Evaluation report on CSR and Sustainability activities of Neyvelli Lignite Corporation Ltd. for the year 2015-16.

Draft report

Submitted to

Neyvelli Lignite Corporation Ltd.
Neyvelli, Tamilnadu

By

Institute Of Public Enterprise
Osmania University
Hyderabad- 500007
Acknowledgement

We are thankful to the executives of Neyvelli Lignite Corporation Ltd for taking the consultancy services of the Institute of Public Enterprise for preparation of evaluation report on CSR and Sustainability activities of Neyvelli Lignite Corporation Ltd. for the year 2015-16.

We are thankful to Shri S K Acharya, CMD, NLC. We thank Shri. Duraikannu, DGM CSR for his valuable insights on the corporate needs and cooperation in preparing the report.

A report of this nature requires active association of professionals from the host organization. We are thankful to and Shri. Unnikrishnan, for providing us all necessary support in gathering the data.

We offer our thanks to all other officers and staff of the NLC who were involved in collecting and processing and helped in the preparation of this report.

Dr. Shulagna Sarkar
Assistant Professor, IPE
INTRODUCTION

Corporate social responsibility (CSR) is one of the most prominent concepts in the literature and, in short, indicates the positive impacts of businesses on their stakeholders. Despite the growing body of literature on this concept, the measurement of CSR is still problematic. Although the literature provides several methods for measuring corporate social activities, almost all of them have some limitations. The purpose of this proposal is to provide a reliable measure of CSR reflecting the responsibilities of a business to various stakeholders.

Companies in India have quite been proactive in taking up CSR initiatives and integrating them in their business processes. It is mandatory for the profit making Central Public Sector Enterprises (CPSEs) in India to have their CSR budget as per the stipulations in the guidelines and their performance on their CSR activities gets assessed in the MoU.

The old Department of Public Enterprises (DPE) guidelines on Corporate Social Responsibility in March, 2010 vide F.No.15 (3)/2007 -DPE (GM) GL 99 dt: 9th April 2010 for the Central Public Sector Enterprises in India with respect to the concept, planning, research, documentation, advocacy, promotion, funding aspects, documentation and monitoring the CSR activities.

In this guidelines relating to monitoring of CSR activities, clause (8.7 and 8.8) it is clearly mentioned that for proper and periodic monitoring of CSR activities, companies may appoint a CSR committee or a Social audit committee or a suitable credible external agency. CSR projects should be evaluated by a suitable external agency. This evaluation should be concurrent and final.

1.1 CSR in India

CSR in India has traditionally been seen as a philanthropic activity and in keeping with the Indian tradition, it was an activity that was performed, but not deliberated. As a result, there is limited documentation on specific activities related to this concept. However, what was clearly evident is that much of this had a national character encapsulated within it, whether it was endowing institutions to actively participate in India’s freedom movement, and embedded in the idea of trusteeship.

The practice of CSR in India still remains within the philanthropic space, but has moved from institutional building (educational, research and cultural) to community development through various global influences and with communities becoming more active and demanding, there appears to be a discernible trend, that while CSR remains largely restricted to community development, it is getting more strategic in nature (that is, getting linked with business) than philanthropic, and a large number of companies are reporting the activities in their official websites, annual reports and publishing CSR activities in leading journals.

The Companies Act, 2013 has introduced the idea of CSR to the forefront and is promoting greater transparency and disclosure. Schedule VII of the Act, which lists out the CSR activities,
suggests communities to be the focal point. On the other hand, by discussing a company's relationship to its stakeholders and integrating CSR into its core operations, the draft rules suggest that CSR needs to go beyond communities and beyond the concept of philanthropy. It will be interesting to observe the ways in which this will translate into action at the ground level, and how the understanding of CSR is set to undergo a change. The new guidelines, which have replaced two existing separate guidelines on CSR and sustainable development, issued in 2010 and 2011 respectively, mentions the following: "Since Corporate Social Responsibility and Sustainability are so closely entwined, it can be said that Corporate Social Responsibility and Sustainability is a company's commitment to its stakeholders to conduct business in an economically, socially and environmentally sustainable manner that is transparent and ethical."

**CSR and sustainability**

CSR in India tends to focus on what is done with profits after they are made. On the other hand, sustainability is about factoring the social and environmental impacts of conducting business, that is, how profits are made. Hence, much of the Indian practice of CSR is an important component of sustainability or responsible business, which is a larger idea, a fact that is evident from various sustainability frameworks. The Act encourages companies to spend at least 2% of their average net profit in the previous three years on CSR activities.

The Act lists out the activities eligible under CSR, taking the local conditions under consideration after the approval of the Board.

**Benefits of a robust CSR programme**

As the business environment gets increasingly complex and stakeholders become vocal about their expectations, best CSR practices can bring in greater benefits, some of which are as follows:

- Communities provide the better ambience to conduct the business
- Attracting and retaining employees
- Communities as suppliers.

**CSR Evaluation**
METHODOLOGY OF THE STUDY AND STEPS FOR CSR AND SUSTAINABILITY EVALUATION

The scope falls within the broader tasks outlined in the National CSR and Sustainability guidelines issued by DPE.

- Documentary evidences were verified.
- Interactions with stakeholders of the projects were also organized. Select project sites have been visited to confirm the initiatives.
- Data has also been collected from the beneficiaries by using focused group discussion. The questions are based on the background, development, current conditions, and overall implementation of the project.

