management
- Focusing on the culture of sustainability
- Ensuring growth and delivering value to all stakeholders
- Caring for the community

Values

- **Integrity:** Honesty, fairness and transparency in our conduct and transactions
- **Trust:** Faith and belief in each other
- **Care:** Being concerned about the well being of all employees and stakeholders
- **Collaboration:** Excellence through teamwork, within employees and partners
- **Agility:** Speedy, responsive and productive, achieved through empowering employees
- ** Respect:** Treat all stakeholders with respect and dignity
- **Excellence:** Bettering standards continuously with passion and pride

| Trust and Care |
Introduction
Tata Power has a legacy of meeting its commitments to stakeholders. Over the last nine decades of its existence, Tata Power has endeavored to positively uplift the lives of numerous communities around its areas of operation. “leadership with care” is our guiding principle and motivates us to make a difference.

Tata Power has established the Tata Power Community Development Trust (TPCDT) and Mannat Foundation, with a view to create an environment that ensures Sustainable Community Development.

Tata Power’s support for rural development projects, healthcare, environment, infrastructure development and self help groups are just a few programmes undertaken in their determined pursuit for sustainable human development, which is of exemplary importance to rural communities.

Tata Power’s leadership emphasizes a lot on Community Relations initiatives and has extended its arms multifold by partnering with various NGOs and reaching out to a wider community by a systematic Community Need Identification, followed by measuring the impact through the Community Satisfaction Index.

Community Relations Strategy

The CR strategy moves beyond good corporate citizenship and mitigates harmful value chain impacts to mount a number of initiatives whose social and business benefits are large and distinctive. The strategic CR has imbibed the principle of shared benefits for the business and community. It involves identifying the points of intersection between the business and community which takes two forms, inside-out and outside-in linkages. Both these dimensions of business work in tandem and help in categorising social issues into generic, value-chain impacts and issues in the competitive context. It is here that the opportunities for shared value truly lie and which help, Tata Power as well as the community for long term prosperity.

Community Relations Policy

Tata Power believes in integrating its business values and operations to meet the expectations of all its stakeholder communities, ranging from those living around its plants to those employed by its contractors and suppliers and Tata Power is committed to ensure that they benefit from the Company’s presence.

Tata Power will continue to serve its communities by:

- Adhering to the Principles of Community Engagement
- Ensuring they benefit from the Company’s presence by proactively responding to their needs
- Providing all assistance during times of disasters
- Building and strengthening community institutions, including panchayats, which will enable them to realize their rights and entitlements
- Working in partnership with NGOs, State and Central bodies to widen the reach and leverage each partner’s individual experience and expertise
- Encouraging its employees to volunteer their time

Community Engagement Principles

Land acquisition

- Does not physically or economically displace people.
- If unavoidable, ensure minimal displacement
- Tata Power shall not acquire irrigated agricultural or tribal land for any project

Communities physically near the project

- Direct and pro-active consultation with the community at every stage
- Ensure standard of living and sustainable livelihoods of communities are higher than those prior to the project
- Compensation as per the best practices prevalent anywhere worldwide
- Special care shall be taken to protect the interest of tribals, dalits, most backward castes, especially women, children and the disabled
- Benefits first to be shared with communities in the form of outsourced services, jobs, electricity etc.

Value chain

- Contractors to treat their labour force well by going beyond legal requirements and follow as close to Tata Power’s own standards as possible
Suppliers to mutually agree upon social and environmental standards

**Governance**
- Tata Power’s top management and board shall review adherence to these principles on a regular basis (at least once a year)

**The Triple Bottomline Approach**

Tata Power CR follows the Triple Bottom-Line Approach in order to ensure that the activities carried out in the community are sustainable in nature. Hence, the three pillars it rests on are as follows:

- **Adding Economic Value**: Activities that lead to generation of income and restoration of livelihood of the community members
- **Harmonizing Environmental Factors**: Activities that nurture the spirit of energy management and environment conservation
- **Building Social Capital in the Community**: Community development through improvement in rural and urban infrastructure, health check-ups and imparting education to community members

Activities under each pillar are conducted by forming teams of dedicated CR members as well as volunteers from Tata Power and the community.

**Expanse of Tata Power**

Tata Power’s expanse comprises Stand Alone Business, Subsidiary Companies, Joint Venture Companies, and Associate Companies

**Focus on Thrust Areas and Activities**

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<tr>
<th>Adding Economic Value</th>
<th>Livelihood/ Income Generation</th>
<th>Harmonying Environmental Factors</th>
<th>Focus on Thrust Areas and Activities</th>
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<td>Reference for surgery</td>
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<td><strong>Road Repairs and Development</strong></td>
<td>Support to Village Governance</td>
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<td>Agriculture</td>
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<td><strong>Sanitation Facilities</strong></td>
<td>Support to Village Governance</td>
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<td>Horticulture</td>
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<td><strong>Education</strong></td>
<td>Assisting in Primary/Secondary Education</td>
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<td>Pisciculture</td>
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<td><strong>Literacy /Adult Education</strong></td>
<td>Building Educational Infrastructure</td>
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<td>Animal Husbandry</td>
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<td><strong>Social Welfare</strong></td>
<td>Sports/ Cultural</td>
<td>Building Health Infrastructure</td>
<td>Training Paramedical Persons</td>
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<td><strong>Watershed Development</strong></td>
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<td><strong>Biodiversity Conservation</strong></td>
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Demography of CR in Tata Power

Population Coverage

- Population: 35000
- Male: 21000 (60%)
- Female: 14000 (40%)

Total Population: 2,92,016

Tata Power has provided services to a total of 58,759 people under its seven thrust areas such as Livelihood opportunities, Health, Infrastructure, Education, Social Welfare, Energy and Environment. A total of 44% have been benefitted from healthcare services followed by 19% by Education and 18% by Energy.

Affirmative Action

- Livelihood Opportunities: 7%
- Health: 9%
- Infrastructure: 2%
- Education: 8%
- Social Welfare: 6%
- Energy: 54%
- Environment: 14%

The details of affirmative action (for the welfare of SC, ST) where Tata Power has catered to 23% (13,595 people) under seven thrust areas. The highest population (54%) has availed of healthcare services.

Aligning CR to Business Strategy

Community Relations Workshop

Community Relations (CR) in Tata Power had conducted a two-day workshop on 22-23 February 2010 in Mumbai. The workshop was attended by all CR personnel and plant heads. This workshop was facilitated by Mr. Shankar Venkateswaran and Ms. Aparna Chandrashekaran of Sustainability, New Delhi, with support from resource persons of Tata Power and Ms. Anuradha Parikh (Architect of Care). The programme was witnessed by Mr. Prasad Menon (MD), Dr. G. Baghasingh VP(HR), Mr. Vivek Talwar (VP-BE) and Col. Prakash Tewari (Retd.) (Head CR and R&R).

Key Performance Indicators / Outreach

- Livelihood Opportunities: 19%
- Health: 3%
- Infrastructure: 1%
- Education: 9%
- Social Welfare: 44%
- Energy: 6%
- Environment: 18%

Total Beneficiaries Thrust area wise

Tata Power has reached out to all categories of people in and around its operational areas, where 62% (179,625) belong to the general category, 31% (91,361) belong to SC, ST and the balance 7% (21,303) belong to OBC.
Mr. Menon in his keynote address, expressed the role of Corporates on social impact, community development, integrating productive human resource in development sector and broad justification of Corporate in CR. He also shared the need to evolve strategic CR, so as to leverage our strengths and extend the same to the community.

Tata Power Heads of Business Development, Land acquisition, Operation and Maintenance (O&M), Dehradun Thermal Power Plant (DTPP), Safety Health and Environment (SHE) shared their experiences and dwell on the importance of CR in their areas. This helped all CR persons to understand the need of CR in different phases of the Company.

Understanding about national and international level R&R issues, community engagement principles, methodology which included mapping of the community, organization structure were discussed in detail. The integration of CR and Architecture of care was dwelt at length. It was also firmed up that a CR manual be formulated, which will contain guidelines and Standard Operating Procedures for all the locations.

The session concluded with renaming of CSR department to Community Relations (CR). The role of Corporate was clarified during the sessions, namely facilitation of CR persons to plan and execute their function.

Photo Gallery of CR Activities

- Visit to Old Age Home
- CR Team and NGOs reviewing afforestation
“Touching Lives”

“We do not work for the community but with the community”

M/s. Sanket Patil and Sagar Gangurde, two young engineers of Tata Power have been deputed to “Teach for India”, a drive to teach the underprivileged children, for two years. They share their experiences during their projects.

1. My experiment with truth - Mr. Sanket Patil

It was a morning in October last year when I came out of Gandhi Ashram, Ahmedabad, in a reflective mood like everyone else. At that time, a volunteer from Manav Sadhana a NGO, told me about Shantama, an 85 years old widow living in the biggest slum of Gujarat just opposite to Gandhi Ashram. To earn her livelihood, she did rag picking in that slum and on the streets of Ahmedabad. Her elder son died of Tuberculosis and her younger son (aged 42 yrs) who had turned blind had many skin diseases due to ill effects of rag picking. When I heard her story, it wasn’t difficult for me to take the decision to spend a day with her in that reflective mood of Gandhian thoughts.

I crossed the road and entered the slum called Tekri slum. I went to her house and told her that I wanted to spend a day with her and will help in her work of rag picking. By that time she was ready for her journey of livelihood for that day, with 2 white sacks in her hand. I took those sacks in my hand and walked along with her. From one garbage stack to another, we started collecting plastic bags.

She told me what type of bags to collect and what type of bags give more money. We were standing on those huge stacks of garbage where there were only barking dogs threatening us from entering their area. With stones in one hand and sack at the back, we almost covered her area. We then went on the streets of Ahmedabad near Gandhi Ashram. Inside the slum there was fear of barking dogs while outside on the street we had to hide ourselves from the eyes of people who were looking at us, as though we were thieves.

Then we sat in a shady place near one house and emptied our sacks on the ground. Shantama started dividing those bags in 2 different groups, with milk bags kept separately which gave us more money. It was five in the evening when we finished our work and went back to that slum in one of the ‘Pethas’ to sell those plastic bags. We weighed our sacks. It was 4.5 kg which gave us Rs 35, for that day’s work.

Then we came back to her house. Shantama had cooked food in the morning. When I was talking to her
son, she went out. When she came back she had Amul Chas in her hand which costed about Rs10. I had dinner along with Chas with Shantama and her son.

On that day, I understood what it takes for her to earn those Rs35 per day, but I haven’t understood her for spending one third of her daily income for a person who had just spent a day with her. And then I started blaming myself for talking about struggle, career, lower salaries and security.

With these thoughts in my mind I touched her feet and said bye to her. She said, “I don’t know how many days are left in my life, but next time when you come to Ahmedabad don’t forget to come to the house of your Shantama”.

I came out of that slum, standing outside Gandhi Ashram waiting for the bus. I was thinking about that one experience of truth in my life, but my heart had only these words to say…

I am indebted to Tata Power for giving me an opportunity to understand and make a difference in the lives of thousands of such people through CR.

2. The meaning of abundance-Mr. Sagar Gangurde
In the shoes of a daily wage earner
I have been an executive engineer with Tata Power for the past 2.5 years. As a part of the community relations initiative of Tata Power, I am presently teaching at Sri Hashu Advani, Memorial School in Govandi, Mumbai for two years, to the second standard. My students come from very underprivileged background and live in slum communities. Their parents are daily wage earners and face many hurdles in earning their livelihood. Though I paid many community visits to my children’s homes to understand their situation better and make a deeper connection with them, I wanted to know even more. I wanted to live for a day in the shoes of their parents and really understand what it must be like to live from day to day, by doing odd jobs.

I had heard about Manav Sadhna, a NGO in Ahmedabad. During Diwali, I went to the Tekri community in Ahmedabad. The people here were ragpickers, potters, vada-pav sellers and odd-jobsmen. Manav Sadhana enabled me to spend an entire day in this community, living the life of Amitbhai, a 21-year-old, a daily wage earner, in this particular case, a dal-vadiya maker and seller. Amitbhai had repeated class X thrice. His sister was a dropout in class VII and his father never went to school. However, this did not impede them from giving me a heartfelt welcome and showering me with whatever meagre gifts they could afford.

My day began with filling water and completing the daily chores in a 10ft X 15ft shanty. First, I peeled and cut about 5 kilos of onions. My eyes were watering very much and I could barely drink the tea that the family very kindly gave me. Then I boiled about 10 kilos of potatoes, peeled them and mashed them up with my hands. Amitbhai’s sister prepared the required masala. I poured it over the mashed potatoes, I filled the cut onions in one vessel, the mashed potatoes in another and carried some other required vessels. All these I carried for 1.5 kms to a handcarts in Wadaj Chowk. The handcarts were gritty with dirt accumulated due to spilling of oil, I first got down on all fours, scrubbing it clean. My clothes were a sight to behold! I then swept the
surroundings. I lugged in a LPG cylinder and burners from a little warehouse 100 metres away and rigged them up on the cart.

Like Amitbhai, my day too began with a heartfelt dev puja. With my fists, I made balls of the spiced mashed potatoes. The oil was heating up in a big kadai. I dipped each ball into lentil flour paste, and gently inserted it into the boiling oil. The oil would frequently splutter and singe my fingers but there was no time to care about that. What ensued was a steady juggling act on my part.

As customers streamed in, my multi-tasking abilities were tested to the core. I was stirring and turning the vadas in the boiling oil, removing them and draining the oil, weighing the piping-hot vadas, packaging them in newspaper, handing them over to the customers, taking the money and returning back the change at the same time. This continued for three hours. I was faced with a rather paradoxical situation of cooking delicious steaming hot vadas for others, but having hunger pangs in my own stomach, that I could not take time off to quell.

This experience made me learn many things. As a daily wage earner, I could not take off and satisfy my hunger whenever I wanted. I had to wait till 4pm, after my breakfast, to eat again. I contrasted this with my cushy executive existence, snacking at will from an array of foods lined up for my consumption. Secondly, I was humbled by the stark simplicity of Amitbhai’s life. This inculcated an attitude of gratitude in me for the many gifts that I had been bountifully blessed with in my life. Suddenly, not having a particular brand of a car or a bungalow at a particular location, did not seem to be a justifiable peeve. I realised how incredibly privileged I was as compared to a fellow-countryman of mine who went through such daunting challenges, just in order to survive another day.

As a teacher in an underprivileged community, knowing the family life of a daily wage earner has proved to be invaluable. I now know why some of my children sleep in class as they are working to earn a living when they are not in school or are surrounded by noise and conflicts that make it difficult for them to get a good night’s rest. I now understand why my students are so interested in my tiffin box, and are so curious to visit my home and see how I live. They are yearning to break free of the limits set by their social and economic situations and to taste a better life for themselves.

I am thankful to Tata Power for giving me the opportunity to teach and gain insights into the lives of an underprivileged community.

“Society exists only as a mental concept; in the real world there are only individuals.”

