

A STUDY ON THE GROWTH AND DEVELOPMENT OF 350 WOMEN-LED ENTERPRISES UNDER THE UDYOGINI PROJECT IN JHAJJAR, HARYANA

Dissertation Submitted to



The IIHMR University, Jaipur

for the partial fulfilment for the award of the degree of

Master of Business Administration (MBA)

in

Development Management

By

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Under the Supervision and Guidance of

Dr. Kajal Sitlani

2024

Declaration by Student

I hereby declare that this dissertation titled **“A Study on the Growth and Development of 350 Women-led Enterprises Under the Udyogini Project in Jhajjar, Haryana”** is the bonafide record of my original research work. I declare that it has not been submitted to any other university or institution for the award of any degree or diploma. Information derived from the published or unpublished work of others has been duly acknowledged in the text.

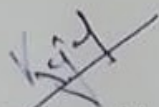
Signature

Panmeshwari paikra

Date: 09/07/2024

CERTIFICATE

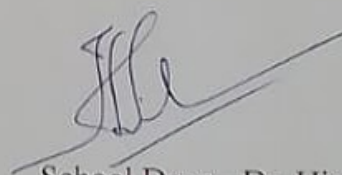
This is to certify that the dissertation titled "**A Study on the Growth and Development of 350 Women-led Enterprises Under the Udhogini Project in Jhajjar, Haryana**" is a record of the research work undertaken by **Panmeshwari Paikra** in partial fulfillment of the requirements for the award of the degree of MBA (Development Management) from the IIHMR University, Jaipur under my guidance and supervision and her approach to the research study has been sincere, scientific, and analytical.



Faculty guide – Dr. Kajal Sitlani

IIHMR University, Jaipur

Date -



School Dean - Dr. Himadri Sinha

IIHMR University, Jaipur

Date - 08/07/2024

Abstract

The Udyogini project in Jhajjar, Haryana, aims to empower women entrepreneurs through training, financial assistance, and mentorship. The study analyzes the impact of the project on 350 women-led enterprises, assessing its growth trajectories, operational challenges, and socio-economic empowerment. The project has shown significant progress in fostering entrepreneurial skills, enhancing market access, and improving the livelihoods of women entrepreneurs. The project has also mitigated barriers like gender bias and access to finance through networking opportunities and facilitated market linkages. However, barriers like gender bias and access to finance persist, requiring continued support and policy advocacy. The Udyogini project exemplifies a transformative initiative that underscores the resilience and potential of women entrepreneurs in driving economic growth and fostering inclusive development.

Acknowledgments

The satisfaction of completing any successful task is incomplete without mentioning the names of people who made it and encouraged crowd our efforts with success.

First, I would like to thank BRLF (Bharat Rural Livelihood Foundation) that providing me with such an opportunity to study MBA Rural Management in the most Renowned Institution, The IIHMR University, Jaipur, Rajasthan.

I have the pleasure of submitting the project report and I take this opportunity to express my sincere gratitude to all those who have helped me in the completion of this project report.

The MBA curriculum has given me a unique opportunity to be in association with the best organization Jhajjar Power Limited, a CSR NGO of Jhajjar district, Haryana State.

I would like to express my gratitude to the institution, and the colleagues concerned, for their hard work and support for giving me the opportunity to do research at Jhajjar power limited.

I would like to thank the community, Team member for their cooperation in sharing their knowledge, experiences, problems, collaborations, and partnerships.

I am extremely grateful President Dr. P.R. Sodani and IIHMR University, MBA Development Management for giving me the opportunity to work on the project.

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Abbreviation:

1.	JPL	Jhajjar power limited
2.	APPRRAVA /CLP	Apprrava energy /CLP China light and power company, limited.
3.	CSR	Corporate social Responsibility
4.	HPPI	Humana people to people India/ Udyogini pariyojna
5.	UTTHAN	Utthan
6.	KADAM	Kadam
7.	UDHYOGINI	Udhyogini
8.	SWAVALMBI UDYOGINI	Swavalmbi Udyogini
9.	ENVIRONMENT	Sustainable environment
10.	HEATH	Health
11.	EDUCATION	Education
12.	SE	Stakeholders' engagement
13.	SOF	Sources of funding
14.	EOF	Expenditure of funding

Chapter Scheme

Chapter 1

1.1 company history

Jhajjar power limited

Jhajjar power limited (JPL) is one of India's largest supercritical coal-fired power plants. Its two 660MW Units were completed on time and within budget in 2012. The use of supercritical technology increases energy efficiency and so reduces carbon intensity.

➤ **Purpose of the companies:**

The Company is committed to socially responsible corporate growth. It seeks to be an active participant in the social and economic development of the communities in which it operates, while meeting the interests of all its stakeholders.

1 Organization Vision and mission

➤ **Vision of the companies:**

The Company would like to engage in development initiatives in communities in which it serves so that every child, young person and adult has a reason to believe in the prospect of a better future.

➤ **Mission of the companies: -**

To provide reliable and affordable energy solutions to the nation with a focus on innovation and sustainability.

■ Key focus area

1.Power Generation Efficiency - Ensuring optimal efficiency in electricity generation through advanced technology and operational practices.

2.Environmental Compliance- Adherence to environmental regulations and implementation of measures to minimize environmental impact, such as emissions control and waste management.

3.Operational Safety - Ensuring safe working conditions and practices to protect both personnel and equipment.

4.Resource Management - Efficient utilization of resources like fuel (such as coal or gas) and water to maximize output while minimizing costs and environmental footprint.

1. Background

“women entrepreneurs in India play a significant role in advancing the economic growth of the country and women owned business are now growing significantly.”

Bain & Company reports that nearly 20% of India's enterprises are women-owned, with several dynamos achieving fame in industries like image consulting, e-commerce, science, and entertainment. Women entrepreneurs in India are transforming the economy and society by utilizing their initiative and knowledge to develop new products or services, a trend that gained momentum since economic liberalization in the 1980s.

This study examines female entrepreneurship in India, highlighting its low rate in rural areas and the challenges faced by educated women in achieving equal rights and positions.

2. About HPPI organization

Humana people to people to India is a member of the federation for Associations connected to the international Humana people to people movement, a network of non -profit association engaged in international solidarity, cooperation and development.

HPPI grew out of a progressive education movement in the 1970s and is rooted in the commitment to tackle some of the world's major humanitarian, social and environmental challenges.

The federation was formally established in 1996.its goal is to achieve an increased positive impact on global development through strengthening the cooperation among its members. The federation HPPI has 29 independent member associations located across Africa, Asia, Europe and north and south America, reaching out to more than 16 million people annually. They share a set of common values to protect the planet, build communities and support. their potential for positive change and action.

The activities of Humana people to people are aligned with the UNITED NATION 2030 Agenda, aiming at building Humana capacity and encouraging people to join forces to make changes that improve their lives and their communities.

3. Purpose of Research

Impact Assessment of Udhyogini Project on Women Entrepreneurs

- Assesses direct and indirect impact on income levels, employment, and economic empowerment.
- Evaluates effectiveness of project activities like training programs, mentorship, and resource access.
- Measures improvements in entrepreneurial skills, knowledge, and confidence of women participants.
- Analyzes barriers faced by women entrepreneurs in accessing support, scaling businesses, and overcoming gender-specific obstacles.
- Assessing the sustainability of Udhyogini project's impacts beyond the initial intervention period.
- Assessing the continued benefits of skills and resources provided to women entrepreneurs.
- Providing evidence-based insights for policymakers, development agencies, and stakeholders to improve support for women entrepreneurs.
- Contributing to gender equality and social inclusion goals by highlighting the economic and social benefits of supporting women entrepreneurs.

4. Research Problem

"To investigate the long-term sustainability and impact of the Udhyogini project on the entrepreneurial ventures and socio-economic empowerment of women in the region."

