



## INDEPENDENT CSR IMPACT ASSESSMENT REPORT

2024-25

NOTIFICATION FOR SOCIAL IMPACT ASSESSMENT (SIA) NUMBER:

CF/ CSR00004617/16122025/CRSDC\_MHD : Dated: 16-12-2024

**CYINET DLM CSR Initiative:**

Rural Micro Skill Centre: Empowering women through skill development

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Prepared for: Cyient DLM Limited., / Cyient Foundation

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2.	Project Details and Demography
3.	Research Methodology
4.	Survey Details
5.	Main findings
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### Inspection Statement on CSR Impact Assessment:

**CYIENT DLM CSR Activities are directed towards the benefit of different segments of the society, specifically covering the deprived, underprivileged and differently abled. It is aimed at providing equal opportunities and, thereby empowering them towards a dignified life.**

**CYIENT DLM believes in giving back to society in a measure that is proportionate to its success in business. CYIENT DLM CSR Activities are implemented through CYIENT FOUNDATION.**

Cyient Foundation had approached Janma Foundation to conduct the impact assessment of the Rural Micro Skill Centre – Women Empowerment through Skill Development.

With this backdrop and keeping in view the objective of Cyient DLM to achieve long-term, holistic development of the community by imparting skill trainings to unemployed women.

Cyient DLM has provided CSR grants through Cyient Foundation in operating Rural Micro Skill Centre in one of the rural districts of Telangana for empowering the women by providing necessary skills and livelihood.

**Study Objectives:** The overall objective of the study is to evaluate the impacts created by Cyient Rural Micro Skill Centre in around the rural underdeveloped districts of India.

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### Specific Objectives:

1. To understand the benefits and challenges of the Rural Micro Skill Centre initiative
2. To identify the gaps in operationalization and implementation
3. To recommend corrective measures to strengthen the programme and improve the programme implementation.
4. Impact of the interventions in the local community of factories surroundings.
5. Assess the social impact created and recommend for improvements if any

### Methodology:

A qualitative approach was adopted for this study to understand field issues holistically and present them comprehensively in the report.

In terms of primary data collection, the team used the following tools

- a) Key informant interviews (KII): To access the views of the key decision makers and stake holders at the ground / local level
- b) Focus Group Discussions (FGD): To understand the beneficiaries perception on the initiative, its benefits and challenges
- c) Telephonic Interviews: To understand the views of participants, stakeholders and Community Members
- d) Survey Questionnaire & Written Questionnaire: Take the feedback from the beneficiaries like Trainees participating trainings programs in Skill Centres, Community people , families of the beneficiaries and local administration and local industries providing jobs to the trained women.



### **Limitation of the study:**

The current assessment study is conducted in and around Mahabubnagar District of Telangana, where the Cyient Rural Micro Skill Centre is being operated and the local industries.

The main rationale for any evaluation exercise is to improve the effectiveness and impact of a programme by reflecting on how the programme is working or not working vis-à-vis the policy laid down. It endeavours to measure the impact in terms of stated objectives and examines the gap between the intent and outcome of scheme or programme. Effective monitoring and evaluation of the programme/scheme is a powerful tool for tracking progress and demonstrating the relevance, performance and impact of a given project or a programme.

### **Project Need:**

**Skill Development Initiatives :** India has an acute problem of rural un-employment and under-employment. A disproportionate portion of this un-employment is among the female population of rural districts. The economic value of education and skills in the process of economic development is widely known and its spill-over benefits are enormous. Salvanes and Forre (2003) argue that persons with less skills or limited education would remain unemployed as both act as catalysts for human resource development. The role of skill and education does not only affect productivity, employability and human capital formation but also has a profound positive influence in reducing the level of poverty. The existing body of research clearly demonstrates that poverty is directly correlated with the level of human capabilities. Therefore, it is prerequisite to upgrade the knowledge and skills of the economically vulnerable and socially excluded sections of the society to advance socio-economic progress. Skill building could also be an instrument for empowering the individual and improving his/her social acceptance or values (Gol, 2012).