- Oscar Wilde, Irish Playwright
“Greater transparency is an unstoppable force. It is the product of growing demands from everybody with an interest in any corporation - its stakeholder web - and of rapid technological change, above all the spread of the Internet, that makes it far easier for firms to supply information, and harder for them to keep secrets. Firms now know that their internal e-mails may one day become public knowledge, for instance, many big companies must co-exist with independent websites where employees can meet anonymously to air their grievances. With greater transparency will come greater accountability and better corporate behaviour. Rather than engage in futile resistance to it, firms should actively embrace transparency and rethink their values and generally get in better shape.”

- Don Tapscott, co-author The Naked Corporation
Hydros

Adding Economic Value

Income Generation Activities (IGA)

Tata Power helps people generate income by providing them livelihood and improving their quality of life through the following initiatives:

1. Rural BPO, Khopoli

   Tata Power unveils its latest initiative for rural employment. A BPO was inaugurated at Khopoli for the youth of the region, under the aegis of Mannat Foundation, the community initiative arm of the Company. The Call Center was created to generate 360 jobs for the locals.

   A total of 625 applications were received from the students of primary and secondary levels of the catchment areas. The students were shortlisted and interviewed based on which eligible students were selected. These students underwent a rigorous training programme for one month. During the selection of the first batch, the initiative attracted enthusiastic response from the local population. The selected trainees were given a month long pre-process training, comprising basic communication, confidence building skills and process training. These trainees received certification after the training period and were taken in as employees for the BPO.

   Initially, the call centre employed 47 call agents, who were selected and hired from Khopoli, Lonavla and the adjoining catchment areas. The present strength of BPO is 188 (including 92 under training), where 45% are from socio-economic backward communities. The strength of the BPO will be increased further in near future. Spoken English and Computer Education are being imparted to 10+2 unemployed youth, who can eventually get absorbed in the BPO.

   Situated in the Western Ghats of Maharashtra, Khopoli, which is close to the Tata Power Hydro Generation facility, the call centre lends itself to provide alternative employment to the youth of rural India, with an aim of creating self sustained community development.
2. Pisciculture

Pisciculture is one of the most important activities of IGA in Hydros. Fast growing 4.5 Lacs fingerlings fish from Government hatcheries were procured and released in perennial village ponds of 14 villages in Maval region for consumption. These fishes once grown were consumed as food, which added to the nutritive value of the villagers.

![Fingerlings Distribution (in Lacs)](image)

3. Sericulture

Livelihood programmes undertaken by Tata Power have shown hopes of co-existing in the unique ecosystem such as rich natural resources of areas in Mulshi taluka of Pune district and also helping the families need to generate their livelihood by conserving the forest trees. Sericulture (Tasar culture) was started to promote eco-friendly sustainable diversified livelihood programme for weaker sections of society.

Sericulture, is an agro-based industry which involves rearing of silkworms for the production of raw silk (yarn obtained out of cocoons spun by certain species of insects). The major activities of sericulture comprise food-plant cultivation to feed the silkworms which spin silk cocoons and reeling the cocoons for unwinding the silk filament for value added benefits such as processing and weaving.

The remoteness, inaccessibility of Mulshi area and also poor skill and illiteracy has resulted in underdevelopment of the area leading to low employment opportunities. Secondly, the area is dependent on rainwater which results in poor agricultural output and income for the families of inhabitants. Tasar culture will help families financially, besides protecting the forest area from encroachment and felling.

The major highlights of sericulture promotion programme are:

- High employment potential
- Provide vibrancy to village economics
- Low gestation, high returns
- Women friendly occupation
- Ideal programme for weaker sections of the society
- Eco-friendly

This programme has set the path for 45 families to generate additional source of income through Tasar silkworm rearing. Tasar culture can become a tool to promote integrated sustainable livelihood programme. The forest in Mulshi and Maval areas is rich in Terminalia tomentosa. Meeting the growing market demand of organic or wild silk which has led to promotion of tropical tasar (Antheraea mylitta). As the traditional areas for tasar production have already reached a saturation point, there is a growing realisation to augment this by exploring in non-traditional areas of Maharashtra, with natural abundance of host plants. Pune district offers such potential having forest cover, with abundance of Terminalia tomentosa and tribals forming more than 10% of population.

This success is important in the lives of the families from socio-economic point of view, towards conservation and protection of natural environment for their own prosperity, which is linked in creating value chain system through processing, also at Tasar silkworm reaper’s level, while integrating other livelihood programmes. At present, each family involved in these integrated activities has potential to earn Rs. 4000 to 25000 per year, for which they migrate to cities for employment.

The programme is based on cluster based approach of promoting family need based sericulture economic model and integrated post-cocoon processing as value addition chain system under silkworm reaper’s, which is the way to promote and protect primary interest. Ownership facilitated adoption and upgradation of technologies at different levels and promotion of the products. The potential and challenges of Tasar rearing
and reeling integrated are at rearer's level and linking it to fabric production, combining improved and traditional technologies as a cluster approach is unique. A family rearer can earn from Rs 4000 to Rs 12,000 per crop and value addition up to raw silk, which leads to creation of additional employment of 90 to 150 days. Processing of each cocoon can fetch an additional Rs 0.80 from raw silk and Rs 4.00 from fabric. It is important to promote cluster model of value added chain system through primary producer. The products will have more qualitative and competitive edge over other, which is the need of present industry to promote such societal silk for social prosperity. Tasar culture will act as a catalyst in promoting fodder production and other activities like dairy and horticulture. Cascading the effect of tasar activity and improvement in the quality of life of adopted families will lead to possibilities of replicating such models in adjoining blocks and districts, as more participants are coming forward to enroll and adopt forest area for tasar activity, leading to slowing down of migration. Alreadly this programme has helped 250 hectares of forest cover being protected and regenerated.

**Success Story**

Mr. Vikas Helam and his group members belonging to ST caste of Village Gotha, Mulshi Taluka have been traditionally living their livelihood as labour, as they do not own any agriculture land. Because of agro-climatic conditions people are having a single crop. Therefore, working as labour has its limitations. They get work during the sowing and harvesting seasons.

Tata Power has provided training to 45 participants in Tasar silkworm rearing including Mr. Vikas Helam. For 45-60 days when they reared the Tasar silkworm on forest trees host plant locally called as "AYN" (T.tomentosa), they have been able to harvest 30,000 cocoons worth Rs 20,000 and are confident to take it up on a large scale at a nearby forest area.

**5. Agriculture Promotion**

Agriculture information and regular updates on market rates, a new initiative with a Mumbai based NGO, MCX, is shared on an ongoing basis in 25 villages of Maval and Mulshi. This has generated employment for two village youths, for a period of one year initially.

**4. Distribution of Mango Grafts**

Good quality Mango grafts were distributed to the village farmers on their request to enhance additional income and greenery. These grafts were planted by the farmers, who in turn will also get benefited. The total number of mango grafts given year wise is illustrated in the graph shown below.

![Fruit Tree Project](image)

Handing over fruit plants to villagers

Inauguration of the programme at Kundli

Farmers are updated on agriculture developments and market rates on the agriculture commodities, which they grow. This will help the farmers fetch better prices for their produce and update their agriculture information.
Agriculture is the predominant income generation activity for people in Maval and Muishi, Pune. However, there is a very low level of scientific knowledge in farmers of these regions, which has a direct impact on quantity and quality of agricultural produce. The low use of newer hybrid seeds, fertilizers, etc., adds to this impact.

Another problem is the low level of price dissemination amongst farmers. Only about 30% of the farmers have access to newspapers which quote the spot prices. The understanding of commodity markets and future prices is nonexistent. This has a direct impact on short-term and long-term income of the farmers.

There is extreme low diversity in crop plantation with paddy (rice) being the main crop even as there are opportunities to grow more diverse crops. This is partly due to low knowledge and fear of failure of crop. The farmers sustain with rice and hence show less initiative in any kind of experimentation.

Tata Power started an initiative for Agriculture promotion ‘Sahayog’, with the objective of price dissemination amongst farmers, knowledge and skill enhancement, adoption of newer seeds, fertilizers, and increasing crop diversity.

Tata Power implemented this initiative with MCX organisation. Sahayog team members surveyed the whole area and generated a detailed report on crop patterns and other agricultural data. Farmers were registered as members and their queries solved. The initial pilot programme is running in 25 villages successfully.

So far, the achievement under Sahayog is that a mechanism was established for spot and future prices of locally grown agricultural commodities to flow from actual market to the village coordinator. The village coordinators were trained by KVK agriculture expert on agricultural practices and price mechanisms. 25 villages were provided with blackboards, which were kept at centrally located places like schools, community halls, temples, or Panchayat Bhavan. Every morning, the coordinator gets the rate of commodities grown in the region on phone by MCX representative which is updated on a day to day basis on the blackboard.

6. Watershed Management

Tata Power has also taken up another initiative termed “Watershed Management”. This initiative has covered 400 families of 9 villages in Maval. The major objectives of the project are enhancing agriculture development, livestock development, women empowerment, water and land treatment. Tata Power has partnered with Bharatiya Agro Industries Foundation (BAIF) for implementation of this project.

As a measure of agriculture development, a total of 43 farmers were identified for demonstration of hi-yield wheat and maize cultivation. Seeds and fertilizers were provided at subsidized rates. Farmers were encouraged to start vermi-compost and were guided by experts.

With financial support from Tata Power, BAIF is implementing the project since July 2009 in nine villages of the catchment areas in Kundali and Shiriwata dam. The project mainly involves community mobilization, agriculture and livestock development.

Project work initially was focused on mobilizing the community through small group meetings, women's group meetings and exposure of a small group to development activities. Baseline survey helped to have close interaction with the families besides collecting information on their resources. Progress on activities is presented below:

6.1 Baseline survey and Exposure

Baseline survey of nine villages was undertaken to get information of existing situation. One MSW was introduced in a team of field guides to lead the project activities. Exposure visit of team was organized to Central Research Station and field activities of BAIF at Uruilkanchan. Subject specialists visited the project area fortnightly and guided the team at Utkarsh.

6.2 SHG: Group formation and strengthening

Thirty three non-functional SHGs of women were existing in the project area. These groups were made functional by regular meetings and 5 new SHGs were formed. Regular meetings and technical inputs were ensured through group meetings at Utkarsh. Two
training events were organized for SHG members on record keeping for orienting them on the utility of records in effective SHG functioning. World Women's Day was celebrated on 8th March organizing cultural programmes on women empowerment. The event received good response from the villages with more than 150 women participating in the event. Two SHGs were linked to Sankalp (outlet at Uruilkanchan for products generated through SHG initiatives) for supply of hand husked rice as income generation activity.

Project information was shared in the meetings and farmers were registered for participating in the activity. More than 75 farmers were registered in various activities of the project.

**6.3 Agriculture development**

A total of forty seven farmers have registered for wheat (26), Maize (15), and Bajra (6) crops under crop demonstration in testing improved varieties for crop improvement. The varieties tried are wheat (HD-2169), Bajra (01) and Maize (African tall) on farmers field to assess yield. Farmers were encouraged by providing them quality seeds and inputs on the use of fertilizers. Field demonstrations on crops were regularly monitored and feedback taken for additional inputs. Mango grafts (72) were supplied to interested farmers to encourage fruit crops. Paddy being major staple food crop, this monsoon season, farmers have been mobilized for participation in kharif season.

**6.4 Livestock Development**

Trained local youth have already initiated work in the area. Cattle breeding centre was started in February 2010 at Utkarsha. Door step Artificial Insemination services were provided to dairy farmers to upgrade local breed. Supportive services like deworming and mineral mixture supply to cattle were started from the month of March 2010.

Goat rearing is promoted as one of the income generation activity for the farmers. Farmers are guided for this activity through meetings and visits to flocks. Distribution of bucks is planned and will be done in the month of June 2010.

**6.5 Waste Recycling**

Farmers were encouraged for recycling of waste and the idea of Vermicomposting was shared with them in meetings. Seventeen farmers have registered and participated in Vermicompost making. Training and demonstration for farmers was organized at Utkarsha and worms were provided from Central Research Station Uruilkanchan.

**7. Vocational Training**

Vocational training helps people to acquire basic skills, which facilitates employability. Tata Power had partnered with Mitcon Foundation for imparting vocational training. The activities were conducted at Male, Mulshi, Pune where two programmes were arranged, one was Four Wheeler Driving and second was Paper Conversion. There were 30 participants in each training programme.

In the four wheeler driving programme conducted in March 2009, out of a total of 30 participants, 26 candidates were issued permanent four wheeler driving license, at the end of the driving course.
Building Social Capital in the Community

Health

1. Mobile Medical Dispensary

Tata Power has undertaken the mission of "Lighting up lives" through effective health programmes of Mobile Medical Dispensaries. The Company has partnered with Institute for Continuing Medical Education (ICME) Trust, Pune to implement this programme, since April 2009.

The main objective of this programme is to provide free and better healthcare for poor and needy patients of remote and less accessible villages. The mobile medical van caters to different villages during the week. The regularity of the camps and quality medicines has resulted in better cure rates. There is a high demand for this programme in all villages of the region.

A total of 16,239 patients have been examined and treated for various illnesses so far in Maval and Mulshi, details of which are given below.

Details of Health Camps at Maval

Patients Month Wise (April 09 - March 10)

Diseases Versus Patients Month Wise

No of Patients (Apr09-Mar10)

Details of Health Camps-Mulshi

Patients Month Wise (April 09 - March 10)

Diseases Versus Patients

No of Patients (Apr09-Mar10)

Total: 7150

Total: 7145

Total: 8911

Treatment of patients in mobile van
2. Dental Camp

A dental and oral health camp of 151 school students at Senapati Bapat School, Male, was carried out in March 2010. Out of 151 students ranging from 5th to 9th standards, only 4 were found to have good oral health. 35 students of Vinzai Mata School at Tamhini were also examined raising the total to 185 students.

The findings of the checkup were 95% students were suffering from several dental problems, poor dental hygiene habits and bleeding gums.

ARTIFICIAL LIMB

Mr. Baldevbhai, aged 57 years, a tea stall owner in Lonavla was a case of severe diabetes. He was facing a problem to commute, reach and operate his tea stall. As a bread winner, he was finding it difficult to manage his family. In addition to his health condition, he was unable to mobilize his medical expenses. Tata Power helped him for his surgery (amputation of leg) and provided him an artificial limb, thereby making him self-sufficient. He is now confident about himself and advises people visiting his tea stall to check sugar levels constantly and stay away from diabetes. He was grateful to Tata Power for helping and providing him with an artificial limb.

1. Knowledge Centre

The Knowledge Centre was set up by Tata Power for imparting quality computer education since 2008. Tata Power has collaborated with MITCON to implement this “Microsoft-NASSCOM” computer programme. This programme has been implemented with the motive of imparting computer training to the rural community. The learning centre has been named “Chala Shikuya” (Let’s Learn). The training programmes conducted in this centre include basic computer skills, adult literacy, mother and child care, health care and assistance in school curriculum.

