

UPGRADATION OF OCCUPATIONAL HEALTH CLINIC | SANTEJ

Challenge

The occupational health centre at Santej was capable of handling only primary treatments and in case of major injuries, ailments or emergencies, the patients were required to be shifted to other health facilities in Kalol or Ahmedabad city which are approximately 45 minutes to one hour away.

Intervention

During the reporting period, in accordance with the Rule 68-U of Gujarat Factories Rules-1963, we upgraded our Occupational Health Centre (OHC) into a state-of-the-art facility that can also cater to more severe medical emergencies.



Facilities at the OHC

- A ward of 6 beds, and medical stock to treat various occupational injuries and ailments
- Equipment to conduct advanced tests like pulmonary function, ECG, Audio metric, Vision test etc.
- A medical team consisting of a full time as well as part-time doctors assisted by a nursing staff of 7 members.
- An additional ambulance with all requisite medical emergency equipment
- In-house medical checkup (Pre-employment, Periodic) of all employees (Approx. 1,500 employees completed till date)
- Availability of first aid treatment with cardio pulmonary resuscitation to patient suffering heart attack, electrical shock
- Treatment of occupational injuries with minor operation i.e. Stitches on cut wound, first line treatment of head injury, burns injury treatment, etc.
- Provision of transferring serious patients through ambulance

We have also opened the usage of this upgraded OHC to workers of neighbouring factories.

+ OCCUPATIONAL



Impact

TODAY, THE OHC PROVIDES TREATMENTS OF VARYING DEGREES AND SEVERITY TO ABOUT

1,000

EMPLOYEES PER MONTH - NOT ONLY WORK-RELATED, BUT ALSO FOR REGULAR AILMENTS.

EMPLOYEE SNAPSHOT - ARVIND LIMITED

	FY 2014-15	FY 2015-16
Total Workforce	27,512	30,742
Workforce by Level of Employment		
- Officers (Senior, Middle, Junior Management)	3,474	4,083
- Others (Short Term Contracts, Trainees etc.) and Workmen (Excluding Fixed Term Contract)	24,038	26,659
Workforce by Type of Contract		
Permanent Employees	27,512	30,742
Workforce by Gender		
Male	20,046	21,880
Female	7,470	8,884
Workforce by Age Group (Officers only)		
<30 years	930	1,290
30-50 years	2,207	2,494
>50 years	341	303
Attrition Rates		
Officers	23%	22%
- Senior Management	14%	14%
- Middle Management	11%	9%
- Junior Management	26%	24%
Attrition Rates by Gender (Officers only)		
Male	22%	21%
Female	38%	30%
Attrition Rates by Age Group (Officers Only)		
<30 years	37%	32%
30-50 years	18%	17%
>50 years	21%	16%
Attrition of Workforce (Non-officers)	55%	45%



SOCIETY

OUR CSR VISION

TO IMPACT POSITIVELY, THE QUALITY OF LIFE OF PEOPLE,
**THROUGH INITIATIVES OF SOCIAL,
ECONOMIC, HEALTH, EDUCATIONAL,
INFRASTRUCTURAL, ENVIRONMENTAL
& CULTURAL ADVANCEMENT.**

Just like democracy, for a company to be sustainable, it has to be of the people and for the people. So while 'of the people' is our unwavering employee focus, 'for the people' is our unflinching commitment to local communities and the society at large.