The research examines the sustainability of 350 women entrepreneurs' businesses, socio-economic benefits, and challenges they face. It aims to inform policy decisions and future initiatives supporting women in business. The study will use qualitative and quantitative methods to gather insights.

the research problem in this way, researchers can delve into the nuanced evolution and broader impacts of the Udhyogini project, providing valuable insights for stakeholders and policymakers interested in women's economic empowerment through entrepreneurship.

5. Study Objective

"To systematically analyze and document the growth trajectories, challenges, and successes of 350 women entrepreneurs participating in the Udhyogini project over a specified period, aiming to understand the project's impact on their businesses, socio-economic status, and empowerment."

- Assessing business growth and financial performance of women entrepreneurs.
- Exploring perceptions of managerial skills development through Udhyogini project involvement.
- Identifying and analyzing challenges and barriers faced by women entrepreneurs.
- Evaluating accessibility and utilization of resources by women entrepreneurs.
- To assess the quantitative and qualitative aspects of business growth among women entrepreneurs supported by the Udhyogini project.

Chapter 2: Review of Literature:

1. Topic: - Women's Entrepreneurship in India.

Verma, Bharti, and Chhachhi, Amrita

Publication Date: - 2008

Findings: - The review explores the socio-economic factors influencing women's entrepreneurship in India, including cultural norms, access to resources, and policy frameworks. It discusses challenges such as gender biases and limited access to finance, while also highlighting the role of education and support programs in promoting women's economic empowerment.

Link:

https://www.researchgate.net/publication/342094983_A_study_on_Women_Entrepreneurship_in_India

2. Title - An empirical study on the impact of micro enterprises on women empowerment.

Author - D. A. Paramanandam, P. Packirisamy

Publication date - 2015

This study aims to find whether the micro-enterprises lead to women empowerment and entrepreneurship and make them to be wholly involved in income-generating activities by having them choose a business venture of their own.

Women empowerment is very important for the acceleration of economic growth. The economic empowerment of women is being regarded these days as a sine qua non of progress for a country; hence, the issue of economic empowerment of women is of paramount importance to political thinkers, social scientists and reformers. The self-help groups (SHGs) have paved the way for economic independence of rural women. The members of SHGs are involved in micro-entrepreneurships. Empowerment is intellectual capital. Capital is the life blood of any industry.

Findings - Women's development is crucial for economic growth, and micro-enterprises can add value to a country's economy by creating jobs, enhancing income, strengthening purchasing power, lowering costs, and providing business convenience.

3. Topic: Skills Development for Women Entrepreneurs

Author: Foss, Lene, and Henry, Colette

Publication Date: 2018

Findings: This review explores the role of skills development initiatives in enhancing the entrepreneurial capabilities of women. It discusses effective strategies for fostering managerial, technical, and leadership skills among women entrepreneurs, emphasizing the importance of tailored training programs and mentorship.

Link:

[https://www.researchgate.net/publication/276931351 Entrepreneurial Leadership and Gender Exploring Theory and Practice in Global Contexts](https://www.researchgate.net/publication/276931351_Entrepreneurial_Leadership_and_Gender_Exploring_Theory_and_Practice_in_Global_Contexts)

Chapter 3: Methodology

3.1 key research questions

- Revenue growth and business skill improvement.
- Impact on financial performance of women-owned businesses.
- Importance of involvement in livelihood and managerial skill development.
- "Overcoming Challenges with Udh yogini Support"
- Facilitation of access to financial, human, and social resources for women entrepreneurs.

3.2 Research Design

Conduct surveys to gather quantitative data on women entrepreneurs' demographics, business conditions, financial performance metrics, and milestones. Analyze the data using descriptive and inferential statistics. Conduct in-depth interviews to understand their experiences, challenges, strategies, and impacts. Focus group discussions and case studies will be conducted to understand the Udh yogini project's impact on entrepreneurs, using a mixed methods approach to combine quantitative and qualitative data for a comprehensive understanding. A research design allows for a holistic exploration of how the Udh yogini project has influenced the entrepreneurial journeys and socio-economic empowerment of 350 women. by combining quantitative insights into business performance with qualitative narratives of personal experiences

3.3 Study Setting

The study setting would typically focus on a specific geographical area or region where the Udh yogini project operates. This could be a particular state, district, or community within a country, depending on the scope of the project. The Udh yogini project's organizational framework, timeline, socio-economic environment, and community dynamics are all crucial factors in understanding the impact of the project on women entrepreneurs. The study also considers the

socio-economic environment, cultural norms, and community support systems, as well as interactions with local governments and NGOs.

3.4 Study Population

Inclusion criteria:

- The Udhyogini initiative has benefited women business owners, who actively participate in business operations and participate in focus groups, interviews, and surveys.

Exclusion Criteria

- The Udhyogini project has not provided support to women entrepreneurs, who are not actively involved in business activities, and are unwilling to participate in the study.

3.5 Duration of study: 1st April, may, 2024 to 16 Jun 2024 (3 months)

- data collection: - primary data collection. This is a qualitative and quantitative study. In this study, there is descriptive research is designed for the collection of the information as well as Case Study methods, In-depth Interview, One to One Interaction.
- sample size - The speaker discusses their work on the evolution of 350 women entrepreneurs under the Udhyogini project.
- Sampling method - Stratified random sampling will be used to select women entrepreneurs from diverse backgrounds and locations, based on factors like industry type, business size, geographical region, and participation duration.

3.6 Study instruments:

The survey was conducted using a structured questionnaire which consisted of both quantitative and qualitative questions. The survey was mainly done using google form.

3.7 operational definition

women entrepreneurship

The Udhogini project identifies women engaged in entrepreneurial activities, including business ownership or management, through participation records, business ownership documentation, or self-reported entrepreneurial activities.

- Evolution of internship

The study examines the entrepreneurial progress of women participants in the Udhogini project, focusing on both quantitative and qualitative aspects such as revenue, profit margins, and employment rates.

- Support under the udhyogini project

The Udhogini project offers financial support, training programs, mentorship, networking events, and market access to women entrepreneurs to enhance their business ventures.

- Socio - economic empowerment

Enhancing women entrepreneurs' economic status, decision-making power, and well-being through quantitative and qualitative indicators, including income, savings, employment, self-esteem, community leadership, and influence in household decision-making.

- Longitudinal study

The study follows a group of women entrepreneurs over time, collecting data at multiple points to track changes and developments in their entrepreneurial journeys.

3.8 Ethical consideration

This study will be submitted for ethical review to the IIHMR student research review board. The tool and study protocol will be cleared through this committee. All the participants would be explained the objectives of the study if they are being surveyed through a questionnaire as a researcher, I would make the participant understand and explain to them in the language they understand. After explaining them, consent would be taken. The participants filling in and asking a questionnaire form and consent has been added to the survey, before they could answer the next question.

Chapter 4: Results

1. A graphical representation of the survey results is given below: -

Overview of women enterprenurs progress of Manahel block

Matanhail is a large village located in Matenhail Tehsil of Jhajjar district, Haryana with total 1699 families residing. The Matanhail village has population of 8644 of which 4632 are males while 4012 are females as per Population Census 2011. Under the Udhogini project, women entrepreneurs participated, with 41.3% of residential cast being SC, 33.3% General, and 24.4 % OBC.