There are five systems that have been instituted in the centre. The families in the 54 villages surrounding the Mulshi dam can enrol themselves at the Knowledge Centre by paying a nominal fee of Rs. 100 per family per annum. The admissions are open after every 3 months. A total of 98 families were enrolled in the last one year and 207 members (98 male and 109 female) attended the Knowledge Centre for attending various programmes.

<table>
<thead>
<tr>
<th>2008-2009</th>
<th>2009-2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age Group</td>
<td>Male</td>
</tr>
<tr>
<td>4-10</td>
<td>1</td>
</tr>
<tr>
<td>11-16</td>
<td>24</td>
</tr>
<tr>
<td>17-45</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>28</td>
</tr>
</tbody>
</table>

The details of the Knowledge Centre participants is as follows:
Success Story

Mrs. Kangude, 42 years old, OBC housewife from Mulshi, was unable to read and write. She joined the TCS programme of Knowledge centre in the month of April 2009. Now she can read Marathi newspaper and other Marathi magazines which she was unable to read earlier. She expressed her eagerness and willingness to learn Marathi with computers.

Infrastructure

Tata Power has undertaken several infrastructure activities such as asphaltling of roads, construction of bus stands and class rooms, on an ongoing basis. In the last six years, a total of 27.9 km of road have been asphalted, which has facilitated accessibility to the remote villages.

Asphalting Roads (In Kms)

- 2009-10: 5
- 2008-09: 3.9
- 2007-08: 4
- 2006-07: 5
- 2005-06: 5
- 2004-05: 5

Total 27.9 Km

Social Welfare

1. Celebration of International Women’s Day (IWD) in Mulshi

International women’s day was celebrated in Mulshi on 8 March 2010. The programme was done in partnership with Sarvangin Gramin Vikas Sanstha (NGO). A total of 350 women participated in the function. All the women were from 30 SHGs formed by TPCDT under project ‘PRERNA’. The function started with welcoming of the guests followed by a prayer for women empowerment.

Address by SHG speakers

The lamp was lightened by dignitaries, followed by a cultural programme and success stories by SHG members. Subsequently, a book on SHG development and management was released, proceeded by short lectures on women empowerment by guest speakers. After lunch, few games were organized for women group like one legged race, rangoli etc. The programme ended with award distribution to the winners of the competitions and the best managed SHGs.

2. Celebration of International Women’s Day (IWD) in Maval

International women’s day 2010 was celebrated at Utkarsha, Maval on 8 March 2010. The programme started by garlanding the photograph of Savitribai Phule.

Dr. Meera Joshi garlanding Savitribai Phule
by Dr. Mrs. Meera Joshi, a gynecologist from Pune. Several activities such as gynecological check up camp, singing competition, sports, interactive sessions were arranged.

135 patients visited the gynecological camp out of which 65 were diagnosed with gynecological problems. Representatives of all the 35 SHGs participated in the programme. The winners of competitions were awarded prizes.

Harmonising Environment Factors

Energy

Tata Power has initiated clean cooking gas project which includes Bio-gas and Smokeless Chullahs.

1. Bio-gas

Bio-Gas is a clean unpolluted and cheap source of energy in rural areas. The basic objectives of promoting bio-gas are providing fuel for cooking purposes and organic manure to rural households, mitigating drudgery of rural women, reducing pressure on forests, accentuating social benefits and improving sanitation in villages by linking sanitary toilets with bio-gas plants.

As per Maharashtra Gram Nidhi Sanstha, the approximate unit cost of Bio-Gas is Rs. 18,000. On completion of the plant, Government contributes Rs 3500 to the farmer, where as Tata Power supplements Rs 2000 as an incentive. Tata Power has funded (100%) for few gobar gas plants in year 1999-2001. As of now, Tata Power has supported 10 farmers of 4 villages in this venture. This has benefited in terms of reduction in fire-woods, better health, improved sanitation, hygiene and easy availability of organic manure.

2. Smokeless Chullahs

Tata Power has also taken an initiative to provide Smokeless Chullahs as an alternative energy project, which also helps to alleviate health problems. The age old practice of burning bio-fuels in traditional chullahs leads to inefficient and incomplete burning and causes indoor air pollution, posing serious health hazards mainly for women and children below three years.

It is in this context that provision of an efficient and clean cooking device to rural households, which will help arrest deforestation, improve the kitchen environment and avoid health hazards for women and children, has been facilitated. This initiative has been implemented with Appropriate Rural Technology Institute (ARTI), Pune.

Women volunteers from Tata Power, representatives from BAIF and MCX also participated in the programme.
Success Story
Mrs. Shende, aged 48 years, housewife used to cook food on chullahs using firewood and cow-dung biscuits. She faced many problems during the collection of firewood from the forest, which was very tiring. Besides this the smoke from the chullah affected the health of family members. This also used to take long hours for cooking. Last year, her husband built Biogas unit with the help of Zilla Parishad and Tata Power. Now she can easily get fuel for cooking purposes and organic manure for her farms. Her drudgery has reduced. They have improved sanitation in their house by linking sanitary toilets with biogas plant.

Clean Cooking Device: Laxmi Chullahs
A two pot hole fixed stove with chimney, constructed out of cement-stone grit mixture, which operates on fire wood, cow dung cakes and other woody biomass. This stove has a cast iron square grate at the bottom of the fire box, with an air tunnel below the grate, which ensures adequate air supply to the fuel for better combustion. The chimney is fixed at side to ensure good air flow through the stove. The shape and size of the pot holes has been optimized to ensure minimum leakage of air and smoke around the cooking vessels. The stove reduces indoor air pollution by at least 30 % and saves about 40% fuel.

In 2008-09, 1000 improved cook stoves were provided. Awareness campaigns were organized in selected 16 villages in co-ordination with the respective sarpanch of the villages. In the awareness campaign, improved cook stoves models were demonstrated to the villagers, when they were explained about its merits and demerits. After completion of the awareness campaign, chullah’s accessories i.e. asbestos cement pipes as chimney, pottery cowl to protect rain water from the opening end of the chimney and cast iron grates were transported to 16 villages of Mulshi and Maval blocks.

Installation of the Laxmi Chullahs work was completed with the help of local trained artisans during April-May-June 2009.

Smokeless Chullahs

The details of the Chullahs installed in 16 villages are as follows:

<table>
<thead>
<tr>
<th>Name of the Village</th>
<th>No. of Chullahs</th>
<th>Sl. No</th>
<th>Name of the Village</th>
<th>No. of Chullahs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kusavali</td>
<td>132</td>
<td>9</td>
<td>Mormarwadi</td>
<td>55</td>
</tr>
<tr>
<td>Nagthale</td>
<td>120</td>
<td>10</td>
<td>Kusur</td>
<td>60</td>
</tr>
<tr>
<td>Dahuli</td>
<td>70</td>
<td>11</td>
<td>Khand</td>
<td>145</td>
</tr>
<tr>
<td>Badhewadi, Sopastwadi</td>
<td>65</td>
<td>12</td>
<td>Aadhawadi, Mathalwadi</td>
<td>23</td>
</tr>
<tr>
<td>Boravali</td>
<td>47</td>
<td>13</td>
<td>Chirekhani</td>
<td>10</td>
</tr>
<tr>
<td>Kambre</td>
<td>52</td>
<td>14</td>
<td>Dhongewadi</td>
<td>50</td>
</tr>
<tr>
<td>Vahangaon</td>
<td>70</td>
<td>15</td>
<td>Gontewadi</td>
<td>35</td>
</tr>
<tr>
<td>Lotwadi</td>
<td>60</td>
<td>16</td>
<td>Savala</td>
<td>7</td>
</tr>
</tbody>
</table>

Total - 1000

After completion of the installation work of Laxmi Chullahs, a team visited some of the villages, surveyed the Chullahs during the operation and observed that the beneficiaries were delighted while using the same.

Environment

Afforestation - Harit Kranti
As a measure of afforestation, a total of 50 lakhs saplings and seeds have been planted in the Hydro’s from June to September 2009. An in-house nursery was prepared at various sites of Lonavala, Shirwala, Kundli, Thokerwadi, and Mulshi. This initiative was implemented through local vendors, Tata Power volunteers, school and college students. Fruit bearing, Medicinal, Timber species and Bio-fuel species were also planted.
**Environment Awareness Programme**

In order to inculcate environment awareness, the subject has been made compulsory in all the schools. Students visit Walwan gardens to learn about Horticulture, Pisciculture, Ornithology and Drip irrigation systems.

Educating students about the various flora and fauna was an important focus besides sharing information on various types of in-door and out-door plants, flowering and non-flowering plants. In order to dwell further, practical demonstrations of various propagation techniques were given during the visit.

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**Tree Plantation**

- 2009-10
- 2008-09
- 2007-08
- 2006-08
- 2005-06
- 2004-05

Total: 63.6 Lacs

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“...In Lonavia, I spent some time in an Enterprise at the Tata Hydro Electric Lake, which fascinated me although I knew about it. The Tata Hydro Electric Company is doing this work to help villagers get into fish farming and to revive Mahseer. You might ask that, why is the company spending money, why do they employ people, why do they subsidize village endeavours? Because this is a part of our value system. If it is something that enhances the profitable activities of the people, we do not need to have Shareholders or Board of Directors to tell us.”

- Late Mr. J.R.D. Tata in an interview to ‘Gentleman’ (issue of June 1992) after receiving the Bharat Ratna Award.
**Adding Economic Value**

**Income Generation Activities (IGA)**

**Skill Development Training**

Training was imparted to girls and women in different trades such as tailoring, jardoshi, fabric painting, mehendi, beauty parlour, thereby enhancing their employability.

![Rangoli Competition](image)

![Tailoring Class](image)

The main objective of the training was to make women employable by improving their skills. This has resulted in a total of 30 women, who have been trained from Gavanpada. On completion of the training, mehendi and rangoli competitions were held for women, which yielded a very positive response.

**Building social capital in the community**

**Infrastructure**

**Road Repairs and Development**

In order to mobilize connectivity from remote villages to the nearest town, infrastructures have been provided. Catering to the request of villagers, construction of chain link, fencing and railing around a triangular garden was undertaken on a priority basis.

![Chain Link Fencing & Railing](image)

A rubble masonry wall for the drain between the garden and the Bombay Paint side was also erected along with the construction of railing/angle barricading of the bus stop area, which would make it convenient for people residing in that area.
During April 2009 to February 2010, 60,219 patients were reached out through awareness programmes by outreach workers and Tata Power employee volunteers. A total of 1380 clients were counseled and tested at the Cotton Green clinic. 72 HIV positive clients were referred for further care and treatment services. 20 volunteers of Tata Power attended the outreach activities along with PSI outreach workers for conducting the awareness activities.

Health

HIV/AIDS Programme
Tata Power has implemented the HIV/ AIDS Awareness, Voluntary Counseling and Testing (VCT) programme in Mumbai (Cotton Green and Trombay), which has strong linkages with care and treatment services. This VCT programme “Saadhan Clinic” has been implemented in one of the largest truck terminals of Mumbai. The comprehensive intervention was focused on preventing HIV/AIDS amongst high risk population through behaviour change, to motivate the target population and reduce high risk behavior, increasing access to condoms, providing voluntary counseling, testing services (VCT) and treatment of sexually transmitted infections (STIs). Tata Power has partnered with Population Services International (PSI) for implementation of this programme.
Human Interest Story

A male client, 36 years old graduate, resident of Malegaon, Maharashtra, is living with his wife and two kids. He is working for a chemical company as a supervisor for many years in Mumbai. Every day, the client travels from Asangaon to Panvel by train and bus. The client wanted to avail of quality VCT service from Saadhan clinic.

The client was invited by his friends to enjoy one evening. His friends escorted him to brothels to have sex. On that day, the client denied to indulge in sexual activity because he was uncomfortable. However, he was curious. One day, he was irritated on some minor issues at home. In order to experience a change of environment, he landed in the brothel area and had a protected exposure. After the exposure, while removing the condom, his hands were wet. He had some scratch on the skin in his private area. By chance he rubbed his hands on that slit. On his way home, he recollected the incident and panicked. He wanted to know more on HIV/AIDS. He had minimal information on HIV and was feeling guilty.

Subsequently, he met his close friend and shared his experience. He was worried. His friend suggested Mukta helpline for details but the client was not satisfied with the information from Mukta helpline. On this eve, he saw an advertisement of Saadhan helpline number in Mumbai Mirror.

The client called Saadhan helpline. He said he was very comfortable to discuss his problem with the counselor over the phone. A series of discussions helped the client to understand the mode of transmission, need of safe sex, window period and test. He became a repeated caller to helpline, with an equivalent quality service in each attempt. This inspired the client to reach Saadhan clinic.

First visit: He reached Saadhan Clinic at Cotton Green. During pretest counseling, the counselor built a good rapport with the client. The client was feeling guilty, worried for his spouse and family. He wanted to see his test result as soon as possible, though he was aware of window period. As a special case, the counselor allowed the client to get tested. He was tested negative. After a detailed counseling, the client told the counselor that he will be back on completion of window period. The due date was in the first week of July 2009.

Second visit: The client went back to the clinic in July 2009. He was extremely tense. His test result in the private laboratory was indeterminate. He wanted confirmation. The client tested non reactive after three months window period. As guided by helpline and counselor, he wanted to do a confirmation test after six months.

Third visit: The client had all faith in Saadhan testing protocol. In November, 2009, the client returned to the centre for a follow up test. Before this visit, he tested in one of the Ranbaxy collections centre in Kalyan, Mumbai. His test result was again indeterminate. All three Saadhan tests in six months gave clear negative results.

Future plan: Monogamy.

Repeat efforts of counselors from Saadhan helpline and Saadhan clinic at Cotton Green are able to save a client's life from depression and his family from stress.

Social Welfare

Celebration of International Women’s Day

International Women's Day was celebrated at Gavanpada, when women were briefed on Women Empowerment. The complex role of women was dwelt on, besides elaborating their invaluable contribution to society.
Harmonizing Environmental Factors

Energy

Biogas
As a resource conservation measure, a two-tonne capacity Bio-Gas plant was set up to use food waste from central kitchen, canteens and Trombay housing colony. The operation and maintenance of the plant is being carried out on a daily basis. The cooking gas produced from the Bio Gas Plant, is used in the central kitchen, thereby saving the consumption of LPG in the central kitchen.

Inauguration of Bio Gas Plant on World Environmental Day

Transmission And Distribution

Building Social Capital in the community

Health

1. Health Camp
1.1 As a health measure, five camps were organized in Pisavli, Hanuman Nagar, Pawse Pada, Waghelapada, and Panvel for the benefit of communities surrounding the camps, in association with National Service Schemes (NSS) unit of Marjunath College, Municipal Corporation and Panchayat Samiti. The major detections during the camps were anaemia, worm infestations, hypertension and respiratory ailments. A total of 900 patients were given free medicines and advice.

1.2 Since children are the future of the country and their health is a prime concern, health checkups of secondary school children were undertaken at Kalyan

Health Camp

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Municipal School, when a total of 155 students were covered. Cases of acute illnesses were given free treatment, advice on personal hygiene was imparted and free spectacles were distributed. The parents were informed regarding refractory errors and other ailments.

