



**Divi's Laboratories Ltd.**

**AN IMPACT ASSESSMENT REPORT OF DIVI'S EDUCATIONAL  
INTERVENTION**

**– DUAL DESK BENCHES TO SCHOOLS, CHOUTUPPAL MANDAL,  
TELANGANA**

**A CSR INITIATIVE OF DIVI'S  
2023**

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## EXECUTIVE SUMMARY

### DIVI'S CORPORATE SOCIAL RESPONSIBILITY

Divi's Laboratories is a leading manufacturer of Active Pharmaceutical Ingredients (API) with its headquarters located in Gachibowli, Hyderabad, Telangana, India. Divi's believes and cares deeply in the Business-Society Ecosystem which forms the basis for its CSR component. Its involvement in the social welfare and philanthropic activities started within a few years of launching its business and has been actively contributing with the key objectives of enhancing quality of life and sustainable improvement in the social, economic and environmental conditions of the needy.

### EDUCATIONAL INTERVENTIONS

The CSR initiatives of Divi's Laboratories primarily focused on their commitment of giving back to the community. Among the various interventions under this broad spectrum, Child empowerment by providing educational opportunities has been aimed at preparing children to learn and make way towards an empowered future generation. The different programmes undertaken in this sector can be categorized into three different types:

1. Providing school/classroom infrastructure
2. Teaching and educational aids
3. Contributing to physical and social development of children

The below table reflects the nature of the comprehensive support provided by Divi's to the government schools in the villages surrounding its manufacturing units, thereby making efforts towards creation of conducive learning environment for children.

<b>School/classroom infrastructure</b>	<b>Teaching / educational aids</b>	<b>Physical and Social development of children</b>
Construction of additional classrooms/playground/toilets	Sports, Library material	Access to nutrition – distributions of Horlicks sachets
Theme paintings	Notebooks	Regular health checkups
Digital classrooms	Teaching aids for class 10 students	Uniforms, tie, belt, shoes and socks

Providing classroom infrastructure – almairahs, tables, chairs, dual desk benches	School bags	Access to safe drinking water – RO plants/filters in schools
Science, Math, computer labs	Support towards educational volunteers	Water bottles
	Scholarships to merit students	Hand sanitizers, Masks (during Covid time)
	Support to visually challenged children	

However, the list is not a comprehensive checklist for every school. Need based and identified priorities are considered and shaped into interventions year by year. Thus, every year lakhs of children are getting benefitted out of the CSR educational initiative of Divi's. Thereby the name Divi's has become quite popular in schools and among teachers and children.

## THE CONTEXT

The classroom is a vital space in a student's life where they spend most of their time. Classrooms should be a catalyst in their learning process. Seating can very well impact learning. Students should be able to sit comfortably for long hours. The right kind of school benches will make students sit in a good posture. Keeping this very fact in view Divi's Laboratories provided Dual Desk Benches to the schools to support the learning of the students in Government Schools.

During the years 2020-2022, Divi's has supported schools by way of providing dual desk benches along with the regular nutrition and other educational support. In order to understand the impact of this initiative and to identify areas for further support, Divi's proposed an assessment study. Deeksha, (a non-profit organisation working in the areas of Child Rights, Adolescence issues, Health, Livelihoods and Gender equality with both urban and rural communities in Telangana and Andhra Pradesh states) was approached to take up this task with particular reference to Choutuppal mandal, Yadadri-Bhuvanagiri District of Telangana State.

There are 56 villages in Choutuppal mandal. Of the total 53 schools in the mandal, 37 are Primary, 1 Upper Primary and 15 are High Schools. In addition to the earlier educational

and nutritional support being provided to the schools, need based and identified support areas are considered and added as components for allotting CSR funds.

## **THE STUDY**

The present area of interest for impact assessment has been the provision of dual desk benches in various primary and high schools in the mandal. Though earlier too such benches were given, considering the proposal made by the children and school managements, benches were given to 75 schools in the years 2020-2022. Thus, the study team's onus is on understanding the impact of this provision on enhancing educational opportunities of the children, in particular the girls and in reducing their absenteeism. However, attention was also put on understanding children's feelings and views on the various other support programmes from Divi's, teachers' opinion on the effectiveness of the support, and to create awareness on POCSO to the students of classes 6-10 in the schools visited for the purpose.