Data processing and analysis
- Data cleaning
- Data entry and processing
- Data tables

Reporting and feedback
- Preparation of report
- Presentation of the findings
ROLE OF IPE AS AN EVALUATER:

IPE constituted a core group of people who visited the NLC CSR programme sites and interacted with various stakeholders.

The IPE team reviewed the past and present initiatives and verified the documents and existence of the projects. CSR team at IPE conducted a review of the projects implemented, helping the organization to enhance the company’s overall CSR goals and objectives.

IPE Team:

Project Coordinators
Dr. Shulagna Sarkar
Dr. Punam Singh

Investigators
Mr. Vaman Reddy
Neyveli Lignite Corporation Ltd

Neyveli Lignite Corporation Limited, a "Navratna" Government of India Enterprise, under the administrative control of Ministry of Coal has a history of achievements in the last 56 years since its inception in 1956.

A pioneer among the public sector undertakings in energy sector, NLC operates

- Three Opencast Lignite Mines of total capacity of 28.5 Million Tonnes per Annum at Neyveli and one open cast lignite Mine of capacity 2.1 Million Tonnes per Annum at Barsingsar, Rajasthan.
- Three Thermal Power Stations with a total installed capacity of 2490 Mega Watt at Neyveli and one Thermal Power Station at Barsingsar, Rajasthan with an installed capacity of 250 Mega Watt

All the Mines of NLC are ISO Certified for Quality Management System, Environmental Management System and Occupational Health & Safety Management System. All the Power stations of NLC are also ISO Certified for Quality Management System and Environmental Management System, NLC's growth is sustained and its contribution to India's social and economic development is significant.

The focus of the Corporate Social Responsibility Programme of Neyveli Lignite Corporation Ltd, the overall development & improvement in the quality of life of habitations and communities, particularly of the disadvantaged groups, in and around the Neyveli Lignite Corporation Ltd's mining and thermal power station sites and its neighbourhoods.

The areas covered under this initiative are:
[a] Education and Vocational Training
[b] Health Care
[c] Drinking Water,
[d] Sanitation,
[e] Income Generation Projects,
[f] Provision of civic amenities,
[g] Environmental / Green initiatives,
[h] Relief & Rehabilitation related to Disasters etc.

NLC under its CSR policy has implemented various projects in the year 2014-15. An evaluation study of the projects implemented by NLC as per the CSR guidelines issued by Department of Public Enterprises, Government of India and the Memorandum of understanding signed by NLC with the Ministry of Coal, Government of India for the year 2014-15 is commissioned by NLC.

In this regard NLC had engaged the Madras School of Social Work to evaluate the CSR Projects of NLC for the year 2014-2015 and furnish the Report.
About NLC CSR activities
Traditionally, NLC has been contributing to the society at large for the upliftment of the poorer sections of the society in its operating region at Neyveli by extending various community welfare measures to the surrounding public, like Preventive and primary health care services and sanitation, Education, library and sports facilities and services, Opportunity services to the ' Special and differently abled children / persons, Rural development works like: de-silting, Drinking Water facilities, Road & Transport Facilities, Schools, Libraries, Laboratories, Primary Health Centres, Community Centres etc for community development, on need basis.

NLC is also ensuring environmental sustainability and ecological balance.

In year 1998, a structured Peripheral Development Scheme for backward district of Cuddalore in Tamil Nadu State was formulated and launched with the participation of State Government, District Administration and the concerned Local Bodies and Departments. The same was continuing with progressive budget allocation for scaling up the development and to lessen the impacts of infrastructure deficit in the region.

Up to the year 2013-14, NLC's CSR and Sustainability practices were as per DPE Guidelines, issued from time to time.

NLC has been allocating more funds for CSR than the minimum CSR funding requirement under DPE guidelines, throughout the period from 2010-11 to 2013-14 as detailed below.

Financial Components of NLC’s CSR for the last four years ( All figures are in crores of Rs.)

<table>
<thead>
<tr>
<th>Particulars</th>
<th>2010-11</th>
<th>2011-12</th>
<th>2012-13</th>
<th>2013-14</th>
<th>2015-16</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Profit After Tax (PAT)</td>
<td>1247.46</td>
<td>1298.33</td>
<td>1411.33</td>
<td>1459.75</td>
<td></td>
<td>5416.87</td>
</tr>
<tr>
<td>Norm for CSR Budget (in % of PAT) as per DPE Guidelines</td>
<td>0.5%</td>
<td>0.5%</td>
<td>0.5%</td>
<td>1%</td>
<td>N.A.</td>
<td></td>
</tr>
<tr>
<td>Norm for budget (Amount) as per DPE Guidelines</td>
<td>6.24</td>
<td>6.49</td>
<td>7.05</td>
<td>14.60</td>
<td></td>
<td>34.38</td>
</tr>
<tr>
<td>Budget Allocation</td>
<td>7.70</td>
<td>13.00</td>
<td>13.00</td>
<td>26.04</td>
<td></td>
<td>59.74</td>
</tr>
<tr>
<td>Minimum Requirement Vs. Budget Allocation</td>
<td>123%</td>
<td>200%</td>
<td>184%</td>
<td>178%</td>
<td></td>
<td>170%</td>
</tr>
<tr>
<td>Total Expenditure</td>
<td>13.24</td>
<td>11.53</td>
<td>14.26</td>
<td>26.3</td>
<td></td>
<td>65.33</td>
</tr>
<tr>
<td>Expenditure as % of PAT</td>
<td>1.06%</td>
<td>0.89%</td>
<td>1.01%</td>
<td>1.80%</td>
<td></td>
<td>0.99%</td>
</tr>
</tbody>
</table>
Interaction with stakeholders and company officials:

<table>
<thead>
<tr>
<th>Name of the Project</th>
<th>Officials Interacted with</th>
<th>Date</th>
<th>Reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Swacch Bharat Abhiyan – Construction of Toilets</td>
<td>Mr. Duraikannu, DGM – CSR, Mr. Unnikrishnan, NLC Official</td>
<td>4th and 5th August, 2016</td>
<td>Interaction with company officials</td>
</tr>
<tr>
<td>Skill Development – ITI Programs</td>
<td>Mr. Duraikannu, DGM – CSR, Mr. Unnikrishnan, NLC Official</td>
<td>4th and 5th August, 2016</td>
<td>Understanding operation of ITI</td>
</tr>
<tr>
<td>Scholarship Program at Jawahar Science College, Neyvelli</td>
<td>Mr. Duraikannu, DGM – CSR, Mr. Unnikrishnan, NLC Official Mr. R. Sarvanand, JE, Civil Record</td>
<td>4th and 5th August, 2016</td>
<td>Understanding operation of Scholarship program</td>
</tr>
</tbody>
</table>

FGD’s were conducted at respective units with staff and unit heads. FGD’s with beneficiaries were also collected.

<table>
<thead>
<tr>
<th>S.No</th>
<th>CSR Activity</th>
<th>Visit to</th>
<th>Interviewed with</th>
<th>Designation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Swachh Bharat Abhiyan – Construction of Toilets in Schools in neighbouring areas by 31.07.2015</td>
<td>i) Govt. High School, Abatharanapuram</td>
<td>Mr. S. Rajendran Science Teacher (School Asst.)</td>
<td>Smt. Premakala Teacher</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Smt. R. Chitra Mathematics Teacher</td>
<td>a) T. Sunita, X th standard</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>b) B. Kani Mozhi, X th standard</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ii) Govt. Higher Secondary School, Vadalur-Pudhu Nagar</td>
<td>Mr. R. Tirumurugan Head Master</td>
<td>Smt. Benitha B.T. Asst., Teacher</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No.</td>
<td>ITI Course / Technical Training (1000 students)</td>
<td>NLC Office premises</td>
<td>Students</td>
<td></td>
</tr>
<tr>
<td>-----</td>
<td>-----------------------------------------------</td>
<td>---------------------</td>
<td>----------</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| 2   | NLC Office premises                          |                     |          |
|     |                                               |                     |          |

| 3   | Govt. Girls Higher Secondary School, Vadalur |                     |          |
|     |                                               |                     |          |

| 3   | Govt. Girls Higher Secondary School, Vadalur |                     |          |
|     |                                               |                     |          |

| 3   | Vallalar Gurugulam, Vadalur                  |                     |          |
|     |                                               |                     |          |

| 3   | Vallalar Gurugulam, Vadalur                  |                     |          |
|     |                                               |                     |          |

| 4   | ITI Course / Technical Training (1000 students) |                     |          |
|     |                                               |                     |          |

| 4   | ITI Course / Technical Training (1000 students) |                     |          |
|     |                                               |                     |          |

| 5   | NLC Office premises                          |                     |          |
|     |                                               |                     |          |

| 5   | NLC Office premises                          |                     |          |
|     |                                               |                     |          |

| 6   | Vallalar Gurugulam, Vadalur                  |                     |          |
|     |                                               |                     |          |

<p>| 6   | Vallalar Gurugulam, Vadalur                  |                     |          |
|     |                                               |                     |          |</p>
<table>
<thead>
<tr>
<th>Sl. NO</th>
<th>Project Name</th>
<th>Target</th>
<th>Status</th>
<th>Documentary evidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Swacch Bharat Abhiyan – Construction of Toilets</td>
<td>1275 units</td>
<td>Completed</td>
<td>Annexure I</td>
</tr>
<tr>
<td>2.</td>
<td>Skill Development – ITI Programs</td>
<td>100 students</td>
<td>Completed training of ____ students</td>
<td>Annexure II</td>
</tr>
<tr>
<td>3.</td>
<td>Scholarship Program at Jawahar Science College, Neyvelli</td>
<td>650 students to receive scholarship</td>
<td>Completed 606 students received scholarship</td>
<td>Annexure III</td>
</tr>
</tbody>
</table>

**ii) Mr. E. Chinnapparaj**
Smt. Shakunthala
Trainer, Shri. Elango Motor Driving School (Light Motor Vehicle Training)

Mr. S. Kasirajan
Trained student in Light Vehicle Driving

3
Scholarship Program at Jawahar Science College, Neyvelli
Scholarship Program at Jawahar Science College, Neyvelli
Dr. Gift Christopher
Mr. A F Vincent, Mr. K. Nagarajan
Mr. G.Arun Jyoythi Mr.K.Pruthvi Raj
Vice principal, Dept of English
Clerk
Junior Assistant
Student
# Memorandum of Understanding 2015-16