1.3 A general checkup and Blood Group Detection camp was organized at Sunrise orphanage, Badlapur, where 70 students were covered. A close follow up of doctor’s advice was maintained by the teachers.

2. HIV/AIDS Awareness Programme
HIV/AIDS is highly prevalent in the age group of 15-25 years. In order to inculcate awareness amongst the target population, five awareness camps were organized in four colleges of Kalyan and Ambernath. A total of 650 students and 10 teachers attended this interactive session, where informative handouts were distributed. A quiz programme was also organized for the students on this occasion.

<table>
<thead>
<tr>
<th>Sr No</th>
<th>School Name</th>
<th>Address</th>
<th>No of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Township Municipal Urdu high School</td>
<td>Marve Road, Malad(W)</td>
<td>150</td>
</tr>
<tr>
<td>2</td>
<td>Elia Sarwart high School</td>
<td>Malwani, Malad(W)</td>
<td>150</td>
</tr>
<tr>
<td>3</td>
<td>Elia Sarwart high School</td>
<td>Malwani, Malad(W)</td>
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<td>4</td>
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<td>Malwani, Malad(W)</td>
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<tr>
<td>5</td>
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<tr>
<td>6</td>
<td>Bharat English School</td>
<td>Mumba</td>
<td>94</td>
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<tr>
<td>7</td>
<td>Gyanvikas Hindi School</td>
<td>Kalya</td>
<td>85</td>
</tr>
<tr>
<td>8</td>
<td>Saraswat Mandir</td>
<td>Padlegaon</td>
<td>135</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td><strong>1114</strong></td>
</tr>
</tbody>
</table>

A cable operator's meet was held at Salsette in March 2010. A total of 23 cable operators in different areas of Mumbai attended the programme. Transmission lines managers made them aware of the hazards involved in stringing internet cables across high tension lines. This programme was very much appreciated by the school authorities.
Wind Projects, Khandke, Maharashtra

Tata Power has augmented wind power generation at Khandke, Ahmednagar district in Maharashtra. Khandke team conducted a need assessment study of four villages through MITCON consultancy. It was found that there was a dire need of providing medical facilities on a priority basis. Accordingly, Tata Power partnered with ICME Trust, for this venture.

Pre-launch promotional drive included networking with elected representatives and public announcements in local language added to the flavour.

The villagers greeted Tata Power medical team, felicitating them(Satkar-Samaroh) with shawls and coconuts, as a mark of respect. Two medical camps were conducted, treating 904 patients and providing free medicines. This programme was highly appreciated by local village representatives.

Dr. Vikram Deochakke, MBBS, Vice President, Pune Ayurvedic College and Hospital, Ahmednagar, who also attended the camps agreed to take care of the advanced treatment or surgeries, for the patients at the hospital, free of cost.
Western Projects-Coastal Gujarat Power Limited (CGPL), Mundra

An Ultra Mega Power Project is being implemented by Coastal Gujarat Power Limited (CGPL), which is a subsidiary of Tata Power. Several CR initiatives have been extended to the key communities, details of which are listed below.

Formation of SHGs has been one of the key activities for mobilizing, mustering rural women in initiating income generation activities and other micro enterprises. Currently 16 SHGs have been formed by 235 women members in the four villages, where 76% (179) are OBC and Muslims, where as 18% (43) belongs to SC. The total savings of all these groups are Rs 1.65 lakhs. The groups have already taken loans internally and have started repayment.

1.1 Exposure Visit
An exposure visit was organized for the SHG members to Tata Chemical Society for Rural Development (TCSRD), Mithapur Gujarat in June 2009, with an objective of understanding the functions and activities of SHGs, besides benchmarking with Tata Chemicals.

1.2 Linkage of SHGs with Government Programmes
As an endeavour of sustainability, all 16 SHGs have been linked with Sakhi Mandal Scheme, a programme of the Government of Gujarat. These groups will be assisted with a revolving fund by the programme. Their goal would be enhancement of skills for economic upliftment of SHGs.

Adding Economic Value

Income Generation Activities

This activity is undertaken to help the people especially women, children and youth to get organized and be active partners in the development of a healthy, educated and self-reliant society. The focus is to create sustainable development model, having ownership of the community.

The main aim is to provide the community, especially women and Project Affected Villagers (PAVs) access to varied livelihood options within local avenues for sustained income, leading to reduction in the families living below the poverty line (BPL).

1. Self-Help Groups (SHGs)
Ms. Jadeja Kusumba Batuksinh, 38 years old of Tunda village, was living with six members in the family including a differently abled husband. Her son was the sole earning member in the family and was working in CGPL. She joined the Self Help Group, promoted by the Company with a savings of Rs. 50 per month. In order to augment the family income, she started the Tie and Die (Bandhani) work and saved her earnings. She had taken a loan of Rs. 8000 from the SHG to construct a toilet in her house under the sanitation programme supported by CGPL. She was extremely grateful to CGPL for changing her life for good.

2. Fodder Distribution

As a part of grazing land mitigation plan, fodder distribution was initiated in the villages of Tunda, Vandh and Mota Kandagarra. Around 2553 metric tonnes of fodder have been provided to the Gaushalas of two villages. Procurement of fodder for Tunda-Vandh and Mota Kandagarra villages is an ongoing activity. In a ceremony organized at Mota Kandagarra, Gaushala, fodder distribution was started by the Vice President of Zilla Panchayat, Bhuj, who appreciated the efforts of CGPL.

Mr. Rabari Bhojraj Jaga, aged 56 years of Tunda-Vandh village is a farmer, who supplied milk to the local people. He sold his land to CGPL and is now supplying milk to the Company. He has also given 20 rooms to CGPL on rental basis, thereby enhancing his monthly income to Rs. 72,000. This has also reflected in remarkable improvement in his standard of living. He openly shares that setting up of CGPL in his area has been a blessing for all of them.
Building Social Capital in the Community

Health

Health activities were conducted with an objective to improve the quality of health care services and enhance the access of community to the existing public healthcare services. There was a special emphasis on maternal and child health, which was achieved by strengthening the capacities of service providers and institutions for overall reduction in maternal, infant and child mortality. The present focus is on organizing health camps and creating awareness amongst the community on positive health behavior.

1. First Aid Training
   This activity was organized in Nana Bhadia schools to create awareness amongst school students for medical emergencies, in September 2009. Trainers from the Red Cross Society imparted training to 117 students, which was an enriching experience for them.

2. General Health Camps
   As an outcome of the feedback from the villagers of the catchment areas and household visits, it was observed that there were cases of people suffering from cataract and ear problems, needing diagnostic check-ups by orthopedicians, physiotherapists, and ENT specialists. The CR team partnered with the Government authorities for rehabilitation of physically challenged people. After a wide publicity, 125 persons suffering from various ailments availed of the services and patients suffering from cataract were referred for surgeries.

3. ENT Camp
   During formal and informal interactions with the communities, it was also observed that there were a large number of people suffering from ENT problems. Accordingly, an ENT camp was organized in the Nana Bhadia School, where 156 students were examined.
4. Camel Vaccination Camp
A camel vaccination camp was organized in September 2009, to immunize the cattle against prevalent seasonal diseases. This activity was conducted in partnership with Animal husbandry department, Government of Gujarat. A team of doctors from Bhuj, Bhujpur, Mandvi and Mundra offered their services for the camp. This camp covered 991 camels. The prominent village leaders and district political leaders participated in the camp and highly appreciated the Company’s effort.

Infrastructure
The objective of this activity was to create, upgrade and renovate social infrastructure facilities as per the need of the community, which promotes facilities for improved living conditions.

1. Construction of Gaushala
This year one of the major activities undertaken was the construction of Gaushalas (Cattle shed) for village Tunda Vandh, with an investment of Rs. 1.6 crores. This project is being managed by Tunda Vanda Gauseva Charitable Trust.

2. Sanitation Programme
One of the most important initiative undertaken was construction of sanitation units (toilets) for each family, in partnership with Total Sanitation Campaign (TSC), a programme of the Government of India. In the first phase 204 units have been constructed covering 204 families (18 BPL & 186 APL) from two villages, Tunda and Vandh. The important aspect of the initiative was that the entire activity was managed by the concerned individual, which created a greater sense of ownership. Each household was provided with a financial assistance of Rs. 9000 from CGPL and Rs. 2200 (for BPL families) / Rs. 1250 (for APL families) from the Government (Taluka Panchayat).

Success Story
Ms. Rabari Meghuben Meghani, aged 60 years old of Tunda-Vandh, was suffering from cataract problem. She was not able to see properly since many years. It was not possible for her to get her eyes operated due to her financial problems. She came for the check up camp organized by CR department. After the checkup, a free cataract surgery was arranged for her at Bhuj. Now she is able to see clearly and do her work on her own. She is very happy and thankful to Tata Power, for the kind gesture of reviving her eyesight.
3. Construction of sitting platforms
Sitting platforms under trees have been constructed in village Tunda. This was in response to the Gram Panchayat’s request to renovate the existing sitting platforms located at the entrance of the village, which was used by the villagers as a common meeting place.

4. Construction of Rain Water Harvesting Structures
Water conservation was one of the core focus area under the Natural Resource Management programme. With an objective of harvesting rain water which was going unutilized, a roof water harvesting structure was constructed at Anganwadi Centre of village Tunda. A 10,000 litres underground storage tank was constructed to harvest the rain water, which would be used mainly as drinking water for children of the Anganwadi Centre.

5. Community Hall
The community hall of the Rabari community in village Vandh was in a bad condition. Catering to the request of the villagers, CR teams along with the villagers have started renovation of the community hall. This hall will be used for social and religious gatherings.

Harmonising Environmental Factors

Environment

1. Green Belt Development
CGPL is setting up a plant in Kutch on a 10 sq.km coastal site with stringent environmental conditions, which include the development of a green belt, for dust control, and other green areas. This task is especially challenging as it is an arid zone and water scarcity is a major constraint.

An imaginative plan has been developed to overcome the challenges while simultaneously creating livelihood and economic opportunities for the villagers of adjacent villages Vandh, Tunda and Nanabhadia, from whom the land for the project was acquired, as a major CR initiative.

The areas proposed to be greened have been divided into several zones each with its own assemblage of plant species featuring tree species and shrubs native to the area. The species have been chosen on the following basis:
- Indigenous species to ensure healthy and sustained growth with minimal aftercare
- Habitat for rare, endangered and threatened species of the Kutch region

The species have been chosen to generate non-timber forest products as follows:
Herbal medicines are based on leaf, bark and fruits. However, processed fruit products and herbal dyes are also focused on.

Apart from the above, several other plant species are being introduced which can be utilized for the community and also be developed into cottage industry.

It is proposed to farm out the various planting zones to villager’s cooperatives and NGOs to nurture the plants and subsequently harvest the produce under sustainable working plans, impart training to villagers for preparing the products and subsequently help in a professional marketing effort.

Another economic opportunity for the villagers would lie in the initial removal of the invasive ‘kikar’ tree and conversion of the same into charcoal, as this aggressive species prevents other indigenous vegetation from taking roots.

The water scarcity is being addressed by reducing losses through use of pitcher irrigation which involves burying an elongated clay pot in the plant root zone the seepage from pots ensures optimal moisture supply for the plants. In addition, macro-water harvesting designs are to be implemented by NGOs to create a freshwater interface against saline water intrusion, which is an indirect service to the community as well.

The work has commenced in October 2009. The present status is as follows:
- Nursery has been made in 8000 sq.m. of land
- 12000 fodder tree saplings have been housed in the nursery
- Irrigation network has been commenced
- Kikar removal is taking place in west side
6000 planting pits have been dug and organic compost and organic pesticide is being added to the same.
Planting area for this year is being fenced.
Clay pitchers are being made at the site [1200 ready]
The planting work has started in January 2010, when the temperature conditions were amenable.

The status of the green belt project is as follows:
- Water tank completed
- Water pipeline completed till STP
- Workshop for pitcher making has started
- DG Set provided for electrification till the permanent connection
- Fencing completed
- Pitcher testing has been done in nursery
- Sump and pump design finalized

Stages of Green Belt Development

Biodiversity assessment in Mandavi- Mundra coastal areas, Gujarat
Setting Biodiversity Monitoring Benchmarks for marine intertidal fauna
The Costal Gujarat Power Limited (CGPL) owned by Tata Power Company (TPC) Ltd. is establishing an Ultra Mega Super-critical Thermal Power Project (4000 MW) near Tunda village, Mundra Taluka, Kutch district of Gujarat. The entire coastal area covered by the activities of the plant was proposed to be studied with reference to its biological diversity, thereby establishing biodiversity monitoring protocol. Thus the main objectives were:
- To document the coastal and marine biodiversity along the Mundra coast
- To identify the potential adverse impacts on the diversity due to the activities related to the CGPL plant
- To establish biodiversity monitoring protocol with special reference to indicator mollusc species

The field visits were conducted in order to carry out the baseline survey of the area concerned (actual CGPL plant site and adjoining areas), to design appropriate methodology for biodiversity surveys and analysis.

Activities during the field visits
The objectives of the Biodiversity mapping were as follows:
- To develop a habitat profile of the study area
- To ascertain the response of species which could sustain in altered conditions such as increased temperatures of sea water
- To study the impact of altered coastal ecosystems and environs on the local marine biodiversity communities

Habitat Profile
Mundra is represented by various habitats such as coastal saline scrub forests, sand dunes, salt pans, supra-littoral zone, intertidal mangrove zone, intertidal open mudflat zone, rocky beds and sandy shoreline. However, mudflats dominate the seascape.

Species prioritization for monitoring
Number of species can be used for monitoring purpose like birds, mammals, reptiles and other invertebrates. It has been however decided to use relatively non mobile species
as measuring impact of project is much more easy, robust and measurable. Thus, six species of habitat specialist mollusks and monitoring species have been selected.

The area showed highest occurrence of molluscan species Cerithidea cingulata followed by Thais lacera, Thais rugosa, Cantharus undosus, Nassarius distortus and Pugilinus (Hemiusus) cochlidium. Molluscs are an excellent indicator due to their selective habitat requirements. A complex of six species as mentioned above will be used as indicators to monitor for change in substrate due to future developmental activities. To understand the natural density fluctuations of selected marine molluscan fauna, seasonal counts (covering monsoon, post monsoon, winter and summer months) were taken in correlation with temperature as one of the important variable. The data has provided important information regarding spatial distribution of these six species. Based on this data monitoring protocols are now being developed.