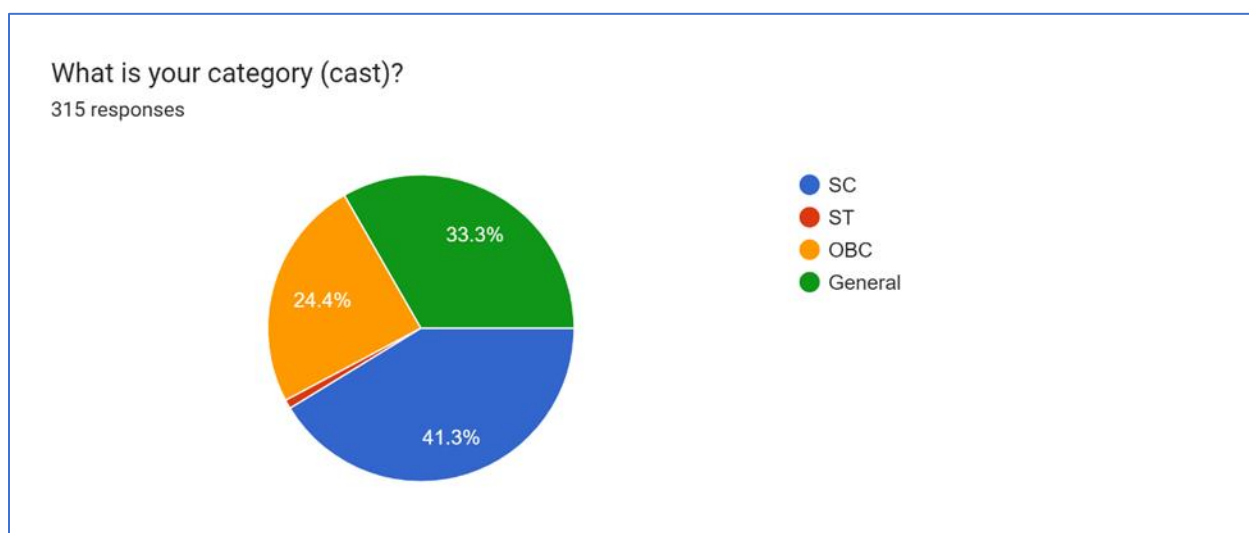


Fig.4.1 caste category

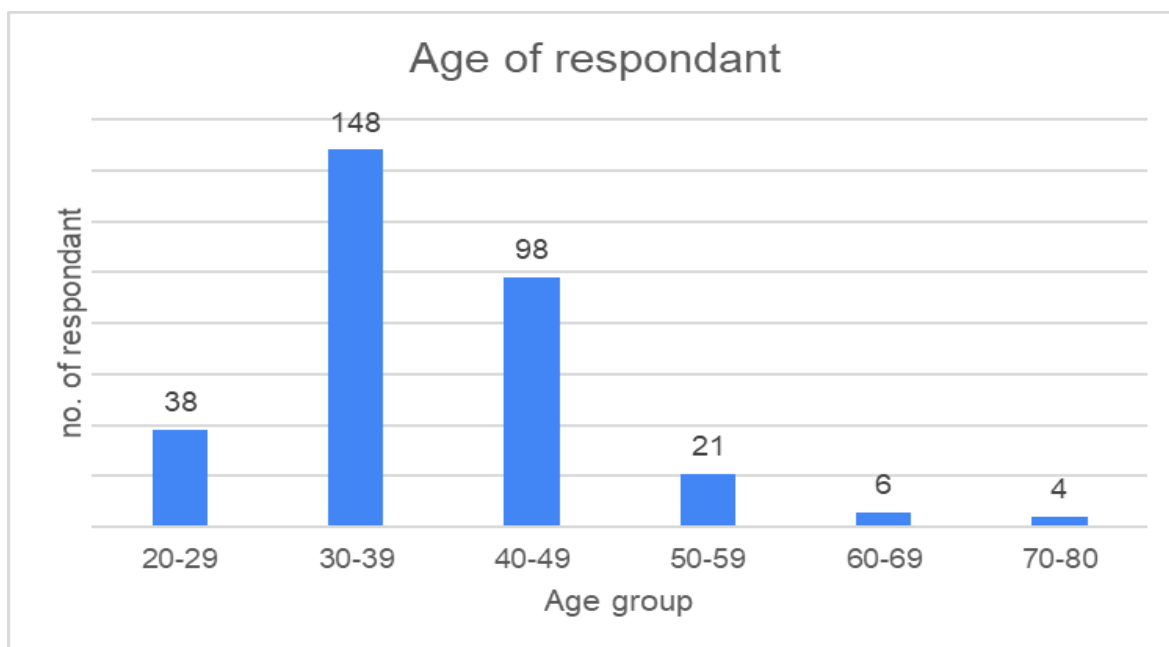


Fig. 4.2 age of respondent

According to my survey, women aged 25 to 80 made up the majority of participants in the category of supporting women entrepreneurs. The 30-39 age group had the most participants, followed by the 40-49 age group, the 50-59 age group, and the lowest-ranking group, 60-69.

- Villages wise number of women entrepreneurs.

Sr. No.	Villages	No. of Entrepreneurs	Active	Hold	Closed
1.	Akheri Madanpur	58	46	2	10
2.	Amadal Shahpur	17	16		1
3.	Bajidpur	1	1		
4.	Dhalanwas	29	23	3	3
5.	Jhamri	18	15	1	2
6.	Jharli	45	34	3	8
7.	Khanpur kalan	17	15	1	1
8.	Khanpur khurd	46	34	3	9
9.	Ladain	39	35	2	2

10.	Sasroli	47	40	5	2
11.	Sehlanga	23	19	2	2
12.	Sunderheti	10	8		2
Total		350	286	22	42

Table 4.1 Villages wise number of women entrepreneurs.

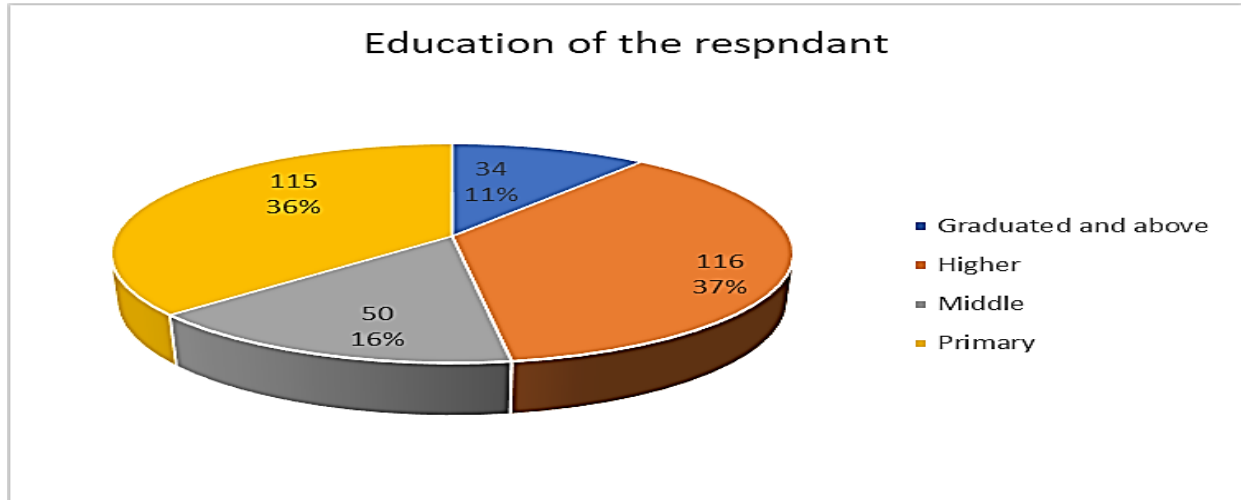
▪ Entrepreneurs access by categories

Village	Cosmetic	Dairy	Garments	Grocery & stationary	Handicraft	Other	Tailoring	Total
Akheri Madanpur	7	5	9	6	8	7	16	58
Amadal shapura	2	6	2	1		3	3	17
Bajidpur							1	1
Dhalanwas	2	11	1	3	3	2	7	29
Jhamri	3	1	3	1		4	6	18
Jharli	4	9	4	3	3	6	16	45
Khanpur kalan	1	3	1		4	2	6	17
Khanpur khurd	2	9	9	5	8	7	6	46
Ladain	2	4	3	3	5	9	13	39
sasroli	3	8	10	4	3	7	12	47
Sehalanga	1	4	3	3	2	4	6	23
Sunderheti	4	1	1	1	1		2	10
Total	31	61	45	30	37	51	94	350