**Dynamic parameters / Non Financial Parameters – Performance Appraisal**

**Corporate Social Responsibility and Sustainability**

<table>
<thead>
<tr>
<th>S. No</th>
<th>Evaluation Criteria</th>
<th>Unit</th>
<th>MOU Target</th>
<th>Brief Evaluation / Performance Appraisal</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.</td>
<td>Promotion of Education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.1</td>
<td>Financial Assistance for Students for pursuing higher education</td>
<td>Number of students</td>
<td>Excellent: 650</td>
<td>606 students provided with Scholarships (SC / ST / OBC)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Very good: 600</td>
<td>1st year: 293 OBC candidates</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Good: 550</td>
<td>IInd Year: 213 OBC candidates</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Fair: 500</td>
<td>IIIrd Year: 100 OBC candidates</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Poor: 450</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Employment enabling Vocational Skills</td>
<td>Number of candidates trained</td>
<td>Excellent: 100</td>
<td>The initiative achieved more than 100%</td>
</tr>
<tr>
<td>2.1</td>
<td>Skill Development Programmes - ITI training for 100 persons</td>
<td></td>
<td>Very Good: 95</td>
<td>a) 125 (75 Men + 50 Women)</td>
</tr>
<tr>
<td></td>
<td>a) Light Motor Vehicle training for 50 persons</td>
<td></td>
<td>Good: 90</td>
<td></td>
</tr>
<tr>
<td></td>
<td>b) Heavy Motor Vehicle training for 25 persons</td>
<td></td>
<td>Fair: 85</td>
<td></td>
</tr>
<tr>
<td></td>
<td>c) Conventional Mining Equipment training for 50 persons</td>
<td></td>
<td>Poor: 80</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Swach Bharat Abhiyan</td>
<td>Number of toilets in schools</td>
<td>Excellent: 1275</td>
<td>The initiative achieved 100%</td>
</tr>
<tr>
<td>2.1</td>
<td>Construction of toilets in schools</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
in the neighboring area

<table>
<thead>
<tr>
<th>S.No</th>
<th>CSR Project</th>
<th>Benefits to village communities and the society at large</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>SAHAYATHA – Scholarships</td>
<td>• 606 students have benefitted the scheme</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• The enrolment rate to courses have increased</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Dropout rate due to unaffordable education has decreased</td>
</tr>
<tr>
<td>2</td>
<td>KOUSAAL VRIDHI Vocational Skills</td>
<td>• 300 candidates provided with Skill Development Training in the trades of Light Motor Vehicles Driving Heavy Transport Vehicles Driving Conventional Mining / Earth Moving Equipment Operations and Vulcanizing.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 125 candidates (75 Men + 50 Women) were trained in Light Motor Vehicle Training (LMV), 100 candidates were trained in Heavy Motor Vehicle Training (HMV) and 75 candidates were trained in Earth Moving Equipment Training (EME)</td>
</tr>
<tr>
<td>3</td>
<td>SWACCH BHARAT ABHIYAN</td>
<td>• 1275 Toilets construction in Schools</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Health and hygiene has improved in the community</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Less number of people are falling sick</td>
</tr>
</tbody>
</table>
Focused Group Discussions Activity I: Swacch Bharat Abhiyan – Construction of Toilets in Schools in neighboring areas by 31-07-2015

Verification of the initiative

a) School Name: Government High School
Village: Abatharanapuram, District: Cuddalore
Classes from VI th to Xth Class
Strength: 151 (Boys 96 and Girls 51)
Total Teachers: 8
No of Toilet Blocks Constructed: 2 (1 for Girls + 1 for Boys)
Year of Construction: 2015-16
Date of Visited: 05-08-2016

Details of Toilet Blocks (As observed):
I) Fixtures provided in Boys Toilet:
   1) 500 liter capacity water tank – 1 no
   2) Steel Door in Main Entrance – 1 no
   3) Indian Water Closet – 1 no
   4) Low level Flush Tank – 1 no
   5) PVC door for IWC – 1 no
   6) Flat Back Urinal – 1 no
   7) 15 mm CP taps – 2 nos

II) Fixtures provided in Girls Toilet (As observed):
   1) 500 liter capacity water tank – 1 no
   2) Steel Door in Main Entrance – 1 no
   3) Indian Water Closet – 1 no
   4) Low level Flush Tank – 1 no
   5) PVC door for IWC & Urinals – 1 no
   6) Squatting type Urinal – 1 no
   7) Flat Back Urinal – 1 no
   8) 15 mm CP taps – 2 nos

Shri. S. Rajendran, School Assistant, Science Teacher, Government High School, Abatharanapuram said that NLC constructed the toilets for both the boys and girls separately. Before constructing the toilets, children were going outside school for defection (Urinals, home toilets). After toilets were constructed by NLC, we are encouraging the students to use these toilets for the benefit of environmental aspect and their safety. He also said that before constructing the toilets students were going outside school for defection (urinals, home toilets). Outside school surrounding area consists of lot of open area fields and agricultural fields, it is
seeing as looks like forest area. Lots of insects and snakes are in this area. This is the dangerous to school children. After construction of toilets, students are using toilets and now students as well as teachers all are safe. NLC has provided 4 urinals and one toilet for boys. NLC main intentions are make the environment clean & green in school surroundings and school children safety that why NLC constructed the toilets. One important thing, NLC has also provided incinerator (napkin burner). It is very useful to environmental system. Especially girl children use the napkins, after using of the napkins, simply they put in the incinerator and switch on the button, after two minutes it will automatically burn it. After completion of burning process, system will automatically be off. Now environment is very clean and green.

Before constructing of the toilets, school surrounding sanitation facilities were very poor. It was full of bad smell spread. After constructing the toilets, smell was come down and now toilets are being used by students.