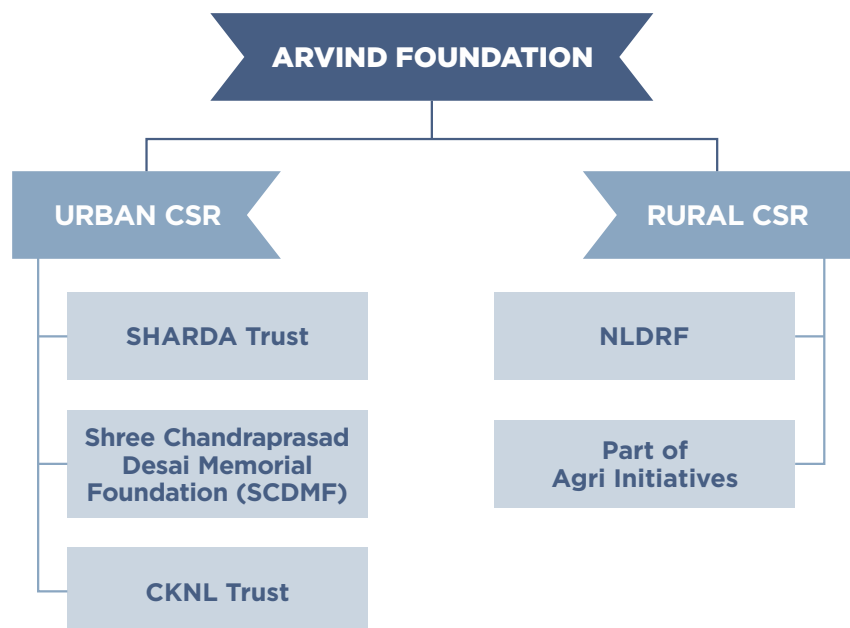
Our approach to Corporate Social Responsibility (CSR) is based on our conviction that corporations and society are interdependent. Social responsibility thus permeates all business functions creating a 'corporate social integration'.



We are committed to put in place a strategy to ensure financial sustainability to all our CSR initiatives. We plan to achieve this through creation of a large corpus fund over a period of time.

In August 2015, we incorporated Arvind Foundation as a Section 8 Company to act as the umbrella organisation to all our CSR efforts.

▶ In line with Section 135 of Companies Act, 2013, we spent INR 72.7 million on our CSR activities during FY 2015-16. This includes INR 51.4 million invested in the corpus of Arvind Foundation.



SHARDA TRUST AND OTHER TRUSTS

The Strategic Help Alliance for Relief to Distressed Areas Trust (SHARDA Trust), set up in 1995, is the organisational base for our urban CSR programmes. As a registered public charitable trust, the broad objective is to improve the quality of life of the urban poor in India.

SHARDA TRUST'S MODEL

<p>Partnership with the Local Government</p> <ul style="list-style-type: none"> • MoU with local school board • MSB allows use of infrastructure & provides electricity free of cost • Providing teaching hours 	<p>Supportive Infrastructure</p> <ul style="list-style-type: none"> • Upgrading school infrastructure • Establishing quality computer lab • Projection facility (LCD monitor) • Internet for faculty & students • Ergonomic furniture • Neat and clean classrooms 	<p>Innovative Method & Materials</p> <ul style="list-style-type: none"> • Teaching Eng, Comp & Maths • Teaching approach based on student's strength • Real life example, practical knowledge • Subject's reinforcement • Teaching by trust's teachers • Using computers in teaching 	<p>Monitoring, Evaluation & Tracking</p> <ul style="list-style-type: none"> • Teaching days, schedules, curriculum, tests & evaluation criteria pre-defined • Tracking student's attendance & performance • Following up irregular & weak students • Interaction with parents
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NAROTTAM LALBHAI RURAL DEVELOPMENT FUND (NLRDF)

Working on programmes of social renewal for rural and tribal poor since over 35 years. It is structurally working under a Board of Trustees, the Chairman of which is directly responsible for the overall policy direction and guidelines for the trust. NLRDF carries out operations in various sectoral areas like Education & Skill Building, Agriculture & Animal Husbandry, Rural Infrastructure and Health & Well-being.



Education & Skill Building

Adult education, vocational training of handicapped persons, non-formal education

Agriculture & Animal Husbandry

Irrigation projects, horticulture, fodder development, animal husbandry, biogas plants, strengthening rural industries