Table 4.2 Entrepreneurs access by categories

- Education of respondent

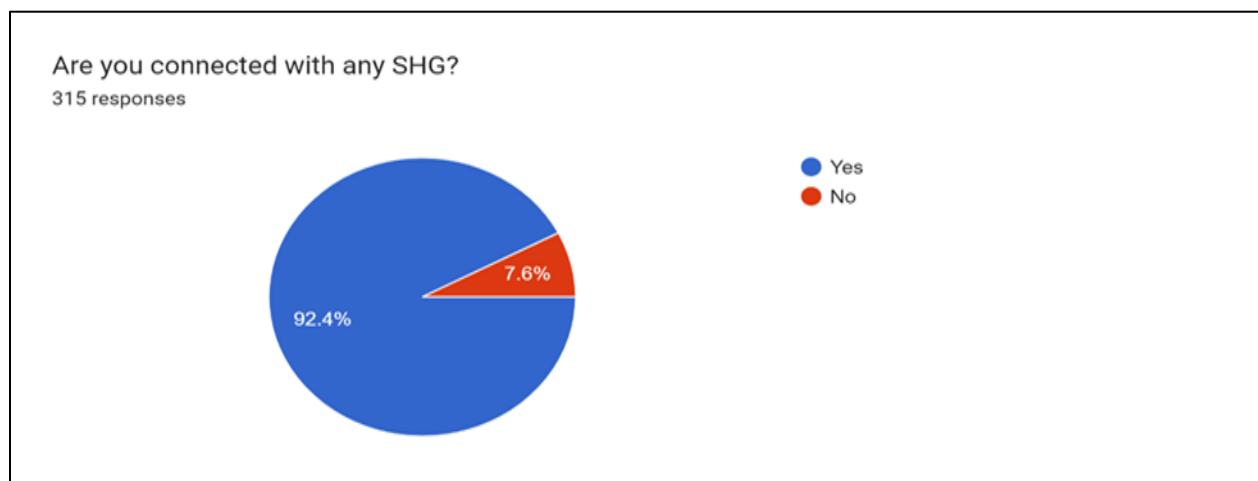
Fig 4.3 Education of respondent



In my survey, mostly 36% women in primary education, and the literate education in higher 37%. middle 50% women and the education graduation and above literate in 34%.

- Connectedness of SHG

Fig 4.4 Connectedness of SHG



As per my survey ,92.4connected with SHG and 7.6% people are not connected with SHG.

- SHG function

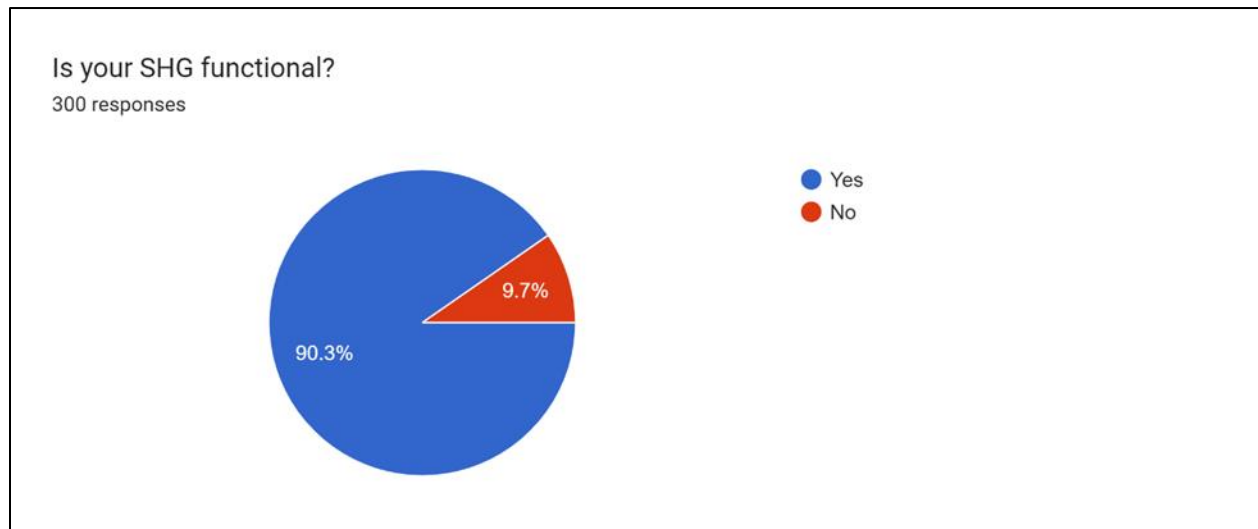


Fig. 4.5 SHG function

According to my survey, 90.3% women has SHG is ongoing and the other 9.7% people's SHG is not functioning.

- Training received from project

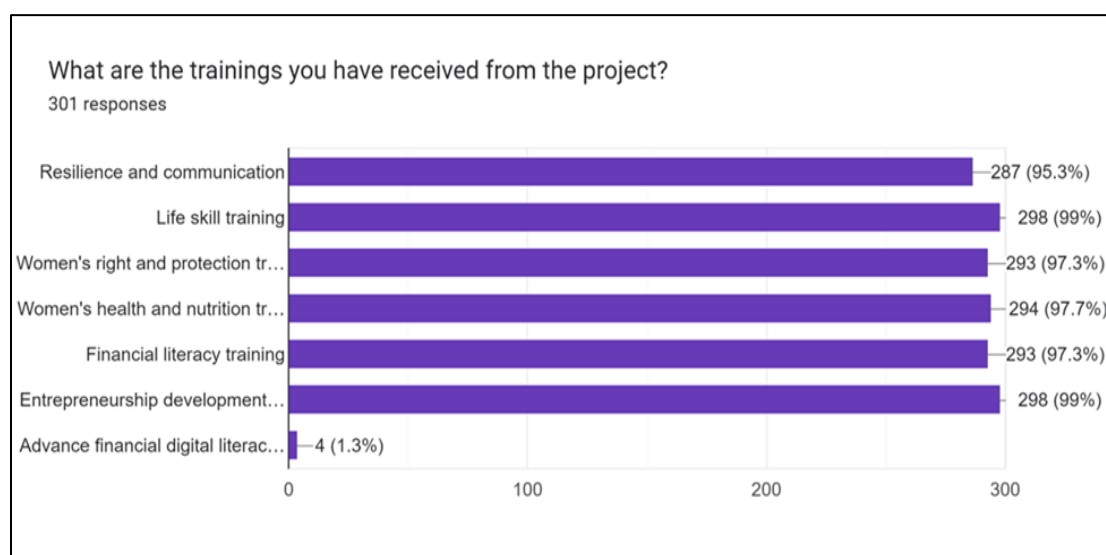


Fig 4.6 Training received from project

According to my survey, 99% of those who participated in the Udyogini project received training in life skills, with the majority receiving instruction in various sources of income. It encompasses the ability to understand development. and after that, get more development-oriented entrepreneurship training in 99% of cases.