We request the NLC to construct the boundary wall, because already some villagers have broken the toilet room locks after school hours and used the toilets, which is the problem now we are facing it. We also request the NLC to provide water purifier for our children.

Flat Back Urinal for Boys Children and Squatting type Urinal for boys children at Government High School, Abatharanapuram, Cuddalore district.

2) Smt. Premakala, School Teacher, Government High School, Abatharanapuram said that NLC has constructed the toilet blocks for both the boys and girls separately. One block is for girls and also one block is for boys. Girl’s toilet block consists of 4 urinals & 1 toilet (Indian Water Closet) and boy’s toilet block consists of 5 urinals and 1 toilet (Indian Water Closet). Before constructing the toilets, students used to go outside for urinals and open defecation. It was very unsafe to children especially in girl children. Poor sanitation conditions were at school premises and school environment was also very ugly situation before constructing the toilets. Now these
problems were solved after toilets came into existence. Now students are using napkin burner and this led to improvement the facilities in sanitation & hygienic conditions at school premises. Now student health levels also improved after toilet facility came into existence. She finally suggested that boys and girls toilets are at one place, it is problem for girl students so maintain the distance between girls toilet block and boys toilet block construction.

3. Smt. R. Chitra, Mathematics Teacher, Government High School, Abatharanapuram said that before constructing of the toilets we were suffering with sanitation problem in the school premises. Nothing sanitation facility were here. NLC CSR team has put great efforts and done wonderful job on the construction of toilets. Now sanitation facilities improved, we see the toilets here looks like as star hotel toilets. Before constructing of the toilets, students were going outside for urinals and open defecation. There was no water and unclean environment at school premises. Sometimes students were taking the permission to go outside or their homes for urinals or open defecation and not reporting the class in time, this led to disturbance in their education. Some students were not reporting after interval time some times. Now all these problems solved after NLC toilets came into existence. We all are very satisfaction with NLC initiatives.

Electrical Incinerator (Napkin Burner) at Government High School, Abatharanapuram, Cuddalore district.

She finally suggested NLC that after school hours villagers are using the school toilets as school has no compound wall. To avoid this problem, construction of boundary wall for school is essential.
School Name: Government Higher Secondary School
Village: Vadalur-Pudhu Nagar
Classes: from VI th to XII th Class
Strength: 611 (Boys 345 and Girls 211)
Total Teachers: 21
No of Toilet Blocks Constructed: 2 (1 for Girls + 1 for Boys)
Year of Construction: 2015-16
Date of Visited: 05-08-2016

Details of Toilet Blocks:

I) Fixtures provided in Boys Toilet:
   1) 500 liter capacity water tank – 1 no  
   2) Steel Door in Main Entrance – 1 no  
   3) Indian Water Closet – 1 no  
   4) Low level Flush Tank – 1 no  
   5) PVC door for IWC – 1 no  
   6) Flat Back Urinal – 5 nos  
   7) 15 mm CP taps – 2 nos

II) Fixtures provided in Girls Toilet
   1) 500 liter capacity water tank – 1 no  
   2) Steel Door in Main Entrance – 1 no  
   3) Indian Water Closet – 1 no  
   4) Low level Flush Tank – 1 no  
   5) PVC door for IWC & Urinals – 5 nos  
   6) Squatting type Urinal – 4 nos  
   7) 15 mm CP taps – 6 nos  
   8) Incinerator – 1 no
Under Swachh Bharat Programme, NLC Constructed the Girl Children Toilet block at Government Higher Secondary School, Vadalur-Pudhu Nagar, Cuddalore district.

Shri. R. Tirumurugan, Head Master, Govt. Higher Secondary School, Pudhunagar-Vadalur said that before constructing of the toilets, School has inadequate toilet facility, not in a position to use it and students were going outside for urinals or open defecation. This problem has been solved after initiation of toilet construction. NLC has successfully completed the toilet construction of both boys and girls separately. Students (both boys and girls) are also willing to join the school and girl children are continuing their higher education after improving the facilities like toilets and sanitation. This led to increase the school strength. Present year school strength (2016-17) is 611 (boys 345, Girls 266), last year school strength (2015-16) was 537. All these initiations are also one of the reasons for improving the students in the school. Now all students are using these toilets, sufficient water is available, hygienic conditions improved at the school premises. NLC also provided incinerator (Napkin burner) for girl children at girls toilet block. Now girl children burn the napkins after using of it at toilet block. We all are very satisfactory with NLC CSR activities at our school. Presently they are constructing new class rooms at our school premises. The project cost is Rs. 75 lakhs.

Smt. Benitha, B.T. Asst., Govt. Higher Secondary School, Pudhunagar-Vadalur said that before construction of NLC toilets, much more difficulty to students for use of toilets. Students used to go outside for toilets. After construction of NLC toilets, it is much more useful to students. Before also we had toilet facility, it is lack of facilities and sufficient water is also not available.
Proper sanitation facilities were not available at that time. Now sanitation facilities improved after construction of NLC toilets. School children enrolment improved due to good results, in addition to that improved toilet facility also. Around 250 girl children and 350 boy children are using this toilet facility now. Earlier also we had some facilities, now we have improved the facilities in the school premises like incinerator (napkin burner). It is very useful to women. Now girl children no need to go outside.

K. Manimkalai, VIII standard said that NLC has constructed the toilet blocks. Now we all are using this toilet blocks and we all thankful to NLC for providing this facility.