Rural Infrastructure

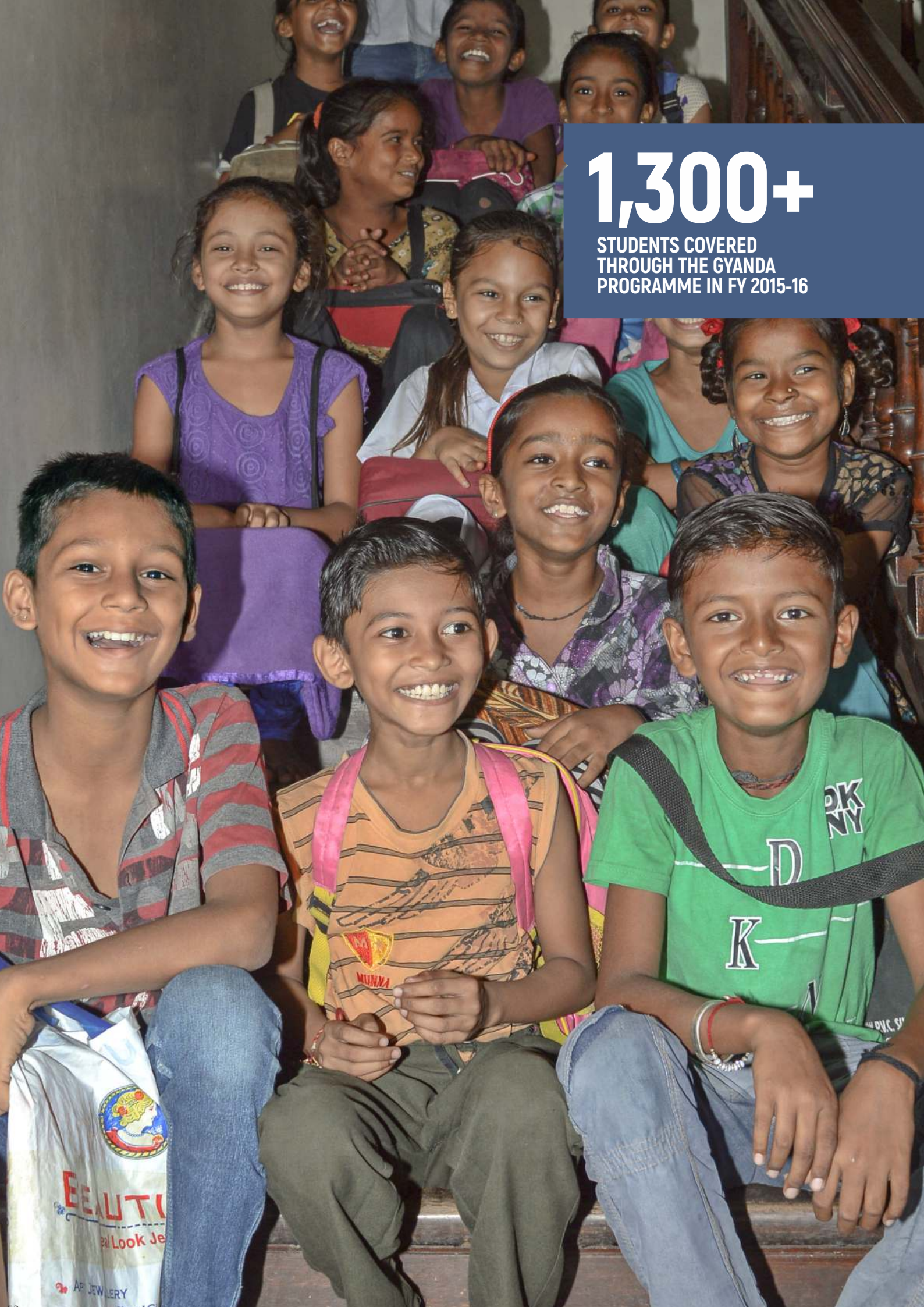
Rural electrification (street and agriculture related), roads, watershed development

Health & Well-being

Medical services, health care, nutrition, sanitation & disease control, AIDS awareness and prevention, women empowerment, women & child development, relief & rehabilitation after calamities

SHREE CHANDRAPRASAD DESAI MEMORIAL FOUNDATION (SCDMF)

Based in Bapunagar, Ahmedabad conducts vocational skill development courses to enable social, economic and cultural development of the industrial areas. It has so far trained about 250 urban youth and has facilitated placements for a majority of them.



1,300+

STUDENTS COVERED
THROUGH THE GYANDA
PROGRAMME IN FY 2015-16

FOCUS AREAS OF SHARDA TRUST

We believe in spearheading programmes, and not projects. The objective is to institutionalise systemic change, not symptomatic band-aid. We aim to make a lasting difference to the lives of people, even if it sometimes takes years in the making.