- Area of help

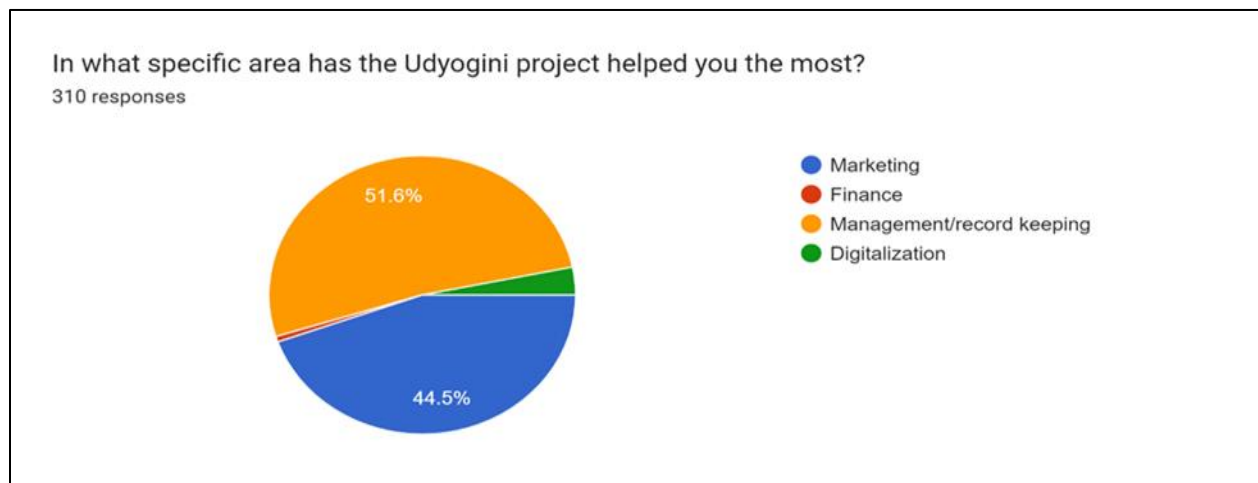


Fig 4.7 Area of help

In my survey, the Udyogini project helped you most in the training % 51.6 managing and record keeping and then 44.5% helped in marketing areas.

- Business of SHG

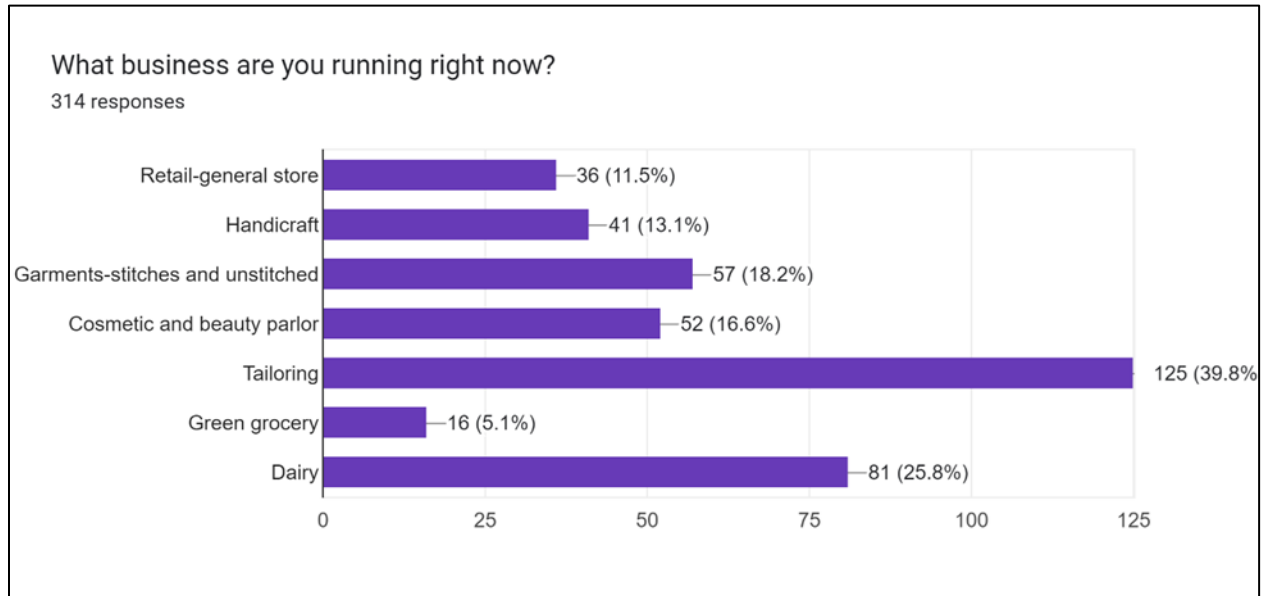


Fig 4.8 Business of SHG

My survey indicates that 39.8% of the businesses in the Matennel block are in the tailoring industry, followed by the dairy industry, which is popular with 25.8% of businesses. 18.2% of businesses are in the clothing industry. 16.6% are in cosmetics and beautiparlor.

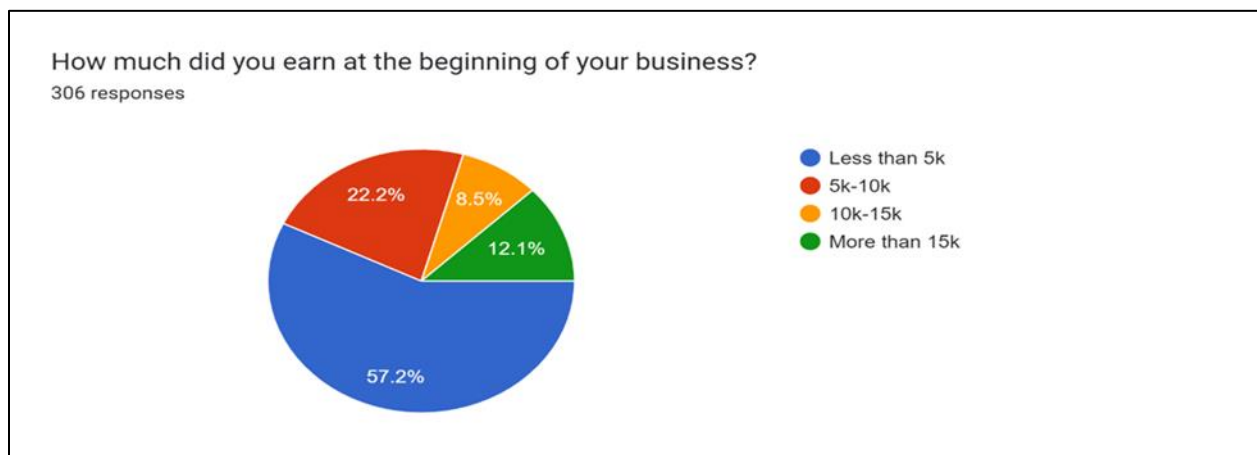
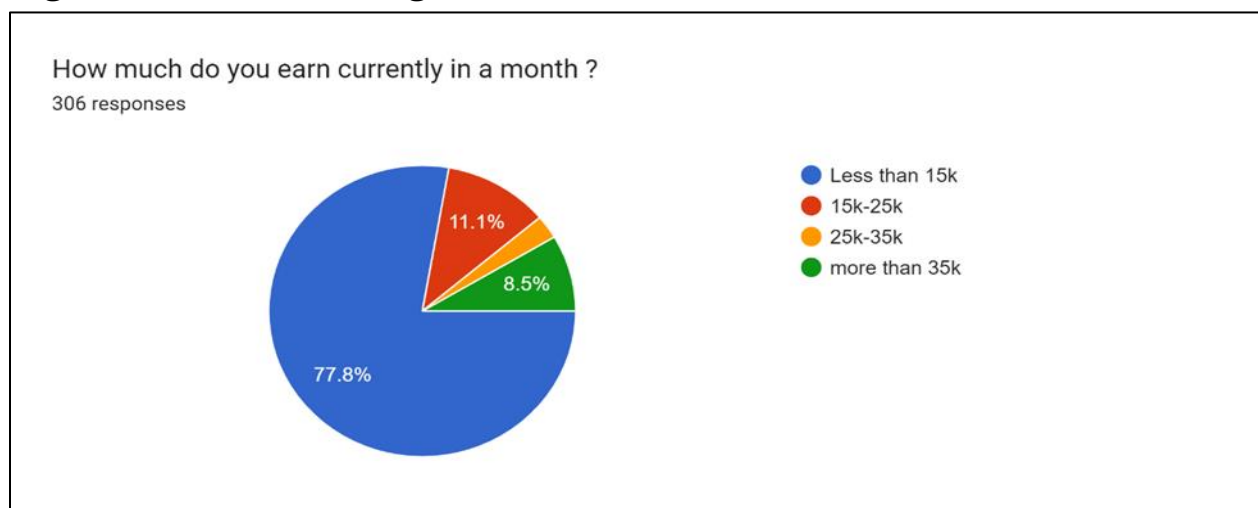


Fig 4.9 Initial earning

According to my research, women entrepreneurs make less than \$5,000 at the beginning of their businesses (2020) (57.2%) and more than \$5,000 to \$10,000 (22.2%).and after that, the least no.of women earn between \$10,000 and \$15,000 per year. the smallest percentage of women—12.1%—earn more than \$15,000.