The whole exercise was exciting. Children and teachers came up with diverse views in the interactions with them. Along with their feelings on using the dual desk benches, they spoke on the impact of all the other educational interventions of the Company and also identified areas for future support. A summary of the entire processes is given below.

## **SPECIFIC OBJECTIVE OF THE STUDY**

To understand the impact of Divi's educational intervention in schools, Dual Desk Benches particularly.

## **METHODOLOGY**

It is proposed to study the intervention by interacting with all the stake holders, in particular the students and teachers. Towards this, four different tools were developed.

Tool 1: Classroom observation

Tool 2: Focus group discussions with Students – class wise in both MPPS and ZPHS

Tool 3: Semi Structured Interviews with the Teachers

Tool 4: Interaction (small group discussion) with the Parents/SMC members

## **SAMPLE**

Stratified sampling method was used to identify the schools for the study. While identifying the sample preference was given to day schools. The list of all the schools was arranged in alphabetical order and those where 50 or more dual desk benches are provided were shortlisted. Further, stratified sampling method was used to identify the sample of 10% schools, which came to 6 schools located in 6 villages. However, in each of these villages, both MPPS and ZPHS were visited thereby a total of 15 schools were visited. The team observed classrooms, interacted with the students and teachers. Besides, small group discussions were also held with few parents, and SMC members wherever available (3 schools).

*Table 1 – Villages and Schools visited*

<b>Sl.No</b>	<b>Name of the Village</b>	<b>Type of School</b>
1	Bangarigadda	UPS
2	Chinnakondur	MPPS & ZPHS
3	Choutuppal	MPPS & ZPHS
4	Devalamma Malkapur	MPPS & ZPHS
5	Koyyalagudem	MPPS & ZPHS
6	Panthangi	MPPS & ZPHS
7	Peepal Pahad	MPPS & ZPHS
8	Thangadapally	MPPS & ZPHS

## **LIMITATIONS OF THE STUDY**

- FGDs were carried out with the students as initially proposed, but in some schools, interactive discussions were held keeping in view the changes in school timings and the preparation for the examinations.
- Most of the parents of the students studying in these government schools are engaged in works under NREGS. Hence, only in some schools a limited number of parents could be mobilized for interactions.

## **OBSERVATIONS**

In total Divi's has provided 1,756 dual desk benches to 61 schools in Choutuppal, Samsthan Narayanapet and Chityal mandals. The school-wise details are as follows:

*Table 2 – Details of the total schools and the Dual Desk Benches provided*

<b>Sl.No</b>	<b>Village Name</b>	<b>School Name</b>	<b>Strength</b>	<b>No of dual desk benches</b>
1	Ankireddigudem	MPPS	98	15
2	Panthangi	MPPS	226	50
3	Katrevu	MPPS	40	6
4	Yepoor	MPPS	160	30
5	Gundrampalli	MPPS	147	15
6	Thangadapalli	MPPS	254	50
7	Damera	MPPS	48	15
8	Chintalagudem	MPPS	34	15
9	Kothulapuram	MPPS	51	16
10	AllamdeviCheruvu	MPPS	53	14
11	Peepalpahad	MPPS	132	10
12	Gokaram	MPPS	121	20
13	Jalukaluva	MPPS	56	16
14	Golinepalli	MPPS	71	25
15	Nemalikaluva	MPPS	20	10
16	JAI-Kesaram	MPPS	198	25
17	Tallasingaram	MPPS	68	8
18	Allapur	MPPS	48	12
19	Assonigudem	MPPS	41	10
20	Choutuppall B.C.Colony	MPPS	152	30
21	Chinnakondur	MPPS	136	25
22	Devalamma Nagaram	MPPS	170	15
23	Dharmojigudem	MPPS	64	8
24	Khaitapur	MPPS	41	10
25	Koyalagudem	MPPS	127	25
26	Kuntlagudem	MPPS	70	15
27	Lakkaram	MPPS	81	28
28	Malkapur	MPPS	230	45
29	Mandollagudem	MPPS	43	15
30	Maseedgudem	MPPS	39	10
31	Nelapatla	MPPS	101	20
32	Peddakondur	MPPS	17	8
33	S.Lingotam	MPPS	142	30
34	Thupranpet	MPPS	67	15
35	Yallambai	MPPS	40	10
36	Yellagiri	MPPS	39	8
37	YenagandiThanda	MPPS	73	15
38	Lingareddygudem	MPPS	84	20