**School Name:** Government Girls Higher Secondary School  
**Village:** Vadalur  
**Classes** from VI th to XII th Class  
**Strength:** 947 (Total Girls)  
**Total Teachers:** 27  
**No of Toilet Blocks Constructed:** 2 (2 for Girls only)  
**Year of Construction:** 2015-16  
**Date of Visited:** 05-08-2016

**Fixtures provided in Girls Toilet**
1) 500 liter capacity water tank – 1 +1  
2) Steel Door in Main Entrance – 1 +1  
3) Indian Water Closet – 1 +1  
4) Low level Flush Tank – 1 + 1  
5) PVC door for IWC & Urinals – 5 + 5  
6) Squatting type Urinal – 4 + 4  
7) 15 mm CP taps – 6 + 6  
8) Incinerator – 1 + 1
Under Swachh Bharat Programme, NLC Constructed the Girl Children Toilet blocks at Government Girls Higher Secondary School, Vadalur, Cuddalore district.

Shri. V. Natarajan, PG Asst., Govt. Girls Higher Secondary School, Vadalur said that before constructing the toilets of NLC, less toilet facility is available. But after NLC toilet facility initiation, school strength increased. It is known to people that well reputed name of NLC has constructed the toilets in the Govt. Girls Higher secondary school of Vadalur. This led to increase the admissions in our school. NLC has enhanced the sanitation facility in our school. In around some many girl high schools in this area, but many parents are joining the children in our school and avoiding other girl schools because of all these improved facilities in the school. Girl children are also continuing their higher education and dropouts are less. After introducing the incriminator much more sanitation facilities improved for girl children.

He also suggested that compound wall constructed at one side, need to construct in other side area and provide cycle stand for girl children cycles.
Activity II – Scholarship to students of Jawahar Science college

Jawahar Science College, a self financing, unaided college, was established 25 years ago with an intension of imparting quality education to the children belonging to economically weaker section of the society. The college was started by the Jawahar Education Society, Neyveli, which is affiliated to Thiruvalluvar University, Vellore.

The students who pursue education at Jawahar Science College are from the peripheral villages of Neyveli. At present the ratio of the students includes peripheral villages 90% and NLC wards 10%. Most of the students in the college are educationally backward and belong to reserved communities or the most backward communities.

Presently, the college has regular teaching staff, guest lecturers and regular non-teaching staff to cater the needs of around 1400 students. Since many of the students are first generation graduates, the teachers teach them in a very organized manner and have a high attention towards the students. The college takes special attention to the Tamil medium students in order to develop English speaking skills among them. A bridge course in English is conducted for all I year students, who studied +2 in Tamil medium. It is needless to say that students have a great drive and passion to study in Jawahar Science College. They have honour of receiving the University ranks from Madras University and Thiruvalluvar University many times in the last 25 years which is a great pride that no college has achieved.

The students are equally good in sports. The students have brought laurels to the college by representing University level and national level tournaments in various sports events.
The College has well equipped Labs for the departments of Chemistry, Physics, Geology, Nutrition & Dietetics, Environmental Management and Computer Science. In addition to these labs, a very good language lab is also available for the students. There is a canteen inside the college campus which functions on all the working days of the college. The college possesses a vast play ground. Regularly, Job fair is conducted for the outgoing students.

Date of visit: 5th August, 2016
An interaction with the officials of the Jawahar college was organized including Dr. D Gift Cristopher, Vice principal, Dept of English, Jawahar Science College, Mr. A F Vincent, Clerk, Jawahar Science College and Mr. K. Nagarajan, Junior Assistant, Jawahar Science College. NLC official Mr. R. Sarvanand, JE, Civil Record was also present during the interaction.

Detailed responses:

Name of the Respondent: Dr. Gift Christopher

Dr. Christopher expressed that the students who are availing the scholarship facility provided by NLC are majorly belonging to the downtrodden families of peripheral villages. He also expressed that these students face numerous social problems apart from financial problems. The effort of NLC has improved enrolment of girl students. NLC’s effort has also led to reduced drop-out rates and students have been able to build a career focus. 25-30% of students of Jawahar Science College take up higher education, 10% get placed in corporates with an average
income of Rs. 30000. NLCs effort has made a great impact on students as well as overall operation of Jawahar Science College by increasing enrolment rate and decreasing drop out rate.

**Name of the Student: Mr. G.Arun Jyoythi**

**B.com 3rd year**

On interacting with Mr.Arun it was observed that NLC’s effort towards affordable education through scholarship for the downtrodden has made a remarkable difference in building career aspirations of students of Jawahar Science College. Mr.Arun has four siblings and his father is a farmer with very low income. He aspires to be an IPS and the scholarship facility of NLC has encouraged students like Arun to continue their studies. Mr. Arun has only paid Rs. 6000/- as a special fee and the remaining Rs. 11000/- was born by NLC.

