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**Chambal Fertilisers and Chemicals Limited
Gadepan, District Kota
Rajasthan- 325208**

Detailed Impact Assessment Report on Corporate Social Responsibility Projects of Chambal Fertilisers and Chemicals Limited

The current study aims to assess the impact and achievement level of the Corporate Social Responsibility ("CSR") projects and programmes implemented by Chambal Fertilisers and Chemicals Limited ("CFCL/ Company").

This Impact Assessment study was carried out during the financial year 2022-23. Total 4 CSR projects of CFCL are under ambit of this impact assessment study. These projects are **Project Akshar** – Pre-Primary and School Education, **Project Saksham** – Technical and Vocational Education, **Project Saakar** – Rural Development Initiatives and **Project Bhoomi** - Environmental Sustainability, Animal Welfare and Soil Health Initiatives.

The assessment under consideration aims to explore the operational, procedural and behavioral impact of the aforementioned four projects.

METHODOLOGY AND STUDY AREA

Methodology

The Impact Assessment Study focuses on the outcomes of the interventions carried out by the Company. It is an evidence-based procedure that aims to assess the impact of CFCL's CSR projects. The main thrust of the study, therefore, focuses on assessing the direct impact of project initiatives i.e. outcomes, which were directly attributed to the projects undertaken by CFCL. Appropriate survey tools were used to understand stakeholders' perspective on initiatives taken by the Company.

Desk Research

To establish the base for primary research, all documents related to the implementation of CSR project i.e. CSR Policy, approval of the CSR Projects and programs, justification of the selection of areas and geographical sites, Project Implementation Plan and its Progress Reports, Budget Allocation and financial utilization of projects etc. were reviewed and analyzed by Federation of Indian Chambers of Commerce & Industry ("FICCI").

Primary Research

To have first-hand and accurate information, primary research was conducted by the impact assessment team. The primary data was collected from various stakeholders by using data collection tools, details of which is as under –



Quantitative data collection: Survey was administered to assess the perceptual and actual impact on beneficiaries of the projects.

Qualitative data collection: Collected through Focus Group Discussions, in-depth interviews, observation checklists and case studies with key stakeholders of the projects.

The assessment tools used for each selected CSR projects are detailed as under:

S. No.	Initiatives		Assessment Tools
	Projects	Theme	
1	Project Akshar	Pre-primary and School Education	<ul style="list-style-type: none"> In Depth Interviews, Focus Group Discussions, Observation Checklist
2	Project Saksham	Technical and Vocational Education	<ul style="list-style-type: none"> In Depth Interviews, Focus Group Discussions, Observation Checklist
3	Project Saakar	Rural Development Initiatives	<ul style="list-style-type: none"> In Depth Interviews, Observation Checklist
4	Project Bhoomi	Environmental Sustainability, Animal welfare, and Soil Health Initiatives	<ul style="list-style-type: none"> In Depth Interviews, Focus Group Discussions

Stakeholders and Sampling

The primary stakeholders involved in impact assessment study were Community members, Sarpanch, Community Leaders, Youth, Farmers, Students, Teachers, Principals, Parents, Aanganwadi Workers, Field-Based project implementation staff and CSR team of CFCL. The secondary stakeholders were engaged through in-depth interviews and focus group discussions.

CSR Initiatives		Intervention Districts	Sample Coverage
Project	Theme		
Project Akshar & Project Saksham	Pre-primary & School Education Technical and Vocational Education	Kota, Baran & Jhalawar (Rajasthan) and Dehradun (Uttarakhand)	<ul style="list-style-type: none"> 10% of Aanganwadi Centers and Schools were visited for observation. 4 In-Depth Interviews with Aanganwadi Center workers 3 In-Depth Interviews with Principals / Instructors of Industrial Training Institutes 4 In-Depth Interviews with School Management Committee members / Teachers 2 Focus Group Discussions with students at Industrial Training Institutes Observation Checklist to ascertain the availability & quality of infrastructure provided.



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Project Saakar	Rural Development Initiatives	Kota and Baran (Rajasthan)	<ul style="list-style-type: none"> • Visits to 2 villages for observation of the physical infrastructure. • Focus Group Discussions with community members to ascertain the impact of the implemented project.
Project Bhoomi	Environmental Sustainability, Animal welfare and Soil Health Initiative	Kota and Baran (Rajasthan) Agra & Budaun (Uttar Pradesh)	<ul style="list-style-type: none"> • 1 Focus Group Discussions with the farmers of Morena village of Kota district.