39	Perepalli	MPUPS	130	25
40	Bangari Gadda	MPUPS	361	60
41	Gudimalkapur	MPUPS	107	30
42	Vayallapalli	MPUPS	280	60
43	Lingojigudem	ZPHS	108	36
44	Ankireddigudem	ZPHS	60	10
45	Panthangi	ZPHS	164	35
46	Aregudem	ZPHS	122	10
47	Yepoor	ZPHS	104	25
48	Gundrampalli	ZPHS	205	50
49	Thangadapalli	ZPHS	377	80
50	Peepalpahad	ZPHS	177	50
51	Golinepalli	ZPHS	52	15
52	Choutuppal	ZPHS	389	65
53	Chinnakondur	ZPHS	162	54
54	Devalamma Nagaram	ZPHS	94	30
55	Koyalagudem	ZPHS	473	150
56	Kuntlagudem	ZPHS	68	15
57	Malkapur	ZPHS	258	70
58	Nelapatla	ZPHS	60	22
59	S.Lingotam	ZPHS	113	25
60	Thupranpet	ZPHS	101	15
61	TSRS - Choutuppal	TSRS	644	110

The assessment team visited 15 schools in Choutuppal mandal and administered the tools as per the sample. Details of the schools visited are given below. All the observations are provided in the following pages.

*Table 3 – Details of the Sample Schools and the number of Dual Desk Benches provided*

Sl.No	Name of the Village	Type of School	Pupil strength	Dual desk benches provided
1	Bangarigadda	UPS	361	60
2	Chinnakondur	MPPS	136	25
3		ZPHS	162	54
4	Choutuppal	MPPS	152	30
5		ZPHS	389	65
6	Devalamma Malkapur	MPPS	230	35
7		ZPHS	258	70

8	Koyyalagudem	MPPS	127	25
9		ZPHS	473	150
10	Panthangi	MPPS	226	50
11		ZPHS	164	35
12	Peepal Pahad	MPPS	132	10
13		ZPHS	177	50
14	Thangadapally	MPPS	254	50
15		ZPHS	377	80

For clarity and convenience sake the observations are compiled as per the tools administrated.

### **1. Classroom observations**

Classroom observations have been done in all the schools visited – 7 MPPS, 1 UPS and 7 ZPHS schools.

- The number of dual desk benches in each classroom ranges from 10 to 17, according to the strength of the students and size of the classroom. Two or three students have been sitting in each bench.
- The benches are arranged in two or three rows based on the size and strength of the classroom. With their colour blue and white these benches are giving a cozy look to the classroom. And, it is also comfortable for students to move around in the classroom.
- The benches have backrest on which students can lean back. They are in alignment with the height of students from class 7 to 10, which helps them to write or read comfortably. There is a spacious lower desk also beneath the top desk to keep books safely. The benches, as all students said, are comfortable for them to read and write.
- The students are being seated based on their height. This system encourages all students to socialize together, avoiding social discrimination. However, girls and boys are seated separately from class 5.
- The current dual desk benches are convenient for children even to keep the bags at their back while sitting on the bench.



- These dual desk benches seem to be perfect in size and width for the higher-class students. Small children find it a little difficult to sit and write as the height is a little more for them.
- In some schools it is observed that the classroom size is small whereas the pupil strength is more. In such cases, keeping three rows of dual desk benches making the space congested while two rows would not be sufficient for all the students to fit in.

## **2. FGD with Students**

Wherever time permitted, FGDs were done with students, class wise. In some schools, interactions were done on the same pointers with children in their respective classrooms. Care is taken to interact with as many classes as possible to capture the overview from diverse perspective.