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To address this problem, Cyient Foundation approached Cyient DLM to support the rural skills initiatives. The objective was to train women to contribute to the workforce with a focus on skills that took a short time to train but created meaningful employment.

With funding from Cyient DLM, initiated Rural Micro Skill Centre project with support from the local community and government in one of the underdeveloped districts of Telangana.

The centre focuses on building livelihood opportunities that are aligned with community needs and built upon community strengths. We facilitate skill development opportunities and provide support to empower participants to be self-employable, build entrepreneurship capacity or access to sustainable skilled employment.

### Study Tools:

S.No	Study Tools	Respondents
1	Structured interview schedule	For Individual Trainees
2	Structured interview schedule	For Training Partners
3	Semi Structured Interviews	Community

Operating Cyient Rural Micro Skill Development Centre (CRMSDC) in Telangana, Cyient DLM funded CRMSDC in Telangana, supported Women Empowerment through Skill Development by running the skill trainings in one of the ITI Girls, Mettugadda of Mahabubnagar.

The Skill Centre focuses on building livelihood opportunities that are aligned with community needs and built upon community strengths. Centre facilitate skill development opportunities and provide support to empower participants to be self-employable, build entrepreneurship capacity or access to sustainable skilled employment.

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Mahabubnagar is the largest district in Telangana State in terms of area (5,285.1 sq. km) covered. The district is near to Hyderabad, however far from the development. Most of the population is centered at rural areas which made the Mahabubnagar to have the highest rural population(89%) in the Telangana State and female population in these districts are close to 50% with a female literacy is 41.84%. Agriculture is the main occupation enriched with paddy, jowar, groundnut, castor and cotton. Unfortunately drought is the ever persistent problem for the district which pushes it to the backward.

There is lack of basic infrastructure like public toilets. The district also lacks education infrastructure as most of the Government Schools / Colleges are lacking basic facilities. There is urgency in taking up skill development projects in the district to empower the rural women from the district and provide them sustainable living.

The lack of jobs and employment to women forcing early marriages which is most concerning for the young girls from low-income / minority communities.

The Rural Micro Skill Centre, 100 Days Later Initiative will make an attempt in addressing the unemployment / early marriages for these young girls.

**Program Context :** Empower rural women in the Mahbubnagar District of Telangana

**Target population:** Every 100 days , 100 unemployed women aged 18 to 45 years from financially disadvantaged communities living in and around the district attend the trainings.

**Potential Industries:** Healthcare, Manufacturing and ITeS .

**Training program:** 100 days of intensive classroom training and industry exposure.

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Skill modules outlined by National Skill Development Corporation and National Skills Qualifications Framework Critical components include MHM training, PoSH awareness and prevention, and financial literacy

### **Employment opportunities:**

Assistance provided in gaining employment with an average starting salary of INR 12,500 per month

**Scalability and sustainability:** The project has the potential to be replicated with additional batches, with support from both industry and government.

### **Study on overall Absent and Failure percentage: FY2024-25 (3 Batches)**

The study observed that overall absenteeism and failure percentage among the trainees attending the training programs. It has been revealed that absenteeism among the girls less than 21 years of age is at 4% and the absenteeism of Girls/women over 21 years of age is 5%. The percentage of Absenteeism is reported as low as 4% during the practical sessions.

#### **Age < 21 Years    Age > 21 Years**

Age < 21 Years	Age > 21 Years
4%	5%

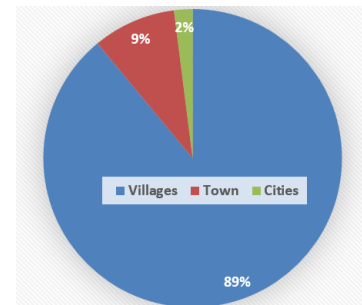
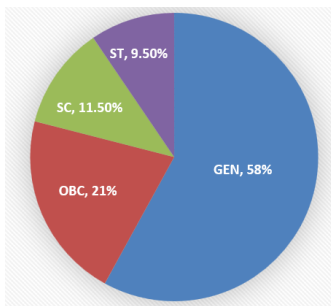
### **Study on Social Categorization of Trainees:**

The Impact assessment study noted that 58% of the trained Girls belong to general category, where in OBCs accounts for 21% of the workforce who has been trained at Cyient Rural Micro Skill Centres during the study period. The trained workers belonging to Scheduled Caste and Tribe are 11.5% and 9.5% respectively.