Field Work and Data Management

All questionnaires and checklists for data collection & focused group discussion protocols were duly reviewed by the assessment team. All the filled-in questionnaires were thoroughly checked, scrutinized, and the collected data were subsequently analysed according to a predefined analysis plan.

IMPACT ASSESSMENT

PROJECT AKSHAR - PRE-PRIMARY & SCHOOL EDUCATION

Project Akshar aims to enhance access to quality education in rural areas with specific focus on students from the disadvantaged background by adopting Aanganwadi Centers and Government Schools viz Primary, Upper Primary, Secondary and Senior Secondary Schools in the districts of Kota and Baran of Rajasthan State. The project was implemented in coordination with the Department of Education and Government of Rajasthan.

The prime objectives of the Project Akshar are:

- Improve infrastructure by building and renovating Aanganwadi centers and school buildings, classrooms, and playgrounds.
- Improve health and hygiene facilities at schools including the provision of clean drinking water and separate toilet facilities for boys and girls.
- Improve learning outcomes with focus on cognitive, social-emotional, language, and creative skills amongst students of pre-primary to senior secondary levels.
- Improve and strengthen digital infrastructure to access digital education.

Project Interventions in Aanganwadi Centers

Aanganwadi centers plays a crucial role in placing the foundation for the psychological, physical and social development of a child and support in reducing the incidences of malnutrition. With an aim to create a safe and stimulating environment and ensure holistic and optimal development of children under 6 years of age, CFCL has adopted Aanganwadi centers and focused on developing them on the concept of the kindergarten model - a method of teaching that nurtures and supports rather than focus on competitiveness and age-based division of students into Lower Kindergarten, Upper Kindergarten and Higher Kindergarten groups. The kindergarten clustering approach aimed at transforming Aanganwadi Centers of 32 villages into functional and safe preschool centers which are



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well-equipped with age-appropriate learning materials to ensure quality pre-school learning under the leadership of trained Aanganwadi workers.

Impact Assessment – Aanganwadi Centers

The impact assessment study was conducted at 4 Aanganwadi centers adopted by CFCL, located in the Kota district of Rajasthan. Thereafter, In - depth Interviews were carried out and observation checklists were employed to collect data through surveys.

Infrastructure and Amenities

To create safe, vibrant and conducive environment in Aanganwadi centers, Project Akshar ensured children's basic safety and security by developing easily accessible centers with adequate light, proper ventilation, a clear exit, boundary wall and gate. Provision of electricity with light fittings, fans and adequate supply of stationery such as crayons, papers, sketch pens, colored chalks and story books were also ensured in each center.

Further, child-friendly furniture, lightweight, low height & stackable chairs and round tables were provided to improve the comfort level of children sitting in classrooms for extended time and enhance the learning environment. It was observed that the child-friendly furniture also provides better access to teachers to reach out to every student present in the classroom. To engage children in ground / field play based learning activity, Project Akshar also created adequate indoor and outdoor spaces with ample educational and play- based learning toys.

Another vital aspect of a child friendly Aanganwadi center is creating a hygienic & physically appropriate environment. It was evident that physical spaces were sanitized, clean drinking water was available, kitchen spaces were upgraded for cooking mid-day meals and adequate sanitation facilities were provided at the Aanganwadi centres. Localised BaLA (Building as Learning Aid) paintings and essential nutritional-related measurement equipment, first aid kits, engaging reading materials and Teaching Learning Materials were also put in place.

Status of Enrollment and Attendance

The project has been consistent in enrolling children between the age group of 3 to 6 years and CFCL has been able to maintain a healthy attendance rate for the assessment year. The rationale behind this consistency is attributed to the upgradation of aanganwadi centers into child friendly learning centers and active involvement of community members, parents and trained Aanganwadi workers.

Awareness amongst Aanganwadi Workers

The success of an Aanganwadi centre depends to a very large extent on the Aanganwadi Workers. The status of awareness and services provided by both the State Government and CFCL in selected Aanganwadi centers was evaluated through in-depth discussions with Aanganwadi workers. After having in-depth discussions with them, it was apparent that:

- The workers have undergone dedicated handholding & practical training, and they were highly motivated and confident in their tasks and assignments.
- Aanganwadi workers expertise in taking care of the needs of children and women, such as providing information on proper diets, medication, and health-related information was evident at the site.



- The staff is proficient in record-keeping and effectively providing accurate information to pregnant and lactating women on nutrition, maternal health and immunisation schedules. Their competence in facilitating beneficiaries with the Integrated Child Development Services (ICDS) program by filling up of forms and extending benefits of government schemes and programmes was evident during the site visits.