On the whole, all students are very well aware about Divi's and happy with the support provided by the company. Important points that came up in these discussions are noted below:

- All most all students prioritized note books and dual desk benches as the most useful support for them from Divi's. Based on the use, their priority list included – note books, benches, bags, Horlicks, water bottles, shoes etc.
- Students liked the dual desk benches as they are spacious, comfortable to them and they said - they are not getting back pain after using these benches. The earlier benches have no back rest, the desk is small to keep books and the benches are not in alignment with the height of the students.
- In 8 schools, students from 15 classes reported that they are leaving back some of their books in the classroom as the dual desk benches are good provision to keep books in the lower desk of the bench in their respective seats. They said, *“the lower desk is closed from three sides, so books don't fall down and can be safely kept. We don't need to carry all the books every day to home. This has greatly reduced the burden of carrying weight on our backs every day”*.
- They liked the colour of the benches. They felt that these benches provided corporate look and their classrooms are looking attractive with these benches.

Some students from middle schooling expressed that *“it used to be gloomy in the classroom, might be because of the dark-coloured benches, we are active and happy throughout the day now, we realized that the cool colours of the benches which are occupied the entire classroom are the reason...”*.

- Students said that the interest to attend classes increased after provision of dual desk benches. They have been attending classes with more enthusiasm than before, as they feel comfortable to sit throughout the day.
- The girls in particular claimed that these benches being smooth and having no rough edges, their clothes, especially dupattas, are not torn as they move around unlike the earlier wooden benches.
- **More comfortable during menstruation:** Girls from class 8, 9 and 10 said, the benches provided by Divi's are so comfortable for them, especially during menstruation, unlike the earlier benches. They can lean back as these benches have backrest, relieving them from back pain.
- Provision of water bottles helped the students drink water even during classes, if they feel thirsty. This also avoids the rush to fetch water during the short interval of water-bell. They can sit and drink water comfortably in the classroom itself. Now, students have been drinking sufficient water in a day.
- Earlier some students used to get water from home in plastic bottles. Now, with the stainless-steel water bottles provided by Divi's, usage of plastic bottles has greatly reduced.
- Water purifiers kept in school are handy and accessible. Children can fill their water bottles from the same whenever they need.
- Students shared that their family members felt happy when they shared about the material provided by Divi's. Some of the students opined that the provisions they get in their schools with the support of Divi's are much better than what their siblings and friends get in Private Schools.
- A few male students from 9<sup>th</sup> class (Thangadapally) expressed a concern that as they grow in height their legs are not fitting in the space between the bench and the desk.

- Higher class students preferred for bigger size bags or additional compartments to hold more books
- Most of the students voted for plain stainless-steel bottles instead of the blue colour ones.
- In two ZPHS, the students, especially the girls, informed that using washrooms has been a challenge due to poor maintenance and often leading to skipping few classes as they have to go home to relieve themselves.

### ***Future Needs identified***

- Some of the students asked for sports material like cricket kit, volleyball, carroms, shuttle, etc.
- Shoes, tie and belt are needed so that they look on par with private school children. However, during the discussions they came up with a suggestion of providing sandals with adjustable straps, instead of shoes, for optimum utility.
- Some of the students (students of 11 classes across 5 high schools) asked for comfortable tables and chairs for their teachers. And, they wanted good black or green chalk boards for better visibility.
- There is a demand from higher classes students (8 classes from 4 schools) for regular computer classes and more computers for practical learning. "Our schooling is over now, but we request Divi's to help our school with computers so that at least our juniors would get benefitted in this computer driven era..." class 10 students of Panthangi, Peepal Pahad and Chinnakonduru expressed.
- Boys from ZPHS Peepal Pahad and Thangadapally expressed an urgent need for toilets. They reported that boys' toilets were constructed some years back by Divi's company but now they are in unusable condition and need renovations.
- In Chinna Kondur ZPHS, girl's toilets have no doors. Water is available but the taps do not have heads. So, the girls are not able to use those toilets comfortably. Even if they had to use, they go in small groups so that some of them guard the place while the others use it. The girls requested for fitting doors and tap heads to bring the toilets to use. If buckets and mugs are also provided, it would be much more useful, felt the girls. One of the higher-class girl students felt that 'half-day schools

is a blessing, we don't need to use toilets, we can control till we go back home and relive ourselves...', the girl sighed with great relief!