Our corporate headquarters and two of our biggest manufacturing facilities are based in and around Ahmedabad, and thus most of our initiatives are centred in these regions. To ensure that we don't spread ourselves too thin we have zeroed in on three impact areas:



EDUCATION



PRIMARY HEALTHCARE



DEVELOPING VOCATIONAL SKILLS

EDUCATION

Education is the most powerful tool in the fight against poverty and social evils. An educated generation will be the last generation in poverty. It is also a gift that once given stays with the recipient for their entire life.

GYANDA PROGRAMME

Broadly, there are three kinds of education models:

- Formal schools set up by local and national governments
- Informal education facilitated through volunteers, educationist or NGOs
- Tuition classes that supplement school education and concentrate on specific subjects

Setting up schools or tuition centres involves large investment in land and infrastructure. The quantum of investment results in few schools and limited impact. Volunteering efforts may be noble in intention but are limited in longevity.

Mindful of the limitations of each of the education models, the education experts at SHARDA Foundation designed the Gyanda programme - a new hybrid model that is mix of supplementary education and formal school set-up. Arvind Ltd. has been supporting the Gyanda Programme since its inception in 2006.



Leveraging existing infrastructure

Gyanda has been specially designed to supplement the education of children studying in Municipal Schools and support them to complete the school and college education. The aim is to improve their academic performance and overall personality while ensuring that children don't drop out and complete their basic education from classes 5 to 12. A financial support programme has also been developed to aid underprivileged students.

Approach

- Increase the enrolment of children of the urban poor into the programme
- Inject technology in municipal schools by providing computer laboratories, projection facilities and internet access for staff and students in schools
- Lay emphasis on efficient and effective functionality of the programme, leading to substantial impact in student lives

▶ The Gyanda programme is unique because no other supplementary education model tracks the performance of all its students while maintaining direct contact with the parents for the entire schooling journey of 6-8 years and beyond for higher education.

Interventions

Primary School Programme This programme works with the students of class 5, 6 and 7 studying in a number of municipal schools in Ahmedabad through two-hour long support classes on Gujarati, Maths, English and Computers conducted by SHARDA teachers within the municipal school premises and also through an education support centre where students from multiple schools attend.

1,000+
students covered



Secondary School Programme The academic curriculum expands tremendously after class 8 and requires a lot of personalised attention and subject-wise coaching. We conduct 3-hour classes for these students after school hours. Currently, there are 2 centres where these classes are conducted.

380
students from various schools

Admission Facilitation & Financial Support We facilitate admissions in higher classes in various schools as per the merit and choice of the students. Exceptions are also made for students who have shown great interest and perseverance in studies. We also provide comprehensive support which includes payment of education fees, financial support to buy uniforms, books and stationery.

405
students sponsored across
standards 8 and 12

Scholarships to Pursue Professional Degrees We even lend financial support to meritorious and needy students for pursuing higher education in professional streams like commerce, engineering, nursing etc.

39
students were pursuing graduation
in their field of interest

Impacts

In 2016, Gyanda completed a decade of public service, and we undertook an extensive study to gauge the impact of the programme on the lives of the students and the community they come from.

MAJOR FINDINGS OF THE STUDY

- A comparison of the successful Gyanda students with their peers (siblings/cousins) revealed that there was a 70% drop-out rate amongst peers not exposed to Gyanda.
- Students who dropped out ended up as manual labourers, doing unskilled jobs or serving as household help, etc. The Gyanda students who continued their education are on their way to become Engineers, Teachers, Accountants, Psychological Counsellors, in the field of IT and similar careers in the organised sector.
- All female peers who dropped out, were married between the age of 14-19. Gyanda girls, have continued their study and intend to marry at an appropriate age of 23-24.



Had SHARDA Trust not been there to support me, I would have got married after class VII and might have had 2 children by now like all my female cousins. I now aspire to be a psychological counsellor and I want to indulge in social work and do something for women

Ruksana

Pursuing MA in Psychology
at LD Arts College

Future Plans

Going forward, we want to identify, assess and prevent drop-outs before they happen. One way of doing this is to monitor gradual drops in marks scored and attendance. For this, we are working on a software that will track each student and monitor academic and attendance data in real time.