Furthermore, during discussions, it was found that Aanganwadi workers regularly organise community meetings and mothers' meetings to disseminate information about the progress of their ward, health and nutrition, hygiene and sanitation aspects. These meetings not only created a strong bond with the parents but also instill confidence and trust amongst community members.

Case Study: Aanganwadi Center at Khedli Mahadeet

In a short span of time, Khedli Mahadeet Aanganwadi center located in a nondescript village has turned out to be a model for other centers with its creative approach. The center caters to 25 children and 12 pregnant women.

The Aanganwadi center stands out because of the vibrant characters painted on the walls and educational posters put up in the classroom.

"The services here have improved and the new look has made a world of difference. Children like to play here, and even mothers want to send their kids to this center as they are assured of the proper care".

Aanganwadi Worker's statement during interaction

The center is refurbished with tables and chairs, adequate learning materials, sanitation facilities and clean drinking water, and a dedicated space for cooking mid-day meals.

"As the centre has improved facilities, my child loves spending time here. Children are also given lessons in Hindi and English. The facilities provided here are at par with any private pre-school in the city".

A mother's statement during interactions

Imparting Quality Education and Project Monitoring

A collaborative approach was adopted by CFCL with the ICDS department to ensure age-appropriate teaching and providing academic materials for the children. A monitoring committee was set up to track the progress as well as for the course correction of the project. The committee comprised representatives from CFCL, District Women and Child Development Department and the community members. Additionally, partner organisations for project implementation regularly assess the quality of the program and share their findings with the key stakeholders.

Project interventions in Government Schools

CFCL through its Project Akshar attempted to reduce the gaps in students' educational levels by providing support to selected government schools. The project was preceded by an infrastructure development that included the construction and repair of classrooms, boundary walls, science labs, computer labs, playground, sanitation facilities and water facilities.



Remedial tutors and learning materials were provided to schools as a part of this initiative. The initiative aimed to increase the availability of resources and upgrade schools to provide quality formal education. CFCL was able to provide quality education to children even during the COVID pandemic through virtual classes, WhatsApp, e-content sharing, applications, etc.

Impact Assessment

To evaluate the impact of Project Akshar in Government schools, an assessment was carried out in four Government schools in Kota and Baran districts of Rajasthan. Data collection techniques such as in-depth interviews, group discussions, observation, and analysis of existing data were used to gather information. The primary participants in the study were students, teachers, local leaders, and members of the school's management committee.

Infrastructure Development

The school intervention program was undertaken with active participation of school management committee, teachers, students and community members to augment school infrastructure and create an optimum learning experience for students. The purpose is not to just increase enrolment rate of students but also reduce the dropout rates through offering quality education.

Observation of Infrastructure Development

Few observations during site visit are as under:

- The schools have access to drinking water facilities and the program also ensures an uninterrupted supply of potable water.
- Before CFCL initiative, sanitation was poor as toilets were either not sufficient or were in partially or completely damaged condition. Separate toilet blocks for girls and boys along with the provision of regular water supply were ensured by CFCL. Further, washbasins were also provided to ensure cleanliness.
- The infrastructure supports school administration to impart high-quality learning to the students. For the same, well-equipped Science Labs and mini science centers were made available in the adopted schools.
- To bridge the technological learning divide in these rural schools, Computer Labs were set up with an optimal number of computers. Digital boards, White Boards, Green Boards and projectors were installed to offer new way of learning and improve the learning abilities of students.
- The school's boundary walls and classrooms, which were previously been in a precarious condition were plastered and renovated, respectively. The classrooms and boundaries were decorated with thematic artworks that spread awareness about critical issues like water scarcity, environmental sustainability and hazards of pollution.
- The play area was renovated and equipped with swings and other play accessories to encourage and promote sports among students.

Improving Engagement

Study indicate that a high rate of parents' involvement is a major factor in measuring the academic success of students. The project successfully brought all stakeholders into one platform through various interactive meetings, annual functions and exhibitions, which not only strengthened



Community-Parent-School Engagement, but also facilitated in improving and building solidarity, awareness, and engagement for both the parents and the students in the learning process. CFCL also provided coaching facilities to students for undertaking Navodaya Vidyalayas' entrance examination and other competitive entrance exams.

Smart Class Intervention

Project Akshar enabled digital education for students in remote areas of Rajasthan to augment learning outcomes.