**Name of the Student: Mr.K.Pruthvi Raj**

**BBA 3rd year**

Mr Prithivi Raj expressed that he is extremely happy to receive the scholarship facility of NLC. He has two siblings and he aspires to be a marketing manager. He explained that the scholarship facility of NLC has encouraged him to continue his studies. He also plans to avail a job after his final year and then pursue higher education after two years. He has been a throughout first class in his studies. Mr. Prithviraj has only paid Rs. 6000/- as a special fee and the remaining Rs. 11000/- was born by NLC.
Activity III: ITI Course / Technical Training (100 candidates)

<table>
<thead>
<tr>
<th>S.No</th>
<th>Training (Course)</th>
<th>Duration of the Training</th>
<th>Implementing Agency</th>
<th>Number of Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Light Motor Vehicle Training</td>
<td>6 months</td>
<td>M/s. Elango Motor Drining School</td>
<td>125 (75 men + 50 women) candidates</td>
</tr>
<tr>
<td>2</td>
<td>Heavy Motor Vehicle Training</td>
<td>6 months</td>
<td>M/s. Tamil Nadu Driving School</td>
<td>100 candidates</td>
</tr>
<tr>
<td>3</td>
<td>Earth Moving Equipment Training</td>
<td>8 ½ months</td>
<td>M/s. MGM Heavy Equipment Industrial School</td>
<td>75 candidates</td>
</tr>
</tbody>
</table>

Criteria for Getting the Admission into NLC Light Motor Vehicle, Heavy Motor Vehicle, Earth Moving Equipment Training

1) He / She Should not be employed in the NLC
2) Candidate parents also should not be employed in the NLC
3) He / She should have minimum Qualification of VIIIth Class
4) It is given the preference to NLC nearby villages, covering Project areas in Cuddalore district.
5) More preference is given to Land / Houses loosers for NLC

(Information is given by, Shri. Balachander, Asst. Executive Engineer (CSR), In charge of Skill Development)

Interview with Mr. M Anbu Kumar, Earth Moving Equipment Training Instructor

Mr. Anbu Kumar, Instructor, MGM Heavy Equipment Industrial School said that we are giving the training to youth in Excavator operator, Mobile crane operator and JCB Back hole loader operator etc. In 2015-16 year, more than 92 youth were trained in these training courses. Out of these, around 55 members have been placed in different places. Around 40 members are working as Crane operators, JCB Back hole loader operators and Excavator operators in Neyveli, Chennai and other places of Tamil Nadu State. Some of them are working in National Highway road works also. These youth are now earning 15,000-25,000 per a month. 15 members have been settled in Kathar, Saudi, Muscut (gulf countries). An average these are earning 50,000 per month in gulf countries. Remaining course completed youth has applied for jobs in various companies. They all are waiting for jobs.

Before joining of these training programmes, youth were unskilled labour, they were working as helpers and also their earning levels of income also very less. students (youth) families economic background was also not good. Majority of the youth were working as helpers at Rs. 3,000 to
4,000 per month. It was not sufficient to survival of their families. He also said that if one student takes the training of either of these courses outside, outside training institute may charge Rs. 12,000. NLC is helping needy / unskilled / poor youth in survival of their life. NLC is providing the training to youth in these courses at free of cost. Majority of the youth are availing these courses, from NLC Operating / surrounding areas. These areas are Vadalur, Muttaguppup, Neyveli, Mudunai, Pandoti, Neyveli Block 30, Ehedutanguppam, Umangalam, Kunangurchi, Mandaragaraguppam, Peruperiyanguppam, Periagurghi, Saplanatham, Karungudi, Abanathanapuram, Neyveli A Block, B2 Block.

Distribution of Earth Moving Equipment Training Certificates, which were issued by Employment and Training Industrial School, Government of Tamil Nadu

Beneficiary Details – Earth Moving Equipment Training:

<table>
<thead>
<tr>
<th>S.No</th>
<th>Training</th>
<th>Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Excavator</td>
<td>42 members</td>
</tr>
<tr>
<td>2</td>
<td>Mobile Crane Operator</td>
<td>50 members</td>
</tr>
<tr>
<td>3</td>
<td>JCB Back Hole Loader</td>
<td>Common to above two courses</td>
</tr>
</tbody>
</table>

Some of the reflections:
1) Mr. S. Rosario Chinnapparaj, Xth Class, Age 22, Abatharaupam village trained in Earth Moving Equipment Training, Presently working as Mobile Crane Operator at M/s. R.J.M Earth Movers.

2) Mr. A. Rayappan, Age 31, Karungudi village trained Earth Movers Equipment Training, presently working as Crane Operator at M/s. Babu Engineering (P) Limited

3) Mr. A. Shiva Kumar, 8th Class, Age 24, Block 30 Neyveli, trained in Earth Movers Equipment Training, presently working as Crane Operator at M/s. Ravi Kiran Services.

Mr. S. Rosario Chinnapparaj,Abatharapura said that NLC has provided training on Earth Moving Equipment at free of cost. I availed the Mobile Crane operator training programme. Before joining of this course, I was idle and not doing anything. My parents are into agriculture. Our family survival was also very difficulty. Then I have joined in NLC Earth Moving Equipment Training and successfully completed the course and got the training certificate, which was issued by the Department of Employment and Training Industrial School, Government of Tamil Nadu. Presently I am working in the M/s. R.J.M Earth Movers and getting salary Rs. 12,000 per month. I am very grateful to NLC for providing me training.

He also said that If we take same training in outside private institutions, they may charge Rs. 10,000 per one candidate. This is not affordable to economically poor youth.

Mr. A. Rayappan, Karungudi said that NLC has provided the training on Earth Moving Equipment. I availed the Mobile Crane Operator Training Programme. Before joining of this training, I was into Agriculture field and my income levels were also very low. Sometimes, it is very difficult to day to day survival. Total family is depending on my income. Earning the income in the agriculture field is very less. Then I decided to join in the NLC Earth Moving Equipment Training, now successfully completed course and got the placement in M/s. Babu Engineering (P) Limited, Vadalu. Presently I am earning Rs. 15,000 to Rs. 18000 per month. I am very grateful to NLC for providing me the training course.