Various sampling methods are used as listed below

<table>
<thead>
<tr>
<th>Sampling Methods for various habitats and groups</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Habitat</strong></td>
</tr>
<tr>
<td>Coastal saline scrub</td>
</tr>
<tr>
<td>Forests and sand dunes</td>
</tr>
<tr>
<td>Salt pans</td>
</tr>
<tr>
<td>Supra-littoral zone</td>
</tr>
<tr>
<td>Intertidal Mangroves</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Intertidal open mudflat</td>
</tr>
<tr>
<td>Rocky beds</td>
</tr>
</tbody>
</table>

Photo Gallery of CR Activities

**Bee keeping**

**Laying of foundation stone - Gaushala**
Species Richness

<table>
<thead>
<tr>
<th>Groups</th>
<th>No. of Species</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flowering plants</td>
<td>55</td>
</tr>
<tr>
<td>Algae</td>
<td>13</td>
</tr>
<tr>
<td>Mammals *</td>
<td>12</td>
</tr>
<tr>
<td>Birds</td>
<td>75</td>
</tr>
<tr>
<td>Reptiles</td>
<td>17</td>
</tr>
<tr>
<td>Fishes *</td>
<td>~ 50</td>
</tr>
<tr>
<td>Molluscs</td>
<td>16</td>
</tr>
<tr>
<td>Other Invertebrates * (Crustaceans)</td>
<td>37</td>
</tr>
</tbody>
</table>

(* Includes secondary data)
Energy

The major initiative has been partnership with Gujarat Energy Development Agency (GEDA), Gandhinagar for implementation of Bal Urja Rakshak Dal (BURD) programme, an initiative of Bureau of Energy Efficiency for sensitizing and perspective building amongst school children and teachers on conservation of energy. The project was implemented in 15 schools each of Mandvi and Mundra talukas of Kutch. Some of the important activities organized were drawing competitions, rally by school children and training and exposure visit for them.

1. Installation of Solar Streetlights
   Mobility at night in villages of Tunda and Vandh was difficult and hence there was an inherent risk of accidents, in absence of street lights. Tata Power has installed 73 street lights in the villages, in a span of two weeks.

2. Drawing Competition “Save Energy Save Earth”
   An inter school drawing competition on the theme “Conserve Energy” was organized by Tata Power Community Development Trust (TPCDT), Mundra in partnership with Gujarat Energy Development Agency (GEDA), Gandhinagar as part of Bal Urja Rakshak Dal programme.

In all, 33 schools participated in this competition, spread across Mundra (16 schools), Mandvi (15 schools) and Bhuj (2 schools) talukas of Kutch district, with a total of 796 students who participated. The two best drawings from each school have been sent as nominations for state level competition to be organized by Gujarat Energy Development Agency (GEDA) Gandhinagar.

3. Celebration of Energy Conservation Day
   A rally of school children was organized by CGPL along with Government at Bhuj and Mandvi Taluka of Kutch district in December 2009, to mark Energy conservation day. Around 900 school children participated in the event. Followed by the rally, a drawing competition was organized for 14 schools for Bhuj. The best two judged drawings from each of 60 schools qualified for National Competition on Energy Conservation Theme, conducted by Bureau of Energy Conservation (BEE), Ministry of Power, Government of India. The rally was flagged off by Mr. Vasanbhai Ahir, Hon. Minister of State, Government of Gujarat.

4. Training of Trainers (Teacher’s Training on energy conservation)
   A training programme was organized for the school teachers at site office by TPCDT in partnership with Gujarat Urja Vikash Agency (Gandhinagar) and Gujarat Vidyapeeth (Ahmedabad). 24 school teachers from 30 schools of Mundra and Mandvi talukas were trained on components of BURD programme and also process for energy audit of structures.

Mr. Vasanbhai Ahir, Hon. Minister of State, Government of Gujarat flagging off the rally at Bhuj

School Children during Competition

Drawing Competition

Training programme for school teachers
5. Exposure visit of School Children

An exposure visit of Bal Urja Rakshak Dal members from high schools of Mundra and Mandvi talukas was organized for Vandh village in Mundra taluka. In all, 54 students and 12 teachers from 11 high schools of Mundra taluka, 70 students and 23 teachers from 14 high schools of Mandvi taluka participated in the one day exposure visit. The theme of the exposure tour was to impart first hand knowledge about local sustainable architecture structure i.e. Bhunga (Huts) to the students at village Vandh. After the site visit, the students in their respective school groups made a presentation on the key learning, with special emphasis on its energy conservation elements. A small token of appreciation was given to all students and teachers who participated in the exposure visit.

Photo Gallery of CR Activities

- Drawing Competition for Children
- Inauguration Function
- CR Team interaction with MLA
- Volunteers with Senior Citizens
Building social capital in the community

Health

1. Health Camp
Catering to the community need, health camps (Allopathic and Homeopathic) were organized, where a total of 1417 patients were covered.

2. Blood Donation Camps
Blood donation camps were organized inside the power plant in partnership with Jamshedpur Blood Bank, where 208 units of blood were collected from the employees and Tata Power associates.

Infrastructure

1. Drinking Water Supply
In order to meet the water scarcity during peak summer, safe drinking water was provided through water tankers to the communities on daily basis.
Three bore-wells were installed; one at Purana Khakhripara (Govindpur) and the other at Sarjamda (Dumkagoda). The communities were highly benefited as they did not have a source of drinking water nearby and needed them desperately.

2. Construction of Concrete Roads
A 200 meters concrete road was constructed using 30% of the fly ash at Rampur Gitty Machine area near the plant, as per the community need. This was initiated as the previous road was very unsafe.

3. Construction of Class Rooms
Two classrooms of Binapani School were constructed by Tata Power and inaugurated in July 2009.
Education

Adult literacy sessions were conducted for 15 contract labour, where the importance of education, social knowledge and safety of individuals was emphasized.

Social Welfare

1. Football Tournament

A football tournament was organized for talent search at Dumkagora village in May 2009, where 8 teams participated. Prizes were distributed to the winners.
2. Supporting Orphanage
In response to the request of Surnemagar's R. P. Patel Cheshire Home, sixty sets of new dresses were presented to the mentally and physically challenged children in July 2009. The inhabitants were extremely grateful to the Company for such a gesture.

3. Celebration of International Women's Day
On 8 March 2010, World Women's Day was celebrated at the plant, where Tata Power female employees as well as contract female employees shared their experiences and ideas for a better life.

Harmonizing Environmental Factors

Energy
One solar heater was installed at Jojobera canteen roof for boiling water throughout the day. This water was used for cooking, and it saved 375 KWH of energy every month. Another initiative for energy conservation was the battery operated car, which was used for carrying visitors.

Environment
The World Environment Day (5 June 2009) was celebrated by planting 250 environment friendly Neem and Peepal saplings in and around Jojobera. On this occasion, a two kms long road of Govindpur was also cleaned up and hard depositions on the road sides were removed.
Building social capital in the community

Health

1. Eye Check-Up and Cataract Operation Camp
   An Eye check-up camp was organized for the local villagers and contract workmen, when over 80 patients were registered for the check-up. During the camp, cases of cataract were identified, operated and issued free spectacles. Medicines were given to the patients. This camp was conducted in association with Haldia Lions Club Eye Hospital in November 2009.

2. Health Camp
   An allopathy health camp was organized in the village at Haldia. A total of 120 patients were registered, who got free treatment by doctors from Sab Nursing Home Diagnostic Centre. Free medicines were also issued to the patients and the camp was a great success in the locality. Targeted population and beneficiaries were the key communities of Haldia.

Social Welfare

1. Support to Blind School
   As a special need based initiative, assistance was rendered for the education of the underprivileged students in the area. A camp was organized for the distribution of fifteen CD players to the blind students of the district, who were selected for higher secondary examinations. This activity was conducted in partnership with Vivekananda Mission Ashram for the blind of Chaitanyapur and Haldia. A total of fifty blind students participated in this programme, who were grateful to the Company for this gesture.

2. Support to Differently abled Persons
   265 winter blankets were distributed to the differently abled children and persons from the nearby villages of Haldia. In association with Vivekananda Mission Ashram Tata Power volunteers along with their family members facilitated the function. Differently abled students from the nearby schools also came for the collection of winter wear and were delighted.
3. Celebration of Independence Day

Independence day was celebrated on a massive scale at Haldia. In addition to the flag hoisting, awards were handed over to the Security Guards, who had demonstrated instances of exemplary performance.

Harmonizing Environmental Factors

Energy

1. Energy Conservation Camp

An Energy Conservation awareness programme was organized in April 2009 at Bhartiya Vidya Bhavan, when 120 students and 20 teachers were covered. This camp was a great success and in turn Tata Power was given an appreciation letter by the school authorities.

2. Celebration of National Energy Conservation Day

The National Energy Conservation Day was celebrated for the employees in December 2009, which was praiseworthy. Almost 30 employees participated in the programme and it was decided that Energy conservation would be the prime agenda for 2010.
Environment

Mass Tree Plantation Programme
As a step towards sustainability and green belt development, a mass tree plantation programme was organized at a local college for students. More than 150 students participated in the programme. A total of 1000 saplings of various species were planted by students in the college campus.
This was an endeavour to show the students of Haldia, the Tata Power Green Home project, which was undertaken in and around the Company’s operational area.

Photo Gallery of CR Activities

Social Welfare

Celebration of International Women’s Day in Haldia
On 8 March 2010 World Women’s Day was celebrated at the plant, when more than 45 ladies participated in the grand function.

Tree Plantation programme
Celebration of IWD
Mobile medical van - Thakurwadi
A helping hand - Senior Citizen’s
Belgaum

**Adding economic value**

**Income generation/livelihood restoration**

To provide self development professional training for the weaker sections of the society, a survey was carried out and a list of needs was formulated. The CR activities centered around the prioritized needs which are enumerated below.

**Building Social Capital in the Community**

**Education**

1. **Providing Education Material**
   
   Catering to the community need, note books and pencils were distributed to 55 primary school children in June 2009, at Kannada Government School Vantamuri, Dist. Belgaum. This activity was initiated for the children of socially and economically backward class of society.

2. **Providing Education Material**

   Assistance of Education Materials

**Infrastructure**

**Rain Water Harvesting**

A pilot project for rain water harvesting was completed at Government Kannada primary school Kanbargi, Belgaum.

Before Rain Water Harvesting Project

After Rain Water Harvesting Project

**Harmonizing environmental factors**

**Environment**

1. **Afforestation**

   As a greening initiative, 1150 saplings were planted in the operational premises, as Tata Power’s commitment to environment.

Nursery
2. Environmental Awareness
   The World Environment Day was celebrated on 5 June 2009 in the plant premises and all the employees participated actively.

3. Energy Conservation Programme
   In order to address the need of energy conservation at the grass root level, Belgaum, initiated this activity in various schools near the operational area. Two schools were addressed in July 2009, and a total of 320 students were covered.

Photo Gallery of CR Activities

“Campaigns against corporations have led them to take greater care that their goods are not produced under unacceptable working conditions for starvation wages. All of us, act by the decisions we make about how we live, work, travel and consume help to shape an environment. To think and act morally, to do what is right because it is right, influence others; it begins to create a climate of opinion; good like evil, is infectious. We do not have to accept the unacceptable. The only thing that makes social or economic trends inevitable is the belief that they are. The unfolding drama of the 21st Century is one of which we are the co-writers of the script.”

- Rabbi Jonathan Sacks (The Dignity of Difference)
Naraj Marthapur

The Tata Power Company Limited is setting up a 1000 MW power plant at Naraj-Marthapur in Odisha under phase I which is covering villages namely Naraj-Marthapur, Mundali, Sana Mundali, Talagada, Thoriapatna, Nuagaon, Arilo and Gorisahi. Several CR activities have been initiated at Naraj Marthapur to bridge a better link with the community and extend need based CR initiatives.

Adding Economic Value

Income Generation activities

1. Entrepreneurship Development Programme

In order to provide support to the existing SHGs in the community and strive to reactivate them; an effort was made to assess their skills, interest, active participation, and also plan for their engagement in income generation activities. Accordingly, training was imparted to make them employable.

The main objectives were identification of areas for capacity building, managerial and technical, organize skill development programmes, enterprise development training, bank, credit and market linkage.

Out of the 20 groups, 6 groups were engaged in mushroom cultivation. These members continue to be gainfully engaged in the business successfully and profitably.

2. Skill Development Training

Enhancing employability of youth by imparting technical education was identified as one of the focus area in the villages adjacent to the project. This initiative was started as an effort to address the problem of livelihood restoration of some of the land losers. 15 students were financially supported for a two year full time recognized ITI course. Necessary support was provided for admission fees, course fees, tuition fees, instruments and consumables, examination fees, uniforms and books by Tata Power. The progress of the beneficiaries was monitored by the CR team through regular reports received from the institute and periodic interaction with the students and their parents.

Building Social Capital in the Community

Health

1. Health Camp

A health camp was arranged in the community for the people who lacked adequate medical infrastructure facility. It was found that there was only one PHC in the Project Affected Area covering all the five villages. This
camp was organized at Naraj village in August 2009. A total of 70 patients were treated and free medicines were distributed.

2. Eye Check-Up Camp
An eye check-up camp was organized in December 2009. Out of a total of 66 registered patients, 36 cataract cases were detected. Accordingly, cataract operations were carried out.

3. Homeopathy Camps
Homeopathy camps were set up on a regular basis at Sana Mundali village. These medical camps for the community are now self-sustainable.

2. Cricket Tournament
Tata Power organised a 20-20 cricket tournament along with Netaji Yuvak Sangh at Arilo. As per the request from the villagers and Mr. Pravhat Tripathi, sitting MLA, Barang, Tata Power supported the Yuvak Sangh. The cricket tournament was inaugurated by Mr. Pravhat Tripathi, MLA of Barang in presence of Mr. Ashirbad Behara, Secretary of Odisha Cricket Association (OCA) and Tata Power Project Head.

Social Welfare

1. Distribution of School Bags
School Bags were distributed to all the primary and secondary school children in the Project Affected Areas of 5 schools. The villagers were very grateful to the Company for this gesture.
16 teams participated in the tournament, which lasted for about 20 days. More than three hundred villagers from Arlo, Naraj, Marthapur and Thalgahar witnessed the tournament. All village leaders and major political groups were happy. Chief Guest, Mr. Ashirbad Behera encouraged these cricket teams to register with OCA.

**Harmonising Environmental Factors**

**Energy**

**Installation of Solar Street Lights**

30 solar powered street lights were installed in four villages as a move towards “Lighting Up Lives”. This created awareness about transferring solar energy to electrical energy.

Identification of the locations for installation of the lights was done with the concurrence of community and Gram Panchayat. This initiative truly lighted up the lives of villagers for the first time.

**Photo Gallery of CR Activities**

- **Energy conservation and Electrical safety Volunteers**
- **Labour Colony - Tunda**
Maithon Power Limited (MPL), an Indian Subsidiary is a joint venture between Tata Power and Damodar Valley Corporation (DVC). MPL through the CR interventions aims to provide development support to nearby villages around the project site with a purpose to ‘plough back’ to the society part of earned profit.

**Adding Economic Value**

**Livelihood Restoration**

Promotion of Self Employment

MPL partnered with AC Neilson ORG, a National level NGO, to promote livelihood and self employment opportunities for youth of villages around the project site. The project aims to cover at least 200 youth during this year.

AC Neilson ORG initiated the livelihood survey, which facilitated identification and proposed enterprise projects, comprising farm and off farm. Subsequently, these enterprise projects will be implemented by SHGs and cooperatives.