### Study on Domicile Status of Trainees:

The Impact study observed that 89% of the Girls were from rural villages from the Mahabubnagar District, 9% of the Girls are from Mahabubnagar town and rest of the 2% were migrated from cities were being trained at Cyient Rual Micro Skill Centres during the study period.



### Impact in MARGINALISED COMMUNITIES:

- Prevented early marriage of Girls participating trainings.
- Increase of at least Rs. 6000 in monthly earnings to BPL communities
- Increased participation in young girls and women in community-driven activities.
- Women gained independent income through employment and entrepreneurship.
- Provided awareness for better hygiene and sanitation practices.

With the CYIENT DLM funding support: Every 100 days new batch of 100 unemployed semiskilled / unskilled girls enrolled for 3 major sector trainings.

**In FY2024-25 organized 3 Batches and trained over 350 Women.**

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1) Electronics & Manufacturing 2) Healthcare 3) Banking & Financial services.

**\*\*ELECTRONIC SOLDERING\*\*GENERAL DUTY ASSISTANT(GDA)  
\*\*BPO/KPO NON VOICE**

CYIENT RURAL SKILL CENTRE DASHBOARD							
S.NO	COURSE NAME	WOMEN TRAINED – FY24-25				Domicile Status%	
		Batch 1	Batch 2	Batch 3	Total	Villages	City / Town
1	Soldering	40	40	37	117	87%	13%
2	General Duty Assistant (GDA)	40	37	42	119	92%	8%
3	Entry Level BPO/KPO	47	35	36	118	89%	11%
TOTAL		127	112	115	354		

Sl.No	Skill Training / Course Name	% Girls age < 21 Years	% Employment	Avg. Monthly Income
1	SOLDERING	84%	100%	12,500/-
2	GDA	79%	100%	13,500/-
3	BPO/KPO	87%	100%	11,500/-

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### SOLDERING TRAINING:



### GENERAL DUTY ASSISTANT TRAINING:



### BPO / BACK OFFICE TRAININGS:





## INTERVIEWS / COUNCELLINGS AND PLACEMENT:



## CONCLUSION:

**Conclusion of the SIA Request received from CYIENT FOUNDATION through NOTIFICATION FOR SOCIAL IMPACT ASSESSMENT (SIA) NUMBER:**

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The study has attempted to assess the impact of the CYIENT DLM CSR initiatives of Empowering Women through Skill Development.

It has observed the various factors that have helped / hindered the program to achieve the desired outcomes.

- (i) Skill Development Interventions of Cyient DLM serving the core purpose of empowering the unemployed rural women by providing them necessary skills and livelihood.
- (ii) It has the positive social impact in terms of providing jobs to the deprived communities , rural women are now self-sufficient in living their lives with dignity and pride.
- (iii) Early girl child marriages are been prevented and provided them support in gaining skills and sustainable living.

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- (iv) Identified that the community participation is very high in rural and less in urban that can be improved through community mobilization drives.
- (v) The data is tracked and no grievances aroused through the interventions, all the initiatives are helps the community without compromising on the sentiments / assets and livelihoods.
- (vi) Minor grievances from the community however collecting the feedback helps the improvement. Grievances register reflects the quick and swift action from the Cyient Foundation and Implementation Team.

#### **HIGHLEVEL IMPACT:**

- 51 Girls are prevented from early child marriages ( age 14 to 18 years)
- 18 widow girls at the young age gained self-reliance and supporting their families with sustainable income.
- 10 young girls from domestic harassment saved through SAKHI Centers completed training and gained jobs.

## SUCCESS STORIES OF BENEFECIERIES: #1



I am Pravallika, the eldest child in a family of five. I grew up witnessing numerous struggles and hardships. Every day was a challenge for my parents, especially due to the family's financial instability. This made it difficult for them to support our education and other basic needs. Despite these difficulties, I nurtured a strong determination to improve my family's circumstances never wavered.