A teacher in one of the selected schools shared that, with the introduction of SMART digital classes, students are able to respond in much better way. The audio-visual mode in these classes make learning more interesting and support conventional classroom teachings. The students are now having clearer concepts, able to complete the syllabus with ease and learn the concepts much faster. This interactive learning environment in turns, attracts students to attend school regularly and this was evident during site visits.

The Principals of Government schools also expressed that the SMART digital classes transformed the learning environment from passive to collaborative, which was also evident during the classroom observation. Confidence on concepts and facts and eagerness to answer were evident among students.

Ensuring Quality Education

CFCL engaged facilitators to conduct extra classes or remedial classes for students after school hours to bridge the learning gap. Students take the restorative class for Mathematics, English and Science subjects after school hours. Parents found academic support as a significant intervention and witnessed improvement in their wards' academic performance. The project also organized training programs for the facilitators to improve the delivery of high-quality education. Most facilitators reported that the training sessions were extremely beneficial and helped them to learn new skills. Additionally, to attain mental and physical fitness, students were encouraged to participate in various competitions and activities organized at the school or at the district level.

Government Upper Primary School, Bhallabhpura

Government Upper Primary School located in Bhallabhpura village is innovative, unusual and progressive compared to any other Government School. From the immaculate landscaped grounds to the neat and clean building to the cheerful classrooms, the school has indeed created a reputation for being a model institution.

While interacting with teachers, a teacher expressed that, "It is not just the facilities, but the informal environment and interactive lessons encourage local children to come to school regularly, which is a definite change from the usual absenteeism and high dropout rates".

Besides the smart and colorful classes, the modest campus, too, is lively and filled with creative artwork and stories painted on the walls. The Principal of the school expressed that the collaboration between the school and the villagers has gone beyond merely offering education to maintaining good health and hygiene or learning the right social etiquette etc.



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Kakrawada Anganwadi



Bookshelves at an Anganwadi



Smart Classroom at Government Senior Secondary School Palaitha



Computer Lab at Government Upper Primary School Ballabhpura

Project Saksham – Technical and Vocational Education

Project Saksham of CFCL is a strategic skill development program for the youth of Rajasthan that align with the skill vision of the country and is also in line with Sustainable Development Goals of Quality Education and Economic Growth. To realize these strategic goals, CFCL has adopted Industrial Training Institutes located in Sangod, Sultanpur, Baran, Jhalawar and Khanpur in the districts of Kota, Baran and Jhalawar of Rajasthan. In addition to this, Government Polytechnic College in Baran was also adopted to improve technical skills of local youth.

Impact Assessment Study - Industrial Training Institutes (ITIs)

The impact assessment study was conducted in two ITIs located in Sangod & Jhalawar districts of Rajasthan. The tools used for the purpose of data triangulation were In-Depth Interviews of the staff members, Group Discussions with the students and Observation Checklists for the institutes.

Impact on Infrastructure

- The adopted institutes underwent a significant renovation of infrastructure facilities to become advanced technical institutions, including repairs and renovation of classrooms, staff rooms, halls, corridors and beautification of the campus.
- The workshops were specially developed and highly customized with state-of-the-art practical labs and students get ample practical exposure to have real-life working conditions.
- Besides infrastructural improvements, ITIs was transformed into smart and safe spaces with the installation of smart classrooms, CCTV cameras, parking sheds and sports facilities.

Impact on trainees' Enrolment

The adopted ITIs offered over 1300 seats in 10 different trades with a range of one to two-year duration courses. Both boys and girls were of the opinion that the lectures and training which were provided by the subject matter experts were very effective.

Female students continued to enroll in the adopted ITIs and the rate of female trainee enrolment is a positive indication of the shifting perspective of the parents and society at large. Project Saksham indirectly helped to break down these gender stereotypes and biasness and generated adequate employment opportunities for eligible students.

Eligible students were placed in various companies after completing their courses through various placement drives. Some of the students also started their ventures or joined higher education after finishing their courses.

I am thankful for CFCL's efforts in revamping our ITI and creating a modern institute. Besides practical lessons, I was able to undertake Soft Skills training on communication skills and presentation skills. I feel confident that after the completion of my course, I will be able to get a decent job and support my family".

- A student statement from Industrial Training Institute, Sangod



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Impact on Academic Curriculum

Students are exposed to practical as well as theoretical learning classes that are aligned with industry needs through training on the latest tools and equipment. They also get ample opportunities to attend lectures and training provided by subject matter experts that are aligned with the industry requirements. These initiatives help in bridging skill gap by providing most of the training from a theoretical and practical aspect. These two factors have contributed in students becoming industry ready. Additionally, students also undergo certificate training on “fire & safety” and “occupational health & first aid”, health awareness and trade-related advance workshops.