**Infrastructure**

Addressing one of the needs of community namely, scarcity of safe drinking water, creation of bore wells was a priority action. This would provide water for drinking and domestic purpose. Thirteen ponds have been renovated. These new structures have proved to be highly beneficial for the community.

**Education**

1. Comprehensive Education Programme

The need assessment survey revealed that the standard of education in schools was below the national standard. Most of the primary level children were unable to comprehend the text books. While, the attendance rate of the students in these Government schools was only 68%, the dropout rates amongst the children

**Building social capital in the community**

**Health**

The health issues that have emanated from the need assessment survey carried out by Asian Institute of Social Development and Socio- Economic study by Xavier Institute of Social Services (XISS) were absent of health check up camps, large proportions of non-institutional delivery, lack of awareness regarding various water borne diseases and unaffordability of health services from DVC’s hospital.

In order to ensure better health of the population in the target villages, an integrated approach was taken by providing preventive and curative health services, 12 health camps covering 150 villagers were carried out in the community. An overall improvement in the health status has evolved as a result of health counseling, awareness, free diagnostic services, treatment, medicine distribution and referral services.
especially girls, was also high, which was a cause of concern. It was also found that most of the schools needed infrastructure development.

A programme “Comprehensive Education” was launched for students between Class I to V in 100 villages of Nirsa Block, Jharkhand in partnership with Pratham, a national level NGO, pioneer in the field of education.

The programme has resulted in:

- A total of 300 community volunteers who would teach the primary schools through village meetings and gram sabhas
- Pre-test of learning levels for 6500 children
- 300 volunteers trained by Block Coordinators and Resource Persons on teaching methods as well as other related aspects
- Learning classes started in 100 villages
- Teaching Learning Material (TLM) provided
- Pilot coaching classes in English conducted in 10 villages
- Block and district team members organized practice classes in 15 villages during and after the training
- Three Master Trainers identified, pertaining to three specific subjects namely, Mathematics, Hindi and English through a test on those subjects. They were trained at National Training Centre, Pune
- Master Trainers imparted training to District and Block level team at Maithon
- District Resource Centre (DRC) established and operationalized. Teaching and learning activities carried out at DRC

North Delhi Power Limited (NDPL)

North Delhi Power Limited (NDPL), is a joint venture of Tata Power and the Government of NCT of Delhi with the majority stake being held by the Tata Power. It distributes electricity in North and North-West parts of Delhi and serves a populace of 50 lakhs. The Company started its operations on 1 July 2002, post the unbundling of erstwhile Delhi Vidyut Board. With a registered customer base of around 10 lakhs and a peak load of around 1150 MW, the
Company's operations spread across an area of 510 sqkms. NDPL has been the frontrunner in implementing power distribution reforms in the capital and is acknowledged for its consumer friendly practices. Since privatization, the Aggregate Technical and Commercial (AT&C) losses in NDPL areas have shown a record decline. Today, they stand at 15%, which is an unprecedented reduction of over 65% from an opening loss level of 53%.

On the power supply front too, NDPL areas have shown remarkable improvement. The Company has embarked upon an ambitious plan to implement high-tech automated systems for its entire distribution network. Systems such as SCADA, GIS and OTS are the cornerstone of the Company's distribution automation project. To fight the menace of power theft, modern techniques like High Voltage Distribution (HVDS) System and LT Aerial Bunch Conductor have been adopted. NDPL was conferred the ‘Asian Utility of the Year 2008’ award by Asian Power and is also the winner of Palladium Balanced Scorecard Hall of Fame Award. Some of the CR initiatives carried out enthusiastically are shown below:

- Free medical health camp
- Distribution of medicines
- Adult Literacy Centre
- Support to orphanages - Volunteering
- Combat Climate Change
- Beneficiaries participating in tree plantation
"In my view the successful companies of the future will be those that integrate business and employees’ personal values. The best people want to do work that contributes to society with a company whose values they share, where their actions count and their views matter.”

- Jeroen van der Veer, Committee of Managing Directors (Shell)

"The proportion of a company’s total market value that exceeds its book value has increased from 40% in the early 1980’s to over 80% at the end of the 1990’s. This means that only 20% of a companies value is reflected in the accounting system... [thus the largest portion of a company's economic activities] can easily be overlooked."

- Jurgen H. Daum in his book Intangible Assets and Value Creation
Foreign Joint Venture Companies
Pt Arutmin, Indonesia

Redevelopment of SEBULI Village

Senakin Mine is located in Kotabaru district of South Kalimantan Province, Indonesia. The mine site spread across 40 km from North to South crossing 4 sub-districts and comprises a total of 28 villages at Senakin peninsula. One of the villages is Sebuli, which is just adjacent to the high wall of the open cut coal mine operation in Southern area.

Old Mosque

Considering mining safety aspect, living in harmony with the environment and local community as well as sustainability of mine operation, the Company decided to relocate a group of houses at Sebuli near the mine operation activities to the other safe area, enabling continuity of the coal mine operation. It was not an easy task to get acceptance from the Sebuli villagers. After having a ten months approach implemented with respect to all stakeholders to support the programme, finally Arutmin got the consent in February 2008. Then a special task force was assigned to conclude the project. In May 2009 the project of houses and infrastructure resettlement for better quality of life at Sebuli was completed. This consisted of a quality 127 houses, with better sanitary system, 1 mosque, 1 multipurpose building, access roads, bridges, clean

Condition in Old Sebuli

New Mosque
water supply, electricity power line and supply, soccer field, cemetery and other public facilities with better spatial plan and standard.

Phases:
- Programme Socialization: Ensure that the public will have adequate information on the Company's operational developments, which will affect the community
- Reconstruction Phase: Build community housing complex and public infrastructures
- Economical Recovery: Series of activities to support community economic recovery in the new location
- Socio cultural Recovery: Build social infrastructure besides supporting social and cultural events

Sebule Village: Before and After CR intervention

<table>
<thead>
<tr>
<th>Facilities</th>
<th>Before</th>
<th>After</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clean Water Facility</td>
<td>Traditionally: from river and shallow well distribution</td>
<td>Water treatment and pipeline</td>
</tr>
<tr>
<td>Local access road</td>
<td>Not properly developed</td>
<td>Well developed with compacting</td>
</tr>
<tr>
<td>Electricity</td>
<td>Not available</td>
<td>Provided 3 diesel electricity generators (3 x 30KVA)</td>
</tr>
<tr>
<td>Public Cemetery</td>
<td>Sporadic</td>
<td>Well maintained in centralized area.</td>
</tr>
<tr>
<td>Public Hygiene</td>
<td>Limited number of toilets available</td>
<td>Toilet in every house</td>
</tr>
<tr>
<td>Village layout</td>
<td>Sporadic</td>
<td>Better spatial layout</td>
</tr>
</tbody>
</table>

This kind of project is still a new issue in coal mining industry in Indonesia. By having this expertise and experience, Arutmin and Local Government in Kotabaru have set a positive trend for others. The mission of houses relocation and then bringing in the Senakin Mine earned Arutmin the “Adipraya Puri Ulama Award” from the Ministry of Community Housing of Republic Indonesia in October 2009.
Kaltim Prima Coal (KPC)

Building Social Capital in the Community

Infrastructure

1. Construction of Road and Flyover
Soekarno-Hatta Road, Suwandi Road, and Flyover Projects of 10.475 km worth USD 8.3 million have been successfully completed. This infrastructure facility has been very useful for KPC, its contractors, employees and community at large. This road will be used mostly for KPC coal hauling trucks and production vehicles passing the road. The Soekarno-Hatta and Suwandi roads will be safe for public and will save them from the risk of potential road accidents.

2. Maintenance of Road
The construction of ADM Road (Sangatta - Rantau Pulung) of 29.380 km worth USD 1.293 million was completed in 2008 by KPC. Meanwhile, the repairing and maintenance of the road was undertaken by KPC this year as well. This road has reduced 50% of the travel time from 2-hours to 1-hour. It has also helped the community to deliver or sell their farm products in cities from Rantau Pulung to Sengata and vice versa.

3. Construction of Main Bridge
The bridge which is a part of ADM road segment of USD 791,738 is under construction (27% completed). This will be very useful for the community.

Health

1. Public Hospital
Sangatta Public Hospital was built by investing USD 3 million in the year 2008 and 2009. This public hospital will cater services to approx. 24000 people (East Kutai Regency - 200,000 people and KPC employees - 4,000). KPC constructed the polyclinic and emergency building, ward building, morgue, kitchen and laundry. The supporting utilities (water reservoir and sewerage treatment plant) are in progress. KPC also supported the public hospital staff with necessary training and capacity building to improve their skills for providing quality health services to community. This public hospital will have a new image and branding.

2. Safe Drinking Water Project
Community access to water is one of KPC focus for the community development project, as it is also one of MDGs (Millennium Development Goals). The project of USD 464,407 has completed the first phase and the second phase is in progress.

Water Improvement Project (PDAM) - PDAM is a local water authority which KPC supports due to its lack of performance prior to 2008. KPC assistance of USD 300,500 included operators training for water treatment SOP, WTP (water treatment plant) unit support such as pumps replacement, mechanical, electrical and support of fuel and chemicals to enhance its operation in Sangatta and Bengalon districts only. After the support, PDAM can improve its service to the community within the areas and get trust from the community. By doing so, KPC brings PDAM performance to a better level of trust from the community. The community has given a positive feedback on the activity. This clean water project area covered Singa Geweh, South Sepaso, Sekerat, Segading and Singa Gembara which are also called "the ring 1", to the closest impact of mining area. This project is in the form of construction of water treatment facility. The community will provide land and maintenance cost, whereas KPC will provide infrastructure and training.

Water Improvement Facility for GPL, Munthe Housing of USD 109,705 has been completed 80% by KPC. KPC not only supported the community in the surrounding area but also the internal employees of housing estate. The improvement of water quality and capacity to GPL Munthe is necessary to be conducted to cater to the increase in population.

Adding economic value

1. Animal Husbandry
Animal husbandry project of USD 470,000 which is in progress is 60% complete. A cow husbandry model project at ex-mining area was as an alternative for rehabilitation activities and as a training ground for farmers and community to be independent and self reliant.

2. Nilam (patcho/y - oil plants) Agribusiness Development
This USD 54,000 project which is 75% complete has besides increasing the nilam agents business, helped in nature and culture conservation.

3. Community Integrated Waste Management "Gerak Bersemi"
The USD 437,885 project is 80% complete. Besides giving a new paradigm to the community about sustainability development and environment leadership, it will create ownership of the community towards the environment.

4. Scholarship for Community
This USD 177,392 project is 50% complete. It has been extended to teachers, lecturers and Government officials. On completion of their education, they are expected to return to Kutai Timur and serve the community.

5. Persikutim soccer club East Kutai Regency
This USD 50,866 project has been completed. This amenity will facilitate the improvement of the East Kutai football club performance.
“Our consumers are very sensitive to social and environmental issues... We have actively engaged with them on these issues in the last ten years, and they have become very aware as consumers. They especially ask for information on environmental policies, workers’ rights and product safety.”

- Walter Dondi, Director of Co-op Adriatica (Italy’s largest retailer)

“Corporate social responsibility is a hard-edged business decision. Not because it is a nice thing to do or because people are forcing us to do it... because it is good for our business.”

- Niall Fitzgerald, Former CEO, Unilever
Tata Power Community Development Trust (TPCDT)

Tata Power has established the Tata Power Community Development Trust (TPCDT) to institutionalize the CR activities in and around the catchment areas.

**Vision**
“Strive towards sustainable development of the society.”

**Mission**
To improve life of people through adding economical value, harmonizing environmental factors and building social capital in the community.

**Major Objectives**
TPCDT mainly focuses on livelihood initiatives (farm, off farm and social entrepreneurship), energy, environment development, natural resource management and healthcare.

**Trustees**
- Mr. Prasad Raghava Menon  Chairman
- Mr. Sowmyan Ramakrishnan  Member
- Mr. Banmali Agrawala  Member
- Mr. Sankaranarayanan Padmanabhan  Member
- Dr. Gobind Chandra Baghasingh  Member
- Mr. Vivek Lekh Talwar  Member
- Mr. Shankar Venkateswaran  Member
- Col. Prakash Tewari (Retd.)  Managing Trustee

**Methodology**
TPCDT functions as a NGO for implementation of development programmes at different locations by understanding the needs of the target area, planning of community development programmes, project formulation and execution of projects.

**Major Achievements of TPCDT**
The organizational achievements were: completion of registration, receipt of PAN and TAN number, bank accounts opened at head office, branch office at Mundra and certificate for IT exemption was obtained.

The functional achievements were:

1. **Installation of Solar Street Lights**
As a rural electrification venture of installing solar based street lighting system in Shahuwadi, Panhala and Karvir taluks of Waranagar, Maharashtra, which are very near to the upcoming wind farms at Bahirewadi site, this community need was complied with. This scheme of rural electrification was supported by Tata Power and the Maharashtra Non-Renewal Energy (MNRE), Maharashtra.

A total of 30 Solar Street Lighting Systems were installed which would help light up 30 villages around Bahirewadi. Panhala and Karvir taluks, falling under this scheme. Under this scheme, Tata Power Community Development Trust rendered financial assistance. This gesture facilitated earning a lot of goodwill in the area.

2. **Conserve Energy Programme**
Mundra project has started Conserve Energy Initiative with support from Government of Gujarat. A total of 796 students of 33 schools were covered besides forming 15 Bal Uja Rakshak Dals (BURD). Teacher’s training programmes on energy conservation were also arranged. Energy Conservation Day was celebrated in all schools which included drawing and quiz competitions.

3. **Formation of Self-Help Groups (SHGs)**
68 SHGs were formed by 1115 members (85% women) in Hydros (Maharashtra) with savings of Rs 6.5 lakhs during the year.
Mannat Foundation

Mannat Foundation, a public charitable trust, has been formed by the CR department of Tata Power to benefit the educated and qualified youth, who are unemployed in rural areas. The primary initiative taken by the trust this year was the conception, installation and going-live of the BPO.

Major Objectives:
- Promote employment generation activities in rural, semi urban and urban areas of the country for the educated, employment for trained, capable and qualified masses.
- Productive employment by improving the existing and introducing new skills by proper training.
- Undertake and provide education in science, technology, medical health and youth welfare programmes.
- Provide scholarships to poor and unemployed youth

Trustees
- Mr. Sankaranarayanan Padmanabhan Chairman
- Dr. Gobind Chandra Baghasingh Vice-chairman
- Mr. Ashok Satyapal Sethi Member
- Mr. Umesh Bapat Member
- Mr. Alok Kanagat Member
- Col. Prakash Tewari (Retd.) Managing Trustee

Major Achievements
After the registration of Mannat Foundation Trust, PAN and TAN cards, besides, the Income Tax exemption certificate have been received. The trust has been registered for Service Tax and Provident Fund. Mannat has opened a bank account at Head office, Mumbai and branch office at Khopoli.