Fig 4.10 Current earning



The survey reveals that 8.5% of people earn over 35k, 4% women between 25k-35k, 11.1% women 15k-25k, and 77.8% women less than 15k, with women earning between 25k-25k.

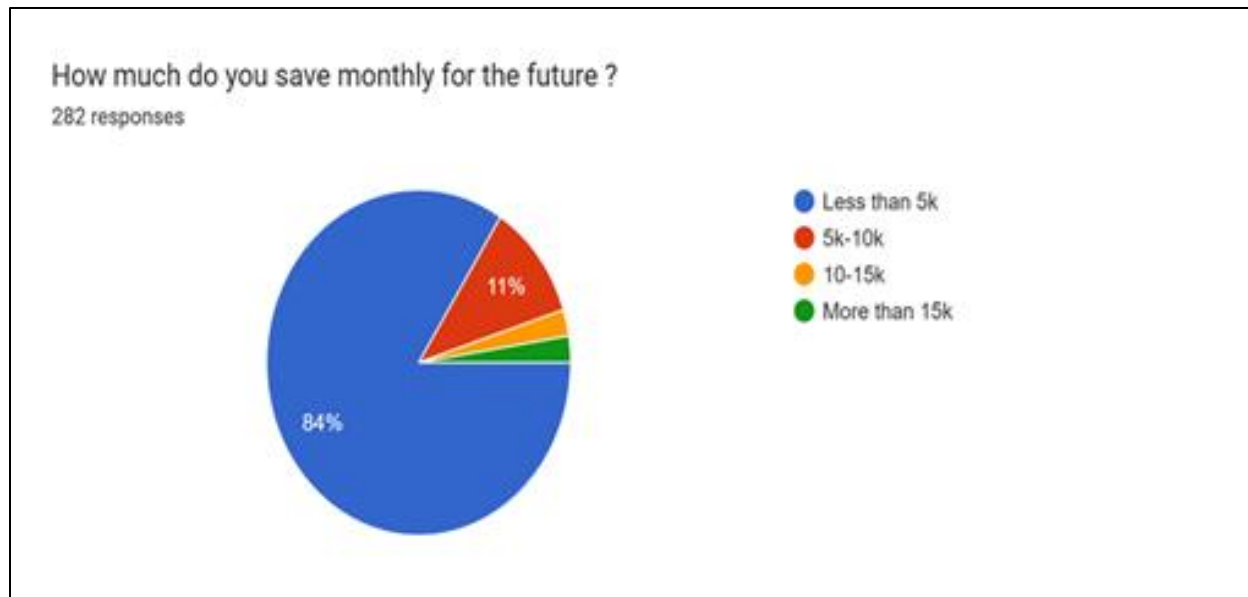


Fig 4.11 saving for future

The survey shows that 84% of women save less than 5k for their future, with 11.1% under 5k-10k. The remaining 4.1% are 10k-15k, and 3.1% are over 15k

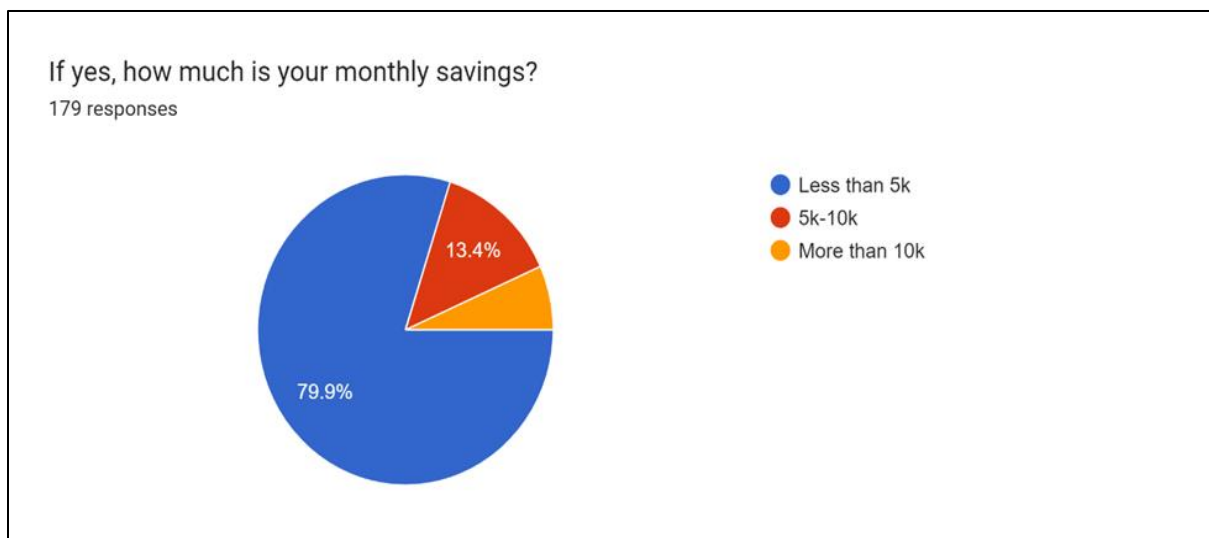
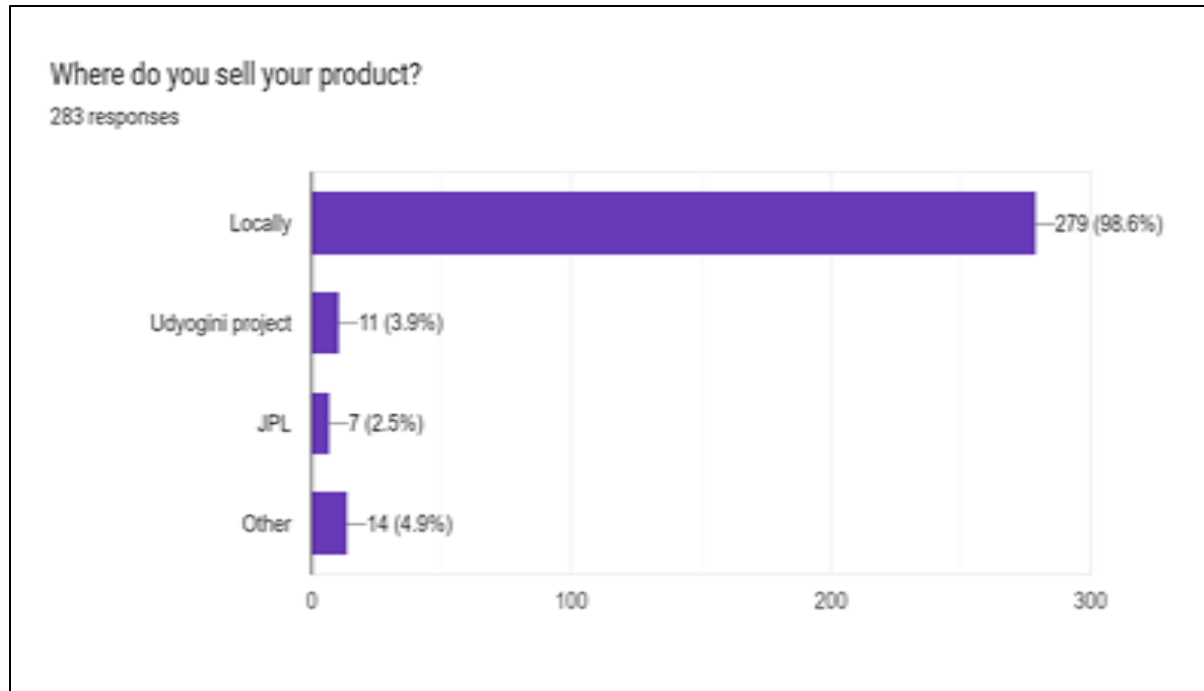