Impact on Placements

Students from the adopted ITIs were placed after completing their courses through various placement drives. Some of the students also started their ventures or joined higher education after finishing their courses. While interacting with the students, they expressed that the training helped them in acquiring practical skills and technical acumen, improved their soft skills, and has given better industry exposure.

Chambal plays a significant role in campus placement drives. They help us to connect with companies and private firms, and also recommend ITI students for placement at their company. We work collaboratively and they guide us to ensure the quality of various courses.

- Statement by Superintendent, Industrial Training Institute Sangod



Classroom at Jhalawar ITI



Beautification at Jhalawar ITI



Project Saakar – Rural Development

Despite government interventions in recent years, rural communities are still deprived of many basic facilities such as infrastructure, communication, healthcare, employment opportunities and sustainable lifestyle. Project Saakar of CFCL aims to create inclusive and sustainable communities through development of required infrastructure facilities in rural landscape such as construction of roads, installation of streetlights, drinking water facilities, community hall, community parks, playground and crematoriums and renovation of school buildings, which were beneficial for the villagers. The availability of improved infrastructure services helped the rural community to avail such facilities which were only available for their urban counterparts.

Impact Assessment – Project Saakar

Project Saakar was able to improve community infrastructures in the selected villages by focusing on sanitation, drinking water, construction of roads, development and strengthening of rural health infrastructure, installation of drains and waste bins, and creating awareness through community mobilization. Project Saakar helped in transforming the rural landscape to a great extent and developed the urban like basic amenities in the rural areas.

Interactions with the stakeholders i.e. community members revealed that most of the rural roads, streetlights and community places are strategically placed to ensure benefit to many community members. Access to a good motorable roads in rural areas reduced the time duration for them. Similarly, streetlights have been placed on main junctions and intersections of the village to provide adequate illumination during night hours. The community members showed satisfaction to such placements and expressed the desire for additional streetlights for other areas as well.

The analysis of the implementation of the project indicates that the overall social development of the villagers are associated with the infrastructural facilities provided by CFCL. The community appreciated the efforts in rural development initiatives.

Project Bhoomi – Environmental Sustainability, Animal Welfare and Soil Health

Farmers face challenges such as outdated farming practices, limited access to new farming techniques and shortage of modern farming equipment. To address these issues, CFCL has launched Project Bhoomi to provide soil testing services, educate farmers on soil quality and create awareness on soil health amongst farming communities.

Impact Assessment - Project Bhoomi

Focus Group Discussion tool was used to conduct the survey with the farmers and field staff. The farmer outreach program helped in triggering a change in farming practices and the soil testing laboratories provided key information on Soil Health Management practices to the farmers even during COVID-19 lockdown.

While interacting with the CFCL's implementation team on the impact of COVID -19 on the farmers, it was found that to avoid interruptions of vital information amidst social distancing and lockdown, Project Bhoomi was able to leverage benefits of digital technology by integrating digital channels like Whatsapp, Phone calls and Radio Talks to support farmers with knowledge and guidelines issued by authorities.



Whatsapp farmer's groups were formed in Sangod, Digod, Kanwas, Ladpura & Anta blocks to reach out to more farmers. Additionally, information was disseminated on farm advisory services through phone calls, video and audio clips of subject matter specialists from CFCL, Agriculture Universities, Agriculture Research Station, Krishi Vigyan Kendras, Animal Husbandry Department and National Horticulture Research and Development Foundation. Through All India Radio's Chopal programs, CFCL extends farmer advisory services on agriculture practices during lockdown.

While interacting with the farmers at site, it was evident that the digital platforms significantly helped farmers to receive timely information on selection of inputs and seeds, weather conditions, pests, and diseases and market & price conditions.

Soil health initiative provided farmers to get soil health status at their doorsteps. This initiative further aimed to improve crop yields and soil health status in the long run. Under this initiative, three steps were being carried out for soil testing, which includes demonstration and training, analysis of the collected sample, and distribution of Soil Health Card to the farmers. This initiative provides multiple benefits to the farmers by keeping regular check on the fertility of the soil which ultimately contribute towards the increase in the crop productivity and enhance the crop health.



With the beneficiaries at Ballabhpora



Soil Testing Laboratory at Gadepan

For Federation of Indian Chambers of Commerce and Industry

Signature



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Date: May 25, 2023