- Repairs to the classrooms were requested by the children of classes 6, 9 and 10 in Thangadapally ZPHS. In this school the wooden frames and shutters of windows got damaged and are not shutting. Mosquitoes, baby monkeys and even reptiles are coming into the classroom through these windows, causing risk to students' safety.

### **3. Semi-structured interviews with School Teachers**

Apart from SSIs, group interactions were also conducted with the available teachers, both male and female, in the schools visited. The observations and key aspects from these interactions are presented again as merits, concerns and future areas for support.

The teachers in all schools visited are quite positive and happy that the Company (Divi's) has been supporting children's education for the past many years consistently and that the support is actually worth promoting the educational standards of the children.

Key observations of the interaction with teachers are presented below:

- Teachers felt that the dual desk benches provided by Divi's are stronger than other benches provided by government or other sources. These benches look attractive, and are very comfortable to students to write and read in the classroom.
- The maintenance of the benches is standard, material is of good quality and offer good space in the classroom unlike the previous long benches. These can be put in rows of 3 in the room. Utility wise and strength wise too they are comfortable, felt the teachers.
- These benches are accommodative for students to keep the bags at their back even while sitting on the benches, the teachers in almost all MPPS told.
- Seven teachers opined that the cool colours of the benches provided by Divi's is have an impact on their minds too. They are keeping cool minded whereas they used to easily get annoyed with the students, as reflected by them.
- The teachers in one school shared that they have a mix of old and new benches in the classrooms. Sometimes the students sitting on the old benches mischievously occupy these new benches and later they vacate after a brief argument among the

students. This is an indication of their liking towards and impact of the dual desk benches.

- In one Primary School, dual desk benches are supplied by the government under '*Mana Ooru, Mana Badi*' (Our Village, Our School) programme, which are bright, colourful and attractive. Everyone immediately liked the benches. But as they were placed in the classrooms they realized the limitations – they are broad in size, they are occupying more space in the classroom, there is too much space between the bench and the desk which doesn't suit to the small children, especially up to class four. The students want to sit on the dual desk benches provided by Divi's though the height is little extra for them, as they can comfortably reach to the desk while sitting on the bench.
- The teachers opined that note books are the best of all provisions from Divi's. They are very useful to students of all classes. Previously children from poor families used to bring note books prepared from the leftover pages of the previous academic year or purchase poor quality note books, while others used to get good quality books. Due to this there was a tendency for discrimination and low self-esteem among some such students. But, with the provision of note books by Divi's all students are happy and there is no discrimination and stigma. Moreover, *there is uniformity of books which is helpful for us to check*, told teachers. Also, sufficient number of books are supplied, they felt.
- Teachers shared that the water bottles provided by Divi's are helping students to drink sufficient water during the day. With this facility use of plastic bottles has been greatly reduced.
- The RO water filters provided by Divi's to the schools has been particularly useful in reducing the work load of fetching water from the drinking water source, filling and storing it in the drums, teachers expressed. They observed that the technicians are regularly visiting for maintenance of the machine, replacement of filters/candles and in case of any complaint in the machine the technicians are immediately responding to the call.
- Teachers were glad that Divi's made provision for providing Horlicks to the students daily to boost their nutrition and energy. It is a boon to the young

children coming from the poor families who come to school without eating anything in the morning.