Fig 4.12 monthly saving

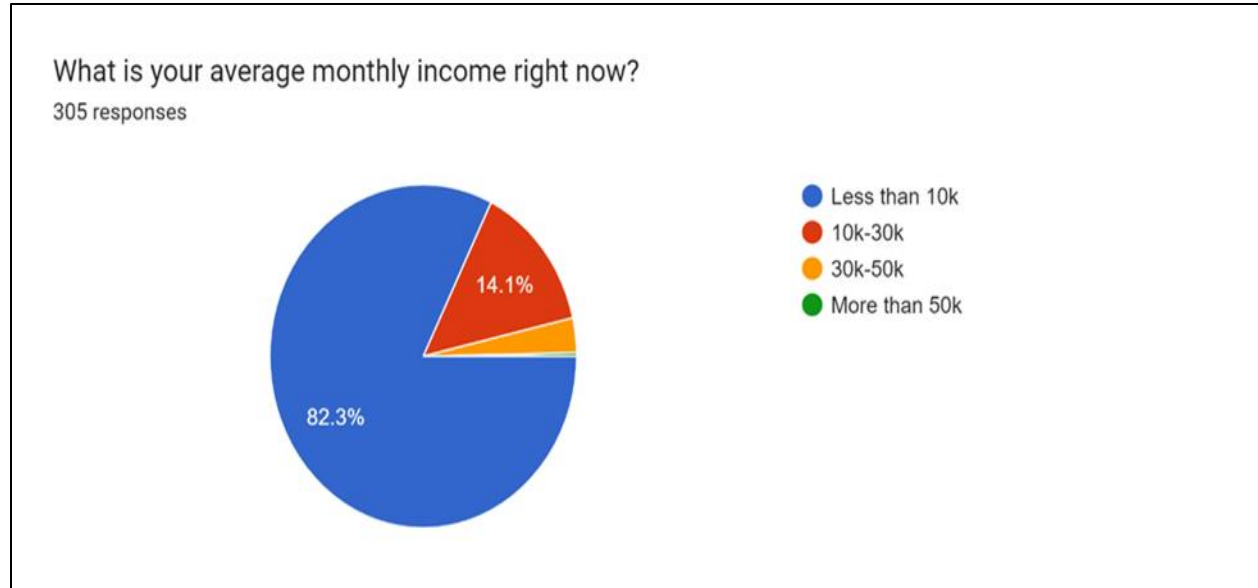
The survey revealed that 79.9% of women have monthly savings exceeding 5k, while 13.4% have savings between 5k-10k, with the highest saving amount being 6.7.

Fig 4.13 product sell



In my survey, those are women doing her entrepreneurs which is selling mostly of the people locally 98.6%, and other the 4.9% and the least of the selling in Udyogini project 3.95% and 2.5% people sells in jpl.

fig 4.14 average income



The survey shows that 82.3% of women currently save less than \$10,000, 14.1% save between \$10,000-30,000. The lowest saving income is 3.6% over \$50,000.

Chapter 5: Discussion

The text explores the growth trends of women-led enterprises, focusing on their significant expansion in revenue, market share, product diversification, and geographical reach. It also examines factors contributing to this growth, such as resource utilization, market demand, and entrepreneurial acumen. The text also compares financial performance metrics before and after the Udh yogini project. The Udh yogini project has significantly improved managerial skills among women entrepreneurs, enhancing decision-making, problem-solving, and strategic planning abilities. This has contributed to business resilience and sustainability. The project has also provided access to crucial resources like finance, technology, markets, and infrastructure, despite challenges faced in accessing these resources. Successful strategies have facilitated resource mobilization. The Udh yogini project has provided support to women entrepreneurs, but persistent challenges like gender biases, lack of networking, bureaucratic hurdles, and market competition persist. These challenges impact business growth, sustainability, and entrepreneurial outcomes. Comparing the experiences of women entrepreneurs across different sectors and demographics is also suggested. The study suggests policymakers, development agencies, and stakeholders to support women entrepreneurship initiatives by addressing challenges, enhancing resource accessibility, strengthening entrepreneurial ecosystems, and promoting gender-inclusive economic development. Future research should focus on expanding the Udh yogini project's reach, fostering innovation, and adapting strategies to evolving economic and social contexts.

Chapter 7: Conclusion

The women entrepreneurs supported by the Udyogini project have shown significant growth in their enterprises. This includes increased revenue, expanded product lines, and improved market presence, highlighting the effectiveness of the project's support mechanisms. Many of the enterprises have demonstrated improved financial performance over time. Access to financial resources and strategic financial management have played crucial roles in sustaining and enhancing their operations. The project has successfully enhanced the managerial skills of women entrepreneurs through training and mentorship programs. This has empowered them to make informed decisions, manage resources efficiently, and navigate business challenges effectively. While access to resources such as finance, markets, and technology has improved for many entrepreneurs, challenges remain. Limited access to affordable credit, inadequate infrastructure, and bureaucratic hurdles continue to pose barriers to further growth. Women entrepreneurs face various challenges, including gender biases, lack of networking opportunities, and constraints in accessing formal markets. Addressing these challenges is crucial for sustained growth and empowerment. The Udyogini project has not only empowered individual women but has also contributed to the local economy and community development. It has inspired others to pursue entrepreneurship, created employment opportunities, and contributed to economic resilience in Jhajjar. To build on the successes observed, policy recommendations include enhancing access to finance through targeted schemes, improving infrastructure support, fostering a supportive ecosystem for women entrepreneurs, and addressing gender-specific barriers in entrepreneurship.

▪ Consent

The consent of the participants ensured that the study could accurately reflect the experiences and outcomes of the women entrepreneurs under the Udyogini Project, providing valuable insights for future program enhancements and policy recommendations.

Abbreviation

JHAJJAR POWER LIMITED

Jhajjar Power Station is one of India's largest supercritical coal-fired power plants. Its two 660MW units were completed on time and within budget in 2012. The use of supercritical technology increases energy efficiency and so reduces carbon intensity. Flue gas desulphurization equipment was installed to reduce its environmental impact.

CLP has a 50% indirect equity ownership in Jhajjar Power Station held through Apraava Energy. CDPQ indirectly owns the remaining 50% through its equity stake in Apraava Energy.

Purpose: The Company is committed to socially responsible corporate growth. It seeks to be an active participant in the social and economic development of the communities in which it operates, while meeting the interests of all its stakeholders.

Vision: The Company would like to engage in development initiatives in communities in which it serves so that every child, young person and adult has a reason to believe in the prospect of a better future.

APPRRAVA /CLP-

Apraava Energy is a company that provides energy solutions and is jointly owned by two big groups: the CLP Group, which is one of the largest power companies in Asia, and Caisse de depot et placement du Québec (CDPQ), a global investment group.

Since its founding in 2002, Apraava has grown from having just one energy project to becoming a forward-thinking organization that cares about the environment. Our portfolio includes different types of energy sources like wind and solar power, as well as a coal-fired power plant and power

transmission assets. Recently, we've also started working on installing smart meters in Assam and Gujarat.

Purpose: Empowering lives sustainability for a happy planet.

Vision: To partner in India's energy transition by being the most trusted, inclusive and integrated energy solutions provider.