Rural BPO
Mannat Foundation has set up a rural BPO to provide livelihood opportunity for educated unemployed youth locally, primarily to people from catchment areas and socially and economically deprived community. The rural BPO at Khopoli is the first venture of Mannat Foundation and it has tied up with Tata Business Support Services (TBSS). Mannat Foundation will be responsible for hiring and providing the infrastructure whereas TBSS will train the employees, maintain the infrastructure with good ambience, provide secure work environment and manage the operations of the BPO.

Through Mannat Foundation, Tata Power intends to leverage information and communication technologies for BPO services on pilot basis and generate employment for the local populace. This will further expose the rural youth to the hi-tech industry and assist them to eventually grow and build their career. At the same time, it will also help develop a sustainable business model that is scalable and replicable.

Similar projects in other project areas
- Evaluation of issues faced in operationalization of this BPO
- Development of a better and more efficient model
- Ground study to evaluate opportunities
- Going ahead with the BPOs in a phased manner

MITCON Foundation

Tata Power assigned Mitcon Foundation the task of imparting vocational training. The activities were conducted at Male, Mulshi, in the district of Pune, where two programmes were arranged namely, Four Wheeler Driving and Paper Conversion.

Population Services International (PSI)

Tata Power partnered with Population Services International (PSI), Mumbai a local NGO implementing VCT programme and having strong linkages with care and treatment services. PSI implemented the VCT programme in one of the largest truck terminals of Mumbai. The comprehensive intervention was focused on preventing HIV/AIDS amongst high risk population through behaviour change, to motivate the target population and reduce high risk behaviour, increasing access to condoms, providing voluntary counseling and testing services (VCT) besides treatment of sexually transmitted infections (STIs).

In 2009, TATA Power was also awarded by TERI BCSD as best Corporate response to HIV/AIDS for its contribution to HIV/AIDS through Public Private Partnership (PPP) projects.
Agriculture is the predominant income generation activity for people in Maval and Mulshi catchment areas. However, there is a very low level of scientific knowledge with farmers in these regions, which has a direct impact on quantity and quality of Agricultural produce. The low use of newer hybrid seeds, fertilizers etc. adds to this impact.

Another problem is the low level of Price dissemination amongst farmers. Only about 30% of the farmers have access to newspapers which quote the spot prices. The understanding of commodity markets and future prices is nonexistent. This has a direct impact on short term and long term income of the farmers.

There is extremely low diversity in crop plantation with paddy (rice) being the main crop even as there are opportunities to grow more diverse crops. This is partly due to low knowledge and fear of failure of crop. The farmers self sustain with rice and hence show less initiative in any kind of experimentation.

The villages have been carefully chosen to ensure that the camps help reach the medical support and care to needy patients. Due to regularity of the camps and better cure rates achieved by dispensing the best possible quality medicines, the response to the camps has improved considerably. ICME Trust has been organizing these camps on behalf of Tata Power since April 2009.

Appropriate Rural Technology Institute (ARTI)

Appropriate Rural Technology Institute (ARTI) is a registered scientific society, established in April 1996, by a group of scientists, technologists and social workers, each of whom have spent their entire adult life in the activities related to rural development. The main objective of the institute is to serve as an instrument of rural development through the application of scientific knowledge and technology. The primary activity is to develop, standardize, commercialize and popularize novel appropriate rural technologies aimed at improving the quality of life and standard of living of the rural inhabitants of India. Special emphasis is laid on making traditional rural enterprises more profitable, besides generating new businesses and employment opportunities in the rural sector.

ARTI assisted in creating awareness on improved Cook stoves model and Smokeless Chullahs demonstration to the villagers in Maval and Mulshi during the year.

Bharatiya Agro Industries Foundation (BAIF)

The original name Bharatiya Agro Industries Foundation (BAIF), Pune, reflects the need for treating agriculture and rural development as an industry requiring sound back up of management and motivation to turn the farmers into entrepreneurs to manage their resources, while generating gainful self-employment in their own environs.

Bharatiya Agro Industries Foundation (BAIF), a non-profit, Public Charitable Trust was found in 1967 to bring about rural development through socio economic development, women empowerment and integrate environmental protection with livelihood programmes. BAIF has now been renamed as BAIF Development Research Foundation.

BNHS, Mumbai has associated with Tata Power since 2007. It has technically supported for Green Belt development at Mundra, Gujarat, for Biodiversity mapping and regular monitoring in different locations.

The Bombay Natural History Society is today the largest NGO in the Indian sub-continent, engaged in nature conservation research. In the 125 years of its existence, its commitment has been, and continues to be the conservation of India’s natural wealth, protection of the environment and sustainable use of natural resources for a balanced and healthy development for future generations.

ICME has been appointed as an agency for conducting medical camps on a regular basis for poor and needy patients of remote and less accessible villages of Maval and Mulshi blocks. This agency has been conducting medical camps thrice a week in Maval and Mulshi respectively.
The Indian National Trust For Art and Cultural Heritage (INTACH)

The Indian National Trust For Art and Cultural Heritage (INTACH) is a nationwide, non-profit membership organization. INTACH was set up in 1984 to protect and conserve India’s vast natural and cultural heritage. INTACH has made significant contribution over the years in conservation and protection of our natural and cultural heritage. INTACH has worked with Tata Power at Mundra to develop the Green Belt project.

- Value-based professional education in social work, human resources management, health administration, hospital administration, disaster management and other human service professions
- Social research and dissemination of socially relevant knowledge
- Social intervention through training and field action projects
- Contribution to social and welfare policy and programme formulation at the state, national and international levels
- Professional response to natural and human-made disasters, through relief, rehabilitation and disaster management

This deemed university has been expanding continuously in terms of educational programmes and infrastructure. While responding to the changing needs of the social and educational system in the country, the Institute has gone far beyond the initial concern of social work education.

Tata Power has partnered with TISS to conduct Social Audit.

Tata Institute of Social Sciences (TISS)

The Tata Institute of Social Sciences (TISS), was established in 1936, as the Sir Dorabji Tata Graduate School of Social Work, of national stature, that engages in a continuous study of Indian social issues and problems and impart education in social work to meet the emerging need for trained human resources.

Since its inception in 1936, the TISS has consistently worked for the promotion of sustainable, equitable and participatory development, social welfare and social justice through:

Teach for India Campaign

"Teach For India" is a nationwide movement of outstanding college graduates and young professionals who will commit a period of two years to teach full-time in under resourced schools and who will become lifelong leaders working from within various sectors towards the pursuit of equity in education.

"If you are thinking social change, then you must know it begins with one. You. Me."

- Kimberly Bock, Author
Employee Volunteering

Employee Volunteering is the practice of people working on behalf of others without being motivated by financial and material gains. Volunteering is considered as an altruistic activity, intended to improve the quality of human life. People also volunteer to gain skills, without requiring an employer's financial investment. The benefits of volunteering are economic, social and individual sense of satisfaction.

In Tata Power, Volunteering is monitored in the Website Volunteering System (WSVS). In all a total of 501 employees are involved in volunteering. The eight volunteer groups are energy conservation and electrical safety, environment, education, healthcare, orphanage, visually challenged, senior citizens home and emergency management respectively.

**Volunteer Man hours**

A total of 7969 man hours have been put in by our dedicated team of employee volunteers. Most of them have put in tireless efforts and have earned a lot of good wishes from the communities.

The highlights of some of the activities are as follows:

1. **Energy Conservation and Electrical Safety Awareness Programme**

   Initiatives have been taken at various levels to spread the message of energy conservation and electrical safety. A team of Tata Power volunteers was formed under the guidance of the Management who visit schools, colleges to spread the message of energy conservation and electrical safety. The response was quite encouraging and it was inferred from the feedback that there was a need to conduct this programme for college students, housing societies, parents and company employees. It was developed in three languages namely English, Marathi and Hindi, so as to maximize coverage. This programme was conducted throughout the year, for which a schedule was carved.

   **Arrangement of programme**

   **Conducting the programme**

   **Practical Demonstration**

   At present there are 125 volunteers from all divisions in this activity. To maintain the quality of the programme and to give an in-depth knowledge of our activity a training programme "Training for Trainers" has been developed by the group.
2. Environment

In September a team of 24 volunteers from CSG went to Lonavia and carried out an afforestation activity in the catchment areas. This team which was led by their Head of Department returned the next evening, after a very exhausting, but deeply satisfying experience.

From August 2009 onwards, 12 programmes were arranged and presented successfully. A total of 1771 students and 54 teachers benefitted by this awareness programme. As on date, the group has conducted 79 programmes, covering 15,600 beneficiaries.
3. **Senior Citizens Home**

An intricate study of the lives of Senior Citizens has revealed that many of the senior citizens of the country need financial, social and physical support to live through old age peacefully. Therefore, there was a need to provide them company and give them importance for what they are. To fulfill this objective, the employees from various divisions of Tata Power came together and decided to volunteer for the well-being of the senior citizens. The volunteers found a lot of learning from them.

At present there are 55 volunteers who visit 5 Senior Citizen Homes altogether, attending to 250 Senior Citizens every month. Since April 2009 to date they have carried out a total of 50 activities benefitting 2600 Senior Citizens. The activities included celebration of World Elder's Day in October 2009 at Parvel Senior Citizen Home benefitting 92 citizens. These activities involve close interaction with them, sharing of experiences, providing them an emotional outlet and enhancing their self respect.

4. **Health and HIV/AIDS Awareness**

As against the set target of conducting 30 awareness programmes by the volunteers, a total of 24 camps have been arranged to date, benefitting 2,883 persons. A total of 257 man hours have been put in by the volunteers from April 2009 to date. The key achievement of the group for the year was receiving the TERI 2009 award, besides being adjudged as the best Volunteering group in Tata Power.

The schedule of activities span from motivating other employees to enlist themselves as volunteers, cater to the retired employees of Tata Power, who are also Senior citizens, extend the services of volunteers to a wider expanse of community and arrange cultural programmes for their entertainment. It is proposed to cover 30 Senior Citizen Homes every month, benefitting around 2500 Senior Citizens of India in the next year.
My work is to direct the young minds towards academic achievement that defines traditional expectations. I am working here to foster this achievement by getting to know my students in and out of the classroom, creating instructional plans to match the whole class and individual student's needs, delivering instruction in an engaging manner, working with other teachers, administrators and community members, to build skills and obtain resources for the classroom, besides administering and analyzing assessments to ensure that the students are progressing. Most of my students come from under privileged background and live in slum areas of Bibwewadi (Pune). One thing I can surely say about my experience here till date is that we all are working to make our country ‘happy’. Yes We are ‘Lighting up lives’!

5.2) Sagar Gangurde - Teach for India Volunteer
Teach for India’ is a part of the global movement with a vision that one day all children will attain an excellent education. For this ‘Teach for India’ provides a paid fellowship for two years to outstanding college graduates and young professionals to teach full time in under-resourced schools, lending their unprecedented academic achievement.

5.1 Sanket Patil - Teach For India Volunteer
As a teacher in classrooms, I have multiple opportunities to confront and tackle challenges, motivate diverse stakeholders to work hard towards a shared vision, create and adjust plans to move further towards my goal of being an efficient teacher. I have been appointed as a full time teacher in one of the English Medium School of Pune Municipal Corporation for two years.

Working as a fellow is a most challenging yet transformational experience. My experience as a teacher in one of the Govandi school has reinforced my belief that each child can reach fantastic heights in his/her own unique way just by putting efforts in the right direction to nurture the intrinsic potential.
6. Volunteering Workshop
In order to strengthen the knowledge and skills of the Group leaders, a volunteering workshop was held in November 2009 which was facilitated by Mr. Anoj Chhetri, Head, United Nation Volunteers, India. He shared the role of volunteering with the group leaders, when they detailed the highlights of their contribution. The group leaders were also awarded certificates. Tata Power and UNV have collaborated for the volunteering initiative.

7. Celebration of International Volunteer Day (IVD)
Tata Power felicitated 44 volunteers including group leaders on the occasion of International Volunteer Day on 5 December 2009 at Trombay, Mumbai. Senior management dignitaries, Union representatives and Mr. Shubhajit Seth, Director, UNV addressed volunteers about the importance of volunteering and trend of volunteers in India and across the globe.

"Best work flows out of a collaborative environment."
- Stephen Bochco, American Producer
"The most meaningful activity in which a human can be engaged is one that is directly related to human evolution. This is true because human beings now play an active and critical role not only in the process of their own evolution but in the survival and evolution of all living beings. Awareness of this places upon human beings a responsibility for their participation in and contribution to the process of evolution. If humankind would accept and acknowledge this responsibility and become creatively engaged in the process of metabolological evolution consciously, as well as unconsciously, a new reality would emerge, and a new age would be born.”

- Jonas Salk
Social Audit of Tata Power
Background
There has been a growing belief and recognition that Companies and businesses are social institutions caught in societal networks with the role of business in society so perceived, social expectations of what business should be doing for society. A social audit is primarily a tool for measuring impact and change of a corporate action. Through participation in projects of socio-economic development, indicators of development, living conditions and changes have evolved. A Corporate social audit, which seeks to investigate the impact of social involvement or initiatives, stands to benefit from the application of these indicators and especially in developing indicators that will reflect the causes of concern to all the stakeholders involved in a given situation. Given the complexities involved in assessment of impact of CR activities, it is very important for the Companies to have a comprehensive social audit of its activities by an external agency and to obtain suggestions to overcome challenges for its effective implementation of CR activities. Accordingly, the Tata Power approached Tata Institute of Social Sciences (TISS) to carry out a social audit of its CR activities. One of the objectives of TISS collaboration with Tata Power was to measure the Community Satisfaction Index of the CR activities carried out by the Tata Power Company till date.

Approach to Study:
Both quantitative and qualitative approaches were used in this study. Sample surveys were carried out in the selected project locations of Hydros, Trombay, Malhon, Jojobera and Mundra. By using systematic random sampling method, sampled households were chosen (in the ratio of 1:5) in each village of the selected plant areas and the details are presented in Table 1.

Table 1: Plant wise coverage of households surveyed

<table>
<thead>
<tr>
<th>Plant Area</th>
<th>Number of villages</th>
<th>Households Surveyed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hydros</td>
<td>87</td>
<td>1014</td>
</tr>
<tr>
<td>Mundra</td>
<td>4</td>
<td>226</td>
</tr>
<tr>
<td>Malhon</td>
<td>22</td>
<td>362</td>
</tr>
<tr>
<td>Jojobera</td>
<td>11</td>
<td>288</td>
</tr>
<tr>
<td>Trombay</td>
<td>2</td>
<td>183</td>
</tr>
<tr>
<td>Total</td>
<td>126</td>
<td>2073</td>
</tr>
</tbody>
</table>

The methodology adopted for this community based study was a comprehensive one, as various tools of data collection like, interview schedules, field observations, meetings and group observations were used. Regular visits by the TISS project staff were made to project locations to take note of the ongoing/ recently completed CR activities. Besides understanding the impact created by the Company interventions in the selected communities, an attempt was also made to bring out suitable indices to measure community satisfaction towards the Company interventions. For preparing such indices, indicators like, personal characteristics of residents of community, community attributes, employment opportunities and community services were also considered, and composite indices were prepared wherever necessary. The preparations of such indices have thrown light on the extent and effectiveness of Company interventions. It is expected that the assessment of these indices over a period of time will help to know the trends in the quality of life of the people in the community.