- The teachers are particularly thankful to Divi's for arranging health check-ups regularly as the ANM support from department is irregular.
- Teachers of 4 ZPHS wondered whether making little changes to the benches in terms of height and length is possible to suit to the students of higher classes.
- The note books provided to primary school children are largely single rule or plain. However, it would be useful to provide more of square rule, double rule and four rule so as to improve their hand writing, teachers of most of the schools suggested.
- Almost all the teachers requested for supply of note books preferably by the end of June or latest by first week of July to enable students to take notes right from the start of the academic year and not to lose some notes due to delay in receiving the books.
- Primary school teachers stated that Horlicks is the children's favorite. Young children prefer to eat it rather than drinking with milk or water which is a concern, given the fact that children neglect to clean their teeth properly after eating. Alternately they suggested some dry snacks like nutri-biscuits.
- Additional building and classrooms constructed by Divi's to accommodate all the children with good ventilation, sufficient space to sit and move around in the classroom are the best received by the teachers of MPPS Panthangi.
- *"There are many children from migrant families of other States in Panthangi but they do not come to school. It becomes a challenge to motivate them and make them to attend school regularly. One reason could be the language, their mother tongue would be something else and the classes would be in English / Telugu. The teachers cannot fluently speak Hindi and it becomes a challenge to teach those young children. If a Hindi teacher is provided by Divi's, it would greatly help the children from these migrant families to acquire education"* – HM, Panthangi MPPS.

### ***Identified areas for future support***

- Teachers from High School in Koyyalagudem, asked for support to construct extra classrooms in the school as there is more strength of students and present rooms are not sufficient.
- Teachers of Chinnakondur MPPS requested support to construct school building as the old rooms are in dilapidated condition and cannot be used. No playground too for the children, they felt.
- Teachers in Peepal Pahad ZPHS asked for 'All in one Guide' for the class 10 students to enable them to prepare better for their public examination.
- Though there is a guideline from the department to spare a sweeper / scavenger from GP, they hardly come to work in the school given their designated responsibilities. Students of ZPHS where the strength is more are affected the most. Hence, support for sweeper and scavenger would greatly help, felt teachers in almost every school.
- HM and teachers of almost all High Schools felt the need for volunteer support as the academic performance of the children has been low particularly after the lockdown period and the subsequent long closure of schools. Also, the shortage of teachers for languages has been a problem persistent. The volunteer support would be very useful, they stated.
- 'Previously tie and belt were given but there were some objections with regard to the company's logo on these items and hence they were not provided now. However, it would be good if they are given again with few modifications. Children feel equal to Private school kids', the teachers expressed.
- In ZPHS schools the teachers felt need for more Math and Science lab material and charts as they are perishable. Also, computer lab with instructor is required as the old computers are under repair.
- Sports and Library material too is needed, felt the teachers of the schools.
- In some ZPHS the teachers opined that if Divi's can make arrangement for distributing sanitary pads to the girls, it would complement the government initiatives towards girls' education.

#### **4. Interaction with Parents/SMC members**

- In Panthangi village the Sarpanch responding to the study team informed that all the materials provided by Divi's to the students are excellent. The dual desk benches in particular are giving a corporate look to the class rooms. The new double storied buildings in the Primary School are constructed by Divi's replacing the old buildings which were in dilapidated condition. With these new buildings there is sufficient space to comfortably accommodate all the classes.
- The SMC chairperson could be contacted in Koyyalagudem village and the interaction was quite brief but useful to note. It was stated that Divi's has been of a great support to the school in improving facilities. Children are more comfortable to go to schools now. Students from the villages of adjacent mandals are also coming to schools in Choutuppal mandal because of the facilities provided by Divi's, he delightfully claimed. Also, requested for provision of digital class room and Math, Science Labs for optimum development of students.
- The SMC Chairperson and two members participated in the discussion at Devalamma Malkapur ZPHS. They were of opinion that due to continued and consistent educational interventions of Divi's the children from poor families of Choutuppal mandal are also able to access educational benefits. One of the members (female member) suggested making arrangement for sanitary pads to the girls in the high school so that the girls can access it in emergency or whenever needed. She added that the government has been providing sanitary pads to girls but only once in a year which is not adequate. The Chairperson requested support from Divi's for appointment of a computer instructor and vidya volunteers given the larger strength of the school and inadequate number of teachers.
- The elected representative in the SMC of MPPS, Panthangi, requested Divi's to provide digital classroom and green boards in all the classrooms whose visibility is better even from last benches and their vision is not strained.
- He also claimed that there is a high number of migrant families from other States working in construction and brick kilns. Confirming the HM's opinion on difficulty in teaching the non-Telugu children as the teachers may not be fluent in speaking



Hindi, he requested Divi's to extend support for suitable teaching learning material and a vidya volunteer who can speak and teach in Hindi.