Mr. A. Shiva Kumar, Block 30-Neyveli said that before joining of this course, I was doing carpentry work and earning only Rs. 3000 to Rs. 4000 only. My wife, mother and brother all are depending on me. It was difficult to family survival. I have been motivated by the NLC officials and my friends in regards to joining of this course. Then I have joined in the NLC Earth Moving Equipment Training course. It is much cost to take the same type of training outside private institutions as they may charge Rs. 10,000 per one candidate, because machine costs are very high. Here I availed the training at free of cost. Presently I am working in the M/s. Ravi Kiran Services. I am drawing the salary Rs. 15,000 to 17,000 per month. I am very grateful to NLC for providing me training in Earth Moving Equipment training.

Some Reflections – Heavy Vehicle Driving Training
1) Mr. Krishna Sarathi, Xth Class, Age 26, Kottakari, Vadulur said that now I am presently working as contract labour, I have recently completed heavy vehicle training. It is provided by NLC. I have also enrolled the Heavy vehicle training certificate in Tamilnadu Govt. Employment Agency and applied the job for lorry / heavy vehicle driver in private companies. Our family is very poor. My family survival is very difficult. I have two sisters and one brother, I have no father. Total family is depending on me. Now presently I am earning Rs. 4000 per month. Now I am eagerly waiting for job, once I get the job, I am able to easily earn Rs. 15,000 to Rs. 18,000 per month. I am very thankful to NLC for providing me the heavy vehicle driving training at free of cost. It is not affordable to take the heavy vehicle driving training in private institutions; they may charge Rs. 7,000 to Rs. 8000 per one candidate.

Mr. Krishna Sarathi NE, Vadulur, got the driving license from RTO, Tamil Nadu, After Completion of his Heavy Vehicle Driving Training at Neyveli Lignite Corporation

Mr. E. Chinnapparaj, 9th Class, Age 27, Neyveli said that, NLC has given the opportunity for training in Heavy Vehicle Training course at free of cost. I have successfully completed the course and I got the heavy vehicle driving license from RTO, Government of Tamil Nadu. Presently I am working as office boy, I have applied the job for heavy vehicle driver in M/s. Radha Engineering Works, Neyveli. I am looking for job. Presently I am earning 4000 per month. It is not sufficient to our family, sometimes I work as temporary driver in place of any driver absent in local transport suppliers. Suppose if same way of Heavy vehicle training attends in private training institutes, they may charge Rs. 8000 per one candidate. It is not affordable to poor youth. We all are thankful to NLC for providing us the Heavy vehicle training.

Some Reflections – Light Vehicle Motor Training:

Interview with Shri. Balachander, Asst. Executive Engineer (CSR), In-charge of Skill Development, NLC:

Mr. Balachander, Asst. Executive Engineer (CSR), In-charge of Skill Development, NLC said that NLC has hired the vehicles for DGM level to Executive level. Company has hired around 200 cars for these executives, from Local transport suppliers, through tenders. Local transport suppliers give the preference to local youth, whoever successfully completed the Light vehicle
training in NLC. Some trained youth also purchase cars through bank loans or some other source of finance and some of them hire (engage) the vehicle for NLC also. They are act as drive cum owner of that vehicle (car). These all are also attending outside duties also. Trained youth are getting good self employability in the Neyveli area. Some trained youth are doing the jobs in private transport suppliers in an around Neyveli area and Tamil Nadu state. Here more employability opportunities for trained car drivers. Before taking of the Light vehicle training, youth were working as Agricultural Labors, helpers, daily labors and contract labors and they were earning Rs. 3000 to Rs. 4000 per month. It is not sufficient to their daily life. After taking the training of Light vehicle, now they are earning 12,000 to 15,000 per month. RTO, State Government of Tamil Nadu is given the Light Vehicle Training Certificates to whoever successfully completed the course. Trained students also enroll their names in State Employment Agency also.

Mr. S. Kasirajan, ITI, Neyveli (Periakurchi) said that before joining of Light Vehicle Motor Training, I was into Agriculture field. It was very difficult to my family day to day life survival. Now presently working as acting / temporary driver and now I am earning Rs. 10,000 per month. If I get the permanent job, I am able to earn Rs. 15,000 to 18,000 per month. NLC Light Vehicle training and Heavy Vehicle training courses are very useful to our youth. If we want to take the Light Motor Vehicle training outside private training institutions, they may charge Rs. 3000 per candidate. In case of Heavy Vehicle training course they may charge Rs. 8000. Here these courses training are available at free of cost. Now I am going to join Heavy Motor Vehicle training also. We all are very thankful to NLC providing us training in Light Motor Vehicle and Heavy Motor Vehicle training courses.

Smt. Shakunthala, 42 age, Mandaraguppam – Neyveli -2, Trainer, M/s. Shri. Elango Motor Driving School said that we have trained 15 women in 2 wheeler and 4 wheeler (car) training i.e. Light Vehicle training in 2015-16. After completion of this course, they have got driving licenses from RTO, Tamil Nadu Government. Here training is available to women at free of cost. The training duration is 6 months. Majority of the lady students are availing this course. If we take the training of Light vehicle training course outside private driving institutions, they may charge Rs. 3000 per one candidate. Neyveli Lignite corporation operational areas surrounding villages women avail this training.