But life took an altogether difficult turn when my mother passed away a few years ago, leaving me uncertain about life and future. Despite my efforts, our family's financial situation remained precarious. Being the eldest in the family, I began taking care of my siblings. These responsibilities at a young age taught me patience and the grit to face tough situations. I did not believe in miracles as no one does until the time it happens.

But one day, belying all my beliefs, I witnessed a miracle that had come as a ray of hope into my life. I overheard a conversation about an initiative that was transforming the lives of women in 100 Days. Initially, it sounded absurd and unbelievable, but I nevertheless allowed myself to join the conversation. Soon, I found myself a spectator along with a group of people from our village, listening raptly to the representatives of Cyient Foundation at a mobilization camp. I keenly listened to every word and detail the officials shared about the program.

It surely felt like a blessing that came my way, unasked. I got excited knowing about the electronics and soldering course and enrolled my self into it. Yet, my mind went into a thousand questions and fears about the programme and its implementation.

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I visited the skill centre in Mahbubnagar with my siblings and completed the joining formalities. The counsellors made me comfortable and eased my anxious nerves.

True to their promises, The Foundations not only provided me with domain-specific skills in electronics and soldering but also imparted essential life skills. The comprehensive training programme had a profound impact on both my personal and professional growth.

The 100 days I spent in the training developed my confidence, and discipline, improved my decision-making abilities, and imparted time-management skills. The skills I gained during the training have equipped me with the tools to build a better future for myself and my family.

**Training Pursued:**

- Title: Electronics and Soldering
- Sponsor: Cyient DLM
- Duration: 100 Days

**Employment Secured:**

- Company: Schneider Electrical, Gagillapur, Hyderabad
- Designation: Assembling Operator
- Salary: Rs 15,000 per month
- Status: Placed over six months

**Ambition: To build a house for my family and care for my father**

## SUCCESS STORIES OF BENEFECIERIES: #2



My name is A. Srivani, and I am from Gandeed in Mahbubnagar district. We are a family of seven people. Poor health and age-related limitations forced my father from taking up manual work. My mother is a daily wage worker. My family had to sell our land to get my older sister married. As a result, we had to face several hardships.

I could only study up to class 10, post which, I started taking up tailoring work to support myself. However, I developed back pain after a few months and had to stop it. Life seemed to be a never-ending suffering. I began feeling disappointed with myself for not being able to support the family. I hoped and prayed that some help came our way.

One day, I attended a meeting conducted by the Cyient Foundation team in our area. After attending the meeting, I just felt God was indeed listening to my prayers. I was elated to know that the Foundation offered free trainings to unemployed women like me. They said, the only eligibility is sincerity and commitment to learn new skills, and without an iota of doubt in my mind, I wanted to dedicate myself to complete the course.

With the blessings of my family, I enrolled myself in the General Duty Assistant course. The course suited my personality as I like helping others and have a lot of patience to serve the elderly.

These aspects were highlighted during my interactions with counsellors and I couldn't agree more. The only ask from the Cyient Foundation was to attend the course regularly and learn the skill.

The trainers were friendly, and I learned many things, such as bed-making, drawing blood, checking blood pressure, and testing sugar levels during the course of the training. I imbibed punctuality, cleanliness, responsibility, and commitment as an essential aspect of my work.

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Fortunately, I got placed soon after I completed the training. Now, I am earning a regular income and able to support my family and also save for my marriage. Even as my heart is full of gratitude towards the almighty for showing this path, I am thankful to the Cyient DLM for sponsoring the trainings and ensuring that the quality of these trainings is on par with the best in the industry. More importantly for empowering the lives of many young women in the region.

**Training Pursued:**

- Title: General Duty Assistant
- Sponsor: Cyient DLM
- Duration: 100 Days

**Employment Secured:**

- Company: Kshetra Elder Care Services, Hyderabad
- Designation: General Duty Assistant
- Salary: Rs 15,000 per month
- Status: Placed over 12 months

**Ambition: To support my parents in their old age and give my children a better life and education.**

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