- In addition, if the company can provide for capacity building sessions to teachers in language aspects, it would help further, felt the Chairpersons in all three villages.

## **CONCLUSIONS AND THOUGHTS TOWARDS FUTURE SUSTAINABILITY**

Over all, the educational interventions of Divi's in the different government schools earned greater appreciation from all circles. The dual desk benches in particular are prominent and changed the very look of the classrooms. Sametime the wish list for future support is unending... not only from the students but from the teachers, parents and SMC members too. Taking these into consideration, the following concluding observations and suggestions are made by the study team.

- Providing for classroom infrastructure like the dual desk benches, safe drinking water stations goes a long way in bringing more students come to school and reduce absenteeism due to the ease and comfort.
- The provision of dual desk benches in the classrooms has actually changed the very look of the class room to a beautiful cozy room and children get an academic feel when they sit on the benches.
- Planning and providing for supply and disposal of sanitary pads in the schools would go long way in reducing absenteeism of girls and in promoting girls' education.
- Horlicks seems the most liked by the students of Primary as well as High-schools. However, Divi's may also like to explore the possibilities to ensure better nutritional health to the children attending government schools by making provision for some nutritional dry snack.
- Divi's may consider replacing the shoes and socks with sandals with adjustable belt to avoid size issues. These strapped sandals would enable children to use it comfortably for longer duration and during all the seasons.
- Contributing for school and classroom infrastructure proves much useful in developing public educational institutions. Divi's may think in these lines for its

CSR initiatives. Some areas in this regard could be: functional toilets, dining hall with washing arrangements, etc., while providing for the human resource requirement should be the shared responsibility of the school management and the SMC as well.

- As per the other educational interventions of Divi's in schools, the study team is of the opinion that there is need to focus on sustainable and participatory initiatives where the stakeholders' role is more and committing them to contribute their part. For instance, appointment of sweepers, scavengers, educational volunteers, etc. Divi's providing support to these services would be of a welfare model, that may not sustain for long without a concrete public participation.

As part of social responsibility, the study team interacted with the children wherever they visited the schools and provided gender sensitivity awareness. They also focused on giving information and inputs on Child Helplines, SHE teams and Helplines for women and girls. Particularly they spoke on POCSO Act and the key provisions of the Act. Need for learning life skills and practicing was stressed upon along with time management for improving self- confidence among the children.

In these interactions, the children actively shared that they are encouraging their siblings and other children in the villages to join in government schools as the facilities are greatly improved due to Divi's interventions for the past many years. They also stated that they are aware of Divi's plantation drives in the villages and promised to grow plants in their homes. They are aware of the use of plantation in maintaining ecological balance.

All the children, the teachers and the SMC members including the elected representatives thanked Divi's for consistent support towards children's education and community development.

It is evident from the study that Divi's efforts towards realizing the envisioned goal is on their priority agenda. The money and energies spent by Divi's towards reaching this goal of quality education need to be accredited, as adhering to the principles and values of Corporate Social Responsibility. While appreciating Divi's efforts, the assessment team is of the opinion that the teachers, parents and the community also have the responsibility of making efforts to fulfil further requirements. This goes a long way to continue the efforts made by the company and sustain them through public private partnership.

## PHOTO GALLERY



**Pic 1 – Dual Desk Benches**



**Pic 2 – Students of class 6 happily using dual desk benches**



**Pic 3 – Class 7 students showing their water bottles**



**Pic 4 – Students of class 8 with their Bags**





**Pic 5 – RO Water Purifiers stationed in the schools**



**Pic 6 – Additional Building & Classrooms in a Primary School**



**Pic 7 – FGD with class 10 Girls**



**Pic 8 – Interaction with class 10 boys**





**Pic 9 – Interaction with Class 8 Students : Dual Desk Benches arranged in 3 rows**



**Pic 10 – Discussion with Girls & Boys in a ZPHS**



**Pic 11 – Interaction with Teachers**



**Pic 12 – Interaction with Sarpanch at Panthangi MPPS**





**Pic 13 – Classroom with full strength in a Primary School**

*Education breeds confidence. Confidence breeds hope. Hope breeds peace  
- Confucius*

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