Mission: To provide reliable and affordable energy solutions to the nation with a focus on innovation and sustainability.

▪ Corporate socially responsibility

HEALTH AND SANIRATION

- Mobile medical van
- Provision of clean drinking water to Government schools and kindergartens Maintain good posture.
- Covid-19 support to communities.
- HPPI
- SWAVALMBI UDYOGINI

EDUCAATION AND SKILL DEVELOPMENT

DIGITAL LITERACY PROJECT

- Need based assistance to kindergartens and community local activities (observance of days)
- Promoting sports for youth
- Coaching center for aspirants of armed and unarmed forces (Jai Jawan Raksha Academy).
- Promoting Wrestling (Engagement of coach for academy, Village level Tournaments, track suit and any other miscellaneous expenditure)
- Basketball Training Program in Village Jhamri

- Promotion of Athletic Training, engagement of coach and support to the mini sports stadium.

SUSTAIBALE COMMUNITIES

- Mass tree plantation in 12 villages and Developing Village Garden (Hamari Phulwari) in Bajidpur
- Construction of cremation ground in one of the suitable nearby village - Jhamri / Akehari Madanpur.
- Water conservation initiatives feasibility study and phased intervention in nearby villages
- Solar Lighting in government schools/community places
- Improvement / maintenance of sports infrastructure in nearby villages Misc. funds for local community requirement.

HPPI – HUMANA PEOPLE TO PEOPLE INDIA

HPPI is a non-profit organization established in 1998. We focus on helping underprivileged and marginalized people in both rural and urban areas of India. Their work covers various aspects of development, including education, livelihood improvement, health, women empowerment, and environmental protection. They use coordinated strategies to address poverty and social issues effectively.

HPPI aims to create equal opportunities and supportive communities by partnering with local people. They run large-scale programs that cover multiple districts or entire states. HPPI has a lot of experience in education, especially through partnerships between the government and private organizations. Currently, HPPI has agreements with several states including Haryana, Uttar Pradesh, Bihar, Jharkhand, Madhya Pradesh, Chhattisgarh, and Maharashtra.

They run projects to help communities develop, including training programs for entrepreneurs and projects to help women generate income. We also focus on health and nutrition by organizing health camps, training healthcare workers, and working closely with health centers, especially for

women and children. In all our projects, we promote environmentally friendly practices and raise awareness about protecting the environment.

UTTHAN

Education and health improvement program in school, Anganwadi and community.

HPPI, in partnership with Jhajjar power ltd., has implemented utthan project from July 2022 to March 2025, which is being implemented in the 12 villages surrounding the JPL plant in the matanhail block of Jhajjar district in Haryana. The project aims to develop education and health – seeking behavior among the beneficiaries by providing material & child health and education services through 40 Anganwadi centers. To attain the given objectives, the project will:

- Establish 5 model Anganwadi centers through infrastructure improvement.
- Conduct training to strength the capacities of 100 frontlines workers, i.e. ASHA, ANM, s, and Anganwadi workers.
- Promote awareness about health, hygiene, nutrition, adolescent reproductive and sexual health (ARSH), and more among 500 adolescent girls.
- Work on enhancing the learning levels of 1100 govt. primary school student through the kadam+ program.
- Provide functional literacy classes to 1,000 illiteracy women through proven computer based functional literacy technology.

THE KADMA PROGRAM

the kadam programme has supported 54.327 out- of -school children, during the year, to be enrolled I formal schools after bridging their learning gaps and reaching their age – appropriate levels, the programme which first became large – scale in Haryana in collaboration with the department of education and private partners, at present is being implemented across all districts

in the state. in the beginning of the year, we celebrate the successful integration of 95,000 out- of -school children at age- appropriate grades after completing the kadam programme.

UDYOGINI

Humana People to People India (HPPI), along with Jhajjar Power Limited (JPL), implemented the Udyogini project from March 25, 2020, to March 24, 2023. The project aimed to empower 3,000 women in Jhajjar district by providing Life Skill Training (LST), Social Protection, and Entrepreneurship Development Program (EDP). The objectives of the project were as follows:

- Provide Life Skills Training (LST) covering areas like Health, Nutrition, Financial Literacy, Rights and Protection, Resilience, and Communication Skills to 3,000 women.
- Establish 3,000 Nutri-gardens with mentoring support
- Offer Entrepreneurship Development Trainings and Business Development support to 1,500 women who completed LST.
- Create and expand 750 new and existing enterprises
- Provide advanced business support to 100 established start-ups for scaling
- Train 12 Extension Volunteers to support project implementation
- Connect project beneficiaries to financial literacy and government schemes for long-term social security and community cohesion. The project focused on improving women's overall quality of life and bridging the demand-supply gap in access to social security in the Jhajjar district, specifically in the 12 villages surrounding the JPL plant in the Matanhail Block of Haryana. Village: Jharli, Jhamri, Khanpur kalan, Khanpur Khurd, Bazidpur, Sasroli, Sundreti, Ladain, Amadal Shahpur, Akeri madanpur, Dhilanwas, Sehlanga.

SWAVALAMBI UDYOGINI

“Scale and Sustainability of women entrepreneurs through advance business support.

Humana people to people India, in partnership with Jhajjar power limited, is implementing the second of Udyogini project named as ‘swavalambi Udhogini ‘in 12 villages of Jhajjar district in Haryana. the project was envisioned with the objectives of bringing sustainable and growth to the 350 enterprises established during project Udyogini.

The objectives of the project include improved income. Business sustainability, and access to market and services for 350 women entrepreneurs from the first phase of the project.

ENVIRONMENT

“Addressing the climate requires every part of society to act. Schools need to be educated for green skills, and children and young people need to be recognized and listened to as agents of change.

Our chances of addressing the challenges require that young people develop the knowledge and skill required to care for the environment and climate.

India ranks at #26 in UNICEF’S Children are at “extremely high risk” from the impacts of the climate crises.

ENVIRONMENT SUSTAINABILITY INITIATIVES

JPL has around 3.11 Lakh trees in its project boundary, maintained by a dedicated horticulture team that focuses on enriching the green cover around the site.

We’ve made sure that our plant doesn’t release any wastewater into the environment. Instead, we treat and reuse it within the plant for different purposes like cleaning and gardening.

JPL is working towards a goal of not sending any waste to landfills. They are finding ways to use materials like fly ash and gypsum in the processes so that nothing goes to waste.

HEALTH

A Health Future for all

“For health systems to work, they must work for everyone – no matter who they are, where they live, or how much money they have, equitable health coverage puts women, children, adolescents, and the most vulnerable first because they face the most significant barriers to essential care”.

HPPI, through its health programmers, reaches and serves hundreds and thousands and ultra – poor people across the country, the projects are aligned with the country’s priorities and directives in healthcare.

EDUCATION

All children deserve quality education as a foundation for health and happiness in life as well as to build capacity to face the challenges of the 21st century.

HPPI’s education projects and programmers are designed for children and youth aged 3-16 years. We work directly with out- of - school children and with teachers’ levels of children and improve quality of education.

We are specially focusing on making quality education available for children and youth and marginalized communities, where it is most needed.

STAKEHOLDERS ENGAGEMENT

Local Communities:

- Conducting community meetings and feedback sessions to understand community needs and preferences.
- Collaborating with local leaders and community-based organizations to identify and prioritize CSR projects.

- Organizing community events and workshops to raise awareness about CSR initiatives and encourage community participation.

Other NGOs:

- Humana people to people
- Deepa Laya Organization
- Abhivyakti Foundation

SOF – Sources of Fundings

- Companies /CSR – 33%
- Government /WB- 30%
- Humana people to people member organization – 20%
- Organization and foundation – 15%
- Others – 2%
- Total of – 100% sources

EOF – Expenditure of Funding

- Livelihood and community development -63%
- Education - 29%
- Health – 7%
- Environment Sustainability – 1%
- Total – 100%

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