We plan to integrate a Finishing School Programme in Gyanda. This programme will work on improving their presentation skills, confidence and other life skills required to excel in the professional world.

A major difference has come in me through education. Previously, I used to feel that I was useless. The school and SHARDA Trust teachers gave me confidence. Now, I am able to recognise myself and feel strong in society.

Afsana

MA (Sociology) Student,
wants to be a teacher

If I would have not been educated, then I would have found it difficult to live amongst the educated people staying around me. And, I too would be vending vegetables like my parents.

Komal

General nursing student at
Civil Hospital, Ahmedabad



As of 2015-16, 1,300+ students are part of the Gyanda Programme.
WE INTEND TO EXPAND THIS TO 6,500 STUDENTS BY 2020.

This would make up approx. 10% of the school-going population of Ahmedabad.

PRIMARY HEALTHCARE

Healthcare in India continues to be a trade-off between availability, affordability and quality - if it is available and affordable, the quality is suspect; and if it is available and of good quality, it is seldom affordable. Even in urban areas, there are pockets where healthcare services are not easily available or affordable.

Keeping this in mind, SHARDA Trust signed an MoU with Swasth Foundation to set up primary health centres, called Arvind Clinics, in the urban slum areas of Ahmedabad. Swasth is Mumbai's largest non-governmental provider of primary healthcare and dental care and has a rich experience of working in diverse business and social scenarios.



Swasth Foundation



ARVIND CLINICS

The Arvind Clinics are designed to act as one-stop solutions for all primary medical needs of people. These clinics will provide following services at highly affordable charges:



Doctor (consultation) A trained doctor will be available to diagnose the ailment and differentiate between minor cases and severe ones

Dental care It has been found that dental problems is one of the major ailment-groups in impoverished areas. A dentist with a basic dental engine set-up will be available to handle such cases

Diagnosis (Pathological Tests) Many a time, pathological tests end up becoming costlier than doctor's consultation. Moreover, when the doctor prescribes a test, there is always a chance that the patient will neither get them done due to cost constraints, nor will they come for follow-up visit. To prevent this, Arvind Clinics will provide in-house diagnostic services at very affordable rates.

Drug (Strip Packed Quality Medicines) For minor ailments, the medicines will be provided through a pharmacy within the clinic set-up

Daytime Care Provision for daytime observation, when required

AS PER OUR CALCULATIONS, THE MODEL WILL COST A PATIENT ABOUT INR 100 WITH DIAGNOSIS AND THREE DAYS' WORTH OF MEDICINES - WHICH IS ABOUT ONE-THIRD OF WHAT THEY ARE SPENDING NOW.

Three Arvind Clinics are expected to be functional in Ahmedabad within a period of 18 months, starting from April 2016. In all, 10 such centres have been envisaged for the city. Each centre is expected to serve about 40 patients per day - thereby serving 10,000 - 12,000 patients every year.

DEVELOPING VOCATIONAL SKILLS

The youth are the workforce of today and growth engines of tomorrow. But for them to fully actualise their potential, they need to be equipped with the right knowledge and skill set to be able to contribute to the growth of the nation.

Our Youth Advancement Programme, one of our newer initiatives, aims to provide the youth of Ahmedabad a learning platform to acquire knowledge and skills. It is carried forward in four phases:

IMPART KNOWLEDGE | DEVELOP SKILLS | INCULCATE VALUES | MEASURE PERFORMANCE

Our journey is skill building as a social initiative, has only just begun. But we envision rich dividends from these programmes in the years to come.

To begin with, we are spearheading programmes like:

Basic English | Computer Familiarisation | Musical Instrument Training



Dashboard of Youth Advancement Programme | 2015-16

Programme	No. of Batches	No. of Participants
Basic English Level - 1	3	23
Computer Familiarisation Programme	3	34
Musical Instruments		
Keyboard	4	23
Tabla	4	6
Harmonium	4	4
Guitar	18	65
Drum set	8	14

Total Batches

44

Total No. of Participants

169