Community Satisfaction Index (CSI): Methodology
The major objective in bringing out the overall weighted community satisfaction index (CSI) was to find out how the community is assessing the performance of Tata Power or other agencies for various CR initiatives. Such index is expected to provide information related to needs of the community and its expectations from the Company in fulfilling their needs. It is expected that such a scientific analysis will help in minimizing the gap between the expectation of the community and the measures taken by the Company for fulfilling their expectations. The head of the sampled households in each selected plants were asked to rate each of their needs in a 10 points scale. The community satisfaction index (CSI) which refers to the level of satisfaction of the community members measured in a 10 points scale towards the services provided by Tata Power with respect to six thrust areas viz, Energy, Health, Education, Infrastructure, Income generation and Environment.

The Need and performance scores for each service vary from individual to individual. Therefore for minimizing the response bias, the average of the score given by the community members was taken while calculating Need and Performance for a specific service in each village.

The community satisfaction index (CSI) is a measure to assess how community expectations for various services have been met through the interventions by TATA POWER. While calculating the overall weighted satisfaction index, performance scores to various services has been weighted by their need scores and the sum of the products was divided by the sum of the need scores.

The following formula has been adopted for bringing out the community satisfaction index (CSI):

\[
CSI = \frac{\sum_{k=1}^{6} P_k \times N_k}{\sum_{k=1}^{6} N_k}
\]

Where, \( P_k \) is the mean of the performance score expressed by the community members on the service quality of \( k \) attribute.

\( N_k \) (Need score) is a weight for the \( k \) attribute, calculated on the basis of the Need scores, as expressed by the community for \( k \) attribute and the average Need score for all the six attributes.

Relative Performance Index (RPI):
An attempt was made to understand the satisfaction level of the community from the work done by Tata Power and other agencies, including Government. For bringing out the same, the ratio between the corresponding performance score of the agency and the highest performance score was taken. The average of such ratios gave us the relative performance level of the community from work done by different agencies. The formula of the Relative Performance Index (RPI) is given below:

\[
SL = \frac{\sum_{k=1}^{6} \frac{H_k}{T_k}}{6}
\]

Where,

\( SL \) is the Relative Performance Index from Tata Power

\( H_k \) is the highest performance score for the \( k \) attribute among various agencies

\( T_k \) is the performance score for the \( k \) attribute by Tata Power.

Similarly, the Relative Performance Index (RPI) for other agencies was worked out.
Figure 1.1: Community Needs (across thrust areas), Performance of Tata Power and Community Satisfaction Index (CSI)

![Chart showing Community Needs (across thrust areas), Performance of Tata Power and Community Satisfaction Index (CSI)](chart1)

Figure 1.2: Community Needs (across thrust areas), Performance of Government and all other agencies and Community Satisfaction Index (CSI)

![Chart showing Community Needs (across thrust areas), Performance of Government and all other agencies and Community Satisfaction Index (CSI)](chart2)

Table 1.1: Performance scores of Tata Power and all other agencies (including Government) across the thrust areas.

<table>
<thead>
<tr>
<th>Thrust areas</th>
<th>Performance Scores</th>
<th>Highest Performance</th>
<th>Relative Performance</th>
<th>CSI</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Tata Power</td>
<td>Other agencies</td>
<td></td>
<td>Tata Power</td>
</tr>
<tr>
<td>Energy</td>
<td>58.3</td>
<td>43.0</td>
<td>58.3</td>
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</tr>
<tr>
<td>Health</td>
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<tr>
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<tr>
<td>Income Gen</td>
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<td>79.0</td>
<td>1.0</td>
</tr>
<tr>
<td>Environment</td>
<td>44.5</td>
<td>54.1</td>
<td>54.1</td>
<td>0.8</td>
</tr>
</tbody>
</table>

*CSI

Relative Performance Index (RPI) | 0.97 | 0.58 |

*CSI is not computed for each thrust areas, as it is the weighted average of the Performance scores.

![Chart showing Relative Performance Index (RPI)](chart3)
Figure 1.3: Comparison of performance of Tata Power and all other agencies (including Government), across thrust areas, an Relative Performance Index (RPI)

The diagram shows that apart from environment related programmes the average performance level across thrust areas was higher for Tata Power's intervention compared to all other agencies intervention. The Relative Performance Index (RPI) of Tata Power's intervention is much higher (97%) compared to all other agencies (58.5%).

Figure 2.1: Community Needs (across thrust areas), Performance of Tata Power and Community Satisfaction Index (CSI)

Figure 2.2: Community Needs (across thrust areas), Performance of Government and all other agencies and Community Satisfaction Index (CSI)

Table 2.1: Performance scores of Tata Power and all other agencies (including Government) across the thrust areas.

<table>
<thead>
<tr>
<th>Thrust areas</th>
<th>Performance Scores</th>
<th>Highest Performance</th>
<th>Relative Performance</th>
<th>CSI</th>
</tr>
</thead>
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<td>Other agencies</td>
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<td>Tata Power</td>
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<td>*CSI</td>
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*CSI is not computed for each thrust areas, as it is the weighted average of the Performance scores.
Maithon

Figure 3.1: Community Needs (across thrust areas), Performance of Tata Power and Community Satisfaction Index (CSI)

Figure 3.2: Community Needs (across thrust areas), Performance of Government and all other agencies and Community Satisfaction Index (CSI)
Table 3.1: Performance scores of Tata Power and all other agencies (including Government) across the thrust areas.

<table>
<thead>
<tr>
<th>Thrust areas</th>
<th>Performance Scores</th>
<th>Highest Performance</th>
<th>Relative Performance</th>
<th>CSI</th>
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</thead>
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<td>Tata Power</td>
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<td>Tata Power</td>
<td>Other agencies</td>
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<td><em>CSI</em></td>
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<td></td>
<td></td>
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</tr>
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<td>Relative Performance Index (RPI)</td>
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<td></td>
<td></td>
<td>0.65</td>
</tr>
</tbody>
</table>

* CSI is not computed for each thrust areas, as it is the weighted average of the Performance scores.

Figure 3.3: Comparison of performance of Tata Power and all other agencies (including Government), across thrust areas, and Relative Performance Index (RPI)
Table 4.1: Performance scores of Tata Power and all other agencies (including Government) across the thrust areas.

<table>
<thead>
<tr>
<th>Thrust areas</th>
<th>Performance Scores</th>
<th>Highest Performance</th>
<th>Relative Performance</th>
<th>CSI</th>
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</thead>
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<td>Tata Power</td>
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<td>Energy</td>
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<tr>
<td>Health</td>
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<td>-</td>
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<td>44.9</td>
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</table>

*CSI*

Relative Performance Index (RPI) 0.74 0.82

*CSI is not computed for each thrust areas, as it is the weighted average of the Performance scores.
Figure 4.3: Comparison of performance of Tata Power and all other agencies (including Government), across thrust areas, and Relative Performance Index (RPI)

Figure 5.1: Community Needs (across thrust areas), Performance of Tata Power and Community Satisfaction Index (CSI)

Figure 5.2: Community Needs (across thrust areas), performance of Government and all other agencies and Community Satisfaction Index (CSI)

Table 5.1: Performance scores of Tata Power and all other agencies (including Government) across the thrust areas.

<table>
<thead>
<tr>
<th>Thrust areas</th>
<th>Performance Scores</th>
<th>Highest Performance</th>
<th>Relative Performance</th>
<th>CSI</th>
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</thead>
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<td>Tata Power</td>
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<td>27.3</td>
<td>40.0</td>
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<td>0.7</td>
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</tbody>
</table>

*CSI

Relative Performance Index (RPI)

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<thead>
<tr>
<th></th>
<th>Tata Power</th>
<th>Other agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>*CSI</td>
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<td>Relative Performance Index (RPI)</td>
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<td>0.74</td>
</tr>
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</table>

*CSI is not computed for each thrust areas, as it is the weighted average of the Performance scores.
Figure 5.3: Comparison of performance of Tata Power and other agencies (including Tata Power), across thrust areas and Relative Performance Index (RPI)

“People are going to want, and be able, to find out about the citizenship of a brand, whether it is doing the right things socially, economically and environmentally.”

- Mike Clasper President of Business Development, Proctor and Gamble (Europe)

“Not long ago the concerns of ecologists were as irrelevant to business planners as those of ethicists are today. “Green” has gone from being a disparagement to becoming a badge that no smart Company would risk being without. Ethics are similarly en route to becoming a strategic imperative.”

- John Dalla Costa, Ethical Imperative
The dedicated services by the CR team across locations have resulted in the following Awards for Tata Power.

Dr. Gobind Baghasingh and Col Prakash Tewari at the Corporate Governance Summit and 20th World Congress on total quality at Bangalore, when they were awarded the Golden Peacock Award for CSR. The award presentation will be at Lisbon, Portugal in September, 2010

8th TERI Corporate Award being awarded to Tata Power for its work towards fighting HIV/AIDS by Smt. Pratibha Devisingh Patil, President of India
Surveys carried out in which TATA Power, TATA Motors, TCS of TATA group emerged as no.1 with 67% in CR in country.

Success case study on Tata Power published by TERI
Teach India certifies Tata Power Volunteer

Young Women Achievers Award for differently abled persons sponsored by Tata Power
Young Women Achievers Award for differently abled persons sponsored by Tata Power

Tata Power sponsored Bombay Chamber of Commerce & Industry panel discussion

Media Coverage - BPO
Interns
Feedback From Interns

Gaurav Puri - TAS Manager

I would like to thank Tata Power for providing me guidance and support for the last 3 months. In one word I would like to describe my experience at Tata Power CR division, as 'Freedom', thought, expression, and of action. One of the projects that I worked was BPO Mannat at Khopoli. I was fortunate enough to see the BPO go live during my stint. My next project was the conceptualization, development and implementation of the agricultural capacity building initiative for farmers in Maval and Mulshi Talukas. One of my most interesting projects was the development of a CR policy linked to the Company's strategic plan. For this I am indebted to my Project guide and mentor Col, Tewari, who gave me the chance to expand my project scope and also involved me in various activities. He always encouraged me to learn and grow beyond the boundaries of the projects I indulged in, He involved me in debates and discussions, new ideas and gave me his valuable time and attention. I am also grateful to the CR team at Tata Power ie Ms Anjali Wazir, Dr. K. Paliwal and Mr. Vivek Vishwasrao. Their support made these projects possible.

Gaurav Sharma - TAS Manager

I came to Tata Power to work on a CR project which was part of my two months summer internship programme with TAS. Tata Power has given me a rich culture of reaching out to communities and enriching their lives, which gave me a valuable learning experience. I was asked to prepare the ‘Rehabilitation and Resettlement Policy’ for Tata Power. I was aided at each and every step by the capable members of CR department, who ensured that I got all the requisite assistance in my endeavour. The passion for providing the best of services to the communities and customers was noticeable in every department of the organization. My summer internship turned out to be an eye-opening experience for me as I got to know the real problems being faced by people who get rehabilitated and how we, as responsible Corporate’s, can help them start their lives afresh and make their world a better place to live in. I am sure that I have come out as a better professional and a better person after my two months of summer internship, the credit for which goes to Tata Power.

Shailja Agarwal - TAS Manager

My summer internship experience at Tata Power CR has been by far the most enriching experience of my MBA. My work was to devise the “Strategy and structure for the newly formed Tata Power Community Development Trust”. I went to Khopoli where the rural BPO was coming up. I assessed the need of employment for rural people. The volunteers were very passionate and took this responsibility seriously. At the end of my summer internship, I understood how vast the conglomerate of a Company is, which is beyond marketing and finance. I really appreciate the role of stakeholders and the Company’s role to address the needs of people. I have learnt the importance of communication that binds the Company right from the union level to the top management. This experience has truly enriched my social network and gave me useful insights into management of personal relations in a business environment.
Pooja Gupta - TAS Manager

My CR stint with Tata Power has been one of the best learning experiences of my life. I was surprised to see the large and exhaustive involvement of Tata Power into CR and R&R. My involvement with Tata Power was mainly focused on starting a rural BPO at Khopoli for the needy, unemployed youth in the catchment areas. 7 weeks spent at Tata Power was the time given to me to start the rural BPO. My experience during this project helped me in bringing better sensitization to society and developing my project management and coordination skills. Today this rural BPO has gone live and I feel very proud on seeing the kind of excellent response we got in the initial phase itself.

Elizabeth Schneider - TISES Intern

I am a fifth year graduate student in the UC San Francisco/UC Berkeley Joint Graduate Group in Bioengineering and this summer I had the opportunity to work with Tata Power CR as a TISES (Tata International Entrepreneurship Scheme) fellow. I spent eight weeks working in nine villages surrounding Shirwata and Kundli lakes in the Maval catchment area in Maharashtra on an integrated Watershed Management project. This project was a three year project in collaboration with BAIIF, which not only focuses on improving water management and usage in these areas but also aims to improve the socio-economic conditions of the villages. As an initial activity to get the project off the ground, I worked with the women’s self help groups (SHGs) in the nine villages by holding meetings with SHGs women in order to better understand their current status of the women and decide on the kind of training we should provide in order to strengthen them. I also worked on organizing and implementing a baseline household survey across all households in the nine villages. As an engineering student from the US who has never worked in community development or who has never been to India before, I consider myself extremely lucky to have had the chance to visit India and work for Tata Power.

Sumedha Goel - TISS Intern

Interning at Tata Power’s CR had been a wonderful experience for me. The benefits of this internship are long-term as the work which was given to me under the guidance and support of Col. Tewari added a lot to my skill set. It was through the trust he showed in my work that I was able to develop a draft CR Strategy document under his guidance. I am quite hopeful that the new strategic approach shall be useful to the organization from a long term perspective since a lot of research and hard work has been put into it. Being a 2nd year student of Masters in disaster management at the Tata Institute of Social Sciences, I also worked to organise a one day long programme for the emergency management volunteer group at Tata Power.

Support given by Anjali ma’am had been marvelous. I would cherish this experience throughout my life and I wish to keep Col. Tewari as my lifelong mentor. Though the duration of this internship was just one month, but the output has been great. I am certainly sure that this experience shall give an edge to my professional career.
Seated left to right : Ms. Anjali Wazir, Mr. Mritunjay Ray, Mr. Mahesh Thakur, Dr. Gobind Baghasingh, Mr. Prasad Menon, Col. Prakash Tewari (Retd), Capt. J. Pant, Mr. Sanjaya Pradhan, Mr. Sandeep Khedwal.

Standing left to right : Mr. Rajeev Ranjan, Mr. Sujit Sengupta, Mr. Ranjan Sharma, Mr. Rajib Sarkar, Mr. Vikas Joseph, Mr. Saurabh Sharma, Mr. U R Mohole, Dr. K Paliwal and Mr. A S Gotkhindi.